



**Testimony in OPPOSITION of
House Bill 1430: Teachers – Career Ladder Compensation and National Board Certification Study**

Appropriations Committee

Position: Unfavorable

March 5, 2025

Strong Schools Maryland is a network of education advocates dedicated to ensuring the full funding and faithful implementation of the Blueprint for Maryland's Future so every student in our state is equipped to thrive upon graduation. Strong Schools Maryland urges an **unfavorable vote on House Bill 1430**, which if enacted, would decrease salary increases and weaken efforts to attract and retain high quality educators.

The Blueprint for Maryland's Future codifies the state's commitment to attracting and retaining a high quality and diverse teacher workforce through Pillar 2. Under the current law, there are permanent salary increases available for teachers, particularly for those who achieve National Board Certification. National Board Certification is a component of the career ladder, which was established to incentivize professional growth and job mobility for teachers. National Board Certified teachers are currently guaranteed a \$10,000 salary increase with an additional \$7,000 for teachers working in low performing schools. Increased teacher pay is associated with improved teacher retention (specifically improving retention and job satisfaction for Black and Brown teachers) and sustained gains in student performance.¹ These standards reflect Maryland's recognition of the critical role teachers play in a student's success and the need to offer stable, long term financial incentives to attract and retain high quality teacher workforce.

House Bill 1430 threatens Maryland's ability to attract and retain high quality educators by replacing permanent salary increases with temporary, four year, stipends. This short term approach creates financial instability for teachers, and could possibly discourage teachers from pursuing career advancements. Furthermore, this bill then cuts those amounts for the salary increases (turned stipend through this bill) in half. Under HB1430, teachers who achieve NBC would only receive a \$5,000 stipend as opposed to a \$10,000 salary increase and teachers who work at low performing schools would receive a \$3,500 stipend as opposed to a \$7,000 salary increase. As a result, this bill would weaken our State's commitment to raising teacher salaries, undermine retention efforts, and devalue the National Board Certification process. By reducing the promised compensation, especially for teachers in low performing schools, this bill further undermines career ladder efforts, designed to attract and keep highly effective teachers.

We recognize that there is a valid conversation to be had surrounding flexibility within the career ladder or the certification pathways available for teachers, and we know that National Board Certification does not support specific educator positions. However, House Bill 1430 only reduces promises made in the Blueprint instead of building upon them. Instead of talking about cutting promised salary increases and turning those pay raises into temporary stipends, we should be talking about how to expand options within the career ladder while preserving the promised compensation and incentives.

¹ [Large Pay Increases and Adequate Benefits Could Improve Teacher Retention, 2024](#)

The Blueprint for Maryland's Future made a commitment to both students and teachers for a supportive and safe learning environment. Incentives and professionalization of the teaching career is critical to this goal and this bill conveys a rollback on the original promises made.

For these reasons, we strongly urge an unfavorable report on House Bill 1430.

For more information, contact Kenzie Funk kenzie@strongschoolsmaryland.org

¹ [Anti-Transgender Legislation-A Public Health Concern for Transgender Youth.](#)

² [The Importance of Sports Participation for Transgender Youth](#)

³ [The Epidemic of Violence Against the Transgender & Gender-Expansive Community in the US](#)