

## **APPROVED MINUTES**

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

Tuesday, May 23, 2006

The Board of Education of Baltimore County, Maryland, met in open session at 5:32 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. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Ms. Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Grzymiski reminded Board members of community functions and Board of Education events scheduled in May, June, and July.

Ms. Johnson entered the room at 5:36 p.m.

Mr. Arnold 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), (a)(9), and (a)(14) and upon motion of Mr. Pallozzi, seconded by Ms. Harris, the Board commenced its closed session at 5:37 p.m.

### **CLOSED SESSION MINUTES**

The Board of Education of Baltimore County, Maryland, met in closed session at 5:37 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 Ms. 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; Dr. Kim X. Whitehead, Assistant Superintendent, Central Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Dr. H. Scott Gehring, Assistant Superintendent, Northwest Area; Ms. Jean E. Satterfield, Assistant Superintendent, Southeast Area; Mr. Don Dent, Executive Director, Planning and Support Operations; Dr. Alpheus Arrington, Director, Teacher Personnel; Mr. Daniel Capozzi, Staff Relations Manager; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. Capozzi provided Board members an update on the negotiations with specific collective bargaining units.

Mr. Capozzi exited the room at 5:44 p.m.

CLOSED SESSION MINUTES (cont)

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

Dr. Manuel B. Rodriguez, Assistant Superintendent of the Southwest Area, entered the room at 6:10 p.m.

Dr. Peccia exited the room at 6:12 p.m.

Mr. Haines and Mr. Dent reviewed with Board members negotiation strategies related to a specific proposal.

At 6:20 p.m., Mr. Janssen 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 7:30 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 Ms. 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 Cherry Abdou, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

ADVISORY AND STAKEHOLDER COMMENTS

Ms. Jennifer Oswald, Baltimore County Student Council President and Superintendent's Student Council Advisory Group, reported on the election of its officers for the 2006-2007 school year. Ms. Oswald also noted that BCSC officers will be traveling to Philadelphia in June to attend the National Association of Student Councils' convention.

Ms. Meg O'Hare, Coordinator of the Area Educational Advisory Councils, reported on its May 18 meeting with the topic being the *Language!* program for the next school year.

Mr. David Marks, a representative of the Northeast Area Educational Advisory Council, reiterated that the council's top priority is a new high school in the northeast area. He asked the Board to consider redistricting for Perry Hall High School and Chapel Hill Elementary School. Mr. Marks urged the Board to come up with an alternative site for the northeast bus lot.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Kaye Leonard, Baltimore County Instructional Assistants & Clerical Employees (BACE) representative, thanked the Board for its work over the last year.

Ms. Karen Yarn, Chair of the Citizens Advisory Committee for Gifted and Talented Education, expressed disappointment that the *Gifted and Talented Results Report* cannot be reviewed by the committee until after the June 13 Board meeting. Ms. Yarn reviewed the tentative G/T calendar for the 2006-2007 school year.

Ms. Linda Boteaih, a representative of the PTA Council of Baltimore County, reported on the PTA partnership with the Office of Gifted and Talented that focuses on elementary school students.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, reported that the leaders of TABCO had recommended ratification of the proposed contracts, and thanked the Board for recognizing National Teacher's Day at the last Board meeting.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, recognized the administrative appointments made at the May 9, 2006 Board meeting:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>ANGELA R. BERRY</u> (Effective July 1, 2006)	Teacher/Mentor Lansdowne High School	Assistant Principal Lansdowne High School
<u>DONNA M. BERGIN</u> (Effective July 1, 2006)	Assistant Principal Elmwood Elementary School	Principal Milbrook Elementary School
<u>CHANTA' M. BOOKER</u> (Effective July 1, 2006)	Assistant Principal Baltimore City Public Schools	Assistant Principal Randallstown High School
<u>LATASHA BRANTLEY</u> (Effective July 1, 2006)	Specialist ESS-Teaching and Learning	Assistant Principal Woodlawn High School
<u>MARGUERITE DECRISPINO</u> (Effective July 1, 2006)	Assistant Principal Catonsville Elementary School	Principal Dogwood Elementary School
<u>CAROL J. DEPASQUALE</u> (Effective July 1, 2006)	Teacher/Resource Edgemere Elementary School	Assistant Principal Pleasant Plains Elementary School
<u>SHARON L. HARRIS</u> (Effective July 1, 2006)	Director/Administrator of Alternative Education East Ramapo Central School District	Assistant Principal Windsor Mill Middle School

<b><u>NAME</u></b>	<b><u>FROM</u></b>	<b><u>TO</u></b>
<b><u>SHELLEY A. HARRIS</u></b> (Effective July 1, 2006) School	Teacher/Mentor Southwest Academy	Assistant Principal Edmondson Heights Elementary
<b><u>TIFFANY M. HARRIS</u></b> (Effective May 10, 2006)	Teacher/Resource Office of Special Education	Assistant Principal Lansdowne Middle School
<b><u>RICHARD P. JESTER</u></b> (Effective July 1, 2006)	Assistant Principal Parkville High School	Principal Western School of Technology
<b><u>KENDRA V. JOHNSON</u></b> (Effective July 1, 2006)	Assistant to the Area Assistant Superintendent, Central Area Office of the Superintendent	Principal Arbutus Middle School
<b><u>TIFFANY P. LIVINGSTONE</u></b> (Effective July 1, 2006)	Assistant Principal Johnnycake Elementary School	Principal Featherbed Lane Elementary School
<b><u>ONTERIA M. LUCKIE</u></b> (Effective July 1, 2006)	Teacher/Social Studies New Town High School	Investigations and Records Management Officer, Department of Human Resources
<b><u>MARY L. MADDOX</u></b> (Effective July 1, 2006)	Teacher/Resource Battle Grove Elementary/ Colgate Elementary School	Assistant Principal Johnnycake Elementary School
<b><u>MELISSA M. O'BRIEN</u></b> (Effective July 1, 2006)	Teacher/Special Education Halstead Academy	Assistant Principal Stoneleigh Elementary School
<b><u>JOY R. O'BRIEN-KRACK</u></b> (Effective May 10, 2006)	Teacher/Spanish Kenwood High School	Assistant Principal Pikesville High School
<b><u>DAVID L. PARKER</u></b> (Effective July 1, 2006)	Assistant Principal Catonsville Middle School	Principal Edmondson Heights Elementary School
<b><u>ELIZABETH C. PARKER</u></b> (Effective July 1, 2006)	Assistant Principal Randallstown High School	Principal Overlea High School
<b><u>ARICKA R. PORTER</u></b> (Effective July 1, 2006)	Outreach Coordinator/ Consultant University of California	Assistant Principal Featherbed Lane Elementary School
<b><u>LAURIE L. PHILLIPS</u></b> (Effective July 1, 2006)	Teacher/Mathematics Hereford Middle School	Assistant Principal Ridgely Middle School
<b><u>MONICA C. SAMPLE</u></b> (Effective July 1, 2006)	Teacher/Modern Language Milford Mill Academy	Assistant Principal Milford Mill Academy
<b><u>PATRICIA D. VOGEL</u></b> (Effective July 1, 2006)	Assistant Principal Westowne Elementary School	Principal Westowne Elementary School

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>LEILA W. WALKER</u> (Effective May 10, 2006)	Acting Coordinator Office of Career and Technology Education	Coordinator Office of Career and Technology Education
<u>LYNDA M. WHITLOCK</u> (Effective July 1, 2006)	Assistant Principal Lansdowne High School	Principal Lansdowne High School
<u>MARICIA J. WOLF</u> (Effective July 1, 2006)	Assistant Principal Featherbed Lane Elementary School	Principal Orems Elementary School

### SUPERINTENDENT'S REPORT/SPECIAL ORDER OF BUSINESS

Dr. Hairston yielded his time to Brigadier General Michael Hayes.

Brigadier General (Retired) Michael Hayes, head of the Office of Military and Federal Affairs, Maryland Department of Business and Economic Development, provided a brief overview of the Base Realignment and Closure (BRAC) Commission, specifically its impact on Baltimore County, and the State of Maryland.

BRAC 2005 was initiated to reduce overhead, close military installations, reorganize the Department of Defense, and find efficiencies relative to organization. General Hayes highlighted several facts regarding the BRAC process:

- Potential for 40,000 to 60,000 total new jobs (not people)
- Most immediate impact is building trades
- Base positions gained:
  - Ft. Meade (5,200)
  - Aberdeen Proving Grounds (8,200) – this will create a minimum of 20,000 highly skilled, highly paid jobs
- Majority of jobs are coming from Ft. Monument area in New Jersey
  - Approximately 30% will relocate to Baltimore County/Baltimore City
- Department of Defense
  - \$1.2 million initial study grant issued by the U.S. Department of Labor includes measuring the jobs themselves, macro look at infrastructure (roads, schools, and water systems), higher education needs, and security clearance initiatives.
- Families currently based in New Jersey are already asking about school performance, such as SAT scores in Maryland.
- Inevitable next BRAC round in 2010 or 2011

SUPERINTENDENT'S REPORT/SPECIAL ORDER OF BUSINESS (cont)

Mr. Hayden asked whether the Office of Military and Federal Affairs would provide additional information to BCPS as it becomes available.

Mr. Arnold requested a breakdown of ages of children that could possibly be moving into Baltimore County. Mr. Arnold also suggested that Mr. David Lever from the IAC of the Maryland State Department of Education be included in the BRAC information process. General Hayes promised to include Mr. Lever.

Dr. Hayman inquired about the formal communication process. General Hayes stated BCPS will be part of the two public forums to be held on June 9 and June 22.

Mr. Janssen stated that BCPS may need to refine its curriculum to target for the various positions coming to Baltimore County.

SPECIAL ORDER OF BUSINESS

Councilman Vincent J. Gardina, Fifth District, spoke about school overcrowding, specifically at Perry Hall (High School) and Chapel Hill Elementary School. He noted the demographic changes and projected growth over the next seven or eight years. Councilman Gardina stated it is imperative that the Board work with Baltimore County government to develop a strategy to address this issue.

Councilman Gardina suggested the Board take the following two actions:

- Develop a comprehensive policy that would consider redistricting any student when capacity is limited or when a school is overcrowded.
- Redistrict the Chapel Hill Elementary School for all new developments that are in the development review process; have already been approved but not yet vested; or for those developments that have been approved, but have not received building permits.

Councilman Gardina has introduced legislation that would eliminate the exception that a neighboring school district that has capacity would be considered in the adequate facilities legislation for the Honeygo area. The bill will be considered by the council in approximately three weeks.

OLD BUSINESS

**Proposed Special Education Staffing Plan for 2006-2007**

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the proposed Special Education Staffing Plan for 2006-2007, as presented in Exhibit A.

**Policy 3000**

On motion of Mr. Arnold, seconded by Ms. Harris, the Board approved the proposed changes to Policy 3000—Non-Instructional Services, as presented in Exhibit B.

OLD BUSINESS (cont)

**Policy 5340**

On motion of Ms. Harris, seconded by Mr. Pallozzi, the Board approved the proposed changes to Policy 5340—Management of Funds, as presented in Exhibit C.

REPORTS

The Board received the following reports:

- A. **Report on Proposed Changes to Policy 4118—Tenure and Non-Tenure** – Dr. Peccia stated that recent changes in Maryland law allows local Boards of Education to extend the probationary period for new teachers for a third year. Since some teachers will not receive tenure after two years, Board of Education policy should reflect this change. This is the first reading.
- Mr. Hayden urged that the language “a minimum of two years” be reconsidered.
- B. **Report on Proposed Changes to Policy 4266—Salary Error** – Ms. Barbara Burnopp, Chief Financial Officer, stated that the policy is being eliminated and a new rule is being proposed to reflect current payroll practices. The proposed rule reflects Department of Labor regulations; eliminates the one year limit on correcting salary errors; and addresses over and underpayments. This is the first reading.
- C. **Report on Proposed Changes to Policy 5470—Elementary and Secondary Wellness** – Mr. Don Dent, Executive Director of Planning and Support Operations, reported that the reauthorized Child Nutrition Act mandates that each school system in the country develop a wellness policy which emphasizes nutrition and physical education prior to the start of the 2006-2007 school year. Additionally, the State Superintendent has requested that each school system’s wellness policy incorporate all eight components of a comprehensive school health program. This is the first reading.

PERSONNEL MATTERS

On motion of Mr. Hayden, seconded by Ms. Harris, the Board approved the personnel matters as presented on Exhibits G, H, I, J, K, L, M, and N. (Copies of the exhibits are attached to the formal minutes.) Mr. Janssen abstained from voting on all personnel exhibits (10-favor; 0-opposed, 1-abstention).

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-19 (Exhibit O). Dr. Hayman separated items 1, 10, and 13 for further discussion.

The Board approved items 2 through 9, 11 through 12, and 14 through 19.

2. PCR-243-06 Bus Routes
3. JNI-752-06 Career and Technology Software Conversion
4. MBU-503-06 Food Products
5. MBU-501-06 Milk, Dairy, and Fruit Juice Products
6. PCR-225-06 NETA Electrical Testing
7. MWE-818-06 On-Call Microbial Remediation and Cleaning Air Conveyance
8. MBU-502-06 Paper, Plastic, and Foam Products
9. MBU-598-06 Produce
11. MBU-503-06 Small Wares
12. MBU-597-06 USDE Commodity Processing
14. PCR-275-05 Contract Modification: Above-Ground Mechanical Construction Package (15-B) – Windsor Mill Middle School
15. MWE-821-06 Parking Lot and Driveway Addition –Cedarmere Elementary School
16. MWE-822-06 Parking Lot and Driveway Addition—Fort Garrison Elementary School
17. JNI-742-06 Boiler Replacement—Lansdowne Middle School
18. MWE-828-06 ADA Walkway Improvements—Pine Grove Middle School
19. MWE-825-06 Fee Acceptance—Construction Management Services—Vincent Farms Elementary School

Item #1 and #10

Dr. Hayman asked about the process for selecting the institutions. Dr. Peccia responded that BCPS looked at all colleges and universities in the area to ensure delivery of these specific programs. Dr. Hayman asked how the school system ascertained it would select Goucher and Towson. In regards to item 1, Ms. Elaine Berry, Coordinator of English and Reading, Secondary Programs, responded that Goucher is the only college in the area that offers this program in conjunction with the College Board. Dr. Hayman expressed concern that the school system focuses most of its monies on Goucher and Towson as opposed to other institutions.

BUILDING AND CONTRACT AWARDS (cont)

The Board approved items 1 and 10.

1. RGA-192-06 Advanced Placement Summer Institute
10. RGA-191-06 Resident Teacher Coaches' Program

Item #13

Dr. Hayman inquired about the education program since this renovation will be a major disruption for students and administration. Mr. Sines responded that the Department of Physical Facilities will meet with the administration of each middle school undergoing renovations and go through the plans to address any education issues. Mr. Sines noted that the instructional program is paramount to the sequencing and phasing of each middle school. Dr. Hayman stated it would be helpful, in future write-ups, to include the educational and instructional impact.

The Board approved item 13.

13. JMI-651-06 Contract Modification: Systemic Renovations—Catonsville Middle School

MASTER AGREEMENT

On motion of Mr. Janssen, seconded by Ms. Harris, the Board approved the Master Agreement between Baltimore County Public Schools and the Teachers Association of Baltimore County (TABCO), as presented in Exhibit P.

INFORMATION

The Board received the following as information:

- A. Revised Superintendent's Rule 5340—Management of Funds
- B. Northeast Area Educational Advisory Council Meeting Minutes of April 19, 2006
- C. Northwest Area Educational Advisory Council Capital Pre-budget Meeting Minutes of April 26, 2006

ANNOUNCEMENTS

Mr. Grzyski made the following announcements:

- The Baltimore County Board of Education will conduct a public hearing to seek public input about FY2008 Capital Budget needs in Baltimore County Public Schools on Wednesday, May 24, 2006, at 7:00 p.m. on the Greenwood campus in the ESS Building. Sign-up will begin at 6:00 p.m.

ANNOUNCEMENTS (cont)

- Schools and offices will be closed on Monday, May 29, 2006, in observance of Memorial Day.
- The Southwest Area Educational Advisory Council will host its next meeting on Wednesday, June 7, 2006, at the Southwest central area office beginning at 7:00 p.m.
- There will be a joint Area Education Advisory Council meeting on Thursday, May 18, 2006, at 7:00 p.m. on the Greenwood campus in the ESS Building.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, June 13, 2006, at Greenwood. The meeting will begin with an open session at approximately 5:30 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. 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 ON 2007-2008 SCHOOL CALENDAR

Ms. Hadear Abdou asked the Board to amend the 2007-2008 proposed school calendar and add the two Muslim holidays.

Ms. Dimah Mahmoud asked the Board to treat Muslim children equally by adding the two Muslim holidays to the school calendar.

Mr. Mohamed Mansour asked the Board to place the two Muslim holidays on the school calendar.

Ms. Cherry Abdou requested the Board to amend the proposed 2007-08 proposed school calendar for the two Muslim holidays, similar to the Jewish holidays.

Mr. Muneer Kirmani asked the Board to amend the proposed school calendar to include Jewish and other ethnic religions.

Ms. Naima Shoukat requested the Board to amend the 2007-08 school calendar to include the two Muslim holidays equal to the Jewish holidays.

Mr. Nabell Kirmani urged the Board to approve the two Islamic holidays on the proposed school calendar.

Ms. Ayah Mahmoud asked the Board to amend the proposed school calendar to include school closing in recognition of the Muslim holidays as it does for the Jewish holidays.

PUBLIC COMMENT ON 2007-2008 SCHOOL CALENDAR (cont)

Mr. Jamahl Rahmaaw requested the Board amend the school calendar to include closing schools on the two Muslim holidays.

Ms. Kamal Rehman asked the Board to consider amending the school calendar to include closing schools in recognition of the Muslim holidays.

Mr. Talaal Pharoan requested that Muslim holidays be placed in the school calendar.

Ms. Sadeef Alaim urged the Board to be fair and equal by including the two Muslim holidays on the proposed school calendar.

Mr. Muhammad Jameel urged the Board to amend the 2007-08 proposed school calendar and include the two Muslim holidays.

Dr. Bash Pharoan believes the 2007-08 school calendar is discriminatory. He asked that if the Board does not amend the calendar then remove any holiday that is not a federal or COMAR holiday.

GENERAL PUBLIC COMMENT

Ms. Suzy Filbert expressed concern that guidance counselor(s) were pulling students from classrooms to see military recruiters. She believes this is being done without parental consent and without checking in the students' folder to see if there are any opt out forms.

Ms. Ellen Barfield asked the Board to pass a policy permitting access to students about joining the military.

Mr. John Oliver stated the military recruiters are "sales persons."

Ms. Elsie Davis asked the Board to adopt a resolution concerning access to students.

Ms. Stephannie Wilson expressed concern over the lack of parental involvement in decisions made at schools.

Ms. Kimberly Stanley expressed dismay over the lack of parent involvement in selecting school-based administrators.

Ms. Karen Yarn thanked BCPS and the Board for its continued support and the opportunities that have been extended to her child.

Mr. Ori Shabazz thanked BCPS for the AVID program and offered his services to help with the Muslim holiday solution.

Mr. Craig Goodwin asked the Board to consider redistricting for temporary annexation for Chapel Hill Elementary School instead of installing temporary trailers.

GENERAL PUBLIC COMMENT (cont)

Ms. Trish Bisaha urged the Board to consider redistricting for Chapel Hill Elementary School instead of waiting two years for the completion of Vincent Farm Elementary School.

ADJOURNMENT

At 10:03 p.m., Ms. Murphy moved to adjourn the open session. The motion was seconded by Ms. Harris and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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