DATE: April 5, 2011

TO: BOARD OF EDUCATION

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: CONSIDERATION OF THE PROPOSED DELETION OF POLICY 4112.1, TEMPORARY: 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 4112.1, Temporary: Employment. This is the third reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4112.1
POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4112.1
TEMPORARY: EMPLOYMENT

Statement of Issues or Questions Addressed
Board of Education Policy 4112.1 has not been revised since its adoption in 2000. Policy 4112.1 was enacted to address the statewide critical teacher shortage at the time the policy was adopted and describes how the Board will hire retired certificated employees as temporary and/or contractual employees. The Department of Human Resources, Office of Personnel, is recommending that the policy be deleted, because the contents of the policy are addressed in State law and regulation, as well as other Board policies and departmental 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 4000, Equal Employment Opportunity

Legal Requirements
1. Annotated Code of Maryland, State Personnel and Pensions Article §22-406, Effect of employment of individual - As temporary or contractual employee
2. Annotated Code of Maryland, State Personnel and Pensions Article §23-407, Effect of employment of individual - As temporary or contractual employee
3. COMAR 13A.07.02.05, Employment Terms of Rehired Retired Teachers

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 – February 22, 2011
Public comment – March 8, 2011
Third reading/vote – April 5, 2011
PERSONNEL: Professional

Temporary: Employment

1. Appointment

The Board of Education of Baltimore County will participate in the statewide opportunity available to the Maryland public school systems to address the current critical teacher shortage by hiring retired, certificated teachers, and/or teacher mentors as temporary and/or contractual employees as provided by §22-406 and §23-407 of the State Personnel and Pensions Article (formerly Senate Bill 15, Section 2, Chapter 518, Acts 1999).

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. Contracts

Rehires under this policy will be temporary contractual employees with a maximum employment term of one school year. A copy of the contractual agreement is attached hereto as an exhibit.

4. Term of Policy

This policy will remain in effect for a period permitted by State law or June 30, 2004.


Policy Board of Education of Baltimore County
Adopted: 3/14/00]