DATE: July 12, 2011

TO: BOARD OF EDUCATION

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: REPORT ON THE PROPOSED DELETION OF BOARD OF EDUCATION POLICY 4124, ALTERNATIVE PROGRAMS INSTRUCTORS

ORIGINATOR: Renee A. Foose, Deputy Superintendent

RESOURCE PERSON(S): Michele Prumo, Chief of Staff
                    Dale R. Rauenzahn, Executive Director, Student Support Services

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4124. This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4124
Policy Analysis for
Board of Education Policy 4124
Alternative Programs Instructors

Statement of Issues or Questions Addressed
Board of Education Policy 4124 has not been reviewed since 1999. Policy 4124 describes how the Board will hire teachers for its alternative programs. Staff is recommending that the policy be deleted, because: (1) the teacher certification requirements are addressed in State law and (2) the hiring process for teachers in alternative programs is addressed 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 this deletion of this policy.

Relationship to Other Board of Education Policies
1. Board of Education Policy 4111, Recruitment and Selection

Legal Requirements
None

Similar Policies Adopted by Other Local School Systems
Similar policies could not be found in a search of other school systems’ Web sites.

Draft of Proposed Policy
Attached

Other Alternatives Considered by Staff
No other alternative was considered.

Timeline
First Reading – July 12, 2011
Public Comment – August 9, 2011
Third Reading – September 6, 2011
PERSONNEL: Professional

Temporary and Part-Time: Alternative Programs Instructors

All references to alternative programs include home teaching, evening high school, group learning centers, summer school, driver education, tutoring and counseling, Even Start, and any other alternative programs that employ part-time hourly employees.

Teachers of alternative programs are paid stipends based on an approved hourly rate between the Board of Education and TABCO.

Teachers will be assigned to alternative program classes as necessary and as appropriate to these respective programs. No teacher shall be required to conduct alternative program classes in addition to a regular daytime teaching responsibility.

Teaching assignments are subject to annual review prior to renewal.

Since these alternative programs in Baltimore County are a part-time, voluntary, and minimal tuition program, all instructors must be proficient and able to meet the educational, vocational, and personal needs of the students. Selections will be based upon ability and professional preparation including certification.