

**ERIC EBERSOLE**  
*Legislative District 12*  
Baltimore and Howard Counties

DEPUTY MAJORITY WHIP

Ways and Means Committee

*Chair*  
Early Childhood Subcommittee



The Maryland House of Delegates  
6 Bladen Street, Room 305  
Annapolis, Maryland 21401  
410-841-3328 • 301-858-3328  
800-492-7122 Ext. 3328  
Eric.Ebersole@house.state.md.us

THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

Chair Kaiser, Vice Chair Washington, and members of the Ways and Means Committee

Thank you for your consideration of

HB1074 Education - Collective Bargaining - Certificated Employees - Class Size

Among the many concerns we have with education, one of them is attracting and keeping the best teachers for Maryland schools. There are a myriad of ways to do this – salary, medical coverage, pension, and work conditions among them.

This legislation focuses on work conditions. There are many that can be addressed, but class size is one very clear work condition for teachers. My experience in my many years of teaching makes me sure of this. As numbers grow in classroom, seemingly in a linear fashion, my experience has been that once class gets to a certain size, a teacher's ability to perceive and respond to the individual needs of the students there decreases exponentially as the class size increases. My number was around 20-24. Up to that point each additional students to the class added what seemed to add a single new student to account for. But after that, each student added to the class seemed to increase the class by far more than one student.

This made often me and my teaching colleagues feel far less effective than I would like and that, as many teachers care so much about their craft, ends up being a matter of job satisfaction and therefore, working conditions. Large classes are also, as a result of the difficulties they place in front of teachers, bad for children and education

Collective bargaining agents like MSEA and BTU are a unique set of "unions" in that they bargain, not only for the workers they represent – educators - but in the interest the consumers – students. They need to be able to further fulfill this goal by being able to bargain for class size among the many work conditions they address.

This legislation would remove class size from the list of prohibited subjects that may be bargained collectively. It ould allow the possibility of better work conditions for the teachers we seek to attract and keep.

Thank you,

Eric Ebersole