



**TO:** House Ways and Means Committee

**BILL:** House Bill (HB) 1115 - Education- Career Ladder - National Board Certification Associated Salary Increases

**DATE:** March 5, 2026

**POSITION:** Letter of Support with Amendments

---

The Professional Standards and Teacher Education Board supports the intent of House Bill (HB) 1115 - Education- Career Ladder - National Board Certification Associated Salary Increases, which provides equitable compensation for National Board Certified Teachers (NBCTs) who earned a 10-year National Board Certificate (NBC) before the establishment of the current five-year NBC. These teachers are not eligible for the salary increases associated with the maintenance of the five-year NBC because their credential has a 10-year validity period.

MSDE believes the true intent of HB 1115 is to ensure parity between educators who completed the older 10-year Renewal process and those completing the current 5-year Maintenance of Certification (MOC). Salary increases should be directed toward educators who have a 10-year NBC that expires between 2026 and 2031. MSDE believes the bill intends to provide a first maintenance salary increase to educators who completed the NBPTS Renewal process between 2016 and 2021, which extended their NBC by ten years to expire between 2026 and 2031. As currently written, the subsection applies to anyone who had a 10-year NBC that expired from 2016 through 2031, which would include seven years of certificates that expired prior to the establishment of the Blueprint for Maryland's Future. Similarly, the current language extends the first salary enhancement to NBCTs who "earned renewal of a 10-year NBC." This language is vague and appears to include a timeframe that precedes the codification of the original statute.

The following amendments are recommended to ensure clarity and equity:

- REPLACE P. 3, LINES 8-17 WITH:  
  
In this subsection, "10-year NBC" means an NBC that:  
  
(I) Was awarded to a teacher between January 1, 2016, and December 31, 2021, inclusive; and  
  
(II) Has a 10-year award period.
- REPLACE P. 3, LINE 23 THROUGH P. 4, LINE 6 WITH:  
  
(i) For a teacher who has only held an NBC with a 5-year award period since 2021 or later:

1. Earning a first maintenance of NBC – \$8,000 salary increase;
2. Earning a second maintenance of NBC – \$7,000 salary increase; and
3. Earning a third maintenance of NBC – \$6,000 salary increase; AND

(ii) For a teacher who has held a 10-year NBC:

(1) The renewal of a 10–year NBC between 2016 and 2021 shall serve as the starting point of the 10–year award period.

(2) Five (5) years after the date of initial award or renewal of a 10-year NBC, the teacher shall be classified as having earned the First Maintenance of NBC and shall receive an \$8,000 salary increase.

(3) Upon earning the Maintenance of Certification that begins a 5-year award period, the teacher shall be classified as having earned the Second Maintenance of NBC and shall receive a \$7,000 salary increase.

(4) Upon earning the subsequent Maintenance of Certification, the teacher shall be classified as having earned the Third Maintenance of NBC and shall receive a \$6,000 salary increase.

By adopting these amendments, the General Assembly will ensure that Maryland’s veteran NBCTs receive the recognition they deserve without creating the logistical complications inherent in the current retroactive language.

We respectfully request that you consider this information as you deliberate HB 1115. For further information, please contact Laurel Cratsley, Interim Executive Director of Government Affairs, at 443-571-5461 or [Laurel.Cratsley@maryland.gov](mailto:Laurel.Cratsley@maryland.gov).