

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** March 9, 2010

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

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

**SUBJECT:** **CONSIDERATION OF 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 approves the proposed deletion of Policy 4134.  
This is the third 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

Public Comment – 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