



October 14, 2025

FISCAL AND POLICY NOTE

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THRU: Lavinia Baxter 
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FROM: Caleb Callender 
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RE: Policy Analysis and Fiscal Impact Statement
CB-087-2025 National Board-Certified Teacher Incentive Program Match Act

CB-087-2025 (*Proposed by:* Council Member Hawkins)

Assigned to the Education and Workforce Development (EWD) Committee.

AN ACT CONCERNING NATIONAL BOARD-CERTIFIED TEACHER INCENTIVE PROGRAM MATCH for the purpose of establishing an enhanced incentive program to encourage National Board-Certified teachers to teach at low-performing schools in Prince George's County.

Fiscal Summary

Direct Impact

Expenditures: This bill would commit to funding an additional incentive for National Board-Certified Teachers who teach in low performing schools, an expense of \$7,000 per teacher. If fully funded, at a minimum under this bill the County would commit to \$854,000, with the potential of a significant increase as more teachers become certified and choose to teach in low performing schools, requiring a commitment of anywhere between \$1.15 million and \$2.26 million.

Revenues: No anticipated revenue impact.

Indirect Impact

Likely Favorable.

Legislative Summary

CB-087-2025, proposed and sponsored by Council Member Hawkins, was presented on September 30th, 2025, and was referred to the Education and Workforce Development Committee (EWD). The proposed bill would establish incentives for National Board-Certified Teachers who teach in low performing schools, which make up 49 out of the 201 schools in the county. This incentive will be granted through a \$7,000 stipend established by Prince George's County National Board-Certified Teacher Match fund, from County funding. The Director of finance shall establish and administer this process for teachers to apply for, and by September 30th of each year, the Director shall deliver a written report to the County Executive and the County Council on the disbursements of this program.

Background/Current Law

State Law:

Currently, teachers in Maryland with National Board Certification working in local education agencies may earn up to \$17,000 in salary incentives.¹ National Board Certification is a nationwide certificate program, designed to recognize accomplished teachers and promote consistent progress in schools. Salaries for teachers who achieve this certification are increased by \$10,000. Teachers who stay with or move to low performing schools are eligible for an additional \$7,000.²

The Maryland State Department of Education identifies schools deemed low performing each year. These schools earn a 1- or 2-star rating in the Maryland's Accountability System in two of the last three available years. Prince George's County currently has 49 low performing schools.³

Relevant legislation from other local jurisdictions:

¹ [Elevating the Teaching Profession](#)

² [Elevating the Teaching Profession](#)

³ [List of participating Low-Performing Schools](#)

In some Maryland counties, incentives are available for staff members who do not fit under the purview of being a teacher. In both Calvert and St. Mary's Counties, unions negotiated for related service providers such as school psychologists, speech/language therapists, and audiologists, among others, to be eligible for incentives ranging from \$1,500-\$3,000. In Carroll County, administrators negotiated a \$7,000 salary increase for principals leading low-performing schools and a \$10,000 increase for all non-teacher NBC holders. Lastly, in Frederick and Harford Counties, unions brokered for all certified educators who achieved NBC to receive an additional \$5,000 and \$2,000.⁴

Policy Impact

National Board-Certified Teachers (NBCTs) have a demonstrated track record of positively impacting student outcomes. In the state of Washington, findings suggested that NBCTs produced gains of up to 1.5 months of additional learning.⁵ In Mississippi, Kindergarten students taught by an NBCT are 31% more likely to achieve a proficient score, and third grade students were 11% more likely.⁶

In addition to student gains, NBCTs are also less likely to leave the profession. A study in South Carolina found that during the 2018–2019 school year, the turnover rate for all teachers was 9%, compared to just 3.6% for NBCTs.⁷ This is particularly relevant for Prince George's County, which, as reported earlier this year, has one of the highest teacher turnover rates in Maryland—losing over 1,000 educators annually.⁸ High turnover disrupts student stability and breaks the relationships built between students and teachers. It also hampers professional growth, as new or transitioning teachers may not have the time or support to fully develop their practice. In contrast, NBCTs engage in a rigorous, reflective certification process that helps them identify challenges and continuously improve their teaching.

Currently, Prince George's County has 496 National Board-Certified Teachers and 948 candidates who have submitted at least one component toward certification. Of the 496 certified teachers, 122 work in state-identified low-performing schools, averaging about four NBCTs per school. Offering additional incentives could encourage more teachers in these schools to pursue certification or even attract certified teachers to transfer to high-need schools, ultimately benefiting the students who need the most support.

Fiscal Impact

⁴ [Fact or Fiction: The Truth about the Blueprint](#)

⁵ [Elevating Teaching, Empowering Teachers](#)

⁶ [Elevating Teaching, Empowering Teachers](#)

⁷ [Retaining SC Teachers Through National Board Certification](#)

⁸ [Educators face high turnover and staffing issues impacting student support in Prince George's schools](#)

- *Direct Impact:*

The enactment of CB-087-2025 will have an adverse fiscal impact on the County. As stated by Prince George's County Public Schools, there are 122 NBCTs who currently work in state-identified low-performing schools. Each NBCT would cost an additional \$7,000, so at a minimum this program will cost \$854,000, if fully funded, with potential to increase.

- *Indirect Impact:*

The enactment of CB-087-2025 may have a slightly positive impact on administrative financial support to teacher recruitment efforts as teacher turnover rates will likely decrease with an increased presence in NBCTs.

Appropriated in the Current Fiscal Year:

No.

Questions for Consideration

1. Is this funding for this match program coming from the County or the Board of Education?

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information or have questions about this fiscal impact statement, please reach out to me via phone or email.