

# SENATE BILL 957

F1

6lr1938  
CF HB 1115

---

By: **Senators Gile and Simonaire**

Introduced and read first time: February 8, 2026

Assigned to: Rules

---

## 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.



(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.

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.

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.

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.

(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.

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.

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

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

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. EARNED RENEWAL OF A 10-YEAR NBC – \$8,000

2 SALARY INCREASE;

## 3. EARNING A FIRST MAINTENANCE OF A 10-YEAR NBC

4 AFTER 5 YEARS FROM THE DATE OF RENEWAL – \$7,000 SALARY INCREASE; AND

## 5. 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;

(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.

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.