

Department of Legislative Services
Maryland General Assembly
2025 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 1317
Ways and Means

(Delegate Wu, *et al.*)

County Superintendents - Contracts - Required Provisions (Superintendent
Buyout Limit)

This bill requires that a contract executed between a local board of education and a superintendent for a local school system must include provisions specifying that if the contract is terminated, (1) the compensation that the superintendent must receive is an amount equal to the compensation remaining to be paid on the entire contract if one year or less remains on the contract, or one year's compensation plus one month's compensation for each additional full year remaining on the contract if more than one year remains on the contract; and (2) the superintendent is entitled to health benefits coverage for one year beginning on the date of termination or until the superintendent secures new employment, whichever occurs first. If a superintendent is removed for reasons of immorality, misconduct in office, insubordination, incompetency, or willful neglect of duty, the superintendent cannot be compensated as laid out in the bill. **The bill takes effect July 1, 2025.**

Fiscal Summary

State Effect: None. The bill only affects the operations and finances of local school systems.

Local Effect: The bill may lead to some cost savings for local school systems on a case-by-case basis.

Small Business Effect: None.

Analysis

Current Law: The term of a county school superintendent is four years starting on July 1 and continues until a successor is appointed and qualifies. An individual may not be appointed as county superintendent unless the individual (1) is eligible to be issued a certificate for the office by the State Superintendent; (2) has graduated from an accredited college or university; and (3) has completed two years of graduate work at an accredited college or university, including public school administration, supervision, and methods of teaching. The appointment of a county superintendent is not valid unless approved in writing by the State Superintendent, and if the State Superintendent disapproves of an appointment, they must give the reasons for disapproval in writing to the local board of education. These provisions do not apply to Baltimore City or Prince George's County.

Except for Baltimore City, the State Superintendent or a local board of education may remove a county superintendent for immorality, misconduct in office, insubordination, incompetency, or willful neglect of duty. In that case, the State Superintendent or local board of education must provide the county superintendent with the reason for removal, documentation supporting the case for removal, and the opportunity to request a hearing before the State Superintendent or local board of education. In the hearing before the State Superintendent, the county superintendent must have an opportunity to be heard publicly before the State Superintendent in the county superintendent's own defense, in person or by counsel. The county superintendent may appeal the decision of the State Superintendent or the local board of education to the State Board of Education.

Additional Information

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

Designated Cross File: None.

Information Source(s): Maryland State Department of Education; Baltimore City Public Schools; Anne Arundel County Public Schools; Montgomery County Public Schools; Department of Legislative Services

Fiscal Note History: First Reader - March 4, 2025
rh/hlb

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