

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: November 17, 2009

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED CHANGES TO POLICY 4260 –
PERSONNEL: COMPENSATION PLAN**

ORIGINATOR: J. Robert Haines, Deputy Superintendent

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

RECOMMENDATION

That the Board of Education reviews the proposed changes to Policy 4260. This is the first reading of this policy.

Attachment I – Policy Analysis
Attachment II – Proposed Policy 4260

**Policy Analysis for
Board of Education Policy 4260
Compensation Plan**

Statement of Issues or Questions Addressed

Board of Education Policy 4260, *Compensation Plan*, is being recommended for revision. As written, the policy is limited to classified employees. The policy is aligned with the goals of the *Blueprint for Progress* to retain and attract qualified personnel. Staff believes that these concepts should be extended to both professional and classified employees. This policy is also being revised to align it with current practices. Presently, the Superintendent of Schools establishes salaries.

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 4141, *Salary Regulations, Professional*
Board of Education Policy 4142, *Salary Regulations, School Nurses*
Board of Education Policy 4265, *Salary Recognition for Advanced Training*

Legal Requirements

Fair Labor Standards Act, 29 U.S.C. §201 et.seq.
Annotated Code of Maryland, Education Article, §4-103, School Personnel

Similar Policies Adopted by Other Local School Systems

Montgomery County Public Schools
Policy GHD-RA, *Wages and Salaries for Supporting Services Employees*
Policy GHA-RA, *Maintenance of the Position Classification Plan*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

None

Timeline for Adoption

First reading – November 17, 2009
Public comment – December 1, 2009
Third reading/vote – January 12, 2010

PERSONNEL: [Classified] GENERAL

Compensation Plan

THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD) [It shall be the policy of Baltimore County Schools to establish] DIRECTS THE SUPERINTENDENT TO ESTABLISH AND ANNUALLY REVIEW an equitable compensation plan TO ATTRACT AND RETAIN QUALIFIED EMPLOYEES AND TO DEVELOP APPROPRIATE RULES AND PROCEDURES TO IMPLEMENT THIS POLICY.[and to review this plan annually to assure it is adequate to attract and retain qualified employees.]

Policy
Adopted: 7/12/79
REVISED: _____

Board of Education of Baltimore County