



**BILL:** House Bill 1115  
**TITLE:** Education – Career Ladder – National Board Certification Associated Salary Increases  
**HEARING DATE:** March 10, 2026  
**POSITION:** FAVORABLE  
**COMMITTEE:** Ways and Means Committee  
**CONTACT:** Ms. Jamie Brown, Legislative Representative, 301-766-2946

Washington County Board of Education supports House Bill 1115 as introduced, which seeks to ensure adequate state and local funding for salary increases to a targeted group of National Board Certified (NBC) teachers.

Washington County Public Schools (WCPS) employs 173 NBC teachers. Beginning on July 1, 2022, the Blueprint for Maryland's Future required (Blueprint) school systems to enhance the salary of NBC teachers by \$10,000 and an additional \$7,000 if the NBC teacher is teaching at a low-performing school as identified by the Washington County Board of Education in accordance with the Blueprint. However, the salary enhancement for recertification under the Blueprint is only for teachers who recertify after July 1, 2022; it does not contemplate salary enhancements for those NBC teachers who recertified prior to July 1, 2022. House Bill 1115 would correct this inequity which affects many NBC teachers statewide and which some local boards of education have tried to correct when financially able.

To address the inequity issue locally, Washington County Board of Education entered into a Memorandum of Understanding (MOU) with Washington County Teachers Association to provide the salary increase for WCPS NBC teachers who recertified prior to July 1, 2022. The Board of Education committed to using limited general funds to provide the salary increase under the MOU. House Bill 1115 would provide dedicated state and local funding to support the salary increase for this group of NBC teachers freeing up already limited general funds that can then be redirected to student needs. It would also ensure that all local boards of education, not only those with financial capacity, can address the inequity created by the Blueprint.

Washington County Board of Education supports an increase in state and local funding so that all NBC teachers across the state, regardless of their year of recertification, can receive the salary enhancement(s) mandated by §6-1009 of the Education Article for those certified after July 1, 2022. House Bill 1115 promotes fairness, consistency, and equity for all NBC teachers.

*Washington County Board of Education supports House Bill 1115 and requests the Ways and Means Committee to issue a favorable report.*

Thank you.

Cc: Washington County Board of Education Members  
Washington County Delegation to the Maryland General Assembly  
Dr. David T. Sovine, Superintendent  
Dr. Gary Willow, Deputy Superintendent  
Mr. Jeffrey Proulx, Chief Operating Officer