

**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 4265 – SALARY RECOGNITION FOR ADVANCED TRAINING, GENERAL**

**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 4265. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Proposed Policy 4265

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4265  
SALARY RECOGNITION FOR ADVANCED TRAINING, GENERAL**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4265 was last revised in 1987 and concerns wage increases and enhancements provided for work-related course work. However, staff recommends that the policy be deleted, because wages must be negotiated under Maryland law and all pay increases for work related course work are contained in the Board's Master Agreements. As such, the policy is no longer necessary and should be deleted.

**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**

1. *Annotated Code of Maryland, Education Article § 6-408, Negotiations*

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

1. Anne Arundel County Board of Education, Policy 802.09, *Salaries-Units I-IV*

**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

Compensation Plan: Salary Recognition for Advance Training, General

A regular classified employee is eligible for consideration of a pay increase equal to one (1) step of the salary schedule for thirty (30) credit hours of college work accepted as being work-related. Fifteen (15) of these credit hours may be earned in Baltimore County approved in-service programs. Such employees shall be entitled to an additional pay increase equal to one (1) step on their salary scale for an additional thirty (30) credit hours of college work accepted as work-related. Up to fifteen (15) credit hours of Baltimore County approved in-service credit hours may be used to meet requirements of the additional thirty (30) hours.

The following provisions will determine eligibility:

1. Courses must be taken in institutions or under programs whose standards are acceptable and approved by the Department of Personnel.
2. Payment of the additional step will be effective the first full pay period immediately following the semester in which the employee completes the required number or credits, providing the Department of Personnel has received confirmation of such completion within three (3) months of said completion. Should the time lapse between completion and receipt of confirmation exceed three (3) months, the additional step shall be paid retroactively for three (3) months only.
3. The employee will not be eligible for the additional step if promoted to a new position where advanced training is required for placement.

Also see Master Agreement between BACE/TABCO and the Board of Education and Master Agreement between Council 67/Local 434 of AFSCME and the Board of Education.

Policy  
 Adopted: 6/13/74  
 Revised: 9/8/77  
 Revised: 6/22/78  
 Revised: 7/1/82  
 Revised: 5/28/87]

Board of Education of Baltimore County