



PERSONNEL: Classified

Separation from Employment

I. Policy Statement

The Board of Education of Baltimore County (Board) believes that all employees should conduct themselves in accordance with the standards of behavior that reflect the values and beliefs of the Baltimore County Public Schools (BCPS). In the event an employee fails to meet reasonable performance or conduct expectations, the Board believes that the separation and termination of employees should be administered in a fair and consistent manner.

II. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland, Education Article §4-205, Powers and Duties of County Superintendent*

Related Policies: Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*
Board of Education Policy 4002, *Obligations of the Employees of the Board of Education of Baltimore County*
Board of Education Policy 4004, *Evaluations*
Board of Education Policy 4006, *Medical Evaluations*
Board of Education Policy 4100, *Employee Conduct and Responsibilities*
Board of Education Policy 4101, *Drug-Free Workplace*
Board of Education Policy 8340, *Appeal Before the Board of Education*
Board of Education Policy 8341, *Appeal Before a Hearing Examiner*
Board of Education Policy 8410, *Reporting Fraud, Waste, Abuse or Unlawful Acts*

Policy
Adopted: 07/12/79
Edited: 07/01/11
Revised: 09/06/11
Revised: 08/09/16

Board of Education of Baltimore County