

# SENATE BILL 957

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CF HB 1115

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By: **Senators Gile and Simonaire**

Introduced and read first time: February 8, 2026

Assigned to: Rules

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## 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.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

(c) “NBC” means National Board Certification issued by the National Board for Professional Teaching Standards.

(d) “NBC teacher” means a teacher who holds an active National Board Certification.

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

(2) “Teacher” does not include, unless otherwise provided:

- (i) Curriculum specialists;
- (ii) Instructional aides;
- (iii) Attendance personnel;
- (iv) Psychologists;
- (v) Social workers;
- (vi) Clerical personnel;
- (vii) An individual with a Resident Teacher Certificate; or
- (viii) An individual with a certification for career professionals.

6–1009.

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

- (i) Becoming an NBC teacher – \$10,000 salary increase;
- (ii) An NBC teacher teaching at a low-performing school as identified by the county board – \$7,000 salary increase;
- (iii) Becoming lead teacher – \$5,000 salary increase;
- (iv) Becoming distinguished teacher – \$10,000 salary increase;

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

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

(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.

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

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

**(II) HAS A 10–YEAR AWARD PERIOD;**

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

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

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

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

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

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

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

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

**(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;

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

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

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

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

(2) Beginning in fiscal year 2023, the county shall distribute the local share of the teacher salary increases as calculated under subsection (f) of this section to each county board.

(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.

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

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