

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 4161 –
GRIEVANCE PROCEDURE AND COUNSELING-MASTER
AGREEMENT**

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 4161.
This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4161

**Policy Analysis for
Board of Education Policy 4161
Grievance Procedure & Counseling – Master Agreement**

Statement of Issues or Questions Addressed

Board of Education Policy 4161 describes the procedure for handling employee grievances and is a mandatory subject of collective bargaining, and is 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

Anne Arundel County Public Schools

Policy Code 800.33, GAI, Employee Complaints and Grievances

Montgomery County Public schools

Policy GKA-RA, Administrative Complaints

Policy GKB-RB, Supporting Services Personnel

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

Grievance: Grievance Procedure and Counseling - Master Agreement

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