

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** July 13, 2010

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

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

**SUBJECT:** **REPORT ON THE PROPOSED DELETION OF BOARD OF  
EDUCATION POLICY 4154 - EXTENDED LEAVES OF ABSENCE**

**ORIGINATOR:** Joe A. Hairston, Superintendent

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

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of  
Policy 4154. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4154

**Policy Analysis for  
Board of Education Policy 4154  
Extended Leaves of Absence**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4154 is being recommended for deletion. This policy is specific to professional personnel, and the information is addressed in the proposed new *Absences and Leaves of Absence* Policy (not yet numbered) covering all employees.

**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 4150, *Absences, Leaves, Vacations, and Holidays*

Board of Education Policy 4153, *Short-Term Leaves*

Board of Education Policy 4155, *Absences-Salary Reductions*

**Legal Requirements**

*Annotated Code of Maryland*, Education Article §4-103, *School Personnel*

*Annotated Code of Maryland*, Education Article, §6-305, *Sick Pay*

COMAR 13A.07.02.03, *Leave of Absence*

**Similar Policies Adopted by Other Local School Systems**

Frederick County Board of Education, Section 303, *Attendance and Absence*

Montgomery County Board of Education, Policy GI, *Leaves and Retirements*

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

None

**Timelines:**

First reading: July 13, 2010

Public Comment: August 10, 2010

Third reading: September 7, 2010

PERSONNEL: Professional

Absences, Leaves, Vacations, and Holidays: Extended Leaves of Absence

The policies on these absences are printed in the Master Agreement with the Teachers Association of Baltimore County, Maryland, Inc.

1. Sabbatical Leave
2. Academic Leave
3. Child Rearing
4. Military Leave
5. Unusual or Imperative Leave
6. Personal Leave

Policy  
Adopted: 6/10/71  
Revised: 7/1/84]

Board of Education of Baltimore County