

representative employee organization and the determination of the composition of the units shall be in accordance with Title 6, Subtitles 4 and 5 of the Education Article. ~~All collective bargaining agreements for the certificated and noncertificated employees of the New Baltimore City Board of School Commissioners shall be separate agreements from the collective bargaining agreements for the employees of the City of Baltimore.~~

SECTION 12. AND BE IT FURTHER ENACTED, That, pending establishment of the personnel system under § 4-311 of the Education Article, as enacted by this Act, all nonprobationary, noncertificated employees of the Baltimore City Public School System may be dismissed only for cause in accordance with the provisions of § 4-205(c) of the Education Article.

SECTION 13. AND BE IT FURTHER ENACTED, That the personnel system under § 4-311 of the Education Article, as enacted by this Act, shall include a cause standard for dismissal of noncertificated employees.

SECTION 14. AND BE IT FURTHER ENACTED, That the Chief Academic Officer shall develop a mechanism or plan for effective teacher participation in the development of the curriculum, instruction, and professional staff development.

SECTION 15. AND BE IT FURTHER ENACTED, That as of the effective date of this Act, all noncertificated employees of the Baltimore City Public School System who are employed by the New Baltimore City Board of School Commissioners and who were covered as civil service employees under the Charter of Baltimore City shall through June 30, 1998:

- (1) Continue to be carried on the official roster of the City civil service;
- (2) Continue to hold and accrue service credit within the City civil service while employed by the Board as if the employee remained an employee of the Mayor and City Council;
- (3) Suffer no break in seniority or service for leaving City employment;
- (4) Remain fully qualified for placement on the reemployment list for his or her former classification and for any other classification for which the employee qualifies;
- (5) Remain eligible, to the extent qualified, to be placed on any promotion or transfer list issued or maintained under the Charter; and
- (6) Remain eligible for employment by the Mayor and City Council of Baltimore should the employee be displaced or laid off by the Board by no fault of the employee.

SECTION 16. AND BE IT FURTHER ENACTED, That, as of the effective date of this Act, all noncertificated employees of the Baltimore City Public School System who are employed by the New Baltimore City Board of School Commissioners and who were covered as civil service employees under the Baltimore City Charter shall retain, as long as the New Baltimore City Board of School Commissioners is in place, their eligibility, seniority, and continuous service status for the sole purpose of application for reemployment by the Mayor and City Council of Baltimore should the employee be displaced or laid off by the Board through no fault of the employee. This provision applies