

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: May 23, 2006

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

RE: **POLICY 4118 – TENURE AND NON-TENURE**

Originator: Dr. Donald Peccia, Assistant Superintendent, Department of Human Resources and Government Relations

Resource Person(s): Dan Capozzi, Manager, Office of Staff Relations

RECOMMENDATION

That the Board of Education review and approve Policy 4118. This is the first reading of this policy.

* * * * *

- Attachment I Policy Analysis 4118
- Attachment II Policy 4118

BOARD OF EDUCATION OF BALTIMORE COUNTY
Policy Analysis for Proposed Revision to Policy 4118
Tenure and Non-Tenure

Statement of Issues Addressed By the Proposed Revision

Recent changes in Maryland school law allow local Boards of Education to extend the probationary period for new teachers for a third year. Since some teachers will not receive tenure after two years, Board of Education policy should reflect this change. The current policy, adopted in 1968, has never been revised. The proposed revision will allow the Board of Education to extend the probationary period (non-tenured status) for a third year.

Additionally, the proposed change in Policy 4118 is consistent with the language of COMAR 13A.07.02.01, and is reflected in the employment contract between a teacher and the Board of Education of Baltimore County.

Cost Analysis and Fiscal Impact on School System

There will be no new fiscal impact on the system as a result of the proposed revision.

Relationship to Other Board of Education Policies

The Regular Contract, included as an exhibit in Policy 4112, Employment, should be updated.

Legal Requirement

Annotated Code of Maryland, Education Article, § 6-102, Classes of teachers' certificates
Code of Maryland Regulations 13A 07.02.01 Contracts

Similar Policies Adopted by Other School Systems

Not applicable.

Draft of the Policy with the Proposed Revision (see attached)

Other Alternative Considered By Staff

No other alternative was considered.

PERSONNEL: Professional

Permanent: Tenure and Non-Tenure

A teacher with a Professional Certificate must teach **A MINIMUM OF** two (2) **CONSECUTIVE** years successfully before being granted tenure.

Teachers shall be asked annually whether they intend to accept reemployment in the school system and will be required, as appropriate, to indicate their plans.

[Also see the policy entitled "Employment" in this article.]

Legal Reference: **ANNOTATED** [Ann.] Code of **MARYLAND, EDUCATION ARTICLE, § 6-102** [Pub. Gen. Laws of Md. Art 77 §110] Classes of teachers' certificates
COMAR 13A07.02.01 CONTRACTS [State Board of Education Bylaw 13.06.02.01 B Regular (Teacher's) Contract]

Policy
Adopted: 8/29/68
REVISED:

Board of Education of Baltimore County