

Department of Legislative Services  
Maryland General Assembly  
2025 Session

FISCAL AND POLICY NOTE  
Third Reader

House Bill 324

(Delegates Korman and Atterbeary)

Ways and Means

Education, Energy, and the Environment

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County Boards of Education - Antibias Training for Members - Requirement  
(County Board Member Antibias Training Act)

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This bill requires each member of a local board of education to complete an antibias training program at least once during their term. The training program must be the same as provided to public school employees; however, the antibias training for board members must be conducted separately from the training provided to public school employees. **This bill takes effect July 1, 2025.**

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** Local school systems can comply with the bill's requirements with existing resources.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** Chapter 128 of 2024 requires local school systems to provide antibias training to certain school employees based on guidelines developed by the Maryland State Department of Education (MSDE).

*Antibias Guidelines*

MSDE is required to develop guidelines for an antibias training program for school employees. The guidelines developed must include specified elements, including

(1) raising awareness of biases, prejudices, intolerances, and discrimination faced by African Americans, Native Americans, Asian Americans and Pacific Islanders, Hispanic Americans, and other historically marginalized racial and ethnic minorities and (2) combating prejudices faced by historically marginalized religious minorities, including antisemitism and Islamophobia. In developing the guidelines, MSDE must incorporate lessons learned from real-life incidents of discriminatory bullying, harassment, or intimidation reported in accordance with the bullying, harassment, or intimidation policies required by law. MSDE periodically must update the guidelines.

### *Public School Antibias Training*

Each local board of education must, in consultation with teachers and other public school employees, develop an antibias training based on the guidelines developed by MSDE. Every other year, each local board of education must train each public school employee whose job duties include frequent interactions with students using its antibias training.

Antibias training must be job-embedded, paid professional development training that is provided during nonteaching time. To the extent practicable, the training must (1) be offered in a peer-to-peer setting; (2) take a half day or less to complete; and (3) incorporate lessons learned from incidents of bullying, harassment, or intimidation in the county, as reported.

### *Local Boards of Education*

The **Appendix – Local Boards of Education Membership** shows the selection methods, terms of office, and membership of the 24 local boards of education.

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## **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** SB 293 (Senator Feldman, *et al.*) - Education, Energy, and the Environment.

**Information Source(s):** Maryland Commission on Civil Rights; Maryland State Department of Education; Baltimore City Public Schools; Baltimore County Public Schools; Anne Arundel County Public Schools; Montgomery County Public Schools; Charles County Public Schools; Frederick County Public Schools; Talbot County Public Schools; Wicomico County Public Schools; Department of Legislative Services

**Fiscal Note History:** First Reader - January 27, 2025  
rh/hlb Third Reader - February 28, 2025

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## Appendix – Local Boards of Education Membership

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The composition of the local boards of education varies with members serving three- to four-year terms. Twenty counties have elected school boards and four counties have combined appointed and elected school boards. 22 boards have student members; however, only 8 boards allow student members to vote, which generally excludes authority to vote on matters relating to collective bargaining and personnel. Three counties with voting student members also preclude student members from voting on matters relating to operating and capital budgets. **Exhibit 1** shows the selection methods, terms of office, and membership of the 24 local school boards.

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### Exhibit 1 Local Boards of Education As of January 2025

<u>School System</u>	<u>Number of Members</u>	<u>Term</u>		<u>Means of Selection<sup>1</sup></u>
Allegany	6	4 years	E	5 from county at large 1 student (nonvoting, one-year term)
Anne Arundel	8	4 years	E	7 from councilmanic districts 1 student (one-year term)
Baltimore City	12	3 or 4 years	A/E	2 elected from city at large 9 appointed by mayor 1 student (one-year term)
Baltimore	12	4 years	A/E	4 appointed by Governor from county at large 7 elected from councilmanic districts 1 student (one-year term)
Calvert	6	4 years	E	2 from county at large 3 from commissioner districts 1 student (nonvoting, one-year term)
Caroline	7	4 years	A/E	3 elected from school board districts 2 appointed by Governor from county at large 2 students (nonvoting, one-year term)
Carroll	11	4 years	E	5 from county at large 5 commissioners <i>ex officio</i> (nonvoting) 1 student (nonvoting, one-year term)

<u>School System</u>	<u>Number of Members</u>	<u>Term</u>		<u>Means of Selection<sup>1</sup></u>
Cecil	6	4 years	E	5 from commissioner districts 1 student (nonvoting, one-year term)
Charles	10	4 years	E	1 from county at large 8 from commissioner districts 1 student (one-year term)
Dorchester	8	4 years	E	5 from councilmanic districts 3 students (nonvoting, one-year term)
Frederick	8	4 years	E	7 from county at large 1 student (nonvoting, one-year term)
Garrett	6	4 years	E	2 from county at large 3 from commissioner districts 1 student (nonvoting, one-year term)
Harford	11	4 years	A/E	6 elected from councilmanic districts 3 appointed by County Executive from county at large 1 superintendent <i>ex officio</i> (nonvoting) 1 student (one-year term)
Howard	8	4 years	E	2 from county at large 5 from councilmanic districts 1 student (one-year term)
Kent	6	4 years	E	5 from county at large 1 student (nonvoting, one-year term)
Montgomery	8	4 years	E	2 from county at large 5 from school districts 1 student (one-year term)
Prince George's	10	4 years	E	9 from school board districts 1 student (one-year term)
Queen Anne's	7	4 years	E	1 from county at large 4 from commissioner districts 2 students (nonvoting, one-year term)
St. Mary's	6	4 years	E	1 from county at large 4 from commissioner districts 1 student (nonvoting, one-year term)
Somerset	5	4 years	E	5 from commissioner districts
Talbot	9	4 years	E	7 from school board districts 2 students (nonvoting, one-year term)
Washington <sup>2</sup>	8	4 years	E	7 from county at large 1 student (nonvoting, one-year term)

<u>School System</u>	<u>Number of Members</u>	<u>Term</u>		<u>Means of Selection<sup>1</sup></u>
Wicomico	7	4 years	E	5 from councilmanic districts 2 from county at large
Worcester	10	4 years	E	7 from commissioner districts 3 students (nonvoting, one-year term)

<sup>1</sup> E = Elected and A/E = Combined appointed and elected board: (1) in Baltimore County, members are appointed by the Governor from a list of names provided by the Baltimore County School Board Nominating Commission; (2) in Caroline County, members are appointed by the Governor with the advice and consent of the Senate; (3) in Baltimore City, members are appointed by the mayor from a list of names provided by the Baltimore City Public School Board Community Panel; and (4) in Harford County, members are appointed by the county executive with the advice and consent of the county council.

<sup>2</sup> Although not in statute, the Washington County Board of Education reports that there is a student member on the board and that the student member can only concur on votes and must abstain from certain matters.

Source: Sections 3-101 through 3-1405 of the Education Article; Local Boards of Education