

AGREEMENT BETWEEN
THE MARYLAND STATE BOARD OF EDUCATION
AND
STATE SUPERINTENDENT OF SCHOOLS

This agreement is made by and between the Maryland State Board of Education, hereinafter referred to as the “State Board”, and Carey Wright, hereinafter referred to as the “Superintendent”.

WITNESSETH: The State Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Agreement. Pursuant to Education Article §2-302, the Superintendent shall be employed for a period of four years beginning on the 1st day of July 2024.

Section 2. Compensation. In consideration of the compensation set forth below, the Superintendent agrees to perform faithfully the duties of the State Superintendent of Schools as set forth in statute and State Board policy.

- A. **Base Salary.** Subject to (B) below, the base salary shall be \$360,500 for the contract year beginning July 1, 2024, and for each year thereafter for the term of this agreement. The base salary represents the current base salary of the Superintendent in the role of Interim Superintendent plus the standard cost-of-living adjustment received for the fiscal year for all State employees effective July 1, 2024.
- B. **Cost-of-Living Adjustments.** The Superintendent shall receive all applicable cost-of-living adjustments available to State employees during the term of this agreement.

Section 3. Professional Development. The State Board will provide the Superintendent and her senior leadership team training and professional development opportunities, including training consistent with Education Article §6-124.

Section 4. Benefits. The Superintendent shall receive benefits of employment available to State employees and State Board policy including:

- A. **Medical, Dental, Vision, and Prescription Drug Insurance.** The Superintendent shall be entitled to select and participate in one of the State of Maryland's family medical, dental, vision, prescription drug, and life insurance plans at the same cost and terms as other State of Maryland employees, as those plans may be amended from time to time.
- B. **Retirement Plan.** To the extent allowed by law, the Superintendent is eligible to participate in the retirement plans available to State employees under the *State Personnel and Pensions Article*.
- C. **Transportation.** Subject to State policies and procedures, the Superintendent shall be provided with a State car for business-related travel.

Section 5. Leave. The State Board shall request that, pursuant to COMAR 17.04.11.20, the Secretary of the Department of Budget and Management grant an exemption from positive time keeping for the Superintendent. With that exemption, the Superintendent may take reasonable leave as needed.

Section 6. Evaluation. The annual evaluation of the Superintendent will be conducted in accordance with the Governance Manual of the State Board of Education. This evaluation shall be related to the duties of the Superintendent and the goals and objectives mutually established by the Board and the Superintendent for the year in question.

No later than August 31, the State Board and State Superintendent shall meet to review annual goals and the evaluation process of the Superintendent. The Superintendent may provide feedback on the process, criteria, and instrument used for the evaluation.

No later than December 15, the State Board and State Superintendent will hold a mid-year conversation for performance feedback.

By April 15, the Superintendent will submit a self-evaluation using the approved instrument to the Board.

By May 15, the State Board will prepare the evaluation in accordance with the Governance Manual and by May 31, finalize the evaluation with the Superintendent. The Superintendent's evaluation shall be a confidential personnel document and not subject to public disclosure under Maryland law.

Section 7. Removal. The State Board may only remove the Superintendent from their position for the reasons set out in Education Art. §2-302, subject to the due process required.

Section 8. Amendment. This agreement may be modified or amended only in writing, as authorized, agreed upon, and executed by the Superintendent and the Board.

Section 9. Severability. If, during the term of this agreement, it is determined that a specific clause of the agreement is illegal under federal or State law, the remainder of the agreement not affected by such ruling shall remain in force.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates indicated below.

Executed by the State Board this 24 day of April, 2024.



Clarence Crawford, President
Maryland State Board of Education

Executed by the Superintendent this 24th day of April, 2024.



Carey M. Wright, Ed.D.
State Superintendent of Schools