

**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 4210 - GENERAL**

**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 4210. This is the first reading.

\*\*\*\*\*

Attachment I – Policy Analysis  
Attachment II – Policy 4210

**Policy Analysis for  
Board of Education Policy 4210  
Classified**

**Statement of Issues or Questions Addressed:**

Board of Education Policy 4210 is being recommended for deletion. This policy's subject matter is addressed in Board of Education Policy 4100, *Professional*.

**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 4100, *Professional*.

**Legal Requirements:**

*Annotated Code of Maryland, Education Article, §6-201, Appointment, tenure, and qualifications*

**Similar Policies Adopted By Other School Systems:**

None.

**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: Classified

General

The personnel policies of a school system are an essential part of the program of public education in a community. The philosophy of a school system and the community is generally reflected in these policies.

Through its personnel policies, the Board of Education wishes to establish conditions which will attract and retain the highest qualified personnel who will devote themselves to the task of maintaining and improving the school system.

Policy development must be approached with attitudes of mutual faith and good will. Cooperation and participation of the employee associations, administration, and the Board of Education are essentials in the formulation of personnel policies. If the predominant values and standards are based upon a democratic philosophy, the personnel policies and procedures will add to the dignity of each individual.

Provisions for the implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.

To keep its personnel policies, and the corresponding administrative regulations, in the highest state of effectiveness to achieve the above purposes, the Superintendent of Schools is directed to establish the procedures needed.

A major objective of the Board is to make effective provisions to establish equitable and uniform procedures relative to employees in the classified service, to assign such personnel to jobs based upon merit and ability, and to foster and develop career service.

Specifically exempted from the provisions of this section of the policy manual are teachers and executive, administrative and professional personnel such as defined under the Fair Labor Standards Act of 1938, as amended. This statement shall not be construed to preclude the application of these procedures in part or in total to exempt employees providing said application is consistent with existing policies, practices, and procedures pertaining to exempt employees.

Policy  
Adopted: 8/29/68]

Board of Education of Baltimore County