

BOARD OF EDUCATION OF HARFORD COUNTY

INFORMATIONAL REPORT

DECISION ON

POLICY NO. 14-0007-000

ASSAULT LEAVE

APRIL 17, 2023

Background Information:

The Board maintains a manual which sets forth the various policies of the Harford County Public Schools. The manual contains policies which are either required by federal and state law and regulation or which are, in the Board's judgment, necessary and appropriate for the school system to operate in a lawful, appropriate, and effective manner.

Discussion:

At the Board's business meeting held on February 27, 2023, the Superintendent recommended that the Board review for possible approval revisions to the Board's policy 14-0007-000 Assault Leave, found in the Personnel section of the Board's Policy Manual. Recent application of the policy revealed areas of the Board's policy which appeared broader than the related statute, the Education Article of the Maryland Code, § 6-111. Updates were made to ensure alignment between our policy and the applicable assault leave statute. The policy was posted for a 30-day public comment period and no comments were received.

Attachments:

1. Current Board Policy 14-0007-000 entitled Assault Leave.
2. Proposed, revised Board policy 14-0007-000 entitled Assault Leave.
3. Education Article of the Maryland Code, §6-111.

Superintendent's Recommendation:

For the foregoing reasons, the Superintendent recommends that the Board approve the proposed, revised Board Policy entitled 14-0007-000 Assault Leave.

POLICY TITLE: Assault Leave		
ADOPTION/EFFECTIVE DATE: 8/23/1999	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED: 5/20/2002
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel		

An employee of the Harford County Board of Education, while in the scope of Board employment, may be subjected to an assault or battery through no negligence on their part. If the assault or battery results in the need to be absent due to physical disability and/or injury, the employee shall be kept on full pay status during the period of absence.

This leave will be charged to assault leave. The employee will remain on assault leave until able to return to work or until he/she qualifies for a Retirement Disability.

Board Approval Acknowledged By:

Patricia L. Skebeck, Secretary and Treasurer
Board of Education of Harford County

Policy Action Dates		
ACTION	DATE	
Adopted	8/23/1999	
Reaffirmed	5/20/2002	

Responsibility for Policy Maintenance & References		
LAST EDITOR/DRAFTER NAME: Unknown		JOB POSITION OF LAST EDITOR/DRAFTER: Unknown
PERSON RESPONSIBLE:		JOB POSITION OF PERSON RESPONSIBLE:
DESIGNEE NAME: N/A		JOB POSITION OF DESIGNEE: N/A
REFERENCE 1 TYPE: Legal	REFERENCE 1 NO. Section 6-111	REFERENCE 1 DESCRIPTION: Annotated Code of Maryland, Education Article
REFERENCE 2 TYPE:	REFERENCE 2 NO.	REFERENCE 2 DESCRIPTION:
REFERENCE 3 TYPE:	REFERENCE 3 NO.	REFERENCE 3 DESCRIPTION:
REFERENCE 4 TYPE:	REFERENCE 4 NO.	REFERENCE 4 DESCRIPTION:
REFERENCE 5 TYPE:	REFERENCE 5 NO.	REFERENCE 5 DESCRIPTION:
POLICY NUMBER PRIOR TO NOVEMBER 1, 2005: Human Resources .06.01.008		

POLICY

POLICY TITLE: Assault Leave		
ADOPTION/EFFECTIVE DATE: 8/23/1999	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED: 5/20/2002
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel		

An employee of the Harford County Board of Education, while in the scope of Board employment, may be subjected to an assault ~~or battery~~ through no negligence on their part. If the assault ~~or battery~~ results in the need to be absent due to physical disability and/or injury, the employee ~~shall be kept on full pay status during the period of absence.~~ may request assault leave through the Office of Risk Management.

~~This leave will be charged to assault leave. The employee will remain on assault leave until able to return to work or until he/she qualifies for a Retirement Disability.~~ If the employee qualifies for assault leave, the leave shall be charged to assault leave. While on assault leave, the employee shall be kept on full pay status during the period of absence.

Board Approval Acknowledged By:

~~Patricia L. Skebeck, Secretary and Treasurer
Board of Education of Harford County~~

Sean W. Bulson, Ed.D.
Superintendent of Schools

Policy Action Dates					
ACTION	DATE	ACTION	DATE	ACTION	DATE
Adopted	8/23/1999				
Reaffirmed	5/20/2002				

Responsibility for Policy Maintenance & References		
LAST EDITOR/DRAFTER NAME: Julie Uehlein	JOB POSITION OF LAST EDITOR/DRAFTER: Supervisor of Risk Management	
PERSON RESPONSIBLE: Elizabeth Miller	JOB POSITION OF PERSON RESPONSIBLE: Supervisor of Benefits	
DESIGNEE NAME:	JOB POSITION OF DESIGNEE:	
REFERENCE 1 TYPE: Legal	REFERENCE 1 NO. Section 6-111	REFERENCE 1 DESCRIPTION: Annotated Code of Maryland, Education Article
REFERENCE 2 TYPE:	REFERENCE 2 NO.	REFERENCE 2 DESCRIPTION:
REFERENCE 3 TYPE:	REFERENCE 3 NO.	REFERENCE 3 DESCRIPTION:
REFERENCE 4 TYPE:	REFERENCE 4 NO.	REFERENCE 4 DESCRIPTION:
REFERENCE 5 TYPE:	REFERENCE 5 NO.	REFERENCE 5 DESCRIPTION:
POLICY NUMBER PRIOR TO NOVEMBER 1, 2005: Human Resources .06.01.008		

LEGAL REFERENCES¹

References are set forth in the Procedure.

¹ All references are to specific federal or Maryland statutes or regulations. References are provided for convenience and informational purposes only and are not to be considered as exhaustive or as precluding Harford County Public Schools from relying upon any other statutes or regulations in support of a policy.

West's Annotated Code of Maryland
Education (Refs & Annos)
Division II. Elementary and Secondary Education [Titles 2-9.5] (Refs & Annos)
Title 6. Teachers and Other Personnel (Refs & Annos)
Subtitle 1. Personnel Matters (Refs & Annos)

MD Code, Education, § 6-111

§ 6-111. Assault leave for employees

Currentness

Physical disabilities resulting from assaults within scope of employment

(a) An employee of a county board who is absent due to physical disability that results from an assault while in the scope of board employment shall be kept on full pay status instead of sick leave during the period of absence.

Rules and regulations relating to entitlement and use of leave

(b) Each county board shall establish rules and regulations for the entitlement and use of assault leave, including a requirement that an employee provide:

- (1) A signed statement that justifies the use of assault leave; and
- (2) If medical attention is required, a certificate from a licensed physician that states the nature and duration of the disability.

Credits

Added as [Education § 6-112](#) by Acts 1979, c. 602, § 1, eff. July 1, 1979. Renumbered as Education § 6-111 by [Acts 1996, c. 10, § 16](#), eff. April 9, 1996.

MD Code, Education, § 6-111, MD EDUC § 6-111

Current through all legislation from the 2022 Regular Session of the General Assembly. Some statute sections may be more current, see credits for details.