

Exhibit A

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, July 8, 2003

The Board of Education of Baltimore County, Maryland, met in open session at 4:20 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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.

The Board entertained oral argument in Hearing Examiner's Case #03-22. The case was heard in closed session.

In addition to the above listed Board members, also in attendance were the Appellant; Ms. Lora Williams, President, AFSCME; Ms. Barbara Sirbaugh, AFSCME Executive Board Member and Advocate for the Appellant; Ms. Rita Fromm, Executive Director of Planning and Support Operations; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Carol Saffran-Brinks, Esq., Assistant County Attorney; and Ms. Carol Wirtz, Administrative Assistant to the Superintendent.

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

The hearing was concluded at 4:50 p.m.

Board members deliberated on the case.

At 5:20 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. Thomas G. Grzymski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, 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. Murray entered the room at 5:22 p.m.

Mr. Sasiadek immediately moved that the Board go into closed session to discuss personnel matters, negotiations 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. Walker and unanimously approved by the Board.

CLOSED SESSION MINUTES

Dr. Hairston and Mr. Grimsley reviewed with board members appointments to be considered this evening.

Ms. Saffran-Brinks updated the Board on the status of a federal audit.

Ms. Saffran-Brinks answered Board members' questions related to the disposition of surplus property.

Ms. Saffran-Brinks updated the Board on the status of a recently filed complaint.

At 6:05 p.m., Mr. Arnold entertained a motion to adjourn the closed session. Prior to acting on such a motion, the Board was advised that two additional matters, one concerning negotiations and another concerning consultation with counsel, should be discussed. The Board then unanimously voted to close the session pursuant to Md. State Gov't Code Ann., §10-508(a)(7) and (9).

Staff briefed the board on a contract appeal.

A letter to Board members regarding negotiations was discussed.

At 6:25 p.m., Mr. Walker moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Grzymski and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:30 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymski, 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; 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, led by Ms. Denise Zepp, former Administrative Assistant to the Board, 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 May 13, 2003; the Report of the Board of Education Hearing, May 14, 2003; the Report of the Board of Education Work Session, May 20, 2003; the open and closed session minutes of May 27, 2003; and the Report of the Board of Education Retreat, June 8, 2003, Mr. Arnold declared the minutes approved as shown on the web site.

MINUTES (cont)

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

SUPERINTENDENT'S REPORT

There were no items for the Superintendent's Report.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS AND ADVISORY COUNCIL
APPOINTMENTS FROM JUNE 10, 2003

Mr. Grimsley recognized the administrative appointments and advisory council appointments approved at the June 10th meeting.

ELECTION OF OFFICERS FOR SCHOOL YEAR 2003-2004

Mr. Arnold asked Dr. Hairston to preside during the election of the President of the Board of Education of Baltimore County. Dr. Hairston asked for nominations for the office of President. Dr. Hayman nominated Mr. Sasiadek. Mr. Grzymski seconded the nomination. There being no further nominations, Dr. Hairston closed the nominations for the office of President. The motion to elect Mr. Sasiadek was passed by unanimous consent.

Mr. Sasiadek assumed the chair and requested nominations for the office of Vice President of the Board of Education. Mr. Walker nominated Ms. Murray. Dr. Hayman seconded the nomination. There being no further nominations, Mr. Sasiadek closed the nominations for the office of Vice President. The motion to elect Ms. Murray as Vice President of the Board of Education was passed by unanimous consent.

SPECIAL ORDER OF BUSINESS

On motion of Dr. Hayman, seconded by Mr. Walker, the Board adopted a resolution honoring Susan Denise Zepp, Administrative Assistant to the Board of Education, who retired after 35 years of service to Baltimore County Public Schools.

OLD BUSINESS

On motion of Mr. Grzymski, seconded by Mr. Walker, the Board approved the proposed Five-Year Master Plan for Baltimore County Public Schools.

On motion of Mr. Kennedy, seconded by Mr. Grzymski, the Board approved the proposed amendment to the Charter of the Baltimore County Public Schools Education Foundation.

REPORTS

The Board received the following reports:

- A. Fiscal Year 2005 Operating and Capital Budget Schedule - Mr. Goodhues outlined the key changes to the FY '05 capital budget process. In order to allow the community to comment on the budget, the public hearing will be held prior to the superintendent submitting the budget to the Board of Education. The FY '06 budget process will also follow this process.
- B. Report on the Relocation of Inverness Center to Rosedale Center - Mr. Kemmery and Mr. Rauenzahn provided information on the recommendation to relocate the Inverness Center program.

Mrs. Ettinger inquired about the strategies used to ensure that this move will not result in a decrease of the quality of the two programs. Mr. Kemmery stated that extensive meetings have taken place with the leadership teams of both programs, and that adequate space, materials, and staff support will be available to both programs.

Mr. Kennedy inquired whether the amount budgeted for this project will allow for all necessary changes to the Rosedale facility. Mr. Kemmery stated that existing space will be reconfigured into additional classrooms, approximately 50 parking spaces will be added, and electrical upgrades will be made. Mr. Barlow has been involved to be sure that the facility will be fully networked.

Ms. Ettinger asked whether this would be run as two schools within the same building, with no reduction in staff. Mr. Kemmery verified that this is correct.

Mr. Walker inquired if each program will retain its principal. Mr. Kemmery verified that this is correct.

Mr. Kennedy inquired about the status of the Inverness facility. Dr. Krempel stated that the Department of Physical Facilities would continue to maintain the structure.

Mr. Walker inquired about transportation to the relocated Inverness facility. Mr. Kemmery stated that transportation would continue to be provided.

- C. Report on Proposed Policy 6135, Instruction, The Gifted and Talented Education Program (First Reading) - Ms. Bailey and Ms. Paynter provided information regarding the proposed policy. The purpose of the First Reading is to provide a context of the G/T program, which will explain some elements of the policy, which is being recommended, and to identify the process that was used to develop the policy.

Ms. Bailey provided a brief context of this policy by reviewing the history of the Gifted and Talented Education Program. Ms. Paynter reviewed the three over-

REPORTS (cont)

arching themes of the policy: equity, excellence, and accountability. Additionally, this spring the state legislature redefined Gifted and Talented so there is a new definition of Gifted and Talented at the state level. Thus, the definition reflects the three over-arching themes.

Mr. Donald Arnold inquired about the inequities and deficiencies with the current program (or program we had) and how that would be addressed going from the site-base scenario to a more centralized base. Ms. Paynter stated that we would still have a site-based program meaning that student identification is still going to be done at the school. There is a handbook of procedures that explains how to conduct that referral and review process. We have ongoing training for school teams. Ms. Paynter believes that the policy provides a consistent philosophy statement that guides that process. We also have a number of initiatives in the Master Plan that are directed at the issue of access, such as the addition of 20 positions for site-based elementary G/T resource teachers and the Primary Talent Development Program (grades K-2). Summer bridge programs with 200 students have been completed. These programs build additional skills and abilities that help students' transition into the Gifted and Talented education program. Additionally, there is ongoing staff development throughout the fall and winter.

Mr. Grzymski inquired as to whether there would be a fiscal effect on the system. Ms. Paynter replied that all the initiatives are currently in the Master Plan and funded in the Superintendent's budget.

Mr. Grzymski commented that he liked the idea of the accountability from the perspective of getting a periodic status report.

Mrs. Ettinger envisioned potential additional financial support being needed for increased support to youngsters coming into the program showing high potential but not necessarily high levels of performance. Also, those who come in later through the identification process may need more support.

Mrs. Ettinger expressed her thanks to the committee and staff members that spent an immense amount of time working on this and trying to produce the best possible policy statement. She also thanked the Citizen's Advisory Committee for Gifted Education for its role in helping move in this direction.

Mrs. Ettinger reviewed the policy statement and believes that all the target points have been addressed and feels comfortable with the policy as written. The policy statement incorporates much from the respected definitions and instruments that already exist, and the reporting requirement embedded in the policy statement is very positive.

Mrs. Ettinger inquired as to who would be responsible for monitoring both identification and program implementation. Ms. Bailey responded that oversight would be the responsibility of the Executive Director of Schools, who are charged

REPORTS (cont)

with program implementation. She also stated that central office would provide support to the Executive Director of Schools and to the schools in the areas of curriculum and professional development.

Mrs. Ettinger stated that the Executive Directors are the essential connection between the central office and the school administration in the delivery of the G/T program.

Dr. Gehring commented that the Superintendent would hold the Executive Directors of Schools accountable for the quality of the G/T program as well as diversity and numbers of the program.

With regard to the rule, Mrs. Ettinger expressed her concerns that test data not be the only measures of students' success and achievement. Ms. Bailey stated that no one single factor would eliminate a student from consideration for this program. Multiple measures can be used. Ms. Paynter stated other aspects of achievement, such as standardized test scores, grades, and progress on the benchmarks, which are performance-based in elementary schools. Performance assessment pieces and work samples will also be collected.

Mrs. Ettinger inquired about the absence of professional development in the rule under *Program Implementation*. Ms. Bailey stated that staff development is alluded to in the accountability paragraph of the policy. She also stated the Master Plan document has many references to professional development including professional development provided by central office.

Mrs. Ettinger inquired about seeing something stated about providing appropriate support to students who enter G/T programs after grade 3 (after the Primary Talent Development Screening process). Ms. Paynter stated that we would continually look for talent after grade 3. In the elementary grades, we have a Talent Development Program in Math after grade 3 called Stargate Math. Ms. Paynter referred to the handbook and the staff development material that the school-based G/T Liaison can use in a faculty meeting to ensure staff has information about characteristics of giftedness and referral and review procedures, and to establish a talent-development mentality in the school. Ms. Paynter also talked about a pilot program in two middle schools entitled Young Scholars.

Mrs. Ettinger asked the Superintendent for consideration to mention parent support and the G/T Advisory group in the draft rule.

Mr. Walker inquired about which teachers would receive staff and talent development. Ms. Paynter stated that every K, 1, and 2 teacher will receive staff development in the Primary Talent Development program. Additionally, there are materials in the handbook that every principal can use to develop awareness in every teacher about what talent looks like, how to recognize it, and what strategies the teacher can use to develop and nurture those talents.

REPORTS (cont)

Mr. Walker inquired about uniformity of all G/T programs offered throughout the county. Ms. Paynter commented that 20 schools were in the pilot program this past year, and all had equally rigorous consistently implemented curriculums.

Dr. Hayman expressed concerns with terms regarding equity and excellence in that we have to be more definitive and talk about academic and cultural equity and excellence in all aspects of the program. He also stated there needs to be a change in how we assess and identify gifted and talented students. Dr. Hayman commented on the policy using “loaded” terms and referenced the second paragraph of the policy, which states, “...appropriately differentiated...research-based and aligned...” Terms are great; however, we need to have a handle on defining what is research-based and how it provides academic and cultural excellence and equity. Dr. Hayman commented that the report to the Board should provide the status of the program including recommendations for improvement. Dr. Hayman also remarked that all schools last year did not have G/T Programs and questioned whether or not we can change that in the future.

Mrs. Ettinger inquired about the definition of *Acceleration* in the rule. She shared her concern that it leaves the impression that the only way to accelerate in this program is to move up a grade. Mrs. Ettinger asked for some consideration in adjusting that definition. In addition, it gives the appearance that the only way to accelerate even by grade is to the next level of gifted and talented, and this may not always be true. She shared her hope that the definition of *Acceleration* would become more reflective of what is actually available in the system.

Mrs. Ettinger inquired about section 2b paragraph 4, THE STUDENT REFERRAL AND REVIEW PROCESS of the rule, regarding the annual review of referrals and procedures. Mrs. Ettinger wanted assurance that the review will not just be an in-house review of their activities but also subject to review at a higher level. In response to Mrs. Ettinger’s question, Ms. Bailey stated that the review was subject to a higher level.

Dr. Joe Hairston thanked the Board of Education for their candid and astute questioning. He also thanked the Gifted and Talented Advisory Committee. Dr. Hairston noted that we do have a foundation that we’re working from – THE BLUEPRINT FOR PROGRESS and the MASTER PLAN. Low-level courses have been eliminated at the secondary level, which means we have followed the process for accurately mapping our curriculum and implementation. We must raise the bar with regard to quality and rigor in our instructional program. Dr. Hairston will assist in making the appropriate adjustments to the rule. He commented that the rule is the Superintendent’s commitment to ensure there is full implementation of the program.

Mr. Kennedy stated the committee should take a closer look at actual grouping of the classes.

REPORTS (cont)

Mr. Kennedy also commented that parents need to know what is available, what they can expect from the school system, and what recourse they have if not satisfied with decisions made at the local school level. He again expressed his concern about the cost aspect of the program. Ms. Paynter commented that the \$2.5 million that was put in the Superintendent's budget for additional staffing would hopefully address his concerns of cost.

Mrs. Ettinger echoed Mr. Kennedy's observation wondering if we still have brochures about the Gifted and Talented Program made available to parents, and how is that brochure distributed. Ms. Paynter stated copies of the brochure are dispersed to schools so they can distribute it. There is also a black line master in the handbooks so, should the schools run out of copies, they can use the handbook. There is also a FAQ on their website that has the same information. Brochures will be re-distributed pending the action of the Board on the policy and rule.

PERSONNEL MATTERS

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

CONTRACT AWARDS

Ms. Jung and Mr. Kennedy pulled item 6 for further discussion. Mrs. Ettinger pulled items 1 and 2 for further discussion. On motion of Mr. Walker, seconded by Mr. Grzymski, the Board approved items 3, 4, 5, and 7

3. Contracted Services: Rental of Driver Education Vehicles
4. Printing: Continuous Forms (Computer)
5. School Instrumental Repair Service
7. 403(b) Ratification Contract Modifications

Item 6

Ms. Jung inquired whether Ms. Curtis and the library staff made the decision for this software package and on what basis the decision was made. Mr. Gay stated this is an additional purchase of existing software that is currently being used by the libraries. Mr. Gay also stated that Ms. Curtis' staff did participate in the decision process of the initial purchase. Ms. Jung inquired as to when the purchase would be made. Mr. Gay responded that upon approval from the Board, the web-filtering package would be purchased.

CONTRACT AWARDS (cont)

Mr. Kennedy inquired how the process unfolded and did a committee develop the specs and criteria. Mr. Gay stated that specifications were developed through Mr. Barlow's staff. Technology staff played a very active role in developing the specifications and in the evaluations/proposals or bids that were received. Every attempt was made to bring in experts to assist in making the right decisions.

Mr. Kennedy inquired if a vendor would be automatically eliminated if one of the seven criteria was missing. Mr. Gay responded that it would depend on which piece of criteria was missing and its assigned weight in the evaluation process.

Mr. Kennedy inquired whether we would have contractual problems if selecting a company that is missing one of the criteria while the other companies may meet all of the criteria. Mr. Gay responded that we notify vendors that the award will be recommended for a particular vendor prior to coming into the Board meetings. Mr. Gay stated that under the law and our general Terms and Conditions a company has the right to appeal our decision.

On motion by Mr. Kennedy, seconded by Mr. Walker, the Board approved item 6.

6. Web Filtering Software

Items 1 and 2

Mrs. Ettinger directed her question to Item 1. She asked how the system provides supervision and accountability to those providing this service, and how it ensures that the services provided align with Baltimore County Public Schools' philosophy and approach. Ms. Rappa responded that Villa Maria was the only bidder on the contract. Ms. Rappa stated this is the beginning of the seventh year for Villa Maria having the same contract and no problems have surfaced. The social worker that provides this service at White Oak School is administratively responsible to the Director of Community Resources of the Villa Maria Continuum. She stated that supervision is built into the contract and provided by the clinical supervisor at Villa Maria. The principal of White Oak School would direct any questions or concerns about the service received to the supervisor at Villa Maria who, in turn, would work with Baltimore County to have those concerns addressed.

Mrs. Ettinger inquired whether the principal of White Oak School provides oversight of the program. Ms. Rappa stated her office receives monthly clinical reports for the youngsters who are included, with an average caseload of 15 students being served at any one time. Her office receives monthly follow-up reports on each youngster as to what services are provided to that youngster and his or her family.

Mrs. Ettinger asked if the principal and/or Ms. Rappa's office provide any evaluation of the service. Ms. Rappa responded that her office does not do a written evaluation of the social worker. Mrs. Ettinger asked if Ms. Rappa was confident that should a problem occur, it would be addressed, to which Ms. Rappa replied yes.

CONTRACT AWARDS (cont)

Mrs. Ettinger directed the same questions to Item 2. Ms. Kidder clarified that this award is for a two-year period and staff is asking for a one-year extension of the contract. These monies are already included within their operating budget. Essentially the psychological evaluations are used for two reasons: 1) to conduct reassessments for students identified with special education and, 2) to supplement other kinds of assessments. The psychologist assigned to the school has a direct relationship with the contractor. All of the contractors are either licensed as psychologists in the State of Maryland through the Department of Health and Mental Hygiene or they are psychologist associates working in a structure that requires supervision by the licensed psychologists. They have to perform assessments in the same manner as we would in accordance with our similar procedures and processes. Each completed assessment is totally reviewed by the school psychologist assigned to the school and then the information is either considered depending on its usefulness. Any feedback would be given to the contractors either at the level of the individual psychologists or their office. Mrs. Ettinger remarked that the key from her perspective is that a review is performed by one of Baltimore County's staff psychologists to which Ms. Kidder responded affirmatively.

On motion by Mrs. Ettinger, seconded by Mr. Kennedy, the Board approved items 1 and 2.

1. Contracted Services: Counseling Services for Intensity V Program
2. Contracted Services: Psychological Evaluations

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-7. The Board approved these recommendations. Mr. Arnold abstained from voting. Mr. Hayden abstained from voting on items 1 and 3.

1. New Electrical Service – Various Schools
2. Fee Acceptance – Design Services for New Corridor – Perry Hall High School
3. Fee Acceptance – Project Investigation Support – Golden Ring Middle School
4. Establish Construction Contingency Allocation for Driveway and Parking Lot Improvements – Hereford High School
5. Increase Contingency Authorization for Chairlift Installation – Elmwood Elementary School
6. Increase Contingency Authorization for Major Maintenance Renovation Project – Cromwell Valley Elementary Regional Magnet School

BUILDING COMMITTEE (cont)

7. Increase Contingency Authorization for ADA Modifications – Riverview Elementary School

CHANGE TO BOARD MEETING SCHEDULE 2003-2004

On motion of Mrs. Ettinger, seconded by Mr. Hayden, the Board approved a change to the 2003-04 Board Meeting Schedule. The November 18th date was changed to November 19th.

INFORMATION

The Board received the following as information:

- A. Revised Rule 3611 – Tuition Fees: Non-Residents
- B. Revised Rules 4153 – Short-Term Leaves – and 4270 – Personnel: Classified
- C. Proposed Rule 6135 – Instruction – Gifted and Talented Education

Program

ANNOUNCEMENT

Mr. Sasiadek made the following announcement:

The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, August 12, 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. Sasiadek reminded speakers to refrain from discussing any matter that might come before the board in the form of an appeal, as well as any personnel matters.

STAKEHOLDER GROUPS

Karen Yarn, Chairperson of the Advisory Committee for Gifted/Talented Education for the upcoming school year, commented on the proposed G/T policy. Many parents in the audience stood in support of the policy. The committee strongly approves the policy and urges the Board of Education to vote in favor of the policy. Ms. Chadwick spoke with reference to the Master Plan on G/T. She feels a careful review of the document will give parents an idea of how we may expect the policy to impact students in the years ahead. On behalf of the committee, Ms. Chadwick stated how pleased they are with the intentions expressed in both the policy and the plan and looks forward to working with the Board to turn these plans into reality.

STAKEHOLDERS GROUP (cont)

Theresa LeMaster, a representative of the Citizens Advisory Committee for Special Education, commented on the G/T Policy and the request for a semi-annual report. She urged the Board to look at the reporting requirement and how it should be used in other contexts (i.e., applying to special education program) and adopt policies accordingly. The next speaker expressed her concern about presenting/developing a policy and a rule without looking at actual data. This speaker was concerned about inclusion students in the G/T program.

Vickie Schultz-Unger, the new Coordinator of the Area Education Advisory Councils, thanked Maggie Kennedy for her work as coordinator. Vicki expressed the council's intent to address the school board nominating process and to provide with concrete suggestions for community input into this process. She expressed concern that communities have no input. The councils will continue to serve as eyes and ears of the budgeting process and will be looking into the school boundary issues.

Mr. Boyd Crouse, Chair of the Southeast Area Educational Advisory Council, outlined the group's plans for next school year and the election of officers. He also thanked Maggie Kennedy and Ann Glazer for their work, and Bob Berkshire, who served as recording secretary for the council. Bob Kemmery was welcomed to the Southeast area. Mr. Stephen Crum commented on G/T policy regarding differentiated curriculum and believes it can be contradictory.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, thanked Donald Arnold for his service. She outlined the slate of officers for the next year. She made a plea for attention to the "average standard" child who is under-challenged and under-served unintentionally. She was happy that education and business people alike were able to comment and provide input into the Master Plan.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, thanked Donald Arnold for his service. He stated the council was supportive of the G/T policy. He also shared the group's support of the changes to the Education Foundation Charter.

Mr. Mark Beytin, Teachers Association of Baltimore County (TABCO) President, thanked Donald Arnold for his service and introduced Cheryl Bost as the new TABCO President. Christine Beard will serve as the new TABCO Vice President. Ms. Bost thanked Mr. Beytin for his hard work as TABCO president. Mr. Beytin requested better salaries for teachers, reduced workloads, less paper work, increase support for teachers, and more progress in the area of recruitment and retention of high-quality teachers.

PUBLIC COMMENT

Kathleen White reported on an initiative in assisting schools now as the Baltimore County Education Forum. This is a community-based group of volunteers consisting of parents, teachers, principals, and various civic and community leaders. The purpose of this committee is to go forward with Baltimore County Public Schools' Master Plan and provide assistance to schools in need. This could include development of an action plan, which would be school-based and run by the school administrator. It would offer opportunity for student achievement and move troubled schools forward.

At 10:10 p.m., Mr. Walker moved to adjourn the open 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, August 26, 2003

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 6:37 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Francesca Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymski, Dr. Warren Hayman, Mr. John Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Joy Shillman and Mr. James E. Walker.

At 6:37 p.m., Dr. Hayman moved the Board go into closed session to discuss the Superintendent's contract, a personnel matter pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

CLOSED SESSION MINUTES

Board members discussed a new contract for the Superintendent.

At 8:50 p.m., Mr. Hayden moved that the Board adjourn the closed session. The motion was seconded by Ms. Ettinger and unanimously approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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