

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: May 20, 2008

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON PROPOSED DELETION OF BOARD OF EDUCATION
POLICY 4212 – GENERAL: CREATION AND ABSOLUTION OF
POSITIONS**

ORIGINATOR: J. Robert Haines, Deputy Superintendent

**RESOURCE
PERSON(S):** Donald Peccia, Assistant Superintendent, Human Resources
Daniel Capozzi, Staff Relations Manager

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4212.
This is the first reading.

Attachment I – Policy Analysis
Attachment II – Policy 4212

BOARD OF EDUCATION POLICY ANALYSIS
for the Deletion of Policy 4212
General: Creation and Abolition of Positions

Statement of Issues or Questions Addressed

Board of Education Policy 4212 was adopted in 1968 and has never been amended. As such, it contains many outmoded references and should be deleted. For example, the Classification Review Committee referenced in the policy was disbanded five years ago, and its duties were assigned to the Classification Specialist. The creation and abolishment of positions is now covered under procedures maintained by the Office of Position Management in the Department of Human Resources and Governmental Relations.

Cost Analysis and Fiscal Impact on School System

The Board will not incur additional costs by deleting Policy 4212.

Relationship to Other Board of Education Policies

Board of Education Policy 4260, *Compensation Plan*.

Legal Requirements

Although local boards are not required to maintain policies concerning the creation and abolition of positions, this authority has been clearly established by the State Board of Education. *Washington County Education Classified Employees Association v. Board of Ed.*, 97 Md App. 397 (1993).

Similar Policies Adopted by Other Local School Systems

Human Resources staff could find no comparable policies adopted by other school systems.

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

No other alternatives were considered.

Time Line for Adoption

- First Reading and Presentation to the Board – May 20, 2008
- Public Comment – June 10, 2008
- Adoption by the Board of Education – July 8, 2008

PERSONNEL: Classified

General: Creation and Abolition of Positions

1. Creation of New Classifications, Combination or Abolishment of Existing Classes

No new job classification may be created, combined, or abolished without the recommendation of the Classification Review Committee and the approval of the Superintendent's Staff. Nothing shall prevent the committee from revising job descriptions or specifications for existing classifications in order to keep such date current and realistic.

2. Abolition of Positions

Whenever an existing position is abolished, the division head shall report, in writing, such fact to the Director of Personnel.

Whenever an existing position is reallocated to a different job classification, a new position shall be deemed to have been created in lieu of the one previously existing; and this shall be considered to have been abolished.

Policy
Adopted: 8/29/68]

Board of Education of Baltimore County