

**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 4234.1 – REDUCTION IN FORCE, BUS DRIVERS AND ATTENDANTS**

**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 4234.1. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Proposed Policy 4234.1

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4234.1  
REDUCTION IN FORCE, BUS DRIVERS AND ATTENDANTS**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4234.1 has not been reviewed since its adoption in 1982. Staff recommends the deletion of Policy 4234.1, because the language concerning the reduction in force of school bus drivers and bus attendants is included in the Board's negotiated Master Agreement. Therefore, a policy is not needed.

**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 4324, *Reduction in Force*

**Legal Requirements**

None

**Similar Policies Adopted by Other Local School Systems**

1. Anne Arundel County Board of Education, Policy 802.12, *Layoff/Reduction in Force-Classified Staff*
2. Montgomery County Board of Education, Policy GFA-RA, *Establishment and Abolishment of Positions*

**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: Classified

Status Change: Reduction in Force, Bus Drivers and Attendants

When it becomes necessary to reduce the number of school bus drivers in an administrative area due to a lack of suitable work in that area, a school bus driver's length of service in the school system and quality of job performance as verified on the Employee Performance Appraisal form will receive equal consideration in determining the drivers to be terminated in that area.

A school bus driver who has been laid off due to a reduction in force will remain on the recall list for one (1) year. As vacancies develop in their administrative area, the bus driver will be offered these positions in inverse order of layoff. A school bus driver who declines a position in his/her administrative area shall forfeit recall rights and be removed from the recall list.

If all drivers refuse a position in their administrative area, the position will be offered to the remaining drivers on the recall list regardless of the administrative area in order of seniority. Such a rejection would not forfeit recall rights.

This same policy shall apply to bus attendants.

Policy  
Adopted: 7/8/82]

Board of Education of Baltimore County