

## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, June 10, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 4:27 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.

The Board entertained oral argument in Hearing Examiner's Case #02-29. The matter was heard in closed session.

In addition to the above listed Board members, also in attendance were the Appellant; Mr. Charles Alexander, the Appellant's husband and advocate; Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction; Ms. Rita Fromm, Executive Director of Planning and Support Operations; Ms. Lora Williams, President of AFSCME Local 434; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Carol Saffran-Brinks, Esq., Assistant County Attorney; and Ms. Denise Zepp, Administrative Assistant to the Board of Education.

J. Robert Haines, Esq., Deputy Superintendent for Business Services, entered the room at 4:32 p.m.

The proceedings of the hearing were recorded by a court reporter.

The hearing was concluded at 5:15 p.m.

Board members deliberated on the case.

Mr. Teplitzky and Ms. Murray entered the room at 5:28 p.m., following the Board's deliberations.

### OPEN SESSION MINUTES

At 5:28 p.m., the Board of Education of Baltimore County, Maryland, met in open session at Greenwood. President Donald L. Arnold and the following Board members were in attendance: Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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.

Dr. Hairston advised Board members of two adjustments to tonight's agenda—the addition of a brief report by Mr. Hayden on the Education Foundation and the addition of President's Comments after the Special Order of Business. Dr. Hairston also noted that one component of the Magnet School Evaluation Report, the survey, has been pulled.

OPEN SESSION MINUTES (Cont.)

At 5:32 p.m., Mr. Walker moved the Board go into closed session to discuss personnel matters and to consult with counsel to obtain legal advice pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(7). The motion was seconded by Mr. Sasiadek and unanimously approved by the Board.

CLOSED SESSION MINUTES

Dr. Hairston informed Board members of a call he received from an elected official with regard to a rumor circulating in one area of the county with regard to the movement of a school administrator.

Mr. Grimsley noted an addendum to the Retirement exhibit. He also pointed out the number of teacher retirements this school year was fewer than last year.

Board members discussed some of the recommended appointments on tonight's agenda.

Mr. Arnold noted the addition of a personnel item on tonight's agenda. Copies of the recommended appointee's resume were distributed to Board members.

Ms. Saffran-Brinks advised the Board of a written protest on a contract to be considered at tonight's meeting. Board members were advised of the legal implications in either moving forward with the contract or pulling it from the agenda.

Mr. Arnold advised Board members that a request had been made, and granted, by the employee groups to consolidate their speaking time at the end of the meeting.

At 6:33 p.m., Mr. Teplitzky moved that the Board adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Walker and approved by the Board.

OPEN SESSION MINUTES

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. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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; and 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 Darique Phillip, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

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 this year, Baltimore County Public Schools had the largest number of National Merit Semifinalists in the school system's history—32. He stated this is a tribute to the teachers, administrators, and parents who support the instructional program.

Dr. Hairston noted that eight (8) high schools within Baltimore County Public Schools were listed among the "Top High Schools" in a recent issue of *Newsweek* – Dulaney, Catonsville, Carver Center, Franklin, Hereford, Loch Raven, Pikesville and Towson High Schools.

Dr. Hairston announced that Sollers Point Technical High School hosted a double celebration on June 4<sup>th</sup>. The school officially marked the return of the school's name to its historical roots, and they celebrated the school's achieving, once again, the 2003 registration by the International Organization for Standardization (ISO), a worldwide recognition of quality performance and student achievement.

Finally, Dr. Hairston informed the audience that the Academy of Finance magnet programs received an Executive Citation that was awarded by County Executive James Smith. Ms. Charlene Bonham was recognized by the Superintendent for her leadership in the area of career and technology education.

### SPECIAL ORDER OF BUSINESS

On motion of Mr. Walker, seconded by Mr. Sasiadek, the Board adopted a resolution honoring Sanford V. Teplitzky, who is leaving the Board after ten years of service. Mr. Arnold presented Mr. Teplitzky with the resolution.

Mr. Teplitzky commented on the history of his appointment to the Board of Education. He named Alan Leberknight, Calvin Disney, and Dunbar Brooks as role models during his tenure on the Board. Mr. Teplitzky stated one of his proudest moments was fighting through ten (10) ballots to elect Dunbar Brooks as President of the Board of Education of Baltimore County. He shared his hope that he served as a role model to other people. Mr. Teplitzky said he chose to accept his role as Board member to raise issues, ask questions, and to encourage discussion.

### SPECIAL ORDER OF BUSINESS (Cont.)

He shared his belief in the process and in collaboration, noting that the Board's role is not to micromanage, but to set policy, to let others implement policy, and to ultimately reach consensus on the path that offers the chance for greatest success for Baltimore County's students and employees. Mr. Teplitzky noted that the issues faced by the Board when he was appointed and the issues facing the Board now are similar, but different—overcrowding, student achievement for all students, discipline and civility in our classrooms and buildings, and the work load for teachers and administrators. He shared his belief that public education should be free of charge, but not free of responsibilities. Board members were challenged to take the risk to get at the tough issues.

Mr. Teplitzky thanked his colleagues on the Board for their patience with him and his ideas, the administrative staff and various superintendents for their support and encouragement, the teachers for what they do everyday on behalf of students, and his wife, Karen.

### PRESIDENT'S REPORT

Mr. Arnold announced that the Board is planning to and will be renewing the Superintendent's contract and is currently in negotiations to work out specific terms.

Mr. Arnold announced that he would not seek re-election to the office of President of the Board of Education next month. He has served the Board in an executive position for the last five years. Mr. Arnold thanked his fellow Board members for their encouragement and support over the last five years.

Some of the Board's major accomplishments during Mr. Arnold's presidency include:

- The construction of two new elementary school and in the process of building one new high school,
- The largest systemic renovation in the State's history,
- Establishment of a committee to review Board policy,
- A major reorganization and restructuring of the school system,
- Contracted with major consultants to do studies throughout the system,
- Helped to induct ten (10) new board members,
- Developed a way to be more efficient and effective with elected officials,
- A Superintendent's search and hiring,
- Working more efficiently with state and national school board organizations in providing programs for Board members,
- Defining the role and responsibilities of the Board,
- Set up new ad hoc committees dealing with personnel, policy review, and strategic planning,
- Developing technology, and
- Working toward better communication with the public.

PRESIDENT'S REPORT (Cont.)

Ms. Ettinger was thanked for serving as Mr. Arnold's vice president for two years, Mr. Sasiadek for serving as the Board's current vice president, the public and various employees for their support, and, finally, Mr. Arnold's family for their support. Mr. Arnold announced he still has four years remaining in his term and plans to spend more time in technology, legislative affairs, and new programs. He also plans to continue to serve on the boards of state and national educational organizations. Mr. Arnold stated he is looking forward to his new role and to new challenges.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Mr. Grimsley recognized the administrators whose appointments were approved May 27<sup>th</sup>.

OLD BUSINESS

Revisions to Policy 3225

Mr. Kennedy inquired about funds being diverted from furniture, fixtures, and equipment due to construction cost overruns resulting in a less than 10% funding in that area. Ms. Burnopp indicated the information being questioned is in Rule 3225. She stated that each project will be evaluated.

On motion of Mr. Walker, seconded by Ms. Ettinger, the Board approved the proposed revisions to Policy 3225 – Furniture, Fixtures, and Equipment.

Revisions to Policy 5550

Mr. Kennedy requested Board discussion at a later date on Board policies and how they are working.

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the proposed revisions to Policy 5550 – Disruptive Behavior.

Revisions to Policy 5560

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved the proposed revisions to Policy 5560 – Suspension or Expulsion.

Proposed School Calendar, 2004-2005

Mr. Kennedy moved approval of the proposed School Calendar, 2004-2005. The motion was seconded by Mr. Walker.

Proposed School Calendar, 2004-2005 (Cont.)

Mr. Sasiadek thanked Ms. Norman who will be retiring effective July 1st for coordinating with parents and special interest groups to make the development of the school calendar a successful effort. He also thanked Ms. Norman for her many years in overseeing this task.

The Board approved the proposed School Calendar for 2004-2005.

Final Summary of Recommendations to Relieve Overcrowding in the  
Northwest and Southwest Areas

The final recommendations and rationale were presented to the Board via a Power Point™ presentation. For the Southwest Area, the recommendations are:

- The relocation of the Dogwood Elementary School SED program to Winfield Elementary School.
- Annex kindergarten enrollments at Edmondson Heights Elementary School beyond current levels to Westowne Elementary School.
- Implement new education plan and site improvements for Featherbed Lane Elementary Primary and Intermediate Schools.

Ms. Fromm noted that after the original presentation of the recommendations, Board members and others expressed concern about the appropriateness of moving special education students. A meeting that included the Citizens Advisory Committee for Special Education, central office staff, both principals, and teachers in the special education program was scheduled. That meeting was described as very productive.

Another meeting was scheduled for the parents of the children being moved from Dogwood. The major concern of the parents was how difficult it is for these children to make a transition. As a result, arrangements were made for the students and parents to visit Winfield Elementary School before the end of school so they could become familiar with the building and staff.

The following recommendations and rationales for the Northwest Area were presented by Ms. Fromm:

- Annex selected communities to schools with available space.
- Relocate New Town Elementary School SED program to Chatsworth.
- Cap enrollment at New Town Elementary School at 901 students.

She noted that art and vocal music teachers would no longer have to float and that cafeteria schedules could be adjusted to manage the number of students coming through that area. Ms. Fromm also stated that final approval has been given to begin work on the fields and play areas at New Town Elementary School to improve outside activities. She commented that

OLD BUSINESS (Cont.)

every available option had been reviewed and the options presented are the best for the next school year.

Ms. Ettinger shared the importance of being inclusive in discussions with the people in the community who are most affected by the recommendations. She stated it is also important that staff be very sensitive to those parents and children who will be relocating to Chatsworth. Despite the fact that every effort was made to explore all options, Ms. Ettinger was still troubled by the targeting of special education students for movement in the Northwest and Southwest Area recommendations. She voiced her hope that, in the future, as we look at decisions affecting short-term relief for overcrowded schools, we formulate some guidelines for ourselves as to how we make these decisions and that as we look to the development of a new elementary school--Woodholme--we try to provide the best long-term placement of students who are sensitive to change.

Mr. Walker voiced his support of annexing students who live furthest from New Town and the capping of enrollment.

Mr. Hayden noted that as the Board and staff face similar overcrowding issues across the county in the future, a comprehensive realignment of schools will be important. Ms. Fromm responded that this approach is being taken with high schools with the DeJong study.

Mr. Sasiadek noted that on the Building Committee's agenda this afternoon was a contract for design and construction services for Woodholme Elementary School. He stated the Board is trying to move as quickly as possible to build another school with the support of the state and County Executive.

Mr. Teplitzky shared his hope that the Board and staff will make a concerted effort to reduce the number of relocatables.

Ms. Ettinger voiced her hope that the school system would begin to develop specialized yield formulas for specific situations.

Dr. Hayman inquired about when the renovations at Winfield Elementary School for the new special education students would be completed. Ms. Fromm stated that according to Dr. Krempel, the work will be completed by the time school starts.

REPORT ON BALTIMORE COUNTY PUBLIC SCHOOLS' EDUCATION FOUNDATION

Mr. Hayden reminded Board members that the Foundation was established in 1992 and qualified as a 501(c)(3) organization—an organization to which charitable contributions may be made. The Foundation now serves approximately 49 separate accounts. He noted that about \$350,000 has been raised over the last eleven months of this fiscal year. Mr. Hayden stated the

REPORT ON BCPS' EDUCATION FOUNDATION (Cont.)

Foundation board believes it will be more successful if the model for the Foundation is modeled more closely to similar organizations.

At the next Board meeting, Mr. Hayden plans to present an amendment to the Charter that would have the majority of the Foundation members elected by the Foundation Board. Two members of the Education Foundation would be selected by the Board of Education. This would provide a continued opportunity for the Board of Education to monitor the organization and make suggestions for appropriate expenditures. The Education Foundation will continue to work closely with the school system in identifying financial needs of various schools.

Mr. Teplitzky noted his support of the recommendation. He stated that if this proposed change will increase the ability of the Foundation to raise funds for important school projects without interfering with the Board's budget process, it is long overdue. Mr. Teplitzky urged his colleagues to vote in favor of the proposal.

Mr. Walker also voiced his support of the proposal and asked for clarification of the two new members. Mr. Hayden responded that the recommendation would probably be for those two new members to be from the Board of Education.

REPORTS

The Board received the following reports:

- A. Status of Baltimore County Public Schools' Master Plan—Dr. Hairston reported that the Maryland State Department of Education requires each school system to prepare a five-year master plan to be submitted to the County Executive and to the County Council, for information, by August 1, 2003, prior to being forwarded to the State Department of Education on October 1, 2003, for its final approval.

He noted that the *Blueprint for Progress* that was presented and implemented in 2000-2001 has provided a foundation for the Master Plan. The revised *Blueprint for Progress*, approved by the Board earlier this year, reflects the *No Child Left Behind Act 2001*, *Bridge to Excellence in Public School Education Act*, and the Maryland Visionary Panel for Better Schools. The revised *Blueprint* serves as the framework for the design and development of the Master Plan.

Dr. Hairston described the composition of the Oversight Committee and its charge.

It was noted that this is not the final document. A Board work session on the Master Plan will be held on June 17<sup>th</sup>, and a public hearing will be held

REPORTS (Cont.)

on June 26<sup>th</sup>. The public will be able to access the draft of the Master Plan on the school system's web site on June 11, 2003. Recommendations for final approval of the document will be brought to the Board on July 8<sup>th</sup>.

- B. Report on Magnet Schools External Evaluation—Ms. Bailey provided a brief history of the magnet school program. She noted that the programs were last evaluated in 1995 by an external consultant. A preliminary report of the current external evaluation was received approximately one year ago. The consultant convened focus groups (parents and students) over the winter in order to provide a more objective look at the magnet program.

Ms. Bailey explained the four components of the evaluation design. The report recommendations are divided into two parts:

- The creation of a system of magnet schools, and
- Magnet school improvement from the perspective of the system and individual schools.

Recommendations included under the creation of a system of magnet schools include:

- Centralization of magnet admission process for all schools,
- Consistent evaluation of criteria for similar or same programs and that no single criterion should eliminate an applicant from the magnet school program,
- A need for a systematic approach to curriculum for the program, particularly for those that are similar or the same.
- A structure that is not compatible with our current system organization, a recommendation with which staff does not agree.
- Increasing marketing and recruitment efforts
- The formation of a magnet school advisory council.

Magnet school improvement recommendations include:

- Feeder patterns K-12 and extension/creation of new magnet programs,
- School recommendations based on a template that was used to review individual schools.

Mr. David Lukes, Supervisor of Magnet Programs, described current administrative actions for 2002-2003, and Ms. Jeanne Paynter, Coordinator of Gifted/Magnet Program, reviewed the next steps.

REPORTS (Cont.)

Ms. Bailey commented on the role/relationship of the magnet middle schools in context with the Middle School Task Force Report. The Task Force does not mandate a given schedule, but calls for flexible scheduling. The integrity of the middle school magnet program will be supported by the Task Force.

Responding to a question from Ms. Ettinger, Ms. Bailey described the background of the consultant.

Ms. Ettinger stated she was happy to see the emphasis on equitable access to information and an emphasis on recruitment and marketing. She was also glad to see that candidates will not be eliminated by a single factor and the development of a magnet schools advisory group.

Mr. Hayden noted that the evaluation contains some dramatic recommendations which will require much discussion.

Mr. Walker stated he was happy to see the recommendation with regard to centralization of the magnet school process.

Dr. Hayman was alarmed that some of the magnet schools have no staff development program. He was also troubled that a few schools indicated there was no admission criteria. Dr. Hayman was also disappointed that a representative from the consultant was not in attendance at the Board meeting to present the report. Dr. Hayman was happy to see the school system is moving in a direction to strengthen the magnet program. He also noted that students in the Southwest Area appear to be under-represented in a number of magnet school programs.

Mr. Teplitzky urged his colleagues to have an honest discussion about the role of magnet school and to inform the community of its position on the issue. He stated that it is important that this discussion take place before final recommendations are made and implemented. He also noted that implementation of some of the recommendations would be very costly.

Dr. Hairston noted that this is the sixth major report under his administration. This report, as with all the others, was designed to be a snapshot with no attachment to the school system. The Superintendent stated the information contained in these reports is useful and provides opportunity for direct questioning and acute probing as to where the school system is as an organization.

### PERSONNEL MATTERS

Mr. Arnold noted the addition to the personnel matters of a recommendation for Coordinator of Area Educational Advisory Councils.

On motion of Mr. Teplitzky, seconded by Ms. Ettinger, the Board approved the personnel matters as presented on Exhibits H, I, J, K, L, and M. (Copies of the exhibits are attached to the formal minutes.)

Mr. Arnold recognized Ms. Vicki Schultz-Unger as the newly appointed Coordinator of Area Educational Advisory Councils.

### CONTRACT AWARDS

Mr. Teplitzky pulled items 2, 3, and 8; Mr. Kennedy pulled item 4. On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 1, 5-7, and 9-18.

1. Contracted Services: Containerized Refuse Collection Services
5. Food Service: Dairy Products, Extension
6. Food Service: Food Products
7. Food Service: Ice Cream Products, Extension
9. Food Service: Small Wares
10. Food Service: Snack Products
11. Food Service: Uniform Shirts
12. Interscholastic Football Supplies and Equipment
13. Kubota Tractors
14. PC-Controlled CNC Machining Tool – Sollers Point Technical High School
15. Printing: School Calendars
16. Printing: Student Handbooks
17. Summer School Bus Routes
18. Grades 4 and 5 U.S. History Textbooks, 2003-2004

CONTRACT AWARDS (Cont.)

Items 2, 3, and 8

On motion of Mr. Hayden, seconded by Mr. Walker, the Board approved items 2, 3, and 8. Mr. Teplitzky abstained from discussion and voting on these items.

2. Contracted Services: On-Call Asbestos Abatement Services
3. Contracted Services: On-Call Industrial Hygienist
8. Food Service: Paper Products

Item 4

Mr. Kennedy inquired about the intent behind the purchase of the document printing system and the long-range plan. Mr. Dent stated the intent is to minimize outsource printing. Mr. Kennedy stated he was pleased to see the item on the agenda. He suggested for future planning that the system find a way of identifying critical papers that are universally used in an effort to save staff members time.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved item 4.

4. Document Printing System

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-10.

Mr. Kennedy asked Dr. Krempel to explain Exhibit S-1, item 5a. Dr. Krempel explained that the school system would lose \$68,400 in QZAB funds July 1<sup>st</sup> if this item for ADA modifications for Johnnycake Elementary School was not brought before the Board tonight for consideration.

The Board approved these recommendations. Mr. Arnold abstained from voting on all items, and Mr. Hayden abstained from voting on item 10.

1. Boiler Replacement – Old Court Middle School
2. Reroofing Project – General John Stricker Middle School
3. Systemic Renovations – Franklin Middle School
4. Systemic Renovations – Golden Ring Middle School

BUILDING COMMITTEE (Cont.)

5. New Gas Service – Woodlawn High School
- 5a. ADA Modifications – Johnnycake Elementary School
6. Fee Acceptance – Construction Inspection Services for Systemic Renovations – Dundalk, Franklin, Golden Ring, and Parkville Middle Schools
7. Fee Acceptance – Construction Inspection Services for Mechanical/Electrical Renovations – Cedarmere, Chadwick, Lansdowne, and Winand Elementary Schools
8. Fee Acceptance – Design and Construction Administration Services – Woodholme Elementary School
9. Request to Negotiate – Design Services for Science Room Renovation Projects – Various Schools
10. Change Order – Construction Management Services – New Town High School

INFORMATION

The Board received the following as information:

Revised Rule 3225 – Furniture, Fixtures, and Equipment Procedures.

FY 2004 COUNTY COUNCIL ADOPTED BUDGET

Mr. Kennedy voiced his distress with the budget approved by the County Council. He stated that county fiscal authorities must understand “that what they are doing is killing the future of education.” He further stated that the school system is unable to do what it needs to in order to attract the best teachers and that Baltimore County is no longer the first choice among student teachers. Mr. Kennedy expressed his hope that the County can start looking at new sources of funding, despite the economic situation, so the school system can compete for the best student teachers. Mr. Kennedy stated his intention to vote for the adopted budget with reservations.

On motion of Dr. Hayman, seconded by Mr. Walker, the Board approved the Fiscal Year 2004 budget adopted by the County Council.

### ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- ⌚ On Wednesday, June 11, 2003, the Southwest Area Educational Advisory Council will hold a planning meeting at 7:00 p.m. in the Southwest Office Building (on Rolling Road).
- ⌚ On Thursday, June 12, 2003, the Southeast Area Educational Advisory Council will hold a planning meeting at 7:30 p.m. at Sandalwood Elementary School.
- ⌚ On Tuesday, June 17, 2003, the Board will conduct a hearing on the proposed Master Plan. The hearing will begin at 7:00 p.m. in the Educational Support Services Building.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, July 8, 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 which might come before the Board in the form of an appeal, as well as any personnel matters.

### PUBLIC COMMENT

Mr. Chris Wiczorek, newly-elected Vice President of the Baltimore County Student Councils (BCSC), noted the group's first executive board meeting yesterday. The Board was thanked for the opportunity for BCSC to attend the national conference. BCSC also expressed its gratitude and appreciation for its advisor, Ms. Barbara Fuller. Josh Roth was also present at the speakers' table.

A teacher from the Rosedale Center and representing the Citizens Advisory Committee for Alternative Programs, thanked the Board for offering young people the opportunity to participate in GED classes. She stated the program serves a diverse cross section of students. She also related some stories of how the GED program positively impacted students' lives.

Ms. JoLynn Chadwick, Chair of the Advisory Committee for Gifted Education, summarized the group's activities this past year—Parent Information Night; College Night (for 10<sup>th</sup> and 11<sup>th</sup> graders and their parents); participation in the revision of the *Blueprint for Progress*, the budget process, High School Assessment Committee, the Middle School Task Force, and on-going participation on the Master Plan Committee and the Boundary and Capacity Committee. She noted that next year's meeting schedule will be finalized in the near future. Ms.

PUBLIC COMMENT (Cont.)

Chadwick also noted significant strides in schools where the G/T program has been weak or non-existent.

Ms. Kelli Nelson, Chair of the Citizens Advisory Committee for Special Education, spoke of the relief plans for Dogwood and New Town Elementary Schools. She shared the committee's appreciation for being invited to participate in a parent meeting regarding Dogwood. Ms. Nelson noted that a meeting, similar to the one held for Dogwood parents, was not held for New Town parents. She shared Ms. Ettinger's concern that the movement of special education children to relieve overcrowding is becoming a pattern. Ms. Nelson asked the Board to instruct the administration to develop a formal policy that would require community/parent input before a recommendation comes to the Board that would transfer students or population of special education students out of a school. She announced that the Committee does not support the annexing of students at New Town Elementary School because it is felt that the plan does not address the needs of special education students in the same way as the Dogwood plan. Finally, Ms. Nelson thanked Dr. Hairston and the staff for including parents and community members on the Master Plan Committee.

Mr. Arnold announced that at the request of TABCO, AFSCME, BACE, CASE, and the Nurses' Association, the groups will pool their time to address the Board.

Mr. Mark Beytin, President of the Teachers' Association of Baltimore County, stated the groups are protesting against a system of government that sometimes confuses its priorities, against decision makers who fail to communicate with each other, against a County Executive who failed to fully fund the education budget, and against doing the wrong thing to employees. The Board was asked to exercise its legal authority to reorganize its budget priorities in order to provide the Superintendent and representatives the latitude and flexibility to creatively renegotiate a solution to the health care dilemma. Mr. Beytin noted in its present form, the budget will cut money from employee paychecks while increasing their health care costs drastically.

Ms. Lora Williams, President of Local 434, noted the importance for AFSCME employees to receive a COLA to meet increasing health care costs. She provided a handout to Board members of the salary structure for her unit's employees to show how these employees would be impacted. Ms. Williams stated that in 25 years there have been no improvements to custodial salaries, and there has been no shift differential for 2<sup>nd</sup> and 3<sup>rd</sup> shift employees. Bus attendants have also not received any improvements to their salaries for 25 years. Ms. Williams asked Board members to take a serious and thoughtful review of the situation and to take immediate action.

Ms. Michael Behrens, President of the Baltimore County Nurses' Association, noted his group's full support of the coalition of bargaining units. The current crisis will negatively impact the recruitment of school nurses. He also stated the nursing force is aging, and the number of

PUBLIC COMMENT

those taking the licensing exam is declining. The Board was asked to show its commitment to education and to excellence.

Ms. Marcella Kehr, President of the Baltimore (County Instructional) Assistants and Clerical Employees, voiced her unit's concern regarding the lack of a COLA for the last two years and how it could affect the quality of the work force. She stated the problem was created by the County Executive when he ignored the good faith agreement worked out to address health care needs.

Ms. Paula Simon, President of the Council of Administrative and Supervisory Employees (CASE), expressed CASE's gratitude for the creation of a step scale. However, she expressed concern about the overall loss of compensation that CASE employees have had to bear when there was no step scale and no COLA for two years and are now facing rising health care costs. Ms. Simon expressed disappointment that the Superintendent and Board rarely offer alternative solutions to CASE's proposals of problems and issues as well as possible remedies.

Mr. Beytin questioned whether or not changes could be made in the approved budget. He asked for the Board's cooperation and commitment to work in concert with the employee groups to address the COLA and health care issues. A response was requested.

Ms. Maggie Kennedy, Coordinator of the Area Educational Advisory Councils, congratulated Vicki Schultz-Unger on her appointment as the new Coordinator of Area Educational Advisory Councils. She thanked the area council chairs and members for their support, encouragement, and tireless efforts on behalf of the children of public schools. The Board was also thanked for the opportunities to participate on committees. Ms. Kennedy announced a joint meeting of the councils to be held on June 30<sup>th</sup>. At this meeting, there will be an evaluation of the area councils' work this past school year, a review of councils' policies and procedures for operation for 2003-04, and there will be discussion about restructuring of the councils' meeting schedule. Ms. Kennedy stated the councils were distressed when the County Executive denied the COLAs. They cannot support cuts to programs on the backs of children. They do support, however, a re-examination of health care costs and if they are to be assumed by the school system, the County Executive and County Council must act in good faith not to penalize the school system in the future and in current budgets. The County Executive was asked to reconsider his initial budget.

Mr. Arnold thanked Ms. Kennedy for her many years of service on the advisory council. He announced that Ms. Kennedy would be formally recognized at a later date.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, addressed the Board with regard to the overcrowding situation at Perry Hall High School. She noted that the school will be getting a new assistant principal, which is greatly needed. Ms. O'Hare also noted that plans for a corridor at Perry Hall were originally removed from the building plan by

PUBLIC COMMENT (Cont.)

the County government, not the school system. However, that wrong is being righted by the current plans to construct the corridor from money saved in other projects. She also placed blame with the County government for the rapid growth in the Perry Hall area. Ms. O'Hare suggested that developers be charged fees to cover the educational needs of the children moving into new homes. With regard to middle schools, Ms. O'Hare referenced a recent article and agreed with the author's position on the importance of what will happen to the standardized approach to middle schools. She also made a request for a staff position to oversee middle schools. Jonathan Rockoff was complimented for his article about early reading at Johnnycake Elementary School and spoke of the importance of learning to read at an early age. Ms. O'Hare spoke about the positive impact of the magnet program at Parkville High School. She also shared her concern about providing COLAs for employees by shortchanging children's education.

Mr. Stephen Crum, a representative of the Southeast Area Educational Advisory Council, thanked Mr. Teplitzky for his service the last ten years. Maggie Kennedy was thanked for her work and her efforts on behalf of all advisory councils. Ms. Glazer was thanked for her work and leadership in the Southeast Area. Mr. Kemmery was welcomed as well as Ms. Vicki Schultz-Unger. With regard to magnet schools, Mr. Crum agreed with the need to have some centralization of management, but cautioned against stifling innovation and creativity these programs provide to the children. He noted these programs do well because they are different from the standard programs. Mr. Crum suggested having the advisory councils' meeting schedules posted on the web page to encourage more community participation.

Ms. Lisa Orens shared her agreement with Mr. Kennedy's comments with regard to the budget. She wished for resolution to this problem. Ms. Orens shared her delight that the rest of the school system's budget was approved by the County Council in tact. Ms. Orens thanked the Board for including advisory council and community members in the Master Plan Oversight Committee. She noted the diversity of the group and stated schools are moving in a positive direction. Ms. Orens expressed the Council's gratitude to Dr. Milbourne, Sharon Norman, and Denise Zepp. Ms. Kennedy was also thanked for her efforts.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, thanked Mr. Teplitzky for his years of commitment to the Board and to the children of Baltimore County. He thanked the Board for the commitment to parental involvement shown in the Master Plan. Mr. Franklin shared the PTA Council's strong support of the budget, but voiced its lack of support for the reallocation of funds that would lessen services to children. The PTA Council acknowledges that the County did not "look out for employees."

Dr. Bash Pharoam urged the Board to include Muslim holidays in the school calendar.

Ms. H. Turner complained about an on-going situation regarding her daughter who attends a Baltimore County school. She stated that she has not been getting any assistance from the school's administration. Mr. Arnold cautioned her to refrain from continuing her comments

PUBLIC COMMENT (Cont.)

as it could possibly jeopardize the Board's ability to consider her case should it come before the Board. Ms. Turner continued by stating she is looking for a safe and orderly environment for her child. She stated the school system needs to look at the way students are handled when they are being violated in school. Mr. Arnold indicated it was not appropriate to discuss the specifics of her case in a public forum and referred Ms. Turner to Dr. Milbourne.

Mr. Arnold thanked Mr. Teplitzky for his years of dedication and support. Mr. Arnold also thanked Ms. Zepp, the Board's Administrative Assistant, for her service to the Board.

At 10:10 p.m., Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Sasiadek and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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REPORT OF THE PROPOSED MASTER PLAN WORK SESSION OF THE  
BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, June 17, 2003

President Donald L. Arnold called the work session to order at 7:03 p.m. In addition to President Arnold, the following Board members were present: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzyski, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, and Mr. James E. Walker. Also present were Dr. Joe A. Hairston, Superintendent of Schools, staff members, and the media.

Mr. Arnold noted that on June 26<sup>th</sup> at 7:00 p.m. the Board would conduct a public hearing on the Master Plan. Members of the public were urged to see staff or Board members with any questions about the document.

Through a Power Point™ presentation, Ms. Audette provided a brief overview of legislation, the requirements, and guidelines to the Master Plan. Two pieces of legislation that impact the Master Plan are the *No Child Left Behind Act 2001* and the *Bridge to Excellence in Public Schools Act 2002*. The results to be achieved by these laws were listed. Ms. Audette reviewed the cross program themes that run through the Master Plan. The responsibilities of the school system and the Master Plan requirements were shared with the Board.

Dr. Hairston described the stakeholder and community involvement on the Oversight Committee. He noted that recommendations included in the document related to performance are aligned with the Maryland Visionary Panel, the *Bridge to Excellence*, and *No Child Left Behind*.

Mr. Hayden entered the room at 7:17 p.m.

Ms. Audette thanked members of the Oversight Committee, the staff, and the work groups for the many hours that went into the development of the Master Plan. She continued the presentation by reviewing the profile of school system requirements and the framework of the Master Plan, as well as the next steps for approval of the plan by the Board and submission to the State Department of Education.

Mr. Walker inquired as to who will make up the review team. Ms. Audette responded that the State Department has not yet made that decision, but various administrators from around the state will be selected to review local plans.

Ms. Ettinger inquired if the Master Plan will help the school system and the Board provide the framework and discussion for how the issue of attracting and retaining quality teachers is viewed in terms of resolution. Mr. Grimsley responded that since

there will be yearly review of the document, plans will evolve to address the issue of teacher recruitment and retention.

Ms. Ettinger offered comments with regard to fine arts, cross program themes, and community involvement in development of the plan.

Mr. Hayden suggested affirmative language in the document that would indicate the system is proposing new initiatives, rather than repeating internal programs.

With regard to ESOL, Mr. Grzymiski suggested a periodic review of demographics for languages, including language in the Executive Summary with regard to technology goals because of budget implications, and increased focus on IT in the area of business services and the support side of the system. Ms. Bailey stated that the Office of World Languages would conduct an analysis of the languages on a yearly basis.

Dr. Hayman noted a typographical error in the date listed for the public hearing in the Executive Summary as well as the absence of the date for Board approval. He also indicated the need to reference the reports that indicate the information described on Page 20 under “Needs Assessment.” Dr. Hayman shared his concern about the narrow definition of achievement/performance gap. Another concern shared by Dr. Hayman was the absence of information that would show what the system is doing in terms of recruitment to ensure that we meet the *No Child Left Behind* guidelines. He also suggested the inclusion of placement strategies to guarantee there is not a disparity in low performing schools in terms of high quality teachers. Dr. Hayman felt information needed to be included in the Master Plan regarding the system’s plan for professional development for current faculty as well as incoming faculty who may not meet the highly qualified standard.

Mr. Kennedy expressed concern about the system’s ability to hire highly qualified teachers as required by federal guidelines by 2005-2006. He noted that teachers may be certified but not “highly qualified.”

Ms. Ettinger noted that while the Master Plan is a requirement imposed upon the school system by the State, for Baltimore County Public Schools it is a continuation of the process started by Dr. Hairston with the *Blueprint for Progress*. She noted, however, that many of the performance goals have budgetary implications attached to them. Ms. Ettinger stated that it is essential that our County funding authorities and legislative delegation understand what we are doing so they can advocate for the needed funding and support. Finally, Ms. Ettinger noted a commitment to increase the participation rate in G/T programs in all schools, but the Plan appears to lack information about monitoring for compliance.

Ms. Bailey stated that Dr. Hairston has charged staff with developing a policy and rule related to G/T education. She also stated there will probably be information on monitoring and accountability included in the rule. Ms. Ettinger noted that monitoring will require central office staff, which is a funding issue.

Mr. Hayden stated another issue that should be addressed is the involvement of legislators and funding authorities in the process. He noted that full-day kindergarten will be imposed in a few years, which is a large space requirement. Mr. Hayden also stated he does not believe that local and state legislators fully understand the implications of this mandate.

Dr. Hayman responded that the Plan will be required to list budgets by individual programs and schools; therefore, the County will see the budgetary implications.

Mr. Grzynski suggested an explanation of each of the different programs offered throughout the system. He also expressed a desire for the Board to have information showing the percentage of schools offering certain programs, such as G/T, as well as a listing of the schools where these programs are offered.

Mr. Walker inquired if each school system's Master Plan would be submitted to the federal government. Ms. Audette stated that she did not believe this information would be submitted to the federal government.

Ms. Bormel stated that growth in fine arts should be included in the Master Plan, not just the continuation of existing programs.

Mr. Arnold announced that the Board will conduct a public hearing on the Master Plan on Thursday, June 26, at 7:00 p.m. There will also be an open/closed session meeting at 5:00 p.m. for the Board to discuss matters relative to negotiations.

The work session was adjourned at 8:13 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Thursday, June 26, 2003

NOTE:

The Board of Education of Baltimore County, Maryland, scheduled an open session and subsequent closed meeting for June 26, 2003, at 5 p.m., at Greenwood, prior to a public hearing on the Master Plan.

Because it was unable to convene a quorum of its members, however, the Board could not meet either in open or closed session prior to the public hearing, as originally announced.

REPORT OF THE PUBLIC HEARING ON THE MASTER PLAN

The hearing was called to order by President Donald L. Arnold at 7 p.m. In addition to President Arnold, the following Board members were in attendance: Ms. Sarah D. Bormel, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Ms. Jean M. H. Jung, and Mr. James R. Sasiadek. 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.

The following citizens addressed the Board:

Ms. Jasmine Shriver, Ridge Ruxton School PTA President, Chairman of the PTA Council Special Education Committee, and member of the Citizens' Advisory Committee for Special Education, spoke in support of the Master Plan.

Ms. JoLynn Chadwick, Chairman of the Citizens' Advisory Committee for Gifted Education and Chairman of the PTA Council Gifted and Talented Committee, spoke in support of the Master Plan.

The hearing was concluded at 7:15 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

## RESOLUTION

WHEREAS, Donald L. Arnold has served the cause of public education in Baltimore County with distinction and dedication since his appointment to the Board of Education in 1996; and

WHEREAS, Since his election to the office of President in July 1999, the Board has constructed two new elementary schools and one new high school; established new ad hoc committees dealing with personnel, strategic planning, and review of Board policy; developed ways to work more effectively with elected officials; and contracted with major consultants to conduct studies throughout the system; and

WHEREAS, Mr. Arnold has demonstrated his commitment to the school system and its students by sharing his expertise in the areas of technology and legislative affairs and by representing Baltimore County in state and national organizations: and

WHEREAS, Mr. Arnold has stepped down from the office of President of the Board of Education and will continue to work actively for the improvement of education for all Baltimore County youth as a member of the Board; now, therefore, be it

RESOLVED, That the Board of Education of Baltimore County, herewith assembled in regular session on the twelfth day of August, in the year two thousand three, recognizes the outstanding contributions of Donald L. Arnold during his tenure as President of the Board of Education; and be it further

RESOLVED, That the Board does herewith extend its deepest appreciation and gratitude for his dedication and service as President of the Board of Education of Baltimore County from 1999-2003.

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James R. Sasiadek, President

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Joe A. Hairston, Secretary-Treasurer

August 12, 2003