

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, February 11, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 3:38 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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.

The Board entertained oral argument in Hearing Examiner's Case #03-35. The matter was heard in closed session.

In addition to the above listed Board members, also in attendance were the Appellant; the Appellant's mother; Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Carol Saffran-Brinks, Esq., Assistant County Attorney; and Ms. Denise Zepp, Administrative Assistant to the Board of Education.

J. Robert Haines, Esq., Deputy Superintendent of Business Services, entered the room at 3:45 p.m.

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

The hearing was concluded at 4:18 p.m.

Board members deliberated on the case.

Dr. Joe Hairston, Superintendent of Schools, entered the room at 4:21 p.m.

At 4:42 p.m., the Board of Education of Baltimore County, Maryland, met in open session at Greenwood. President Donald L. Arnold and the following Board members were in attendance: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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.

Ms. Ettinger moved to permit the student Board member to participate in negotiations discussions. The motion was seconded by Mr. Sasiadek and approved by the Board.

Mr. Sasiadek moved the Board go into closed session to consult with counsel to obtain legal advice and to discuss matters relative to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(7) and (a)(9). The motion was seconded by Mr. Walker and unanimously approved by the Board.

CLOSED SESSION MINUTES

Ms. Saffran-Brinks informed Board members regarding a request to reconsider dismissal of an appeal, and advised the Board regarding the legal standard for considering the request. After discussion, Board members advised counsel how to respond.

Ms. Murray entered the room at 4:46 p.m.

Mr. Grimsley and Mr. Capozzi reviewed with the Board a negotiations proposal for employee groups. After Board discussion, Mr. Grimsley and Mr. Capozzi were advised how to proceed. The Board also decided to hold a special meeting on the proposed budget on Tuesday, February 18, 2003, at 7:30 p.m. in the ESS building.

Ms. Jung entered the room at 4:55 p.m.

At 6:15 p.m., Ms. Ettinger moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Kennedy and approved by the Board.

The Board hosted members of the Baltimore County Student Councils (BCSC) for dinner.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:32 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, 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, 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 Kyle Broderick, a student at Franklin Middle School, and a period of silent meditation for those who have served education in the Baltimore County Public Schools and for the space shuttle Columbia astronauts.

MINUTES

Hearing no additions or corrections, Mr. Arnold declared the open and closed session minutes of January 14, 2003, approved as presented on the web site.

OPEN SESSION MINUTES

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

SUPERINTENDENT'S REPORT

Dr. Hairston noted the recent series of delayed openings and closings for schools. He reminded everyone of the one day remaining in Baltimore County and stated the day would be used judiciously.

Dr. Hairston announced the selection of Summit Park Elementary School and Timonium Elementary School as Baltimore County's Blue Ribbon Schools by the Maryland State Department of Education. Summit Park and Timonium will now compete at the national level.

RECOGNITION OF ADMINISTRATIVE APPOINTMENT

Mr. Grimsley recognized Ms. Kimberly Grabarek, whose appointment to Specialist of Teacher Quality was approved at the January 28th meeting.

REPORTS

The Board received the following reports:

- A. Report on Proposed Revisions to Telecommunications Policies and Rules 4006 – Personnel: General Communications Access to Electronic Information, Services, and Networks - and 6166 – Instruction: General Communications Access to Electronic Information, Services, and Networks (First Reading) – Mr. Boone reviewed the process used in revising the policies and rules. He recognized Ms. Margaret-Ann Howie, Legal Counsel, and Ms. Della Curtis, Coordinator of Library Information Services, for their hard work during this revision process. Mr. Boone noted the proposed revisions accomplish the following:
 - Defines telecommunications for all staff, students, and stakeholders,
 - Aligns Baltimore County Public Schools (BCPS) telecommunications with key legislation,
 - Considers judicial rulings regarding telecommunications rights and restrictions,
 - Qualifies BCPS for the E-rate telecommunications discount,
 - Aligns BCPS policy and rule with Baltimore County Police and general legal procedures for criminal violations,

REPORTS (Cont.)

- Provides for training and information for BCPS staff and SRO officers,
- Responds to the development of new technology,
- Aligns telecommunications use with Values Education, instructional program, curriculum development, and the *Student Behavior Handbook*,
- Provides specific expectations to students and staff for acceptable use of telecommunications and email, and
- Provides the research basis for these policies and rules.

With regard to the proposed revisions in Rule 4006, Mr. Hayden asked that consideration be given to including limited or reasonable personal use of telecommunications, rather than “prohibiting use of any kind.”

- B. Budget Work Session Review – Ms. Burnopp distributed an additional document that was not part of the original exhibit, “Addendum and Technical Adjustments.” She reviewed the four appendices that contained the administration’s responses to Board members’ questions at the recent budget work session.

Dr. Hairston stated that staff has listened carefully to the comments and suggestions made at the work session. He also stated that staff will explore options that will identify money to budget for salaries for the Board’s vote at the next business meeting. Mr. Arnold noted the Board’s support for looking at various options that would identify money to be included for salaries.

Mr. Sasiadek thanked staff for the revised Table of Contents. He stated that it is important to do the right thing by all of our staff, and stated he was glad to see the reclassifications included in the proposed budget.

PERSONNEL MATTERS

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

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved items 1-3.

1. Contracted Services: Burner PM, Installation, and Repair

CONTRACT AWARDS (Cont.)

2. Contracted Services: Regulated Waste Processing and Disposal
3. Custodial Floor Care Products

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-8.

Dr. Krempel explained that in Exhibits I, J, and K, construction costs were estimated and the State's proportional contribution was based upon those estimates. The bids came in lower than expected, which in turn, lowered the State's contribution. After a meeting with Dr. Yale Stenzler and the IAC, it was decided the State would give Baltimore County Public Schools the original contribution. This allowed additional work to be done on these projects. Ms. Ettinger commended Dr. Krempel and his staff for making this possible.

Ms. Jung pulled items 7 and 8 for further discussion; Mr. Walker pulled item 6. The Board approved recommendations 1-5.

1. Bus Loop Canopy – Pikesville Middle School
2. Fee Acceptance – Design Services for Renovation Projects – Deer Park, Hernwood, Sandy Plains, Timber Grove, and Winfield Elementary Schools
3. Fee Acceptance – Design Services for Renovation Projects – Owings Mills, Wellwood, and Westowne Elementary Schools
4. Fee Acceptance – Design Services for Major Maintenance Renovation Projects – Logan, Pinewood, Red House Run, and Seneca Elementary Schools
5. Request to Negotiate – On-Call Reroofing Design Services – Various Schools

Item 6

In response to an inquiry from Mr. Walker, Dr. Krempel explained the meaning of the term, "Construction Manager at Risk."

As recommended by the Building Committee, the Board approved item 6.

BUILDING COMMITTEE (Cont.)

6. Construction Manager at Risk – Maiden Choice School

Items 7 and 8

Ms. Jung inquired about the numerous code violations noted in the original exhibit and asked about the age of the school. Dr. Krempel indicated that the code violations, as specified, are not unusual. He also stated that there have been code changes in the last five years since Perks-Reutter and the assessment did not pick up the applicable codes.

With regard to item 8, Ms. Jung questioned the “piecemeal” changes that appear to be taking place at Woodlawn High School. She also inquired about the educational plan that leads to changes as a whole.

Dr. Krempel responded that Woodlawn’s principal, Mr. Tony Thompson, and Ms. Bonham, Manager of Career and Technology Education, addressed those issues during Building Committee, and there is no appreciable change in the program. With regard to Ms. Jung’s concern about “piecemeal” work, Dr. Krempel stated that the majority of the work at Woodlawn is completed.

As recommended by the Building Committee, the Board approved items 7 and 8.

7. Increase Contingency Allocation – Sandy Plains Elementary School
8. Change Order – Design Services for Science Room Renovations – Woodlawn High School

RESOLUTION FOR THE SCHEDULING OF ATHLETIC EVENTS

Mr. Teplitzky moved adoption of a resolution that would encourage the school systems of the State to formulate and enforce a uniform policy, refraining from the scheduling or rescheduling of athletic competition and athletic events on agreed-upon national or traditional holidays. The motion was seconded by Mr. Hayden.

Mr. Walker asked why the resolution did not include distribution to the Maryland State Department of Education. Mr. Teplitzky accepted Mr. Walker’s suggestion as an amendment to his motion. The amendment was seconded by Mr. Walker.

The Board adopted the resolution, as amended.

SCHOOL LEGISLATION

Dr. Poff described the Governor's bill for charter schools. Mr. Kennedy stated that one aspect of this bill is that charter schools would not be under the same testing policies and would not be evaluated as are public schools. He noted that the Maryland Association of Boards of Education (MABE) is planning to testify in opposition of this bill. He also commented that the Board should review alternate bills that are circulating.

Mr. Hayden indicated that MABE has not yet taken a position on this bill.

Mr. Sasiadek stated passage of this bill would be detrimental to the teaching profession.

Dr. Hayman viewed passage of this bill to be detrimental to public education, in that charter schools erode budgets of public schools and they avoid student assessments that public schools are required to follow. He also shared his concern about the quality of teachers that could teach in charter schools.

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board voted to oppose SB 388 – Education-Public School Charter School Act of 2003.

With regard to SB 66 – Sales and Use Tax-Annual Back-to-School Tax-Free Week, Mr. Teplitzky asked that the Key School Legislation summary reflect Board support of the bill, as amended.

On motion of Mr. Kennedy, seconded by Ms. Ettinger, the Board voted to oppose SB 395 – Commercialism in Schools Act of 2003-Policy.

Ms. Ettinger moved approval of HB 245 (SB 178) – Group Home Licensure Standards. The motion was seconded by Mr. Sasiadek.

Mr. Hayden suggested approval of this bill with an amendment that would allow the operator some flexibility in meeting with the child's teachers or school officials.

Dr. Hayman indicated his support for this bill, but noted there is no penalty mentioned for those operators who do not comply. Dr. Poff responded that there is no penalty at this point and stated he would raise that issue with the sponsor.

The Board voted to support HB 245.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board voted to support HB 778 – Education-Baltimore County-Public School Employees.

SCHOOL LEGISLATION (Cont.)

With respect to SB 81 – Education-County School Board-Authority to Remove County Superintendents-, Mr. Kennedy noted support of this bill by the Maryland Association of Boards of Education. Dr. Poff noted that the Public School Superintendents Association of Maryland and the State Board of Education are opposed to the bill.

On motion of Mr. Sasiadek, seconded by Mr. Hayden, the Board voted to support SB 81.

INFORMATION

The Board received the following as information:

Minutes of the Southwest Area Educational Advisory Council meeting,
January 15, 2003.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- ⌚ Schools and offices will be closed on Monday, February 17, 2003, in observance of Presidents' Day.
- ⌚ On Tuesday, February 18, 2003, the Board will hold a special meeting on the proposed budget at 7:30 p.m. in the ESS building.
- ⌚ On Tuesday, February 18, 2003, the Southeast Area Educational Advisory Council will meet at 7:30 p.m. at Battle Grove Elementary School.
- ⌚ On Wednesday, February 19, 2003, the Southwest Area Educational Advisory Council will meet at 7:30 p.m. at Arbutus Middle School.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Wednesday, February 26, 2003, at Greenwood. The meeting will begin with an open session at 4:30 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 February 26th.

Mr. Teplitzky announced the Board will honor students and staff at its 2nd Quarter Recognition Night, Thursday, February 13th, at 7:00 p.m. at Cockeysville Middle School.

ANNOUNCEMENTS (Cont.)

Ms. Jung announced that she and Mr. Walker attended a performance of the Baltimore Symphony Orchestra (BSO) where Baltimore County students participated in the performance with the BSO musicians. One of the students performed an oboe solo.

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

PUBLIC COMMENT

Ms. Amethyst Danesie, President of the Baltimore County Student Councils (BCSC), summarized the activities that took place at BCSC's recent General Assembly meeting. She thanked the Board for dinner and the dialogue this evening. Amethyst also reviewed the functions that BCSC members would be participating in over the next week

Mr. Kevin Abell, a representative of the Citizens Advisory Committee for Alternative Programs, spoke of how alternative programs in Baltimore County have benefited his daughter. He described the Choice middle school programs and its goals. Mr. Abell noted that 80% of this program's participants return to the comprehensive day school program. Mr. Abell also described the Maryland's Tomorrow program, whose goal is to increase the number of students graduating from high school. He provided information on how many are continuing their education, gone into military service, and gone into the job market.

Ms. Teresa LaMaster, a representative of the Citizens Advisory Committee for Special Education, asked the Board to include the special education growth factor as a built-in cost. With regard to funding of the budget and how it relates to the staffing plan, Ms. LaMaster stated the proposed budget does not move forward significantly on the inclusion ratio goal of 11/1/1. She stated that all the positions in the operating budget are going toward segregated environment and not toward inclusion. The inclusion positions are coming out of Special Revenues. Ms. LaMaster noted the request for increased staff at White Oak to decrease staffing ratios and asked the Board to fund that portion of the budget. Finally, Ms. LaMaster noted the critical work performed by the Northwest/Southwest IEP Team and stated that, if anything, the team needs to be increased.

Ms. Maggie Kennedy, Coordinator of the Area Educational Advisory Councils, thanked Dr. Hairston and staff for "Message to the Community." It was noted that the advisory councils leadership will meet with Board leadership to resolve the status of the recommendations for changes in the operating model of the area advisory councils. Ms. Kennedy thanked Mr. Kennedy and Mr. Teplitzky for time spent with their local advisory councils. Stakeholders were invited to join area advisory councils for a presentation on the *Blueprint for Progress* and the adopted budget on March 13 at 7 p.m. Ms. Kennedy noted the councils' strong recommendation for salary increases for teachers and support staff.

PUBLIC COMMENT (Cont.)

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, informed Board members of the guest speaker from the Maryland State Department of Education who spoke about the High School Assessments at the last meeting. She also noted there was discussion about overcrowding at Perry Hall High School at the meeting and asked for relief. Ms. O'Hare shared her hope that elected officials will support education and reminded the Board that it is the "mouthpiece" for Baltimore County parents and citizens.

Mr. Rodger Janssen, Vice President of Leadership for the PTA Council of Baltimore County, thanked Board members for splitting their time between the public hearing on the budget and the PTA Council's program. Board members were invited to attend PTA Night on February 24th.

Ms. Jan Thomas, a representative of the PTA Council of Baltimore County, summarized the speakers and the issues addressed at the recent budget hearing. Ms. Thomas stated the PTA Council supports the proposed budget and urged the Board to send it, in tact, to the County Executive. She also expressed the desire to see salary increases included. Ms. Thomas shared her disappointment with the conflicting snow date of the public hearing and the PTA Council's meeting.

Mr. Mark Beytin, President of the Teachers Association of Baltimore County (TABCO), commended the Board for its discussion on SB 388. He also asked the Board to consider SB 558 (HB873) which deals with teachers' time and paper work. Mr. Beytin compared teacher salaries between Baltimore County, Baltimore City, Howard, and St. Mary's Counties. He stated the importance of offering attractive starting salaries and pledged TABCO's support to work with the Board to find a solution to the salary issue as well as the problem of increasing medical costs.

Ms. Tanya Ferguson shared her concern that the addition of 32 teachers to serve students with disabilities will not go toward building the capacity in general education classrooms or home schools to serve students in the least restrictive environment. As a minority parent, Ms. Ferguson conveyed her concern that when her Down Syndrome child reaches school age, he will be placed in a segregated setting unless the school system begins to build inclusive school opportunities. She feared he will be identified as mentally retarded, removed from the general education classroom, and educated in a more restrictive environment. Ms. Ferguson voiced her concern about the use of some of the Thornton money, especially toward services and programs that do not support the priority areas identified by the Thornton Commission. Finally, Ms. Ferguson shared her concern about the lack of additional funding for pre-school services.

Ms. Jennifer VanBuren, a Padonia Elementary School parent with a child in the autism class, questioned why the services needed for her three-year old couldn't be delivered in the home school. She also stated that teachers must be compensated at a rate that is competitive to other systems.

PUBLIC COMMENT (Cont.)

Mr. Carl Bailey, a parent from the Southeast Area, shared his concern about the lack of opportunities for children requiring special services to be educated in their home school. He also stated additional funding for general education classrooms should be included in the budget. Mr. Bailey stated that he and other parents wonder if the money proposed for non-public placement could be used for appropriate programs in the public school setting. With regard to teacher salaries, Mr. Bailey noted that in the last five years, approximately one out of every five teachers leave Baltimore County Public Schools. He urged the Board to move swiftly to correct this problem.

Ms. Jan Thomas, the parent of a child with a learning disability, noted a statement in the Special Education section of the "Course Registration Guide" that stated students with disabilities should most often be registered for standard courses on the recommendation of the IEP team. Ms. Thomas questioned whose responsibility it is to see that G/T curriculum and special education needs are not mutually exclusive? She also has a daughter who had a speech language IEP at age 4. The child is now in grade 4 classified with an IEP but is in G/T reading program. Inclusion is where her daughter falls. Ms. Thomas stated that it is up to her child's regular classroom teacher to make the IEP work. She also stated we must understand special education has several faces and that the perception of the type of student identified as special education must change. Finally, Ms. Thomas took umbrage at comments made by Mr. Kennedy at the recent public hearing regarding the time spent by teachers on IEP's and how much class time was spent due to the handling of behavioral problems of special education children.

Ms. Kelli Nelson shared her story about her special education child's experience in middle school, which was a failure. She stated his teachers lacked the sensitivity, the training, and the understanding to teach a child with his needs. Ms. Nelson stated that while the budget does include some additional funding for professional development, it does not direct how much of that funding will go toward mandated special education training for general education teachers. With regard to the increase in funding for non-public placement, she shared her concern this money might better serve students if appropriate programs were established in their home schools in the least restrictive environment. Ms. Nelson urged the Board not to cower under the pressure of funding authorities but to be strong in making its case for the needed pay increases.

At 9:18 p.m., Mr. Walker 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 BOARD OF EDUCATION OF BALTIMORE COUNTY
WORK SESSION ON THE PROPOSED FISCAL YEAR '04 OPERATING BUDGET

Tuesday, February 4, 2003

President Donald L. Arnold called the meeting to order at 6:58 p.m. In addition to President Arnold, the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. Sanford V. Teplitzky. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present as was the media.

Dr. Hairston described the budget process to date. He also highlighted some of the built-in costs and redirected funds included in the proposed budget.

Ms. Burnopp reviewed the definition of six (6) terms used frequently in the proposed budget.

Mr. Hayden entered the room at 7:08 p.m.

Ms. Johns reviewed the four (4) Elementary Programs initiatives included in the proposed budget.

Mr. Kennedy inquired about State funding for full-day kindergarten in 2007.

Mr. Walker entered the room at 7:11 p.m.

Ms. Johns described the new Secondary Programs initiatives proposed in the '04 budget.

Ms. Grant described for Ms. Ettinger how the CollegeEd program will be implemented next school year. She noted that the program is currently being piloted in eight (8) schools and will take place during the school day. Ms. Grant indicated there would be no staffing implications and could be incorporated through pull-out programs, infused in one curriculum strand, or rotated in multiple content strands. Ms. Ettinger shared her excitement about CollegeEd, but expressed her concern about time being taken away from academic subjects to accommodate the time needed for this worthwhile program.

Dr. Hayman entered the room at 7:23 p.m.

Ms. Bormel asked why 7th grade was chosen for this program. She suggested offering CollegeEd in 9th grade. Ms. Grant replied that The College Board determined the program should be offered at this grade level. It is desired to offer this program to 7th graders before they and their parents start making decisions about high school course offerings. Ms. Johns added this initiative will also help students who may not have the same supports as other students and who may not be aware of the importance of getting started early in the right career tracks. Ms. Johns stated this is being built into the day school to ensure that all children are able to meet the high expectations established. She acknowledged that scheduling does matter and staff will work with the Executive Directors of Schools to make this program succeed.

Ms. Ettinger shared her concern that since the pilot program is just starting this semester, there will be no information available before the budget is adopted to determine its potential success. Ms. Grant responded that studies by The College Board show this program helps to close the achievement gap and is a visionary measure that will give all students the same information so they can plan for 8th grade and high school.

Dr. Hayman expressed a desire to know how the College Board program already in place and the AVID program mesh with this new initiative. Dr. Hayman shared his uncertainty that all 7th graders need this program. He also noted there was nothing in the narrative to explain how this program will narrow the achievement gap. Dr. Hayman was troubled by the selection of one teacher per middle school becoming a facilitator for this program and not knowing teachers' reactions to being given that responsibility. Finally, Dr. Hayman voiced his concern about relying on new Thornton Funds for several of the new initiatives, when that funding is uncertain.

Ms. Johns described the new initiatives in Professional Development.

Mr. Teplitzky asked about staff's plan in the event we do not receive all that is anticipated in the way of new Thornton Funds. Ms. Audette indicated that should we not receive all the Thornton funding expected, staff will have to establish priorities and determine which programs we are required to implement.

Ms. Ettinger inquired about the availability of any data or information with regard to the impact on teachers' performance and retention after attending the New Teacher Language Arts Academy. Ms. McMahon indicated that at the end of the year, those issues could be examined. Ms. Ettinger shared her disappointment that this type of information would come too late in terms of the budget process.

Dr. Hayman suggested there should be more emphasis and more funding in Professional Development in the areas of improving attitudinal skills and changing the culture of the teaching and learning environment. He also suggested strengthening professional development in the area of continuing teachers and not just new teachers. Ms. Johns noted that about \$2.2 million dollars is proposed for the Office of Professional Development next year. Dr. Hayman commented that the amount proposed for Professional Development includes salaries, not just funds for new and continuing programs.

Ms. Johns reviewed the new initiatives in Federal and State Programs.

Ms. Jung questioned the large amount of money proposed for non-public placement. Mr. Boone shared a number of reasons for the increase:

- An increase of 80 students over the past year,
- Increasing non-public placement costs,
- An increased need for one-on-one assistance,

- An increase in the level of severity of intensity placement (more students needing psychological services, more children moving from day services to residential services, etc.), and
- An increased number of students moving into Baltimore County who are already in non-public placements.

Mr. Kennedy expressed concerns shared with him by parents and administrators that a significant amount of time and energy is expended on agency placed children with special needs, and while those children deserve to have their needs addressed, the time and energy focused on those students takes away from the educational focus of the other students.

Dr. Hayman noted that it appears that IDEA will get additional funding, if it goes through as proposed.

Ms. Johns described the new programs proposed for PreK-12 Special Programs.

Mr. Grzynski expressed his pleasure with the continuation of library funding. However, Mr. Kennedy questioned if this is enough to keep us from falling behind in keeping collections updated and diversified. While recognizing the difficult economic times, Mr. Kennedy hoped more funding would be requested for library funding in FY '05.

In response to a question by Ms. Jung, Ms. Johns indicated repairs and the purchase of some additional musical instruments were included in the proposed budget.

Ms. Johns briefly described the new initiatives proposed for Student Support Services.

Mr. Hayden stated we must step up our efforts to deal with disruptive students and proposed keeping it at a high level for next year's budget. Mr. Kemmery responded that issue is being addressed through Evening High School, by offering a higher salary to teachers which will mean a better educational experience for those students. He also stated there are after school programs for elementary, middle, and high school students.

Dr. Hayman shared his concern that there are no alternative programs for elementary children and requested data on the number of elementary students expelled. He also expressed a desire for staff to look at creating an alternative program for these particular students.

Ms. Johns explained how Redirected State Funds would affect certain initiatives, both existing and proposed.

Mr. Teplitzky voiced his concern that the new technology teachers in elementary schools would not have adequate support, oversight, and training. Ms. Johns stated that money has been allocated to provide training for these teachers. Their main focus will not be repairs, but on implementing the Essential Curriculum. Ms. Johns also noted that in the Superintendent's

budget two years ago, 10 positions were requested to address repair and maintenance of equipment in schools. More of those positions are needed, but require additional funding. Ms. Bailey added that in the Office of Instructional Technology, each area has one resource teacher providing professional development.

Mr. Teplitzky inquired about the school system's long range plan for providing this type of position to middle and high schools, noting that the support drops off after elementary school when it is as important, if not more important.

Mr. Kennedy questioned how the mentor proposal will work. Ms. Fleischmann stated mentoring teachers will be placed in schools where there are large numbers of first and second year teachers. In addition, those schools will be determined by FARMS data and achievement data. In response to a question by Ms. Jung, Ms. Fleischmann responded there will be a reduction of 23.8 mentoring positions.

Mr. Walker expressed his concern that mentors should be required to stay in a position for an extended period of time, rather than be promoted after only one year. Ms. Johns indicated the Superintendent shares the same concern and has charged Ms. Fleischmann with stabilizing mentors. She noted that mentors become excellent principals.

Mr. Hayden disagreed with Mr. Walker sharing his view that it could be beneficial for new teachers to learn from more than one person. Mr. Teplitzky also disagreed stating the mentor position should be a career ladder. He also stated the school system should be providing more incentives to keep people closer to the students when they've demonstrated an ability to teach students well. Mr. Teplitzky stated that he would support any initiative to provide an incentive to get teachers to stay in challenged schools so inexperienced first and second year teachers wouldn't be placed in those schools.

Ms. Ettinger inquired about the elimination of the Academic Intervention Team. Ms. Johns responded that the Team did an excellent job. However, staff felt that reducing the student/teacher ratio in K-2 would have a greater effect on more students. Dr. Hairston commented that in better economic times, the Team could have been expanded. However, with the range of diversity in our school system and the range of challenges, academically, for students, the Superintendent stated this is an investment in K-2 to make certain foundation skills are in place.

Dr. Hayman and Mr. Grzymiski expressed the need to communicate with the public on how the student/teacher ratio is calculated. Dr. Hayman expressed the hope to his colleagues that they don't place too much focus on the economics of the changes when there are certain instructional or educational reasons for making the changes.

Mr. Haines reviewed the proposed programs for Human Resources.

Ms. Ettinger expressed her joy with the Enrichment and Accelerated Programs proposal. She stated it makes sense to provide incentives to schools to provide these programs. Mr. Hayden shared his distress that there are schools who have no identified Gifted/Talented students.

Mr. Kennedy stated he was glad to see the restructuring for CASE members. He also stated how important it is for the school system to attract the best people.

Dr. Hayman concurred with Mr. Hayden's comment on the schools that have no identified Gifted/Talented students. Dr. Hairston voiced his agreement with Dr. Hayman and Mr. Hayden. He stated that is the direct responsibility of the Executive Directors of Schools, and he will hold principals accountable.

Ms. Jung asked for information about the BACE reclassification and its fiscal implications.

Mr. Hayden expressed his hope that the Superintendent and staff would make a sincere effort to include salary increases for staff. Ms. Ettinger stated that it is in everyone's best interests to provide funding for salary increases.

Mr. Haines reviewed the initiatives in Information Technology.

Mr. Grzymiski asked for clarification of the costs for Item #34. Mr. Barlow indicated the \$1.5 million is for the Student Information System (Phase 1 of 2). The \$642,000 is the sum of Items 35 and 36. Mr. Grzymiski asked if, when in place, all teachers and administrators would have access to computers. Mr. Barlow indicated that type of funding is not included in this request. He stated that the school system is still maintaining a 1/5 ratio but acknowledged the computers are aging. There are Internet connections in 95% of the classrooms.

Mr. Haines described the initiatives in Fiscal Services.

Mr. Walker asked if the number of assistant principals at New Town High School would be increased to 3, to which there was an affirmative response.

Mr. Haines reviewed the Planning and Support Services initiative.

Dr. Hayman shared his concern about depending on Thornton funding for buses and bus drivers at New Town High School.

Mr. Haines reviewed the initiative from Physical Facilities.

Ms. Jung asked how much money is currently spent in this area and whether this request will supplement the current budget.

Ms. Burnopp reviewed the remaining timeline for the operating budget process.

Mr. Arnold thanked staff for its hard work, the excellent presentations this evening, and the documentation provided to Board members. He noted that each year the documentation provided gets better and is clearer. Mr. Arnold noted that funds are very limited on the county and federal levels.

The work session was adjourned at 9:52 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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