

**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 4215 – PERSONAL PROTECTIVE EQUIPMENT**

**ORIGINATOR:** Joe A. Hairston, Superintendent

**RESOURCE PERSON(S):** Kara Calder, Executive Director, Planning and Support Operations  
Michael G. Sines, Executive Director, Department of Physical Facilities

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of Policy 4215 – *Personal Protective Equipment*.  
This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4215

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4215  
PERSONAL PROTECTIVE EQUIPMENT**

**Statement of Issues or Questions Addressed**

In accordance with Superintendent's Rule 8130, Policy 4215 is scheduled for review in school year 2010-2011. The requirements for providing employees with personal protective equipment are mandated by law and are clearly outlined in the Superintendent's Rule. The Board has repeatedly remarked that the mere recitation of a legal requirement is insufficient to justify a policy; therefore, staff recommends that the policy be deleted.

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

The purchase of personal protective equipment ("PPE") by the Board is required by law. Increased requests for PPE could result in increased expenses to schools and offices; however, little to no increase is anticipated at this time.

**Relationship to Other Board of Education Policies**

1. Board of Education Policy 2352, *Health and Safety*
2. Board of Education Policy 4008, *Obligations of Employees of the Board of Education of Baltimore County.*

**Legal Requirements**

1. 29 CFR 1910, *et seq.*, *Occupational Safety and Health Standards*
2. *Annotated Code of Maryland*, Labor and Employment Article, § 5-901, *et seq.*, *Maryland Occupational Safety and Health Act (MOSH)*
3. COMAR 09.12.20, *Safety and Health*

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

1. None

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives considered.

**Timeline**

First reading – December 21, 2010

Public comment – January 11, 2011

Third reading/vote – February 8, 2011

PERSONNEL: Classified

General: Personal Protective Equipment

Personal protective equipment shall be provided for any employee when a workplace hazard assessment has indicated a specific need. The assessment shall be conducted in accordance with standards established by applicable federal or state requirements.

This benefit refers only to those employees who normally wear prescription glasses. It shall be the responsibility of the employee to obtain his/her own prescription.

Policy  
Adopted: 7/12/79  
Revised: 4/12/05]

Board of Education of Baltimore County