

TENTATIVE MINUTES**BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND**

Tuesday, January 11, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 5:32 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Nicholas P. Camp, Mr. Thomas G. Grzymiski, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. Michael P. Kennedy, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Sasiadek reminded Board members of school board association or Board of Education functions for January and February 2005.

Mr. Kennedy moved that the student member be permitted to participate in collective bargaining discussions. The motion was seconded by Dr. Hayman and unanimously approved by the Board.

At 5:41 p.m., Mr. Kennedy moved that the Board go into closed session to discuss personnel matters and to consider matters relating to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Ms. Harris and unanimously approved by the Board.

CLOSED SESSION MINUTES

Dr. Donald Peccia, Executive Director of Human Resources, reviewed the evening's personnel matters with Board members.

Mr. Dan Capozzi, Manager of Staff Relations-Human Resources, provided the Board with a status report on negotiations with employee groups.

At 6:20 p.m., Mr. Hayden moved the Board adjourn 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 7:39 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Nicholas P. Camp, Mr. Thomas G. Grzymiski, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. Michael P. Kennedy, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Mohammed Khayyum, a student at Western School of Technology and Science, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Dr. Hairston noted one adjustment to the agenda for this evening's meeting. He respectfully requested to remove item 9 under section X, New Business. Adjustment was made to the agenda and unanimously approved by the Board.

MINUTES

Hearing no additions or corrections to the Board of Education Open and Closed Minutes of November 23, 2004 and Open and Closed Minutes of December 7, 2004, Mr. Sasiadek declared the minutes approved as presented on the website.

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

As stated at the previous Board meeting, in order to permit the maximum number of persons present to address the Board, Mr. Sasiadek announced the Board will be asking that persons be present to sign in. In order to avoid undue repetition, the Board will further be limiting to three the number of speakers per topic. The Board invites persons who are not able to address the Board in the public meeting to forward written comments.

ADVISORY AND STAKEHOLDER COMMENTS

Mr. Mike German, Baltimore County Student Council President, announced the council's annual lobbying trip to Annapolis in late February. He noted that at the last General Assembly he supported a ban for sodas to support student health. However, the majority of students disagreed with it. Mr. German congratulated the students who had participated in the Side-by-Side concert.

Mr. Mike German, as representative of the Superintendent's Student Advisory Council, described the Council's discussion of its purpose, ways to better improve the future education of students, qualifications for the job market, and competition for domestic jobs for foreign students.

Ms. Connie Peterson, representative for the Advisory Committee for Alternative Programs, introduced Ms. Jamie Kirkland who read a letter she had written to President Bush, describing the importance of alternative programs.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Vicki Schultz-Unger, Coordinator of the Area Educational Advisory Councils, noted the Council's first new member orientation took place on January 5th. With regards to the capital budget, Ms. Schultz-Unger stated the council requests that children be provided facilities adequate to meet the demands of academic rigor placed upon them and that students are not crammed into overcrowded schools. She announced that the Educational Advisory Council will hold its all-council meeting Tuesday, January 18th at 7:00 p.m. at Perry Hall High School in the cafeteria.

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, expressed concern that high school graduates are not trained or qualified to enter the rigor of the college system.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, thanked the Superintendent, Board of Education, and County Executive for requesting \$70 million from the State for school renovation and construction. Ms. Kennedy noted the tour that took place last week at several middle schools scheduled for renovation.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, asked everyone to join together to ensure that the operating budget is not cut.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, stated the PTA Council of Baltimore County passed a resolution requesting that the Board of Education of Baltimore County establish a task force to look into the recommended changes of Policy 5550.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, commended Dr. Hairston and staff for including all facets of special education through the school system including the *Blueprint for Progress* and the Master Plan.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, noted the success of the legislative breakfast this past weekend. She reiterated to the Superintendent and Board to request in the operating budget what the school system needs.

SUPERINTENDENT'S REPORT

Dr. Hairston invited Board members who had attended the Side-by-Side concert that day to share the outstanding performance of the students.

Dr. Hairston reported that Carver Center for Arts & Technology has been identified by the College Board as having the highest performing AP Studio Art course(s) among all schools worldwide in its size range.

Dr. Hairston provided to the Board a brochure created by the Office of Career and Technology, which describes the programs offered in Baltimore County Public Schools.

RECOGNITION OF ADVISORY COUNCIL AND ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Executive Director of Human Resources, recognized the advisory council appointments made at the December 21, 2004 Board meeting as follows:

- Mr. Festus Reynolds Northeast Area Educational Advisory Council
- Mr. Brian S. Bailey Southwest Area Educational Advisory Council
- Mr. Michael Gruber Northwest Area Educational Advisory Council

Dr. Donald Peccia, Executive Director of Human Resources, recognized the administrative appointments approved at the December 21, 2004 Board meeting as follows:

- Ms. Penelope E. Martin Principal, Deer Park Middle Magnet School

OLD BUSINESS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the proposed FY 2006 State and County Capital Budget Request (Exhibit B). Mr. Janssen voted in opposition.

REPORTS

The Board received the following reports:

- A. **Superintendent's Proposed Operating Budget, Fiscal Year 2006** – Dr. Hairston presented to the Board, for their consideration, the Proposed Operating Budget for Fiscal Year 2006. He stated that the proposed budget represents what the BCPS needs to educate children and provide quality service for all of Baltimore County. Dr. Hairston reiterated the budget request for FY2006 continues to focus on the *Blueprint for Progress, No Child Left Behind, and Bridge to Excellence*.

Dr. Hairston reported the successes BCPS has realized as the result of focus and commitment. He has proposed an operating budget with a projected 12.3 percent increase in costs, which contains \$23 million for salary restructuring, including raising the overall funding for teachers' salaries by 4 percent.

Dr. Hairston stated the proposed budget goals are:

- To improve student achievement for all students
- To maintain a safe and orderly learning environment in every school
- To use resources effectively and efficiently

REPORTS (cont)

Through a PowerPoint™ presentation (Exhibit C), Dr. Hairston shared with Board Members the Maryland School Achievement Scores and reviewed the operating budget as it relates to Performance Goals 1 through 8:

- Performance Goal 1 By 2012, all students will reach high standards as established by the Baltimore County Public Schools and State performance level standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 2 By 2007, all English Language Learners will become proficient in English and reach high academic standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 3 By 2005-2006, all students will be taught by highly qualified teachers.
- Performance Goal 4 All students will be educated in school environments that are safe and conducive to learning.
- Performance Goal 5 All students will graduate from high school.
- Performance Goal 6 Engage parents/guardians, business, and community members in the educational process.
- Performance Goal 7 Involve principals, teachers, staff, stakeholders, and parents/guardians in the decision-making process.
- Performance Goal 8 All students will receive a quality education through the efficient and effective use of resources and the delivery of business services.

In conclusion, Dr. Hairston summarized his operating budget recommendations, which include Maintenance of Effort, comparison of all general fund revenues for FY05 budget to FY06 proposed budget, and the total proposed FY06 operating budget.

Dr. Hairston announced that on January 26, 2005, there would be a public hearing on the Proposed Budget at Ridge Ruxton School beginning at 7:00 p.m. A Board work session will be conducted on February 1 beginning at 7:00 p.m.

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the personnel matters as presented on Exhibits D, E, and F. (Copies of the exhibits are attached to the formal minutes.)

CONTRACT AWARDS

The Building/Contracts Committee, represented by Mr. Kennedy, recommended approval of items 1-6, 8, 10-12 (Exhibit G). As previously stated, item 9 was withdrawn. Mr. Janssen pulled item 7 for further discussion. The Board approved these items:

1. Carpet Provision and Installation
2. Ceiling Tiles and Associated Materials
3. Lavatory Privacy Partition Parts
4. Sanitary Drain Cleaning and Associated Services
5. MicroSociety, Inc.
6. Contract Modification – Window and Blind Replacement at Carney Elementary School
8. Utility Easement at Catonsville Elementary School
10. Window and Blind Replacement at Halstead Academy
11. Food Lab Renovations at Lansdowne High School
12. Various Construction Packages at Windsor Mill Middle School

Item 7

Mr. Janssen inquired about the desks as furniture. Mr. Cassell responded these are built-in desks not covered under the original contract. Mr. Cassell stated the cost of the built-in desks is being covered by the school's furniture, fixtures, and equipment (FF&E) funds.

The Board approved item 7 (Exhibit G).

7. Contract Modification – Carpentry and Miscellaneous (6-A Contract) at Woodholme Elementary School

Dr. Hayman inquired about the status of the Minority and Small Business report requested at the last Board meeting. Mr. Janssen reiterated his request to update the Board on the contract process. Ms. Burnopp responded staff is working on developing the report to present to the Board.

Mr. Hayden reviewed the legislative priorities for Baltimore County in 2005. He also commended the County Executive on unveiling his legislative agenda that began with the importance of funding capital budget educational needs.

INFORMATION

The Board received the following as information:

- A. Financial Report – For the Months Ending November 30, 2003 and 2004
- B. Maryland State Department of Education (MSDE) Bi-Annual Financial Status Report for Period Ending November 30, 2004

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- Schools and offices will be closed Monday, January 17, 2005 in observance of Dr. Martin Luther King, Jr. Schools will reopen for students and teachers on Tuesday, January 18, 2005.
- There will be a joint Area Educational Advisory Council meeting on Tuesday, January 18, 2005 at Perry Hall High School beginning at 7:00 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, January 25, 2005, at Greenwood. The meeting will begin with an open session at approximately 5:30 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. The Board will host the PTA Council of Baltimore County for dinner on January 25, 2005 from 6:00 p.m. to 7:30 p.m.
- On Wednesday, January 26, 2005, the Baltimore County Board of Education will meet for a public hearing to seek the public's input on the operating budget for FY2006. The meeting will take place at the Ridge Ruxton School at 7:00 p.m. Sign-up for the public to comment will begin at 6:00 p.m. at Ridge Ruxton School on the day of the hearing.
- On Tuesday, February 1, 2005, the Baltimore County Board of Education will meet for a work session to discuss the FY2006 operating budget. The meeting will take place at the ESS Building located on the Greenwood campus at 7:00 p.m.

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

PUBLIC COMMENT

Mr. Michael Franklin expressed his concern on public comments.

PUBLIC COMMENT (cont)

Ms. Kelli Nelson expressed support for the proposed Infant and Toddler staff increases in the operating budget presented this evening.

Mr. Muhammad Jameel commented on various key strategies within the *Blueprint for Progress* and the need to include individuals of all cultures.

Ms. Erum Marfani expressed her favor of recognizing equal treatment of Islamic holidays similar to other recognized holidays.

Ms. Cheryl Bost thanked Dr. Hairston for including salary increases in the proposed operating budget and at the same time striking a balance to maintain programs.

Dr. Bash Pharoan expressed his concern that the recruitment film shown in December 2004 appeals to one minority and no others are mentioned. He believes the faces in the film do not reflect the composition of the county.

Mr. Salahudin Majeed asked the Board to reverse religious discrimination in Baltimore County as it exists.

Mr. Mohammed asked the Board to recognize Islamic holidays.

Ms. Meg O'Hare stated the Superintendent and Board have the obligation to ask for monies needed to fund education.

ADJOURNMENT

At 9:43 p.m., Mr. Kennedy moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2006
OPERATING BUDGET RECOMMENDATIONS

Wednesday, January 26, 2005
Ridge Ruxton School

The hearing was called to order by President James R. Sasiadek at 7:05 p.m. In addition to President Sasiadek, the following Board members were present: Mr. Luis E. Borunda, Mr. Thomas G. Grzynski, Ms. Frances A.S. Harris, Mr. John Hayden, III, Mr. Rodger C. Janssen, and Mr. Michael P. Kennedy. In addition, Dr. Joe A. Hairston, Superintendent, Dr. Christine M. Johns, Deputy Superintendent of Curriculum and Instruction, J. Robert Haines, Deputy Superintendent of Business Services, staff members, as well as media were present.

Prior to hearing testimony, Mr. Hayden commented on the capital budget and the strong possibility of Baltimore County Public Schools receiving the \$250 million dollars for capital improvement projects. Mr. Hayden urged the public to get in touch with legislators and express the importance of the school system receiving this money.

The following citizens and employees offered testimony:

- 1) Mr. David Mark, Sports Booster President, Towson High School – Requested additional funding for athletic transportation for all 24 high schools in addition to the \$84,000 already in the proposed budget.
- 2) Mr. Kevin Abell, Chair of the Citizens Advisory Committee for Alternative Programs – Thanked the Superintendent for his continued support of the alternative education programs. Mr. Abell was pleased with the modest increases in the budget. He hopes the Board votes to keep the budget intact.
- 3) Ms. Francine Hahn, Lawyer for the Public Justice Center - Requested the Board use the money budgeted for the Bridge Center to instead provide services to students in their neighborhood schools. She noted that providing in-school support service is more effective than the approach proposed last year.
- 4) Ms. Meg O’Hare, Baltimore County Education Coalition Member – Asked the Board to fund 100% of the proposed operating budget. She stated all items are tied to the Master Plan, except built-ins and one-times. Ms. O’Hare commented that Thornton funding was intended to improve education rather than ease the County budget. She suggested the County look at impact fees or look at targeting tax increases specifically for education.
- 5) Ms. Kelly Nelson, Co-Chair, Infants/Toddlers Coordinating Council – Expressed support for the proposed operating budget, which includes four additional FTE’s for Infants and Toddlers. She commented that Thornton funding is to bring adequacy to education. Ms. Nelson stated she wants to ensure that the operating budget adequately addresses support for pre-school at risk students. Ms. Nelson would also like pre-school inclusion placed in the operating budget.
- 6) Ms. Roe Davis, Co-Chair, Infants/Toddlers Coordinating Council – Supports the proposed operating budget adding of four positions for the Infants and Toddlers program. She thanked staff for their support of the program.

- 7) Ms. Tonia Ferguson, Parent – Encouraged to see the addition of four FTE’s for Infants and Toddlers. She commented that Infants and Toddlers may need additional monies as numbers increase. Ms. Ferguson also asked to see local level funding be included for pre-school inclusion.
- 8) Ms. Pat Everett, Teacher, Riderwood Elementary School – Requested staffing every kindergarten class with a paid aide or parent helper. She stated Riderwood Elementary is fortunate to have parent volunteers; however, not all schools have this luxury. Ms. Everett stated that daycares have a 10:1 ratio whereas the kindergarten classroom ratio is 30:1.
- 9) Mr. Michael Moore, Representative, Minority Achievement Advisory Group (MAAG) - Expressed thanks for valuing the advisory group’s voice and commitment to students, which shows in the proposed operating budget. He stated that MAAG is interested in and focused on all students. Mr. Moore noted that when conditions improve for minority students in this county, it improves the conditions for all county residents.
- 10) Mr. Robert Ossakow, Parent – Supports the Infants and Toddlers Program. He thanked the Superintendent for proposing an increase of 4 FTE’s in Infants and Toddlers. Regarding Thornton funding, Mr. Ossakow stated he would like to see money earmarked for special education services and teacher training related to inclusion issues.
- 11) Ms. Judy LaFlame, Parent and PTA Corresponding Secretary, Pleasant Plains Elementary School – Requested staffing all kindergarten classes with paid aides. She noted there is a wide disparity among skills of students. Ms. LaFlame remarked that one teacher with 20 or 25 students cannot adequately address the needs of the students. She stated that aides should be paid parent helpers for four hours a day.
- 12) Ms. Deanne Brookshire, Parent – Supports the Infants and Toddlers Program. She believes early intervention services are very helpful to parents. Ms. Brookshire also thanked the Infants and Toddlers staff for its time, dedication and support to her family.
- 13) Mr. Lance Phillips, PTA President, Pleasant Plains Elementary School – Requested support to equip the school with air conditioning and completion of the building’s renovations. He expressed concern over the lack of air conditioning in classrooms, cafeteria, and gymnasium and concerns as to asthma and allergies. Students cannot concentrate on the task at hand. With regards to building renovations, Mr. Phillips stated that the front of the school received a face-lift, but the very back of the school remains the same. He asked that the task be completed for a revitalization project that is long overdue.
- 14) Ms. Linda Castaldi, Special Education Teacher, Padonia International Elementary School – Requested support for staffing kindergarten classes with paid aides. Ms. Castaldi noted there is a disparity of educational levels of children in one class. She stated it is important that kindergarten classes be equipped with teachers and aides for students to succeed.

- 15) Ms. Jan Thomas, Operating Budget Chairperson, PTA Council of Baltimore County – Inquired where the dollars were for at-risk students for additional programs and staff. She noted that non-salary dollars account for 32% of the budget and 1.8% of this goes to all schools as school-based funds. Ms. Thomas is concerned that schools' funds are being pulled in too many directions causing division and inequities among schools. She praised the Superintendent for inclusion of money for Maryland's Tomorrow program; however, she stated that more attention to dropout prevention is needed. She noted that the County's dropout rate has risen to 4.4 percent in 2004. Ms. Thomas would like to see more programs aimed at dropout prevention and alternative programs.
- 16) Ms. LaKerry Dawson – Supports the Infants and Toddlers Program. She believes this program is a connection between the doctor and parent. Ms. Dawson requested additional funding for parental involvement programs within Infants and Toddlers. She also thanked the Superintendent for increasing the Infants and Toddlers Program by four FTE's.
- 17) Ms. Joann Meats – Supports the addition of four positions in Infants and Toddlers; however, she would like to see additional funding within the program. She stated occupational and physical therapists are critical and need more support. Ms. Meats commented that the school system needs additional speech therapists.
- 18) Mr. Ben Dubin, Parent – As a parent of a deaf child, Mr. Dubin requested funding for children with special needs. He believes the school system does not have adequate equipment to continue to test children for hearing. Mr. Dubin requested the Board to include in the proposed budget at least two pieces of Otoacoustic Emissions (OAE) equipment for the audiologists to test students at high risk.
- 19) Mr. Murray Piper, Milford Mill Academy PTSA President - Supports the operating and capital budget proposed by the Superintendent. He specifically supports the funds for Milford Mill. Regarding Goal 3 of the *Blueprint for Progress*, Mr. Piper requested funds be set aside to attract highly qualified teachers. With regards to Goal 4 concerning safe and conducive learning environment, Mr. Piper asked for funds to be placed in the budget to include air conditioning at Milford Mill Academy.
- 20) Ms. Deborah Servetnick, Teacher, Woodlawn High School - Commented that BCPS salaries are behind compared to other states. She is a new teacher from Philadelphia who started her tenure in September 2004. Ms. Servetnick requested an increase to teachers' salaries. She noted an entry level teacher in a particular city would receive \$7000 more in salary than in Baltimore County. Ms. Servetnick commented that the school system needs to pay like it means it.
- 21) Ms. Lisa Orens, Parent and Chair of the Southwest Area Educational Advisory Council - Supports the Superintendent's operating budget. She remarked that the increased funding for career and technology (CTE) is encouraging. Ms. Orens stated that alternative programs need additional funding to support at-risk students. She also reviewed the allocation of guidance counselors to schools and believes it is not an equitable distribution at present.

- 22) Ms. Cheryl Bost, President, Teachers Association of Baltimore County – Thanked the Superintendent for a supportive budget, which includes a proposed average wage increase for teachers of 4%, additional positions in special education, and full-day kindergarten. She stated that full-day kindergarten needs aides in these classes. Ms. Bost remarked on teachers’ workloads and the demands of printing capacity and purchasing supplies. She believes it is necessary to fund program needs for all students. Ms. Bost looks for the Board to support the proposed budget and make revisions where necessary.
- 23) Ms. Vicki Schultz-Unger, Coordinator, Area Educational Advisory Councils - Expressed support for the proposed budget. She stated this budget is considered to be a responsive budget and one that requires support. Ms. Schultz-Unger noted that the school system must develop strong incentives to attract and retain excellent teachers in the schools. This budget funds competitive healthcare benefits and support for professional development that enables teachers to meet the demands of the highly qualified classification. She asked the Board and the County to fully support this responsive, responsible, and necessary budget.

Mr. Kennedy commended Mr. Hayden, for his leadership, and the work that he is doing to get money for school construction.

The hearing was concluded at 8:24 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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