

**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 4233 - DEMOTION**

**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 4233.  
This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4233

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4233  
DEMOTION**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4233 has not been revised since its adoption in 1972. Policy 4233 deals with a classified employee's placement on the salary scale as the result of reassignment to a lower ranking position or the abolition of an employee's position. The Department of Human Resources, Office of Personnel, is recommending that the policy be deleted because wages must be negotiated under Maryland law, and because the issue is addressed in the AFCSME Master Agreement. 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**

None

**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: Demotion

When an employee is demoted, his/her pay shall be adjusted in a manner opposite to a promotional adjustment, i.e., a demotion from one pay grade to the next lower pay grade will be made in such a manner that the employee demoted shall move to the highest step in the new pay grade which would result in a decrease of not less than one (1) step in the former pay grade. Where a demotion results in a downgrading of more than one pay grade, the employee's new increment step must result in a decrease equivalent to two (2) steps in the employee's former pay grade.

When an employee's position has been abolished, the appropriate division head may reassign the employee to a lower graded position. In such cases, the employee's salary shall not be reduced (red circle rate) for a period of up to one (1) year. During this year, every effort should be made to restore said employee to the former grade. After one year, the salary adjustment pertinent to demotion shall apply.

Policy  
Adopted: 8/28/72]

Board of Education of Baltimore County