

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: December 18, 2007

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston

SUBJECT: **REPORT ON PROPOSED DELETION OF POLICY 4220 –
PERSONNEL: CLASSIFIED-EMPLOYMENT**

ORIGINATOR: J. Robert Haines, Esq., Deputy Superintendent

**RESOURCE
PERSON(S):** Don Peccia, Assistant Superintendent, Human Resources & Gov't Relations
Frances Allen, Manager, Human Resources – Personnel Services

RECOMMENDATION

That the Board of Education review and approves the proposed deletion of Policy 4220. This is the first reading.

Attachment I – Policy Analysis
Attachment II – Policy 4220

BOARD OF EDUCATION OF BALTIMORE COUNTY
Policy Analysis for Proposed Deletion of Policy 4220
Employment

Statement of Issues Addressed by the Proposed Policy

Policy 4220 does not accurately reflect the current status of the laws and regulations regarding discrimination and employment. The information in this Policy which is designated for classified employees is also included with greater detail in Policy 4000-- *Equal Employment Opportunity*. Policy 4000 applies to all employees and does not make a distinction between professional or classified employees.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated or contemplated by this revision.

Relationship to Other Board of Education Policies

Policy 4220 was last updated 8/29/68, and policy 4000 was last revised 2/26/81.

Legal Requirement

Title IX, of the Education Amendment of 1972
Rehabilitation Act of 1973 (Section 504) and its implementing regulation at 34 C.F.R.
Title VI and VII of the Civil Rights Act of 1964 and 1991
Annotated Code of Maryland, Education Article § 6-104
Annotated Code of Maryland, Article 49B

Similar Policies Adopted by Other School Systems

Draft of Proposed Policy and Rule

See attached

Other Alternative Considered by Staff

The Department of Human Resources did not consider other alternatives

FIRST READING: December 18, 2007

SECOND READING for public comment: January 8, 2008

THIRD READING for approval: January 22, 2008

PERSONNEL: Classified

Employment

No employee, or any applicant for employment, shall be employed, promoted, demoted or dismissed, or in any way favored or discriminated against because of national origin, color, sex or creed.

Legal Reference: Annotated Code of Maryland, Education Article #6-105
Discrimination because of race, religion, color, national origin, or sex prohibited.

Policy
Adopted: 8/29/68]

Board of Education of Baltimore County