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 4232 – PROMOTION, 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 Policy 4232. This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4232
Statement of Issues or Questions Addressed
Board of Education Policy 4232 was last revised in 1989 and concerns salary increases resulting from promotions for classified employees. The Department of Human Resources, Office of Personnel, is recommending deletion of the policy, because wages must be negotiated. As such, the policy is not 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
1. Board of Education Policy 4232.1, Promotion, Clerical

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

Similar Policies Adopted by Other Local School Systems
None

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: Classified

Status Change: Promotion, General

Promotion from one pay grade to the next consecutive pay grade shall be made in such a manner that the employee promoted shall move to the lowest step in the new pay grade necessary to give a pay increase equal to or greater than one (1) step in the former pay grade.

Where a promotion results in an advancement of more than one pay grade, the employee shall be assured an increase equivalent to two (2) steps in the employee's former pay grade.

An employee promoted into Unit III or an employee promoted within Unit III shall move to his/her current step on the salary schedule for the new pay grade.

Policy       Board of Education of Baltimore County
Adopted: 8/28/72
Revised: 10/5/89]