

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
4265.2 – SALARY RECOGNITION FOR RECEIPT OF
APPROPRIATE LICENSE**

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 4265.2.
This is the third reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4265.2

**Policy Analysis for
Board of Education Policy 4265.2
Salary Recognition for Receipt of Appropriate License**

Statement of Issues or Questions Addressed:

Board of Education Policy 4265.2 describes the compensation for the attainment of certain licenses process which is a mandatory subject of collective bargaining. 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:

Board of Education Policy 4265, *Salary Recognition for Advanced Training, General*.
Board of Education Policy 4265.1, *Salary Recognition for Advanced Training- Clerical*

Legal Requirements:

None.

Similar Policies Adopted By Other School Systems:

None.

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: Classified

Compensation Plan: Salary Recognition for Receipt of an Appropriate License, Maintenance, and Operations

A permanent employee classified as a Custodian I shall be advanced one (1) salary increment beyond that which he/she would otherwise be entitled upon receipt of a State of Maryland Second Grade (or higher) Stationary Engineer's Certificate.

In like manner, a permanent employee classified as an Electrician I, II, or III, who received a Baltimore County Master Electricians License, or a Plumber I, II, or III who receives a State of Maryland or Baltimore County Journeyman Plumber's License shall be advanced one (1) salary increment.

Receipt of an appropriate license will effectively extend the employee's salary range by one (1) increment. The benefits under this policy are applicable only to permanent employees in the classifications noted above. Therefore, should an employee who has received an advanced increment under this policy be reassigned to any other classification or should he/she fail to renew the license, the benefit of the advanced increment will be withdrawn and a reduction in present or potential salary could result.

Salary recognition under this policy does not restrict benefits available under the policy, Salary Recognition for Advanced Training, General.

Policy
Approved: 6/13/74
Revised: 3/26/81]

Board of Education of Baltimore County