

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** February 24, 2009

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

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

**SUBJECT:** **REPORT ON THE PROPOSED CHANGES TO BOARD OF  
EDUCATION POLICY 4100 – 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 reviews the proposed changes to Policy 4100. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4100

**Policy Analysis for  
Board of Education Policy 4100  
Professional**

**Statement of Issues or Questions Addressed:**

Board of Education Policy 4100 was adopted in August 1968 and has never been revised. The revision to Policy 4100 retains most of the existing language of the policy, but adds a paragraph that defines the employees covered under the “Personnel: Professional” section of the Office of Personnel Procedures Manual. The section is intended to cover certificated employees. The revised Policy 4100 will parallel Policy 4210, which contains the same language regarding the board’s view of personnel policies and, additionally, defines the employee groups covered under the “Classified” section of the procedures manual.

**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 4210, *General*

**Legal Requirements:**

*Annotated Code of Maryland*, Education Article, §6-201

**Similar Policies Adopted By Other School Systems:**

None

**Alternatives Considered By Staff:**

No other alternatives were considered.

Timeline:

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

PERSONNEL: Professional

I. PROCEDURES

- A. The personnel policies of a school system are an essential part of the program of public education in a community. The philosophy of a school system and the community is generally reflected in these policies.
- B. Through its personnel policies, the Board of Education OF BALTIMORE COUNTY (BOARD) [wishes to] establishes conditions that will attract and RETAIN [hold for all positions] the highest qualified personnel who will devote themselves to the education and welfare of students.
- [C. Policy development must be approached with attitudes of mutual faith and good will. Cooperation and participation of the professional associations, administration and the Board of Education are essential in the formulation of personnel policies. If the predominant values and standards are based upon a democratic philosophy, the personnel policies and procedures will add to the dignity of each individual.
- D. Provisions for the implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.]
- [E.] C. [To keep its personnel policies and the corresponding administrative regulations in the highest of state of effectiveness to achieve the above purposes, t]The Superintendent [of Schools] is directed to establish [the] REQUIRED procedures [needed].

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

RELATED POLICY: BOARD OF EDUCATION POLICY 4210

Policy  
Adopted: 8/29/68  
REVISED: \_\_\_\_\_

Board of Education of Baltimore County