

FAVORABLE
House Bill 1115
Education - Career Ladder - National Board Certification Associated Salary
Increases

House Ways and Means Committee
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The Maryland State Education Association supports House Bill 1115, which would remedy an oversight in the statute on teacher salary increases established in the Blueprint for Maryland's Future. Currently, the law unintentionally penalizes educators who hold an earlier version of National Board Certification (NBC), delaying their salary increases. This bill adds recognition of educators who have renewed a 10-year NBC and codifies the formal acknowledgement by the National Board for Professional Teaching Standards (NBPTS) that their NBC renewal is equivalent to two maintenance of certification cycles for a 5-year NBC.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 44 local affiliates in every county across the state, and our parent affiliate is the 3-million-member National Education Association (NEA).

Prior to 2021, teachers who held NBC were required to renew their certification every 10 years. In 2021, NBPTS replaced renewal requirements with maintenance of certification (MOC), a streamlined process that takes place every 5 years. The Blueprint for Maryland's Future statute that outlines salary increases for NBC teachers is based on the 5-year MOC system, and salary increases are awarded each time a teacher completes an MOC cycle. However, experienced teachers who still hold the original 10-year NBC are delayed in receiving salary increases because the law does not account for their version of the NBC.

NBPTS has formally recognized that a 10-year NBC renewal is equivalent to two 5-year MOC cycles. On November 13, 2025, the NBPTS Board of Directors approved the following policy guidance (emphasis ours):

Recognition of Renewal as Equivalent to Two MOC Cycles

*Educators who completed the Renewal process under the prior 10-year system will now have that accomplishment recognized by the National Board as **equivalent to completing two consecutive MOC cycles**. This guidance affords states the opportunity to authorize MOC-based salary incentives for NBCTs on 10-year renewal certificates once they reach the five-year threshold during the middle of their active certificate period.*

This bill would ensure that a 10-year NBC is treated as equivalent to two 5-year MOC cycles when awarding salary incentives. According to NBPTS, there were **859 teachers** in Maryland who held a renewed 10-year NBC as of October 2025. Since 10-year NBCs are no longer issued, this oversight affects a finite number of educators, but for those teachers, it is an issue of fairness and morale. The affected teachers are, by definition, long-serving educators who have held National Board Certification – a distinction for professional excellence – for over a decade. These are the very educators the Blueprint seeks to reward and retain.

Educators should not be arbitrarily penalized for having earned their NBC early. We thank the sponsor for collaborating on amendments to clarify the timeline for awarding equivalent salary increases, and **we strongly urge the committee to remedy this unintentional yet impactful oversight by issuing a favorable report on House Bill 1115.**