



## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, June 11, 2002

The Board of Education of Baltimore County, Maryland, met in open session at 5:13 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, 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, and staff members were present.

Dr. Hairston informed the Board that the end-of-year budget appropriation transfer was being pulled from the evening agenda. He also noted the recommendations to the positions of Assistants to the Executive Directors of Schools in tonight's appointments/transfers exhibit. These positions will replace the current intern positions in those offices.

On motion of Mr. Sasiadek, seconded by Mr. Kennedy, the Board approved the participation of the student member in collective bargaining discussions.

At 5:16 p.m., Mr. Walker moved the Board go into closed session to discuss personnel matters, to consult with counsel about litigation and a potential settlement, and to discuss matters relative to collective bargaining 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. Sasiadek and unanimously approved by the Board.

### CLOSED SESSION MINUTES

Mr. Grimsley explained the changes in the Retirement exhibit.

Mr. Grimsley provided a quick summary of the two (2) Rehire Retiree programs. Mr. Hayden asked Mr. Grimsley to share this information with the public at tonight's session.

Mr. Hayden left the room at 5:28 p.m.

Ms. Saffran-Brinks informed the Board of a matter currently being litigated.

Mr. Hayden returned to the meeting room at 5:32 p.m.

Ms. Saffran-Brinks advised Board members of a potential settlement. After discussion, the Board directed Ms. Saffran-Brinks how to proceed in this matter.

Ms. Howie reported on and the Board discussed a matter which might become an issue in negotiations with the collective bargaining units.

CLOSED SESSION MINUTES (Cont.)

At 7:05 p.m., Mr. Sasiadek moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Hayden and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:44 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, 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 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 Ms. Francie Cirincione, a sophomore at Towson High School, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

MINUTES

Hearing no additions or corrections to the open and closed session minutes of May 14, 2002, Mr. Arnold declared the minutes approved as presented.

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

SPECIAL ORDER OF BUSINESS

Mr. Arnold read a resolution honoring Maria R. Cirincione who served as student Board member during the 2001-2002 school year. Ms. Cirincione was also presented with flowers and gifts from the Board.

SUPERINTENDENT'S REPORT

Dr. Hairston announced that due to a forecast of continued hot weather tomorrow, schools would be dismissed early.

### SUPERINTENDENT'S REPORT (Cont.)

He spoke about last night's Board work session on the achievement gap and commended the Board, Ms. Ettinger, Dr. Hayman, and members of the Curriculum Committee. Dr. Hairston noted that there is work to be done by the school system with regard to the achievement gap. He expressed confidence that the goal of reducing the gap can be achieved if everyone works together. Dr. Hairston stated that the school system is being more proactive in identifying gifted and talented students.

With regard to the No Child Left Behind Act, Dr. Hairston noted that individual student information will be critical. To that end, the school system is in the process of implementing a strong data warehousing mechanism. Dr. Hairston emphasized that there is nothing associated with the No Child Left Behind Act language that is inconsistent with what Baltimore County Public Schools has been doing the last two years with the *Blueprint for Progress*.

Finally, the Superintendent noted that Baltimore County Public Schools' CTBS scores reflect Baltimore County schools performing above the national average with the exception of 6<sup>th</sup> grade math.

### RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Mr. Randall Grimsley, Executive Director of Human Resources, recognized the staff members whose appointments were approved at the May 28, 2002, meeting.

### OLD BUSINESS

#### Proposed Revisions to Policies 3111, 3112, and 3113

In Policy 3111, paragraph 1, line 2, Mr. Hayden recommended the removal of the remainder of the sentence after "...Board of Education..." noting that we are required to comply with the *Annotated Code* and State regulations. Board's counsel and the Superintendent's counsel disagreed with Mr. Hayden. Mr. Arnold suggested Policy 3111 be withdrawn from consideration tonight for counsel to take under advisement.

In Policy 3112, Mr. Hayden recommended a grammatical change in line 2. He also recommended the removal of the phrases at the end of the first and second paragraphs, "...as required by State Law" and "...as required by law."

Because of the changes suggested, Mr. Arnold recommended tabling Policies 3111, 3112, and 3113 until the July meeting.

Proposed Revisions to Policy 5550

Mr. Arnold announced that a vote on the proposed revisions would not take place until the July meeting.

Mr. Sasiadek asked for clarification of cell phone use by students participating in after-school activities such as band, sporting events, etc. Mr. Rauenzahn explained that use of the cell phone would be permitted after the event is over and up to the time students board the bus to return to school. It must, however, be stored before boarding the bus.

Mr. Walker felt the policy needs to be clearer as to where and when students could use cell phones following an after-school activity.

Mr. Kennedy asked why cell phone use would not be permitted on the bus. Mr. Rauenzahn responded that the Transportation Department had concerns about students' use of cell phones on the bus—incoming calls, different musical tones—all of which could be distracting to a driver. It is felt there would be sufficient time between the conclusion of an event and the time students board buses for them to use their cell phones to contact parents. Mr. Kennedy expressed his opinion that students are reasonable with regard to cell phone use, and if explained they could not use the phone on the bus unless it was really necessary, students would comply. He stated he would wait to see how this restriction plays out in the next year. Mr. Rauenzahn reassured Mr. Kennedy and the Board that the policy would be evaluated after one year and changes made, as necessary.

Ms. Ettinger agreed with Mr. Walker that the cell phone policy needs to be made more explicit. She stated that leaving the policy open to interpretation could result in inconsistency around the system.

Mr. Teplitzky stated that, in his opinion, the policy is clear. He noted that the *Student Handbook*, which includes Policy 5550, is discussed with every student at the beginning of the school year. As long as the Board is clear about the message sent out to school administrators, the policy should be implemented consistently. Mr. Teplitzky disagreed with Mr. Kennedy's point of view about use of phones on buses. Finally, he felt the policy strikes a balance between the needs and safety of students and the needs of the administrators to maintain decorum at school events. Mr. Rauenzahn and the other staff members who worked on the policy were complimented for developing a policy that is a first step in dealing with this emotional and controversial issue and that strikes the right balance.

Proposed School Calendar, 2003-2004

Mr. Teplitzky moved approval of the proposed School Calendar for 2003-2004. The motion was seconded by Mr. Kennedy.

Proposed School Calendar, 2003-2004 (Cont.)

Ms. Cirincione inquired about student input on the calendar. Ms. Norman indicated that students were somewhat inconsistent in their opinions. Most, however, were in favor of a pre-Labor Day opening, and many wanted the full Spring Break.

Mr. Walker asked how the number of Professional Development days compared to those included in this year's calendar, to which Ms. Norman responded that it was about the same.

The Board approved the proposed School Calendar for 2003-2004.

REPORTS

The Board received the following reports:

- A. Report on Proposed Revisions to Policy 6111 – School Calendar – Ms. Norman indicated that the recommended changes involve the addition of language reflecting new legal requirements and Maryland State Department of Education expectations.

Mr. Hayden suggested the deletion of language in the first paragraph with regard to the calendar meeting legal requirements as well as the last sentence in the first paragraph.

Mr. Sasiadek suggested the addition of wording that would allow for closing schools earlier than the approved date when inclement weather days are not used. Currently, the wording is on the approved calendar.

Mr. Arnold noted the Board would entertain public comment on the proposed revisions at the July meeting, with a vote at the August meeting.

- B. Report on the Special Education Work Group Project – Mr. Boone noted that tonight's presentation is the culmination of a year's work by the Citizens Advisory Committee for Special Education (CACSE). The report described the work of the committee and various subcommittees and the recommendations in several key areas.

Ms. Teresa LaMaster, Chair of the CACSE, noted the report would be her final act as head of the group and introduced Kelli Nelson as the new Chair. She thanked Mr. Boone and his staff for their efforts and stated the process was an excellent model of how parents and staff can work together to reach consensus and change. Ms. LeMaster reviewed the overall key recommendations:

REPORTS (Cont.)

- 1) Make the success and achievement of students with disabilities an important part of how schools are evaluated.
- 2) Improve the processes for correctly identifying children who need special education services.
- 3) Develop school practices that create better opportunities for students with disabilities to be included in the regular classrooms.
- 4) Ensure that students with disabilities develop reading skills to the fullest extent possible.
- 5) Collect and publicly report data that describe the achievements of students with disabilities.

The chairmen of the Work Groups described the work of their respective groups and reviewed their recommendations.

Mr. Grzymiski expressed an interest in seeing a breakdown of the sources of funding for special education—local, state, federal, and special grants. He also requested information on how we compare with other jurisdictions.

Mr. Sasiadek suggested the report be distributed among principals.

Mr. Teplitzky inquired about budget implications and how priorities and timelines will be established. Mr. Boone stated that his staff would prepare responses for the Superintendent, as he directs. His office's intent is to take the recommendations and break them down into action plans. In an effort to keep the Board informed, Mr. Boone stated one of the plans for the upcoming year is to put together a guide to special education.

Mr. Teplitzky asked Mr. Boone to report to the Board early in the process with policy issues that will need to be addressed. He also requested information on any alternatives considered, as well as why alternatives were rejected.

With regard to the IEP Team's recommendations, Dr. Hayman suggested a continuing report effort by the group as to who is responsible for each of the recommendations, a timeframe for each, as well as the results and the drawbacks of each. He noted the under representation of African-

### REPORTS (Cont.)

Americans families in the advisory group and in the issue of Special Education. Regarding the recommendation on the exit survey, Dr. Hayman shared his hope that the survey be developed in time for implementation in the fall as well as periodic reports on the survey results.

- C. Board Committee Reports – As Chair of the Budget and Audit Committee, which meets monthly, Mr. Teplitzky described the committee's four areas of focus. He explained even though the Office of Internal Audit reports to the Board, they work collaboratively with the Superintendent and senior staff members. Mr. Teplitzky thanked Ms. Parker, Ms. Barr, and the other members of the Internal Audit Office for their responses to committee requests. That information allows the committee to consider the issues and make knowledgeable recommendations to the Board for its action.

Ms. Ettinger, Chair of the Curriculum Committee, described the types of issues discussed at the monthly meetings. She noted at the most recent meeting, the committee met with secondary school teachers. (Ms. Ettinger noted it has been the practice of the committee over the last couple of years to have at least one meeting with teachers for a direct dialogue.) The teachers help the committee understand how the written curriculum functions in the real world of schools and classrooms. Ms. Ettinger stated that through the dialogue with the teachers, the Curriculum Committee was able to learn about teachers' concerns, their needs, and successes being experienced in the classroom. She shared some of the common themes that emerged from the discussion.

### PERSONNEL MATTERS

On motion of Mr. Teplitzky, seconded by Mr. Kennedy, the Board approved the personnel matters as presented on Exhibits G, H, I, J, and K. (Copies of the exhibits are attached to the formal minutes.)

Mr. Grimsley provided an update on the rehired retirees program. At this time, there are 91 rehired retired teachers and 14 rehired retired principals. He reminded the Board that the State Retirement and Pension Systems have made a ruling whereby individuals who have completed 30 years as eligible members of that retirement system may be re-employed in a non-eligible position. This generally affects certificated personnel. Currently, four (4) such requests for re-employment have been approved.

Mr. Hayden inquired about the expiration of the program based on legislation. Mr. Grimsley responded there is a sunset on the bill of 2004. Mr. Hayden noted that the school

PERSONNEL MATTERS (Cont.)

system could be facing a significant problem in 2004 with over 90 rehired retirees leaving and suggested Dr. Poff address this in the next legislative session.

CONTRACT AWARDS

Dr. Hayman pulled item 14 for further discussion. On motion of Mr. Walker, seconded by Mr. Sasiadek, the Board approved items 1-8, 11-13, and 15. Items 9 and 10 were withdrawn.

1. Containerized Refuse Collection
2. Contracted Services: Document Management Systems
3. Contracted Services: Edutrax Student Data and Services Enhancement
4. Contracted Services: Video Lab Engineering
5. Food Service: Beverages
6. Food Service: Food Products
7. Food Service: Snacks
8. Food Service: Uniform Shirts
11. Interscholastic Athletics' Supplies and Equipment
12. Interscholastic Football Supplies and Equipment
13. Printing Equipment and Software
15. Supplies Contract: Video Lab Equipment (contract extension)

Item 14

Dr. Hayman requested additional information about this program. Dr. Dezmon explained this program uses new technology, is based on the Internet, and is available to students 24 hours a day. It will reach students based on their level of need and test preparation and allow schools to expand their services. The courses (SAT, ACT, and PSAT preparation) are 35 hours each. Dr. Dezmon noted that the company will send individual trainers for parents and staff. She also stated her office will track and perform necessary accountability functions and report to the Superintendent.

CONTRACT AWARDS (Cont.)

Dr. Hayman expressed concern about two (2) people in the Office of Equity and Assurance monitoring a program in 20 schools. He stated that if the Board is to improve the achievement gap, it must put resources in that office to ensure that there is monitoring and the capability to see the programs carried out.

Ms. Ettinger asked how this program's success will be measured. Dr. Dezmon stated that during the formative phases, success will be measured by students' participation. At the end of the first year, the Office of Equity and Assurance will look at the number of course completions. During subsequent annual reviews, the summative assessment would involve the completion of courses, students' success on the SAT, and the number of students attending college.

On motion of Mr. Hayden, seconded by Dr. Hayman, the Board approved item 14.

14. Student Test Preparation Programs

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-11. The Board approved these recommendations.

1. Stairway Renovations – Catonsville Alternative School
2. Reroofing – Franklin Elementary School
3. Auditorium Stage Floor Replacement – Franklin High School
4. Concrete Slab Reinforcement – Patapsco High School
5. Parking Lot Lighting – Southwest Academy
6. Fire Alarm System Upgrades – Catonsville Middle School, Dundalk High School, Owings Mills High School, Southwest Academy, and Woodlawn High School
7. Auditorium/Stage Lighting Upgrades – Dumbarton and Parkville Middle Schools
8. Interior Painting – Various Schools
9. Fee Acceptance – Design Services for Fire Alarm System – Stoneleigh Elementary School

BUILDING COMMITTEE (Cont.)

10. Change Order – Design Services for Walk-in Freezer/Refrigerator Replacements – Various Schools
11. Change Order – Site Contract for Addition – Woodlawn High School

At the request of Mr. Kennedy, Dr. Krempel informed the Board and audience of a proactive approach to communicating with the staffs and communities of Phase II schools. A meeting will be held next Monday with Phase II school principals and a cross section of principals from Phase I schools. The purpose of the meeting is to provide advice and guidance to Phase II principals with respect to the construction work that will take place in their schools.

In light of the recent hot weather, Mr. Kennedy asked Dr. Hairston to brief the Board at a future meeting about the procedures in place for closing schools early.

PROPOSED REVISION TO SCHEDULE OF BOARD MEETINGS

On motion of Mr. Hayden, seconded by Ms. Ettinger, the Board approved the proposed revision to the Schedule of Board Meetings, 2002-2003. The Tuesday, October 8<sup>th</sup>, meeting was changed to Thursday, October 10<sup>th</sup>, due to Board participation at a national conference October 6-8.

INFORMATION

The Board received the following as information:

New Rule 6111 – School Calendar.

ANNOUNCEMENT

Mr. Arnold made the following announcement:

- The next regularly scheduled meeting of the Board of Education will be held on Tuesday, July 9, 2002, at Greenwood. The meeting will begin with an open session at 5:00 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 to all open sessions.

STAKEHOLDER GROUPS

Mr. Mark Beytin, President of the Teachers Association of Baltimore County, congratulated Maria on completion of her term as student Board member. He also congratulated those who participated in the Special Education Work Group and commended all the participants

STAKEHOLDER GROUPS (Cont.)

for their hard work. To underscore the importance of teacher retention, Mr. Beytin read a letter from a resigning teacher. The individual shared the difficulties and frustrations he experienced over the last several years.

Ms. Teresa LaMaster, Chair of the Citizens Advisory Committee for Special Education, spoke about the Special Education Staffing Plan. She stated that in reviewing the revised plan, she did not see any data that supports a determination that the staffing ratios ensure that students receive a free and appropriate education in the least restrictive environment. She distributed a handout to Board members that indicated that the number of students with autism or who are emotionally impaired have increased drastically in the last three (3) years. Ms. LaMaster stated these types of disability categories require the smallest classes and have the most intense need. Rather than staff trying to meet the needs of the most severely disabled children first and whatever funds left over are given to inclusion kids, the school system should be asking, "What do these kids need?". Referring to the 1999 audit of Special Education, Ms. LaMaster stated that it appeared programs were assigned based on what was available, rather than on what students needed.

Ms. Lora Williams, President of AFSCME Local 434, informed the Board that the AFSCME membership voted in favor of the successor agreement. She also described the financial components of the negotiated package for her unit. Ms. Williams requested the Board's full consideration of the package and the expert financial attention to reach the required funding levels. She pledged AFSCME's support in this effort.

Ms. Maggie Kennedy, Coordinator of Area Educational Advisory Councils, thanked the students who served on area advisory councils this past year. Referring to tonight's presentation by the Special Education Advisory Committee, Ms. Kennedy stated the presentation was an example of why parent and community participation is meaningful, important, and needed. She urged that school improvement plans include parent and community participation as a goal. Ms. Kennedy suggested the creation of parent/community action teams in each school. Board members were invited to attend a June 27<sup>th</sup> work session to finalize plans to implement changes in next year's meeting format.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, introduced Anita Bass, the Council's newest member. She referenced an article that appeared in *The Sunday Sun*, "Words Valued at \$100 Million." Ms. O'Hare spoke of the need for consistent application of discipline, particularly at the secondary level. Ms. O'Hare suggested the need for a parent handbook at various levels and for various programs—K-5, 6-8, 9-12, alternative programs, Evening High School, etc. Finally, Ms. O'Hare suggested teachers be allowed to wear appropriate, comfortable clothing in the classroom on extremely hot days.

Ms. Paula Simon, President of the Council of Administrative and Supervisory Employees (CASE), informed the Board that Karen Barnes will be CASE's incoming president.

STAKEHOLDER GROUPS (Cont.)

She listed the positive accomplishments during her year as president, and she also shared concerns from the past year. Ms. Simon shared her hopes for the future of CASE. With regard to the recent work session on the achievement gap, Ms. Simon noted the Board's lack of discussion on the principal and administrative team. She stated that the exodus of administrators from urban schools, in many ways, mirrors the exodus of teachers from those same schools. Ms. Simon asserted that many principals and assistant principals assigned to urban schools lack administrative training, experience, and longevity needed to instill confidence in trained teachers and turn around such schools. She suggested the establishment of an Urban Teachers Academy to focus appropriate staffing and training for schools with a greater than 50% African-American population.

Ms. Ella White-Campbell commended the Board on the previous night's work session but noted she heard no discussion about the disproportionate number of agency-placed, non-resident students in the Northwest and Southwest Area schools. She stated that of the 1,137 agency-placed students, 894 are concentrated in those areas, and a large number come to the system requiring additional services. Ms. Campbell expressed the need for additional resources in the Northwest and Southwest Areas, such as reading specialists, speech pathologists, and other support staff. The enrollment projections being prepared by a consultant do not reflect the large number of agency-placed children, therefore providing an inaccurate picture. She noted that administrators and teachers are not equipped to deal with the problems these children bring with them. Speaking as the Executive Director of the Liberty Road Community Council, Ms. Campbell shared the community's displeasure over any move to close the Campfield Early Childhood Learning Center.

Ms. Laura Nossel, President of the PTA Council of Baltimore County, noted the numerous accomplishments of the PTA Council during the past two years.

Mr. Michael Franklin, Incoming President of the PTA Council of Baltimore County, shared his hope to continue the relationship with the Board built over the last several years. He pledged to move the organization forward for the benefit of children. Mr. Franklin expressed his willingness to work collaboratively with the Board.

Mr. Arnold reminded speakers to refrain from discussing any matter that may come before the Board in the form of an appeal, as well as any personnel matters.

PUBLIC COMMENT ON SPECIAL EDUCATION STAFFING PLAN

Ms. Kelli Nelson, Incoming President of the Citizens Advisory Committee for Special Education, voiced her agreement with Ms. Campbell's comments about the Campfield Center. Teresa LaMaster was acknowledged and thanked for her leadership with the advisory group. Ms. Nelson acknowledged the changes in the Special Education Staffing Plan appear to be parent driven. She did, however, share her concern about a discrepancy with the drop-out rate listed

PUBLIC COMMENT ON SPECIAL EDUCATION STAFFING PLAN (Cont.)

and the rate provided by the Maryland State Department of Education. Ms. Nelson noted that recommendations are to be data driven, but questioned what happens when the data isn't reliable or accurate. She also recommended the creation of a task force that will look at the Special Education Staffing Plan in October.

PUBLIC COMMENT

Mr. Marvin Barrash, a Franklin High School parent, shared his disappointment that a Holocaust survivor was not allowed to speak to a club to which his daughter belonged.

Ms. Adele Strummer, a Holocaust survivor, shared her pledge to speak to students about the atrocity of the Holocaust and about peace. She noted that there have been allegations by historians that inconsistencies exist in the documentary Ms. Strummer created in 1998. She offered to share her findings with the Board.

Ms. Brenda Ward, a representative of the Board of Directors of the Perry Hall Improvement Association, expressed her concern about the enrollment at Perry Hall High School. She noted the rapid growth in the Perry Hall area. Board members were asked to immediately address the issue of overcrowding at Perry Hall High School, but not with the addition of portable classrooms. Ms. Ward asked the Board to review the overcrowding problem as was done in the Owings Mills area.

Ms. Jody Schaffer, a representative of the Perry Hall Student-Teacher Association, shared her support of a study to look at student enrollment in the Perry Hall area. She expressed her appreciation for the increased staff at Perry Hall High School, but urged the Board to plan for the projected increase in students.

Ms. Donya Douglas commented on the Board's work session on the achievement gap. She stated that more often than not, low performing schools are a training ground for new teachers. Ms. Douglas asked the Board to adopt a policy that provides for a quality education for all students. She also requested the Board establish a policy/procedure that will guarantee the elimination of the achievement gap and provides a timeline and resources.

Ms. Mary Prah shared her thoughts on the proposed revision in Policy 5550 regarding harassment. She also voiced her concern that parents were not given ample opportunity for input on the proposed revisions.

Mr. Nick Aquino, the parent of a Baltimore County Public Schools' graduate, congratulated Maria Cirincione on the completion of her term as student Board member. He shared his gratitude for the education Baltimore County has provided his children.

PUBLIC COMMENT (Cont.)

Mr. Michael Franklin spoke of a recommendation...that indicated... out of twenty-six (26) high schools in Baltimore County...children would be sent to fifteen (15).

Ms. Erica Cohn, former student member of the Board of Education, praised Baltimore County Public Schools for the education she received. She also thanked her former colleagues for the opportunity of serving on the Board of Education. Ms. Cohn spoke about the important role principals play in schools, as well as the principals' relationships with teachers and students. She noted the need for an increased level of mutual support.

At 11:21 p.m., Mr. Sasiadek moved to adjourn the open session. The motion was seconded by Dr. Hayman and approved by the Board.

Respectfully submitted,

---

Joe A. Hairston  
Secretary-Treasurer

dz

## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, July 9, 2002

The Board of Education of Baltimore County, Maryland, met in open session at 5:13 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, J. Robert Haines, Deputy Superintendent of Business Services, and staff members were present.

Board members were asked to respond to Mrs. Zepp about an upcoming event.

Newly-appointed student Board member Sarah Bormel was introduced to her colleagues.

At 5:14, Mr. Sasiadek moved the Board go into closed session to discuss personnel matters and to consult with counsel regarding a proposed settlement, litigation, and legal advice pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(7), and (a)(8). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

#### CLOSED SESSION MINUTES

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

Mr. Hayden entered the room at 5:21 p.m.

Board members received legal advice regarding a federal initiative.

Ms. Saffran-Brinks discussed with the Board a proposed settlement. After discussion, Ms. Saffran-Brinks was advised how to proceed.

Ms. Saffran-Brinks briefed the Board on pending litigation.

Ms. Saffran-Brinks also reviewed with the Board a matter dealing with potential litigation.

At 7:05 p.m., Mr. Kennedy moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Dr. Hayman and approved by the Board.

#### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 8:00 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R.

OPEN SESSION MINUTES (Cont.)

Sasiadek, and Mr. James E. Walker. In addition, J. Robert Haines, Deputy Superintendent of Business Services; 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 Ms. Sarah D. Bormel, newly-appointed student member of the Board of Education, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

MINUTES

Hearing no additions or corrections to the open and closed session minutes of May 28, 2002, and the Report of the Board of Education Work Session, June 10, 2002, Mr. Arnold declared the minutes approved as presented.

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

ELECTION OF OFFICERS, 2002-03

Mr. Arnold asked Mr. Haines to preside during the election of the President of the Board of Education of Baltimore County. Mr. Haines asked for nominations for the office of President. Ms. Ettinger nominated Mr. Arnold. Mr. Walker seconded the nomination. There being no further nominations, Mr. Haines closed the nominations for the office of President. 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 of the Board of Education. Dr. Hayman nominated Mr. Sasiadek. The nomination was seconded by Mr. Grzymiski. There being no further nominations, Mr. Arnold closed the nominations for the office of Vice President. The motion to elect Mr. Sasiadek as Vice President of the Board of Education was passed by unanimous consent.

Dr. Hayman recommended the Board consider rotating the Presidency and Vice Presidency. He stated by rotating the offices of President and Vice President, the politics would be removed and would also give other Board members an opportunity to share the leadership role. Ms. Saffran-Brinks will advise the Board as to the procedures that need to be taken in order to make this change.

### RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

The staff members whose appointments were approved at the June 11, 2002, meeting were recognized by Mr. Randall Grimsley, Executive Director of Human Resources.

Mr. Arnold introduced new student Board member, Ms. Sarah D. Bormel, to the audience. He noted that he and Ms. Bormel were sworn in earlier in the day.

### OLD BUSINESS

#### Revisions to Policy 3111

Mr. Hayden moved to amend the proposed revision by deleting the last sentence in the first paragraph of the policy. Mr. Sasiadek seconded the motion. Ms. Ettinger suggested changing Mr. Hayden's motion to delete the word "significant" from the last sentence. Mr. Hayden agreed to the friendly amendment after hearing Dr. Hayman's comments in support of Ms. Ettinger's amendment. Dr. Hayman suggested replacing the word "significant" with "any."

The amendment to delete the word "significant" and add "any" from the last sentence of the first paragraph was unanimously approved.

Ms. Ettinger moved to approve the revisions to Policy 3111, as amended. The motion was seconded by Dr. Hayman and unanimously approved by the Board.

#### Revisions to Policy 3112

On motion of Mr. Kennedy, seconded by Mr. Grzymiski, the Board approved the proposed revisions to Policy 3112 – Budget: Operating Budget.

#### Revisions to Policy 3113

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the proposed revisions to Policy 3113 – Budget: Transfers and Supplements.

#### Revisions to Policy 5550

Mr. Hayden moved to amend item J under Category II to read "Harassment for any reason," stating the intent of the proposed amendment would make the language more inclusive, not less. Ms. Ettinger seconded the motion. Mr. Kennedy stated that all administrators, teachers, and students need to fully understand that harassment of any kind will not be tolerated.

The motion to amend item J under Category II was unanimously approved.

Mr. Hayden moved to approve the policy as amended. Mr. Walker seconded the motion.

Policy 5550 (Cont.)

Mr. Kennedy moved to amend the wording of the description of Category II offenses back to the original wording, “normally would,” stating that the original wording sends a stronger message than “may.” Mr. Sasiadek expressed his view that the proposed wording should remain. Ms. Ettinger seconded the motion. The motion failed by a vote of 4-6. Ms. Ettinger, Mr. Kennedy, Ms. Bormel, and Mr. Grzynski voted in support of the motion.

Mr. Kennedy commented on the offense “Assault and battery on a staff member” listed under Category III. He stated that in many cases, this policy is not enforced as the Board wants. He also noted that some federal regulations hinder us from enforcing this policy. Mr. Kennedy expressed concern that some of the federal laws may hamper our efforts to keep our schools safe. He suggested that Board and staff develop guidelines/recommendations describing the situation and explaining exactly what schools can and can’t do, what teachers can do, and how they can be protected. Mr. Kennedy also suggested working with the State and National School Board Associations to try and bring about changes in federal laws. Mr. Sasiadek agreed with Mr. Kennedy’s comments. Mr. Walker noted that any changes in laws would not take place immediately. Ms. Ettinger shared her view that it is the Board’s responsibility to enforce its own policy as appropriate and that communication with staff should take place about how federal laws may impact the enforcement of that policy. She also agreed that lobbying should take place at the appropriate levels.

Mr. Arnold noted that the National School Boards Association has distributed a survey dealing with this issue and urged staff to provide a response to NSBA’s request along with communicating with the Maryland Association of Boards of Education about this issue. Dr. Hayman suggested the policy should reflect the limitations of enforcement.

On motion of Mr. Hayden, seconded by Mr. Walker, the Board approved the proposed revisions to Policy 5550 – Disruptive Behavior – as amended.

A severe thunderstorm in the area caused a power outage. Mr. Arnold announced the emergency light system would only provide light for approximately an hour.

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the personnel matters as presented on Exhibits K, L, L-1, M, N, N-1, and O. (Copies of the exhibits are attached to the formal minutes.)

YEAR-END BUDGET APPROPRIATION TRANSFER

On motion of Mr. Sasiadek, seconded by Mr. Kennedy, the Board approved a year-end budget appropriation transfer in the amount of \$5,851,248.

OLD BUSINESS (Cont.)

Special Education Staffing Plan (Cont.)

Mr. Boone reviewed with Board members the time line for consideration of the Special Education Staffing Plan this school year.

Ms. Ettinger stated because the school system operates within fiscal constraints, the Board needs to understand and verbalize the rationale behind the recommendations and the basis for the numbers so it is able to make an effective case to the fiscal authorities.

With respect to funding, Mr. Walker stated that the Individuals with Disabilities Education Act was never properly funded. Our legislators need to be lobbied with regard to federal mandates with little or no funding attached.

On motion of Dr. Hayman, seconded by Mr. Grzymiski, the Board approved the Special Education Staffing Plan 2001-03.

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 1-12.

1. Assistive Technology Software
2. Child Care Centers – Lease Agreement
3. Contract – Interest in Property
4. Contracted Services: Fingerprinting and Background Investigative Services – Three-Year Bid
5. Contracted Services: Programmer – Second One-Year Extension
6. Equipment Contract: Technology Education Furniture and Equipment – Two-and-One-Half Year Bid
7. Food Service: Equipment
8. Music: School Instrument Repair Services
9. Paper: Computer
10. Printing: Continuous Forms
11. Curriculum: Elementary Math Kits

CONTRACT AWARDS (Cont.)

12. Library Services: Security System

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-22. The Board approved these recommendations. Mr. Hayden abstained from discussion and voting on item 10.

1. ADA Ramps – Maiden Choice School
2. Window Replacement – Ridge Ruxton Center
3. Systemic Renovations – White Oak School
4. Hazardous Material Abatement – Winand Elementary School
5. Locker Replacement – Middle River Middle School
6. Fee Acceptance – Design and Construction Administration Services for Reroofing Project – Hereford Middle School
7. Fee Acceptance – Design and Construction Administration Services for Reroofing Project – Lansdowne Middle School
8. Fee Acceptance – Design and Construction Administration Services for Reroofing Project – Overlea High School
9. Fee Acceptance – Design and Construction Administration Services for Reroofing Project – Perry Hall Elementary School
10. Fee Acceptance – Construction Inspection Services – Various Elementary Schools
11. Fee Acceptance – Roofing Inspection Services – Various Schools
12. Change Order – Design Services for New Addition – Woodlawn High School
13. Change Order – Systemic Renovations – Battle Monument School
14. Change Order – Science Room Renovations – Dulaney High School
15. Change Order – Window Replacement – Norwood Elementary School

BUILDING COMMITTEE (Cont.)

16. Change Order – Science Room Renovations – Woodlawn High School
17. Change Order – Major Maintenance Renovation Project – Cromwell Valley Elementary Regional Magnet School
18. Change Order – Major Maintenance Renovation Project – McCormick Elementary School
19. Change Order – Major Maintenance Renovation Project – Milbrook Elementary School
20. Change Order – Major Maintenance Renovation Project – Powhatan Elementary School
21. Change Order – Major Maintenance Renovation Project - Woodbridge Elementary School

INFORMATION

The Board received the following as information:

- A. Revised Rule 3611 – Tuition Fees
- B. Field Trips and Foreign Travel.

Mr. Arnold announced there would be no public comment this evening because of the power outage and that those persons signed up to address the Board would be given first opportunity to do so at the next meeting.

As a result of the power outage, Mr. Walker moved to adjourn the open session at 9:07 p.m. The motion was seconded by Mr. Sasiadek and approved by the Board.

Respectfully submitted,

---

J. Robert Haines  
Deputy Superintendent  
Business Services