

APPROVED MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, March 14, 2006

The Board of Education of Baltimore County, Maryland, met in open session at 5:03 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. 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.

President Grzymiski reminded Board members of community functions and Board of Education events scheduled in March and April.

Mr. Pallozzi 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.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 5:12 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:12 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren C. 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; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations; Ms. Kendra Johnson, Assistant to Assistant Superintendent, Central Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Ms. Kathleen H. Schmidt, Assistant to Assistant Superintendent, Northwest Area; Ms. Jean E. Satterfield, Assistant Superintendent, Southeast Area; Dr. Manuel B. Rodriguez, Assistant Superintendent, Southwest Area; Dr. Alpheus Arrington, Director, Teacher Personnel; P. Tyson Bennett, Esq., Attorney, Reese and Carney; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Peccia provided to Board members an update on the negotiations with specific collective bargaining units.

Dr. Peccia reviewed with Board members personnel matters to be considered on the evening's agenda.

At 5:45 p.m., Mr. Arnold motioned the Board come out of closed session. The motion was seconded by Dr. Hayman and approved by the Board.

OPEN SESSION MINUTES

Dr. Hairston shared with Board members his luncheon meeting with the County Council earlier today.

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

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:29 p.m. at Greenwood. President Thomas G. Grzyski and the following Board members were present: Mr. Donald L. Arnold, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren C. 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 Gabrielle Wyatt, student Board member, 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 Open and Closed Session Minutes of February 14, 2006, Mr. Grzyski declared the minutes approved as presented on the website.

Mr. Grzyski informed the audience of the 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, reported on HB 519 requiring a county board of education to establish a program to teach students about the Philippine-American War of 1899-1902. Mr. Hayes stated he has attempted to get on the committee that discusses history textbooks; however, has been unsuccessful.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, reported on the coalition's meeting with the County Executive and various stakeholder groups. Key items discussed included teacher compensation packages and competitive salaries, expansion of the AVID program, continued funding for special education and gifted and talented, maintenance staffing and budget increase, and increase usage of the Bridge Center.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, reported on SB1055 and SB1019 regarding pension system enhancements. While MSA testing has begun, Ms. Bost stated teachers believe there is not enough time for instruction prior to testing and asked the school system to evaluate the entire testing program.

SPECIAL ORDER OF BUSINESS

On motion of Mr. Arnold, seconded by Dr. Hayman, the Board approved the resolution celebrating Owings Mills High School's designation by the National PTA as a Parent Involvement School of Excellence.

SUPERINTENDENT'S REPORT

Dr. Hairston reported on the special celebration at Owings Mills High School, as that school became the first Baltimore County high school to be certified by the National PTA as a Parent Involvement School of Excellence.

Other activities attended by the Superintendent were the Student Council Advisory Group meeting; presenting as the keynote speaker at the AVID/College Board Conference in San Diego where Baltimore County is recognized as a national model for the AVID Program; visiting Sparrows Point High School with student Board member, Gabrielle Wyatt; attending Multicultural Day at Ridge Ruxton focusing on Eastern Asia and Mexico; and having lunch with the county council.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, recognized the administrative appointments made at the February 28, 2006 Board meeting:

NAME

FROM

TO

DEBORAH C. SOMERVILLE
(Effective March 1, 2006)

Specialist
Office of Health Services

Coordinator
Office of Health Services

OLD BUSINESS

Proposed Policy 3126, Policy 3127, and Policy 5230

Mr. Grzynski asked for a motion on the three policies. On motion of Mr. Arnold, seconded by Mr. Pallozzi, the Board approved the following proposed policies:

- Policy 3126 - Accounting and Cash Management: Expense Reimbursement (Exhibit B).
- Policy 3127 – NON-INSTRUCTIONAL SERVICES: Travel (Exhibit C).
- Policy 5230 – STUDENTS: Elementary and Secondary-Student Records (Exhibit D).

REPORTS

The Board received the following reports:

- A. Recognition of March as Professional Social Work Month** – On motion of Mr. Arnold, seconded by Dr. Hayman, the Board adopted a resolution proclaiming March 2006 as Professional Social Work Month.
- B. Report on Proposed Changes to Policy 5250 – Graduation Requirements** – Ms. Patricia Baltzley, stated the proposed policy has been revised to align with state requirements for graduation. This is the first reading.

Mr. Hayden expressed concern that the policy was more of a mission statement and was uncomfortable with the language added to the policy.

- C. Report on PreK-12 Mathematics** – Ms. Patricia Baltzley, Director of PreK-12 Mathematics, reviewed the systemwide curriculum for every grade. The results show that 50% of all Baltimore County students passed the Algebra/Data Analysis HSA. Further analysis showed that 82% of middle school students passed while 25% of our high school students and 11% of our special education students passed in 2004-2005. Ms. Baltzley noted that all graduates in the years 2009 and beyond will be required to pass the Algebra HSA in order to graduate. The mathematics program must prepare students to be ready for college or work after high school.

During the 2005-2006 school year, action has taken place to ensure that students will be successful in Algebra I and on the Algebra HSA. For 2006-2007, the school system is continuing to improve implementation of the countywide Algebra I curriculum through monitoring, professional development, and analysis of data to improve instruction and support students and teachers.

REPORTS (cont)

Miss Wyatt asked what actions are being taken for special education students. Ms. Baltzley responded two courses, *Algebra/Data Analysis Adapted* and *Algebraic Functions*, were implemented this year at the high school level, which provides the full Algebra I program in two courses. Ms. Baltzley stated these courses must be recommended through the student's IEP team process.

Ms. Johnson inquired about recruiting and retaining mathematic teachers. Ms. Baltzley reviewed the certification and highly qualified process for mathematics teachers. Ms. Johnson requested the number of mathematic vacancies that currently exist.

Mr. Janssen expressed concern that only 25% of high school students passed in 2004-2005. He also noted that two groups dropped two to three percentage points going from one grade to another. Ms. Baltzley responded that in the last textbook adoption, BCPS was still under the old assessment program. The school system has directly aligned its program with the Voluntary State Curriculum, which will help BCPS to intervene directly with students to ensure there is not a continual decrease.

With regard to a follow-up question by Mr. Grzymiski, Ms. Baltzley stated students who enter Algebra I in grade 9 seem to have a weaker foundation; therefore, the plan of action is to improve the middle school program. Ms. Baltzley noted that the 25% is from the 2004-2005 program and curriculum. Mr. Grzymiski recommended that future reports show a percentage of a specific number.

Dr. Hayman shared his concerns with the number of students passing. He suggested thinking outside the box and look at staffing issues. Dr. Hayman asked that the system consider deploying central office staff to teach in the schools. He stated the school system needs to be more aggressive in recognizing that students are not doing well in mathematics.

In regard to the 25% high school passing level, Mr. Hayden asked whether the majority of students had taken the test one or more times. Ms. Baltzley responded this report was on first-time takers.

- D. **Report on Scope and Scale of Human Resources** – Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, stated this report focuses on the hiring process. Currently, there are 17,050 employees in the Baltimore County school system. Of this number, 8,828 are teachers. In addition, there are 601 other certificated employees and 7,621 support staff.

Dr. Alpheus Arrington, Director of Teacher Personnel, reviewed with Board members the critical shortage areas, challenges, and ongoing recruitment activities and strategies.

REPORTS (cont)

Mr. Hayden expressed concern over the 12.2% turnover rate for certificated positions. He stated the school system must focus on retaining individuals in these positions.

With regards to vacancies, Mr. Arnold asked how much is attributed to the “baby boomer” bubble. Dr. Peccia responded 770 teachers have 30 plus years experience; 9% of the employee workforce.

Ms. Murphy asked if there are programs in place for BCPS to take advantage of relatively new teachers who are successful. Dr. Arrington responded BCPS holds two student/teacher receptions annually where we invite first year teachers in to speak to student interns.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Arnold, the Board approved the personnel matters as presented on Exhibits H, I, J, K, L, and M. (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 1-7 (Exhibit N). Ms. Shillman abstained from voting on item 3, and Mr. Arnold abstained from voting on item 4.

The Board approved these recommendations.

1. 5-539-01 Contract Extension: Cleaning and Pumping of Septic Systems
2. JSN-744-06 Contract Extension: Voyager Expanded Learning
3. JMI-640-06 Trucks and Vans
4. MWE-815-06 Contract Modification: Design Services Vincent Farms Elementary School
5. PCR-282-05 Contract Modification: Various Construction Packages 9-A, 9-D, 12-A and
PCR-275-05 15-B – Windsor Mill Middle School
6. PCR-226-06 ADA Restroom Upgrades – Red House Run Elementary School
7. PCR-241-06 Request to Declare Property Surplus: Lutherville Laboratory

LEGISLATION UPDATE

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, reviewed key pieces of legislation under consideration by the General Assembly that affect the school system; specifically HB 1430 – State Retirement and Pension System and SB 1019 – Employees’ and Teachers’ Pension Systems.

Mr. Grzynski stated the Board would like to have the opportunity to review and cast a vote on a teacher pension bill at the next Board meeting.

Mr. Arnold suggested that a general resolution be drafted to show the Board’s support of a pension program if a pension bill has not passed legislation by the next Board meeting.

INFORMATION

The Board received the following as information:

- A. Revised Superintendent’s Rule 3126 – NON-INSTRUCTIONAL SERVICES: Expense Reimbursement
- B. Revised Superintendent’s Rule 3126 – NON-INSTRUCTIONAL SERVICES: Travel
- C. Revised Superintendent’s Rule 5230 – STUDENTS: Student Records
- D. Financial Report for FY2006 as of January 31, 2006
- E. Northwest Area Educational Advisory Council Meeting Minutes of February 7, 2006

ANNOUNCEMENTS

Mr. Grzynski made the following announcements:

- The Board of Education of Baltimore County will hold a public hearing on the proposed boundaries for Windsor Mill Middle School on Wednesday, March 15, 2006, at Woodlawn High School beginning at approximately 7:00 p.m. Sign-up for the public to comment begins at 6:00 p.m. the day of the hearing. Each speaker would be allotted three minutes to present his/her topic to the Board.
- The Northwest Area Educational Advisory Council will host its next meeting on Thursday, March 16, 2006, at Pikesville High School beginning at 7:30 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, March 28, 2006, 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.

Mr. Grzymiski 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. Ori Shabazz expressed frustration with Woodlawn High School's administration and teacher absenteeism.

Mr. Muhammad Jameel urged the Board to take serious and direct action in dealing with the Muslim holiday issue.

Dr. Bash Pharoan expressed concern over the Board ad hoc calendar committee process.

ADJOURNMENT

At 9:12 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Mr. Pallozzi and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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