

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: December 21, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED DELETION OF BOARD OF
EDUCATION POLICY 4232 – PROMOTION, GENERAL**

ORIGINATOR: Joe A. Hairston, Superintendent

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

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4232.
This is the first reading.

* * * * *

Attachment I – Policy Analysis
Attachment II – Policy 4232

**POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4232
PROMOTION, GENERAL**

Statement of Issues or Questions Addressed

Board of Education Policy 4232 was last revised in 1989 and concerns salary increases resulting from promotions for classified employees. The Department of Human Resources, Office of Personnel, is recommending deletion of the policy, because wages must be negotiated. As such, the policy is not necessary 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

1. Board of Education Policy 4232.1, *Promotion, Clerical*

Legal Requirements

1. *Annotated Code of Maryland, Education Article § 6-408, Negotiations*

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 – December 21, 2010

Public comment – January 11, 2011

Third reading/vote – February 8, 2011

PERSONNEL: Classified

Status Change: Promotion, General

Promotion from one pay grade to the next consecutive pay grade shall be made in such a manner that the employee promoted shall move to the lowest step in the new pay grade necessary to give a pay increase equal to or greater than one (1) step in the former pay grade.

Where a promotion results in an advancement of more than one pay grade, the employee shall be assured an increase equivalent to two (2) steps in the employee's former pay grade.

An employee promoted into Unit III or an employee promoted within Unit III shall move to his/her current step on the salary schedule for the new pay grade.

Policy
Adopted: 8/28/72
Revised: 10/5/89]

Board of Education of Baltimore County