

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 13, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 4:23 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

In addition to the above listed Board members, also in attendance were Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction; J. Robert Haines, Esq., Deputy Superintendent for Business Services; Dr. Donald Krempel, Executive Director of Facilities; Ms. Ann Glazer, Executive Director of Schools, Southeast Area; Dr. Kim Whitehead, Executive Director of Schools, Central Area; Mr. Scott Gehring, Executive Director of Schools, Northwest Area; Mr. William Lawrence, Executive Director of Schools, Northeast Area; Dr. Richard Milbourne, Executive Director of Schools, Southwest Area; Ms. Merle Audette, Chief of Staff; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Carol Saffran-Brinks, Assistant County Attorney; and Ms. Denise Zepp, Administrative Assistant to the Board of Education.

The Board was scheduled to hear oral argument in Hearing Examiner's Case #03-25. However, the Appellant did not appear, and the Board dismissed the case.

The record was closed at 4:27 p.m.

At 4:27 p.m., Mr. Sasiadek moved that the Board go into closed session to discuss personnel matters, to consult with counsel to obtain legal advice, and to consult with counsel about potential litigation pursuant to the Annotated Code of Maryland, State Government Article §10-508(a)(1), (a)(7), and (a)(8). The motion was seconded by Mr. Walker and unanimously approved.

CLOSED SESSION MINUTES

Dr. Hairston and Mr. Grimsley reviewed Policy 4112.2 with Board members and discussed how it relates to specific retirees.

Mr. Teplitzky entered the room at 5:22 p.m.

Dr. Hairston reviewed appointments to be considered this evening with Board members.

Ms. Saffran-Brinks advised the Board with regard to legal issues concerning a vendor recommended for a contract award on tonight's agenda.

CLOSED SESSION MINUTES (Cont.)

Ms. Saffran-Brinks updated the Board on a matter dealing with alleged violation of labor law.

Ms. Saffran-Brinks also provided information to Board members on a matter dealing with potential litigation.

At 6:50 p.m., Mr. Walker moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Sasiadek and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:37 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; members of various civic, employee, and community organizations were present as was the media.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Miss Ashley Wells, a student at Franklin Elementary School, and 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 open and closed session minutes of March 25, 2003, Mr. Arnold declared the minutes approved as presented on the website.

Mr. Arnold informed the audience of the previous sessions in which Board members had participated earlier in the afternoon.

SUPERINTENDENT'S REPORT

Dr. Hairston noted the recent participation of Woodlawn Middle School in the African American History Challenge sponsored by the 100 Black Men of Maryland. The school was awarded a first place trophy and will compete in the National African American History Challenge next month in Las Vegas.

On May 7th, Dr. Hairston visited Glenmar Elementary School and read to 5th grade classes.

SUPERINTENDENT'S REPORT (Cont.)

Other recent activities attended by the Superintendent include the annual Baltimore County Student Councils' Bull Roast; the Greater Baltimore Economic Forum, where Dr. Hairston was guest speaker; a Diversity Training workshop attended by Curriculum and Instruction staff; and an Education That Is Multicultural workshop at Sheppard Pratt.

Dr. Hairston read a portion of Policy 4112.2, which deals with employment of retired principals. Under this policy, rehires will be "temporary contractual employees with a maximum employment term of one...year." He noted that this is one of the personnel practices in place in Baltimore County Public Schools and will be adhered to.

COMMENTS BY SENATOR HOLLINGER

Senator Hollinger expressed her frustration about the lack of a response from the Board with regard to a redistricting issue. A group of parents living in an older community inside the Beltway have requested their children be assigned to Fort Garrison Elementary School rather than their assigned school, Wellwood Elementary School. It is the parents' opinion that younger families will be attracted to this community if the zoned school for their children is Fort Garrison.

Mr. Louis Caplan and Mr. Charlie Levine, residents of the community, offered reasons why Fort Garrison should be their area's assigned school.

RECOGNITION OF ADVISORY COUNCIL APPOINTMENT

Mr. Grimsley recognized Mr. Rainer Collins Harvey, whose appointment to the Southwest Advisory Council was approved by the Board on April 22, 2003.

Mr. Arnold announced a Proclamation from the County Executive was received by the Board of Education for National Teacher Day, which was May 6th.

REPORTS

The Board received the following reports:

- A. Recognition of the Board of Education by the Baltimore County Nurses Association in Honor of School Nurse Day, May 7, 2003
- B. Report on Proposed Revisions to Policy 5550 – Disruptive Behavior – and Policy 5560 – Suspension or Expulsion (First Reading) – Mr. Kemmery and Mr. Rauenzahn highlighted the proposed revisions to the policies.

REPORTS (Cont.)

Mr. Teplitzky inquired about the policy that was adopted to address use of cell phones. Mr. Rauenzahn noted that at mid-year, there were 24 suspensions for inappropriate cell phone use. Mr. Teplitzky requested information on how this policy applies to school-sponsored events off school property as well as poor behavior of students on buses and bus stops.

Mr. Arnold announced public comment on the proposed changes would occur on May 27th, with a vote by the Board on June 10th.

- C. Report on Proposed Revisions to Policy 3225 and New Rule 3225 – Furniture, Fixtures, and Equipment (First Reading) – Ms. Burnopp noted the policy revisions bring the language up-to-date and noted the rule is new.

Mr. Kennedy asked if under this policy/rule new furniture could be provided for classroom renovation, such as the science room renovations listed on tonight's agenda. Ms. Burnopp responded that the intent of Furniture, Fixtures, and Equipment is to provide furnishings, etc., for new space. Ms. Ettinger noted that is more of a budget issue than a policy issue.

Mr. Arnold announced the public would be given an opportunity to comment on the proposed revisions on May 27th, and the Board will vote on the proposed revisions on June 10th.

- D. Report on Proposed 2004-2005 School Calendar (First Reading) – Ms. Norman reviewed the process behind the development of the school calendar. In reviewing the feedback by various groups to the proposed calendar, she noted that parents generally favored a post-Labor Day start, while committee members, representing various stakeholder groups, supported a pre-Labor Day start. A number of parents and teachers who responded via the website favored an earlier dismissal in June and a shorter Spring Break. This differed sharply from the responses of TABCO's membership.

Ms. Norman stated the timing and frequency of professional development also emerged as another key issue. Comments received on the website recommended the elimination of professional development or the scheduling of it during the summer or on weekends. Principals and curriculum staff's views differ with parents regarding the benefit of early dismissal for professional development.

REPORTS (Cont.)

Finally, Ms. Norman noted that the proposed calendar includes seven inclement weather days and a traditional Spring Break.

In response to a question by Mr. Walker, Ms. Norman responded fewer half-days were built into this calendar than in the 2003-04 calendar.

Dr. Hayman raised concern with the inclusion of only one Professional Development Day in the proposed calendar. Ms. Norman stated that originally, a Professional Development Day had been included in February, but based on feedback from Curriculum and Instruction staff, it was moved up to October. Dr. Hayman requested a future report from Professional Development on what is being done to professionally prepare our educators.

On behalf of students, Ms. Bormel thanked Ms. Norman and her committee for proposing a pre-Labor Day start and the traditional Spring Break.

As a former member of the Calendar Committee, Mr. Sasiadek offered his thanks to the committee for its hard work.

Mr. Arnold announced that public comment on the calendar would take place on May 27th, with a Board vote on June 10th.

- E. Report on Overcrowding Relief for Southwest Area Elementary Schools—Through a Power Point™ presentation, Ms. Fromm and Mr. Shah provided information on the relief recommendations for specific schools in the Southwest Area—Dogwood Elementary School, Edmondson Heights Elementary School, and Featherbed Lane Elementary School.

Mr. Sasiadek noted that during this afternoon's Building Committee meeting, there was discussion about meeting the needs of some special education children in ED programs, in that adjustments to rooms and facilities may be required. He inquired if the classes for those children would be ready for the opening of school. Mr. Shah indicated that they would.

Ms. Ettinger noted the similarity to recommendations to move special education students from New Town Elementary School to ease overcrowding. She asked staff to consider the wisdom of moving such a vulnerable population of students and to consider the cost to the school system to make the physical adaptations to buildings for program movement.

REPORTS (Cont.)

Mr. Kennedy shared his concern about the transfer of special education students to Winfield. Dr. Hayman also shared his concern about the movement of special education children. He also voiced his concern that Dogwood was built to support the program needs of the children it serves. Now, some of those children are being moved to a school that doesn't have the same accommodations. Ms. Satterfield assured Dr. Hayman accommodations would be in place in the students' new school.

Ms. Jung inquired of Dr. Krempel the cost to modify the classrooms at Winfield to accommodate the children in the ED program. Dr. Krempel responded the time-out room at Winfield will cost approximately \$120,000, and the classroom modifications another \$100,000, approximately.

Ms. Murray expressed her concern that the movement of special education children could be disruptive to them and that the annexation of these students would still leave Dogwood overcrowded. She inquired if there had been discussion about moving any other students. Mr. Shah stated that these measures are for the short-term. For the long-term, the construction of a new school in the area is needed along with boundary changes.

Ms. Ettinger wondered if moving such a small group of students (30) is worth the impact on students/parents and the cost to the system, since the construction of a new school will not happen in the near future. She stated the desire to see the other options considered.

Mr. Hayden suggested the possibility of moving 100 students to Winfield from Dogwood and leaving the special education students at Dogwood. Mr. Shah said that option can be considered.

Mr. Teplitzky shared his concern that the presentation did not include other alternatives considered and why they were rejected. He also suggested there may be a boundary issue involved or possibly moving more students rather than moving students who shouldn't be moved unless absolutely necessary.

Ms. Ettinger asked that in the future when recommendations are made involving special education children that information regarding the impact on them and facilities be included to help the Board make a more informed decision.

REPORTS (Cont.)

Ms. Jung requested staff to be creative when considering alternatives. Mr. Shah stated that for the long-term, boundary changes will have to be considered. Staff has tried to recommend short-term solutions that will cause the least amount of disruption.

With regard to the recommendations for Edmondson Heights Elementary School, Ms. Ettinger asked if the intent of the recommendation is to permanently annex kindergarten students to Westowne. Dr. Milbourne stated kindergarten children would return to Edmondson Heights the following year. She also asked if the system is engaging in long-term planning to accommodate the needs of full-day kindergarten. Mr. Shah stated that mandates such as full-day kindergarten are unfunded. Ms. Ettinger stated that our funding authorities need to be aware of the issues we are facing so that the school system and the authorities can work together collaboratively to arrive at a solution.

Ms. Bormel asked about the effect of the additional relocatables on the parking lot and fields. Mr. Wilson, Edmondson Heights' principal, stated there would be no effect on the parking lot and no major impact on the fields.

Mr. Kennedy noted that Edmondson Heights currently has a full-day kindergarten program and Westowne has a half-day program. He asked Mr. Wilson if that would be a problem with parents who are expecting a full-day program. Mr. Wilson responded that parents will be surveyed as they register their kindergarten children to see if they prefer a half-day program.

With regard to the recommendations for Featherbed Lane Elementary School, Dr. Milbourne noted the perception that the school is overcrowded and described the available space that would provide the needed classrooms for students based on enrollment projections. He also reminded Board members of an earlier presentation regarding the National Science Foundation Grant. The STEM Academy will allow opportunities for increasing teacher knowledge and student achievement in math and science. Educators in the STEM Academy will receive high quality professional development.

Mr. Kennedy articulated some of the concerns expressed to him by parents—uncertainty about the new administration and student safety. He stated he was pleased about the construction of a drop-off loop and the canopy.

REPORTS (Cont.)

Mr. Walker asked if the drop-off loop would relieve congestion on Richardson Road. Mr. Shah responded that the loop will separate buses and emergency vehicles from parents dropping off children. The loop will provide the security element desired by the community. Police will be able to come close to the building when making rounds.

Mr. Walker inquired as to why teaching takes place in corridors and staff uses carts. Dr. Milbourne stated this is due to how space is utilized. He also stated this issue is being re-examined in light of the fact that Featherbed is able to purchase additional staff members with funds such as Targeted Poverty Funds and Targeted Improvement Funds and those staff are used to reduce student/teacher ratios. These additional staff members are placed in classrooms.

Mr. Grzynski stated that he was encouraged by the recommendations but remained skeptical. He noted the need for additional physical improvements to the school. He also noted there is potential for making Featherbed an excellent school.

Ms. Ettinger stated her desire for staff to find a solution to provide protected walkways between the buildings. Dr. Krempel stated his staff is looking for alternatives that meet applicable codes.

Ms. Ettinger also expressed the hope that staff would work collaboratively with parents to gain their input, hear their concerns, and make them part of the solution so they can feel reassured and well informed.

Mr. Arnold summarized the information to be provided by staff at a work session in the immediate future. The date will be posted on the website.

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved the personnel matters as presented on Exhibits F, G, H, and H-1. (Copies of the exhibits are attached to the formal minutes.)

CONTRACT AWARDS

Mr. Arnold pulled item 3. On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 1, 2, and 4-8.

1. Contracted Services: Inspectors for On-Call Roofing Construction Inspection Services

CONTRACT AWARDS (Cont.)

2. Contracted Services: On-Call Asphalt Work (Sidewalks, Stairs, Curbing, and Ramps)
4. Contracted Services: Information Technology Systems Support
5. Contracted Services: Steps to Success Program
6. Copy (Reproduction) Services
7. Rebinding of Books
8. Trucks, Aluminum Van Body

Item 3

On motion of Mr. Grzyski, seconded by Mr. Sasiadek, the Board voted to approve item 3. Mr. Arnold abstained from voting on this item.

3. Contracted Services: 403(b) Providers

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-13, 15-22, and 24-29. Items 14 and 23 were deferred. Mr. Kennedy noted the collaborative effort between staff and County and State fiscal authorities to bring these projects before the Board for its consideration.

Mr. Teplitzky pulled items 12 and 13 for further discussion.

The Board approved items 1-11, 15-22, and 24-29. Mr. Arnold abstained from voting.

1. ADA Modifications – Hebbville and Woodmoor Elementary Schools
2. ADA Modifications – Scotts Branch Elementary School
3. ADA Modifications – Recreation and Parks – Various Elementary Schools
4. Boiler Replacement – Deer Park Middle Magnet School
5. Boiler Replacement – Southwest Academy
6. Exterior Lighting – Baltimore Highlands Elementary School

BUILDING COMMITTEE (Cont.)

7. Exterior Lighting – Edmondson Heights Elementary School
8. Exterior Lighting – Johnnycake Elementary School
9. Parking Lot Improvements – Deep Creek Elementary School
10. Parking Lot Improvements – Deer Park Elementary School
11. Parking Lot Improvements – Hillcrest Elementary School
15. Systemic Renovations – Parkville Middle School
16. Mechanical/Electrical Renovations – Cedarmere, Chadwick, Lansdowne, and Winand Elementary Schools
17. Cleaning Package – New Town High School
18. Multi-Use Court Resurfacing – Stoneleigh Elementary School
19. Surveillance System – Randallstown High School
20. Chalk and Tack Board Replacement – Four Elementary Schools
21. Fee Acceptance – Design Services and Construction Administration for Behavior Management Rooms – Hawthorne and Winfield Elementary Schools
22. Fee Acceptance – Construction Inspection Services – White Oak School
24. Change Order – Construction Management – New Town High School
25. Change Order – Fine Grading Contract – New Town High School
26. Change Order – Wood Flooring Contract – New Town High School
27. Change Order – Design Services and Construction Administration for Reroofing Project – Parkville Middle School
28. Increase Contingency Authorization – Seventh District Elementary School
29. Increase Contingency Authorization – Villa Cresta Elementary School

BUILDING COMMITTEE (Cont.)

Items 12 and 13

Mr. Teplitzky voiced his concern about the severe disrepair of many of the school system's aging science laboratories and noted the State's irresponsibility for not approving our requests for funding of science laboratory renovations. He suggested informing State authorities of the Board's grave concern with respect to science rooms. He also suggested possible forward funding by the County to bring these rooms up-to-date and to ensure they are safe.

Mr. Hayden proposed a resolution be prepared for the next meeting. Mr. Teplitzky volunteered to prepare the resolution.

Dr. Krempel informed the Board that about two weeks ago, the State agreed to fund all but one science lab, Lansdowne High School, for next fiscal year. Baltimore County Public Schools will receive the funding July 1st and the renovations will take place during the 2003-04 school year.

Mr. Teplitzky asked if this information had been shared with schools to which Dr. Krempel replied he did not think it had been since this funding just became available. Mr. Teplitzky suggested the school system urge the State to provide funds for the one school not included.

As recommended by the Building Committee, the Board approved items 12 and 13. Mr. Hayden abstained from voting on item 13. Mr. Arnold abstained from voting on both items.

12. Science Room Renovations – Franklin High School
13. Science Room Renovations – Patapsco High School

SUPPLEMENTAL APPROPRIATION

On motion of Mr. Sasiadek, seconded by Mr. Walker, the Board approved a supplemental appropriation in the amount of \$500,000.

INTERAGENCY AGREEMENT BETWEEN BALTIMORE COUNTY
PUBLIC SCHOOLS AND THE BALTIMORE COUNTY HEALTH DEPARTMENT

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the Interagency Agreement between Baltimore County Public Schools and the Baltimore County Health Department.

MEMORANDUM OF UNDERSTANDING

Mr. Kennedy moved approval of a Memorandum of Understanding (MOU) between the local management board and Baltimore County Public Schools for the Comprehensive School Health Readiness Grant and Consolidated Grant (Child Abuse, Teen Pregnancy, and Youth Suicide Prevention). The motion was seconded by Mr. Walker.

Dr. Hayman questioned why Board approval was being requested approximately one month prior to the end of the contract. Ms. Prumo stated that 2002-03 was the first year of a formal agreement and that Baltimore County Public Schools would continue to receive money next fiscal year. She assured Dr. Hayman that there would be no interruption of service and that the next MOU would be brought forward in a more timely manner.

The Board approved the Memorandum of Understanding.

YOUTH EMPLOYMENT AND TRAINING PROGRAM CONTRACT

On motion of Mr. Kennedy, seconded by Mr. Arnold, the Board voted to approve the Youth Employment and Training Program contract.

MEMORANDUM OF UNDERSTANDING (BCPS/UMBC)

Mr. Sasiadek moved approval of the Memorandum of Understanding between Baltimore County Public Schools and the University of Maryland Baltimore County for the implementation of the National Science Foundation Grant. The motion was seconded by Mr. Walker.

Ms. Ettinger questioned the language in the contract regarding termination and whether the school system was fully protected. Ms. Howie explained that there is generally a termination for convenience clause in contracts. During the negotiations and discussions with UMBC, that language was not acceptable to them, and a reasonable compromise was agreed upon. Ms. Howie stated she felt the school system's interests were protected. As an attorney, Mr. Hayden stated there was some risk but that it was not unreasonable. Dr. Hairston reassured Board members that the grant has been extensively reviewed by both sides and has the personal endorsement of Dr. Freeman Hrabowski and himself.

Dr. Hayman noted the significance of this grant and expressed concern that he didn't have the in-depth knowledge about the grant he would like.

The Board approved the Memorandum of Understanding. Dr. Hayman abstained from voting.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

ANNOUNCEMENTS (Cont.)

- ⌚ On Wednesday, May 14, 2003, the Board will conduct a hearing to receive community input on the New Town Elementary School annexation plan. The hearing will be held at New Town Elementary School at 7:30 p.m.
- ⌚ On Monday, May 19, 2003, the Board will hold its annual recognition program for National Merit Semifinalists and Ethics Award winners at Cockeysville Middle School at 7:00 p.m.
- ⌚ Also on Monday, May 19, 2003, the Board and the area advisory councils will host a presentation at Loch Raven High School on *No Child Left Behind*. The presentation will begin at 7:30 p.m.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, May 27, 2003, at Greenwood. The meeting will begin with an open session at 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

Ms. Ettinger noted the recent Robotics System 2003 Challenge held at the Baltimore Museum of Industry. The Challenge was a collaborative effort between Baltimore County Public Schools, Baltimore Museum of Industry, Johns Hopkins University Engineering Research Center, and the Engineering Society. Fifty parents and students attended, and eleven high schools were represented at the competition. Ms. Ettinger also recognized the staff involved with the event.

STAKEHOLDER GROUPS

Mr. Arnold reminded speakers to refrain from discussing any matter which might come before the Board in the form of an appeal, as well as any personnel matters.

Ms. Lora Williams, a representative of AFSCME Local 434, spoke about a salary issue affecting bus drivers and attendants, its impact on those employees, and the manner in which employees were notified of the salary deduction. She stated bus drivers and attendants should not be penalized for management's mistake. AFSCME's position is that:

- ⌚ If an agreement can be negotiated, a joint statement must be issued,
- ⌚ No further payroll deductions,
- ⌚ The parties involved would continue to work through two (2) grievances, and
- ⌚ The parties enter into immediate negotiations on contract language dealing with specific issues.

Mr. Glenn Middleton, Executive Director and Vice President of AFSCME, shared personal stories of how the payroll deduction would negatively affect three employees and

STAKEHOLDER GROUPS (Cont.)

noted some members live paycheck-to-paycheck and cannot afford such a significant loss. He asked that management be held accountable.

Ms. Amethyst Danesie, President of the Baltimore County Student Councils (BCSC), thanked Dr. Hairston for swearing in BCSC's new officers at the recent bull roast. She also thanked Board member Kennedy for attending the bull roast. Amethyst shared some of the recognitions announced at the event. She also informed the Board that she will again serve as president of BCSC for 2003-04.

Ms. Kelli Nelson, Chair of the Citizens Advisory Committee for Special Education, thanked Ms. Ettinger for attending the group's most recent meeting. She voiced her concern that students identified for annexation from New Town and Dogwood Elementary Schools to other schools are defined by disabilities and not as students. Ms. Nelson asked Board members to consider this fact.

Ms. Jan Thomas, a representative of the Citizens Advisory Committee for Special Education, disagreed with the information shown in "Special Education Students by LRE Percent" of the Proposed Special Education Staffing Plan. The data indicates that overall growth appears flat. She stated that special education, excluding speech/language, has grown about 3% a year; non-public placements have increased to about 13% a year; autism has increased 9%; and ED has grown 10%. Ms. Thomas also stated the numbers that show inclusion in a less restricted environment (52%) includes speech/language. The actual figure is 32% of the special education population. Ms. Thomas questioned the figure provided for "Spec School Non-public residential" and a statement included under "Maintenance of Effort" regarding federal passthrough funds.

Ms. Maggie Kennedy, Coordinator of Area Educational Advisory Councils, reminded the Board and audience of the May 19th presentation by Mr. Reggie Felton of the National School Boards Association on the "*No Child Left Behind Act*" and its impact on the school system and funding authorities. Ms. Kennedy shared a recent comment by a Councilman that indicated a lack of concern about teacher turnover. She provided information from a Texas study on the cost to replace a teacher who leaves the system. With regard to retired/rehired principals, she stated the Board should ask if all retired/rehired principals are willing to serve in the system's most challenging schools, and if these principals are supportive of the *Blueprint for Progress*. Ms. Kennedy noted the difference in the salary of one retired/rehired principal and the current principals' salary is the same as the annual operating budget for an elementary school.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, invited Dr. Ella White Campbell to speak. Dr. Campbell spoke of the need for accountability with regard to decisions made by mid-level staff on overcrowding issues that have been injurious to students and issues that impact employees. She voiced her anger at the large salaries of retired/rehired principals and suggested the money used to pay retired/rehired principals pay for more teachers

STAKEHOLDER GROUPS (Cont.)

and the bus drivers and attendants salary request. Dr. Campbell stated the Board and Superintendent must reprimand, and terminate, if necessary, employees who make mistakes.

Ms. O'Hare stated there are many misconceptions about some of tonight's issues. She complimented Dr. Hairston for his quick leadership in being decisive and following the purpose of the retired/rehired position.

Dr. Campbell reminded the Board of the large number of agency-placed children in the Northwest and Southwest Areas.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, turned over a portion of his allotted time to Ms. Laura Suffocal, a Pine Grove Elementary School parent. Ms. Suffocal voiced her concern about professional development information from the Office of Equity Assurance that, in her opinion, promoted homosexuality.

Mr. Franklin stated PTA Council's support of diversity but opposed the teaching of this lifestyle in schools. He noted Paula Simon's presentation on Standard English at the last meeting. Mr. Franklin also shared his concern that the Board would allow a State senator to lobby for constituents at a business meeting. With regard to retired/rehired principal issue, Mr. Franklin stated PTA Council supports following this legislation to the letter of the law. He took issue that some of the retired/rehired principals on tonight's agenda are not going to challenging schools.

Ms. Cheryl Bost, Vice President of the Teachers Association of Baltimore County, noted the end of her term as Baltimore County's Teacher of the Year. She noted that at the recent Retirement/Recognition Dinner, Deputy Superintendent Chris Johns was honored. Ms. Bost shared Mr. Beytin's opening remarks from the dinner about working collaboratively to attract and retain quality teachers. She stated considering the unsettled economic times, the unresolved budget-related issue, and health care issues, the Board must show leadership, commitment, and resolve to achieve open communication on behalf of all employees.

PUBLIC COMMENT ON SPECIAL EDUCATION STAFFING PLAN

Mr. Ben Dubin shared his views on the proposed plan. He indicated that the plan appears to support the myth that all deaf and hard-of-hearing people only learn to sign. Mr. Dubin stated that many deaf and hard-of-hearing people speak and use residual hearing. More students are entering school with cochlear implants, which require the service of oral interpreters. He suggested a change in wording to include "...quality..." interpreters or audiologists. Mr. Dubin believes children should be given options as to the mode of communication.

PUBLIC COMMENT

Ms. Stephanie Wilson, a member of the Featherbed Elementary School PTA, expressed concern about the proposed change in administration. She noted a lack of communication with staff and the community during this process. She also questioned why the school is not receiving a facilitator or second assistant principal. Ms. Wilson reminded the Board of its responsibility to make sure the change in administration benefits the children and not save money.

Ms. Yvette Butler, a teacher at Featherbed Lane Elementary School, stated that as two separate schools, Featherbed has seen a positive change in the number of office referrals and behavior management, and a rise in test scores. She asked that two assistant principals or facilitators be provided if the school is returned to one principal.

Ms. Donna Gribble voiced her opinion with regard to the matter of overpayment to bus drivers and attendants and the manner in which it was handled. She stated management did not show any care or concern or consider the hardship it would place on this particular group of employees. Ms. Gribble stated it is unfair for bus drivers and attendants to pay for someone else's mistake.

Ms. Sharon Hall-Zeller informed the Board that bus drivers and attendants were given only a few days notice regarding the reduction in pay. She stated her colleagues should be treated with respect and asked the Board to correct the situation in the long-term.

Ms. Georgina Ewing noted Payroll should accept responsibility for its error. She also asked for corrective action so that, in the future, this will not happen again. Ms. Ewing stated bus drivers and attendants want to be treated with respect.

Ms. Mickey Spartzak voiced her opinion that bus drivers were not given due process in this payroll issue. She noted that further salary deductions would result in undue hardships. Ms. Spartzak stated management failed to communicate with the bus drivers and attendants and asked that she and her colleagues be treated with fairness, respect, and equality.

Mr. Paul Samuels, Sr., a member of the Randallstown High School PTA, noted that with the opening of New Town High School, there will be no appreciable relief for overcrowding at Randallstown, but the school will lose 12-15 teachers. He suggested staffing be based on real enrollment numbers as of September 30th. Mr. Samuels asked that the 2002-03 staffing allocation at Randallstown High School be maintained for 2003-04. He also requested that the Level V program at the school be removed.

Mr. Drew Daudelin, a staff member at Western School of Technology, recognized other faculty members in the audience. He noted the positive impact of Mr. Burch's leadership at the school. Mr. Daudelin stated students and staff had signed petitions urging the retention of Mr. Burch at Western. He urged the Board to reconsider the decision to replace Mr. Burch. If the decision isn't to be reconsidered, he asked that the rationale behind the decision be explained to the faculty.

PUBLIC COMMENT (Cont.)

Mr. Rodger Janssen asked that parents be allowed to decide whether children should participate in certain field trips. He also stated that he would like to see the spirit of the retired/rehired legislation be supported.

Ms. Susan Shaudron, President of the Pine Grove Elementary School PTA, voiced her shock with regard to staff training taking place dealing primarily with sexual orientation. She noted this is a private matter for families to address, and children should be learning the 3 R's.

Mr. B. Morris Chaplin discussed the bus drivers and attendants payroll issue. He spoke of how this payroll deduction affected his family. Mr. Chaplin suggested the staff find other ways to recoup the money.

Mr. Khareen Aziz, a Randallstown High School parent, spoke of the need for the equitable use of resources. He voiced his concern that next year, Randallstown will lose teachers when there is not a significant decrease in the enrollment. Mr. Aziz asked that this year's staffing allocation be maintained.

At 11:50, Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Kennedy.

Ms. Susan Bengel and another parent from Seven Oaks Elementary School approached the Board and asked if they could speak, noting they were not aware of the sign-up procedure. Mr. Arnold allowed them to speak.

Ms. Bengel and the other parent shared their concern over the non-renewal of the current principal's contract. The parents asked that their school not be penalized because of their success under the current principal.

At 11:55 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Mr. Walker and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Wednesday, May 14, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 6:42 p.m. at New Town Elementary School. President Donald L. Arnold and the following Board members were in attendance: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Sasiadek immediately moved the Board go into closed session to discuss personnel matters pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1). The motion was seconded by Mr. Walker and unanimously approved by the Board.

CLOSED SESSION MINUTES

Dr. Hairston noted a few situations that have come to light recently and asked Ms. Johns and Mr. Haines to provide additional detail.

Mr. Hayden entered the room at 6:45 p.m.

Ms. Johns and Mr. Haines described the situations within their divisions, how they occurred, and implications for specific employees.

Dr. Hayman entered the room at 6:52 p.m.

At 7:28 p.m., Mr. Sasiadek moved to adjourn the closed session. The motion was seconded by Ms. Murray and approved by the Board.

REPORT OF THE BOARD OF EDUCATION HEARING ON THE NEW TOWN ELEMENTARY SCHOOL ANNEXATION PLANS

The hearing was called to order by President Donald L. Arnold at 7:33 p.m. In addition to President Arnold, the following Board members were in attendance: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

The following citizens addressed the Board:

1. Connie Sumpter, a New Town Elementary School parent, voiced her hope that after her child is annexed to Summit Park, there will not be another move in the near future. This will be the second move for her child in recent years.
2. Ms. Gersha Porter, a New Town Elementary School parent, suggested changing boundary lines and maintaining an enrollment cap at New Town of 707 students. She stated she supports the annexing and requested redistricting be completed by 2005.
3. Ms. Marsha White, board member of the New Town Master Association, supports annexing students who do not live west of I-795. She noted a potential of 120 kindergarten students in the fall and expressed concern about swelling enrollment over the summer before the start of school.
4. Ms. Joan White McCain, a New Town Elementary School parent, stated that it is crucial to maintain an enrollment cap of around 707. She voiced her support of the annexing plans and urged the Board to begin redistricting now for the 2005-2006 school year. Ms. McCain also stated the need for a moratorium on residential development.
5. Ms. Anne Badin, a New Town Elementary School parent, asked the Board not to remove the enrollment cap. She stated teachers need smaller class sizes. Ms. Badin urged the Board to think about the effect of overcrowding on the children. She expressed the need for a moratorium to halt residential development in the area. Ms. Badin encouraged the audience to sign a petition available outside the cafeteria. Finally, Ms. Badin spoke of the need for a new school in the area.
6. Ms. Ilene Chupnick, a New Town Elementary School teacher, expressed her appreciation to the Board for its efforts thus far. She stated that with the current enrollment cap, the number of students in her classroom has dropped from 26 to 20. Ms. Chupnick urged Board members to consider what's best for children.
7. Ms. Erin Waller, a New Town Elementary School parent, stated how pleased she is with New Town's staff and administration. She is, however, unhappy with the large student enrollment. Ms. Waller indicated more students need to be annexed from New Town. She spoke of the numerous lunch shifts beginning at 10:45 a.m. and the lack of adequate recess time for the children.

8. Delegate Robert (Bobby) Zirkin noted that the Board of Education does not appropriate funds. He thanked the Board for its support of a new elementary school in the area. The delegate acknowledged that the State has shirked its responsibility in providing funds to the counties. Delegate Zirkin stated everyone must work together to see that the County appropriates funds for the construction of this much needed school. He stated that if a tax increase is necessary, it would be a wise investment for school construction. The delegate further stated the County officials must be convinced to “step up to the plate” to forward funds for school construction. Delegate Zirkin also noted the large number of group homes located in the Southwest and Northwest Areas of the county and their impact on schools.
9. Mr. Leo O’Brien, a New Town Elementary School parent, stated that economic development in the area and the county could suffer without adequate schools providing a quality education for children. He reiterated a previous speaker’s comments about the need for two schools in the Northwest Area and expressed hope that the Board and the community could work together.
10. Ms. Roxanne Lucas, a New Town Elementary School parent, noted the wear and tear on the school because of the overcrowding. She noted that classes are being held in hallways, lunch shifts start before 11:00, and the discipline issues brought about by overcrowded classrooms. Ms. Lucas urged the Board to maintain a 707 enrollment cap.
11. Ms. Nicole Davis, a New Town Elementary School parent, noted the large kindergarten classes and stated how hard it is to keep a child’s attention with that size class. She noted her five-year-old eats lunch at 10:45 and that students eating on later lunch shifts may not have some of the same food options. Ms. Davis stated that two gym classes are held at one time in the gymnasium. The Board was urged to help New Town children learn in an environment that is not crowded.
12. Mr. Lindbergh Carpenter voiced his support of keeping the cap at 707 and redistricting by 2005-06 or until two new schools in the area are built. He stated children have a right to an equal, high-quality education. Mr. Carpenter noted the long lunch lines and large classes.
13. Ms. Paula White Harris, a New Town Elementary School parent, objected to her child being annexed to Glyndon because she lives in an apartment and is not part of a homeowners’ association. The proposed annexation to Glyndon would be the third move for her child in recent years. She asked

that if her child could not remain at New Town that he be able to return to Owings Mills Elementary School, which is closer to her home than Glyndon.

14. Ms. Paula Hendricks, a New Town Elementary School parent, requested the Board act immediately to reduce New Town's overcrowding. She asked that the 707 cap be maintained. Ms. Hendricks stated that the overcrowding situation at New Town is not fair to teachers, and it is not fair to send children outside of the community. She stated that parents want to work with the Board and be part of the solution.
15. Ms. Carrie Saiotilme, a New Town Elementary School grandparent, expressed concern about sending her grandchild to Chatsworth because of the distance and time on a bus. She asked that if her grandchild could not remain at New Town that the child go to a school closer than Chatsworth.
16. Ms. Kelli Nelson, a representative of the Citizens Advisory Committee for Special Education, voiced her support of the need to annex students and to maintain the enrollment cap. She did object to the removal of ED classes to Chatsworth, and stated she would like to see one of these classes remain. Ms. Nelson thanked Delegate Zirkin for attending and pointing out the issue of group homes. She stated students cannot be removed from their school because they have a disability.
17. Mr. Kevin Pope, a parent of a future New Town Elementary School student, shared his hope that when his child is ready to enter New Town, the overcrowding issue will have been resolved. He stated he is willing to make sacrifices now so his child will not be lost in the shuffle.
18. Ms. Aida Sellman, a New Town Elementary School parent, noted the great staff and administration at New Town. She expressed concern that these people may be lost if the overcrowding issue is not solved. Ms. Sellman commended the Board for the annexation plans and also asked that the cap be maintained. She also stated the construction of a new school in the area must be a priority.
19. Ms. Jeanette Key, a representative of the New Town Elementary School PTA, supported the annexation recommendations and shared her belief that the cap be lowered to 707. Ms. Key noted that children are in overcrowded classes and because teachers are frustrated, they may leave New Town. She suggested more children be moved out of New Town Elementary and urged discussions with County officials.

20. Ms. Deborah Montesino, a New Town Elementary School parent, stated that New Town teachers are overworked and kindergarten classes are large. She urged the Board to maintain the enrollment cap until new schools are built in the area.
21. Mr. Keith Brown, a Glyndon Elementary School parent, noted his daughter will continue to attend Glyndon next year. He asked the Board to reconsider providing transportation for his child.

The hearing was concluded at 8:45 p.m.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 8:58 p.m. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, and Mr. Sanford V. Teplitzky. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Ms. Ettinger immediately moved the Board go into closed session to discuss personnel matters and to discuss a matter relative to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Grimsley described a meeting that took place earlier in the day between staff and union leadership to discuss a matter dealing with salary.

Mr. Walker entered the room at 9:00 p.m.; Ms. Murray and Dr. Hayman entered the room at 9:05 p.m.

Board members discussed possible solutions for Mr. Grimsley and Mr. Capozzi to take back to the employee group.

Members of the Board continued its earlier discussion of personnel issues.

At 10:12 p.m., Mr. Walker moved adjournment of the closed session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 20, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 6:08 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Ms. Jung immediately moved that the Board go into closed session to discuss personnel matters and to discuss matters relative to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Grimsley and Mr. Capozzi provided the Board with a status report with regard to negotiations with a particular employee group. Board members discussed possible fiscal implications as it related to resolution of the issue.

Dr. Hayman entered the room at 6:18 p.m.; Ms. Johns entered the room at 6:33 p.m.

Mr. Haines briefed the Board on a specific negotiations issue for employee groups.

At 6:55 p.m., Mr. Sasiadek moved to adjourn the closed session. The motion was seconded by Ms. Ettinger and approved by the Board.

REPORT OF THE WORK SESSION OF THE BOARD OF EDUCATION

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:05 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Arnold reviewed the purpose of tonight's meeting and advised the public if they wished to share any comments with the Board about the recommendations to speak with a member after the meeting. Staff was thanked for its work in preparing the information presented on the 13th and tonight. Mr. Arnold also thanked staff for the excellent meeting with the County Council earlier this afternoon.

Mr. Shah, Planning Administrator in the Office of Strategic Planning, remarked that tonight's work session was a follow-up to the presentation made to the Board on May 13th. Proposed solutions to overcrowding in the Southwest Area include relocating Dogwood

Elementary School's ED program and capital improvements at Featherbed Lane Elementary School.

With regard to the situation at Dogwood Elementary School, Mr. Shah noted that the Strategic Planning staff worked closely with the Executive Director of Schools, the affected principals, and the Offices of Facilities and Special Education to develop workable recommendations. He explained why several alternatives were considered and rejected. Mr. Shah also stated the approximate cost for time-out rooms at Winfield and Hawthorne is \$73,000 (\$50,000 for construction and \$23,000 for design).

Ms. Satterfield, from the Office of Special Education, discussed the impact of the recommendation regarding the Special Education students being relocated to Winfield. Thirteen of the twenty-four students would move to Winfield. The teachers and instructional assistant for these 13 students would move with the program. She noted there would be significantly more space available at Winfield, where there are 3 classrooms and a crisis room as opposed to 2 classrooms and a crisis room at Dogwood. Students moving to Winfield would be eligible for the Title I Transfer Option. Ms. Satterfield also explained the impact on the sending school and the receiving school.

Responding to a question by Mr. Hayden, Ms. Carter responded the Dogwood area is still growing. When the recommendations are implemented, the school will gain back a room for vocal music and a science lab.

Mr. Kennedy inquired of Ms. Satterfield if she thought this move was in the best interest of the children. Ms. Satterfield stated everyone involved must do the appropriate preparation for this to work effectively.

Ms. Ettinger voiced her concern about the movement of these students into a school that is already facing significant challenges, although under capacity. Ms. Ettinger also shared her concern about the additional burden on staff at the receiving school created by the needs of the new students. She asked how many other schools within the system have as many as five (5) self-contained special education classrooms. Ms. Satterfield stated that while many secondary schools have as many as five (5) self-contained special education classrooms, she did not have the information at the elementary level available and promised to get back to Ms. Ettinger.

Mr. Sasiadek stated that it is important to keep in mind program needs when moving students. He voiced his opinion that parents would not be opposed to a longer bus ride to a different school for their children if they knew their children were in a quality program and were making progress.

Dr. Hayman asked for information about how the number of over capacity children at Dogwood (150) is distributed by grade level. He also noted that the enrollment projections will continue to place Dogwood over capacity over the next several years. Mr. Shah stated there is a 200-unit complex scheduled to be built in the Dogwood district as well as another 200-unit

development. He noted that these are non-build options, as the resources and sites are not available in this area as is the case with New Town.

Mr. Walker inquired about Dogwood's mobility rate. Ms. Cordell noted that Dogwood serves the largest cluster of apartments and rentals in the Woodlawn area. She noted her staff has worked diligently since the opening of the school to check residences to be certain that the school serves the children of the Dogwood community. Ms. Cordell also stated that every year since Dogwood opened, the school has enrolled more children than it has withdrawn.

Mr. Walker asked about community input. Mr. Shah reported that at present, the Office of Strategic Planning is working with the Executive Director of Schools, open houses are being planned, and there is discussion with principals about the transfer of students. Dr. Milbourne assured Mr. Walker that parents and students will be made to feel welcome and a part of the Winfield Elementary School family.

Mr. Walker also expressed the hope that Dogwood parents would not find out for the first time about the transfer of their students by letter and urged parent involvement at an earlier stage of the process. Ms. Satterfield explained that in another move this year, meetings were held with parents on site. Visits to the receiving school site were also scheduled and included guidance staff, speech staff, administration, etc.

Ms. Ettinger summarized the four major issues being discussed this evening:

- Whether the decision to move special education children is the only viable solution.
- With the Title I Transfer Option available at Winfield, it is uncertain as to where the new students may eventually wind up.
- Enrollment projections indicate a peak in 2005 and a drop in enrollment to the 2002 level in about 10 years.
- Parent/community input—There is a need to involve the communities as well as to have the PTA Council and the area advisory council involved in the discussion so parents feel they have been heard.

Ms. Ettinger inquired if staff had considered options involving Woodbridge, Westchester, and Westowne, since those schools are currently under capacity and, according to the projections, will be at or under capacity over the next few years, even with the mandated full-day kindergarten. She also inquired if there was any space at the Campfield Center to accommodate kindergarten or prekindergarten. Ms. Carter stated that staff looked at annexing grades to the closest facility. Going to Campfield would increase travel time for the youngest students. She also noted that most of the available seats are south of Route 40.

Ms. Ettinger stated the *No Child Left Behind Act* will have a significant fiscal impact on the school system. She asked if there has been any discussion with the County about possible new construction, if the State would consider new construction given there is still seat room, and if staff explored the possibility of multiroom additions. Ms. Carter stated many of the schools considered have modular additions and are overcrowded. She also stated that most schools offering prekindergarten and kindergarten have these children in regular classes.

Mr. Arnold stated redistricting a large portion of the county needs to be reviewed. He noted that redistricting would not be a long-term solution because of all the development taking place in various areas of the county. Mr. Arnold also stated that there is very little land set aside for the construction of new schools, and some of the school sites currently in the site bank are too small. He noted the need to work with local and State officials in order to acquire more capital funds to address this concern. The school system must also develop unique ideas about recycling properties.

At 8:28 p.m., Mr. Walker moved to adjourn the work session. The motion was seconded by Mr. Sasiadek and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 27, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 5:00 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymyski, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, and Mr. Sanford V. Teplitzky. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Board members inquired of Dr. Hairston the status of the relief plans for New Town Elementary School. Mr. Arnold indicated he was under the impression that after the New Town hearing, staff would be coming back to the Board with additional recommendations. Dr. Hairston stated that letters have already been mailed to parents who may be impacted by the annexation plans. Dr. Gehring noted that only four (4) parents have contacted his office. Dr. Hairston stated staff would come back to the Board by June 10th so parents and the community will know what plans are to be implemented for the next school year.

With regard to the recommendations for Dogwood Elementary School, Dr. Hairston stated a committee has been formed. Ms. Ettinger referenced a letter from an advisory council chair with regard to the movement of special education students. She also stated there is discussion going on in the community with regard to that aspect of the recommendations.

Ms. Bormel and Mr. Hayden entered the room at 5:08 p.m.

In response to a question by Mr. Arnold about the need for a work session prior to a vote on the recommendations on June 10th, Dr. Hairston stated these items do not require a Board vote.

Ms. Ettinger stated that discussion needs to take place about the long-term problem of overcrowding in these areas. The current overcrowding issues are not individual school problems, but area problems and need area solutions, not individual school solutions.

Dr. Gehring reminded Board members of the report on the DeJong study this past fall which recommended boundary changes for the Northwest as a short-term solution and construction of new schools as a long-term solution. He agreed that parents of children scheduled for annexation should be informed in the near future so they can make plans. He also stated that there is currently no plan to move approximately 300 students so that the enrollment at New Town can be capped at 707. Dr. Gehring stated that his office did not receive any complaints from the parents of students who were annexed to Franklin or Glyndon Elementary Schools this year.

Mr. Hayden agreed with Ms. Ettinger and stated the continuing pattern of growth in the northwest and northeast areas of the county cannot be ignored. Over the next several years, the system will need new schools or a significant reorganization to address the issue of overcrowding.

OPEN SESSION MINUTES (Cont.)

Mr. Haines stated that this fall, the Board will receive the recommendations of DeJong on high school overcrowding, and with those recommendations will probably come many changes. He acknowledged that annexing provides only temporary relief. Mr. Haines also commented that staff is working very diligently to start construction of a new school and obtain another site for a second school. He stated there are no other sites available for construction within ten miles of New Town.

Dr. Hayman stated several misconceptions were expressed by parents the night of the hearing. He agreed that a decision needs to be made soon by the administration so that Board members and parents are informed. Dr. Hayman agreed with Mr. Hayden on the need to develop a long-range plan.

Dr. Hairston suggested that the relief recommendations for New Town and Dogwood be placed on the June 10th agenda. He noted that the current plan presented is the least disruptive.

Ms. Ettinger shared Mr. Kennedy's concern about the movement of special education children at Dogwood.

At 5:55 p.m., Mr. Sasiadek moved to allow Ms. Bormel to participate in negotiations discussions. The motion was seconded by Mr. Teplitzky and approved by the Board.

Mr. Kennedy moved that the Board go into closed session to discuss personnel matters and to discuss matters relative to negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Sasiadek and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Grimsley reviewed the appointment recommendations on tonight's agenda.

Mr. Grimsley and Mr. Capozzi updated the Board with regard to a salary issue for one of the employee groups.

At 6:18 p.m., Dr. Hayman moved the Board adjourn the closed session. The motion was seconded by Mr. Grzymiski and approved by the Board.

OPEN SESSION MINUTES

Mr. Arnold reminded Board members of the June 8th retreat at which time there will be a presentation on Boardmanship from Ms. Kitty Blumsack of the Maryland Association of Boards of Education, as well as information presented on the Education Foundation.

OPEN SESSION MINUTES (Cont.)

At 6:19 p.m., Mr. Kennedy moved to adjourn the open session for a brief dinner recess. The motion was seconded by Mr. Sasiadek and approved by the Board.

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:28 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, and Mr. Sanford V. Teplitzky. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; members of various civic, employee, and community organizations were present as was the media.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Ms. Monica Anderson, a student at the Carver Center for Arts and Technology, and 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 open and closed session minutes of April 22, 2003, and April 30, 2003, Mr. Arnold declared the minutes approved as presented on the web site.

Mr. Arnold informed the audience of the previous sessions in which Board members had participated earlier in the afternoon.

SUPERINTENDENT'S REPORT

Dr. Hairston announced that on April 30, 2003, the Government Finance Officers Association awarded a Certificate of Achievement for Excellence in Financial Reporting to the Baltimore County Public Schools' Department of Fiscal Services. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting.

Dr. Hairston also reported that Eastern Technical High School has been selected to receive the 2003 Career and Technology Education Outstanding Secondary CTE Program Award of Excellence from the Maryland State Department of Education.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Mr. Grimsley recognized the administrative appointments that were approved at the May 13th Board meeting.

OLD BUSINESS

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved the Special Education Staffing Plan for 2003-2004.

Dr. Hairston noted the presence of Mr. Thomas Evans, whose appointment was approved at the May 13th Board meeting.

REPORT

The Board received the following report:

Middle School Task Force Recommendations—Through a Power Point™ presentation, Dr. Gwen Grant, Executive Director of Secondary Programs, provided information on the Task Force Members, data and parent survey indications, and Southern Regional Educational Board Recommendations. The seven (7) recommendations include consistent rigorous curriculum; daily 45-minute periods in English, mathematics, science, and social studies; additional focus on improving students' skills to help prepare them for the more challenging high school courses; and providing a CollegeEd program to provide students and their families with early college awareness.

Ms. Bormel and Ms. Ettinger expressed concern about the time allocated to arts.

Mr. Sasiadek inquired about the number of surveys sent out and returned, as well as if a student survey was considered. Dr. Brager stated that about 500 surveys per area were sent out, with a return rate of about 20%, which he attributed to the length of the survey. He also stated that a student survey was not considered. Dr. Grant commented that it would be considered for next year.

Mr. Sasiadek concurred with the recommendation to bring middle school teachers who aren't fully certified up to the new standard of the *No Child Left Behind Act*. He noted the need to work with local colleges and universities to provide in-depth training.

Ms. Ettinger inquired about the opportunity for Board and community response to the recommendations. Dr. Grant stated comments can be emailed to her, and the task force will consider them and try to incorporate them into the report.

REPORT (Cont.)

Ms. Ettinger noted a brief mention of special education in the presentation and no mention of Gifted/Talented (G/T). Dr. Grant stated the G/T program is already in place and will continue. The enrichment program is the bridge between the G/T program and students moving into the G/T program. She also noted that the focus on special education will be to have special needs students fully included in all school programs.

Ms. Ettinger also requested fiscal and policy implications of the recommendations.

Dr. Hayman requested information on the student support services aspect of the recommendations. He also suggested articulation between elementary and middle and middle and high school teachers be mandated. Dr. Hayman asked how the consistent vision, mission, and goals fit into the various focuses of the magnet school program. He asked that an invitation be extended to Board members to attend the summer training sessions.

Ms. Ettinger asked if there was discussion among the task force about lengthening the school day or changing configurations of grades served in the middle school. Dr. Grant stated there were strong feelings among task force members for supporting a minimum 45-minute period for CORE subjects so that time would not be lost in these areas. She also stated there were fiscal and contractual implications in considering lengthening the school day.

When asked about the next step in the process, Dr. Grant indicated the recommendations will go back to the Planning Committee for refinement. Ms. Ettinger expressed her desire for stakeholder groups to have an opportunity to hear Dr. Grant's presentation and offer feedback.

SPECIAL ORDER OF BUSINESS

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board adopted a Resolution honoring Ms. Bormel for her service as student member of the Board for 2002-2003. She was presented with the Resolution, flowers, and a gift from her colleagues on the Board. Sarah's parents and grandmother were present for the recognition.

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the personnel matters as presented on Exhibits D, E, F, G, H, and I. (Copies of the exhibits are attached to the formal minutes.)

Mr. Teplitzky noted the recent death of Mr. Jerry Miller, a teacher at Pikesville High School since 1969.

CONTRACT AWARDS

Mr. Kennedy pulled item 1 for further discussion. Mr. Teplitzky pulled item 3. On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved items 2 and 4-7.

2. eCatalog Contracts
 - a. Art Photo Supplies
 - b. Art Supplies
 - c. Audio-Visual Supplies
 - d. Classroom/School Office Supplies
 - e. Elementary Instructional Media
 - f. Elementary School Textbooks
 - g. Family Studies Supplies
 - h. High School Textbooks
 - i. Instructional Materials for Technology Education 2003-2004
 - j. Interscholastic Athletic Supplies and Equipment
 - k. Library Instructional Media
 - l. Medications and First Aid Supplies and Equipment
 - m. Middle School Textbooks
 - n. Music: Instrumental Supplies
 - o. Music: Vocal Supplies
 - p. Physical Education Supplies and Equipment
 - q. Science Supplies
 - r. Secondary Instructional Media
 - s. Secondary Math Supplies
 - t. Special Education Instructional Media
 - u. Special Education School Textbooks
4. Printing: BEBCO Forms
5. Selection Process for Algebra II Textbooks for 2003-2004
6. Selection Process for Grade 11 U.S. History Textbooks for 2003-2004
7. Universal Virus Protection System for BCPS

Item 1

Mr. Kennedy asked how much money was realized by the resale of books. Mr. Dent of the Distribution Center advised that the last time this was done, about \$145,000 was generated. In response to another question by Mr. Kennedy, Mr. Dent indicated that the system does not have to pay to get rid of the books; we are guaranteed a certain price per ton.

Item 1 (Cont.)

On motion of Mr. Grzymiski, seconded by Mr. Sasiadek, the Board approved item 1.

1. Book Wholesaling/Recycling Services

Item 3

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved item 3. Mr. Teplitzky and Mr. Arnold abstained from voting.

3. Financing: Cars, Trucks, and School Buses

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-4, 7-19, and 22-26. Items 5, 6, 20, and 21 were deferred. Mr. Kennedy asked Dr. Krempel to comment on the Woodholme Elementary School Site exhibit.

Dr. Krempel stated the 20-acre site was purchased and approved by the Board in 1969. The reason it appears on tonight's agenda is because State rules and regulations require Board approval of a site within five years of construction.

Mr. Hayden pulled items 4, 7, and 22. The Board approved items 1-3, 8-19, and 22.

1. ADA Modifications – Baltimore Highlands and Riverview Elementary Schools
2. ADA Modifications to Health Suite – Lansdowne Middle School
3. Boiler Replacement – Dulaney High School
8. Chalkboard and Tackboard Replacement – Six Elementary Schools
9. Chalkboard and Tackboard Replacement – Five Elementary Schools
10. Exterior Lighting – Dulaney High School
11. Exterior Lighting – Glenmar Elementary School
12. Exterior Lighting – Woodlawn Middle School
13. Parking Lot Improvements – Chatsworth School
14. Parking Lot Improvements – Glyndon Elementary School

BUILDING COMMITTEE (Cont.)

15. Parking Lot Improvements – Fullerton Elementary School
16. Parking Lot Improvements – Pot Spring Elementary School
17. Parking Lot Improvements – Relay Elementary School
18. Parking Lot Improvements – Woodbridge Elementary School
19. Systemic Renovations – Dundalk Middle School
23. Fee Acceptance – Construction Inspection Services for Science Room Renovation Project – Patapsco High School
24. Change Order – Design Services and Construction Administration – Reroofing Project – Golden Ring Middle School
25. Change Order – Design Services – Major Maintenance Renovation Project – Chapel Hill Elementary School
26. Approval of Property – Woodholme Elementary School Site

ADJUSTMENT TO SCHEDULE OF BOARD MEETINGS, 2003-2004

On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved an adjustment to its meeting schedule for 2003-2004. The October 7th meeting will be changed to Thursday, October 9th, due to a conflict with a national conference.

BUDGET APPROPRIATION TRANSFER

On motion of Mr. Kennedy, seconded by Ms. Ettinger, the Board approved a Budget Appropriation Transfer in the amount of \$1,565,789.

BUILDING COMMITTEE (Cont.)

It was brought to Mr. Arnold's attention by counsel that the Board had not voted on the three items separated from the agenda by Mr. Hayden. As recommended by the Building Committee, the Board approved items 4, 7, and 22. Mr. Hayden abstained from voting.

4. Boiler Replacement – Lansdowne High School
7. Boiler Replacemenet – Woodlawn High School
22. New Gas Service – Dulaney High School

INFORMATION

The Board received the following as information:

Revised Rule 5560 – Suspension or Expulsion.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- ⌚ The Board will hold a retreat on Sunday, June 8, 2003, at the Marshy Point Nature Center from 10:00 a.m.-2:00 p.m. There will be a presentation by the Maryland Association of Boards of Education on “Boardsmanship,” as well as a presentation on the Education Foundation.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, June 10, 2003, at Greenwood. The meeting will begin with an open session at 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

Mr. Arnold reminded speakers to refrain from discussing any matter that might come before the Board in the form of an appeal, as well as personnel matters.

PUBLIC COMMENT

Ms. Jasmine Shriver, a representative of the Citizens Advisory Committee for Special Education, voiced her dismay at a misleading statement in a document from the Office of the County Auditor which states, “As of December 1, 2002, 68% of special needs students at Baltimore County Public Schools receive services in the regular classroom and/or in a resource room.” Ms. Shriver noted that the figure in this statement includes students who receive only speech/language services. If students receiving speech/language services only are removed, the figure drops to 36%. Ms. Shriver stated that speech only students are always served in the regular classroom. She asked for consistency in reporting the data.

Ms. Kelli Nelson, Chair of the Citizens Advisory Committee for Special Education, noted that we need to provide disaggregated data to funding authorities so they have an accurate picture. She suggested an independent, outside audit of Special Education be undertaken, particularly in light of the implementation of the *No Child Left Behind Act*.

Ms. Maggie Kennedy, Coordinator of the Area Educational Advisory Councils, thanked parents who attended the recent County Council work session. As a result of that meeting, many parents were able to make contact with their Councilmen, and an invitation was extended by Councilman McIntire for the group to meet with the Council annually. Ms. Kennedy noted that several Council members sent representatives to the recent *No Child Left Behind* presentation.

PUBLIC COMMENT (Cont.)

The advisory councils, in cooperation with other advisory groups and the Coalition, will begin to look at the structure of how Board members are appointed. A community forum will probably be held at the end of June. Ms. Kennedy will report back to the Board in the future. With regard to the calendar process, Ms. Kennedy noted the process runs smoothly and there was a great deal of community input.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, shared her hope that the County Council would not cut the school system's budget. She reported that at the last Parkville High School Improvement Team meeting, an idea was suggested to help students improve their study skills. With regard to the Middle School Task Force Recommendations, Ms. O'Hare asked the Board to remember the average student, who in Ms. O'Hare's opinion, is not being challenged in the areas of reading, writing, and math.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, announced that Baltimore County received its first national PTA Unit of Excellence Award—Cromwell Valley Regional Magnet School. He also recognized various schools and staff members who received awards at the PTA Council's Annual Awards Ceremony.

Mr. Mark Beytin, President of the Teachers Association of Baltimore County, congratulated Sarah Bormel for an excellent job this past year. He referenced an article that appeared in a recent issue of "Education Week" about the paper work issue. Mr. Beytin noted that the governor recently vetoed the law passed this year to set up a commission to review education paper work. He expressed his concern over the County Executive's failure to fund a 2% COLA for employees in return for employees assuming responsibility for \$9.2 million in increased health care costs. Mr. Beytin stated that the impression left at the bargaining table was that the health care changes are non-negotiable. Other changes made by the County Executive do little to attract and retain teachers. He stated the Board must demand that it be given sufficient flexibility to deal with these issues during renegotiations. Mr. Beytin also stated the Board must take a public stance to show that it cares about its employees.

Ms. Jasmine Shriver, PTA Council representative to the Calendar Committee, noted the committee's hard work to address parents' concerns about three-hour early closings by reducing that number. On behalf of the PTA Council, Ms. Shriver expressed her gratitude for the opportunity for parents to provide feedback on the proposed calendar. She also thanked Ms. Norman for her leadership.

There were no speakers to address the proposed changes to Policy 3225 – Furniture, Fixtures, and Equipment.

There were no speakers to address the proposed changes to Policy 5550 – Disruptive Behavior.

PUBLIC COMMENT (Cont.)

Mr. David Greene, a Ridgely Middle School parent, spoke positively of the afternoon programs at Ridgely.

Ms. Joanna Donaldson, a student at Western School of Technology, addressed the Board about the leadership change at Western. She expressed her feelings that the change will have a detrimental effect on the school and lower the morale of the students.

Ms. Kelli Nelson shared her concern about the change in criteria for the four-year-old program. She stated the new criteria doesn't take into consideration some of the children in the three-year-old program. Some of the three-year-olds will not meet the new criteria and will be out of school for a year before returning for kindergarten. Ms. Nelson asked the Board and staff to grandfather in three-year-olds currently being served.

Ms. Evelyn Anderson, President of the Williamsburg Association and a Bedford Elementary School parent, referenced a petition with 200 signatures of parents who wish the current principal to remain. She stated her belief that the decision to change leadership at the school was not in the best interests of the children. Ms. Anderson requested the current principal be allowed to remain.

Ms. Ruth Sheffey shared her belief that there was inadequate community input regarding the decision to replace the current principal. She spoke of the positive effect the principal has had on students and staff. Ms. Sheffey asked the Board to reconsider its decision.

Ms. Bonita Sheffey-Strong, a Bedford Elementary School parent, and Christina Strong, a Bedford Elementary School student, asked the Board not to change the leadership at Bedford.

Mr. Michael Behrens, a nurse at Chadwick Elementary School, spoke of the effect of the County Executive's adopted budget on employees, particularly nurses.

At 9:33 p.m., Mr. Sasiadek moved to adjourn the open session. The motion was seconded by Mr. Grzymiski and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY RETREAT

Sunday, June 8, 2003

The Board of Education of Baltimore County, Maryland, met in open session for retreat on Sunday, June 8, 2003, at 10:08 a.m. at the Marshy Point Nature Center, Marshy Point Road, Baltimore, MD. President Donald L. Arnold and the following Board members were in attendance: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzyski, Mr. John A. Hayden, III, Mr. Michael P. Kennedy, and Mr. James R. Sasiadek. In addition, Dr. Joe A. Hairston, Superintendent of Schools; Mr. Douglas Neilson, Chief Communications Officer; Ms. Denise Zepp, Administrative Assistant to the Board, and Mr. Jonathan Rockoff, a reporter from The Sun, were present.

Mr. Arnold introduced the morning's presentation on "Building Strong Leadership Teams" to be led by Ms. Kitty Blumsack, Director of Board Development, Maryland Association of Boards of Education.

Through a Power Point™ presentation, Ms. Blumsack reviewed the topics to be covered by the presentation. She started by discussing the various ways information is retained—visual, lecture, demonstration, reading, discussion group, and hands on.

Ms. Carol Saffran-Brinks, Assistant County Attorney, and Board member James Walker entered the room at 10: 20 a.m.

Board members were asked to list their expectations. They included:

- Defining the team,
- How to incorporate new board member(s) into team most effectively,
- Demonstrate how the Board can work together and adjust to new demands,
- Reinforce the Board's own progress,
- Working smarter (graduations, group meetings, etc.), and
- Sharing information with other Board members.

In discussing "Dimensions of Success," Board members were shown a triangle. Each point of the triangle had an area important to success—process, results, and relationships. Ms. Blumsack noted that most people possess strengths in two of the three areas. Board members were paired up and discussed their individual strengths and reported back to the group on their findings.

An effective team was defined and characteristics of high performing teams were reviewed by Ms. Blumsack. Once again, Board members paired up and rated the group in each of the areas.

Ms. Blumsack reviewed the “Stages of Team Development – Forming Characteristics” as well as “Leader Behaviors.” Ms. Ettinger stated that some people are appointed to the Board with knowledge of how the board works. Others come with little or no knowledge or come with misinformation. Mr. Sasiadek commended Mr. Hayden for his role in assisting student members by being seated next to them at public meetings and providing guidance.

The next stage of team building, “storming,” was reviewed by Ms. Blumsack. The storming leader behaviors were also reviewed.

At 11:33 a.m., Mr. Arnold called for a ten-minute break.

The presentation by Ms. Blumsack resumed at 11:42 a.m. with a discussion of “norming” characteristics, “norming” leader behaviors, “performing” and “mourning” characteristics, and leader behaviors.

Board members were shown “Three Realities” that every board member needs to recognize and acknowledge—serving as a member of a team, not having the individual authority to fix problems, and success as a board member being tied to the success of the board.

The presentation continued with board and superintendent relationships and roles and relationships.

Mr. Arnold announced a brief break at 12:10 p.m.

At 12:17 p.m., Board members discussed, in pairs, whether or not they were in agreement with the questions listed under “Roles and Responsibilities.” The questions dealt with being in agreement on board and superintendent roles and responsibilities and on whether the board regularly reviewed how the board/superintendent team works together.

Mr. Grzynski noted an orientation for new board members shortly after their appointment would be most helpful. His orientation took place approximately six months after his appointment. Ms. Ettinger suggested orienting the public on the roles and responsibilities of a board member. Currently, there is no process for board member appointment. She mentioned the possibility of an information night so the public’s questions can be answered and so they know what is expected of a new board member. Mr. Arnold noted the area advisory council’s interest in setting up a process for board member nominees.

Ms. Blumsack’s presentation continued with an explanation of “Board Culture” and understanding what it is. She asked if the Board had “norms” in areas like participation, listening, asking questions, time, and decision-making during meetings and work sessions. Mr. Arnold noted the three readings for policy change, stating that it can be extended or shortened. Ms. Ettinger noted the Board’s orderly discussions in part due to the Board president keeping a list of those members who wish to speak.

Ms. Blumsack urged the Board to write down its “norms,” suggesting it as a way to review the group’s progress and to reinforce what’s in existence. Mr. Arnold asked Ms. Ettinger to chair a group to develop a document listing the Board’s norms. Mr. Sasiadek, Mr. Walker, and Mr. Arnold will also serve with Ms. Ettinger. Board members were encouraged to submit ideas to Mr. Arnold or Ms. Ettinger.

Board members completed a written self-evaluation on “School Board Communications.” Mr. Arnold noted communications could be better in the area of timing of some of the larger written reports that are sent to the Board prior to a meeting. He stated that sometimes there are only a few days to read and digest a large document prior to a meeting. Mr. Grzynski stated that if the Board had more time to review large reports, members could formulate and submit questions to staff prior to the presentation at the public meeting.

Ms. Murray entered the room at 1:00 p.m.

Dr. Hairston noted that the problem is one of internal structure and can be resolved. Ms. Ettinger commented that a more quality discussion and decision-making can occur if there is time to digest complex materials.

Ms. Blumsack referenced documents from another county with regard to responding to individual board member requests and guidelines for board/staff communications.

Ms. Blumsack suggested the Board establish its own vision statement and goals, separate from those of the school system.

EDUCATION FOUNDATION

Mr. Hayden provided a brief history of the Education Foundation. He noted that at the time of its establishment in 1992, the Superintendent wanted the Board to have complete control of the organization; therefore, the Board of Education is the only member. The Board can make assignments to the Foundation’s Board of Directors. Problems surfaced in the Foundation’s ability to raise funds, as some corporate organizations did not want to donate to government organizations, noting the Board’s close ties. Mr. Hayden referred to the Anne Arundel and Montgomery County Public Schools’ models of similar foundations, where members of the Board are “stockholders.” These models are more common in the way they are set up, creating a level of independence. Mr. Hayden noted the Baltimore County Public Schools’ Education Foundation has the potential for growth and to raise more funds.

Ms. Ettinger raised concerns about solicitation of funds through school system employees, its appropriateness, the potential for large amounts of money coming through the Foundation’s board, and the Board of Education having little information on the decision-making. She also expressed concern about the Foundation Board acting without knowledge or authority of the Board of Education. Mr. Hayden responded that he had never seen that happen, but acknowledged that it could. School requests would be coordinated with school system staff.

Mr. Walker clarified with Mr. Hayden his request that if the Board of Education severed its relationship with the Education Foundation, donations would increase because donors would feel the Foundation was not subordinate to the Board.

Ms. Ettinger again noted her discomfort with the large amounts of money from corporate donors and the impact on individual schools or programs that are under the purview of the Board and Superintendent. Mr. Hayden noted the projects/programs requested by schools are not funded by the school system's budget.

Mr. Grzyski left the room at 1:40 p.m.

Mr. Sasiadek inquired if the Foundation could be restructured to include two or three Board members on the permanent Board of Directors. These people would be selected by the Board on a semi-annual basis. Mr. Kennedy asked the Superintendent his position on this plan, to which Dr. Hairston voiced his total agreement. Mr. Kennedy indicated he would feel more comfortable with the Board severing its ties with the Foundation if a couple of Board members were members of the Foundation's Board of Directors.

Mr. Hayden indicated this proposal would be a fundamental change to the Foundation's Articles of Corporation and suggested the current Board of Directors would not oppose the change. It was agreed that Mr. Hayden will make a brief presentation to the Board and public at the June 10th meeting about the proposed change with a Board vote to be taken on July 8th.

The retreat was concluded at 1:53 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer