

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** January 13, 2009

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

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

**SUBJECT:** **CONSIDERATION OF THE PROPOSED CHANGES TO POLICY 2000 – ADMINISTRATION: ADMINISTRATIVE AND SUPERVISORY PERSONNEL**

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

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

**RECOMMENDATION**

That the Board of Education reviews the proposed revisions in Policy 2000. This is the third reading of this revised policy.

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Attachment I – Policy Analysis 2000  
Attachment II – Policy 2000

**Policy Analysis for  
Board of Education Policy 2000  
Administrative and Supervisory Personnel**

Statement of Issues or Questions Addressed

Board of Education Policy 2000 was adopted in 1968 and has never been revised. The revisions provide for the continuation of the administrative and supervisory appointment process currently used by the Board of Education of Baltimore County and the Superintendent of Schools.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated by the revision of this policy.

Relationship to Other Board of Education Policies

Board of Education Policy 2305, *School Based Management*

Legal Requirements

*Annotated Code of Maryland*, Education Article §6-201  
COMAR 13A.02.03

Similar Policies Adopted By Other School Systems

1. Montgomery County, Policy GEA-RA, *Selection and Appointment of Administrators, Supervisors, and Interns*
2. Prince George's County, Policy 4112, *Appointment of Personnel*

Draft of Proposed Policy

Attached.

Other Alternatives Considered By Staff

No other alternatives were considered.

Timeline:

First reading – November 19, 2008  
Public comment – December 2, 2008  
Third reading – January 13, 2009

ADMINISTRATION: [Administrative and Supervisory Personnel]

ADMINISTRATIVE AND SUPERVISORY PERSONNEL

[All administrative and supervisory positions in the school system are established initially by the Board of Education or by State law, or by both.]

- I. It is the intent of the Board of Education OF BALTIMORE COUNTY (BOARD) to activate such ADMINISTRATIVE AND SUPERVISORY positions as necessary to promote the attainment of [our] THE school[s'] SYSTEM'S goals AND FOR THE SAFE, EFFECTIVE, AND EFFICIENT OPERATION OF THE SCHOOL SYSTEM.
  
- II. APPOINTMENTS OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL SHALL BE MADE BY THE BOARD UPON RECOMMENDATION OF THE SUPERINTENDENT.

[In each case, the Board will approve the broad purpose and function of the position in harmony with State laws and regulations, approve a statement of job requirements as recommended by the Superintendent of Schools, and delegate to the Superintendent the task of writing, or causing to be written, a job description of the position.

The Board wishes the Superintendent of Schools to maintain continuously a comprehensive, coordinated set of job descriptions for all such positions so as]

- III. IN ORDER to [promote] ENABLE SAFETY, efficiency, and economy in the staff's operations, THE BOARD DIRECTS THE SUPERINTENDENT TO MAINTAIN CURRENT JOB DESCRIPTIONS FOR ALL ADMINISTRATIVE AND SUPERVISORY POSITIONS.

LEGAL REFERENCES: *ANNOTATED CODE OF MARYLAND*, EDUCATION ARTICLE §6-201

COMAR 13A.02.03

Policy  
Adopted: 9/18/68  
REVISED: \_\_\_\_\_

Board of Education of Baltimore County