

Department of Legislative Services  
Maryland General Assembly  
2013 Session

FISCAL AND POLICY NOTE

House Bill 1080  
Ways and Means

(Prince George's County Delegation)

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Prince George's County Public Schools - Certificated Professional Individuals -  
Termination of Employment  
PG 417-13

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This bill alters the date by which a certificated professional of the Prince George's County Public School System, who seeks to terminate his or her contract of employment, must provide notice to the Prince George's County Board of Education. Specifically, regardless of the date that a certificated professional was hired (and therefore of the date that termination would occur), notice must be given by the individual no later than May 1.

The bill takes effect July 1, 2013, and terminates June 30, 2016.

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Fiscal Summary

**State Effect:** None.

**Local Effect:** Requiring certain employees to provide earlier notice of termination than under current law to the Prince George's County Board of Education will allow the county school system to begin recruiting replacement employees sooner than other local school systems.

**Small Business Effect:** None.

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Analysis

**Current Law:** Principals, teachers, and other certificated employees of a local school system are (except, under specified conditions, for those who achieved tenure in another

local school system) subject to a three-year probationary period from the date of employment, consisting of a one-year renewable contract. The Code of Maryland Regulations prescribes the form of the “regular contract” of employment upon which a certificated professional and a local board of education may enter. The regular contract specifies that either of the parties to the contract may terminate it at (1) the end of the first, second, or third school year for those hired on or before January 1 following the commencement of the school year or (2) the first, second, or third anniversary date of employment for those hired after January 1 following commencement of the school year, by giving notice in writing.

Notice of termination must be provided no later than May 1 in the case of those employed before January 1 following commencement of the school year. In the case of those employed on or after January 1 following commencement of the school year, notice must be provided in writing (1) no later than June 15 or (2) 60 days prior to the first, second, or third anniversary date at the discretion of the local board of education. (The bill does not alter the timing of termination or the date by which the Prince George’s County Board of Education must provide notice; the date by which a certificated employee of the Prince George’s County Board of Education must provide notice is set by the bill at May 1, regardless of the hiring date.)

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Prince George’s County, Maryland State Department of Education, Department of Legislative Services

**Fiscal Note History:** First Reader - February 25, 2013  
mlm/hlb

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