



Maryland

DEPARTMENT OF BUDGET
AND MANAGEMENT

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HOUSE BILL 1433 Primary and Secondary Education - Career Ladder Qualifications - Teachers With Relevant Degrees

STATEMENT OF INFORMATION

DATE: March 6, 2024

COMMITTEE: Ways and Means

SUMMARY OF BILL: House Bill 1433 modifies the Career Ladder for Educators to include teachers with “a relevant degree” on Levels Three and Four along with those with National Board Certification (NBC). Teachers with a relevant degree will be eligible for salary increases. The bill also renames the NBC Coordinator position within MSDE to Professional Development Coordinator, and this position will support teachers seeking a relevant degree and coordinate with local coordinators supporting teachers in professional development.

EXPLANATION: The fiscal impact of this bill would be significant. “Relevant degree” is defined as “a master’s or doctoral degree in a teacher’s subject area or a subject that is directly applicable to a teacher’s day-to-day instruction of students.” Using the number of teachers with a master’s or doctoral degree, the initial salary increase for recognizing the credential of these teachers would cost up to \$356.5 million, of which the State would fund half. Additionally, House Bill 1433 provides for an additional \$7,000 for teachers with relevant degrees who work in a low-performing school. MSDE estimates this would cost \$13.7 million overall, with the State contributing \$6.9 million. This would be an annual recurring cost.

The Department of Budget and Management (DBM) is charged with submitting a balanced budget to the General Assembly annually and will be working with the General Assembly to achieve structural balance over the long-term. In light of current projected general fund deficits in fiscal 2026 forward, the Department urges caution in passing legislation that significantly increases expenditures. State government must be intentional, disciplined, and strategic with its allocation of State funding to ensure maximum impact toward priority outcomes. It would be challenging for the State to manage this new spending given the forecasted out-year deficits for the General Fund.

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