

To the Members of the General Assembly,

I am writing to you as a long-serving National Board Certified Teacher and a committed educator in our state to request your support in addressing an unintended inequity affecting veteran NBCTs who certified under the original, more rigorous 10-year cycle.

I first earned National Board Certification in 2007 and renewed my certification in 2017, both under the former system, which required twice the amount of work and a significantly more extensive submission than today's cycle. Under that system, each certification lasted 10 years. I am currently completing my first Maintenance of Certification (MOC) under the new 5-year system; however, despite maintaining continuous NBCT status for nearly two decades, I will **not** be eligible for a pay increase until the 2027–2028 school year, at the very end of my current 10-year certification window.

This situation is not due to lack of effort or a lapse in certification, but rather an unintended consequence of the transition from the 10-year renewal cycle to the current 5-year MOC and the current Blueprint legislation that only recognizes teachers with MOC for salary enhancement. Teachers who happened to renew their certification shortly *after* me under the new system are already eligible for additional pay increases—and some will reach their second MOC while I remain locked in my 10-year cycle. For example, several NBCTs I currently mentor are working on their second MOC, while I am still completing my first, even though I have been Board Certified far longer.

I serve as the lead mentor for MOC candidates and have supported teachers through the recertification and MOC process for the past nine years. I see firsthand how unevenly this policy change impacts veteran NBCTs. Only a limited number of teachers fall into this gap, but the consequences are significant and deeply unfair.

A colleague of mine provides another clear example of the issue: she renewed her certification in the very last year before the 5-year MOC cycle began. Because of this timing—again, through no fault of her own—she cannot complete a MOC until her 8th year of the current 10-year cycle and will not receive a pay increase until the end of her term. By that time, some teachers who

certified *after* her will have completed their third MOC and will be earning significantly higher pay.

I am certain this disparity was not intentional. However, the current system elevates the earnings of more recently certified teachers simply because they fell into a different renewal timeline, while veteran NBCTs who completed a more rigorous, more time-consuming process are left behind. This undermines both fairness and the long-term commitment that the Blueprint and National Board Certification is designed to recognize.

I respectfully request that you consider supporting SB957 that would:

1. Ensure equitable pay progression for NBCTs who certified under the former 10-year system, recognizing the rigor and length of their certification periods.
2. Address the small but significantly impacted group of veteran NBCTs who have been unintentionally disadvantaged.
3. Honor the continuity of service and sustained excellence shown by teachers who have maintained certification across system changes.

Veteran NBCTs have dedicated years—often decades—to meeting high professional standards and supporting colleagues in achieving them. We respectfully ask for fairness in how the state recognizes and compensates this work.

Thank you sincerely for your service to our community and for your attention to this matter. I would welcome the opportunity to meet with you or provide additional information.

With gratitude,

Lisa Manzi

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National Board Certified Teacher (2007–2017, 2017–2027)