

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, January 29, 2002

The Board of Education of Baltimore County, Maryland, met in open session at 3:45 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, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker.

In Hearing Examiner's Case 901-24, the Board entertained oral argument. The matter was heard in closed session.

In addition to the above listed Board members, also in attendance was the appellant; his attorney; Dr. Joe A. Hairston, Superintendent of Schools; Ms. Christine Johns, Deputy Superintendent for Curriculum and Instruction; J. Robert Haines, Esquire, Deputy Superintendent for Business Services; Margaret-Ann F. Howie, Esquire, Legal Counsel to the Superintendent; Leslie R. Stellman, Esquire, on behalf of the Superintendent; Carol Saffran-Brinks, Legal Counsel to the Board of Education; and Ms. Carol Wirtz, Administrative Assistant to the Superintendent.

The proceedings of the hearing were recorded by a court reporter.

The hearing was concluded at 4:45 p.m.

Board members deliberated on the case.

The Board reconvened the open session at 5:15 p.m. 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, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Arnold informed Board members of the rescheduled retreat date--February 23rd at 9 a.m. He also reminded Board members to turn in their registration forms for an upcoming conference.

At 5:17 p.m., Ms. Jung moved the Board go into closed session to discuss personnel matters and to consult with counsel regarding legal advice pursuant to the Annotated Code of Maryland, State Government Article, § 10-508(a)(1) and (a)(7). The motion was seconded by Mrs. Ettinger and unanimously approved by the Board

CLOSED SESSION MINUTES

Mr. Grimsley reviewed the appointments on tonight's agenda with Board members.

Ms. Saffran-Brinks and Mr. Haines informed the Board of the resolution of a matter in litigation.

Mr. Teplitzky entered the room at 6:15 p.m.

Ms. Saffran-Brinks offered legal advice on a matter dealing with old business.

At 6:30 p.m., Mr. Kennedy moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Sasiadek and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:48 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, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, 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. JoAnne Koehler, Central Area Executive Director, who is retiring after 30 years service, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

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

President Arnold announced that in response to the concern expressed by the public at last week's public hearing on the proposed budget, tomorrow's scheduled work session has been postponed until February 20th at 7 p.m. in ESS. Another public hearing has been scheduled for February 7th at 7 p.m. at the Ridge Ruxton School.

SUPERINTENDENT'S REPORT

Dr. Hairston announced the retirement of Ms. JoAnne Koehler, Central Area Executive Director of Schools. Ms. Koehler's family is relocating out of state. Dr. Hairston also

SUPERINTENDENT'S REPORT (Cont.)

announced the assignment of Ms. Merle Audette, Chief of Staff, to interim Executive Director of Schools until an appropriate recommendation can be made to the Board.

Ms. Flynn, Executive Director of Assessments, provided an update on the system's MSPAP performance. She noted the MSPAP scores were released by the State Department of Education yesterday. Ms. Flynn stated that while there was a 1.4 drop in composite scores, overall, the report reflects stable, statistical performance for Baltimore County. Her office will analyze patterns over time, grade levels, and subject area, and that information will be used to make informed instructional decisions and target appropriate interventions. Summit Park Elementary School was commended for having the highest third grade reading scores in Maryland. Ms. Flynn also noted that over 94% of Carroll Manor Elementary School's third graders met the math standards.

Dr. Hayman noted his concern over the widening achievement gap between African-American and White students in grades 3 and 5. He also shared his concern about the low scores among the schools that feed into Woodlawn Middle School. Dr. Hayman felt the comparison of this year's third grade scores with last year's third grade scores was not accurate because they are different students. A more accurate comparison could be made by reviewing the progress of those students who were third graders two years ago and who are now fifth graders.

RECOGNITION OF ADMINISTRATIVE APPOINTMENT

Mr. Grimsley recognized Mr. David Evans, whose appointment as Position Administrator had been approved at the January 14th Board meeting.

MINUTES

Mr. Kennedy moved that the open and closed session minutes of December 18, 2001, be approved as presented. The motion was seconded by Mr. Teplitzky and approved by the Board.

OLD BUSINESS

Proposed FY03 County Capital Budget Request

Ms. Burnopp introduced Mr. Kevin Grabill, Fiscal Analyst in the Office of Budget and Reporting, who started in the fall.

Ms. Burnopp reminded the Board that approval was being requested for the FY2003 column only--\$30,132,000. She noted that money for the completion of ADA work in Phase I schools, in the amount of \$1.4 million, is also included in the total amount.

Proposed FY03 County Capital Budget Request (Cont.)

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the Fiscal Year 2003 County Capital Budget Request in the amount of \$30,132,000.

REPORTS

The Board received the following reports:

- A. Resolution proclaiming February 4-8, 2002, as National School Counseling Week in Baltimore County-Dr. Rowland Savage, Coordinator of Guidance and Counseling Services, and Ms. Vicky Basso, President of the Counselors' Association of Baltimore County, received the resolution from President Arnold.

On motion of Mr. Teplitzky, seconded by Mr. Kennedy, the Board approved the resolution.

Instructional Support Team Program Update-Ms. Diane McGowan, IST Facilitator, provided a Power Point™ presentation that included a case example. The presentation also identified two priority needs and results.

Ms. Ettinger requested information on individual schools and their performance. When asked about possible expansion of this program, Dr. Mohler noted the program appears to have great promise. He stated as an on-going process, staff would look at the resources and always ask how the program can be expanded, how resources can be retargeted, and look at expanding the principles of this program so the same successful IST concepts work in other settings.

Ms. Ettinger shared her concern about the placement of the IST program in Psychological Services rather than a more instructionally oriented office.

Mr. Walker questioned how schools were selected for their involvement in the program. Ms. McGowan responded that in the beginning, the program was piloted in four (4) schools. The following year, IST was expanded to 12 more schools. Ms. McGowan stated that there were no sufficient, objective criteria used for the selection of the additional schools. Staff suggested schools that had strong administrative support, and they looked at schools with a high number of students referred for special education services.

REPORTS (Cont.)

Dr. Hayman stated the focus of the program should be related to the original reason for having IST-the disproportionate representation of minority students in special education-and questioned whether that number has been reduced. With regard to the selection process, Dr. Hayman hoped schools with disproportionate numbers of minority students in special education had been selected. He stated that if the Office of Civil Rights is not monitoring to see how much improvement has been made, it is the Board's responsibility to see that the program is working.

Mr. Walker inquired about the program's funding source. Ms. McGowan responded that 16 positions are funded through the operating budget, one (1) . 5 position and 5.6 psychologists are funded through the SAFE Grant, and her position is funded through Third Party Billing.

PERSONNEL MATTERS

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

CONTRACT AWARDS

On motion of Mr. Teplitzky, seconded by Dr. Hayman, the Board approved items 1-4.

1. Audio-Visual Equipment
2. Judith P. Hoyer Early Care and Education Center
3. Printing: Science Lab Manuals
4. Supplies Contract: Custodial Supplies - Five-Year Bid

BUILDING COMMITTEE

Dr. Krempel noted that in the latest Friday Letter to the Board, there was an incomplete report on change order status. The balance of the report will be in the next Friday Letter. He noted that from July 2001 through December 2001, project expenditures totaled \$106,253,649.29. The total amount of change orders during that time came to \$3,839,946.94, for a change order percentage of 3.61 %. Dr. Krempel stated that to his knowledge, this is the best in the state.

BUILDING COMMITTEE (Cont.)

Mr. Kennedy commended the local and state fiscal authorities for recognizing the school system's facilities needs.

Ms. Jung was extremely pleased with the low change order rate, and thanked Dr. Krempel and his staff for keeping that rate down.

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-28. Mr. Kennedy noted Exhibits K, T, and Y were withdrawn. The Board approved these recommendations.

Systemic Renovations - Battle Monument School

2. Major Maintenance Renovation Project - Chadwick Elementary School
3. Major Maintenance Renovation Project - Church Lane Elementary School
4. Major Maintenance Renovation Project - Cromwell Valley Elementary Regional Magnet School
5. Major Maintenance Renovation Project - Deer Park Elementary School
6. Major Maintenance Renovation Project - Eastwood Center Elementary Magnet School
7. Major Maintenance Renovation Project - Gunpowder Elementary School
8. Major Maintenance Renovation Project - Halethorpe Elementary School
9. Major Maintenance Renovation Project - Halstead Academy
10. Major Maintenance Renovation Project - Hillcrest Elementary School
11. Major Maintenance Renovation Project - McCormick Elementary School
12. Major Maintenance Renovation Project - Pot Spring Elementary School
13. Major Maintenance Renovation Project - Reisterstown Elementary School
14. Major Maintenance Renovation Project - Sandy Plains Elementary School
15. Major Maintenance Renovation Project - Winand Elementary School

BUILDING COMMITTEE (Cont.)

16. Major Maintenance Renovation Project - Winfield Elementary School
17. Major Maintenance Renovation Projects - Cedarmere, Oliver Beach, Pine Grove, and Powhatan Elementary Schools
18. Fee Acceptance - Design Services and Construction Administration for Reroofing Project - Perry Hall High School
19. Change Order - Major Maintenance Renovation Project - Carroll Manor Elementary School
20. Change Order - Major Maintenance Renovation Project - Glen-mar Elementary School
21. Change Order - Design Services for Major Maintenance Renovation Project - Baltimore Highlands Elementary School
22. Change Order - Design Services for Major Maintenance Renovation Project - Edmondson Heights Elementary School
23. Change Order - Design Services for Major Maintenance Renovation Project - Hawthorne Elementary School
24. Change Order - Design Services for Major Maintenance Renovation Project - Grange Elementary School
25. Change Order - Design Services for Major Maintenance Renovation Project - Orem Elementary School
26. Change Order - Design Services for Major Maintenance Renovation Project - Riverview Elementary School
27. Change Order - Construction Inspection Services for Major Maintenance Renovation Projects - Various Schools
28. Change Order - Increase Contingency Allocation for Major Maintenance Renovation Projects -- Various Schools

SCHOOL LEGISLATION

Dr. Poff provided Board members with an update on the Thornton Commission. He stated that there had been no legislation as yet articulating the Thornton Commission

SCHOOL LEGISLATION (Cont.)

recommendations. Dr. Poff noted that the document recently shared with the Board was Dr. Thornton's report and was well received in Annapolis. Dr. Poff stated there was no negative commentary by any of the legislators.

Ms. Ettinger moved to support HB 15 - Education - Teacher Salary Signing Bonus - Eligibility Requirements. The motion was seconded by Mr. Walker.

Mr. Teplitzky reminded Board members of a discussion last year with regard to an incentive for attracting qualified individuals to Baltimore County and Maryland-waiving the license plate transfer tax for teachers who come from other states. In response to Mr. Teplitzky, Dr. Poff stated he would look into the possibility of amending any similar bills to address this issue. Mr. Teplitzky noted there might be other incentives that can be proposed.

The Board voted to support FIB 15 - Education - Teacher Salary Signing Bonus - Eligibility Requirements.

Ms. Ettinger moved to support HB 51 - Education - State Stipends - Eligibility of Library Media Specialists and Reading Specialists. The motion was seconded by Mr. Kennedy. Dr. Poff will look into whether the proposed legislation would cover guidance counselors, as requested by Ms. Ettinger.

The Board voted to support HB 51 - Education - State Stipends - Eligibility of Library Media Specialists and Reading Specialists.

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board voted not to take a position on SB 153 Education - Full-Day Kindergarten and Half-Day Pre-kindergarten Program - Establishment - until the Thornton Commission recommendations, with regard to prekindergarten and kindergarten, are articulated.

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board voted to support SB 169 - Teachers Retirement and Pension Systems - Reemployment of Retired Personnel.

Mr. Teplitzky asked to revisit SB 153. He proposed amending the motion by noting the Board's support for the concept of full funding for full day kindergarten, Mr. Kennedy and Mr. Sasiadek accepted the amendment, and it was unanimously approved by the Board. The Board also voiced its support of pre-kindergarten programs.

Ms. Ettinger moved to support the staff's recommendation to amend SB 186 - Education-Children in Out-of-County Living Arrangements-informal Kinship Care - so that the presenter of the affidavit be required to present evidence of the hardship, as a companion requirement for admission. The motion also recommended that the affidavit language be amended to require supporting documentation of one or more of the hardships in paragraph (c)(IV) of the new

SCHOOL LEGISLATION (Cont)

language proposed for §7-101. If this is not attainable, the "shall" in line 22 of page 3 of the bill must be changed to the word "may." The motion was seconded by Mr. Teplitzky.

Ms. Ettinger stated that if this legislation is to move forward, the school system should be in a position of being consistent in the way fraudulent situations are handled.

Dr. Mohler noted the State delegation that reviewed this bill applauded Baltimore County's procedures for admitting children living with a relative other than the natural parent. Dr. Mohler stated we admit children immediately to our schools in situations we define as "hardship," and that proof is necessary to substantiate the claims.

Ms. Ettinger shared her concerns with regard to the implications of this bill beyond school as well the liability issue.

Ms. Jung questioned if the person who is accepted as the caregiver, for enrollment purposes under the present system, is the official person to address health issues for the child. Dr. Mohler responded this is the case only if the caregiver has obtained custody of the child. He noted the proposed bill restricts the caregiver to be a relative, whereas Baltimore County currently recognizes the caregiver as someone who has an interest in the child, such as a godparent.

The Board voted to support the staff recommendations regarding the affidavit and the bill language. Mr. Sasiadek cast an opposing vote.

Mr. Teplitzky moved to oppose SB 233 - Education-Negotiations Between Public School Employers and Employee Organizations. The motion was seconded by Mr.Sasiadek.

Mr. Kennedy shared his reasons why he would support the bill. Mr. Teplitzky, Ms. Ettinger, and Ms. Jung indicated their reasons for opposing the proposed legislation.

The Board voted to oppose SB 233. Mr. Kennedy voted to support the bill.

Mr. Teplitzky moved the Board support a resolution opposing the Governor's allocation of State funds to private schools. Ms. Ettinger seconded the motion. The Board voted to support this resolution, which Mr. Teplitzky will prepare for consideration at the February 12 t" meeting. Mr. Grzyski abstained from voting.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- J
- D In response to the public's concerns about the timeline for this year's operating budget cycle, the Board has postponed its January 30th budget work session to Wednesday, February 20th, at 7 p.m. at Greenwood. The Board has also scheduled another public hearing on the proposed operating budget on Thursday, February 7th, at 7 p.m. at the Ridge Ruxton School.
 - D As a result of the postponement of the work session to February 20, the Citizens' Advisory Committee for Gifted and Talented Education has canceled its meeting scheduled for February 20th. Dr. Hairston, who was to have been the guest speaker at this meeting, will attend the Committee's meeting on April 10 at 7:30 p.m.

On Monday, February 11, 2002, the Citizens Advisory Committee for Special Education will meet at 7:00 p.m. at Greenwood.

The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, February 12, 2002, at Greenwood. The meeting will begin with an open session at 5:15 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at 7:30 p.m. The public is welcome at all open sessions.

Mr. Arnold reminded the speakers to refrain discussing personnel matters or any other matter that might come before the Board in the form of an appeal.

PUBLIC COMMENT

Ms. Jasmine Shriver, a representative of the Citizens' Advisory Committee for Special Education, noted the positive things the IST process brings to the schools it serves. She noted that the process is very labor intensive and cannot realistically be applied to every school that doesn't have the program. Ms. Shriver suggested the refinement of the PST process. Another concern shared by Ms. Shriver was the lack of a defined process to facilitate in obtaining 504 plans.

Ms. Maggie Kennedy, Coordinator of the Area Educational Advisory Councils, thanked the superintendent, Board members, and, particularly, Ms. Burnopp and the Budget Office staff for getting out the budget books so quickly.

Ms. Kennedy's son addressed the Board. He is a 2001 graduate of Dulaney High School. Mr. Kennedy shared with the Board the importance of emphasizing technology in the classroom for students and teachers. He noted the emphasis on technology is greater in college than in high school. He encouraged the funding authorities to recognize the need for additional technology in the classroom.

PUBLIC COMMENT (Cont.)

Mr. Boyd Crouse, Chair of the Southeast Area Educational Advisory Council, spoke of his council's most recent meeting, where Michael Gimbel of the County's Substance Abuse *Office* was guest speaker. He encouraged the Board to seek ways where every student could benefit from the cooperation between Mr. Gimbel's office and the school system, rather than a few students in each school. With regard to the budget, he assured the Board of the Southeast Area Council's support, as well as that of the Southeast community. He stated that we shouldn't view the issue of our children's education as status quo, but rather place it in the forefront so the children can be competitive.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, shared her hope that the flexible librarian positions remain, particularly in high schools. With regard to the funding of Evening High Schools and Alternative Programs, Ms. O'Hare noted some of the neediest students are in these programs and expressed hope that additional funds could be allocated to these programs. Speaking about the IST program, Ms. O'Hare expressed her wish that the program be expanded.

Mr. Lorenzo Foxworth, a representative of the Minority Achievement Advisory Group, shared the group's enthusiasm with being partnered with the Board and other groups that are committed to quality education for every child. He asked the Board for its action and commitment to make this a reality.

Ms. Laura Nossel, President of the PTA Council of Baltimore County, thanked the Board for the additional budget information and allowing additional input on the budget. She thanked all the schools that have "stepped outside the box" for being creative in involving parents in its school community. Ms. Nossel thanked Mr. Teplitzky for his proposed resolution on the use of public money for private education. She expressed concern about the lack of qualified substitute teachers in Baltimore County.

Mr. Mark Beytin, President of the Teachers Association of Baltimore County, reported on several items that were discussed at today's State Board of Education meeting. He noted that 11 of 65 National Board certified teachers are from Baltimore County. He also informed Board members of the State Board's adoption of the final report of the Commission of Funding and Services for Gifted and Talented Students in Maryland. The report recommends putting in a new definition of "gifted and talented" into regulations and increasing spending for gifted and talented programs. Mr. Beytin reported the State Board is embracing early childhood initiatives, and they also reached consensus in supporting eight (8) recommendations of the Visionary Panel. With respect to the collective bargaining bill, Mr. Beytin expressed his opinion that Dr. Poff did not provide Board members with all the information. He shared a few statements from a State Board member who supports the legislation.

Ms. Emily Wolfson thanked Dr. Hairston for including requested positions for prekindergarten and all day kindergarten in the proposed budget. She stated this allocation is

PUBLIC COMMENT

evidence that there is a commitment to early intervention on the part of the school system. Ms. Wolfson asked each Board member to be an advocate for this particular item as it moves through the budget process.

Mr. Arnold thanked Ms. Koehler for her service to Baltimore County and wished her well in the future.

At 10:10 p.m., Mr. Walker moved adjournment of the open session. The motion was seconded by Mr. Sasiadek and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

dz

REPORT OF THE PUBLIC HEARING ON THE PROPOSED
OPERATING BUDGET FOR FISCAL YEAR 2003

Thursday, February 7, 2002
Ridge Ruxton School

President Donald L. Arnold called the hearing to order at 7:02 p.m. In addition to President Arnold, the following Board members were present: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzyski, Mr. John A. Hayden, III, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were in attendance.

Mr. Arnold noted the scheduling of the second public hearing on the budget was in response to the public's comments at the last hearing for additional time to review the budget information.

The following citizens addressed the Board:

Ms. Mary Pat Kahle noted the significant disparity in the Special Education add-on for students in level 4 or 5 programs. She stated there is inconsistent accounting and reporting of the use of this add-on money. With reference to her previous remarks on the IST program, Ms. Kahle voiced the need to create one process that will work for all children in terms of identifying needs and would include parents. Finally, Ms. Kahle asked the Board to address the length of the instructional day for students, noting that Baltimore County has the shortest instructional day in the state.

Ms. Maggie Kennedy announced the support of the proposed operating budget by the Baltimore County Public Schools Coalition. She requested the Board include additional funds for technology, noting this would be an investment in our children, our schools, and our community. With regard to the capital budget, she urged the Board to plan ahead for additional capital funds in the current economic times. Ms. Kennedy stated the system needs to complete the recommendations from the Perks-Reutter study.

Ms. Jung entered the room at 7:15 p.m.

e White, Chair of the Career and Technology Education Advisory Council, urged the Board to include funds in the proposed budget for major upgrades to the Graphic and Print Communications programs at Kenwood High School, Overlea High School, Sollers Point/Southeastern Technical High School, and Western School of Technology. He suggested the upgrade or replacement of presses, bindery equipment, software, and computers.

4. Ms. Jan Thomas noted the need to carefully appropriate grant funds to maximize their benefits and effectiveness. She stated that between 1997-2001, the number of Title I schools increased 57% while Title I funds increased only 37%. Ms. Thomas also noted the alarming number of children in poverty and non-tenured teachers. She stated a systematic plan based on proven strategies is needed to address these issues.
5. Ms. Jamine Shriver expressed the need to have more qualified teachers in Title I schools.
6. Ms. Meg O'Hare stressed the need for professional development focusing on the needs of teachers with only a few years experience. A similar professional development program could also benefit new administrators. Ms. O'Hare also asked the Board to review the proposed budget requests for alternative education, evening high schools, and Saturday Schools.
7. Mr. Mark Beytin stated the need for sufficient numbers of quality teachers and noted the significant number of teachers that attended a recent annual retirement meeting. Mr. Beytin asked the Board to improve the cost-of-living adjustment for all employees.
8. Ms. Lora Williams asked the Board to consider in its budget deliberations:
 - a. Position upgrades for groundsmen and bus drivers,
 - b. Increasing the shift differential for 2nd and 3rd shift employees, and
 - c. Including a reasonable COLA increase for employees.
9. Mr. George Siberry asked the Board to correct the excessive class sizes in elementary schools without relying on combination classes. He suggested making effective class sizes a budget priority by making it a budget line item committing local funds for supplemental teaching position allocations. Mr. Siberry noted the support of Councilman McIntire.
10. Ms. JoLynn Chadwick urged the Board to include funds in the proposed budget to complete the technology initiative started last year so employees, particularly teachers and administrators, can work more effectively and efficiently.
11. Ms. Susan Bowman, a New Town Elementary, School parent, spoke of three issues discussed at the school's recent PTA meeting:
 - a. School cleanliness and health issues-Ms. Bowman stated there is only one janitor and one school nurse. There are not enough bathroom stalls, and students should be given more bathroom breaks.

Lunch times -- More time is needed for students to eat lunch. With long lunch lines, many students throw food away at the end of their 30-minute

lunch break. Also, the first lunch shift begins at 10:20 a.m., less than two hours after some children have had breakfast.

- c. Building addition - This should not be an option. Ms. Bowman stated redistricting seems to be a more reasonable solution to overcrowding.

Mr. Arnold reminded the audience of the February 20th budget work session and the Board's vote on the budget at the February 26th meeting.

The hearing was concluded at 7:40 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

dz