

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** July 12, 2011

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

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

**SUBJECT:** **REPORT ON THE PROPOSED DELETION OF BOARD OF  
EDUCATION POLICY 4142, SALARY REGULATIONS-SCHOOL  
NURSES**

**ORIGINATOR:** Renee A. Foose, Deputy Superintendent

**RESOURCE  
PERSON(S):** Michele Prumo, Chief of Staff  
Dale R. Rauenzahn, Executive Director, Student Support Services

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of Policy 4142. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4142

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4142  
SALARY REGULATIONS - SCHOOL NURSES**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4142 was last reviewed in 2000. Policy 4142 addresses the performance and evaluation of school nurses, their employee benefits, and their probationary period. Staff is recommending that the policy be deleted because all school nurses are now represented by the Teachers Association of Baltimore County, and employee benefits and the evaluation process are addressed by the Master Agreement. As such, the policy is no longer needed and should be deleted.

**Cost Analysis and Fiscal Impact on School System**

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

**Relationship to Other Board of Education Policies**

None

**Legal Requirements**

1. *Annotated Code of Maryland*, Education Article §6-401(d)(3) defines “public school employee” in Baltimore County as a secondary, elementary, or special school nurse.

**Similar Policies Adopted by Other Local School Systems**

None

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives were considered.

**Timeline**

First Reading – July 12, 2011

Public Comment – August 9, 2011

Third Reading/Vote – September 6, 2011

PERSONNEL: Professional

Compensation and Related Employee Benefits: Salary Regulations - School Nurses

Secondary school nurses are entitled to the same employee benefits as specified in appropriate articles of the Master Agreement for teachers and the professional policies of this Manual of Policies and Regulations. Elementary and special school nurses are entitled to the employee benefits as specified in the Master Agreement between the Professional Staff Nurses' Association of Maryland and the Board of Education of Baltimore County and the professional policies of this Manual of Policies and Regulations.

All nurses are in a probationary status for a two-year period. At the end of the probationary period, if the nurse's performance meets standards, the school nurse is considered a continuing employee. School nurses are subject to the appraisal process as outlined in the agreements identified above and in the Pupil Services Manual.

Policy  
Adopted: 6/14/73  
Revised: 5/2/00]

Board of Education of Baltimore County