

## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 13, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 4:23 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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.

In addition to the above listed Board members, also in attendance were Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction; J. Robert Haines, Esq., Deputy Superintendent for Business Services; Dr. Donald Krempel, Executive Director of Facilities; Ms. Ann Glazer, Executive Director of Schools, Southeast Area; Dr. Kim Whitehead, Executive Director of Schools, Central Area; Mr. Scott Gehring, Executive Director of Schools, Northwest Area; Mr. William Lawrence, Executive Director of Schools, Northeast Area; Dr. Richard Milbourne, Executive Director of Schools, Southwest Area; Ms. Merle Audette, Chief of Staff; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Carol Saffran-Brinks, Assistant County Attorney; and Ms. Denise Zepp, Administrative Assistant to the Board of Education.

The Board was scheduled to hear oral argument in Hearing Examiner's Case #03-25. However, the Appellant did not appear, and the Board dismissed the case.

The record was closed at 4:27 p.m.

At 4:27 p.m., Mr. Sasiadek moved that the Board go into closed session to discuss personnel matters, to consult with counsel to obtain legal advice, and to consult with counsel about potential litigation pursuant to the Annotated Code of Maryland, State Government Article §10-508(a)(1), (a)(7), and (a)(8). The motion was seconded by Mr. Walker and unanimously approved.

### CLOSED SESSION MINUTES

Dr. Hairston and Mr. Grimsley reviewed Policy 4112.2 with Board members and discussed how it relates to specific retirees.

Mr. Teplitzky entered the room at 5:22 p.m.

Dr. Hairston reviewed appointments to be considered this evening with Board members.

Ms. Saffran-Brinks advised the Board with regard to legal issues concerning a vendor recommended for a contract award on tonight's agenda.

### CLOSED SESSION MINUTES (Cont.)

Ms. Saffran-Brinks updated the Board on a matter dealing with alleged violation of labor law.

Ms. Saffran-Brinks also provided information to Board members on a matter dealing with potential litigation.

At 6:50 p.m., Mr. Walker 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, met in open session at 7:37 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, 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 Miss Ashley Wells, a student at Franklin Elementary School, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

### MINUTES

Hearing no additions or corrections to the open and closed session minutes of March 25, 2003, Mr. Arnold declared the minutes approved as presented on the website.

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 participation of Woodlawn Middle School in the African American History Challenge sponsored by the 100 Black Men of Maryland. The school was awarded a first place trophy and will compete in the National African American History Challenge next month in Las Vegas.

On May 7<sup>th</sup>, Dr. Hairston visited Glenmar Elementary School and read to 5<sup>th</sup> grade classes.

### SUPERINTENDENT'S REPORT (Cont.)

Other recent activities attended by the Superintendent include the annual Baltimore County Student Councils' Bull Roast; the Greater Baltimore Economic Forum, where Dr. Hairston was guest speaker; a Diversity Training workshop attended by Curriculum and Instruction staff; and an Education That Is Multicultural workshop at Sheppard Pratt.

Dr. Hairston read a portion of Policy 4112.2, which deals with employment of retired principals. Under this policy, rehires will be "temporary contractual employees with a maximum employment term of one...year." He noted that this is one of the personnel practices in place in Baltimore County Public Schools and will be adhered to.

### COMMENTS BY SENATOR HOLLINGER

Senator Hollinger expressed her frustration about the lack of a response from the Board with regard to a redistricting issue. A group of parents living in an older community inside the Beltway have requested their children be assigned to Fort Garrison Elementary School rather than their assigned school, Wellwood Elementary School. It is the parents' opinion that younger families will be attracted to this community if the zoned school for their children is Fort Garrison.

Mr. Louis Caplan and Mr. Charlie Levine, residents of the community, offered reasons why Fort Garrison should be their area's assigned school.

### RECOGNITION OF ADVISORY COUNCIL APPOINTMENT

Mr. Grimsley recognized Mr. Rainer Collins Harvey, whose appointment to the Southwest Advisory Council was approved by the Board on April 22, 2003.

Mr. Arnold announced a Proclamation from the County Executive was received by the Board of Education for National Teacher Day, which was May 6<sup>th</sup>.

### REPORTS

The Board received the following reports:

- A. Recognition of the Board of Education by the Baltimore County Nurses Association in Honor of School Nurse Day, May 7, 2003
- B. Report on Proposed Revisions to Policy 5550 – Disruptive Behavior – and Policy 5560 – Suspension or Expulsion (First Reading) – Mr. Kemmery and Mr. Rauenzahn highlighted the proposed revisions to the policies.

REPORTS (Cont.)

Mr. Teplitzky inquired about the policy that was adopted to address use of cell phones. Mr. Rauenzahn noted that at mid-year, there were 24 suspensions for inappropriate cell phone use. Mr. Teplitzky requested information on how this policy applies to school-sponsored events off school property as well as poor behavior of students on buses and bus stops.

Mr. Arnold announced public comment on the proposed changes would occur on May 27<sup>th</sup>, with a vote by the Board on June 10<sup>th</sup>.

- C. Report on Proposed Revisions to Policy 3225 and New Rule 3225 – Furniture, Fixtures, and Equipment (First Reading) – Ms. Burnopp noted the policy revisions bring the language up-to-date and noted the rule is new.

Mr. Kennedy asked if under this policy/rule new furniture could be provided for classroom renovation, such as the science room renovations listed on tonight's agenda. Ms. Burnopp responded that the intent of Furniture, Fixtures, and Equipment is to provide furnishings, etc., for new space. Ms. Ettinger noted that is more of a budget issue than a policy issue.

Mr. Arnold announced the public would be given an opportunity to comment on the proposed revisions on May 27<sup>th</sup>, and the Board will vote on the proposed revisions on June 10<sup>th</sup>.

- D. Report on Proposed 2004-2005 School Calendar (First Reading) – Ms. Norman reviewed the process behind the development of the school calendar. In reviewing the feedback by various groups to the proposed calendar, she noted that parents generally favored a post-Labor Day start, while committee members, representing various stakeholder groups, supported a pre-Labor Day start. A number of parents and teachers who responded via the website favored an earlier dismissal in June and a shorter Spring Break. This differed sharply from the responses of TABCO's membership.

Ms. Norman stated the timing and frequency of professional development also emerged as another key issue. Comments received on the website recommended the elimination of professional development or the scheduling of it during the summer or on weekends. Principals and curriculum staff's views differ with parents regarding the benefit of early dismissal for professional development.

REPORTS (Cont.)

Finally, Ms. Norman noted that the proposed calendar includes seven inclement weather days and a traditional Spring Break.

In response to a question by Mr. Walker, Ms. Norman responded fewer half-days were built into this calendar than in the 2003-04 calendar.

Dr. Hayman raised concern with the inclusion of only one Professional Development Day in the proposed calendar. Ms. Norman stated that originally, a Professional Development Day had been included in February, but based on feedback from Curriculum and Instruction staff, it was moved up to October. Dr. Hayman requested a future report from Professional Development on what is being done to professionally prepare our educators.

On behalf of students, Ms. Bormel thanked Ms. Norman and her committee for proposing a pre-Labor Day start and the traditional Spring Break.

As a former member of the Calendar Committee, Mr. Sasiadek offered his thanks to the committee for its hard work.

Mr. Arnold announced that public comment on the calendar would take place on May 27<sup>th</sup>, with a Board vote on June 10<sup>th</sup>.

- E. Report on Overcrowding Relief for Southwest Area Elementary Schools—Through a Power Point™ presentation, Ms. Fromm and Mr. Shah provided information on the relief recommendations for specific schools in the Southwest Area—Dogwood Elementary School, Edmondson Heights Elementary School, and Featherbed Lane Elementary School.

Mr. Sasiadek noted that during this afternoon's Building Committee meeting, there was discussion about meeting the needs of some special education children in ED programs, in that adjustments to rooms and facilities may be required. He inquired if the classes for those children would be ready for the opening of school. Mr. Shah indicated that they would.

Ms. Ettinger noted the similarity to recommendations to move special education students from New Town Elementary School to ease overcrowding. She asked staff to consider the wisdom of moving such a vulnerable population of students and to consider the cost to the school system to make the physical adaptations to buildings for program movement.

REPORTS (Cont.)

Mr. Kennedy shared his concern about the transfer of special education students to Winfield. Dr. Hayman also shared his concern about the movement of special education children. He also voiced his concern that Dogwood was built to support the program needs of the children it serves. Now, some of those children are being moved to a school that doesn't have the same accommodations. Ms. Satterfield assured Dr. Hayman accommodations would be in place in the students' new school.

Ms. Jung inquired of Dr. Krempel the cost to modify the classrooms at Winfield to accommodate the children in the ED program. Dr. Krempel responded the time-out room at Winfield will cost approximately \$120,000, and the classroom modifications another \$100,000, approximately.

Ms. Murray expressed her concern that the movement of special education children could be disruptive to them and that the annexation of these students would still leave Dogwood overcrowded. She inquired if there had been discussion about moving any other students. Mr. Shah stated that these measures are for the short-term. For the long-term, the construction of a new school in the area is needed along with boundary changes.

Ms. Ettinger wondered if moving such a small group of students (30) is worth the impact on students/parents and the cost to the system, since the construction of a new school will not happen in the near future. She stated the desire to see the other options considered.

Mr. Hayden suggested the possibility of moving 100 students to Winfield from Dogwood and leaving the special education students at Dogwood. Mr. Shah said that option can be considered.

Mr. Teplitzky shared his concern that the presentation did not include other alternatives considered and why they were rejected. He also suggested there may be a boundary issue involved or possibly moving more students rather than moving students who shouldn't be moved unless absolutely necessary.

Ms. Ettinger asked that in the future when recommendations are made involving special education children that information regarding the impact on them and facilities be included to help the Board make a more informed decision.

REPORTS (Cont.)

Ms. Jung requested staff to be creative when considering alternatives. Mr. Shah stated that for the long-term, boundary changes will have to be considered. Staff has tried to recommend short-term solutions that will cause the least amount of disruption.

With regard to the recommendations for Edmondson Heights Elementary School, Ms. Ettinger asked if the intent of the recommendation is to permanently annex kindergarten students to Westowne. Dr. Milbourne stated kindergarten children would return to Edmondson Heights the following year. She also asked if the system is engaging in long-term planning to accommodate the needs of full-day kindergarten. Mr. Shah stated that mandates such as full-day kindergarten are unfunded. Ms. Ettinger stated that our funding authorities need to be aware of the issues we are facing so that the school system and the authorities can work together collaboratively to arrive at a solution.

Ms. Bormel asked about the effect of the additional relocatables on the parking lot and fields. Mr. Wilson, Edmondson Heights' principal, stated there would be no effect on the parking lot and no major impact on the fields.

Mr. Kennedy noted that Edmondson Heights currently has a full-day kindergarten program and Westowne has a half-day program. He asked Mr. Wilson if that would be a problem with parents who are expecting a full-day program. Mr. Wilson responded that parents will be surveyed as they register their kindergarten children to see if they prefer a half-day program.

With regard to the recommendations for Featherbed Lane Elementary School, Dr. Milbourne noted the perception that the school is overcrowded and described the available space that would provide the needed classrooms for students based on enrollment projections. He also reminded Board members of an earlier presentation regarding the National Science Foundation Grant. The STEM Academy will allow opportunities for increasing teacher knowledge and student achievement in math and science. Educators in the STEM Academy will receive high quality professional development.

Mr. Kennedy articulated some of the concerns expressed to him by parents—uncertainty about the new administration and student safety. He stated he was pleased about the construction of a drop-off loop and the canopy.

### REPORTS (Cont.)

Mr. Walker asked if the drop-off loop would relieve congestion on Richardson Road. Mr. Shah responded that the loop will separate buses and emergency vehicles from parents dropping off children. The loop will provide the security element desired by the community. Police will be able to come close to the building when making rounds.

Mr. Walker inquired as to why teaching takes place in corridors and staff uses carts. Dr. Milbourne stated this is due to how space is utilized. He also stated this issue is being re-examined in light of the fact that Featherbed is able to purchase additional staff members with funds such as Targeted Poverty Funds and Targeted Improvement Funds and those staff are used to reduce student/teacher ratios. These additional staff members are placed in classrooms.

Mr. Grzynski stated that he was encouraged by the recommendations but remained skeptical. He noted the need for additional physical improvements to the school. He also noted there is potential for making Featherbed an excellent school.

Ms. Ettinger stated her desire for staff to find a solution to provide protected walkways between the buildings. Dr. Krempel stated his staff is looking for alternatives that meet applicable codes.

Ms. Ettinger also expressed the hope that staff would work collaboratively with parents to gain their input, hear their concerns, and make them part of the solution so they can feel reassured and well informed.

Mr. Arnold summarized the information to be provided by staff at a work session in the immediate future. The date will be posted on the website.

### PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved the personnel matters as presented on Exhibits F, G, H, and H-1. (Copies of the exhibits are attached to the formal minutes.)

### CONTRACT AWARDS

Mr. Arnold pulled item 3. On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 1, 2, and 4-8.

1. Contracted Services: Inspectors for On-Call Roofing Construction Inspection Services

CONTRACT AWARDS (Cont.)

2. Contracted Services: On-Call Asphalt Work (Sidewalks, Stairs, Curbing, and Ramps)
4. Contracted Services: Information Technology Systems Support
5. Contracted Services: Steps to Success Program
6. Copy (Reproduction) Services
7. Rebinding of Books
8. Trucks, Aluminum Van Body

Item 3

On motion of Mr. Grzyski, seconded by Mr. Sasiadek, the Board voted to approve item 3. Mr. Arnold abstained from voting on this item.

3. Contracted Services: 403(b) Providers

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-13, 15-22, and 24-29. Items 14 and 23 were deferred. Mr. Kennedy noted the collaborative effort between staff and County and State fiscal authorities to bring these projects before the Board for its consideration.

Mr. Teplitzky pulled items 12 and 13 for further discussion.

The Board approved items 1-11, 15-22, and 24-29. Mr. Arnold abstained from voting.

1. ADA Modifications – Hebbville and Woodmoor Elementary Schools
2. ADA Modifications – Scotts Branch Elementary School
3. ADA Modifications – Recreation and Parks – Various Elementary Schools
4. Boiler Replacement – Deer Park Middle Magnet School
5. Boiler Replacement – Southwest Academy
6. Exterior Lighting – Baltimore Highlands Elementary School

BUILDING COMMITTEE (Cont.)

7. Exterior Lighting – Edmondson Heights Elementary School
8. Exterior Lighting – Johnnycake Elementary School
9. Parking Lot Improvements – Deep Creek Elementary School
10. Parking Lot Improvements – Deer Park Elementary School
11. Parking Lot Improvements – Hillcrest Elementary School
15. Systemic Renovations – Parkville Middle School
16. Mechanical/Electrical Renovations – Cedarmere, Chadwick, Lansdowne, and Winand Elementary Schools
17. Cleaning Package – New Town High School
18. Multi-Use Court Resurfacing – Stoneleigh Elementary School
19. Surveillance System – Randallstown High School
20. Chalk and Tack Board Replacement – Four Elementary Schools
21. Fee Acceptance – Design Services and Construction Administration for Behavior Management Rooms – Hawthorne and Winfield Elementary Schools
22. Fee Acceptance – Construction Inspection Services – White Oak School
24. Change Order – Construction Management – New Town High School
25. Change Order – Fine Grading Contract – New Town High School
26. Change Order – Wood Flooring Contract – New Town High School
27. Change Order – Design Services and Construction Administration for Reroofing Project – Parkville Middle School
28. Increase Contingency Authorization – Seventh District Elementary School
29. Increase Contingency Authorization – Villa Cresta Elementary School

BUILDING COMMITTEE (Cont.)

Items 12 and 13

Mr. Teplitzky voiced his concern about the severe disrepair of many of the school system's aging science laboratories and noted the State's irresponsibility for not approving our requests for funding of science laboratory renovations. He suggested informing State authorities of the Board's grave concern with respect to science rooms. He also suggested possible forward funding by the County to bring these rooms up-to-date and to ensure they are safe.

Mr. Hayden proposed a resolution be prepared for the next meeting. Mr. Teplitzky volunteered to prepare the resolution.

Dr. Krempel informed the Board that about two weeks ago, the State agreed to fund all but one science lab, Lansdowne High School, for next fiscal year. Baltimore County Public Schools will receive the funding July 1<sup>st</sup> and the renovations will take place during the 2003-04 school year.

Mr. Teplitzky asked if this information had been shared with schools to which Dr. Krempel replied he did not think it had been since this funding just became available. Mr. Teplitzky suggested the school system urge the State to provide funds for the one school not included.

As recommended by the Building Committee, the Board approved items 12 and 13. Mr. Hayden abstained from voting on item 13. Mr. Arnold abstained from voting on both items.

12. Science Room Renovations – Franklin High School
13. Science Room Renovations – Patapsco High School

SUPPLEMENTAL APPROPRIATION

On motion of Mr. Sasiadek, seconded by Mr. Walker, the Board approved a supplemental appropriation in the amount of \$500,000.

INTERAGENCY AGREEMENT BETWEEN BALTIMORE COUNTY  
PUBLIC SCHOOLS AND THE BALTIMORE COUNTY HEALTH DEPARTMENT

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the Interagency Agreement between Baltimore County Public Schools and the Baltimore County Health Department.

### MEMORANDUM OF UNDERSTANDING

Mr. Kennedy moved approval of a Memorandum of Understanding (MOU) between the local management board and Baltimore County Public Schools for the Comprehensive School Health Readiness Grant and Consolidated Grant (Child Abuse, Teen Pregnancy, and Youth Suicide Prevention). The motion was seconded by Mr. Walker.

Dr. Hayman questioned why Board approval was being requested approximately one month prior to the end of the contract. Ms. Prumo stated that 2002-03 was the first year of a formal agreement and that Baltimore County Public Schools would continue to receive money next fiscal year. She assured Dr. Hayman that there would be no interruption of service and that the next MOU would be brought forward in a more timely manner.

The Board approved the Memorandum of Understanding.

### YOUTH EMPLOYMENT AND TRAINING PROGRAM CONTRACT

On motion of Mr. Kennedy, seconded by Mr. Arnold, the Board voted to approve the Youth Employment and Training Program contract.

### MEMORANDUM OF UNDERSTANDING (BCPS/UMBC)

Mr. Sasiadek moved approval of the Memorandum of Understanding between Baltimore County Public Schools and the University of Maryland Baltimore County for the implementation of the National Science Foundation Grant. The motion was seconded by Mr. Walker.

Ms. Ettinger questioned the language in the contract regarding termination and whether the school system was fully protected. Ms. Howie explained that there is generally a termination for convenience clause in contracts. During the negotiations and discussions with UMBC, that language was not acceptable to them, and a reasonable compromise was agreed upon. Ms. Howie stated she felt the school system's interests were protected. As an attorney, Mr. Hayden stated there was some risk but that it was not unreasonable. Dr. Hairston reassured Board members that the grant has been extensively reviewed by both sides and has the personal endorsement of Dr. Freeman Hrabowski and himself.

Dr. Hayman noted the significance of this grant and expressed concern that he didn't have the in-depth knowledge about the grant he would like.

The Board approved the Memorandum of Understanding. Dr. Hayman abstained from voting.

### ANNOUNCEMENTS

Mr. Arnold made the following announcements:

ANNOUNCEMENTS (Cont.)

- ⌚ On Wednesday, May 14, 2003, the Board will conduct a hearing to receive community input on the New Town Elementary School annexation plan. The hearing will be held at New Town Elementary School at 7:30 p.m.
- ⌚ On Monday, May 19, 2003, the Board will hold its annual recognition program for National Merit Semifinalists and Ethics Award winners at Cockeysville Middle School at 7:00 p.m.
- ⌚ Also on Monday, May 19, 2003, the Board and the area advisory councils will host a presentation at Loch Raven High School on *No Child Left Behind*. The presentation will begin at 7:30 p.m.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, May 27, 2003, at Greenwood. The meeting will begin with an open session at 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

Ms. Ettinger noted the recent Robotics System 2003 Challenge held at the Baltimore Museum of Industry. The Challenge was a collaborative effort between Baltimore County Public Schools, Baltimore Museum of Industry, Johns Hopkins University Engineering Research Center, and the Engineering Society. Fifty parents and students attended, and eleven high schools were represented at the competition. Ms. Ettinger also recognized the staff involved with the event.

STAKEHOLDER GROUPS

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

Ms. Lora Williams, a representative of AFSCME Local 434, spoke about a salary issue affecting bus drivers and attendants, its impact on those employees, and the manner in which employees were notified of the salary deduction. She stated bus drivers and attendants should not be penalized for management's mistake. AFSCME's position is that:

- ⌚ If an agreement can be negotiated, a joint statement must be issued,
- ⌚ No further payroll deductions,
- ⌚ The parties involved would continue to work through two (2) grievances, and
- ⌚ The parties enter into immediate negotiations on contract language dealing with specific issues.

Mr. Glenn Middleton, Executive Director and Vice President of AFSCME, shared personal stories of how the payroll deduction would negatively affect three employees and

STAKEHOLDER GROUPS (Cont.)

noted some members live paycheck-to-paycheck and cannot afford such a significant loss. He asked that management be held accountable.

Ms. Amethyst Danesie, President of the Baltimore County Student Councils (BCSC), thanked Dr. Hairston for swearing in BCSC's new officers at the recent bull roast. She also thanked Board member Kennedy for attending the bull roast. Amethyst shared some of the recognitions announced at the event. She also informed the Board that she will again serve as president of BCSC for 2003-04.

Ms. Kelli Nelson, Chair of the Citizens Advisory Committee for Special Education, thanked Ms. Ettinger for attending the group's most recent meeting. She voiced her concern that students identified for annexation from New Town and Dogwood Elementary Schools to other schools are defined by disabilities and not as students. Ms. Nelson asked Board members to consider this fact.

Ms. Jan Thomas, a representative of the Citizens Advisory Committee for Special Education, disagreed with the information shown in "Special Education Students by LRE Percent" of the Proposed Special Education Staffing Plan. The data indicates that overall growth appears flat. She stated that special education, excluding speech/language, has grown about 3% a year; non-public placements have increased to about 13% a year; autism has increased 9%; and ED has grown 10%. Ms. Thomas also stated the numbers that show inclusion in a less restricted environment (52%) includes speech/language. The actual figure is 32% of the special education population. Ms. Thomas questioned the figure provided for "Spec School Non-public residential" and a statement included under "Maintenance of Effort" regarding federal passthrough funds.

Ms. Maggie Kennedy, Coordinator of Area Educational Advisory Councils, reminded the Board and audience of the May 19<sup>th</sup> presentation by Mr. Reggie Felton of the National School Boards Association on the "*No Child Left Behind Act*" and its impact on the school system and funding authorities. Ms. Kennedy shared a recent comment by a Councilman that indicated a lack of concern about teacher turnover. She provided information from a Texas study on the cost to replace a teacher who leaves the system. With regard to retired/rehired principals, she stated the Board should ask if all retired/rehired principals are willing to serve in the system's most challenging schools, and if these principals are supportive of the *Blueprint for Progress*. Ms. Kennedy noted the difference in the salary of one retired/rehired principal and the current principals' salary is the same as the annual operating budget for an elementary school.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, invited Dr. Ella White Campbell to speak. Dr. Campbell spoke of the need for accountability with regard to decisions made by mid-level staff on overcrowding issues that have been injurious to students and issues that impact employees. She voiced her anger at the large salaries of retired/rehired principals and suggested the money used to pay retired/rehired principals pay for more teachers

STAKEHOLDER GROUPS (Cont.)

and the bus drivers and attendants salary request. Dr. Campbell stated the Board and Superintendent must reprimand, and terminate, if necessary, employees who make mistakes.

Ms. O'Hare stated there are many misconceptions about some of tonight's issues. She complimented Dr. Hairston for his quick leadership in being decisive and following the purpose of the retired/rehired position.

Dr. Campbell reminded the Board of the large number of agency-placed children in the Northwest and Southwest Areas.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, turned over a portion of his allotted time to Ms. Laura Suffocal, a Pine Grove Elementary School parent. Ms. Suffocal voiced her concern about professional development information from the Office of Equity Assurance that, in her opinion, promoted homosexuality.

Mr. Franklin stated PTA Council's support of diversity but opposed the teaching of this lifestyle in schools. He noted Paula Simon's presentation on Standard English at the last meeting. Mr. Franklin also shared his concern that the Board would allow a State senator to lobby for constituents at a business meeting. With regard to retired/rehired principal issue, Mr. Franklin stated PTA Council supports following this legislation to the letter of the law. He took issue that some of the retired/rehired principals on tonight's agenda are not going to challenging schools.

Ms. Cheryl Bost, Vice President of the Teachers Association of Baltimore County, noted the end of her term as Baltimore County's Teacher of the Year. She noted that at the recent Retirement/Recognition Dinner, Deputy Superintendent Chris Johns was honored. Ms. Bost shared Mr. Beytin's opening remarks from the dinner about working collaboratively to attract and retain quality teachers. She stated considering the unsettled economic times, the unresolved budget-related issue, and health care issues, the Board must show leadership, commitment, and resolve to achieve open communication on behalf of all employees.

PUBLIC COMMENT ON SPECIAL EDUCATION STAFFING PLAN

Mr. Ben Dubin shared his views on the proposed plan. He indicated that the plan appears to support the myth that all deaf and hard-of-hearing people only learn to sign. Mr. Dubin stated that many deaf and hard-of-hearing people speak and use residual hearing. More students are entering school with cochlear implants, which require the service of oral interpreters. He suggested a change in wording to include "...quality..." interpreters or audiologists. Mr. Dubin believes children should be given options as to the mode of communication.

PUBLIC COMMENT

Ms. Stephanie Wilson, a member of the Featherbed Elementary School PTA, expressed concern about the proposed change in administration. She noted a lack of communication with staff and the community during this process. She also questioned why the school is not receiving a facilitator or second assistant principal. Ms. Wilson reminded the Board of its responsibility to make sure the change in administration benefits the children and not save money.

Ms. Yvette Butler, a teacher at Featherbed Lane Elementary School, stated that as two separate schools, Featherbed has seen a positive change in the number of office referrals and behavior management, and a rise in test scores. She asked that two assistant principals or facilitators be provided if the school is returned to one principal.

Ms. Donna Gribble voiced her opinion with regard to the matter of overpayment to bus drivers and attendants and the manner in which it was handled. She stated management did not show any care or concern or consider the hardship it would place on this particular group of employees. Ms. Gribble stated it is unfair for bus drivers and attendants to pay for someone else's mistake.

Ms. Sharon Hall-Zeller informed the Board that bus drivers and attendants were given only a few days notice regarding the reduction in pay. She stated her colleagues should be treated with respect and asked the Board to correct the situation in the long-term.

Ms. Georgina Ewing noted Payroll should accept responsibility for its error. She also asked for corrective action so that, in the future, this will not happen again. Ms. Ewing stated bus drivers and attendants want to be treated with respect.

Ms. Mickey Spartzak voiced her opinion that bus drivers were not given due process in this payroll issue. She noted that further salary deductions would result in undue hardships. Ms. Spartzak stated management failed to communicate with the bus drivers and attendants and asked that she and her colleagues be treated with fairness, respect, and equality.

Mr. Paul Samuels, Sr., a member of the Randallstown High School PTA, noted that with the opening of New Town High School, there will be no appreciable relief for overcrowding at Randallstown, but the school will lose 12-15 teachers. He suggested staffing be based on real enrollment numbers as of September 30<sup>th</sup>. Mr. Samuels asked that the 2002-03 staffing allocation at Randallstown High School be maintained for 2003-04. He also requested that the Level V program at the school be removed.

Mr. Drew Daudelin, a staff member at Western School of Technology, recognized other faculty members in the audience. He noted the positive impact of Mr. Burch's leadership at the school. Mr. Daudelin stated students and staff had signed petitions urging the retention of Mr. Burch at Western. He urged the Board to reconsider the decision to replace Mr. Burch. If the decision isn't to be reconsidered, he asked that the rationale behind the decision be explained to the faculty.

PUBLIC COMMENT (Cont.)

Mr. Rodger Janssen asked that parents be allowed to decide whether children should participate in certain field trips. He also stated that he would like to see the spirit of the retired/rehired legislation be supported.

Ms. Susan Shaudron, President of the Pine Grove Elementary School PTA, voiced her shock with regard to staff training taking place dealing primarily with sexual orientation. She noted this is a private matter for families to address, and children should be learning the 3 R's.

Mr. B. Morris Chaplin discussed the bus drivers and attendants payroll issue. He spoke of how this payroll deduction affected his family. Mr. Chaplin suggested the staff find other ways to recoup the money.

Mr. Khareen Aziz, a Randallstown High School parent, spoke of the need for the equitable use of resources. He voiced his concern that next year, Randallstown will lose teachers when there is not a significant decrease in the enrollment. Mr. Aziz asked that this year's staffing allocation be maintained.

At 11:50, Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Kennedy.

Ms. Susan Bengel and another parent from Seven Oaks Elementary School approached the Board and asked if they could speak, noting they were not aware of the sign-up procedure. Mr. Arnold allowed them to speak.

Ms. Bengel and the other parent shared their concern over the non-renewal of the current principal's contract. The parents asked that their school not be penalized because of their success under the current principal.

At 11:55 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Mr. Walker and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer