

<b>POLICY</b>	<b>BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND</b>
<b>PERSONNEL</b>	<b>SECTION 300</b>
<b>300.1 Personnel Policy</b> <b>300.2 Definition</b>	<b>Adopted:</b> <b>9/26/05</b> <b>Reviewed:</b> <b>9/14/05</b>

### **300.1 Personnel Policy**

The personnel policies of the board are an essential part of its program of public education. The board supports the recruitment and retention of high caliber employees by maintaining its position as a preferred employer in Frederick County through compensation, benefits, and personnel practices that meet or exceed that of the competitive labor market. To keep its personnel policies in the highest state of effectiveness, the board directs the superintendent to establish necessary procedures and administrative regulations to implement approved policies.

The ratified negotiated agreements with our respective recognized employee associations constitutes board policy during its term.

### **300.2 Definition**

All employees who are eligible for Maryland State Department of Education certificates that are required in their position are classified as professional certificated personnel.