

**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  
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 approved the proposed deletion of Policy 4161.  
This is the third 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

Public Comment – 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