

Highlights of Changes to Policies and Implementation Procedures: 2020–2021 School Year

Policy 1060 Bullying, Cyberbullying, Harassment, or Intimidation

Effective: October 8, 2020

The Howard County Board of Education adopted modifications to the policy on October 8, 2020. The policy was modified to include language prohibiting the display of symbols, images, language, materials, or items that demean an identifiable person or group or are reasonably perceived as promoting hatred, intimidation, or harassment, such as but not limited to swastikas and confederate flags, are prohibited on school property or at school-related activities and are subject to the standards of this policy.

The policy was issued in a Circular Series 2020–2021, Circular No. 11 on October 13, 2020.

Policy 1080 Educational Equity

Effective: October 8, 2020

The Howard County Board of Education adopted the new policy on October 8, 2020. The purpose of this policy is to achieve educational equity by establishing expectations related to the identification and elimination of disparities in education outcomes. The policy holds HCPSS responsible for developing system-wide objectives and tracking measurable targets to achieve educational equity.

The policy was issued in a Circular Series 2020–2021, Circular No. 11 on October 13, 2020.

Policy 2070 Ethics

Effective: November 19, 2020

The Howard County Board of Education was provided Policy 2070 Ethics and modifications to the HCPSS Ethics Regulations on November 19, 2020. The Maryland State Ethics Commission completed their review of the HCPSS Ethics Regulations and all HCPSS requested revisions were approved with a request to add language to Section VI. of the HCPSS regulations. The additional language aligns HCPSS with HB 879 Public Integrity Act. The Maryland State Ethics Commission approval also allowed previously BOE approved changes to Policy 2070 Ethics to become effective.

The policy was issued in a Circular Series 2020–2021, Circular No. 17 on December 17, 2020.

Policy 4010 Donations

Effective: February 11, 2021

The Howard County Board of Education adopted modifications to the policy on February 22, 2021. The policy was modified to exclude automobiles from the requirement that all donations with an estimated value of \$500 or more be presented to the Board for formal action.

The policy was issued in a Circular Series 2020-2021, Circular No. 19 on March 1, 2021.

Policy 5200 Student Transportation

(Formerly Pupil Transportation)

Effective: July 1, 2021

The Howard County Board of Education adopted revisions to the policy on June 10, 2021. The revisions to the policy include a policy title change, clarification of Parochial school services, changing the distance students can walk to a bus stop from four tenths to half a mile, and updates the Walking Route and School Bus Stop Review Appeals process.

The revisions to the implementation procedures include the extension of transported and non-transported areas and specifications for transporting homeless children and youth.

The policy was issued in a Circular Series 2021-2022, Circular No. 5 on August 1, 2021.

Policy 7040 Alcohol Use by Employees

(Formerly Alcohol and Noncontrolled Substance Abuse by Employees)

Effective: July 1, 2021

The Howard County Board of Education adopted revisions to the policy on March 11, 2021. The revisions to the policy include a policy title change, removal of noncontrolled substances to focus the policy on alcohol abuse, employees who operate HCPSS vehicles are required to report any alcohol charges to the Office of Staff Relations prior to the start of their next workday, and an employee who is convicted of an alcohol-related offense may be subject to disciplinary action, up to and including termination.

The revisions to the implementation procedures include State Board of Education or any other relevant licensing board requirements will be followed regarding the suspension and revocation of teaching certificates and/or licenses.

The policy was issued in a Circular Series 2021-2022, Circular No. 5 on August 1, 2021.

**Policy 7050 Use of Drugs and Drug Paraphernalia by Employees
(Formerly Drug Use by Employees: Illegal Drugs, Drug Paraphernalia and Controlled Substances)**

Effective: July 1, 2021

The Howard County Board of Education adopted revisions to the policy on March 11, 2021. The revisions to the policy include a policy title change to focus on drug use by employees, HCPSS will not hire anyone who is known to currently use drugs or drug paraphernalia, employees who operate HCPSS vehicles are required to report any drug or drug paraphernalia charges to the Office of Staff Relations, and an employee who is convicted of drug or drug paraphernalia offenses may be subject to disciplinary action, up to and including termination.

The revisions to the implementation procedures include employees will be awarded all back pay lost during a period of administrative leave without pay if at the conclusion of any investigation it is determined that no policy violation occurred.

The policy was issued in a Circular Series 2021-2022, Circular No. 5 on August 1, 2021.

**Policy 7060 Intellectual Property and Royalties
(Formerly Royalties)**

Effective: November 19, 2020

The Howard County Board of Education was provided Policy 7060 Intellectual Property and Royalties on November 19, 2020. The revisions to the policy include a policy title change, employees will not be compensated for materials and/or other forms of intellectual property produced during their work duty day, or as part of their employment, or with HCPSS resources without an agreement, employees who produce materials and/or other forms of intellectual property outside of the work duty day have the right to exercise total proprietary rights, subject to the provisions of Policy 2070 Ethics and the HCPSS Ethics Regulations, and updated donation requirements for the compensation of sales to HCPSS and *pro rata* profits to \$25,000.

The revisions to the implementation procedures include the addition of a process for establishing proprietary rights on materials and/or other forms of intellectual property developed by employees and a process for the management of royalties on the sale of intellectual property to HCPSS.

The policy was issued in a Circular Series 2020–2021, Circular No. 17 on December 17, 2020.

Policy 7100 Family and Medical Leave

Effective: May 11, 2021

The Howard County Board of Education adopted modifications to the policy on May 11, 2021. The policy and implementation procedures were modified to align with the Family and Medical Leave Act and Maryland’s Marriage Equality Law.

The policy was issued in a Circular Series 2020-2021, Circular No. 22 on May 21, 2021.

Policy 7110 Annual Leave for Administrative Personnel

Effective: May 11, 2021

The Howard County Board of Education adopted modifications to the policy on May 11, 2021. The policy and implementation procedures were modified align with the Master Agreement Between the Board of Education and the Howard County Administrators Association which allows a maximum of 45 days of annual leave carryover.

The policy was issued in a Circular Series 2020-2021, Circular No. 22 on May 21, 2021.

Policy 7130 Substitute Teachers

Effective: May 11, 2021

The Howard County Board of Education adopted modifications to the policy on May 11, 2021. The policy and implementation procedures were modified to update formatting and titles

The policy was issued in a Circular Series 2020-2021, Circular No. 22 on May 21, 2021.

Policy 8010 Grading and Reporting: Prekindergarten through Grade 5

Effective: May 11, 2021

On September 10, 2020, the Howard County Board of Education was provided a modification to the implementation timeline, Appendix A. The implementation timeline was modified to reflect an updated schedule to transition to the new PreK-5 report card.

The policy was issued in a Circular Series 2020–2021, Circular No. 11 on October 13, 2020.

On May 11, 2021, an additional modification to the implementation timeline, Appendix A was provided to the Howard County Board of Education.

The policy was issued in a Circular Series 2020-2021, Circular No. 22 on May 21, 2021.

Policy 8020 Grading and Reporting: Middle and High School

Effective: December 22, 2020

The Howard County Board of Education adopted modifications to the policy on December 22, 2020. The policy was modified to remove denial of credit language bringing the policy into alignment with Policy 9010 Attendance.

The policy was issued in a Circular Series 2020-2021, Circular No. 19 on March 1, 2021.

Policy 8030 Graduation Requirements

Effective: November 5, 2020

The Howard County Board of Education adopted modifications to the policy on November 5, 2020. The modification changes the State-approved Career and Technology Completer Program credit requirements from 4 or 5 credits to 3 or more credits to align with Maryland State Department Education's Division of Career and College Readiness Policies and Procedures.

The policy was issued in a Circular Series 2020–2021, Circular No. 14 on November 13, 2020.

Policy 8090 Non-School-Hour Extracurricular Programs

Effective: July 1, 2021

The Howard County Board of Education adopted revisions to the policy on January 21, 2021. The revisions to the policy include students who do not participate in voluntary non-school-hour curricular activities will not be penalized, student's who violate the HCPSS Student Code of Conduct may be excluded from a scheduled performance or event, and curricular activity leaders have the ability to make provisions to meet student needs.

The revisions to the implementation procedures include a voluntary non-school-hour curricular activities section and students with a lawful/excused absence during school hours may still participate in required non-school-hour curricular activities.

The policy was issued in a Circular Series 2021-2022, Circular No. 5 on August 1, 2021.

Policy 9000 Student Residency, Eligibility, Enrollment and Assignment

Effective: January 21, 2021

The Howard County Board of Education adopted modifications to the policy on January 21, 2021. The policy was modified to update and clarify language related to early admission eligibility.

The policy was issued in a Circular Series 2020-2021, Circular No. 19 on March 1, 2021.

Policy 9090 Wellness Through Nutrition and Physical Education

Effective: August 18, 2020

The Howard County Board of Education was provided modifications to the implementation procedures on August 18, 2020. The implementation procedures were modified to clarify language and align the procedures with a 4 x 4 semester schedule in the HCPSS Reopening Plan as adopted by the Board on July 9, 2020.

The policy was issued in a Circular Series 2020–2021, Circular No. 8 on August 25, 2020.

Policy Updates

Effective: August 18, 2020

On August 18, 2020, the Superintendent provided to the Howard County Board of Education modified implementation procedures for the following policies: Policy 4010 Donations, Policy 4020 Fundraising by Schools and School Sponsored Organizations, Policy 4030 School Activity Funds, Policy 7000 Nepotism, Policy 7020 Workforce Diversity and Inclusion, Policy 7120 Selection of Coaches and Advisors of High School Extracurricular Activities, Policy 8050 Teaching of Controversial Issues, Policy 8080 Responsible Use of Technology, Digital Tools, and Social Media, Policy 8100 Field Trips, and Policy 9010 Attendance. The implementation procedures were modified to include a monitoring section with the name of the division overseeing the procedures.

The policy was issued in a Circular Series 2020–2021, Circular No. 8 on August 25, 2020.

**This end-of-year highlights document does not include policies that were temporarily modified during the 2020-2021 school year to support COVID recovery needs.*