

**Department of Legislative Services**  
Maryland General Assembly  
2014 Session

**FISCAL AND POLICY NOTE**

House Bill 87  
Ways and Means

(Anne Arundel County Delegation)

Education, Health, and Environmental Affairs

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**Anne Arundel County - Superintendent of Schools - Compensation**

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This bill prohibits the Anne Arundel County Board of Education from compensating the county superintendent of schools for sick leave benefits earned while employed by any other board of education or public school system. The bill authorizes the county superintendent to use the sick leave earned while employed by any other board of education or public school system in the same manner as sick leave accrued while employed by the county.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** The bill's restrictions on payments for certain accrued sick leave may affect total compensation for future public school superintendents, but the effect is indeterminate. Local revenues are not affected.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** The following provisions apply for each county with certain exceptions for Baltimore City and Prince George's County. Each county superintendent must devote full time to public school business and is entitled to compensation as set by the local board of education. The salary of a county superintendent may not be decreased during the superintendent's term of office. A county superintendent serves for a four-year term, beginning July 1. The appointment of a county superintendent must be approved in writing by the State Superintendent of Schools.

**Background:** Anne Arundel County indicates that a previous superintendent was compensated for sick leave accumulated while employed by another local school system. Upon termination of his contract, the former superintendent was paid \$95,060 for unused leave including \$63,924 for unused sick leave and \$31,137 for unused annual leave. The superintendent's contract included an annual salary of \$257,000.

**Local Fiscal Effect:** Compensation packages for future Anne Arundel County public school superintendents may be affected because sick leave benefits earned while employed by another board of education or public school system may not be received as compensation. However, any expenditure savings resulting from these restrictions may be (partially, fully, or more than fully) offset by base salary amounts for future Anne Arundel County public school superintendents that are higher than they might be without specified restrictions on payment for sick leave accrued while employed by another county.

Also, the option for the superintendent to use sick leave accrued while employed by another local school system will, to the extent such sick leave has been accrued, allow for greater accrual of sick leave earned while employed by Anne Arundel County. This latter accrual of sick leave might in turn be exchanged for compensation. If the amount of sick leave accrued prior to employment by Anne Arundel County is relatively small, there may be minimal or no net effect with respect to payment for unused sick leave. The impact on future county expenditures is indeterminate.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** SB 747 (Senator Astle) – Education, Health, and Environmental Affairs.

**Information Source(s):** Anne Arundel County, Department of Legislative Services

**Fiscal Note History:** First Reader - February 3, 2014  
ncs/hlb

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