



## Testimony in SUPPORT of

### Senate Bill 957: Education – Career Ladder – National Board Certification Associated Salary Increases

#### House Ways and Means Committee

#### Position: Favorable

April 1, 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 SB 957 – Education – Career Ladder – National Board Certification Associated Salary Increases** which clarifies and corrects how salary increases are applied to teachers holding earlier versions of National Board Certification (NBC), ensuring equitable treatment within the Blueprint's Career Ladder framework.

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 are still holding 10-year certifications have faced delays in accessing these increases due to a difference in certification structure.

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.

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 SB 957 in order to remedy this unintentional yet impactful oversight.**

Please contact Kenzie Funk at [kenzie@strongschoolsmaryland.org](mailto:kenzie@strongschoolsmaryland.org) for additional questions.