

**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 4153 - SHORT-TERM LEAVES**

**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 4153. This is the third reading.

\*\*\*\*\*

Attachment I – Policy Analysis  
Attachment II – Policy 4153

**Policy Analysis for  
Board of Education Policy 4153  
Short-Term Leaves**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4153 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 4154, *Extended Leave of Absence*  
Board of Education Policy 4150, *Absences, Leaves, Vacations, and Holidays*

**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: Short-Term Leaves

1. Academic Activities Leave
2. Bereavement Leave
3. Court Related Leave
4. Family Illness Leave
5. Intervisitation
6. Military
7. Special Religious Observance Leave
8. Sick Leave
9. Urgent Personal Business Leave

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

Also, see the rule entitled "Definitions" in this section.

Policy  
Adopted: 6/10/71]

Board of Education of Baltimore County