

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** July 9, 2013

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

**FROM:** S. Dallas Dance, Superintendent

**SUBJECT:** **CONSIDERATION OF THE PROPOSED DELETION OF BOARD OF EDUCATION POLICY 2320, LINE OF RESPONSIBILITY**

**ORIGINATOR:** S. Dallas Dance, Superintendent

**RESOURCE PERSON(S):** Lisa Grillo, Chief Human Resource Officer

**RECOMMENDATION**

That the Board of Education approves the proposed deletion of Policy 2320. This is the third reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 2320

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 2320  
LINE OF RESPONSIBILITY**

**Statement of Issues or Questions Addressed**

In accordance with Board of Education Policy and Superintendent's Rule 8130, Policy 2320 is scheduled for review in school year 2012-2013. Policy 2320 provides that administrative and supervisory employees may appeal an adverse personnel decision through the proper supervisory chain of command. Staff is recommending that Policy 2320 be deleted, because: (1) the Council of Administrative and Supervisory Employees (CASE) Master Agreement, which applies to administrative and supervisory employees, addresses the employee's right to seek resolution of a problem through the grievance or administrative appeal process; (2) State law provides that the Board may hold hearings on certain matters arising out of a dispute or for appeals of decision of the Superintendent; and (3) Board of Education Policies 8340 and 8341 outline the process for filing appeals with the Board. As such, Policy 2320 is not 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**

1. Board of Education Policy 2300, *Administrative Operations*
2. Board of Education Policy 8120, *Purpose, Role, and Responsibility of the Board of Education*
3. Board of Education Policy 8340, *Appeal Before the Board of Education*
4. Board of Education Policy 8341, *Appeal Before a Hearing Examiner*

**Legal Requirements**

1. *Annotated Code of Maryland, Education Article §4-205, Powers and duties of county superintendent*

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

1. Anne Arundel County Board of Education, Policy 200.07, *Investigations and Due Process*
2. Prince George's County Board of Education, Policy 4200, *Employee and 4-205 Appeals Before the Board of Education*

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives were considered.

**Timeline**

First reading – May 21, 2013

Public comment – June 11, 2013

Third reading/vote – July 9, 2013

ADMINISTRATION: Administrative Operations

Line of Responsibility

- I. Each employee of the Baltimore County Public Schools (BCPS) is responsible to the Board of Education of Baltimore County (Board) through the Superintendent.
- II. An employee shall have the right to appeal any decision made by an administrator to the next higher management level and through appropriate successive steps to the Board. All employees shall be advised of procedures established to assist in the solution of problems.

Legal Reference: *Annotated Code of Maryland*, Education Article, §4-205

Policy  
Adopted: 09/18/68  
Revised: 03/10/09  
Edited: 07/01/11]

Board of Education of Baltimore County