COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2025 Legislative Session

Bill No. CB-087-2025

Chapter No. 61

Proposed and Presented by Council Member Hawkins

Introduced by Council Member Hawkins, Oriadha, Burroughs and Watson

Co-Sponsors Council Members Adams-Stafford, Blegay, Fisher, and Ivey

Date of Introduction October 21, 2025

BILL

AN ACT concerning

National Board-Certified Teacher Incentive Program Match

For the purpose of establishing an enhanced incentive program to encourage National Board-Certified mathematics, science, and exceptional needs teachers to teach at low performing schools in Prince George's County.

BY adding:

SUBTITLE 10. FINANCE AND TAXATION.

Section 10-365

The Prince George's County Code

(2023 Edition; 2024 Supplement).

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Section 10-365 of the Prince George's County Code be and the same is hereby added:

SUBTITLE 10. FINANCE AND TAXATION.

DIVISION 37. NATIONAL BOARD-CERTIFIED TEACHER INCENTIVE PROGRAM MATCH.

Sec. 10-365. Prince George's County National Board-Certified Teacher Incentive Program Match.

(a) Establishment of the Program. The Prince George's County National Board Certified ("NBC") Teacher Incentive Program Match shall:

(1) encourage teachers who are National Board Certified teachers to teach at public

schools in Prince George's County and encourage NBC teachers to work at schools that are classified as low-performing, based on official Maryland State and Prince George's County Public Schools classification and identification systems, thus increasing the incentive for NBC teachers, who by nature of their NBC status, have the highest nationally recognized teacher-specific certification, to teach at those schools;

(2) increase the incentive established by the State of Maryland's Blueprint for Maryland's Future Program for NBC teachers who teach at schools that are classified as low-performing based on official Maryland State and Prince George's County Public Schools classification and identification systems, creating based on current available data, the largest incentive program tied to NBC teachers in the State, in recognition that there is a high need for NBC teachers to be employed at the forty-nine (49) schools classified as among the lowest performing in the State based on the Maryland State Department of Education 2025 NBCT List of Low-Performance Schools;

(3) encourage non-NBC teachers at schools deemed low performing based on official Maryland State and Prince George's County Public Schools classification and identification systems to achieve NBC status, thus helping them enhance their teaching skills as well as achieve the highest nationally recognized teacher-specific certification; and

(4) supporting academic achievement of Prince George's County Public School students by nature of their teaching expertise as ascribed to them by their National Board-Certified Teacher status, and thus contributing to the success of school communities with neighborhood schools having increased amounts of teachers with the highest nationally recognized teacher-specific certification, which can be a socio-economic driver affecting all County residents.

(b) Definitions. In this Division, the following words shall have the following meanings:

(1) **National Board Certification or ("NBC")** means a nationwide certification program designed to recognize accomplished teachers and to generate ongoing improvement in schools issued by the National Board for Professional Teaching Standards.

(2) **National Board Certified Teacher Incentive Program** means the incentive program prescribed in Section 6-1009, Education Article, Annotated Code of Maryland.

(3) **NBC** teacher means a teacher who holds an active National Board Certification.

(4) **Prince George's County National Board Certified Teacher Incentive**

Program Match Fund is a restricted nonlapsing fund administered by the Director of Finance used solely to fund the Prince George's County National Board-Certified Teacher Incentive Program Match.

(5) **Teacher** has the meaning set forth in Section 6-1001(e), Education Article, Annotated Code of Maryland.

(c) Prince George's County National Board-Certified Teacher Incentive Program Match. Subject to the allocation of funding in the annual County budget and/or other sources, including but not limited to, funding for the bonus or stipend that may be issued through the State, Prince George's County Public Schools, Board of Education or the County, every NBC teacher who qualifies for the incentive prescribed in Section 6-1009(A)(1)(II), Education Article, Annotated Code of Maryland, for teaching at a low performing school in Prince George's County and is national board-certified in mathematics, science, or exceptional needs shall receive an annual disbursement of $7000 from the Prince George's County National Board Certified Teacher Incentive Program Match Fund. The duration of eligibility for this incentive disbursement shall be the same as the duration of eligibility for the incentive prescribed in Section 6-1009(A)(1)(II), Education Article, Annotated Code of Maryland.

(d) Administration. The Director of Finance shall establish and administer the process for teachers to apply for and, if eligible and subject to the annual allocation of funding to the fund, receive the Prince George's County National Board-Certified Teacher Incentive Program Match.

(e) Reporting. By September 30 of each year, the Director of Finance shall provide an annual written summary to the County Executive and County Council on the disbursements from the Prince George's County National Board Certified Teacher Incentive Program Match Fund for the previous fiscal year, including the number of NBC teachers awarded the incentive and amounts of fund disbursements, both in totality and on a school-by-school basis.

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SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such

invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 3. BE IT FURTHER ENACTED that the County Council strongly urges and intends to seek that the Prince George's County Public Schools contributes funding to the Prince George's County National Board-Certified Teacher Incentive Program Match Fund, as well as urges other state, federal, and private sector partners to contribute as well. The County particularly expresses the intent to request $1,000,000 for the fund from the Maryland General Assembly in its Fiscal Year 2027 state budget.

SECTION 4. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 18th day of November, 2025.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

BY: _____
Edward P. Burroughs III
Chair

ATTEST:

_____
Donna J. Brown
Clerk of the Council

APPROVED:

DATE: 12/8/2025 BY: _____
Aisha N. Braveboy
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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