



January 29, 2025

The Honorable Delegate Vanessa E. Atterbeary, Chair
The Honorable Delegate Jheanelle K. Wilkins, Vice Chair
House Ways and Means Committee

RE: Support for HB0118 Interstate Teacher Mobility Compact

Dear Chair Atterbeary, Vice Chair Wilkins, Committee Members, and Bill Sponsor,

The Maryland Alliance for Racial Equity in Education (MAREE), a coalition of education advocacy, civil rights, and community-based organizations committed to eliminating racial disparities in Maryland's education system, is pleased to submit **favorable testimony in support of HB0118 as introduced by Delegate Mireku-North.**

The Interstate Teaching Mobility Compact (ITMC) is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislative enacted, legally binding agreements among states. The ITMC will allow teachers to use an eligible license held in a compact member state to be granted an equivalent license in another compact member state, lowering barriers to teacher mobility and getting teachers back into the classroom more seamlessly. Under the ITMC a teacher can teach immediately and not need to complete other state specific requirements, except as a condition of later license renewal.¹

Ten states signed on to the ITMC this spring. The initial ten states are Alabama, Colorado, Florida, Kansas, Kentucky, Nevada, Nebraska, Oklahoma, Oregon, and Utah. Five states in our immediate area have legislation pending. They are Ohio, Pennsylvania, New York, New Jersey, and Delaware. The Interstate Teacher Mobility Compact can increase the supply of teachers and help with filling vacancies. Currently, for a teacher moving from one state to a new state the process is confusing, expensive, time consuming and the licensed teacher may have to pay and take additional courses or tests before they can have a professional license.

The ITMC offers many benefits to those in the teaching profession. It would:

- Eliminate barriers to teaching licensure while maintaining a high level of teaching practice.
- Remove the need for reexamination and additional testing and administrative fees after moving between states; and
- Increase the ability to seek employment from a broader pool of schools and districts to find the best fit for their teaching experience and career.

¹ National Center for Interstate Compacts The Council of State Governments. Interstate Teacher Mobility Compact (ITMC). Retrieved February 26, 2024. From <https://teachercompact.org/wp-content/uploads/sites/28/2022/11/ITMC-Overview.pdf>.

The ITMC benefits the state teaching force. It will increase the ability of the state to attract teachers from across the country. The ITMC aims to provide additional tools to state licensing authorities to license out of state teachers more effectively to get them into the classroom.

Four years I worked as a contractor for a certain school district to create a viable pathway for those hired on a conditional certificate. Hundreds are hired each year. Those holding an active out state license were often issued a conditional certificate. Imagine you are a professionally licensed teacher from another state, you are hired but placed on a conditional certificate until a full review of your documents are submitted to the TEACH portal which you should not upload anything until your effective date and then hopefully in four months you will have the correct professional license or learn you have tests and/or courses to take to be granted a professional certificate. Here is what I can tell you. These folks quit. They are enraged that their teaching license for which they worked hard has little to no value here. If they do not quit they are seething angry and ask why am i doing this? This anger and frustration shows up in their teaching. Why is this so hard? I just want to teach? I have my degree. I have a professional certificate. I took the test in my state. I just want to teach.

We must make the process for highly qualified teachers those coming from another state bearable, affordable, seamless, and welcoming.

For these reasons, MAREE urges a favorable report on HB0118 Teacher Mobility Compact.

peace and truth,
sharlimar douglass
Chair

[Maryland Alliance for Racial Equity in Education](http://MAREEALLIANCE.ORG)