

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: April 21, 2009

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED CHANGES TO BOARD OF EDUCATION POLICY 3142 (renumbered to 4009) – PERSONNEL: PROFESSIONAL**

ORIGINATOR: Frances A. S. Harris

RESOURCE PERSON(S): Margaret-Ann F. Howie, Esq., General Counsel
Edward J. Novak, Esq., Associate General Counsel

RECOMMENDATION

That the Board of Education approves the proposed changes to Policy 3142 (renumbered to 4009). This is the third reading.

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Attachment I – Policy Analysis
Attachment II – Policy 3142 (4009)

**Policy Analysis for
Board of Education Policy 3142 (Renumbered to 4009)
Employee Insurance**

Statement of Issues or Questions Addressed

The placement of Board of Education Policy 3142 is now obsolete because this function is no longer one that rests with the Office of Payroll. The new title, “Personnel: General, Compensation and Related Employee Benefits: Employee Insurance” more accurately reflects the content of the policy. The policy is included in the Personnel Series 4000 and the number has been changed to 4009.

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

None

Legal Requirements

None

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel, Policy 801.02, *Executive Staff – Fringe Benefits*
2. Prince Georges’, Policy 4152.7, *Personnel, Fringe Benefits*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

The policy was considered for deletion since it refers to the Master Agreements. Deletion was not chosen because of references to compliance with provisions of the Master Agreements and the regular review of employee insurance.

Timeline:

- First reading: February 24, 2009
- Public comment: March 10, 2009
- Third reading: April 21, 2009

PERSONNEL: GENERAL

[NON-INSTRUCTIONAL SERVICES: Fiscal Services]

COMPENSATION AND RELATED EMPLOYEE BENEFITS: EMPLOYEE
INSURANCE

[Payroll and Benefits Management: Employee Insurance]

- I. HEALTH Insurance benefits provided to Board of Education OF BALTIMORE COUNTY (BOARD) employees shall be administered in compliance with policy requirements and provisions of the Master AgreementS. They shall be regularly reviewed in order to insure coverage appropriate to employee agreements and to provide assurances that the Board's fiscal interests are protected.

Policy
Adopted: 9/18/68
REVISED: _____

Board of Education of Baltimore County