



**Testimony in SUPPORT of
House Bill 1115: Education – Career Ladder – National Board Certification Associated Salary Increases**

House Ways and Means Committee

Position: Favorable

March 10, 2026

At Strong Schools Maryland, we work to support the faithful implementation and full funding of the promises legislated through the landmark Blueprint for Maryland's Future. The Blueprint envisions a public education system where all students can feel safe and supported to learn and thrive in their school community. This requires a fairly compensated and adequately supported educator workforce. As a result, **Strong Schools Maryland offers favorable testimony in support of HB 1115 – Education – Career Ladder – National Board Certification Associated Salary Increases** which aims to remedy an oversight in the statute on teacher salary increases established in the Blueprint.

Prior to 2021, teachers who held National Board Certification (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. As a result, the law unintentionally penalizes educators who hold an earlier version of the certification.

On November 13, 2025, the NBPTS Board of Directors formally recognized that a 10-year NBC renewal is equivalent to two 5-year MOC cycles when awarding salary incentives. This guidance affords the state 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. The proposed bill recognizes educators who have renewed a 10-year NBC and codifies this formal acknowledgement by the NBPTS.

This oversight affects a finite number of educators, but for those teachers, it deeply impacts morale within their role. The affected teachers are, by definition, long-serving educators who have held National Board Certification for over a decade. Ensuring that these long serving teachers are recognized and supported, strengthens the teaching profession and ultimately benefits students with their school community.

For these reasons, Strong Schools Maryland urges the House Ways and Means Committee to issue a favorable report on HB 1115 in order to remedy this unintentional yet impactful oversight.

Please contact Kenzie Funk at kenzie@strongschoolsmaryland.org for additional questions.