

APPROVED MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, November 23, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 4:37 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Mr. Nicholas P. Camp, Ms. Frances A.S. Harris, Mr. Rodger C. Janssen, Mr. Michael P. Kennedy, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Sasiadek reminded Board members of upcoming school board association functions for November and December.

Mr. Dan Capozzi, Manager of Staff Relations, provided an overview of the collective bargaining process with Board members.

Mr. Kennedy requested that discussion of this process be added to the Board's agenda for the later session of the Board meeting. Mr. Sasiadek stated a news release announcing this item was released by the Communications Office. Mr. Sasiadek pointed out those individuals from the public that were in attendance.

Mr. Capozzi reviewed the glossary of terms used in collective bargaining agreements and interest-based bargaining, which is an approach to making decisions and working with others in a collaborative manner. He noted that negotiations include the duty to confer in good faith, at all reasonable times; and reduce to writing the matters agreed on as a result of the negotiations.

Mr. Hayden entered the room at 4:57 p.m.

Mr. Capozzi pointed out the Board's responsibility is to resist communication concerning negotiations with union negotiators, individual employees, community, and the media during the bargaining process.

Mr. Kennedy stated it would be helpful to know what the unions are requesting upfront.

Mr. Janssen requested a copy of the Master Agreement for each bargaining unit. Mr. Sasiadek further requested that all Board members receive copies of each Master Agreement.

At 5:16 p.m., Mr. Arnold moved the Board go into closed session to discuss personnel matters and consider matters that relate to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Camp and unanimously approved by the Board.

CLOSED SESSION MINUTES

Dr. Donald Peccia, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

CLOSED SESSION MINUTES (cont)

At the direction of Board's legal counsel, Mr. Kennedy moved that the student member to be permitted to participate in collective bargaining discussions. The motion was seconded by Mr. Hayden and unanimously approved by the Board.

Mr. Capozzi reviewed the status of negotiations with each bargaining unit.

At 5:39 p.m., Mr. Arnold moved the Board to go into executive session to consider matters that relate to the negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(9). The motion was seconded by Mr. Kennedy and approved by the Board.

Ms. Johnson entered the room at 5:42 p.m.

Mr. Grzymiski entered the room at 5:57 p.m.

At 6:01 p.m., Mr. Kennedy moved the Board to adjourn the executive session for a brief dinner recess. The motion was seconded by Ms. Harris and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:33 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Mr. Nicholas P. Camp, Mr. Thomas G. Grzymiski, Ms. Frances A.S. Harris, Mr. John Hayden, III, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. Michael P. Kennedy, and Ms. Joy Shillman. 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 Laura Kay of Timonium, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Dr. Hairston noted one adjustment to the agenda for this evening's meeting – adding the recognition of the Office of Budgeting and Reporting, Distinguished Budget Presentation Award, as item V.

MINUTES

Hearing no additions or corrections to the Minutes of the September 21, 2004 meeting and the Report of the Board of Education Meeting with the Area Educational Advisory Council of September 28, 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.

SPECIAL ORDER OF BUSINESS

The Board adopted a Resolution honoring the Office of Budget and Reporting for winning the Distinguished Budget Presentation Award from the Government Finance Officers Association of the United States and Canada (GFOA).

ADVISORY AND STAKEHOLDER COMMENTS

Mr. Mike German, Baltimore County Student Council President (BCSC), shared with the Board students' opinions of the summer reading program, which was discussed at the general assembly meeting on September 23. Another issue discussed during general assembly was legislation. BCSC supports adding one SRO in every secondary school and two personnel in every school trained on the defibrillator.

Ms. Vicki Schultz-Unger, Coordinator of the Area Educational Advisory Councils, reported on pre-budget hearing activities. Ms. Schultz-Unger announced the new member orientation scheduled for December 1, 2004.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, commented that the "Meet and Greet" meeting hosted by Harford Hills Elementary School. He commented on the funding gap of Thornton money provided to various counties.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition (BCEC), expressed BCEC's appreciation for: community volunteers, Thornton dollars that BCPS receives to help provide an adequate education and necessary resources, local and state elected officials working towards an efficient school system, the *Blueprint for Progress*, five-year Master Plan, Bridge Center, and placing stakeholder comments early in the meeting.

Ms. Karen Yarn, Chair of the Citizen's Advisory Council for Gifted and Talented, thanked the Office of Gifted and Talented Education for including facts and figures in the Results Report.

Mr. Carl Bailey and Ms. Meg O'Hare, representatives of the Minority Achievement Advisory Group (MAAG), reported on the presentation given at the last MAAG meeting. Mr. Bailey commented that MAAG would continue to support the Superintendent to ensure all students receive adequate funding to move the school system ahead.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, noted the council is impressing upon local units to conduct programs versus fundraising. He thanked the school system for its assistance in preparing the "Power of Ten" grant.

Mr. Carl Bailey, Vice Chair of the Special Education Citizens Advisory Committee, announced that the special education community forums would be held on November 29, 2004 from 7:00 to 8:00 p.m. at Ridge Ruxton, Dogwood Elementary, and Essex Elementary School.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, shared some areas of concerns for educators are salaries, safety, workload, and transfer process.

SUPERINTENDENT'S REPORT

Dr. Hairston reported that he visited 2 schools during American Education Week.

Other activities attended by the Superintendent included: the Greater Catonsville Chamber of Commerce Education and Business Awards, emphasizing the importance of the community in academic achievement, and the Greater Baltimore Board of Realtors, where Dr. Hairston presented a summary of BCPS results.

Dr. Hairston also noted that MSDE will name 86 schools and provide funding for twenty-six Title I schools as part of its annual recognition of schools that made significant progress in academic achievement in 2004. He stated that BCPS will hold an event in January to recognize these schools and to support them as the system approaches the 2005 MSA's.

RECOGNITION OF ADVISORY COUNCIL AND ADMINISTRATIVE APPOINTMENTS
FROM NOVEMBER 9, 2004

Dr. Peccia recognized the following appointments at the November 9th meeting:

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| ③ Elizabeth Lee | Southwest Area Advisory Council member |
| ③ August Galluzzo | Specialist, Outreach and Recruitment for the Magnet School's Program |

REPORTS

The Board received the following reports:

- A. **Site Bank Properties** – Through a PowerPoint™ presentation, Mr. Don Dent, Executive Director of Planning and Support Operations, provided a summary of the 2004 Baltimore County Public Schools Site Bank study and potential studies as provided by the Baltimore County Department of Planning. The Site Bank is a legacy of land held by Baltimore County Public Schools and Baltimore County Parks and Recreation. The Site Bank contains properties purchased as early as 1995 and includes sites that may be used for future education projects. Mr. Dent noted that none of the sites presented are viable as school sites of any type due to location, pre-existing obstacles (e.g., railways, highways, airports), environmentally-sensitive areas, and utilization by other agencies.

REPORTS (cont)

Mr. Dent stated that out of 15 sites, six sites are non-viable. He noted that BCPS will actively pursue leveraged site acquisition with current non-viable BCPS site bank properties in coordination with Baltimore County Government.

Mr. Arnold commented that current site bank properties are too small for school usage. He was pleased to see that other alternative ideas are being considered.

- B. **Superintendent's Update-VEBA Trust** – As a continuation of the Superintendent's Report, Mr. Geoffrey L. Adams, Executive Vice President of The Warner Company, and Ms. Kathy Harmon, Benefits Manager, reported on the Group Life Insurance and Volunteer Employee Benefits Association (VEBA). Mr. Adams shared with the Board a summary of VEBA including project objectives and activities, recommendations, proposal cost, and design summary.

Mr. Arnold inquired about the criteria for selecting the carriers. Mr. Adams responded the bid was offered to three market groups: small, mid, and large group markets including opening the bid publicly.

Mr. Janssen asked if employees can provide feedback on this plan. Mr. Adams responded votes for the bidder were unanimous and that all employee groups were enthusiastic about the project.

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Ms. Harris, 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. Grzymiski, seconded by Mr. Borunda, the Board approved items 1 through 6 (Exhibit H). Mr. Arnold and Mr. Kennedy abstained from voting on items 1 and 5.

1. Active and Retiree Basic Life; Optional Life, Retiree Life Buyout
2. Elevator Maintenance and Repair (Extension)
3. Library Reference Software
4. Locksmith Services (Extension)
5. Universal Life Insurance Benefit
6. Various Grounds Equipment

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-3 (Exhibits I, J, and K). The Board approved these recommendations.

1. Award of Contract – Classroom Renovations at Eastern Technical High School
2. Award of Contract – Final Grading (2-B) at Windsor Mill Middle School
3. Award of Contract – New Gas and Electric Service at Windsor Mill Middle School

Mr. Sasiadek announced the expansion of the Building Committee to include Contract Awards beginning December 7, 2004.

INFORMATION

The Board received the following as information:

- A. Southwest Area Educational Advisory Council Pre-budget Hearing Minutes of October 20, 2004
- B. Northwest Area Educational Advisory Council Pre-budget Hearing Minutes of October 21, 2004
- C. Central Area Educational Advisory Council Pre-budget Hearing Minutes of October 21, 2004
- D. Southeast Area Educational Advisory Council Meeting Minutes of September 14, 2004

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- On Monday, November 29, 2004, the Office of Special Education and the Special Education Citizens Advisory Committee have scheduled three concurrent community forums to gather public input into the current Special Education Staff Plan for 2004-05. They will be held at Ridge Ruxton, Dogwood Elementary, and Essex Elementary Schools from 7:00 p.m. to 8:00 p.m.
- The Northwest Area Educational Advisory Council will meet on Thursday, December 2, 2004 at Pikesville Middle School.

ANNOUNCEMENTS (cont)

- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, December 7, 2004, at Greenwood. The meeting will begin with an open session at approximately 5:30 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 Central Area Educational Advisory Council will meet on Thursday, December 9, 2004 at Cockeysville Middle School beginning at 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.

PUBLIC COMMENT

Mr. Tom Bosley commented on the information presented by former Senator Barbara Hoffman at the last meeting regarding Thornton funding. He asked that the budget reflect exactly what the school system needs for the students of Baltimore County to succeed.

Mr. Jameel Mohammad believes the nation is built on tolerance and standards. He asked the Board to recognize Islamic holidays and recruit more Muslim teachers.

Ms. Susan Brandt asked the Board to incorporate Muslim holidays on the school calendar and requested that teachers talk about Muslim holidays.

Mr. Zia Khan asked the Board to allow Muslim children to celebrate their holidays with their families.

Six speakers who had been signed up for public comment this evening were not present when called upon.

ADJOURNMENT

At 8:51 p.m., Mr. Janssen moved to adjourn the open session. The motion was seconded by Mr. Arnold and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer