

Department of Legislative Services
Maryland General Assembly
2018 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 1084 (Calvert County Delegation)
Ways and Means

**Calvert County - County Superintendent of Schools - Postemployment
Compensation and Benefits**

This bill requires any postemployment compensation and benefits provided to the Calvert County Superintendent to be commensurate with the postemployment compensation and benefits provided to professional personnel in the county school system who have the same tenure and vested benefits. The change applies beginning with the next term of office. **The bill takes effect July 1, 2018.**

Fiscal Summary

State Effect: None.

Local Effect: Calvert County School System expenditures potentially decrease in future years due to the bill's limitation on postemployment compensation and benefits.

Small Business Effect: None.

Analysis

Current Law: Generally, each county superintendent is entitled to the compensation set by the county board. The salary of a county superintendent may not be decreased during the superintendent's term of office and each county superintendent must devote full time to public school business.

Local Expenditures: Postemployment benefits for the county superintendent are delineated in the superintendent's contract. The Calvert County School System advises

that postemployment benefits for the past several superintendents have varied, although the past three superintendents have received paid health and life insurance for life.

Limiting postemployment compensation to an amount commensurate with other professional school system employees who have served the same amount of time may reduce Calvert County School System expenditures, given that a term of a superintendent is only four years. Generally, postemployment benefits increase as the amount of time served increases. For example, a school administrator serving 10 years might expect to receive a health insurance subsidy covering 50% of the premium. Currently, a superintendent serving the same amount of time might negotiate a higher subsidy in his or her contract, but under the bill the level of the subsidy would be determined solely by the amount of time served.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Calvert County; Department of Legislative Services

Fiscal Note History: First Reader - February 22, 2018
mm/hlb

Analysis by: Eric F. Pierce

Direct Inquiries to:
(410) 946-5510
(301) 970-5510