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 4142, SALARY REGULATIONS-SCHOOL NURSES

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 4142. This is the first reading.

*****

Attachment I – Policy Analysis
Attachment II – Policy 4142
Statement of Issues or Questions Addressed
Board of Education Policy 4142 was last reviewed in 2000. Policy 4142 addresses the performance and evaluation of school nurses, their employee benefits, and their probationary period. Staff is recommending that the policy be deleted because all school nurses are now represented by the Teachers Association of Baltimore County, and employee benefits and the evaluation process are addressed by the 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
None

Legal Requirements
1. Annotated Code of Maryland, Education Article §6-401(d)(3) defines “public school employee” in Baltimore County as a secondary, elementary, or special school nurse.

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

Compensation and Related Employee Benefits:  Salary Regulations - School Nurses

Secondary school nurses are entitled to the same employee benefits as specified in appropriate articles of the Master Agreement for teachers and the professional policies of this Manual of Policies and Regulations. Elementary and special school nurses are entitled to the employee benefits as specified in the Master Agreement between the Professional Staff Nurses' Association of Maryland and the Board of Education of Baltimore County and the professional policies of this Manual of Policies and Regulations.

All nurses are in a probationary status for a two-year period. At the end of the probationary period, if the nurse's performance meets standards, the school nurse is considered a continuing employee. School nurses are subject to the appraisal process as outlined in the agreements identified above and in the Pupil Services Manual.

Policy  Board of Education of Baltimore County
Adopted:  6/14/73
Revised:  5/2/00]