

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** November 18, 2008

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

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

**SUBJECT:** **REPORT ON PROPOSED DELETION OF POLICY 4157 –  
PERSONNEL: PROFESSIONAL-ABSENCES, LEAVES,  
VACATIONS, AND HOLIDAYS**

**ORIGINATOR:** J. Robert Haines, Esq., Deputy Superintendent

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

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of Policy 4157. This is the first reading of this revised policy.

\* \* \* \* \*

Attachment I – Policy Analysis 4157  
Attachment II – Policy 4157

**Policy Analysis for  
Board of Education Policy 4157  
Vacations**

Statement of Issues or Questions Addressed

Board of Education Policy 4157 and Superintendent's Rule 4157 are being recommended for deletion because vacations are a legal subject of collective bargaining.

Cost Analysis and Fiscal Impact on School System

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

Relationship to Other Board of Education Policies

Board of Education Policy 4150, *Attendance, Leave, and Holidays*

Legal Requirements

None

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: November 18, 2008

Public comment: December 2, 2008

Third reading: January 13, 2009

PERSONNEL: Professional

Absences, Leaves, Vacations, and Holidays: Vacations

All twelve-month exempt employees shall be entitled to accrue twenty (20) duty days of vacation each fiscal year. Vacation accruals will be pro-rated based upon the employee's full-time equivalency and date of appointment to the twelve-month exempt position.

Policy  
Adopted: 6/13/74  
Revised: 3/25/93  
Revised: 10/9/03]

Board of Education of Baltimore County