

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, March 9, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 5:27 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Mrs. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John Hayden, Dr. Warren Hayman, Ms. Jean Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Sasiadek reviewed the housekeeping schedule, which includes:

- Commencement Schedule for 2004
- Upcoming events

Mr. Hayden entered the room at 5:34 p.m.

Mr. Sasiadek requested that invitations for Board Members go through the Board of Education office. Ms. Audette stated the request would be placed in the weekly superintendent's bulletin.

Ms. Phyllis Bailey, Executive Director of Special Programs, PreK-12, provided background information on the resolution for magnet schools. In October 2003, the Board approved a consultant to work with BCPS to develop the grant application. Ms. Bailey noted that one of the grant requirements was to attach a resolution to the application. She remarked there is a high demand for magnet schools; 1300 students are currently on the waiting list for magnet high schools. Ms. Bailey stated this is a planning grant for one year with implementation in year 2 and 3.

Several Board members expressed concern regarding the short turn-around time for this grant and that prior discussion with the Board on this subject did not occur. Dr. Hairston stated BCPS needs to increase the quality of the curriculum in low performing schools. He noted this resolution would give BCPS the opportunity to put in place quality instructional programs in these schools as well as provide academic possibilities for students.

At 6:13 p.m., Mr. Kennedy moved the Board go into closed session to discuss personnel matters and to conduct matters related to the negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Hayden and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

Mr. Grimsley and Mr. Dan Capozzi, Manager of Human Resources, reviewed with Board members matters relating to upcoming negotiations with the bargaining units.

At 6:27 p.m., Mr. Kennedy moved the Board adjourn for a dinner recess. The motion was seconded by Mr. Arnold and approved by the Board.

The Board hosted members of the Area Educational Advisory Councils for dinner.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:48 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Francesca Cirincione, Mrs. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, Mr. John A. Hayden, III, Dr. Warren Hayman, Ms. Jean Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Kyle Morosko and John Rodgers from Boy Scout Troop 419, 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 Proposed Operating Budget Work Session Minutes of February 5, 2004, Mr. Sasiadek declared the minutes approved as presented on the website.

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

SUPERINTENDENT'S REPORT

Dr. Hairston attended the recognition ceremony for Carroll Manor Elementary School as Baltimore County's Blue Ribbon School by the Maryland State Department of Education. Dr. Hairston expressed his appreciation to Mr. John Crow, Principal of Carroll Manor Elementary School.

Dr. Hairston commented on inquiries received in his office with regards to committees. Dr. Hairston stated there are no standing committees within BCPS. All committees are ad hoc committees put together based on goals, objectives, expertise on the subject matter, and volunteers from the communities. He expressed his appreciation to all those who are eager to support and work with the school system.

RECOGNITION OF ETHICS PANEL APPOINTMENT FROM FEBRUARY 25, 2004

Mr. Grimsley recognized Mr. Raymond A. Hein, Esquire, whose appointment to the Ethics Panel was approved at the February 25, 2004 meeting.

REPORTS

The Board received the following reports:

- A. **Recognition of March as Professional Social Work Month** – On motion of Mrs. Ettinger, seconded by Mr. Arnold, the Board adopted a resolution proclaiming March 2004 as National Social Work Month.
- B. **Report on Reading Screening Process** – Through a PowerPoint™ presentation, Dr. Gwen Grant, Executive Director of Secondary Programs, reviewed the new reading screening process by which certain students in middle schools will exit from grade 6 and continue reading in grades 7 and 8. Ms. Paula Simon, English and Reading Coordinator for Secondary Programs, and Ms. Carla Zamerelli-Clifford, Reading Supervisor for Secondary Programs, shared with the Board the rationale process, criteria, and expected results for the Reading Screening program.

Mrs. Ettinger was delighted to see a consistent program. Mrs. Ettinger asked who would be teaching students at grade levels 7 and 8 and what programs would be presented to the students. Ms. Simon responded the schools would utilize COGNOS and Data-Trax to determine the number of students in the program. She remarked the 7th grade reading program is based on Voluntary State Curriculum and MSA requirements and that an intervention program currently being piloted in one middle school and one high school will help accelerate students. Ms. Simon noted that professional development of teachers for the program including the intervention piece would be from June 21-24, 2004.

Mrs. Ettinger inquired about a continued approach for students requiring assistance in grade 9 and beyond. Ms. Zamerelli-Clifford responded that pilot programs are being reviewed for next year in which students would receive assistance beyond the 8th grade.

With regards to funding and staffing, Ms. Simon stated that data is currently being collected along with the number of students and reallocation of teachers for grades 7 and 8. Mrs. Ettinger asked whether elementary schools would receive feedback from the program. Ms. Zamerelli-Clifford stated an elementary intervention committee is currently looking at correlating a program that would match the BCPS program.

REPORTS (cont)

Mr. Grzymiski inquired about periodic evaluations. Ms. Zamerelli-Clifford responded there would be student performance evaluations utilizing MSA tests and unit tests that are designed within the program. Ms. Simon reviewed with Board members the criteria for each student.

Mr. Arnold asked if this program would differ for the special needs children. Ms. Zamerelli-Clifford stated we would continue to instruct students with IEP's as written in the goals and use the various learning styles recommended.

With regard to resources, Ms. Jung asked if there were a sufficient number of qualified teachers to cover the needs of the program. Ms. Simon stated there are reading teachers available in every middle school. Dr. Grant added that every middle school is allocated a reading specialist or reading teacher. An extensive professional development program is in place for training reading teachers and specialists beginning this summer.

Ms. Shillman asked if a child has to go into 7th or 8th grade reading before taking a foreign language. Dr. Grant stated that should a student exit the reading program in the 6th grade, they would take a foreign languages or other related courses.

Dr. Hayman shared his concern with regards to professional development for teachers, staff support, and budget implications. He noted all teachers should be teachers of reading. He hopes there is a coordinated effort involving teachers, administrators, and parents to participate in the process. Dr. Hayman requested this item be added to the Curriculum Committee agenda for follow up.

With regards to scheduling issues, Dr. Grant noted that the Middle School Task Force report, which will be presented to the Board at the next meeting, would cover this topic.

Dr. Hayman commended Dr. Grant, Ms. Simon, and Ms. Zamerelli-Clifford for their presentations to the curriculum committee, which have been most informative.

Mr. Kennedy asked what percentages of students are taking reading in the 7th grade. Ms. Zamerelli-Clifford responded the information is not available at this time.

Mrs. Ettinger inquired about what reporting mechanism would be provided to the Board such as student participation, handling of staffing, and possible adjustments at the elementary level. Dr. Grant stated that as data is collected, a report would be brought back to the Board. She noted that some of the information would be available in the Annual Results Report.

REPORTS (cont)

Ms. Jung asked whether these programs would be used extensively in summer schools. Ms. Zamerelli-Clifford stated these programs would be used throughout the school year. Ms. Simon remarked there are reading programs in place for summer school.

PERSONNEL MATTERS

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

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Arnold, the Board approved items 1 - 4 (Exhibit H). Mr. Hayden abstained from voting on item #1.

1. Contracted Services: HVAC Repair Services
2. Contracted Services: On-Call Microbial Remediation and Restoration Services
3. Food Service: Equipment
4. Microsoft License Agreement

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-11 (Exhibits I through S). The Board approved these recommendations. Mr. Arnold abstained from voting on items 1 through 11.

1. Award of Contract for Construction Management Services for Windsor Mill Middle School
2. Award of Contract – Science Room Renovations at Chesapeake High School
3. Award of Contract – Science Room Renovations at Eastern Technical High School
4. Award of Contract – ADA Renovations at Carroll Manor Elementary and Fifth District Elementary Schools
5. Award of Contract – Electrical Package at Woodholme Elementary School
6. Request to Negotiate – Construction Management Services at Windsor Mill Middle School

BUILDING COMMITTEE (cont)

7. Change Order – Systemic Renovation Project at Dundalk Middle School
8. Change Order – Systemic Renovation Project at Franklin Middle School
9. Change Order – Systemic Renovation Project at Parkville Middle School
10. Change Order – Construction Manager at Risk for Systemic Renovations for Maiden Choice School
11. Change Order – Design and Construction Administration Services for Reroofing Project at Perry Hall High School
12. Change Order – Design and Construction Administration Services at Windsor Mill Middle School

LEASE OF OFFICE SPACE

Ms. Rita Fromm, Executive Director of Planning and Operations, briefly described the lease agreement to relocate the Office of World Language from Milford Mill High School to Commercentre East Building, 1777 Reisterstown Road.

With regards to square footage, Ms. Fromm stated the cost would be \$18.00 per square foot.

Mr. Grzynski asked if consideration was given to other vacant areas owned by the school system. Ms. Fromm responded that office space location was based on where the majority of the clientele is located.

With regards to Ms. Jung's questions, Ms. Fromm stated because of capacity issues at Milford Mill Academy, BCPS could not justify continuing to utilize that space for offices. Ms. Fromm noted we currently rent offices at Pulaski Park and Timonium.

Ms. Shillman asked if we had previous dealings with the landlord with Ms. Fromm responding no.

Mr. Sasiadek asked what the moving date is, to which Ms. Fromm stated April 1 or as soon as the improvements in the space are completed.

On motion of Mr. Hayden, seconded by Mr. Walker, the Board approved the relocation and lease of space for the Office of World Languages (Exhibit T).

RESOLUTION FOR MAGNET SCHOOLS

Ms. Phyllis Bailey, Executive Director of Special Programs, presented the Resolution for Magnet Schools. She noted that in October 2003, the Board approved the contract for a consultant to assist BCPS in generating the application for the federal funding. Ms. Bailey stated the next phase in the process for applying for this grant.

Mr. Hayden asked if the principals could tell the Board what action has taken place in their local communities to ensure the magnet programs would be accepted.

- Ms. Maria Lowry, Principal, Deep Creek Middle School - One parent stated it is a necessity and beneficial for the community to have Deep Creek Middle and Chesapeake High Schools as magnet schools. Ms. Cheryl January, PTA president for Deep Creek Middle School, remarked that studies were distributed and feedback received from the communities who were thrilled about this opportunity.
- Mr. David Lloyd, Principal, Chesapeake High School stated that 8th grade students from Deep Creek Middle were polled to see what they are looking for at Chesapeake High. In addition, both middle schools polled 5th grade students from their feeder schools to evaluate what types of programs students are looking for. Mr. Lloyd noted that staff at all four schools were polled to find out what they would be involved in, as well as PTA's and communities.
- Mr. Thomas Dehart, Principal, Lansdowne High School stated that community associations as well as the PTSA and SGA have been involved in the process. He has not heard a single negative comment within the different organizations.
- Mr. Kiki M. Geis, Principal, Lansdowne Middle School remarked that a survey of teachers in the middle school showed their excitement about the possibility of becoming a magnet school.

Mr. Hayden motioned to approve the resolution. Mr. Walker seconded the motion.

In connection with the motion, Ms. Jung asked Mr. Hayden if he would consider giving the Board President and staff the option of rearranging the wording so long as they keep the basic concept. Mr. Hayden responded that reorganization of the paragraphs would be appropriate; however, we would not be approving a resolution tonight if staff would change it.

Mrs. Ettinger commented a lot of work has gone into this in a short amount of time. She commented this is a significant decision and does not feel prepared to make a decision. There are broader questions and implications for the school system in terms of impact that needs to be answered. Mrs. Ettinger abstained from voting on the resolution.

The Board approved the resolution for magnet schools. Mrs. Ettinger abstained from voting.

SCHOOL LEGISLATION

On motion of Mrs. Ettinger, seconded by Mr. Arnold, the Board voted to support HB 345 (SB 245) Bridge to Excellence in Public Schools Act – Trigger Provision – Repeal.

On motion of Mr. Hayden, seconded by Mrs. Ettinger, the Board voted to oppose HB 1409 Baltimore County – Comprehensive Master Plan – Class Size Reduction.

On motion of Mrs. Ettinger, seconded by Mr. Walker, the Board voted to support HB 1060 (SB 747) Teachers' and Local Employees' Retirement Enhancement Act of 2004. Mr. Kennedy abstained from voting on this item.

With regards to HB 1230, Mr. Hayden noted that \$250 million does not cover the full \$3.8 billion as is the apparent current requirement. He stated the actual cost could increase with inflation. On motion of Mrs. Ettinger, seconded by Mr. Kennedy, the Board voted to support HB 1230 (SB 787) Public School Facilities Act of 2004. Mr. Arnold abstained from voting on this item.

INFORMATION

The Board received the following as information:

- A. Revised Rule 5140 – Students: Enrollment and Attendance
- B. Revised Rule 2372 – Conduct: Tobacco
- C. Annual 10-Year Enrollment Projections
- D. BCPS Choice Plan

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- The Southeast Area Educational Advisory Council will meet on Tuesday, March 16, 2004 in the library at Norwood Elementary School. The meeting will begin at 7:30 p.m.
- The Southwest Area Educational Advisory Council will meet on Wednesday, March 10, 2004 at Hebbville Elementary School beginning at 7:00 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, March 23, 2004, 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. The Board will host the Minority Achievement Advisory Group Officers for dinner on March 23 from 6:00 – 7:30 p.m.

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

STAKEHOLDER GROUPS

Ms. Jasmine Shriver, speaking on behalf of Ms. Maggie Kennedy, Baltimore County Education Council, openly invites all stakeholder groups to be part of the BCEC as equal partners in the system. She announced that BCEC would meet with County Executive Jim Smith on March 17 and with Baltimore County delegation in Annapolis on March 29. BCEC believes the school system has prepared an accountable budget that reflects local, state and federal regulations and has taken steps to provide a high quality education for all students.

Mr. Arnold Vaster, Baltimore County Student Council Correspondence Secretary, stated the council meet with Baltimore County legislators on February 23rd. BCSC also meet with two former executive board members who now work in Annapolis as legislative directors. He announced their general assembly meeting scheduled for Thursday, March 11, 2004.

Ms. Jasmine Shriver, speaking on behalf of Ms. Kelli Nelson, Advisory Committee for Special Education Chairperson, reported that Dr. Barber attended the meeting last evening and provided an update regarding the special education audit. She stated a final report from Dr. Barber should be available in June.

Ms. Vicki Schultz-Unger, Coordinator of the Area Educational Advisory Councils, thanked the Board for the dinner this evening. She believes it is pivotal to have communication between the Board and the area advisory councils. Ms. Schultz-Unger congratulated Dr. Hairston on his reappointment. Council members are looking forward to the Board's approval of the operating procedures in the near future. She applauded the Board for passing the proposed operating budget for taking the bold step to include salary increases.

Mr. Michael Moore, Chairperson of the Central Area Educational Advisory Council, reported on the last council meeting. He was pleased to see the excellent turn out and efficacy at the meeting. He noted an issue regarding alignment with the Voluntary State Curriculum.

Mr. Stephen Crum, a representative from the Southeast Area Educational Advisory Council, was glad to see the additional attention to reading. He agrees with Dr. Hayman and the importance of reading. With regards to the resolution presented tonight, he noted the school system should be addressing magnet schools independent of federal funding. Mr. Crum stated the student projection for the Southeast Area is projected to decline, but there are still other schools that will have an increase in population. He announced the next Southeast Area Education Advisory Council meeting on March 16, 2004 at Norwood Elementary School.

Ms. Lisa Orens, Chairperson of the Southwest Area Educational Advisory Council, thanked the Board for dinner and the meeting this evening. She announced the meeting on March 10th at Hebbville Elementary School with County Council Chairman Samuel Moxley and Kenneth Oliver. She met with the community regarding the proposal to build an arboretum at Catonsville High School. Ms. Orens reported on the meeting at Winfield Elementary School on February 18th with Ms. Jeanne Paytner regarding the magnet school programs.

STAKEHOLDER GROUPS (cont)

Ms. Meg O'Hare, Chairperson of the Northeast Area Educational Advisory Council, reported on the meeting held March 3rd at Overlea High school with the topic being high school assessment using Data-Trax. She remarked that the reading screening process presented this evening was excellent. Ms. O'Hare thanked the Board for approving the new advisory council member.

Mr. Don Schlam, Program Evaluator for the Local Management Board for Baltimore County, spoke about the afternoon middle school learning program. This program is for expelled middle school students, which operates at the latter half of the year when the alternative middle schools are full. Last year over 60% of the children in this program improved one letter grade in math, 50% improved overall in social studies, and 80% improved in their reading skills in the short time they were in the program. Mr. Schlam stated that LMP supports this program annually with \$30,000, which is used for school resource teachers and counseling services. He thanked the Board for their past support and asked the Board consider increasing the resources in this area.

Ms. Jan Thomas, a representative of the PTA Council, thanked Dr. Hairston for attending the PTA Councils executive board meeting last evening. She also announced PTA Councils meeting with County Executive Jim Smith has been rescheduled for March 29th.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, updated the Board on their efforts toward full funding of Thornton and county approval of BCPS's proposed FY2005 operating budget. She was pleased to see that the trigger provision for Thornton remains unsigned by the Governor. On March 1st six teachers from Towson High School, lead by Pete Skeels, addressed the county council urging full funding of BCPS proposed FY2005 operating budget. In addition to funding, Ms. Bost thanked Mr. Sasiadek for his recent testimony in support of HB 1060 and SB 747 dealing with the Retirement Enhancement Act of 2004. She commended the secondary curriculum office for addressing secondary reading and for including multiple assessments for the screening of students.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 2372

There were no speakers signed up to comment on proposed changes to Policy 2372 – Conduct: Tobacco.

PUBLIC COMMENT

Dr. Ashruf, President of the Islamic Society of Baltimore, wanted to thank the school system for educating his children. Dr. Ashruf provided some statistics:

- 1.2 billion Muslims in the world
- Six million Muslims live in the United States
- 80% of all Muslims live in ten states with Maryland being one of those states (200,000 strong)
- 75% of all Muslims in Maryland live in three counties: Montgomery, Howard and Baltimore County.
- Approximately 20,000 Muslims live in Baltimore County

Dr. Ashruf stated Muslims are not a burden to society but an asset. He remarked the Muslim communities would make sure that the right to practice religion is protected. He is requesting BCPS include two Muslim holidays in the school calendar.

Dr. Saba Siddiqui read from the Koran and stated the beliefs of the Muslim holiday. She asked the Board to look beyond numbers and days and review fairness by looking at religious tolerance and culture. Dr. Siddiqui's daughter stated that as Muslim population increases, adding these two Muslim days on the calendar has become a pertinent issue. She noted it is crucial that we promote the interest of a diverse student body and that tolerance and support of one another are essential for a prosperous future.

Mrs. Hazar Mzayek stated she has a difficult time deciding whether to send her children to school during the Muslim holiday. Missing school would affect her children's educational progress. She presents her request for the Board to consider giving children two days off for the Muslim holidays.

Mr. Ahmed Naji spoke to his son's third grade class discussing the holy month of Ramadan. He is asking the Board to consider the two Muslim holidays.

Mr. Magid and Mrs. Noel Mirza stated they have three boys attending Baltimore County Public Schools. They request that the Muslim holiday be placed on the school calendar. It would allow children to celebrate their beliefs with their families and open the door for others to learn about the Muslim faith.

Mrs. Nasrin Abdul Rahman remarked there is a hole in that her children do not get the two Muslim holidays off from school. She read a note from her son asking to add the two Muslim holidays to the school calendar.

Ms. Serrill Headley requests the two Muslim holidays be added to the school calendar for her grandchildren and other Muslim children. This would help their self-esteem and comfort level. She also noted it would be a wonderful educational culture for other children to learn.

PUBLIC COMMENT (cont)

Dr. Mahmood stated a quote from the Pledge of Allegiance “liberty and justice for all.” He requests that the Board provide an equal opportunity for Muslim children and add two Muslim holidays to the calendar. Miss Sara Mahmood asked that no Muslim children be left behind in celebration of their holidays.

Miss Sony Siddiqui, a student at Parkville High School, requests the two Muslim holidays be added to the school calendar. Because of her workload, she personally has trouble making up work when missing school for these two holidays.

ADJOURNMENT

At 10:05 p.m., Mr. Kennedy moved to adjourn the open session. The motion was seconded by Mr. Walker and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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