

RAISING TEACHER SALARIES IS IMPORTANT. IT MAY ALSO REQUIRE TRADEOFFS.

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desire to be equitable, which they believed meant also raising the salaries of experienced teachers and other personnel.

Districts also described challenges with getting the funding they needed to meet these increased salary requirements. Many districts are heavily reliant on local, state, and federal funding. Many districts noted that there were not enough funds from one or all of those levels to meet the needs of their districts, including Calvert and Wicomico County. Many districts noted that their state and local governments were not providing the minimum funding necessary under Maryland's Minimum Effort (MOE) law, which requires that state funding be at least as much per-pupil funding as the previous year.¹⁷ This finding suggests that state funding may not be enough to support salary raises in many districts. Some districts also said that they were receiving less funding than in prior years due to decreased student enrollment¹⁸ and less state funding over the years with the sunset of Elementary and Secondary Education Emergency Relief (ESSER) funds. Together, these funding challenges make it difficult for districts to sustain both universal salary raise initiatives.

Districts described several strategies to meet increased salary requirements amid funding challenges. Many districts generally relied on cooperation with local and county governments, and teacher unions. Some districts mentioned requesting additional funding from local and county governments, districts mentioned how they were allocating resources to meet these needs, and some districts mentioned working with state and local governments to address these needs. Calvert County and Wicomico County are currently facing budget challenges.

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However, some cited challenges with affording staff who could support teachers through the NBC process. For example, Carroll County said that, due to budgetary shortfalls and staffing shortages, they could not hire NBC facilitators—who support teachers pursuing NBC—for the 2023-24 school year. Several districts also mentioned that they support NBC facilitators through temporary sources of funding (e.g., Maryland Leads grants).



... NBC facilitators
This [REDACTED] districts' facilitators

¹National Education Association (2024).

Senate Committee on Health, Education, Labor & Pensions (2023).
introduces legislation to address teacher pay crisis in America.
(2024, April 19). Here's what teachers think their salaries should be

²Thymianos, K., & DiMarco, B. (2024). Legislative tracker: 2024 teacher
bills in the states.