

1 BOARD OF EDUCATION

2 BALTIMORE COUNTY

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7 PUBLIC BOARD MEETING
8 HYBRID VIA BCPS LIVESTREAM
9 AND MICROSOFT TEAMS

10
11 MARCH 9, 2021
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20 Transcribed by:

21 Paul A. Gasparotti

<div>Page 2</div> <div>1 BOARD MEMBERS:</div> <div>2</div> <div>3 Makeda Scott, Board Chair</div> <div>4 Julie C. Henn, Vice Chair</div> <div>5 Kathleen Causey</div> <div>6 Moalie S. Jose</div> <div>7 Erin R. Hager</div> <div>8 Russell T. Kuehn</div> <div>9 Lisa A. Mack</div> <div>10 Rodney R. McMillion</div> <div>11 John H. Offerman, Jr.</div> <div>12 Cheryl E. Pasteur</div> <div>13 Lily P. Rowe</div> <div>14 Joshua Muhumuza, Student Member</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div>	<div>Page 4</div> <div>1 INDEX (Continued)</div> <div>2 New Business, Contract Awards.94</div> <div>3 Items K-1 - K-596</div> <div>4 Items K-6 - K-29.99</div> <div>5 Unfinished Business, Reopening of Schools. . 104</div> <div>6 Unresolved Employee Issues 172</div> <div>7 Board Committee Updates</div> <div>8 Audit Committee 200</div> <div>9 Curriculum Committee. 202</div> <div>10 Equity Committee. 203</div> <div>11 Legislative and Government Relations</div> <div>12 Committee. 204</div> <div>13 Policy Review Committee 208</div> <div>14 Budget Committee. 209</div> <div>15 Board Member Comments. 234</div> <div>16 Information. 250</div> <div>17 Agenda Setting 250</div> <div>18 Announcements. 254</div> <div>19 Adjournment. 255</div> <div>20</div> <div>21</div>
<div>Page 3</div> <div>1 I N D E X</div> <div>2 Call to Order. 5</div> <div>3 Pledge of Allegiance/Moment of Silence . . . 5</div> <div>4 Consideration of the Agenda. 7</div> <div>5 New Business, Personnel Matters.14</div> <div>6 New Business, Administrative Appointments. . 16</div> <div>7 Public Comments</div> <div>8 Marcie Cooke, TABCO22</div> <div>9 Simone Volikas.27</div> <div>10 Amy Adams30</div> <div>11 Mary Taylor33</div> <div>12 Allison Stewart37</div> <div>13 Karin Wilson.40</div> <div>14 Luci Creel.45</div> <div>15 Dayana Bergman.47</div> <div>16 Bash Pharoan.49</div> <div>17 Jenn Reedholm52</div> <div>18 Superintendent's Report.81</div> <div>19 Chair's Report86</div> <div>20 Student Board Member's Report.87</div> <div>21 New Business, Action Taken in Closed Session .92</div>	<div>Page 5</div> <div>1 PROCEEDINGS</div> <div>2 CHAIRWOMAN SCOTT: Good evening, this is</div> <div>3 Chairwoman Makeda Scott. I now call to order the</div> <div>4 meeting of the Board of Education of Baltimore</div> <div>5 County for Tuesday, March 9th, 2021. I invite</div> <div>6 you to recite the Pledge of Allegiance to the</div> <div>7 Flag, and we will have a moment of silence in</div> <div>8 recognition of those who have served education in</div> <div>9 Baltimore County.</div> <div>10 And I would like to remember Mr. Ross</div> <div>11 McKenzie, who was appointed to the ethics review</div> <div>12 panel 2017, he was vice chair 2018 and chaired</div> <div>13 the panel in 2019 until he left in 2020.</div> <div>14 Mr. Muhumuza, would you please say the</div> <div>15 Pledge of Allegiance?</div> <div>16 (Pledge of Allegiance.)</div> <div>17 (Moment of silence.)</div> <div>18 Thank you, Mr. Muhumuza.</div> <div>19 Baltimore County Public Schools and</div> <div>20 offices are currently closed to the public in</div> <div>21 order to maintain the health and safety of our</div>

<p style="text-align: right;">Page 6</p> <p>1 students and staff. In accordance with the Board 2 of Education's amended resolution approved at the 3 October 13th, 2020 board meeting, in the event of 4 a medical or health emergency related to 5 COVID-19, the board chair in consultation with 6 the vice chair and the superintendent may declare 7 that a board meeting or a board committee meeting 8 be held remotely in its entirety without the 9 physical presence of board members, or in a 10 hybrid manner with only some individual board 11 members participating remotely, subject to the 12 establishment of a mechanism that would allow 13 each board member the opportunity to participate, 14 excuse me, to fully participate in the meeting 15 despite not being physically present, and that 16 would allow the public to also remotely attend 17 those portions of the meeting that are open 18 pursuant to the Maryland Open Meetings Act by 19 being able to listen and/or view those portions 20 of the meeting. 21 As a result, tonight's hybrid board of</p>	<p style="text-align: right;">Page 8</p> <p>1 to make and I'm putting it in the chat. 2 CHAIRWOMAN SCOTT: Okay. And I just 3 would like to remind board members to use the 4 raise hand feature or to put your I name there, 5 because it's -- 6 MS. MACK: I did, but I didn't hit 7 enter, sorry. 8 CHAIRWOMAN SCOTT: Okay, because I want 9 to make sure I don't miss anyone, so, all right. 10 MS. MACK: I move to add as an agenda 11 item a discussion of unresolved employee 12 affecting issues that include but are not limited 13 to 403(b) contributions, dental and medical 14 premiums and coverage issues, long-term care 15 billing issues, tuition reimbursement, name 16 change increases, receipt of pay stubs or lack 17 thereof, access to ESS, overpayment and 18 underpayment of wages, access to student 19 transcripts, and incorrect W-2s. 20 MS. ROWE: Second, Rowe. 21 MS. CAUSEY: Second, Ms. Causey.</p>
<p style="text-align: right;">Page 7</p> <p>1 education meeting is being held both virtually 2 and in person by board members and broadcasted 3 through Livestream. In order to efficiently 4 conduct this meeting, all voting items this 5 evening will be done by rollcall vote. Board 6 members will say their names while making and 7 seconding a motion as applicable, as well as when 8 requesting discussion on an agenda item. 9 The first item on the agenda is the 10 consideration of the March 19th agenda. 11 Dr. Williams, are there any additions or changes 12 to tonight's agenda? 13 DR. WILLIAMS: I'm not aware of any 14 changes or additions to tonight's agenda. 15 CHAIRWOMAN SCOTT: Thank you, 16 Dr. Williams. Hearing none, the agenda stands 17 as -- 18 MS. MACK: Excuse me, Ms. Scott? 19 CHAIRWOMAN SCOTT: Oh, I apologize, 20 excuse me. Yes, Ms. Mack? 21 MS. MACK: Thank you. I have a motion</p>	<p style="text-align: right;">Page 9</p> <p>1 CHAIRWOMAN SCOTT: Thank you, and that 2 was quite a long motion to add to the agenda, so 3 if you could put that in the chat, that would be 4 great. 5 MS. MACK: Again, I put it in the chat, 6 I forgot to hit enter. It's there now. 7 CHAIRWOMAN SCOTT: There we go, thank 8 you. Okay, so Ms. Mack made a motion and I will 9 read it. I move to add as an agenda item a 10 discussion of unresolved employee affecting 11 issues that include but are not limited to 403(b) 12 contributions, dental and medical premium and 13 coverage issues, long-term care billing issues, 14 tuition reimbursement, lane change increases, 15 receipt of pay stubs or lack thereof, access to 16 ESS, overpayment and underpayment of wages, 17 access to student transcripts, and incorrect 18 W-2s. 19 And you want all of these added to -- 20 I'm sorry. This was seconded by, I believe 21 Ms. Causey?</p>

<p style="text-align: right;">Page 10</p> <p>1 MS. CAUSEY: Yes, Madam Chair.</p> <p>2 CHAIRWOMAN SCOTT: Okay. Would you care</p> <p>3 to speak to your motion, Ms. Mack?</p> <p>4 MS. MACK: Thank you very much. We all</p> <p>5 have received numerous emails over the last</p> <p>6 number of months about issues that our employees</p> <p>7 are facing. I have raised this question many</p> <p>8 times and we've been told that they're isolated</p> <p>9 issues and all that people have to do is call HR</p> <p>10 and they will get the issue resolved. But of</p> <p>11 late we have received emails from people who</p> <p>12 cannot get through to payroll or HR, to whomever</p> <p>13 it is that needs to solve their issues, and I</p> <p>14 have a hard time understanding how we can issue</p> <p>15 W-2s to employees when we haven't resolved so</p> <p>16 many outstanding payroll issues, and quite</p> <p>17 frankly, this past Sunday I received a call from</p> <p>18 the people that we sold our house to. Even</p> <p>19 though I have not lived in that house for five</p> <p>20 years, my W-2 was mailed to a house that you</p> <p>21 shouldn't even have on record, BCPS shouldn't</p>	<p style="text-align: right;">Page 12</p> <p>1 MS. GOVER: Mr. Muhumuza?</p> <p>2 MR. MUHUMUZA: Yes.</p> <p>3 MS. GOVER: Mr. Offerman?</p> <p>4 MR. OFFERMAN: Yes.</p> <p>5 MS. GOVER: Ms. Pasteur?</p> <p>6 MS. PASTEUR: Yes.</p> <p>7 MS. GOVER: Mr. Kuehn?</p> <p>8 MR. KUEHN: Yes.</p> <p>9 MS. GOVER: Dr. Hager?</p> <p>10 DR. HAGER: Yes.</p> <p>11 MS. GOVER: Ms. Scott?</p> <p>12 CHAIRWOMAN SCOTT: Yes.</p> <p>13 MS. GOVER: Thank you.</p> <p>14 CHAIRWOMAN SCOTT: The motion carries.</p> <p>15 Okay, so the agenda is revised and Ms. Gover, we</p> <p>16 would add this to the agenda where? After school</p> <p>17 reopening, okay. Great.</p> <p>18 MS. MACK: Thank you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you for that,</p> <p>20 Ms. Mack, so the revised agenda is approved.</p> <p>21 Earlier this evening the Board met in</p>
<p style="text-align: right;">Page 11</p> <p>1 even have on record. The amount on my W-2 is</p> <p>2 incorrect, and I got an incorrect pay stub at a</p> <p>3 house that I haven't lived at for five years. I</p> <p>4 think we owe it to our employees to have this</p> <p>5 discussion.</p> <p>6 CHAIRWOMAN SCOTT: Okay, thank you for</p> <p>7 that. Any additional discussion? Okay. Hearing</p> <p>8 none, Ms. Gover, may we take a rollcall vote</p> <p>9 please?</p> <p>10 MS. GOVER: Ms. Rowe?</p> <p>11 MS. ROWE: Yes.</p> <p>12 MS. GOVER: Ms. Causey?</p> <p>13 MS. CAUSEY: Yes.</p> <p>14 MS. GOVER: Ms. Mack?</p> <p>15 MS. MACK: Yes.</p> <p>16 MS. GOVER: Mr. McMillion?</p> <p>17 MR. MCMILLION: Yes.</p> <p>18 MS. GOVER: Ms. Jose?</p> <p>19 MS. JOSE: Yes.</p> <p>20 MS. GOVER: Ms. Henn?</p> <p>21 VICE CHAIR HENN: Yes.</p>	<p style="text-align: right;">Page 13</p> <p>1 closed session pursuant to the Open Meetings Act</p> <p>2 for the following reasons: To one, discuss the</p> <p>3 appointment, employment, assignment, promotion,</p> <p>4 discipline, demotion, compensation, removal,</p> <p>5 resignation or performance evaluation of</p> <p>6 appointees, employees or officials over whom it</p> <p>7 has jurisdiction, or any other personnel matter</p> <p>8 that affects one or more specific individuals;</p> <p>9 seven, consult with counsel to obtain legal</p> <p>10 advice; and 15, discuss cyber security if the</p> <p>11 public body determines that public discussion</p> <p>12 would constitute a risk to, one, security</p> <p>13 assessments or deployment relating to information</p> <p>14 resources technology; two, network security</p> <p>15 information; or three, deployment or</p> <p>16 implementation of security personnel, critical</p> <p>17 infrastructure or security devices.</p> <p>18 The minutes of the closed session and</p> <p>19 informal summary can be found on BoardDocs under</p> <p>20 this board meeting agenda date.</p> <p>21 The next item on the agenda is personnel</p>

<p style="text-align: right;">Page 14</p> <p>1 matters and for that I call on Ms. Lowry.</p> <p>2 MS. LOWRY: Thank you. Good evening,</p> <p>3 Chairwoman Scott, Vice Chairwoman Henn,</p> <p>4 Superintendent Williams and members of the Board.</p> <p>5 I would like the Board's consent for the</p> <p>6 following personnel matters: Retirements,</p> <p>7 resignations, leaves, recognition of deceased and</p> <p>8 certificated appointments.</p> <p>9 CHAIRWOMAN SCOTT: Thank you. Do I have</p> <p>10 a motion to approve the personnel matters as</p> <p>11 presented in Exhibits D-1 through D-5?</p> <p>12 MS. MACK: So moved, Mack.</p> <p>13 CHAIRWOMAN SCOTT: Do I have a second?</p> <p>14 MR. MCMILLION: I'll second it.</p> <p>15 CHAIRWOMAN SCOTT: Thank you,</p> <p>16 Mr. McMillion. Any discussion? May I have a</p> <p>17 rollcall vote?</p> <p>18 MS. GOVER: Ms. Rowe?</p> <p>19 MS. ROWE: Yes.</p> <p>20 MS. GOVER: Ms. Causey?</p> <p>21 MS. CAUSEY: Yes.</p>	<p style="text-align: right;">Page 16</p> <p>1 CHAIRWOMAN SCOTT: Thank you. The</p> <p>2 motion carries.</p> <p>3 The next item on the agenda is</p> <p>4 administrate appointments, and for that I call on</p> <p>5 Dr. Williams.</p> <p>6 DR. WILLIAMS: Good evening, Madam Chair</p> <p>7 and members of the Board. I am bringing forward</p> <p>8 the following administrative appointments for</p> <p>9 your approval. Director of staffing in the</p> <p>10 Office of Staffing; EEO officer, Office of Equal</p> <p>11 Employment Opportunity; specialist, compliance,</p> <p>12 in Department of Special Education.</p> <p>13 CHAIRWOMAN SCOTT: Thank you. Do I have</p> <p>14 a motion to approve the administrative</p> <p>15 appointments as presented in E-1?</p> <p>16 MS. ROWE: So moved, Rowe.</p> <p>17 CHAIRWOMAN SCOTT: Do I have a second?</p> <p>18 MR. OFFERMAN: Second, Offerman.</p> <p>19 CHAIRWOMAN SCOTT: Thank you. Any</p> <p>20 discussion? May I have a rollcall vote please?</p> <p>21 MS. GOVER: Ms. Rowe?</p>
<p style="text-align: right;">Page 15</p> <p>1 MS. GOVER: Ms. Mack?</p> <p>2 MS. MACK: Yes.</p> <p>3 MS. GOVER: Mr. McMillion?</p> <p>4 MR. MCMILLION: Yes.</p> <p>5 MS. GOVER: Ms. Jose?</p> <p>6 MS. JOSE: Yes.</p> <p>7 MS. GOVER: Ms. Henn?</p> <p>8 VICE CHAIR HENN: Yes.</p> <p>9 MS. GOVER: Mr. Muhumuza?</p> <p>10 MR. MUHUMUZA: Yes.</p> <p>11 MS. GOVER: Mr. Offerman?</p> <p>12 MR. OFFERMAN: Yes.</p> <p>13 MS. GOVER: Ms. Pasteur?</p> <p>14 MS. PASTEUR: Yes.</p> <p>15 MS. GOVER: Mr. Kuehn?</p> <p>16 MR. KUEHN: Yes.</p> <p>17 MS. GOVER: Dr. Hager?</p> <p>18 DR. HAGER: Yes.</p> <p>19 MS. GOVER: Ms. Scott?</p> <p>20 CHAIRWOMAN SCOTT: Yes.</p> <p>21 MS. GOVER: Thank you.</p>	<p style="text-align: right;">Page 17</p> <p>1 MS. ROWE: Yes.</p> <p>2 MS. GOVER: Ms. Causey?</p> <p>3 MS. CAUSEY: Yes.</p> <p>4 MS. GOVER: Ms. Mack?</p> <p>5 MS. MACK: Yes.</p> <p>6 MS. GOVER: Mr. McMillion?</p> <p>7 MR. MCMILLION: Yes.</p> <p>8 MS. GOVER: Ms. Jose?</p> <p>9 MS. JOSE: Yes.</p> <p>10 MS. GOVER: Ms. Henn?</p> <p>11 VICE CHAIR HENN: Yes.</p> <p>12 MS. GOVER: Mr. Muhumuza?</p> <p>13 MR. MUHUMUZA: Yes.</p> <p>14 MS. GOVER: Mr. Offerman?</p> <p>15 MR. OFFERMAN: Yes.</p> <p>16 MS. GOVER: Ms. Pasteur?</p> <p>17 MS. PASTEUR: Yes.</p> <p>18 MS. GOVER: Mr. Kuehn?</p> <p>19 MR. KUEHN: Yes.</p> <p>20 MS. GOVER: Dr. Hager?</p> <p>21 DR. HAGER: Yes.</p>

<p style="text-align: right;">Page 18</p> <p>1 MS. GOVER: Ms. Scott?</p> <p>2 CHAIRWOMAN SCOTT: Yes.</p> <p>3 MS. GOVER: Thank you.</p> <p>4 CHAIRWOMAN SCOTT: Thank you.</p> <p>5 DR. WILLIAMS: So our first appointment</p> <p>6 is Brian K. Johnson, director of staffing in the</p> <p>7 Office of Staffing. He brings to us 5.6 years of</p> <p>8 experience in human resources in Charles County</p> <p>9 Public Schools and approximately 22.6 years in</p> <p>10 Prince George's County Public Schools as an</p> <p>11 instructor, a coordinator, recruiting staffing</p> <p>12 specialist, a senior recruiting and staffing</p> <p>13 certification specialist, and a supervisor of</p> <p>14 human resources. Congratulations to Mr. Johnson.</p> <p>15 CHAIRWOMAN SCOTT: Thank you for that.</p> <p>16 If everyone could please mute, it looks like</p> <p>17 we're getting some feedback.</p> <p>18 DR. WILLIAMS: Okay. The second</p> <p>19 candidate is Kashina R. Shields, EEO officer in</p> <p>20 the Office of Equal Employment Opportunity. She</p> <p>21 began acting March 2019, she also served as an HR</p>	<p style="text-align: right;">Page 20</p> <p>1 hear the views and receive the advice of</p> <p>2 community members. The members of the Board</p> <p>3 appreciate hearing from interested citizens. As</p> <p>4 appropriate, we will refer your concerns to the</p> <p>5 superintendent for followup by his staff. The</p> <p>6 Board of Education will conduct the public</p> <p>7 comment position of the meeting by allowing those</p> <p>8 who registered to call in by phone. Registration</p> <p>9 was open to the public one week prior to</p> <p>10 tonight's board meeting and was closed at three</p> <p>11 p.m. yesterday for anyone who wished to speak at</p> <p>12 this evening's meeting.</p> <p>13 Board practice limits to ten the number</p> <p>14 of speakers at each regularly scheduled board</p> <p>15 meeting. Each speaker is allowed three minutes</p> <p>16 to address the Board. Of course if fewer than</p> <p>17 ten registrants are received, all who register</p> <p>18 will be permitted to speak. While we encourage</p> <p>19 public input on policy, programs and practices</p> <p>20 within the purview of this Board and the school</p> <p>21 system, this is not a proper forum to address</p>
<p style="text-align: right;">Page 19</p> <p>1 analyst, investigation of EEO, in the Office of</p> <p>2 Investigations and Records in June 2018, and she</p> <p>3 brings five years of experience in Baltimore City</p> <p>4 Public Schools and one year of experience in the</p> <p>5 Fairfax County Department of Family Services</p> <p>6 Child Protective Services. Congratulations,</p> <p>7 Ms. Shields, and again welcome Ms. Shields and</p> <p>8 welcome Mr. Johnson.</p> <p>9 And our last candidate is Dana Tobin,</p> <p>10 specialist, compliance, Department of Special</p> <p>11 Education. She brings to us 11 years of service</p> <p>12 where she served as a teacher of special</p> <p>13 education at separate magnet middle, Lyons Mill</p> <p>14 Elementary, Relay Elementary. She also served as</p> <p>15 a special education teacher self contained in</p> <p>16 Relay Elementary and Winfield Elementary.</p> <p>17 Congratulations, Ms. Tobin.</p> <p>18 CHAIRWOMAN SCOTT: Thank you.</p> <p>19 Congratulations to everyone.</p> <p>20 Our next item is public comment. This</p> <p>21 is one of the opportunities the Board provides to</p>	<p style="text-align: right;">Page 21</p> <p>1 specific student or employee matters or to</p> <p>2 comment on matters that do not relate to public</p> <p>3 education in Baltimore County. We encourage</p> <p>4 everyone to utilize existing dispute resolution</p> <p>5 processes as appropriate.</p> <p>6 I remind everyone that inappropriate</p> <p>7 personal remarks or other behavior that disrupts</p> <p>8 or interferes with the conduct of this meeting</p> <p>9 are out of order. I ask speakers to observe the</p> <p>10 three-minute limit and conclude remarks when time</p> <p>11 has expired, and you will be able to hear the</p> <p>12 tone. The call will be ended, and it could be</p> <p>13 turned off if a speaker addresses specific</p> <p>14 student or employee matters or if someone is</p> <p>15 commenting on matters not related to public</p> <p>16 education in Baltimore County.</p> <p>17 If not selected, the public may submit</p> <p>18 their comments to the board members via email at</p> <p>19 boe@bcps.org. More information is presented on</p> <p>20 the Board's website at www.bcps.org under Board</p> <p>21 of Education Participation by the Public.</p>

<p style="text-align: right;">Page 22</p> <p>1 I now call on our stakeholder group</p> <p>2 leaders to speak, and our first speaker is</p> <p>3 Ms. Marcie Cooke from TABCO.</p> <p>4 MS. COOKE: Good evening, Chairwoman</p> <p>5 Scott, Vice Chair Henn, Dr. Williams and members</p> <p>6 of the Board. I'm Marcie Cooke, TABCO vice</p> <p>7 president, and I speak tonight on behalf of Cindy</p> <p>8 Sexton. It seems unreal that it's been almost a</p> <p>9 year that schools closed due to COVID. Our</p> <p>10 educators have worked so hard at providing</p> <p>11 rigorous authentic instruction to our students</p> <p>12 throughout the pandemic, virtual instruction,</p> <p>13 ransomware attacks, whatever has come their way.</p> <p>14 Teaching concurrently is yet another new skill</p> <p>15 our educators have had to learn and they are</p> <p>16 doing all they can as yet another new aspect</p> <p>17 that's been placed upon them.</p> <p>18 The concerns over returning to school</p> <p>19 have not diminished, however. We continue to</p> <p>20 hear from members who have not been granted ADA</p> <p>21 accommodations even for such conditions as</p>	<p style="text-align: right;">Page 24</p> <p>1 waiting for salary lane changes, tuition</p> <p>2 reimbursement, summer monies to be paid and more.</p> <p>3 People depend on those funds, a continued delay</p> <p>4 is unacceptable. TABCO has told its members</p> <p>5 repeatedly that we need to give the school system</p> <p>6 the time to recreate and stand up the payroll</p> <p>7 system. The weekly payroll updates and the news</p> <p>8 coverage have been extremely helpful and</p> <p>9 informative but our members need to know when</p> <p>10 they have been made whole.</p> <p>11 Members have been unable to register for</p> <p>12 needed college courses because they do not have</p> <p>13 the reimbursement from previous courses.</p> <p>14 Flexible spending of 403(b) monies are still not</p> <p>15 straight either. What about payments for our</p> <p>16 state pension? There are seemingly no answers,</p> <p>17 it is demoralizing.</p> <p>18 We know that the Office of Payroll and</p> <p>19 DOIT has been working very close to nonstop since</p> <p>20 the ransomware and that attack has been enormous</p> <p>21 for them. We do truly thank them for all of</p>
<p style="text-align: right;">Page 23</p> <p>1 undergoing chemotherapy. It's a grave concern.</p> <p>2 We continue to hear that, what other counties are</p> <p>3 doing to address those concerns and how</p> <p>4 accommodations are being granted. Our members</p> <p>5 are frustrated and the situation is extremely</p> <p>6 stressful.</p> <p>7 TABCO and the ASBCC are in the midst of</p> <p>8 a survey to gather information about availability</p> <p>9 of vaccines, concerns around devices and concerns</p> <p>10 around W-2 and payroll. Hundreds of members are</p> <p>11 emailing, writing, calling and texting to share</p> <p>12 problems they continue to have. We have no way</p> <p>13 to actually confirm that the figures on our W-2s</p> <p>14 are accurate. When dealing with the IRS, hearing</p> <p>15 the numbers should be correct is not what we want</p> <p>16 to hear. We are hearing from members that they</p> <p>17 have little confidence in numbers and that with</p> <p>18 no way to check them, the stress and frustration</p> <p>19 rises.</p> <p>20 Payroll concerns continue as well. Even</p> <p>21 prior to the ransomware attack our members are</p>	<p style="text-align: right;">Page 25</p> <p>1 their hard work.</p> <p>2 What can and will BCPS put in place to</p> <p>3 get our educators made whole as quickly as</p> <p>4 possible? They simply cannot take another issue</p> <p>5 put on them and told do the best you can with</p> <p>6 what you have. They need to know the school</p> <p>7 system has their backs, hearing their concerns is</p> <p>8 transparent and timely, and sharing information,</p> <p>9 and more importantly, solutions. We look forward</p> <p>10 to hearing how these concerns will be addressed.</p> <p>11 Thank you.</p> <p>12 CHAIRWOMAN SCOTT: Thank you very much,</p> <p>13 Ms. Cooke. Next is general public comment and</p> <p>14 our first speaker is Simone Volikas?</p> <p>15 MS. VOLIKAS: Yes.</p> <p>16 CHAIRWOMAN SCOTT: Yes, please go ahead.</p> <p>17 VICE CHAIR HENN: Madam Chair, this is</p> <p>18 Ms. Henn. I raised my hand and indicated a</p> <p>19 motion that I needed to make during stakeholder</p> <p>20 comments.</p> <p>21 CHAIRWOMAN SCOTT: Oh, I don't believe</p>

<p style="text-align: right;">Page 26</p> <p>1 that we do motions, Mr. Brousaides, because we 2 want to hear from our general public. Is it 3 appropriate for members to make motions while, 4 during the public comments? 5 MR. BROUSAIDES: No, Madam Chair, we 6 should continue with the public comment. 7 CHAIRWOMAN SCOTT: Okay, yes. My 8 apologies, Ms. Simone, please go ahead with your 9 comments. 10 VICE CHAIR HENN: Madam Chair, may I 11 state my motion so that Mr. Brousaides can 12 consider it? 13 CHAIRWOMAN SCOTT: No, because 14 Mr. Brousaides said that we don't do motions 15 during public comment, so this is the time for 16 the public to comment, and I'm sure you can do 17 your motion after the public comments are done, 18 but we need to be respectful of our public who 19 have called in and are sharing their views with 20 us. So Ms. Simone, please go ahead, with my 21 apologies.</p>	<p style="text-align: right;">Page 28</p> <p>1 to private schools this year because you did not 2 offer in-person learning. Many of my children's 3 friends have left BCPS because of this. 4 This year has proven to many parents 5 that we need to pay attention to the action of 6 our superintendent and the Board of Education. I 7 am a parent who has lost her job due to this 8 virtual learning platform. We are taxpayers and 9 we deserve better than what BCPS has given us 10 this year. I respectfully request that the Board 11 of Education be transparent with their plans for 12 the fall opening of schools. I would like to see 13 in writing what BCPS is planning for the fall. 14 Many other counties have voted on and published 15 this information already. I believe returning to 16 our normal schedule, playing on the playground, 17 having regular school programs needs to happen 18 for the mental health of our children. 19 Families need to make plans for the fall 20 and need to know whether they will withdraw their 21 children from BCPS to go to a private school that</p>
<p style="text-align: right;">Page 27</p> <p>1 VICE CHAIR HENN: It is in regards to 2 stakeholders groups. 3 CHAIRWOMAN SCOTT: Okay, thank you, 4 Ms. Henn. Ms. Simone, please go ahead. 5 MS. VOLIKAS: Hello. Good evening, 6 Dr. Williams and Board of Education members. My 7 name is Simone Volikas, I am the mother of three 8 BCPS students and part of the Baltimore County 9 Parent and Students Coalition. I want to first 10 thank BCPS for opening for hybrid learning and 11 for having fall sports. 12 I'm calling in to ask that you consider 13 five days a week in-person teaching for our 14 children. The children need five days to thrive. 15 They are already behind so many other peers in 16 the same grades that have attended private 17 schools which have been open since September. I 18 also request that you allow our children who are 19 attending school in a hybrid fashion to play on 20 the playground with their friends. They have 21 suffered enough. You have lost so many children</p>	<p style="text-align: right;">Page 29</p> <p>1 will offer five days a week, or will they stay 2 with BCPS because they return to a normal 3 schedule. It is no secret that here in Baltimore 4 County there is a culture of going to private 5 schools. I wonder why. 6 Perhaps it is the fact that BCPS does 7 not honor what their stakeholders want. For many 8 years parents have asked for a new school 9 building for Dulaney High School, Towson High 10 School, Perry Hall High and Perry Hall Middle, 11 yet nothing has been done. When driving in 12 Baltimore County, there are so many schools that 13 look rundown and old compared to other counties, 14 so many need to be rebuilt. Is the Board of 15 Education just thinking parents will just send 16 their kids to private school if they get fed up 17 with BCPS? 18 There are many parents and PTAs that are 19 willing to help BCPS, perhaps get the kids in the 20 various schools to perform a cleanup around their 21 schools, let them earn service hours, let them</p>

<p style="text-align: right;">Page 30</p> <p>1 develop pride in the school and the school 2 system. Our kids need five to thrive. Thank 3 you. 4 CHAIRWOMAN SCOTT: Thank you for that. 5 Next we have Ms. Adams. Is Ms. Adams with us? 6 Okay. Ms. Adams, are you there? 7 MS. ADAMS: Yes, good evening, can you 8 hear me? 9 CHAIRWOMAN SCOTT: Yes, we can, thank 10 you. 11 MS. ADAMS: Thank you. Good evening, 12 Dr. Williams, Madam Chair, Vice Chair and members 13 of the Board, I am a parent of three BCPS 14 students and the president of the newly formed 15 Baltimore County Parent Student Coalition. I 16 appreciate that the hybrid in-person learning 17 began last week for Phases I and II. The 18 children were thrilled to be back in school. We 19 heard stories of them waking up independently and 20 early to get dressed and ready for their first 21 day back. We've also heard how energized these</p>	<p style="text-align: right;">Page 32</p> <p>1 irreversible mental health impact on students. 2 Studies are showing there is no difference in 3 virus transmission in schools when distancing six 4 feet versus three feet. Studies show contact 5 transmission is no longer a significant concern, 6 no need to be closed on Wednesdays for cleaning. 7 Maryland is one of the last three states 8 to open to students in the country. We must do 9 better for the kids. The entire country is 10 referencing the same CDC guidelines. If some 11 schools and areas with worse metrics can open, so 12 can we. There are very few honest arguments for 13 keeping schools closed or only in a hybrid 14 learning model. Five to thrive. Open all 15 schools for all kids in Baltimore County five 16 days a week. 17 I also want to thank you for listening 18 to your student athletes and reversing your 19 decision to start games this Friday. Our 20 athletes feel empowered that using their voice 21 made a difference. I ask that the school system</p>
<p style="text-align: right;">Page 31</p> <p>1 kids were from being a part of the in-person 2 school community again. We are also hearing how 3 the days of virtual learning are even more of a 4 struggle now and that the children are begging to 5 return to school for more days. 6 Our students pre-K through 12th grade 7 need the opportunity for five days in school to 8 thrive. We need to start recovery of the 9 learning losses from the prolonged closure of 10 schools. Five days of in-person school should 11 start with Phase IV on April 6th and include the 12 previous three phases. Baltimore County's 13 sensitivity rate and case rate per hundred 14 thousand have steadily declined and plateaued at 15 low levels. Many staff and citizens are being 16 vaccinated each day, reportedly a thousand BCPS 17 teachers just this past Sunday. 18 Studies have shown that the community 19 transmission is low and hospitals are not 20 overwhelmed, and schools need to be open. 21 Studies are showing the negative and sometimes</p>	<p style="text-align: right;">Page 33</p> <p>1 and the Board of Education release a plan for the 2 2021-22 school year and a fall schedule as soon 3 as possible so BCPS families can make appropriate 4 educational decisions for their children. Thank 5 you for your time. 6 CHAIRWOMAN SCOTT: Thank you, Ms. Adams. 7 Next we have Ms. Mary Taylor. Ms. Taylor? 8 MS. TAYLOR: Yes, I'm here. 9 CHAIRWOMAN SCOTT: Sorry, we were 10 hearing some feedback. You may want to mute. 11 MS. TAYLOR: Yes. 12 CHAIRWOMAN SCOTT: Thank you. 13 MS. TAYLOR: Can you hear me? 14 CHAIRWOMAN SCOTT: Yes, please go ahead. 15 MS. TAYLOR: Good evening, school board 16 members. My name's Mary Taylor and I am the 17 cofounder and the vice president of the Baltimore 18 County Parent and Student Coalition. 19 With Geno Paisano's permission, I'd like 20 to share his perspective of BCPS. Hello 21 everyone, you may not know me, but I'm currently</p>

<p style="text-align: right;">Page 34</p> <p>1 a 12th grader at Hereford High School and I'm a 2 three-sport athlete. Four years ago I was faced 3 with a decision, I had the decision to leave the 4 public school system or go to private school. 5 That decision was a big one and I knew that 6 whatever decision I made would change my life for 7 the next four years. Though I do not regret my 8 decision on attending Hereford High School, I do 9 regret enrolling into the public school system we 10 all like to call BCPS. I have made countless 11 friendships that will last a lifetime and I've 12 also had fantastic teachers. Unfortunately I 13 can't say the same about the BCPS leadership. 14 For the last four years they have never 15 put the students first and have always thought 16 about themselves and their reputations. This was 17 apparent from the start of high school as the 18 standards for students were lowered. The 19 expectations for students were simply pass and 20 graduate with high numbers with the given work 21 and papers the county system provided. It was</p>	<p style="text-align: right;">Page 36</p> <p>1 return to the classroom. 2 Last week with the announcement that 3 Baltimore County athletics would be paused, it 4 shows me that the school system does not want 5 this to happen because they just don't want to 6 deal with it and make up their own guidelines. 7 If I was a parent in this situation and 8 financially able to send my kids to a private 9 school I would 100 percent do it in a heartbeat. 10 Since September almost every private school has 11 put the students first and have done it in a safe 12 way. I wish I could say the same about Baltimore 13 County. 14 That came from a student in Hereford 15 High School. Thank you, Geno, for sharing your 16 thoughts. 17 With all due respect, I personally 18 watched the Baltimore County Council meeting with 19 Dr. Williams today, and at the end County 20 Councilwoman Cathy Bevins said that she just 21 spent the last one-and-a-half hours asking</p>
<p style="text-align: right;">Page 35</p> <p>1 only my teachers who challenged me as a student 2 and came up with lesson plans that made me into a 3 better student academically and sometimes 4 socially. The work given by BCPS was always 5 ineffective. Most teachers would throw it in the 6 trash and give us papers that challenged our 7 level so we could become better students in the 8 long run. 9 Most importantly, now everyone can see 10 how much the system has really failed in the past 11 year. This has become apparent by BCPS not 12 putting us the students first academically, 13 socially, athletically and mentally. They say 14 they're putting the students first but they 15 aren't, they're simply helping themselves. 16 The current numbers show that schools 17 are a safe environment from COVID. Even Anthony 18 Fauci and Joe Biden say that they want to see 19 schools open five days a week. BCPS has never 20 taken the steps to make these adjustments and 21 being one of the last school systems to have kids</p>	<p style="text-align: right;">Page 37</p> <p>1 questions and learned nothing. Welcome to my 2 world, Ms. Bevins, parents know and students 3 know, and now our elected officials know it. 4 Baltimore County, please, transparency and 5 communication goes a long way. Let's get our 6 kids back in school five days a week, five to 7 thrive. Thank you for your time this evening. 8 CHAIRWOMAN SCOTT: Thank you, 9 Ms. Taylor. Next we have Allison Stewart. 10 Ms. Stewart, I believe we're getting some 11 feedback. 12 MS. STEWART: I'm sorry? 13 CHAIRWOMAN SCOTT: Okay, we were getting 14 some feedback. Thank you, we're ready for you. 15 MS. STEWART: Yes, I'm sorry. Can you 16 hear me now? 17 CHAIRWOMAN SCOTT: Yes, we can. 18 MS. STEWART: Good evening. My name is 19 Allison Stewart, a parent of two BCPS students 20 and member of the Baltimore County Parent and 21 Student Coalition. I've had a unique perspective</p>

<p style="text-align: right;">Page 38</p> <p>1 into virtual and now hybrid learning. My 2 daughter is a first grader and my son is in third 3 grade with an IEP. My first grader has 4 fortunately begun hybrid learning, which only 5 four days of in-person learning has made 6 indescribable improvements to her mental health 7 and general attitude towards school. It is 8 obvious that full-time in-person instruction is 9 imperative to those children struggling with 10 virtual learning.</p> <p>11 Dr. Williams, during the February 12 Special Education Citizens Advisory Committee 13 meeting when given stakeholder concerns and 14 specific questions were asked, you responded 15 with, we're going to have a summit. Today at the 16 county council meeting, Councilman Quirk asked 17 about the possibility of five days of in-person 18 learning in the fall. You responded that your, 19 quote, hope and prayer is that that will be 20 possible. Quite frankly, hopes and prayers are 21 not enough. Hopes and prayers are certainly not</p>	<p style="text-align: right;">Page 40</p> <p>1 reopen business in our state. It is time that 2 our schools are fully opened as well. These are 3 the same experts that you claim you lean on for 4 guidance in reopening plans. Given the state's 5 positive metrics and your high level of optimism, 6 you should be doing everything in your power to 7 advocate for the full reopening of BCPS.</p> <p>8 If that is not an option, I request that 9 special permission be granted to individual 10 schools to approve students with IEPs and 504s to 11 attend both Cohort A and B during hybrid 12 learning. This demographic has been 13 detrimentally affected by lack of in-person 14 instruction and support. Reason with the 15 metrics, follow the science, and most 16 importantly, do what is best for your students by 17 giving the option for five to thrive. Thank you.</p> <p>18 CHAIRWOMAN SCOTT: Thank you, 19 Ms. Stewart. Next we have Karin Wilson. Karin 20 Wilson? 21 MS. WILSON: Yes, thank you. Good</p>
<p style="text-align: right;">Page 39</p> <p>1 enough when regarding my children's education.</p> <p>2 When my son's education is met with a 3 complication due to his disability we implement a 4 plan of action using data, school setting and 5 transparency between our school, IEP and home 6 team. The same expectations of your schools is 7 not being met at the higher department levels. 8 Constant promises for followup and dialogue with 9 no results is a disservice to your students. The 10 lack of guidance from upper level departments 11 limits school level teams and ultimately 12 negatively affects your students.</p> <p>13 Both Councilman Quirk and Crandell 14 implored that kids and parents are struggling and 15 asked you what metrics need to be met for 16 full-time in-person options. Again, you had no 17 answer. These are questions that need to be 18 answered.</p> <p>19 Today Governor Hogan eased mitigation 20 measures statewide citing positive trending 21 metrics. He assured that the time is right to</p>	<p style="text-align: right;">Page 41</p> <p>1 evening, Dr. Williams, Chair Scott, Vice Chair 2 Henn and all of the board members. I am a parent 3 of three BCPS students. I requested to speak as 4 a public comment at this board meeting to discuss 5 four important matters to my family.</p> <p>6 First, the reopening of schools 7 including sports. This past year has been 8 extremely difficult for the school system, 9 teachers and students. I would like to commend 10 the administrators and teachers that my children 11 have had as I think they've done an excellent 12 job. It is time to move forward with safe 13 in-person instruction.</p> <p>14 I respectfully request that the School 15 Board to direct the superintendent to develop a 16 plan for the 2021-2022 academic school year to 17 return to schools, an option to return to 18 in-person instruction for all five days of the 19 week, and that plan also include an option for 20 students and teachers with documented medical 21 conditions to remain virtual. Most kids need</p>

<p style="text-align: right;">Page 42</p> <p>1 five to thrive.</p> <p>2 Additionally, I respectfully request</p> <p>3 that the Board direct the superintendent to</p> <p>4 develop a plan for all sports to occur in</p> <p>5 compliance with all directives from MTSSAA for</p> <p>6 the next academic school year. Let them play.</p> <p>7 The next matter I'd like to discuss is</p> <p>8 special permission transfers and the policy and</p> <p>9 rules on a specific student. Policy 5140 and</p> <p>10 Rule 5140 for special permission transfer allows</p> <p>11 for an appeals process. The superintendent's</p> <p>12 office has not been following the appeals process</p> <p>13 during this pandemic. The superintendent's</p> <p>14 office is holding all appeals until schools</p> <p>15 return to pre-pandemic conditions. The notion</p> <p>16 that pre-pandemic conditions will occur anytime</p> <p>17 is unlikely at best. Likely there will always be</p> <p>18 pandemic-related policies for teachers and</p> <p>19 modified instructions for the foreseeable future.</p> <p>20 I respectfully request that the Board</p> <p>21 direct the superintendent to issue decisions</p>	<p style="text-align: right;">Page 44</p> <p>1 is likely sensitive to some board members but</p> <p>2 it's something I feel should be addressed</p> <p>3 publicly. Some but not all board members'</p> <p>4 behavior has been discourteous and unprofessional</p> <p>5 for months during board meetings. I believe that</p> <p>6 each board member has some value and that they</p> <p>7 are either appointed or elected to the Board for</p> <p>8 a purpose. I doubt that purpose was to discredit</p> <p>9 and demoralize other board members. Whatever</p> <p>10 your expertise is, the value of your opinions is</p> <p>11 overshadowed by your constant maligning of other</p> <p>12 board members. Board meeting have had topics</p> <p>13 that are sensitive and have resulted in lengthy</p> <p>14 discussions. Showing mutual respect as board</p> <p>15 members will likely reduce the length of future</p> <p>16 meetings and provide for more meaningful and</p> <p>17 purposeful discussions.</p> <p>18 I leave you with, as I told my children</p> <p>19 when they were younger -- (microphone cut off).</p> <p>20 CHAIRWOMAN SCOTT: Thank you,</p> <p>21 Ms. Wilson, it seem like the time is up, but</p>
<p style="text-align: right;">Page 43</p> <p>1 regarding appeals and follow the appeals process</p> <p>2 outlined in BCPS Policy and Rule 5140.</p> <p>3 The next matter of importance I would</p> <p>4 like to discuss is senior activities, including</p> <p>5 graduation ceremonies. Currently the governor's</p> <p>6 executive order allows for outside gatherings at</p> <p>7 sport and recreational venues for up to 250</p> <p>8 people. Schools could easily hold two</p> <p>9 graduations on the same day, one in the morning,</p> <p>10 one in the afternoon with no spectators, from the</p> <p>11 football field, and live stream the event to be</p> <p>12 in compliance with the current executive order.</p> <p>13 I respectfully request that the Board</p> <p>14 direct the superintendent to develop a plan and</p> <p>15 work collaboratively with Governor Hogan and the</p> <p>16 county executive's office in the development of a</p> <p>17 plan for senior activities and graduation. Once</p> <p>18 a plan is developed, I respectfully request that</p> <p>19 the Board direct the superintendent to provide</p> <p>20 his support.</p> <p>21 The last matter I would like to address</p>	<p style="text-align: right;">Page 45</p> <p>1 thank you for your comments.</p> <p>2 Our next speaker is Luci Creel.</p> <p>3 (Unintelligible background colloquy.)</p> <p>4 I'm sorry, who -- is that Ms. Creel?</p> <p>5 Yes, it will should be Luci Creel. Okay.</p> <p>6 Ms. Creel, are you there? No?</p> <p>7 MS. CREEL: I'm sorry, I was on mute.</p> <p>8 CHAIRWOMAN SCOTT: Okay.</p> <p>9 MS. CREEL: Good evening, Chairperson</p> <p>10 Scott, Vice Chairperson Henn, Dr. Williams and</p> <p>11 board members. I am a mother of two and a member</p> <p>12 of the Baltimore County Parent, a member of the</p> <p>13 Baltimore County Parent and Student Coalition.</p> <p>14 I hear lots of excitement from our</p> <p>15 teachers and principals about going back into</p> <p>16 in-person learning. My children are slated to go</p> <p>17 back March 25th and April 8th, it's a beautiful</p> <p>18 sight, it couldn't come sooner. I see all the</p> <p>19 posts on social media of those little ones</p> <p>20 already back. That being said, we need to make a</p> <p>21 fast track and implement five days a week for all</p>

<p style="text-align: right;">Page 46</p> <p>1 students as soon as possible, five to thrive.</p> <p>2 I live close to the Harford County line</p> <p>3 and they will be going back four days a week very</p> <p>4 soon. There's no logical reason why we can't do</p> <p>5 the same if not better. Our kids need more and</p> <p>6 deserve more. We need to know fall plans now.</p> <p>7 It's been proven scientifically that</p> <p>8 three feet apart distance is no different than</p> <p>9 six feet. Governor Hogan just announced that</p> <p>10 there will be 100 percent indoor capacity for</p> <p>11 restaurants, bars and churches. It hurts my</p> <p>12 heart that kids in private are running around at</p> <p>13 recess while my kids are staring at a screen</p> <p>14 still. We moved here to Hereford not only</p> <p>15 because of the beauty of the area but because of</p> <p>16 the schools. Unfortunately now, we have a</p> <p>17 deposit for a private school for the fall. Let's</p> <p>18 get these kids back to school again. Thank you</p> <p>19 very much for your time.</p> <p>20 CHAIRMAN SCOTT: Thank you, Ms. Creel.</p> <p>21 Next we have Dayana Bergman. Dayana Bergman?</p>	<p style="text-align: right;">Page 48</p> <p>1 Just so I'm clear, we don't lower our</p> <p>2 expectations of academic standards. Our real</p> <p>3 advocates for education have been working and</p> <p>4 established since 2016, to work on a blueprint so</p> <p>5 every child regardless of circumstances can have</p> <p>6 a world class education.</p> <p>7 I have questions for each of the board</p> <p>8 members. Why do board members need more than two</p> <p>9 minutes to get your point across? Do you think</p> <p>10 about how one starts their day working for Team</p> <p>11 BCPS at seven a.m.? How would you feel if your</p> <p>12 early day ended on the following day in the early</p> <p>13 morning hours of two a.m. because a small handful</p> <p>14 of board members wanted to speak all night long?</p> <p>15 So ladies and gentlemen, can I have your</p> <p>16 attention please? So will the sneaky five please</p> <p>17 sit down and will the real board chair please</p> <p>18 stand up? Thank you, Ms. Scott and Team BCPS for</p> <p>19 everything you do as the challenges come at us</p> <p>20 and Team BCPS and we figure out the best way of</p> <p>21 how to move forward. Thank you very much.</p>
<p style="text-align: right;">Page 47</p> <p>1 Ms. Bergman?</p> <p>2 MS. BERGMAN: Oh, sorry. Can you hear</p> <p>3 me?</p> <p>4 CHAIRWOMAN SCOTT: Oh yes, we can hear</p> <p>5 you now.</p> <p>6 MS. BERGMAN: Good evening, Madam Chair</p> <p>7 Makeda Scott, Superintendent Dr. Williams and</p> <p>8 Board of Education members. Look, if you had one</p> <p>9 shot or one opportunity to seize everything you</p> <p>10 ever wanted in one moment, would you capture it</p> <p>11 or just let it slip? Now board members, don't</p> <p>12 lose yourselves in the moment to political</p> <p>13 tactics. You own it and the manner you carry</p> <p>14 yourself and the school system watches every</p> <p>15 moment. You only get one shot. Do not miss your</p> <p>16 chance to shine by the sneaky tactics of lobbying</p> <p>17 lawmakers. The sneaky five speaking as</p> <p>18 individuals and not as the whole voice of the</p> <p>19 Board does not fully understand the definition of</p> <p>20 what a point of order is or creates committees</p> <p>21 late in the night when everyone is exhausted.</p>	<p style="text-align: right;">Page 49</p> <p>1 CHAIRWOMAN SCOTT: Thank you,</p> <p>2 Ms. Bergman. Next we have Mr. Bash Pharoan.</p> <p>3 DR. PHAROAN: Good evening.</p> <p>4 CHAIRWOMAN SCOTT: Mr. Pharoan?</p> <p>5 DR. PHAROAN: Good evening. (Inaudible,</p> <p>6 static.)</p> <p>7 CHAIRWOMAN SCOTT: Mr. Pharoan?</p> <p>8 DR. PHAROAN: Yes?</p> <p>9 CHAIRWOMAN SCOTT: Yes, if you could</p> <p>10 mute your background? Now we can hear you well.</p> <p>11 Please go ahead.</p> <p>12 DR. PHAROAN: Good evening, Ms. Scott,</p> <p>13 Dr. Williams and board members. In 2020 students</p> <p>14 were promoted without merit due to COVID. Are we</p> <p>15 doing the same this year? Drug companies invest</p> <p>16 in different products. However, BCPS has one</p> <p>17 product, our students. The quality of our</p> <p>18 production is what makes America strong. Notice</p> <p>19 how TABCO was pulling away when they said they</p> <p>20 will not return until schools are safe. Safety</p> <p>21 is an elastic term. Notice how we do not have</p>

<p style="text-align: right;">Page 50</p> <p>1 enough money for structure for teachers and for 2 W-2s. Notice how each political call attaches 3 things to when and where the money is spent, as 4 if the Board of Education doesn't know what the 5 best interest of students.</p> <p>6 We have a constitutional responsibility 7 to provide an excellent education to all 8 students. Every child must have the full chance 9 to learn and excel. Students suffer today 10 because of the haves and the have nots. Our 11 society does not have high expectations out of 12 our students. We place so much emphasis on 13 sports, on spring break, religious holidays, or 14 we close for the least bit of snowflakes coming 15 down to the ground. We take long summer 16 vacations too.</p> <p>17 In the times of Ike, the buck stops 18 here. In BCPS there are so many players pulling 19 in different directions, I do not know where the 20 buck stop is. Please consider lobbying and 21 athletes to change the board. BCPS Board of</p>	<p style="text-align: right;">Page 52</p> <p>1 CHAIRWOMAN SCOTT: Yes, we can, please 2 go ahead, thank you.</p> <p>3 MS. REEDHOLM: Thank you to all the 4 members of the Board for this opportunity to 5 speak this evening. My name is Jenn Reedholm, 6 I'm a mother of three children in third, third 7 and sixth and eighth graders. I'm a member of 8 the Baltimore County Parent and Student Coalition 9 and I'm asking the Board to start considering 10 this advocacy group as a formal stakeholder.</p> <p>11 I want to address the Board this evening 12 because students who have learning disabilities 13 who are mainstreamed in inclusion classes, 14 including advanced academics, formerly know as 15 GT, are continuously being left out of the 16 conversation for return to school. Virtual 17 learning is simply not working for these 18 children, which mean they're not receiving their 19 free and appropriate education. These are some 20 of the most vulnerable learners in our school 21 system who need additional supports in order to</p>
<p style="text-align: right;">Page 51</p> <p>1 Education needs to be truly independent, 2 typically and in every decision. I suggest the 3 Board be supervised by like a board of regents. 4 We must collect our education taxes, we must 5 decide ourselves about the curriculum, the 6 discipline, and which building we tear down and 7 build up again and which building we repair.</p> <p>8 More than ten years ago I told this 9 Board about the dangers of China to our national 10 security. They are mass producing excellent 11 students. Now they are the leaders in robotics, 12 computers, artificial intelligence. Their 13 investments are influencing Africa and Southern 14 America and Central America, and there may be 15 stretching around Africa more. (Microphone cut 16 off.)</p> <p>17 CHAIRWOMAN SCOTT: Thank you, 18 Mr. Pharoan. Unfortunately, your time has run 19 out. Thank you.</p> <p>20 Next we have Jenn Reedholm.</p> <p>21 MS. REEDHOLM: Hello, can you hear me?</p>	<p style="text-align: right;">Page 53</p> <p>1 be available to learn and be successful 2 academically.</p> <p>3 I would like to ask Dr. Williams and the 4 School Board to answer this question. Why are 5 mainstreamed inclusion students on IEPs and 504s 6 literally the last phase to return to school? 7 They should have been part of the first phase. 8 Ideally all students need to be returned to the 9 classroom for five days of in-person learning, 10 not next school year but tomorrow, five days to 11 thrive. There is no reason to keep these kids 12 from the classroom any longer.</p> <p>13 The continued excuses regarding the 14 ransomware attack are over, it's been over four 15 months. The excuses for not being ready to 16 reopen are beyond ridiculous. BCPS should have 17 been prepared for September reopening when the 18 plans were being made over the summer. BCPS 19 should have been even more prepared after winter 20 break for the postponed reopening of 21 February 1st. That way when someone said go,</p>

<p style="text-align: right;">Page 54</p> <p>1 none of these schools would be scrambling to make 2 plans, get PPE and get ready like they are now. 3 What in the world has everyone been doing for the 4 last seven months? 5 Harford County is going back four days a 6 week before two of my children even get one day 7 back in the classroom. Harford County is 8 organized, they've been on top of communications, 9 transparent, and they seem to really care about 10 getting students back to the classroom. Yet 11 this, BCPS continues to disappoint with all the 12 delays, lack of transparency, lack of 13 communication, bickering during school board 14 meetings and more. 15 I used to be a proud parent that my kids 16 went to BCPS and now am embarrassed. What 17 happened to raising the bar? Where did all the 18 pride go? We used to have a highly rated school 19 system and now we're falling behind in many if 20 not every category. Everyone on the School Board 21 as well as Dr. Williams must find a way to get</p>	<p style="text-align: right;">Page 56</p> <p>1 Chair. I'd like to move that the Board designate 2 the Baltimore County Parents and Students 3 Coalition Incorporated as a stakeholder group as 4 defined by Policy 8315 with full rights accorded 5 to groups with this designation. I further move 6 that the policy review committee revisit Policy 7 8315 to allow for new groups to be added as 8 needed, and I will put my motion in the chat. 9 Thank you. 10 CHAIRWOMAN SCOTT: Is there a second? 11 MS. MACK: Second, Mack. 12 CHAIRWOMAN SCOTT: Thank you. Yes, if 13 you could put that in the chat so that I could 14 restate it. Yeah. Ms. Henn, is that two or one 15 motions, because it sounds like a complex motion. 16 VICE CHAIR HENN: It's a two-part 17 motion, I'd be happy to separate it if board 18 members so desire. 19 CHAIRWOMAN SCOTT: Yes, it seems like it 20 should be separated out. 21 VICE CHAIR HENN: I'd like to leave it</p>
<p style="text-align: right;">Page 55</p> <p>1 students back in school five days a week as soon 2 as possible, not in September, but now. Students 3 need five days to thrive. 4 While you're all figuring out how to get 5 the students back five days a week this school 6 year you must put the IEP and 504 students to the 7 top of the list. Those that are mainstreamed and 8 in inclusion classes, at least allow them to 9 attend both cohorts until the five days is a 10 possibility. Enough is enough for these students 11 with disabilities and their families who have 12 been continuously left to fend for themselves. 13 Thank you very much. 14 CHAIRWOMAN SCOTT: Thank you for that. 15 Okay, that concludes our public 16 speakers. And again, thank you to the public and 17 everyone for your comments and sharing your views 18 with us. 19 The next item on the agenda is -- oh, 20 excuse me, Ms. Henn, did you have a question? 21 VICE CHAIR HENN: Yes, thank you, Madam</p>	<p style="text-align: right;">Page 57</p> <p>1 combined unless the Board votes to separate. 2 MS. ROWE: I would like it separated. 3 This is Lily Rowe. 4 CHAIRWOMAN SCOTT: Yeah, it looks like 5 it should be separated. It looks like it's a 6 compound motion. 7 MR. BROUSAIDES: Madam Chair, Eric 8 Brousaides here. 9 CHAIRWOMAN SCOTT: Yes, Mr. Brousaides? 10 MR. BROUSAIDES: I gather from the 11 motion that the intent is to make this group a 12 stakeholder group at this meeting, which would 13 require a change to Board Policy 8315, and it 14 seems to me that this is something that would 15 need to be referred to the policy committee. 16 CHAIRWOMAN SCOTT: Yeah. That was going 17 to be my question because it would be changing 18 our policy, and right now this stakeholder group 19 does not meet the terms set in our policy, so can 20 we make a motion that would violate our policy, 21 is that appropriate?</p>

<p style="text-align: right;">Page 58</p> <p>1 VICE CHAIR HENN: Madam Chair, if I may 2 speak to that? 3 CHAIRWOMAN SCOTT: Well, first I was 4 asking Mr. Brousaides for his legal opinion on 5 that. 6 MR. BROUSAIDES: I think the policy 7 would need to be changed first, which would need 8 to go through the policy committee. 9 CHAIRWOMAN SCOTT: Okay, so then is this 10 motion out of order? 11 MR. BROUSAIDES: Yes. 12 VICE CHAIR HENN: Madam Chair, I would 13 like to revise my motion, withdraw it and make a 14 new motion. 15 CHAIRWOMAN SCOTT: Okay then, so you're 16 withdrawing this motion and then you're making a 17 new motion, okay. 18 VICE CHAIR HENN: Yes please. I move 19 that the Board grant an exception to Policy 8315 20 and designate the Baltimore County Parents and 21 Students Coalition as a stakeholder group with</p>	<p style="text-align: right;">Page 60</p> <p>1 MR. BROUSAIDES: If the Board votes to 2 refer the matter to the policy committee for a 3 procedure for adding new stakeholder groups, that 4 would be appropriate. 5 CHAIRWOMAN SCOTT: Okay then. So then 6 this is something, so then both motions are out 7 of order, so then, that means then that we would 8 then need to vote to refer this to PRC. 9 VICE CHAIR HENN: I will withdraw my 10 motion then, and move that the policy review 11 committee review Policy 8315 to allow for new 12 stakeholder groups to be added as needed. 13 CHAIRWOMAN SCOTT: Okay. 14 MS. CAUSEY: Second, Ms. Causey. 15 CHAIRWOMAN SCOTT: Okay. And could you 16 put that in the chat so that I may restate that? 17 VICE CHAIR HENN: Yes, ma'am, it is in 18 the chat. 19 CHAIRWOMAN SCOTT: Okay, so I will 20 restate it. A motion was made by Ms. Henn, she 21 moves that the policy review committee review</p>
<p style="text-align: right;">Page 59</p> <p>1 full rights accorded to groups with this 2 designation. And then I would like to introduce 3 the second motion separately as suggested by 4 Ms. Rowe. 5 CHAIRWOMAN SCOTT: Okay. So the first 6 motion is, you're asking the Board to waive its 7 policy to make this group a stakeholder group. 8 VICE CHAIR HENN: Correct. 9 CHAIRWOMAN SCOTT: Okay, could you put 10 that in the chat please? 11 VICE CHAIR HENN: Yes. 12 CHAIRWOMAN SCOTT: So we will process 13 that motion first and then we'll -- 14 MR. BROUSAIDES: Madam Chair -- 15 CHAIRWOMAN SCOTT: Yes, Mr. Brousaides? 16 MR. BROUSAIDES: That really is the same 17 end result as the original motion that was 18 withdrawn. 19 CHAIRWOMAN SCOTT: Okay then, so then 20 the motion is still out of order. So what would 21 your recommendation be, Mr. Brousaides?</p>	<p style="text-align: right;">Page 61</p> <p>1 Policy 8315 to allow for new stakeholder groups 2 to be added as needed, and that was seconded by 3 Ms. Causey, correct? 4 MS. CAUSEY: Yes, Madam Chair. 5 VICE CHAIR HENN: May I speak to my 6 motion, Madam Chair? 7 CHAIRWOMAN SCOTT: Yes, you may speak to 8 your motion. 9 VICE CHAIR HENN: Thank you. Currently 10 Policy 8315 limits associations identified by the 11 Board and existing as of the 2018-2019 school 12 year, and that criteria limits newly established 13 associations from being considered for 14 designation, so my motion aims for the policy 15 review committee to address this through an 16 update to the policy. Thank you. 17 CHAIRWOMAN SCOTT: Thank you, and I'm 18 trying to go in order as best I can, so I 19 apologize to members. I believe I have Josh, 20 Ms. Causey and then Ms. Jose. So yes, 21 Mr. Muhumuza?</p>

<p style="text-align: right;">Page 62</p> <p>1 MR. MUHUMUZA: Yes, thank you, Madam 2 Chair. I don't know much about this group apart 3 from like the individuals that spoke tonight. I 4 guess what I would ask Mr. Brousaides or anybody, 5 Ms. Howie to answer, would this be a permanent 6 committee or a temporary committee? Because what 7 I'm getting at, my understanding from what, the 8 mission of the group is that they're focused on 9 reopening, so if we create this advisory group 10 would it only be until we reopen schools fully to 11 pre-COVID conditions? 12 And I would also like to know, is this 13 group like a private entity, like a lobbying 14 group, is it a company, what is it? I know that 15 they have emailed us in a more official manner, I 16 think they have a president, vice president, so I 17 would just like to know more about this group and 18 some of the requirements that are needed for a 19 stakeholder group. I would think a stakeholder 20 group would work with Baltimore County, the 21 school system would create the group, would allow</p>	<p style="text-align: right;">Page 64</p> <p>1 by which the Board can consider adding groups. 2 And I would say that there are groups that were 3 stakeholders when I first joined the Board in 4 2015 that did not come for years, but then 5 something happened, either with advocacy in the 6 group, volunteers stepping up, and then they did 7 start to come to the board meetings and 8 advocating. So in terms of, there are ebbs and 9 flows, and also just some other points is that 10 there are other organizations, for instance PTA 11 Council, which has a president, vice president, 12 it's an independent organization, so that there 13 are examples of a variety of stakeholder groups, 14 so I would definitely support this motion. 15 CHAIRWOMAN SCOTT: Do you have an 16 additional comment? 17 MR. MUHUMUZA: Yes, just to quickly 18 follow up, I know I had like a loaded question 19 previously, but I was just curious, so let me 20 reframe my question. Would the stakeholder be a 21 permanent group or would it be a temporary group?</p>
<p style="text-align: right;">Page 63</p> <p>1 for elections, would open applications to the 2 public, so if they already have an entity, how 3 would we go about that? 4 MS. HENN: Madam Chair, point of order. 5 We're discussing a motion on the floor which is 6 to refer this to the PRC, not my two motions 7 which I withdrew. 8 CHAIRWOMAN SCOTT: Okay, thank you. 9 MR. MUHUMUZA: Sorry, and I can add 10 these again another time. 11 CHAIRWOMAN SCOTT: Okay, thank you, 12 Mr. Muhumuza. And I apologize if I have members 13 out of order. Next is Ms. Causey. 14 MS. CAUSEY: Thank you, Madam Chair. 15 I'm supporting this motion because there have 16 been organizations added to the stakeholder list 17 since, and I'm not sure of the date and I would 18 just ask Ms. Gover to look back and see which 19 group it is and then to provide that information 20 to the Board, and especially to the PRC meeting, 21 because I think it is important to have a process</p>	<p style="text-align: right;">Page 65</p> <p>1 CHAIRWOMAN SCOTT: I believe that's what 2 we would discuss in PRC. 3 MR. MUHUMUZA: Okay. 4 CHAIRWOMAN SCOTT: The motion just 5 repeated, that Ms. Henn put, is to revise our 6 policy by which we use to add stakeholders. 7 MR. MUHUMUZA: Sorry, I'm trying to 8 understand, because I can't find the policy right 9 now, but in terms of the policy, does the policy 10 state, is it a permanent group or a temporary 11 group? 12 CHAIRWOMAN SCOTT: I believe, and I 13 don't have it up, but I believe it does state 14 that they're permanent stakeholder groups. 15 MR. MUHUMUZA: That's my only question. 16 CHAIRWOMAN SCOTT: Yes, so now it is 17 Ms. Jose, and then my apologies if I'm doing it 18 out of order. Ms. Jose, are you there? 19 MS. JOSE: Yes, thank you, Ms. Scott. 20 My question is to Mr. Brousaides again if this 21 motion is still out of order since we're not</p>

<p style="text-align: right;">Page 66</p> <p>1 discussing policy, and she's asking for changes 2 to a policy, or is that out of order? 3 And secondly, this whole motion is too 4 open to interpretation when you're asking a 5 future, you know, what is she asking? She's 6 asking as needed, and as needed is too open to 7 interpretation. A future board may decide a 8 group that's not aligned with BCPS policies is 9 needed and we add it, so the whole thing about, I 10 think this is a slippery slope of just changing 11 policy on the go. 12 Also, Mr. Brousaides, she's not changing 13 the policy, she's asking PRC to change this 14 policy. Does this motion then require a 15 two-thirds majority, that is eight votes? 16 And I also would like to comment that 17 Ms. Scott, just as your predecessors before you, 18 you have followed board policies and have 19 authority imparted by the Board to represent the 20 Board and its position. You know, this kind of 21 motion overriding adopted BCPS board policies in</p>	<p style="text-align: right;">Page 68</p> <p>1 issue, because there have been times in the past 2 where there have been many, I could list them all 3 and it would take five minutes, issue-centered 4 groups that pop up around different issues, 5 usually they all get a different colored T-shirt, 6 and then they fight over putting their name in 7 and when there's many of them in the room, you 8 could have a group that could have people come 9 and not even get one opportunity to speak because 10 20 other people from another put their names in 11 and those names all get called, and then it 12 becomes this competition to make sure that at 13 least one person from your group gets called so 14 that your issue gets covered at least once. 15 And so I do think that there does need 16 to be some editing or review of this policy to at 17 least consider, one, what are the hard concrete 18 criteria that makes one group a stakeholder that 19 automatically gets a spot to speak and another 20 group not, so that that criteria is objective. 21 But also to possibly consider what we might do so</p>
<p style="text-align: right;">Page 67</p> <p>1 open sessions is setting a really bad precedent 2 for future boards and board members need to be 3 reminded that this is a slippery slope that goes 4 both ways. 5 So Mr. Brousaides, if you could answer 6 my questions, if this motion is out of order, and 7 if it requires a two-thirds majority vote. Thank 8 you. 9 MR. BROUSAIDES: Hello, Ms. Jose. No, 10 it is not out of order, and it does not require a 11 two-thirds majority, it just refers the issue to 12 the PRC, what if any changes should be made to 13 Policy 8315 to allow for new stakeholder groups 14 to be added, and then that would ultimately come 15 to the full Board. 16 CHAIRWOMAN SCOTT: Thank you, 17 Mr. Brousaides. Next is Ms. Rowe. 18 MS. ROWE: Thank you, Madam Chair. I 19 support the review of policy, but I would like to 20 offer the Board and the policy review committee 21 some possible motivations why this is even an</p>	<p style="text-align: right;">Page 69</p> <p>1 that when you have 50 people pile into a room all 2 on one issue, maybe they could decide to 3 designate one person to speak as opposed to all 4 putting their names in the hopes that someone 5 will get called. And I think that that 6 phenomenon, how we do public speaking, is the 7 impetus for the push to be recognized as a 8 stakeholder group, because when you're doing a 9 lottery you can't guarantee that your name is 10 going to be called, so that entire phenomenon is 11 the problem that we're dealing with here and I 12 think that is the problem that we actually need 13 to solve. 14 I don't necessarily know that this group 15 is really a stakeholder group, I think they're an 16 issue-centered advocacy group. 17 CHAIRWOMAN SCOTT: Okay. 18 MS. ROWE: Thank you. 19 CHAIRWOMAN SCOTT: Thank you. Next we 20 have Dr. Hager. 21 DR. HAGER: Yes, basically very similar</p>

<p style="text-align: right;">Page 70</p> <p>1 to what Ms. Rowe just said, that I also support 2 this because I support revisiting the criteria. 3 It seems like the 18-19 school year feels like 4 ages ago and so there are things that come up. 5 But I also agree that very specific criteria 6 should be put into place so that we have groups 7 that are structured and firm and are real, not 8 just an issue-centered group, so that's all I 9 have to say. 10 CHAIRWOMAN SCOTT: Thank you. 11 Mrs. Pasteur? 12 MS. PASTEUR: Thank you. I agree 13 actually with the last two speakers. The motion 14 says to review Policy 8315, which I have no 15 concern because we do review our policies, but 16 then it seems to get very specific to allow for 17 new stakeholders. I think in reviewing it, 18 that's part of the discussion. 19 The second part of it pretty much 20 pigeonholes how the PRC committee is to look at 21 it, so we're talking criteria. I'm perfectly for</p>	<p style="text-align: right;">Page 72</p> <p>1 the current policy does not allow for any more 2 recently established groups to even be 3 considered. So we've identified an issue with 4 the current policy and what this motion does is 5 refers it back to the PRC to as members have 6 said, look at the criteria, come up with specific 7 criteria and also to address the fact that no 8 more recently established groups could be added 9 under the current policy. So to your point, yes, 10 what you're saying is what this intends to do, 11 and Mr. Brousaides described it best. 12 MS. PASTEUR: And I have no problem with 13 how he described it, nor do I have a problem with 14 Dr. Hager or what you just said. Criteria, to 15 take, to review Policy 8315 in terms of its 16 criteria, that is to update or to look at, which 17 in my mind is different than saying to allow 18 those words that are not in your motion, the 19 words you just used are not in your motion, your 20 motion says to allow for new stakeholder. I 21 understand the intent, but I'm always concerned</p>
<p style="text-align: right;">Page 71</p> <p>1 reviewing Policy 8315 for its criteria, period. 2 I'm just concerned about the last part, maybe 3 Ms. Henn can explain that or revise that, but 4 criteria I understand, that's in keeping with how 5 we look at our policies. Thank you. 6 VICE CHAIR HENN: Thank you, Ms. 7 Pasteur. Madam Chair, may I respond? 8 CHAIRWOMAN SCOTT: Yes. 9 VICE CHAIR HENN: I think Mr. Brousaides 10 did an excellent job describing the intent of 11 this motion, which is for the policy review 12 committee to review, and also Ms. Rowe spoke to 13 this, to insure that we have a process with 14 defined criteria for making this determination. 15 So this motion doesn't ask for the PRC to do 16 anything it wouldn't do according to its standard 17 protocol and process in reviewing policies. What 18 we've identified and it sounds like there's 19 consensus is that the date within the current 20 policy prevents us, or precludes us from adding 21 regardless, you know, all other criteria aside,</p>	<p style="text-align: right;">Page 73</p> <p>1 for future boards and people who look at it when 2 they can't read the intent of something that has 3 happened prior to them, that the language must 4 speak to exactly what you mean. Thank you. 5 CHAIRWOMAN SCOTT: Thank you for that. 6 Next we have Ms. Causey. 7 MS. CAUSEY: Thank you, Madam Chair. I 8 think this has been a very good discussion. I 9 would just point out that when, I'm supporting 10 this motion, and when policies get reviewed by 11 the policy review committee, and many times the 12 Board has taken the initiative and said they want 13 a certain policy reviewed, and as to your point 14 there's a typical timeframe. But I will say that 15 there was a group that was added that I think 16 should stay and so I would not want them to be 17 removed, so I would like this to get reviewed, 18 and then not only am I interested in a criteria 19 for stakeholders being added, but also ones to be 20 deleted. 21 If we have groups on there that haven't</p>

<p style="text-align: right;">Page 74</p> <p>1 come in three years, maybe it's time to send them</p> <p>2 a letter and say if you're not really, you know,</p> <p>3 involved anymore, we're going to take your name</p> <p>4 off the list because we do have --</p> <p>5 CHAIRWOMAN SCOTT: That's time.</p> <p>6 MS. CAUSEY: The only thing I was going</p> <p>7 to say is to Ms. Rowe's point, maybe, I would</p> <p>8 like to see it reviewed to include written</p> <p>9 comment so when people are not able to, you know,</p> <p>10 get one of those spots, they can still have their</p> <p>11 comments, and that's something that we just</p> <p>12 started in the pandemic and I think it's</p> <p>13 something that PRC might consider to continue.</p> <p>14 Thank you.</p> <p>15 CHAIRWOMAN SCOTT: All right, thank you,</p> <p>16 Ms. Causey. It looks like Dr. Hager?</p> <p>17 DR. HAGER: I was just wondering if we</p> <p>18 should make an amendment to the amendment based</p> <p>19 on what Ms. Pasteur was just saying was a good</p> <p>20 point, that the wording is a little vague, but I</p> <p>21 don't know if that's needed.</p>	<p style="text-align: right;">Page 76</p> <p>1 CHAIRWOMAN SCOTT: I was going to ask if</p> <p>2 you were willing to withdraw it.</p> <p>3 VICE CHAIR HENN: I believe we need to</p> <p>4 provide, following Ms. Pasteur's spirit, and some</p> <p>5 specificity in our direction, I would like to</p> <p>6 provide specific direction to the committee by</p> <p>7 making the motion, and I suggested an amendment</p> <p>8 in the chat.</p> <p>9 CHAIRWOMAN SCOTT: Okay. I would move</p> <p>10 then to strike, to add an amendment to strike the</p> <p>11 language, and I move that we send Policy 8315 to</p> <p>12 the PRC committee.</p> <p>13 MR. MUHUMUZA: Second.</p> <p>14 CHAIRWOMAN SCOTT: Thank you, second by</p> <p>15 Mr. Muhumuza. So basically I struck the language</p> <p>16 from the motion that Ms. Henn made and just moved</p> <p>17 that we send Policy 8315 to the committee, and I</p> <p>18 feel that we can do deliberation in committee, so</p> <p>19 I think my motion and second speaks for itself.</p> <p>20 Ms. Gover, can we do a rollcall vote please?</p> <p>21 MS. GOVER: Ms. Rowe?</p>
<p style="text-align: right;">Page 75</p> <p>1 VICE CHAIR HENN: And I put in the chat,</p> <p>2 if I may amend my motion.</p> <p>3 MR. BROUSAIDES: Ms. Henn, before you do</p> <p>4 that, Eric Brousaides here. Maybe just to make</p> <p>5 this a little easier, the Board could vote to</p> <p>6 refer Policy 8315 to committee and just let them</p> <p>7 take it from there.</p> <p>8 CHAIRWOMAN SCOTT: I think that sounds</p> <p>9 like the best option.</p> <p>10 MS. PASTEUR: Yes.</p> <p>11 CHAIRWOMAN SCOTT: So then, Mr.</p> <p>12 Brousaides, what do you suggest that we do to</p> <p>13 refer to committee, would there need to be</p> <p>14 another motion made?</p> <p>15 MR. BROUSAIDES: Yes.</p> <p>16 CHAIRWOMAN SCOTT: Okay, I make the</p> <p>17 motion then.</p> <p>18 VICE CHAIR HENN: Well, before you do,</p> <p>19 we need to act on the motion that's on the floor</p> <p>20 and I don't know that I'm willing to withdraw it.</p> <p>21 I would like to amend it.</p>	<p style="text-align: right;">Page 77</p> <p>1 MS. ROWE: Yes.</p> <p>2 MS. GOVER: Ms. Causey?</p> <p>3 MS. CAUSEY: No.</p> <p>4 MS. GOVER: Ms. Mack?</p> <p>5 MS. MACK: No.</p> <p>6 MS. GOVER: Mr. McMillion?</p> <p>7 MR. MCMILLION: Yes.</p> <p>8 MS. GOVER: Ms. Jose?</p> <p>9 MS. JOSE: Yes.</p> <p>10 MS. GOVER: Ms. Henn?</p> <p>11 VICE CHAIR HENN: No.</p> <p>12 MS. GOVER: Mr. Muhumuza?</p> <p>13 MR. MUHUMUZA: Yes.</p> <p>14 MS. GOVER: Mr. Offerman?</p> <p>15 MR. OFFERMAN: Yes.</p> <p>16 MS. GOVER: Ms. Pasteur?</p> <p>17 MS. PASTEUR: Yes.</p> <p>18 MS. GOVER: Mr. Kuehn?</p> <p>19 MR. KUEHN: No.</p> <p>20 MS. GOVER: Dr. Hager?</p> <p>21 DR. HAGER: Yes.</p>

<p style="text-align: right;">Page 78</p> <p>1 MS. GOVER: Ms. Scott?</p> <p>2 CHAIRWOMAN SCOTT: Yes.</p> <p>3 MS. GOVER: In favor is eight, opposed</p> <p>4 is four.</p> <p>5 CHAIRWOMAN SCOTT: Okay, so that</p> <p>6 carries. Okay. So then we will discuss that in</p> <p>7 committee.</p> <p>8 MR. BROUSAIDES: Madam Chair?</p> <p>9 CHAIRWOMAN SCOTT: Yes?</p> <p>10 MR. BROUSAIDES: That was an amendment</p> <p>11 to the motion.</p> <p>12 CHAIRWOMAN SCOTT: Oh, so now we can</p> <p>13 vote on the motion. Thank you for that, my</p> <p>14 mistake.</p> <p>15 All right. So now we will vote on the</p> <p>16 motion that Ms. Henn made and Ms. Gover --</p> <p>17 MR. BROUSAIDES: Can we read that again</p> <p>18 please, the motion that you, your amendment to</p> <p>19 Ms. Henn's motion?</p> <p>20 CHAIRWOMAN SCOTT: I'm sorry, could you</p> <p>21 say that again please, Mr. Brousaides?</p>	<p style="text-align: right;">Page 80</p> <p>1 MS. CAUSEY: Thank you.</p> <p>2 CHAIRWOMAN SCOTT: Thank you for that</p> <p>3 clarification, we need as much as we can get.</p> <p>4 Ms. Gover?</p> <p>5 MS. GOVER: Ms. Rowe?</p> <p>6 MS. ROWE: Yes.</p> <p>7 MS. GOVER: Ms. Causey?</p> <p>8 MS. CAUSEY: Yes.</p> <p>9 MS. GOVER: Ms. Mack?</p> <p>10 MS. MACK: Yes.</p> <p>11 MS. GOVER: Mr. McMillion?</p> <p>12 MR. MCMILLION: Yes.</p> <p>13 MS. GOVER: Ms. Jose?</p> <p>14 MS. JOSE: Yes.</p> <p>15 MS. GOVER: Ms. Henn?</p> <p>16 VICE CHAIR HENN: Yes.</p> <p>17 MS. GOVER: Mr. Muhumuza?</p> <p>18 MR. MUHUMUZA: Yes.</p> <p>19 MS. GOVER: Mr. Offerman?</p> <p>20 MR. OFFERMAN: Yes.</p> <p>21 MS. GOVER: Ms. Pasteur?</p>
<p style="text-align: right;">Page 79</p> <p>1 MR. BROUSAIDES: The Board is now voting</p> <p>2 on your amendment to Ms. Henn's motion.</p> <p>3 CHAIRWOMAN SCOTT: My amendment to</p> <p>4 Ms. Henn's motion, which is to basically strike</p> <p>5 the language and send it to committee.</p> <p>6 MR. BROUSAIDES: Correct.</p> <p>7 CHAIRWOMAN SCOTT: Okay, thank you.</p> <p>8 Ms. Gover, if we could do a rollcall vote please?</p> <p>9 MS. CAUSEY: Ms. Scott, excuse me.</p> <p>10 CHAIRWOMAN SCOTT: Yes, Ms. Causey.</p> <p>11 MS. CAUSEY: I just wanted to clarify,</p> <p>12 because Mr. Brousaides comment didn't make sense</p> <p>13 to me. We are now voting on Ms. Henn's motion as</p> <p>14 amended by your language, to strike the --</p> <p>15 CHAIRWOMAN SCOTT: Basically to strike</p> <p>16 all of the language that she has in there and to</p> <p>17 send it to the committee.</p> <p>18 MS. CAUSEY: Yes, and your motion</p> <p>19 passed, so it's Ms. Henn's motion as amended by</p> <p>20 you, okay.</p> <p>21 CHAIRWOMAN CAUSEY: Correct.</p>	<p style="text-align: right;">Page 81</p> <p>1 MS. PASTEUR: Yes.</p> <p>2 MS. GOVER: Mr. Kuehn?</p> <p>3 MR. KUEHN: Yes.</p> <p>4 MS. GOVER: Dr. Hager?</p> <p>5 DR. HAGER: Yes.</p> <p>6 MS. GOVER: Ms. Scott?</p> <p>7 CHAIRWOMAN SCOTT: Yes.</p> <p>8 MS. GOVER: Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Okay, so that</p> <p>10 carries, so that will be sent to committee. All</p> <p>11 right. So thank you for that.</p> <p>12 So the next item on the agenda is the</p> <p>13 superintendent's report, and for that I call on</p> <p>14 Dr. Williams.</p> <p>15 DR. WILLIAMS: So good evening, Team</p> <p>16 BCPS. For the first time this school year our</p> <p>17 first groups of students have returned for</p> <p>18 in-person hybrid learning at our four public</p> <p>19 separate day schools and preschool through grade</p> <p>20 two. During our visits, I have witnessed the joy</p> <p>21 of reunion between returning students and staff,</p>

<p style="text-align: right;">Page 82</p> <p>1 as well as engaging instruction for students who 2 are in person and learning virtually. Once 3 again, I cannot thank our school leaders, 4 educators, all of our staff and central office 5 leaders enough for their diligent planning and 6 preparations which began last summer. 7 We continue to prioritize health and 8 safety by reinforcing mitigation strategies 9 recommended by the Centers for Disease Control 10 and Prevention. In addition, BCPS staff continue 11 to be prioritized for COVID-19 vaccines based on 12 our reopening plan in roles with the highest 13 contact with students. The vaccine is available 14 through the Baltimore County Department of Health 15 as well as statewide sites and other 16 jurisdictions and sources. As I'm sure you know, 17 quantities of the vaccine remain extremely 18 limited. We will offer vaccine registrations to 19 all interested staff in time. 20 Also, Baltimore County Public Schools 21 supports the safe return to athletic competition</p>	<p style="text-align: right;">Page 84</p> <p>1 Our long-term recovery from the 2 ransomware attack continues across our system. 3 Families were provided access to report cards as 4 scheduled through our new focus system. 5 Throughout our weekly payroll updates to staff on 6 the internal news hub we put out information 7 about our continued improvements. W-2s were 8 mailed to staff with 2020 earnings on March 1st. 9 This progress is only possible because of the 10 dedication of our leaders and staff. 11 A few weeks ago we learned that the BCPS 12 four-year adjusted cohort graduation rate was at 13 80.5 percent for the class of 2020. Despite the 14 many challenges that our seniors faced during the 15 last school year, we continue to exceed the 16 state's graduation rate. I would like to 17 recognize all of school leaders, our school 18 executive directors and our community 19 superintendents, as well as our teachers and our 20 students for their efforts to engage and support 21 our seniors as early as first grade or</p>
<p style="text-align: right;">Page 83</p> <p>1 for student athletes. After continued 2 consultation with staff from the Baltimore County 3 Department of Health and an intense focus on 4 mitigation strategies, BCPS will allow 5 intercounty competition games beginning Friday, 6 March 12th, 2021. BCPS will continue to partner 7 with the Maryland Department of Health, MSDE and 8 the Baltimore County Department of Health -- 9 sorry, that should read the Maryland Department 10 of Health, MCPS, MSDE and Baltimore County 11 Department of Health as we monitor health metrics 12 and utilize CDC guidelines to support decision 13 making. 14 To aid and support the safety of our 15 student athletes and staff, we will only allow 16 one spectator per athlete when competition 17 resumes. Information on how spectators can 18 access a ticket will be forthcoming through each 19 school's athletics office. As always, we will 20 continue to monitor the situation and provide 21 updates and more information as necessary.</p>	<p style="text-align: right;">Page 85</p> <p>1 kindergarten all the way through high school. 2 As reported earlier this afternoon, we 3 received more good news recently when the 4 Maryland School Counselor Association, MSCA, 5 selected Jason Barnett, principal of Relay 6 Elementary School, as its administrator of the 7 year. The MSCA has also selected Dr. Amalio 8 Nieves, our executive director of our Department 9 of Social and Emotional Support as its Dr. Vivian 10 Lee school counselor of the year. 11 Congratulations to Principal Barnett and 12 Dr. Nieves. These recognitions again demonstrate 13 the strong focus on social emotional learning 14 from our leaders. 15 A quick update about our Compass. We 16 continue to work with schools and offices to 17 support school progress plans and office progress 18 plans, including recovery from the ransomware 19 attack. Our leaders from across the organization 20 are also creating the Compass walkthrough tool 21 which will be used by executive leaders during</p>

<p style="text-align: right;">Page 86</p> <p>1 school visits to see the Compass in action. The</p> <p>2 tool will initially be piloted in schools that</p> <p>3 are part of the instructional core team and a</p> <p>4 formal update will be provided to the Board at a</p> <p>5 later date.</p> <p>6 And finally, our annual stakeholder</p> <p>7 survey is now available at www.bcps.org for</p> <p>8 students in grades three to 12 and all parents,</p> <p>9 caregivers, staff and community members. We use</p> <p>10 survey results to inform our budget, staffing and</p> <p>11 programs. The survey is available in 16</p> <p>12 languages for students, parents and community</p> <p>13 members. Please take the survey and encourage</p> <p>14 your neighbors and friends to do the same.</p> <p>15 Thank you, that concludes my report.</p> <p>16 CHAIRWOMAN SCOTT: Thank you so much for</p> <p>17 that, Dr. Williams, and next we have the chair's</p> <p>18 report, and that's me, and I just would like to</p> <p>19 thank everybody who is here with us, we are in a</p> <p>20 hybrid fashion, several of us are actually in the</p> <p>21 boardroom and while others are joining us</p>	<p style="text-align: right;">Page 88</p> <p>1 month we will continue to commemorate the</p> <p>2 trailblazers of the past and present. Our work</p> <p>3 in creating a more just and equal society here</p> <p>4 and around the world is still ongoing. Just</p> <p>5 looking around this room and on my computer</p> <p>6 screen I see trailblazers in their own right.</p> <p>7 Our Board and school system has been lucky to</p> <p>8 have smart and highly accomplished women leaders,</p> <p>9 from our chair who was the first African American</p> <p>10 woman Board Chair, our Vice Chair Ms. Henn, our</p> <p>11 Board which has a super majority of women holding</p> <p>12 seats, our school system which has a number of</p> <p>13 women in senior leadership positions, and even</p> <p>14 had our former superintendent, Ms. White, who was</p> <p>15 the first woman and only woman of color to hold</p> <p>16 the position. Our executive assistant,</p> <p>17 Ms. Gover, and the many many more who I did not</p> <p>18 mention. All of you have broken glass ceilings,</p> <p>19 you have all shown every little girl in our</p> <p>20 schools that they too can be as equally or more</p> <p>21 accomplished as their male peers. Our school</p>
<p style="text-align: right;">Page 87</p> <p>1 remotely, so I thank the public and everyone for</p> <p>2 joining us and for bearing with us, this is our</p> <p>3 first hybrid board meeting of many more to come,</p> <p>4 but I look forward to when we will all be able to</p> <p>5 be here all at the same time all serving the</p> <p>6 students, parent and stakeholders of BCPS.</p> <p>7 I would like to welcome our students as</p> <p>8 they're returning, thank staff for the excellent</p> <p>9 job that they're doing welcoming our students</p> <p>10 back, and I would just like to say that we're all</p> <p>11 juggling a lot of things, I think we're managing</p> <p>12 well, and that's pretty much my report, so thank</p> <p>13 you all very much.</p> <p>14 Next is the student member of the board,</p> <p>15 Mr. Joshua Muhumuza.</p> <p>16 MR. MUHUMUZA: Good evening, Madam</p> <p>17 Chair, Vice Chair Henn, Superintendent Williams</p> <p>18 and members of the public.</p> <p>19 Yesterday around the world people</p> <p>20 celebrated the extraordinary achievements and</p> <p>21 contributions of women globally, and during this</p>	<p style="text-align: right;">Page 89</p> <p>1 system recognizes you and thanks you.</p> <p>2 Last month I announced that two</p> <p>3 finalists for the student board position were</p> <p>4 selected. I want to congratulate Christian</p> <p>5 Thomas, a junior at Eastern Tech High School, and</p> <p>6 Logan Dubel, junior at Franklin High School.</p> <p>7 These two are highly accomplished and dedicated</p> <p>8 students. I had the pleasure this weekend of</p> <p>9 having a lengthy phone call with both of them to</p> <p>10 answer the many questions they had and talk about</p> <p>11 the potential future of this role. Both have a</p> <p>12 great understanding of our school system and the</p> <p>13 workings of the Board and have campaigned on a</p> <p>14 number of issues that they intend to bring to the</p> <p>15 Board next school year if elected.</p> <p>16 The election will take place next week,</p> <p>17 Wednesday, March 17th, where every middle</p> <p>18 schooler and high school student will have an</p> <p>19 opportunity to vote for either candidate. Their</p> <p>20 campaign can also be followed on Instagram,</p> <p>21 Twitter and BCPS TV.</p>

<p style="text-align: right;">Page 90</p> <p>1 In the final months of my term I'm 2 working with my team to make sure that the next 3 student board member is in the best position to 4 succeed in their work and be able to effectively 5 accomplish their agenda while also being able to 6 interact more effectively with students. In my 7 call with our SMOB finalists both relayed to me 8 the need for the student board member to have 9 more communication to students so that they can 10 best succeed In doing the work of the students on 11 the Board of Education. I have continued to 12 listen to similar comments and I've sought the 13 support of student advisors and staff members who 14 have been very helpful in assisting me in doing 15 this important work, especially this year with no 16 school visit and no in-person student council 17 meetings, and currently no SMOB page, which was 18 removed because of the ransomware. All of this 19 has just exacerbated the challenges the SMOB has 20 when trying to communicate with our diverse and 21 large student body.</p>	<p style="text-align: right;">Page 92</p> <p>1 Mr. Muhumuza. 2 The next item on the agenda is action 3 taken in closed session, and for that I call on 4 Mr. Brousaides. 5 MR. BROUSAIDES: Good evening, Madam 6 Chair. Earlier this evening the Board voted to 7 extend the deadline for filing financial 8 disclosure forms for 60 days, from April 30th to 9 June 30th. Now would be an appropriate time to 10 confirm that action that was taken earlier this 11 evening. 12 CHAIRWOMAN SCOTT: Thank you. May I 13 have I have a motion to approve the action taken 14 in closed session? 15 MS. CAUSEY: So moved, Ms. Causey. 16 CHAIRWOMAN SCOTT: Thank you. Is there 17 a second? 18 MS. PASTEUR: Second, Ms. Pasteur. 19 CHAIRWOMAN SCOTT: Thank you 20 Ms. Pasteur? Any discussion? Hearing none, 21 Ms. Gover, may I have a rollcall vote?</p>
<p style="text-align: right;">Page 91</p> <p>1 Currently I'm working on increasing my 2 social media presence, creating new forms of 3 communication, visiting more schools virtually 4 and in person, and hopefully creating an advisory 5 group so that we can hear from more students, not 6 just those from schools with more access to 7 leadership opportunities. 8 In the coming weeks I will also be 9 working with our ELA office in creating a student 10 focus group which will allow students to give 11 feedback on our current curriculum. This group 12 will be part of the larger audit that the ELA 13 office is conducting over the next three years to 14 reform our ELA curriculum to be more culturally 15 responsive. 16 Updates on my work and future 17 initiatives can be found on all of my social 18 media platforms, and expect new and exciting 19 things to be announced later this week. Thank 20 you. 21 CHAIRWOMAN SCOTT: Thank you,</p>	<p style="text-align: right;">Page 93</p> <p>1 MS. GOVER: Ms. Rowe? 2 MS. ROWE: Yes. 3 MS. GOVER: Ms. Causey? 4 MS. CAUSEY: Yes. 5 MS. GOVER: Ms. Mack? 6 MS. MACK: Yes. 7 MS. GOVER: Mr. McMillion? 8 MR. MCMILLION: Yes. 9 MS. GOVER: Ms. Jose? 10 MS. JOSE: Yes. 11 MS. GOVER: Ms. Henn? 12 VICE CHAIR HENN: Yes. 13 MS. GOVER: Mr. Muhumuza? Mr. Offerman? 14 MR. OFFERMAN: Yes. 15 MS. GOVER: Ms. Pasteur? 16 MS. PASTEUR: Yes. 17 MS. GOVER: Mr. Kuehn? 18 MR. KUEHN: Yes. 19 MS. GOVER: Dr. Hager? 20 DR. HAGER: Yes. 21 MS. GOVER: Ms. Scott?</p>

<p>Page 94</p> <p>1 CHAIRWOMAN SCOTT: Yes.</p> <p>2 MS. GOVER: Thank you.</p> <p>3 CHAIRWOMAN CAUSEY: Thank you. The</p> <p>4 motion carries.</p> <p>5 MS. CAUSEY: Madam Chair?</p> <p>6 CHAIRWOMAN SCOTT: Yes, Ms. Causey?</p> <p>7 MS. CAUSEY: Related to the motion that</p> <p>8 just passed, would you, I request you have staff</p> <p>9 revise the resolution that was passed last year,</p> <p>10 the similar one, so that that could be certified</p> <p>11 and published as the previous direction was.</p> <p>12 CHAIRWOMAN SCOTT: Okay. Yeah, we</p> <p>13 should be able to do that.</p> <p>14 MS. CAUSEY: Thank you.</p> <p>15 CHAIRWOMAN SCOTT: Thank you for that,</p> <p>16 Ms. Causey. Okay. Thank you, Mr. Brousaides.</p> <p>17 Next, the next item on the agenda is</p> <p>18 contract awards, and for that I call on Ms. Jose,</p> <p>19 chair of the building and contracts committee.</p> <p>20 MS. JOSE: Thank you, Ms. Scott.</p> <p>21 Earlier today the building and contracts</p>	<p>Page 96</p> <p>1 CHAIRWOMAN SCOTT: Yes.</p> <p>2 MS. JOSE: I would also ask that you</p> <p>3 divide one through five, and contracts six</p> <p>4 through 29, which are capital projects, for ease</p> <p>5 of discussion.</p> <p>6 CHAIRWOMAN SCOTT: Okay, so we're going</p> <p>7 to divide them into cohorts, you said contracts</p> <p>8 one through five, and then?</p> <p>9 MS. JOSE: Six through 29.</p> <p>10 CHAIRWOMAN SCOTT: Six through 29?</p> <p>11 MS. JOSE: Yes.</p> <p>12 CHAIRWOMAN SCOTT: Okay, and does that</p> <p>13 divide up --</p> <p>14 MS. CAUSEY: Yes, thank you.</p> <p>15 CHAIRWOMAN SCOTT: Okay. So then, let</p> <p>16 me see. So then, do I have a motion to approve</p> <p>17 items K-1 through K-5?</p> <p>18 MR. OFFERMAN: So moved, Offerman.</p> <p>19 CHAIRWOMAN SCOTT: Thank you. No second</p> <p>20 is needed since it's coming from the committee.</p> <p>21 Is there any discussion on Items K-1 through K-5?</p>
<p>Page 95</p> <p>1 committee met, and we met at the regularly</p> <p>2 scheduled meeting, and the building and contracts</p> <p>3 committee recommends approval of contracts 1</p> <p>4 through 29. This comes recommended unanimously</p> <p>5 from the committee. Thank you.</p> <p>6 CHAIRWOMAN SCOTT: Thank you, Ms. Jose.</p> <p>7 Do I have a motion to approve Items K-1 through</p> <p>8 K-29?</p> <p>9 VICE CHAIR HENN: So moved, Henn.</p> <p>10 MR. OFFERMAN: Second, Offerman.</p> <p>11 CHAIRWOMAN SCOTT: Thank you. No second</p> <p>12 is needed since the recommendation comes from the</p> <p>13 committee. Is there any discussion?</p> <p>14 MS. CAUSEY: Madam Chair?</p> <p>15 CHAIRWOMAN SCOTT: Ms. Causey, yes?</p> <p>16 MS. CAUSEY: Thank you, Madam Chair. I</p> <p>17 was going to ask that the contracts be divided to</p> <p>18 have the construction documents separated at the</p> <p>19 end, that's starting with --</p> <p>20 MS. JOSE: Ms. Scott, if I may, I could</p> <p>21 divide it up since I already had it. I would --</p>	<p>Page 97</p> <p>1 MS. CAUSEY: Yes, Madam Chair.</p> <p>2 CHAIRWOMAN SCOTT: Yes, is that</p> <p>3 Ms. Causey?</p> <p>4 MS. CAUSEY: Yes. If staff could just</p> <p>5 briefly describe those contracts for the Board</p> <p>6 before we take the vote, that would be</p> <p>7 appreciated.</p> <p>8 DR. WILLIAMS: Dr. Scriven and</p> <p>9 Mr. Sarris, please.</p> <p>10 MR. SARRIS: Yes. Those first five</p> <p>11 contracts are all for cohorts to provide</p> <p>12 professional development for teachers seeking to</p> <p>13 gain either their basic or elevated credentials</p> <p>14 to meet the recruitment and staffing needs of</p> <p>15 BCPS.</p> <p>16 DR. SCRIVEN: And additionally, some of</p> <p>17 them are also for paraeducators who we are</p> <p>18 encouraging through our own internal self growth</p> <p>19 programs to be endorsed as teachers, so it's also</p> <p>20 an incentive for those folks who are currently</p> <p>21 paraeducators, just to elaborate on what</p>

<p style="text-align: right;">Page 98</p> <p>1 Mr. Sarris shared.</p> <p>2 CHAIRWOMAN SCOTT: Thank you.</p> <p>3 MS. CAUSEY: Thank you, Mr. Sarris and</p> <p>4 Dr. Scriven. So while we typically approve</p> <p>5 cohorts at this time of year, some of these</p> <p>6 programs are new and as the Board and the</p> <p>7 superintendent work towards improvements in our</p> <p>8 recruitment and retention; is that fair to say?</p> <p>9 MR. SARRIS: Yes, ma'am.</p> <p>10 MS. CAUSEY: Thank you very much.</p> <p>11 CHAIRWOMAN SCOTT: Do we have any</p> <p>12 additional questions on Items K-1 through K-5?</p> <p>13 Okay, hearing none, Ms. Gover, may I have a</p> <p>14 rollcall vote please?</p> <p>15 MS. GOVER: Ms. Rowe?</p> <p>16 MS. ROWE: Yes.</p> <p>17 MS. GOVER: Ms. Causey?</p> <p>18 MS. CAUSEY: Yes.</p> <p>19 MS. GOVER: Ms. Mack?</p> <p>20 MS. MACK: Yes.</p> <p>21 MS. GOVER: Mr. McMillion?</p>	<p style="text-align: right;">Page 100</p> <p>1 VICE CHAIR HENN: So moved, Henn.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. No second</p> <p>3 is needed since it comes from the committee. Any</p> <p>4 discussion on K-6 through K 29? Ms. Causey?</p> <p>5 MS. CAUSEY: Thank you, Madam Chair. I</p> <p>6 know that in building and contracts these were</p> <p>7 discussed earlier, but many people did not have</p> <p>8 the opportunity to do that and there are some</p> <p>9 programs here that if someone from facilities</p> <p>10 could just run through those facility</p> <p>11 construction contracts, because there are some</p> <p>12 exciting improvements that are going to be</p> <p>13 happening for our students, staff and</p> <p>14 communities, and I think it would just be</p> <p>15 important to briefly highlight them. Thank you.</p> <p>16 DR. SCRIVEN: Mr. Dixit, if you could</p> <p>17 take the floor at this time please.</p> <p>18 MR. DIXIT: Thank you, Dr. Scriven. So</p> <p>19 quickly, there are some maintenance parts</p> <p>20 contracts for electronic parts and supplies,</p> <p>21 plumbing supplies, so these are the two regular</p>
<p style="text-align: right;">Page 99</p> <p>1 MR. MCMILLION: Yes.</p> <p>2 MS. GOVER: Ms. Jose?</p> <p>3 MS. JOSE: Yes.</p> <p>4 MS. GOVER: Ms. Henn?</p> <p>5 VICE CHAIR HENN: Yes.</p> <p>6 MS. GOVER: Mr. Muhumuza?</p> <p>7 MR. MUHUMUZA: Yes.</p> <p>8 MS. GOVER: Mr. Offerman?</p> <p>9 MR. OFFERMAN: Yes.</p> <p>10 MS. GOVER: Ms. Pasteur?</p> <p>11 MS. PASTEUR: Yes.</p> <p>12 MS. GOVER: Mr. Kuehn?</p> <p>13 MR. KUEHN: Yes.</p> <p>14 MS. GOVER: Dr. Hager?</p> <p>15 DR. HAGER: Yes.</p> <p>16 MS. GOVER: Ms. Scott?</p> <p>17 MS. SCOTT: Yes.</p> <p>18 MS. GOVER: Thank you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you, it</p> <p>20 carries. Next, do I have a motion to approve</p> <p>21 items K-6 through K-29?</p>	<p style="text-align: right;">Page 101</p> <p>1 parts contracts. There is one contract for the</p> <p>2 software package known as Schools Do, to improve</p> <p>3 the productivity of the facilities management</p> <p>4 department by giving us a later version of</p> <p>5 cloud-based software for work order systems for</p> <p>6 energy management data and things like that.</p> <p>7 That contract was already approved by the Board</p> <p>8 three years, or in 2020, and this is just</p> <p>9 extending the contract for the next three years,</p> <p>10 so that was the software contract.</p> <p>11 Then there are some systemic projects</p> <p>12 that are for Milbrook Elementary School roof,</p> <p>13 Northwest Academy serving line and kitchen</p> <p>14 renovations, Orems Elementary School parking lot</p> <p>15 improvements, Pikesville Middle School serving</p> <p>16 line and kitchen. These are systemic projects</p> <p>17 already approved by the Board under the capital</p> <p>18 improvement program.</p> <p>19 There was a grant project for Franklin</p> <p>20 High School for concession stands and emergency</p> <p>21 access to fields, and there was a part of a grant</p>

<p style="text-align: right;">Page 102</p> <p>1 that was made available to us by Delegate Jones.</p> <p>2 And finally, there was a series of 15</p> <p>3 contracts for construction of a new school in the</p> <p>4 northeast part of the county, which is Northeast</p> <p>5 Elementary School at Ridge Road, and the project</p> <p>6 is going to start sometime early this summer and</p> <p>7 targeted to be completed for opening in August of</p> <p>8 2022. Any questions?</p> <p>9 MS. CAUSEY: Thank you for that.</p> <p>10 Mr. Sarris, what would -- so there's hope, then,</p> <p>11 for an in-person groundbreaking perhaps this</p> <p>12 summer? I'm looking at Dr. Williams.</p> <p>13 DR. WILLIAMS: There's hope.</p> <p>14 MS. CAUSEY: Thank you.</p> <p>15 CHAIRWOMAN SCOTT: Thank you for going</p> <p>16 through that, those are very exciting things to</p> <p>17 hear, so yeah. Okay. Ms. Gover, may I have a</p> <p>18 rollcall vote please?</p> <p>19 MS. GOVER: Ms. Rowe?</p> <p>20 MS. ROWE: Yes.</p> <p>21 MS. GOVER: Ms. Causey?</p>	<p style="text-align: right;">Page 104</p> <p>1 MS. GOVER: Thank you.</p> <p>2 CHAIRWOMAN SCOTT: Thank you, the motion</p> <p>3 carries. All right.</p> <p>4 And the next item on the agenda is the</p> <p>5 reopening of schools, and for that I call on</p> <p>6 Dr. Williams.</p> <p>7 DR. WILLIAMS: Good evening, Chairwoman</p> <p>8 Scott and members of the Board. This evening we</p> <p>9 will provide a previous update on the reopening.</p> <p>10 Members of our design team are present here</p> <p>11 tonight to provide additional information and to</p> <p>12 answer questions. Next slide please.</p> <p>13 Thank you. Last week we opened our</p> <p>14 doors for students in our public separate day</p> <p>15 schools and students in our preschool through</p> <p>16 grade two. Looking at the pictures you can see</p> <p>17 this was an exciting week for our students,</p> <p>18 families and especially our staff. This has been</p> <p>19 a true collaborative effort between staff across</p> <p>20 our divisions and staff in our schools.</p> <p>21 As I shared earlier, I must express my</p>
<p style="text-align: right;">Page 103</p> <p>1 MS. CAUSEY: Yes.</p> <p>2 MS. GOVER: Ms. Mack?</p> <p>3 MS. MACK: Yes.</p> <p>4 MS. GOVER: Mr. McMillion?</p> <p>5 MR. MCMILLION: Yes.</p> <p>6 MS. GOVER: Ms. Jose?</p> <p>7 MS. JOSE: Yes.</p> <p>8 MS. GOVER: Ms. Henn?</p> <p>9 VICE CHAIR HENN: Yes.</p> <p>10 MS. GOVER: Mr. Muhumuza?</p> <p>11 MR. MUHUMUZA: Yes.</p> <p>12 MS. GOVER: Mr. Offerman?</p> <p>13 MR. OFFERMAN: Yes.</p> <p>14 MS. GOVER: Ms. Pasteur?</p> <p>15 MS. PASTEUR: Yes.</p> <p>16 MS. GOVER: Mr. Kuehn?</p> <p>17 MR. KUEHN: Yes.</p> <p>18 MS. GOVER: Dr. Hager?</p> <p>19 DR. HAGER: Yes.</p> <p>20 MS. GOVER: Ms. Scott?</p> <p>21 CHAIRWOMAN SCOTT: Yes.</p>	<p style="text-align: right;">Page 105</p> <p>1 gratitude for the school-based staff,</p> <p>2 administrators, teachers, support professionals</p> <p>3 and building service workers. Our schools were</p> <p>4 ready to welcome students back in a safe and</p> <p>5 secure environment. Schools look differently.</p> <p>6 Outside there are guides to help students walk</p> <p>7 six feet apart while they're entering the</p> <p>8 building. Our hallways are full of signs to</p> <p>9 assist our staff and students with remembering</p> <p>10 our mitigation strategies. There are markers on</p> <p>11 the floors and hallways that help students</p> <p>12 understand which side of the hallway to walk on,</p> <p>13 which stairwell to use, and how to remain six</p> <p>14 feet apart.</p> <p>15 Our classrooms look differently as well.</p> <p>16 Students have been provided with ample space to</p> <p>17 keep their belongings and learning materials near</p> <p>18 them. They also spend time last week learning</p> <p>19 routines and procedures to assist with</p> <p>20 implementation of strategies such as hand washing</p> <p>21 and use of classroom materials.</p>

<p style="text-align: right;">Page 106</p> <p>1 Learning looks differently too.</p> <p>2 Sometimes students engage with work at their</p> <p>3 desks while other times they see their friends in</p> <p>4 the opposite cohort who are learning from home.</p> <p>5 The installation of web cams has assisted</p> <p>6 teachers with teaching those students in front of</p> <p>7 them while engaging the students learning</p> <p>8 virtually. Students are able to attend their</p> <p>9 special classes. Thanks to our staff in food</p> <p>10 services they're able to eat breakfast and lunch</p> <p>11 in either their classrooms or the cafeteria. Our</p> <p>12 students also have a chance to get outside and</p> <p>13 enjoy recess.</p> <p>14 In general, buses have been arriving on</p> <p>15 time and delivering our students in a safe manner</p> <p>16 thanks to our staff in transportation for their</p> <p>17 work in insuring students are safely distanced</p> <p>18 and that our buses are cleaned in between runs.</p> <p>19 I would like to thank all of our</p> <p>20 families as we welcome back our students, our</p> <p>21 parents that were very supportive in following</p>	<p style="text-align: right;">Page 108</p> <p>1 supported supplies of mitigation and provided</p> <p>2 additional items such as electronic cleaning</p> <p>3 wipes or devices in all of our classrooms, hand</p> <p>4 sanitizers, air purifiers, Plexiglass and PPE</p> <p>5 items over and beyond what we initially purchased</p> <p>6 for BCPS internally. All schools have received</p> <p>7 the internal PPE supplies and there are only 16</p> <p>8 schools that are going to be receiving the</p> <p>9 remaining county government mitigation and PPE</p> <p>10 supplies, and those deliveries will be completed</p> <p>11 this Friday on March 12th. Next slide please.</p> <p>12 DR. BOSWELL-MCCOMAS: Yes, so good</p> <p>13 evening. This is an athletics update. As all of</p> <p>14 you are aware and I know Dr. Williams shared</p> <p>15 earlier in his superintendent's report, we will</p> <p>16 be resuming games within the fall season starting</p> <p>17 this Friday. Likewise, we will be providing one</p> <p>18 spectator per athlete with a non-touch ticketing</p> <p>19 system. Mr. Sye will be meeting with our</p> <p>20 athletic directors tomorrow going over some of</p> <p>21 the details around the ticketing process.</p>
<p style="text-align: right;">Page 107</p> <p>1 all of the mitigation strategies and helping to</p> <p>2 create a positive atmosphere at all schools. I</p> <p>3 also would like to thank several board members</p> <p>4 for joining me as I visited schools to welcome</p> <p>5 our students and to see the actual learning take</p> <p>6 place, so thank you board members. Next slide.</p> <p>7 DR. SCRIVEN: So we want to take a</p> <p>8 moment and just review some of our PPE and</p> <p>9 mitigation provisions which we've made for all</p> <p>10 schools. PPE is defined by OSHA as specialized</p> <p>11 clothing or equipment worn by an employee for</p> <p>12 protection against infectious materials. We</p> <p>13 worked hand in hand with our health department</p> <p>14 under the leadership of Deb Somerville and BCPS</p> <p>15 purchased all required PPE for staff as follows:</p> <p>16 Medical grade masks, gowns, gloves, face shields</p> <p>17 and face masks for students and staff whose</p> <p>18 personal face coverings potentially were</p> <p>19 forgotten or soiled. Additionally, we were</p> <p>20 fortunate to have county government and our CE</p> <p>21 use CARES grants, which specifically enhanced and</p>	<p style="text-align: right;">Page 109</p> <p>1 And then last but not least, we are in</p> <p>2 the process of planning and standing up tutoring</p> <p>3 supports for all of our athletes that may need</p> <p>4 that to make sure they are in good order for next</p> <p>5 fall season which we know we will be starting in</p> <p>6 August. So that really concludes our athletics</p> <p>7 update for this board meeting and I think if we</p> <p>8 could go to the next slide, I think that was mine</p> <p>9 as well.</p> <p>10 Yes. So in addition we wanted to</p> <p>11 highlight for everyone this evening some of the</p> <p>12 wraparound supports that we're providing to</p> <p>13 support instruction and academic achievement. So</p> <p>14 as we move farther into the spring we will be</p> <p>15 organizing and providing tutoring supports for</p> <p>16 our students, providing Saturday supports as</p> <p>17 well, and middle school STEM and literacy</p> <p>18 supports to extend in-person learning.</p> <p>19 Throughout the summer as always, we will</p> <p>20 be offering summer programs. Those programs</p> <p>21 right now we are planning for in-person</p>

<p style="text-align: right;">Page 110</p> <p>1 programming as well as continuing to offer 2 virtual programming for families who feel like 3 that's the right choice for there child. And we 4 will continue to provide a self-paced virtual 5 program as well. In future curriculum meetings 6 I'll make sure that I provide a full presentation 7 around the seven different programs that we will 8 be running throughout the summer.</p> <p>9 And then certainly as we move into next 10 fall, we will continue to provide these 11 wraparound instructional supports in the form of 12 tutoring, Saturday and after school supports as 13 well, just to give you a highlight of how 14 everything is coming together. So this concludes 15 my portion of this presentation this evening. 16 Thank you.</p> <p>17 DR. WILLIAMS: And at this time I will 18 turn it back over to Chairwoman Scott.</p> <p>19 CHAIRWOMAN SCOTT: Thank you for that. 20 It looks like we have some questions from some 21 board members. First is from Ms. Jose.</p>	<p style="text-align: right;">Page 112</p> <p>1 different cohorts it was ranging in terms of the 2 survey, in terms of the numbers the percentages 3 were ranking anywhere from 40 to 50 percent. 4 Ms. Byers, would you give some more additional 5 information, or Dr. Jones or Dr. Roberts, in 6 terms of what's happening at the school level? 7 Thank you.</p> <p>8 MS. BYERS: Thank you, Dr. Williams, and 9 good evening, everyone. What Dr. Williams said 10 is accurate in that when you look at the 11 aggregate as a school system we're looking at 12 about 30 percent of our students have chosen 13 in-person hybrid learning. When you drill down 14 to the school level, and I don't have that data 15 in front of me, but you do see variants across 16 schools. So some schools may be closer to 70, 75 17 five percent, where other schools may be at lower 18 percentages below 30, more around 20 to 25 19 percent. So Dr. Roberts, Dr. Jones, I don't know 20 if you had anything you wanted to add to that. 21 DR. ROBERTS: No, that's good. Thank</p>
<p style="text-align: right;">Page 111</p> <p>1 MS. JOSE: Thank you, Ms. Scott. I 2 don't have a question but I just want to take a 3 quick moment to thank Dr. Williams and the 4 teachers, the custodians, principals and school 5 staff and central office staff that have reopened 6 our schools safely this week.</p> <p>7 In addition to this, you know, BCPS has 8 continued to serve over four millions meals to 9 our children, so a lot has been going on and I 10 wanted to take a minute to thank Dr. Williams and 11 all staff.</p> <p>12 DR. WILLIAMS: Thank you.</p> <p>13 CHAIRWOMAN SCOTT: Thank you for that, 14 Ms. Jose. Next we have Mr. Offerman.</p> <p>15 MR. OFFERMAN: Yes. I was wondering if 16 there's any data about what percent of the 17 eligible students have chosen either, any of the 18 in-person programs available.</p> <p>19 DR. WILLIAMS: So thank you, 20 Mr. Offerman, I will ask the design team to 21 provide some specifics. When we looked at the</p>	<p style="text-align: right;">Page 113</p> <p>1 you, Ms. Byers.</p> <p>2 MS. BYERS: Thank you, Mr. Offerman.</p> <p>3 MR. OFFERMAN: I have a second question. 4 I was wondering, will there be any attempt to 5 reschedule any sports contests missed because of 6 the delayed fall season?</p> <p>7 DR. MCCOMAS: I'm sorry, Mr. Offerman, 8 could you repeat that? My computer paused out 9 for a moment.</p> <p>10 MR. OFFERMAN: No problem. I was 11 wondering if there's going to be any attempt made 12 to make up any of the sports contests missed by 13 the delay?</p> <p>14 DR. MCCOMAS: Right, thank you. I will 15 ask Mr. Sye, I believe he's on the meeting with 16 us, if you could provide any comment for that, 17 Mr. Sye, because I don't want to speak to the 18 level of detail that you can.</p> <p>19 MR. SYE: Not a problem. Good evening, 20 everyone. At this particular time, Mr. Offerman, 21 we have no plans on making up any of the events</p>

<p style="text-align: right;">Page 114</p> <p>1 that we missed last week. Currently we're 2 dealing with issues in terms of the same things I 3 talked about in meetings before as relates to 4 security at events, official groups, 5 transportation and such as it relates to the 6 impact of the pandemic. So at this particular 7 time we reached out to our golf program courses 8 which allow us to be on the courses, they don't 9 have any more open dates for us to use to 10 reschedule anything. And then we also, again as 11 I mentioned, have some other challenges that 12 we're facing. So we're going to start with the 13 12th and just move forward from there.</p> <p>14 MR. OFFERMAN: Thank you.</p> <p>15 CHAIRWOMAN SCOTT: Thank you, 16 Mr. Offerman. Next it looks like we have 17 Mr. Kuehn.</p> <p>18 MR. KUEHN: Thank you, Ms. Scott. My 19 first question is for Dr. McComas. You stated 20 that you're going to give us I think a more in 21 depth presentation about summer school offerings.</p>	<p style="text-align: right;">Page 116</p> <p>1 are willing to take them in person, especially 2 with all the time in this hybrid model. I'm 3 concerned and I would like to understand how we 4 are going to assess children's progress as to 5 where they are immediately and where we need to 6 get them to before they are promoted to the next 7 grade.</p> <p>8 DR. MCCOMAS: Right, so I can, if it's 9 okay, Dr. Williams, I'll just elaborate for just 10 a moment on that without taking too much time 11 this evening. So it's important, Mr. Kuehn, and 12 thank you for that, because what's important to 13 understand is that we have been continuing unit 14 by unit to use diagnostic assessments at the 15 beginning of, or diagnostic tests if you will, 16 and the beginning of each unit whereby we 17 identify what are those critical prerequisite 18 skills and standards and knowledge that students 19 have going into each unit, so it helps us to 20 identify how to accelerate the learning. So it's 21 important that everyone understand it's not that</p>
<p style="text-align: right;">Page 115</p> <p>1 Is that going to be at our next meeting?</p> <p>2 DR. MCCOMAS: Well, I can certainly work 3 with Dr. Williams to find out when he would like 4 me to have that for the full board. I was 5 certainly going to fill that into our curriculum 6 committee. Every year we do provide an overview 7 to the curriculum committee of the programs that 8 we run each year, what each program is for. So 9 for example, we have our senate school year 10 program for students with disabilities, we have 11 our program for our English language learners, we 12 have programs for our students in Title I 13 schools, and so I won't belabor that point this 14 evening, but we can certainly, I can work with 15 Dr. Williams to find out when best to provide 16 that. And in addition, I can provide our 17 presentation in the curriculum committee in the 18 spring as I always do as well.</p> <p>19 MR. KUEHN: Thank you. I would follow 20 up with that to say that I'm hopeful that we're 21 able to provide offerings to as many people that</p>	<p style="text-align: right;">Page 117</p> <p>1 we have not been continuing to monitor and work 2 on student learning, I think that, you know, it's 3 important that people understand that the work 4 here is really identifying those critical paths 5 and accelerating students, and that that doesn't 6 occur just in a standardized testing formal, that 7 that occurs in pre- and, pre-unit diagnostic 8 tests where we can just see exactly what students 9 know and can do. So I'll talk about more about 10 that in other ways. I know, Mr. Kuehn, you love 11 instruction, the science of teaching and 12 learning, I know you talked about that earlier, 13 so I appreciate that, and I appreciate everyone 14 understanding that this is ongoing work and I 15 will elaborate more in the next presentation. 16 Thank you.</p> <p>17 MR. KUEHN: Thank you very much. Moving 18 on to my second set of questions, Ms. Byers, you 19 spoke specifically to an aggregate of about 30 20 percent of people across, or children across the 21 system coming back. Do you have the breakouts by</p>

<p style="text-align: right;">Page 118</p> <p>1 the various areas that you can share?</p> <p>2 MS. BYERS: So I don't have that in</p> <p>3 front of me right now, Mr. Kuehn, so I'd be happy</p> <p>4 to work with Dr. Williams in terms of getting you</p> <p>5 and the full Board that information. I do just</p> <p>6 want to add that that's reflective of the</p> <p>7 initial, I shouldn't say the initial, the</p> <p>8 questionnaire that was sent out systemically. As</p> <p>9 the Board is aware, we, every school's website</p> <p>10 has a form on the home page that parents and</p> <p>11 families may access if they want to switch from a</p> <p>12 fully virtual cohort to an in-person hybrid</p> <p>13 cohort and they can do that at any time, and then</p> <p>14 there are dates, we call them on ramping dates</p> <p>15 when schools notify families this would be the</p> <p>16 start date for your student. And so it does</p> <p>17 fluctuate, it is changing because we have</p> <p>18 afforded our families a way that allows them in</p> <p>19 an ongoing way to opt in to in-person learning.</p> <p>20 MR. KUEHN: Just to follow on, what</p> <p>21 you're telling me is that you don't actually know</p>	<p style="text-align: right;">Page 120</p> <p>1 MR. KUEHN: And that's across all</p> <p>2 sports?</p> <p>3 MR. SYE: Including Monday night there</p> <p>4 are some sports that might have missed two, may</p> <p>5 have missed two, but one for football and maybe</p> <p>6 two for any other sports, but I don't think</p> <p>7 that's many sports, most of them were just one</p> <p>8 game, but there are probably a few that had two,</p> <p>9 but not many.</p> <p>10 MR. KUEHN: Thank you.</p> <p>11 MR. SYE: You're welcome.</p> <p>12 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>13 have Mr. Muhumuza.</p> <p>14 MR. MUHUMUZA: Yes, thank you.</p> <p>15 Dr. McComas, earlier you mentioned the new</p> <p>16 tutoring program, I believe you said that your</p> <p>17 team is working on to have available for</p> <p>18 athletes. I'm wondering, would this be a</p> <p>19 required thing for those athletes that benefitted</p> <p>20 from the academic eligibility waiver, can you</p> <p>21 answer that first?</p>
<p style="text-align: right;">Page 119</p> <p>1 the numbers off the top of your head and that</p> <p>2 people can continue to request to go in person up</p> <p>3 until what point, or just ongoing?</p> <p>4 MS. BYERS: Ongoing until the end of the</p> <p>5 year, so there are windows. So for example, if</p> <p>6 you were to access the form and if you go to a</p> <p>7 school website, the dates are visible, it's very</p> <p>8 transparent, it's on the form, it's on the</p> <p>9 website, but within a window when you fill out</p> <p>10 the form, you're then given a corresponding start</p> <p>11 date for your students, and that will take place</p> <p>12 through the end of the year.</p> <p>13 MR. KUEHN: Thank you. My last set of</p> <p>14 questions are for Mr. Sye, thank you for joining.</p> <p>15 What you just mentioned was we lost a week of</p> <p>16 competition across the system. Can you put that</p> <p>17 in perspective as to the number of games that the</p> <p>18 average football team is going to have missed, is</p> <p>19 that one or two games, or what are we looking at?</p> <p>20 MR. SYE: You're looking at one game,</p> <p>21 sir.</p>	<p style="text-align: right;">Page 121</p> <p>1 DR. MCCOMAS: Yes, sir. So that would</p> <p>2 certainly be a target group of athletes that we</p> <p>3 want to make sure that we're serving in this</p> <p>4 program. In terms of, you know, if there's other</p> <p>5 athletes who could benefit from this we certainly</p> <p>6 would not turn down. You know, we want all of</p> <p>7 our athletes to really, certainly by August 15th</p> <p>8 or the start of our fall season in August, we</p> <p>9 want all our athletes who want to participate in</p> <p>10 fall sports to be eligible at our normal</p> <p>11 standards. And so, you know, the goal is to</p> <p>12 support all our athletes but certainly those who,</p> <p>13 you know, our amended eligibility requirement, we</p> <p>14 want to make sure that they are on the team now,</p> <p>15 they're motivated, that we support them in that</p> <p>16 process, and we continue to help them to continue</p> <p>17 to soar.</p> <p>18 MR. MUHUMUZA: So they're not required</p> <p>19 inside the plan?</p> <p>20 DR. MCCOMAS: Well, I think we would</p> <p>21 work with them. I mean, it would be, I would be</p>

<p style="text-align: right;">Page 122</p> <p>1 hard pressed to find an athlete who, they've been 2 given an opportunity to participate with this 3 current criteria, I'm sure they're motivated to 4 want to participate in the fall, so we would 5 certainly work with them around what might be 6 holding back from participating in our resource 7 supports. 8 MR. MUHUMUZA: Okay. My next question 9 is, do you have an update on graduations, any of 10 the activities and final examinations for the 11 seniors? 12 DR. MCCOMAS: So I'm going to ask 13 Dr. Zarchin, I believe can speak to, or maybe the 14 superintendent can speak to the graduation. And 15 exams would, we would have our normal process 16 around exams as you get to the end of the 17 semester. 18 MR. MUHUMUZA: So it's not going to be 19 like last year we didn't have any, or did we? 20 DR. MCCOMAS: Well, no, because last 21 year was a completely altered situation. We are</p>	<p style="text-align: right;">Page 124</p> <p>1 we know about COVID right now, right now the 2 mitigation practices, we're recommending that we 3 hold the ceremonies outdoors at individual 4 schools. However, we are still working through 5 details and plans regarding graduation. 6 MR. MUHUMUZA: Yeah, so a quick followup 7 on that. Would it, I guess for this year since 8 it is going to be, we are going to have to follow 9 strict protocols, is the county going to take the 10 lead on this basically putting some requirements, 11 or is it just going to be just the COVID 12 recommendations, and how are the schools to go 13 from there, because usually they would do all the 14 planning and all that. 15 DR. ZARCHIN: So we will be working with 16 the county. As you know, as the good news is 17 even today, the governor has opened things up a 18 little more effective Friday, the county has 19 opened things up, and we're hoping that will 20 continue as our numbers improve. We have folks 21 working with schools to get feedback and plan</p>
<p style="text-align: right;">Page 123</p> <p>1 scheduled to have final exams as normal. 2 MR. MUHUMUZA: Okay, thank you. 3 DR. MCCOMAS: You're welcome. 4 DR. ROBERTS: So I can address the 5 senior activities and Dr. Zarchin's team can 6 address graduations. For senior activities we're 7 working currently, the superintendent along with 8 our executive directors are working with 9 principals to gather information with respect to 10 some ideas that they have right now with senior 11 activities in order to provide guidance to 12 schools, so that is actively being worked on, and 13 we will have some guidance out to principals to 14 share with the community around senior 15 activities. 16 DR. ZARCHIN: Great, thank you, and 17 speaking of graduations, at this point we are 18 planning for modified in-person graduation 19 ceremonies. Information regarding the proposed 20 venues, details about health and safety protocols 21 and other details will be forthcoming. With what</p>	<p style="text-align: right;">Page 125</p> <p>1 those graduation opportunities. 2 MR. MUHUMUZA: Thank you, sir. 3 DR. ZARCHIN: Thank you. 4 CHAIRWOMAN SCOTT: Thank you. Next we 5 have Ms. Mack. 6 MS. MACK: Thank you, Ms. Scott. I 7 believe my question is for Dr. McComas but 8 anybody can answer it. A principal once shared 9 with me that the most successful and well 10 attended extended year learning that ever 11 occurred at this principal's school was when 12 grant money was used to provide multiple-week 13 full-day nine to four at least opportunities that 14 concentrated on academic supports in the morning 15 and learning through play opportunities in the 16 afternoon. I was told that the full day allowed 17 parents to work and it allowed children to be 18 stimulated for both learning and play. 19 So my question is, have we considered or 20 can we use CARES funds to provide a more robust 21 summer offering for students who need that</p>

<p style="text-align: right;">Page 126</p> <p>1 offering, and make it such that it would be more 2 palatable for parents and more parents would want 3 to send their students? 4 DR. MCCOMAS: So Ms. Mack, I will go 5 ahead, and thank you for that beautiful quote, 6 sharing what the principal shared with you, 7 because I certainly, you know, as a working 8 mother myself I certainly understand the point. 9 We have, the team has been working to look at how 10 to optimize summer programs this year, 11 particularly in light of how COVID has altered 12 everything for us. My general sort of charge for 13 the team, if you will, was to, you know, 14 essentially build programs so that we could have 15 a continuous bridge from this school year to next 16 school year. As part of that work the team has 17 really looked at the length of the school 18 program. You know, we do have the benefit of, 19 you know, CARES funding and things of that nature 20 that is, you know, not in a typical school year. 21 So I will say yes, Ms. Mack, we have been</p>	<p style="text-align: right;">Page 128</p> <p>1 question and I look forward to what you bring 2 back, thank you. 3 DR. MCCOMAS: My pleasure, thank you. 4 CHAIRWOMAN SCOTT: Thank you. Next, 5 Dr. Hager? 6 DR. HAGER: Yes, thank you. So I was 7 just re-looking back at our reopening plan and it 8 seems to end at Phase IV, which is really 9 exciting, my kids are going back in Phase IV, 10 they're over the moon about it, but we still have 11 over three months left in the school year. So I 12 have a few questions about kind of what happens 13 next. So once we go to hybrid reopening for all 14 students, assuming the metrics continue to 15 improve, what needs to happen to expand beyond 16 where we will be for Phase IV? 17 Because we heard a lot in public comment 18 about the possibility of going four days for some 19 students; is there a plan to make that happen? 20 We heard about recess and playground access and 21 concerns about kids being able to play freely.</p>
<p style="text-align: right;">Page 127</p> <p>1 exploring those. 2 We certainly do recognize making summer 3 programming in a way that works for families, 4 meaning that their full-day experience is 5 important, part of what we do traditionally do 6 with our Title I funds is provide some matching 7 services. We also do that with our ELL program 8 where we use soccer without borders as part of a 9 social emotional piece to pair with the academic 10 piece. So again, when we bring forward our 11 presentation, we'll have all of that in detail 12 for you, but I do appreciate you bringing that 13 forward because we do recognize, you know, we 14 need to create programming that is sort of a 15 total package, if you will, is what I hear. 16 MS. MACK: And just to provide a little 17 specificity, I was advised that when the full-day 18 offering was made, they had to cap it at 100 19 students, when in previous years they couldn't 20 even really make kids come to extended year 21 learning. So I appreciate you listening to the</p>	<p style="text-align: right;">Page 129</p> <p>1 What needs to happen to make that happen, where 2 do we need to be with the metrics, what's in 3 place to make that happen? Having only one 4 spectator at athletic games has been a big 5 conversation; again, what needs to change to 6 allow more than one spectator? 7 And then last, I have been really 8 interested in the three feet versus six feet 9 distance as far as kind of the literature goes, 10 and CDC is sticking with six feet for now. Every 11 time I see a new metric, I do a find to see if 12 they changed it to three feet but at this point 13 they're still sticking with six feet. But 14 assuming that the science catches up and they 15 change to three feet, are we prepared for that as 16 well? So basically what's the next step is what 17 I'm asking. 18 DR. WILLIAMS: So I'll start. Thank you 19 for those questions. We have been following the 20 CDC guidelines and there's a lot of conversation 21 around the social distancing. I think to your</p>

<p style="text-align: right;">Page 130</p> <p>1 point, what the design team has decided and what 2 we have looked at and planned for is a phased in. 3 Now as we get to all four groups, then we want to 4 continue to look at what will our cohorts look 5 like, because just this week we started to see 6 more inquiries about, well, the parents may have 7 selected Cohort C, now they're thinking about, 8 well, I want to look at some other options. I 9 think we have to continue to look at that 10 flexibility and as we see the guidelines from CDC 11 are starting to provide a little bit more clarity 12 or in changing, and so that was the direction 13 that I shared with Mary McComas and her team, 14 let's start thinking about what we have now and 15 start planning Saturday school, tutorials for our 16 athletes, and then start building that through 17 the summer. We're still watching the CDC 18 guidelines, we're still having the conversations 19 with our Baltimore County Health Department to 20 guide us around our decisions, so we want to be 21 fluid and we're going to continue.</p>	<p style="text-align: right;">Page 132</p> <p>1 COVID-19 task force where we have our staff 2 meeting with representatives. We don't have a 3 date. I heard the comments from the public 4 comments today. I think we just have to look at, 5 let's get through our phase and then reexamine 6 where we are as a district. And again, I found 7 it so worthwhile working with our partners, and 8 thank you for your recommendation that we reached 9 out to our representative at CDC. 10 DR. HAGER: That's all, thank you. 11 DR. WILLIAMS: Thank you. 12 CHAIRWOMAN SCOTT: Thank you. Next is 13 Ms. Jose. 14 MS. JOSE: Thank you. Dr. Williams or 15 Dr. McComas, if you could answer this, for the 16 summer school program that's evolving and you're 17 going to, you know, make it better for this year, 18 is that free for children that qualify for free 19 and reduced meals, and if we were to -- this year 20 you will probably have a lot more children that 21 would be qualified for summer school. What would</p>
<p style="text-align: right;">Page 131</p> <p>1 Right now we're looking at all of the 2 planning that takes place to bring back a group 3 of students as we cohort them, looking at 4 transportation, looking at meals and services as 5 well as our staff. So I think we're going to be 6 making some modification as we go along, 7 hopefully we'll continue to see better metrics, 8 but that was the whole thinking about let's look 9 at a unique plan from the spring all the way to 10 the start of the school year, and we're going to 11 be looking at what's working and what's not, and 12 making some modifications as we go. 13 DR. HAGER: Just to follow up, so is 14 there a specific plan for an updated reopening 15 plan in place or is it just kind of a -- I know 16 things are changing constantly, so are you 17 meeting frequently to review what you have in 18 place or what's the process? 19 DR. WILLIAMS: So we're still reviewing. 20 Each week the design team will provide updates, 21 so I think it's ongoing. We still have our</p>	<p style="text-align: right;">Page 133</p> <p>1 be the fiscal impact of expanding it out to all 2 children? 3 And the second part of the question, 4 Dr. Williams, you shared some of the numbers, the 5 cohort numbers that came back the first week, but 6 I understand that is the first week and those 7 numbers will be evolving and changing as we go 8 through, so there might be a hesitancy in sharing 9 that, as you know, if you come to a more robust 10 number. But is that something that will be 11 sharable, or is that something we're going to 12 look and see for the next couple of weeks as kids 13 come back and not come back, or go back, that was 14 my question. Thank you. 15 DR. MCCOMAS: So Dr. Williams, if it's 16 all right, I will go first and try to address the 17 summer school question. Ms. Jose, I just need to 18 apologize; for a moment my Internet went out so I 19 think I got all of your question, so if I miss a 20 piece, please just let me know. In terms of the 21 summer programming it is free for all the</p>

<p style="text-align: right;">Page 134</p> <p>1 students that participate regardless if they 2 qualify for free and reduced meals or not. And 3 just to give you a highlight, we are anticipating 4 right now to serve at least around 17,800 5 students in our seven summer programs, and that 6 doesn't include the sort of self-paced program 7 that we offered new last year, which was highly 8 participated in from students, so that's, the 9 self-paced program last year we had 52,000 10 students access it throughout the summer, and so 11 we're looking at trying to provide as much, you 12 know, if you will, blanket coverage as possible 13 for our students. And so forgive me if I missed 14 any part of the summer school question. 15 MS. JOSE: No, you answered that. You 16 said 17,800 is what you're expecting back this 17 summer? 18 DR. MCCOMAS: Yes, and that would be the 19 in-person programming that we're talking about. 20 One of the new programs that we're adding this 21 year, thanks to a state grant, is our bridge to</p>	<p style="text-align: right;">Page 136</p> <p>1 MS. BYERS: I was just going to add, it 2 might be helpful if we look at those sort of on 3 ramp dates, because we allow families to request, 4 to use that form to request a switch to in-person 5 learning throughout the window, so the data is 6 fluctuating throughout the window, but then at 7 the end of that window when we have the 8 corresponding return date, that's more of an 9 exact number. 10 MS. JOSE: Yes, got it, thank you. 11 CHAIRWOMAN SCOTT: Thank you. Next we 12 have Ms. Rowe. 13 MS. ROWE: Yes, thank you, I just have a 14 couple questions. The first is, as a school 15 system, are we doing anything to help assist 16 teachers who are still attempting to get a 17 vaccine to do that? 18 DR. WILLIAMS: Dr. Zarchin? 19 DR. ZARCHIN: Yes, so we are still 20 working with the Department of Health. I am 21 pleased to share that this past Sunday we had</p>
<p style="text-align: right;">Page 135</p> <p>1 kindergarten, which would be serving students 2 entering kindergarten in Title I schools. That 3 for example, we're expecting approximately 1,500 4 students that we will be able to serve in that 5 program alone, so we are excited about what will, 6 you know, what we're doing for the summer 7 learning support. 8 MS. JOSE: Thank you, Dr. McComas. 9 DR. MCCOMAS: Thank you so much, 10 Ms. Jose. 11 DR. WILLIAMS: And Ms. Jose, it was 12 raised by Ms. Byers that we don't have the 13 numbers tonight, but we can provide that to the 14 Board and we can build that into a future 15 presentation as we come back and talk about 16 reopening. 17 MS. JOSE: Yes, that will be fine, 18 Dr. Williams, I understand that it's going to be 19 an evolving living number as we go through the 20 next couple of weeks so I don't need it right 21 away, thank you.</p>	<p style="text-align: right;">Page 137</p> <p>1 approximately, just not quite 900 but just shy of 2 900 BCPS educators who were able to get a 3 vaccine, and prior to that we've shared links in 4 coordination with the Baltimore County Department 5 of Health to approximately 3,000 other Baltimore 6 County employees. 7 MS. ROWE: Okay. And my other question, 8 I think this may be for Mary McComas, I'm not 9 really sure though, is what are we doing when 10 children come back in the fall if their parents 11 really feel that the children should be retained 12 a grade, and how are we going to assess children 13 for that situation? Because the pandemic has 14 created a situation where there may be parents 15 who feel that for whatever reason this year was 16 just lost on their kids, and how are we going to 17 handle that? 18 DR. MCCOMAS: Right. So thank you, 19 Ms. Rowe, that's an important question. So we 20 will be following our normal process related to 21 promotion and retention, so we have not altered</p>

<p style="text-align: right;">Page 138</p> <p>1 what that process has involved. I think that, 2 you know, that's a conversation that needs to 3 happen for each child, I couldn't here at a board 4 meeting make a blanket decision about the 5 particular families and their needs and their 6 child's needs. But what I would say is it's 7 important regardless of whether a child is 8 promoted or retained, that our classroom teachers 9 and our schools really commit very fully to what 10 really should be data driven instructional 11 decision making, right?</p> <p>12 At the beginning of every unit of 13 learning, we really need to clearly diagnose 14 where students are in terms of, again, the 15 prerequisite skills and knowledge, and where is 16 that aligning to the standards, and so that we 17 can identify really what is that critical path 18 for each student. And that's important every 19 year, but in light of the pandemic it's going to 20 be even more important that we have those data 21 driven processes operational within classrooms</p>	<p style="text-align: right;">Page 140</p> <p>1 going to add staff to the rooms to help teachers 2 differentiate this? I'm just, I'm not seeing a 3 situation that was barely tenable before the 4 pandemic as becoming more tenable after.</p> <p>5 DR. MCCOMAS: Right, so Ms. Rowe, I 6 understand what you're saying and I think what 7 it's important to understand is that it doesn't 8 change the method of instruction, what it changes 9 is what are the materials you're using for 10 instruction, and so that's really what the 11 difference in the methodology is, and it's really 12 about the material that you're using to help.</p> <p>13 MS. ROWE: So for materials, are we 14 going to put more people in the classroom to help 15 the kids with those materials, more reading 16 specialists? I guess I'm looking for concretely 17 what are we going to do, because at the end of 18 the day a teacher has X amount of hours in the 19 classroom with X number of students, and we're 20 going to come back in the fall with a situation 21 and that situation isn't necessarily going to be</p>
<p style="text-align: right;">Page 139</p> <p>1 and within grade level teams. Often those 2 teachers work in teams around student and how 3 they're performing so that we can identify what 4 are those learning tasks and those instructional 5 methods that match to help move a student 6 forward. So rather than work in a small group 7 where a teacher is really customizing the work or 8 that additional practice opportunities, it's 9 really going to take real commitment to that data 10 driven process regardless of if a child is 11 promoted or is retained to be genuine, Ms. Rowe.</p> <p>12 MS. ROWE: So you're not, you don't have 13 concerns, then, that the pandemic will create a 14 situation where we're differentiating too many 15 grade levels in one room? I mean, we already 16 differentiate up to four grade levels in one 17 room. I'm just concerned that if you have a 18 pandemic that has held children back, in some 19 cases there might be some kids that could easily 20 be a year behind and if they were already behind 21 before, as so many of our students are, are we</p>	<p style="text-align: right;">Page 141</p> <p>1 helped by just do the same thing we've always 2 done. I want to know what we're going to do 3 extra.</p> <p>4 DR. MCCOMAS: Well, okay, so I can 5 understand your question when you're talking 6 about extras. First I would say in terms of 7 staffing, Ms. Rowe, I'll take all the extra 8 staffing that we can get to support, and so if we 9 end up, you know, at the end of the budget 10 process or whatever the method is to get 11 additional staffing, I just want you to know I'd 12 be happy to put that to good use.</p> <p>13 You know, when we talk about extra, that 14 is part of those wraparound services when we talk 15 about tutoring, when we talk about Saturday 16 supports, when we talk about enrichment 17 programming. And I would say that when we talk 18 about doing things differently than what we have 19 been doing, this is really where that process of 20 grade level planning comes in, because when we 21 talk about identifying groupings of students that</p>

<p>Page 142</p> <p>1 are getting truly tailored and customized</p> <p>2 instruction, right, that is specific with</p> <p>3 materials, that's specific with their standards</p> <p>4 that they're particularly working on, that's</p> <p>5 going to take a great deal of attention and</p> <p>6 that's where when we talk about we can't do</p> <p>7 business as usual, that's really where the, the</p> <p>8 efforts have to be.</p> <p>9 MS. ROWE: I look forward to that, your</p> <p>10 map testing, thank you.</p> <p>11 DR. MCCOMAS: Thank you, Ms. Rowe, my</p> <p>12 pleasure.</p> <p>13 CHAIRWOMAN SCOTT: Next is --</p> <p>14 DR. MCCOMAS: Ms. Rowe, I'll say this.</p> <p>15 Maybe we can have you visit schools in the fall</p> <p>16 so I can like sort of show you in real time, but</p> <p>17 I appreciate you, though, thank you.</p> <p>18 MS. ROWE: I just want to see our scores</p> <p>19 pick up, our scores are terrible. I want to see</p> <p>20 kids who can read by third grade because there</p> <p>21 are municipalities who plan prison populations</p>	<p>Page 144</p> <p>1 you.</p> <p>2 DR. WILLIAMS: Can I have someone from</p> <p>3 the design team respond to that, Dr. Roberts,</p> <p>4 Ms. Byers, Dr. Jones?</p> <p>5 DR. ROBERTS: Thank you, Dr. Williams.</p> <p>6 So Ms. Henn, with regard to EDAs, so first, EDAs</p> <p>7 are still continuing, certainly in a virtual</p> <p>8 environment. Part of the phased-in approach</p> <p>9 would also apply once we get into our Phase IV,</p> <p>10 once we come back from spring break. As</p> <p>11 mentioned earlier, continually monitoring the</p> <p>12 metrics, continuing to monitor all the mitigation</p> <p>13 and safety strategies within our schools. Then</p> <p>14 at that point again as we continually move</p> <p>15 forward, the actual implementation of in-person</p> <p>16 as you mentioned, in-person EDAs or the actual</p> <p>17 activities from student council to all the things</p> <p>18 that are done after school. But again, it's a</p> <p>19 phased approach, we want to start bringing our</p> <p>20 kids back for instruction and then as our kids</p> <p>21 come back and as mentioned earlier, as we have</p>
<p>Page 143</p> <p>1 ten years in the future.</p> <p>2 CHAIRWOMAN SCOTT: Okay, time, Ms. Rowe.</p> <p>3 Thank you.</p> <p>4 MS. ROWE: It's just going to get worse.</p> <p>5 CHAIRWOMAN SCOTT: Okay, thank you.</p> <p>6 Next is Ms. Henn.</p> <p>7 VICE CHAIR HENN: Thank you, Madam</p> <p>8 Chair. So we spent a lot of time discussing</p> <p>9 athletics and bringing our student athletes back</p> <p>10 for good reason, we know how important those</p> <p>11 activities are for our student athletes. I'm</p> <p>12 concerned about students involved in other</p> <p>13 activities, our dance students, our theater, our</p> <p>14 art, our music, our STEM students. What specific</p> <p>15 steps are we doing to bring back small groups of</p> <p>16 those students for in-person participation? I</p> <p>17 know we're prioritizing in-person instruction,</p> <p>18 but these activities are just as important to</p> <p>19 these students as sports are to our student</p> <p>20 athletes, so I'd like to know what we're doing</p> <p>21 and what our plans are to bring them back. Thank</p>	<p>Page 145</p> <p>1 more of our Cohort C students coming in, again</p> <p>2 integrating those students into instruction as I</p> <p>3 just mentioned, but then once we have that in</p> <p>4 place, then also looking at how we can integrate</p> <p>5 the EDAs for in person. So it really is an all</p> <p>6 encompassing phased-in approach and making sure</p> <p>7 we're always maintaining our safety and</p> <p>8 mitigation strategies.</p> <p>9 VICE CHAIR HENN: So thank you,</p> <p>10 Dr. Roberts. I understand how, what I believe</p> <p>11 you're saying is that those are tied to the</p> <p>12 return in Phase IV. However, our student</p> <p>13 athletes are still participating. Many of these</p> <p>14 activities could be done outdoors. I'm hearing</p> <p>15 from parents that they are happening, not</p> <p>16 sanctioned of course, but these students need</p> <p>17 this activity, they can't wait. Have we thought</p> <p>18 about this and bringing them back sooner to</p> <p>19 participate in these activities, rather than wait</p> <p>20 until they're fully back?</p> <p>21 DR. ROBERTS: Well, at this point,</p>

<p style="text-align: right;">Page 146</p> <p>1 Ms. Henn, we certainly want to continue with our 2 plan and implementing our plan as we shared with 3 the community and shared with staff and so forth, 4 so we really do want to make sure that we adhere 5 to that plan. Certainly, as again was previously 6 mentioned, as a design team we do meet weekly, 7 and we certainly can take that topic back to the 8 design team. But again, we want to make sure 9 that we're being faithful to the plan, really 10 using that safety mitigation for indoor, 11 particularly indoor, though some may be able to 12 be held outdoors, certainly the majority of those 13 would be held indoors, so we want to make sure 14 that we're maintaining our mitigation to the 15 county and to the state.</p> <p>16 VICE CHAIR HENN: But I want to make 17 sure we're thinking creatively, because it's an 18 issue of equity. If we're affording 19 opportunities to student athletes for in-person 20 activities that we're not affording to our other 21 students, that's a concern of equity for me, and</p>	<p style="text-align: right;">Page 148</p> <p>1 sense to have it in the phased in as we're 2 bringing back additional students, but we have to 3 have the staff to actually run these 4 extracurricular activities. And so as I think it 5 was Dr. Hager that raised about the plan's next 6 steps, we can look at that as Dr. Roberts 7 mentioned, but we have to have the sponsors to 8 actually sponsor these activities. And if I 9 recall from Dr. Zarchin when he presented the 10 last time just some of the feedback or on the 11 latest guidance from CDC guidelines was around 12 let's focus on the instruction before we focus on 13 the extracurricular and athletics. So we will be 14 happy to circle back and provide an update on 15 this. Thank you.</p> <p>16 CHAIRWOMAN SCOTT: Thank you, 17 Dr. Williams. It looks like next we have 18 Dr. Hager.</p> <p>19 VICE CHAIR HENN: Madam Chair, may I ask 20 a followup to Dr. Williams, in response to his 21 comment?</p>
<p style="text-align: right;">Page 147</p> <p>1 how these students are being failed because 2 they're not given the same opportunities. They 3 rely on their interactions for social emotional 4 health as much as our athletes do, so I would 5 like to hear at our next meeting what the 6 specific plans are for bringing them back. And I 7 don't see that we, why we're treating these 8 students because of their activity preferences 9 differently than our athletes and not 10 prioritizing them, because even though that's 11 been a focus of the board discussion as of late, 12 I believe we would be in agreement that these 13 students require as much time and attention as 14 our athletes.</p> <p>15 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.</p> <p>16 DR. WILLIAMS: If I could just respond?</p> <p>17 CHAIRWOMAN SCOTT: Oh yes.</p> <p>18 DR. WILLIAMS: Thank you, Ms. Henn.</p> <p>19 Going back to what Dr. Roberts said, that the 20 activities being sanctioned on the school 21 property or in the school building, it makes</p>	<p style="text-align: right;">Page 149</p> <p>1 CHAIRWOMAN SCOTT: Well, no, because 2 your two minutes is up and it looks like we still 3 have several people who have questions, so I want 4 to make sure that we get to everybody equally, so 5 next is Dr. Hager.</p> <p>6 DR. HAGER: I actually had a very 7 similar line of questioning so maybe I'll ask 8 your question, Ms. Henn. So I was going to ask 9 if there were specific clubs that are not allowed 10 to meet right now like music or theater, or 11 there's some, because I know that some are 12 meeting virtually. And then I heard, I 13 apologize, the person that just said they're 14 planning for these clubs to start after Phase IV, 15 but is there an actual plan in place? So like is 16 there, you know, a week after high school 17 students come back, then X club will start, is 18 that sort of thing starting to be written down?</p> <p>19 And I actually, my equity lens is more 20 about when things are forced underground, that's 21 when we end up having a bigger equity issue, so</p>

<p style="text-align: right;">Page 150</p> <p>1 having it at kind of at the forefront would be a 2 good thing.</p> <p>3 CHAIRWOMAN SCOTT: Thank you. Did you 4 want to respond to that, Dr. Williams, or staff, 5 or is there a response?</p> <p>6 DR. WILLIAMS: Again, I think we can 7 provide some updates as we move forward. As 8 Dr. Roberts and members of the design team 9 referenced, we will be happy to follow up.</p> <p>10 CHAIRWOMAN SCOTT: Thank you. Next we 11 have Ms. Lisa Mack.</p> <p>12 MS. MACK: I have a very quick question, 13 a follow-up question to the conversation that 14 Ms. Rowe had with Dr. McComas. Dr. McComas, can 15 you please confirm for me that at the end of the 16 day, it is up to a parent whether or not the 17 parent wants a child retained?</p> <p>18 DR. MCCOMAS: Ms. Mack, I only got part 19 of what you said, I'm having a lot of in and out.</p> <p>20 MS. MACK: That's okay, I will say it 21 again. Based on the conversation that you had</p>	<p style="text-align: right;">Page 152</p> <p>1 but I also know as an arts person that very often 2 we are not thought of in that first drum, and so 3 I know you're going to take that seriously and I 4 look forward to hearing your thoughts about how 5 we're going to move forward with the arts and the 6 other EDAs at our next meeting. Thank you.</p> <p>7 CHAIRWOMAN SCOTT: Thank you, 8 Ms. Pasteur. Next we have Ms. Causey.</p> <p>9 MS. CAUSEY: Thank you, Madam Chair. So 10 I, on February 26th I sent a seven-page email to 11 Dr. Williams and team as requested as a followup 12 from the February 23rd board meeting around the 13 issues of reopening, some that have gone back to 14 October. So I'm not going to read everything 15 that I had in here but I'm just going to 16 highlight the issues and I would like some 17 explanation and where we are in terms of other 18 board members that have had questions, there 19 still seems to be a lot of open-endedness.</p> <p>20 And let me start with really saying the 21 metrics are improving, the vaccines are</p>
<p style="text-align: right;">Page 151</p> <p>1 with Ms. Rowe, I know our efforts would always be 2 to differentiate to meet our students' needs to 3 do what we need to do, but at the end of the day, 4 can you please confirm that it is, the final say 5 of whether a child moves forward or is retained 6 is up to the parent?</p> <p>7 DR. MCCOMAS: No, I cannot confirm that. 8 We have to follow the retention policy and 9 practice, so there is a whole process to that, 10 Ms. Mack, and we have not changed our process.</p> <p>11 MS. MACK: Okay, so I'll take a look at 12 that, thank you.</p> <p>13 DR. MCCOMAS: You're welcome, thank you.</p> <p>14 CHAIRWOMAN SCOTT: Next it looks like we 15 have a question from Ms. Pasteur.</p> <p>16 MS. PASTEUR: Yes, just very quickly 17 back on Ms. Henn and Dr. Hager's point. I just 18 want to point out that very often the children 19 who are in those programs are fewer in number 20 than the children who are on teams, and it is 21 every bit as critical for their social emotional,</p>	<p style="text-align: right;">Page 153</p> <p>1 increasing and time is running out for our 2 students this year, especially seniors. So I 3 understand we're working towards summer and we're 4 working towards other things but there are things 5 that are running out now. Graduations, 6 Dr. Zarchin, could you speak to the timeframe? I 7 had sent in here information about the timeframe, 8 hoping that it was not moved up so that our 9 seniors would have a greater opportunity 10 in-person activities and instruction.</p> <p>11 DR. WILLIAMS: So Ms. Causey, we will be 12 providing some updates based on those questions 13 that you provided. Dr. Zarchin, any additional 14 information you want to provide regarding 15 graduation?</p> <p>16 DR. ZARCHIN: No. I shared information 17 earlier as far as the timeframe we're looking at 18 between May 18th right through June 7th, is the 19 general timeframe for graduations.</p> <p>20 MS. CAUSEY: So that's earlier than it 21 is typically and we started this school year the</p>

<p style="text-align: right;">Page 154</p> <p>1 latest, and we also lost three days to the ransom 2 attack, so what's the rationale behind that? 3 DR. WILLIAMS: Well Dr. Zarchin gave a 4 timeframe. Again, the team is still looking at 5 how to look at all the logistics if we're going 6 to do any outside graduations, so at this point 7 we will look within that frame, that window, but 8 be mindful, so I understand your point about the 9 cyber attack, I understand about our seniors. 10 Usually when May comes, as a former high school 11 principal, seniors are counting down how many 12 days they have left. But again, we are working 13 within a timeframe and will continue to finalize 14 those plans as well as work with our high school 15 principals, and then we will be able to provide 16 an update. 17 CHAIRWOMAN SCOTT: Thank you for that. 18 Oh, sorry. 19 MS. CAUSEY: Well, so that's interesting 20 because I've heard from parents that their 21 schools are sending out their graduation dates</p>	<p style="text-align: right;">Page 156</p> <p>1 other people have done it, but thank you. 2 CHAIRWOMAN SCOTT: It is an exception. 3 MS. CAUSEY: So I want to make a motion 4 that Dr. Williams and staff bring back the plan 5 for instituting extracurricular activities which 6 can include -- well, at the next meeting, let me 7 say that. 8 CHAIRWOMAN SCOTT: Could you put it in 9 the chat please? 10 MS. CAUSEY: I certainly will. 11 CHAIRWOMAN SCOTT: Thank you. Did you 12 make your motion though? 13 MS. CAUSEY: I'm making it. I'm going 14 to type it in. 15 DR. WILLIAMS: Madam Chair, I would just 16 say, we're happy to follow back in the next 17 meeting to provide some updates around EDAs or 18 extracurricular activities. 19 CHAIRWOMAN SCOTT: So does it really 20 require a motion, then, if it's something that we 21 could just direct you to bring to us as at our</p>
<p style="text-align: right;">Page 155</p> <p>1 already, so again, there needs to be 2 communication that's effective, and if the Board 3 has discussion that it would like to have about 4 the dates, I mean, I hear my other board members 5 are out of their time, but that does not make 6 sense to me. 7 The other thing I requested is that all 8 of the questions be put on the website and the 9 answers be put on the website. 10 CHAIRWOMAN SCOTT: Thank you. 11 MS. CAUSEY: At this point I want to 12 make a motion. 13 CHAIRWOMAN SCOTT: Your time is up 14 though, Ms. Causey. 15 MS. CAUSEY: I understand that, but that 16 doesn't, that's my speaking time, that's not time 17 to make motions. 18 CHAIRWOMAN SCOTT: Your time is two 19 minutes total, but we'll make an exception if 20 you'd like to make your motion please. 21 MS. CAUSEY: It's not an exception,</p>	<p style="text-align: right;">Page 157</p> <p>1 next board meeting? 2 MS. CAUSEY: You cannot direct the 3 superintendent unless the full board votes on it. 4 CHAIRWOMAN SCOTT: What is it exactly, 5 because I'm still confused with what the motion 6 is, I'm not sure what really you're asking. 7 Okay, so this is really taking up the assembly's 8 time. 9 MS. CAUSEY: So thank you, yes. I think 10 it's important, a number of people have touched 11 on it. I make a motion that Dr. Williams bring a 12 plan to institute extracurriculars at the next 13 meeting. 14 CHAIRWOMAN SCOTT: Is there a second? 15 Okay, so hearing none, we can move on. Was there 16 a second? Okay, I'm not sure who did the second 17 first, but the motion was made by Ms. Causey that 18 Dr. Williams bring a plan to institute 19 extracurriculars at the next meeting, and that 20 was seconded by I believe Ms. Henn. 21 MS. CAUSEY: Thank you. May I speak to</p>

<p style="text-align: right;">Page 158</p> <p>1 my motion, Madam Chair?</p> <p>2 CHAIRWOMAN SCOTT: You have not already</p> <p>3 spoke to your motion?</p> <p>4 MS. CAUSEY: No.</p> <p>5 CHAIRWOMAN SCOTT: I thought you just</p> <p>6 did speak to it. Yes, briefly please, because we</p> <p>7 still have more items to get to and we are</p> <p>8 running out of time.</p> <p>9 MS. CAUSEY: Well, our children are</p> <p>10 running out of time, and I certainly understand.</p> <p>11 So the planning can start with polling the</p> <p>12 teachers and the staff and seeing who is</p> <p>13 available and can do that. They can also start</p> <p>14 virtual, doing registration, doing planning,</p> <p>15 those sorts of things. The Board had voted to</p> <p>16 have resources allocated to those sorts of things</p> <p>17 in the fall, and a number of board members have</p> <p>18 spoken to it, Ms. Pasteur brought up art, and</p> <p>19 Ms. Henn brought up dance, robotics, I mean,</p> <p>20 there's all other kind of activities that our</p> <p>21 children have lost, and now with us coming back</p>	<p style="text-align: right;">Page 160</p> <p>1 CHAIRWOMAN SCOTT: Okay.</p> <p>2 DR. WILLIAMS: We can do this, we can</p> <p>3 look at and develop a plan somehow to look at</p> <p>4 when and how we can do this, but I must make it</p> <p>5 clear, we've got to have the staff to be willing</p> <p>6 to do this and to say, to be creative. They've</p> <p>7 been very creative doing the online learning, it</p> <p>8 was all virtual, and so we're happy to follow</p> <p>9 back up.</p> <p>10 CHAIRWOMAN SCOTT: Okay, thank you for</p> <p>11 that. Okay, so the motion has been made and</p> <p>12 seconded. Are there any additional questions?</p> <p>13 Okay. Hearing none, Ms. Gover -- oh, yes,</p> <p>14 Mr. Muhumuza?</p> <p>15 MR. MUHUMUZA: So would you favor this</p> <p>16 motion, or do you think it would rush what the</p> <p>17 design team would come up with?</p> <p>18 DR. WILLIAMS: Well, it says a plan, so</p> <p>19 I'm, I believe in having activities for students,</p> <p>20 but just like we were doing the in person, we</p> <p>21 have to have the staff as well. So we haven't</p>
<p style="text-align: right;">Page 159</p> <p>1 there's the opportunity to do more and that's</p> <p>2 what it's about, it's about improving what we can</p> <p>3 do for our students.</p> <p>4 CHAIRWOMAN SCOTT: Thank you for that.</p> <p>5 I have a question of Dr. Williams. Is this</p> <p>6 something that you were already planning to do,</p> <p>7 to bring to us a plan on our extracurricular?</p> <p>8 I'm assuming when you say institute</p> <p>9 extracurriculars, how extracurricular activities</p> <p>10 were going to be implemented?</p> <p>11 DR. WILLIAMS: So I believe our student</p> <p>12 member of the board raised this concern or</p> <p>13 inquiry, and I want to thank Vice Chair Henn,</p> <p>14 because we have to look at the staff that we have</p> <p>15 in our buildings and develop a plan, so we just,</p> <p>16 we were focusing on getting students into our</p> <p>17 school building. We could as a design team</p> <p>18 working with our principals, look at a plan to</p> <p>19 meet this motion. Like I said, we're happy to do</p> <p>20 this work and develop a plan, so that's why I</p> <p>21 just offered that.</p>	<p style="text-align: right;">Page 161</p> <p>1 had a survey or haven't had conversations with</p> <p>2 TABCO around this, we need to talk to our</p> <p>3 principals about the building use, so the</p> <p>4 logistics we have to look into.</p> <p>5 MR. MUHUMUZA: And our next board</p> <p>6 meeting is two weeks from now. Do you think that</p> <p>7 might be too, not enough time for you to develop</p> <p>8 that plan? I mean, I support this motion 100</p> <p>9 percent, Ms. Causey, I just really want us to</p> <p>10 make sure that we can effectively bring back</p> <p>11 these groups to participate in their clubs, but I</p> <p>12 don't want to create a plan and going back and</p> <p>13 forth, miscommunication. So I'm just wondering,</p> <p>14 can you tell us a time that you can effectively</p> <p>15 do it and we can vote on it tonight and not</p> <p>16 continue making motions?</p> <p>17 DR. WILLIAMS: I can't give a time at</p> <p>18 this point but we will look at a plan, we will</p> <p>19 look at how we are phasing in our students and we</p> <p>20 could suggest. The one concern that we may not</p> <p>21 have would be how many of our sponsors are</p>

<p style="text-align: right;">Page 162</p> <p>1 willing to start to be extracurricular</p> <p>2 activities. I'm not sure if we will have that</p> <p>3 data, but we can develop a plan just to address</p> <p>4 the motion and try to have an update at our next</p> <p>5 meeting.</p> <p>6 CHAIRWOMAN SCOTT: Thank you,</p> <p>7 Mr. Muhumuza. It looks like there's a question</p> <p>8 from Ms. Jose.</p> <p>9 MS. JOSE: Thank you, Ms. Scott.</p> <p>10 Dr. Williams, from what I'm hearing, from what</p> <p>11 you're telling me, that it looks like we're</p> <p>12 rushing you into something that you're not ready</p> <p>13 to do, sort of a halfway thing may come back to</p> <p>14 us in two weeks, which will be diverting staff</p> <p>15 away from actions, because we still have a whole</p> <p>16 other cohort opening April 1st the first week</p> <p>17 after spring break, the third graders onwards.</p> <p>18 So I would rather see something that's</p> <p>19 well planned and not half baked coming in just</p> <p>20 because made a rushed motion. Everybody wants</p> <p>21 our kids back in, there's nobody on this Board</p>	<p style="text-align: right;">Page 164</p> <p>1 similar to our athletic situation when Mr. Sye</p> <p>2 came back and talked about we've got to have the</p> <p>3 right number of coaches, we've got to have folks</p> <p>4 at games to monitor, and so it's the logistics.</p> <p>5 And so by, in two weeks I may not have all those</p> <p>6 logistics. We can still talk about the plan but</p> <p>7 the other piece, you've got to have the staff to</p> <p>8 actually do the activity. It is an extra duty</p> <p>9 assignment and based on circumstances, we just</p> <p>10 don't know until we do the logistics now that</p> <p>11 we're doing the phase in, we've still got to do</p> <p>12 the logistics in terms of what staff members want</p> <p>13 to continue to do their extracurricular</p> <p>14 activities or get the EDAs.</p> <p>15 That's the only I want to raise. It's</p> <p>16 almost parallel to our conversation we had around</p> <p>17 athletics. You know, once we start we then turn</p> <p>18 to our staff and say okay, we want to do these</p> <p>19 great things, but there may be conflicts, staff</p> <p>20 may be still in school, the list goes on. So in</p> <p>21 terms of a plan we can give a framework, we can</p>
<p style="text-align: right;">Page 163</p> <p>1 that does not want extracurricular activities,</p> <p>2 but I would rather see something more planned out</p> <p>3 and feel better than just rushing through a</p> <p>4 motion. So I know you've already said you're</p> <p>5 going to do that, so I trust you, and I won't be</p> <p>6 supporting this motion for the simple fact that</p> <p>7 you're going to follow up on it.</p> <p>8 CHAIRWOMAN SCOTT: Thank you. There's a</p> <p>9 question from Mr. Kuehn.</p> <p>10 MR. KUEHN: Thank you, Ms. Scott. I</p> <p>11 would suggest, Dr. Williams, that you have been</p> <p>12 planning for kids to come back to school since</p> <p>13 the spring and I'm a little concerned that we</p> <p>14 don't have already have this in place for all of</p> <p>15 these other clubs and activities that our kids</p> <p>16 count on, so I will be supporting this, but I</p> <p>17 think that you and your team can easily do this.</p> <p>18 Thank you.</p> <p>19 DR. WILLIAMS: If I could just comment,</p> <p>20 it's not that we don't want to do this, and</p> <p>21 that's not what you were saying, but this is</p>	<p style="text-align: right;">Page 165</p> <p>1 develop what we've come up with so far, and I</p> <p>2 think as we continue down this road we will be</p> <p>3 able to provide some updates. But again, this is</p> <p>4 really staff dependent and the question was</p> <p>5 raised, you know, I think we've got to reach out</p> <p>6 to our staff to see if they're willing to do all</p> <p>7 the work that we're asking them to do. And even</p> <p>8 though it's nice to get extra pay for this, we</p> <p>9 just need to ask our staff.</p> <p>10 CHAIRWOMAN SCOTT: Thank you for that.</p> <p>11 It looks like we have a comment from Ms. Pasteur.</p> <p>12 MS. PASTEUR: Yes. Dr. Williams, you</p> <p>13 said you were going to do it, I ask just that at</p> <p>14 the next one that you just get us started. We</p> <p>15 talked about EDAs at the beginning, I talked</p> <p>16 about it, Ms. Henn made a motion at the beginning</p> <p>17 of the year. So there may well be some people</p> <p>18 who have already started their EDAs. If you</p> <p>19 found out who they are, then you can tell us</p> <p>20 that. I think Ms. Henn, Dr. Hager and I just</p> <p>21 wanted to get this started just so it would not</p>

<p style="text-align: right;">Page 166</p> <p>1 languish somewhere, that it would get started.</p> <p>2 You can't possibly come with a completed plan</p> <p>3 because all of the different areas about which I</p> <p>4 think Ms. Henn, Dr. Hager and I are speaking are</p> <p>5 so incredibly different, so everybody's timeline</p> <p>6 is going to be different.</p> <p>7 I'm perfectly, I was perfectly satisfied</p> <p>8 with your assertion that you would let us know at</p> <p>9 the next meeting where you are. It's just about</p> <p>10 getting the thinking juices started, this is</p> <p>11 growing into something bigger. Thank you.</p> <p>12 CHAIRWOMAN SCOTT: Thank you,</p> <p>13 Ms. Pasteur. Next is Ms. Henn.</p> <p>14 VICE CHAIR HENN: Thank you, Madam</p> <p>15 Chair. I call the question.</p> <p>16 CHAIRWOMAN SCOTT: The question has been</p> <p>17 called.</p> <p>18 MS. CAUSEY: Second.</p> <p>19 CHAIRWOMAN SCOTT: And seconded by whom?</p> <p>20 MS. CAUSEY: Ms. Causey.</p> <p>21 CHAIRWOMAN SCOTT: And so that ends</p>	<p style="text-align: right;">Page 168</p> <p>1 MR. KUEHN: Yes.</p> <p>2 MS. GOVER: Dr. Hager?</p> <p>3 DR. HAGER: Yes.</p> <p>4 MS. GOVER: Ms. Scott?</p> <p>5 CHAIRWOMAN SCOTT: Yes.</p> <p>6 MS. GOVER: Thank you.</p> <p>7 CHAIRWOMAN SCOTT: Okay, so the question</p> <p>8 was called and passed so now we will vote on</p> <p>9 Ms. Causey's motion, and the motion she made was</p> <p>10 that Dr. Williams bring a plan to institute</p> <p>11 extracurriculars at the next meeting. Okay, if</p> <p>12 we could take a rollcall vote please, Ms. Gover?</p> <p>13 MS. GOVER: Ms. Rowe?</p> <p>14 MS. ROWE: Yes.</p> <p>15 MS. GOVER: Ms. Causey?</p> <p>16 MS. CAUSEY: Yes.</p> <p>17 MS. GOVER: Ms. Mack?</p> <p>18 MS. MACK: Yes.</p> <p>19 MS. GOVER: Mr. McMillion?</p> <p>20 MR. MCMILLION: Yes.</p> <p>21 MS. GOVER: Ms. Jose?</p>
<p style="text-align: right;">Page 167</p> <p>1 debate and we can vote on that. Ms. Gover, if we</p> <p>2 could take a rollcall vote on the question?</p> <p>3 MS. GOVER: Ms. Rowe?</p> <p>4 MS. ROWE: Yes.</p> <p>5 MS. GOVER: Ms. Causey?</p> <p>6 MS. CAUSEY: Yes.</p> <p>7 MS. GOVER: Ms. Mack?</p> <p>8 MS. MACK: Yes.</p> <p>9 MS. GOVER: Mr. McMillion?</p> <p>10 MR. MCMILLION: Yes.</p> <p>11 MS. GOVER: Ms. Gover?</p> <p>12 MS. JOSE: Yes.</p> <p>13 MS. GOVER: Ms. Henn?</p> <p>14 VICE CHAIR HENN: Yes.</p> <p>15 MS. GOVER: Mr. Muhumuza?</p> <p>16 MR. MUHUMUZA: Abstain.</p> <p>17 MS. GOVER: Mr. Offerman?</p> <p>18 MR. OFFERMAN: Abstain.</p> <p>19 MS. GOVER: Ms. Pasteur?</p> <p>20 MS. PASTEUR: Yes.</p> <p>21 MS. GOVER: Mr. Kuehn?</p>	<p style="text-align: right;">Page 169</p> <p>1 MS. JOSE: No.</p> <p>2 MS. GOVER: Ms. Henn?</p> <p>3 VICE CHAIR HENN: Yes.</p> <p>4 MS. GOVER: Mr. Muhumuza?</p> <p>5 MR. MUHUMUZA: Yes.</p> <p>6 MS. GOVER: Mr. Offerman?</p> <p>7 MR. OFFERMAN: No.</p> <p>8 MS. GOVER: Ms. Pasteur?</p> <p>9 MS. PASTEUR: Abstain.</p> <p>10 MS. GOVER: Mr. Kuehn?</p> <p>11 MR. KUEHN: Yes.</p> <p>12 MS. GOVER: Dr. Hager?</p> <p>13 DR. HAGER: Yes.</p> <p>14 MS. GOVER: Ms. Scott?</p> <p>15 CHAIRWOMAN SCOTT: Abstain.</p> <p>16 MS. GOVER: Eight in favor, two opposed,</p> <p>17 two abstained.</p> <p>18 CHAIRWOMAN SCOTT: Okay, so eight in</p> <p>19 favor, so then the motion passes. All right.</p> <p>20 Now, I had a question about the</p> <p>21 discussion on the reopening of schools, something</p>

<p style="text-align: right;">Page 170</p> <p>1 that you spoke to, Dr. Williams, and it was</p> <p>2 answered earlier that summer school is free. I</p> <p>3 wanted to know, and you said it was free for all</p> <p>4 kids, or a member of staff did. I wanted to know</p> <p>5 as far as Saturday school, is that free, and is</p> <p>6 tutoring free? There was talk I heard about</p> <p>7 tutoring for athletes, but is tutoring offered</p> <p>8 for all students at all grades free of charge,</p> <p>9 and is Saturday school free as well?</p> <p>10 DR. WILLIAMS: That's what we're looking</p> <p>11 at and Dr. McComas can chime in. We want to look</p> <p>12 at making it available to our students without a</p> <p>13 cost. Dr. McComas, anything else you want to add</p> <p>14 to that?</p> <p>15 DR. MCCOMAS: No, sir, you nailed it.</p> <p>16 CHAIRWOMAN SCOTT: Thank you, and was</p> <p>17 the Saturday school and tutoring, would that be</p> <p>18 year round? So even if you're in summer school,</p> <p>19 could you still offer Saturday school if parents</p> <p>20 chose, and also have tutoring over the summer?</p> <p>21 DR. MCCOMAS: The tutoring we're looking</p>	<p style="text-align: right;">Page 172</p> <p>1 Item M, which was added to the agenda, which is</p> <p>2 unresolved employee issues, that was added by</p> <p>3 Ms. Mack. So would you like to speak to that,</p> <p>4 Dr. Williams, or would you like Ms. Mack to --</p> <p>5 DR. WILLIAMS: Well, I would just ask</p> <p>6 staff to be prepared, so we have based on the</p> <p>7 motion, I'd ask Ms. Lowry, Mr. Sarris,</p> <p>8 Dr. Scriven, Dr. McComas, and Ms. Burnopp and</p> <p>9 Ms. Simon to be prepared. Thank you.</p> <p>10 CHAIRWOMAN SCOTT: Thank you. Yes,</p> <p>11 Ms. Mack, you may go.</p> <p>12 MS. MACK: First I would like to start</p> <p>13 off by saying that I know HR and payroll have</p> <p>14 been working very hard, but we're more than three</p> <p>15 months after the ransomware attack and we have</p> <p>16 employees who went part time and are still</p> <p>17 getting full-time pay. We have employees who</p> <p>18 can't use medical and dental insurance for which</p> <p>19 they've paid. We have employees that continue to</p> <p>20 have deductions taken from their pay but no</p> <p>21 monies are being deposited in their retirement</p>
<p style="text-align: right;">Page 171</p> <p>1 at offering year round. The Saturday programming</p> <p>2 we're not looking at offering in the summertime</p> <p>3 because we have those other programs going during</p> <p>4 the summer. So we're looking at the Saturdays as</p> <p>5 part of the supports during the spring and then</p> <p>6 all through next year.</p> <p>7 CHAIRWOMAN SCOTT: Okay, thank you.</p> <p>8 DR. MCCOMAS: My pleasure, thank you.</p> <p>9 CHAIRWOMAN SCOTT: Okay. So the next</p> <p>10 item on the agenda was added by Ms. Mack, and it</p> <p>11 was the unresolved employee issues. Oh, you had</p> <p>12 a question, Ms. Causey?</p> <p>13 MS. CAUSEY: Yes. I'd like to make a</p> <p>14 motion that in order to inform families and</p> <p>15 highlight the successes of hybrid in-person</p> <p>16 instruction, that Dr. Williams will have staff</p> <p>17 prepare a public relations campaign including in</p> <p>18 our global languages.</p> <p>19 CHAIRWOMAN SCOTT: Is there a second to</p> <p>20 this motion?</p> <p>21 Hearing no second, we're moving on to</p>	<p style="text-align: right;">Page 173</p> <p>1 account. We have employees paying for long-term</p> <p>2 disability in which they've never enrolled. We</p> <p>3 have employees who completed continuing education</p> <p>4 classes and they've never been reimbursed. We</p> <p>5 have parents who can't access transcripts.</p> <p>6 And while these issues, the issues that</p> <p>7 I listed here are not inclusive, they are</p> <p>8 disparate but here are some similarities. Each</p> <p>9 of these unresolved issues and many others that I</p> <p>10 haven't even touched on impacts the accuracy of</p> <p>11 the W-2s that were issued. Many of the employees</p> <p>12 impacted have not been able to reach anyone in</p> <p>13 any department to help them through their issues.</p> <p>14 These are not isolated issues, we have brought</p> <p>15 them up at other board meetings, and I think we</p> <p>16 owe it to our employees to, number one, respond</p> <p>17 to them; number two, resolve their issues</p> <p>18 quickly; and finally, to reissue corrected W-2s.</p> <p>19 As I said in my motion, I received a W-2</p> <p>20 at a home that I haven't even lived in for five</p> <p>21 years that is no part of my records with BCPS,</p>

<p style="text-align: right;">Page 174</p> <p>1 and the amount of that W-2 is incorrect. So I 2 think we need to do better and we need to do 3 better quickly. And I guess my question is, what 4 are our realistic chances of doing so? 5 CHAIRWOMAN SCOTT: Thank you, Ms. Mack. 6 Did you want to respond, Dr. Williams? 7 DR. WILLIAMS: I see the team, 8 Dr. Scriven, Mr. Sarris? 9 DR. SCRIVEN: Yes, so we can get 10 started, Madam Chair. So first and foremost, we 11 want to give an update, I'm just going to frame 12 our portion of the dialog, we'll give an update 13 on where we are currently with the W-2 process. 14 I'm going to ask Mr. Sarris to back us into what 15 it took for us to get to this current point, and 16 then after he does that, Ms. Burnopp, 17 Mrs. Burnopp will get on and she'll give an 18 explanation in terms of next steps as it relates 19 to ESS. So George, if you could kind of give the 20 history with what we needed to do with payroll 21 first to give us the data needed to create the</p>	<p style="text-align: right;">Page 176</p> <p>1 benefits and the deductions for all those net pay 2 amounts that were simply a dollar amount without 3 a stub. 4 We essentially worked until the night of 5 February 26th to recreate those payrolls, review 6 each one and make any adjustments that we could 7 before issuing the W-2s. We had about 21,600 8 W-2s that went out in the mail on Monday, 9 March 1st, and we were able to reconcile to 10 within a few dollars all but about 700 of those 11 W-2s that we felt highly confident about, and so 12 those W-2s went out. 13 And one of the initial concerns that 14 employees noted was that the W-2s listed both the 15 state of Maryland and state of Pennsylvania, the 16 two states for which we withhold and remit taxes 17 to each of those states. We only have about 600 18 Pennsylvania residents, but rather than ask them 19 to file with the state of Maryland as a 20 nonresident and apply those taxes for 21 Pennsylvania, for many years we withheld those</p>
<p style="text-align: right;">Page 175</p> <p>1 W-2s? I would also ask you to speak to the 2 validity of the W-2s and who we have specifically 3 reached out to, and then Barbara can kind of take 4 it from there, so Mr. Sarris? 5 MR. SARRIS: Thank you, Dr. Scriven and 6 Ms. Mack. I think at the outset, I would say 7 that we all agree that all of those issues need 8 to be addressed, and as you've also said, we have 9 been working nights and weekends to do so since 10 really November, you know, 28th. 11 So in order to create the W-2s, we first 12 had to recreate six payrolls. That took place 13 throughout the month of November and December, 14 and we started with the net pay amounts that we 15 started issuing December 4th, so that because we 16 had no system in place, we basically used our 17 historical bank files and reissued checks, we 18 reissued the most recent previous check for every 19 employee, and we did that through December 30th. 20 We needed to go back and calculate in reverse the 21 gross wages, the taxes, the Social Security, the</p>	<p style="text-align: right;">Page 177</p> <p>1 taxes and remitted them directly on their behalf 2 to the state of Pennsylvania. So the software 3 that we used generates an IRS-approved W-2 form 4 and we did not have the ability initially to 5 modify that print file to remove one state or the 6 other depending on your residence. So because 7 the form was legally sufficient and we spoke with 8 tax attorneys, tax accountants and the 9 Comptroller's Office of Maryland and they all 10 validated our interpretation that the forms were 11 valid and what's more, those forms have been used 12 by other jurisdictions throughout the country, as 13 well as other jurisdictions within the state of 14 Maryland. So we had no information whatsoever 15 that those forms were inappropriate and as I 16 said, at this point I'm aware of only about 106 17 W-2s that need to be corrected and that has to do 18 with Social Security, not state, federal taxes or 19 benefits. So that is, I think, those are the 20 first two issues that Dr. Scriven wanted me to 21 touch on, and I'm happy to answer any more</p>

<p style="text-align: right;">Page 178</p> <p>1 specific questions that you have or let 2 Mrs. Burnopp go ahead. 3 MS. MACK: Yes, I do have a specific 4 question, Mr. Sarris, thank you for that 5 information. I haven't specifically even 6 mentioned the Pennsylvania issue, but when we 7 have so many other outstanding payroll issues 8 from 2020, how can we have issued correct W-2s 9 when we have people who haven't gotten paid, when 10 we have, all teachers shouldn't have had 11 deductions taken out in December but they did, 12 how can we issue correct W-2s? 13 MR. SARRIS: Well, the W-2s are correct 14 and if any employee has specific questions we 15 will address those, but I think unfortunately, 16 the comptroller issued a letter today questioning 17 the accuracy of the W-2s and that's really only 18 based on public commentary. So far as I said, 19 I'm only aware of 106 that need to be corrected 20 and we're still reviewing several hundred others, 21 but I have not had an employee come to me and say</p>	<p style="text-align: right;">Page 180</p> <p>1 that because I actually have the slips in front 2 of me, but my W-2 shows more, that I got paid 3 more than the \$7,500 that my stipend is supposed 4 to be, and I guess one of my questions is, was 5 this just a mistake because of the net pay error 6 that you guys were dealing with, or is it 7 incorrect? Because I'm concerned, you know, if 8 my small amount is off, you know, and this is 9 whatever it is, but you know, I'm concerned about 10 our other, the employees across the agency. When 11 you're dealing with tax documents and you're 12 dealing with the IRS, you know, people get very 13 anxious about these things and they want them to 14 be accurate. 15 MR. SARRIS: So yes, the board members' 16 W-2s are among the ones that need to be 17 corrected, but that was a very specialized error 18 that had to do with the way the employee files 19 were configured, not with the way the pays were 20 issued, and we did issue corrected paychecks in 21 2021 for most of the board members, I believe,</p>
<p style="text-align: right;">Page 179</p> <p>1 this W-2 is incorrect and tell me why they 2 believe it's incorrect. But I'm happy, you know, 3 to add it to our list for review and possible 4 reissuing if it needs to be corrected. 5 MS. MACK: Well, I'm going to be adding 6 mine because mine is incorrect. 7 CHAIRWOMAN SCOTT: Thank you. 8 MR. SARRIS: And the Board, the first 9 paycheck January 22nd that the Board received, 10 there was a problem with all of those. We issued 11 a communication separately to each of the 12 12 board members explaining that, Ms. Rowe mentioned 13 it again this week, and yes, those are among the 14 ones that we know need to be corrected. 15 CHAIRWOMAN SCOTT: Thank you. It looks 16 like next we have Mr. Kuehn. 17 MR. KUEHN: Hi, Mr. Sarris. I know this 18 is a difficult situation you're working through 19 and I appreciate it. I would suggest, though, 20 and I know you said that there was a discrepancy 21 in our first pay this year and I fully understand</p>	<p style="text-align: right;">Page 181</p> <p>1 except for two who I'm not sure had been paid 2 yet. But if there are any other employees that 3 have errors that they believe should be reviewed 4 by our office, then we will do that gladly. 5 MR. KUEHN: Okay. So what is the 6 process, because they don't have access to ESS 7 yet, right, to check their own pay stubs on line, 8 right, that's not available to them, so how do 9 they do it? 10 MR. SARRIS: Well, that's a big part of 11 the problem that we faced, because we had to 12 reconstruct the data before we could create a 13 W-2, and there were obviously some employees who 14 had their pay stubs through November 6th, but 15 there really isn't any other documentary material 16 other than the employee knows what their hourly 17 rate is or their annual salary, and they have old 18 pay stubs that they want to compare that to and 19 ask us to make the same comparison, but we have 20 already done that. As I said, we were able to 21 reconcile all of the historical records with the</p>

<p style="text-align: right;">Page 182</p> <p>1 six payrolls that we recreated to within a very 2 small margin of less than a hundred dollars in 3 terms of wages, which in most cases is within ten 4 or 15 dollars in tax liability.</p> <p>5 MR. KUEHN: Okay. So just to kind of 6 follow on, if an employee has an issue, will you 7 respond to emails, because I'm hearing that 8 emails are not being responded to. Do they need 9 to call and talk to someone, how can they get 10 this resolved with your office?</p> <p>11 MR. SARRIS: We are answering the phones 12 every day, we have staff in the office, and we 13 are answering email, but the email and the calls 14 are of such a volume that it's impossible to 15 provide same day service. So I think it's best 16 to use email, because that gives us a record, it 17 allows the employees to attach a document, but I 18 must say that most of the emails that I get and 19 that I answer, there's not a lot of specific 20 information provided, it's primarily concerns 21 about I've heard this and I've heard that and I'm</p>	<p style="text-align: right;">Page 184</p> <p>1 not made for a period of time, how do we make the 2 employees whole? Because you know, there's time 3 value in money, especially in the market, how do 4 we make those employees whole?</p> <p>5 MR. SARRIS: So let me say first that we 6 have been making all of the transfers to the 403 7 and 457 plan providers on a weekly basis, and the 8 issue at this point is working with those 9 vendors, there's six of them, to make sure that 10 they are accurately crediting each employee's 11 individual retirement account. And so, and if 12 there are instances where employees can document 13 that they've suffered damages, we need that 14 information in order to evaluate the claim, but 15 the providers have gotten their money every week 16 and it's simply a question of making sure they 17 had the information from us to make, to credit 18 the proper individuals. So the investments have 19 been there but the employee accounts on an 20 individual basis need to be properly credited. 21 MR. KUEHN: That's good to know, thank</p>
<p style="text-align: right;">Page 183</p> <p>1 afraid to file my tax return and, or I've gone 2 into a third party software and it's asking me a 3 question and I don't know how to answer it. 4 Those are the kinds of responses that I've dealt 5 with, but please, I encourage every employee to 6 give us as much specific information as they can, 7 because we've already done a verification process 8 for thousands of these, of employees, and it's 9 certainly possible that we missed something, and 10 the more information that they, each employee can 11 provide us, the better.</p> <p>12 MR. KUEHN: Okay. And in order to 13 follow up with the correct people, Mr. Sarris, 14 who do they reach out to, is that being shared?</p> <p>15 MR. SARRIS: Yes, the Office of Payroll 16 website and our regular phone number, 17 443-809-9401, and we have been posting that 18 information every week on the news hub.</p> <p>19 MR. KUEHN: Okay, great.</p> <p>20 One last question. If deductions to 21 retirement plans and 403(b)s were incorrect or</p>	<p style="text-align: right;">Page 185</p> <p>1 you, Mr. Sarris. Apparently I'm out of time.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. Next we 3 have Ms. Rowe.</p> <p>4 DR. SCRIVEN: Madam Chair?</p> <p>5 CHAIRWOMAN SCOTT: I'm sorry, yes?</p> <p>6 DR. SCRIVEN: Just real quick, I just 7 wanted Ms. Burnopp just to jump in and give a 8 little more information and then Ms. Rowe, we 9 will definitely field your questions and the rest 10 of the Board, but I wanted you to have a little 11 more context. Mrs. Burnopp, if you can just give 12 an update on the amendments that were made to the 13 W-2 and where we are with ESS, I think that that 14 would be helpful, and then we can continue to 15 field more board members' questions.</p> <p>16 MS. BURNOPP: Thank you, Dr. Scriven. 17 What I would like to share with the board members 18 is because we did give so much concern from 19 employees about the Pennsylvania and the Maryland 20 designations, as Mr. Sarris explained, we have 21 no -- everything that we have seen shows that</p>

<p style="text-align: right;">Page 186</p> <p>1 that's a perfectly adequate W-2. However, 2 employees continue to feel uncomfortable with 3 this and we therefore reran the W-2 process and 4 we have generated a W-2 that has only Maryland 5 showing for Maryland employees, Pennsylvania 6 showing for Pennsylvania employees, an employee 7 that lived in both states will still continue to 8 see two lines. It does not change any of the 9 dollars that were withheld, those were correct as 10 Mr. Sarris said, but it will, we believe give 11 employees a better comfort level that they can 12 have their comfort to give their W-2 to their tax 13 preparer. 14 However, to get those to employees, we 15 need a mechanism to do that and the normal 16 mechanism for getting to a W-2, this year we 17 mailed them all to employees because of the 18 system being down. We have a tool called 19 Employee Self Service, it's an application that 20 we have used in the past through our provider. 21 We are going to stand that back up so we're going</p>	<p style="text-align: right;">Page 188</p> <p>1 this, how do you explain someone whose federal 2 wages, Maryland wages and Pennsylvania wages are 3 all three different amounts? Because in every 4 business I've opened, every employee I've ever 5 had, every interaction, I've done my own taxes 6 since I was 14, I have never had or seen a 7 different state wage and federal wage, and I 8 don't understand how even you could have one 9 federal, one Maryland and one Pennsylvania wage 10 be three different numbers and you don't even 11 live in Pennsylvania anyway. Please explain 12 that. 13 MR. SARRIS: Yes. The first part of 14 that, of deciphering that issue is if you don't 15 live in Pennsylvania, you disregard the 16 Pennsylvania information, and then you need to 17 compare your federal wage with your Maryland 18 wage, and Maryland wage exempts state retirement 19 and so most teachers, and in fact most employees 20 of any kind are in the state retirement system, 21 and so because Maryland exempts retirement, state</p>
<p style="text-align: right;">Page 187</p> <p>1 to relaunch Employee Self Service for all of our 2 employees and we will do that we hope this week, 3 as soon as possible. We were testing it all day 4 today and our staff is still working with the 5 vendor on it tonight, so that we can open that up 6 to employees and then they can access this 7 different presentation on the W-2 and print it 8 themselves, so they will have an alternative W-2 9 with the same dollar amounts but only showing one 10 state on it if they only lived in one state. So 11 our goal is to have Employee Self Service 12 available to the employees this week as soon as 13 possible, so we're all doing everything we can to 14 get that option available to employees. Thank 15 you, Dr. Scriven. 16 DR. SCRIVEN: Yes, ma'am, thank you, 17 Mrs. Burnopp, and the floor is all yours, 18 Ms. Rowe, thank you for your patience, ma'am. 19 MS. ROWE: Thank you. So one of the 20 things that I've been hearing and people have 21 actually sent me images of their W-2s to see</p>	<p style="text-align: right;">Page 189</p> <p>1 retirement contributions for its tax and the 2 federal government does not, those two wages are 3 going to differ by that amount, and that's one of 4 the many things we explained in the communication 5 that Dr. Williams issued on Saturday, March 6th. 6 MS. ROWE: So I think part of the 7 biggest problems that we have is that employees 8 don't have a way to look at a final pay stub or 9 look at any sort of a document to compare that to 10 their W-2 to judge the accuracy of their W-2, and 11 those lack of pay stubs is causing confusion. Is 12 there anything we can do to issue some sort of a 13 document that gives the type of accounting 14 breakdowns that a pay stub would give or the 15 paychecks that people got? I mean, I understand 16 you had to work backwards to create the 17 accounting, but if you worked backwards to create 18 the accounting to create the W-2, then 19 conceivably the accounting exists today, maybe 20 not as it was created goes along, but there's 21 something, and people need to see that, I</p>

<p style="text-align: right;">Page 190</p> <p>1 believe. Is there a way we can provide that to 2 them?</p> <p>3 MR. SARRIS: Well, we cannot recreate a 4 pay stub in the form that employees typically 5 receive it. What we have are huge files that 6 have the recreated information for each employee, 7 but it's not in a format from which we can 8 generate a pay stub and deliver a pay stub. But 9 that data is what we did use to reconcile all of 10 the paychecks, all of the W-2s against all of the 11 paychecks that were recreated. So I suppose 12 that's something we can determine, whether or not 13 there's any way, you know, to share that. I can 14 tell you we can't share that report with 21,000 15 people, it's just not available, but if somebody 16 has a reason to believe that there's an error, 17 we'll certainly look at it, and I'll consider if 18 there's any possible way to, for employees, for 19 us to document that for employees, but I think 20 based on the efforts that we made to just start 21 issuing regular paychecks in January and get the</p>	<p style="text-align: right;">Page 192</p> <p>1 that assures us our W-2 is correct, like we're 2 going to have to file for extensions with the 3 federal IRS then. I can't file my taxes right 4 now because I think my numbers are wrong, so does 5 that mean -- -</p> <p>6 CHAIRWOMAN SCOTT: That's time. Thank 7 you, Ms. Rowe.</p> <p>8 MR. SARRIS: You may wish to apply for 9 an extension but we're going to get you a 10 corrected W-2.</p> <p>11 CHAIRWOMAN SCOTT: Okay. Next is 12 Ms. Causey.</p> <p>13 MS. CAUSEY: Thank you, Madam Chair. 14 I'm not going to take a lot of time because I 15 believe that fellow board members have asked a 16 lot of questions and staff has provided a lot of 17 information, but one of the things clearly needs 18 to be improved communications. Also the question 19 is if we have this issue and we knew this was 20 coming up, I believe we hired staff or hired 21 consultants to help fix this and so, you know, in</p>
<p style="text-align: right;">Page 191</p> <p>1 W-2s out on Monday, there are probably not enough 2 resources to do that.</p> <p>3 What I have done is I have hired and I'm 4 hiring additional staff to help us go back 5 through all of the paychecks to determine whether 6 or not we, as you say, as was said, some people 7 were overpaid and determine those amounts, which 8 we've done for a large part, and more so make 9 sure we catch up on anybody that was underpaid in 10 November and December. So we have made a lot of 11 progress, we have reconciled all of the AFSCME 12 members paychecks, we are working on the TABCO 13 miscellaneous payments from November and 14 December, and we're working on ESPBC 15 reconciliations. So by hiring additional staff, 16 my hope is that we get everything reconciled by 17 June 1, that is our goal.</p> <p>18 MS. ROWE: Okay. So essentially what 19 you're saying, then, is myself, other people who 20 have W-2 errors in the numbers, if we don't get 21 something, either a corrected W-2 or something</p>	<p style="text-align: right;">Page 193</p> <p>1 terms of planning their work and the work of our 2 staff if we need additional consultants or temps, 3 because there are temps that help with payroll, 4 then we need to really look at that, because as 5 we know there's timelines coming up with taxes 6 and it's very anxiety producing for a lot of our 7 employees. And as the Board, in terms of we've 8 heard from Board members about their particular 9 W-2s and so forth, if ours aren't correct, how 10 confident are we in what's happening to our 11 employees, so this is a critical issue.</p> <p>12 Also, another issue relating to 13 communication in terms of sending it out in a 14 timely fashion comprehensive enough that 15 employees know what to do. The Board had 16 received a confidential update regarding this but 17 then we, despite being requested, we did not 18 receive the follow-up email that it had gone out 19 to staff, so I'm not even sure if this email has 20 gone out to staff about the ESS, I do want a 21 confirmation on that because we do need our</p>

<p style="text-align: right;">Page 194</p> <p>1 communications to be better and that would 2 include, my suggestion would be to include the 3 documentation from, Mr. Sarris I think mentioned 4 the comptroller, and then is there something from 5 the IRS. So my question is, has this information 6 about the ESS been distributed and how can we 7 improve communications? 8 DR. SCRIVEN: So that information has 9 gone out. We do weekly updates around payroll 10 that are uploaded into the new hub. The Board to 11 my knowledge is copied on all of these 12 correspondences as well. There was an update 13 that just went out on ESS because there was some 14 misinformation that the system was up and 15 running, and indeed it is not, so we rectified 16 that because we do not want an overload of folks 17 trying to access ESS to print an amended W-2. As 18 Mrs. Burnopp alluded to, our goal is to have ESS 19 up and running and that has already been 20 communicated to all of our employees in BCPS. So 21 to answer your question, it's been communicated.</p>	<p style="text-align: right;">Page 196</p> <p>1 insurance, amended it within the timeframe, and 2 then unfortunately his daughter needed two teeth 3 pulled, it cost him \$500 out of his pocket. How 4 does that man and other people in that situation 5 go about trying to recap that money? Thank you. 6 MR. SARRIS: Yes. We, the virus attack 7 hit us during the open enrollment season and so 8 all of those plan changes were lost. The human 9 resources staff came in and worked throughout the 10 winter holidays to get that data, collect that 11 data manually, and the system that we had hoped 12 to be able to use to update all those benefits, 13 the open enrollment data, did not work out. So 14 they are, the benefits office is still going back 15 in to reconcile and make sure that the accounts 16 are brought current and I believe that, I'll 17 speak for human resources, that as with all of 18 these other issues, we are trying to make 19 employees whole and that's employees who were 20 underpaid, employees who were overpaid, employees 21 who were paid late, and to make sure that all of</p>
<p style="text-align: right;">Page 195</p> <p>1 CHAIRWOMAN SCOTT: Thank you. Next we 2 have Ms. Jose. 3 MS. JOSE: Thank you, Ms. Scott. I just 4 want to point out to board members that I think 5 we're all paid in the same payroll, because I 6 remember seeing in my W-2s for 2019, we were paid 7 from December of 2019, the 22nd, and it came all 8 the way to January of 2020. So if you look at 9 your 2019 W-2 you will have less than what your 10 stipend is, but that is made up for in the 2020 11 W-2, that's what I found. And thank you for your 12 explanation, Mr. Sarris, I got it, I don't know 13 about other board members, but check your W-2s 14 and you'll see the difference made up in the 2020 15 W-2. Thank you. 16 CHAIRWOMAN SCOTT: Thank you, Ms. Jose. 17 Next is Mr. McMillion. 18 MR. MCMILLION: Mr. George, I'm going to 19 explain a situation that I think applies to a 20 group of people. I know a straightforward no 21 nonsense teacher that changed his medical</p>	<p style="text-align: right;">Page 197</p> <p>1 those are corrected. 2 When we reviewed, for example as I said, 3 we had about 700 out of almost 22,000 paychecks 4 and W-2s that were off by more than a hundred 5 dollars. We made all of those adjustments in 6 favor of the employee, so we'll continue to make 7 employees whole, and my hope is that we can do it 8 by the end of this school year. I just, that's 9 the goal that we're all working towards. 10 MR. MCMILLION: Okay. In regards to 11 this man's \$500, how can he go about reclaiming 12 that, or does he just eat it? 13 MR. SARRIS: Well, absolutely not. Once 14 we determine the plan that he should be in, we 15 would, he would only be liable, we would 16 reimburse him just like we're reimbursing people 17 for other stipends and deductions for which we 18 owe them. I had a similar acquaintance with an 19 employee who went to the dentist and they said 20 well, you know, we don't have you enrolled. In 21 that case they were, the doctor was flexible</p>

<p style="text-align: right;">Page 198</p> <p>1 enough to say okay, you're a BCPS employee and 2 you say that you signed up for Blue Cross dental. 3 We're going to charge you what we know your 4 responsibility is and we're going to wait to get 5 reimbursed. In this case with, that you cited, 6 that unfortunately did not happen, but the amount 7 that the employee is out of pocket between his 8 deductible and the insurance coverage is what we 9 would pay him. 10 MR. MCMILLION: Mr. George, thank you 11 very much. 12 MR. SARRIS: Sure. 13 CHAIRWOMAN SCOTT: Thank you, board 14 members. Okay. It looks like the next item on 15 the agenda is -- 16 DR. WILLIAMS: Ms. Scott, I just want to 17 close out. Thank you for having this 18 conversation. I just want to reiterate what 19 Mr. Sarris and team have shared, Dr. Scriven, 20 we're going to work to try to make staff members 21 whole. We dealt with the pandemic, we're dealing</p>	<p style="text-align: right;">Page 200</p> <p>1 BoardDocs under the committee name. So the first 2 committee update we have is from the audit 3 committee, and for that I call on Mr. McMillion. 4 MR. MCMILLION: Okay, great. I want to 5 thank Chairman Scott for giving me the 6 opportunity to develop my leadership skills 7 within this committee. We met on Tuesday, 8 February 16th, from 4:30 to 5:45, and I just lost 9 my picture. The reports we discussed was the 10 Office of Internal Audit for the year 21, it was 11 a midyear update. We looked at the investigative 12 unit statistics, we looked at the summary of 13 procurement card results. Our unfinished 14 business was the OLA audit update and our new 15 business was the FY-22 operating budget analysis. 16 We're going to meet again Tuesday, March 16th, 17 next Tuesday at 4:30, and I'm very excited to be 18 involved in this. Thank you very much. 19 CHAIRWOMAN SCOTT: Thank you for that. 20 It looks like Ms. Causey has a question for you, 21 for his committee update?</p>
<p style="text-align: right;">Page 199</p> <p>1 with the pandemic, and to have the cyber attack 2 with how it impacted us that you all had to live 3 through with the rest of us, that we're going to 4 work really hard to make sure our staff members 5 are whole. And as Mr. Sarris has said, we 6 appreciate our staff reaching out to our central 7 office staff with questions and concerns, and I 8 would just say if you're getting questions or 9 emails, please direct them to the email address, 10 or Mr. Sarris gave actually the phone number, but 11 an email address so there's the paper trail, and 12 that we can follow up and address one on one with 13 our staff members if they're still having 14 questions about all of this and the impact that 15 the cyber attack has had on our system. So thank 16 you. 17 CHAIRWOMAN SCOTT: Thank you, 18 Dr. Williams and staff. 19 It looks like the next item on the 20 agenda is board committee updates, and committee 21 agendas and documents can now be found on</p>	<p style="text-align: right;">Page 201</p> <p>1 MS. CAUSEY: Yes, thank you, Madam 2 Chair. 3 CHAIRWOMAN SCOTT: Okay. 4 MS. CAUSEY: At the last audit committee 5 when I was on the audit committee, the committee 6 had voted to bring out, had voted to approve the 7 recommendation for the internal audit charter and 8 the audit committee charter to come out to the 9 full Board, so I just was wondering when that 10 might be on the agenda for the full Board to 11 consider. 12 MR. MCMILLION: Ms. Causey, I can answer 13 that. That is on my board comments or my agenda 14 setting, I've reached out but I don't have a 15 commitment on when those quarterly updates and 16 also the two charters, so I'm waiting for 17 confirmation, thank you. 18 MS. CAUSEY: Great, thank you very much. 19 CHAIRWOMAN SCOTT: Thank you. And next 20 is the building and contracts and for that I call 21 on Ms. Jose.</p>

<p>Page 202</p> <p>1 MS. JOSE: Thank you, Ms. Scott.</p> <p>2 Building and contracts committee has no updates</p> <p>3 today, thank you.</p> <p>4 CHAIRWOMAN SCOTT: Thank you, Ms. Jose.</p> <p>5 Next the curriculum committee, and that's</p> <p>6 Ms. Pasteur.</p> <p>7 MS. PASTEUR: Thank you, Ms. Scott.</p> <p>8 I'll just report on our next meeting, which is</p> <p>9 March 18th and we, and I want to thank</p> <p>10 Dr. McComas and staff right out of the gate,</p> <p>11 we're going to do the whole session on dyslexia,</p> <p>12 with some conversation on dysgraphia and</p> <p>13 dyscalculia. And we have just had so many</p> <p>14 requests for this and when we get to government I</p> <p>15 will address another aspect. So thank you for</p> <p>16 those of you out there who have had a myriad of</p> <p>17 questions about dyslexia, you want to tune in on</p> <p>18 March 18th, that will take up most of the</p> <p>19 meeting, that and reading, so thank you for that.</p> <p>20 That's it for curriculum, Ms. Scott.</p> <p>21 CHAIRWOMAN SCOTT: Thank you,</p>	<p>Page 204</p> <p>1 forward, so there's more of that to come.</p> <p>2 We also discussed creating an equity</p> <p>3 advisory group which, we're going to speak about</p> <p>4 that at our next meeting as well, which would</p> <p>5 consist of community stakeholders, teachers,</p> <p>6 various people from the community, hopefully even</p> <p>7 some students, so that we can equally build on</p> <p>8 our equity work and make sure that we're</p> <p>9 approaching everything in a holistic well rounded</p> <p>10 fashion.</p> <p>11 So our next equity meeting will be</p> <p>12 Thursday, March 18th at four p.m. Thank you.</p> <p>13 Next we have legislative and government</p> <p>14 relations committee, and for that I call on</p> <p>15 Ms. Pasteur.</p> <p>16 MS. PASTEUR: Okay. Thank you,</p> <p>17 Ms. Scott. This is a two-parter. At our</p> <p>18 February meeting we voted to bring Senate Bill</p> <p>19 150 for information, it hasn't happened yet, but</p> <p>20 on Thursday we're having our next government and</p> <p>21 legislative meeting and Mr. Baysmore will give us</p>
<p>Page 203</p> <p>1 Ms. Pasteur, and next is the equity committee and</p> <p>2 that would be me, of which I'm the chair, and the</p> <p>3 equity committee met February 18th and we had the</p> <p>4 pleasure of hearing from several experts in the</p> <p>5 community and learning more about the community</p> <p>6 eligibility program, CEP. We also heard from the</p> <p>7 Office of Nutrition and staff explained to us how</p> <p>8 the program works; the experts who were brought</p> <p>9 in by our very own Dr. Hager also was very</p> <p>10 instrumental in bringing them in so we could</p> <p>11 learn more about it, how it works and how it's</p> <p>12 applied and implemented at BCPS, so that was a</p> <p>13 very good discussion and I learned a lot, so</p> <p>14 thank you, Dr. Hager, for your leadership in</p> <p>15 that.</p> <p>16 We also discussed equity analysis, which</p> <p>17 was put together earlier when we first met, but</p> <p>18 also Ms. Mack was instrumental in pulling out</p> <p>19 certain key points and using the original equity</p> <p>20 audit to do an analysis of that, and we used that</p> <p>21 also as a basis to build on that as we go</p>	<p>Page 205</p> <p>1 some updates on that particular bill. Know that</p> <p>2 that bill is tangentially attached to Delegate</p> <p>3 Ebersole's bill about, for our Board noting that</p> <p>4 six members, in the event that we have a vacancy</p> <p>5 on our Board and only have 11, that six would be</p> <p>6 a majority. Senate Bill 150 from Senator Sydnor,</p> <p>7 that amendment asks that we add a 13th member to</p> <p>8 our school board. Right now it is not attached</p> <p>9 to Delegate Ebersole's, so there's no</p> <p>10 reconciliation there, so there's a lot of</p> <p>11 conversation that has to happen between them and</p> <p>12 others. So again, Mr. Baysmore will give us an</p> <p>13 update.</p> <p>14 Also he will, Mr. Baysmore will give us</p> <p>15 an update on House Bill 1197 which does not at</p> <p>16 this point have a Senate crossover, so he will</p> <p>17 give us more information as well.</p> <p>18 But I now want to bring us to Senate</p> <p>19 Bill 126, House Bill 237. At our last board</p> <p>20 meeting Mr. Muhumuza made a motion and Ms. Henn</p> <p>21 seconded that motion, and the committee</p>

<p style="text-align: right;">Page 206</p> <p>1 unanimously supported, so tonight we are bringing</p> <p>2 it to the Board for your support. I sent out the</p> <p>3 information to you, so I will just give you a</p> <p>4 quick overview before I do the motion. And it is</p> <p>5 that the Maryland State Department of Education</p> <p>6 create an advisory group that will create a</p> <p>7 reading and dyslexia handbook that will be</p> <p>8 available to school systems around the state as</p> <p>9 well as the public by June 1st of 2022. And so</p> <p>10 we're embracing this and finding this timely in</p> <p>11 light of our curriculum discussion on next</p> <p>12 Thursday.</p> <p>13 So I move that the Baltimore County</p> <p>14 School Board support Senate Bill 126, House Bill</p> <p>15 237, requiring MSDE to create an advisory group</p> <p>16 to develop a reading and dyslexia handbook to be</p> <p>17 made available to school systems and the public</p> <p>18 by June 1st, 2022.</p> <p>19 MS. CAUSEY: Second, Ms. Causey.</p> <p>20 (Chorus of seconds.)</p> <p>21 MS. PASTEUR: Thank you.</p>	<p style="text-align: right;">Page 208</p> <p>1 MR. KUEHN: Yes.</p> <p>2 MS. GOVER: Dr. Hager?</p> <p>3 DR. HAGER: Yes.</p> <p>4 MS. GOVER: Ms. Scott?</p> <p>5 CHAIRWOMAN SCOTT: Yes.</p> <p>6 MS. GOVER: Thank you.</p> <p>7 CHAIRWOMAN SCOTT: The motion passes.</p> <p>8 MS. PASTEUR: Thank you, Ms. Scott.</p> <p>9 CHAIRWOMAN SCOTT: Thank you,</p> <p>10 Ms. Pasteur. Okay, and then we have our policy</p> <p>11 review committee of which I am the chair, and the</p> <p>12 policy review committee met on February 22nd and</p> <p>13 we discussed policy, unfinished business, Policy</p> <p>14 6002, selection of instructional materials;</p> <p>15 another policy on meetings, policy, special rules</p> <p>16 for electronic meetings and also meetings on the</p> <p>17 agenda.</p> <p>18 What we also discussed was our first</p> <p>19 ever social media policy that we're working to</p> <p>20 create, and discussed that, and that will be</p> <p>21 forthcoming a bit later.</p>
<p style="text-align: right;">Page 207</p> <p>1 CHAIRWOMAN SCOTT: It sounds like a lot</p> <p>2 of support for that and you spoke to the motion.</p> <p>3 Were there any questions? Okay. Ms. Gover, may</p> <p>4 we take a rollcall vote please?</p> <p>5 MS. GOVER: Ms. Rowe?</p> <p>6 MS. ROWE: Yes.</p> <p>7 MS. GOVER: Ms. Causey?</p> <p>8 MS. CAUSEY: Yes.</p> <p>9 MS. GOVER: Ms. Mack?</p> <p>10 MS. MACK: Yes.</p> <p>11 MS. GOVER: Mr. McMillion?</p> <p>12 MR. MCMILLION: Yes.</p> <p>13 MS. GOVER: Ms. Jose?</p> <p>14 MS. JOSE: Yes.</p> <p>15 MS. GOVER: Ms. Henn?</p> <p>16 VICE CHAIR HENN: Yes.</p> <p>17 MS. GOVER: Mr. Muhumuza?</p> <p>18 MR. MUHUMUZA: Yes.</p> <p>19 MS. GOVER: Mr. Offerman? Ms. Pasteur?</p> <p>20 MS. PASTEUR: Yes.</p> <p>21 MS. GOVER: Mr. Kuehn?</p>	<p style="text-align: right;">Page 209</p> <p>1 We discussed the ethics code policy</p> <p>2 Policy 8221, board officers and vice chair.</p> <p>3 And the next policy review committee</p> <p>4 meeting will be March 15th at 4:30 p.m. Thank</p> <p>5 you.</p> <p>6 And we have, Ms. Henn is sharing the</p> <p>7 newly formed budget committee, so Ms. Henn, are</p> <p>8 you prepared to say something about that</p> <p>9 committee? I know --</p> <p>10 VICE CHAIR HENN: Yes, thank you, Madam</p> <p>11 Chair. So, I'd like to thank Ms. Scott for</p> <p>12 allowing me to chair the newly established budget</p> <p>13 committee, which was established and also to</p> <p>14 thank the Board for your support of this</p> <p>15 committee, and assigned to that committee are</p> <p>16 Ms. Pasteur as vice chair, and Mr. McMillion. So</p> <p>17 I look forward to working with the committee, our</p> <p>18 first meeting has not yet been scheduled, but I'm</p> <p>19 looking to schedule that either this month or</p> <p>20 next month, so that's my update at this time.</p> <p>21 Thank you, Madam Chair.</p>

<p style="text-align: right;">Page 210</p> <p>1 CHAIRWOMAN SCOTT: Thank you for that, 2 Ms. Henn. It look looks like Ms. Causey has a 3 question for you. 4 MS. CAUSEY: Thank you, Madam Chair. 5 Actually, what I would like to do is make a 6 motion to add Board Member Lisa Mack to the 7 budget committee. 8 CHAIRWOMAN SCOTT: Mr. Brousaides, 9 correct me if, just for my understanding, but I 10 believe that motion is out of order because that 11 would be changing our policy. I thought the 12 policy was for the board chair to appoint 13 committee members. 14 MS. CAUSEY: So our policy does give the 15 responsibility to the board chair, and there's 16 also conversation in the handbook about building 17 consensus and discussing with board members their 18 interests, and I think that in this regard 19 Ms. Mack has been overlooked. Also, it has been 20 set by precedent in a board meeting, I believe it 21 was in May, where Ms. Jose made a motion to form</p>	<p style="text-align: right;">Page 212</p> <p>1 need to go and change the policy first, so I want 2 to know if that would also apply to this 3 situation, to this motion as well. Are you 4 there, Mr. Brousaides? 5 MR. BROUSAIDES: Yes. I thought that 6 last portion was for Ms. Causey. 7 CHAIRWOMAN SCOTT: No, that was for 8 Ms. Causey but what I was asking for you is 9 weighing in legal advice as far as that's a 10 policy that the chair decides who is on each 11 committee, and that policy was respected during 12 Ms. Causey's tenure, but what I wanted to know is 13 that if we wanted to change the policy where we 14 just add board members and override the chair's 15 decision, then isn't that something that would 16 need to be changed in policy first, that was my 17 understanding. 18 MR. BROUSAIDES: If there is a policy 19 that deals with committee assignments, and I must 20 admit I don't have all the policies at my 21 fingertips, and I'm not sure if there is a policy</p>
<p style="text-align: right;">Page 211</p> <p>1 a committee and to name you as the chair of that 2 committee, so the Board voted to approve that. 3 So I believe that it is consistent with policy, 4 the Board Handbook, and also Board practice. 5 CHAIRWOMAN SCOTT: So I would say, one, 6 that first of all, when you made your committee 7 assignments, your committee assignments were 8 respected, I respected you, and I did not say 9 things about member being overlooked. And -- 10 MS. CAUSEY: I apologize for that 11 comment. 12 CHAIRWOMAN SCOTT: Well, it was already 13 said, that's the first thing, so I do find that a 14 little unnecessary. 15 Second of all, Mr. Brousaides, if you 16 could chime in, but it does seem to me that the 17 policy would need to be changed in order for that 18 to happen, and what you had just said earlier in 19 regards to like when you just asked, when it was 20 asked about making stakeholders, you know, 21 overriding the policy, you said that we would</p>	<p style="text-align: right;">Page 213</p> <p>1 that deals with committee assignment, to I would 2 need to look at that. 3 MS. CAUSEY: So I'm going to just make a 4 comment. Yes, as the chair I did communicate 5 actively with board members, Ms. Henn and I at 6 multiple points sent out open positions, got 7 input of who wanted to be on the committees and 8 so forth. There were times, but like I said, the 9 Board did approve to, per motion in an open board 10 meeting, to have you be the chair of the ethics 11 committee and I think that's worked out very 12 well. So I don't think it's inconsistent with 13 policy and I don't think it's inconsistent with 14 what the Board has done. 15 CHAIRWOMAN SCOTT: Ms. Gover, do you 16 have the policy number? 17 MS. CAUSEY: The other issue -- 18 CHAIRWOMAN SCOTT: It is for the chair 19 to assign committee assignments. 20 MS. CAUSEY: The other thing I would 21 point out from a parliamentary procedure is that</p>

<p style="text-align: right;">Page 214</p> <p>1 the Board has the opportunity to appeal the</p> <p>2 ruling of the chair, so if --</p> <p>3 CHAIRWOMAN SCOTT: Well, it's not a</p> <p>4 ruling if it's going against policy, because it's</p> <p>5 not a ruling of the chair. If it's a policy,</p> <p>6 then we would need to go in PRC as we did with</p> <p>7 the other policy and make that change. So, I</p> <p>8 don't know if the policies are up on our website.</p> <p>9 Yes Mr. Brousaides? It's 8221.</p> <p>10 MS. GOVER: 2.D.</p> <p>11 MS. CAUSEY: Madam Chair, I have another</p> <p>12 comment related to that. I also wanted to point</p> <p>13 out that when a committee has --</p> <p>14 CHAIRWOMAN SCOTT: Stop. The motion</p> <p>15 hasn't come to the floor yet.</p> <p>16 MS. CAUSEY: This is by way of</p> <p>17 background for edification of the whole Board.</p> <p>18 When there is a committee that only has three</p> <p>19 members, and Mr. Brousaides can confirm this</p> <p>20 because he wrote an advisory opinion on it, when</p> <p>21 there is a committee with only three members,</p>	<p style="text-align: right;">Page 216</p> <p>1 something then that, we could look at that policy</p> <p>2 in policy review committee just as we did</p> <p>3 earlier.</p> <p>4 MS. CAUSEY: So Madam Chair, I would</p> <p>5 just withdraw my motion and I would just request</p> <p>6 that you consider adding Ms. Mack to the budget</p> <p>7 committee. She has, as documented through the</p> <p>8 operating budget and capital budget cycles, has</p> <p>9 delved in, submitted many questions, had a lot of</p> <p>10 discussion. She also voted for the budget</p> <p>11 committee, which some other members have not, so</p> <p>12 I think that her commitment, her experience also</p> <p>13 as a retired executive from a Fortune 50 company,</p> <p>14 she would be an asset to the committee. Thank</p> <p>15 you.</p> <p>16 CHAIRWOMAN SCOTT: Thank you. It looks</p> <p>17 like there's a question from Ms. Mack, or excuse</p> <p>18 me, a comment from Ms. Mack, and then Ms. Jose.</p> <p>19 MS. MACK: Yes. While I'd like to thank</p> <p>20 Ms. Causey, I did not ask Ms. Causey to do this,</p> <p>21 so I'd like to thank her for her comments.</p>
<p style="text-align: right;">Page 215</p> <p>1 then because of quorums and Open Meetings Act</p> <p>2 requirements, the vice chair cannot attend the</p> <p>3 agenda setting meeting, so it makes it a little</p> <p>4 less collaborative. So this is not taking anyone</p> <p>5 away that you've put on the committee, but it is</p> <p>6 just in fact just adding an additional member.</p> <p>7 CHAIRWOMAN SCOTT: So yes, it would be</p> <p>8 adding an additional member.</p> <p>9 MR. BROUSAIDES: Madam Chair, looking at</p> <p>10 Policy 8221, it is, it parallels the board</p> <p>11 handbook, which provides that the board chair</p> <p>12 shall have the duty of making committee</p> <p>13 assignments.</p> <p>14 CHAIRWOMAN SCOTT: So then if we wanted</p> <p>15 to circumvent that, then is that something --</p> <p>16 MR. BROUSAIDES: Much in the same way</p> <p>17 that the Board went through with the sending it</p> <p>18 back to the policy review committee on the other</p> <p>19 item earlier today, that same logic would apply</p> <p>20 here.</p> <p>21 CHAIRWOMAN SCOTT: Okay, so that's</p>	<p style="text-align: right;">Page 217</p> <p>1 Ms. Scott, as you know, I have emailed</p> <p>2 you twice about this because I, you know, I love</p> <p>3 budgets, I have a master's degree in finance, I</p> <p>4 have worked diligently on the last three budgets,</p> <p>5 I have submitted questions, I have made motions,</p> <p>6 and not all board members can say that, but we</p> <p>7 don't need to deliberate this here. I will</p> <p>8 continue to pursue this and again, I just want to</p> <p>9 be clear that I can always speak for myself, and</p> <p>10 I can pursue this in a different manner.</p> <p>11 MR. MUHUMUZA: Madam Chair, point of</p> <p>12 order.</p> <p>13 CHAIRWOMAN SCOTT: Oh, point of order?</p> <p>14 MR. MUHUMUZA: Yes. Is there a motion</p> <p>15 on the floor?</p> <p>16 CHAIRWOMAN SCOTT: She withdrew her</p> <p>17 motion. So since the motion was withdrawn, Josh,</p> <p>18 I don't know if everybody could hear you. Josh</p> <p>19 raised a point of order. Go ahead.</p> <p>20 MR. MUHUMUZA: I was just, because the</p> <p>21 motion was withdrawn, I don't know why we're</p>

<p style="text-align: right;">Page 218</p> <p>1 commenting on this anymore if the motion was 2 withdrawn. 3 CHAIRWOMAN SCOTT: The motion was 4 withdrawn, thank you. 5 MS. CAUSEY: Excuse me, Madam Chair. 6 CHAIRWOMAN SCOTT: I was giving members 7 a chance to voice their opinions. 8 MS. JOSE: Madam Chair, I was next. 9 CHAIRWOMAN SCOTT: Yeah, Ms. Jose was 10 next. Again, the motion was withdrawn, I was 11 just giving members a chance to voice their 12 opinion. 13 MR. MUHUMUZA: Okay, sorry. 14 MS. HENN: Madam Chair? 15 CHAIRWOMAN SCOTT: Well, Ms. Jose was 16 next. 17 MS. HENN: I understand, but -- 18 MS. JOSE: The motion was withdrawn to 19 my understanding. My concern is this Board 20 always makes its motions at 11 o'clock at night, 21 you know, just ramrods through these motions.</p>	<p style="text-align: right;">Page 220</p> <p>1 of you dragging her through the mud, and nobody's 2 going to say it but me, I'm a blunt person and I 3 will say it. It is atrocious the way you have 4 been treated, and this motion commotion at the 5 end of, you know, a meeting that should have 6 ended two hours ago, and here we are motion upon 7 motion coming on the floor without blind siding 8 you all the time. It is extremely disgraceful 9 the way these board members are acting towards 10 you, and I'm sorry, Ms. Scott, because I would 11 like to apologize to you for that. 12 CHAIRWOMAN SCOTT: Thank you, Ms. Jose. 13 It looks next like we have a comment from 14 Ms. Pasteur. 15 MS. PASTEUR: Yeah. I want to ask a 16 question. I've seen, I heard it asked and it was 17 in the chat, about three as a committee, and I do 18 recall that the, unless I'm losing someone, that 19 when I was made chair of government there were 20 only three people on that committee, and yeah, 21 there were only three people. So my</p>
<p style="text-align: right;">Page 219</p> <p>1 And when Ms. Causey was chair, we never 2 questioned her committee assignments. In fact I 3 was placed on no committees and that should be 4 noted, I didn't -- I did ask about it but I was 5 place on no committees and nobody made a motion 6 to add me on to anything else, and I did make the 7 equity committee. That was because, Ms. Scott, 8 you had asked for the equity committee for over a 9 year. When I made the motion I didn't ask for 10 myself to be chair. 11 What I find as really troubling about, 12 and this comes back to privilege, the way you 13 guys just ramrod through things and we have to 14 somehow adjust to it because that's what you 15 want, you're going to put your foot down and get 16 it anyway, and you know, this comes to my point 17 as a woman of color how we have to stay subdued 18 while, you know, you have the first black chair 19 and the way you guys have treated her, the way 20 you guys interrupt her, the way you guys have 21 spoken, and even in social media I have seen some</p>	<p style="text-align: right;">Page 221</p> <p>1 understanding, because I'm one of the Open 2 Meetings Act people, is that if the chair and the 3 vice chair are speaking administratively, so I 4 would like someone, Mr. Brousaides, to offer a 5 ruling on this, that if we're just speaking in 6 terms of speaking administratively in terms of 7 agenda planning, et cetera, we are able to talk, 8 we are not able to do actionable items, that is 9 what creates the problem, actionable, but agenda 10 planning does not in my understanding fall under 11 that, so I would like some information on that 12 please. 13 MR. BROUSAIDES: Hello, Ms. Pasteur. 14 That is something I would rather look into a 15 little more closely than give you an off-the-cuff 16 answer. 17 MS. PASTEUR: All right, thank you. 18 CHAIRWOMAN SCOTT: Thank you. We need 19 to move on, because everybody has spoken once, 20 the motion was withdrawn, so moving on, the next 21 item on the agenda --</p>

<p style="text-align: right;">Page 222</p> <p>1 MS. CAUSEY: Excuse me, Madam Chair.</p> <p>2 CHAIRWOMAN SCOTT: Excuse me.</p> <p>3 MS. CAUSEY: Point of order, Madam</p> <p>4 Chair, no, I'm sorry.</p> <p>5 CHAIRWOMAN SCOTT: No, excuse me,</p> <p>6 Ms. Causey, please, we're trying to move on. The</p> <p>7 motion was withdrawn, everyone spoke, and we're</p> <p>8 now on the next agenda item.</p> <p>9 MS. CAUSEY: Madam Chair, I'm raising a</p> <p>10 point of order that a board member made</p> <p>11 disparaging remarks specifically --</p> <p>12 CHAIRWOMAN SCOTT: Excuse me, Ms.</p> <p>13 Causey, that's not a point of order.</p> <p>14 MS. CAUSEY: It is a point of order.</p> <p>15 CHAIRWOMAN SCOTT: Ms. Causey, you're</p> <p>16 out of order.</p> <p>17 MS. CAUSEY: It is a point of order.</p> <p>18 CHAIRWOMAN SCOTT: It is not a point of</p> <p>19 order. A point of order is about the running and</p> <p>20 the operations of the meeting.</p> <p>21 MS. CAUSEY: That's correct.</p>	<p style="text-align: right;">Page 224</p> <p>1 personal affront, the chair does get to decide</p> <p>2 that, but Ms. Causey is correct, that the Board</p> <p>3 can vote on the chair's decision.</p> <p>4 CHAIRWOMAN SCOTT: My understanding was</p> <p>5 that a point of order is for how board meetings</p> <p>6 are run, not because someone said something that</p> <p>7 you don't like or may disagree with.</p> <p>8 VICE CHAIR HENN: Madam Chair, this is</p> <p>9 Ms. Henn.</p> <p>10 CHAIRWOMAN SCOTT: I want to hear from</p> <p>11 Mr. Brousaides.</p> <p>12 MR. BROUSAIDES: That was the ruling,</p> <p>13 Madam Chair, that that be made, though, on</p> <p>14 whether it was a point of order or not, and that</p> <p>15 is something that you are absolutely within your</p> <p>16 authority to make that ruling, and the full Board</p> <p>17 can weigh in on that.</p> <p>18 CHAIRWOMAN SCOTT: Okay. Yes,</p> <p>19 Mr. Muhumuza?</p> <p>20 MR. MUHUMUZA: In the interest of the</p> <p>21 Board and the public, can we just follow the</p>
<p style="text-align: right;">Page 223</p> <p>1 CHAIRWOMAN SCOTT: If someone says</p> <p>2 something that you don't like, that's not a point</p> <p>3 of order, so let's move on.</p> <p>4 (Unintelligible colloquy between</p> <p>5 Chairwoman Scott and Ms. Causey, speaking at same</p> <p>6 time.)</p> <p>7 CHAIRWOMAN SCOTT: -- consideration of</p> <p>8 agenda items for future board meetings, the next</p> <p>9 item on the agenda is what I just said,</p> <p>10 consideration of agenda items for future board</p> <p>11 meetings, and for that I call first Ms. Rowe.</p> <p>12 MS. ROWE: It's a long list. I'll pass.</p> <p>13 CHAIRWOMAN SCOTT: Okay. Next is</p> <p>14 Ms. Causey.</p> <p>15 MS. CAUSEY: Madam Chair I'm appealing</p> <p>16 the ruling of the Board that my point of order is</p> <p>17 out of order.</p> <p>18 CHAIRWOMAN SCOTT: Then let's ask Mr.</p> <p>19 Brousaides to comment on that.</p> <p>20 MR. BROUSAIDES: It's my understanding</p> <p>21 that if the chair determines that there was no</p>	<p style="text-align: right;">Page 225</p> <p>1 rules now, and it's getting late and I understand</p> <p>2 your point of order. Can we just solve this as</p> <p>3 an administrative function? This is not how</p> <p>4 board members should act in public, the public</p> <p>5 deserves better, everyone deserves better, can we</p> <p>6 just move on?</p> <p>7 MS. CAUSEY: Ms. Muhumuza, I appreciate</p> <p>8 your comments and I absolutely agree that this</p> <p>9 Board should do better and that our constituents</p> <p>10 deserve better and that my, as Mr. Brousaides</p> <p>11 said, that I have a correct motion. What I am</p> <p>12 doing is I am asking the Board to appeal the</p> <p>13 chair's ruling that my point of order is out of</p> <p>14 order, and I would like to make a comment about</p> <p>15 the inaccurate and disparaging comments that were</p> <p>16 made earlier, so I would ask board members if you</p> <p>17 would, make a motion to vote to allow me to make</p> <p>18 my comments regarding that prior comment.</p> <p>19 CHAIRWOMAN SCOTT: Is there a second?</p> <p>20 MR. BROUSAIDES: Well, what the issue</p> <p>21 is, shall the ruling of the chair be sustained,</p>

<p style="text-align: right;">Page 226</p> <p>1 the chair's ruling on the point of order, so that</p> <p>2 is the question before the Board.</p> <p>3 VICE CHAIR HENN: Madam Chair, I'd like</p> <p>4 to comment. This is Ms. Henn.</p> <p>5 CHAIRWOMAN SCOTT: Yes, Ms. Henn.</p> <p>6 VICE CHAIR HENN: A board member can</p> <p>7 call a point of order when another board member</p> <p>8 is indecorum, I believe that applies in this</p> <p>9 case. The chair can rule on the point of order,</p> <p>10 and any member can appeal the chair's decision.</p> <p>11 CHAIRWOMAN SCOTT: So then, right now</p> <p>12 then is we're, Ms. Causey has appealed my</p> <p>13 decision that there was not a point of order, so</p> <p>14 Mr. Brousaides, what we're to do now is to vote</p> <p>15 to see if the Board agrees to uphold my point of</p> <p>16 order or --</p> <p>17 MR. BROUSAIDES: Sustain your ruling.</p> <p>18 CHAIRWOMAN SCOTT: To sustain my ruling.</p> <p>19 Okay, so we're voting now, because it is late and</p> <p>20 confusing, so we're voting now to see if we're</p> <p>21 going to sustain my ruling that it's not a point</p>	<p style="text-align: right;">Page 228</p> <p>1 upset with each other but still have</p> <p>2 conversations with each other, versus putting</p> <p>3 them in the middle of this. My line is our</p> <p>4 children are watching, and we need to be better</p> <p>5 angels than this.</p> <p>6 MR. MUHUMUZA: Madam Chair?</p> <p>7 CHAIRWOMAN SCOTT: Yes?</p> <p>8 MR. MUHUMUZA: I 100 percent agree with</p> <p>9 you, Ms. Pasteur. I think Ms. Causey is entitled</p> <p>10 to rebut any comments, but I think that the</p> <p>11 perfect way to do this is in closed session,</p> <p>12 administrative session where board members can</p> <p>13 speak freely, can make comments that might not,</p> <p>14 let's say if it involves closed session items so</p> <p>15 they don't have to worry about that, then I think</p> <p>16 the public really just wants us to go through our</p> <p>17 agenda productively, address their concerns, and</p> <p>18 handle the Board's business behind the scenes.</p> <p>19 And I don't really know what is going to happen</p> <p>20 with this vote, but are we going to give more</p> <p>21 time to talk about the comments that were made</p>
<p style="text-align: right;">Page 227</p> <p>1 of order.</p> <p>2 MR. BROUSAIDES: Correct.</p> <p>3 MS. CAUSEY: So Mr. Brousaides, my</p> <p>4 question is if I don't want to sustain it, my</p> <p>5 vote would be no; is that correct?</p> <p>6 MR. BROUSAIDES: Correct.</p> <p>7 MS. CAUSEY: Thank you.</p> <p>8 CHAIRWOMAN SCOTT: And if you do want to</p> <p>9 sustain it, it would be yes.</p> <p>10 MR. BROUSAIDES: Correct.</p> <p>11 MS. PASTEUR: And there's no</p> <p>12 conversation in this, is that correct,</p> <p>13 Mr. Brousaides, or not.</p> <p>14 MR. BROUSAIDES: No, it is debatable.</p> <p>15 That doesn't mean you have to.</p> <p>16 CHAIRWOMAN SCOTT: Okay.</p> <p>17 MS. PASTEUR: Well, I would just like to</p> <p>18 see us deal with this as someone said, in a</p> <p>19 manner that is not out here with the public, that</p> <p>20 we show them that those of us who are taking care</p> <p>21 of their children can also have conversations, be</p>	<p style="text-align: right;">Page 229</p> <p>1 prior to, is that what your goal is, Ms. Causey?</p> <p>2 MS. CAUSEY: My goal is to address the</p> <p>3 inaccurate and disparaging comments that were</p> <p>4 made that were out of order.</p> <p>5 MR. MUHUMUZA: Then I think --</p> <p>6 MS. PASTEUR: But that we do it so that</p> <p>7 we show our children an example, and our parents</p> <p>8 to make them feel that we are ones who can be</p> <p>9 civil and do this. Ms. Mack was gracious enough</p> <p>10 to say I can handle my issue on my own. Let us</p> <p>11 -- can we just do that?</p> <p>12 (Unintelligible colloquy, multiple</p> <p>13 speakers.)</p> <p>14 MR. MUHUMUZA: I was on my time.</p> <p>15 CHAIRWOMAN SCOTT: Yeah, let him finish.</p> <p>16 MR. MUHUMUZA: I think what is more</p> <p>17 appropriate is having another board retreat than</p> <p>18 going over this item any longer, that's the best</p> <p>19 course of action, and I will not vote for this</p> <p>20 because we should not spend any more time arguing</p> <p>21 and just being divisive and dismissive in public.</p>

<p style="text-align: right;">Page 230</p> <p>1 Thank you.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. Okay.</p> <p>3 MS. CAUSEY: So, I'm sorry, I'm going to</p> <p>4 respond because Ms. Pasteur made a very important</p> <p>5 point about that our children and their parents</p> <p>6 are watching, and part of what is important to</p> <p>7 understand is to not accept bullying, and to</p> <p>8 address it, so we can vote --</p> <p>9 CHAIRWOMAN SCOTT: Can we vote please?</p> <p>10 MS. CAUSEY: -- to sustain or not</p> <p>11 sustain.</p> <p>12 CHAIRWOMAN SCOTT: Yes, let's vote. Oh,</p> <p>13 was there a second? I didn't hear a second to</p> <p>14 Ms. Causey's motion.</p> <p>15 MS. MACK: Second, Mack.</p> <p>16 CHAIRWOMAN SCOTT: Okay. All right. So</p> <p>17 if we could vote -- I'm sorry, somebody said they</p> <p>18 had another comment?</p> <p>19 MS. ROWE: This is Lily Rowe. This is a</p> <p>20 debatable motion so I wanted to make my comment.</p> <p>21 CHAIRWOMAN SCOTT: Yes?</p>	<p style="text-align: right;">Page 232</p> <p>1 the motion please?</p> <p>2 CHAIRWOMAN SCOTT: The motion --</p> <p>3 MR. BROUSAIDES: Whether to sustain the</p> <p>4 chair's ruling.</p> <p>5 CHAIRWOMAN SCOTT: Okay, whether to</p> <p>6 sustain the chair's ruling. If you want to</p> <p>7 sustain the chair's ruling you vote yes, if you</p> <p>8 want to disagree with the chair's ruling then you</p> <p>9 vote no.</p> <p>10 MR. BROUSAIDES: Correct.</p> <p>11 CHAIRMAN SCOTT: Okay. If we could vote</p> <p>12 please.</p> <p>13 MS. GOVER: Ms. Rowe?</p> <p>14 MS. ROWE: No.</p> <p>15 MS. GOVER: Ms. Causey?</p> <p>16 MS. CAUSEY: No.</p> <p>17 MS. GOVER: Ms. Mack?</p> <p>18 MS. MACK: No.</p> <p>19 MS. GOVER: Mr. McMillion?</p> <p>20 MR. MCMILLION: Abstain.</p> <p>21 MS. GOVER: Ms. Jose? Ms. Henn?</p>
<p style="text-align: right;">Page 231</p> <p>1 MS. ROWE: And I'm just reading from</p> <p>2 section four of Robert's Rules of Order. Debate</p> <p>3 must be confined to the merits of the pending</p> <p>4 question. Speakers must address their remarks to</p> <p>5 the chair, maintain a courteous tone, and</p> <p>6 especially in reference to any divergence of</p> <p>7 opinion to avoid injecting a personal note into</p> <p>8 debate. To this end they much never attack or</p> <p>9 make any allusion to the motives of members. As</p> <p>10 already noted, speakers should refer to officers</p> <p>11 only by title and should avoid the mention of</p> <p>12 other members' names as much as possible.</p> <p>13 And it goes on, but I think that section</p> <p>14 is clear that when you start accusing people of</p> <p>15 having racialized motivations that is contrary to</p> <p>16 this passage in Roberts Rules of Order, so I do</p> <p>17 think that the chair's ruling should be</p> <p>18 overruled.</p> <p>19 CHAIRWOMAN SCOTT: Okay. Let's vote.</p> <p>20 Ms. Gover?</p> <p>21 VICE CHAIR HENN: Can you please repeat</p>	<p style="text-align: right;">Page 233</p> <p>1 VICE CHAIR HENN: No.</p> <p>2 MS. GOVER: Mr. Muhumuza?</p> <p>3 MR. MUHUMUZA: Yes.</p> <p>4 MS. GOVER: Mr. Offerman? Ms. Pasteur?</p> <p>5 CHAIRMAN SCOTT: You're muted.</p> <p>6 MS. GOVER: Mr. Kuehn.</p> <p>7 MR. KUEHN: No.</p> <p>8 MS. GOVER: Dr. Hager?</p> <p>9 DR. HAGER: No.</p> <p>10 MS. GOVER: Ms. Scott?</p> <p>11 CHAIRWOMAN SCOTT: Yes.</p> <p>12 MS. GOVER: Three in favor, six opposed,</p> <p>13 one abstained, two absent.</p> <p>14 CHAIRWOMAN SCOTT: So, is the decision</p> <p>15 of the chair upheld?</p> <p>16 MR. BROUSAIDES: No.</p> <p>17 CHAIRWOMAN SCOTT: No, okay.</p> <p>18 MS. CAUSEY: Madam Chair, may I address</p> <p>19 my point of order?</p> <p>20 CHAIRWOMAN SCOTT: Yes, please do.</p> <p>21 MS. CAUSEY: There have been continuing</p>

<p style="text-align: right;">Page 234</p> <p>1 remarks that are inappropriate and that take time 2 and energy away from the real work that needs to 3 happen, and I would like to have a discussion 4 about that, whether as Mr. Muhumuza pointed out 5 at a board retreat or a specific administrative 6 function session, because it is, it's 7 unacceptable, and we've received emails from 8 constituents and it's wasting time and I wish I 9 didn't have to address it, but I also will not be 10 bullied. I will not let other people think that 11 inappropriate conduct is accepted by this Board. 12 CHAIRWOMAN SCOTT: Thank you. So the 13 next item on the agenda is board member comments 14 and with that we'll start with Ms. Rowe; do you 15 have any comments this evening, Ms. Rowe? 16 MS. ROWE: I do have a comment. I would 17 just like to thank the comptroller's office and 18 Comptroller Peter Franchot for expanding the tax 19 filing deadline for employees who are having 20 trouble with their W-2s to July 15th. As we 21 heard tonight, it's likely to be June before</p>	<p style="text-align: right;">Page 236</p> <p>1 federal taxes. That's all I have to say. 2 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe. 3 Next is Ms. Causey. 4 MS. CAUSEY: Madam Chair, if someone can 5 go before me please, thank you. 6 CHAIRWOMAN SCOTT: Next is Ms. Mack. 7 MS. MACK: Yes. Last Monday as part of 8 Read Across America I had the pleasure to read to 9 a third grade class at a local elementary school. 10 The book I chose to read was I Met a Moose in 11 Maine One Day. The students were engaging and 12 they appeared to be engaged. We pondered why, 13 and this is a question for Dr. McComas if she's 14 still on, we pondered why one goose is called a 15 goose and one moose is called a moose, but more 16 than one goose becomes geese while more than one 17 moose is not meese. 18 Our youngest daughter was fortunate to 19 have Ms. Flynn as a teacher. I am happy to see 20 that for the last 25 years many students have 21 benefited from having Ms. Flynn as a teacher just</p>
<p style="text-align: right;">Page 235</p> <p>1 people who are having problems get those 2 corrections, and we're not talking about a 3 handful of people, we're talking about a hundred 4 or more people or even more than that. But I 5 know that people have sent me W-2s, people have 6 sent other board members W-2s, people have sent 7 the comptroller's office W-2s, and TABCO 8 representatives have all been hearing from people 9 not just because Maryland and PA are both on the 10 same W-2 and they only live in one state, but 11 they also feel that the numbers are incorrect, 12 that they're either overpaid or underpaid. And I 13 just want to thank the comptroller that 14 acknowledging that this is in fact a real issue 15 and that every individual has a right to an 16 accurate W-2, and that he's going to extend the 17 filing deadline to July 15th, so thank you for 18 that, Comptroller, and I really hope that we can 19 get these issues resolved as quickly as possible 20 so that people don't have stimulus money held up 21 and everything else because they can't file their</p>	<p style="text-align: right;">Page 237</p> <p>1 as our daughter did. It looks like Dr. McComas 2 is ready to answer. 3 DR. MCCOMAS: I just want to compliment 4 you, Ms. Mack. Thanks for bringing us back to 5 children and literacy, so thank you. 6 MS. MACK: We'll talk about it in 7 curriculum. 8 DR. MCCOMAS: Yes, ma'am, thank you. 9 CHAIRWOMAN SCOTT: Next is 10 Mr. McMillion. 11 MR. MCMILLION: I was very excited to 12 visit Colgate Elementary with Dr. Williams and 13 Dr. Roberts last Thursday or Friday. Colgate 14 Elementary, is you get the chance to do the 15 virtual tour, do that. There's over 80,000 16 square feet in that three-story building and it's 17 the oldest community in east Baltimore County. 18 It needs a hub and this school is going to be a 19 community hub for decades to come. 20 I have been to the fairgrounds four 21 times volunteering, that's an amazing process.</p>

<p style="text-align: right;">Page 238</p> <p>1 I've seen bus drivers, cafeteria workers, 2 teachers, administrators, coaches, athletic 3 directors, it's just a wonderful process for 4 people to get their shots. 5 I'm looking forward to the athletic 6 competition season, competitive season beginning 7 this week. Spectators, please behave and do not 8 put undue stress on the athletic and leadership, 9 and school leadership of those schools. Thank 10 you. The spring season will begin on April 16th. 11 This is a wonderful opportunity to 12 (unintelligible, echo) six weeks later than it 13 normally did, it starts March 1st, now it's 14 April 16th, the weather is so much better, so I 15 have high expectations that we're going to have a 16 lot of kids come out in the spring, so please, 17 seriously consider that. And I know 18 (unintelligible, echo) right now, but parents, 19 please get behind your students and support and 20 encourage them to get those grades up and keep 21 those grades up this spring. Thank you very</p>	<p style="text-align: right;">Page 240</p> <p>1 couple weeks back, but it was absolutely 2 incredible to see and incredible to be back with 3 students and to see everybody's smiling faces, so 4 I appreciate it. Thank you, Dr. Williams, thank 5 you, Ms. Byers, for the opportunity, it was a 6 great start to the week, so thank you. 7 CHAIRWOMAN SCOTT: Thank you, Ms. Henn. 8 Next, Mr. Muhumuza. 9 MR. MUHUMUZA: Yes, thank you. On a 10 lighter note I just want to thank this Board for 11 continuing the streak of not going past midnight. 12 I thank you all and I know we've been doing a lot 13 of work and a lot of conversations have taken 14 place. A lot of members of the community are 15 watching and sadly they cannot stay for the whole 16 meeting, so I've heard them relay those 17 appreciations for finishing in an orderly manner. 18 I don't have much to comment about, but 19 just to congratulate Dr. Williams, the school 20 system for reopening for our younger learners and 21 beginning athletic practices earlier the last</p>
<p style="text-align: right;">Page 239</p> <p>1 much. 2 (Applause.) 3 CHAIRWOMAN SCOTT: Next is Ms. Jose. 4 Oh, next is Ms. Henn. 5 VICE CHAIR HENN: Thank you. Well, 6 Mr. McMillion is a tough act to follow. Thank 7 you, Mr. McMillion, for that update. 8 I too was excited to be back in two of 9 our schools yesterday, Mays Chapel and Riderwood. 10 The schools looked gorgeous, the safety protocols 11 that are in place are amazing. I want to thank 12 those administrators and our staff for all their 13 hard work in preparing for the safe return of our 14 students. It's clear the effort that has gone 15 into preparing your facilities has just been 16 incredible. I enjoyed visiting the classrooms in 17 both schools, teachers doing a fantastic job with 18 hybrid instruction, juggling something new, and I 19 was just thoroughly impressed. They all made it 20 seem like they'd been doing this for years, you 21 would not have expected that this was the first</p>	<p style="text-align: right;">Page 241</p> <p>1 couple of weeks, and also athletic competitions 2 this week. I'm excited for our students and I 3 now know our community is also excited, and I 4 just hope we can move past this dark era in our 5 education. Other than that, I have nothing else 6 to comment. Thank you. 7 CHAIRWOMAN SCOTT: Thank you, 8 Mr. Muhumuza. Next is Mr. Offerman. Okay. Next 9 is Ms. Pasteur. 10 MS. PASTEUR: Yes. Through this whole 11 pandemic I have been going to classes and 12 watching them virtually from preschool to the 13 12th grade, east side, west side, and I want to 14 thank all of the teachers who in the midst of all 15 of this have invited me in to see some wonderful 16 wonderful instruction going on, and just 17 beautiful, beautiful children. And today to cap 18 it off, to actually go back into a building, I 19 want to thank Dr. Williams for allowing me to 20 join him, Executive Director Morrow, Community 21 Sup Dr. Jones, and Ms. Causey as we were so</p>

<p style="text-align: right;">Page 242</p> <p>1 nicely welcomed by Principal Filderman at 2 Hebbville. It was wonderful seeing children at 3 work, it was wonderful watching these teachers 4 juggling, doing what they do to make excellence 5 happen. To make excellence happen for our 6 children, whether they were virtual or live, and 7 I look forward to going out into schools again 8 and seeing them work. Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Thank you, 10 Ms. Pasteur. Next is Mr. Kuehn.</p> <p>11 MR. KUEHN: Thank you, Ms. Scott. I 12 would just like to make a few comments, I know 13 that the time is late and I don't really want to 14 extend the meeting too much.</p> <p>15 I believe we are halfway through the 16 third quarter already, that means a quarter and a 17 half left of the school year, and children are 18 just getting into classes. I'm happy that 19 they're in, at least some of them are in, they're 20 getting a taste of in-person education, they're 21 seeing their friends, they're interacting with</p>	<p style="text-align: right;">Page 244</p> <p>1 Dr. Hager.</p> <p>2 DR. HAGER: Yes, very briefly. I've 3 been on the Board for almost a year now and 4 tonight I finally had the opportunity to meet 5 many of my board members and our staff in real 6 human form, and so I want to thank everyone who 7 helped to make this hybrid board meeting happen 8 tonight. I want to send lots of positive 9 thoughts to our teachers and students as they're 10 all adapting to the new hybrid model, and thank 11 them for their incredible hard work and 12 dedication, I know this is a big change and so I 13 really appreciate everything that everyone's 14 doing.</p> <p>15 I also want to give a shout out to food 16 and nutrition services, so they're also doing 17 something very new, they're feeding kids in 18 schools and in the community at the same time, 19 and so giving kids breakfast and lunch in school, 20 to anyone who wants it, plus still feeding kids 21 in the community. Again, another new adventure</p>
<p style="text-align: right;">Page 243</p> <p>1 their teachers face to face, this is fantastic, 2 and I hope that we can continue to roll this out 3 smoothly as the bulk of our children won't be in 4 class until April 6th. I would suggest and 5 challenge Dr. Williams and his team to think 6 about the measures and if they continue to 7 rapidly change for the better, consider four day 8 a week classes, especially for children that are 9 vulnerable and possibly, you know, that have IEPs 10 and they need more one-on one-instruction, if we 11 can make that possible even for them I think that 12 would be great.</p> <p>13 Turning towards graduation, we are 14 close, I have one graduating myself, which is sad 15 and exciting at the same time, and I look forward 16 to celebrating that and I look forward to 17 continuing to do that safely and make that happen 18 for everyone. So again, thank you for your time 19 and all the work that's happening, keep it up, 20 and best of luck. Thank you.</p> <p>21 CHAIRWOMAN SCOTT: Thank you.</p>	<p style="text-align: right;">Page 245</p> <p>1 for the folks who have been so dedicated for 2 nearly a year now, and always dedicated, but it's 3 really been exceptional during the pandemic.</p> <p>4 And I just want to say good luck to all 5 the athletes on their first game on Friday.</p> <p>6 CHAIRWOMAN SCOTT: Thank you. 7 Ms. Causey?</p> <p>8 MS. CAUSEY: Thank you, Madam Chair. As 9 we come to the one-year anniversary of the 10 COVID-19 pandemic locking down our families, 11 schools, businesses, faith communities, hobbies, 12 travel and so much more, it is appropriate to 13 take time for reflection on all that has occurred 14 as individuals, families, schools, our school 15 system, our school board, community, county, 16 state and beyond, so many dramatic circumstances, 17 loss of loved ones, grief, anxiety, others have 18 suffered through illness, lost jobs, lost school, 19 disconnected from families, faith groups, friends 20 and other supports. Disparities widening in our 21 communities and social justice more urgent.</p>

<p style="text-align: right;">Page 246</p> <p>1 For my brief comments tonight I want to</p> <p>2 focus, though, on the future. Personally,</p> <p>3 professionally and in my board service, I am the</p> <p>4 most hopeful I have been in a year with now three</p> <p>5 vaccines available, improving health metrics, the</p> <p>6 hope and the optimism is I hope expanding.</p> <p>7 Research and data from the past year has helped</p> <p>8 to provide guidance so that we can reengage with</p> <p>9 life.</p> <p>10 I'm also really excited and it's been</p> <p>11 encouraging to be able to volunteer with</p> <p>12 Mr. McMillion, Dr. Williams and hundreds of other</p> <p>13 BCPS employees to be involved in that. I want to</p> <p>14 thank the County Executive Olszewski and</p> <p>15 Dr. Branch, the director of Baltimore County</p> <p>16 Health Department, for a very organized efficient</p> <p>17 process. Dr. Branch, his team, staff throughout</p> <p>18 the county including Baltimore County Police</p> <p>19 Department, Fire Department, Maryland Guard,</p> <p>20 they're implementing a very organized and</p> <p>21 efficient process. I volunteered one day where</p>	<p style="text-align: right;">Page 248</p> <p>1 want to thank Mays Chapel Elementary School,</p> <p>2 Riderwood Elementary School, Hebbville Elementary</p> <p>3 School, Featherbed Lane Elementary School for</p> <p>4 hosting those visits that I was able to attend</p> <p>5 and I know there were others, and what's</p> <p>6 happening there, what we saw there I know is</p> <p>7 happening and will happen in every school. The</p> <p>8 building operations team, administrators,</p> <p>9 teachers, so many others, bus drivers as was</p> <p>10 mentioned, food service, nurses, assistants</p> <p>11 created safe, healthy, engaging and exciting</p> <p>12 learning environments. Staff and students were</p> <p>13 so happy to reconnect. Teachers were working</p> <p>14 diligently to implement concurrent instruction</p> <p>15 and it was so rewarding to see the recovery from</p> <p>16 the pandemic is underway for our students and our</p> <p>17 school system.</p> <p>18 I look forward to the next meeting when</p> <p>19 we hear more from the superintendent and staff</p> <p>20 about implementing extracurriculars, considering</p> <p>21 expanding instruction as that can get worked out.</p>
<p style="text-align: right;">Page 247</p> <p>1 there were 1,200 educators that received their</p> <p>2 shots in about three hours, so all we need is</p> <p>3 more medicine and we will get to everyone, and it</p> <p>4 was great to see everyone there.</p> <p>5 I want to give a shout out to Maryland</p> <p>6 State Fairgrounds and Agricultural Society for</p> <p>7 hosting the vaccine clinic on their campus there</p> <p>8 in the Cow Palace.</p> <p>9 And I also want to say that I'm glad the</p> <p>10 decision was made to allow the games to continue.</p> <p>11 It's unfortunate what was lost, but I hope that</p> <p>12 can be revisited as the am weeks move on, to</p> <p>13 provide some additional competitions for those</p> <p>14 students.</p> <p>15 Also hopefully the county executive and</p> <p>16 the health department increase community</p> <p>17 participation and BCPS aligns with that at the</p> <p>18 earliest opportunity.</p> <p>19 And finally and most importantly, my</p> <p>20 hopeful and optimism comes from visiting schools</p> <p>21 yesterday and today. Absolute pure joy. I just</p>	<p style="text-align: right;">Page 249</p> <p>1 We know that that's a complicated situation but</p> <p>2 we know that other districts are doing it and we</p> <p>3 want our children to have that opportunity. So I</p> <p>4 want to thank you all very much, and just really</p> <p>5 looking forward to the future.</p> <p>6 CHAIRWOMAN SCOTT: Thank you,</p> <p>7 Ms. Causey, and I will give my comments last. I</p> <p>8 have been speaking all night so will be very</p> <p>9 brief. I was very happy to hear about the summer</p> <p>10 school program, to hear about the after school</p> <p>11 tutoring and to hear about the Saturday school.</p> <p>12 It's my hope that it will be free for all</p> <p>13 students.</p> <p>14 I know we spoke a lot about athletics</p> <p>15 and extracurricular activities, but our primary</p> <p>16 goal is to educate our students and our children,</p> <p>17 and so offering them all the supports that they</p> <p>18 need during these trying times with tutoring and</p> <p>19 summer school, extended day programs, I think is</p> <p>20 just really going to be very helpful. So I would</p> <p>21 like to thank the staff and Dr. Williams for</p>

<p style="text-align: right;">Page 250</p> <p>1 presenting us with that, so thank you.</p> <p>2 Okay. So we had board member comments</p> <p>3 so the next item on the agenda is for</p> <p>4 informational items, which includes the Southeast</p> <p>5 Education Advisory Council meeting minutes of</p> <p>6 November 16th, 2020 and January 25th, 2021,</p> <p>7 student counts 2020 report, update on key school</p> <p>8 legislation. I'm sorry, did I -- no, okay, I</p> <p>9 didn't think I did. All right.</p> <p>10 And then the last item is, well, the</p> <p>11 next item on the agenda is consideration of</p> <p>12 agenda items for future board meetings, so again,</p> <p>13 I'll start with Ms. Rowe.</p> <p>14 MS. ROWE: I have nothing, thank you.</p> <p>15 CHAIRMAN SCOTT: Thank you, Ms. Rowe.</p> <p>16 Ms. Causey?</p> <p>17 MS. CAUSEY: Thank you. I would like to</p> <p>18 see on the agenda time to discuss the student</p> <p>19 counts. We are in the midst of the MYIPAS, the</p> <p>20 multiyear improvement plan for all schools, and</p> <p>21 it has been discussed multiple times that there</p>	<p style="text-align: right;">Page 252</p> <p>1 MS. MACK: Yes. I would just like to</p> <p>2 piggyback on something you just said, Ms. Scott,</p> <p>3 that a lot of what we do is important but we are</p> <p>4 an academic institution, and we did receive a</p> <p>5 request from a major stakeholder that at every</p> <p>6 board meeting we talk about academic outcomes or</p> <p>7 academic achievement, and I would like to bring</p> <p>8 that up again, that we should be talking about</p> <p>9 academic outcomes and academic achievement at</p> <p>10 least one a month. Thank you.</p> <p>11 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.</p> <p>12 Next is Mr. McMillion.</p> <p>13 MR. MCMILLION: I would just like to</p> <p>14 (unintelligible, echo) April, July, October and</p> <p>15 January, and have it set on the agenda, and then</p> <p>16 (unintelligible, echo) Office of Internal Audit</p> <p>17 charter, and that would just take a few minutes.</p> <p>18 Thank you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you,</p> <p>20 Mr. McMillion. Ms. Jose? Ms. Henn?</p> <p>21 VICE CHAIR HENN: Thank you. Given the</p>
<p style="text-align: right;">Page 251</p> <p>1 has not been an analysis of the accuracy of the</p> <p>2 projections, and we also understand that there</p> <p>3 has been a disruption to those projections</p> <p>4 because of the pandemic, so I feel that really</p> <p>5 needs a lot of analysis and I think there should</p> <p>6 be an opportunity for the full Board to discuss</p> <p>7 it. The Board did receive an update with an</p> <p>8 analysis but it was all schools combined, it was</p> <p>9 not individual schools, and really that is what</p> <p>10 needs to be done is the individual schools, and</p> <p>11 so I think that that can be done.</p> <p>12 Also, just to continue to improve</p> <p>13 communications and maybe there can be an agenda</p> <p>14 item relating to communication paths and just</p> <p>15 having some more standard communications that go</p> <p>16 out to the whole community.</p> <p>17 And there's a number of others that I've</p> <p>18 submitted in the past that you're already aware</p> <p>19 of. Thank you.</p> <p>20 CHAIRWOMAN SCOTT: Thank you. Next,</p> <p>21 Ms. Mack?</p>	<p style="text-align: right;">Page 253</p> <p>1 recent passage of Built to Learn and the influx</p> <p>2 of state capital funding, I would like to see the</p> <p>3 roadmap for our capital improvement plan and</p> <p>4 updated construction timeframes and schedules for</p> <p>5 current projects on that plan. Thank you.</p> <p>6 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.</p> <p>7 Mr. Muhumuza?</p> <p>8 MR. MUHUMUZA: I have no agenda items to</p> <p>9 add.</p> <p>10 CHAIRWOMAN SCOTT: Thank you,</p> <p>11 Mr. Muhumuza. Mr. Offerman? Okay. Ms. Pasteur?</p> <p>12 Okay. Mr. Kuehn?</p> <p>13 MR. KUEHN: Thank you, Ms. Scott. I</p> <p>14 would like to talk about SAT tests, I would like</p> <p>15 to talk about APs in depth across the entire</p> <p>16 system, and I would like to hone in on a specific</p> <p>17 contract that Mr. Sarris mentioned at one point</p> <p>18 during the budget discussion when I was asking</p> <p>19 about equipment that cost \$6 million a year and</p> <p>20 he stated that it was a 20-year performance</p> <p>21 contract, and I would like to understand the</p>

<p style="text-align: right;">Page 254</p> <p>1 details of something that we have contracted for</p> <p>2 for 20 years with over a \$6 million price tag</p> <p>3 every year. Thank you.</p> <p>4 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.</p> <p>5 Dr. Hager?</p> <p>6 DR. HAGER: I have nothing to add.</p> <p>7 CHAIRWOMAN SCOTT: Thank you. And last</p> <p>8 is me, and I don't have anything to add at this</p> <p>9 time, but I really like hearing board members say</p> <p>10 what they would like to see and prioritize, so</p> <p>11 thank you.</p> <p>12 MS. CAUSEY: Madam Chair, if I may, I</p> <p>13 just want to thank you for facilitating the first</p> <p>14 ever Board of Education of Baltimore County</p> <p>15 hybrid-virtual meeting. It's a lot that's going</p> <p>16 on and I just wanted to say thank you.</p> <p>17 (Applause.)</p> <p>18 CHAIRWOMAN SCOTT: Thank you. I</p> <p>19 appreciate it.</p> <p>20 So the next item on the agenda is</p> <p>21 announcements. The Board's next hybrid meeting</p>	<p style="text-align: right;">Page 256</p> <p>1 STATE OF MARYLAND.</p> <p>2 BALTIMORE COUNTY: SS</p> <p>3</p> <p>4 I, Paul A. Gasparotti, a Notary Public in and</p> <p>5 for the State of Maryland, Baltimore County, do</p> <p>6 hereby certify that the foregoing is a true and</p> <p>7 accurate transcription of the recording to the</p> <p>8 best of my ability.</p> <p>9 I further certify that I am not of counsel to</p> <p>10 any of the parties nor in any way interested in</p> <p>11 the outcome of these proceedings.</p> <p>12 As witness, my hand and notarial seal this</p> <p>13 18th day of March, 2021.</p> <p>14</p> <p>15</p> <p>16 Paul A. Gasparotti</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>
<p style="text-align: right;">Page 255</p> <p>1 will be held on Tuesday, March 23rd, 2021 at</p> <p>2 6:30 p.m. Thank you for joining us tonight and</p> <p>3 the meeting is now adjourned.</p> <p>4 (Meeting adjourned.)</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>	

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