

*appointment, assignment, compensation, promotion, transfer, dismissal, and all other matters pertaining to the employment of teachers in the public schools in the State of Maryland.*

**114. Suspension or dismissal of teachers, principals, supervisors, or assistant superintendents.**

*Any county board of education may, on the recommendation of the county superintendent of schools suspend or dismiss any teacher, principal, supervisor, assistant superintendent, or other professional assistant for immorality, misconduct in office, insubordination, incompetency, or wilful neglect of duty, provided that the charge or charges be stated, in writing, to such person and that such person be given an opportunity to be heard by the said board of education upon not less than 10 days' notice; that such person be allowed to bring counsel and witnesses, if so desired; and provided further that an appeal from the board's decision may be made to the State Board of Education. Nothing in this section shall preclude the State Board of Education from adopting bylaws providing for a probationary period of employment not to exceed two years.*

**115. Teachers' Associations.**

*Teachers' professional organizations are recommended as important means of elevating the standard of public education by mutual conference, interchange of views, and suggestions as to systems of teaching and discipline.*

**116. Teachers in Institutions.**

*Persons employed as teachers, principals, directors of education, and supervisors of vocational education on the staffs of Boys' Village of Maryland, Maryland Training School for Boys, Montrose School for Girls, Maryland Children's Center, Victor Cullen School, and any and all other institutions which are under the supervision, direction, control, and general management of the State Department of Social Services, shall be paid an annual salary not less than that received by public school teachers of similar training and experience in the particular political subdivision in which located. The State Department of Education or the superintendent of schools in the county in which the institution is located shall be responsible for reviewing the individual's background to determine the appropriate salary that should be paid to the individual based on his prior training and experience.*

**Chapter 9. Finance and Reports**

**117. Annual school budget; county school tax.**

*(a) The county board of education shall, subject to the rules and regulations of the State Board of Education and on and with the advice of the county superintendent of schools, prepare an annual budget according to the following major categories, and such other major categories as may be prescribed by the State Board of Education from time to time with such reasonable supporting detail as may be required by county fiscal authorities.*