



Karen B. Salmon, Ph.D.  
State Superintendent of Schools

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July 1, 2016

The Honorable Edward J. Kasemeyer  
Chairman  
Senate Budget and Taxation Committee  
3 West Miller Senate Building  
Annapolis, Maryland 21401

The Honorable Maggie McIntosh  
Chairman  
House Appropriations Committee  
Room 121, House Office Building  
Annapolis, Maryland 21401

Dear Joint Chairmen:

Attached please find the Maryland State Department of Education's (MSDE) Report on the plan outlining the specifics of the General Fund Appropriation designated to be used for recruitment and retention incentives for Juvenile Services Education Program teachers and administrators during Fiscal Year 2017.

If you have questions, please contact Dr. Michial A. Gill, Deputy Director for Governmental Relations at 410-767-3170 or by email at [michial.gill@maryland.gov](mailto:michial.gill@maryland.gov).

Sincerely,

Karen B. Salmon, Ph.D.  
State Superintendent of Schools

KBS:bh

Attachment

C: Deborah Grinnage-Pulley  
Michial A. Gill

**Maryland State Department of Education**

**REPORT TO THE BUDGET COMMITTEES ON IMPLEMENTATION OF  
RECRUITMENT AND RETENTION INCENTIVES FOR JUVENILE  
SERVICES EDUCATION SYSTEM STAFF**

July 1, 2016

The Chairmen of the Senate Budget and Taxation Committee and the House Appropriations Committee requested that the Maryland State Department of Education (MSDE) submit a report outlining specifics related to using a General Fund Appropriation in Fiscal Year 2017 for recruitment and retention incentives for Juvenile Services Education Program staff.

**Implementation Outline**

MSDE has prepared and submitted a detailed implementation outline to the Department of Budget and Management (DBM) which proposes a \$3,000 recruitment/retention incentive for all Juvenile Services Education Program teachers and principals during Fiscal Year 2017. This plan proposes an estimated \$60,000 for recruitment incentives (based on a historical vacancy rate of 20) and \$327,000 (based on 109 currently filled teaching/principal positions) during FY 2017. Additionally, the implementation guidelines specify the scope as well as the payment schedule for both the recruitment and retention incentives.

MSDE is currently awaiting DBM approval of the implementation guidelines. Upon approval, MSDE is prepared to immediately initiate the recruitment/retention incentives plan for all teachers/administrators within the Juvenile Services Education Program.