

HOUSE BILL 1430

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5lr3316

By: **Delegates Miller, Buckel, Hornberger, T. Morgan, Valentine, and Wivell**

Introduced and read first time: February 7, 2025

Assigned to: Appropriations and Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Teachers – Career Ladder Compensation and National Board Certification**
3 **Study**
4 **(Maryland Educator Stipend Reform Act)**

5 FOR the purpose of altering certain salary increases for teachers on the career ladder to be
6 annual stipends paid only in certain years; authorizing county boards of education
7 to award a certain stipend to certain teachers on the career ladder based on a certain
8 certification of the county board related to implementing the Blueprint for
9 Maryland’s Future; requiring the State Department of Education to conduct a
10 certain study regarding the efficacy of National Board Certification of teachers; and
11 generally relating to public school teacher compensation and credentials.

12 BY repealing and reenacting, with amendments,
13 Article – Education
14 Section 6–1009
15 Annotated Code of Maryland
16 (2022 Replacement Volume and 2024 Supplement)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
18 That the Laws of Maryland read as follows:

19 **Article – Education**

20 6–1009.

21 (a) (1) Subject to paragraph (2) of this subsection, beginning on July 1, [2022]
22 **2025**, teacher [salary increases] **COMPENSATION** associated with the career ladder shall
23 at a minimum include the following **STIPEND AMOUNTS, PAID IN THE YEAR THAT THE**
24 **TEACHER ACHIEVES THE ADVANCEMENT ON THE CAREER LADDER AND IN THE**
25 **FOLLOWING 3 YEARS:**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (i) Becoming an NBC teacher – [\$10,000 salary increase] **\$5,000**
2 **ANNUAL STIPEND;**

3 (ii) An NBC teacher teaching at a low-performing school as
4 identified by the county board – [\$7,000 salary increase] **\$3,500 ANNUAL STIPEND;**

5 (iii) Becoming lead teacher – [\$5,000 salary increase] **\$2,500**
6 **ANNUAL STIPEND;**

7 (iv) Becoming distinguished teacher – [\$10,000 salary increase]
8 **\$5,000 ANNUAL STIPEND;**

9 (v) Becoming professor distinguished teacher – [\$15,000 salary
10 increase] **\$7,500 ANNUAL STIPEND; [and]**

11 (vi) Becoming a distinguished principal – [\$15,000 salary increase]
12 **\$7,500 ANNUAL STIPEND; AND**

13 **(VII) ACHIEVING ANY OTHER CERTIFICATION THAT A COUNTY**
14 **BOARD DETERMINES IS EFFECTIVE IN ADVANCING ONE OF THE ITEMS NECESSARY**
15 **FOR IMPLEMENTING THE BLUEPRINT ENUMERATED UNDER § 1-303 OF THIS**
16 **ARTICLE – \$3,500 ANNUAL STIPEND.**

17 (2) The teacher [salary increases] **COMPENSATION STIPENDS** under
18 paragraph (1) of this subsection do not apply to paragraph (1)(iii) through [(vi)] **(VII)** of this
19 subsection until § 6-1002(a) of this subtitle becomes effective as recommended by the
20 Department and approved by the Accountability and Implementation Board.

21 (b) (1) [Salary increases] **COMPENSATION STIPENDS** associated with
22 maintenance of an NBC are subject to collective bargaining in accordance with § 6-408 of
23 this title.

24 (2) The State share for the following [salary increases] **COMPENSATION**
25 **STIPENDS** provided under paragraph (1) of this subsection shall not exceed the following
26 amounts, **PAID IN THE YEAR THAT THE TEACHER EARNS THE MAINTENANCE OF NBC**
27 **AND THE FOLLOWING 3 YEARS:**

28 (i) Earning a first maintenance of NBC – [\$8,000 salary increase]
29 **\$4,000 ANNUAL STIPEND;**

30 (ii) Earning a second maintenance of NBC – [\$7,000 salary increase]
31 **\$3,500 ANNUAL STIPEND; and**

1 (iii) Earning a third maintenance of NBC – [\$6,000 salary increase]
2 **\$3,000 ANNUAL STIPEND.**

3 (c) (1) If a teacher is eligible for more than one [salary increase] **ANNUAL**
4 **STIPEND** under subsections (a) and (b) of this section, the teacher shall receive all [salary
5 increases] **ANNUAL STIPENDS** that apply.

6 (2) A teacher that receives [a salary increase] **AN ANNUAL STIPEND** under
7 subsection (a)(2) of this section for teaching at a low-performing school may not lose that
8 [salary increase] **ANNUAL STIPEND** while teaching at the school even if the school ceases
9 to be low-performing.

10 (d) On or before July 1, 2024, each county shall demonstrate to the Accountability
11 and Implementation Board established under § 5-402 of this article that, during the period
12 between July 1, 2019, and June 30, 2024, teachers in the county received a 10% salary
13 increase above the negotiated schedule of salary increases between the public school
14 employer and exclusive representative for the employee organization.

15 (e) Beginning on July 1, 2026, the minimum teacher salary for all teachers shall
16 be \$60,000.

17 (f) (1) In this subsection, “total program amount” means the sum of, for each
18 item under subsections (a) and (b)(2) of this section:

19 (i) The teacher [salary increase] **ANNUAL STIPEND** multiplied by
20 the number of teachers receiving the [salary increase] **ANNUAL STIPEND**; and

21 (ii) Rounded to the nearest whole dollar.

22 (2) The [increase in the salary] **ANNUAL STIPEND** required under
23 subsections (a) and (b)(2) of this section shall be a shared cost between the State and the
24 county in accordance with this subsection.

25 (3) The required State share for each county is the result of the following
26 calculation multiplied by 0.5 and rounded to the nearest whole dollar:

27 (i) The [salary increase] **ANNUAL STIPEND** multiplied by the
28 number of teachers eligible to receive the [salary increase] **ANNUAL STIPEND** in the prior
29 fiscal year;

30 (ii) Divide the result calculated under item (i) of this paragraph by
31 the ratio, rounded to seven decimal places, of local wealth per pupil to statewide wealth per
32 pupil as defined in § 5-201 of this article; and

33 (iii) Multiply the result calculated under item (ii) of this paragraph
34 by the result, rounded to seven decimal places, that results from dividing the total program

1 amount by the sum of all of the results calculated under item (ii) of this paragraph for all
2 counties.

3 (4) The required local share is equal to the total program amount for each
4 county minus the State share calculated under paragraph (3) of this subsection and
5 rounded to the nearest whole dollar.

6 (g) (1) Beginning in fiscal year 2023, the State shall distribute the State share
7 of the teacher [salary increases] **ANNUAL STIPENDS** as calculated under subsection (f) of
8 this section to each county board.

9 (2) Beginning in fiscal year 2023, the county shall distribute the local share
10 of the teacher [salary increases] **ANNUAL STIPENDS** as calculated under subsection (f) of
11 this section to each county board.

12 (3) Beginning in fiscal year 2023, the county board shall distribute the
13 State and the local share of the teacher [salary increase] **ANNUAL STIPENDS** to the school
14 in which the teacher works.

15 SECTION 2. AND BE IT FURTHER ENACTED, That:

16 (a) On or before June 1, 2030, the State Department of Education shall conduct a
17 study on the efficacy of teachers who have received National Board Certification issued by
18 the National Board for Professional Teaching Standards.

19 (b) The study required under subsection (a) of this section shall:

20 (1) evaluate the efficacy of National Board Certified teachers by examining
21 the performance of students taught by National Board Certified teachers on the
22 assessments administered under the Maryland Comprehensive Assessment Program in
23 comparison with the performance of similar students taught by teachers of similar
24 experience who are not National Board Certified;

25 (2) conduct a statistical analysis comparing the assessment results of
26 students taught by National Board Certified teachers with teachers who are not National
27 Board Certified for school years 2025–2026 through 2028–2029, controlling for teacher
28 experience levels and the prior test scores of the students; and

29 (3) determine whether the students taught by National Board Certified
30 teachers achieved higher assessment results compared to other students taught by teachers
31 who are not National Board Certified on any measure assessed, using a confidence interval
32 of 95%.

33 (c) On or before September 1, 2030, the Department shall report to the Governor
34 and, in accordance with § 2–1257 of the State Government Article, the General Assembly
35 on the results of the study required under subsection (a) of this section.

1 SECTION 3. AND BE IT FURTHER ENACTED, That Section 1 of this Act shall be
2 construed to apply only prospectively and may not be applied or interpreted to have any
3 effect on or application to any public school employee contracts, including teacher salary
4 increases, agreed to before the effective date of this Act.

5 SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect July
6 1, 2025.