

I am writing today as an NBCT teacher to urge you to support HB1115 which will right an unintentional inequity from the original Blueprint legislation.

As a 4th year teacher in September 2008, I sat in a faculty meeting and heard a district representative encourage the teachers at my school to go through the NBCT process. Several of my fellow 4th year teachers signed up, but I was not eligible as I started my career as a conditional teacher and had not yet completed 3 years with a full teaching license, a requirement of NBCT at that time. At the time, I was so sad that I was left out, but under Blueprint, I benefited. By achieving in 2018, I am able to take full advantage of the Blueprint salary enhancements for NBCTs: I maintained my certification in 2022, and will be starting my second maintenance next school year. This means that I can potentially earn \$15000 more than an NBCT teacher who achieved in 2009 and 2010, and \$7000 more than who achieved 2005-2008, including those colleagues who went through the process 10 years before me.

These Maryland educator pioneers are part of the reason why the Blueprint incentivized teachers to pursue this rigorous and reflective teaching certification: they provided the evidence for what we know--accomplished teaching is good for all students.

They inspired people like me to go through the process, through their example, testimonial, and support. Maryland would not have been able to become #1 in the nation in new NBCTs nor #3 in the nation in active NBCT teachers without these pioneers.

Many of these teachers are approaching their final years in the classroom. The NBCT salary enhancement impacts our retirement. By the time I retire (as early as 2035), I will have had the opportunity to maintain my certification three times. It will allow me to receive a higher pension when I am ready to leave the classroom. Those who paved the way deserve the same benefit. This is not just about our current salary, but it is righting a disparity that will impact educators into retirement.

I know we are facing a budget shortfall this year, but this is important. We need to ensure all NBCT teachers are compensated fairly, especially our trailblazers who showed us how important this certification is to our work.

Thank you,

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