



TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, July 10, 2001

The Board of Education of Baltimore County, Maryland, met in open session at 5:11 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Mr. H. J. Jack Barnhart, Ms. Erica A. Cohn, Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Carolyn Ross-Holmes, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, was present.

Ms. Jung immediately moved the Board go into closed session to discuss personnel matters, consult with counsel, and to discuss matters relative to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(7), and (a)(9). The motion was seconded by Mr. Barnhart and unanimously approved by the Board

CLOSED SESSION MINUTES

Dr. Hayman entered the room at 5:13 P.M.

Mr. Ken Hoffman from the firm of Venable, Baetjer & Howard briefed the Board on a matter dealing with potential litigation.

Mr. Grimsley reviewed the appointments and transfers on tonight's agenda.

Ms. Saffran-Brinks offered counsel to the Board with regard to a federal initiative.

Mr. Grimsley reviewed a proposed settlement with an employee group.

At 6:50 p.m., Mr. Teplitzky moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Ms. Ross-Holmes and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:42 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Mr. H. J. Jack Barnhart, Ms. Erica A. Cohn, Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Carolyn Ross-Holmes, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; members of various civic, employee, and community organizations were present as was the media.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Mr. John Olszewski, Jr., former student Board member, and a period of silent meditation for

OPEN SESSION MINUTES (Cont.)

those who have served education in the Baltimore County Public Schools, in particular for Mr. William Sartorius, former Superintendent of Baltimore County Public Schools.

MINUTES

Ms. Ross-Holmes corrected the Report of the Retreat, April 29, 2001, to reflect her presence at the meeting. Hearing no further additions or corrections to the Report of the Retreat, April 29, 2001, and to the open and closed session minutes of June 12, 2001, Mr. Arnold declared the minutes approved as presented.

PERSONNEL MATTERS

On motion of Mr. Barnhart, seconded by Mr. Sasiadek, the Board approved the personnel matters as presented on Exhibits B, C, D, E, E-1, and F. (Copies of the exhibits are attached to the formal minutes.)

ELECTION OF OFFICERS, 2001-2001

Mr. Arnold asked Dr. Hairston to preside during the election of the President of the Board of Education of Baltimore County. Dr. Hairston asked for nominations for the office of president. Mr. Kennedy nominated Mr. Arnold. Ms. Ettinger seconded the nomination. Mr. Walker moved nominations for the office of President be closed. Dr. Hayman seconded the motion. The motion to elect Mr. Arnold was passed by unanimous consent.

Mr. Arnold assumed the chair and requested nominations for the office of Vice President. Ms. Ettinger nominated Mr. Sasiadek. The nomination was seconded by Mr. Kennedy. Mr. Teplitzky nominated Mr. Hayden. The nomination was seconded by Mr. Barnhart. Mr. Walker nominated Dr. Hayman. The nomination was seconded by Ms. Ross-Holmes. Mr. Barnhart moved nominations be closed. The motion was seconded by Mr. Walker.

On the first ballot, there were six (6) votes for Mr. Sasiadek, three (3) votes for Mr. Hayden, and three (3) votes for Dr. Hayman. Mr. Kennedy, Mr. Sasiadek, Ms. Jung, Ms. Ettinger, Mr. Arnold, and Ms. Cohn voted for Mr. Sasiadek; Mr. Hayden, Mr. Barnhart, and Mr. Teplitzky voted for Mr. Hayden; and Dr. Hayman, Mr. Walker, and Ms. Ross-Holmes voted for Dr. Hayman. Since a majority of Board members did not vote for any one candidate, a second vote was taken.

On the second ballot, there were seven (7) votes for Mr. Sasiadek (Ms. Cohn, Ms. Ettinger, Mr. Arnold, Mr. Kennedy, Mr. Sasiadek, Ms. Jung, and Ms. Ross-Holmes), three (3) votes for Mr. Hayden (Mr. Barnhart, Mr. Hayden, and Mr. Teplitzky), and two (2) votes for Dr. Hayman (Dr. Hayman and Mr. Walker). The motion to elect Mr. Sasiadek as Vice President of the Board of Education was passed by a vote of 7-3-2.

ELECTION OF OFFICERS (Cont.)

Mr. Arnold presented Ms. Ettinger with flowers and a Certificate of Appreciation for her service to the Board the last two years as its vice president.

Mr. Barnhart left the room at 8:00 p.m.

SUPERINTENDENT'S REPORT

Dr. Hairston informed the Board and public of the highly successful Principals' Academy held recently at Rocky Gap. Dr. Hairston stated this retreat was designed for principals by principals. He also noted the attendance of Board member Jung at the retreat.

CONTRACT AWARDS

Mr. Kennedy pulled items 2 and 7 for further discussion. On motion of Ms. Cohn, seconded by Mr. Walker, the Board approved items 1, 3-6, 8, and 9.

1. Calculator Probes
3. Contracted Services: Well Water Treatment, Inspection, and Sampling
4. Food Service: Electronic Money Counter Machines
5. Food Service: Wire Shelving Units
6. Music: School Instrumental Repair Services
8. Vehicle Towing Services – Extension
9. 403(b) Plan Providers – Extension

Item 2

Mr. Kennedy asked for clarification about the non-public school children that receive Title I services. Ms. Cassell stated children receiving these services reside in Title I eligible communities and are selected by teachers and administrators of their individual schools. She also explained for Dr. Hayman how the non-public schools are selected. In response to a question from Mr. Walker, Ms. Cassell indicated that student selection is based on free lunch eligibility and academic need.

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved item 2—
Contracted Services: Title One Program for Non-Public Schools.

CONTRACT AWARDS (Cont.)

Item 7

Mr. Kennedy noted that while he supports the idea of private duty nurses for special education students needing this service, he objects to funds not being provided for federal mandates.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved item 7— Private Duty Nurses (Special Education Students) – One-Year Extension.

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-42. Ms. Cohn pulled items 9, 13, and 15; Mr. Hayden pulled items 17 and 39; and Mr. Walker pulled items 8, 28, and 14. The Board approved recommendations 1-7, 10-12, 16, 18-38, and 40-42.

1. IT Cabling for Major Maintenance Renovation Projects – Bear Creek Elementary and Middlesex Elementary Schools
2. IT Cabling for Major Maintenance Renovation Projects – Chase Elementary and Dundalk Elementary Schools
3. IT Cabling for Major Maintenance Renovation Projects – Featherbed Lane Elementary, Hampton Elementary, and Lutherville Laboratory Schools
4. IT Cabling for Major Maintenance Renovation Projects – Middleborough Elementary and Victory Villa Elementary Schools
5. Reroofing Project – Chatsworth School
6. Reroofing Project – Fifth District Elementary School
7. Reroofing Project – Franklin Elementary School
10. Reroofing Project – Seneca Elementary School
11. Reroofing Project – Stemmers Run Middle School
12. Reroofing Project – Victory Villa Elementary School

BUILDING COMMITTEE (Cont.)

14. Post-Construction Cleaning – New Town Elementary School
16. Welding Shop Renovations – Overlea High School
17. Cafeteria Addition and Renovations – Stoneleigh Elementary School
18. Electrical Service Upgrade – Wellwood International School
19. Emergency Award of Contract – New Chiller – McCormick Elementary School
20. Various Construction Contracts for New Addition – Woodlawn High School
21. Electrical Connection for Portable Classrooms - Owings Mills High School
22. Fee Acceptance – Consultant Design Services for Major Maintenance Renovations – Seven Oaks Elementary School
23. Fee Acceptance – Construction Administration Services for Reroofing Project – Edmondson Heights Elementary School
24. Fee Acceptance – Construction Administration Services for Reroofing Project – Stemmers Run Middle School
25. Fee Acceptance – Inspection Services for Reroofing Project – Chatsworth School
26. Fee Acceptance – Inspection Services for Reroofing Project – Fifth District Elementary School
27. Fee Acceptance – Inspection Services for Reroofing Project – Franklin Elementary School
29. Fee Acceptance – Inspection Services for Reroofing Project – Sandalwood Elementary School
30. Fee Acceptance – Inspection Services for Reroofing Project – Seneca Elementary School
31. Fee Acceptance – Inspection Services for Reroofing Project – Stemmers Run Middle School

BUILDING COMMITTEE (Cont.)

32. Fee Acceptance – Inspection Services for Reroofing Project – Victory Villa Elementary School
33. Fee Acceptance – Roofing Inspection Services – Various Schools
34. Change Order – Consultant Design Services for Major Maintenance Renovation Program – Bedford Elementary School
35. Change Order – Consultant Design Services for Major Maintenance Renovation Program – Wellwood International School
36. Change Order – Systematic Renovations – Middle River Middle School
37. Change Order – Design Services for Systemic Renovations – Deep Creek Middle School
38. Change Order – Window Replacement – Woodlawn High School
39. Change Order – Construction Inspection Services for Major Maintenance Renovation Program – Various Schools
40. Change Order – Painting Contract – New Town Elementary School
41. Request to Declare Former Ridge School Site Surplus
42. Conveyance of Property – Sparks Elementary School

Items 8 and 28

Mr. Walker asked if the school system owned the building (Loch Raven Shop) to which Mr. Cassell responded affirmatively.

With regard to Item 28, Mr. Walker asked if it was standard procedure to hire roofing inspectors for such projects. Mr. Cassell indicated with the large number of roofing jobs, additional assistance is needed. Mr. Walker also inquired about the responsibilities of on-call inspectors and to whom they report.

Mr. Hayden noted that a substantial amount of work was being recommended for one contractor and asked about their ability to provide daily on-call services. Mr. Cassell stated we require each of the on-call contractors to provide resumes of the inspectors that will be on site. (The inspector is subject to our approval.) We monitor the inspectors on a regular basis.

BUILDING COMMITTEE (Cont.)

The inspectors are required to fill in standard inspection forms signifying they are on site. In some cases, there are contract administrators who are working on the job also, which also provides another check. In response to Mr. Hayden's inquiry about this particular firm being able to supply inspectors to these sites, Mr. Cassell responded affirmatively.

As recommended by the Building Committee, the Board approved items 8 and 28.

8. Reroofing Project – Loch Raven Shop
28. Fee Acceptance – Inspection Services for Reroofing Project – Loch Raven Shop

Items 9, 13, and 15

With respect to item 9, Ms. Cohn inquired about a discrepancy in the narrative and the bid summary regarding the low bidder. Mr. Damron indicated a typographical error had been made and will be corrected.

Regarding item 13, Ms. Cohn asked if the wall project was necessary for the other renovations to occur. Mr. Cassell noted that walls are being constructed in the open space science lab areas to make the actual science labs in accordance with current labs. He noted that when the walls are in for the science labs, it will create walls for other areas.

With regard to item 15, Ms. Cohn asked if the playground equipment was ADA compliant, to which Mr. Cassell responded affirmatively.

As recommended by the Building Committee, the Board approved items 9, 13, and 15.

9. Reroofing Project – Sandalwood Elementary School
13. Science Lab Renovations/Walls Project – Chesapeake High School
15. Accessible Route to Playground – Norwood Elementary School

Item 14

Mr. Walker inquired if pooling of in-house custodial staff had been considered. Mr. Cassell said it had but because of a heavy summer work schedule, it was deemed impractical.

As recommended by the Building Committee, the Board approved item 14.

14. Post-Construction Cleaning – New Town Elementary School

Items 17 and 39

As recommended by the Building Committee, the Board approved items 17 and 39. Mr. Hayden abstained from voting and discussion on these items.

17. Cafeteria Addition and Renovations – Stoneleigh Elementary School
39. Change Order – Construction Inspection Services for Major Maintenance Renovation Program – Various Schools

AFSCME SETTLEMENT

On motion of Mr. Teplitzky, seconded by Mr. Kennedy, the Board approved an agreement between the American Federation of State, County, and Municipal Employees and the Board of Education of Baltimore County.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- On Wednesday, July 11, 2001, the Board will conduct a work session beginning at 6:30 p.m. at Greenwood. The topic for the work session will be “Reorganization Update.”
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, August 14, 2001, at Greenwood. The meeting will begin with an open session at approximately 5:45 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.
- On Wednesday, August 15, 2001, the Board will conduct a work session beginning at 6:30 p.m. at Greenwood. The topic for the work session will be announced at a later date.

Mr. Arnold informed the audience of the various sessions in which Board members had participated earlier in the afternoon.

PUBLIC COMMENT

Delegate Robert Zirkin updated the Board and the public on the summer school initiative. He stated the federal government has given Baltimore and Prince George’s Counties Public Schools an additional \$448,000 for summer school programs this year. He also noted that due to the efforts of Dr. Poff, Mr. Rauenzahn, and others, Baltimore County’s summer school programs are being recognized nationally as a model. Additional money is being requested for next year.

PUBLIC COMMENT (Cont.)

Delegate Zirkin announced a community meeting at Owings Mills High School has been scheduled where the topic will be a new middle school in the Owings Mills area. He expressed his concern at the large number of students in the area's middle schools and noted there are 25 construction sites in the Owings Mills area that have not yet been started. Delegate Zirkin informed the Board that children in his community go to four different schools. The delegate requested that the Board, during this budget cycle, consider the purchase of a site for a middle school in the Owings Mills area.

Mr. Arnold thanked Delegate Zirkin for his support of the summer school initiative and expressed the Board's appreciation for his efforts.

Ms. Jasmine Shriver, a representative of the Citizens' Advisory Committee for Special Education, noted the recent MGT study reported that Baltimore County Public Schools returned almost \$1.5 million in grant money over the last two years. Of that amount, \$700,000 was in IDEA grant money. She requested that the school system use all of the federal grant money and noted how difficult it is to secure federal funds.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, informed the Board of the sharing of concerns during a meeting at the Curriculum Workshop today. She was pleased to see the dialogue among the participants and shared the hope that we are learning to work together as well as learning to share talents and opinions. Ms. O'Hare expressed her confidence that Baltimore County Public Schools will become the best school system in the country.

Ms. Felicia Maxsam, a representative of the Minority Achievement Advisory Group (MAAG), noted the group is successfully expanding its membership to include representatives of various racial ethnic groups to focus on issues relating to minority and poor students. During 2001-02, the group plans to continue to monitor progress made by various offices in addressing topics related to students, especially minority and poor students. They will concentrate on the "gross disparity" in suspensions and expulsions along racial lines. They will also investigate minority representation in special education and gifted and talented programs. MAAG also plans to focus on the role of the new Assessment Office. Ms. Maxsam stated MAAG will present its recommendations to the Superintendent and the Board. She complimented Dr. Hairston on his reorganization plan, and distributed copies of an article regarding Howard County's plan to reorganize.

Ms. Laura Nossel, President of the PTA Council of Baltimore County, congratulated Mr. Arnold and Mr. Sasiadek on their election to the offices of President and Vice President, respectively. She recognized the Baltimore County students who participated in the opening ceremonies of the recent national convention. Ridge Ruxton School was recognized for its parent involvement program, and Perry Hall Middle School received recognition for its PTA newsletter. She spoke of her attendance at a speech given by Dr. Ben Carson, as well as a workshop conducted by a national prize-winning principal. Ms. Nossel stated a PTA charter was

PUBLIC COMMENT (Cont.)

recently awarded to Dogwood Elementary School and noted the process has begun to establish a PTA unit at New Town Elementary School. She also shared a concern from a local unit regarding teachers who are not encouraging their students to participate in the Pledge of Allegiance.

Mr. Mark Beytin, President of the Teachers' Association of Baltimore County, congratulated Mr. Arnold and Mr. Sasiadek and thanked Ms. Cohn for her outstanding service to the Board. He also thanked Delegate Zirkin for his strong focus on Baltimore County Public Schools. Mr. Beytin informed the Board of his attendance at the recent NEA Convention in California, where high stakes and mandated testing was a major topic of discussion. Mr. Beytin stated there is a great fear that use of one high stakes test in a state will be the major determining factor of the success of students. He also stated there is fear of the repercussions of the nationally mandated 1st-8th grade testing proposed by the Bush administration. Mr. Beytin expressed his feelings on testing and, finally, read excerpts from a commentary by Sandra Feldman.

Mr. Rodger Janssen expressed his concern about the direction the administration has taken and suggested parents keep a watchful eye. He also voiced his concern about decisions made without information.

Ms. Kathy Beard, a Sussex Elementary School parent, shared her concern about the delay in having windows replaced at the school due to asbestos and lead.

Ms. Phyllis Bloom, a Franklin High School parent and resident of the Reisterstown-Owings Mills area, voiced her concern about the critical need in the area for a middle school. She asked the Board to consider purchasing a site in Owings Mills for a middle school.

Mr. Arnold thanked everyone for his or her support during his last two years as president. He noted that there is much to be done this coming school year as well as goals and issues to be dealt with.

At 9:01 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Ms. Ross-Holmes and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

REPORT OF THE WORK SESSION OF THE
BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Wednesday, July 11, 2001

President Donald L. Arnold called the work session to order at 6:40 p.m. In addition to Mr. Arnold, the following Board members were in attendance: Ms. Erica A. Cohn, Ms. Phyllis E. Ettinger, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; members of various civic, employee, and community groups were present as was the media.

Mr. Arnold reminded Board members to contact Mrs. Zepp by Friday regarding their attendance at an October conference.

Mr. Hayden entered the room at 6:42 p.m.

Dr. Hairston stated tonight's presentation would provide an overview of the central office restructuring and operating organization. He also stated the presentation would demonstrate services and how the model will be implemented this year. Dr. Hairston noted that tonight's presentation reflects a \$1.5 million savings for the school system.

Ms. Ross-Holmes entered the room at 6:48 p.m.

Ms. Johns' presentation included a visual of the service model for schools. She emphasized that this is not a reporting structure. Ms. Johns noted that principals are the heart of the organization. They report directly to the Executive Directors of Schools. The model shows that any principal may seek support or advice from the Superintendent.

Mr. Hayden noted that in the service model presented, it appears that only the Superintendent has access to the Board of Education. He pointed out that all employees should have access to the Board. Dr. Hayman disagreed. He stated the public should have access to the Board, and school system employees should have access to the Superintendent rather than the Board. Mr. Teplitzky stated it is important for the public to understand the role of Board members so people know if it's appropriate to come to them with concerns. Ms. Ettinger noted that a free flow of information in both directions is important, and one of the keys to that is appropriate access to the Board, especially by the public. The model shows the Superintendent as the Board's only employee, and this needs to be clear to the public.

Mr. Haines emphasized that the service model is about student achievement; it is a way of organizing functional operation so that the vision can be delivered. He confirmed that this model has nothing to do with the Board's interaction with the public. Mr. Haines stated services could be obtained from a number of locations. We must identify those people who are not working in the most efficient and effective manner and help them become more efficient, thus allowing schools to spend more time on education. Mr. Haines stated we must identify the needs of students, staff, the leadership, and how the needs support student achievement.

Dr. Hayman noted that everyone has a role with respect to accountability. He also suggested that the term “student achievement” be defined and perhaps expanded to go beyond students’ achievement on tests.

Mr. Teplitzky noted in the area of shared accountability, the issue of clearly defined expectations and the uniform communication of those expectations to the public should be included.

Ms. Johns reviewed the reporting structure for her area of responsibility, Curriculum and Instruction. She provided a brief overview of the responsibilities of Elementary Programs, Secondary Programs, Special Programs, Assessment, Education Channel, and Student Support Services.

Ms. Jung asked for clarification about the role and responsibility of the Middle School Improvement Director. Ms. Johns responded that the director will work with the Executive Directors of Elementary, Secondary, and PreK-12 Programs. This person will also look at the middle school program to establish a task force to see how we can make the program better.

In response to questions raised by Ms. Ettinger and Ms. Cohn with regard to a smooth transition between elementary and secondary levels and ensuring students enrolled in special programs are equally prepared, Dr. Hairston emphasized the primary function of the Executive Directors of Schools will be to monitor the performance and resources in the schools.

Mr. Sasiadek stated he would be looking to Ms. Johns as Deputy Superintendent to ensure key people in Curriculum and Instruction are working together. Ms. Johns stated that is part of her role and responsibility. She noted that she will meet regularly with her Executive Directors, and at those meetings issues can be identified and teams can be set up to work together.

Mr. Teplitzky inquired as to where the system is with regard to delivering services to schools with an understaffed work force, i.e. social workers, psychologists, counselors. Ms. Johns indicated that Dr. Mohler is currently looking at one concept with respect to psychologists, and we also need to look at how we are doing business. Dr. Mohler stated that his department is working with Assessment to rate each school using a number of factors. The neediest schools will be identified and it will then determine how existing resources can be deployed to assist them. Dr. Mohler is developing a comprehensive Student Support Services model that will impact student achievement. Mr. Teplitzky voiced his hope that part of this model will bring to the attention of central office the successes in our system so they can be shared with schools that are struggling.

Ms. Ettinger shared her concern about the movement of the IST Facilitator to Psychological Services, noting that it is an instructional support model. Dr. Kidder, Coordinator of Psychological Services, explained she had concerns about the future and generalization of this program. Psychological Services wants to focus on IST so it can be in a position where the program can be generalized to a number of schools. Dr. Mohler added his department is looking at the IST program so it can be strengthened. The department is also looking at 504 programs to

make sure they are being implemented, monitored, assessed, and evaluated in the manner they should.

Dr. Hayman suggested the coordination of services so there is no duplication.

Ms. Ettinger suggested we look at various program delivery models being used. She also stated we must use existing resources well before asking for more. Ms. Ettinger also expressed concern about the role of guidance counselors. She stated their time needs to be guarded so it is not used in inappropriate ways.

Ms. McMahon provided a brief overview of the Department of Elementary Programs and the service model for that area.

Mr. Kennedy, Ms. Cohn, and Ms. Ettinger expressed concern that no one from the curricular offices would be involved in the supervision/evaluation of teachers. Ms. Johns stated that it is expected that central office staff will be in the schools, but they will provide support rather than supervision.

Mr. Hayden left the room at 9:00 p.m.

Ms. Ettinger shared her concern that content expertise be available to teachers, department chairs, and administrators to make certain we are delivering a written curriculum. Ms. Cohn stated that principals should be encouraged to seek support from instructional services.

In response to a question by Ms. Ettinger, Ms. Collins, Executive Director of Secondary Programs, described the involvement of the curricular offices in the selection of people to fill department chair positions.

Ms. Jung communicated the importance of placing emphasis on curriculum writing, support to teachers, and the learning that takes place in the early grades (pre-kindergarten, kindergarten, and first grade). She also echoed the concerns expressed by Mr. Kennedy and Ms. Ettinger with respect to curricular offices being involved in teacher evaluation.

Ms. Ettinger voiced her hope that the arts programs would not be negatively impacted because of its placement under Elementary Programs. As a supporter of the arts, she would like to see the arts sustained and strengthened.

Mr. Arnold announced that due to the late hour, the discussion on the reorganization would continue on a date to be announced. At that time, Special Education and Professional Development will make their presentations.

Report of the Work Session – Page 4

The work session was concluded at 9:28 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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