HOUSE BILL 1433

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By: Delegate Miller

AN ACT concerning

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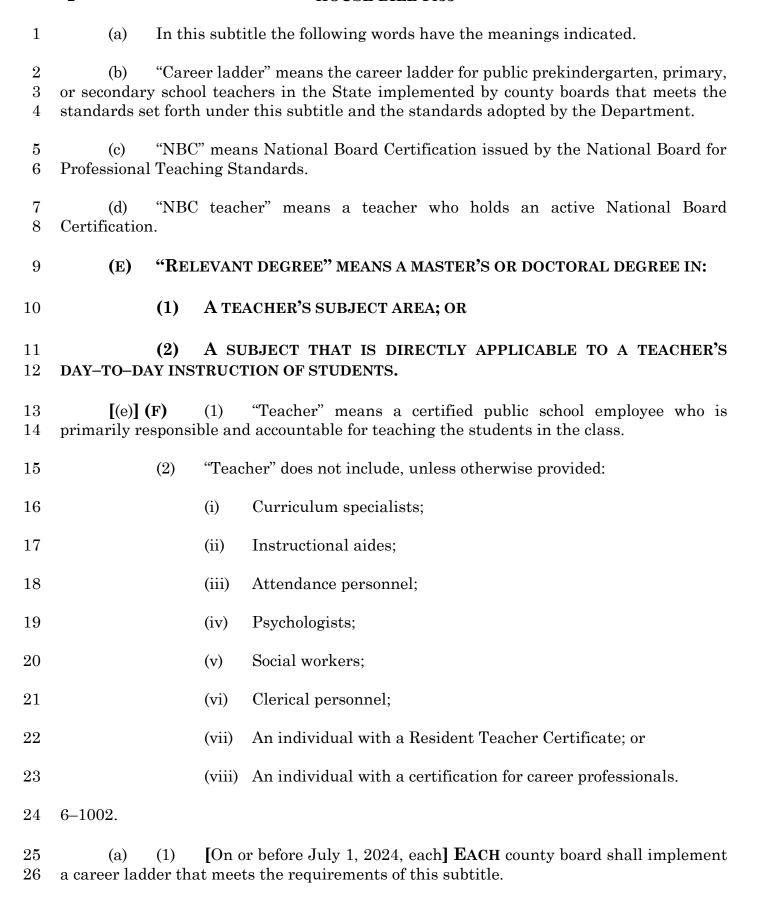
Introduced and read first time: February 9, 2024

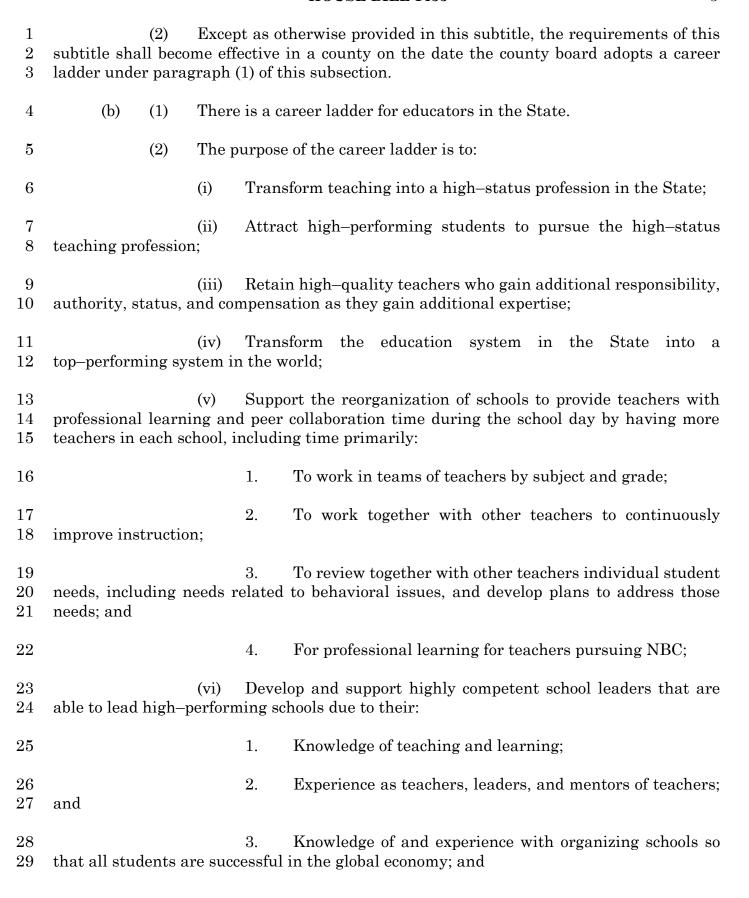
Assigned to: Ways and Means

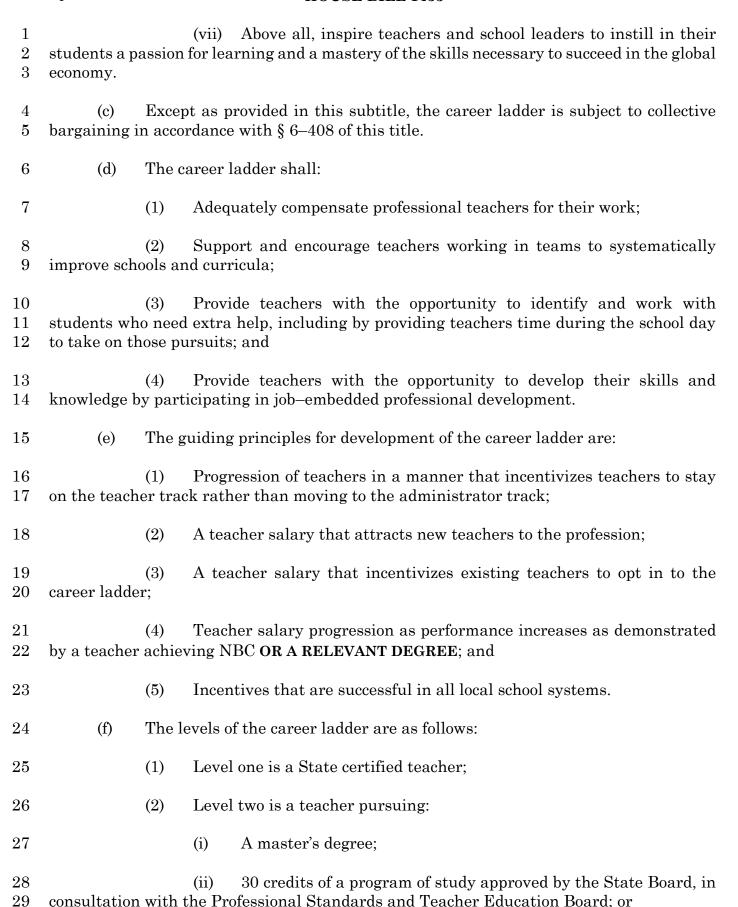
A BILL ENTITLED

2 Primary and Secondary Education - Career Ladder Qualifications - Teachers 3 With Relevant Degrees 4 FOR the purpose of altering the career ladder for teachers to allow teachers with a certain 5 higher degree to participate as an equivalent to teachers with National Board 6 Certification; requiring the State Department of Education to study the efficacy of 7 National Board Certified teachers; repealing, beginning on a certain date under 8 certain circumstances, the teacher salary increases associated with becoming a 9 National Board Certified teacher or holding a certain higher degree; and generally 10 relating to teachers on the career ladder with relevant degrees. 11 BY repealing and reenacting, with amendments, Article – Education 12 Section 6–1001 through 6–1004, 6–1006, 6–1008, 6–1009, and 6–1011 13 Annotated Code of Maryland 14 15 (2022 Replacement Volume and 2023 Supplement) BY repealing and reenacting, with amendments,

- 17 Article - Education
- Section 6-1009 18
- Annotated Code of Maryland 19
- 20 (2022 Replacement Volume and 2023 Supplement)
- 21 (As enacted by Section 1 of this Act)
- 22 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
- That the Laws of Maryland read as follows: 23
- 24 Article - Education
- 25 6-1001.







| 1 | | (iii) | TBC; | |
|----------------|--|----------------|---|--------------------------------|
| 2 | (3) | Leve | aree is: | |
| 3 | | (i) | n NBC teacher; | |
| 4 5 6 | subject area, a te | | If there is no assessment compara n a master's degree in the teacher EE; or | |
| 7 | | (iii) | n assistant principal; and | |
| 8 | (4) | Leve | ur is: | |
| 9 | | (i) | teacher on the teacher leadership | track, in the following tiers: |
| 10 | | | . Lead Teacher; | |
| 11 | | | Distinguished Teacher; or | |
| 12 | | | Professor Distinguished Teac | her; or |
| 13 | | (ii) | teacher on the administrator trac | k, in the following tiers: |
| 14 | | | Licensed Principal; or | |
| 15 | | | Distinguished Principal. | |
| 16 17 18 | teacher, the teacher shall maintain an active National Board Certification in order to | | | |
| 19 20 21 | (h) (1) Subject to paragraph (2) of this subsection, teachers at each level or tier of the career ladder shall teach in the classroom for a minimum percentage of their total working time, as specified in this subtitle. | | | |
| 22 23 24 | (2) The percentages referenced in paragraph (1) of this subsection shall become effective in phases over an 8-year period beginning July 1, 2025, as specified by a county board on approval of the Accountability and Implementation Board. | | | |
| 25 26 27 | (3) The following teachers shall be given priority for working time outside the classroom as the percentages referenced in paragraph (1) of this subsection are phased in: | | | |
| 28 29 | low-performing | (i) schools | lewly licensed teachers, parti- schools that have a high concent | = |

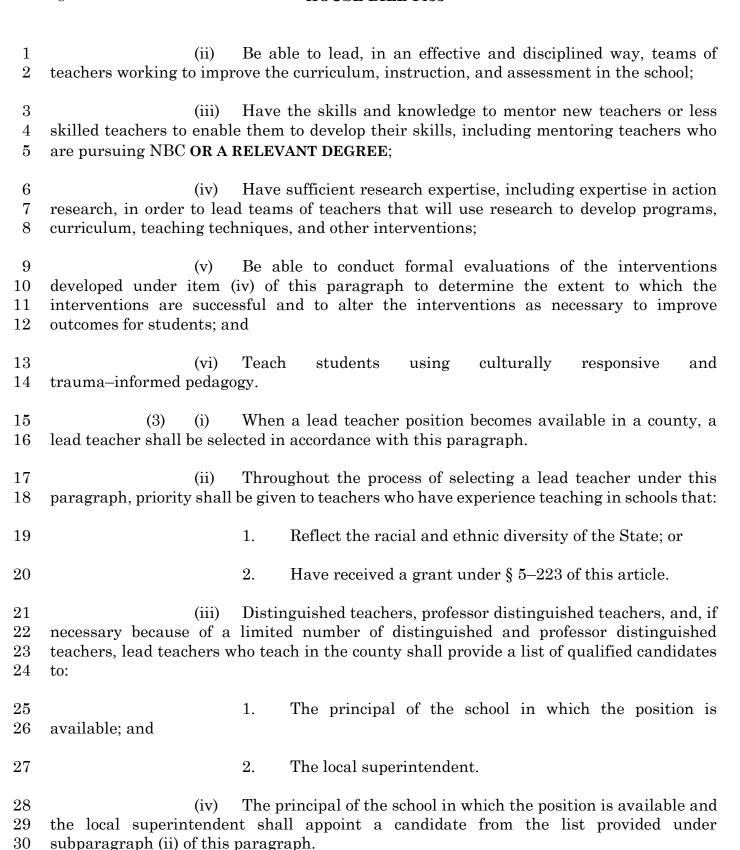
poverty; and

| 1 | | | (ii) | Teachers in schools that: |
|----------------|--|-------|---------|---|
| 2 | | | | 1. Are low–performing; |
| 3 | | | | 2. Have a high concentration of students living in poverty; or |
| 4 5 | students. | | | 3. Have large achievement gaps between subpopulations of |
| 6 7 | ` ' | | - | age of teachers who are Professor Distinguished Teachers or may not be more than 1% of the total number of all teachers. |
| 8 9 10 | lower levels | of th | ie ladd | the upper levels of the career ladder shall mentor teachers in the er, especially those teachers who teach in schools with high ming students. |
| 11 12 | ` ' | | · | board shall strive to place NBC teachers in schools throughout er that supports equity and prioritizes low–performing schools. |
| 13 14 15 | of the career | ladde | er unde | ard may not receive funding from the State for the implementation r § 6–1009 of this subtitle unless the county board implements a the requirements of this subtitle. |
| 16 | 6–1003. | | | |
| 17 18 19 | (a) Beginning with teachers listed under [§ 6–1002(f)(3)] § 6–1002(H)(3) of this subtitle, as specified by the [State Board] COUNTY BOARD, a teacher on level one, two, or three of the career ladder shall: | | | |
| 20 21 | and | (1) | Teach | in the classroom on average 60% of the teacher's working time; |
| 22 | | (2) | Spend | the remaining time on other teacher activities, including: |
| 23 | | | (i) | Improving instruction; |
| 24 25 | additional he | elp; | (ii) | Identifying, working with, and tutoring students who need |
| 26 | | | (iii) | Working with the most challenging students; |
| 27 | | | (iv) | Working with students living in concentrated poverty; and |
| 28 | | | (v) | Leading or participating in professional learning. |
| 29 | (b) | (1) | An as | sistant principal is on level three of the career ladder and shall: |

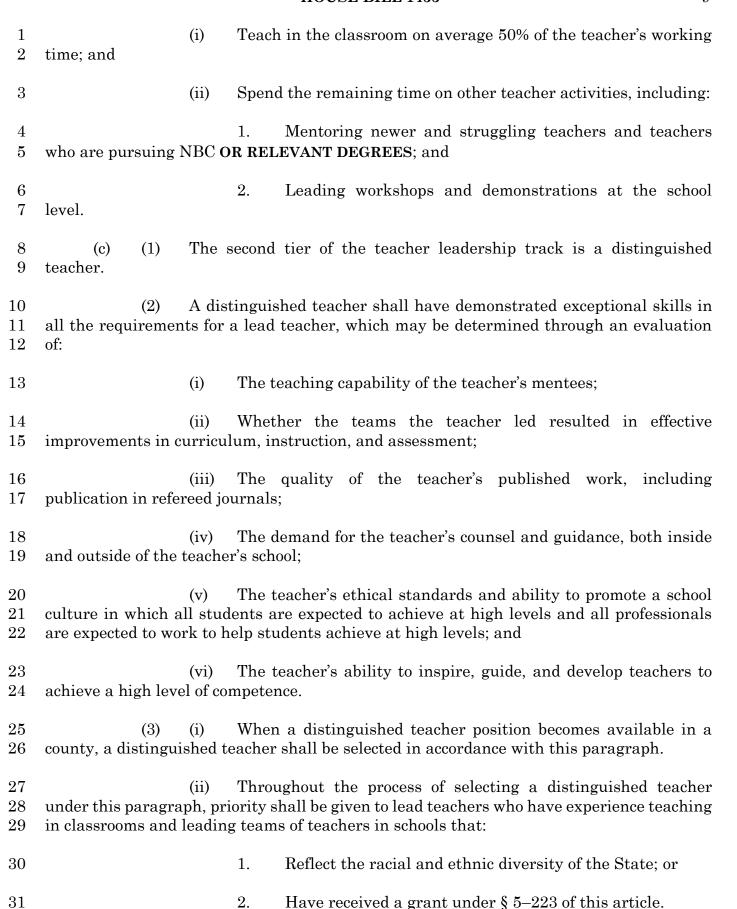
| 1 | | (i) | Be an NBC teacher; or |
|-----------------|------------------------------|-------------------|---|
| 2 | | (ii) | Have an advanced professional certificate for administration. |
| 3 4 5 | (2) of this subtitle, shall: | | nning with teachers listed under [§ 6–1002(f)(3)] § 6–1002(H)(3) fied by the [State Board] COUNTY BOARD, an assistant principal |
| 6 7 | with students fo | (i) or at leas | Participate in classroom activity involving direct interactions t 20% of their working hours; and |
| 8 9 | activities, includ | (ii) ling: | Spend a portion of the remaining time on other teacher related |
| 10 11 | grade levels of t | he schoo | 1. Setting priorities for the subject level departments or l; and |
| 12 13 | development. | | 2. Fulfilling specialized roles, such as head of professional |
| 14 15 | (3) construed to req | | requirements of paragraph (2) of this subsection may not be tan assistant principal be designated as a teacher of record. |
| 16 | 6–1004. | | |
| 17 | (a) (1) | Ther | e is a teacher leadership track on level four of the career ladder. |
| 18 | (2) | A tea | icher on the teacher leadership track: |
| 19 | | (i) | Shall: |
| 20 | | | 1. Be an NBC teacher; or |
| 21 22 23 | teacher's subject | • | 2. [If there is no assessment comparable to NBC for the have a master's degree in the teacher's subject area] HOLD And |
| $\frac{24}{25}$ | resource on cont | (ii) cent and | Is responsible for mentoring peers and serving as an expert pedagogy for their school, their district, and the State. |
| 26 | (b) (1) | The f | first tier of the teacher leadership track is a lead teacher. |
| 27 | (2) | A lea | d teacher shall: |
| 28 | | (i) | Meet all skill and credential requirements for levels one through |

three on the career ladder;

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31 (4) Beginning with teachers listed under [§ 6–1002(f)(3)] § 6–1002(H)(3) 32 of this subtitle as specified by the [State Board] COUNTY BOARD, a lead teacher shall:

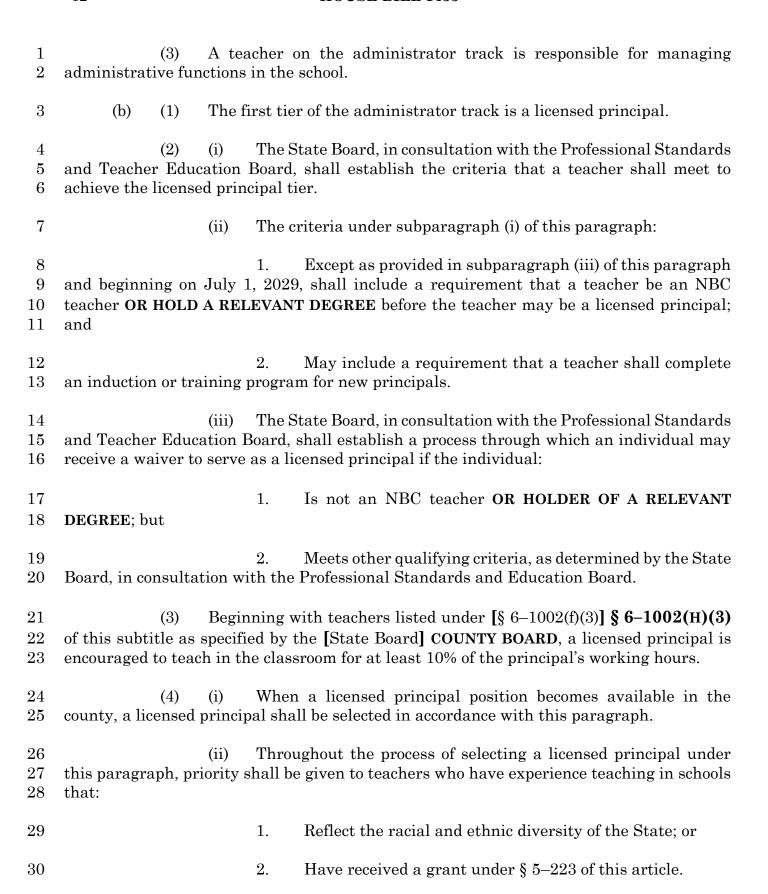


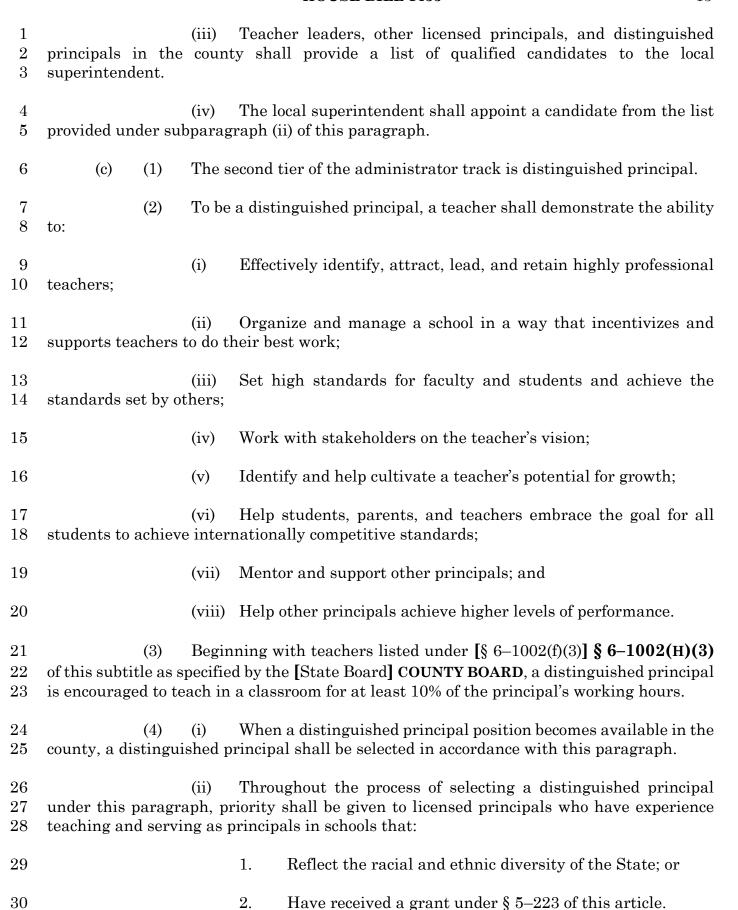
HOUSE BILL 1433

| 1 2 3 | | - | ssor di | ssor distinguished teachers and, if necessary because of a stinguished teachers, distinguished teachers who teach in of qualified candidates to: |
|----------------|--------------------------------|----------------|---------|--|
| 4 5 | available; and | | 1. | The principal of the school in which the position is |
| 6 | | | 2. | The local superintendent. |
| 7 8 9 | the local superinte | | - | principal of the school in which the position is available and appoint a candidate from the list provided in subparagraph |
| 10 11 12 | (4) of this subtitle as shall: | | | with teachers listed under [§ 6–1002(f)(3)] § 6–1002(H)(3) he [State Board] COUNTY BOARD, a distinguished teacher |
| 13 14 | time; and | (i) | Teacl | n in the classroom on average 40% of the teacher's working |
| 15 | | (ii) | Spen | d the remaining time on other teacher activities, including: |
| 16 | | | 1. | Mentoring lead teachers; and |
| 17 18 | district level. | | 2. | Leading workshops and demonstrations at the school and |
| 19 20 | (d) (1) distinguished teac | | third | tier of the teacher leadership track is a professor |
| 21 22 | | _ | | distinguished teacher is a distinguished teacher with which may be demonstrated by: |
| 23 | | (i) | The p | publication of research papers as a university professor; or |
| 24 25 | higher education a | (ii) and an | _ | g qualified to teach and be a leader in both an institution of ntary or secondary school. |
| 26 | (3) | Cand | lidates | to be a professor distinguished teacher include: |
| 27 28 | who holds a doctor | (i) rate an | | nior faculty member in a professional development school talified to serve as a clinical professor; and |
| 29 | | (ii) | A tea | cher who: |
| 30 | | | 1. | Is based at an institution of higher education; |

| 1 | | 2. | Serves as a mentor and instructor of teachers in training; |
|----------------|----------------------------------|----------|---|
| 2 | | 3. | Mentors new teachers during induction; and |
| 3 4 | State. | 4. | Designs and leads professional development across the |
| 5 6 | (4) (i) in consultation with the | | anty board shall appoint a professor distinguished teacher oriate institution of higher education. |
| 7 8 9 | - | graph, | ughout the process of selecting a professor distinguished priority shall be given to distinguished teachers who have achers, and developing teachers in schools that: |
| 10 | | 1. | Reflect the racial and ethnic diversity of the State; or |
| 11 | | 2. | Have received a grant under § 5–223 of this article. |
| 12 13 14 | of this subtitle as specific | ed by th | with teachers listed under [§ 6–1002(f)(3)] § 6–1002(H)(3) ne [State Board] COUNTY BOARD, a professor distinguished om on average 20% of the teacher's working time. |
| 15 16 17 | | lement | adder under § 6–1002(a) of this subtitle is determined by the ation Board to be well established throughout the State, a |
| 18 19 | (1) A m practicums from the tea | | teacher for induction programs and teacher training adership track; and |
| 20 21 22 | ` ' | guished | o write curriculum and assessment items and develop model d teacher and professor distinguished teacher tiers of the |
| 23 24 25 | | | rovided in paragraph (2) of this subsection, a teacher in the l spend a portion of their working time teaching in the |
| 26 27 28 | • / | me, bu | the teacher leadership track may be assigned nonteaching t shall return to teaching in the classroom after a certain y the county board. |
| 29 | 6–1006. | | |
| 30 | (a) (1) Then | e is an | administrator track on level four of the career ladder. |
| 31 | (2) The | primar | y purpose of the administrator track is to develop teachers |

into principals.





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1 Teacher leaders and other distinguished principals in the county 2 shall provide a list of qualified candidates to the local superintendent. 3 The local superintendent shall appoint a candidate from the list provided under subparagraph (ii) of this paragraph. 4 5 (d) All licensed and distinguished principals shall: 6 Be trained in and demonstrate capability with racial awareness and (1)7 cultural competence, including: 8 (i) Teaching students and managing teaching faculty from different 9 racial, ethnic, and socioeconomic backgrounds; and 10 (ii) Implementing restorative practices; 11 (2)Cultivate a school environment in which teachers: 12 (i) Develop cultural competence; 13 Enhance empathy and respect for students; (ii) Work to eliminate biases and stereotypes; and 14 (iii) 15 Provide instruction in a manner that assumes that all students (iv) regardless of their race, ethnicity, gender, or other characteristics are capable of the highest 16 levels of academic achievement; and 17 18 Be evaluated on their success in fostering the school environment in 19 item (2) of this subsection. 20 A county board may add a tier to the administrator track for district office (e) 21directors. 22 6-1008. 23Teachers are encouraged to obtain an NBC OR A RELEVANT DEGREE and (a) 24participate in the career ladder. 25 In this subsection, "Program" means the program established under (b) paragraph (2) of this subsection. 26 27 (2) There is a Program to: (i) 281. Encourage and support teachers in the State in obtaining

and maintaining an NBC OR OBTAINING A RELEVANT DEGREE, including teachers from

groups historically underrepresented in the teaching profession; and

| $\frac{1}{2}$ | 2. Develop a culture of collaborative support for accomplished teaching. |
|---------------------|---|
| 3 | (ii) The Program shall include: |
| 4 5 | 1. A virtual course for teachers interested in pursuing an NBC OR A RELEVANT DEGREE ; |
| 6 7 | 2. Virtual and in-person support to teachers pursuing an NBC OR A RELEVANT DEGREE ; and |
| 8 | 3. Training and support for National Board Facilitators. |
| 9 10 11 12 | (3) The Department shall establish a [National Board] PROFESSIONAL DEVELOPMENT Coordinator to direct the Program, including by coordinating with the Local [National Board] PROFESSIONAL DEVELOPMENT Coordinators and the [National Board] PROFESSIONAL DEVELOPMENT Facilitators in each school system or region. |
| 13 14 | (4) Each local superintendent shall select a Local [National Board] PROFESSIONAL DEVELOPMENT Coordinator to: |
| 15 16 | (i) Organize the delivery of the Program in each local school system by collaborating with: |
| 17 18 19 | 1. Local teacher preparation programs and nonprofit organizations that have a record of success in helping teachers obtain NBC OR A RELEVANT DEGREE; |
| 20 21 22 | 2. The National Board for Professional Teaching Standards, which has established resources and tools for teachers seeking NBC OR A RELEVANT DEGREE ; and |
| 23 24 | 3. Representatives of employee organizations designated as the exclusive negotiating agent for the public school employees in a unit of the county; |
| 25 26 | (ii) Recruit, train, and support [National Board] PROFESSIONAL DEVELOPMENT Facilitators in the region; and |
| 27 28 | (iii) Collaborate with the [National Board] PROFESSIONAL DEVELOPMENT Coordinator. |
| 29 30 | (5) A local superintendent may choose to enter into a regional agreement to implement the Program with one or more local school systems. |

| 1 2 3 4 | - | [National Board] PROFESSIONAL DEVELOPMENT Facilitators in the local school system or in the region with virtual and in—person in obtaining and maintaining an NBC AND IN OBTAINING A | | |
|----------------------------|--|--|--|--|
| 5 6 | (ii) shall be selected: | [National Board] PROFESSIONAL DEVELOPMENT Facilitators | | |
| 7 | | 1. By the local superintendent; or | | |
| 8 9 10 | agreement under para agreement. | 2. If the local superintendent entered into a regional graph (5) of this subsection, in a manner as specified under the | | |
| 11 12 13 14 15 | (c) County boards shall encourage teachers to obtain master's degrees in fields that require special expertise, have shortage areas, and enhance the teacher's professional skills and qualifications so that teachers are able to teach dual—enrollment courses as adjunct faculty at institutions of higher education including by providing additional compensation as appropriate and through collective bargaining. | | | |
| 16 | 6–1009. | | | |
| 17 18 19 | | ject to paragraph (2) of this subsection, [beginning on July 1, 2022,] s associated with the career ladder shall at a minimum include the | | |
| 20 21 | (i) DEGREE – \$10,000 sala | Becoming an NBC teacher OR OBTAINING A RELEVANT ary increase; | | |
| 22 23 24 | (ii) teaching at a low-perf increase; | An NBC teacher OR A TEACHER WITH A RELEVANT DEGREE forming school as identified by the county board – \$7,000 salary | | |
| 25 | (iii) | Becoming lead teacher – \$5,000 salary increase; | | |
| 26 | (iv) | Becoming distinguished teacher – \$10,000 salary increase; | | |
| 27 28 | (v) increase; and | Becoming professor distinguished teacher – \$15,000 salary | | |
| 29 | (vi) | Becoming a distinguished principal $-\$15,000$ salary increase. | | |
| 30 31 32 33 | (2) The teacher salary increases under paragraph (1) of this subsection do not apply to paragraph (1)(iii) through (vi) of this subsection until § 6–1002(a) of this subtitle becomes effective as recommended by the Department and approved by the Accountability and Implementation Board. | | | |

- 1 (b) Salary increases associated with maintenance of an NBC are subject to (1) 2 collective bargaining in accordance with § 6–408 of this title. 3 (2) The State share for the following salary increases provided under 4 paragraph (1) of this subsection shall not exceed the following amounts: 5 (i) Earning a first maintenance of NBC – \$8,000 salary increase; 6 (ii) Earning a second maintenance of NBC – \$7,000 salary increase; 7 and 8 (iii) Earning a third maintenance of NBC – \$6,000 salary increase. 9 (1)If a teacher is eligible for more than one salary increase under 10 subsections (a) and (b) of this section, the teacher shall receive all salary increases that 11 apply. 12 A teacher that receives a salary increase under subsection [(a)(2)] (A) 13 of this section for teaching at a low-performing school may not lose that salary increase 14 while teaching at the school even if the school ceases to be low-performing. 15 On or before July 1, 2024, each county shall demonstrate to the Accountability 16 and Implementation Board established under § 5–402 of this article that, during the period 17 between July 1, 2019, and June 30, 2024, teachers in the county received a 10% salary 18 increase above the negotiated schedule of salary increases between the public school 19 employer and exclusive representative for the employee organization. 20 Beginning on July 1, 2026, the minimum teacher salary for all teachers shall be \$60,000. 21 22 In this subsection, "total program amount" means the sum of, for each 23 item under subsections (a) and (b)(2) of this section: 24The teacher salary increase multiplied by the number of teachers (i) receiving the salary increase; and 25 26 Rounded to the nearest whole dollar. (ii) 27 (2)The increase in the salary required under subsections (a) and (b)(2) of
- 30 (3) The required State share for each county is the result of the following 31 calculation multiplied by 0.5 and rounded to the nearest whole dollar:

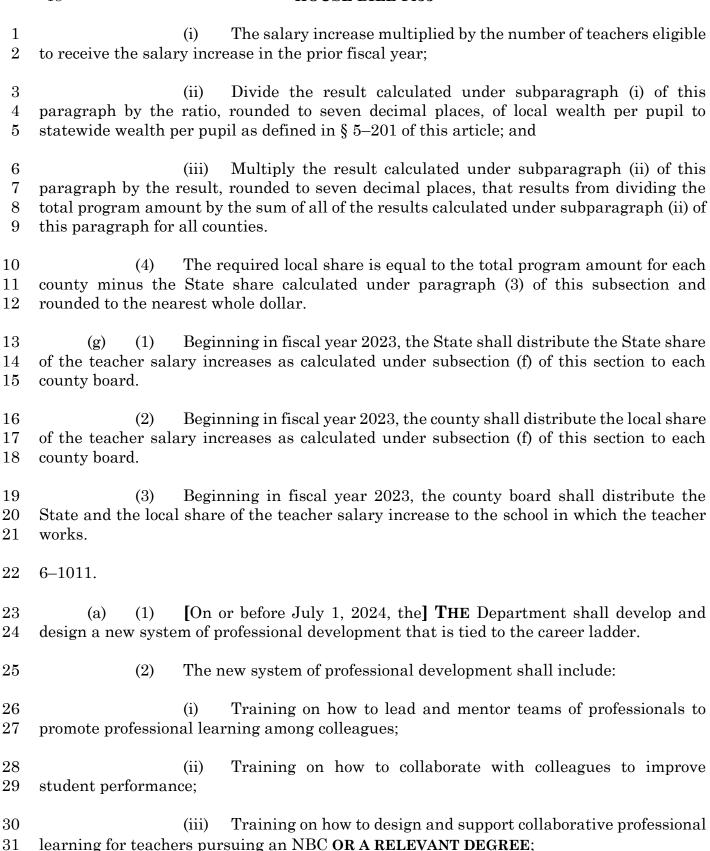
this section shall be a shared cost between the State and the county in accordance with this

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subsection.

(iv)

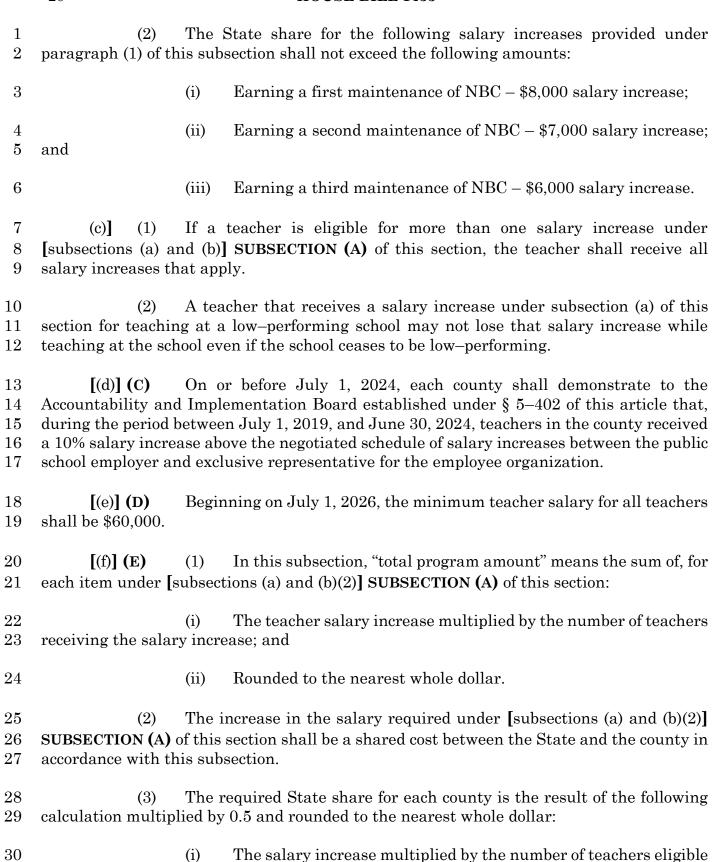


A train-the-trainer model; and

- 1 Advanced training on the science of learning specific to (v) 2 individual disciplines. 3 On or before June 30, [2026] **2027**, each county board shall provide the system of professional development designed by the Department under subsection (a) of this 4 5 section to each teacher who teaches in the county. 6 (c) Beginning on July 1, [2026] **2027**, each county board shall provide the system 7 of professional development designed by the Department under subsection (a) of this 8 section to each teacher teaching in the county no later than 1 year after the teacher begins 9 teaching in the State. 10 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows: 11 **Article - Education** 12 6-1009.13 14 Subject to paragraph (2) of this subsection, teacher salary increases 15 associated with the career ladder shall at a minimum include the following: 16 Becoming an NBC teacher or obtaining a relevant degree -17 \$10,000 salary increase; An NBC teacher or a teacher with a relevant degree teaching at 18 a low-performing school as identified by the county board – \$7,000 salary increase; 19 20 [(iii)] **(II)** Becoming lead teacher – \$5,000 salary increase; 21 [(iv)] (III) Becoming distinguished teacher – \$10,000 salary increase; 22 [(v)] (IV) Becoming professor distinguished teacher – \$15,000 23salary increase; and 24[(vi)] **(V)** Becoming a distinguished principal – \$15,000 salary 25increase. 26 (2)The teacher salary increases under paragraph (1) of this subsection do 27 not apply to paragraph [(1)(iii) through (vi)] (1)(II) THROUGH (V) of this subsection until 28§ 6–1002(a) of this subtitle becomes effective as recommended by the Department and
- 30 (b) **[**(1) Salary increases associated with maintenance of an NBC are subject to collective bargaining in accordance with § 6–408 of this title.

approved by the Accountability and Implementation Board.

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to receive the salary increase in the prior fiscal year;

- 1 (ii) Divide the result calculated under subparagraph (i) of this 2 paragraph by the ratio, rounded to seven decimal places, of local wealth per pupil to 3 statewide wealth per pupil as defined in § 5–201 of this article; and
- 4 (iii) Multiply the result calculated under subparagraph (ii) of this 5 paragraph by the result, rounded to seven decimal places, that results from dividing the 6 total program amount by the sum of all of the results calculated under subparagraph (ii) of 7 this paragraph for all counties.
- 8 (4) The required local share is equal to the total program amount for each 9 county minus the State share calculated under paragraph (3) of this subsection and 10 rounded to the nearest whole dollar.
- [(g)] **(F)** (1) Beginning in fiscal year 2023, the State shall distribute the State share of the teacher salary increases as calculated under [subsection (f)] **SUBSECTION (E)** of this section to each county board.
- 14 (2) Beginning in fiscal year 2023, the county shall distribute the local share 15 of the teacher salary increases as calculated under [subsection (f)] **SUBSECTION (E)** of this 16 section to each county board.
- 17 (3) Beginning in fiscal year 2023, the county board shall distribute the State and the local share of the teacher salary increase to the school in which the teacher works.

20 SECTION 3. AND BE IT FURTHER ENACTED, That:

- 21 (a) On or before June 1, 2029, the State Department of Education shall conduct a study on the efficacy of teachers who have received National Board Certification issued by the National Board for Professional Teaching Standards.
- (b) The Department shall:
- 25 (1) evaluate the efficacy of National Board Certified teachers by examining 26 the performance of those teachers' students on the assessments administered under the 27 Maryland Comprehensive Assessment Program, or any successor assessment, in 28 comparison with the performance of similar students taught by teachers of similar 29 experience who are not National Board Certified;
- 30 (2) conduct a statistical analysis comparing the assessment results of 31 students taught by teachers who are National Board Certified with teachers who are not 32 National Board Certified for school years 2024–2025 through 2027–2028, controlling for 33 the teachers' experience and the prior test scores of the students; and
- 34 (3) report whether the students of teachers who are National Board 35 Certified achieved better assessment results compared to other students on any measure 36 assessed, using a confidence interval of 95%.

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- 1 (c) (1) Within 5 days after completing the study, the State Department of 2 Education shall submit the results of the study to the Department of Legislative Services.
- 3 (2) The results submitted to the Department of Legislative Services shall 4 include a determination of whether National Board Certified teachers are statistically 5 significantly different from other teachers using the method described in subsection (b) of 6 this section.

SECTION 4. AND BE IT FURTHER ENACTED, That:

- (a) Subject to subsection (b) of this section, Section 2 of this Act shall take effect July 1, 2032, contingent on the receipt by the Department of Legislative Services on or before June 1, 2029, of the results of the study performed by the State Department of Education under Section 3 of this Act that show that there is a statistically significant difference between the assessment results from students taught by National Board Certified teachers and students of teachers that are not National Board Certified.
- 14 (b) If, on or before June 1, 2029, the Department of Legislative Services does not receive the study performed by the State Department of Education under Section 3 of this Act or receives the study and the results do not show that there is a statistically significant difference between the assessment results from students taught by National Board Certified teachers and students of teachers that are not National Board Certified, Section 2 of this Act shall take effect July 1, 2029.
- SECTION 5. AND BE IT FURTHER ENACTED, That, except as provided in Section 4 of this Act, this Act shall take effect July 1, 2024.