

POLICY

SOMERSET COUNTY
BOARD OF EDUCATION

Date Submitted: March 16, 1999	Number: 700-8
Date Reviewed: September 19, 2006 March 17, 2009	
Subject: Authority of the Superintendent and Board - Personnel	Date Approved: May 25, 1999 October 17, 2006 May 26, 2009 Date Revised: September 19, 2006 March 17, 2009 Date Effective: July 1, 1999 October 17, 2006 May 26, 2009

1. PURPOSE

To establish the authority of the Board of Education in personnel matters.

2. DESCRIPTION

- A. Legal Reference - The provisions of the Maryland Public School Laws and the Code of Bylaws of the Maryland State Board of Education shall govern the Somerset County Board of Education in matters pertaining to teachers and other personnel employed.
- B. Appointment and Administration of Professional Personnel - The superintendent shall nominate for appointment by the Board of Education all of the supervisors, coordinators, managers, directors, assistant superintendent, principals, teachers, and other certificated personnel. As to these personnel, the superintendent shall:
 - (1) Assign them to their positions in schools.
 - (2) Transfer them as the needs of the schools require.
 - (3) Recommend them for promotion.
 - (4) Suspend them for cause and recommend them for dismissal in accordance with the Maryland Public School Laws.
- C. Appointment of Clerical and Other Support Staff - The Superintendent shall appoint clerical and other support staff as provided by the Budget informing the Board of those appointments.
- D. Certification, Compensation and Tenure - An individual may not be appointed to a professional position unless that individual holds or is eligible for the appropriate certificate from the State Superintendent. The tenure and compensation of each appointee shall be determined by the Board of Education. An individual having a Conditional Certificate has two or four years to obtain a Standard Professional Certificate.

- E. Somerset County Board will adhere to the guidelines of Maryland Certification in reference to NCLB standard and permitted State regulations allowed by Federal statute.

- F. Organizations of Certificated Employees - The provisions of the Maryland Public School Laws shall govern the Board of Education in matters pertaining to the formation and recognition of employee bargaining units and the negotiations procedures employed. Public school certificated employees may join such organizations for the purpose of being represented on all matters that relate to salaries, wages, hours, and other working conditions.

References: Annotated Code of Maryland
4-205, 6-503, 6-408, 6-201
NCLB, 2005