

WHEREAS, There has been a 70% drop in the number of Maryland college degrees granted in education between 1970-1984; and

WHEREAS, There are serious concerns about the quality of students entering teacher education programs because many have below average scores on the SATs; and

WHEREAS, The career options available to women have broadened beyond traditional employment, such as teaching; and

WHEREAS, The purchasing power of teachers' salaries has dropped precipitously between 1970-1985; and

WHEREAS, Teacher salaries are not competitive with other professions requiring comparable formal education training; and

WHEREAS, Salary and other financial incentives are important considerations to career choices; and

WHEREAS, Career satisfaction for teachers depends upon financial as well as nonfinancial influences; and

WHEREAS, It is the responsibility of the State to assure that a well-trained, highly motivated teaching force is available throughout the State; and

WHEREAS, Prompt attention must be given to these issues and facts; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Governor is requested to establish a Commission on Teacher Salaries and Incentives to examine the relationship between teacher availability and quality and the financial and nonfinancial rewards of teaching, and specifically to examine the following questions:

(1) What salary increases, if any, are necessary to assure the availability of well qualified teachers for Maryland's public schools;

(2) What other financial and nonfinancial incentives should be considered to encourage Maryland's teachers to teach in schools that have difficulty attracting outstanding teachers; to consider the implementation of mentor teachers' programs; to permit the summer employment of highly able teachers to conduct in-service programs and develop curriculum; to consider rewarding exemplary teaching performance; and to encourage development of other special programs to attract and retain teachers; and

(3) What funding changes, if any, are necessary to ensure that each school system has a well-trained, highly motivated teaching staff; and be it further

RESOLVED, That the Commission be composed of 15 members appointed as follows: