

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** January 26, 2010

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

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

**SUBJECT:** **REPORT ON THE PROPOSED DELETION OF POLICY 4134 –  
PROCEDURES FOR NEGOTIATING WITH EXCLUSIVE  
REPRESENTATIVE OF CERTIFICATED, PROFESSIONAL  
EMPLOYEES**

**ORIGINATOR:** J. Robert Haines, Esq., Deputy Superintendent

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

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of Policy 4134.  
This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4134

**Policy Analysis for  
Board of Education Policy 4134  
Procedures for Negotiating with Exclusive Representative of Certificated,  
Professional Employees**

Statement of Issues or Questions Addressed

Board of Education Policy 4134 describes the negotiations procedures with employee groups. Since the procedures are a mandatory subject of collective bargaining and included in the Master Agreements, the policy 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

None

Legal Requirements

*Annotated Code of Maryland Education Article*

§6-408, *Negotiations between employer and employee organizations (certificated personnel)*

§6-510, *Negotiations between employer and employee organizations (non-certificated personnel)*

Similar Policies Adopted by Other Local School Systems

Carroll County Public Schools

Policy N, KD, *Negotiations*

Montgomery County Public Schools

Policy HDA, *Designation of Montgomery County Education Association as Exclusive Representative*

Policy HDB, *Designation of Montgomery County Association of Administrative & Supervisory Personnel as Exclusive Representative*

Policy HDC, *Recognition of a Supporting Services Employee Organization*

Policy HDD, *Designation of Montgomery County Association of Administrative & Supervisory Personnel as Exclusive Representative of Non-certificated Supervisory Employees*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

None

Timeline

First Reading – January 26, 2010

Second Reading – February 9, 2010

Third Reading/Vote – March 9, 2010

PERSONNEL: Professional

Activities: Activities for Negotiating with Exclusive Representative of Certificated, Professional Employees

The policy on this subject is printed in the Master Agreement with the Teachers Association of Baltimore County, Maryland, Inc.

Policy  
Adopted: 6/10/71]

Board of Education of Baltimore County