DATE: November 17, 2009

TO: BOARD OF EDUCATION

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: REPORT ON THE PROPOSED DELETION OF POLICY 4231 – PERSONNEL: TRANSFER, GENERAL

ORIGINATOR: J. Robert Haines, Deputy Superintendent

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4231. This is the first reading of this policy.

Attachment I – Policy Analysis
Attachment II – Proposed Policy 4231
Policy Analysis For
Board of Education Policy 4231
Transfer, General

Statement of Issues or Questions Addressed:
Board of Education Policy 4231 is being recommended for deletion. The policy concerns the transfer of employees. The procedures concerning certain employee transfers are outlined in the Board’s Master Agreements and in employment contracts. Additionally, the legal right to transfer and assign rests with the Superintendent of Schools under the Education Article. As a result, staff believes that Board Policy 4231 is no longer needed and may be deleted.

Cost Analysis and Fiscal Impact on School System:
No fiscal impact is anticipated by the deletion of this policy.

Relationship To Other Board Of Education Policies:
Board of Education Policy 4131.1, Transfer, Clerical

Legal Requirements:
Annotated Code of Maryland, Education Article, §6-201, Appointment, Tenure and Qualifications

Similar Policies Adopted By Other School Systems:
Anne Arundel County Public Schools, Policy 802.07: Classified Staff Reassignments
Baltimore City Public Schools, Policy 402.04: Assignment, Promotion, and Transfer
Montgomery County Public Schools, Policy GFC: Reassignment of Personnel After 25 Years of Service or Age 50

Draft of Proposed Policy
Attached.

Other Alternatives Considered By Staff:
None

Timeline for Adoption
First reading – November 17, 2009
Public comment – December 1, 2009
Third reading/vote – January 12, 2010
PERSONNEL: Classified

Status Change: Transfer, General

An employee who is transferred to a position of the same job classification in another department shall be paid at the base rate held at the time of transfer.