

## APPROVED MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, December 21, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 5:36 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, Dr. Warren Hayman, 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.

President Sasiadek reminded Board members of upcoming functions for January and February 2005 school board association and Board of Education events.

Ms. Shillman moved that the student member be permitted to participate in collective bargain discussions. The motion was seconded by Dr. Hayman and unanimously approved by the Board.

At 5:45 p.m., Mr. Arnold moved the Board go into closed session to discuss personnel matters, to consider acquisition of real property, and consider matters relating to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)3, and (a)9. The motion was seconded by Dr. Hayman and unanimously approved by the Board.

#### CLOSED SESSION MINUTES

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

Mr. Dan Capozzi, Manager of Staff Relations-Human Resources, reviewed the status of negotiations with each bargaining unit.

Nevett Steele, Jr., Esquire reviewed with Board members information regarding the acquisition of real property.

At 6:56 p.m., Mr. Janssen moved the Board adjourn 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 7:41 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, Dr. Warren Hayman, 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 Elena Kern, a student at Jacksonville Elementary School, followed by 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 Board of Education Open and Closed Minutes of October 19, 2004 and Open and Closed Minutes of November 9, 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.

### ADVISORY AND STAKEHOLDER COMMENTS

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, stated he was not opposed to the proposed changes to Policy 5550 as long as the school system is focused on the effects in the classrooms. He noted the average expulsion is only 3 to 6 months.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, encouraged the Board to provide the county executive with an operating budget that would effectively and efficiently run the school system. She stated student achievement must remain a top priority.

Ms. Gloria Collins, President of Baltimore Association for Clerical Employees (BACE), wished the Board a happy holiday and a safe New Year.

Ms. Marilyn Ryan, a representative of the Career & Technology Education Advisory Council, stated one goal this year is to obtain additional support for the scholarship fund to assist students in continuing their education. She invited the Board to attend the CTE Annual Business Site Visit on March 15, 2005.

Mr. Steve Buettner and Ms. Audrey Stickney, representatives of the Citizens Advisory Committee for Gifted and Talented Education, shared with the Board some highlights and accomplishments in the Gifted and Talented program at Hernwood Elementary School.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, stated he trusts the Board, Superintendent, staff, and teachers will develop the appropriate solution that would be in the best interest of the students in Baltimore County.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, reported on the special education staffing plan community forums noting that turnout was lower than anticipated. She noted the basic theme from the community was to decrease the autism student to teacher ratio to 7.5:1. Ms. Shriver urged the Board to put forth a budget that takes into consideration the educational needs of all students in Baltimore County.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Mr. Michael Moore and Ms. Jasmine Shriver, representatives of the Minority Achievement Advisory Group, asked the Board to put forth a budget that would take into account the educational needs of all students in Baltimore County.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated the need to work collaboratively to make improvements regarding the staffing of schools, current climate of some schools, and the divisive transfer practices used in the past. Ms. Bost expressed concern over the proposed changes to Policy 5550, Category III "Offenses" specifically, arson, physical attack on a staff member, sexual assault, possession or use of a fire arm, and possession or use of a real weapon. These are serious offenses and a strong message must be sent to students in BCPS. Ms. Bost stated students must be held to a high standard academically and behaviorally.

SUPERINTENDENT'S REPORT

Dr. Hairston acknowledged BCPS's partnership activities with the Community College of Baltimore County. Some activities cited were the College Readiness Program and the Tech Prep Consortium.

Dr. Hairston also recognized Mr. Ronald Belinko, who will receive a citation from the National Federation of State High School Associations and will be inducted into the Hall of Fame.

Other activities attended by Dr. Hairston were the Leadership Baltimore County Educational Forum Day at Towson University with Dr. Grasmick and Dr. Copeland, and a visit to Hillcrest Elementary School with student-athletes from UMBC who serve as mentors at the school.

Mr. Hayden noted the Woodlawn High School Winter Concert held on December 17 was extraordinary and encouraged everyone to attend next year.

SPECIAL ORDER OF BUSINESS

Mr. Sasiadek announced that the BCPS Comprehensive Annual Financial Report (CAFR) is published annually after completion of the annual audit of the Board's Financial Statements. The fiscal year 2004 CAFR includes the artwork of students from Catonsville Elementary, Fullerton Elementary, Rodgers Forge Elementary, and Jacksonville Elementary Schools. Mr. Sasiadek recognized and thanked the students by presenting each student with a \$100 U.S. Savings Bond. The students were: Richard Weidman, Owen Ward, Lorena Smith, Kendall Strong, and Elena Kern.

### RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Executive Director of Human Resources, recognized the following administrative appointments approved at the December 7, 2004 Board meeting:

- Ms. Tawa R. Confessore     Assistant Principal, Grange Elementary School
- Ms. Mary G. Depetris       Principal, Hawthorne Elementary School
- Mr. Michael G. Sines       Executive Director of Facilities, Department of Physical Facilities

### REPORTS

The Board received the following reports:

- A.     **FY2004 Comprehensive Annual Financial Report and Single Audit Report** – Mr. Grzynski presented the fiscal year 2004 financial and single audit report, and the management letter to the Board. He noted that the auditing firm of KPMG reviewed all the reports and findings in detail with the Budget and Audit Committee members and staff. Mr. Grzynski recognized the efforts of the Department of Fiscal Services and the internal auditors for their work throughout the year.

Although the Single Audit report contained findings, Mr. Grzynski stated that staff has already developed and/or implemented corrective action to address the findings. The staff will continue to provide updates at future Budget and Audit Committee meetings to report progress made in addressing the findings and a full report would be presented to the Board towards the end of this school year.

- B.     **Report on Proposed FY2006-2011 State and County Capital Budget Request**– Ms. Barbara Burnopp, Executive Director of Fiscal Services, presented for the first reading the proposed county capital budget request. Ms. Burnopp noted that the State allocated an additional \$2.4 million for Windsor Mill Middle School. She stated that the county requires BCPS to submit a list of items in January 2005 for the fiscal years 2006 through 2011.

Mr. Janssen asked the Superintendent and staff to pursue the acquisition of land for the northeast area of the county. Ms. Burnopp responded the budget request includes \$3 million for site acquisition but not a specific location.

Mr. Hayden recommended that the Board adopt a resolution encouraging legislators to increase capital construction project funding to a minimum of \$250 million.

Mr. Grzynski stated that Kenwood High School's name needs to be corrected in the budget request.

Mr. Kennedy inquired about the site acquisition noted in the budget request.

REPORTS (cont)

C. **Report on School Staffing** – Dr. Donald Peccia, Executive Director of Human Resources, provided to the Board an executive summary on the 2004-2005 school staffing. Dr. Peccia noted that the adopted staffing plan addressed performance goals and indicators as listed in the *Blueprint for Progress* and the Master Plan. Some of the highlights presented were:

- 394 teacher transfer requests were granted. Seven transfers were denied because highly qualified replacements were not available.
- 974 teachers hired by September 7, 2004. Of the 974 hired, 193 were conditional representing a reduction in conditional hires from 284 in 2003-2004
- 6.7 instruction classroom vacancies as of September 7, 2004
- Minority hiring increased to 19.6%
- 104 total teachers in Title I schools with conditional certifications
- Some middle and high schools continue to have a high percentage of conditional teachers
- Incentives for hiring of highly qualified teachers for Title I and Priority schools
- Recruitment strategies to hire and retain highly qualified teachers

Lastly, Dr. Peccia presented a partial segment of the recruitment CD to Board members.

Mr. Borunda asked what percentages of applicants in the pool were from Maryland. Dr. Alpheus Arrington, Director of Human Resources, responded approximately 60% to 70%. Of the 19.6% of minority teachers, Mr. Borunda asked how many were highly qualified. Dr. Arrington responded approximately 80%. Mr. Borunda inquired about teacher tuition cost to becoming highly qualified. Dr. Peccia stated the cost for Title I teachers is \$125,000, which would be funded.

Mr. Janssen inquired about teachers not meeting the criteria in the required allotted time. Dr. Arrington stated letters have been sent to all conditional teachers informing them of the *No Child Left Behind* requirements and what requirements are needed for compliance. He noted that all core teachers in Title I and non-Title I schools must be highly qualified by the end of the 2005-2006 school year.

Dr. Hayman inquired about current vacancies. Dr. Arrington responded there are 15 vacancies throughout the school system; some in priority schools and non-priority schools as well as in core subject areas of math, science, and special education.

### REPORTS (cont)

Dr. Hayman asked what constitutes a Priority I school. Dr. Arrington responded Priority I schools are based on prior achievement results. Title I schools are designated based on MSDE requirements whether the school met Adequate Yearly Progress (AYP).

With regards to staffing Title I and priority schools, Dr. Arrington stated the staffing plan for 2004-2005 was to staff all Title I and priority schools first. Dr. Arrington noted that after June 1, 2004, all schools would be staffed based on individual school needs. Dr. Peccia stated that highly qualified candidates would primarily be assigned to priority schools. Dr. Hayman continued to express his concern over staffing Title I and priority schools.

Dr. Hayman was disturbed that minority hiring increased only 1.2% over the last five years. He also expressed dismay with the number of minority applications and the universities selected for recruitment. Dr. Hayman also noted that the number of conditional teachers at the middle and high school levels reflects on student achievement and low-performing schools.

Ms. Johnson inquired whether there is a limitation placed on the hiring of conditional teachers. Dr. Peccia responded BCPS does not hire non-highly qualified teachers for schools that already have a large number of conditional teachers. Ms. Johnson asked about the circumstances that led to the condition at Southwest Academy. Dr. Arrington responded there were 21 vacancies with 9 of the 21 hired being conditional teachers. Dr. Arrington noted the high vacancies at Southwest Academy and the systemic problems at Southwest Academy.

Dr. Arrington re-iterated that *No Child Left Behind* requires all core teachers in all schools to be highly qualified by the end of the 2005-2006 school year.

### PERSONNEL MATTERS

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

### CONTRACT AWARDS

The Building/Contracts Committee, represented by Mr. Kennedy, recommended approval of items 1-11 (Exhibit K). Mr. Janssen pulled items 5 and 9 for further discussion.

CONTRACT AWARDS (cont)

The Board approved items 1, 2, 3, 4, 6, 7, 8, 10, and 11.

1. Audio-Visual Equipment Repair
2. Dual Purpose Paper (Copy, Laser Printers and Duplicators)
3. Every Day Counts Calendar Math
4. Professional Development Contract with Dr. Carol Tolman
6. School Buses
7. Special Education Individual Education Plan Software Management System
8. Contract Modification – Design Services for Systemic Renovations at Arbutus Middle School
10. Request for Easement at Chapel Hill Elementary School
11. Secure Our Schools Initiative Grant

Item #5

Mr. Janssen inquired about the criteria used to select the Reading First and Assessment and Intervention Model Schools. Ms. Kathleen McMahon, Executive Director of Elementary Programs, responded those schools identified were based on past reading achievement data.

As recommended by the Building/Contracts Committee, the Board approved item 5.

5. Professional Development Workshop Contract with Linda Farrell (Reading Street)

Item #9

As recommended by the Building/Contracts Committee, the Board approved item 9. Mr. Janssen opposed the item.

9. Contract Modification – Soil Remediation at Windsor Mill Middle School

Mr. Borunda and Mr. Janssen requested additional information (clarity) on the contracts process.

FY 2006 CAPITAL SUPPLEMENT APPROPRIATION

On motion of Mr. Hayden, seconded by Mr. Arnold, the Board approved the FY06 Capital Supplement Appropriation (Exhibit L).

### LEASE OF SPACE

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the Lease of Space for the Bridge Center (Exhibit M) with Merritt Properties. Mr. Borunda opposed the item.

### INFORMATION

The Board received the following as information:

- A. Special Education Citizens Advisory Committee Meeting Minutes of November 8, 2004

### ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- Schools will be closed for Winter Break from December 24, 2004 through December 31, 2004. Schools will reopen for students and teachers on Monday, January 3, 2005.
- On Monday, January 10, 2005, the Special Education Citizens Advisory Committee will meet at 6:30 p.m. at Greenwood.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, January 11, 2005, 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 Board will host the Special Education Citizens Advisory Committee for dinner on January 11, 2005 from 6:00 p.m. to 7:30 p.m.
- On Wednesday, January 26, 2005, the Baltimore County Board of Education will meet for a public hearing to seek the public's input on the operating budget for FY2006. The meeting will take place at the Ridge Ruxton School at 7:00 p.m. Sign-up for the public to comment will begin at 6:00 p.m. at Ridge Ruxton School on the day of the hearing.

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 ON PROPOSED CHANGES TO POLICY 5540

No one from the public signed up to speak.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 5550

No one from the public signed up to speak.

Dr. Hayman requested further clarification on the proposed changes to Policy 5540 and Policy 5550 be communicated to school administrators and communities.

PUBLIC COMMENT (GENERAL)

In order to permit the maximum number of persons present to address the Board, Mr. Sasiadek announced the Board will be asking that, for future sign in sheets, persons be present to sign in. In order to avoid undue repetition, the Board will further be limiting to three the number of speakers per topic. As always, the Board invites persons who are not able to address the Board in the public meeting to send their written comments to their attention.

Ms. Kauser Hasan requested the two Muslim holidays be placed on the school calendar.

Dr. Sanaullah Kironami asked the Board to take the leadership and close schools on the two Muslim holidays.

Mr. Jameel Mohammad stated the school system needs to educate children about Islamic holidays. He requested the Board consider the two Muslim holidays on the school calendar.

Mr. Salahudin Majeed asked the Board give equality for all religions. Mr. Majeed asked the Board to consider the two Muslim holidays as significant as the other religious holidays.

Mr. Haleem asked the Board add the two Muslim holidays on the school calendar.

Mr. Akbar Ansari wishes the Board a happy holiday and a safe new year.

Ms. Ahmad requested the Board place the two Muslim holidays on the school calendar.

Dr. Bash Pharoan asked the Board to recognize the Muslim community by placing the two Muslim holidays on the school calendar.

Rev. Murray Piper, PTA President for Milford Mill Academy, expressed concern over the number of conditional teachers at this school. He stated the PTA Board at Milford Mill Academy would be notified of these numbers and suggested the Board recruit highly qualified teachers for the northwest area.

One speaker, who signed up for public comment this evening, was not available to speak when called upon.

ADJOURNMENT

At 10:15 p.m., Mr. Arnold moved to adjourn the open session. The motion was seconded by Dr. Hayman and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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