

## **APPROVED MINUTES**

### **BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND**

Tuesday, October 25, 2005

The Board of Education of Baltimore County, Maryland, met in open session at 4:45 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Dr. Warren Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, staff members, as well as the media were present.

President Grzymiski reminded Board members of community functions and Board of Education events scheduled in October, November, and December.

Mr. Hayden entered the room at 4:49 p.m.

At 5:10 p.m., Mr. Janssen moved the Board go into closed session to discuss personnel matters and obtain legal advice pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(7). The motion was seconded by Mr. Pallozzi and unanimously approved by the Board.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:10 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: Dr. Christine M. Johns, Deputy Superintendent, Curriculum and Instruction; J. Robert Haines, Esq., Deputy Superintendent, Business Services; Ms. Rita Fromm, Chief of Staff, Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Nevett Steele, Jr., Esq., Assistant County Attorney; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations; Dr. Alpheus Arrington, Director of Human Resources; Ms. Lisa Williams, Coordinator of Title I and Grant Assistance; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Donald Peccia reviewed with Board members personnel matters to be considered on the agenda concerning appointments.

Dr. Peccia, Dr. Arrington, and Ms. Williams exited the room at 5:17 p.m.

Nevett Steele, Jr., Esq. provided legal advice to Board members on a pending litigation before the Office of Administrative Hearings.

At 6:00 p.m., Mr. Janssen moved the Board adjourn for a brief dinner recess. The motion was seconded by Mr. Hayden and approved by the Board.

### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:30 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. 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 Jennifer Oswald, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Dr. Hairston noted one addition to the agenda for this evening. The Board added item IIIA, Special Order of Business – Presentation of Governor’s Commission.

### SPECIAL ORDER OF BUSINESS

Mr. Grzymiski and Dr. Hairston presented to Ms. Murphy her Commission from Governor Robert Ehrlich, Jr.

### ADVISORY AND STAKEHOLDER COMMENTS

Ms. Jennifer Oswald, Baltimore County Student Council President, reported on its general session at CCBC Essex on October 20. Students discussed school lunches, including increased pricing and decreases in portion size.

Ms. Meg O’Hare, Coordinator of the Area Educational Advisory Councils, reported that all area councils have completed their pre-budget hearings. Some concerns raised during the hearings were use of relocatables and sound enhancement systems in elementary schools.

Ms. Jan Thomas, Acting Chair of the Central Area Educational Advisory Council, reported on its pre-budget hearing hosted by Carver Center for the Arts and Technology. She stated the school system and Board of Education needs to put more effort into advertising pre-budget hearings. Ms. Thomas would like added focus on the regular population in performance data.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, reported on its pre-budget meeting hosted by Eastern Technical High School. Some issues raised at the meeting were increasing the technology education budget, a new elementary school and a new high school in the northeast area, more competitive salaries for teachers, and installation of air conditioning and window repair. The council’s next meeting is Thursday, November 3 at Kenwood High School beginning at 7:30 p.m.

ADVISORY AND STAKEHOLDER COMMENTS (CONT)

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, reported on its pre-budget meeting held at Sollers Point Technical High School. Topic areas included additional assistance for school nurse at Dundalk High School, retooling the science department at Dundalk High School, HSA testing, transportation and timing difficulties, additional media specialist at Dundalk High School, and an additional resource officer at Sparrows Point Middle/High School.

Mr. Stephen Crum, Chair of the Career & Technology Education Advisory Council, reported on new programs the council would like retained in the operating budget such as Randallstown High School's Academy of Finance program and the EMS fire and rescue program at Woodlawn High School.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, reported on its action items for 2005-06 which includes support of the Bridge Center and alternative education, capital budget, communications, Governor's Commission on Quality Education in Maryland, and operating budget.

Ms. Karen Yarn, Chair of the Citizens Advisory Committee for Gifted and Talented Education, reported on its September and October meetings. She announced a breakfast with Dr. Nadia Webb of SENG on November 6 at Holiday Inn Select beginning at 9:00 a.m.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the group's last meeting where Dr. Thomas Gaul, Assistant Superintendent of Teaching and Learning, presented to MAAG. Dr. White-Campbell expressed appreciation for participating in the oratorical contest.

Ms. Jan Thomas, Special Education Citizens' Advisory Committee representative, announced the special education hearing on Monday, November 7, 2005 at 7:00 p.m. to obtain public input on the 2006-2007 special education staffing plan. She announced the high school committee will meet in November with regards to transitioning.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, reported on MSTa convention held on October 21. Topics discussed were improving pensions for all educators, full funding of Thornton, and increased capital budget funding. Ms. Bost stated that while TABCO supports having a certified teacher in every classroom, the school system needs to realize that the instruction practitioner is only one piece of the student achievement picture. The school system also needs to examine the vigor and scope of its curriculum.

### SUPERINTENDENT'S REPORT

Dr. Hairston shared with the Board the school system's legislative agenda for this year:

- Operating Budget – Full funding of Thornton
- Capital Budget – FY 07 State funding requests and current projects
- Increased maintenance fund
- Pension reform
- Ensure there is no adverse legislation impacting the ability of the Board of Education and the Superintendent to fulfill the mission of Baltimore County Public Schools

### SPECIAL ORDER OF BUSINESS

#### **POLICY 1230**

Ms. Meg O'Hare, Area Educational Advisory Council Coordinator, proposed recommended changes to Policy 1230, *Area Educational Advisory Councils*, to the Board. She stated one significant change being requested by the Area Educational Advisory Council lift the three-term restriction for members.

Next, Ms O'Hare reviewed the proposed recommendations to the Board to standardize the selection process and to improve Board-Council communications:

- Establish a framework for joint education advisory council meetings
- Area Advisory Council should use its reporting time to the Board of Education to:
  - Summarize and/or comment on joint area meetings at one meeting per month
  - Report "good news" or report on local issue at the other meeting
- Provide requests for participation in BCPS committees or important announcements via email
- Request that each area assistant superintendent create/share up-to-date email addresses of area principals and forward these addresses to each chair coordinator.
- Principals should forward electronic or scanned copies of the area school newsletters to the area chair.
- Create a link to the Education Advisory Council on the BCPS home page.
- Send a copy of Board of Education meeting minutes by email to area education advisory council chairs and to the coordinator.
- Send notice by email to area advisory council chair and coordinator when public feedback is needed/requested (e.g. policy changes).
- Plan to have Board and BCPS leadership representation at all joint advisory council meetings.

Mr. Grzynski noted the Board would not streamline the area councils from five to one and that the moratorium on appointments has been removed. He stated that the Policy Review Committee will evaluate the recommended revisions.

### NFUSSD

As part of the Superintendent's Report, Dr. Hairston reported how BCPS had showcased its schools and student success during the National Federation of Urban and Suburban School Districts conference held at the Marriott's Hunt Valley Inn October 9-12, 2005. Opening the conference was a keynote address from Dr. Freeman Hrabowski, President of the University of Maryland, Baltimore County, as well as musical performances from students.

In addition, attendees heard from a variety of state and county officials, including State Schools Superintendent, Dr. Nancy Grasmick, and Baltimore County Executive, Jim Smith. Dr. Hairston thanked staff for its hard work and dedication for a successful conference.

### RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, recognized the advisory council appointments made at the October 5, 2005 Board meeting as follows:

- Miss Christina Parr Southwest Area Educational Advisory Council

### REPORTS

The Board received the following reports:

- A. **Report on Results** – Through a PowerPoint™ presentation, Dr. Beverly Pish, Director of Accountability, Research, and Testing, and Mr. Peter Cincotta, Resource Teacher, presented an overview of the Report on Results and the connection between the *Blueprint for Progress*. Dr. Pish summarized the major goals regarding achievement and performance results for 2004-2005 from the *Blueprint for Progress*. She noted that a comprehensive analysis of student achievement data clearly indicates a strong trend of continuous improvement; however, achievement gaps remain. Opportunities for growth include:
- Increased rigor for all students
  - Ensuring all student groups attain proficiency
  - Improved pass rates on HSA for all student groups
  - Improved AP and SAT participation and scores in targeted schools
  - Continued efforts to ensure that highly qualified teachers work in core content areas

Mr. Grzyski stated the Board would like additional time to study the material. Mr. Grzyski will work with Dr. Hairston to schedule a time to review additional questions from Board members.

REPORTS (cont)

Mr. Hayden noted the good news particularly in the early grades. He remarked on the need to focus on graduation rates, specifically for ethnic students, where graduation numbers have dropped over time.

Miss Wyatt asked how the curriculum is being implemented in the classroom to better prepare students for the outside world. She asked whether the special education data can be disaggregated into gender and race, and is it possible to examine employment and how long teachers are remaining in special education. Miss Wyatt expressed concerns about Annual Measurable Objective (AMO) data that while third graders are expected to achieve 76.1%, eighth graders will not achieve this until 2011, or two years later.

Mr. Borunda asked how diploma bound students are identified and whether a plan exists to move special education students forward to becoming diploma bound. Ms. Judy Glass, Director of Special Education, responded that 97% of students with disabilities are diploma bound.

Mr. Janssen asked whether the school system uses cohort data consistently. Mr. Cincotta responded cohort data is a new statistic particularly with MSA. Mr. Cincotta stated this data is valuable information; however, BCPS has not further disaggregated the data. Mr. Janssen asked whether the school system had a large enough pool of data for a cohort study. Mr. Cincotta responded BCPS has a large enough pool of students for the study, but because it has only been employed for two or three years data might be misleading.

Dr. Hayman indicated that the Reports data should be used to improve the low performing schools in staffing facilities, materials, and resources. He noted that students are not satisfactorily performing when analyzing performance measures, even though these same students attend school everyday. Dr. Hayman also stated that professional development was an opportunity for growth. He hopes to see student achievement addressed on every Board agenda between now and June.

Dr. Hayman also stated he would like to see a report on staff quality, specifically on teacher attendance.

Mr. Grzynski stated the Board will study on how to bring this item forward on future agendas throughout the year.

PERSONNEL MATTERS

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

### BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-13 (Exhibit G). The Board approved these recommendations.

1. RGA-172-06 Contract Modification: Assignment of Citistreet Contract to Metlife, Inc.
2. RGA-173-06 2006 BCPS Principals' Leadership Conference
3. RGA-171-05 Deferred Compensation Plan
4. PCR-218-06 Educational Consultant Services
5. PCR-215-06 Electric Motor Repair
6. PCR-216-06 Electricity Consultant Services
7. JMI-628-06 Locksmith Services
8. JMI-630-06 Microwave and Ancillary Equipment (Wireless)
9. PCR-217-06 Personal Protective Equipment
10. JMI-617-06 Sod, Various Types
11. JMI-635-04 Contract Modification: Inspection/Testing Construction Package 1A – Woodholme Elementary School
12. MBU-566-06 Systemic Renovation – Villa Cresta Elementary School
13. MBU-565-06 HVAC Upgrades – Prettyboy Elementary School
14. MBU-564-06 Ventilator Replacement – Padonia International Elementary School

### FY2006 CAPITAL BUDGET APPROPRIATION TRANSFER (BAT)

On motion of Mr. Pallozzi, seconded by Dr. Hayman, the Board approved a Budget Appropriate Transfer of \$539,900 for the Capital Projects Fund (Exhibit H).

### INFORMATION

The Board received the following as information:

- A. Southwest Area Educational Advisory Council Meeting Minutes of September 21, 2005

### ANNOUNCEMENTS

Mr. Grzyski made the following announcements:

- The Northeast Area Educational Advisory Council will be holding a "Meet and Greet" on Thursday, November 3, 2005 at 7:00 p.m. at Kenwood High School.

ANNOUNCEMENTS (cont)

- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, November 8, 2005, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. The Board will then adjourn to meet in closed session, which will be followed by a brief dinner recess. The open session will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions. The Board will host the officers of the Area Educational Advisory Council for dinner on November 8<sup>th</sup> from 6:00 – 7:30 p.m.

Mr. Grzynski 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

Dr. Bash Pharoan believes the Board was guilty of bias for not placing the Muslim holidays on the school calendar.

Ms. Suzanne Demallie requested the Board consider placing funds in the budget for sound enhancement systems or, at a minimum, the opportunity to explore sound enhancement systems within schools.

Mr. Muhammad Jameel asked the Board to consider placing a Muslim holiday on the school calendar.

Mr. Murray Piper thanked Dr. Hairston and staff for the additional funds to complete the Milford Mill Academy cafeteria project.

Ms. Mary Chriest-Jones and Ms. Susan Cochran requested the Board provide funds for central air conditioning at Dundalk Elementary School. Ms. Chriest-Jones stated that ductwork is already in place at the school.

ADJOURNMENT

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

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer