

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: January 22, 2008

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston

SUBJECT: **REPORT ON PROPOSED CHANGES TO POLICY 4000 –
PERSONNEL: GENERAL-EQUAL EMPLOYMENT
OPPORTUNITY**

ORIGINATOR: J. Robert Haines, Deputy Superintendent

**RESOURCE
PERSON(S):** Donald Peccia, Assistant Superintendent, Human Resources and
Governmental Relations
Frances Allen, Manager, Human Resources – Personnel Services

RECOMMENDATION

That the Board of Education review and approve the proposed changes to Policy 4000. This is the third reading.

Attachment I – Policy Analysis
Attachment II – Policy 4000

BOARD OF EDUCATION OF BALTIMORE COUNTY
Policy Analysis for Proposed Revision of Policy 4000
Equal Employment

Statement of Issues Addressed by the Proposed Policy

The Department of Human Resources is recommending the deletion of Policy 4220, Employment, and that the revision of Policy 4000 which includes and expands upon 4220 be adopted for all employees. Policy 4000 is designated as a General Personnel Policy.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated or contemplated by this revision.

Relationship to Other Board of Education Policies

(Policy 4220 was last updated 8/29/68 and) policy 4000 was last revised 2/26/81.

Legal Requirement

Title IX, of the Education Amendment of 1972
Rehabilitation Act of 1973 (Section 504) and its implementing regulation at 34 C.F.R.
Title VI and VII of the Civil Rights Act of 1964 and 1991
Annotated Code of Maryland, Education Article § 6-104
Annotated Code of Maryland, Article 49B

Similar Policies Adopted by Other School Systems

ANNE ARUNDEL BOARD OF EDUCATION
Policy 800.31, Anti-Harassment-Employees

HARFORD COUNTY BOARD OF EDUCATION
Policy 14-0003-000, Non-Discrimination in Employment

HOWARD COUNTY BOARD OF EDUCATION
Policy 1010, Discrimination

PRINCE GEORGE'S BOARD OF EDUCATION
Policy 4111, Employment-Recruitment
Policy 0103, Equity

Draft of Proposed Policy and Rule

See attached

Other Alternative Considered by Staff

The Department of Human Resources did not consider other alternatives

FIRST READING: December 18, 2007
SECOND READING for public comment: January 8, 2008
THIRD READING for approval: January 22, 2008

PERSONNEL: General

Equal Employment Opportunity

[The Board of Education of Baltimore County provides employment opportunities for all persons, without discrimination, regardless of race, color, sex, age, national origin, physical or mental handicap, marital status, religion, political beliefs or affiliations. In all instances, personnel actions will be based upon the principles of merit and job-relatedness. The Board shall employ applicants and promote individuals who have the qualifications needed to perform successfully. The Board shall not employ or appoint a person who has lesser qualifications in preference to a person with better qualifications. Therefore, the Board of Education commits itself to a program of equal employment opportunity.]

This policy shall cover all Board of Education employment practices including recruitment, hiring, transfer, promotion, training, compensation, benefits, layoff and termination.]

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Legal References: 20 U.S.C. §1681, *et seq.* (Title IX of the Education Amendments of 1972)
29 U.S.C. §794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. §2000d, *et.seq.* (Title VI of Civil Rights Act of 1964, as amended)
42 U.S.C. §2000e, *et.seq.* (Title VII of Civil Rights Act of 1964, as amended)
Annotated Code of Maryland Education, Education Article § 6-104
Annotated Code of Maryland, Article 49B, §§14 - 18

Related Policies: Board of Education Policy 4002, Precepts, Beliefs, and Values of the
Baltimore County Public Schools
Board of Education Policy 4003, Sexual Harassment
Board of Education Policy 4111, Recruitment and Selection
Board of Education Policy 4112, Permanent Employment
Board of Education Policy 4220, Employment

Policy
Adopted: 1/27/77
Revised: 2/26/81
REVISED: _____

Board of Education of Baltimore County