



OPPOSE: House Bill 1430

Teachers - Career Ladder Compensation and National Board Certification Study (Maryland Educator Stipend Reform Act)

House Appropriations and Ways & Means Committees
March 5, 2025

The Blueprint Coalition, a 30+ member organization representing hundreds of thousands of Marylanders and co-led by Strong Schools Maryland and the Maryland State Education Association, strongly opposes House Bill 1430. This bill significantly weakens Maryland's efforts to attract and retain high-quality educators by turning permanent salary increases into temporary stipends and cutting those amounts in half. These changes undercut the state's commitment to raising teacher pay, undermine retention efforts, and devalue the National Board Certification (NBC) process, which has been a cornerstone of the Blueprint's career ladder. Our concerns include:

- **Replacing Salary Increases with Temporary Stipends Hurts Recruitment and Retention:** Instead of providing meaningful, lasting raises, HB 1430 replaces them with four-year stipends that expire. This short-term approach weakens the incentive for educators to pursue National Board Certification and career advancement, as their increased compensation will disappear after a few years. Teachers make long-term career decisions based on stability, and this bill fails to provide that.
- **Cutting Compensation for National Board Certified Teachers Devalues the Career Ladder:** Under HB 1430, teachers who achieve National Board Certification would receive only \$5,000 per year for four years, half of the originally promised \$10,000 salary increase. Educators working in low-performing schools would see their stipend cut from \$7,000 to \$3,500. These reductions undermine the incentive structure that was designed to encourage highly effective teachers to stay in Maryland classrooms and work in the schools that need them most.

A more flexible certification system is worth discussing, but this bill is not the solution. We acknowledge that some educator positions are not well-suited for National Board Certification and that increasing the number of certification pathways could be a reasonable approach. However, HB 1430 does not solve this issue equitably. Instead of expanding options while maintaining strong compensation incentives, it slashes financial support across the board. If the goal is to offer more certification pathways, that discussion should happen without reducing overall compensation for educators or weakening the career ladder.

The Blueprint for Maryland's Future was designed to address the state's teacher shortage and ensure high-quality instruction for all students. HB 1430 moves in the opposite direction by making Maryland's educator compensation less competitive and sending the message that commitments made to teachers can be rolled back.

For these reasons, the Blueprint Coalition strongly urges an unfavorable report on House Bill 1430.

Please contact Riya Gupta at riya@strongschoolsmaryland.org for additional questions.