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Bill No.: _____

Requested: _____

Committee: _____

Drafted by: Cannon
Typed by: Erika
Stored – 10/29/26
Proofread by _____
Checked by _____

By: **Prince George's County Delegation**

A BILL ENTITLED

AN ACT concerning

Prince George's County Public Schools – Executive Staff Recruitment, Appointment, and Qualifications – Alterations

PG 503–27

FOR the purpose of altering the process by which certain executive staff in the office of the Prince George's County Superintendent are hired; exempting certain provisions of law from requiring a certain vote threshold by the Prince George's County Board of Education; establishing a certain recruitment process and altering certain qualifications for an Integrity and Compliance Officer in the Prince George's County public school system; establishing certain requirements and qualifications for individuals to serve in certain covered positions in the Prince George's County public school system, subject to certain recruitment, appointment, and performance assessment procedures; and generally relating to executive staff in the Prince George's County public school system.

BY repealing and reenacting, without amendments,
Article – Education
Section 4–402(a) and (b)
Annotated Code of Maryland
(2025 Replacement Volume and 2026 Supplement)

EXPLANATION: **CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.**
[Brackets**]** indicate matter deleted from existing law.

BY repealing and reenacting, with amendments,
Article – Education
Section 4–402(c), 4–403(b), 4–404(c), and 6–201(a)
Annotated Code of Maryland
(2025 Replacement Volume and 2026 Supplement)

BY adding to
Article – Education
Section 4–406
Annotated Code of Maryland
(2025 Replacement Volume and 2026 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Education

4–402.

(a) In addition to the other powers granted to, and duties imposed on, a county superintendent under this article, the County Superintendent has the responsibilities and powers set forth in this section.

(b) The County Superintendent shall be responsible for:

(1) The overall administration of the Prince George's County public school system;

(2) Subject to the provisions of Title 6 of this article, and after a budget is submitted by the county board and approved by the County Council at the beginning of each fiscal year, the day–to–day management and oversight of the fiscal affairs of the Prince George's County public school system, including the management of activities related to:

(i) Administration;

(ii) Mid–level administration;

(iii) Instructional salaries;

(iv) Textbooks and other classroom instructional supplies;

(v) Instructional costs;

(vi) Special education;

(vii) Student personnel services;

(viii) Health services;

(ix) Student transportation;

(x) Operation of plants and equipment;

(xi) Plant maintenance;

(xii) Fixed charges;

(xiii) Food services; and

(xiv) Capital planning and expenditures; and

(3) The development and implementation of the curriculum taught and the instruction provided in the Prince George's County public school system.

(c) The County Superintendent:

(1) Shall **[**hire and set the salaries of a chief operating officer, a chief financial officer, a chief academic officer, a chief of staff, a board liaison, and any other**]** **RECRUIT, NOMINATE FOR APPOINTMENT BY THE COUNTY BOARD, AND RECOMMEND THE SALARIES OF ANY** necessary executive staff in the office of the County Superintendent **IN ACCORDANCE WITH § 4–406 OF THIS SUBTITLE AND § 6–201 OF THIS ARTICLE**; and

(2) May delegate the responsibilities established under subsection (b) of this section to appropriately qualified individuals as determined and deemed necessary by the County Superintendent.

4–403.

(b) Except for personnel matters and appeals of personnel matters in accordance with **[**§§ 4–205(c)(2) and (3)**] § 4–205(C)(2) AND (3)** of this title**, § 4–406 OF THIS SUBTITLE,** and **[**6–202**] § 6–202** of this article, the county board shall require a two–thirds vote of all voting members of the county board to take an action that is contrary to an action of the County Superintendent.

4–404.

(c) (1) There is an Office of Integrity and Compliance in the local school system.

(2) The Office is an independent unit within the local school system.

(3) (i) The County Council of Prince George's County shall **RECRUIT,** select, appoint, and contract with an Integrity and Compliance Officer.

(II) BEFORE THE START OF THE RECRUITMENT PROCESS FOR AN INTEGRITY AND COMPLIANCE OFFICER, THE COUNTY COUNCIL SHALL MAKE PUBLICLY AVAILABLE:

1. THE OFFICIAL POSITION DESCRIPTION;

2. ALL STATUTORY AND ADDITIONAL MINIMUM QUALIFICATIONS;

3. REQUIRED PROFESSIONAL EXPERIENCE;

4. REQUIRED OR ACCEPTABLE PROFESSIONAL CERTIFICATIONS; AND

5. THE SALARY OR COMPENSATION RANGE.

(III) THE COUNTY COUNCIL MAY NOT WAIVE, REDUCE, OR MATERIALLY ALTER A MINIMUM QUALIFICATION FOR THE POSITION AFTER MAKING THE QUALIFICATION PUBLICLY AVAILABLE UNDER SUBPARAGRAPH (II) OF THIS PARAGRAPH.

[(ii)**] (IV)** The County Council shall select the Integrity and Compliance Officer solely on the basis of professional ability and personal integrity, without regard to political affiliation.

[(iii)**] (V) 1.** The Integrity and Compliance Officer must be qualified **[**professionally by experience or education**] THROUGH SUBSTANTIAL AND DIRECTLY RELATED PROFESSIONAL EXPERIENCE** in auditing, **INSPECTOR GENERAL OPERATIONS, FINANCIAL MANAGEMENT, FINANCIAL OR REGULATORY COMPLIANCE, OR** government operations**[**, or financial management**]**.

2. AN INDIVIDUAL APPOINTED AS AN INTEGRITY AND COMPLIANCE OFFICER SUBJECT TO QUALIFICATIONS UNDER SUBSUBPARAGRAPH 1 OF THIS SUBPARAGRAPH MUST:

A. HAVE A BACHELOR'S DEGREE FROM AN ACCREDITED INSTITUTION OF HIGHER EDUCATION IN ACCOUNTING, AUDITING, BUSINESS ADMINISTRATION, CRIMINAL JUSTICE, FINANCE, LAW, OR PUBLIC ADMINISTRATION;

B. HAVE AT LEAST 10 YEARS OF EXPERIENCE IN AUDITING, INSPECTOR GENERAL OPERATIONS, FINANCIAL MANAGEMENT, FINANCIAL OR REGULATORY COMPLIANCE, OR GOVERNMENT OPERATIONS; AND

C. HAVE AT LEAST 5 YEARS OF EXPERIENCE IN A SUPERVISORY, MANAGERIAL, OR EXECUTIVE ROLE THAT OVERSEES PROFESSIONAL AUDITORS, INVESTIGATORS, COMPLIANCE PERSONNEL, FINANCIAL PROFESSIONALS, ANALYSTS, OR COMPARABLE PROFESSIONAL STAFF.

3. WITHIN 18 MONTHS AFTER THE DATE ON WHICH AN INDIVIDUAL IS APPOINTED AS AN INTEGRITY AND COMPLIANCE OFFICER SUBJECT TO QUALIFICATIONS UNDER SUBSUBPARAGRAPH 1 OF THIS SUBPARAGRAPH, THE INDIVIDUAL SHALL OBTAIN AT LEAST ONE NATIONALLY RECOGNIZED PROFESSIONAL CREDENTIAL RELEVANT TO THE FUNCTIONS OF THE OFFICE, INCLUDING:

A. CERTIFIED FRAUD EXAMINATION;

B. CERTIFIED INFORMATION SYSTEMS AUDITING;

C. INSPECTOR GENERAL OPERATIONS;

D. CERTIFIED INTERNAL AUDITING;

E. CERTIFIED PUBLIC ACCOUNTING; OR

F. ANOTHER NATIONALLY RECOGNIZED AUDITING, COMPLIANCE, INVESTIGATION, FINANCIAL MANAGEMENT, OR FRAUD CREDENTIAL APPROVED BY THE COUNTY COUNCIL.

(VI) THE COUNTY COUNCIL SHALL MAKE PUBLICLY AVAILABLE A WRITTEN CERTIFICATION THAT DEMONSTRATES HOW THE SELECTED CANDIDATE SATISFIES EACH QUALIFICATION REQUIRED UNDER SUBPARAGRAPH (V) OF THIS PARAGRAPH BEFORE VOTING TO APPOINT THE INTEGRITY AND COMPLIANCE OFFICER.

4–406.

(A) IN THIS SECTION, "COVERED POSITION" MEANS:

(1) A DEPUTY SUPERINTENDENT OR EQUIVALENT ASSOCIATE POSITION;

(2) A CHIEF ACADEMIC OFFICER;

(3) A CHIEF FINANCIAL OFFICER;

(4) A CHIEF OPERATING OFFICER;

(5) A CHIEF ACCOUNTABILITY OFFICER;

(6) A CHIEF HUMAN RESOURCES OFFICER;

(7) A CHIEF INFORMATION AND TECHNOLOGY OFFICER, CHIEF INFORMATION OFFICER, CHIEF TECHNOLOGY OFFICER, OR EQUIVALENT EXECUTIVE POSITION;

(8) A CHIEF OF SCHOOLS OR EQUIVALENT EXECUTIVE POSITION;

(9) A GENERAL COUNSEL OR CHIEF LEGAL OFFICER;

(10) A SENIOR EXECUTIVE RESPONSIBLE FOR SPECIAL EDUCATION;

(11) A SENIOR EXECUTIVE RESPONSIBLE FOR STUDENT SERVICES;

(12) A SENIOR EXECUTIVE RESPONSIBLE FOR TEACHING, LEARNING, CURRICULUM, AND INSTRUCTION;

(13) AN ASSOCIATE SUPERINTENDENT OR EQUIVALENT EXECUTIVE POSITION RESPONSIBLE FOR ELEMENTARY, SECONDARY, CHARTER, ALTERNATIVE, OR NONTRADITIONAL SCHOOLS;

(14) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR SUPPORTING SERVICES;

(15) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR ORGANIZATIONAL DEVELOPMENT;

(16) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR INNOVATION, PERFORMANCE, OR CONTINUOUS IMPROVEMENT;

(17) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR COMMUNICATIONS AND COMMUNITY ENGAGEMENT;

(18) A DIRECTOR – TRANSPORTATION & CENTRAL GARAGE POSITION; AND

(19) ANY OTHER INDIVIDUAL WITH A REGULAR POSITION:

(I) DESIGNATED AS A MEMBER OF THE COUNTY SUPERINTENDENT'S EXECUTIVE CABINET; OR

(II) THAT REPORTS DIRECTLY TO THE COUNTY SUPERINTENDENT AND EXERCISES SYSTEMWIDE AUTHORITY OVER MAJOR ACADEMIC, FINANCIAL, OPERATIONAL, LEGAL, PERSONNEL, TECHNOLOGY, ACCOUNTABILITY, COMPLIANCE, OR STUDENT SERVICE FUNCTIONS.

(B) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE COUNTY SUPERINTENDENT SHALL NOMINATE AN INDIVIDUAL TO SERVE IN A COVERED POSITION, SUBJECT TO THE APPROVAL OF THE COUNTY BOARD BY AN AFFIRMATIVE VOTE OF THE MAJORITY OF THE MEMBERS OF THE COUNTY BOARD.

(2) THE COUNTY BOARD SHALL APPROVE:

(I) AN INITIAL APPOINTMENT TO A COVERED POSITION;

(II) A PROMOTION TO A COVERED POSITION; AND

(III) A TRANSFER TO A DIFFERENT COVERED POSITION.

(C) (1) SUBJECT TO SUBSECTION (J) OF THIS SECTION AND IN CONSULTATION WITH THE COUNTY SUPERINTENDENT, THE COUNTY BOARD SHALL REQUIRE SPECIFIC PROFESSIONAL STANDARDS AND QUALIFICATIONS IN ACCORDANCE WITH THIS SUBSECTION.

(2) A DEPUTY SUPERINTENDENT OR EQUIVALENT ASSOCIATE POSITION MUST HAVE:

(I) AT LEAST 12 YEARS OF PROFESSIONAL EXPERIENCE IN ELEMENTARY OR SECONDARY EDUCATION;

(II) AT LEAST 7 YEARS OF ADMINISTRATIVE LEADERSHIP EXPERIENCE;

(III) AT LEAST 3 YEARS OF DISTRICT–LEVEL SENIOR LEADERSHIP EXPERIENCE; AND

(IV) THE EDUCATION AND STATE PROFESSIONAL LICENSURE REQUIRED FOR THE RESPONSIBILITIES ASSIGNED TO THE POSITION.

(3) A CHIEF ACADEMIC OFFICER MUST HAVE:

(I) AT LEAST 10 YEARS OF ADMINISTRATIVE EXPERIENCE IN AN ELEMENTARY SCHOOL, A SECONDARY SCHOOL, OR ANOTHER ACADEMIC SETTING;

(II) AT LEAST 5 YEARS OF SENIOR INSTRUCTIONAL OR ACADEMIC LEADERSHIP EXPERIENCE;

(III) A MASTER'S DEGREE IN EDUCATION, EDUCATIONAL ADMINISTRATION, OR CURRICULUM AND INSTRUCTION; AND

(IV) APPROPRIATE STATE ADMINISTRATOR OR SUPERVISORY LICENSURE.

(4) A CHIEF FINANCIAL OFFICER:

(I) MUST HAVE:

1. AT LEAST 12 YEARS OF PROFESSIONAL EXPERIENCE WITH PROGRESSIVE RESPONSIBILITY IN FINANCE, ACCOUNTING, BUDGETING, GOVERNMENTAL FINANCE, OR FINANCIAL REPORTING;

2. AT LEAST 5 YEARS OF SENIOR FINANCIAL MANAGEMENT OR EXECUTIVE FINANCIAL LEADERSHIP EXPERIENCE;

3. A BACHELOR'S DEGREE IN FINANCE, ACCOUNTING, ECONOMICS, BUSINESS ADMINISTRATION, OR PUBLIC ADMINISTRATION; AND

4. EXPERIENCE MANAGING THE FINANCES OF AN ORGANIZATION; AND

(II) MAY BE A CERTIFIED PUBLIC ACCOUNTANT, CERTIFIED FINANCIAL MANAGER, CHARTERED FINANCIAL ANALYST, CERTIFIED MANAGEMENT ACCOUNTANT, OR CERTIFIED PUBLIC FINANCE OFFICER, OR HAVE A COMPARABLE PROFESSIONAL CREDENTIAL.

(5) A CHIEF OPERATING OFFICER MUST HAVE:

(I) AT LEAST 10 YEARS OF PROGRESSIVELY RESPONSIBLE PROFESSIONAL EXPERIENCE IN OPERATIONS, INCLUDING:

1. FACILITIES;

2. CAPITAL CONSTRUCTION;

3. TRANSPORTATION;

4. PROCUREMENT;

5. LOGISTICS;

6. FOOD AND NUTRITION SERVICES;

7. SAFETY AND SECURITY; OR

8. COMPARABLE ORGANIZATIONAL OPERATIONS; AND

(II) AT LEAST 5 YEARS OF SENIOR MANAGEMENT OR EXECUTIVE OPERATIONAL LEADERSHIP EXPERIENCE.

(6) A CHIEF ACCOUNTABILITY OFFICER MUST HAVE:

(I) AT LEAST 10 YEARS OF ADMINISTRATIVE EXPERIENCE DIRECTLY LEADING OR MANAGING SYSTEMS RELATED TO ASSESSMENT, ACCOUNTABILITY, RESEARCH, PROGRAM EVALUATION, EDUCATION DATA, INSTITUTIONAL COMPLIANCE, OR PERFORMANCE MANAGEMENT; AND

(II) AT LEAST 3 YEARS OF SENIOR SUPERVISORY OR EXECUTIVE LEADERSHIP EXPERIENCE IN AT LEAST ONE OF THE FIELDS REQUIRED UNDER ITEM (I) OF THIS PARAGRAPH.

(7) A CHIEF HUMAN RESOURCES OFFICER MUST HAVE:

(I) AT LEAST 10 YEARS OF PROGRESSIVELY RESPONSIBLE PROFESSIONAL EXPERIENCE IN HUMAN RESOURCES, LABOR RELATIONS, TALENT

MANAGEMENT, COMPENSATION, CLASSIFICATION, WORKFORCE PLANNING, EMPLOYEE RELATIONS, OR ORGANIZATIONAL HUMAN CAPITAL MANAGEMENT;

(II) AT LEAST 5 YEARS OF SENIOR HUMAN RESOURCES MANAGEMENT OR EXECUTIVE LEADERSHIP EXPERIENCE; AND

(III) DEMONSTRATED EXPERIENCE WITH COLLECTIVE BARGAINING, EMPLOYMENT LAW, AND WORKFORCE MANAGEMENT.

(8) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH, A CHIEF INFORMATION AND TECHNOLOGY OFFICER, CHIEF INFORMATION OFFICER, CHIEF TECHNOLOGY OFFICER, OR EQUIVALENT EXECUTIVE POSITION MUST HAVE:

1. AT LEAST 10 YEARS OF PROGRESSIVELY RESPONSIBLE PROFESSIONAL EXPERIENCE IN INFORMATION TECHNOLOGY;

2. AT LEAST 5 YEARS OF SENIOR INFORMATION TECHNOLOGY MANAGEMENT OR EXECUTIVE TECHNOLOGY LEADERSHIP EXPERIENCE; AND

3. A. A BACHELOR'S DEGREE IN COMPUTER SCIENCE, INFORMATION TECHNOLOGY, COMPUTER ENGINEERING, INFORMATION SYSTEMS, OR CYBERSECURITY; OR

B. AN ALTERNATIVE QUALIFICATION ESTABLISHED BY THE COUNTY BOARD THAT REQUIRES ADDITIONAL PROFESSIONAL EXPERIENCE DIRECTLY RELATED TO INFORMATION TECHNOLOGY.

(II) EXPERIENCE AS A TEACHER, PRINCIPAL, SCHOOL ADMINISTRATOR, OR GENERAL EDUCATIONAL ADMINISTRATOR IS NOT SUFFICIENT TO SATISFY THE REQUIREMENTS OF SUBPARAGRAPH (I)1 AND 2 OF THIS PARAGRAPH, UNLESS THE DUTIES OF THOSE POSITIONS INVOLVED SUBSTANTIAL PROFESSIONAL RESPONSIBILITY FOR INFORMATION SYSTEMS OR OPERATIONS.

(9) A CHIEF OF SCHOOLS OR EQUIVALENT EXECUTIVE POSITION RESPONSIBLE FOR SCHOOL LEADERSHIP MUST HAVE:

(I) AT LEAST 10 YEARS OF PROFESSIONAL EXPERIENCE IN AN ELEMENTARY SCHOOL OR A SECONDARY SCHOOL;

(II) AT LEAST 5 YEARS OF SCHOOL OR SCHOOL DISTRICT ADMINISTRATIVE LEADERSHIP EXPERIENCE; AND

(III) SUBSTANTIAL EXPERIENCE SUPERVISING PRINCIPALS, SCHOOLS, OR COMPARABLE INSTRUCTIONAL LEADERS.

(10) A GENERAL COUNSEL OR CHIEF LEGAL OFFICER MUST:

(I) BE ADMITTED TO PRACTICE LAW IN THE STATE AND REMAIN IN GOOD STANDING;

(II) HAVE AT LEAST 10 YEARS OF RELATED LEGAL EXPERIENCE;

(III) HAVE SUBSTANTIAL EXPERIENCE IN EDUCATION LAW, GOVERNMENT LAW, EMPLOYMENT LAW, ADMINISTRATIVE LAW, PUBLIC SECTOR LAW, LITIGATION, OR ANOTHER FIELD DIRECTLY RELEVANT TO THE DUTIES OF THE OFFICE; AND

(IV) HAVE AT LEAST 5 YEARS OF EXPERIENCE SUPERVISING ATTORNEYS, PARALEGALS, OR A PROFESSIONAL LEGAL OPERATION.

(11) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH, A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR SPECIAL EDUCATION MUST HAVE:

1. AT LEAST 10 YEARS OF PROFESSIONAL EXPERIENCE IN SPECIAL EDUCATION;

2. AT LEAST 5 YEARS OF PROGRESSIVELY RESPONSIBLE ADMINISTRATIVE OR SUPERVISORY LEADERSHIP THAT INVOLVES SPECIAL EDUCATION PROGRAMS OR SERVICES;

3. DEMONSTRATED PROFESSIONAL EXPERIENCE WITH:

A. THE FEDERAL INDIVIDUALS WITH DISABILITIES EDUCATION ACT;

B. SECTION 504 OF THE REHABILITATION ACT OF 1973;

C. INDIVIDUALIZED EDUCATION PROGRAMS;

D. SPECIAL EDUCATION COMPLIANCE MONITORING;

E. CORRECTIVE ACTION PLANS;

F. DELIVERY OF A FREE APPROPRIATE PUBLIC EDUCATION; AND

G. FEDERAL AND STATE SPECIAL EDUCATION REQUIREMENTS;

4. A MASTER'S DEGREE IN SPECIAL EDUCATION, EDUCATION ADMINISTRATION, OR EDUCATIONAL LEADERSHIP; AND

5. APPROPRIATE PROFESSIONAL LICENSURE IN THE STATE.

(II) GENERAL SCHOOL ADMINISTRATION EXPERIENCE THAT DOES NOT INVOLVE SUBSTANTIAL RESPONSIBILITY FOR SPECIAL EDUCATION IS NOT SUFFICIENT TO SATISFY THE EXPERIENCE REQUIREMENTS UNDER THIS PARAGRAPH.

(12) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR STUDENT SERVICES MUST HAVE:

(I) AT LEAST 8 YEARS OF PROFESSIONAL EXPERIENCE DIRECTLY INVOLVING STUDENT SERVICES, SCHOOL COUNSELING, PSYCHOLOGY, MENTAL HEALTH, SOCIAL SERVICES, PUPIL PERSONNEL SERVICES, OR RELATED STUDENT SUPPORT SERVICES; AND

(II) APPROPRIATE GRADUATE EDUCATION AND PROFESSIONAL LICENSURE.

(13) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR TEACHING, LEARNING, CURRICULUM, AND INSTRUCTION MUST HAVE:

(I) AT LEAST 10 YEARS OF PROFESSIONAL EXPERIENCE IN ELEMENTARY OR SECONDARY INSTRUCTION OR EDUCATION;

(II) AT LEAST 5 YEARS OF INSTRUCTIONAL, CURRICULUM, AND SCHOOL OR SCHOOL DISTRICT ADMINISTRATIVE LEADERSHIP EXPERIENCE; AND

(III) APPROPRIATE STATE ADMINISTRATOR OR INSTRUCTIONAL LEADERSHIP LICENSURE.

(14) AN ASSOCIATE SUPERINTENDENT OR EQUIVALENT EXECUTIVE POSITION RESPONSIBLE FOR ELEMENTARY, SECONDARY, CHARTER, ALTERNATIVE, OR NONTRADITIONAL SCHOOLS MUST HAVE:

(I) AT LEAST 10 YEARS OF PROFESSIONAL EXPERIENCE IN ELEMENTARY OR SECONDARY EDUCATION;

(II) AT LEAST 5 YEARS OF SCHOOL OR SCHOOL DISTRICT ADMINISTRATIVE LEADERSHIP EXPERIENCE; AND

(III) SUBSTANTIAL EXPERIENCE AS A PRINCIPAL OR IN THE DIRECT SUPERVISION AND EVALUATION OF PRINCIPALS OR SCHOOL LEADERS.

(15) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR SUPPORTING SERVICES MUST HAVE:

(I) AT LEAST 10 YEARS OF PROFESSIONAL EXPERIENCE IN FACILITIES, CAPITAL PROGRAMS, TRANSPORTATION, PROCUREMENT, LOGISTICS, FOOD SERVICES, SAFETY AND SECURITY, OR COMPARABLE OPERATIONS; AND

(II) AT LEAST 5 YEARS OF SENIOR MANAGEMENT EXPERIENCE.

(16) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR ORGANIZATIONAL DEVELOPMENT MUST HAVE:

(I) AT LEAST 8 YEARS OF EXPERIENCE DIRECTLY RELATING TO ORGANIZATIONAL DEVELOPMENT, PROFESSIONAL LEARNING, HUMAN RESOURCES, LEADERSHIP DEVELOPMENT, OR ORGANIZATIONAL EFFECTIVENESS; AND

(II) AT LEAST 5 YEARS OF MANAGEMENT OR ORGANIZATIONAL LEADERSHIP EXPERIENCE.

(17) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR INNOVATION, PERFORMANCE, OR CONTINUOUS IMPROVEMENT MUST HAVE:

(I) AT LEAST 8 YEARS OF PROFESSIONAL EXPERIENCE IN ORGANIZATIONAL PERFORMANCE, CONTINUOUS IMPROVEMENT, EDUCATIONAL IMPROVEMENT, DATA ANALYTICS, STRATEGY, PROGRAM EVALUATION, OR ORGANIZATIONAL TRANSFORMATION; AND

(II) AT LEAST 5 YEARS OF MANAGEMENT OR SENIOR LEADERSHIP EXPERIENCE.

(18) A SENIOR EXECUTIVE POSITION RESPONSIBLE FOR COMMUNICATIONS AND COMMUNITY ENGAGEMENT MUST HAVE:

(I) AT LEAST 8 YEARS OF PROFESSIONAL EXPERIENCE DIRECTLY INVOLVING COMMUNICATIONS, PUBLIC AFFAIRS, MEDIA RELATIONS, COMMUNITY ENGAGEMENT, OR PUBLIC RELATIONS; AND

(II) AT LEAST 5 YEARS OF MANAGEMENT OR SENIOR LEADERSHIP EXPERIENCE.

(19) A DIRECTOR – TRANSPORTATION & CENTRAL GARAGE POSITION MUST HAVE:

(I) AT LEAST 10 YEARS OF DIRECTLY RELATED PROFESSIONAL EXPERIENCE IN PUPIL TRANSPORTATION, TRANSPORTATION OPERATIONS, FLEET MANAGEMENT, OR LOGISTICS; AND

(II) SUPERVISORY EXPERIENCE, EDUCATION, AND LICENSURE OR CERTIFICATION REQUIREMENTS AS ESTABLISHED BY THE COUNTY BOARD.

(20) ANY OTHER POSITION FOR THE EXECUTIVE CABINET MUST HAVE:

(I) AT LEAST 8 YEARS OF PROFESSIONAL EXPERIENCE DIRECTLY RELATED TO THE SUBJECT MATTER OF THE POSITION; AND

(II) AT LEAST 3 YEARS OF SUPERVISORY, MANAGERIAL, OR EXECUTIVE EXPERIENCE.

(D) GENERAL EXPERIENCE IN EDUCATION, EDUCATIONAL ADMINISTRATION, SCHOOL LEADERSHIP, GOVERNMENT, OR EXECUTIVE MANAGEMENT MAY NOT SATISFY THE REQUIREMENTS FOR PROFESSIONAL EXPERIENCE IN THE SPECIALIZED SUBJECT MATTER OF A COVERED POSITION.

(E) (1) BEFORE ACCEPTING APPLICATIONS FOR A COVERED POSITION, THE COUNTY BOARD SHALL PUBLISH ON ITS WEBSITE:

(I) A DESCRIPTION OF THE POSITION;

(II) THE MINIMUM STATUTORY QUALIFICATIONS;

(III) THE REPORTING RELATIONSHIP OF THE POSITION; AND

(IV) THE ANNUAL SALARY OR SALARY RANGE.

(2) AFTER THE COUNTY BOARD BEGINS THE RECRUITMENT PROCESS FOR A POSITION UNDER THIS SECTION, THE COUNTY BOARD MAY NOT:

(I) WAIVE OR REDUCE A MINIMUM QUALIFICATION;

(II) MATERIALLY REVISE A QUALIFICATION TO BENEFIT OR DISADVANTAGE A CANDIDATE; OR

(III) SUBSTITUTE UNRELATED EXPERIENCE FOR DIRECTLY RELATED PROFESSIONAL EXPERIENCE.

(3) IF THE COUNTY BOARD DETERMINES THAT A MATERIAL CHANGE IS NECESSARY TO FILL THE POSITION, THE COUNTY BOARD SHALL:

(I) TERMINATE THE EXISTING RECRUITMENT NOTICE;

(II) PUBLISH REVISED QUALIFICATIONS FOR THE POSITION; AND

(III) CONDUCT A NEW RECRUITMENT PROCESS FOR THE POSITION.

(F) (1) BEFORE THE COUNTY BOARD CONSIDERS A NOMINEE FOR A COVERED POSITION, THE COUNTY SUPERINTENDENT SHALL TRANSMIT DIRECTLY TO THE COUNTY BOARD:

(I) THE OFFICIAL JOB DESCRIPTION;

(II) THE PUBLISHED MINIMUM QUALIFICATIONS;

(III) THE RESUME OR CURRICULUM VITAE OF THE NOMINEE;

(IV) EVIDENCE OF ANY REQUIRED PROFESSIONAL LICENSE OR CERTIFICATION;

(V) THE PROPOSED ANNUAL BASE SALARY; AND

(VI) A WRITTEN CERTIFICATION DEMONSTRATING HOW THE NOMINEE SATISFIES EACH REQUIRED QUALIFICATION.

(2) THE CERTIFICATION REQUIRED UNDER PARAGRAPH (1)(VI) OF THIS SUBSECTION SHALL IDENTIFY, AT MINIMUM:

(I) THE NUMBER OF YEARS OF DIRECTLY RELATED PROFESSIONAL EXPERIENCE REQUIRED AND POSSESSED BY THE NOMINEE; AND

(II) THE NUMBER OF YEARS OF SUPERVISORY OR EXECUTIVE EXPERIENCE REQUIRED AND POSSESSED BY THE NOMINEE.

(3) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH AND BEFORE THE COUNTY BOARD VOTES ON THE NOMINATION, THE COUNTY BOARD

SHALL MAKE THE CERTIFICATION REQUIRED UNDER PARAGRAPH (2) OF THIS SUBSECTION PUBLICLY AVAILABLE.

(II) THE COUNTY BOARD SHALL REDACT CONFIDENTIAL PERSONNEL INFORMATION AND OTHER INFORMATION PROTECTED FROM DISCLOSURE UNDER STATE LAW FROM PUBLICLY AVAILABLE MATERIALS.

(4) THE COUNTY BOARD MAY REVIEW CONFIDENTIAL PERSONNEL INFORMATION IN CLOSED SESSION IN ACCORDANCE WITH § 3–305 OF THE GENERAL PROVISIONS ARTICLE.

(5) THE COUNTY BOARD SHALL HOLD THE FINAL VOTE ON THE APPOINTMENT IN PUBLIC SESSION.

(6) THE COUNTY BOARD MAY NOT APPROVE A NOMINEE WHO DOES NOT SATISFY THE MINIMUM QUALIFICATIONS OF THIS SECTION.

(G) (1) THE COUNTY SUPERINTENDENT SHALL ENSURE THAT EACH INDIVIDUAL WHO SERVES IN A COVERED POSITION RECEIVES A WRITTEN PERFORMANCE ASSESSMENT AT LEAST ONCE EACH CALENDAR YEAR.

(2) THE PERFORMANCE ASSESSMENT REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION SHALL EVALUATE:

(I) THE OFFICIAL DUTIES OF THE POSITION;

(II) MEASURABLE ANNUAL OBJECTIVES;

(III) APPLICABLE ACADEMIC, FINANCIAL, OPERATIONAL, TECHNOLOGY, PERSONNEL, COMPLIANCE, OR SERVICE DELIVERY METRICS;

(IV) IMPLEMENTATION OF APPLICABLE AUDIT FINDINGS, CORRECTIVE ACTION PLANS, AND REGULATORY REQUIREMENTS;

(V) COMPLIANCE WITH FEDERAL AND STATE LAW; AND

(VI) OTHER OBJECTIVE PERFORMANCE STANDARDS ESTABLISHED FOR THE POSITION.

(3) THE COUNTY SUPERINTENDENT SHALL TRANSMIT EACH COMPLETED PERFORMANCE ASSESSMENT TO THE COUNTY BOARD.

(4) THE COUNTY BOARD MAY REVIEW A PERFORMANCE ASSESSMENT IN CLOSED SESSION IN ACCORDANCE WITH § 3–305 OF THE GENERAL PROVISIONS ARTICLE.

(5) EACH YEAR, THE COUNTY BOARD SHALL PUBLISH A CERTIFICATION THAT STATES WHETHER THE REQUIRED PERFORMANCE ASSESSMENT IS COMPLETE FOR EACH INDIVIDUAL WHO SERVES IN A COVERED POSITION.

(6) NOTHING IN THIS SUBSECTION REQUIRES THE COUNTY BOARD TO RECONFIRM OR REAPPOINT A POSITION DUE TO AN ANNUAL PERFORMANCE ASSESSMENT.

(H) EXCEPT AS PROVIDED IN SUBSECTION (I) OF THIS SECTION, THE COUNTY SUPERINTENDENT MAY NOT APPOINT, PROMOTE, OR TRANSFER AN INDIVIDUAL TO A COVERED POSITION WITHOUT THE APPROVAL OF THE COUNTY BOARD.

(I) (1) TO MAINTAIN CONTINUITY OF OPERATIONS, THE COUNTY SUPERINTENDENT MAY DESIGNATE AN INDIVIDUAL TO PERFORM THE DUTIES OF A COVERED POSITION FOR A PERIOD OF NOT MORE THAN 90 DAYS AFTER THE DATE OF THE DESIGNATION WITHOUT COUNTY BOARD APPROVAL.

(2) UNLESS THE COUNTY BOARD DETERMINES BY A PUBLIC VOTE THAT EXTRAORDINARY CIRCUMSTANCES REQUIRE AN EXTENSION, A DESIGNATION UNDER THIS SUBSECTION MAY NOT EXCEED 180 DAYS.

(3) A DESIGNATION UNDER THIS SUBSECTION MAY NOT BE USED TO AVOID:

(I) THE MINIMUM QUALIFICATION REQUIREMENTS;

(II) THE PUBLIC RECRUITMENT REQUIREMENTS; OR

(III) THE COUNTY BOARD CONFIRMATION REQUIREMENTS.

(4) TO RECEIVE A PERMANENT APPOINTMENT, AN INDIVIDUAL DESIGNATED UNDER THIS SUBSECTION SHALL SATISFY ALL THE REQUIREMENTS OF THE POSITION.

(J) THE COUNTY BOARD MAY ESTABLISH QUALIFICATIONS MORE STRINGENT THAN THOSE ESTABLISHED UNDER SUBSECTION (C) OF THIS SECTION.

(K) THE COUNTY BOARD SHALL ADOPT REGULATIONS TO CARRY OUT THE REQUIREMENTS OF THIS SECTION.

6–201.

(a) (1) Subject to paragraph (2) of this subsection, the county board shall employ individuals in the positions that the county board considers necessary for the operation of the public schools in the county.

(2) In Prince George's County, the County Superintendent of the Prince George's County public school system shall **[**hire and set the salaries of a chief operating officer, a chief financial officer, a chief academic officer, a chief of staff, a board liaison, and any other**]** **RECRUIT, NOMINATE FOR APPOINTMENT BY THE COUNTY BOARD, AND RECOMMEND THE SALARIES OF** necessary executive staff in the office of the County Superintendent **IN ACCORDANCE WITH § 4–406 OF THIS ARTICLE**.

SECTION 2. AND BE IT FURTHER ENACTED, That:

(1) an individual serving in a covered position on or before June 30, 2027, may continue to serve in that position without acquiring approval from the Prince George's County Board of Education; and

(2) an Integrity and Compliance Officer serving on or before June 30, 2027, may complete the officer's existing term without satisfying the requirements established under Section 1 of this Act.

SECTION 3. AND BE IT FURTHER ENACTED, That nothing in this Act may be construed to reduce a qualification established on or before June 30, 2027, for a position in the Prince George's County public school system in education, experience, professional

licensing, certification, or any other qualification that is more stringent than the requirements established under Section 1 of this Act.

SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2027.