

APPROVED MINUTES (11/17/09)

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, October 20, 2009

The Board of Education of Baltimore County met in open session at 5:16 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. Joseph J. Pallozzi, Mr. H. Edward Parker, Lawrence E. Schmidt, Esquire, and Mr. David Uhlfelder. 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.

Board Member, Ms. Valerie A. Roddy, entered the room a 5:21 p.m.

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 Ms. O'Hare, the Board commenced its closed session at 5:22 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:22 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. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esquire, and Mr. David Uhlfelder. 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; Ms. Verletta White, Assistant Superintendent, Northeast Area; Ms. Lisa Samson, Assistant to the 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; Ms. Barbara Burnopp, Chief Financial Officer; Ms. Michele Prumo, Executive Director, Planning and Support Operations; Mr. Daniel Capozzi, Staff Relations Manager; Margaret-Ann Howie, Esquire, General Counsel; Andrew W. Nussbaum, Esquire, Knight, Manzi, Nussbaum & LaPlaca, P.A., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. Capozzi updated Board members on negotiations with employee groups.

Mr. Capozzi and Ms. Burnopp exited the room at 5:25 p.m.

CLOSED SESSION MINUTES (cont)

Ms. Howie and Ms. Prumo updated Board members on the proposed insurance coverage by the Maryland Association of Boards of Education (MABE) and its potential affect on litigation.

Ms. Prumo exited the room at 5:48 p.m.

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

Dr. Peccia, Dr. Arrington, and area assistant superintendents exited the room at 5:49 p.m.

Dr. Hairston discussed with Board members a proposed reorganization and assignments affecting specific staff members.

On motion of Mr. Pallozzi, seconded by Mr. Janssen, the Board adjourned its closed session at 6:05 p.m.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 6:35 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, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esq., and Mr. David Uhlfelder. 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 Ms. Lauren Brown, a student at Towson State University, 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 Board of Education Work Session of September 22, 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.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Parker, the Board approved the personnel matters as presented on exhibits B (favor-9). (Copies of the exhibits are attached to the formal minutes).

REPORTS

The Board received the following reports:

- A. **Board of Education Policies** – Mr. Parker 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 Deletion of Policy 2341 – ADMINISTRATION: Teacher Preparation, Planning, Duty-free Lunch
 - Proposed Deletion of Policy 2362 – ADMINISTRATION: Teacher Training Agreements
 - Proposed Deletion of Policy 5300 – STUDENTS: Activities
 - Proposed New Policy 5590 – STUDENTS: Students’ Expressions
 - Proposed Changes to Policy 5600 – STUDENTS: Students’ Responsibilities and Rights – Ms. Johnson requested that the committee consider adding the following statements to the policy, “Students’ guide to rights and responsibilities shall be made available to all students. Copies of the document shall also be made available to parents.”
- B. **Minority and Small Business Enterprises (MBE/SBE) 2009 Report** – Ms. Barbara Burnopp, Chief Financial Officer reported that in October 2008, the state changed the MBE reporting requirements. New procedures require school systems to set MBE goals for each specific project. She stated that, in Fiscal Year 2009, Baltimore County Public Schools (BCPS) achieved an MBE participation rate of 23.9%. Ms. Burnopp noted that, due to the change in state requirements, BCPS will hold its first “Meet and Greet” on November 4, 2009, at Oregon Ridge from 8:00 a.m. until 12:00 p.m. The purpose of this meeting is for MBE subcontractors to meet and network with general contractors and school system staff to assist in the vendor bidding process.

REPORTS (cont)

C. **Report on School Staffing for 2009-2010** – Dr. Donald Peccia, Assistant Superintendent of Human Resources, and Dr. Alpheus Arrington, Director of Personnel, provided the 2009-2010 staffing report, which included the following significant facts:

- the number of highly qualified teachers (HQT) in core subject areas totals 97.49%;
- the number of highly qualified paraeducators in Title I schools totals 100%;
- the number of core academic subject (CAS) classes taught by highly qualified teachers totals 90%;
- the number of highly qualified elementary teachers who teach in high poverty schools totals 100%;
- the number of highly qualified secondary teachers who teach in high poverty schools totals 97.9%;
- the number of HQT in elementary schools totals 98.09%;
- the number of HQT in all but one middle school, totals greater than 90%;
- the number of HQT in all but two high schools, totals greater than 90%; and
- staff also presented its strategies for continued improvement.

Mr. Coleman asked whether there was any data on how long experienced teachers stay in low poverty schools. Dr. Peccia responded that BCPS reviews retention rate systemwide with principals. Teachers cannot transfer from low poverty schools unless there is a highly qualified teacher to replace them.

With respect to Randallstown and Woodlawn high schools, Ms. Johnson asked for the number of teachers in the pool to become highly qualified and how soon will each school reach 100%. Dr. Peccia responded that Randallstown High School has moved from 64% to 90% with only a few teachers remaining to be highly qualified, and Woodlawn High School has approximately 14 teachers not yet classified or highly qualified. Dr. Peccia stated that the school system is hoping to reach 100% HQT at these two schools within one to two years.

Mr. Schmidt asked how the percentage of HQT relates to class size. Dr. Peccia responded that a baseline is established for each school then additional resources are provided based on the particular needs or programs at that school (i.e. Title I, additional incentive funds).

Ms. Johnson asked whether there are any trends related to teacher retention in challenging schools. Dr. Peccia responded that there are a variety of reasons for teachers staying, such as principal support and instructional support.

REPORTS (cont)

Mr. Parker asked that, if there had been no *No Child Left Behind Act*, would these figures be the same today. Dr. Hairston responded that BCPS' performance has increased over the past ten years. Teachers are willing to do their jobs and put forth the commitment to build relationships with students.

- D. **Report on the Implementation of a Quality Performance Program** – Dr. Thomas Rhoades, Executive Director of Research, Accountability, and Assessment, introduced Mr. Robert Gibson, Quality Management System Coordinator, who provided an overview of the QMS program, a description of implementation efforts to date, and the remaining task to obtain registration.

The International Organization for Standardization (ISO) is a non-governmental organization that has developed the most widely implemented quality standards in the world. The ISO 9001:2008 standards define the minimum requirements for a Quality Management System (QMS) and the specific activities that need to be considered during implementation of the system.

With the development and approval of the documents that provide the framework for a quality management system compliant with the ISO 9001:2008 standards, the tasks necessary for earning ISO certification were identified and deployment of the process activities commenced. A deployment plan was established by creating a series of milestones that would lead to the goal of achieving ISO registration by June 30, 2010. The necessary tasks to be completed can be summarized as follows: employee training, internal audits, and registration audits.

Mr. Parker asked whether the internal audit system is independent of the school system's internal auditors. Mr. Gibson responded that there are independent ISO auditors who will review activities and ensure individuals are carrying out the functions of his/her job. Mr. Parker asked whether BCPS will need to undergo audits each year, with Mr. Gibson responding affirmatively. Mr. Parker asked if BCPS has selected a registrar. Mr. Gibson responded that the school system anticipates selecting a registrar soon.

Ms. Johnson asked whether the ISO auditors will issue a report. Mr. Gibson responded that the auditors will issue a report which will detail any nonconformity; all nonconformities will be reported to the management review team.

REPORTS (cont)

Mr. Parker asked staff to define “CAR” and “PAR.” Mr. Gibson responded that a “CAR” is a Corrective Action Request, and a “PAR” is a Preventive Action Request. Mr. Gibson stated that the corrective action process is designed to prevent the recurrence of nonconformities or undesirable situations. It tries to prevent recurrence by eliminating causes of actual problems.

Ms. Murphy asked how many schools systems are involved in ISO or a similar quality management system. Dr. Hairston stated that very few large school systems would commit to this undertaking.

INFORMATION

The Board received the following as information:

- A. Update on H1N1 Vaccine Program
- B. Central Area Education Advisory Council Meeting Minutes of September 24, 2009

ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Southwest Area Education Advisory Council will hold its hearing on the upcoming operating and capital budget on Wednesday, October 21, 2009, at Woodlawn High School beginning at 7:00 p.m.
- The PTA Council of Baltimore County will be holding its Fall Reception and Workshop on Thursday, October 22, 2009, at New Town High School beginning at 6:00 p.m.
- The Northeast Area Education Advisory Council will hold its “meet and greet” on Wednesday, October 28, 2009, at Joppaview Elementary School beginning at 7:00 p.m.
- There will be a joint Area Education Advisory Council meeting on Thursday, October 29, 2009, at 7:00 p.m. in the ESS Building, Room 114.
- The Board of Education of Baltimore County will hold its next meeting on Tuesday, November 3, 2009, at Greenwood. The meeting 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 7:00 p.m. The public is welcome to all open sessions.

ANNOUNCEMENTS (cont)

- The Board of Education of Baltimore County will hold its fall recognition night on Wednesday, November 4, 2009, at New Town High School beginning at 7:00 p.m.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 7:32 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

/bls