



Prince George's County Board of Education
14201 School Lane • Upper Marlboro, Maryland 20772 • www.pgcps.org

This letter expresses the views of the signers, not the entire Board of Education.

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County Executive Baker:

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In a recent interview on April 11, 2018, you defended Prince George's County Public Schools (PGCPS) Chief Executive Officer (CEO) exorbitant salary increases to members of his executive cabinet by stating: "[Dr.Maxwell] certainly has the authority to hire and to fire and to raise people's salaries, as long as he is doing it under the confines of the law." You are correct that he does have certain rights under the law. However, it appears that Dr. Kevin Maxwell has approved pay raises for several employees of the central office outside the confines of Maryland law.

As you know, the Prince George's County Board of Education has traditionally had the authority to approve all salary increases of PGCPS employees, including all staff in the central office. Since HB 1107 (the bill you led to passage in 2013), the PGCPS CEO has limited authority to hire and set salaries for the approximately 18 executive staff members in his cabinet/office. The law reads that the PGCPS CEO "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 necessary executive staff in the office of the Chief Executive Officer." Therefore, approved salary increases for individuals outside of Dr. Maxwell's executive cabinet/office appears to be a direct violation of the authority granted to him by HB 1107.

Additionally, it appears that these new unauthorized salary increases by Dr. Maxwell went to individuals on the Management and Executive Scales. Since its establishment, any increase on the Executive and Management Scales mirrored the scales used by employees of the ASASP union (the union for principals and assistant principals). The last salary increase approved by the Board of Education for individuals on the Executive and Management Scales was 2 percent. However, Dr. Maxwell has unilaterally approved three step (9.4 percent) and four step (16 percent) increases for select individuals in the central office. We can assure you that the principals and assistant principals that belong to ASASP have not received pay increases anywhere near the magnitude authorized by Dr. Maxwell for these select employees of the central office.

Combined with the unauthorized salary increases we wrote to you about in March 2018, it appears there are now three separate departments receiving unauthorized salary increases. This is a reckless disregard for tax payer dollars in Prince George's County. It is decimating the morale of hard working employees in the school district, to the degree that teachers, bus drivers and support staff executed a 'sick out' on 4/19/18, and many are planning on not returning to PGCPS in the fall.

MISSION STATEMENT

To provide a great education that empowers all students and contributes to thriving communities.

Prince George's County Public Schools