



BLUEPRINT FOR
Maryland's Future

Accountability &
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BILL: House Bill 1115

TITLE: Education - Career Ladder - National Board Certification Associated Salary Increases

SPONSOR: Delegate Pruski

HEARING DATE: March 10, 2026

COMMITTEE: Ways and Means


POSITION: INFORMATION

The Accountability and Implementation Board for the Blueprint for Maryland's Future (AIB) submits this **letter of information** for **House Bill 1115 – Education – Career Ladder – National Board Certification Associated Salary Increases**.

House Bill 1115, by clarifying the eligibility for teacher salary increases in the State's Career Ladder, provides parity for a specific cohort of teachers who achieved National Board Certification on or before December 31, 2021, whose certification has an expiration date between January 1, 2016 and December 31, 2031, and has a 10-year award period.

The Blueprint for Maryland's Future envisions a high-quality, diverse education system where teachers and leaders are elevated, mentored, and supported to collaborate, specialize, and continuously improve instruction on behalf of world-class outcomes for students. The Blueprint prioritizes National Board Certification (NBC) for teachers because research consistently shows that certification provides numerous benefits to teachers, students, and schools, including increased learning for students.

The goal of the development of the Career Ladder is to provide a rigorous framework for professional development that provides teachers with opportunities to advance professionally, deepen their expertise, and build specializations that enhance student learning, while allowing them to remain closely connected to classroom teaching. Achieving and maintaining NBC is a cornerstone for advancement on the Career Ladder, toward increasing or differentiated responsibility and compensation.



As an incentive to pursue and achieve NBC, the Blueprint provides salary enhancements upon initial award and maintenance of certification (MOC). Initially, the National Board required teachers to renew their certification on a 10-year cycle. In the 2021-2022 school year (SY), with the implementation of the Blueprint, the National Board shifted to a 5-year MOC cycle. However, in (SY)2020-2021, the National Board gave teachers who earned their initial certification the choice to conduct their maintenance of certification on either a 5-year or a 10-year cycle. This created a pay gap between teachers certified with a 10-year MOC on or before December 31, 2021 and those certified with a 5-year MOC after that date.

Notably, the process to maintain certification every 10 years, in comparison to the process to maintain certification every 5 years, is more intensive, more time consuming, and more expensive. In recognition of this, on November 13, 2025, the National Board of Professional Teaching Standards approved the resolution “Recognition of Renewal as Equivalent to Two Maintenance of Certification (MOC) Cycles Policy,” in which the Board recognized “the successful completion of the Renewal process under the prior 10-year certification system as equivalent to completion of two consecutive MOC cycles for all purposes related to recognition, reporting, and eligibility for state and district incentives tied to MOC achievement.” The Board informed the AIB of this resolution and provided corresponding [MOC Policy Equivalency Guidance](#).

We hope that you find this information helpful as you consider **HB 1115**. If you would like more information, please contact Joy Schaefer, Government Relations Director at joy.schaefer@maryland.gov or (410) 991-7623.