

APPROVED MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, November 20, 2007

The Board of Education of Baltimore County, Maryland, met in open session at 5:07 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. Rodger C. Janssen, Ms. Ramona N. Johnson, 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 November and December.

Ms. Murphy distributed to Board members Policy 8314, as currently on the Web site, and the revisions presented to the Board at its November 6, 2007 meeting. Ms. Murphy asked that Board members with questions or suggestions be submitted to the Board Policy Review Committee chairperson, Ms. Harris, so that the policy can move forward.

Ms. Murphy then shared with Board members the revised annual Board agenda, which specifies future agenda items for the 2007-2008 school year.

Ms. Murphy reviewed with Board members the suggested agenda for the December 11 work session. She asked that any changes to the suggested agenda be given to her as soon as possible. Ms. Murphy requested all Board members to bring their laptops to the work session.

Ms. Harris 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 Mr. Pallozzi, seconded by Mr. Janssen, the Board commenced its closed session at 5:14 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:14 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. Rodger C. Janssen, Ms. Ramona N. Johnson, 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: J. Robert Haines, Esq., Deputy Superintendent; Dr. Sonia Diaz, Chief Academic Officer, Mr. William Lawrence, Assistant

CLOSED SESSION MINUTES (cont)

Superintendent, Northwest Area; Dr. Robert Tomback, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Central Area; Margaret-Ann Howie, Esq., General Counsel; J. Stephen Cowles, Esq., Staff Attorney; Dr. Donald Peccia, Assistant Superintendent, Human Resources and Governmental Relations; Michael Molinaro, Esq., Reese & Carney, LLP; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Hairston stated that there are no updates on the status of negotiations.

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

Board members, Ms. Mary-Margaret O'Hare and Mr. Earnest E. Hines, entered the room at 5:20 p.m.

Ms. Howie provided legal advice on the McKinney-Vento Homeless Assistance Act.

At 5:32 p.m., Mr. Hayden moved the Board go into open session. The motion was seconded by Ms. Harris 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.

With respect to e-mail, Board members expressed concern that the public and certain staff do not access to Board members' e-mail. After further discussion, Ms. Murphy suggested that the school system survey other Maryland school systems concerning this practice.

Mr. Hayden encouraged the Superintendent to place additional Board support in the operating budget. Board members Parker and Hayden requested job descriptions from other LEAs in Maryland, if available.

At 6:01 p.m., Mr. Janssen moved that the Board adjourn for a brief dinner recess. The motion was seconded by Ms. O'Hare 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. 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 Kayla Davenport, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

MINUTES

As indicated at the previous Board meeting, Mr. Janssen has submitted a statement to be attached to the November 7, 2007 Board minutes.

Mr. Janssen moved that the statement be included in the November 7, 2007 Board minutes. The motion was seconded by Mr. Hayden and approved by the Board. Ms. Murphy declared the minutes approved as amended by Mr. Janssen's statement.

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 Council's middle school conference "007, Licensed to Lead."

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Nancy Tobias and Ms. Mary Thomas, representatives of the Advisory Committee for Alternative Programs, shared with Board members the HIPPY program and the program's accomplishments over the last 14 years.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, appreciated the opportunity to serve on the Superintendent's Curriculum Task Force. Ms. Kennedy emphasized the need to focus the work on what is best for all students and to improve student achievement.

Mr. John Desmone, Executive Director of the Council of Administrative and Supervisory Employees, thanked the Board for revisiting Policy 4008 and hoped the Board would approve the policy this evening.

Ms. Jasmine Shriver, a representative of the Minority Achievement Advisory Group, reported that at the group's November 8 meeting, Mr. Carl Bailey was named co-chair of MAAG.

Ms. Susan Katz, President of the PTA Council of Baltimore County, urged the Board to be prudent in the selection of vendors to provide sound enhancement equipment to the school system.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, thanked the Board for modifying Policy 4008, which is scheduled for Board approval this evening. Ms. Bost read e-mail excerpts from a survey sent to teachers soliciting suggestions to improve education in challenging schools.

SUPERINTENDENT'S REPORT

Mr. Hayden requested that the data concerning the number of years teachers have been in their assignments be available to the public at the Board's December 4, 2007 meeting.

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the following resolutions:

- Recognition of Stewart Emmerich, Jackie Morgan, and Cheryl Milligan named Teachers of the Year by the Maryland Art Education Association.

WHEREAS, *Stewart Emmerich of Pleasant Plains Elementary School, Jackie Morgan of Pine Grove Middle School, and Cheryl Milligan of Towson High School are regarded by staff, administrators, and parents as exemplary visual arts educators who produce innovative lessons in the classroom and enhance art education locally and nationally through their involvement in mentoring, curriculum development, and workshop presentations; and*

SUPERINTENDENT'S REPORT (cont)

- WHEREAS, *Arts education, which is an integral part of the Baltimore County Public Schools curriculum, supports students in developing the self-discipline, self-esteem, teamwork, higher-level thinking skills, and creativity required to participate effectively in today's society and economy; and*
- WHEREAS, *In honor of their accomplishments and leadership as arts educators, the Maryland Art Education Association has honored Mr. Emmerich as its 2007 elementary school Teacher of the Year, Ms. Morgan as its 2007 middle school Teacher of the Year; and Ms. Milligan as its 2007 high school Teacher of the Year.*
- WHEREAS, *To be considered for these awards, individuals must be chosen by a statewide committee that bases its selections on nomination and recommendation letters as well as teachers' professional resumes; and*
- WHEREAS, *The Maryland Art Education Association selecting educators from Baltimore County Public Schools as its elementary, middle, and high school Teachers of the Year for 2007 affirms the school system's overall excellence in this subject area; now, therefore, be it*
- RESOLVED, *That the Board of Education, herewith assembled in regular session on the twentieth day of November, in the year two thousand and seven, expresses to Stewart Emmerich, Jackie Morgan, and Cheryl Milligan, on behalf of the citizens of this county, our deepest appreciation and gratitude for their service; and be it further*
- RESOLVED, *That the Board herewith extends its best wishes for their good health, happiness, and continued success.*

- **Recognition of Nina Riggs and Sharon Brown named Teachers of the Year by the Maryland Council of Teachers of Mathematics.**

- WHEREAS, *Sharon Brown, a special education teacher at Oliver Beach Elementary School, and Nina Riggs, mathematics department chair at Overlea High School, are regarded by staff, administrators, and parents as exemplary instructional leaders who develop and deliver engaging lessons that provide all students the opportunity to master mathematical concepts; and*
- WHEREAS, *Beyond their work in the classroom, Ms. Brown and Ms. Riggs are known for supporting their colleagues and contributing to the overall quality of math instruction throughout Baltimore County Public Schools and beyond, as well as contributing to the environment of academic rigor in their school communities; and*
- WHEREAS, *These two educators' expertise in the field of mathematics, genuine interest in their students, and infectious enthusiasm for mathematics and teaching inspire students to excel; and*
- WHEREAS, *In an increasingly technological world, students need stronger mathematics skills to succeed in college, careers, and life, and Ms. Brown and Ms. Riggs exemplify the commitment of Baltimore County Public Schools to quality mathematics instruction; and*
- WHEREAS, *In honor of their accomplishments and leadership, Ms. Brown has been honored by the Maryland Council of Teachers of Mathematics as its elementary school Teacher of the Year for 2007, and Ms. Riggs has been honored by same organization as one of two high school Teachers of the Year for 2007; and*
- WHEREAS, *These prestigious honors are awarded after a statewide committee reviews comprehensive applications, nomination letters, classroom visits, and videos of classroom lessons; now, therefore, be it*

SUPERINTENDENT'S REPORT (cont)

RESOLVED, *That the Board of Education, herewith assembled in regular session on the twentieth day of November, in the year two thousand and seven, expresses to Sharon Brown and Nina Riggs, on behalf of the citizens of this county, our deepest appreciation and gratitude for their service; and be it further*

RESOLVED, *That the Board herewith extends its best wishes for their good health, happiness, and continued success.*

Ms. Murphy presented Red House Run Elementary and Hereford Middle Schools with a resolution honoring their recognition as Maryland Blue Ribbon Schools of Excellence.

WHEREAS, *Hereford Middle School and Red House Run Elementary School are two of only six schools from Maryland to be honored by the United States Department of Education as 2007 National No Child Left Behind Blue Ribbon Schools; and*

WHEREAS, *These Baltimore County schools were selected based on rigorous national requirements for high achievement and dramatic improvement; and*

WHEREAS, *Baltimore County Public Schools proudly claims one-third of the Maryland schools this year to receive this prestigious national honor; and*

WHEREAS, *These two schools now join the roster of the eight other county schools that have earned this rare honor, and these schools collectively represent the potential of every Baltimore County school to ensure that all students excel academically; and*

WHEREAS, *This recognition for Hereford Middle School and Red House Run Elementary School brings attention to the strength of the schools' administrative and academic leadership; the quality, dedication, and creativity of their teachers; the enthusiasm and abilities of their students; and the unwavering support the schools receive from involved parents and community partners; now, therefore, it be*

RESOLVED, *That the Board of Education, herewith assembled in regular session on the twentieth day of November, in the year two thousand and seven, expresses gratitude and sincere appreciation to the entire staffs, student bodies, and communities of Hereford Middle School and Red House Run Elementary School for their hard work, foresight, vision, and extraordinary efforts in achieving this milestone.*

Dr. Hairston asked Mr. Dale Rauenzahn, Executive Director of Student Support Services, to provide an update on the Crossroads Center. Mr. Rauenzahn explained that, with any new program, the center's work will be reviewed and assessed for efficacy. Intervention programs included at Crossroads Center are Language, Algebraic Foundations Thinking, and Algebra I.

Ms. Donna Vlachos, principal at Crossroads Center, reported that 380 students were enrolled as of September 30, 2007. She noted that daily emphasis on continuous improvement and academic achievement is framed by encouraging good decisions and appropriate choices through the code of conduct. Each student is a member of a small learning community; each student is known by ten adults with whom he or she works. Ms. Vlachos noted that implementation of short-cycle and benchmark assessments as well as assessTrax are ongoing. Students are held to the same academic standards as others within the school system.

SUPERINTENDENT'S REPORT (cont)

Dr. Robert Tomback, Assistant Superintendent of the Northeast Area, added that the influence of Crossroads Center extends far beyond its location; its influence extends to the 23 schools that referred students to Crossroads. Each principal of the 23 schools have reported positive impact on his or her school as the result of the opportunity to refer students to this center.

Mr. Janssen requested a more comprehensive report of the Crossroads Center possibly before the end of the school year. Mr. Janssen also requested a future report on the Connections Academy.

OLD BUSINESS

Board of Education Policies

The Board Policy Committee, represented by Ms. Harris, recommended approval of the proposed new Policy 4008. This is the third reading.

On motion of Mr. Hayden, seconded by Mr. Janssen, the Board approved the proposed new Policy 4008 – PERSONNEL: Obligations of Employees of the Board of Education of Baltimore County, as presented in exhibit B.

REPORTS

The Board received the following reports:

- A. On motion of Mr. Hayden, seconded by Mr. Janssen, the Board approved resolution proclaiming November 14, 2007 as Educational Support Personnel Day.
- B. **Board of Education Policies** – Ms. Frances Harris, Chairperson of the Board Policy Committee, stated that the Board of Education's Policy Committee met to consider the policy presented this evening, and the committee is recommending approval of this policy. This is the first reading.
 - Proposed Re-adoption of Policy 6104 – INSTRUCTION: Field Trips and Foreign Travel

REPORTS (cont)

- C. **Report on BCPS School Counseling Program** – Mr. Rauenzahn shared with Board members that all school counseling programs in the Baltimore County Public Schools (BCPS) are developed to meet federal and state requirements, as well as Board of Education Policy 5410. Staffing of school counseling is based on one counselor for each elementary school and one counselor for each 350 students at the secondary level. Additional positions are funded in support of special programs such as alternative programs, special education, Maryland’s Tomorrow, college preparation grants, and Title I.

Dr. Lynne Muller, Coordinator for School Counseling Services, provided an in-depth perspective of the counseling program.

- All school counselors are responsible for creating a comprehensive school counseling program and must:
 - Assess needs by using data.
 - Interpret data to design the program.
 - Identify and align program goals.
 - Identify target populations, participants, data collection, and analysis
 - Deliver services, assess, and re-align the program as warranted.
- School counselors are working to ensure equity in services to all students through the development of “School Counseling Non-Negotiables” components. Examples of non-negotiables are:
 - Elementary school level – counselors are required to work on magnet school information.
 - Middle school level – all seventh graders must take a career assessment.
 - High school level – parent information nights are required.
- Continuous professional development is urged for all school counselors.
- Behavioral checklists may be created for a student and used by school counselors, teachers, and parents to implement a responsive intervention for academic success.

Ms Gail Cook, School Counselor at Perry Hall High School, and Ms. Ellen Fitzkee, School Counselor at Randallstown High School, shared with Board members how the school counseling programs operate at their respective schools to help ensure student success.

Ms. O’Hare asked how do school counselors track and measure interactions with students. Dr. Muller responded that interactions are tracked through non-negotiables, which are required in every school. Ms. O’Hare asked if the school system uses software with respect to the college process. Dr. Muller responded that students have access to the College Board Web site.

REPORTS (cont)

Mr. Janssen stated that, through the area education advisory councils, non-negotiable information can be communicated to parents and community members.

Ms. Johnson asked what would be the “perfect” number with respect to student/counselor ratio. Dr. Muller responded the national standard ratio is 1 counselor to 300 students.

Mr. Hayden asked if Accuplacer is used outside of Maryland. Dr. Muller responded that Accuplacer is a College Board product. Mr. Hayden stated that, at some point, he would like to see a behavioral checklist.

Mr. Hines expressed concern over the student/counselor ratio and suggested utilizing area businesses to come to the schools and speak with students. Dr. Muller stated that the school system can utilize the Maryland Business Roundtable consortium.

With respect to alternative schools, Mr. Janssen asked how the school system could address conflict resolution that extends out into the broader community. Mr. Rauenzahn responded that the school system has a partnership with the Community Arbitration Group, and the system can request mediation of this nature. Mr. Janssen asked if there are adequate resources to follow students when they return to their comprehensive school. Mr. Rauenzahn responded the model that the school system has been using started at the Bridge Center where the school system has social workers and itinerant teachers following students back to their home schools.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the personnel matters as presented on Exhibits E, F, G, and H. (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 1-6 (Exhibit I). Mr. Janssen did not vote on item 4. Ms. Shillman separated item 1 for further discussion.

BUILDING AND CONTRACT AWARDS (cont)

The Board approved items 2-6.

2. RGA-161-08 Grant Development Services
3. JNI-702-08 Maintenance of Automated External Defibrillator Equipment
4. JMI-652-06 Contract Modification: General Contractor Construction Services Contract – Lansdowne Middle School Renovation
5. MBU-534-08 Roof Replacement – Deep Creek Middle School
6. MWE-840-08 Boiler Replacement – Sandalwood Elementary School

Item 1

Ms. Shillman moved to pull item 1 for further study. She stated that after reading the explanation in the exhibit, there is no budget for this particular item and that the school system does not have true evaluation of the merits of the sound enhancement system.

Ms. O'Hare concurred with Ms. Shillman stating that there needs to be an evaluation of the system.

Mr. Hayden opposed the motion. He indicated that he had previously shared with Board members statistical information from other school systems throughout the country.

Ms. Harris suggested placing the sound enhancement system in Vincent Farm Elementary School and using that school to evaluate efficacy.

Ms. Shillman stated it would be irresponsible to spend money that is not in the budget. She commented on the need for funding additional school counselors.

Mr. Pallozzi stated it would be cheaper to place this equipment in a newly constructed school. Mr. Jack Nichols, Office of Purchasing, commented that this funding includes placing the sound enhancement system in all 40 classrooms at Vincent Farm Elementary School and an additional 75 systems if the funds become available.

Ms. Harris asked if the sound enhancement system is in the budget for Vincent Farm Elementary School with Mr. Nichols responding in the affirmative.

Ms. Johnson stated that the school system needs to stay focused on student achievement.

Dr. Hairston suggested utilizing part of the funds for wiring Vincent Farm Elementary School for future sound enhancement equipment.

BUILDING AND CONTRACT AWARDS (cont)

Ms. O'Hare asked about the student achievement scores after sound enhancement was placed at Stoneleigh Elementary School. Dr. Hairston responded that the principal shared with her colleagues the positives of the sound enhancement equipment and the difference it made for those students.

Mr. Hines commented that the school system needs to place more emphasis on low-performing schools.

Mr. Pallozzi asked whether the school system has capital funding. Mr. Sines responded affirmatively and that the school system would be requesting additional funds from the county for the completion of Vincent Farm Elementary School. Dr. Hairston stated that this money can only be spent for capital items and that this is the only capital opportunity the school system has at Vincent Farm Elementary School.

Ms. O'Hare seconded the motion to pull item 1. The motion failed (favor of pulling-4; opposed-5; abstained-2). Mr. Janssen and Miss Dittman abstained from voting on this item.

Mr. Hayden moved to approve item 1, Classroom Sound Enhancement System. Mr. Pallozzi seconded the motion. The motion failed; the contract was not approved (favor-5; opposed-4; abstained-2). Mr. Janssen and Miss Dittman abstained from voting.

INFORMATION

The Board received the following as information:

- A. FY08 Financial Report for Months Ending September 30, 2006 and 2007
- B. Central Area Education Advisory Council Pre-budget Minutes of October 11, 2007

ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Board of Education of Baltimore County will host a dinner meeting with the Baltimore County Executive and Baltimore County Council on Tuesday, November 27, 2007 at approximately 5:00 p.m. The dinner will be held in the Administrative Building on the Greenwood Campus.

ANNOUNCEMENTS (cont)

- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, December 4, 2007, at Greenwood. The meeting will begin with an open session at approximately 4:30 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 to all open sessions. The Board will host the officers of AFSCME, BACE, CASE, SEIU, and TABCO for dinner on December 4, 2007 from 6:00 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.

GENERAL PUBLIC COMMENT

Ms. Laura Thacker requested air conditioning for Hebbville Elementary School.

Ms. Fay Davenport stated that 22 people attending tonight's meeting support placing air conditioning in Hebbville Elementary School.

Mr. Mohammad Jameel believes that the Board's priorities are skewed and that a greater focus needs to be placed on minority students.

Mr. Phillip Harris, who spoke on behalf of Ms. Katyrah Davenport, asked the Board to place air conditioning in Hebbville Elementary School.

Ms. Kanwal Rehman asked the Board to create a policy to treat religions equally.

Dr. Bash Pharoan asked the Board to treat the Muslim holidays equal to the Jewish holidays.

ADJOURNMENT

At 10:23 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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