

**APPROVED MINUTES – 09/08/09**

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

Tuesday, August 11, 2009

The Board of Education of Baltimore County met in closed session at 5:50 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. H. Edward Parker, Lawrence E. Schmidt, Esq., Mr. David Uhlfelder, and Miss Jacqueline Camp. 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 August and September.

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. Parker, the Board commenced its closed session at 6:04 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 6:04 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. H. Edward Parker, Lawrence E. Schmidt, Esq., Mr. David Uhlfelder, and Miss Jacqueline Camp. 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; Mr. William Lawrence, Assistant Superintendent, Northwest Area; Ms. Verletta White, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Barbara Walker, Assistant Superintendent, Central Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Southeast Area; Dr. Donald Peccia, Assistant Superintendent, Human Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Daniel Capozzi, Staff Relations Manager; J. Stephen Cowles, Esquire, Associate General Counsel; Andrew W. Nussbaum, Esquire, Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Miss Camp exited the room at 6:04 p.m.

Mr. Capozzi reviewed with Board members a negotiations matter to be considered on the evening's agenda.

Mr. Capozzi exited the room at 6:08 p.m. Miss Camp re-entered the room at 6:08 p.m.

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

On motion of Mr. Parker, seconded by Mr. Hines, the Board adjourned its closed session at 6:12 p.m. Staff members exited the room; counsel and Superintendent remained.

#### ADMINISTRATIVE FUNCTION

At 6:12 p.m., Board members discussed its schedule for conducting hearings.

At 6:38 p.m., the Board adjourned from administrative function session for a brief dinner recess.

#### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:06 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. H. Edward Parker, Lawrence E. Schmidt, Esq., Mr. David Uhlfelder, and Miss Jacqueline Camp. 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 Cameron Graziano, Sophie Graziano, and Jasmine Turnock, followed by a period of silent meditation for those who have served the Baltimore County Public Schools.

Hearing no additions or corrections to the Open and Closed Minutes of July 14, 2009, 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. Jasmine Shriver, Coordinator of the Area Educational Advisory Councils, announced that the joint area education advisory council meeting would be held on Thursday, October 29, 2009, at 7:00 p.m. She stated that the top issue is the need to air condition all schools. Ms. Shriver also noted that a high quality virtual academy alternative, such as Connections Academy, could be an option for students who attend Title I transfer schools.

Mr. John Desmone, Executive Director of the Council of Administrative and Supervisory Employees (CASE), stated that CASE looks forward to the early negotiations schedule and the potential impact on the budget process.

Ms. Nancy Ostrow, President of the PTA Council of Baltimore County, stated that the national PTA has updated its National Standards for Family-School Partnerships, which identifies how parents, schools, and communities can work together to support student achievement.

SPECIAL ORDER OF BUSINESS

The Board adopted a resolution honoring former Board member, Frances A. S. Harris, for her service on the Board.

WHEREAS, *Frances A. S. Harris has served as a member of the Board of Education of Baltimore County with distinction and honor from August 2004 through June 2009; and*

WHEREAS, *She has worked actively for the improvement of education for all Baltimore County youth; and*

WHEREAS, *Ms. Harris has represented the Board of Education of Baltimore County at the state level by serving on the Maryland Association of Boards of Education's Legislative Committee; and*

WHEREAS, *She has served as a member of the Board's Policy Review Committee, and served as its Chair, and she has also served as a member of the Building and Contracts Committee; and*

WHEREAS, *Ms. Harris has served with dedication her family and community; now, therefore, be it*

RESOLVED, *That the Board of Education of Baltimore County, herewith assembled in regular session on the eleventh of August, in the year two thousand nine, recognizes the outstanding contributions of Frances A. S. Harris; and be it further*

RESOLVED, *That the Board does herewith extend its deepest appreciation and gratitude for her dedication, loyalty, and service and further extends its best wishes for good health, happiness, and continued success in her future endeavors.*

SUPERINTENDENT'S REPORT

Dr. Hairston announced that the Administrative and Supervisory meeting would be held on Friday, August 21, 2009, at Chesapeake High School. At that time, Dr. Hairston will introduce a new virtual learning classroom and lab, which will be an alternative method of instruction for students. The virtual learning experience was created through a partnership with Northrop Grumman, Lockheed Martin, the University of Baltimore, and the Johns Hopkins University.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the administrative appointments from the July 14, 2009 Board meeting.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>WILLIAM S. BURKE</u> (Effective July 15, 2009)	Principal Wellwood International School	Director Department of Professional Development
<u>ERIC W. EISWERT</u> (Effective July 15, 2009)	Teacher/Social Studies Catonsville High School	Assistant Principal Catonsville High School
<u>SHARON A. GALLAGHER</u> (Effective July 15, 2009)	Teacher/Resource Office of Instructional Technology	Specialist Office of Instructional Technology
<u>ROBERT W. GIBSON</u> (Effective July 15, 2009)	Fiscal Analyst III Office of Position Management	Coordinator, Quality Management Systems Department of Research, Accountability, and Assessment
<u>DEBRA S. GRAZIANO</u> (Effective July 15, 2009)	Teacher/Mentor Deep Creek Middle School	Assistant Principal Catonsville Middle School
<u>TIMOTHY P. HAYDEN</u> (Effective July 15, 2009)	Teacher/Guidance Hereford High School	Supervisor Office of School Counseling Services
<u>SUSAN E. HIMES</u> (Effective July 15, 2009)	Teacher/Mentor Dundalk Middle School	Assistant Principal Stemmers Run Middle School
<u>MELISSA A. LEMBO</u> (Effective July 15, 2009)	Specialist, Northeast Area Office of Special Education	Assistant to the Area Assistant Superintendent, Northeast Area

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS (cont)

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>KIMBERLY A. MCMENAMIN</u> (Effective July 15, 2009)	Acting Supervisor Leadership Development Department of Professional Development	Supervisor, Leadership Development Department of Professional Development
<u>ANNE M. MEHALL</u> (Effective July 15, 2009)	Supervisor, Secondary Reading Office of Language Arts	Coordinator, Elementary Language Arts Office of Language Arts
<u>SAMANTHA A. MURRAY</u> (Effective July 15, 2009)	K-12 Engineering Education Coordinator American Society for Engineering Education	Specialist Department of Research, Accountability, and Assessment
<u>DIANA L. OWENS</u> (Effective July 15, 2009)	Teacher/Resource Hernwood Elementary School	Assistant Principal Reisterstown Elementary School
<u>JODI D. PASQUALE</u> (Effective July 15, 2009)	Teacher/Mentor Lansdowne Middle School	Assistant Principal Old Court Middle School
<u>CECILIA J. ROE</u> (Effective July 15, 2009)	Supervisor, Secondary Language Arts and English Office of Language Arts	Coordinator, Secondary Language Arts Office of Language Arts
<u>BEATRICE M. RUETER</u> (Effective July 15, 2009)	Assistant Principal Hawthorne Elementary School	Principal Wellwood International School
<u>BRIAN A. SCHIFFER</u> (Effective July 15, 2009)	Teacher/English Perry Hall High School	Assistant Principal Perry Hall High School
<u>BELINDA C. TETTERIS</u> (Effective July 15, 2009)	Reading Specialist Red House Run Elementary School	Assistant Principal Pine Grove Elementary School
<u>CARLA R. TOOMER</u> (Effective July 15, 2009)	Teacher/Mathematics Catonsville High School	Assistant Principal Perry Hall High School

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS (cont)

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>SUSAN C. TRUESDELL</u> (Effective July 15, 2009)	Assistant Principal Reisterstown Elementary School	Assistant to the Area Assistant Superintendent, Central Area
<u>SUSAN S. VOHRER</u> (Effective July 15, 2009)	Teacher/Resource Office of Mathematics	Assistant Principal Hawthorne Elementary School

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Parker, the Board approved the personnel matters as presented on exhibits B, C, D, E, and F (favor-10). (Copies of the exhibits are attached to the formal minutes).

NEGOTIATING TEAMS FOR 2009-2010

On motion of Ms. O'Hare, seconded by Mr. Parker, the Board approved the proposed negotiating teams as presented on exhibit G (favor-10). (A copy of the exhibit is attached to the formal minutes).

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Parker, recommended approval of items 1-24 (exhibit H). Mr. Uhlfelder pulled items 9 and 17 for further discussion. Mr. Janssen abstained from voting on item 11.

The Board approved items 1-8, 10-16, and 18-24.

1. JN1-765-07 Contract Modification: Educational Video-on-Demand System
2. MWE-807-10 2009 Physics Textbook
3. RGA-909-10 Cohort – College Access
4. RGA-910-10 Cohort – Master of Education in Instructional Technology
5. RGA-109-10 District License for Professional Development Training Modules
6. RGA-110-10 Early Childhood Special Education Consultant

BUILDING AND CONTRACT AWARDS (cont)

7. JNI-771-10 Educational Evaluation Research
8. RGA-111-10 Information Technology Systems Support
10. JMI-631-06 Contract Modification: Design-Build Video Surveillance and Electronic Card Access Control Systems
11. JMI-630-08 Contract Modification: Consultant Services – Architectural/Engineering (A/E) Services – West Towson Elementary School
12. JNI-763-10 Renovations – Arbutus Bus Maintenance Building
13. MWE-838-09 Replacement of Windows, Blinds, and Doors – Arbutus Elementary School
14. JNI-761-10 Upgrades – Arbutus Grounds Maintenance Building
15. PCR-253-10 Replace Exterior Doors – Baltimore Highlands Elementary School
16. PCR-249-10 Roof Replacement – Carney Elementary School
18. MWE-802-10 Provision of a Fire Sprinkler System – Chase Elementary School
19. PCR-251-10 Construction of a New School – Package 1A: Testing and Inspection – George Washington Carver Center for Arts and Technology
20. MWE-824-09 Replacement of Windows and Doors – Gunpowder Elementary School
21. MWE-825-09 Replacement of Windows, Blinds, and Doors – Hillcrest Elementary School
22. MBU-501-10 Replacement of Windows, Blinds, and Doors – Sandy Plains Elementary School
23. PCR-252-10 Replace Exterior Doors – Sussex Elementary School
24. PCR-251-10 Fee Acceptance: Forest Conservation Fee – George Washington Carver Center for Arts and Technology

BUILDING AND CONTRACT AWARDS (cont)

Item #9

Mr. Uhlfelder asked how many square feet is in this lease. Ms. Michele Prumo, Executive Director of Planning and Support Operations, responded that there are several suites: one suite is 23,400 square feet; another suite is 886 square feet, and another is 2,636 square feet. Mr. Gay stated that the lease totals 141,836 square feet. Mr. Uhlfelder asked whether the school system could negotiate with the landlord a future lease. Ms. Prumo responded that at the end of five years the school system would have the option of rewriting or negotiating a new lease. Baltimore County Public Schools (BCPS) negotiated the rent to remain the same for two years with many upgrades to the suites at no cost to the school system. Mr. Uhlfelder expressed concern that BCPS would be at the “mercy” of the landlord at the end of the lease with no place to relocate the offices.

Item #17

Mr. Uhlfelder asked why this contract was not under the joint agreement with the Pennsylvania Education Joint Purchasing Council (Weatherproofing Technologies, Inc.). Mr. J. Kurt Buckler, Administrator for the Department of Physical Facilities, responded that the joint agreement did not allow for metal roofing or the building up of new roofs.

Ms. Johnson asked whether any of the materials use to replace the roofs are made of “green” roofing materials. Mr. Buckler responded that the school system would replace the roof with the same type of roofing materials that currently exist. Ms. Johnson asked whether BCPS has the option to put on a “green” roof. Mr. Buckler responded that the school system would have to redesign the entire structure to accommodate a green roof.

The Board approved items 9 and 17 (favor-10).

9. RGA-112-10 Lease Renewal – Pulaski Park Suites 201-206, 207, 222, 118, 305-307

17. MWE-828-09 Roofing/Reroofing – Catonsville High School

REPORTS

The Board received the following reports:

- A. **Report on Fiscal Year 2011 State/County Capital Budget** – Ms. Barbara Burnopp, Chief Financial Officer, provided a brief overview of the proposed FY2011 capital budget request and the state budget process. The budget will be discussed in detail at the work session on Tuesday, August 25, 2009.

REPORTS (cont)

Ms. O'Hare requested information on the feasibility study of Parkville High School. She is particularly interested in the area of the school where the ground is collapsing.

**B. Report on Trends in Human Resources** – Dr. Donald Peccia, Assistant Superintendent of Human Resources, and Dr. Alpheus Arrington, Director of Personnel, provided Board members a review of the trend in Human Resources, which included:

- the number of highly qualified teachers (HQT) in core academic subject areas totals 96.85%;
- 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 totals 88.8%;
- schools have opened each year with 50-65 vacancies a year, or less than 1% ;
- the number of minority teachers totals 23.2%;
- the number of elementary teachers who teach in high poverty schools totals 97.4%;
- the number of secondary teachers who teach in high poverty schools total 88.9%;
- the number of conditional teachers totals 236;
- the number of candidates in the principal pool totals 37; and
- the number of candidates in the assistant principal pool totals 83.

Mr. Brian Scriven, principal at Woodlawn High School, and Mr. Paul Martin, principal at Kenwood High School, provided to Board members an overview of trends and staffing at their respective schools.

Mr. Uhlfelder asked why Pikesville High School's highly qualified teacher percentage decreased from 2004 to 2008. Dr. Peccia responded that the decrease was in the area of self-contained special education.

Ms. Murphy asked whether Human Resources would revisit the two-year tenure rule regarding the principal and assistant principal pools. Dr. Arrington responded that prior to the 2006-2007 school year, candidates were allowed to remain in the eligibility pool indefinitely. The two-year term limited was enacted at the end of the 2005-2006 school year. Currently there are 37 candidates in the principal pool and 83 candidates in the assistant principal pool. In order to build capacity and find effective leaders, Dr. Arrington noted that BCPS offers the Aspiring Leadership course, which prepares perspective leaders for the role of an assistant principal. There were 90 participants in the course last year.

### REPORTS (cont)

Mr. Parker asked how the BCPS is trying to identify parameters to measure effectiveness and qualification. Dr. Peccia responded that the task is to hire individuals who have the necessary course work as well as experience with students. Mr. Parker asked whether there is any research to quantify what a highly effective teacher would be. Dr. Peccia stated this would need to be investigated.

Ms. O'Hare requested additional information on what the restrictions of the stimulus money are regarding highly qualified teachers.

### INFORMATION

The Board received the following as information:

- A. Master Plan Update
- B. *Blueprint for Progress* Update

### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Board of Education of Baltimore County will be meeting to conduct a retreat on Saturday, August 22, 2009, beginning at 9:00 a.m., at Greenwood. The meeting is open to the public.
- The Board of Education of Baltimore County will hold its next meeting on Tuesday, August 25, 2009, at Greenwood. The work session will begin with an open session at approximately 5:30 p.m. The Board will then adjourn to meet in closed session. The open session will reconvene at approximately 6:30 p.m. The public is welcome to all open sessions.

Ms. Murphy stated that public comment is one of the opportunities provided so that the Board can 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 immediately. 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 their allotted time has ended. She asked speakers to conclude their remarks when they see the red light.

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 1270

Ms. Nancy Ostrow stated that the PTA Council of Baltimore County supports of the revisions to Policy 1270. The revisions to this policy do not change the implementation of the family involvement program.

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 2352

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 3430

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 4007

Dr. Bash Pharoan affirmed his support with the school system to ensure the safety of all staff and students. He encouraged the Board to use volunteers to provide input on policy changes.

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 4131

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 4132

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 4147

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

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 4250

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 5421

Dr. Bash Pharoan acknowledged his support of the changes related to this policy. He encouraged the Board to use public services for input into future policy changes.

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 6001

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

PUBLIC COMMENT ON THE PROPOSED DELETION OF POLICY 6305

Mr. Muhammad Jameel asked that any changes or deletions to a policy be included with the sign-up sheet.

Dr. Bash Pharoan reiterated Mr. Jameel's comments and asked that a computer be available to the public to review the proposed changes to a particular policy.

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 6306

Dr. Bash Pharoan stated that some of the verbiage in the policy could be confusing. For instance:

- Paragraph A – Dr. Pharoan asked whether Board members are considered employees of the school system. He stated that the word “require” should read “suggest” or “advise.”
- Paragraph C – Dr. Pharoan believes that the word “exercise” is not inclusive and could be misinterpreted.
- Paragraph D – Dr. Pharoan stated that the word “interfere” could be misunderstood.

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 6401

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

PUBLIC COMMENT ON THE PROPOSED CHANGES TO POLICY 6702

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

GENERAL PUBLIC COMMENT

Mr. Muhammad Jameel asked the Board to redefine the school day to seven hours and the school year from 180 days to 200 days.

Mr. Robert Jones stated that the magnet process is confusing and inequitable, and that the lottery system is inadequate.

Dr. Bash Pharoan stated that the public should have access to join stakeholder groups and committees. He encouraged the Board to ask the hard and difficult questions.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 8:41 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

/bls