

**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 4222 – PROBATION**

**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 4222. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4222

**Policy Analysis for  
Board of Education Policy 4222  
Probation**

**Statement of Issues or Questions Addressed:**

Board of Education Policy 4222 is being recommended for deletion. The policy addresses the probationary period, a subject of collective bargaining, which is currently covered in the BACE and AFSCME Master Agreements.

**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:**

None.

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

1. Anne Arundel County Board of Education, Policy 802.05, *Classified Staff- Probation*

**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

Employment: Probation

All appointments to the jobs in the classified service shall be for a probationary period of three (3) calendar months. During the probationary period, an employee may be terminated from employment at any time without right of appeal. In any terminal action involving an employee serving a probationary period, the appropriate division head, where practical, shall give the employee two (2) weeks' notice of the pending separation. An employee who is reinstated in the same job in which he/she had previously served a satisfactory probation shall not be subject to a new probationary period. The two (2) weeks' notice of termination shall not apply in cases of summary discharge for cause.

Should an employee who has successfully completed the probationary period in a given job classification be reassigned to a job in which he/she has not served a satisfactory probationary period, he/she shall be placed on probationary status for a period of three (3) months. Should the performance in the new position fail to meet acceptable standards for the classification, the employee shall revert to the former classification and pay status.

Should the appropriate administrator feel that the evaluation process as outlined above has not been conclusive during the stipulated three (3) month period, he/she may extend the probationary period to six (6) months by so notifying the employee prior to the expiration of the original period.

Policy  
Adopted: 6/22/72]

Board of Education of Baltimore County