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**TO:** House Ways and Means Committee  
**BILL:** House Bill (HB) 1115 - Education- Career Ladder - National Board Certification Associated Salary Increases  
**DATE:** March 10, 2026  
**POSITION:** Letter of Information

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The State Board of Education and Maryland State Department of Education (MSDE) extend this letter of information on House Bill (HB) 1115 - Education- Career Ladder - National Board Certification Associated Salary Increases, which provides equitable compensation for National Board Certified Teachers (NBCTs) who earned a 10-year National Board Certificate (NBC) before the establishment of the current five-year NBC. MSDE recognizes the significant professional commitment required to earn and maintain National Board Certification and values the important role NBCTs play in strengthening instruction, supporting teacher leadership, and improving outcomes for Maryland students.

MSDE believes the intent of HB 1115 is to ensure parity between educators who completed the older 10-year Renewal process and those completing the current 5-year Maintenance of Certification (MOC). Salary increases should be directed toward educators who have a 10-year NBC that expires between 2026 and 2031. MSDE believes the bill intends to provide a first maintenance salary increase to educators who completed the National Board for Professional Teaching Standards (NBPTS) Renewal process between 2016 and 2021, which extended their NBC by ten years to expire between 2026 and 2031.

As currently written, the bill addresses anyone who had a 10-year NBC that expired from 2016 through 2031, which would include seven years of certificates that expired prior to the establishment of the Blueprint for Maryland's Future. Similarly, the current language extends the first salary enhancement to NBCTs who "earned renewal of a 10-year NBC." This language would include a timeframe that precedes the codification of the original statute.

The Department appreciates the sponsor's willingness to meet with MSDE and consider technical feedback on the bill language. During these discussions, MSDE provided input to help ensure the bill more clearly reflects the intended population of teachers and aligns with existing statute and implementation frameworks.

MSDE also recognizes that implementing this measure may have a significant fiscal impact on school systems. Additionally, many local education agencies may have already addressed similar salary considerations for veteran NBCTs through their collective bargaining agreements. While we share the goal of equitable compensation, we also note these practical realities.

The State Board and MSDE respectfully request that you consider this information as you deliberate **HB 1115**. For further information, please contact Laurel Cratsley, Interim Executive Director of Government Affairs, at

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