

**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 4262,**  
**EMERGENCY CALL-IN**

**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 4262.  
This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4262

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4262  
EMERGENCY CALL-IN**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4262 has not been reviewed since 1982. Policy 4262 briefly outlines when classified employees are entitled to compensation for emergency work that extends beyond the normal duty day. Staff is recommending that this policy be deleted, because compensation beyond the forty-hour work week is governed by federal law, and the procedure for emergency call-ins is found in the AFSCME Master Agreement. As such, the policy is no longer 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**

1. Board of Education Policy 4260, *Compensation Plan*

**Legal Requirements**

1. 29 U.S.C. §201, *et. seq.*, *Fair Labor Standards Act*

**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: Classified

Compensation Plan: Emergency Call-in

When an employee is called in to perform unanticipated extra work and the work is not an extension of his/her normal workday, he/she shall be compensated for the hours worked. Such compensation shall be for a minimum of four (4) hours in the event the employee works less than this amount of time. However, only actual time worked will be considered for the computation of overtime.

Also see Master Agreement between Council 67/Local 434 of AFSCME, AFL-CIO and the Board of Education.

Policy  
Adopted: 7/12/79  
Revised: 3/25/82]

Board of Education of Baltimore County