



## HB1115 – EDUCATION – CAREER LADDER – NATIONAL BOARD CERTIFICATION ASSOCIATED SALARY INCREASES

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WAYS AND MEANS

### SUPPORT

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Anne Arundel County Public Schools (AACPS) supports **HB1115 – Education – Career Ladder – National Board Certification Associated Salary Increases**. This bill clarifies that teachers who hold a National Board Certification that has a 10-year award period that expires between July 1, 2016, and December 31, 2031, are eligible for the maintenance of certification salary enhancements established by the Blueprint for Maryland’s Future (Blueprint).

The Blueprint’s enhanced compensation structure, which ties salary enhancements to National Board Certification on a five-year renewal cycle, has created an unintended disparity for accomplished educators. During the initial implementation of the Blueprint, the National Board for Professional Teaching Standards shifted from a 10-year to a 5-year certification cycle. Currently, 116 National Board Certified Teachers (NBCTs) in AACPS alone – and many more across Maryland – hold valid 10-year original or renewal certificates that extend up to 2031. Despite having served for more than five years under their current certification and maintaining their commitment to professional excellence, these educators are ineligible for the salary enhancements established by the Blueprint solely due to the extended validity period of their existing certificates.

This situation contradicts the Blueprint’s intent to reward ongoing professional development and creates a two-tiered system among equally qualified NBCTs. Teachers who happened to receive 10-year certificates are ineligible for salary enhancements associated with maintenance of certification through no action of their own, while their colleagues on five-year cycles can access enhanced compensation for the same level of professional achievement.

In December 2025, the National Board for Professional Teaching Standards recognized the successful completion of a National Board Certificate renewal process under the 10-year certification system as equivalent to completion of two consecutive maintenance of certification cycles for all purposes related to recognition and eligibility for state and district incentives tied to maintenance of certification achievement. HB1115 aligns State law with this recognition and ensures that current professional excellence and ongoing development – not the timing of past certification cycles – determines eligibility for enhanced compensation.

Accordingly, AACPS respectfully requests a **FAVORABLE** committee report on HB1115.