

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** July 11, 2006

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

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

**RE:** **POLICY 4118 – TENURE AND NON-TENURE**

**Originator:** Dr. Donald Peccia, Assistant Superintendent, Department of Human Resources and Government Relations

**Resource Person(s):** Dan Capozzi, Manager, Office of Staff Relations

**RECOMMENDATION**

That the Board of Education review and approve Policy 4118. This is the third reading of this policy.

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- Attachment I Policy Analysis 4118
- Attachment II Policy 4118

**BOARD OF EDUCATION OF BALTIMORE COUNTY**  
**Policy Analysis for Proposed Revision to Policy 4118**  
**Tenure and Non-Tenure**

**Statement of Issues Addressed By the Proposed Revision**

Recent changes in COMAR allow local Boards of Education to extend the probationary period for new teachers for a third year. Since some teachers will not receive tenure after two years, Board of Education policy should reflect this change. The current policy, adopted in 1968, has never been revised. The proposed revision will allow the Board of Education to extend the probationary period (non-tenured status) for a third year.

The proposed change in Policy 4118 is consistent with the language of COMAR 13A.07.02.01, and is reflected in the employment contract between a teacher and the Board of Education of Baltimore County.

**Cost Analysis and Fiscal Impact on School System**

There will be no new fiscal impact on the system as a result of the proposed revision.

**Relationship to Other Board of Education Policies**

The Regular Contract, included as an exhibit in Policy 4112, Employment, should be updated.

**Legal Requirement**

*Annotated Code of Maryland*, Education Article, § 6-102, Classes of teachers' certificates  
*Code of Maryland Regulations* 13A 07.02.01 Contracts

**Similar Policies Adopted by Other School Systems**

Not applicable.

**Draft of the Policy with the Proposed Revision (see attached)**

**Other Alternative Considered By Staff**

No other alternative was considered.

PERSONNEL: Professional

Permanent: Tenure and Non-Tenure

A teacher with a Professional Certificate must teach two (2) years successfully before being granted tenure. **THE NON-TENURED STATUS OF A PROBATIONARY (SECOND-YEAR) TEACHER WITH A PROFESSIONAL CERTIFICATE MAY BE EXTENDED TO A THIRD YEAR WITH THE APPROVAL OF THE SUPERINTENDENT.**

Teachers shall be asked annually whether they intend to accept reemployment in the school system and will be required, as appropriate, to indicate their plans.

[Also see the policy entitled "Employment" in this article.]

Legal Reference: **ANNOTATED** [Ann.] Code of **MARYLAND, EDUCATION ARTICLE, § 6-102** [Pub. Gen. Laws of Md. Art 77 §110] Classes of teachers' certificates  
**COMAR 13A07.02.01 CONTRACTS** [State Board of Education Bylaw 13.06.02.01 B Regular (Teacher's) Contract]

Related Policy: Board Of Education Policy 4112, Employment

Policy  
Adopted: 8/29/68  
**REVISED:**

Board of Education of Baltimore County