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BILL: House Bill 1259  
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COMMITTEE: Finance  
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House Bill 1259 alters the definitions of "supervisory employee" and "management personnel" by removing a provision that status as a supervisory employee and management personnel may be determined by certain negotiations between a certain public school employer and a certain employee organization.

PSSAM strongly **opposes** House Bill 1259. This legislation will change Section 6-501 of the Education Article by removing "*as determined by the public school employer in negotiation with the employee organization.*" Removing this language would remove the local authority to determine who is classified as supervisory, thus sending any disputes over classifications to the Public School Labor Relations Board (PSLRB). The result of this action would result in the PSLRB having the authority to make all decisions on what is considered supervisory, as the changes would eliminate any decision by the public school employer. Individuals who feel or believe they are supervisory could potentially use the PSLRB as the channel to reclassify positions thus costing the local school system money and creating additional bureaucracy and layers of unnecessary administration.

There are numerous other ramifications associated with House Bill 1259. Local schools system organizational charts would be left to the discretion of the PSLRB. The inability to make fluid changes to staff and roles will impact students, as employees would be unable to be reclassified without a tedious legal challenge which could take a year or more. Removing all authority to classify positions from the local board will prohibit the public school employer from ensuring an efficient operation best suited for the needs of their local school system. Finally, PSSAM firmly believes that the public school employer should be the final decision maker as to who in an organization should be considered as supervisory as they are the ones expected to hold the employees accountable. In order to operate efficiently, the local school system needs to be able to reclassify positions to the changing needs of the school system as determined by the needs of the students they serve.

For the reasons cited above, PSSAM strongly **opposes** House Bill 1259 and requests an unfavorable committee report.