



**BOARD OF EDUCATION OF HOWARD COUNTY  
MEETING AGENDA ITEM**

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**TITLE:** Superintendent Contract Amendment **DATE:** November 15, 2018

**Strategic Call To Action Alignment:**

Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

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**OVERVIEW:**

The employment contract between the Board of Education and Superintendent Dr. Michael J. Martirano states that the Board shall provide the Superintendent with short-term and long-term disability insurance. When HCPSS staff proceeded to enroll the Superintendent in the disability insurance plan, staff learned that the insurance coverages specified in the contract did not align with the Board's group insurance coverages, although that appeared to be the intent. Further, the coverages as stated in the contract are not available for purchase in the disability insurance market. To clarify the parties' intent, the attached contract amendment has been prepared, stating that the short-term and long-term disability coverages provided to the Superintendent shall match the coverages offered to all Howard County Public School System employees.

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**RECOMMENDATION/FUTURE DIRECTION:**

It is recommended that the Board approved the attached amendment to the employment contract between the Board and Dr. Michael J. Martirano.

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**SUBMITTED BY:** Kathleen Hanks **APPROVAL/CONCURRENCE:** Cynthia L. Vaillancourt  
Administrator Chair

EMPLOYMENT CONTRACT  
BETWEEN DR. MICHAEL J. MARTIRANO  
AND THE BOARD OF EDUCATION OF HOWARD COUNTY

Amendment

The Board of Education of Howard County (“Board”) and Dr. Michael J. Martirano, Superintendent, (“Superintendent”) hereby agree that the provisions in Section 6.d. of the Employment Contract between the parties dated May 9, 2018, concerning the provision of short-term and long-term disability insurance shall be interpreted to mean that the Board shall provide the Superintendent with short-term and long-term disability insurance in accordance with the short-term and long-term disability insurance benefits currently offered to Howard County Public School System employees.

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Cynthia L. Vaillancourt, Chair

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Dr. Michael J. Martirano, Superintendent

Date: November 15, 2018