

## APPROVED MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, January 11, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 5:32 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: 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.

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

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

At 5:41 p.m., Mr. Kennedy moved that the Board go into closed session to discuss personnel matters and to consider matters relating to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Ms. Harris and unanimously approved by the Board.

### CLOSED SESSION MINUTES

Dr. Donald Peccia, Executive Director of Human Resources, reviewed the evening's personnel matters with Board members.

Mr. Dan Capozzi, Manager of Staff Relations-Human Resources, provided the Board with a status report on negotiations with employee groups.

At 6:20 p.m., Mr. Hayden moved the Board adjourn for a brief dinner recess. The motion was seconded by Dr. Hayman and approved by the Board.

### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:39 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: 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 Mohammed Khayyum, a student at Western School of Technology and Science, 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. He respectfully requested to remove item 9 under section X, New Business. Adjustment was made to the agenda and unanimously approved by the Board.

### MINUTES

Hearing no additions or corrections to the Board of Education Open and Closed Minutes of November 23, 2004 and Open and Closed Minutes of December 7, 2004, Mr. Sasiadek declared the minutes approved as presented on the website.

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

As stated at the previous Board meeting, in order to permit the maximum number of persons present to address the Board, Mr. Sasiadek announced the Board will be asking that 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. The Board invites persons who are not able to address the Board in the public meeting to forward written comments.

### ADVISORY AND STAKEHOLDER COMMENTS

Mr. Mike German, Baltimore County Student Council President, announced the council's annual lobbying trip to Annapolis in late February. He noted that at the last General Assembly he supported a ban for sodas to support student health. However, the majority of students disagreed with it. Mr. German congratulated the students who had participated in the Side-by-Side concert.

Mr. Mike German, as representative of the Superintendent's Student Advisory Council, described the Council's discussion of its purpose, ways to better improve the future education of students, qualifications for the job market, and competition for domestic jobs for foreign students.

Ms. Connie Peterson, representative for the Advisory Committee for Alternative Programs, introduced Ms. Jamie Kirkland who read a letter she had written to President Bush, describing the importance of alternative programs.

### ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Vicki Schultz-Unger, Coordinator of the Area Educational Advisory Councils, noted the Council's first new member orientation took place on January 5<sup>th</sup>. With regards to the capital budget, Ms. Schultz-Unger stated the council requests that children be provided facilities adequate to meet the demands of academic rigor placed upon them and that students are not crammed into overcrowded schools. She announced that the Educational Advisory Council will hold its all-council meeting Tuesday, January 18th at 7:00 p.m. at Perry Hall High School in the cafeteria.

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, expressed concern that high school graduates are not trained or qualified to enter the rigor of the college system.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, thanked the Superintendent, Board of Education, and County Executive for requesting \$70 million from the State for school renovation and construction. Ms. Kennedy noted the tour that took place last week at several middle schools scheduled for renovation.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, asked everyone to join together to ensure that the operating budget is not cut.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, stated the PTA Council of Baltimore County passed a resolution requesting that the Board of Education of Baltimore County establish a task force to look into the recommended changes of Policy 5550.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, commended Dr. Hairston and staff for including all facets of special education through the school system including the *Blueprint for Progress* and the Master Plan.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, noted the success of the legislative breakfast this past weekend. She reiterated to the Superintendent and Board to request in the operating budget what the school system needs.

### SUPERINTENDENT'S REPORT

Dr. Hairston invited Board members who had attended the Side-by-Side concert that day to share the outstanding performance of the students.

Dr. Hairston reported that Carver Center for Arts & Technology has been identified by the College Board as having the highest performing AP Studio Art course(s) among all schools worldwide in its size range.

Dr. Hairston provided to the Board a brochure created by the Office of Career and Technology, which describes the programs offered in Baltimore County Public Schools.

### RECOGNITION OF ADVISORY COUNCIL AND ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Executive Director of Human Resources, recognized the advisory council appointments made at the December 21, 2004 Board meeting as follows:

- Mr. Festus Reynolds            Northeast Area Educational Advisory Council
- Mr. Brian S. Bailey            Southwest Area Educational Advisory Council
- Mr. Michael Gruber            Northwest Area Educational Advisory Council

Dr. Donald Peccia, Executive Director of Human Resources, recognized the administrative appointments approved at the December 21, 2004 Board meeting as follows:

- Ms. Penelope E. Martin            Principal, Deer Park Middle Magnet School

### OLD BUSINESS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the proposed FY 2006 State and County Capital Budget Request (Exhibit B). Mr. Janssen voted in opposition.

### REPORTS

The Board received the following reports:

- A.    **Superintendent's Proposed Operating Budget, Fiscal Year 2006** – Dr. Hairston presented to the Board, for their consideration, the Proposed Operating Budget for Fiscal Year 2006. He stated that the proposed budget represents what the BCPS needs to educate children and provide quality service for all of Baltimore County. Dr. Hairston reiterated the budget request for FY2006 continues to focus on the *Blueprint for Progress*, *No Child Left Behind*, and *Bridge to Excellence*.

Dr. Hairston reported the successes BCPS has realized as the result of focus and commitment. He has proposed an operating budget with a projected 12.3 percent increase in costs, which contains \$23 million for salary restructuring, including raising the overall funding for teachers' salaries by 4 percent.

Dr. Hairston stated the proposed budget goals are:

- To improve student achievement for all students
- To maintain a safe and orderly learning environment in every school
- To use resources effectively and efficiently

### REPORTS (cont)

Through a PowerPoint™ presentation (Exhibit C), Dr. Hairston shared with Board Members the Maryland School Achievement Scores and reviewed the operating budget as it relates to Performance Goals 1 through 8:

- Performance Goal 1 By 2012, all students will reach high standards as established by the Baltimore County Public Schools and State performance level standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 2 By 2007, all English Language Learners will become proficient in English and reach high academic standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 3 By 2005-2006, all students will be taught by highly qualified teachers.
- Performance Goal 4 All students will be educated in school environments that are safe and conducive to learning.
- Performance Goal 5 All students will graduate from high school.
- Performance Goal 6 Engage parents/guardians, business, and community members in the educational process.
- Performance Goal 7 Involve principals, teachers, staff, stakeholders, and parents/guardians in the decision-making process.
- Performance Goal 8 All students will receive a quality education through the efficient and effective use of resources and the delivery of business services.

In conclusion, Dr. Hairston summarized his operating budget recommendations, which include Maintenance of Effort, comparison of all general fund revenues for FY05 budget to FY06 proposed budget, and the total proposed FY06 operating budget.

Dr. Hairston announced that on January 26, 2005, there would be a public hearing on the Proposed Budget at Ridge Ruxton School beginning at 7:00 p.m. A Board work session will be conducted on February 1 beginning at 7:00 p.m.

#### PERSONNEL MATTERS

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

### CONTRACT AWARDS

The Building/Contracts Committee, represented by Mr. Kennedy, recommended approval of items 1-6, 8, 10-12 (Exhibit G). As previously stated, item 9 was withdrawn. Mr. Janssen pulled item 7 for further discussion. The Board approved these items:

1. Carpet Provision and Installation
2. Ceiling Tiles and Associated Materials
3. Lavatory Privacy Partition Parts
4. Sanitary Drain Cleaning and Associated Services
5. MicroSociety, Inc.
6. Contract Modification – Window and Blind Replacement at Carney Elementary School
8. Utility Easement at Catonsville Elementary School
10. Window and Blind Replacement at Halstead Academy
11. Food Lab Renovations at Lansdowne High School
12. Various Construction Packages at Windsor Mill Middle School

#### Item 7

Mr. Janssen inquired about the desks as furniture. Mr. Cassell responded these are built-in desks not covered under the original contract. Mr. Cassell stated the cost of the built-in desks is being covered by the school's furniture, fixtures, and equipment (FF&E) funds.

The Board approved item 7 (Exhibit G).

7. Contract Modification – Carpentry and Miscellaneous (6-A Contract) at Woodholme Elementary School

Dr. Hayman inquired about the status of the Minority and Small Business report requested at the last Board meeting. Mr. Janssen reiterated his request to update the Board on the contract process. Ms. Burnopp responded staff is working on developing the report to present to the Board.

Mr. Hayden reviewed the legislative priorities for Baltimore County in 2005. He also commended the County Executive on unveiling his legislative agenda that began with the importance of funding capital budget educational needs.

### INFORMATION

The Board received the following as information:

- A. Financial Report – For the Months Ending November 30, 2003 and 2004
- B. Maryland State Department of Education (MSDE) Bi-Annual Financial Status Report for Period Ending November 30, 2004

### ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- Schools and offices will be closed Monday, January 17, 2005 in observance of Dr. Martin Luther King, Jr. Schools will reopen for students and teachers on Tuesday, January 18, 2005.
- There will be a joint Area Educational Advisory Council meeting on Tuesday, January 18, 2005 at Perry Hall High 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, January 25, 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 PTA Council of Baltimore County for dinner on January 25, 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.
- On Tuesday, February 1, 2005, the Baltimore County Board of Education will meet for a work session to discuss the FY2006 operating budget. The meeting will take place at the ESS Building located on the Greenwood campus at 7:00 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. Michael Franklin expressed his concern on public comments.

PUBLIC COMMENT (cont)

Ms. Kelli Nelson expressed support for the proposed Infant and Toddler staff increases in the operating budget presented this evening.

Mr. Muhammad Jameel commented on various key strategies within the *Blueprint for Progress* and the need to include individuals of all cultures.

Ms. Erum Marfani expressed her favor of recognizing equal treatment of Islamic holidays similar to other recognized holidays.

Ms. Cheryl Bost thanked Dr. Hairston for including salary increases in the proposed operating budget and at the same time striking a balance to maintain programs.

Dr. Bash Pharoan expressed his concern that the recruitment film shown in December 2004 appeals to one minority and no others are mentioned. He believes the faces in the film do not reflect the composition of the county.

Mr. Salahudin Majeed asked the Board to reverse religious discrimination in Baltimore County as it exists.

Mr. Mohammed asked the Board to recognize Islamic holidays.

Ms. Meg O'Hare stated the Superintendent and Board have the obligation to ask for monies needed to fund education.

ADJOURNMENT

At 9:43 p.m., Mr. Kennedy moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer