

Department of Legislative Services
 Maryland General Assembly
 2026 Session

FISCAL AND POLICY NOTE
 First Reader

House Bill 1115 (Delegate Pruski, *et al.*)
 Ways and Means

Education - Career Ladder - National Board Certification Associated Salary
 Increases

This bill establishes that teachers who hold certain 10-year National Board Certifications (NBCs) awarded on or before December 31, 2021, are eligible for salary increases associated with renewal and maintenance of certification under the State’s career ladder framework. The bill specifies the salary increases applicable to renewal and maintenance of a 10-year NBC. The bill applies retroactively to teacher salary increases associated with the career ladder for teachers holding an NBC on or before July 1, 2026. **The bill takes effect July 1, 2026.**

Fiscal Summary

State Effect: General fund expenditures increase by *at least* \$1.2 million annually beginning in FY 2027 due to expanded eligibility for NBC maintenance-related salary increases under the educator career ladder. Revenues are not affected. **This bill establishes a mandated appropriation beginning in FY 2028.**

(\$ in millions)	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	1.2	1.2	1.2	1.2	1.2
Net Effect	(\$1.2)	(\$1.2)	(\$1.2)	(\$1.2)	(\$1.2)

Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease

Local Effect: Local school system expenditures increase by *at least* \$2.4 million annually beginning in FY 2027 due to expanded eligibility for NBC maintenance-related salary increases. Under the existing wealth-equalized cost-sharing formula for career ladder salary increases, the State provides approximately \$1.2 million in aid to local school systems and local school systems fund the remaining \$1.2 million. **This bill imposes a mandate on a unit of local government.**

Small Business Effect: None.

Analysis

Bill Summary: A “10-year NBC” means an NBC awarded to a teacher on or before December 31, 2021, that (1) has an expiration date between January 1, 2016, and December 31, 2031, inclusive; (2) has a 10-year award period; (3) was subject to the renewal process for retention of certification; and (4) prohibits the holder from using the Maintenance of Certification process for retention of certification until the 10-year award period has expired.

The maximum State share for salary increases associated with renewal or maintenance of a 10-year NBC are (1) \$8,000 for earned renewal of a 10-year NBC; (2) \$7,000 for first maintenance of a 10-year NBC after 5 years from the date of renewal; and (3) \$6,000 for second maintenance of a 10-year NBC.

Current Law: Under Chapter 36 of 2021 (the Blueprint for Maryland’s Future), as amended, each local board of education was required to implement a four-level teacher career ladder by July 1, 2024. Movement within the career ladder is tied to specified qualifications and accomplishments, including attainment of NBC. A teacher who achieves level three or level four on the career ladder based on holding an NBC must retain NBC status to remain at that level.

Beginning in fiscal 2023, minimum salary increases are required for specified career ladder accomplishments. Teachers who become National Board Certified receive a \$10,000 salary increase and may receive an additional \$7,000 if teaching in a low-performing school. Additional salary increases associated with maintenance of NBC are subject to collective bargaining, with the State share capped at specified amounts. Specifically, the State share for the following salary increases must not exceed the following amounts: (1) earning a first maintenance of NBC (\$8,000); (2) earning a second maintenance of NBC (\$7,000); and (3) earning a third maintenance of NBC (\$6,000). Costs associated with these salary increases are shared by the State and counties through a wealth-equalized formula.

NBC certification is currently for 5 years, with the option to renew or maintain the certificate for an additional 5 years. In prior years, however, certificates were for 10 years, so teachers with those certificates must wait longer to get the salary increases tied to renewal or maintenance of NBC.

The State must also pay the cost of fees for initially attaining and renewing NBC (including one retake of each assessment), and local boards must reimburse the State for one-third of those costs. By fiscal 2027, all teachers must receive a minimum salary of \$60,000.

State/Local Expenditures: State and local expenditures increase by *at least* \$2.4 million annually beginning in fiscal 2027 due to expanded eligibility for NBC maintenance-related salary increases under the educator career ladder. The Maryland State Department of Education (MSDE) estimates that approximately 446 teachers statewide hold qualifying 10-year NBCs and have not yet received a maintenance-of-certification salary increase. Based on locally negotiated maintenance-of-certification salary increases included in county career ladder plans submitted to the Accountability and Implementation Board as of November 2025, total additional annual salary costs are estimated at approximately \$2.4 million.

Under the educator career ladder cost-sharing formula these costs are shared between the State and local school systems. Accordingly, State general fund expenditures increase by approximately \$1.2 million annually, while local school system expenditures increase by approximately \$1.2 million annually, beginning in fiscal 2027.

The estimate reflects only the first renewal-related salary increase associated with qualifying 10-year NBCs. Although the bill applies retroactively to qualified teachers, MSDE advises that the estimate assumes no retroactive payments, with fiscal impacts beginning prospectively in fiscal 2027.

Actual costs may vary depending on the number of eligible teachers, the timing of renewal and maintenance cycles, collectively bargained salary schedules, and the distribution of eligible teachers among counties due to the wealth-equalized funding formula. Local fiscal impacts vary by county depending on the number of teachers holding qualifying 10-year certifications.

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: SB 957 (Senators Gile and Simonaire) - Education, Energy, and the Environment.

Information Source(s): Baltimore City; Harford County; Accountability and Implementation Board; Maryland State Department of Education; Department of Budget and Management; Baltimore City Public Schools; Baltimore County Public Schools; Anne Arundel County Public Schools; Frederick County Public Schools; Wicomico County Public Schools; of Legislative Services

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