

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** April 12, 2005

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **POLICY AND RULE 4215 – PERSONAL PROTECTIVE EQUIPMENT**

**ORIGINATOR:** J. Robert Haines, Deputy Superintendent, Business Services

**RESOURCE**  
**PERSON(S):** Don Dent, Executive Director, Planning and Support Operations

**INFORMATION**

The proposed language reflects a broader perspective on employee safety. It removes language specific to safety classes and instead addresses all types of required safety equipment. This is the first reading of Policy 4215.

Attachment I – Policy Analysis for 4215  
Attachment II - Draft revision of Board Policy 4215

BOARD OF EDUCATION OF BALTIMORE COUNTY  
Policy Analysis for Proposed Revision to Policy 4215:  
New language

Statement of Issues Addressed by the Proposed Policy Revision

The proposed language reflects a broader perspective on employee safety. It removes language specific to safety classes and instead addresses all types of required safety equipment.

Cost Analysis

The cost of providing personal protective equipment is estimated to be approximately \$150,000 annually.

Relationship to Other Board of Education Policies

None

Legal Requirement:

OSHA CFR 1910.132; 1910.133

Similar Policies Adopted by Other School Systems

Other systems surveyed rely on and refer to OSHA standards as required but do not have specific Board policies.

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

PERSONNEL: Classified

General:     [Safety Glasses] PERSONAL PROTECTIVE EQUIPMENT

PERSONAL PROTECTIVE EQUIPMENT SHALL BE PROVIDED FOR ANY EMPLOYEE WHEN A WORKPLACE HAZARD ASSESSMENT HAS INDICATED A SPECIFIC NEED. THE ASSESSMENT SHALL BE CONDUCTED IN ACCORDANCE WITH STANDARDS ESTABLISHED BY APPLICABLE FEDERAL OR STATE REQUIREMENTS.

[Reimbursement for the purchase of safety glasses shall be provided upon request to all classified employees working a significant portion of their workday in laboratories, shops or, other areas where, because of potential danger to the employee's eyes, state law] requires the use of such glasses.

This benefit refers only to those employees who normally wear prescription glasses. It shall be the responsibility of the employee to obtain his/her own prescription.

Policy  
Adopted:     7/12/79  
REVISED:

Board of Education of Baltimore County