

## **APPROVED MINUTES**

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

Tuesday, October 23, 2007

The Board of Education of Baltimore County, Maryland, met in open session at 3:10 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Donna Flynn, Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Miss Audrey Dittman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Ms. Murphy reminded Board members of community functions and Board of Education events scheduled in October and November.

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

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(7), and (a)(9) and upon motion of Ms. Johnson, seconded by Mr. Pallozzi, the Board commenced its closed session at 3:12 p.m.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 3:12 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Donna Flynn, Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Miss Audrey Dittman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: Ms. Rita Fromm, Chief of Staff; Mr. William Lawrence, Assistant Superintendent, Northwest Area; Dr. Robert Tomback, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Ms. Heather Lageman, Assistant to the Assistant Superintendent, Central Area; Margaret-Ann Howie, Esq., General Counsel; Dr. Donald Peccia, Assistant Superintendent, Human Resources and Government Relations; Dr. Alpheus Arrington, Director, Personnel Staffing; Mr. Daniel Capozzi, Staff Relations Manager; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

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

Mr. Capozzi explained the negotiations process and presented the proposed negotiating team members for the 2007-2008 season.

CLOSED SESSION MINUTES (cont)

Kenneth Hoffman, Esq., Venable LLP, Mr. Michael Beczkowski, Bolton Partners Investment Consulting Group, Inc., and Dr. Edward Dieffenbach, BCPS Director of Payroll, entered the room at 3:22 p.m.

Ms. Howie provided legal advice to Board members concerning a recent attorney general's opinion.

Board member, John A. Hayden, III, and P. Tyson Bennett, Esq., Counsel to the Board of Education, entered the room at 3:23 p.m.

Ms. Howie, along with Mr. Hoffman and Mr. Beczkowski, presented to the Board regulatory changes affecting BCPS 403(b) program.

Mr. Bennett provided legal advice to the Board regarding hearing officer's opinion in a case to be considered this evening.

Board member, Mr. Earnest E. Hines, entered the room at 4:02 p.m.

The Board entertained oral argument in Hearing Examiner's Case #07-26. The matter was heard in closed session.

In addition to the above listed Board members, the following persons were present for oral argument: the Appellant; Ms. Geraldine Wade; J. Robert Haines, Esquire, Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Mr. Michael Sines, Executive Director of Physical Facilities; Mr. William Wingerd, Operations Administrator, Physical Facilities; Margaret-Ann F. Howie, Esquire, on behalf of the Superintendent; 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.

Board members deliberated on the case.

The hearing was concluded at 4:37 p.m.

At 5:08 p.m., Mr. Hayden moved the Board go into open session. The motion was seconded by Mr. Pallozzi and approved by the Board.

### OPEN SESSION

President JoAnn C. Murphy and the following Board members were present: Ms. Donna Flynn, Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Miss Audrey Dittman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Board members discussed the agenda and inquired about the possibility of adding an item to this evening's agenda.

Mr. Hayden expressed concern that Policy 8130 had not been followed because the Articulated Instruction Module (AIM) was a "significant program" with a significant amount of money associated with it.

Mr. Parker stated that the Board needs to step back and try to understand what students, parents, and teachers are requesting.

Mr. Hines commented that the school system is looking for a tool that will help all students. Everyone needs to better understand the tool. He concurred with Mr. Parker about the need to step back and clearly examine AIM.

Mr. Pallozzi stated that he attended the Woodlawn cluster session on AIM, and those parents and staff were excited about AIM.

Ms. Flynn asked about the process for placing an item on the agenda and how Board members get feedback on what will be on the agenda. Dr. Hairston responded that AIM would be a report on the Board's agenda and not a voting item.

Dr. Hairston commented that staff was given a directive to align the curriculum in AIM. He stated that the deadline to get information into AIM to review the alignment with the curriculum is slated for November 15. Dr. Hairston asked Board members to give him and staff the opportunity to work internally and provide structure.

Board members requested a work session in the near future to review instructional tools (e.g., assessTrax, Test Trax, AIM, etc.).

### ADMINISTRATIVE FUNCTION

The Board president discussed the expiration of the Superintendent's contract.

At 6:05 p.m., Mr. Janssen moved that 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 7:33 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Donna Flynn, Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Miss Audrey Dittman. 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 Sophia Seaman, a student at Fifth District Elementary School, 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 Board of Education Open and Closed Minutes of September 18, 2007, and the Open and Closed Minutes of October 2, 2007, Ms. Murphy declared the minutes approved as presented on the Web site.

Ms. Murphy 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, Ms. Murphy 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. Rebecca Palardy, Baltimore County Student Council President and Superintendent's Student Council Advisory Group, reported on the annual leadership workshop at Camp Ramblewood; over 160 students attended. Ms. Palardy announced that the BCSC middle school conference would be held on November 17, 2007.

Mr. Boyd Crouse, Coordinator of the Area Education Advisory Councils, announced that the joint area education advisory council meeting would be held Wednesday, October 24. The agenda includes: overview of budget process, information for council areas, setting agenda for upcoming Board dinner, and open dialogue.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Mr. Clifford Collins, Chair of the Northwest Area Educational Advisory Council, reported on the council's operating pre-budget hearing held on October 9. Testimony from 24 individuals included school staffing, salaries, kindergarten aides, and climate control issues.

Ms. Jasmine Shriver, a representative of the Baltimore County Education Coalition, stated that the Articulated Instruction Module (AIM) tool should not be debated. AIM is an assessment tool to measure student growth. She commented that professional development must be addressed and curriculum needs to be developed, taught, and assessed.

Ms. Gloria Collins, President of the Baltimore County Instructional Assistants & Clerical Employees, (BACE), asked the Board to address the budgetary issues in Title I schools.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the group's last meeting where the following committees were established: curriculum, budget, membership, legislative, human relations, and planning. Dr. Campbell stated that MAAG discussed and agreed that nothing is in place other than AIM, and the priority should be aligning BCPS' curriculum with the state's voluntary curriculum.

Ms. Susan Katz, President of the PTA Council of Baltimore County, announced the fall reception and workshop to be held on Thursday, October 25, at New Town High School. Mr. Sam Macer stated that the parent involvement committee will now become the family partnership committee noting that there needs to be a strong family/school connection.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated that AIM is "off target" and goes beyond a teacher's workload. TABCO supports alignment, but AIM does not make alignment occur nor does it close the achievement gap. Ms. Bost also stated that assessTrax does not have the "bugs" worked out and that teachers are being asked to implement AIM for next year.

Delegate William Frank, District 42, commented on the overcrowding issues affecting all elementary schools in the Towson area. He stated that the most viable solution he believes is a win-win would be to reopen Ridge Ruxton as a comprehensive school to relieve overcrowding and construct a special needs school at the Mays Chapel site. Delegate Frank appreciates that the school system has put forward this proposal, which is not without opposition. He stated that it is his view that a new special-needs school with a small footprint and very limited enrollment could co-exist very nicely with the remaining sixteen acres of green space in Mays Chapel Park.

SUPERINTENDENT'S REPORT

Dr. Hairston reported that three Baltimore County schools will be commemorating their 75<sup>th</sup> anniversaries this year. These three schools – Fifth District Elementary, Prettyboy Elementary, and Seventh District Elementary schools – exemplify the strength of community-

SUPERINTENDENT'S REPORT (cont)

based schools throughout this county, state, and nation. Dr. Hairston introduced Sophia Seaman, a fifth grader at Fifth District Elementary School, who read her speech from the school's recent anniversary ceremony.

Dr. Hairston noted that next year Randallstown Elementary School will be celebrating its 100<sup>th</sup> anniversary.

The Board adopted a resolution honoring Fifth District Elementary, Prettyboy Elementary, and Seventh District Elementary schools:

WHEREAS, *Fifth District Elementary, Prettyboy Elementary, and Seven District Elementary schools have reached the prestigious milestone of educating children in the Sparks and Hereford communities for 75 years; and*

WHEREAS, *Throughout these years, the school has evolved in many ways to meet the needs of the community and to adjust to the changing educational landscape; however, the school's position as a community anchor remains constant; and*

WHEREAS, *Fifth District Elementary, Prettyboy Elementary, and Seven District Elementary schools success exemplifies the promise of all community-based schools to offer quality instruction and nurture the connections between school and community; and*

WHEREAS, *Reaching this milestone brings attention to: the strength of the school's administrative and academic leadership; the quality, dedication, and creativity of its teachers; the enthusiasm and abilities of its students; and the unwavering support the school receives from involved parents, volunteers, and community partners; now, therefore, be it*

RESOLVED, *That the Board of Education, herewith assembled in regular session on the twenty-third day of October, in the year two thousand and seven, congratulates Fifth District Elementary, Prettyboy Elementary, and Seven District Elementary schools on its 75<sup>th</sup> anniversary and commends the entire school community for establishing an enduring legacy of academic excellence.*

REPORTS

The Board received the following reports:

- A. **Report on School Staffing** – Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, and Dr. Alpheus Arrington, Director of Human Resources, provided the 2007-2008 staffing report, which included:

REPORTS (cont)

- the percentage of minority teachers – 15.7% in 2003 to 22.2% in 2007;
- the number of highly qualified teachers (HQT) in core subject areas total 94.65%;
- the number of highly qualified paraeducators in Title I schools total 100%;
- the number of core academic subject (CAS) classes taught by highly qualified teachers total 87.5%;
- the strategies for continued improvement.

The Office of Personnel will continue to implement recruitment initiatives to attract highly qualified teachers, especially minority teachers. The BCPS staffing plan will continue to focus on giving priority to hiring and retaining highly qualified teachers at all schools, especially priority schools, and to assist all teachers to meet the requirements of *No Child Left Behind* (NCLB).

Mr. Hayden commented that between 2006-07 and 2007-08 there are sixteen fewer paraeducators in Title I schools. Mr. Hayden requested enrollment numbers and whether the student population in those schools had in fact declined.

Ms. Shillman expressed concern that the northwest area has the smallest number of HQT. Dr. Peccia stated that number has decreased dramatically based on last year's numbers.

Ms. Harris asked whether those teachers and paraeducators lacking not highly qualified status are attempting to meet the standards. Dr. Arrington responded that NCLB does not address the HQ status of paraeducators in non-Title I schools; however, it is addressed in the *Blueprint for Progress*. Dr. Arrington stated that the school system offers and encourages in-service opportunities for all paraeducators who must meet the NCLB standards.

Mr. Janssen echoed Ms. Shillman's concern. He stated that the school system needs to concentrate on placing highly qualified teachers in the northwest and southwest areas since that is where the most struggling schools in the system are located.

Ms. Flynn requested information on a school-by-school basis of the number of non-tenured teachers in high priority schools, and that it examines trends to see whether any changes are necessary and whether progress has been made.

Ms. O'Hare requested teacher data; specifically a breakout of who's been where, length of time at a particular school, and how long a teacher has not been highly qualified.

### PERSONNEL MATTERS

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

### NEGOTIATION TEAM MEMBERS

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the proposed negotiation team members for 2007-2008, as presented on Exhibit F.

### HEARING EXAMINER'S RECOMMENDATIONS

On a motion of Mr. Hayden, seconded by Mr. Janssen, the Board approved that the hearing examiner's opinion in case #07-29 be affirmed. Ms. Shillman was in opposition of the recommendation (favor-10; opposed-1).

### BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1, 9-16 (Exhibit G).

The Board approved these recommendations.

1. PCR-296-08 Contract Modification: Assistive Technology Software
9. PCR-287-08 Fasteners
10. PCR-288-08 Lumber
11. JNI-704-08 Mobile Agriculture Science Laboratory
  
12. MWE-873-07 Contract Modification: Entrance Drive Paving – Greenwood Executive Offices
13. JNI-712-06 Contract Modification: Old Court Middle School Renovations
14. MBE-547-07 Contract Modification: Design Services for Systemic Renovation – Sparrows Point Middle/High School
15. JMI-641-07 Gymnasium Floor Replacement – Woodlawn High School
16. RGA-156-08 Request for permission to construct: Request to Allow Construction of Parking Lot – Home and Hospital

Items #2 and #3

Noting that the total award value for item 2 has increased by 20%, Mr. Hayden asked whether this is a 20% increase in one year. Mr. Gay responded that this gives BCPS the authority within the budget to spend up to that amount if necessary. Mr. Gay stated the contract adds another year and another \$400,000.

The Board approved item 2. Mr. Hayden abstained from voting on item 2.

2. RHA-342-03 Contract Modification and Extension: Leasing Portable Modular Classrooms

The Board approved item 3. Mr. Hayden abstained from voting on item 3.

3. RHA-315-04 Contract Modification and Extension: New Relocatable Modular Classrooms

Item #4, 5, 6, and 7

Ms. Flynn asked whether items 4, 5, 6, and 7 were all part of the same grant with Mr. Gay responding in the affirmative. Ms. Flynn asked if the analysis course is for Algebra I. Ms. Patricia Baltzley, Director of Mathematics, stated that MSDE started development of on-line courses for all four of the content areas several years ago, and that government and algebra were activated. BCPS simply holds the grant; this is a state wide revision that is being completed for this on-line course that will ultimately be available to students and teachers for use in BCPS.

The Board unanimously approved items 4, 5, 6, and 7.

4. RGA-152-08 *Flash* Development Services
5. RGA-153-08 Grant Evaluation Services
6. RGA-154-08 Technical Development Services for Online Courses
7. RGA-155-08 Project Management Services

Item #8

Ms. Shillman stated that this contract should be more detailed. Mr. Gay stated that this is a contract issued by the state of Maryland and the state awarded the contract to 83 different suppliers. Mr. Michael Goodhues, Chief Information Officer, stated that this contract gives BCPS a number of options for the best product fit to meet the technology needs. The funds would go towards infrastructure, new applications, and updated computers.

The Board approved item 8. Ms. Shillman abstained from voting on this item.

8. PCR-295-08 Computers and Associated Peripherals

### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- There will be a joint area education advisory council meeting on Wednesday, October 24, 2007, in the ESS Building, Room 114, beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, November 6, 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. The Board will host the Area Education Advisory Councils for dinner on November 6, 2007, from 6:00 p.m. until 7:30 p.m.

Ms. Murphy 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.

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

#### PUBLIC COMMENT ON PROPOSED DELETION OF POLICY 7440

No one from the public signed up to speak on this policy.

#### PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8314

No one from the public signed up to speak on this policy.

### GENERAL PUBLIC COMMENT

Mr. Frank Batavizk asked the Board to consider building a special needs school at Mays Chapel Park.

GENERAL PUBLIC COMMENT (cont)

Ms. Jill Pope asked the Board to consider the proposal to build a special needs school in Mays Chapel.

Ms. Vicki Lockwood explained the benefits of sound enhancement systems in the classroom.

Ms. Sue Pittillo expressed concern that all employees are not treated fairly.

Mr. Michael Ertel asked that the proposal for utilizing the Ridge Ruxton School as an elementary school be expedited.

Ms. Alyson Bonavoglia expressed her support of the proposed plans to build a new special needs school and utilize Ridge Ruxton School as an elementary school.

Ms. Jody Smith asked the Board to reconsider the use of Articulated Instruction Module (AIM).

Mr. Chris Millard thanked the Board for continuing its plan to build a special-needs school and utilize Ridge Ruxton as an elementary school. He also asked the Board to fast track this plan.

Mr. Dennis King echoed the previous parents' comments on building a special-needs school and opening Ridge Ruxton School as an elementary school.

Mr. Mike Fosez did not speak.

ADJOURNMENT

At 9:17 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

bls