

March 14, 2017

**Call to Action:**

**Act Now to Oppose the Grounds for Employee Discipline Bills  
(SB 760/HB 497)**

(Legislator contact information on page 2)

**MABE opposes Senate Bill 760/House Bill 497 because this legislation would remove the authority to discipline employees from the local board of education based on the superintendent's decision - and transfer the final decision-making authority to an outside arbitrator.**

MABE opposes this legislation because it would adversely impact the ability of local boards to respond to employee misconduct consistent with the best interests of the students, the school system, and community.

Call and email the members of the [Senate Education, Health and Environmental Affairs Committee](#) to oppose [Senate Bill 760](#); and the members of the [House Ways and Means Committee](#) to oppose [House Bill 497](#).

- Local boards of education, which approve the hiring of all certificated employees, should retain the authority to terminate or suspend their employment for one of the five reasons stated in the law (immorality, misconduct, incompetency, willful neglect of duty, insubordination).
- This bill would transfer the board responsibility to an arbitrator, an independent third party who is not required to balance of the employee's interests and the school system's on behalf of all students.
- Outside arbitrators, who by definition have no connection to the school system, should not be empowered to determine who should remain employed by the school system.
- Local boards represent the interests of the entire community – students, teachers, parents, businesses, government leaders – and must be able to decide when any specific individual's actions should disqualify that person from teaching the students in that community, either temporarily or permanently.
- This bill would place these decisions in the hands of a single individual without any option to for the local board to consider and deliberate on the appropriate response to the employee actions at issue.

**2017 Legislative Committee  
Calendar**

- March 20, 2017  
Bill Review & Decisions
- April 3, 2017  
Bill Review & Decisions
- May 1, 2017  
Session Summary

MABE's Legislative Committee meetings are held in the MABE office on Monday mornings, 10:00 to 12:00, unless otherwise indicated. Meeting agendas and materials are posted on the [MABE website](#).

MABE has testified on panels of school attorneys and school system staff in opposition to both bills. Read MABE's testimony on [HB 497](#) and [SB 760](#).

**Senate Education Committee Contacts:**

- Senator Joan Carter Conway, Chair of the Education, Health and Environmental Affairs Committee: [joan.carter.conway@senate.state.md.us](mailto:joan.carter.conway@senate.state.md.us); Phone: 410-841-3145 | 301-858-3145 | Toll-free in MD: 1-800-492-7122 ext. 3145
- Senator Paul Pinsky, Vice-Chair of the Education Committee and Chair of the Education Subcommittee: email to: [paul.pinsky@senate.state.md.us](mailto:paul.pinsky@senate.state.md.us); Phone: 410-841-3155 | 301-858-3155 | Toll-free in MD: 1-800-492-7122 ext. 3155
- Bill Sponsor, Senator Guy Guzzone: [guy.guzzone@senate.state.md.us](mailto:guy.guzzone@senate.state.md.us); Phone: 410-841-3572 | 301-858-3572 | Toll-free in MD: 1-800-492-7122 ext. 3572

Click on *CONTACT* to open the General Assembly message option:

Senate Education Committee - Education Subcommittee	Contact
<a href="#">Pinsky, Paul G. (Chair)</a>	
<a href="#">Kagan, Cheryl C.</a>	
<a href="#">Bates, Gail H.</a>	
<a href="#">Young, Ronald N.</a>	
<a href="#">Zucker, Craig J.</a>	

**House Ways and Means Committee Contacts:**

- Delegate Anne Kaiser, Chair of the Ways and Means Committee: [anne.kaiser@house.state.md.us](mailto:anne.kaiser@house.state.md.us); Phone: 410-841-3036 | 301-858-3036; Toll-free in MD: 1-800-492-7122 ext. 3469
- Delegate Eric Luedtke, Chair of the Ways and Means Education Subcommittee: [eric.luedtke@house.state.md.us](mailto:eric.luedtke@house.state.md.us); Phone: 410-841-3110 | 301-858-3110; Toll-free in MD: 1-800-492-7122 ext. 3110
- Bill Sponsor, Delegate Alonzo Washington (Member of the Ways and Means Committee): [alonzo.washington@house.state.md.us](mailto:alonzo.washington@house.state.md.us); Phone: 410-841-3652 | 301-858-3652; Toll-free in MD: 1-800-492-7122 ext. 3652

Click on *CONTACT* to open the General Assembly message option:

Ways and Means Committee - Education Subcommittee	Contact
<a href="#">Luedtke, Eric G. (Chair)</a>	
<a href="#">Afzali, Kathy</a>	
<a href="#">Ali, Bilal</a>	
<a href="#">Ebersole, Eric</a>	
<a href="#">Hornberger, Kevin B.</a>	
<a href="#">Patterson, Edith J.</a>	
<a href="#">Rose, April</a>	
<a href="#">Shoemaker, Haven</a>	
<a href="#">Washington, Mary L.</a>	

For more information, contact MABE's Director of Governmental Relations, John R. Woolums, Esq., at [jwoolums@mabe.org](mailto:jwoolums@mabe.org) or 410-841-5414.

## **MABE's Legislative Positions & Priorities**

MABE has adopted a comprehensive set of [2017 Legislative Positions](#) on the following issues: Local Board of Education Governance, Education Funding, School Facilities Funding, Local Funding & Maintenance of Effort, Unfunded Mandates, Special Education, Charter Schools, Vouchers & Public Funding for Nonpublic Schools, Testing and Curriculum, School Safety & Security, Student Discipline, Student Health, Nutrition & Fitness, Employee Relations & Collective Bargaining, Federal Education Policy and Funding, and Elected, Appointed & Hybrid Boards of Education.

---

## **MABE's Advocacy Centers**

MABE strives to be the primary voice for public education in Annapolis. The unity of 24 local school boards lends strength to our increasing importance in the legislative process, ensuring that the Governor, General Assembly, and State Board of Education turn to MABE to help determine what is best for school children.

### **Annapolis Advocacy Center**

MABE's [Legislative Committee](#) holds monthly meetings to guide the Association's lobbying activities in Annapolis, and invites policy and legislative leaders to exchange ideas. The Director of Governmental Relations, in coordination with MABE leadership, conducts direct lobbying activities including [testimony](#) before the General Assembly. MABE adopts and publishes an annual [Legislative Positions](#) publication and a Session Summary. MABE coordinates the Green Street Coalition, which is comprised of legislative liaisons from school systems and the superintendents association, and MABE staff pens the weekly GreenSheet update on legislative activity. Link to [MABE's Annapolis Advocacy Center](#).

### **State Board Advocacy Center**

MABE staff and members of the Board of Directors attend each meeting of the State Board of Education, and staff pens [The Monitor](#), which provides a comprehensive summary of each meeting. MABE frequently informs the State Board of the Association's positions on priority issues through testimony, correspondence, and meetings. Link to [MABE's State Board Advocacy Center](#).

### **Federal Advocacy Center**

MABE encourages all boards of education to engage in advocacy at the federal level to ensure that our federal officials are well informed on the priorities and perspectives of local school systems and the fiscal and policy issues arising under the myriad federal programs impacting public education. MABE's Federal Relations Network (FRN) Committee is comprised of board members appointed to represent the association in communicating NSBA and MABE positions to Maryland's federal delegation, including our two U.S. Senators and eight members of the U.S. House of Representatives. Link to [MABE's Federal Advocacy Center](#).

## **Disclaimer**

The Maryland Association of Boards of Education (MABE) provides the materials and information contained in this newsletter and on this web site for its members and non-member internet users for informational purposes only. Using or accessing this newsletter or web site does not create an attorney client relationship between MABE and the accessing user or browser. This newsletter and website are not a substitute for legal advice. Please consult with your legal counsel for specific advice and information.

Maryland Association of Boards of Education  
621 Ridgely Avenue, Suite 300  
Annapolis, Maryland 21401  
[www.mabe.org](http://www.mabe.org)