

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: March 22, 2011

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED DELETION OF POLICY 4145,**
COMPENSABLE NON-DUTY WEEK DAYS

ORIGINATOR: Joe A. Hairston, Superintendent

RESOURCE
PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources
George Duque, Manager, Staff Relations

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4145.
This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4145

**POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4145
COMPENSABLE NON-DUTY WEEK DAYS**

Statement of Issues or Questions Addressed

Board of Education Policy 4145 has not been reviewed since 1993. Policy 4145 deals with those days included in the 10-month payroll calendar when 10-month teachers do not report to work, but for which they receive compensation (“compensable non-duty weekdays”). These compensable non-duty weekdays occur during the winter and spring breaks and at the end of the school year. Staff is recommending that the policy be deleted, because the formula for calculating these days is an internal process of the Office of Payroll. As such, the policy is not needed 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

None

Similar Policies Adopted by Other Local School Systems

None

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

No other alternatives were considered by staff.

Timeline

First reading – March 22, 2011

Public comment – April 5, 2011

Third reading/vote – May 10, 2011

PERSONNEL: Professional

Compensation and Related Employee Benefits: Compensable Non-Duty Week Days

1. Compensable Non-Duty Week Days are those weekdays falling within the 217 weekdays in the school year, commencing with the first duty day for teachers, which are not holidays or ten-month employee duty days.
2. A ten-month professional employee shall accrue Compensable Non-Duty Week Days for each of the twenty (20) specified biweekly pay periods in which at least 60% of the normal biweekly pay has been received by the employee. The accrual rate will be determined each year by dividing the number of Compensable Non-Duty Week Days by twenty (20).
3. A ten-month professional employee will receive pay for each Compensable Non-Duty Week Day provided he/she has accrued sufficient days. Employees who separate will be paid for unused accrued days, except in violation of contract.

Policy
Adopted: 6/12/75
Revised: 10/27/77
Revised: 3/25/93]

Board of Education of Baltimore County