

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** May 22, 2012

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **REPORT ON PROPOSED DELETION OF BOARD OF EDUCATION  
POLICY 4302, TENURE AND NON-TENURE**

**ORIGINATOR:** Renee A. Foose, Deputy Superintendent

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

**INFORMATION**

That the Board of Education reviews the proposed deletion of Policy 4302. This is the first reading.

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Attachment I – Policy Analysis  
Attached II – Policy 4302

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4302  
TENURE AND NON-TENURE**

**Statement of Issues or Questions Addressed**

In accordance with Board of Education Policy and Superintendent's Rule 8130, Policy 4302 is scheduled for review in school year 2011-2012. Policy 4302 articulates: (1) how a teacher obtains tenure; (2) the annual declaration of intent requirement. Staff is recommending that the policy be deleted. The process for granting tenure is simply a restatement of the teacher contract language found in the Code of Maryland Regulation (COMAR 13A.07.02.01). Further, the declaration of intent process is outlined in Department of Human Resources' procedures. As such, the policy is not needed and should be deleted.

**Cost Analysis and Fiscal Impact on School System**

No fiscal impact anticipated by the deletion of this policy.

**Relationship to Other Board of Education Policies**

1. Board of Education Policy 4004, *Evaluations*

**Legal Requirements**

1. COMAR 13A.07.02.01, *Contracts*

**Similar Policies Adopted by Other Local School Systems**

A search of LEA policy websites was conducted and no similar policies were found.

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives were considered

**Timeline**

First reading – May 22, 2012

Public comment – June 12, 2012

Third reading/vote – July 10, 2012

PERSONNEL: Professional Staff

Tenure and Non-Tenure

A teacher with a Professional Certificate must teach two (2) years successfully before being granted tenure. The non-tenured status of a probationary (second-year) teacher with a professional certificate may be extended to a third year with the approval of the Superintendent.

Teachers shall be asked annually whether they intend to accept reemployment in the school system and will be required, as appropriate, to indicate their plans.

Legal References: Annotated Code of Maryland, Education Article, §6-102,  
*Classes of teachers' certificates.*  
COMAR 13A.07.02.01, *Contracts*

Policy  
Adopted: 08/29/68  
Revised: 07/11/06  
Edited: 07/01/11]

Board of Education of Baltimore County