

## TENTATIVE MINUTES

## BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, November 22, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 4:45 p.m. at Greenwood. President Thomas G. Grzynski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Grzynski reminded Board members of community functions and Board of Education events scheduled in November, December, and January.

Ms. Murphy entered the room at 4:48 p.m.

Mr. Janssen moved that the student member be permitted to participate in closed session collective bargaining discussions. The motion was seconded by Mr. Arnold and unanimously approved by the Board.

At 4:52 p.m., Mr. Janssen moved the Board go into closed session to discuss personnel matters, consider the acquisition of real property, obtain legal advice, and consider matters related to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(3), (a)(7), and (a)(9). The motion was seconded by Mr. Pallozzi and unanimously approved by the Board.

CLOSED SESSION MINUTES

President Thomas G. Grzynski and the following Board members were present in closed session: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: Dr. Christine M. Johns, Deputy Superintendent, Curriculum and Instruction; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Nevett Steele, Jr., Esq., Assistant County Attorney; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations; Dr. Kim X. Whitehead, Assistant Superintendent, Central Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Dr. H. Scott Gehring, Assistant Superintendent, Northwest Area; Ms. Jean E. Satterfield, Assistant Superintendent, Southeast Area; Dr. Manuel B. Rodriguez, Assistant Superintendent, Southwest Area; Ms. Kara Calder, Chief Communications Officer; Mr. Don Dent, Executive Director of Planning and Support Operations; Dr. Alpheus Arrington, Director of Human Resources; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Peccia reviewed with Board members personnel matters to be considered on the agenda.

Mr. Hayden entered the room at 4:55 p.m.

CLOSED SESSION MINUTES (cont)

Mr. Daniel Capozzi, Staff Relations Manager, entered the room at 5:10 p.m. Mr. Capozzi reviewed with Board members a matter related to negotiations for the 2005-2006 school year.

Mr. Capozzi exited the room at 5:12 p.m.

Mr. Ghassan Shah, Strategic Planning Administrator, and Mr. Christopher Brocato, Strategic Planning Data Analyst, entered the room at 5:13 p.m.

Mr. Don Dent, Executive Director of Planning and Support Operations, together with Messrs. Shah and Brocato, discussed the acquisition of real property with Board members.

Mr. Dent, Mr. Shah, and Mr. Brocato exited the room at 5:30 p.m.

Ms. Howie provided legal advice to Board members regarding the charter school process.

Staff members, with the exception of Mr. Steele and Ms. Howie, exited the room at 5:45 p.m. Members of the Board discussed possible changes to the Superintendent's compensation. Ms. Barbara Burnopp, Chief Financial Officer, entered the room to explain the computation of the Superintendent's salary for taxation purposes.

At 6:18 p.m., Mr. Hayden moved the Board adjourn for a brief dinner recess. The motion was seconded by Mr. Janssen and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:30 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. John Hayden, III, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. 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 Tom Oester, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Grzymiski asked whether there were any changes to this evening's agenda. Mr. Arnold added a New Business item, amendment to the Superintendent's contract.

### MINUTES

Hearing no additions or corrections to the Report on the Board of Education Work Session Report of September 21, 2005, and the Open and Closed Session Minutes of October 25, 2005, Mr. Grzymiski declared the minutes approved as presented on the website.

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

### ADVISORY AND STAKEHOLDER COMMENTS

Ms. Jennifer Oswald, Baltimore County Student Council President and Superintendent's Student Council Advisory Group member, reported on the middle school conference held November 19 with fourteen middle schools represented and 105 students in attendance.

Ms. Meg O'Hare, Coordinator of the Area Educational Advisory Council, reported on her visits to schools during American Education Week. She believes the "weakest link" is in the middle school level and is about rigor, discipline, and organizational skills.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, reported that some of the central and northeast high schools are over 90% capacity. Ms. Anita Bass reported on the council's November 3 meeting where the conditions of the Kenwood High School's locker rooms were discussed.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, stated the Board and Superintendent must continue to raise achievement for all students, improve the teaching and learning environment in the schools, and increase parent and community satisfaction.

Ms. Nancy Ostrow, a representative of the Citizens Advisory Committee for Gifted and Talented Education, reported on the committee's November 9 meeting. She announced the next meeting will be held on Wednesday, January 11, 2006, at 7:00 p.m.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, thanked the Superintendent and staff for supporting the first annual Dr. Ella White-Campbell Oratorical Contest. She expressed concern over the tenth grade HSA scores in English where 65% of African-Americans did not pass the test. She asked that curricula and instructional materials be examined and deficiencies addressed quickly.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, reported on the November 14 meeting where the Alt-MSA scores was presented and discussed. She emphasized the need to get back to quality professional development.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, reported on her visits to five schools during American Education Week. She thanked the Board for making pension reform/enhancement a part of its legislative agenda.

SPECIAL ORDER OF BUSINESS

On motion of Mr. Arnold, seconded by Mr. Pallozzi, the Board approved resolution honoring the Office of Purchasing for winning the National Purchasing Institute's 10<sup>th</sup> Annual Achievement of Excellence in Procurement Award.

SUPERINTENDENT'S REPORT

Dr. Hairston reported that Baltimore County Public Schools presented a session at the Georgia Educational Technology Conference (GaETC) in Atlanta on November 11, 2005. Dr. Hairston thanked Ms. Thea Jones, Instructional Technology Supervisor, for an outstanding presentation to conference attendees.

Dr. Hairston noted that a Parent Summit was held at Dogwood Elementary School. Dr. Freeman A. Hrabowski, III, President, University of Maryland, Baltimore County, keynote speaker addressed parents about the opportunities that Science, Technology, Engineering, and Mathematics (STEM) offers students and the many ways that parents can support their children's academic success.

During American Education Week Dr. Hairston visited several schools, including Chesapeake High School, where he met with English department teachers.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, recognized the administrative appointments made at the November 8, 2005 Board meeting:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>GREGORY J. PILEWSKI</u> (Effective November 9, 2005)	Mentor/Trainer Milford Mill Academy	Coordinator of Smaller Learning Communities (.5)
<u>SONJA M. KARWACKI</u> (Effective November 9, 2005)	Teacher/Resource Office of Gifted and Talented Programs	Assistant to the Area Assistant Superintendent, Southeast Area
<u>KENDRA V. JOHNSON</u> (Effective November 9, 2005)	Assistant Principal Cockeysville Middle School	Assistant to the Area Assistant Superintendent, Central Area

### RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Peccia recognized the Area Educational Advisory Council appointments made at the November 8, 2005 Board meeting:

- Ms. Abby Beytin Northwest Area Educational Advisory Council (reappointment)
- Mr. Corey Vanhorn Southeast Area Educational Advisory Council (appointment)

### REPORTS

The Board received the following reports:

- A. **Report on Mathematics** – Through a PowerPoint™ presentation, Ms. Patricia Baltzley, Director of Mathematics, PreK-12, and Mr. John Staley, Coordinator of Secondary Mathematics, PreK-12, provided an overview of the PreK-12 mathematics program. She stated that the curriculum and assessments are aligned to the Voluntary State Curriculum and Maryland Assessment Program. Ms. Baltzley noted that the new graduation requirements for the class of 2009 and beyond are that all students pass the HSA's.

Mr. Staley reviewed the proactive measures and the intervention programs employed so that all students will be able to pass the algebra HSA. The HSA algebra/data analysis pass rate in 2004 was 51%, compared to the 2005 pass rate of 50%.

Ms. Baltzley concluded by reviewing the curriculum and assessment initiatives and future challenges. The Office of Mathematics will continue to review current programs and develop new instructional programs to support all students as they access a high-quality, rigorous mathematics program that will lead them to success in future education and careers.

Miss Wyatt asked what the school system was doing to help the average student pass the math courses. Ms. Baltzley responded there is a program called *Algebra with Assistance* at the middle school level and *Assistant Algebra* at the high school level, which provides opportunities for students to have a second class of algebra.

Ms. Shillman asked for clarification on the geometry requirements for MSA.

Mr. Hayden commented that the presentation understates the improvements made within the school system. For example, as Mr. Hayden interrupted the data 66.6% increase in the number of students who have improved in special education and a 68% increase in the number of FARMs students' proficient in math.

### REPORTS (cont)

Mr. Janssen asked why the information provided in the executive summary is not consistent with the information offered for grade 5 as opposed to grade 3. For example, there is no information on the African-American increase, Hispanic students, or the FARM students in grade 3. Ms. Baltzley responded that some examples from the Results Report were selected for the evening's presentation but that no inconsistency existed.

Mr. Janssen inquired about the percentage drops in special education. Mr. Baltzley responded there was a change in the scoring process between 2004 and 2005. Scores still show that students are doing well at the proficient and advanced levels.

Using the MSA data, Ms. Johnson compared grade 3 at Timonium Elementary School and with grade 3 at Scotts Branch Elementary School. Ms. Johnson asked what the Board could do to help improve results. She also asked what plan exists to address achievement gaps that exist among schools so that all students can receive the same high quality education. Ms. Baltzley responded with several suggestions, including:

- Provide support to programs brought before the Board during the upcoming budget process in order to help teachers improve mathematical achievement;
- Continue to work with principals, department chairs, and area assistant superintendents to ensure all programs are implemented;
- Continue to monitor the Algebra I program;
- Continue to look at best practices to improve achievement gap; and
- Place tools in hands of teachers to ensure instruction is delivered so that all students have the access to achieve in mathematics.

Mr. Borunda requested additional details on intervention strategies for Algebra I.

As part of an intervention program, Mr. Grzymiski asked Ms. Baltzley to comment on the parent Algebra sessions that are occurring in the communities.

Mr. Hayden encouraged staff to ask for the necessary resources in the budget process to ensure student achievement is addressed.

### SUPERINTENDENT'S CONTRACT

Mr. Arnold moved that the Superintendent's contract be amended to include the amount previously paid as a bonus (\$10,800) as part of the Superintendent's annual compensation from July 1, 2005, but that no new compensation would be paid above the \$250,000 annual salary. The motion was seconded by Mr. Pallozzi and unanimously approved by the Board.

### PERSONNEL MATTERS

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

### NEGOTIATION TEAM MEMBERS

On motion of Mr. Hayden, seconded by Mr. Pallozzi, the Board approved the proposed negotiation team members for 2005-2006 as presented on Exhibit H.

### BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-9 (Exhibit I). Mr. Arnold abstained from voting on item 9. Mr. Janssen pulled item 6 for further discussion.

The Board approved items 1, 2, 3, 4, 5, 7, 8, and 9.

1. JNI-721-06 Graphic Printing Equipment
2. MBU-587-06 Digital Plate Maker and Scanner
3. MBU-577-06 Periodicals
4. JMI-632-06 School Bus Digital Camera System
5. MWE-812-06 Site Work (Contract Package 2A) – Kenwood High School Addition
7. MBU-567-06 Cafeteria Expansion/Building Addition – Milford Mill Academy
8. JMI-634-06 Windows, Storefronts, Metal Panels (Contract Package 8A) – Woodholme Elementary School
9. MWE-815-06 Request to Negotiate – Design Services: Vincent Farms Elementary School #PS-06

#### Item #6

Mr. Janssen expressed concern over the deplorable locker rooms at Kenwood High School. Mr. Janssen moved to amend item 6 to add the locker room renovations to the design phase of this contract. Ms. Johnson seconded the motion. Mr. Grzymiski stated that in order to add the locker room renovations, the item would have to be removed from voting this evening and re-negotiated. Ms. Shillman commented that this is a budgetary issue and a capital priority issue.

Mr. Hayden recommended that Mr. Janssen's motion be discussed at the next Board meeting.

Item #6 (cont)

Mr. Janssen withdrew his motion provided that the locker room renovation is discussed at the next Board meeting. Ms. Johnson withdrew her second. Mr. Grzyski asked Ms. Shillman to work with Mr. Haines and Mr. Sines.

On motion of Ms. Harris, seconded by Mr. Hayden, the Board approved item 6 as presented by the Building and Contracts Committee.

6. MWE-814-06 Construction Administration Services – Kenwood High School Addition and Modernization

CHARTER SCHOOL APPLICATION

Ms. Phyllis Bailey, Executive Director, Special Programs PreK-12, presented the recommendation of the Superintendent that the Education Innovations Charter School Application not be approved. Ms. Bailey reviewed the deficiencies that led to this recommendation, noting that thirteen sections of the application did not meet requirements.

Mr. Grzyski inquired about the time frame of the appeal of the application. Ms. Bailey responded if the recommendation is supported by the Board, the applicant has the right to appeal to MSDE State Board of Education. The State Board must respond to the appeal within 120 days.

On motion of Mr. Hayden, seconded by Mr. Janssen, the Board denied the Education Innovations Charter School application, as presented in Exhibit J.

INFORMATION

The Board received the following as information:

- A. Financial Report for the months ending September 30, 2004 and 2005.
- B. Northwest Area Educational Advisory Council Pre-budget Meeting Minutes of October 18, 2005.
- C. Southwest Area Educational Advisory Council Pre-budget Minutes of October 19, 2005.

ANNOUNCEMENTS

Mr. Grzyski made the following announcements:

- The Board of Education of Baltimore County will host a dinner meeting with the County Executive and County Council on Tuesday, November 29, at approximately 5:30 p.m. The dinner will be held in the Administrative Building, on the Greenwood Campus, 6901 Charles Street, Towson, MD 21204.

ANNOUNCEMENTS (cont)

- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, December 6, 2005, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. The Board will then adjourn to meet in closed session, which will be followed by a brief dinner recess. The open session will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions. The Board will host the Teachers Association of Baltimore County for dinner on December 6 from 6:00 until 7:30 p.m.

Mr. Grzynski 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

Ms. Suzy Filbert stated the form sent out by the Office of Student Support Services combining opting out both military and college recruiters is confusing to parents.

Mr. Muhammad Jameel requested the Board show equality for school openings and closings by placing the Muslim holidays on the school calendar.

Ms. Maria Buker expressed concern over teacher resources in three areas: full-day kindergarten teachers need assistance, GT catalyst need to be provided in all schools so teachers are not pulled in different directions, and part-time technology teachers need to be replaced with full-time teachers.

Dr. Bash Pharoan believes the calendar teaches students that the school system is advocating for one religion. He asked the Board to approve only federal and state holidays on the calendar, and if other religious holidays are included, to include Muslim holidays.

Mr. Trevor Reid expressed concern that no policy exists for Attention-Deficit/Hyperactivity Disorder (ADHD) screening. He expressed concern that an ADHD tool is being administered without parental consent.

ADJOURNMENT

At 9:22 p.m., Ms. Harris moved to adjourn the open session. The motion was seconded by Mr. Palozzi and approved by the Board.

Respectfully submitted,

---

Joe A. Hairston  
Secretary-Treasurer