

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: November 23, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED DELETION OF BOARD OF EDUCATION POLICY 4158 - HOLIDAYS**

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 Board of Education Policy 4158. This is the first reading.

Attachment I – Policy Analysis
Attachment II – Proposed Policy 4158

**POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4158
ABSENCES, LEAVES, VACATIONS AND HOLIDAYS: HOLIDAYS**

Statement of Issues or Questions Addressed

Board of Education Policy 4158 was last reviewed in 1997 and concerns the payment of salary when holidays fall on a weekend. The Department of Human Resources, through the Office of Staff Relations, recommends that the policy be deleted because such wage payments are covered in the Board's 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

1. Board of Education Policy 6301, *School Calendar*

Legal Requirements

None

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel County Board of Education, Policy 800.07, *Work days – Holiday/Special Observances*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

None

Timeline

First reading – November 23, 2010
Public comment – December 7, 2010
Third reading/vote – January 11, 2011

PERSONNEL: Professional

Absences, Leaves, Vacations, and Holidays: Holidays

1. Holidays

As a matter of educational policy, the Board of Education of Baltimore County determines the school calendar, which may include holidays. The Board observes all public school holidays required by law.

2. Holidays which fall on Saturday or Sunday will be observed on the duty day which is nearest the holiday.

3. If an employee is absent in unpaid status on his/her duty day prior to (a) holiday(s) and his/her duty day following (a) holiday(s), no salary payment will be made for such (a) holiday(s). A new employee or an employee returning from leave shall not be eligible for holiday pay unless he/she has been in pay status on the duty day immediately prior to the holiday. An employee who is separated prior to a holiday shall not be paid for that holiday.

Legal References: *Annotated Code of Maryland*, Education Article, §7-103

Policy
Adopted: 6/13/74
Revised: 2/9/89
Revised: 2/25/97]

Board of Education of Baltimore County