

## **APPROVED MINUTES**

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

Tuesday, February 26, 2008

The Board of Education of Baltimore County met in open session at 4:00 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, 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., 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 #08-05. 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; Dr. Sonia Diaz, Chief Academic Officer; Ms. Rita Fromm, Chief of Staff; Dr. Carol Batoff, Superintendent's Designee; Anjanette Dixon, Esquire, 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.

Board members deliberated on the case.

The hearing was concluded at 4:58 p.m.

### OPEN SESSION

The Board of Education of Baltimore County met in open session at 5:15 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, 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.

Ms. Murphy reminded Board members of community functions and Board of Education events scheduled in February, March, and April.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(8) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 5:18 p.m.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:18 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, 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 the following staff members were present: Dr. Sonia Diaz, Chief Academic Officer, 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; Mr. Stephen Bender, Assistant to the Assistant Superintendent, Southeast Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Central Area; Anjanette Dixon Esq., Staff Attorney; Dr. Donald Peccia, Assistant Superintendent, 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 reviewed with Board members personnel matters to be considered on the evening's agenda.

Mr. Bennett provided legal advice to the Board regarding hearing officers' opinions in three cases to be considered that evening.

At 5:29 p.m., Ms. O'Hare 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 JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, 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 Miss Rebecca Palardy, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Hearing no additions or corrections to the Open and Closed Session Minutes of January 22, 2008, 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 February 7 general assembly meeting where BCPS students addressed several pieces of legislation.

Mr. Boyd Crouse, Coordinator of the Area Educational Advisory Councils, stated that he attended a meeting in one of the communities with respect to overcrowding. Part of the continuum includes the use of relocatables and student safety. Mr. Crouse also asked the Board to revisit the FY09 operating budget and include teacher compensation.

Mr. Kent Smith, a representative of the Northeast Area Educational Advisory Council, reported on its February meeting, where Dr. Diaz discussed the changes in the curriculum since the PDK audit. Mr. Smith announced that the council's capital pre-budget meeting would be held on March 19, 2008, at Pine Grove Middle School.

Ms. Lora Williams, President of the American Federation of State, County, and Municipal Employees (AFSCME), stated that while the budget may address some low-paid employees, others are left out. Ms. Williams introduced Ms. Clara Cole, who spoke about the untold amount of work that a special needs bus driver performs.

Ms. Jasmine Shriver, a representative of the Baltimore County Education Coalition, asked the Board to work with the County Executive and requested that the FY09 operating budget be fully funded.

Mr. Carl Bailey, a representative of the Minority Achievement Advisory Group, thanked the Board for the reappointment of the Superintendent. Mr. Bailey introduced Dr. Barbara Dezmon.

Ms. Susan Katz, President of the PTA Council of Baltimore County, stated that the most effective way to gauge success is to measure student sustainability over time.

SUPERINTENDENT'S REPORT

There was no Superintendent's report for this evening.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, recognized the administrative appointments made at the February 13, 2008 Board meeting:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>MICHELE O. PRUMO</u> (Effective February 15, 2008)	Manager Office of Risk Management Department of Planning and Support Operations	Executive Director Department of Planning and Support Operations
<u>EDWARD J. NOVAK</u> (Effective February 15, 2008)	Chair Alternative Dispute Resolution Council Baltimore Federal Executive Board	Coordinator Policy Analyst Office of Law

OLD BUSINESS

**Board of Education Policies**

The Board Policy Committee, represented by Ms. Harris, recommended approval of four policies. This is the third reading.

On motion of Mr. Janssen, seconded by Ms. Shillman, the Board approved the following proposed policies:

- Proposed Changes to Policy 6000 – INSTRUCTION
- Proposed Changes to Policy 6115 – INSTRUCTION: Ceremonies and Observances
- Proposed Changes to Policy 6120 – INSTRUCTION: Objectives of the Instructional Program
- Proposed Changes to Policy 6145 – INSTRUCTION: Extra-Class Activities

### REPORTS

The Board received the following reports:

- A. **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 policies presented this evening and that the committee is recommending approval of these policies. This is the first reading.
- Proposed Changes to Policy 2361 – ADMINISTRATION: Administrative Operations-Student Carriers
  - Proposed Changes to Policy 3420 – NON-INSTRUCTIONAL SERVICES: Transportation Services-Routes and Services
  - Proposed Changes to Policy 8339 – INTERNAL BOARD POLICIES: Operation-Appeal Before Hearing Examiners
  - Proposed Changes to Policy 8340 – INTERNAL BOARD POLICIES: Operation-Appeal Before the Board of Education

### PERSONNEL MATTERS

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

### HEARING EXAMINER’S RECOMMENDATIONS

On a motion of Mr. Pallozzi, seconded by Ms. O’Hare, the Board approved that the hearing examiner’s opinion in Case #07-25 be affirmed (favor-10; opposed-0; abstained-0).

On a motion of Mr. Pallozzi, seconded by Ms. Harris, the Board approved that the hearing examiner’s opinion in Case #08-04 be affirmed (favor-10; opposed-0; abstained-0).

On a motion of Mr. Pallozzi, seconded by Mr. Parker, the Board approved that the hearing examiner’s opinion in Case #08-06 be affirmed (favor-9; opposed-0; abstained-1).

### BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-11 (Exhibit L). Mr. Janssen abstained from voting on item 6.

The Board unanimously approved these recommendations.

BUILDING AND CONTRACT AWARDS (cont)

1. PCR-213-08 Batteries, Automotive
2. JMI-634-08 Chiller Overhaul and Service/Maintenance
3. JMI-611-05 Contract Assignment: Grounds Equipment
4. MBU-572-06 Contract Modification: Systemic Renovation – Cockeysville Middle School
5. JMI-606-06 Contract Modification: Systemic Renovation – Holabird Middle School
6. JMI-652-06 Contract Modification: General Contractor Construction Contract – Lansdowne Middle School Renovation
7. MWE-802-06 Contract Modification: Systemic Renovation – Woodlawn Middle School
8. JMI-621-08 Consultant Services – Cedarmere Elementary School Addition
9. JMI-621-08 Consultant Services – Dogwood Elementary School Addition
10. MBU-567-08 ADA Upgrades – Pleasant Plains Elementary School
11. JMI-628-08 Request to Negotiate: Consultant Services – Architectural/Engineering (A/E) Services for High School Renovation Feasibility Studies

ALTERNATIVE GOVERNANCE PLAN – LANSDOWNE MIDDLE, SOUTHWEST ACADEMY, AND WOODLAWN HIGH SCHOOLS

Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area, presented three proposals for approval regarding the restructuring plans of two middle schools and a high school in the southwest area of the Baltimore County Public Schools. Dr. Rodriguez reviewed the teacher capacity needs assessment where the team identified root causes for each school not meeting adequate yearly progress (AYP). He noted that each school has unique characteristics: Lansdowne Middle School is an English Language Learner (ELL) center; Southwest Academy has 25% of its students residing in alternative living arrangements; and Woodlawn High School has a catchment/attendance area that includes 80% of the state's group homes.

Ms. O'Hare asked how AIM will be utilized to inform parents of students' skills and achievements. Dr. Rodriguez responded that the AIM pilot approach is to conduct parent conferences twice a year, sharing with parents the voluntary state curriculum standards and objectives and skills. Ms. O'Hare asked if a baseline for each student is being developed. Dr. Rodriguez responded that standards and sub-objectives will be developed and placed in AIM to help determine whether a student meets the skills needed to move from one grade level to the next grade level. The teacher is the most vital element in the classroom. The school system will

ALTERNATIVE GOVERNANCE PLAN (cont)

use multi-data points to arrive at the needs of the students to ensure that the appropriate interventions are in place.

Ms. Murphy asked what best practices will take place at all three schools and will these schools have the opportunity to learn from each other. Dr. Rodriguez responded that the instruction provided to students is the same curriculum and instruction for all students. He also noted that BCPS needs to provide additional professional development to teachers on rigor.

Ms. Johnson asked why BCPS had not identified the root causes earlier and what reassurance does the Board have that the school system is beyond these issues. Dr. Rodriguez responded that these schools have been challenging campuses for a number of years. Some issues on the campuses were leadership, monitoring, and instruction to help students move forward. Dr. Rodriguez stated that BCPS now has in the system all of the elements in the systemic approach to ensure monitoring and implementation are such that they provide positive gains. Ms. Johnson asked why these plans were not in put in place previously. Dr. Rodriguez responded that the root causes identified were identified by the teachers on each campus this year. A teacher-needs capacity assessment was not done in previous years to determine the necessary steps to move these schools forward. Dr. Hairston stated that, because of the *No Child Left Behind* Act (NCLB) and the areas in which school systems are held accountable, BCPS must take action as a matter of compliance. Ms. Johnson asked what in this plan will bring about effective change. Dr. Hairston responded it is the will and commitment of people. Ms. Johnson asked why BCPS would place inexperienced teachers in our most challenging schools and will that change. Dr. Rodriguez responded that the comprehensive plans have all the necessary elements needed to move instruction forward (i.e., curriculum, short-cycle assessments, rigorous instruction, and professional development). Ms. Johnson stated that there have been small, incremental changes over the years, but would like to see significant changes within the first year.

Mr. Pallozzi stated that there appears to be an attendance problem at Woodlawn High School and asked if BCPS will increase residency officer resources to review students that are coming into that area. Dr. Peccia responded that Human Resources will be working with the Executive Director of Student Support Services to allocate additional resources to those three schools to address any attendance problem.

Mr. Hayden entered the room at 8:44 p.m.

Ms. Johnson asked what role would a principal play in selecting his/her team. Dr. Rodriguez responded the principal is the sole authority on that campus and would select the assistant principals and department chairs. Ms. Johnson asked who had the most input in putting the plans together. Dr. Rodriguez responded the teachers and leadership at each respective school.

ALTERNATIVE GOVERNANCE PLAN (cont)

Mr. Janssen asked whether the teams were aware of what is acceptable and unacceptable to MSDE and whether results of successes and failures have been discussed. Dr. Rodriguez stated that all the relevant offices and departments in BCPS were involved in the process and that MSDE recommends that offices be part of the process to prepare, train, and guide staff through the process. There was a co-chair for the alternative governance committee. Mr. Janssen asked what options were shared with the teams. Dr. Rodriguez responded all the information related to the four options was shared with the teams. Mr. Janssen stated that he was surprised that the same option was chosen by all three schools. Dr. Rodriguez stated that all the staff from the three schools independently selected their own option. Mr. Janssen asked how many advanced placement (AP) classes are offered at Woodlawn High School. Dr. Rodriguez responded that the requirement is that all high schools offer at least twelve AP classes. Mr. Janssen asked whether there would be a stipend offered to teachers coming to these three schools. Dr. Peccia responded that stipends would be available.

Mr. Hayden asked if options 2 and 3 were taken off the table by himself or any staff member. Dr. Rodriguez responded no.

On motion of Mr. Parker, seconded by Mr. Pallozzi, the Board approved the Alternative Governance Plans for the following schools (favor-11; opposed-0; abstained-1):

- Lansdowne Middle School
- Southwest Academy
- Woodlawn High School

Mr. Hayden abstained from voting on this item.

LEGISLATION UPDATE

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

On motion of Ms. O'Hare, seconded by Mr. Hayden, the Board voted to oppose SB96 – Education – Truancy Rates – Positive Behavioral Interventions and Support Programs and Behavior Modification Programs.

On motion of Mr. Hayden, seconded by Ms. Murphy, the Board voted to oppose SB850 – Education – Collective Bargaining – Public School Labor Relations Board. Mr. Hayden urged the Board to adopt a resolution and direct the legislators to strongly advocate for the defeat of this bill.

### INFORMATION

The Board received the following as information:

- A. Maryland Report Card Performance Report for 2006-2007
- B. New Superintendent's Rule 6000 – Instruction

### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Board of Education of Baltimore County will hold a public hearing on the proposed boundaries for Vincent Farm Elementary School on Wednesday, February 27, 2008, at Stemmers Run Middle School beginning at approximately 7:00 p.m. Sign-up for the public to comment begins at 6:00 p.m. Each speaker will be allotted three minutes to present his/her topic to the Board.
- The Southeast Area Education Advisory Council will hold its next meeting on Monday, March 10, 2008, at Chesapeake High School beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, March 11, 2008, 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 officers of the Baltimore County Commission on Disabilities on March 11, 2008, 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.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 4003

Mr. John Desmone, Executive Director of CASE, expressed concerns about the process in making changes when the meat of a policy is transferred to a Superintendent's rule. He suggested that the public have the opportunity to see a rule when the elimination or moving of policy language is moved to a Superintendent's rule.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8360

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

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8361

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

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8362

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

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8364

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

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8365

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

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8366

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

GENERAL PUBLIC COMMENT

Mr. Mohammad Jameel stated that no one can afford to discriminate against any group of children. He made the following suggestions: teachers from multi-cultural backgrounds should be included; bias content in the curriculum needs to be corrected; most experienced teachers should be in the most challenging schools; and the capital budget should be changed to upgrade restrooms and air condition schools.

GENERAL PUBLIC COMMENT (cont)

Dr. Bash Pharoan stated that the most important factor is quality teachers in classrooms and a supportive administration. He stated that the Board needs to have tax levying authority and for the Board of Education to become an elected board.

Dr. Patricia Ferguson stated that a Board member's comments at the February 5, 2008 Board meeting were inappropriate and that the Board member had overstepped his position.

ADJOURNMENT

At 9:17 p.m., Mr. Pallozzi 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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