

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: September 7, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED DELETION OF BOARD OF EDUCATION POLICY 4150 - ABSENCES, LEAVES, VACATION, AND HOLIDAYS**

ORIGINATOR: Joe A. Hairston, Superintendent

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

RECOMMENDATION

That the Board of Education approves the proposed deletion of Policy 4150. This is the third reading.

Attachment I – Policy Analysis
Attachment II – Policy 4150

**Policy Analysis for
Board of Education Policy 4150
Absences, Leaves, Vacations, and Holidays**

Statement of Issues or Questions Addressed

Board of Education Policy 4150 is being recommended for deletion. This policy is specific to professional personnel, and the information is addressed in a 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 4153, *Short-Term Leaves*
Board of Education Policy 4154, *Extended Leaves of Absence*

Legal Requirements

Annotated Code of Maryland, Education Article, §4-301, *School Personnel*
Annotated Code of Maryland, Education Article, §6-305, *Sick Pay*
COMAR 13A.02.03.02, *Annual Leave of Staff*
COMAR 13A.07.02.03, *Leave of Absence*

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel Board of Education, Section G, *Personnel*
2. Frederick County Board of Education, Section 303, *Attendance and Absence*
3. Howard County Board of Education, Policy 7110, *Annual Leave for Administrative Personnel*
4. 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

All permanent professional employees of the Board of Education shall be eligible for absences, leaves, vacations, and holidays according to the criteria established by policy, administrative rule, and negotiated agreement.

Legal Reference: State Board of Education Bylaw
13.06.02.03 Leave of Absence
13.06.03 Professional Duties

Policy
Adopted: 5/25/78]

Board of Education of Baltimore County