

PERSONNEL: Professional

Summer School Teachers

I. Purpose

- A. The purpose of this rule is to designate the responsibility and establish procedures for the employment and assignment of qualified teachers for the Baltimore County Public Schools' (BCPS) summer school program.

II. Definition

- A. *Tenure* – Means the employment status of a certificated teacher who has completed three consecutive years of successful experience in BCPS, who has completed appropriate course requirements outlined at the time of initial employment, and who is to be re-employed with the Board of Education of Baltimore County (Board) for the following school year.

III. Eligibility for Consideration

- A. In order to be considered for temporary employment as a summer school teacher, an applicant shall:
  - 1. Be a BCPS certificated teacher in active status.
    - a. Employees who resign, retire, or are on leave from BCPS are not eligible for summer school employment.
    - b. Employees who were on administrative leave on the last duty day of the school year immediately preceding the summer school term are not eligible for summer school employment.
  - 2. Be tenured and hold a first class certificate. A non-tenured teacher with a valid certification in the field of the assignment may be employed if a tenured teacher with a first class certificate in the field of the assignment is not available.
  - 3. Have appropriate certification or licensure in the subject matter that is to be taught.
  - 4. Obtain a recommendation for appointment to a summer school position from the teacher's principal or immediate supervisor for the school year directly preceding the summer school assignment.

IV. Guidelines]

- A. Summer school teachers must complete an application and will be approved and assigned by the Office of Temporary Services.
- B. First consideration for summer school assignments will be given to media specialists and nurses who are currently assigned to the position during the school year at the summer school site being utilized.
- C. Summer school teachers shall comply with all Board of Education policies, Superintendent's Rules, school procedures, guidelines and directives.
- D. Teachers are expected to report to their designated work assignment in a timely fashion.
- E. All summer school positions are temporary assignments and contingent upon funding and enrollment. Decisions about summer school staffing will be determined where possible by the first day of the summer school session.

Related Policies: Board of Education Policy 4100, *Employee Conduct and Responsibilities*

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