

APPROVED MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, April 26, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 4:07 p.m. at Greenwood. Vice President Thomas G. Grzynski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren Hayman, 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.

The Board entertained oral argument in Hearing Examiner's Case #03-37. The matter was heard in closed session.

In addition to the above listed Board members, also in attendance were the Appellant's attorney, Thomas B. Corbin, Esq.; Dr. Christine M. Johns, Deputy Superintendent of Curriculum and Instruction; J. Robert Haines, Esq., Deputy Superintendent of Business Services, Ms. Rita Fromm, Chief of Staff; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Nevett Steele, Jr., Esq., Assistant County Attorney; and Ms. Brenda Stiffler, Administrative Assistant to the Board of Education.

The proceedings of the hearing were recorded by a court reporter.

The hearing was concluded at 5:17 p.m.

Board members deliberated on the case.

Ms. Harris moved the Board come out of closed session. The motion was seconded by Dr. Hayman and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 6:00 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Mr. Thomas G. Grzynski, 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.

At 6:03 p.m., Mr. Kennedy moved the Board go into closed session to discuss personnel matters and to consult with staff and council about pending or potential litigation pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(8). The motion was seconded by Mr. Hayden 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.

Nevett Steele, Jr., Esq., provided information to the Board regarding litigation.

At 6:25 p.m., Mr. Kennedy moved the Board adjourn for a brief dinner recess. The motion was seconded by Mr. Janssen and approved by the Board. The Board hosted the Baltimore County Association for Black School Educators.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:38 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 Earl Je, Eddie Cronin, and Albert Kim, 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 March 22, 2005, 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 that afternoon.

ADVISORY AND STAKEHOLDER COMMENTS

Ms. Nashae Bennett, President of the Baltimore County Association for Black School Educators (BCABSE), asked the Board to consider the BCABSE as a stakeholder group.

Mr. Anthony Thompson, a representative of the Advisory Committee for Alternative Programs, reported on the Meadowood Education Center's alternative programs. Mr. Thompson distributed a program brochure to Board members.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Mr. Michael Moore, Chair of the Central Area Educational Advisory Council, reported on the Gifted and Talented countywide meeting, which took place on April 21st. He announced the year's final central area meeting will occur on June 9th.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, reported on the Northeast council meeting held on April 21st, when Councilman Joe Bartenfelder and Jan Thomas spoke on the operating budget.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, reported on the coalition's meeting with the County Council. The capital budget issues discussed was the \$650 million needed to invest in school facilities. The coalition will attend the May 18th County Council operating budget work session.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, reported on the PTA Reflections Awards Ceremony held April 8th. He stated the PTA voted in support of the operating budget. With regards to the calendar committee, Mr. Franklin suggested changing the name to Calendar Advisory Group.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the County Council session.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, reported on the community forums held on April 18th regarding the special education staffing plan. She noted one complaint was lack of crisis intervention staff or a room at a particular school.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, announced National Teacher Day on May 3rd with the annual retirement and recognition dinner commencing that evening.

SPECIAL ORDER OF BUSINESS

Dr. Hairston and Dr. Johns were presented with a check in the amount of \$10,000 from Mr. Charles Geiger, Senior Vice President of Wachovia Bank, for the "Kids Helping Hopkins" program.

SUPERINTENDENT'S REPORT

Dr. Hairston reported on BCPS participation in the Elijah Cummings' Youth Program in Israel. Ms. Jacqueline Sharp-Massey, BCPS teacher and program board member, introduced Christina Bruce from Owings Mills High School and Whitney Scott from Woodlawn High School. Both students shared the challenges, aspects, and leadership of the program. Dr. Hairston also recognized Ms. Sheryl Goldstein, Deputy Director, Ms. Adrian Boswell, Outgoing Director, and Ms. Renee Samuels, incoming Director, for the Greater Baltimore Jewish Council.

SUPERINTENDENT'S REPORT (cont)

Dr. Hairston announced that Owings Mills High School has advanced to the state level of the Mock Trials. He also announced that award-winning and world-renowned composer/musician Ray Holman of Trinidad performed with steel drums bands from Catonsville High, Sparrows Point High, and General John Stricker Middle Schools.

Other activities attended by the Superintendent were the Lansdowne High School career luncheon, Catonsville Elementary School science fair, and the 1000-Hour Volunteer Awards Program at Cockeysville Middle School.

OLD BUSINESS

Proposed Changes to Policy 3125

On motion of Mr. Hayden, seconded by Dr. Hayman, the Board unanimously approved the proposed changes to Policy 3125 – School Activity funds (Exhibit B).

Proposed Changes to Policy 4004

Ms. Shillman asked whether teachers were trained in abuse and neglect, and reporting of incidents. Mr. Rauenzahn responded that staff members are annually trained. He noted that training would occur again once the policy is approved by the Board.

Mr. Hayden expressed concern over record keeping and maintenance of the database.

Mr. Arnold moved that the Board approve the Proposed Changes to Policy 4004 – Suspected Child Abuse by an Employee of the Baltimore County Public Schools (Exhibit C). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

REPORTS

The Board received the following reports:

- A. **Recognition of National Library Month** – On motion of Mr. Kennedy, seconded by Mr. Hayden, the Board adopted a resolution proclaiming April as National Library Month.
- B. **Recognition of School Psychologists' Week** – On motion of Mr. Kennedy, seconded by Mr. Hayden, the Board adopted a resolution proclaiming May 1-7, 2005 as School Psychologists' Week.
- C. **Recognition of Pupil Personnel Worker Week** – On motion of Mr. Kennedy, seconded by Mr. Hayden, the Board adopted a resolution proclaiming May 2-6, 2005 as Pupil Personnel Worker Week.

REPORTS (cont)

D. **Report on School Staffing** – Dr. Donald Peccia, Executive Director of Human Resources, and Dr. Alpheus Arrington, Director of Human Resources, presented to the Board the 2004-2005 school staffing plan (Exhibit D). In the presentation, Dr. Peccia reviewed:

- No Child Left Behind (NCLB) Act of 2001
- Highly Qualified Core Subject Teachers and Para Educators
- Department of Human Resources Support to Teachers and Para Educators
- Teacher Recruitment and Hiring: 2005-2006
- Teacher Transfers

Dr. Arrington noted that by the end of the 2005-2006 school year, all public school teachers (elementary and secondary) who teach in “core academics” must be highly qualified. All paraprofessionals hired in Title I schools must be highly qualified by January 8, 2006. Out of 6, 449 core subject teachers in the school system, 5,451 are highly qualified.

The Office of Personnel will devote its efforts to filling vacancies in critical shortage areas for Title I and Priority 1 and 2 middle and secondary schools until May 31, 2005. Beginning June 2005, the Office of Personnel will recruit and hire teachers for all school vacancies.

Mr. Hayden asked whether the school system anticipates meeting all of the requirements. Dr. Peccia responded that it will depend on the number of highly qualified candidates available. Mr. Hayden asked whether existing teachers are offered sign-up bonuses with Dr. Peccia responding in the negative.

Ms. Shillman expressed concern over involuntary transfer of teachers who are not highly qualified and the impact on non-Title I schools. Dr. Arrington responded that there are 62 teachers in Title I schools who are not highly qualified. The school system anticipates 43 will become highly qualified by the end of the year and six will retire.

With regards to the upcoming Job Fair, Mr. Grzymiski inquired about promoting education as a second career option.

Mr. Borunda inquired about attracting highly qualified teachers who are retired from the school system.

Dr. Hayman inquired about the 15% of non-highly qualified teachers. Dr. Arrington responded that 489 teachers in Title I and Priority I schools are not highly qualified. Dr. Hayman was extremely disturbed by the numbers and expressed concern with the process stating that Title I and Priority I school vacancies should be filled before filling non-Title I schools’ vacancies.

REPORTS (cont)

- E. **Elementary Reading Update** – Through a PowerPoint™ presentation (Exhibit E), Ms. Kathleen McMahon, Executive Director of Elementary Programs, provided an overview of the elementary reading program including material purchase, evolution of the program over the past four years, and future plans for growth and reading instruction. Ms. McMahon summarized MSA scores in reading for grades 3, 4, and 5 including cohort analysis.

Ms. Jane Lichter, Coordinator of Language Arts and Early Childhood Programs, described the supplemental reading program, *Reading First (RF)* and *Assessment and Intervention Model (AIM)*, to meet the needs of all children. Ms. Lichter noted this program is currently available in 33 schools. Future goals are:

- Seven additional *AIM* schools for the 2005-2006 school year
- Continued intensive support for the current 33 *RF* and *AIM* schools
- Purchase of supplemental materials for reading specialists in non-*AIM* schools

Mr. Hayden thanked Dr. Hairston for this presentation.

Mr. Janssen inquired about mandatory professional development for the program. Ms. Lichter responded everyone attends; therefore mandatory attendance has not been an issue. Regarding the annual measurable objective, Mr. Janssen asked what MSDE's requirements are. Ms. McMahon responded the measurable objective will increase every year to 100% by 2013.

Ms. Johnson asked staff to elaborate on future plans, ultimate goals, and resources needed for a successful program. She also inquired about the cost of the program. Ms. Lichter responded the seven additional schools for 2005-2006 can purchase the program through their budgets. The problem is cost for central office staff to monitor and work with teachers.

Dr. Hayman stated this report answers three questions: what the school system is doing, how it is done, and what is working. Dr. Hayman suggested the Board be kept informed of the reading program process so that future budgets can reflect the justification of resources.

Mr. Janssen requested data from participating schools.

PERSONNEL MATTERS

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

CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Kennedy, recommended approval of items 1-16 (Exhibit N).

Mr. Janssen inquired about timely deliveries for out of state vendors.

The Board approved these recommendations. Mr. Hayden abstained from voting on item 7. Ms. Shillman opposed item 2.

1. eCatalog Contracts (a through r)
 - a. eCatalog – First Aid Supplies
 - b. eCatalog – Handwriting Materials
 - c. eCatalog – Interscholastic Athletic Equipment and Supplies
 - d. eCatalog – Interscholastic Football Supplies and Equipment
 - e. eCatalog – Library Instructional Media
 - f. eCatalog – Media Supplies—Elementary
 - g. eCatalog – Media Supplies—Secondary
 - h. eCatalog – Media Supplies—Special Education
 - i. eCatalog – Medications
 - j. eCatalog – Music—Instrumental Supplies
 - k. eCatalog – Music—Vocal Supplies
 - l. eCatalog – Physical Education Supplies and Equipment
 - m. eCatalog – Technology Education Equipment and Supplies
 - n. eCatalog – Textbooks—Elementary School Textbooks
 - o. eCatalog – Textbooks—High School Textbooks
 - p. eCatalog – Textbooks—Middle School Textbooks
 - q. eCatalog – Textbooks—Special Education School Textbooks
 - r. eCatalog – Unique Office Supplies (Classroom/ School Office)
2. Athletic Officiating
3. Office of Science – PreK-12 Curriculum Materials and Equipment
4. Maryland State Assessment Home Report Distribution
5. Roof Replacements at the Human Resources Building and Building C
6. TV/VCR Bracket Supply & Installation
7. Utility Easement at Woodholme Elementary School
8. Design Build Services for Modifications to the Heating/Cooling Systems at Deer Park Elementary School
9. Toilet Partition Replacement at Loch Raven High School
10. Boiler Replacement at Patapsco High School
11. Gymnasium Lighting Upgrade at Pikesville Middle School
12. Design Services for Systemic Renovations at Sparrows Point Middle School

CONTACT AWARDS (cont)

13. Kitchen Exhaust Hood Replacements at Franklin and Deer Park Middle Schools
14. Relocation of Overhead Phone Cables at Windsor Mill Middle School
15. Contract Modification – Underground Electrical Contract (Construction Package 16-A) at Windsor Mill Middle School
16. Contract Modification – Steel Contract (Construction Packages 5-A and 5-B) at Windsor Mill Middle School

INFORMATION

The Board received the following as information:

- A. Revised 2004-2005 School Calendar
- B. Revised Rule 4004 – PERSONNEL: General – Suspected Child Abuse and Neglect of a Student by an Employee of Baltimore County Public Schools
- C. Southwest Area Educational Advisory Council Meeting Minutes of March 16, 2005

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- There will be a joint Area Educational Advisory Council meeting on Wednesday, May 4, 2005, in the ESS building beginning at 7:00 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, May 10, 2005, at Greenwood. The meeting will begin with an open session at approximately 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 Council of Administrative & Supervisory Employees (CASE) for dinner on May 10, 2005 from 6:00 p.m. to 7:30 p.m.
- The Baltimore County Board of Education will meet for a public hearing to seek public input about FY2007 Capital Budget needs in Baltimore County Public Schools on Wednesday, May 25, 2005 at 7:00 p.m. on the Greenwood campus in the ESS Building. Sign-up for the public to comment will begin at 6:00 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 ON PROPOSED STAFFING PLAN FOR
SPECIAL EDUCATION 2005-2006

No one from the public signed up to speak on the proposed special education staffing plan.

GENERAL PUBLIC COMMENT

Mr. Muhammad Jameel discussed the calendar committee meeting of April 25th. He asked that the Board grant one Muslim holiday on the 2006-2007 school calendar.

Mr. Mohammad Bilal asked that two Muslim holidays be added to the school calendar.

Dr. Bash Pharoan discussed the calendar committee meeting of April 25th.

ADJOURNMENT

At 10:59 p.m., Mr. Kennedy moved to adjourn the open session. The motion was seconded by Mr. Arnold and unanimously approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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