

HOUSE BILL 1115

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6lr1939
CF SB 957

By: **Delegates Pruski, Bagnall, Behler, and D. Jones**

Introduced and read first time: February 11, 2026

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Education – Career Ladder – National Board Certification Associated Salary**
3 **Increases**

4 FOR the purpose of clarifying that a teacher who holds a certain National Board
5 Certification that has a 10–year award period and is subject to a renewal process is
6 eligible for certain salary increases associated with the career ladder; applying this
7 Act retroactively; and generally relating to National Board Certified teachers and
8 the career ladder.

9 BY repealing and reenacting, without amendments,
10 Article – Education
11 Section 6–1001
12 Annotated Code of Maryland
13 (2025 Replacement Volume and 2025 Supplement)

14 BY repealing and reenacting, with amendments,
15 Article – Education
16 Section 6–1009
17 Annotated Code of Maryland
18 (2025 Replacement Volume and 2025 Supplement)

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

21 **Article – Education**

22 6–1001.

23 (a) In this subtitle the following words have the meanings indicated.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (b) "Career ladder" means the career ladder for public prekindergarten, primary,
2 or secondary school teachers in the State implemented by county boards that meets the
3 standards set forth under this subtitle and the standards adopted by the Department.

4 (c) "NBC" means National Board Certification issued by the National Board for
5 Professional Teaching Standards.

6 (d) "NBC teacher" means a teacher who holds an active National Board
7 Certification.

8 (e) (1) "Teacher" means a certified public school employee who is primarily
9 responsible and accountable for teaching the students in the class.

10 (2) "Teacher" does not include, unless otherwise provided:

11 (i) Curriculum specialists;

12 (ii) Instructional aides;

13 (iii) Attendance personnel;

14 (iv) Psychologists;

15 (v) Social workers;

16 (vi) Clerical personnel;

17 (vii) An individual with a Resident Teacher Certificate; or

18 (viii) An individual with a certification for career professionals.

19 6–1009.

20 (a) (1) Subject to paragraph (2) of this subsection, beginning on July 1, 2022,
21 teacher salary increases associated with the career ladder shall at a minimum include the
22 following:

23 (i) Becoming an NBC teacher – \$10,000 salary increase;

24 (ii) An NBC teacher teaching at a low-performing school as
25 identified by the county board – \$7,000 salary increase;

26 (iii) Becoming lead teacher – \$5,000 salary increase;

27 (iv) Becoming distinguished teacher – \$10,000 salary increase;

1 (v) Becoming professor distinguished teacher – \$15,000 salary
2 increase; and

3 (vi) Becoming a distinguished principal – \$15,000 salary increase.

4 (2) The teacher salary increases under paragraph (1) of this subsection do
5 not apply to paragraph (1)(iii) through (vi) of this subsection until § 6–1002(a) of this
6 subtitle becomes effective as recommended by the Department and approved by the
7 Accountability and Implementation Board.

8 (b) (1) **IN THIS SUBSECTION, “10–YEAR NBC” MEANS AN NBC AWARDED
9 TO A TEACHER ON OR BEFORE DECEMBER 31, 2021, THAT:**

10 (I) **HAS AN EXPIRATION DATE BETWEEN JANUARY 1, 2016, AND
11 DECEMBER 31, 2031, INCLUSIVE;**

12 (II) **HAS A 10–YEAR AWARD PERIOD;**

13 (III) **WAS SUBJECT TO THE RENEWAL PROCESS FOR RETENTION
14 OF CERTIFICATION; AND**

15 (IV) **PROHIBITS THE HOLDER FROM USING THE MAINTENANCE
16 OF CERTIFICATION PROCESS FOR RETENTION OF CERTIFICATION UNTIL THE
17 10–YEAR AWARD PERIOD HAS EXPIRED.**

18 (2) Salary increases associated with maintenance of an NBC **OR RENEWAL
19 OF A 10–YEAR NBC** are subject to collective bargaining in accordance with § 6–408 of this
20 title.

21 [(2)] (3) The State share for the following salary increases provided under
22 paragraph [(1)] (2) of this subsection shall not exceed the following amounts:

23 (i) **FOR AN NBC THAT HAS A 5–YEAR AWARD PERIOD:**

24 1. Earning a first maintenance of NBC – \$8,000 salary
25 increase;

26 [(ii)] 2. Earning a second maintenance of NBC – \$7,000 salary
27 increase; and

28 [(iii)] 3. Earning a third maintenance of NBC – \$6,000 salary
29 increase; **AND**

30 (II) **FOR A 10–YEAR NBC:**

1 1. **EARNED RENEWAL OF A 10-YEAR NBC – \$8,000**
2 **SALARY INCREASE;**

3 2. **EARNING A FIRST MAINTENANCE OF A 10-YEAR NBC**
4 **AFTER 5 YEARS FROM THE DATE OF RENEWAL – \$7,000 SALARY INCREASE; AND**

5 3. **EARNING A SECOND MAINTENANCE OF A 10-YEAR**
6 **NBC – \$6,000 SALARY INCREASE.**

7 (c) (1) If a teacher is eligible for more than one salary increase under
8 subsections (a) and (b) of this section, the teacher shall receive all salary increases that
9 apply.

10 (2) A teacher that receives a salary increase under subsection (a)(2) of this
11 section for teaching at a low-performing school may not lose that salary increase while
12 teaching at the school even if the school ceases to be low-performing.

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

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

20 (f) (1) In this subsection, “total program amount” means the sum of, for each
21 item under subsections (a) and ~~[(b)(2)]~~ **(B)(3)** of this section:

22 (i) The teacher salary increase multiplied by the number of teachers
23 receiving the salary increase; and

24 (ii) Rounded to the nearest whole dollar.

25 (2) The increase in the salary required under subsections (a) and ~~[(b)(2)]~~
26 **(B)(3)** of this section shall be a shared cost between the State and the county in accordance
27 with this subsection.

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

30 (i) The salary increase multiplied by the number of teachers eligible
31 to receive the salary increase in the prior fiscal year;

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

4 (iii) Multiply the result calculated under item (ii) of this paragraph
5 by the result, rounded to seven decimal places, that results from dividing the total program
6 amount by the sum of all of the results calculated under item (ii) of this paragraph for all
7 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.

11 (g) (1) Beginning in fiscal year 2023, the State shall distribute the State share
12 of the teacher salary increases as calculated under subsection (f) of this section to each
13 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) of this section to each
16 county board.

17 (3) Beginning in fiscal year 2023, the county board shall distribute the
18 State and the local share of the teacher salary increase to the school in which the teacher
19 works.

20 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall be construed to
21 apply retroactively and shall be applied to and interpreted to affect any teacher salary
22 increases associated with the career ladder for teachers holding a National Board
23 Certificate under § 6–1009 of the Education Article on or before July 1, 2026.

24 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
25 1, 2026.