

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: April 5, 2011

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED DELETION OF POLICY 4112, PERMANENT: EMPLOYMENT**

ORIGINATOR: Joe A. Hairston, Superintendent

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources

RECOMMENDATION

That the Board of Education approves the proposed deletion of Policy 4112, Permanent: Employment. This is the third reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4112

**POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4112
EMPLOYMENT**

Statement of Issues or Questions Addressed

Board of Education Policy 4112 was last revised in 1993. Policy 4112 outlines the employment practices of the school system for professional staff, including appointment, non-discrimination in employment, and the requisite documentation needed for making appointments. The Department of Human Resources, Office of Personnel, is recommending that the policy be deleted, because the information contained in the policy is addressed in other Board policies and in Department of Human Resources procedures. 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 4111, *Recruitment and Selection*
2. Board of Education Policy 4100, *Professional*
3. Board of Education Policy 4000, *Equal Employment Opportunity*

Legal Requirements

None

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel County Board of Education, Policy GAB, *Personnel Records*
2. Prince George's County Board of Education, Policy 2600, *Records and Document Management Program*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

No other alternatives were considered.

Timeline

First reading – February 22, 2011

Public comment – March 8, 2011

Third reading/vote – April 5, 2011

PERSONNEL: Professional

Permanent: Employment

1. Appointment

The Board of Education seeks to employ the best qualified people available at salaries high enough to attract competent people. The Board shall appoint upon the recommendation of the Superintendent of Schools the necessary persons to carry on the educational, operational, and business affairs of the system in an efficient manner.

2. Non-discrimination

No discrimination due to race, color, sex, age, national origin, handicap, marital status, religion, political beliefs or affiliations shall be practiced in employment of applicants.

3. Records

The Superintendent of Schools shall notify each employee of his/her appointment and shall be responsible for completing the employment together with the required information and documents. The Superintendent shall keep accurate records of all employments and records of service.

4. Contracts

Facsimiles of the Regular Contract and the Contract-Provisional Certificate are included as exhibits.

Legal Reference: Ann. Code of Pub. Gen. Laws of Md. Art. 77
#68 Employment of teachers and other personnel
State Board of Education Bylaw
13.06.02.01 Contracts

Policy
Adopted: 8/29/68
Revised: 3/25/93]

Board of Education of Baltimore County