

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 4112.1, 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.

Legal Reference: Annotated Code of Maryland, State Personnel and Pensions Article, §22-406 and 23-407 (1997).

Policy
Adopted: 3/14/00]

Board of Education of Baltimore County