

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** December 21, 2010

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **REPORT ON THE PROPOSED DELETION OF BOARD OF  
EDUCATION POLICY 4114 – ASSIGNMENT, TRANSFER, AND  
PROMOTION**

**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 Policy 4114.  
This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4114

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4114  
ASSIGNMENT, TRANSFER, AND PROMOTION**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4114 has not been revised since 1993. Policy 4114 recites the authority of the Superintendent to assign and transfer teachers. Staff is recommending that the policy be deleted, because Section 6-201 of the Education Article grants to the Superintendent the authority to assign, transfer, and recommend promotion of teaching staff. As such, the policy is not necessary and should be deleted.

**Cost Analysis and Fiscal Impact on School System**

There is no fiscal impact on the school system as the result of deletion of this policy.

**Relationship to Other Board of Education Policies**

1. Board of Education Policy 4111, *Recruitment and Selection*

**Legal Requirements**

1. *Annotated Code of Maryland, Education Article § 6-201, Appointment, tenure, and qualifications*

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

1. Howard County Board of Education, Policy 7080, *Transfer of School-Based Administrators*
2. Howard County Board of Education, Policy 7090, *Transfer of Teachers*

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives were considered.

**Timeline**

First reading – December 21, 2010

Public comment – January 11, 2011

Third reading/vote – February 8, 2011

[PERSONNEL: Professional

Permanent: Assignment, Transfer, and Promotion

The teaching staff shall be assigned to particular school buildings by the Superintendent of Schools. Reassignment may be made when, in the judgment of the Superintendent, such reassignment or transfer is for the good of the school system. Teachers may apply for reassignment through the appropriate administrator, but the judgment of the Superintendent is final.

The Board of Education reserves the right to reassign the work of the teacher in fields of special training or capabilities at any time during the life of the contract through the Superintendent of Schools and the appropriate administrator.

A teacher who is teaching in more than one school will have designated as his/her home school the one to which he/she is assigned for the greatest amount of time. In the event the amount of time is equal between two or more schools, the home school assignment normally will be the one closest to the teacher's residence.

The Board of Education recognizes that the welfare of the children demands that the best candidates for promotions be chosen, wherever they may reside.

Also see Master Agreement with Teachers Association of Baltimore County, Maryland, Inc.

Legal Reference:     Ann. Code of Pub. Gen. Laws of Md. Art. 77  
                              #62 Nomination, assignment, transfer, and  
                              recommendations as to principals and teachers

Policy  
Adopted:     8/29/68  
Revised:     3/25/93]

Board of Education of Baltimore County