



Maryland State Board of Education

200 WEST BALTIMORE ST. / BALTIMORE, MD 21201-2595 / (410) 767-0467

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

This Amendment is made to the June 28, 2016 Agreement by and between the Maryland State Board of Education, and Dr. Karen Salmon, (the “Parties”).

WHEREAS, Governor Hogan declared a state of emergency on March 5, 2020 due to the COVID-19 worldwide pandemic, and since March 12, 2020, the Governor has issued numerous executive orders intended to reduce the threat to human health in Maryland caused by the transmission of COVID -19 virus, and to lead the State to recovery.

WHEREAS, Dr. Salmon is a member of the Governor’s emergency leadership team and her leadership throughout this unprecedented crisis has been instrumental for the orderly transition to continuity of learning, to provide child care for essential workers, and to assure an effective and efficient recovery.

WHEREAS, in December 2019, Dr. Salmon’s announced that she would not seek another term as State Superintendent, but because of the state of emergency, on March 24, 2020, the State Board asked Dr. Salmon to accept a new term and continue to serve until June 30, 2021, to maintain the continuity of experienced leadership and remain an integral part of Governor Hogan’s emergency leadership team.

WHEREAS, the parties understand and acknowledge that the State Board will resume a search for a new State Superintendent with the goal of allowing Dr. Salmon to proceed with her planned retirement while also allowing for an orderly transition to a new State Superintendent to complete the instant four-year term.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants hereinafter contained, the Parties agree as follows:

Section 1. **Term of Agreement.** Dr. Salmon and the State Board acknowledge that the Term of the Agreement is set to expire on June 30, 2020. The parties wish to renew this Agreement with all of the acknowledgements set forth above.

Section 2. **Compensation.** In consideration of the salary set forth below, Dr. Salmon agrees to perform faithfully the duties of the State Superintendent of Schools as set forth in statute and Board policy. The salary shall be \$ 275,000.^{00/100} beginning July 1, 2020.

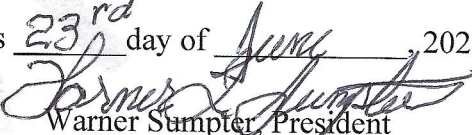
Sections 2b, 3 and 6 of the Agreement are removed.


No Other Amendments. Except as specifically modified by this Amendment, the terms of the July 1, 2016 Agreement shall remain unchanged and in full force and effect and the Parties hereto confirm and agree to be bound by all the terms and provisions of the Agreement as amended hereby.

Entire Agreement. The Agreement, as amended by this Amendment, sets forth the entire agreement and understanding of the Parties with respect to the matters contemplated by the Agreement and this Amendment, and supersedes all prior agreements, arrangements, and understandings (whether oral or written) relating to the subject matter thereof. This Amendment may not be amended, waived, discharged, or terminated other than by a written instrument signed by the Parties.

Binding Effect. This Amendment shall be binding upon, and inure to the benefit of, the Parties hereto and their respective heirs, personal representatives, successors, and assigns.

IN WITNESS WHEREOF, the Parties have executed this Amendment on the dates indicated below.

Executed by the Board this 23rd day of June, 2020.

Warner Sumpter, President
Maryland State Board of Education

Executed by the Superintendent this 23rd day of June, 2020.

Dr. Karen B. Salmon
State Superintendent of Schools