

TESTIMONY FOR SB 957
Education - Career Ladder -
National Board Certification Associated Salary Increases

Bill Sponsor: Senators Gile and Simonaire

Committee: Ways and Means

Organization Submitting: National Board for Professional Teaching Standards

Person Submitting: Sarah Pinsky, Senior Director for Policy

Position: FAVORABLE

Chair Wilkins, Vice Chair Feldmark, and members of the House Ways and Means Committee, thank you for considering this important legislation.

In 2021, the Blueprint for Maryland's Future was established to transform the state's schools into a world-class system. As part of the Blueprint, Maryland incentivizes accomplished teaching through salary increases for National Board Certified Teachers.

As part of the Blueprint, Maryland teachers who achieve National Board Certification receive a \$10,000 salary increase, with those working in a low-performing school receiving an additional \$7,000. Teachers may subsequently earn salary increases by successfully extending their National Board Certification before the end of the 5-year validity period. This process is called Maintenance of Certification.

The salary increases associated with Maintenance of Certification are locally bargained. However, the state will pay a share of these payments for the first three times a teacher successfully completes Maintenance of Certification. This typically occurs 5, 10, and 15 years after a teacher first earned their initial National Board Certification.

This schedule of salary increases in the Blueprint aligns with the current 5-year validity period for National Board Certificates. However, before 2017, the National Board issued 10-year certificates. Through 2021, Maryland National Board Certified Teachers with a 10-year certificate were eligible to extend it for another 10 years through a previous process called Renewal.

Up to 900 Maryland NBCTs still hold these older 10-year certificates. They are ineligible for Maintenance of Certification and the associated salary increase at the 5-year mark. Under current law, these Board-certified teachers are not eligible for a salary increase until after 10 years, while their peer NBCTs are eligible for an increase after 5 years.

This situation is a temporary one that will be phased out by 2031, as all National Board Certified Teachers will complete the Maintenance of Certification upon the expiration of their current 10-year certificate and move to a 5-year certificate.

The National Board remains firmly committed to ensuring equitable treatment for all accomplished educators. At its meeting on November 13, 2025, the National Board's Board of Directors approved policy guidance that educators who renewed their certificates under the prior 10-year system will now have that accomplishment recognized by the National Board as equivalent to completing two consecutive 5-year Maintenance of Certifications.

This guidance affords states, like Maryland, the opportunity to authorize MOC-based salary incentives for those NBCTs on 10-year renewal certificates once they reach the five-year mark during the middle of their active certificate period.

We strongly support this bill and recommend a **FAVORABLE** report in committee.