

## **APPROVED MINUTES**

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

Tuesday, March 13, 2007

The Board of Education of Baltimore County, Maryland, met in open session at 4:01 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: 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, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., 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 #07-07. The matter was heard in closed session.

In addition to the above listed Board members, the following persons were present: James R. Whattam, Esquire, Assistant General Counsel, Maryland State Teachers Association; J. Robert Haines, Esquire, Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann F. Howie, Esquire, Legal Counsel to the Superintendent; Anjanette L. Dixon, Esq., Staff Attorney; P. Tyson Bennett, Esquire, Legal Counsel to the Board of Education; 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 4:32 p.m.

Board members deliberated on the case.

### **ADMINISTRATIVE FUNCTION SESSION MINUTES**

Upon conclusion of its deliberations, the Board of Education considered its internal procedures. President for the administrative function meeting were: 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, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman.

### **OPEN SESSION MINUTES**

The Board reconvened in open session at 5:08 p.m. President Donald L. Arnold and the following Board members were present: 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, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Arnold reminded Board members of community functions and Board of Education events scheduled in March and April.

Ms. Harris moved that the student member be permitted to participate in closed session collective bargaining discussions. The motion was seconded by Ms. Johnson 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 5:09 p.m.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:09 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: 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, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Dr. H. Scott Gehring, Assistant Superintendent, Northwest Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Dr. Kim X. Whitehead, Assistant Superintendent, Central Area; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations; Dr. Alpheus Arrington, Director, Personnel Staffing; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Peccia updated Board members on collective bargaining discussions.

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

At 5:37 p.m., Mr. Janssen moved the Board adjourn for a brief dinner recess. The motion was seconded by Ms. Murphy and approved by the Board.

### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:27 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: 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, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. 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 Audrey Dittman, a student at Carver Center for Arts and Technology, followed by a period of silence 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 20, 2007 (rescheduled from February 13, 2007), Mr. Arnold declared the minutes approved as presented on the website.

Dr. Hairston noted one adjustment to the agenda for this evening's meeting – removal of item B, Hearing Examiner's Opinion in Case #07-14, under XI, New Business. Mr. Arnold noted the correction to tonight's agenda.

Mr. Arnold informed the audience of the sessions in which Board members had participated earlier in the afternoon.

### SELECTION OF SPEAKERS

After collecting completed sign-up cards, Mr. Arnold announced the names of persons who would be speaking during the public comment portion of the meeting as well as the order in which the persons would be called.

### ADVISORY AND STAKEHOLDER COMMENTS

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, commended the Superintendent for initiating the curriculum management audit.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the group's meeting where Dr. Rodriguez reported on the progress in the southwest area, and Dr. Peccia presented progress in equity of hiring personnel.

Ms. Susan Katz, President of the PTA Council of Baltimore County, announced that the PTA's sound enhancement resolution was approved and accepted by the Maryland PTA. She expressed concern of implementing Policy 3160 and changing the process in the middle of a school year.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated that TABCO looks forward to working with the school system in the curriculum audit recommendations and implementation plan.

SUPERINTENDENT'S REPORT

Dr. Hairston acknowledged the selection of Red House Run Elementary and Hereford Middle Schools as Maryland Blue Ribbon Schools of Excellence.

OLD BUSINESS

**Proposed New Policy 3160**

On a motion of Mr. Pallozzi, seconded by Mr. Bacon, the Board approved the proposed new Policy 3160 – NON-INSTRUCTIONAL SERVICES-RISK MANAGEMENT: School-Sponsored Activities, as presented in Exhibit B.

OLD BUSINESS (cont)

**Proposed Deletion of 8000 Preface**

On a motion of Mr. Bacon, seconded by Mr. Pallozzi, the Board approved the proposed deletion of the 8000 Series Preface, as presented in Exhibit C.

REPORTS

The Board received the following reports:

- A. On motion of Ms. Murphy, seconded by Mr. Hayden, the Board adopted the following resolution proclaiming March as Professional Social Work Month:

WHEREAS, *Professional social workers have over a century of experience helping individuals and effecting social change that benefits everyone; and*

WHEREAS, *Over 20,000 school social workers across the nation provide psycho-educational services and develop programs which help children experience success in school; and*

WHEREAS, *School social work services began in Baltimore County during the 1993-1994 school year to provide assistance to students by alleviating those psycho-social problems that interfere with academic success; and*

WHEREAS, *School social workers provide therapeutic services to assist students in becoming more available for learning; and*

WHEREAS, *School social workers collaboratively assist staff in developing social-emotional learning objectives to assist students in meeting with academic success; and*

WHEREAS, *School social workers provide links between the home and school; and locate community resources to promote students' academic achievement; and*

- WHEREAS, *School social workers advocate that all students can achieve success in schools that are programmatically nurturing, safe, and orderly environments; and*
- WHEREAS, *School social workers continue to promote the development of programs that will increase student achievement and encourage parental participation in schools; now, therefore, be it*
- RESOLVED *That the Board of Education of Baltimore County extends its deep appreciation to all school social workers for their dedicated and committed services to students and their families; and be it further*
- RESOLVED *That the Board of Education of Baltimore County does hereby proclaim the month of March 2007 as **Professional Social Work Month.***

- B. **Report on Proposed Changes to Policy 3510 – NON-INSTRUCTIONAL SERVICES: Operation** – Mr. Michael Sines, Executive Director of the Department of Physical Facilities, noted the text change of substituting “Division” with “Department.” This is the first reading of this Policy.

Mr. Hayden suggested removing the reference to a collective bargaining unit.

Ms. Johnson asked if the school system would incorporate the total cost necessary for the Department of Physical Facilities to operate in an efficient manner. Mr. Sines responded the total cost is evaluated on an annual basis and cannot be projected in a Policy.

Dr. Hairston stated that staff will solicit the Board’s input and will have a follow-up conversation.

- C. **Report on Proposed Changes to Policy 7240 – NEW CONSTRUCTION: School Sites** – Mr. Sines noted that the change reflects clarification as to the site acquisition and development of the Policy.

Mr. Hayden suggested removing “in accordance with applicable laws and regulations” from the Policy.

Dr. Hayman asked what steps are being taken in relationship to the concerns raised in the audit regarding policies. Dr. Hairston responded that there is a request in the proposed FY 2008 operating budget for a “Policy Analyst” position where this particular task would be handled.

- D. **Report on Curriculum Management Audit** – Dr. Hairston introduced Dr. Fenwick English, Senior Lead Auditor, Phi Delta Kappa, Inc. (“PDK”) who provided an overview of the audit process and methodology, key findings, and recommendations of the Phi Delta Kappa Curriculum Management Services, Incorporated. Recommendations included:

REPORTS (cont)

1. Bringing system curriculum and program development and the change process under centralized control.
2. Developing and implementing a comprehensive professional development policies, rules, and plans.
3. Developing and execute a curriculum management plan that produces high-quality curriculum guides.
4. Reviewing, revising, adopting, and implementing Board policies on curriculum management.
5. Developing and implementing a comprehensive assessment plan and system that fosters sound instructional decision making.
6. Requiring the systematic evaluation of school system programs and master plan actions.
7. Designing and implementing a data management plan.
8. Developing and implementing a five-year plan that fully aligns district resources to curricular goals and strategic priorities.
9. Developing and implement system planning focused on goals to ensure equal access for students to all comparable programs and services.
10. Eliminating educational environments hampered by physical barriers.
11. Initiating and implementing needed policy updates and necessary improvements for special programs.

Mr. Hayden asked whether there was a matrix of high-performing organizations or lending individuals from which BCPS could seek forth advice. Dr. English stated that the Board should provide a specific area to the Superintendent, and he (Dr. English) would attempt to identify a school system or individual.

Ms. Shillman commented that the Board is aware of the facilities and maintenance issues and have made certain renovations a priority.

Dr. Hayman asked whether the school system has an opportunity to refute any of the audit findings. Dr. English responded that the recommendations presented are the auditors' best professional judgment on how to address the findings. Dr. Hayman encouraged the Superintendent to develop an action plan with timelines and monitoring strategies.

Ms. Johnson recommended that the Board receive an annual review of the school system's progress regarding the audit recommendations.

Mr. Arnold stated the next step is to look at the policies and have the Superintendent present his recommendations to the Board.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Hayden, the Board approved the personnel matters as presented on Exhibits G, H, I, J, and K (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 1-8 (Exhibit L). Item 5, Trucks and Vans, was deferred until the next Board meeting. Mr. Janssen abstained from voting on item 6. Ms. Johnson pulled item 4 for further discussion.

The Board approved items 1, 2, 3, 6, 7, and 8.

1. RGA-122-04      Contract Modification: Automated Substitute Teacher Notification System
2. JNI-783-07      Stationery and Office Supplies
3. JMI-630-07      Debris Equipment
6. MWE-817-06      Contract Modification: Construction Contract – Kenwood High School Addition and Technology Wing Renovation
7. PCR-221-06      Contract Modification: Construction of Two-bay Vehicle Maintenance Building – Kenwood Bus Facility
8. RGA-122-07      Request Permission: Storm Drain Construction by the Baltimore County Department of Public Works – Parkville Middle School

Item 4

Ms. Johnson asked for specifics of the program. Ms. Kathleen McMahon, Assistant Superintendent of Humanities, explained that the program is used in grades one to five to support the elementary reading materials and part of the assessTRAX system. Ms. Johnson asked if there is sufficient data to ensure the program is effective. Dr. Hairston stated there is history and data showing that the program works.

On motion of Ms. Murphy, seconded by Mr. Pallozzi, the Board approved item 4.

4. JNI-782-07      Maryland Standards-Aligned Reading Assessments Adaptation from Houghton Mifflin

### FY 2007 BUDGET SUPPLEMENTAL APPROPRIATION

On motion of Mr. Hayden, seconded by Ms. Harris, the Board approved the FY 2007 Operating Budget Supplemental Appropriation in the amount of \$2,323,816, as presented in Exhibit M.

### LEGISLATIVE UPDATE

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, reviewed key pieces of legislation that affect the school system and are under consideration by the General Assembly.

The Board took no position on HB317 – Student Health and Fitness Act of 2007. The bill “died” in session.

On motion of Ms. Harris, seconded by Mr. Hayden, the Board voted to oppose HB1079 – Education – Collective Bargaining – Public School Labor Relations Board.

### INFORMATION

The Board received the following as information:

- A. Financial Report – for the Months Ending January 31, 2006 and 2007
- B. New Superintendent’s Rule 3160 – NON-INSTRUCTIONAL SERVICES: School-Sponsored Activities

### ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- The Board of Education of Baltimore County will meet to conduct a work session on Thursday, March 20, 2007, beginning at 7:00 p.m., at Greenwood. The meeting is open to the public.
- The Northwest Area Education Advisory Council will hold its next meeting on Tuesday, March 20, 2007, at Fort Garrison Elementary School beginning at 7:30 p.m.
- The Northeast Area Education Advisory Council will hold its next meeting on Wednesday, March 21, 2007 at Kingsville Elementary School beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, March 27, 2007, 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 to all open sessions.

Mr. Arnold stated that public comment is one of the opportunities provided to hear the views and receive the advice of community members. The members of the Board appreciate hearing from interested citizens and will take their comments into consideration, even though it is not the Board's practice to take action at this time on issues which are raised. When appropriate, the Board will refer concerns to the Superintendent for follow-up by his staff.

While the Board encourages public input on policy, programs, and practices within the purview of this Board and this school system, this is not the proper avenue to address specific student or employee matters, or to comment on matters that do not relate to public education in Baltimore County. The Board encourages everyone to utilize existing avenues of redress for complaints. Inappropriate personal remarks or other behavior that disrupts or interferes with the conduct of this meeting are out of order.

Mr. Arnold also asked speakers to observe the light system, which lets the speaker know when time is up. He asked speakers to conclude their remarks when they see the red light.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 1240

No one from the public signed up to speak on Policy 1240.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 1250

No one from the public signed up to speak on Policy 1250.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8110

No one from the public signed up to speak on Policy 8110.

GENERAL PUBLIC COMMENT

Dr. Bash Pharoan asked the Board to add the two Muslim holidays to the school calendar.

Mr. Jameel thanked the Board and Superintendent for initiating the curriculum audit and hopes that the contents of the curriculum related to Islam are corrected.

Ms. Beth Allen deferred her comments.

Ms. Susan Allen deferred her comments.

ADJOURNMENT

At 9:38 p.m., Mr. Bacon moved to adjourn the open session. The motion was seconded by Mr. Parker and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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