

APPROVED MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 24, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 5:12 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. Grzyski, 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 community functions and Board of Education events for June.

Mr. Grzyski moved that the student member be permitted to participate in closed session collective bargaining discussions. The motion was seconded by Ms. Harris and unanimously approved by the Board.

At 5:21 p.m., Mr. Arnold moved the Board go into closed session to discuss personnel matters and 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 Mr. Grzyski and unanimously approved by the Board.

CLOSED SESSION MINUTES

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

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

Mr. Hayden entered the room at 6:04 p.m.

At 6:05 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.

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. Grzyski, 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 Scott AuCoin, a student at Sudbrook Middle Magnet School, 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 this evening's agenda. Items 10 and 11 on Exhibit K, Recommendations for Award of Contracts, were withdrawn.

MINUTES

Hearing no additions or corrections to the Board of Education Open and Closed Minutes of April 26, 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 earlier in the afternoon.

ADVISORY AND STAKEHOLDER COMMENTS

Mr. Mike German, Baltimore County Student Council President, introduced Ms. Jennifer Oswald as the BCPC President for 2005-2006. Ms. Oswald announced that the Executive Board would meet in June.

Mr. Larry Prasch, Advisory Committee for Alternative Programs representative, reported on the Maryland Tomorrow's Program. Two students from Kenwood High School also spoke about the benefits of the program.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, voiced the council's support for the Bridge Center.

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, reported on the elementary and secondary English, reading, and mathematics presentation made at the council's recent meeting. After the presentations, the council discussed the restructuring of the advisory councils. He stated the Southeast Advisory Council supports proposition #2 noting that any group advising the Board must be part of that specific community.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, announced its June 20 planning session meeting.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, reported on the 2005 PTA Council Award ceremony held May 19, 2005.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, commented on the over representation of African-American students in special education.

Ms. Christine Beard, Vice President of the Teachers Association of Baltimore County, expressed concern over the teacher transfer process. She also expressed concern to learn that 6th and 9th graders will not have their own first day of school next year.

SUPERINTENDENT'S REPORT

Dr. Hairston reported on the elementary science fair held at Chesapeake High School May 21, with more than 500 in attendance. This event demonstrated the strength of our science program and our tremendous partnerships with area colleges, universities, and businesses. Dr. Hairston gave special thanks and congratulations to Science Director, H.B. Lantz, and his talented staff, including Elementary Coordinator, C. David Copenhaver, and Resource Teacher, Connie Flowers.

Dr. Hairston noted BCPS students submitted more than 1,000 entries of short stories, poems, and commentaries for the Annual BCPS Writing Contest. He also noted that the success of the contest has attracted two new potential sponsors: The Optimist Club and the State of Maryland International Reading Association Council.

Other activities attended by the Superintendent included the annual Merit and Ethics Awards Ceremony honoring National Hispanic Scholars, National Achievement Finalists, National Merit Semifinalists, National Merit Finalists, and Ethics Award Winners; Baltimore County Student Council Bull Roast and Swearing-in of Officers; Bridge Center Ribbon Cutting; Children's Cancer Foundation Awards ceremony, County Council Work Session on the budget; and the State Superintendents' Retreat.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Executive Director of Human Resources, recognized the administrative appointments approved at the May 10, 2005 Board meeting as follows:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>FEDERICO R. ADAMS</u> (Effective July 1, 2005)	Principal Baltimore City Public Schools Reginald F. Lewis High School	Assistant Principal Woodlawn High School
<u>JENNIFER L. BAGNALL</u> (Effective July 1, 2005)	Guidance Counselor Mars Estates Elementary School	Assistant Principal Pleasant Plains Elementary School
<u>PAUL C. BALSAMO, JR.</u> (Effective July 1, 2005)	Teacher/ESOL Pot Spring Elementary School	Assistant Principal Fifth District Elementary School

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS (cont)

<u>JILL C. BENDER</u> (Effective July 1, 2005)	Facilitator Martin Boulevard Elementary School	Assistant Principal Martin Boulevard Elementary School
<u>STEPHEN BENDER</u> (Effective July 1, 2005)	Teacher/Resource Mars Estates Elementary School	Assistant Principal Charlesmont Elementary School
<u>NANCY C. BRIGANTI</u> (Effective July 1, 2005)	Assistant Principal Maiden Choice School	Principal Maiden Choice School
<u>LESLIE P. BROOKS</u> (Effective July 1, 2005)	Assistant Principal Padonia International School	Principal Seventh District Elementary School
<u>WILLIAM P. CIRINCIONE</u> (Effective July 1, 2005)	Facilitator Carroll Manor Elementary	Assistant Principal Carroll Manor Elementary School
<u>ROBERT A. DIEHL, JR.</u> (Effective July 1, 2005)	Director, Information Systems Office of Technology Services	Manager Information Management Towson University Group
<u>YANINA GILLER</u> (Effective July 1, 2005)	Teacher/Occupational Therapist Office of Special Education	Assistant Principal Maiden Choice School
<u>JOHN I. HANMER</u> (Effective July 1, 2005)	Teacher/English Milford Mill Academy	Assistant Principal Loch Raven High School
<u>PAUL M. KRISTOFF</u> (Effective July 1, 2005)	Teacher/Classroom Colgate Elementary School	Assistant Principal Hernwood Elementary School
<u>BARBARA T. LEWIS</u> (Effective July 1, 2005)	Facilitator Sandalwood Elementary School	Assistant Principal Eastwood Center Elementary Magnet School
<u>JENNIFER M. MULLENAX</u> (Effective July 1, 2005)	Teacher/Classroom Fullerton Elementary School	Assistant Principal Chapel Hill Elementary School
<u>TRACY M. ROBINSON</u> (Effective July 1, 2005)	Assistant Principal Bedford Elementary School	Principal Logan Elementary School
<u>NELLIE M. SLATER</u> (Effective July 1, 2005)	Assistant Principal McCormick Elementary School	Principal Woodbridge Elementary School
<u>DAVID B. STOVENOUR</u> (Effective July 1, 2005)	Teacher/Special Education Lansdowne High School	Assistant Principal Dundalk High School

REPORTS

The Board received the following reports:

- A. **Recognition of Student at Sudbrook Middle Magnet School** – Ms. Angela Heffner, Government and Public Affairs Manager at Comcast, recognized Scott AuCoin, seventh grader from Sudbrook Magnet Middle School as Baltimore County’s winner in the “Bravo, On With The Show.” Sudbrook Magnet Middle School will receive \$1,000 towards funding its arts program. Ms. Heffner presented a citation to Scott on behalf of the County Executive.

- B. **Updates to Master Plan** – Dr. Christine Johns, Deputy Superintendent of Curriculum and Instruction, and J. Robert Haines, Esq., Deputy Superintendent of Business Services, provided background information and history on the Master Plan. Dr. Johns noted the Master Plan is based on the framework of the Blueprint for Progress, the requirements of the *Bridge to Excellence in Public Schools Act*, Senate Bill 894 (the Education Fiscal Accountability and Oversight Act of 2004), and *No Child Left Behind 2001*. The Master Plan unpacks the Blueprint in greater detail and depth by clarifying specific activities, aligning the FY06 budget, and revising the performance measures.

Mr. Kennedy was pleased to see a number of items moving forward. For example: the distribution of *Schools Are For Children*, web-based IEP’s, additional AIMS and DIBELS programs in schools, and professional development with the Reginald F. Lewis museum. Mr. Kennedy suggested developing consistent vocabulary strategies in elementary and middle schools, and revisiting the Bridge Center and implementing the IEP program.

Mr. Janssen inquired about the expansion of the AVID program. Dr. Hairston responded six schools are sighted for expansion with the possibility of adding additional schools on the following year.

On page 78 of the Master Plan, Mr. Janssen expressed concern that professional development was eliminated from various schools. Ms. Arlene Fleischmann, Director of Professional Development, responded that ranking of schools in need of mentors is conducted twice during the school year looking at student achievement data, FARMS data, highly qualified teachers, conditional teachers, and number of first and second year teachers.

Mr. Hayden noted that importance of including parental involvement in the education process. Mr. Borunda and Ms. Johnson echoed Mr. Hayden’s comments.

Mr. Camp stated the need to include and recognize students as part of a learning community with a greater pushing on working with BCSC and other stakeholder groups.

REPORTS (cont)

Dr. Hayman suggested filtering the Master Plan through the appropriate Board committees for enhanced interaction.

- C. **Revisions to the *Blue Print for Progress*** - Dr. Hairston provided the background of the *Blueprint for Progress*. He noted the *Blueprint for Progress*, which is aligned with the Bridge to Excellence and serves as the framework for the Master Plan, sets forth a number of performance goals and specific performance indicators for each goal. Dr. Hairston stated the revisions this year are based on information received from the Maryland State Department of Education. Changes and adjustments are as follows:

- ③ Indicator 1.1 was modified to reflect the MSA requirement for reading in grade 10 and high school math.
- ③ Indicator 1.9 was revised to remove the reference to a state average, which is not provided by the state. Establishing and using BCPS benchmark measures will make it possible to monitor our progress in this area.
- ③ Indicator 1.12 was changed to reflect the state requirement for the high school assessments; English in grade 9 was changed to grade 10.
- ③ Indicator 2.1 was updated to reflect the new state standard, which requires that English Language Learners attain proficiency by the end of their fourth school year. This standard replaces the BCPS standard.
- ③ Indicator 2.2 was updated to include the new state standard that all English Language Learners will meet or exceed MSA standards. This standard replaces the BCPS standard.

In conclusion, Dr. Hairston reported on his meeting with the Master Plan Oversight Committee and stakeholders to receive feedback, input, and advice. The feedback received was helpful in focusing attention on Performance Goal 6, *engage parents/guardians, business, community members in the educational process*, where there is more work to be done.

Mr. Hayden commented that the school system has moved forward in all areas with the exception of goal 2.1. He expressed concern that ESOL goal went from three to four years even though four years is the State standard.

Ms. Shillman was pleased that the blueprint is available to parents in six languages.

PERSONNEL MATTERS

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

NEGOTIATIONS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the negotiated master agreement with American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME) as presented in Exhibit J.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the negotiated master agreement with Baltimore (County Instructional) Assistants and Clerical Employees, Inc. (BACE) as presented in Exhibit J-1.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the negotiated master agreement with CASE as presented in Exhibit J-2.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the negotiated master agreement with Professional Staff Nurses' Association (PSNA) as presented in Exhibit J-3.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the negotiated master agreement with Teachers' Association of Baltimore County (TABCO) as presented in Exhibit J-4.

CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Kennedy, recommended approval of items 1-9 and 12-20 (Exhibit K). Items 10 and 11 were deferred. Mr. Arnold abstained from items 1, 17, and 18. Mr. Hayden abstained from items 17, 18, and 19. Ms. Shillman abstained from item 8.

The Board approved these recommendations.

1. Banking Services Provider
2. Evaluation of the BCPS Program for English Language Learners
3. Food and Nutrition Services – Beverages
4. Food and Nutrition Services – Food Products
5. Food and Nutrition Services – Ice Cream
6. Food and Nutrition Services – Paper, Plastic & Foam Products
7. Food and Nutrition Services – Small Wares
8. Food and Nutrition Services – Snacks
9. Food and Nutrition Services – Uniform Shirts
12. Printing, Copying and Reproduction Services
13. Special Education Therapy Services

CONTRACT AWARDS (cont)

14. ADA Accessibility at Fifth District Elementary School
15. Cooling Tower Replacement at Winfield Elementary School
16. Cleaning Package at Woodholme Elementary School
17. Design Services for Systemic Renovations at Catonsville, Cockeysville, Deep Creek, Deer Park, General John Stricker, Hereford, Holabird, Lansdowne, Loch Raven, Old Court, Perry Hall, Pikesville, Pine Grove, and Woodlawn Middle Schools Request to Negotiate
18. Design Services for Systemic Renovations at Catonsville, Cockeysville, Deep Creek, Deer Park, General John Stricker, Hereford, Holabird, Lansdowne, Loch Raven, Old Court, Perry Hall, Pikesville, Pine Grove and Woodlawn Middle Schools Fee Acceptance
19. Evaluator, Chairlift, and ADA Restroom Renovations at Hampton, Hawthorne, and Edmondson Heights Elementary Schools
20. Parking Lot Resurfacing at Victory Villa Elementary School

PUPIL YIELD FACTORS

Through a PowerPoint™ presentation, Mr. Don Dent, Executive Director of Planning and Support Operations, reviewed the yield factor process. He stated that a student yield factor is a number used to approximate how many BCPS school-aged children may be expected from a new housing development. Developers must use these yield factors when applying for permits through the Baltimore County Office of Planning. Mr. Dent also noted that yield factors were last updated in 1993.

Mr. Arnold inquired about students in apartments and multi-family housing. Mr. Dent responded that data reveals the school system gets fewer students out of apartment complexes and high-density homes.

Mr. Borunda asked whether larger family unit or ethnic families have been factored into the equation. Mr. Dunbar Brooks, Data Development Manager for the Baltimore Metropolitan Council, responded building permits provide number of bedrooms in each home. Mr. Brooks noted that current data does not exist; census data from the American Community Survey should be available by 2008.

On motion of Mr. Arnold, seconded by Mr. Kennedy, the Board approved the Pupil Yield Factors (Exhibit L).

INFORMATION

The Board received the following as information:

Southwest Area Educational Advisory Council Meeting Minutes of April 20, 2005.

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- 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. Each speaker would be allotted 3 minutes to present their topic to the Board.
- The Baltimore County Board of Recreation and Parks will host the Board of Education for dinner on Tuesday, June 7, 2005, at the Sherwood House at 5:00 p.m.
- The Southwest Area Educational Advisory Council will meet on Wednesday, June 8, 2005, beginning at 7:00 p.m.
- The Central Area Educational Advisory Council will meet on Thursday, June 9, 2005, at Warren Elementary School beginning at 7:30 p.m.
- The Northeast Area Educational Advisory Council will meet on Thursday, June 9, 2005, beginning at 7:00 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, June 14, 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.

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 2006-2007 SCHOOL CALENDAR

Mr. John Roberts asked the Board to consider adding the two Muslim holidays or consider including two floating holidays in the school calendar.

Dr. Amira Contractor requested the Board to add two Muslim holidays to the school calendar.

Mr. Muhammad Jameel asked for fairness and equality and requested the Board consider adding the two Muslim holidays on the school calendar.

Mr. Raees Khan called on the Board to add the two Muslim holidays for the 2006-2007 calendar. The dates he requested were October 24, 2006 and December 31, 2006.

PUBLIC COMMENT ON PROPOSED 2006-2007 SCHOOL CALENDAR (cont)

Dr. Bash Pharoan stated he is not requesting holidays to be removed from the calendar, but asking for the addition of two Muslim holidays. Dr. Pharoan asked the Board to direct the Superintendent to add the two holidays.

GENERAL PUBLIC COMMENT

Ms. Suzanne DeMollie asked the Board to make installation of sound enhancement systems a priority in Baltimore County schools.

Ms. Ann Miller was surprised at the acoustical problems at Stoneleigh Elementary School. She requested the Board place sound enhancement systems in the classrooms.

Ms. Kristie Burkett asked the Board to consider placing sound enhancement systems in schools to improve the quality of education for all students.

Ms. Michele Lorenz thanked the Board for the ADA renovations at Fifth District Elementary School. These renovations would make the school fully accessible to the population it serves.

ADJOURNMENT

At 10:19 p.m., Mr. Kennedy moved to adjourn the open session. The motion was seconded by Dr. Hayman and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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