

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: April 21, 2009

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED CHANGES TO BOARD OF EDUCATION POLICY 4100 – PERSONNEL: PROFESSIONAL**

ORIGINATOR: Frances A. S. Harris

RESOURCE

PERSON(S): Margaret-Ann F. Howie, Esq., General Counsel
Edward J. Novak, Esq., Associate General Counsel

RECOMMENDATION

That the Board of Education approves the proposed changes to Policy 4100. This is the third reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4100

**Policy Analysis for
Board of Education Policy 4100
Professional**

Statement of Issues or Questions Addressed:

Board of Education Policy 4100 was adopted in August 1968 and has never been revised. The revision to Policy 4100 retains most of the existing language of the policy, but adds a paragraph that defines the employees covered under the “Personnel: Professional” section of the Office of Personnel Procedures Manual. The section is intended to cover certificated employees. The revised Policy 4100 will parallel Policy 4210, which contains the same language regarding the board’s view of personnel policies and, additionally, defines the employee groups covered under the “Classified” section of the procedures manual.

Cost Analysis and Fiscal Impact on School System:

No fiscal impact is anticipated by the revision of this policy.

Relationship To Other Board Of Education Policies:

Board of Education Policy 4210, *General*

Legal Requirements:

Annotated Code of Maryland, Education Article, §6-201

Similar Policies Adopted By Other School Systems:

None

Alternatives Considered By Staff:

No other alternatives were considered.

Timeline:

- First reading: February 24, 2009
- Public comment: March 10, 2009
- Third reading: April 21, 2009

PERSONNEL: Professional

I. PROCEDURES

- A. The personnel policies of a school system are an essential part of the program of public education in a community. The philosophy of a school system and the community is generally reflected in these policies.
- B. Through its personnel policies, the Board of Education OF BALTIMORE COUNTY (BOARD) [wishes to] establishes conditions that will attract and RETAIN [hold for all positions] the highest qualified personnel who will devote themselves to the education and welfare of students.
- [C. Policy development must be approached with attitudes of mutual faith and good will. Cooperation and participation of the professional associations, administration and the Board of Education are essential in the formulation of personnel policies. If the predominant values and standards are based upon a democratic philosophy, the personnel policies and procedures will add to the dignity of each individual.
- D. Provisions for the implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.]
- [E.] C. [To keep its personnel policies and the corresponding administrative regulations in the highest of state of effectiveness to achieve the above purposes, t]The Superintendent [of Schools] is directed to establish [the] REQUIRED procedures [needed].

LEGAL REFERENCE: *ANNOTATED CODE OF MARYLAND*, EDUCATION
ARTICLE, §6-201

RELATED POLICY: BOARD OF EDUCATION POLICY 4210

Policy
Adopted: 8/29/68
REVISED: _____

Board of Education of Baltimore County