

March 6, 2026

House Ways and Means Committee

130 Taylor House Office Building

Annapolis, Maryland 21041

Dear Delegate Jheanelle K. Wilkins and members of the Ways and Means Committee,

My name is Charles Zimmerman and I am a National Board Certified Teacher who works in Anne Arundel County Public Schools. I am writing to offer my strong support to bill HB 1115, which includes salary enhancements to all National Board Certified Teachers.

I achieved National Board Certification in Music in the 2009 school year. Since achieving, I have supported numerous other Maryland educators in achieving National Board Certification through active mentoring and support. All of the educators that I have supported are on the newer Maintenance of Certification (MOC) system, where I am still on the older recertification program with 10-year renewal. Most of the educators that I have supported in achieving National Board certification will complete the MOC process twice leading to salary enhancements of an additional \$8,000 and \$7,000 dollars, before I receive any additional salary for any recertification under current law. I know there are many educators in the same situation as I and this bill will correct unfairness to those educators that were at the forefront of National Board Certification in Maryland.

Furthermore, most of the educators that are on the 10-year renewal cycle for National Board Certification are senior teachers who are the educator-leaders in our school systems across the state of Maryland. The passage of this bill would support those senior educators and continue to encourage strong teacher retention among some of the most highly qualified and experienced teachers in our state.

I urge the committee to vote in favor of Bill HB 1115 and continue to support National Board Certified teachers in the state of Maryland.

Thank you for your time and consideration.

Sincerely,

Charles Zimmerman

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