

1 BOARD OF EDUCATION

2 BALTIMORE COUNTY

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

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11 JUNE 8, 2021
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20 Transcribed by:

21 Paul A. Gasparotti

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<p style="text-align: right;">Page 6</p> <p>1 PROCEEDINGS</p> <p>2 CHAIRWOMAN SCOTT: Good evening, this is</p> <p>3 Chairwoman Makeda Scott. I now call to order the</p> <p>4 meeting of the Board of Education of Baltimore</p> <p>5 County for Tuesday, June 8th, 2021. I invite you</p> <p>6 to recite the pledge of allegiance to the flag.</p> <p>7 We will then have a moment of silence in</p> <p>8 recognition of those who have served education in</p> <p>9 Baltimore County. Mr. Muhumuza, will you lead us</p> <p>10 in the pledge of allegiance?</p> <p>11 (Pledge of Allegiance.)</p> <p>12 (Moment of silence.)</p> <p>13 Thank you, Mr. Muhumuza.</p> <p>14 Baltimore County Public Schools and</p> <p>15 offices are currently closed to the public in</p> <p>16 order to maintain the health and safety of our</p> <p>17 students and staff. In accordance with the Board</p> <p>18 of Education's amended resolution approved at the</p> <p>19 October 13th, 2020 board meeting, in the event of</p> <p>20 a medical or health emergency related to</p> <p>21 COVID-19, the board chair in consultation with</p>	<p style="text-align: right;">Page 8</p> <p>1 done by rollcall vote. Board members will say</p> <p>2 their name when making and seconding a motion as</p> <p>3 applicable, as well as when requesting discussion</p> <p>4 on an agenda item.</p> <p>5 The first item on the agenda is the</p> <p>6 consideration of the June 8th agenda.</p> <p>7 Dr. Williams, are there any additions or changes</p> <p>8 to tonight's agenda?</p> <p>9 DR. WILLIAMS: I'm not aware of any</p> <p>10 changes or additions to tonight's agenda.</p> <p>11 CHAIRWOMAN SCOTT: Thank you,</p> <p>12 Dr. Williams.</p> <p>13 MS. CAUSEY: Madam Chair, this is</p> <p>14 Kathleen Causey.</p> <p>15 CHAIRWOMAN SCOTT: Yes, Ms. Causey?</p> <p>16 MS. CAUSEY: I move to reset this</p> <p>17 meeting to a second session to an evening no</p> <p>18 later than next Wednesday, recessing agenda items</p> <p>19 P, S, T, U, V, W and X to that second section;</p> <p>20 item Q, public comment, and item R, unfinished</p> <p>21 business, update on 12-month pay, remain in this</p>
<p style="text-align: right;">Page 7</p> <p>1 the vice chair and the superintendent may declare</p> <p>2 that a board meeting or a board committee meeting</p> <p>3 be held in its entirety without the physical</p> <p>4 presence of board members, or in a hybrid manner</p> <p>5 with only some individual board members</p> <p>6 participating remotely, subject to the</p> <p>7 establishment of a mechanism that would allow</p> <p>8 each board member an opportunity to fully</p> <p>9 participate in the meeting despite not being</p> <p>10 physically present, and that would allow the</p> <p>11 public to also remotely attend those portions of</p> <p>12 the meeting that are open pursuant to the</p> <p>13 Maryland Open Meetings Act by being able to</p> <p>14 listen and/or view those portions of the meeting.</p> <p>15 As a result, tonight's hybrid board of</p> <p>16 education meeting is being held both virtually</p> <p>17 and in person by board members and broadcasted</p> <p>18 through Microsoft Teams Live and BCPS TV, Comcast</p> <p>19 Xfinity Channel 73, Verizon FiOS Channel 34.</p> <p>20 In order to efficiently conduct this</p> <p>21 meeting, all voting items this evening will be</p>	<p style="text-align: right;">Page 9</p> <p>1 first session.</p> <p>2 CHAIRWOMAN SCOTT: Okay.</p> <p>3 MS. ROWE: Second, Rowe.</p> <p>4 CHAIRWOMAN SCOTT: Is there a second?</p> <p>5 MS. ROWE: Second, Rowe.</p> <p>6 CHAIRWOMAN SCOTT: I'm sorry, it sounded</p> <p>7 like there was more than one person talking.</p> <p>8 There was a motion made by Ms. Causey</p> <p>9 and it was seconded by Ms. Rowe?</p> <p>10 MS. ROWE: Yes.</p> <p>11 CHAIRWOMAN SCOTT: Thank you for that, I</p> <p>12 just wanted to get it correct, and now let me</p> <p>13 repeat the motion. Ms. Causey made a motion to</p> <p>14 recess this meeting to a second session to an</p> <p>15 even evening no later than Wednesday, recessing</p> <p>16 agenda items P, S, T, U, V, W and X to that</p> <p>17 second session; item Q, public comment, and item</p> <p>18 R, unfinished business, update on 12-month pay</p> <p>19 remain in this first session. And that was</p> <p>20 seconded by Ms. Rowe.</p> <p>21 And Ms. Causey, you said you wanted to</p>

<p style="text-align: right;">Page 10</p> <p>1 speak to your motion?</p> <p>2 MS. CAUSEY: Yes, Madam Chair. This</p> <p>3 agenda has, is quite full and yet it runs past</p> <p>4 midnight, and it's been stated at numerous board</p> <p>5 meetings that with staff responsibilities and</p> <p>6 everyone getting home safely at a proper hour,</p> <p>7 that we should try and not go past really 11</p> <p>8 o'clock. So I think there's so many issues that</p> <p>9 need proper deliberation, which is our role on</p> <p>10 the Board of Education, that we take this</p> <p>11 opportunity to really properly set the meeting so</p> <p>12 that staff can understand that we are going to</p> <p>13 run out of time, and so they are not really left</p> <p>14 waiting around to present when in fact it more</p> <p>15 than likely will not happen.</p> <p>16 So for those reasons, I think it would</p> <p>17 be proper process to structure the meeting in a</p> <p>18 way that allows us to do our job and also is</p> <p>19 mindful of staff and the public.</p> <p>20 CHAIRWOMAN SCOTT: Thank you for that,</p> <p>21 and I have a question. So you're wanting to,</p>	<p style="text-align: right;">Page 12</p> <p>1 current form.</p> <p>2 CHAIRWOMAN SCOTT: Okay, so that tells</p> <p>3 us this is not a proper motion because it's</p> <p>4 saying to recess the meeting which, you're right,</p> <p>5 I understand means to end the meeting. So</p> <p>6 Mr. Brousaides, would this motion need to be --</p> <p>7 well, because it's already the property of the</p> <p>8 assembly, we would vote on it and then would it</p> <p>9 need to be restated because it doesn't sound,</p> <p>10 that's where it was kind of confusing, the word</p> <p>11 construction of it, so what would your</p> <p>12 recommendation be, Mr. Brousaides?</p> <p>13 MR. BROUSAIDES: That rather than say</p> <p>14 move to recess this meeting, it would be a move</p> <p>15 to amend the agenda to postpone those items and</p> <p>16 have them considered at another open session to</p> <p>17 an evening no later than next Wednesday.</p> <p>18 CHAIRWOMAN SCOTT: Okay, thank you for</p> <p>19 that. And it looks like Ms. Jose, you had a</p> <p>20 comment?</p> <p>21 MS. JOSE: Yes. Mr. Brousaides answered</p>
<p style="text-align: right;">Page 11</p> <p>1 just so I can understand, you're wanting to</p> <p>2 recess this meeting other than item R, the update</p> <p>3 on 12-month pay?</p> <p>4 MS. CAUSEY: As stated in the motion and</p> <p>5 the chat, that we would recess specifically Item</p> <p>6 P, Item S, Item T, Item U, Item V, Item W and</p> <p>7 Item X to that second session, and then Item Q,</p> <p>8 public comment, and Item R, unfinished business,</p> <p>9 update on 12-month pay remain in this first</p> <p>10 session.</p> <p>11 CHAIRWOMAN SCOTT: Okay. And I would</p> <p>12 like to ask a question of Mr. Brousaides</p> <p>13 regarding not in good form, is this in good form?</p> <p>14 MR. BROUSAIDES: Hello, Ms. Scott. A</p> <p>15 recess would be considered a short break. This</p> <p>16 wouldn't really fit the definition of a recess,</p> <p>17 this would be more along the lines of amending</p> <p>18 the agenda and adding a new board meeting date.</p> <p>19 CHAIRWOMAN SCOTT: So then, is this</p> <p>20 motion out of order?</p> <p>21 MR. BROUSAIDES: It's not proper in its</p>	<p style="text-align: right;">Page 13</p> <p>1 some of those questions, but my concern is</p> <p>2 postponing Item P, which I believe is policy.</p> <p>3 That is, one of the Board's purview is to keep</p> <p>4 working and approving policy, so I'm not okay</p> <p>5 with just adding another session.</p> <p>6 CHAIRWOMAN SCOTT: Okay. Mr. Muhumuza?</p> <p>7 MR. MUHUMUZA: Yes. I would like to</p> <p>8 know, when did Ms. Causey want to postpone this</p> <p>9 meeting to?</p> <p>10 CHAIRWOMAN SCOTT: It look like in the</p> <p>11 motion it said next week, and the date of it is</p> <p>12 next Wednesday, which would be the 16th.</p> <p>13 MR. MUHUMUZA: Okay. I mean, I do see</p> <p>14 what she's saying about the timing, but I think</p> <p>15 what's more important than postponing a meeting I</p> <p>16 think is focusing on the agenda we have, and</p> <p>17 there is time outlined in the agenda where we can</p> <p>18 all ask our questions and be done by 12 today. I</p> <p>19 think we set the precedent of having a full</p> <p>20 agenda and then just making new meetings for the</p> <p>21 next week and the next week and the next week, we</p>

<p style="text-align: right;">Page 14</p> <p>1 will eventually be using this, I don't even think 2 it's a special rule or anything, I just think it 3 prolongs agenda items, and I think board members 4 need to focus more on than anything is finishing 5 conversations on specific items that are put on 6 the agenda for meetings on certain dates and not 7 just pushing them to other days, and also taking 8 so much time to fight over agenda items when we 9 shouldn't be. Thank you.</p> <p>10 CHAIRWOMAN SCOTT: Thank you. And it 11 looks like Ms. Rowe, you wish to amend the 12 motion? Ms. Rowe?</p> <p>13 MS. ROWE: Yes. I would like to amend 14 the motion. Instead of saying I move to recess 15 this meeting to a second session, it would say I 16 move to divide this agenda into two sessions, the 17 second session to an evening no later than next 18 Wednesday and would contain items P, S, T, U, V, 19 W and X to that second session; Item Q, public 20 comment, and Item R, unfinished business, update 21 on 12-month pay remain in the first session.</p>	<p style="text-align: right;">Page 16</p> <p>1 amendment.</p> <p>2 CHAIRWOMAN SCOTT: How could Ms. Rowe 3 restate it so that it would be a proper 4 amendment, because it doesn't look like it 5 changes the words of the motion, it just looks 6 like it restates the same motion.</p> <p>7 MS. ROWE: No, it does. I changed the 8 word from recess to divide the meeting to two 9 sessions, so that it's clear that we're dividing 10 the same agenda into two sessions, not creating 11 two meetings with two separate agendas.</p> <p>12 CHAIRWOMAN SCOTT: Now, but 13 Mr. Brousaides just said it's not a proper 14 amendment. So I guess I can, Ms. Causey made the 15 offer to withdraw her amendment, so I guess 16 Ms. Causey, if you're still willing to, you could 17 withdraw the amendment and then we could then be 18 able to move forward, I mean with the new 19 amendment or the new motion stated by Ms. Rowe. 20 Would that be proper, Mr. Brousaides? 21 MR. BROUSAIDES: Yes, if Ms. Causey is</p>
<p style="text-align: right;">Page 15</p> <p>1 VICE CHAIR HENN: Second.</p> <p>2 CHAIRWOMAN SCOTT: So it was moved by 3 Ms. Rowe and seconded by whom?</p> <p>4 VICE CHAIR HENN: Ms. Henn.</p> <p>5 CHAIRWOMAN SCOTT: Ms. Henn, okay.</p> <p>6 Ms. Rowe, could you please put that amendment in 7 the chat so that I can properly state it?</p> <p>8 MS. ROWE: Yes, ma'am, I'm doing that 9 now.</p> <p>10 CHAIRWOMAN SCOTT: Thank you.</p> <p>11 MS. CAUSEY: Madam Chair, may I ask 12 Mr. Brousaides if it's appropriate for me to 13 officially pull my motion?</p> <p>14 CHAIRWOMAN SCOTT: Well, the motion -- 15 sorry, go ahead, Mr. Brousaides.</p> <p>16 MR. BROUSAIDES: I would just point out 17 that the proposed amendment by Ms. Rowe is more 18 in the nature of a new motion than an amendment.</p> <p>19 CHAIRWOMAN SCOTT: So this is not a 20 proper amendment?</p> <p>21 MR. BROUSAIDES: It is not a proper</p>	<p style="text-align: right;">Page 17</p> <p>1 withdrawing her motion, then the Board could take 2 up Ms. Rowe's motion.</p> <p>3 CHAIRWOMAN SCOTT: With the leave of the 4 assembly. Okay.</p> <p>5 MS. CAUSEY: Thank you, Madam Chair. I 6 will remove my agenda item. I mean, excuse me, I 7 will remove my motion.</p> <p>8 CHAIRWOMAN SCOTT: Thank you. Okay, and 9 then Ms. Rowe, if you could put yours in so I can 10 properly state it please?</p> <p>11 MS. ROWE: I just did, I move to divide 12 this into two sessions, the second session to an 13 evening no later than next Wednesday, recessing 14 agenda items P, S, T, U, V, W and X to that 15 second session. Item Q, public comment, and 16 Item R, unfinished business, update on 12-month 17 pay, remain in this first session.</p> <p>18 CHAIRWOMAN SCOTT: And that was seconded 19 by Ms. Henn?</p> <p>20 VICE CHAIR HENN: Yes.</p> <p>21 CHAIRWOMAN SCOTT: So there being no</p>

<p style="text-align: right;">Page 18</p> <p>1 objection, the motion from Ms. Causey is 2 withdrawn, okay, great. So now we move on to 3 Ms. Rowe's motion, and Ms. Rowe moved to divide 4 this meeting into two sessions, the second 5 session to an evening no later than next 6 Wednesday, recessing agenda items P, S, T, U, V, 7 W and X to that second session. Item Q, public 8 comment, and Item R, unfinished business, update 9 on 12-month pay remain on this first session. 10 Okay, and it looks like there's a 11 question from Mr. Offerman. Mr. Offerman? 12 MR. OFFERMAN: Yes. I guess my concern 13 at this point is that if we move this to an 14 unspecified day, are there any implications in 15 terms of the Open Meeting Act in terms of 16 alerting the public and posting a new agenda? 17 Thank you. 18 CHAIRWOMAN SCOTT: Thank you, 19 Mr. Offerman. Mr. Brousaides, if you could 20 please? 21 MR. BROUSAIDES: There wouldn't be a</p>	<p style="text-align: right;">Page 20</p> <p>1 night as has been precedent for the past two 2 years, I did suggest that we have earlier 3 meetings so we could accommodate questions and 4 make sure that board members' questions would be 5 answered, still having public comment in the 6 evening, but that was not supported by enough 7 board members so that we would have a quorum. 8 And this is also a practice that's done in boards 9 all across the state of Maryland, there is a 10 meeting that is done earlier, but there was 11 inflexibility in this Board to any meeting that 12 started earlier than five or 6:30, so that's 13 where we are now. 14 So it looks like we should, I guess 15 probably go ahead and take a vote if there's no 16 additional discussion. Ms. Gover, if we could 17 have a rollcall please on the motion? 18 MS. GOVER: Ms. Rowe? 19 MS. ROWE: Yes. 20 MS. GOVER: Ms. Causey? 21 MS. CAUSEY: Yes.</p>
<p style="text-align: right;">Page 19</p> <p>1 problem with the Open Meetings Act if the new 2 agenda was posted promptly. 3 CHAIRWOMAN SCOTT: Okay. 4 MR. BROUSAIDES: That's assuming this 5 motion passes. 6 MR. OFFERMAN: Thank you. 7 CHAIRWOMAN CAUSEY: Okay. It looks like 8 there is a comment from Ms. Causey? . 9 MS. CAUSEY: Thank you, Madam Chair, and 10 I would just like to point that out that I did 11 respond to an email asking board members for 12 input on starting the meeting earlier, like 13 three o'clock, because of the length of the 14 meeting, and I had suggested at that point that 15 it be considered to split the agenda, and I 16 received a response but it did not address that 17 question, so I did bring this up quite some time 18 ago. Thank you. 19 CHAIRWOMAN SCOTT: Thank you, and yes, 20 there was an email that was sent out. Because of 21 the length of our meetings going well into the</p>	<p style="text-align: right;">Page 21</p> <p>1 MS. GOVER: Ms. Mack? 2 MS. MACK: Yes. 3 MS. GOVER: Mr. McMillion? 4 MR. MCMILLION: Yes. 5 MS. GOVER: Ms. Jose? 6 MS. JOSE: No. 7 MS. GOVER: Ms. Henn? 8 VICE CHAIR HENN: Yes. 9 MS. GOVER: Mr. Muhumuza? 10 MR. MUHUMUZA: No. 11 MS. GOVER: Mr. Offerman? 12 MR. OFFERMAN: No. 13 MS. GOVER: Ms. Pasteur? 14 MS. PASTEUR: No. 15 MS. GOVER: Mr. Kuehn? 16 MR. KUEHN: Yes. 17 MS. GOVER: Ms. Scott? 18 CHAIRWOMAN SCOTT: No. 19 MS. GOVER: In favor is six. 20 CHAIRWOMAN SCOTT: Okay, and 21 Mr. Brousaides, does this require two-thirds or</p>

<p style="text-align: right;">Page 22</p> <p>1 is it a simple majority?</p> <p>2 MR. BROUSAIDES: It required a majority</p> <p>3 of seven.</p> <p>4 CHAIRWOMAN SCOTT: A majority of seven,</p> <p>5 okay, so since it did not get seven then the</p> <p>6 motion fails. Okay. All right.</p> <p>7 So then moving on, Ms. Gover, may I have</p> <p>8 a rollcall wrote please on the agenda as it</p> <p>9 stands, or is that necessary?</p> <p>10 MS. GOVER: No.</p> <p>11 CHAIRWOMAN SCOTT: Okay, so the standing</p> <p>12 agenda is approved. So earlier this evening --</p> <p>13 MS. ROWE: Madam Chair, I'd like to</p> <p>14 raise a point of order.</p> <p>15 CHAIRWOMAN SCOTT: I'm sorry, who's</p> <p>16 speaking?</p> <p>17 MS. ROWE: This is Ms. Rowe. I'd like</p> <p>18 to raise a point of order on the standing agenda.</p> <p>19 The Board unanimously approved to add reopening</p> <p>20 of schools as a standing first item of unfinished</p> <p>21 business on all subsequent open session agendas</p>	<p style="text-align: right;">Page 24</p> <p>1 MR. BROUSAIDES: Hello, Ms. Scott. As a</p> <p>2 point of order, the Chair would decide the point</p> <p>3 of order.</p> <p>4 CHAIRWOMAN SCOTT: Okay. I don't find</p> <p>5 it to be a point of order because I don't find</p> <p>6 the agenda to be out of order. The motion did</p> <p>7 not state a certain day of the week or certain</p> <p>8 days and our schools are fully reopened, so</p> <p>9 that's why it was not on the agenda. So I don't</p> <p>10 find that your point is taken, your point is</p> <p>11 actually not well taken, so we can move on.</p> <p>12 Earlier this evening the Board met --</p> <p>13 MS. CAUSEY: Madam Chair.</p> <p>14 CHAIRWOMAN SCOTT: Is there another</p> <p>15 point of order?</p> <p>16 MS. CAUSEY: Yes. This is Ms. Causey.</p> <p>17 CHAIRWOMAN SCOTT: Yes?</p> <p>18 MS. CAUSEY: I move to consider</p> <p>19 sustaining the ruling of the Chair.</p> <p>20 CHAIRWOMAN SCOTT: Okay, is there a</p> <p>21 second? Hearing none, we're moving on.</p>
<p style="text-align: right;">Page 23</p> <p>1 until all schools have fully reopened to all</p> <p>2 students for full-time in-person instruction.</p> <p>3 Schools are not reopened in person on Wednesdays.</p> <p>4 Additionally the state superintendent, Dr. Salmon</p> <p>5 gave, or directed on January 22nd, 2021, for</p> <p>6 school systems to a plan for schools to reopen</p> <p>7 five days per week starting March 1st.</p> <p>8 As we are not in compliance with that</p> <p>9 directive we are not fully reopened. This agenda</p> <p>10 does not include the necessary agenda item for</p> <p>11 reopening of schools and there has never been a</p> <p>12 two-thirds vote to reconsider the unanimous board</p> <p>13 action to add this item to the agenda.</p> <p>14 Therefore, the agenda as presented is out of</p> <p>15 order.</p> <p>16 CHAIRWOMAN SCOTT: Okay, thank you for</p> <p>17 that, Ms. Rowe. Mr. Brousaides, or Ms. Bresler,</p> <p>18 if you could weigh in on that please, because as</p> <p>19 the motion was stated about the reopening of</p> <p>20 schools motion, we are fully reopened, but if you</p> <p>21 could weigh in on that?</p>	<p style="text-align: right;">Page 25</p> <p>1 Earlier this evening the Board met in</p> <p>2 closed session pursuant to the Open Meetings Act</p> <p>3 for the following reasons: To, one, discuss the</p> <p>4 appointment, employment, assignment, promotion,</p> <p>5 discipline, demotion, compensation, removal,</p> <p>6 resignation, work performance evaluation of</p> <p>7 appointees, employees or officials over whom it</p> <p>8 has jurisdiction, or any other personnel matter</p> <p>9 that affects one or more specific individuals,</p> <p>10 and nine, conduct collective bargaining</p> <p>11 negotiations or consider matters that relate to</p> <p>12 the negotiations.</p> <p>13 The minutes of the closed session and</p> <p>14 informal summary can be found on BoardDocs under</p> <p>15 this board meeting agenda date.</p> <p>16 Next on the agenda is a special order of</p> <p>17 business recognizing our student member of the</p> <p>18 board Mr. Joshua Muhumuza. At this time could</p> <p>19 Josh please join Dr. Williams at the front of the</p> <p>20 dais?</p> <p>21 Okay, is everybody in place? Ms. Gover,</p>

<p style="text-align: right;">Page 26</p> <p>1 you have to let me know when everybody is in 2 place.</p> <p>3 MS. GOVER: Yes, go ahead, Ms. Scott.</p> <p>4 CHAIRWOMAN SCOTT: So the following 5 resolution is being presented by the Board of 6 Education and it reads:</p> <p>7 Whereas, Joshua Muhumuza has served as a 8 student member of the Board of Education of 9 Baltimore County with honor and distinction for 10 the 2020-2021 school, including serving as vice 11 chair of the Board's legislative and government 12 relations committee and participation on the 13 Board's curriculum committee and policy review 14 committee; and</p> <p>15 Whereas, his role as a student leader 16 began at Dundalk High School where he served as 17 member of his class executive board since 2019 18 and is a member of the student government 19 association, and in Boy Scout Troop 409 where he 20 served as a senior patrol leader and served as 21 chapter chief for the Order of the Arrow,</p>	<p style="text-align: right;">Page 28</p> <p>1 continued success in future endeavors, and 2 directs a copy of this resolution to be recorded 3 among the permanent records of the Board of 4 Education of Baltimore County: Fellow board 5 members --</p> <p>6 (Applause.)</p> <p>7 Congratulations, Joshua. Fellow board 8 members, I move that the Board accept Resolution 9 2021-02 in recognition of Student Member of the 10 Board Joshua Muhumuza. May I have a second?</p> <p>11 MS. CAUSEY: Second, Ms. Causey.</p> <p>12 CHAIRWOMAN SCOTT: Second, Ms. Causey.</p> <p>13 Any discussion? May I have a rollcall vote?</p> <p>14 MS. GOVER: Ms. Rowe?</p> <p>15 MS. ROWE: Yes.</p> <p>16 MS. GOVER: Ms. Causey?</p> <p>17 MS. CAUSEY: Yes.</p> <p>18 MS. GOVER: Ms. Mack?</p> <p>19 MS. MACK: Yes.</p> <p>20 MS. GOVER: Mr. McMillion?</p> <p>21 MR. MCMILLION: Yes.</p>
<p style="text-align: right;">Page 27</p> <p>1 scouting's national honor society; and</p> <p>2 Whereas, Joshua's leadership activities 3 are evidenced in his participation as a 4 representative and infrastructure committee 5 member for the Baltimore County Student Councils, 6 a volunteer coach with Soccer Without Borders, 7 and as a tutor with the Immigration Outreach 8 Service Center, IOSC; and</p> <p>9 Whereas, Joshua is to be commended for 10 his bringing honor to this school district as he 11 continues his education at Yale University to 12 double major in ethics, politics and economics, 13 and English, as well as a planned certification 14 of advanced language study in French.</p> <p>15 Now therefore be it that the Board of 16 Education of Baltimore County, assembled in 17 regular session on the 8th of June in the year 18 2021, expresses to Joshua its fondest regards and 19 gratitude for his service; and be it further 20 resolved that the Board herewith extends its best 21 wishes to Joshua for happiness, good health and</p>	<p style="text-align: right;">Page 29</p> <p>1 MS. GOVER: Ms. Jose?</p> <p>2 MS. JOSE: Yes.</p> <p>3 MS. GOVER: Ms. Henn?</p> <p>4 VICE CHAIR HENN: Yes.</p> <p>5 MS. GOVER: Mr. Offerman?</p> <p>6 MR. OFFERMAN: Yes.</p> <p>7 MS. GOVER: Ms. Pasteur?</p> <p>8 MS. PASTEUR: Yes.</p> <p>9 MS. GOVER: Mr. Kuehn?</p> <p>10 MR. KUEHN: 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 Board is 15 unanimous. Congratulations, Josh.</p> <p>16 DR. LYNCH: Josh, it is my pleasure to 17 represent County Executive Olszewski here tonight 18 to present with you with this proclamation. As a 19 former student member of the board himself, the 20 county executive understands the importance of 21 your role and has appreciated the thoughtful</p>

<p style="text-align: right;">Page 30</p> <p>1 deliberations that you have provided to this</p> <p>2 Board over the past year, and so today I would</p> <p>3 like to present you with this citation.</p> <p>4 In recognition and gratitude for your</p> <p>5 service and dedication to the Baltimore County</p> <p>6 School Board. Your hard work and thoughtful</p> <p>7 input on the Board are invaluable and we</p> <p>8 appreciate your willingness to give your time</p> <p>9 especially during this very challenging year.</p> <p>10 You have far exceeded the expectations set for</p> <p>11 you. On behalf of all of its residents,</p> <p>12 Baltimore County thanks you for your commitment</p> <p>13 to the Baltimore County School Board.</p> <p>14 Thank you.</p> <p>15 (Applause.)</p> <p>16 CHAIRWOMAN SCOTT: Thank you, and that</p> <p>17 was Dr. Lynch representing Baltimore County</p> <p>18 Executive Johnny Olszewski. Dr. Lynch is the</p> <p>19 director of Educational Partnership for Baltimore</p> <p>20 County.</p> <p>21 And lastly, I would like to again thank</p>	<p style="text-align: right;">Page 32</p> <p>1 approve the personnel matters as presented in</p> <p>2 Exhibits E-1 through E-4?</p> <p>3 MS. MACK: So moved, Mack.</p> <p>4 MR. OFFERMAN: So moved, Offerman.</p> <p>5 MS. MACK: Second, Mack.</p> <p>6 CHAIRWOMAN SCOTT: Thank you, do I have</p> <p>7 a second?</p> <p>8 MS. MACK: Second, Ms. Mack.</p> <p>9 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.</p> <p>10 Any discussion? Okay. May I have a rollcall</p> <p>11 vote please.</p> <p>12 MS. GOVER: Ms. Rowe?</p> <p>13 MS. ROWE: Yes.</p> <p>14 MS. GOVER: Ms. Causey?</p> <p>15 MS. CAUSEY: Yes.</p> <p>16 MS. GOVER: Ms. Mack?</p> <p>17 MS. MACK: Yes.</p> <p>18 MS. GOVER: Mr. McMillion?</p> <p>19 MR. MCMILLION: Yes.</p> <p>20 MS. GOVER: Ms. Jose?</p> <p>21 MS. JOSE: Yes.</p>
<p style="text-align: right;">Page 31</p> <p>1 Joshua for everything that he has done and it has</p> <p>2 been our pleasure to serve with you. But I would</p> <p>3 also like to recognize Mr. Christian Thomas.</p> <p>4 He's our incoming in student member of the board</p> <p>5 for the 2021-2022 school year, so welcome,</p> <p>6 Christian.</p> <p>7 (Applause.)</p> <p>8 And Ms. Gover, you'll have to let me</p> <p>9 know once everyone is seated.</p> <p>10 MS. GOVER: Yes, they're ready to</p> <p>11 proceed.</p> <p>12 CHAIRWOMAN SCOTT: Thank you so much.</p> <p>13 Okay. So the next item on agenda is personnel</p> <p>14 matters, and for that I call on Ms. Lowry.</p> <p>15 MS. LOWRY: Good evening, Chairwoman</p> <p>16 Scott, Vice Chairwoman Henn, Superintendent</p> <p>17 Williams and members of the Board. I would like</p> <p>18 the Board's consent for the following personnel</p> <p>19 matters: Retirements, resignations, leaves,</p> <p>20 certificated appointments.</p> <p>21 CHAIRWOMAN SCOTT: Do I have a motion to</p>	<p style="text-align: right;">Page 33</p> <p>1 MS. GOVER: Ms. Henn?</p> <p>2 VICE CHAIR HENN: Yes.</p> <p>3 MS. GOVER: Mr. Muhumuza?</p> <p>4 MR. MUHUMUZA: Yes.</p> <p>5 MS. GOVER: Mr. Offerman?</p> <p>6 MR. OFFERMAN: Yes.</p> <p>7 MS. GOVER: Ms. Pasteur?</p> <p>8 MS. PASTEUR: Yes.</p> <p>9 MS. GOVER: Mr. Kuehn?</p> <p>10 MR. KUEHN: 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: Thank you, the motion</p> <p>15 carries. Next on the agenda item is</p> <p>16 administrative appointments and for that I call</p> <p>17 on Dr. Williams.</p> <p>18 DR. WILLIAMS: Madam Chair and members</p> <p>19 of the Board, I am bringing forth the following</p> <p>20 administrative appointments for your approval:</p> <p>21 Principal, Dundalk Elementary School; principal</p>

<p style="text-align: right;">Page 34</p> <p>1 of Harford Hills Elementary School; principal of 2 Joppa View Elementary School; principal of 3 Lansdowne High School; principal of Lutherville 4 Laboratory; assistant principal, Franklin Middle 5 School; assistant principal, Hillcrest Elementary 6 School; assistant principal, Loch Raven High 7 School; assistant principal, Logan Elementary 8 School; assistant principal, Maiden Choice 9 School; assistant principal, New Town High 10 School; assistant principal, Woodholme Elementary 11 School; coordinator in the Office of World 12 Languages and ESOL; coordinator, compliance, 13 Department of Special Education; specialist, 14 community school liaison; senior operations 15 supervisor, Office of Facilities Operations, 16 Operation Inspection; senior operations 17 supervisor, contract maintenance, Office of 18 Facilities Support Maintenance Section; pupil 19 personnel worker, Office of Pupil Personnel 20 Services; executive director, instructional 21 technology, educational options, Department of</p>	<p style="text-align: right;">Page 36</p> <p>1 MS. GOVER: Ms. Jose? 2 MS. JOSE: Yes. 3 MS. GOVER: Ms. Henn? 4 VICE CHAIR HENN: Yes. 5 MS. GOVER: Mr. Muhumuza? 6 MR. MUHUMUZA: Yes. 7 MS. GOVER: Mr. Offerman? Mr. Offerman? 8 MR. OFFERMAN: Yes. 9 MS. GOVER: Ms. Pasteur? 10 MS. PASTEUR: Yes. 11 MS. GOVER: Mr. Kuehn? 12 MR. KUEHN: Yes. 13 MS. GOVER: Ms. Scott? 14 CHAIRWOMAN SCOTT: Yes. 15 MS. GOVER: Thank you. 16 CHAIRWOMAN SCOTT: Thank you. And the 17 next item on the agenda is the superintendent's 18 report, and for that I call on Dr. Williams. 19 DR. WILLIAMS: So Madam Chair, we would 20 like to present the recommended appointments 21 tonight, all 21, so if I may begin?</p>
<p style="text-align: right;">Page 35</p> <p>1 Education Options; executive director of school 2 support, Office of the Community Superintendents; 3 and chief, Division of Organizational 4 Effectiveness. 5 CHAIRWOMAN SCOTT: Thank you. Do I have 6 a motion to approve the administrative 7 appointments as presented in Exhibit F-1? 8 MS. MACK: So moved, Mack. 9 CHAIRWOMAN SCOTT: Do I have a second? 10 MR. OFFERMAN: Second, Offerman. 11 CHAIRWOMAN SCOTT: Thank you. Any 12 discussion? Okay, may I have a rollcall vote 13 please? 14 MS. GOVER: Ms. Rowe? 15 MS. ROWE: Yes. 16 MS. GOVER: Ms. Causey? 17 MS. CAUSEY: Yes. 18 MS. GOVER: Ms. Mack? 19 MS. MACK: Yes. 20 MS. GOVER: Mr. McMillion? 21 MR. MCMILLION: Yes.</p>	<p style="text-align: right;">Page 37</p> <p>1 CHAIRWOMAN SCOTT: Yes, please. 2 DR. WILLIAMS: And to the Board, they 3 are in alphabetical order. 4 Our first candidate, yes, is Latonya 5 Belser. Currently she's the assistant principal 6 at Vincent Farm Elementary, recommendation is 7 principal at Joppa View Elementary School. She 8 has served us with 21 years of service, she 9 served as assistant principal; teacher and staff 10 teacher resource both at Hebbville Elementary; 11 classroom teacher at Sussex Elementary; and prior 12 to that, experience in Baltimore City Public 13 Schools. Congratulations, Ms. Belser. Since we 14 have an audience, let's clap. 15 (Applause.) 16 Our next candidate is Ms. Lyndsey 17 Brightful. Currently she's a teacher, 18 mathematics, at Sudbrook Magnet Middle School, 19 recommendation is assistant principal at New Town 20 High School. She brings to us seven years of 21 service in Baltimore County. She served</p>

<p style="text-align: right;">Page 38</p> <p>1 previously as the math resource teacher at 2 Sudbrook as well as a mathematics teacher at 3 Milford Mill Academy, Dundalk Middle, as well as 4 previous experience in Teach for America for two 5 years. Congratulations, Ms. Brightful. 6 (Applause.) 7 Our next candidate is Keisha Broyles, 8 currently the school social worker at Bellwood 9 Elementary School, recommended position is 10 specialist, community school liaison in the 11 Office of Title I. She brings to us seven years 12 of experience. Her previous experience exists at 13 Pathway Schools, Transition Living Services and a 14 variety of other places, including experience in 15 Howard County, the Katherine Thomas High School, 16 the Children's Guild, the City of College Park 17 Youth and Family Services, and the Children's 18 Hospital of Michigan. Congratulations, 19 Ms. Broyles. 20 (Applause.) 21 Our next candidate is Kristen M. Bull.</p>	<p style="text-align: right;">Page 40</p> <p>1 Soccer Club, the Harbor View General Contractors, 2 and nine years of service in Baltimore City 3 Public Schools. Congratulations, Mr. Corbett. 4 (Applause.) 5 Our next candidate is Alice 6 DeVaney-Curtis. Currently she's the school 7 counselor at Pine Grove Middle School, we're 8 recommending her as a pupil personnel worker in 9 the Office of Pupil Personnel Services. She 10 brings to us 17 years of service in Baltimore 11 County. She served as a counselor at Pine Grove 12 Middle, Sparrows Point Middle School, Pine Grove 13 Middle again, and Owings Mills High School. 14 Congratulations, Alice DeVaney-Curtis. 15 (Applause.) 16 Next candidate is Dr. Douglas Elmendorf. 17 Currently he's the principal of Catonsville 18 Middle School. We're recommending Dr. Elmendorf 19 for the position of executive director, 20 instructional technology and educational options 21 in the Department of Educational Options. He</p>
<p style="text-align: right;">Page 39</p> <p>1 Currently she's the assistant principal at 2 Harford Hills Elementary School, recommended 3 position is principal of Harford Hills Elementary 4 School. She brings to us 25 years of service. 5 She served previously as the assistant principal 6 at Cedar Mill Elementary, staff development 7 teacher at Chatsworth, special ed self contained 8 teacher, special ed inclusion teacher, classroom 9 teacher at Gunpowder Elementary School, teacher 10 of technology integration at Gunpowder, as well 11 as a classroom teacher in Gunpowder Elementary 12 School. Congratulations, Principal Bull. 13 (Applause.) 14 Next candidate is Tony Corbett, 15 currently the supervisor of contract maintenance 16 operations in the Office of Facilities Support, 17 he has been recommended for the senior operations 18 supervisor, contract maintenance, Office of 19 Facilities Support, Services/Maintenance section. 20 He bring to us 3.4 years of service. His prior 21 experience was at CTD Investing LLC, Thunder</p>	<p style="text-align: right;">Page 41</p> <p>1 brings to us 23 years of service in Baltimore 2 County, again, served as the principal, 3 Catonsville Middle School, Hillcrest Elementary 4 and Chase Elementary. Prior to that he served as 5 assistant principal at Dundalk as well as 6 Middleborough Elementary School, resource teacher 7 at Eastwood Center, music teacher at Sandalwood 8 and Deep Creek Elementary, and music teacher at 9 Bedford and Deep Creek Elementary. 10 Congratulations, Dr. Elmendorf. 11 (Applause.) 12 The next candidate is Radiah Garrett, 13 presently classroom teacher at Johnnycake 14 Elementary School. We're recommending that she 15 be the assistant principal at Woodholme 16 Elementary School. She brings to us 12 years of 17 service in Baltimore County, again classroom 18 teacher at Johnnycake, special education teacher 19 inclusion at Johnnycake, and classroom experience 20 as special ed self contained teacher at 21 Johnnycake. Congratulations, Radiah Garrett.</p>

<p style="text-align: right;">Page 42</p> <p>1 (Applause.)</p> <p>2 Don't get tired on me yet, we're just</p> <p>3 halfway through. Our next candidate is</p> <p>4 Christopher Gee, being promoted to assistant</p> <p>5 principal at Franklin Middle School. His current</p> <p>6 position -- I hear a yay out there. His current</p> <p>7 position is teacher of music, instrumental, at</p> <p>8 Scotts Branch Elementary School. He brings to us</p> <p>9 three years of service in Baltimore County, prior</p> <p>10 experience, 8.6 years of experience in Baltimore</p> <p>11 City Public Schools. Congratulations,</p> <p>12 Christopher Gee.</p> <p>13 (Applause.)</p> <p>14 Next we have, yes, Jodi Grosser.</p> <p>15 Currently she's the supervisor of world languages</p> <p>16 in the Office of World Languages and ESOL, being</p> <p>17 promoted to coordinator of the Office of World</p> <p>18 Languages and ESOL. She brings to us 28 years of</p> <p>19 service. Her prior experience, she served as the</p> <p>20 e-learning teacher, English and world languages,</p> <p>21 also a STAT teacher at Golden Ring Middle School,</p>	<p style="text-align: right;">Page 44</p> <p>1 Next we have Robert Kesler III, being</p> <p>2 promoted to assistant principal at Hillcrest</p> <p>3 Elementary School. His previous experience, he</p> <p>4 served as a classroom teacher at Owings Mills</p> <p>5 Elementary, resource teacher at Owings Mills</p> <p>6 Elementary. He brings to us nine years of</p> <p>7 service in Baltimore County and in previous</p> <p>8 experience he worked at Bright Horizons.</p> <p>9 Congratulations, Robert E. Kesler III.</p> <p>10 (Applause.)</p> <p>11 Our next candidate is Meghan O. Maher as</p> <p>12 the assistant principal at Maiden Choice School.</p> <p>13 She brings to us 22 years of experience in</p> <p>14 Baltimore County. Her previous position was the</p> <p>15 special education self contained teacher at</p> <p>16 Maiden Choice, with experience at Arbutus Middle</p> <p>17 School and Catonsville Middle School; she served</p> <p>18 as a special ed inclusion teacher at Catonsville</p> <p>19 Middle, a special ed teacher at Western School of</p> <p>20 Technology. She too has prior experience in</p> <p>21 Baltimore City Public Schools of three years.</p>
<p style="text-align: right;">Page 43</p> <p>1 and modern world language teacher at New Town</p> <p>2 High School and Randallstown High School.</p> <p>3 Congratulations, Jodi Grosser.</p> <p>4 (Applause.)</p> <p>5 Next we have Joseph R. Holland.</p> <p>6 Currently he is the assistant principal at</p> <p>7 National Academy High School in Baltimore City</p> <p>8 Public Schools, is being promoted to assistant</p> <p>9 principal at Loch Raven High School, so welcome</p> <p>10 to Baltimore County Public Schools. He served as</p> <p>11 the assistant principal, as I mentioned, at</p> <p>12 National Academy High School, special ed</p> <p>13 inclusion teacher at New Town High School,</p> <p>14 Baltimore County Public Schools, for two years.</p> <p>15 I should say welcome back, Mr. Holland. Special</p> <p>16 ed self contained teacher at New Town High</p> <p>17 School, and the facilitator in the emotional</p> <p>18 disabled student program at Garrison Middle</p> <p>19 School in Baltimore City Public Schools.</p> <p>20 Congratulations, Joseph Holland.</p> <p>21 (Applause.)</p>	<p style="text-align: right;">Page 45</p> <p>1 Congratulations, Meghan O. Maher.</p> <p>2 (Applause.)</p> <p>3 Our next candidate is Sean M. McComb as</p> <p>4 the principal of Lutherville Laboratory. Sean</p> <p>5 currently was the assistant principal at Pleasant</p> <p>6 Plains Elementary School. He brings to us 15</p> <p>7 years of service in Baltimore County, assistant</p> <p>8 principal at Pleasant Plains Elementary School,</p> <p>9 resource teacher at Patapsco High School, as well</p> <p>10 as experience in the Division of Organizational</p> <p>11 Effectiveness, STAT teacher at Patapsco High</p> <p>12 School, staff development teacher at Patapsco</p> <p>13 High School, and English teacher at Patapsco High</p> <p>14 School. He served in the Aspiring Leaders</p> <p>15 program in 2011. Congratulations, Sean M.</p> <p>16 McComb.</p> <p>17 (Applause.)</p> <p>18 Next we have Jason A. Miller as the</p> <p>19 coordinator of compliance in the Department of</p> <p>20 Special Education. He currently is the</p> <p>21 supervisor in teaching and learning in the Office</p>

<p style="text-align: right;">Page 46</p> <p>1 of Special Education, teaching and learning, 2 since March of 2020. His previous experience, he 3 served Calvert County Public Schools for 3.5 4 years and Anne Arundel County Public Schools for 5 seven years. Congratulations, Jason A. Miller. 6 (Applause.) 7 Next we have Jennifer A. Pilarski as the 8 principal of Dundalk Elementary School. 9 Currently she serves as the assistant principal 10 at Dundalk Elementary School, as well as 11 assistant principal at Martin Boulevard 12 Elementary and Oliver Beach Elementary School. 13 Prior to that she served as a SAT teacher at 14 Northwoods Elementary School, a kindergarten 15 teacher and classroom teacher at Fullerton 16 Elementary. She brings to us 18 years of service 17 in Baltimore County. Congratulations, 18 Jennifer A. Pilarski. 19 (Applause.) 20 Next we have Nicholas T. Russell, senior 21 operations supervisor in the Office of Facilities</p>	<p style="text-align: right;">Page 48</p> <p>1 Next we have Nicole H. Snier as the 2 assistant principal at Logan Elementary School. 3 She served as a staff development teacher at 4 Sandy Plains Elementary School. She was a 5 resource teacher in the Office of Mathematics 6 Pre-K to 12. She served as a consulting teacher 7 in the Office of Staff Relations and Employee 8 Performance management, and classroom teacher at 9 Pine Grove Elementary and Logan Elementary. She 10 brings to us 16 years of service in Baltimore 11 County Public Schools. Congratulations Nicole H. 12 Snier. 13 (Applause.) 14 Next we have Eric A. Wilson as the 15 executive director in school support, Office of 16 Community Superintendent. Mr. Wilson served as 17 the director in the Office of School Support and 18 Improvement in Montgomery County Public Schools 19 for six years. He served as a principal at Sligo 20 Middle School, Arcola Elementary School and 21 Stonegate Elementary, as well as a principal</p>
<p style="text-align: right;">Page 47</p> <p>1 Operations and objections section. Currently he 2 is the field representative in the Office of 3 Facilities Operations and operations section. 4 Prior to that he served as the building 5 operations supervisor for Owings Mills High 6 School, the building operations supervisor II at 7 Campfield Elementary, sorry, Campfield Early 8 Learning Center, and a building service worker at 9 Reisterstown Elementary. He brings to us 19 10 years of service. Congratulations, Nicholas T. 11 Russell. 12 (Applause.) 13 Next we have Allison Seymour as 14 principal of Lansdowne High School. She 15 currently serves as the assistant principal at 16 Pikesville High School, as well as Kenwood. She 17 was a mathematics teacher at Parkville High 18 School. She brings to us 23 years of service in 19 Baltimore County Public Schools. 20 Congratulations, Allison Seymour. 21 (Applause.)</p>	<p style="text-align: right;">Page 49</p> <p>1 intern at Stonegate Elementary School, assistant 2 principal at Rock View Elementary School, staff 3 development teacher at Rock View Elementary, and 4 classroom teacher at Rock View Elementary and 5 Forest Glen Elementary School. Congratulations, 6 Eric A. Wilson, and welcome to Baltimore County 7 Public Schools. 8 (Applause.) 9 I think we're at the last person, thank 10 you. Dr. Myriam Yarbrough as chief in the 11 Division of Organizational Effectiveness. 12 Currently she is the executive director, school 13 support secondary, in the Office of Community 14 Superintendents. Prior to that experience she 15 served as a director of school performance in the 16 Office of Community Superintendents, and prior to 17 that she served Montgomery County Public Schools 18 for 23.5 years, and prior to that she started her 19 career in Baltimore County Public Schools for 20 three years. Congratulations, Dr. Myriam 21 Yarbrough.</p>

<p style="text-align: right;">Page 50</p> <p>1 (Applause.)</p> <p>2 That concludes the appointments.</p> <p>3 I would like to make, just take a note</p> <p>4 and thank the Division of Human Resources, all of</p> <p>5 our chiefs, all of our principals, all of our</p> <p>6 central office staff. As you see, we presented</p> <p>7 21 appointments today. Thank you, Board, for</p> <p>8 approving those appointments, but thank you,</p> <p>9 staff, for the arduous work it takes to go</p> <p>10 through the process of interviewing and selecting</p> <p>11 the right candidate, so I do want to commend</p> <p>12 every central office worker and all those</p> <p>13 associated with the Department of Human Resources</p> <p>14 and our school-based staff for making these</p> <p>15 selections tonight. Let's give them a hand</p> <p>16 please.</p> <p>17 (Applause.)</p> <p>18 Thank you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you very much</p> <p>20 for that, Dr. Williams. The next item on the</p> <p>21 agenda is the superintendent's report and for</p>	<p style="text-align: right;">Page 52</p> <p>1 I would like to take a moment of</p> <p>2 personal privilege to thank Student Member of the</p> <p>3 Board Joshua Muhumuza for his service.</p> <p>4 Mr. Muhumuza was chosen in the first BCPS</p> <p>5 election that was open to all middle and high</p> <p>6 school students. His passion for equity has been</p> <p>7 clear from the very start and he has expertly</p> <p>8 used social media to connect with students across</p> <p>9 the system, as well as visiting schools in person</p> <p>10 once it became safe to do so.</p> <p>11 Josh, you have, we have all benefited</p> <p>12 from your eloquence and thoughtfulness. I look</p> <p>13 forward to watching you receive your diploma at</p> <p>14 graduation this week, what day is that, Thursday?</p> <p>15 Just checking to see if you know.</p> <p>16 Congratulations on a successful year as our SMOB</p> <p>17 and best wishes in the years to come. Let's</p> <p>18 acknowledge Josh again.</p> <p>19 (Applause.)</p> <p>20 By now all students, or students at all</p> <p>21 levels have had the opportunity to reach for</p>
<p style="text-align: right;">Page 51</p> <p>1 that I call again on Dr. Williams.</p> <p>2 DR. WILLIAMS: So good evening,</p> <p>3 everyone. I just want to begin this evening by</p> <p>4 celebrating our class of 2021. This year's</p> <p>5 graduates have demonstrated admirable</p> <p>6 perseverance and fortitude. I honor and</p> <p>7 recognize their accomplishments and their ability</p> <p>8 to overcome barriers. It has been a joy to</p> <p>9 witness our graduates' enthusiasm as they walk</p> <p>10 across the stage. I appreciate how our</p> <p>11 educators, leaders and staff from the earliest</p> <p>12 grades through high school have nurtured and</p> <p>13 supported students toward this milestone.</p> <p>14 I do want to congratulate all of our</p> <p>15 graduates. We still have a few more graduations</p> <p>16 to go but they have been delightful, as I have</p> <p>17 attended every last one of them. As a reminder,</p> <p>18 the public is invited to watch commencement</p> <p>19 ceremonies live on BCPS TV and through our</p> <p>20 Livestream. And please don't forget that summer</p> <p>21 graduation will take place on August 14th.</p>	<p style="text-align: right;">Page 53</p> <p>1 expanded in-person learning. This was made</p> <p>2 possible by updated guidelines from the Centers</p> <p>3 for Disease Control and Prevention and a dramatic</p> <p>4 improvement in COVID-19 metrics in Baltimore</p> <p>5 County. For their dedication to our students I</p> <p>6 want to thank our school leaders, educators,</p> <p>7 support staff, office professionals, staff</p> <p>8 providing health and mental health services as</p> <p>9 well as staff in transportation, facilities, food</p> <p>10 and nutrition, and technology. I also appreciate</p> <p>11 the ongoing feedback from our families and their</p> <p>12 continued partnership.</p> <p>13 As we discussed last month, BCPS will</p> <p>14 provide full-time in-person instruction five days</p> <p>15 a week to all students for the 2021-2022 school</p> <p>16 year. Additionally in response to student needs,</p> <p>17 registration for the BCPS virtual learning</p> <p>18 program has been extended. The enrollment window</p> <p>19 will close on July 2nd, 2021. Families are asked</p> <p>20 to enroll as soon as possible to support planning</p> <p>21 and scheduling.</p>

<p style="text-align: right;">Page 54</p> <p>1 Getting vaccinated is an important part 2 of our recovery from this pandemic. In 3 partnership with the Baltimore County Department 4 of Health, BCPS has been conveniently offering 5 the COVID-19 vaccine at selected high schools to 6 students, their families and interested school 7 staff. As a reminder, there are many additional 8 opportunities to receive the vaccine through the 9 state's mass vaccination centers and through 10 pharmacies and hospitals.</p> <p>11 And finally, the last day of school will 12 take place just two weeks from today. I want us 13 all to finish strong. Throughout this school 14 year students and families have remained engaged 15 and our staff and leaders have worked so hard. 16 Let's enjoy this look back at an historical year 17 that was full of accomplishments. Once 18 graduations are finished, we will share a video 19 dedicated to the class of 2021. Video please? 20 (Video playing.) 21 Let me acknowledge the Department of</p>	<p style="text-align: right;">Page 56</p> <p>1 were going to come up and be competing, and this 2 just exemplifies the excellence of our students 3 and what they're able to accomplish, as exhibited 4 by Mr. Muhumuza.</p> <p>5 But Deer Park Middle Magnet School took 6 third place in the wearable technology challenge 7 and second in the national engineering design 8 challenge. Congratulations, Deer Park Middle 9 Magnet School. Randallstown High School took 10 third place in the expanding structure challenge, 11 Eastern Technical High School took second in the 12 wearable technology challenge, congratulations 13 Randallstown High School and Eastern Technical 14 High School. And lastly, Arian Satif from 15 Eastern Technical High School earned an MDSA 16 scholarship.</p> <p>17 So we've got some exceptional children 18 who are doing some exceptional things and I just, 19 it's my honor to highlight what our students are 20 doing after having such a year, quite a year. So 21 I too have a video, this is an installment of the</p>
<p style="text-align: right;">Page 55</p> <p>1 Communications and central office for pulling 2 that video together, thank you all, so let's 3 acknowledge them. 4 (Applause.) 5 Okay. That concludes my report for 6 tonight. Thank you so much.</p> <p>7 CHAIRWOMAN SCOTT: Thank you so much, 8 Dr. Williams and what a wonderful video. The 9 Department of Communications is awesome, that was 10 an excellent video.</p> <p>11 And I would like to echo some of the 12 things you said and again congratulate Joshua 13 Muhumuza. I am so proud of you, could not be 14 prouder, and it has been a pleasure to work with 15 you, to work alongside you, and your voice of 16 reason and sound judgment and your methodical 17 thinking will serve you well going forward, so 18 thank you, it has been my pleasure.</p> <p>19 And I would also like to say after my 20 first installment of the chairwoman's corner 21 which we watched, I mentioned some schools that</p>	<p style="text-align: right;">Page 57</p> <p>1 chairwoman's corner where I had the pleasure of 2 highlighting more wonderful things that are 3 happening throughout the district, so if that's 4 ready we can go ahead and watch it.</p> <p>5 I guess it will be Tracy or Mr. Corn. 6 Oh, it looks like they are working on it, thank 7 you.</p> <p>8 (Video playing.) 9 (Applause.) 10 Like the video, there's so many good 11 things to talk about with our students and what 12 they're doing at BCPS, so thank you for that.</p> <p>13 It looks like the next item on the 14 agenda is the student member of the board's 15 report and for that I call on Mr. Muhumuza.</p> <p>16 MR. MUHUMUZA: Madam Chair, members of 17 the Board, Superintendent Williams and 18 distinguished BCPS stakeholders, to culminate my 19 term as this year's student board member over the 20 last few weeks I have toured a number of our 21 schools in all three regions of our county. I</p>

<p style="text-align: right;">Page 58</p> <p>1 have met with BCPS and county leaders and have 2 continued to host small and large group 3 conversations with our students.</p> <p>4 On many of my visits to our elementary, 5 middle and high schools I saw firsthand the 6 resilience of Team BCPS that we all have talked 7 about throughout this unprecedented year. From 8 the smallest class sizes that I saw at Milford 9 Mill Academy to the full cafeteria rooms at 10 Timonium Elementary School our communities dealt 11 with and responded to this year's challenges in 12 very unique ways and with the leadership of 13 school administrators and teachers who are the 14 true backbone of our school system, our 15 communities are recovering slowly but surely.</p> <p>16 I also visited Randallstown High School, 17 Kenwood High School, Dulaney High School, Ridgely 18 Middle, Catonsville Elementary and Western 19 Elementary. I was also happy to join the board 20 chair, Board Member Mack and Board Member 21 McMillion, Superintendent Williams, many of our</p>	<p style="text-align: right;">Page 60</p> <p>1 been amazing. I also want to thank the many 2 student leaders that have reached out to provide 3 feedback and support my SMOB term. In particular 4 I want to thank these students who have been 5 advisors to me in many moments throughout my 6 term. Logan, Nick, Marcelles and Ebony have been 7 great advisors on a number of issues that I've 8 been pushing for. I want to thank my campaign 9 team from last year, Melanie Kahmahat (phonetic), 10 who have helped bring my campaign message into 11 fruition, and most importantly, my senior 12 advisor/aide Rolla, all these students have 13 helped steer my term as SMOB from the beginning 14 to now the end, and all the successes have all 15 been due to them.</p> <p>16 Since first arriving to this county 11 17 years ago, BCPS has welcomed my family and I with 18 open arms. I have to admit my experience hasn't 19 been a smooth ride, but along the way I've met 20 great individuals who have truly inspired me. 21 Being a microphone for our students this past</p>
<p style="text-align: right;">Page 59</p> <p>1 BCPS cabinet members, and even our state 2 superintendent on some of these visits.</p> <p>3 I have also been working with our SMOB 4 elect Christian on a few equity and inclusivity 5 projects with our Baltimore County Police 6 Department leadership and our school central 7 office equity staff. Before even being sworn in 8 our future SMOB is hard at work priming for his 9 term and also assisting me in some of the 10 projects I am still working on and I think that 11 speaks for Christian's character and how he wants 12 to work with all board members, and I hope that 13 favor is returned to him.</p> <p>14 With so many responsibilities this year, 15 I can't end my last report without thinking of 16 the many people that have assisted me throughout 17 my term, from BCPS TV Ms. Murray, BCPS 18 communications office, our central office staff, 19 state and county government leaders, our board 20 secretary Ms. Gover, fellow board members and our 21 chair, and our superintendent. Your support has</p>	<p style="text-align: right;">Page 61</p> <p>1 year has been a journey that will be a big part 2 of my life.</p> <p>3 Many of you who receive emails from me 4 might see this quote by Mandela under my 5 signature. Education is the most powerful weapon 6 which you can use to change the world. This is 7 the mantra that I followed throughout my 8 educational career. At times this mantra has 9 helped pick me up whenever I was down. Many have 10 asked why I care so much about equity and closing 11 the achievement gaps. I was once told, you're an 12 AP scholar and a student leader, why do I care so 13 much?</p> <p>14 Well, before I was SMOB and now a Yale 15 freshman, I had faced the same challenges that 16 many of us talk about or see in the data, of kids 17 being left behind. Before I ever took any GT or 18 AP classes I was once told I couldn't handle the 19 rigor of these classes. At times I found myself 20 not being able to enjoy being in schoolhouses 21 because I didn't feel welcomed by some of my</p>

<p style="text-align: right;">Page 62</p> <p>1 teachers and peers. It is my parents, teachers 2 that have become mentors and lifelong friends 3 that have helped me believe in my potential. I 4 ran for this position and advocated for equitable 5 solutions because I want our students to not feel 6 unwelcome in their schools or that their 7 opportunities are limited after graduating from 8 high school just because of their race or 9 socioeconomic status. I believe in the power 10 that an effective public school education can 11 have on one student, I am a testament of that 12 public school education. 13 Fellow board members, I hope that you 14 all continue fighting for all our students, 15 because we are relying on you, and just because 16 I'm gone doesn't mean I don't care about our 17 school system. I have friends, family members, 18 community members, and even those students who I 19 have been able to talk to who really rely on me. 20 Thank you all so much. 21 I want to thank -- I think I've said too</p>	<p style="text-align: right;">Page 64</p> <p>1 from Ms. Causey. 2 MS. CAUSEY: Thank you, Madam Chair. I 3 would like to call, or bring to the attention of 4 our board counsel that this meeting is out of 5 order, that Item J per the Board's standing 6 directive of having reopening as the first item 7 of unfinished business should be Item J, and I 8 would like the board counsel's opinion on that. 9 CHAIRWOMAN SCOTT: I thought we had 10 already reviewed that and I already thought we 11 got the opinion from counsel on that, that it was 12 not out of order, but that was not relevant to 13 closed session. So Ms. Bresler, is that request 14 from Ms. Causey out of order? 15 MS. BRESLER: It doesn't seem to relate 16 to the closed session, at least in terms of the 17 agenda item. 18 CHAIRWOMAN SCOTT: Okay. 19 MS. CAUSEY: Madam Chair, it does not 20 relate to the closed session. 21 CHAIRWOMAN SCOTT: You're out of order</p>
<p style="text-align: right;">Page 63</p> <p>1 many things, so I'd just like to thank you all so 2 much, and happy pride month to our LGBTQ+ 3 students, and that's the conclusion of my report. 4 Thank you. 5 (Applause.) 6 CHAIRWOMAN SCOTT: Thank you again, 7 Mr. Muhumuza, and you will be dearly missed, so 8 thank you for your service. 9 The next item on the agenda is action 10 taken in closed session, and for that I call on 11 Mr. Brousaides or Ms. Bresler. 12 MS. BRESLER: Yes, I'm taking his place 13 this evening. 14 CHAIRWOMAN SCOTT: Okay. 15 MS. BRESLER: Good evening to you and 16 other members of the Board. There is, no action 17 was taken that is part of the report today, so 18 you can catch up with your agenda. 19 CHAIRWOMAN SCOTT: Thank you for that, 20 so there was no action taken, all right. 21 And it looks like there was a question</p>	<p style="text-align: right;">Page 65</p> <p>1 then. 2 MS. CAUSEY: No. What is out of order 3 is the Board has voted that reopening of schools 4 will be on every open session agenda until all 5 schools are open every day for all students, and 6 that will be the fall. There are still issues of 7 reopening that are happening every day. The 8 virtual learning program as Dr. Williams pointed 9 out, is still in development and there's an 10 extension of the application time. I attended 11 with Ms. Pasteur Franklin High School's PTSA 12 meeting and there are a number of questions from 13 parents around reopening and a lot of it is yet 14 to be determined based on state, BCPS system, 15 central office and schoolhouse dealings that 16 they're working through, so it is, I believe -- 17 CHAIRWOMAN SCOTT: Ms. Causey -- 18 MS. CAUSEY: -- it is out of order, the 19 next item should be the unfinished business, 20 reopening of schools. There has been no -- 21 CHAIRWOMAN SCOTT: All right, excuse me,</p>

<p style="text-align: right;">Page 66</p> <p>1 Ms. Causey. The point of order was raised, it 2 was not well taken, and then you indicated that 3 you sustained my point of order and what I said, 4 so that's why we have moved past that and it's 5 not relevant to where we are right now, so you 6 said it and --</p> <p>7 MS. CAUSEY: Madam Chair, I did not say 8 that I was sustaining, I was calling -- 9 (Unintelligible, multiple speakers.) 10 CHAIRWOMAN SCOTT: Ms. Causey -- 11 MS. CAUSEY: The ruling of the chair is 12 a motion, but if you vote against it, then -- 13 CHAIRWOMAN SCOTT: We need to move on 14 with our meeting. Again -- 15 (Unintelligible, multiple speakers.) 16 MS. CAUSEY: -- is in order because you 17 have decided to not have the reopening item. 18 CHAIRWOMAN SCOTT: No, I have not 19 decided. Your point was not well taken and you 20 said that you sustained it, so -- 21 MS. CAUSEY: No, I did not say I</p>	<p style="text-align: right;">Page 68</p> <p>1 CHAIRWOMAN SCOTT: Who moved that? 2 MS. JOSE: Moalie. 3 CHAIRWOMAN SCOTT: Okay. Is there a 4 second? 5 MR. OFFERMAN: Second, Offerman. 6 CHAIRWOMAN SCOTT: Okay, thank you. Any 7 discussion? Okay. Ms. Gover, may I have a 8 rollcall vote please? 9 MS. GOVER: Ms. Rowe? 10 MS. ROWE: Yes. 11 MS. GOVER: Ms. Causey? Ms. Causey? 12 Ms. Mack? 13 MS. MACK: Yes. 14 MS. GOVER: Mr. McMillion? 15 MR. MCMILLION: No. 16 MS. GOVER: Ms. Jose? 17 MS. JOSE: Yes. 18 MS. GOVER: Ms. Henn? 19 VICE CHAIR HENN: Yes. 20 MS. GOVER: Mr. Offerman? 21 MR. OFFERMAN: Yes.</p>
<p style="text-align: right;">Page 67</p> <p>1 sustained it. I'm going to move to consider 2 sustaining the ruling of the chair around her 3 denying reopening of schools to be on the agenda. 4 CHAIRWOMAN SCOTT: All right. Is there 5 a second? Okay, hearing none, we're moving on. 6 The next item on the agenda is the 7 consideration of the 2021-2022 collective 8 bargaining unit master agreements and for that I 9 call on Ms. Lowry and Mr. Duque. 10 MR. DUQUE: Good evening, Madam Chair, 11 Vice Chair Henn, Dr. Williams and members of the 12 Board. At this time I would like to seek the 13 Board's consideration and approval of the 14 tentative agreements reached in negotiations with 15 Council 67, Local 434 of the American Federation 16 of State, County and Municipal Employees, AFSCME. 17 CHAIRWOMAN SCOTT: Okay, thank you. May 18 I have a motion to approve the collective 19 bargaining unit agreements for AFSCME, BCPS OPE, 20 CASE and TABCO? 21 MS. JOSE: So moved.</p>	<p style="text-align: right;">Page 69</p> <p>1 MS. GOVER: Ms. Pasteur? 2 MS. PASTEUR: Yes. 3 MS. GOVER: Mr. Kuehn? 4 MR. KUEHN: Yes. 5 MS. GOVER: Ms. Scott? 6 CHAIRWOMAN SCOTT: Yes. 7 MS. GOVER: In favor is eight. Thank 8 you. 9 CHAIRWOMAN SCOTT: Thank you. Okay. 10 The next item on the agenda is contract awards 11 and for that I call on Ms. Jose, chair of the 12 building and contracts committee. 13 MS. JOSE: Thank you, Ms. Scott. 14 Yesterday the building and contracts committee 15 met and reviewed Contracts 1 through 30. I would 16 like the Board's approval for approving 17 contracts, I'm going to break it up, Contracts 1 18 through 28, and Contract 30. I'm separating out 19 Contract 29. 20 VICE CHAIR HENN: So moved, Henn. 21 CHAIRWOMAN SCOTT: Okay, it was seconded</p>

<p style="text-align: right;">Page 70</p> <p>1 by Ms. Henn, and that was a motion to approve, I</p> <p>2 want to make sure it was a motion to approve</p> <p>3 Contracts L-1 through 28, and 30, and so it was</p> <p>4 moved by Ms. Jose and then it was seconded by</p> <p>5 Ms. Henn.</p> <p>6 VICE CHAIR HENN: Madam Chair, no second</p> <p>7 is needed since it came from the committee. I</p> <p>8 didn't realize Ms. Jose was making a motion.</p> <p>9 CHAIRWOMAN SCOTT: Okay. Were you</p> <p>10 making the motion, Ms. Jose?</p> <p>11 MS. JOSE: Yes.</p> <p>12 CHAIRWOMAN SCOTT: Okay, thank you. I</p> <p>13 wanted to repeat it just to be clear. So, is</p> <p>14 there any discussion on, it would be L-1 through</p> <p>15 28, and 30, and you separated out again which</p> <p>16 one, Ms. Jose?</p> <p>17 MS. JOSE: Contract 29 has been</p> <p>18 separated out.</p> <p>19 CHAIRWOMAN SCOTT: That's separated out,</p> <p>20 okay. Any questions? Let's see. All right, so</p> <p>21 hearing no questions, Ms. Gover, may I have a</p>	<p style="text-align: right;">Page 72</p> <p>1 motion would be acted upon and then if Ms. Causey</p> <p>2 wants to make an additional motion to separate</p> <p>3 out additional items then that would be</p> <p>4 considered as a new motion.</p> <p>5 CHAIRWOMAN SCOTT: Okay. So, is there</p> <p>6 any objection to separating out 1 and 30? Okay</p> <p>7 then, so without objection, 1 and 30 are</p> <p>8 separated, so then we would be voting on Items 2</p> <p>9 through 28, and then 1, 30 and 29 are separated</p> <p>10 out. Okay, great. So Ms. Gover, may we have a</p> <p>11 rollcall vote please?</p> <p>12 MS. GOVER: Ms. Rowe?</p> <p>13 MS. ROWE: Yes.</p> <p>14 MS. GOVER: Ms. Causey?</p> <p>15 MS. CAUSEY: Thank you for those</p> <p>16 comments, Madam Chair. I'm just curious, which</p> <p>17 ones are we voting on now, 2 through 28?</p> <p>18 CHAIRWOMAN SCOTT: Yes.</p> <p>19 MS. CAUSEY: Okay, thank you. I'm going</p> <p>20 to abstain.</p> <p>21 MS. GOVER: Ms. Mack?</p>
<p style="text-align: right;">Page 71</p> <p>1 rollcall vote please?</p> <p>2 MS. CAUSEY: Excuse me, Madam Chair,</p> <p>3 this is Ms. Causey. I put in the chat that I</p> <p>4 wanted to separate Item 1 and 30.</p> <p>5 CHAIRWOMAN SCOTT: So that was after it</p> <p>6 was already moved, and so since it was already</p> <p>7 moved, it was for the contracts, since they were</p> <p>8 put together, so I don't believe, unless</p> <p>9 Ms. Bresler says otherwise, that you can separate</p> <p>10 it out after it's already a motion on the floor</p> <p>11 because it was already moved, and that was before</p> <p>12 it was put in the chat.</p> <p>13 MS. BRESLER: I mean, I think the</p> <p>14 current motion, the motion on the floor needs to</p> <p>15 be dealt with, but that doesn't exclude an</p> <p>16 additional motion.</p> <p>17 CHAIRWOMAN SCOTT: Okay, so we would go</p> <p>18 ahead then and separate out as Ms. Causey asked,</p> <p>19 1 and 30, or we process this motion first and</p> <p>20 then separate out 1 and 30?</p> <p>21 MS. BRESLER: Yeah, I think the current</p>	<p style="text-align: right;">Page 73</p> <p>1 MS. MACK: Yes.</p> <p>2 MS. GOVER: Mr. McMillion?</p> <p>3 MR. MCMILLION: Yes.</p> <p>4 MS. GOVER: Ms. Jose?</p> <p>5 MS. JOSE: Yes.</p> <p>6 MS. GOVER: Ms. Henn?</p> <p>7 VICE CHAIR HENN: Yes.</p> <p>8 MS. GOVER: Mr. Muhumuza?</p> <p>9 MR. MUHUMUZA: Yes.</p> <p>10 MS. GOVER: Mr. Offerman?</p> <p>11 MR. OFFERMAN: Yes.</p> <p>12 MS. GOVER: Ms. Pasteur?</p> <p>13 MS. PASTEUR: Yes.</p> <p>14 MS. GOVER: Mr. Kuehn?</p> <p>15 MR. KUEHN: Yes.</p> <p>16 MS. GOVER: Ms. Scott?</p> <p>17 CHAIRWOMAN SCOTT: Yes.</p> <p>18 MS. GOVER: Thank you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you, so those</p> <p>20 pass. So now the ones separated out, I will</p> <p>21 start first with 1. Any discussion on</p>

<p style="text-align: right;">Page 74</p> <p>1 Contract 1? Okay. Yes, Ms. Causey.</p> <p>2 MS. CAUSEY: Thank you, Madam Chair. I</p> <p>3 just wanted to make a comment and ask a question,</p> <p>4 and it's large so I'm not expecting an answer</p> <p>5 this evening, but the Board in previous years has</p> <p>6 been concerned about transportation of our</p> <p>7 students, about whether it is equitable, about</p> <p>8 whether it is effective when we hear that so many</p> <p>9 students are arriving late. And we understand</p> <p>10 that this year is completely different and so</p> <p>11 it's not really possible to do the analysis, but</p> <p>12 there was going to be reports that were coming to</p> <p>13 the Board related to on time arrival of buses,</p> <p>14 and I think it would be appropriate for the Board</p> <p>15 to receive that specifically with the breakdown</p> <p>16 of contract runs and then our full-time drivers.</p> <p>17 This is a very large contract and the Board</p> <p>18 should be able to understand that in the future</p> <p>19 in terms of expanding these contracts or renewing</p> <p>20 them, what the success rate is of our contract</p> <p>21 drivers and what is it with our regular drivers,</p>	<p style="text-align: right;">Page 76</p> <p>1 are being spent on contract routes versus our</p> <p>2 full-time employee routes, and also understanding</p> <p>3 that every minute of instruction is going to be</p> <p>4 so vital for our students in the future as we</p> <p>5 recover from the pandemic, that it's important</p> <p>6 for the Board to understand what is effective and</p> <p>7 is there something that is more effective, so</p> <p>8 that in the future we can make more informed</p> <p>9 decisions.</p> <p>10 DR. SCRIVEN: So Ms. Causey, we are not</p> <p>11 prepared to address that this evening, but that</p> <p>12 is a report that we can generate. We reviewed</p> <p>13 this item in building and contracts yesterday</p> <p>14 with the building and contracts committee, where</p> <p>15 there were multiple questions which were posed</p> <p>16 which the staff who is here tonight appropriately</p> <p>17 responded to and answered. We have always asked</p> <p>18 that questions like this be furnished in advance</p> <p>19 and had you done so we would be able to bring the</p> <p>20 appropriate responses to those questions to the</p> <p>21 table.</p>
<p style="text-align: right;">Page 75</p> <p>1 and also if there are areas that need additional</p> <p>2 supports that there would be efforts to do that</p> <p>3 for our students. So that's a comment and</p> <p>4 question for Dr. Williams, and I would appreciate</p> <p>5 any response that he has.</p> <p>6 DR. WILLIAMS: Madam Chair, we do have</p> <p>7 our staff here to respond. I would just ask them</p> <p>8 that, they are preparing a report, but I just ask</p> <p>9 that they give a brief response to Ms. Causey at</p> <p>10 this time. Dr. Scriven?</p> <p>11 DR. SCRIVEN: Yes. Ms. Causey, that was</p> <p>12 a lot. Can you itemize what your actual question</p> <p>13 is please?</p> <p>14 MS. CAUSEY: Yes. Previously it was a</p> <p>15 key performance indicator to have the on time</p> <p>16 arrival of students provided to the Board of</p> <p>17 Education, this is prior to Dr. Williams'</p> <p>18 arrival. The Board has not received those</p> <p>19 reports in the past for several years. So</p> <p>20 especially looking at this contract and</p> <p>21 understanding the magnitude of the dollars that</p>	<p style="text-align: right;">Page 77</p> <p>1 MS. CAUSEY: Thank you, Dr. Scriven, and</p> <p>2 I prefaced it by it would be in the future, it's</p> <p>3 not for this evening, so thank you for that.</p> <p>4 DR. SCRIVEN: Thank you, ma'am. We'll</p> <p>5 make sure we address that.</p> <p>6 CHAIRWOMAN SCOTT: Thank you. It looks</p> <p>7 like there is a comment from Ms. Jose.</p> <p>8 MS. JOSE: Yes, two things, Ms. Scott.</p> <p>9 I would like to remind us all that this contract</p> <p>10 came approved from the committee. The building</p> <p>11 and contracts committee met yesterday and board</p> <p>12 members are, have a week to send questions to</p> <p>13 staff, and Mr. Kuehn, he had a lot of great</p> <p>14 questions yesterday, so a lot of questions were</p> <p>15 already asked. But I think we have to respect</p> <p>16 the staff and time when you have those elaborate</p> <p>17 questions, you serve them in advance just to keep</p> <p>18 our meetings effective and efficient, so thank</p> <p>19 you.</p> <p>20 CHAIRWOMAN SCOTT: Thank you for that,</p> <p>21 Ms. Jose. Okay. Seeing no more questions, do I</p>

<p style="text-align: right;">Page 78</p> <p>1 have a motion to approve Item L-1?</p> <p>2 VICE CHAIR HENN: So moved, Ms. Henn.</p> <p>3 CHAIRWOMAN SCOTT: Thank you, and is</p> <p>4 there a second?</p> <p>5 MR. OFFERMAN: We don't need a second.</p> <p>6 CHAIRWOMAN SCOTT: I apologize, you are</p> <p>7 correct, we don't need a second. Ms. Gover, may</p> <p>8 I have a rollcall vote please?</p> <p>9 MS. GOVER: Ms. Rowe?</p> <p>10 MS. ROWE: Yes.</p> <p>11 MS. GOVER: Ms. Causey?</p> <p>12 MS. CAUSEY: Abstain.</p> <p>13 MS. GOVER: Ms. Mack?</p> <p>14 MS. MACK: Yes.</p> <p>15 MS. GOVER: Mr. McMillion?</p> <p>16 MR. MCMILLION: Yes.</p> <p>17 MS. GOVER: Ms. Jose?</p> <p>18 MS. JOSE: Yes.</p> <p>19 MS. GOVER: Ms. Henn?</p> <p>20 VICE CHAIR HENN: Yes.</p> <p>21 MS. GOVER: Mr. Muhumuza?</p>	<p style="text-align: right;">Page 80</p> <p>1 comment, thank you.</p> <p>2 VICE CHAIR HENN: Thank you, Ms. Jose,</p> <p>3 and thank you, Ms. Scott. Yes, the committee</p> <p>4 discussed this item and voted to accept staff's</p> <p>5 recommendation to not approve the transfer of the</p> <p>6 Carver property.</p> <p>7 CHAIRWOMAN SCOTT: Okay.</p> <p>8 VICE CHAIR HENN: And that was a</p> <p>9 unanimous vote by the committee.</p> <p>10 CHAIRWOMAN SCOTT: Okay, great, thank</p> <p>11 you for sharing that with us. Any other</p> <p>12 questions or comments from board members?</p> <p>13 VICE CHAIR HENN: Ms. Scott, if you</p> <p>14 could clarify the action the Board should take</p> <p>15 should they wish to adopt the recommendation of</p> <p>16 the committee, if that would be an affirmative</p> <p>17 vote or what the motion needs to be?</p> <p>18 CHAIRWOMAN SCOTT: Sure, certainly. I'm</p> <p>19 sorry, it looks like there's a question from</p> <p>20 Ms. Rowe.</p> <p>21 MS. ROWE: Yes, that was along my</p>
<p style="text-align: right;">Page 79</p> <p>1 MR. MUHUMUZA: Yes.</p> <p>2 MS. GOVER: Mr. Offerman?</p> <p>3 MR. OFFERMAN: Yes.</p> <p>4 MS. GOVER: Ms. Pasteur?</p> <p>5 MS. PASTEUR: Yes.</p> <p>6 MS. GOVER: Mr. Kuehn?</p> <p>7 MR. KUEHN: Yes.</p> <p>8 MS. GOVER: Ms. Scott?</p> <p>9 CHAIRWOMAN SCOTT: Yes.</p> <p>10 MS. GOVER: Thank you.</p> <p>11 CHAIRWOMAN SCOTT: Thank you. Next is</p> <p>12 Item L-29, which is the ARA-205-21, George</p> <p>13 Washington Carver property transfer. Okay, and</p> <p>14 Ms. Jose asked that this be separated. Ms. Jose,</p> <p>15 did you have a question or comment to this?</p> <p>16 MS. JOSE: So this contract in the</p> <p>17 motion made by Ms. Henn was separated out and not</p> <p>18 approved, so it comes to the full Board for</p> <p>19 discussion and approval.</p> <p>20 CHAIRWOMAN SCOTT: Okay, thank you for</p> <p>21 that, and Ms. Henn, it looks like you have a</p>	<p style="text-align: right;">Page 81</p> <p>1 thinking, because it sounds like what I'm hearing</p> <p>2 is that the committee has a recommendation, but</p> <p>3 that recommendation is not to approve the</p> <p>4 contract. So are we voting on the recommendation</p> <p>5 of the committee not to approve the contract or</p> <p>6 are we voting whether or not to approve the</p> <p>7 contract?</p> <p>8 CHAIRWOMAN SCOTT: Okay. It looks like</p> <p>9 the motion would be to adopt the committee's</p> <p>10 recommendation not to approve the contract based</p> <p>11 on the recommendation and advice from staff, and</p> <p>12 I just want to, it sounds like it's because staff</p> <p>13 recommended not to make the property surplus, so</p> <p>14 I just wanted to make sure I have a correct</p> <p>15 understanding of that, because that's how I</p> <p>16 understand it today. So, it looks like there is</p> <p>17 a motion from Ms. Henn?</p> <p>18 VICE CHAIR HENN: Yes, thank you,</p> <p>19 Ms. Scott, and I put this in chat.</p> <p>20 CHAIRWOMAN SCOTT: Thank you for doing</p> <p>21 that, I appreciate it.</p>

<p style="text-align: right;">Page 82</p> <p>1 VICE CHAIR HENN: I move that the Board</p> <p>2 adopt the recommendation of the committee to not</p> <p>3 approve the contract.</p> <p>4 CHAIRWOMAN SCOTT: Okay, does that</p> <p>5 require a second because it's a motion.</p> <p>6 MR. MUHUMUZA: Second.</p> <p>7 CHAIRWOMAN SCOTT: Thank you, that was</p> <p>8 Mr. Muhumuza. So Ms. Henn moved that the Board</p> <p>9 adopt the recommendation of the committee to not</p> <p>10 approve the contract, and that was seconded by</p> <p>11 Mr. Muhumuza. Okay. So then, the next step</p> <p>12 would be to vote on the motion. Actually, I'm</p> <p>13 sorry, let me just double check something.</p> <p>14 Is there a contract to be approved, is</p> <p>15 this contract for us to be approved or was this</p> <p>16 like a draft of what we would approve if there</p> <p>17 was a contract?</p> <p>18 MS. HOWIE: So, excuse me, Madam Chair,</p> <p>19 members of the Board. The recommendation -- this</p> <p>20 is Margaret Ann Howie. The recommendation of</p> <p>21 staff was that the request of Orchard Hill to</p>	<p style="text-align: right;">Page 84</p> <p>1 CHAIRWOMAN SCOTT: Okay, Ms. Henn is</p> <p>2 amending her motion.</p> <p>3 VICE CHAIR HENN: Thank you. I amend my</p> <p>4 motion, I move that the Board adopt the</p> <p>5 recommendation of the committee to reject the</p> <p>6 request to surplus the property.</p> <p>7 MR. MUHUMUZA: I second the motion, or</p> <p>8 the amendment.</p> <p>9 CHAIRWOMAN SCOTT: Okay. Great, so then</p> <p>10 I see that's in the chat, so Ms. Henn moved to</p> <p>11 amend her motion and she moves that the Board</p> <p>12 adopt the recommendations of the committee to</p> <p>13 reject the request to surplus the property. So</p> <p>14 then now we can vote on the -- so basically</p> <p>15 Ms. Henn amended her motion so now we are voting</p> <p>16 on the amendment. Okay. So Ms. Gover, could we</p> <p>17 do a rollcall vote then on the amendment?</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 83</p> <p>1 surplus the property that abuts Carver and is</p> <p>2 next to Orchard Hill not be accepted. At</p> <p>3 yesterday's meeting the building and contracts</p> <p>4 committee voted to accept staff's recommendation.</p> <p>5 There is not a contract that you're acting on,</p> <p>6 you're acting on the committee's recommendation</p> <p>7 that says and adopts what staff has recommended,</p> <p>8 which is to reject the request to surplus the</p> <p>9 property.</p> <p>10 CHAIRWOMAN SCOTT: Okay, so then it's</p> <p>11 Ms. Henn's motion that what we would vote on, is</p> <p>12 that the course we would use going forward?</p> <p>13 MS. HOWIE: Correct. So the motion that</p> <p>14 is before the Board is the committee's</p> <p>15 recommendation, and the committee's</p> <p>16 recommendation yesterday was not to surplus the</p> <p>17 property.</p> <p>18 CHAIRWOMAN SCOTT: Got it. Okay. So it</p> <p>19 looks like --</p> <p>20 VICE CHAIR HENN: Madam Chair, may I</p> <p>21 amend my motion?</p>	<p style="text-align: right;">Page 85</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: Ms. Scott?</p> <p>18 CHAIRWOMAN SCOTT: Yes.</p> <p>19 MS. GOVER: Thank you.</p> <p>20 CHAIRWOMAN SCOTT: Okay. So it is in</p> <p>21 favor of that, all right. And then just for</p>

<p style="text-align: right;">Page 86</p> <p>1 clarification, Ms. Howie, do we then vote on the</p> <p>2 motion or now that the motion was amended and</p> <p>3 that passed, do we just go on to the next one or</p> <p>4 do we go back to the original motion?</p> <p>5 MS. BRESLER: So you would vote on the</p> <p>6 motion as amended.</p> <p>7 CHAIRWOMAN SCOTT: Okay. So now we</p> <p>8 approved the amendment, so now we vote on the</p> <p>9 motion as amended, okay.</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 88</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: Ms. Scott?</p> <p>21 CHAIRWOMAN SCOTT: Yes.</p>
<p style="text-align: right;">Page 87</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: Ms. Scott?</p> <p>10 CHAIRWOMAN SCOTT: Yes.</p> <p>11 MS. GOVER: Thank you.</p> <p>12 CHAIRWOMAN SCOTT: Okay, great. So that</p> <p>13 was number 29, and then next is Item L-30, and</p> <p>14 that is the MWE-828-21, educational facilities</p> <p>15 master plan and comprehensive maintenance plan.</p> <p>16 Is there any questions on that? Any comments?</p> <p>17 Okay. Do I have a motion to approve Item L-30?</p> <p>18 MR. OFFERMAN: So moved, Offerman.</p> <p>19 CHAIRWOMAN SCOTT: Thank you, and</p> <p>20 Ms. Gover, may we have a rollcall vote please?</p> <p>21 MS. GOVER: Ms. Rowe?</p>	<p style="text-align: right;">Page 89</p> <p>1 MS. GOVER: Thank you.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. Okay.</p> <p>3 The next item on the agenda is consideration of</p> <p>4 the curriculum changes for 2022-23 and 2023-24,</p> <p>5 and for that I call on the curriculum committee</p> <p>6 chair, Ms. Cheryl Pasteur.</p> <p>7 MS. PASTEUR: As outlined in Policy and</p> <p>8 Rule 6000, each year staff from the Division of</p> <p>9 Curriculum and Instruction presents new courses</p> <p>10 of study for approval. At the May board</p> <p>11 curriculum committee meeting staff presented an</p> <p>12 overview of new courses to be developed for the</p> <p>13 22-23 and 22 through 24 school years and beyond.</p> <p>14 Courses being developed span multiple academic</p> <p>15 content areas, including for example, new courses</p> <p>16 in dance, music and science, proposed changes to</p> <p>17 CTE, college dual credits for PTECH. In May the</p> <p>18 board curriculum committee voted unanimously to</p> <p>19 approve these new and proposed course offerings,</p> <p>20 and Ms. Scott, I submit them today to the full</p> <p>21 Board for approval as outlined in Policy and Rule</p>

<p style="text-align: right;">Page 90</p> <p>1 6000.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. May I</p> <p>3 have a motion to approve the curriculum</p> <p>4 committee's recommendation on the proposed</p> <p>5 changes to curriculum for the 2022-23 and 23-24</p> <p>6 school years?</p> <p>7 MS. MACK: So moved, Mack.</p> <p>8 MR. OFFERMAN: So moved, Offerman.</p> <p>9 MS. MACK: Second, Mack.</p> <p>10 CHAIRWOMAN SCOTT: Thank you. No second</p> <p>11 is needed as it comes from the committee, but</p> <p>12 thank you. Is there any discussion?</p> <p>13 MR. MUHUMUZA: I have a question.</p> <p>14 CHAIRWOMAN SCOTT: Yes, who is that?</p> <p>15 MR. MUHUMUZA: Josh Muhumuza.</p> <p>16 CHAIRWOMAN SCOTT: Go ahead,</p> <p>17 Mr. Muhumuza.</p> <p>18 MR. MUHUMUZA: I was sadly unable to</p> <p>19 join the last C&I committee meeting but my only</p> <p>20 question was for the PTECH program, how many</p> <p>21 schools currently host this program, and is there</p>	<p style="text-align: right;">Page 92</p> <p>1 MR. MUHUMUZA: And is it a program where</p> <p>2 let's say a student at Patapsco, just to use the</p> <p>3 closest high school to Dundalk, is that a program</p> <p>4 where students can apply to participate in like a</p> <p>5 magnet program?</p> <p>6 MS. SHAY: It is not currently offered</p> <p>7 as a magnet program so we currently draw</p> <p>8 specifically from students already slated for</p> <p>9 those schools.</p> <p>10 MR. MUHUMUZA: Okay. And it's similar</p> <p>11 like, it's a similar type of curriculum to what</p> <p>12 we would see in a magnet program, right, or</p> <p>13 slightly different?</p> <p>14 MS. SHAY: These particular programs, we</p> <p>15 do have computer aided drafting design and some</p> <p>16 of the engineering type coursework in other</p> <p>17 magnet programs, yes, but this, the PTECH</p> <p>18 program's design with industry partners and the</p> <p>19 community college are unique to these two PTECH</p> <p>20 programs.</p> <p>21 MR. MUHUMUZA: Okay, thank you. Those</p>
<p style="text-align: right;">Page 91</p> <p>1 a requirement that it has to be near a community</p> <p>2 college? Because, the reason I know about this</p> <p>3 program is my school has it and I believe some of</p> <p>4 the lessons are taught at the high school and</p> <p>5 also others are taught at the local, CCBC, the</p> <p>6 community college. Is that also a requirement</p> <p>7 and also, a two-part question, how many schools</p> <p>8 have this program?</p> <p>9 DR. WILLIAMS: Thank you, Mr. Muhumuza.</p> <p>10 I will ask Ms. Shay to respond briefly to those</p> <p>11 questions, thank you.</p> <p>12 MS. SHAY: Thank you, good evening,</p> <p>13 great question. Yes, you are correct, we</p> <p>14 actually have three elements of partnership, so</p> <p>15 it's the school system, a community college, and</p> <p>16 we also have to have industry partners for the</p> <p>17 PTECH program because of the internship piece</p> <p>18 that goes with it. So we currently have the</p> <p>19 PTECH program, as you know, in Dundalk High</p> <p>20 School, and then we recently expanded it on the</p> <p>21 west side at Owings Mills High School as well.</p>	<p style="text-align: right;">Page 93</p> <p>1 are my questions.</p> <p>2 MS. SHAY: They were great questions,</p> <p>3 thank you.</p> <p>4 CHAIRWOMAN SCOTT: Thank you, Josh. Any</p> <p>5 other questions? Ms. Causey, did you have a</p> <p>6 question? I can't tell.</p> <p>7 MS. CAUSEY: Thank you, Madam Chair. I</p> <p>8 just wanted to appreciate Josh's questions and</p> <p>9 appreciate that staff was given the opportunity</p> <p>10 to address them. I understand that he couldn't</p> <p>11 attend the curriculum committee but it is</p> <p>12 important for board members to ask their</p> <p>13 questions and get them answered.</p> <p>14 CHAIRWOMAN SCOTT: All right, thank you.</p> <p>15 Ms. Gover, may I have a rollcall vote please?</p> <p>16 MS. GOVER: Ms. Rowe?</p> <p>17 MS. ROWE: Yes.</p> <p>18 MS. GOVER: Ms. Causey?</p> <p>19 MS. CAUSEY: Yes.</p> <p>20 MS. GOVER: Ms. Mack?</p> <p>21 MS. MACK: Yes.</p>

<p style="text-align: right;">Page 94</p> <p>1 MS. GOVER: Mr. McMillion?</p> <p>2 MR. MCMILLION: No.</p> <p>3 MS. GOVER: Ms. Jose?</p> <p>4 MS. JOSE: Yes.</p> <p>5 MS. GOVER: Ms. Henn?</p> <p>6 VICE CHAIR HENN: Yes.</p> <p>7 MS. GOVER: Mr. Muhumuza?</p> <p>8 MR. MUHUMUZA: Yes.</p> <p>9 MS. GOVER: Mr. Offerman?</p> <p>10 MR. OFFERMAN: Yes.</p> <p>11 MS. GOVER: Ms. Pasteur?</p> <p>12 MS. PASTEUR: Yes.</p> <p>13 MS. GOVER: Mr. Kuehn?</p> <p>14 MR. KUEHN: Yes.</p> <p>15 MS. GOVER: Ms. Scott?</p> <p>16 CHAIRWOMAN SCOTT: Yes.</p> <p>17 MS. GOVER: Thank you.</p> <p>18 CHAIRWOMAN SCOTT: Thank you, the motion</p> <p>19 passes.</p> <p>20 Okay. And the next item on the agenda</p> <p>21 is consideration of the 2021-22 organizational</p>	<p style="text-align: right;">Page 96</p> <p>1 MR. MUHUMUZA: So moved.</p> <p>2 CHAIRWOMAN SCOTT: Okay, is there a</p> <p>3 second?</p> <p>4 MR. OFFERMAN: Second, Offerman.</p> <p>5 CHAIRWOMAN SCOTT: Thank you. It was</p> <p>6 moved by Mr. Muhumuza, seconded by Mr. Offerman.</p> <p>7 Any discussion or questions? Hearing none, okay,</p> <p>8 Ms. Gover, may I have a rollcall vote please?</p> <p>9 MS. GOVER: Ms. Rowe?</p> <p>10 MS. ROWE: Abstain.</p> <p>11 MS. GOVER: Ms. Causey?</p> <p>12 MS. CAUSEY: No.</p> <p>13 MS. GOVER: Ms. Mack?</p> <p>14 MS. MACK: No.</p> <p>15 MS. GOVER: Mr. McMillion?</p> <p>16 MR. MCMILLION: Yes.</p> <p>17 MS. GOVER: Ms. Jose?</p> <p>18 MS. JOSE: Yes.</p> <p>19 MS. GOVER: Ms. Henn?</p> <p>20 VICE CHAIR HENN: No.</p> <p>21 MS. GOVER: Mr. Muhumuza?</p>
<p style="text-align: right;">Page 95</p> <p>1 chart per Board Policy 2310, and for that I call</p> <p>2 on Dr. Williams.</p> <p>3 DR. WILLIAMS: Thank you, Madam Chair.</p> <p>4 As you stated, in the policy it reads, annually</p> <p>5 the superintendent shall prepare an</p> <p>6 organizational chart and submit it to the Board</p> <p>7 for approval. The organizational chart shall</p> <p>8 include the positions that report directly to the</p> <p>9 superintendent and positions at the executive</p> <p>10 director level and above. All organizational</p> <p>11 changes involving positions that report directly</p> <p>12 to the superintendent or positions at the</p> <p>13 executive director level or above shall be</p> <p>14 submitted to the Board for its approval.</p> <p>15 Tonight I present the organizational</p> <p>16 chart for this upcoming school year. Ms. Scott,</p> <p>17 I turn it back to you.</p> <p>18 CHAIRWOMAN SCOTT: Okay, I'm sorry, I</p> <p>19 was on mute. May I have a notion to approve the</p> <p>20 2021-22 organizational chart per Board Policy</p> <p>21 2310?</p>	<p style="text-align: right;">Page 97</p> <p>1 MR. MUHUMUZA: Yes.</p> <p>2 MS. GOVER: Mr. Offerman?</p> <p>3 MR. OFFERMAN: Yes.</p> <p>4 MS. GOVER: Ms. Pasteur?</p> <p>5 MS. PASTEUR: Yes.</p> <p>6 MS. GOVER: Mr. Kuehn?</p> <p>7 MR. KUEHN: No.</p> <p>8 MS. GOVER: Ms. Scott?</p> <p>9 CHAIRWOMAN SCOTT: Yes.</p> <p>10 MS. GOVER: In favor is five.</p> <p>11 CHAIRWOMAN SCOTT: Okay, so that means</p> <p>12 that it did not pass, it required seven to pass,</p> <p>13 correct? Sorry, it required seven to pass, so</p> <p>14 that means if motion failed. Okay.</p> <p>15 So given that the motion fails, then I</p> <p>16 wanted to find out from Dr. Williams, does that</p> <p>17 put us out of compliance with Policy 2310?</p> <p>18 DR. WILLIAMS: I would defer to legal</p> <p>19 counsel on that please.</p> <p>20 CHAIRWOMAN SCOTT: Okay, would that be</p> <p>21 Ms. Howie?</p>

<p style="text-align: right;">Page 98</p> <p>1 MS. HOWIE: Members of the Board, the</p> <p>2 superintendent has complied and has provided to</p> <p>3 the Board for the Board's approval his</p> <p>4 organizational chart for the 21-22 school year.</p> <p>5 CHAIRWOMAN SCOTT: Okay, so then we're</p> <p>6 not out of compliance, then, with Policy 2310</p> <p>7 because the superintendent has provided that to</p> <p>8 us?</p> <p>9 MS. HOWIE: The superintendent has</p> <p>10 followed board policy, yes, ma'am.</p> <p>11 CHAIRWOMAN SCOTT: Okay, so we will move</p> <p>12 on then. Oh, it looks there is a question from</p> <p>13 Mr. Muhumuza. Yes?</p> <p>14 MR. MUHUMUZA: Just back to your</p> <p>15 question, Madam Chair, I would like to, in the</p> <p>16 new organizational chart there are new positions</p> <p>17 that were listed. Dr. Williams, were people</p> <p>18 interviewed for these positions or was there</p> <p>19 announcement for a job opening for these</p> <p>20 positions?</p> <p>21 DR. WILLIAMS: Based on the policy, I</p>	<p style="text-align: right;">Page 100</p> <p>1 MR. MUHUMUZA: Thank you, those were my</p> <p>2 questions.</p> <p>3 CHAIRWOMAN SCOTT: Thank you. Next it</p> <p>4 looks like Mr. Offerman has a question.</p> <p>5 MR. OFFERMAN: Actually Dr. Williams</p> <p>6 just answered mine, thank you.</p> <p>7 CHAIRWOMAN SCOTT: Thank you. Okay, so</p> <p>8 moving on, the next item on the agenda is a</p> <p>9 consideration of the privately funded capital</p> <p>10 projects, and for that I call on Ms. Byers.</p> <p>11 MS. BYERS: Good evening, Chair Scott,</p> <p>12 Vice Chair Henn, Superintendent Williams and</p> <p>13 members of the Board. Tonight I bring forward</p> <p>14 for approval a privately funded capital</p> <p>15 improvement project to erect a 30-foot by 40-foot</p> <p>16 stadium pavilion at Hereford High School. This</p> <p>17 project, including the maintenance, is being</p> <p>18 funded by Taylor's Tribe, Inc. Taylor's Tribe,</p> <p>19 Inc. was founded by Matthew Cunningham in memory</p> <p>20 of his son Taylor, who passed away in a traffic</p> <p>21 accident while he was a senior at Hereford High</p>
<p style="text-align: right;">Page 99</p> <p>1 presented executive director and above. There</p> <p>2 was one position where we renamed it as executive</p> <p>3 director of instructional technology and</p> <p>4 education options, that position still exists, it</p> <p>5 is vacant, we just approved someone for that</p> <p>6 position tonight. The second is a director level</p> <p>7 that I don't have to seek approval, but in the</p> <p>8 chart it shows a director of communication.</p> <p>9 MR. MUHUMUZA: Okay. So the changes in</p> <p>10 the org chart are already filled?</p> <p>11 CHAIRWOMAN SCOTT: One of the positions</p> <p>12 was filled tonight, yes.</p> <p>13 MR. MUHUMUZA: Since the Board didn't</p> <p>14 approve the chart, what would like the title of</p> <p>15 that individual be, would it remain as what's --</p> <p>16 DR. WILLIAMS: It would remain as,</p> <p>17 unless legal counsel corrects me, it would remain</p> <p>18 as the previous position as executive director of</p> <p>19 educational options.</p> <p>20 MR. MUHUMUZA: Okay.</p> <p>21 MS. HOWIE: That's correct.</p>	<p style="text-align: right;">Page 101</p> <p>1 School. In his memory, Taylor's Tribe, Inc. was</p> <p>2 created to give back to a community that was</p> <p>3 important to Taylor.</p> <p>4 The total cost of this project and the</p> <p>5 value of the donation is \$82,267. Of that,</p> <p>6 \$52,637 is for materials from American Landscape</p> <p>7 Structures, and the labor costs that are \$29,630</p> <p>8 from the Stratus Masonry Company. This building</p> <p>9 will be maintenance free for at least 25 years</p> <p>10 other than wood stain needed periodically, which</p> <p>11 will be handled by Taylor's Tribe, Inc. in</p> <p>12 partnership with the Hereford High School</p> <p>13 Boosters Club. The donor is responsible for any</p> <p>14 cost overruns as well as any maintenance costs</p> <p>15 beyond the 25 years.</p> <p>16 The quotes and the design guidelines</p> <p>17 have been approved by the Baltimore County Public</p> <p>18 Schools Department of Facilities Management.</p> <p>19 This pavilion will serve many purposes for both</p> <p>20 the school and community. It will be used as</p> <p>21 instructional spaces for classes in the physical</p>

<p style="text-align: right;">Page 102</p> <p>1 education department and for classes like art and</p> <p>2 science who often perform outdoor lessons. It</p> <p>3 will provide a gathering place for community</p> <p>4 groups such as scouts and teens, as well as</p> <p>5 school activity groups. The structure will also</p> <p>6 provide shelter for those using the stadium and</p> <p>7 visiting teams.</p> <p>8 In accordance with Policy and Rule 7330</p> <p>9 this request has progressed through all of the</p> <p>10 normal internal processes for review. Following</p> <p>11 board approval, the goal is to have this project</p> <p>12 completed before school starts in the fall. The</p> <p>13 estimated time line for completion is 90 dates.</p> <p>14 Thank you.</p> <p>15 CHAIRWOMAN SCOTT: Thank you for that.</p> <p>16 May I have a motion to approve the privately</p> <p>17 funded capital project for Hereford High School's</p> <p>18 stadium pavilion?</p> <p>19 MS. CAUSEY: So moved, Ms. Causey.</p> <p>20 CHAIRWOMAN SCOTT: Is there a second?</p> <p>21 (Multiple voices seconding.)</p>	<p style="text-align: right;">Page 104</p> <p>1 MS. GOVER: Ms. Causey?</p> <p>2 MS. CAUSEY: Yes.</p> <p>3 MS. GOVER: Ms. Mack?</p> <p>4 MS. MACK: Yes.</p> <p>5 MS. GOVER: Mr. McMillion?</p> <p>6 MR. MCMILLION: Yes.</p> <p>7 MS. GOVER: Ms. Jose?</p> <p>8 MS. JOSE: Yes.</p> <p>9 MS. GOVER: Ms. Henn?</p> <p>10 VICE CHAIR HENN: Sorry, I was on mute.</p> <p>11 Yes.</p> <p>12 MS. GOVER: Mr. Muhumuza?</p> <p>13 MR. MUHUMUZA: Yes.</p> <p>14 MS. GOVER: Mr. Offerman? 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: Ms. Scott?</p> <p>19 CHAIRWOMAN SCOTT: Yes.</p> <p>20 MS. GOVER: Thank you.</p> <p>21 CHAIRWOMAN SCOTT: Thank you, the motion</p>
<p style="text-align: right;">Page 103</p> <p>1 Thank you. Any discussion?</p> <p>2 MS. CAUSEY: Madam Chair, this is</p> <p>3 Ms. Causey. I just wanted to make a brief</p> <p>4 comment.</p> <p>5 CHAIRWOMAN SCOTT: Yes, please go ahead.</p> <p>6 MS. CAUSEY: Thank you. I appreciate</p> <p>7 staff working on this and bringing it forward for</p> <p>8 completion, and I just wanted to recognize</p> <p>9 Mr. Matthew and Kim Cunningham in contributing to</p> <p>10 what is going to help the entire school and the</p> <p>11 community as they honor the memory of their son,</p> <p>12 so we greatly appreciate that. Thank you.</p> <p>13 CHAIRWOMAN SCOTT: Thank you for that.</p> <p>14 Any other comments? Okay. Ms. Gover, may I have</p> <p>15 a rollcall vote?</p> <p>16 MS. GOVER: Could I have a clarification</p> <p>17 of who seconded?</p> <p>18 CHAIRWOMAN SCOTT: I believe it was</p> <p>19 seconded by Ms. Henn.</p> <p>20 MS. GOVER: Thank you. Ms. Rowe?</p> <p>21 MS. ROWE: Yes.</p>	<p style="text-align: right;">Page 105</p> <p>1 carries. All right. And Ms. Byers, please</p> <p>2 present the next item.</p> <p>3 MS. BYERS: Thank you, Madam Chair. I</p> <p>4 also bring forward for your approval a privately</p> <p>5 funded capital improvement project to install</p> <p>6 batting cages at Pikesville High School. This</p> <p>7 project is being funded and maintained by the</p> <p>8 Greater Pikesville Recreation and Parks Council</p> <p>9 baseball program. The total cost for this</p> <p>10 project and the value of the donation from the</p> <p>11 Greater Pikesville Recreation and Parks Council</p> <p>12 is \$16,588. Of that the batting cage system</p> <p>13 costs \$13,500 and the installation costs \$3,088.</p> <p>14 The total value, again, is 16,588.</p> <p>15 The installation of these batting cages</p> <p>16 will provide new equipment for both the physical</p> <p>17 education programs and the high school athletic</p> <p>18 program at Pikesville High School. It is also</p> <p>19 going to benefit the community at large with</p> <p>20 improved facilities for the recreation program.</p> <p>21 The Minors Construction Company will be</p>

<p style="text-align: right;">Page 106</p> <p>1 installing the batting cages. The system will 2 include two cages that are side by side but two 3 feet apart and they will be located behind 4 Pikesville High School just south of the baseball 5 field. The Greater Pikesville Recreation and 6 Parks Council will continue to pay for any 7 maintenance of the batting cages as the need 8 arises.</p> <p>9 In accordance with Policy and Rule 7330 10 this request has also progressed through all of 11 our normal internal processes for review. 12 Following board approval, the estimated timeline 13 for this project is two to three weeks.</p> <p>14 CHAIRWOMAN SCOTT: Thank you, Ms. Byers. 15 May I have a motion to approve the privately 16 funded --</p> <p>17 MS. PASTEUR: So moved.</p> <p>18 CHAIRWOMAN SCOTT: Okay. Well, we have 19 to move it first, then decide.</p> <p>20 MS. PASTEUR: I'm sorry.</p> <p>21 CHAIRWOMAN SCOTT: So may I have a</p>	<p style="text-align: right;">Page 108</p> <p>1 MS. CAUSEY: Yes. 2 MS. GOVER: Ms. Mack? 3 MS. MACK: Yes. 4 MS. GOVER: Mr. McMillion? 5 MR. MCMILLION: Yes. 6 MS. GOVER: Ms. Jose? 7 MS. JOSE: Yes. 8 MS. GOVER: Ms. Henn? 9 VICE CHAIR HENN: Yes. 10 MS. GOVER: Mr. Muhumuza? 11 MR. MUHUMUZA: Yes. 12 MS. GOVER: Mr. Offerman? 13 MR. OFFERMAN: Yes. 14 MS. GOVER: Ms. Pasteur? 15 MS. PASTEUR: Yes. 16 MS. GOVER: Mr. Kuehn? 17 MR. KUEHN: Yes. 18 MS. GOVER: Ms. Scott? 19 CHAIRWOMAN SCOTT: Yes. 20 MS. GOVER: Thank you. 21 CHAIRWOMAN SCOTT: Thank you, the motion</p>
<p style="text-align: right;">Page 107</p> <p>1 motion to approve the privately funded capital 2 project for Pikesville High School's batting 3 cages?</p> <p>4 MS. PASTEUR: So moved, Ms. Pasteur. 5 CHAIRWOMAN SCOTT: Thank you, 6 Ms. Pasteur. Is there a second?</p> <p>7 MS. ROWE: Second, Rowe. 8 CHAIRWOMAN SCOTT: Lots of seconds 9 there. Any discussion? Yes, Ms. Pasteur?</p> <p>10 MS. PASTEUR: Yes, I do. I want to 11 thank the recreation and parks council for doing 12 this because it not only benefits, as was said, 13 it not only benefits the school, but it does 14 uplift the facilities for the community, so a big 15 thank you to them and thank you to the Board for 16 what I hope will be approval.</p> <p>17 CHAIRWOMAN SCOTT: Thank you. 18 Ms. Gover, may I have a rollcall vote please?</p> <p>19 MS. GOVER: Ms. Rowe? 20 MS. ROWE: Yes. 21 MS. GOVER: Ms. Causey?</p>	<p style="text-align: right;">Page 109</p> <p>1 carries. 2 MS. BYERS: Thank you. 3 CHAIRWOMAN SCOTT: Thank you, Ms. Byers. 4 Okay. And next, the next item on the agenda is 5 the report on board policies. This is the first 6 reader for these policies. 7 Members of the Board, the policy review 8 committee asks that the Board accept this report 9 of the committee's recommendation to amend the 10 following board policies: Policy 1320, 11 renumbered to 5321, contests sponsored by 12 external organizations renamed to student 13 participation in contests sponsored by outside 14 organizations; Policy 3231, vendor performance 15 evaluation; Policy 5420, health services; Policy 16 5430, psychological services renamed to 17 psychological services and positive behavior 18 supports. The policy review committee has moved 19 Policy 2372, tobacco free and smoke free school 20 environment to the full Board without a 21 recommendation. These policies are presented to</p>

<p style="text-align: right;">Page 110</p> <p>1 you on tonight's agenda as Exhibit P. They're</p> <p>2 also presented for public comment prior to the</p> <p>3 final vote. So do I have a motion to accept the</p> <p>4 recommendation of the Board's policy review</p> <p>5 committee?</p> <p>6 MS. JOSE: So moved, Moalie Jose.</p> <p>7 CHAIRWOMAN SCOTT: Thank you. No second</p> <p>8 is needed since the recommendation comes from the</p> <p>9 committee. Is there any discussion? Yes, it</p> <p>10 looks like there is a question from Ms. Causey.</p> <p>11 MS. CAUSEY: Thank you, Madam Chair. I</p> <p>12 just wanted to clarify for our listening public</p> <p>13 that this is first reader of these policies.</p> <p>14 CHAIRWOMAN SCOTT: Correct, I thought</p> <p>15 I -- yes, I said that at the front, this is the</p> <p>16 first reader for those policies, yes.</p> <p>17 MS. CAUSEY: Thank you. And I would</p> <p>18 also like to say that there are some questions</p> <p>19 that I had in terms of reviewing Policy 3231 and</p> <p>20 Policy 5430. There was, I was at the policy</p> <p>21 review committee but I do not believe that there</p>	<p style="text-align: right;">Page 112</p> <p>1 feasible for you?</p> <p>2 DR. WILLIAMS: I will follow up with the</p> <p>3 team. Thank you, Chair Scott.</p> <p>4 CHAIRWOMAN SCOTT: Thank you. Okay,</p> <p>5 great. And then it looks like there is a</p> <p>6 question from Ms. Rowe.</p> <p>7 MS. ROWE: Yes, I just had a question</p> <p>8 about the policy for use of facilities by outside</p> <p>9 groups. I wanted to know if any of the changes</p> <p>10 to the policy impacts our shared use of</p> <p>11 facilities agreements with the county, and it's</p> <p>12 my understanding from members of the rec board,</p> <p>13 the county rec board that there was some</p> <p>14 negotiation issues with the shared use of</p> <p>15 facilities agreement with the county, and I</p> <p>16 wondered if Dr. Williams could speak to that as</p> <p>17 it relates to this policy and if the changes that</p> <p>18 we're making to this policy affects that and how.</p> <p>19 CHAIRWOMAN SCOTT: And Ms. Rowe, could</p> <p>20 you clarify, which policy number are you</p> <p>21 referring to?</p>
<p style="text-align: right;">Page 111</p> <p>1 was sufficient discussion on 3231 and Policy</p> <p>2 5430, especially in reevaluating the reopening of</p> <p>3 schools and the social emotional health of</p> <p>4 students, so I will be abstaining from moving</p> <p>5 these forward to second reader. Also, Board</p> <p>6 Policy 3231, I would like, I think it would be</p> <p>7 helpful for the superintendent to provide to the</p> <p>8 Board the draft of the superintendent's rules</p> <p>9 related to the specifics around the evaluation of</p> <p>10 contracts related to the dollar volume and also</p> <p>11 the timing.</p> <p>12 CHAIRWOMAN SCOTT: Thank you.</p> <p>13 MS. CAUSEY: So we could provide a draft</p> <p>14 question.</p> <p>15 CHAIRWOMAN SCOTT: Oh, okay. You asked</p> <p>16 if he could provide an email, I mean, is that</p> <p>17 something that could be emailed to the Board?</p> <p>18 MS. CAUSEY: Sure, or attached to</p> <p>19 BoardDocs.</p> <p>20 CHAIRWOMAN SCOTT: Or attached to</p> <p>21 BoardDocs, yes. Dr. Williams, does that sound</p>	<p style="text-align: right;">Page 113</p> <p>1 MS. ROWE: Hang on, I'm not very quick</p> <p>2 at toggling screens.</p> <p>3 CHAIRWOMAN SCOTT: Dr. Williams, while</p> <p>4 she's looking for that if you know, do you know</p> <p>5 which one she's referring to and the answer to</p> <p>6 that? 5321 it looks like.</p> <p>7 DR. WILLIAMS: Yes, Policy 5321 it looks</p> <p>8 like.</p> <p>9 CHAIRWOMAN SCOTT: Yes. It was</p> <p>10 originally Policy 1320 renumbered to 5321,</p> <p>11 contests sponsored by external organizations</p> <p>12 renamed to student participation in contests</p> <p>13 sponsored by outside organizations.</p> <p>14 DR. WILLIAMS: Dr. Scriven?</p> <p>15 DR. SCRIVEN: Yes. So Madam Chair and</p> <p>16 Ms. Rowe, if we're referencing this year</p> <p>17 specifically, we have upgraded our protocol with</p> <p>18 working with park and recs specifically and when,</p> <p>19 under this pandemic it has created some unique</p> <p>20 circumstances where we have met with them when</p> <p>21 needed on a weekly basis to determine what was</p>

<p style="text-align: right;">Page 114</p> <p>1 going to be permitted versus what was not with 2 respect to use on fields and in terms of indoor 3 use, and also would there be before and after 4 cares. 5 With the specific questions around 6 contests, I would need to do some additional 7 research with the team and can circle back, but 8 we do have very fluid, a very fluid partnership 9 with park and recs which we've made a priority, 10 especially under the conditions that we were 11 dealing with this year. 12 MS. ROWE: So maybe Ms. Howie could 13 answer my question then in light of that, does 14 anything in this policy limit our ability to have 15 the same kind of agreements that we've had in the 16 past with the county about shared use of 17 facilities agreements? 18 MS. HOWIE: No, ma'am. 19 MS. ROWE: Okay, thank you. 20 CHAIRWOMAN SCOTT: Great, thank you. 21 Okay, Ms. Gover, may I have a rollcall vote</p>	<p style="text-align: right;">Page 116</p> <p>1 MS. GOVER: Thank you. 2 CHAIRWOMAN SCOTT: Thank you. Okay. 3 So, it looks like our next item is public 4 comment, and this is one of the opportunities the 5 Board provides to hear the views and receive the 6 advice of community members. The members of the 7 Board appreciate hearing from interested 8 citizens. As appropriate, we will forward your 9 concerns to the superintendent for followup by 10 his staff. 11 The Board of Education will conduct the 12 public comment portion of the meeting by allowing 13 those who register to call in by phone. 14 Registration was open to the public one week 15 prior to tonight's board meeting and was closed 16 at three p.m. yesterday for anyone wishing to 17 speak at this evening's meeting. Board practice 18 limits to ten the number of speakers at a 19 regularly scheduled board meeting. Speakers were 20 selected randomly using an electronic selection 21 process from all registrations received within</p>
<p style="text-align: right;">Page 115</p> <p>1 please? 2 MS. GOVER: Ms. Rowe? 3 MS. ROWE: Yes. 4 MS. GOVER: Ms. Causey? 5 MS. CAUSEY: Abstain. 6 MS. GOVER: Ms. Mack? 7 MS. MACK: Yes. 8 MS. GOVER: Mr. McMillion? 9 MR. MCMILLION: Yes. 10 MS. GOVER: Ms. Jose? 11 MS. JOSE: Yes. 12 MS. GOVER: Ms. Henn? 13 VICE CHAIR HENN: Yes. 14 MS. GOVER: Mr. Muhumuza? 15 MR. MUHUMUZA: Yes. 16 MS. GOVER: Mr. Offerman? 17 MR. OFFERMAN: Yes. 18 MS. GOVER: Ms. Pasteur? Mr. Kuehn? 19 MR. KUEHN: Yes. 20 MS. GOVER: Ms. Scott? 21 CHAIRWOMAN SCOTT: Yes.</p>	<p style="text-align: right;">Page 117</p> <p>1 the designated timeframe. Each speaker is 2 allowed three minutes to address the Board. Of 3 course if fewer than ten registrations are 4 received, all who registered will be permitted to 5 speak. 6 While we encourage public input on 7 policies, programs and practices within the 8 purview of this Board and the school system, this 9 is not the proper forum to address specific 10 student or employee matters, or to comment on 11 matters that do not relate to public education in 12 Baltimore County. We encourage everyone to 13 utilize existing dispute resolution processes as 14 appropriate. I remind everyone that 15 inappropriate personal remarks or other behavior 16 that disrupts or interferes with the conduct of 17 this meeting are out of order. 18 I ask speakers to observe the 19 three-minute limit and conclude remarks when time 20 has expired and you hear the tone. The call will 21 be ended, and it could be turned off if a speaker</p>

<p style="text-align: right;">Page 118</p> <p>1 addresses specific student or employee matters or 2 is commenting on matters not related to public 3 education in Baltimore County.</p> <p>4 If not selected, the public may submit 5 their comments to board members via email at 6 boe@bcps.org. More information is provided on 7 the Board's website at bcps.org under Board of 8 Education, participation by the public.</p> <p>9 So, it is the practice of the Board to 10 allow our stakeholders and our group leaders to 11 speak first, so it looks like our first speaker 12 is Ms. Cindy Sexton, from TABCO.</p> <p>13 MS. SEXTON: Good evening, Chairwoman 14 Scott, Vice Chair Henn, Dr. Williams and members 15 of the Board.</p> <p>16 First, a special congratulations and 17 thank you to Josh Muhumuza. Josh, thank you for 18 your service and the best of luck to you in your 19 future endeavors.</p> <p>20 The end of this seemingly longest school 21 year is finally in our sights. It truly has been</p>	<p style="text-align: right;">Page 120</p> <p>1 did not know how the pandemic would affect 2 funding from Baltimore County. Things were not 3 as dire as predicted on the financial front.</p> <p>4 This year TABCO negotiated for a step and a two 5 percent COLA. We know the county council did not 6 fund the COLA until January of 2022, but there is 7 no excuse or reason that is possibly acceptable 8 to this Board that our educators should not get 9 that entire two percent COLA beginning in July 10 2021. With everything that our educators went 11 through this year, the very least you can do is 12 show them that you value all their time, effort 13 and their commitment to our students.</p> <p>14 The difference between two percent in 15 January and two percent in July for TABCO is less 16 than \$7 million; for all five bargaining units it 17 is less than 10 million. That is less than one 18 half of one percent of the budget. It is 19 unconscionable that we even have to bring this 20 up. Given that over \$337 million will be 21 received by BCPS in federal grant money, there</p>
<p style="text-align: right;">Page 119</p> <p>1 a year filled with circumstances and challenges 2 we never imagined. As our school year winds down 3 our educators are already gearing up for summer 4 school and yes, even next year. We cannot be 5 sure of what will await us in August, masks, 6 social distancing, even more hand sanitizer, 7 there are many unanswered questions but we all 8 know one thing for certain, our students will 9 need their educators.</p> <p>10 This board of Ed and BCPS leadership 11 have repeatedly stated during the pandemic, after 12 the ransomware with all the instructional changes 13 and with all the challenges of everything we 14 faced this year, we have heard you praise our 15 educators for their ability to adjust, pivot, 16 teach on the fly and just figure it out. But now 17 is the time to show our educators in a tangible 18 way.</p> <p>19 Last year the five union leaders stood 20 behind Dr. Williams and supported a budget that 21 gave no steps and a one percent COLA, because we</p>	<p style="text-align: right;">Page 121</p> <p>1 surely can be a way to find this money for our 2 employees. In a \$2 billion budget there simply 3 must be a way to show our educators that they are 4 valued and we want to keep them in BCPS teaching 5 our students. Pay our educators the two percent 6 COLA beginning in July. While they deserve far 7 more than this for all they do, they certainly 8 deserve no less. Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Thank you, 10 Ms. Sexton. So that concludes our stakeholder 11 groups. Next we have general comment from our 12 public and our -- let's see. So yes, next is 13 general public comment and our first speaker is 14 Meghan Hughes. Ms. Hughes, you can go ahead.</p> <p>15 MS. HUGHES: Yes, hold on one second. 16 Is there any possible way I could go behind 17 someone? You guys are way ahead and 18 unfortunately I'm driving my three kids home and 19 I'm just looking for a safe space to pull over.</p> <p>20 CHAIRWOMAN SCOTT: I'm sure that 21 wouldn't be a problem. Ms. Gover, is that</p>

<p style="text-align: right;">Page 122</p> <p>1 something we can accommodate? I'm sure we can.</p> <p>2 MS. GOVER: We can put her to the end.</p> <p>3 MS. HUGHES: Okay, thank you so much.</p> <p>4 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>5 will have Ms. Claire Carberry.</p> <p>6 MS. CARBERRY: Hi. Good evening, Madam</p> <p>7 Chair Scott, Superintendent Williams and members</p> <p>8 of the Board of Education and guests. My name is</p> <p>9 Claire Carberry and I am the president of Carver</p> <p>10 Center Foundation, mother of three students of</p> <p>11 the Baltimore County Public School System and a</p> <p>12 graduate of the school system myself.</p> <p>13 I would like to start by sharing this</p> <p>14 quote from George Washington Carver, the well</p> <p>15 known scientist, artist, naturalist, activist,</p> <p>16 and namesake of our organization and our school</p> <p>17 who said, where there is no vision there is no</p> <p>18 hope. These words have been the driving force of</p> <p>19 our efforts in the face of myriad challenges this</p> <p>20 past year, from the fear of the pandemic to</p> <p>21 transitioning to virtual learning environments,</p>	<p style="text-align: right;">Page 124</p> <p>1 detention center surrounding our campus? We look</p> <p>2 to the Board of Education to enact protective</p> <p>3 measures for the future to help us continue to</p> <p>4 pursue our vision without fear of losing our</p> <p>5 footing.</p> <p>6 I agree with the Board of Education that</p> <p>7 it's not the Board's responsibility nor that of</p> <p>8 the students or Carver Center community to solve</p> <p>9 the problems of our surrounding businesses. This</p> <p>10 may not be our responsibility but personally I</p> <p>11 emphasize with the struggles of our neighbors. I</p> <p>12 hope that a solution can be found that will</p> <p>13 preserve and protect Carver Center's campus while</p> <p>14 helping our neighboring businesses thrive.</p> <p>15 I would like to thank the thousands of</p> <p>16 engaged citizens who amplified the message of our</p> <p>17 all volunteer communications team and the quick</p> <p>18 action of our families and supporters to preserve</p> <p>19 the shared vision that an education focusing on</p> <p>20 arts and technology offers a future of</p> <p>21 expression, connection and innovation. On behalf</p>
<p style="text-align: right;">Page 123</p> <p>1 including missed proms and graduations, the</p> <p>2 trauma of racial injustice, and the added</p> <p>3 complications and disruptions of the malware</p> <p>4 attack added deeply to the instability of our</p> <p>5 student community and our families.</p> <p>6 Your vote tonight to protect and hold</p> <p>7 sacred the campus of Carver Center is more than</p> <p>8 just a matter of square footage. It's a matter</p> <p>9 of creating a much needed stability and reverence</p> <p>10 for a culture and a process that through the</p> <p>11 vision of its founders continues to foster that</p> <p>12 community, one deeply entrenched in expression,</p> <p>13 connection, activism and action for all. A</p> <p>14 question arose in my mind over the past few days;</p> <p>15 what does it say about our business ecosystem</p> <p>16 that a company with good intentions, to provide</p> <p>17 better care for the elderly and those needing</p> <p>18 rehabilitation needs to petition a school board</p> <p>19 to take its land and bail them out on a</p> <p>20 regulatory matter? How do we protect our school</p> <p>21 resources from the 11 other businesses and the</p>	<p style="text-align: right;">Page 125</p> <p>1 of the entire Carver Center community comprised</p> <p>2 of students, teachers, administrators and staff,</p> <p>3 alumni, parents and guardians, community members</p> <p>4 and dedicated volunteers, we thank you the Board</p> <p>5 of Education of Baltimore County for protecting</p> <p>6 that vision. Thank you very much.</p> <p>7 CHAIRWOMAN SCOTT: Thank you, Ms.</p> <p>8 Carberry. Next we have Ms. Barbara Willett. Ms.</p> <p>9 Willett, you can go ahead.</p> <p>10 MS. GOVER: Ms. Scott, Ms. Willett is</p> <p>11 not on the call, you can take the next one.</p> <p>12 CHAIRWOMAN SCOTT: Okay, we have</p> <p>13 Mr. Michael Daichman. Mr. Daichman, you can go</p> <p>14 ahead.</p> <p>15 MR. DAICHMAN: Good afternoon. I'm the</p> <p>16 administrator of the Orchard Hill Nursing Home</p> <p>17 located at 111 West Road. The nursing home has</p> <p>18 135 beds and was acquired about three years ago.</p> <p>19 The nursing home is very committed to improve</p> <p>20 patient care and the community as a whole. We</p> <p>21 have spent millions of dollars to renovate the</p>

<p style="text-align: right;">Page 126</p> <p>1 facility and upgraded most of the facility, 2 including patient rooms and creating a brand new 3 therapy gym. 4 I am speaking tonight to discuss an 5 issue that the whole area has, which is a 6 significant parking problem. Our patients, 7 families, visitors and employees spend lots of 8 time trying to find parking, and some visitors 9 don't come to the facility to visit their loved 10 ones during certain times because of this 11 problem. Sometimes staff cannot start their 12 shift at the beginning of their shift due to the 13 time of the shift. 14 We are asking for a parcel of land at 15 the end of Carver School behind the tennis courts 16 that is about 30 feet wide and 250 feet long to 17 add additional parking. This parking could help 18 alleviate the street parking issue suffered by 19 the entire community by taking about 30 cars off 20 the street. That is a very significant 21 improvement that would help all the neighboring</p>	<p style="text-align: right;">Page 128</p> <p>1 design the parking lot to preserve the LEED 2 status. 3 Some people have mentioned that the 4 Carver School is already one of the smallest 5 schools in the area and that giving away any land 6 would be avoided because of that fact. I 7 appreciate that concern. However, this plan can 8 be used to alleviate significant parking problems 9 they already have. Removing 30 cars from the 10 street will have a cascading improvement for the 11 whole area. 12 Also, the nursing home is willing to 13 provide several benefits to the school in 14 exchange for this land. Some people have said 15 that the internship program that the nursing home 16 has proposed would not be of interest to the 17 students or convenient to the students because 18 the students prefer to do community service and 19 internship programs around where they live. I am 20 surprised by that because the school is in such 21 close proximity to the nursing home it would be</p>
<p style="text-align: right;">Page 127</p> <p>1 businesses as well as the school. In fact, this 2 new parking can also be used by the school at 3 nights and weekends. 4 People have mentioned that the parcel of 5 land would take the entire hill behind the tennis 6 courts. In fact the parking lot would continue 7 in a parallel line to the existing retaining wall 8 next to the baseball diamond and would still 9 leave most of the hill. However, since part of 10 the hill would be taken and we have been told 11 that the hill is used for training, the facility 12 would be willing to create another hill or berm 13 for the students to use. 14 I've heard some concerns that have been 15 raised about designating this parcel as surplus. 16 One is related environmental concerns and the 17 current LEED certification that the school has. 18 Our team has spoken with engineers who have 19 assured us that this parking lot would not impact 20 our LEED designation and if somehow someone 21 thought it would, there are several ways to</p>	<p style="text-align: right;">Page 129</p> <p>1 very convenient to interested students. I also 2 believe that exposing students to a medical 3 setting can help broaden the experience of the 4 students and expose them to a field they may not 5 be familiar with. 6 In addition, the nursing home has 7 proposed through previous conversations to 8 purchase or build bleachers for spectators to 9 watch tennis matches as well as provide 10 scholarships to students. We believe this is a 11 win-win-win situation. The nursing facility will 12 be able to add parking which can be used by 13 visitors and staff, which would thereby alleviate 14 much of the problem in the area, and can also be 15 used by students and families on nights and 16 weekends, and the students and the school would 17 receive funding and infrastructure improvement. 18 I hope that the Board approves this plan to 19 surplus but if not I ask that we have dialogue -- 20 (Audio cut off.) 21 CHAIRWOMAN SCOTT: Okay, thank you for</p>

<p style="text-align: right;">Page 130</p> <p>1 that. Next it looks like we have Ms. Mary 2 Taylor. Ms. Taylor, if you're there, you may go 3 ahead. 4 MS. GOVER: She's coming on right now. 5 CHAIRWOMAN SCOTT: Okay, thank you. 6 MS. GOVER: Ms. Taylor? 7 MS. TAYLOR: Yes, I'm here. 8 CHAIRWOMAN SCOTT: If you're there, 9 Ms. Taylor, you can go ahead. 10 MS. TAYLOR: I'm sorry, my apologies. 11 Good evening, Board of Education members. My 12 name's Mary Taylor, I am a Baltimore County 13 resident, taxpayer, a voting constituent, and I'm 14 the vice president of the Baltimore County Parent 15 and Student Coalition respectively. I'm speaking 16 tonight to request from members of the Baltimore 17 County Board of Education to send a resolution 18 letter to Dr. Salmon or make a motion this 19 evening to consider lifting the mask mandate in 20 schools for in-person students for the end of the 21 school year, summer learning Hike program and</p>	<p style="text-align: right;">Page 132</p> <p>1 those students who suffer from asthma. 2 Have you ever heard a child who was 3 crying out, I can't breathe with this mask on? 4 Well, I have and so have many parents, and it's 5 heartbreaking. Children are reporting to their 6 parents they are getting headaches and just don't 7 feel well after having a mask on for six to eight 8 hours a day. And let's be clear: Hotter 9 temperatures make mask wearing even more 10 difficult and distracting, and with the rest of 11 the school year, the summer Hike learning program 12 and the opening of the fall school year being 13 during the hottest months of the year, plus 14 riding in a non-air conditioned school bus should 15 also give reason to end the mask mandate 16 requirement now. 17 We should be doing everything we can to 18 contribute to the comfort of our students and 19 create a more pleasant social and emotional 20 learning environment. In addition, the numbers 21 clearly do not show that requiring masks is no</p>
<p style="text-align: right;">Page 131</p> <p>1 into the fall for the new school year 2021-2022. 2 Putting aside the low likelihood of 3 students, particularly elementary and middle 4 school aged children to contract or spike COVID, 5 and with every staff member, teacher and some 6 teenage students have been given the opportunity 7 to receive the vaccine, gives way to create a 8 strong argument for lifting the mask mandate 9 requirement. Also, Baltimore County positivity 10 rates have been on the decline since April 15th; 11 today's positivity rate is under one percent. 12 That combined with the vaccination rates of 13 adults over 18 shows the risk of the virus is no 14 longer the emergency that justified modified 15 schools and the continuation of masking the 16 children regardless of their vaccination status. 17 The mask requirement creates significant learning 18 distractions for students as well as some 19 structural communication challenges. Masks also 20 contribute to anxiety and panic-related health 21 issues, as well as breathing difficulties for</p>	<p style="text-align: right;">Page 133</p> <p>1 longer needed. Parents who still want their 2 children to wear them should still have the 3 option, as should faculty and staff. Governor 4 Hogan ended the mask mandate on May 15th and the 5 indoor mandate would be lifted as soon as 70 6 percent of adults received at least one dose of a 7 vaccine and that happened on May 30th. But 8 unfortunately, Governor Hogan forgot to lift that 9 mandate for our school-aged children, and once 10 again he has left the burden to make this 11 decision on local county school board. The 12 burden is yours. Someone on the School Board, 13 please do the right thing and stand up for these 14 kids and let the kids remove their masks and give 15 them a voice for choice. 16 I would also like to thank Kathleen 17 Causey for continuing to remind the Board that 18 schools are not open five days a week, we still 19 need to be talking about reopening -- 20 CHAIRWOMAN SCOTT: That's time, thank 21 you. And Ms. Gover, you said that Ms. Meghan</p>

<p style="text-align: right;">Page 134</p> <p>1 Hughes is available? Is she back with us?</p> <p>2 MS. HUGHES: Oh, I am. I thought that</p> <p>3 there was -- is there still a few more talkers?</p> <p>4 CHAIRWOMAN SCOTT: There are.</p> <p>5 MS. HUGHES: Is it okay if I go last?</p> <p>6 I'm like three minutes from home.</p> <p>7 CHAIRWOMAN SCOTT: Okay, certainly.</p> <p>8 MS. HUGHES: Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Okay. Next is Ms.</p> <p>10 Kristen Goldstraw (phonetic). Ms. Goldstraw, if</p> <p>11 you're there, please go ahead.</p> <p>12 MS. GOVER: Ms. Scott, could you go back</p> <p>13 to Ms. Willett?</p> <p>14 CHAIRWOMAN SCOTT: Oh, Ms. Willett,</p> <p>15 okay, Ms. Barbara Willett.</p> <p>16 MS. WILLETT: Can you hear me?</p> <p>17 CHAIRWOMAN SCOTT: Yes, we can.</p> <p>18 MS. WILLETT: Madam Chair, Dr. Williams,</p> <p>19 board members, I am Barbara Willett, retired</p> <p>20 county teacher. There are three types of</p> <p>21 schedules available to our high schools, the</p>	<p style="text-align: right;">Page 136</p> <p>1 instruction gaps and student mobility. Hereford</p> <p>2 test scores increased after implementing that</p> <p>3 schedule. Among other reasons, BCPS counts</p> <p>4 students who transfer to private schools and even</p> <p>5 students who die in their mobility percentages.</p> <p>6 They are very misleading percentages. One former</p> <p>7 student said today the semester block schedule</p> <p>8 had a drastic beneficial effect on my grades; I</p> <p>9 went from a horrible year of doing eight to</p> <p>10 making honor roll at Hereford.</p> <p>11 There's talk that BCPS will tell high</p> <p>12 school principals to return to their 2019</p> <p>13 schedules. Is this a rumor or a directive?</p> <p>14 A few good things resulted from this</p> <p>15 year. Technology competency has improved for all</p> <p>16 and if you ask, you'll find the four period</p> <p>17 semester classes were a good choice for those 18</p> <p>18 high schools for reasons that still exist.</p> <p>19 Parents, students and communities are at the top</p> <p>20 of your organizational structure and expect to be</p> <p>21 heard when they have reasonable demands, and not</p>
<p style="text-align: right;">Page 135</p> <p>1 eight-period day used by Franklin High, the A day</p> <p>2 B day schedule used by the rest, and a combined</p> <p>3 semester block and A day B day schedule, allowed</p> <p>4 once again but not yet used after seven years.</p> <p>5 This third option allows AP classes to</p> <p>6 run year long on an A day B day schedule with</p> <p>7 most of the other classes running in semesters.</p> <p>8 Talk about the best of two schedules, this one is</p> <p>9 it. Last summer 18 out of 24 high schools chose</p> <p>10 to use a four-period semester schedule for</p> <p>11 virtual. Has BCPS followed up to see how that</p> <p>12 went? A Franklin High PTSA meeting last night</p> <p>13 revealed the parents found the four-period day to</p> <p>14 be beneficial, they don't want to return to the</p> <p>15 eight-period day in the fall, and it's based on a</p> <p>16 schedule change. An A day B day schedule would</p> <p>17 be far superior to an eight-period day and they</p> <p>18 know it.</p> <p>19 The former superintendent cited two</p> <p>20 reasons for eliminating that third schedule, the</p> <p>21 combined A day B day and semester schedule,</p>	<p style="text-align: right;">Page 137</p> <p>1 dismissed due to red tape. You cut that red tape</p> <p>2 last summer when preparing for a demanding year.</p> <p>3 Next year will be equally demanding.</p> <p>4 The petition about schedules I've mailed</p> <p>5 to you has over 700 signatures. All of us are</p> <p>6 paying attention, especially those in my Hereford</p> <p>7 family. Thank you.</p> <p>8 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>9 have Ms. Kristen Goldstraw. Ms. Goldstraw, if</p> <p>10 you're there, you can go ahead.</p> <p>11 MS. GOLDSTRAW: Yes, ma'am, I am here.</p> <p>12 I'm sorry, I didn't hear you.</p> <p>13 CHAIRWOMAN SCOTT: Oh yes,</p> <p>14 Ms. Goldstraw, if you're ready, you can go ahead.</p> <p>15 MS. GOLDSTRAW: Thank you. Thank you,</p> <p>16 Chairwoman Scott, Vice Chairwoman Henn,</p> <p>17 Dr. Williams and members of the Board of</p> <p>18 Education and staff. I would like to start off</p> <p>19 by saying thank you for your dedication and</p> <p>20 service to the stakeholders of BCPS, with a</p> <p>21 special thank you to Joshua Muhumuza for all of</p>

<p style="text-align: right;">Page 138</p> <p>1 his hard work and wonderful example for all of 2 the students of BCPS. Congratulations on your 3 upcoming graduation along with all your 4 accomplishments, especially as a BSA Eagle Scout. 5 You represent the organization and the school 6 district outstandingly. 7 I had planned to speak to you this 8 evening about the request to deem the parcel of 9 Carver Center property as surplus. As a proud 10 Carver Center class of 1997 alumni, wife of a 11 class of 1996 alumni, sibling to a class of 2002 12 alumni, former staff member and parent of a 13 current junior at Carver Center, I appreciate 14 your support. I am pleased to say thank you for 15 hearing the stakeholder's request about division. 16 While I can sympathize with the request made by 17 Orchard Hill for a need to find additional 18 parking, it can't be at the cost to current and 19 future Carver students and staff, to allow them 20 to set a precedent that all schools have space 21 for the taking if the price is right, and that is</p>	<p style="text-align: right;">Page 140</p> <p>1 teachers need the space for collaborative 2 learning. The area is a rallying point for our 3 crowd as well as other safety procedures and 4 parents gather to support our current class of 5 teens. 6 With time comes change, the property has 7 seen many changes. It has been part of the 8 Baltimore County school system since the late 9 1930s when it was a segregated school, then 10 became offices and then Central Vocational 11 School, followed by the opening of the school as 12 Carver Center for Arts and Technology in the fall 13 of 1993. It was and has always been a small 14 campus, and a new building will strategically fit 15 on that space. The new building will emit so 16 much positivity. You can walk on that campus and 17 feel the energy that was there on that first day 18 in 1993. A turnover and large percentage of 19 post-secondary bound graduates annually with 20 record breaking scholarships awarded, it is the 21 pride of Baltimore County. However, there is a</p>
<p style="text-align: right;">Page 139</p> <p>1 simply not true. 2 I could ask you to take a long walk down 3 memory lane with me, having spent four fantastic 4 years as a student and two years as a staff 5 member in the old building, but I will keep it 6 short. It was a place where students had never 7 met, came together, gathered for opening 8 assemblies, later for pep rallies and 9 performances, to watch each other play sports and 10 take part in their sport, where parents sat and 11 cheered on their children who played baseball, 12 softball, soccer, field hockey and lacrosse. It 13 was a wonderful occasion for our students of all 14 kinds to gather and produce. 15 From a personal perspective I can tell 16 you that my oldest son ran and played there as a 17 toddler, watched his father and I coach the 18 Carver boys lacrosse team and cheerleaders 19 respectively. It was and still is a safe place 20 to gather for girls and classes of all kinds. 21 Currently arts, science and other classroom</p>	<p style="text-align: right;">Page 141</p> <p>1 limited amount of green space -- 2 CHAIRWOMAN SCOTT: Okay, that's the 3 timer. 4 MS. GOLDSTRAW: -- that was once there. 5 I'm so sorry. 6 CHAIRWOMAN SCOTT: Thank you. Next we 7 have Ryan Burton. Mr. Burton, if you're there, 8 you can go ahead. 9 MR. BURTON: Thank you very much. Can 10 you hear me? 11 CHAIRWOMAN SCOTT: Yes, we can. Please 12 go ahead. 13 MR. BURTON: I just wanted to share, so 14 I have, I'm a graduate of Carver, I graduated in 15 2001, so I've been there since the old school, 16 and then I'm also, recently joined the 17 foundation, Carver Center Foundation board, and 18 then I also have a lot of experiences throughout 19 Baltimore in property management, and for those 20 three reasons there's a lot of reasons I guess 21 why, you know, I'd love to be against or opposed</p>

<p style="text-align: right;">Page 142</p> <p>1 to the construction lot, or the parking lot that 2 is proposed.</p> <p>3 I think it's, if we were building, let's 4 say a space where it was a park or something that 5 could be shared by the students, but instead it's 6 going to probably disrupt that whole ecosystem, 7 that environment. And then also, I think it's 8 taking away from a school that already doesn't 9 have a lot of land. So I just wanted to kind of 10 voice my, I guess my support in not selling that. 11 That's all. Keep it brief.</p> <p>12 CHAIRWOMAN SCOTT: Thank you.</p> <p>13 MR. BURTON: All right, thank you.</p> <p>14 CHAIRWOMAN SCOTT: Thank you for your 15 comments. Next it looks like we have Ms. Jen 16 Reed-Holme. Ms. Ms. Holme, if you're there, you 17 can go ahead please.</p> <p>18 MS. REED-HOLME: Yes, can you hear me?</p> <p>19 CHAIRWOMAN SCOTT: Yes, we can.</p> <p>20 MS. REED-HOLME: Thank you very much.</p> <p>21 Good evening everyone, and thank you. Since no</p>	<p style="text-align: right;">Page 144</p> <p>1 system that we've endured during virtual learning 2 from cut curriculum, reduced learning hours to 3 failing grades and poor attendance rates. This 4 school board should not ignore it either.</p> <p>5 Transparency is what everyone has been asking for 6 but by removing the discussion it shows that you 7 are hiding something.</p> <p>8 When will parents also get Schoology 9 back? I've been patiently waiting to turn off 10 the many daily alerts and currently I cannot 11 adjust them in any way. Students and staff, 12 including substitute teachers, have received the 13 access back, so why not parents? Is anyone in IT 14 even aware of this? This needs to be made a 15 priority; it's been nearly seven months and this 16 is unacceptable at this point.</p> <p>17 Parents would also like to know if 18 students can keep their laptops this summer for 19 the six weeks of summer learning Hike program 20 like they did last year. This was incredibly 21 helpful for families who don't have computers or</p>
<p style="text-align: right;">Page 143</p> <p>1 one responds to emails I am glad I'm able to 2 speak this evening, so perhaps I can get some 3 actual answers. The reopening agenda has been 4 left off tonight's agenda. As a reminder, that 5 reopening agenda was supposed to stay on the 6 agenda until schools are fully reopened, and as 7 it stands they are not because we are at four 8 days and not five.</p> <p>9 This agenda item is also supposed to 10 include academic performance and by removing the 11 reopening agenda item, as Dr. Hager pointed out a 12 few weeks ago, removed the discussion regarding 13 the academic performance. I'm requesting this 14 agenda item be added back on tonight. Many 15 parents and staff are eager to hear about the 16 fall and what will exactly be happening, as well 17 as the latest information on the academic 18 reports. These two very important topics cannot 19 be missed.</p> <p>20 The state board of education did not 21 gloss over the glaring failures of our school</p>	<p style="text-align: right;">Page 145</p> <p>1 have parents who work and need their own 2 computers for their jobs.</p> <p>3 What else will BCPS be doing to address 4 the incredible learning loss for this year?</p> <p>5 Statistics from the state board of education was 6 alarming. BCPS must do better, this must be 7 addressed so kids do not fall further behind 8 their peers in the state and around the country.</p> <p>9 Every student needs to be brought up to grade 10 level on all subjects and should be challenged to 11 go beyond.</p> <p>12 Also, currently kindergarten, sixth and 13 ninth graders who have remained 100 percent 14 virtual this year have missed out on new student 15 orientation. That means in the fall, first, 16 seventh and tenth graders will need to be 17 provided with the opportunity to return to the 18 classrooms without the other grades so they can 19 have an orientation, as they will need more time 20 to adjust to the new building and back to 21 in-person learning after being absent from the</p>

<p style="text-align: right;">Page 146</p> <p>1 classroom for over 18 months. These orientations 2 are imperative for these grade levels. 3 Finally, our schools teach science, 4 don't they? So let's actually use science to 5 back up what we're teaching our kids. It's time 6 to remove the masks, a voice for choice. It's 7 too hot and before you have bigger problems on 8 your hands with kids passing out or worse, it's 9 time to get rid of them. Thank you. 10 CHAIRWOMAN SCOTT: Thank you. Next we 11 have Ms. Amy Adams. Ms. Adams, if you're there, 12 you can go ahead. 13 MS. GOVER: Ms. Adams? 14 MS. ADAMS: Yes, thank you, good 15 evening. Good evening, Chair Scott, Vice Chair 16 Henn, Dr. Williams and Board of Education 17 members. First I want to say congratulations to 18 Mr. Muhumuza for all of his impressive 19 accomplishments as he graduates. Best of luck to 20 you on your future journey. 21 Second, I wanted to thank you to the</p>	<p style="text-align: right;">Page 148</p> <p>1 compared to the same two marking periods last 2 year across all ages and all subjects. Failure 3 rights for high school students seemed to 4 decrease when comparing second and third 5 quarters. What impacted these changes? Middle 6 school and elementary school failure rates 7 increased from the second quarter of this year to 8 the third quarter. What impacted these rates? 9 What is the plan to address this? 10 Also, why is public comment listed on 11 the agenda as Item Q instead of Item E as in 12 previous meetings? Policies and contracts have 13 already been discussed and voted on prior to the 14 public's input. Public emails are also no longer 15 printed and attached to BoardDocs. How are these 16 two changes in accordance with the participation 17 by the public and community and family engagement 18 policies? 19 When will the Board of Education 20 meetings be held in person and open for the 21 public to attend? I would gladly be there.</p>
<p style="text-align: right;">Page 147</p> <p>1 Board for directing the school system to bring 2 back more kids into school last month. My three 3 children, particularly my elementary and middle 4 students are thriving once again in school with 5 their wonderful teachers and peers. 6 I do have some concerns with the agenda 7 for this evening which is now almost completed. 8 Why isn't reopening on the agenda? The motion 9 passed with a majority of the board members to 10 have it as a standing agenda item until schools 11 are fully reopened, and Ms. Scott, they are not 12 fully reopened. 13 I would appreciate hearing a reflection 14 or an evaluation of what practices worked this 15 year and what challenges were identified. How 16 will lessons learned this year impact next year's 17 plan? Why isn't academic reporting from the 18 third marking period on the agenda for this 19 evening? Data was presented at the state board 20 of education on May 25th. Failure rates for both 21 second and third marking periods are much higher</p>	<p style="text-align: right;">Page 149</p> <p>1 Baltimore County is currently in the low range or 2 yellow transmission zone according to the CDC. 3 Today's metrics have Baltimore County at 0.9 4 percent positivity with 1.9 cases per 100,000. 5 All of our metrics have been dropping for eight 6 weeks. Most indoor and outdoor capacity 7 restrictions have been lifted in the county and 8 the state. 9 Please start to have the conversation 10 about removing the mask mandate for children in 11 school. All students over the age of 12 who want 12 the vaccine have now had the opportunity to get 13 it. It scientifically does not matter if 14 children are vaccinated because the rates of the 15 virus have dropped so low. Many other states, 16 even Carroll County right next door, are moving 17 in this direction. 18 We need to nurture our children, ease 19 their fears related to this virus and promote the 20 safety of schools, encourage them to interact 21 with their peers. We need to restore the human</p>

<p style="text-align: right;">Page 150</p> <p>1 connection within our communities. I speak as a 2 parent, a community member and a leader of the 3 Baltimore County Parent Student Coalition. Thank 4 you for your time.</p> <p>5 CHAIRWOMAN SCOTT: Thank you. Our next 6 speaker is Ms. Sharon Saroff. Ms. Saroff, if 7 you're there you can go ahead.</p> <p>8 MS. SAROFF: Thank you. Good evening. 9 I first would like to thank BCPS for listening to 10 the voice of the parents in reopening the 11 registration window for the virtual learning 12 academy for the 2021-22 school year.</p> <p>13 Continuum of service. In the realm of 14 special education it refers to services provided 15 to students with special needs inside and outside 16 general education. A continuum of service is 17 necessary to provide a free and appropriate 18 public education. This year the virtual platform 19 provided a continuum of services to students with 20 special needs along with performing arts classes, 21 magnet classes and AP classes. Virtual learning</p>	<p style="text-align: right;">Page 152</p> <p>1 Yet BCPS is making a concerted effort to 2 discourage students with special needs to 3 participate in virtual learning, and I'm not the 4 only one that feels that way. Just today I was 5 told that a parent had difficulty with their IEP 6 team finding out what the continuum of services 7 was going to be for their child in the virtual 8 environment. Parents have been told the only 9 children that should be on the virtual 10 environment is those in general ed. We've all 11 heard the saying if it isn't broken, don't fix 12 it. If the child is currently successful, why 13 are we against continuing to provide the level of 14 service in the least restrictive environment that 15 produced that success? BCPS presently -- 16 (Audio cut off.)</p> <p>17 CHAIRWOMAN SCOTT: Thank you. It looks 18 like our last speaker for general public comment 19 is Meghan Hughes. Ms. Hughes, you can go ahead 20 please.</p> <p>21 MS. HUGHES: Yes, thank you. Good</p>
<p style="text-align: right;">Page 151</p> <p>1 will continue to be offered next year alongside 2 in-person learning but it will not offer a full 3 continuum of service. Virtual learning has 4 opened doors to success for many students with 5 special needs. Some of them are my clients, one 6 of them is my goddaughter. The chat open option 7 provided opportunities for students to 8 participate in their learning and lessening the 9 anxiety around requesting assistance and voicing 10 their knowledge. Breakout rooms provided a 11 distraction for a free environment, provided for 12 one-on-one and small group instruction 13 distraction free in a way that overcrowded 14 buildings cannot provide. Virtual learning 15 provided more accessibility for students with 16 mobility issues. Many students thrived with 17 special needs on the virtual environment, they 18 thrived better than they did in person. This has 19 been true for students receiving their services 20 in general education as well as self contained 21 special education classes.</p>	<p style="text-align: right;">Page 153</p> <p>1 evening, Dr. Williams and members of the Board. 2 My name is Meghan Hughes. First I want to say 3 thank you to the many board members that voted 4 for finally opening schools four days for middle 5 and high school students at the last board 6 meeting, although tonight I would like to discuss 7 my concern and disappointment for taking 8 reopening off the agenda.</p> <p>9 First of all, I'm relieved that my 10 children had a few four-day school weeks before 11 the end of the year, but four days is not fully 12 reopened. Also, in a previous board meeting it 13 was argued that academic reports did not need to 14 be a separate agenda item because it would fall 15 under reopening. Now with reopening off the 16 agenda, will there be no discussion about the 17 third quarter grades? Did you know that there 18 was a tenfold or 1,000 percent increase in 19 failing grades for ELA and math for middle school 20 students compared to third quarter last year? 21 And that's with easier grading practices that</p>

<p style="text-align: right;">Page 154</p> <p>1 allowed work to be turned in late and some grades 2 moved from the major-minor category to the 3 practice category. I get that many students had 4 different home situations and this has been a 5 completely crazy year for everyone, so 6 administrators and teachers probably wanted their 7 students to succeed as much as possible given the 8 circumstances.</p> <p>9 However, what do these academic reports 10 really tell us? We know that they have received 11 follow-up instructional hours this year and I 12 have covered that in previous public comments. 13 Regular curriculum has had to be curtailed due to 14 the reduction in instructional hours and many 15 more kids are failing. From talking to many 16 parents I think so many students were totally 17 checked out from virtual learning; the students 18 are allowed to have their videos off, which most 19 middle and high school students did. Parents 20 said they would find their children logged into 21 their class and playing video games. Many</p>	<p style="text-align: right;">Page 156</p> <p>1 that are covered in C algebra that are required 2 to be successful in algebra. In writing you need 3 to understand the concept of nouns and verbs to 4 begin writing sentences and you need to 5 understand how to write a sentence before writing 6 a paragraph. I think you all get the idea.</p> <p>7 I'm just very concerned about what next 8 year will look like and deeply disappointed that 9 you decided to take reopening off the agenda. 10 Four days is not fully reopened. Even if you 11 believe that four days is fully reopened, you 12 should have kept it on the agenda to specifically 13 discuss and address the latest academic reports. 14 Was this done so you wouldn't have to discuss the 15 failures of this year? Again, I understand this 16 year has been extremely stressful for many and 17 I'm sure most are looking forward to summer 18 break. However, there needs to be a well 19 discussed plan for next year so students don't 20 get further and further behind. Thank you.</p> <p>21 CHAIRWOMAN SCOTT: Thank you, and that</p>
<p style="text-align: right;">Page 155</p> <p>1 members of the Board had their videos off when 2 their names have been called and it seems like 3 there's no attention.</p> <p>4 My point is that it's pretty easy to 5 disengage or be distracted on virtual learning 6 and I think that's probably one factor in the 7 large increase of failing grades. All of this 8 spells disaster for next year. Just recently I 9 heard that Lee Curran, the coordinator for 10 advanced academics GT spoke at a recent meeting 11 and stated that the curriculum philosophy for 12 next year is not remediation but focus on current 13 grade level skills. What about the skills that 14 were missed this year? Many skills, especially 15 in math and English, are like building blocks; 16 you need the foundational skills to produce the 17 next, and so on. I.e., you need to be able to 18 count to ten before a hundred and before a 19 thousand. Similarly, you would need to 20 understand the concept of addition before 21 learning multiplication, and there are concepts</p>	<p style="text-align: right;">Page 157</p> <p>1 concludes our public, general public comment and 2 our group speakers, so next is public comment on 3 policies, and our first speaker for Policy 1320, 4 contests sponsored by external organizations 5 renumbered and renamed to 5321, student 6 participation in contests sponsored by external 7 organizations, is Dayana Bergman. Ms. Bergman, 8 if you're there, you may go ahead.</p> <p>9 MS. BERGMAN: Hi, can you hear me? 10 CHAIRWOMAN SCOTT: Yes, we can hear you. 11 MS. BERGMAN: Okay, good evening. So I 12 understand that Policy 1320 is going to be 13 changed and it's now allowing contest sponsors by 14 outside organizations that use BCPS properties, 15 but I want to share with you some things about 16 inequity that happen throughout Baltimore County 17 when we, outside organizations use the BCPS 18 facilities. Not every community has the 19 financial influence to be able to do things like 20 be able to get like a big organization to try to 21 privately fund something. So other communities</p>

<p style="text-align: right;">Page 158</p> <p>1 like the one, I live in the southwest, what we 2 used to do in the past was do things like 3 contests or something -- I'm sorry, I'm hearing 4 an echo when I'm talking; do you hear that? 5 Okay. 6 CHAIRWOMAN SCOTT: Yeah, we can, but we 7 can hear you. 8 MS. BERGMAN: Okay. So the contest 9 sponsor is one thing, but what I wanted to talk 10 about was we don't get permission either, an 11 outside organization running any kind of youth 12 programs, we don't get permission to add the 13 security cameras and alarm system to be able to 14 protect the stuff that we might collect to use 15 for a contest. So this is a problem that keeps 16 going on, like some facilities at some high 17 schools have a snack shack, Arbutus Middle School 18 has one too, and they get broken into, and we 19 don't even get permission to be able to chain the 20 locks there or anything, and it gets broken into 21 a lot. Like when I was softball program</p>	<p style="text-align: right;">Page 160</p> <p>1 happens a lot. So I would like to see in 2 addition to the changes to also address this 3 because it's very important to a lot of other 4 underserved communities that -- 5 CHAIRWOMAN SCOTT: Okay, that's time, 6 thank you for that, Ms. Bergman. And it looks 7 like next is public comment on Policy 2372, 8 tobacco free and smoke free school environment, 9 and our first speaker is again Ms. Dayana 10 Bergman. 11 MS. BERGMAN: So Policy 2372, I would 12 like to provide a suggestion that maybe, you 13 know, we have, we've had this for a long time, a 14 tobacco free healthy lifestyle environment that 15 we wanted to do. Sorry, can you hear me? 16 CHAIRWOMAN SCOTT: Yes, we can, but we 17 are getting some feedback. I'm not sure. 18 MS. BERGMAN: Is it better now? 19 CHAIRWOMAN SCOTT: It's a little better, 20 we are getting still some feedback. 21 MS. BERGMAN: Yeah. I don't know,</p>
<p style="text-align: right;">Page 159</p> <p>1 director, my shack got broken into, one season 2 twice, and they took all the kids' sports 3 equipment. 4 And these external organizations, 5 they're community volunteer run, we don't have 6 money like that. But we couldn't even get 7 something like permission to be able to do that 8 if somebody were to donate an alarm system to put 9 somewhere where we keep our sports equipment, or 10 to be able to store things temporarily for our 11 contests. 12 So I'm asking to please consider 13 allowing language that will make the transition 14 easier for outside community organizations that 15 use BCPS property to run community sports 16 programs, because they're very important to our 17 community and our kids. Some of our kids can't 18 afford like \$120 to play a season of baseball, 19 but they could make ends meet and probably play 20 baseball for like 50 or 70 bucks. And we can't 21 replace this stuff when it's stolen, and it</p>	<p style="text-align: right;">Page 161</p> <p>1 there's some static, but this is regarding maybe 2 adding a suggestion, like the U.S. Army has 3 recently launched in the past three years with 4 the quitting program, so if you catch an employee 5 or even a student using tobacco in one of our 6 school sites, that there is a program available 7 to give them, to educate them so they could quit. 8 This will help actually people be more 9 productive, this approach, than just fining 10 people for violating a tobacco free zone, and 11 it's actually been working very good across 12 multiple army facilities where they work to have 13 a tobacco free healthy lifestyle. So that's kind 14 of my take there, I don't see that, and when 15 someone is trying to quit smoking, as a smoker it 16 hurts, you can't stop cold turkey if you don't 17 have the proper support, and they have lack of 18 sleep, it's just very difficult. But if you 19 educate the person and give them options and the 20 proper supports, maybe you could really be more 21 proactive and have a productive tobacco free</p>

<p style="text-align: right;">Page 162</p> <p>1 healthy lifestyle on all our BCPS properties.</p> <p>2 CHAIRWOMAN SCOTT: Thank you. And next</p> <p>3 on public comment is on Policy 3231, vendor</p> <p>4 performance evaluation, and our first speaker is,</p> <p>5 or our only speaker again is Ms. Dayana Bergman.</p> <p>6 MS. BERGMAN: So regarding the policy</p> <p>7 for non-instructional, this being vendor</p> <p>8 performance, I don't, I'm not exactly sure if</p> <p>9 this is the right policy, but sometimes vendors</p> <p>10 fail to follow the proper procedure when they're</p> <p>11 using BCPS property, the quality sucks, and then</p> <p>12 there's no actual process to report someone who</p> <p>13 might be doing that on BCPS property. There</p> <p>14 could be someone that is selling something that</p> <p>15 they're making on BCPS property like the parking</p> <p>16 lot of the school, and they're raising and</p> <p>17 collecting funds but they don't even have an</p> <p>18 actual vendor license. So I think there should</p> <p>19 be a place for you to report that and that could</p> <p>20 be addressed so then that person could get a</p> <p>21 legit permit and vendor license to sell whatever</p>	<p style="text-align: right;">Page 164</p> <p>1 have success in school environments and parents</p> <p>2 shouldn't have to come up to the school building</p> <p>3 and mix the formula for the student because the</p> <p>4 nurse can't do it, or the parents should be able</p> <p>5 to expect the nurse to provide training to the</p> <p>6 rest of the staff in the building so that she</p> <p>7 doesn't have to get multiple letters to provide</p> <p>8 to teachers so that they understand what the</p> <p>9 child is dealing with with a particular health</p> <p>10 concern.</p> <p>11 So I think that Baltimore County, they</p> <p>12 need to say more than just a registered nurse</p> <p>13 being in every single school, and that also is</p> <p>14 not happening. You need to have, make sure that</p> <p>15 the people that are there are trained to actually</p> <p>16 deal with emotional concerns that are going to be</p> <p>17 happening at schools K through 12, because they</p> <p>18 are happening and these kids are not getting</p> <p>19 serviced properly, so this is what I have to say</p> <p>20 about this.</p> <p>21 CHAIRWOMAN SCOTT: Thank you. And it</p>
<p style="text-align: right;">Page 163</p> <p>1 that product is.</p> <p>2 CHAIRWOMAN SCOTT: Okay. Thank you.</p> <p>3 And next is public comment on Policy 5420, health</p> <p>4 services, and our first speaker is Sharon Saroff.</p> <p>5 MS. SAROFF: Can you hear me okay?</p> <p>6 CHAIRWOMAN SCOTT: Yes, we can.</p> <p>7 MS. SAROFF: Okay. Looking at this</p> <p>8 policy this is concerning health services and</p> <p>9 this is something that I have been dealing with</p> <p>10 recently, I would say for the past five years,</p> <p>11 because I have clients who are in need of having</p> <p>12 a well trained nurse on the campus where they</p> <p>13 attend and that is not happening. I have</p> <p>14 students who have seizure disorders, have a</p> <p>15 disorder called tach which causes, one thing is</p> <p>16 tachycardia, and they have to make sure they have</p> <p>17 a drink with them all the time. I have a student</p> <p>18 who has feeding tubes and the nurse at the school</p> <p>19 doesn't even know how to mix up the formula that</p> <p>20 goes into that feeding tube. And these are</p> <p>21 things that are important for these students to</p>	<p style="text-align: right;">Page 165</p> <p>1 look like our next speaker for Board Policy 5420,</p> <p>2 school services, is Ms. Dayana Bergman.</p> <p>3 MS. BERGMAN: Hi. Yeah, I want to echo</p> <p>4 what Sharon was saying. I wanted to share an</p> <p>5 experience too that I noticed related to health</p> <p>6 services. Sometimes depending on the school, the</p> <p>7 health services that you have, you might have</p> <p>8 some children that typically, they might have a</p> <p>9 physical condition that impacts their access to</p> <p>10 education. And what I've experience in the past,</p> <p>11 not all the time, but intermittent, it's hit or</p> <p>12 miss, where you need a registered nurse to</p> <p>13 provide recommendations to the team to get a</p> <p>14 better understanding of what the child's needs</p> <p>15 are so they're met, and you don't have the</p> <p>16 registered nurse participating in the team, and</p> <p>17 that hurts the child because the child is not</p> <p>18 getting access to a free and appropriate public</p> <p>19 education.</p> <p>20 So I would request in addition to having</p> <p>21 health services that we dedicate some resources</p>

<p style="text-align: right;">Page 166</p> <p>1 to actually train them in the IEP process so they</p> <p>2 understand how they could benefit a child and</p> <p>3 better support a child in her school building.</p> <p>4 There's a lot of things that could be added to</p> <p>5 the IEP to help a child that might have something</p> <p>6 medically related that impacts severely their</p> <p>7 access to education. And that's what I have to</p> <p>8 say about that policy. Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Thank you. Next is</p> <p>10 Board Policy 5430, psychological services renamed</p> <p>11 to psychological services and positive behavior</p> <p>12 supports, and our first speaker is Ms. Sharon</p> <p>13 Saroff.</p> <p>14 MS. SAROFF: Good evening. Again, this</p> <p>15 is something that I deal with every day with my</p> <p>16 students. I have multiple clients that do have</p> <p>17 behavioral concerns and yet the school</p> <p>18 psychologist isn't providing the direct</p> <p>19 educational support that these students need to</p> <p>20 aid positive behavior. We should be having this</p> <p>21 available to every special education student that</p>	<p style="text-align: right;">Page 168</p> <p>1 social workers and the psychologists need to work</p> <p>2 together because there are services that they</p> <p>3 could be back on shall we say, and it works</p> <p>4 better when they are working together, not</p> <p>5 working separately. And they also have to be</p> <p>6 willing to work with the outside personnel that</p> <p>7 the kids are seeing, their outside therapists or</p> <p>8 psychiatrists; if the parent is released they</p> <p>9 need to be willing to reach out. Thank you.</p> <p>10 CHAIRWOMAN SCOTT: Thank you. And it</p> <p>11 looks like our next speaker on Board Policy 5430</p> <p>12 is Ms. Dayana Bergman.</p> <p>13 MS. BERGMAN: Hi. So I have a</p> <p>14 recommendation, because I know that the Board</p> <p>15 changes to this policy is a bit lengthy. When</p> <p>16 we're looking at teams in health services, that</p> <p>17 includes a lot of people that we have that are</p> <p>18 professionals in BCPS. Yes, we have our child</p> <p>19 psychologists, our board certified behavior</p> <p>20 analysts that are trained specifically on how to</p> <p>21 create positive functional behavior for students.</p>
<p style="text-align: right;">Page 167</p> <p>1 has a behavioral concern that is in a self</p> <p>2 contained class, that's in a public separate day</p> <p>3 school, not pick and choose who we think needs it</p> <p>4 and who we don't think needs it.</p> <p>5 We need to train, have psychologists</p> <p>6 train teachers and students to understand their</p> <p>7 triggers, understand how to respond more</p> <p>8 appropriately, so that everybody gets to</p> <p>9 experience their education and not experience</p> <p>10 kids who are disrupting. We also need to</p> <p>11 practice similar positive ways of dealing with</p> <p>12 behaviors. We need to do mindfulness, willing to</p> <p>13 talk things out, and we also need to let kids</p> <p>14 know that they are safe in the building. I have</p> <p>15 students right now who don't feel safe coming</p> <p>16 back to the building because of experience they</p> <p>17 had prior to COVID, and this is a concern so we</p> <p>18 need to make sure that these students are feeling</p> <p>19 safe and provide them with that counseling and</p> <p>20 that service that they need.</p> <p>21 And lastly, I think that the school</p>	<p style="text-align: right;">Page 169</p> <p>1 We also have our counselors, we have our social</p> <p>2 workers. So I think, my recommendation if you're</p> <p>3 going to change the name, just call it behavioral</p> <p>4 health services. That way it doesn't leave out</p> <p>5 any single profession that deals with emotional</p> <p>6 support that they to provide to our students.</p> <p>7 Some of our school psychologists are</p> <p>8 great in evaluating some of our kids and letting</p> <p>9 us know what's getting in the way, but the nitty</p> <p>10 gritty of everything, going to class, that could</p> <p>11 be a combination of some skills that come from a</p> <p>12 social worker, that come from a board certified</p> <p>13 behavior analyst, that can come from a counselor</p> <p>14 who's been counseling students for a really long</p> <p>15 time. Like you have so many professionals</p> <p>16 related to behavioral health in our school</p> <p>17 buildings, and if we're going to be moving in the</p> <p>18 future to have community support for community</p> <p>19 schools to provide that social emotional support,</p> <p>20 we need to include everybody, and the title</p> <p>21 should be something that does include everybody</p>

<p style="text-align: right;">Page 170</p> <p>1 to bring that work together to the table.</p> <p>2 So my recommendation is to change the</p> <p>3 name to this policy, line it and identify</p> <p>4 everybody, don't leave anybody out, and call it</p> <p>5 behavioral health services, so that is the goal,</p> <p>6 that covers everybody and it's not leaving</p> <p>7 anybody out and it's not singling somebody out,</p> <p>8 so that's my recommendation. Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Thank you. Okay.</p> <p>10 That's it for public comment on board policies.</p> <p>11 So the next item on the agenda is the</p> <p>12 update on the 12-month pay employee plan and for</p> <p>13 that I call on Dr. Williams.</p> <p>14 DR. WILLIAMS: Thank you, Madam Chair.</p> <p>15 I will ask Ms. Lowry to come forward and to</p> <p>16 present this update.</p> <p>17 MS. LOWRY: Good evening, Chairwoman</p> <p>18 Scott, Vice Chairwoman Henn and members of the</p> <p>19 Board. This evening I will provide an update on</p> <p>20 the 12-month employee pay plan.</p> <p>21 Just over a year ago, the Board approved</p>	<p style="text-align: right;">Page 172</p> <p>1 Financial Federal Credit Union that over 3,000</p> <p>2 employees are currently using the credit union to</p> <p>3 assist with spreading pay to have funds for the</p> <p>4 summer. Next slide please.</p> <p>5 For school year 22-23, BCPS will finish</p> <p>6 the planning and design that was begun in school</p> <p>7 year 2021, test the new configurations, work with</p> <p>8 the implementation and steering committees,</p> <p>9 communicate with employees on pay in arrears, and</p> <p>10 finish the electronic sign-in process for in</p> <p>11 arrears and spreading of pay. Next slide please.</p> <p>12 For school year 23-24 BCPS will finish</p> <p>13 the implementation outlining all impacted pay,</p> <p>14 deductions, et cetera on the employees, finish</p> <p>15 all testing. For the school year 23-24 all</p> <p>16 employees will be in arrears and the</p> <p>17 communication will focus on the employees</p> <p>18 impacted by spreading of 12-month pay over 12</p> <p>19 months, which would begin in school year 24-25.</p> <p>20 School year 24-25 would be the first year where</p> <p>21 some employees will have approximately 19 percent</p>
<p style="text-align: right;">Page 171</p> <p>1 this directive. The directive sets a timeline</p> <p>2 for developing a pay process for spending or for</p> <p>3 spreading ten-month pay over 12 months. Looking</p> <p>4 at the timeline, it's important to note how much</p> <p>5 word was completed before the cyber attack hit</p> <p>6 midyear through school year 2021.</p> <p>7 DR. WILLIAMS: Ms. Lowry, please hold.</p> <p>8 Can we get the Power Point up please? I think</p> <p>9 we're on slide three, thank you.</p> <p>10 MS. LOWRY: For next school year BCPS</p> <p>11 will continue restoration efforts, implement the</p> <p>12 new salary changes, the expanded summer school</p> <p>13 programs, and the additional 15-minute extended</p> <p>14 day program. In addition, BCPS will continue to</p> <p>15 communicate with employees about the upcoming</p> <p>16 move to pay in arrears. BCPS will also encourage</p> <p>17 ten-month employees who wish to have additional</p> <p>18 salary available in the summer to access</p> <p>19 financial institutions who will at no cost to the</p> <p>20 employee allocate the salary into separate</p> <p>21 accounts. BCPS has been informed by First</p>	<p style="text-align: right;">Page 173</p> <p>1 of their pay saved by BCPS for use to generate</p> <p>2 pay for those employees during the summer of</p> <p>3 2025. This plan as outlined will implement the</p> <p>4 board directive, however with the new date of the</p> <p>5 school year 24-25.</p> <p>6 This is the end of the presentation, and</p> <p>7 I will turn the time to the chair for any</p> <p>8 questions.</p> <p>9 CHAIRWOMAN SCOTT: Thank you. Do I have</p> <p>10 a motion to approve the superintendent's</p> <p>11 recommendation to revise the Board's directive</p> <p>12 and extend the implementation of a 12-month pay</p> <p>13 option for ten-month employees as soon as</p> <p>14 possible and definitely by July 1st, 2024, for</p> <p>15 school year 2024 through 2025?</p> <p>16 MR. OFFERMAN: So moved, Offerman.</p> <p>17 CHAIRWOMAN SCOTT: Do I have a second?</p> <p>18 MS. PASTEUR: Second, Pasteur.</p> <p>19 CHAIRWOMAN SCOTT: Thank you. And I</p> <p>20 would ask if there's discussion but it looks like</p> <p>21 there is. First it looks like we have a question</p>

<p style="text-align: right;">Page 174</p> <p>1 from Ms. Rowe, then Ms. Mack, then Ms. Causey. 2 Ms. Rowe? 3 MS. ROWE: Yes, Madam Chair. I would 4 like the board attorney to specify if the motion 5 to alter the previous board directive is a 6 reconsideration of previous action and if it 7 requires two-thirds vote on this, or is it just a 8 bargaining vote? 9 CHAIRWOMAN SCOTT: And it looks like 10 Ms. Rowe put it also in the chat, thank you for 11 doing that, Ms. Rowe. Ms. Bresler, are you able 12 to view it? 13 MS. BRESLER: Yes. It's not a 14 reconsideration of a prior decision. I think if 15 the intent is to overrule or modify a previous 16 directive, I think there'd be a motion to rescind 17 the prior action and then replace it with a new, 18 a new directive. 19 CHAIRWOMAN SCOTT: And so that also 20 requires a two-thirds vote? 21 MS. BRESLER: Well, that would be a</p>	<p style="text-align: right;">Page 176</p> <p>1 develop it and you could take action to approve 2 it as it has been presented. 3 CHAIRWOMAN SCOTT: Okay, so then it 4 would not require us to make a motion. 5 MS. BRESLER: To approve what's been 6 presented? 7 CHAIRWOMAN SCOTT: Yes. 8 MS. BRESLER: Yes, it would require a 9 motion to approve, sure. 10 CHAIRWOMAN SCOTT: Okay. Ms. Mack? 11 Excuse me, I'm sorry, Ms. Mack, I kind of 12 interjected on Ms. Rowe's time, I didn't want, if 13 she had other questions I didn't want to cut her 14 off. 15 MS. ROWE: So if you could answer 16 whether or not the student member votes. 17 MS. BRESLER: I don't see this as part 18 of collective bargaining. 19 MS. ROWE: Okay, that clarifies my 20 question, thank you. 21 CHAIRWOMAN SCOTT: Thank you for that,</p>
<p style="text-align: right;">Page 175</p> <p>1 reconsideration vote, but a motion to rescind 2 would be a majority, along with a new motion 3 which would require, again, a majority. 4 CHAIRWOMAN SCOTT: Okay. So I'm sorry, 5 Ms. Rowe, I'm just trying to get clarification. 6 So you're saying that this is not a 7 reconsideration of a previous action; is that 8 correct? 9 MS. BRESLER: Yes. 10 CHAIRWOMAN SCOTT: Okay. So this is 11 a -- would this require a new motion for us to 12 approve, or would we be able to approve it as 13 it's been presented? 14 MS. BRESLER: I'm sorry, repeat that. 15 CHAIRWOMAN SCOTT: So I guess what I'm 16 asking is based on Ms. Rowe's question, I'm just 17 trying to get clarification. As what the 18 superintendent has presented to us, does it 19 require a motion or could we approve it as it has 20 been presented? 21 MS. BRESLER: You directed that they</p>	<p style="text-align: right;">Page 177</p> <p>1 Ms. Rowe. I didn't mean to come in on your time 2 there. And I think I'll just go in order as I 3 have it here. Ms. Mack, you were next. 4 MS. MACK: Yes. Ms. Lowry, I don't know 5 if you can answer this question, but would we not 6 need a memorandum of understanding because this 7 was part of last year's master agreement? 8 MS. LOWRY: We have had the conversation 9 with the unions, we have kept them up to date as 10 far as what has gotten in the way of this, and so 11 what we would do is we would work with them to 12 create a new MOU that would have these dates. So 13 they are aware of what has gotten in our way and 14 has delayed this. 15 MS. MACK: And I understand, I read 16 through the information prior to the meeting but 17 I am not in favor of this. There's a quote that 18 says when something is important enough you do it 19 even if the odds are not in your favor. I know 20 that it would be a tough lift for you, but this 21 is, it's important to teachers and I'm just not</p>

<p style="text-align: right;">Page 178</p> <p>1 in favor of it. So thank you very much for the 2 presentation.</p> <p>3 CHAIRWOMAN SCOTT: Thank you. Next is 4 Ms. Causey.</p> <p>5 MS. CAUSEY: Thank you, Madam Chair, 6 thank you for the presentation. I believe the 7 board voted in December of 2020, which was after 8 the ransomware attack, to increase funding to 9 this vendor in order to achieve the 12-month pay 10 option, so if Mr. Sarris could confirm that?</p> <p>11 MR. SARRIS: Yes, Ms. Causey, that's 12 correct, and in the meantime we have spent far 13 more, approximately \$2 million over the 200,000 14 that you had referenced, to recover our systems 15 and place them in the cloud, and that's a process 16 that's ongoing.</p> <p>17 MS. CAUSEY: How much of the ransomware 18 attack impact's dollar value are covered by the 19 cyber insurance?</p> <p>20 MR. SARRIS: \$2 million.</p> <p>21 MS. CAUSEY: And what is the latest</p>	<p style="text-align: right;">Page 180</p> <p>1 bargaining item, is that correct, so the student 2 member of the Board would not be eligible to 3 vote?</p> <p>4 MS. BRESLER: You've got a collective 5 bargaining agreement, I guess, that, where the 6 parties agree to implement this method of 7 extending or taking ten-month pay over a 12-month 8 period, which a lot of school systems have. If 9 that has already become -- I mean, I don't know 10 what the MOU says. I'm assuming that this 11 timeline, it is not only an implementation time 12 in terms of time for various steps in the 13 implementation but an actual plan on how it would 14 be done that is not a part of the MOU. That the 15 MOU is, you know, do it, and this is now a plan 16 on how to implement that. I think it's an 17 implementation, not a part of the agreement 18 itself, it's the method of implementing things 19 that have already been agreed.</p> <p>20 CHAIRWOMAN SCOTT: Okay, it looks like 21 there's a question from Mr. Kuehn.</p>
<p style="text-align: right;">Page 179</p> <p>1 projections on the cost of the ransom attack to 2 the school system?</p> <p>3 MR. SARRIS: That was provided to the 4 Board last Friday, but I believe the figure is 5 \$8.1- or \$8.4 million.</p> <p>6 MS. CAUSEY: And the Board approved a 7 number of contracts specifically to aid in the 8 recovery from the ransom attack. Have all of 9 those contract authority, has all of that been 10 spent?</p> <p>11 MR. SARRIS: Yes. The five contracts 12 that were approved in February, is that what 13 you're referencing?</p> <p>14 MS. CAUSEY: Yes.</p> <p>15 MR. SARRIS: Yes.</p> <p>16 MS. CAUSEY: Okay, and I, the other 17 question is for Ms. Bresler. I believe Ms. Lowry 18 just mentioned that this function being provided 19 for our staff is listed in a memorandum of 20 understanding which is a codicil to the master 21 agreement, so that would be a collective</p>	<p style="text-align: right;">Page 181</p> <p>1 MS. CAUSEY: I'm sorry, my microphone 2 got turned off. Is it okay if I just ask my last 3 question?</p> <p>4 CHAIRWOMAN SCOTT: Yes, go ahead, 5 Ms. Causey.</p> <p>6 MS. CAUSEY: Thank you. It was 7 requested in the chat that the prior directive be 8 provided to the board counsel so that she would 9 see. My recollection is the directive included 10 specific dates and those specific dates are now 11 being asked to be extended.</p> <p>12 CHAIRWOMAN SCOTT: Okay. If staff has 13 it, I guess that could be emailed over to 14 Ms. Bresler if Ms. Bresler, if you find that to 15 be useful to you, but it looks like -- oh, I 16 apologize. Ms. Henn said that she had a request 17 or a question prior to Mr. Kuehn.</p> <p>18 VICE CHAIR HENN: Thank you, Ms. Scott. 19 I was wondering if staff had the original 20 directive available, if that could be read.</p> <p>21 CHAIRWOMAN SCOTT: Well, while they're</p>

<p style="text-align: right;">Page 182</p> <p>1 getting that we could go to Mr. Kuehn so he could 2 ask his questions. 3 VICE CHAIR HENN: Right, thank you. 4 CHAIRWOMAN SCOTT: Go ahead, Mr. Kuehn. 5 MR. KUEHN: Thank you. Yes. Ms. Lowry, 6 I believe you stated that you've already 7 discussed this with the various unions and 8 although I'm sure they're disappointed, they're 9 on board and can understand that, and I don't 10 know if they agree with, but at least they 11 understand that you're going to modify the 12 agreement to reflect that and they're willing to 13 sign that agreement; is that correct? 14 MS. LOWRY: The discussion that we have 15 had with them has been related to the new 16 timeline and the reasons that we need to 17 implement this new timeline. At this time I'm 18 trying to get in touch with Mr. Duque just to be 19 doubly sure, but I believe that they had 20 indicated that based upon the information that we 21 had shared with them, I don't believe that there</p>	<p style="text-align: right;">Page 184</p> <p>1 it for the public? Thank you. 2 CHAIRWOMAN SCOTT: I don't know that 3 that would be -- let's see -- 4 DR. SCRIVEN: Madam Chair, it's also 5 slide two of the Power Point, so the -- 6 CHAIRWOMAN SCOTT: Oh, if we could go 7 back to slide two? 8 Okay, there it is. So that everyone can 9 see, so basically what this is, Mr. Offerman 10 moved to amend the motion to change the language 11 to reflect as soon as possible in place of no 12 later than the start of the 2021-2022 school 13 year. And it was also further amended to read 14 effective as soon as possible and definitely by 15 July 1st, 2022-2023 school year. Ms. Hager 16 seconded the motion and it passed in favor eight. 17 And also Mr. McMillion moved to direct the 18 superintendent to implement a 12-month, this is 19 what's on there, pay option for ten-month 20 employees no later than the start of the 21 2021-2022 school year and Ms. Henn seconded the</p>
<p style="text-align: right;">Page 183</p> <p>1 was a request then to create a new MOU related to 2 this, but I'm just trying to get some 3 clarification from him on that question. 4 MR. KUEHN: That's okay. My point being 5 they understand and are not somehow opposing or 6 somehow raising the issue at any further 7 negotiations as a sticking point since the 8 ransomware attack has put us in a difficult 9 situation. I guess my point is that we need to 10 move along here and although the Board was fairly 11 forceful with the directive to make this happen 12 in a specific timeframe and we've expended a 13 significant amount of resources, we're being told 14 by the folks in charge of IT that it currently is 15 not possible to meet the deadlines that we've 16 previously set; is that accurate? 17 MS. LOWRY: That is correct. 18 MR. KUEHN: All right. Thank you. 19 CHAIRWOMAN SCOTT: And board members, it 20 looks like the directive is in the chat. 21 VICE CHAIR HENN: Would you mind reading</p>	<p style="text-align: right;">Page 185</p> <p>1 motion. 2 So as I understand it and correct me if 3 I'm wrong, then what this is today is the, and it 4 sounds like that's what Ms. Bresler said, this is 5 the implementation, this is the timeline 6 implementation but not really a directive; is 7 that correct, Ms. Bresler? 8 MS. BRESLER: It is. I think, as I 9 understand it, this is an implementation of the 10 agreement, the MOU to create this mechanism. It 11 was a board creation, correct? 12 CHAIRWOMAN SCOTT: Yes. 13 MS. BRESLER: In other words, the 14 deadlines were the result of a board motion 15 rather than a result of the MOU or the collective 16 bargaining agreement. 17 CHAIRWOMAN SCOTT: Yes, that's how I 18 understand it as well, so -- go ahead. 19 MS. BRESLER: And the issue now is 20 whether that, and how to extend that deadline as 21 it was originally anticipated and passed?</p>

<p style="text-align: right;">Page 186</p> <p>1 CHAIRWOMAN SCOTT: That's what it sounds 2 like the issue is. 3 MS. BRESLER: Yeah, so if that's the 4 issue, there would be a motion then to do that, 5 to extend the timeline that had been set forth in 6 whatever your, I don't know whether you number 7 your resolutions, but the motion that was 8 previously adopted, there would be a new motion 9 to extend that timeline. 10 CHAIRWOMAN SCOTT: Okay. Go ahead, 11 Ms. Henn. Excuse me, Ms. Rowe has a question. 12 MS. ROWE: Yes. So what I would like to 13 know is if we do not approve the motion to extend 14 the timeline, does that keep the previously 15 approved board directive of July 1st, 2022 as the 16 timeline? 17 MS. BRESLER: It does. 18 MS. ROWE: Okay, thank you. 19 CHAIRWOMAN SCOTT: Okay. So then 20 basically if you vote yes on this, then you're 21 voting to, Ms. Bresler, if you could help with</p>	<p style="text-align: right;">Page 188</p> <p>1 MS. BRESLER: Yes, I think that would be 2 clearer in the record, yes. 3 CHAIRWOMAN SCOTT: Okay, and I just 4 wanted to check, is there a motion on the floor? 5 MS. GOVER: Yes, ma'am. 6 CHAIRWOMAN SCOTT: What is the motion on 7 the floor? That's the one that I just read, do I 8 have a motion to approve the superintendent's 9 recommendation to revise the Board's directive, 10 okay. Oh, I'm sorry, Mr. McMillion? 11 MR. MCMILLION: Yes. Mr. Sarris, you 12 mentioned it earlier, the money that Ms. Causey 13 mentioned, was it \$247,00 or something that was 14 voted to obtain the outside vendor to work on 15 this project? 16 MR. SARRIS: I believe it was \$200,000. 17 MR. MCMILLION: Okay, so we used up that 18 money because that vendor was working on this 19 project and the ransomware came so we lost all 20 that work, we've lost that money? 21 MR. SARRIS: We have not lost that</p>
<p style="text-align: right;">Page 187</p> <p>1 this because I know there's been a lot of 2 conversation, if you vote on this then you're 3 voting in favor of revising the Board's directive 4 and extending the timeline. If you're voting no, 5 then you're voting to keep the timeline that's 6 currently in place in place; is that correct? 7 MS. BRESLER: I think that's a good 8 summary as I understand it. 9 CHAIRWOMAN SCOTT: Okay, unless someone 10 makes a motion to extend the timeline? 11 MS. BRESLER: Correct, to extend the 12 timeline, correct. 13 MS. ROWE: Madam Chair, could you 14 restate the motion on the floor please? 15 MS. BRESLER: If the plan itself sets 16 forth the new timeline, then I think that it, 17 approving the plan as presented would have the 18 impact of extending the timeline. 19 CHAIRWOMAN SCOTT: And your 20 recommendation is that we should have a motion to 21 extend this timeline?</p>	<p style="text-align: right;">Page 189</p> <p>1 money, we have just been using that specific 2 consultant in fact to help us with the recovery 3 effort, which included issuing W-2s and setting 4 up the new payroll system, leave restoration 5 project and many other, you know, the 1095s, all 6 of the other milestones that we've reached this 7 spring have been the focus of both the consultant 8 and our staff's effort. 9 MR. MCMILLION: Okay. So part of the 10 problem is, it appears to me that the vendor is 11 too busy doing other work for us to meet the 12 original deadline; is that a possibility? 13 MR. SARRIS: It's a combination really. 14 Both staff and the consultant are focused on 15 these more urgent issues to make our employees 16 whole and help them get back to where they were 17 in November. Before we really had the resources 18 to shift our focus on to providing this 19 additional option, we're trying to restore their 20 existing services. 21 MR. MCMILLION: Okay. Would an option</p>

<p style="text-align: right;">Page 190</p> <p>1 be to look at another vendor to fulfill this 2 timeline, the original timeline? Thank you. 3 MR. SARRIS: I mean, we have considered 4 that, and unfortunately this is not -- 5 DR. SCRIVEN: Mr. Sarris, this is 6 Dr. Scriven, let me just jump in, because what I 7 really need the Board to understand is that 8 we're, the bulk of our employees that are trying 9 to help us with restoration are really doing 10 double jobs right now. They are doing their 11 current day-to-day jobs in addition to working 12 herculean hours trying to restore us prior to 13 where we were to the ransomware attack. So we 14 play, BCPS plays a major, major role in feeding 15 CDI the information that they need to assist, and 16 we just don't have -- we're hiring as many 17 individuals as we can to assist but we do not 18 have the manpower to continue with the day-to-day 19 work, restoration, and then add another project 20 of this magnitude which is going to take 21 thousands of hours.</p>	<p style="text-align: right;">Page 192</p> <p>1 remains to recover from the ransom attack is 2 still quite significant and it's my understanding 3 as a board member that we were supportive of 4 getting additional resources by passing the 5 contracts, I think the total was four million or 6 five million or something, Mr. Sarris would have 7 those details, that that was providing support to 8 get the system whole. 9 And if that's not the case, then the 10 superintendent should update the Board as to what 11 level of support is needed so that the funding or 12 consultants or vendors, that we can support them. 13 But you know, a letter was sent out recently 14 acting as if things are lovely, and if there are 15 still these systemic issues, then the Board needs 16 to be updated and bring a recommendation for 17 solutions. We don't want our staff to be 18 breaking and Dr. Scriven, I appreciate the 19 passion that you have and commitment to your 20 staff and the employees, you know, we don't want 21 that to happen. We want people to be working</p>
<p style="text-align: right;">Page 191</p> <p>1 We were on target to meet the directive 2 prior to the ransomware attack and then we had to 3 do a complete pivot and, I mean, we're just 4 really trying to keep people from breaking right 5 now to get the work done. Unless you're living 6 it, and I'm emotional right now because I know 7 what our staff and our team is going through and 8 I just need you guys to understand that. If we 9 could do this, we've never not met a directive. 10 We would not bring a recommendation to you if it 11 wasn't warranted. 12 MR. MCMILLION: Thank you very much for 13 your information. 14 CHAIRWOMAN SCOTT: Thank you for that, 15 Dr. Scriven and there is, as was brought to my 16 attention, there is a motion on the floor that we 17 do need to vote on. Oh, it looks like there's 18 additional questions, okay. Yes, Ms. Causey? 19 Ms. Causey? 20 MS. CAUSEY: Thank you, Madam Chair. So 21 what I'm hearing is that the level of work that</p>	<p style="text-align: right;">Page 193</p> <p>1 methodically with the support and resources they 2 need to achieve their mission, so I would just 3 request the superintendent to put on a future 4 agenda a topic where we can really understand 5 this and you know, make sure that there are 6 supports and plans to help. 7 DR. WILLIAMS: So Madam Chair, let me 8 respond to that. Good evening, Board. 9 CHAIRWOMAN SCOTT: Go ahead, 10 Dr. Williams. 11 DR. WILLIAMS: I do question some of the 12 comments that were made by Ms. Causey. 13 Everything, the letter that we sent out didn't 14 paint a picture that everything was rosy. I will 15 just say this. This is the point of why this is 16 coming to the Board. The focus as Dr. Scriven 17 and Mr. Sarris shared, we're trying to make 18 employees whole, open enrollment, pay, W-2s, 19 leave and benefits, those are the priorities. 20 And so as we were working through those 21 priorities, this issue about the 12-month pay</p>

<p style="text-align: right;">Page 194</p> <p>1 became a question, that's why we're here tonight.</p> <p>2 We're simply sharing with the Board a</p> <p>3 revised implementation plan. We're not saying we</p> <p>4 don't want to do this, and as Ms. Lowry, as well</p> <p>5 as Dr. Scriven have had ongoing conversations</p> <p>6 with our unions, in order to do this and after</p> <p>7 fulfilling those other requirements to make staff</p> <p>8 whole, we are providing a revised implementation</p> <p>9 plan. That's all we're doing. We are providing</p> <p>10 the Board with the update, we provided this</p> <p>11 update prior to this meeting, and so we simply</p> <p>12 are requesting a change in the timeframe. That's</p> <p>13 the purpose of this conversation tonight, and as</p> <p>14 Dr. Scriven said, we have been focusing on</p> <p>15 several priorities, but we felt we needed to</p> <p>16 circle back based on this motion to get a revised</p> <p>17 implementation plan and I believe in order to do</p> <p>18 this, Ms. Lowry and Dr. Scriven, that we would</p> <p>19 still have to modify the plan to get the in</p> <p>20 arrears.</p> <p>21 So the team has worked real hard and</p>	<p style="text-align: right;">Page 196</p> <p>1 good strategic leaders do. We support, rebuild</p> <p>2 and it is all for our children, so debating this,</p> <p>3 pointing fingers is not conducive. It's</p> <p>4 definitely demoralizing for our staff and we have</p> <p>5 some excellent staff that are working hard for</p> <p>6 our children, and thank you, Dr. Williams, thank</p> <p>7 you, Dr. Scriven, Mr. Sarris. I know you don't</p> <p>8 hear that often but it is important as a good</p> <p>9 leader, as a good human being to support people</p> <p>10 when there's a crisis, and I would like to call</p> <p>11 the vote on the previous question please.</p> <p>12 CHAIRWOMAN SCOTT: Okay, so Ms. Jose has</p> <p>13 called the question. Is there a second?</p> <p>14 MR. OFFERMAN: Second, Offerman.</p> <p>15 VICE CHAIR HENN: Madam Chair, I had</p> <p>16 indicated I had a question.</p> <p>17 CHAIRWOMAN SCOTT: The question has been</p> <p>18 called.</p> <p>19 MS. HENN: I had a question before</p> <p>20 Ms. Jose even though she was acknowledged before</p> <p>21 I was.</p>
<p style="text-align: right;">Page 195</p> <p>1 long hours with me pushing, so Ms. Causey, this</p> <p>2 is the purpose of this agenda item coming today</p> <p>3 to update the Board and to request that you</p> <p>4 reconsider the implementation plan based on</p> <p>5 information that we shared and based on the</p> <p>6 priorities that we heard from our staff regarding</p> <p>7 W-2s, pay, open enrollment, leave and benefits,</p> <p>8 and that's why we're here tonight. Thank you.</p> <p>9 CHAIRWOMAN SCOTT: Thank you,</p> <p>10 Dr. Williams, and I want to make sure I get to</p> <p>11 all the board members because there's some who</p> <p>12 have not yet had a chance to speak. It looks</p> <p>13 like Ms. Jose had a hand raised. Ms. Jose?</p> <p>14 MS. JOSE: Thank you, Ms. Scott. I want</p> <p>15 to give a shout out to staff that I know has done</p> <p>16 an extremely, given the circumstances and you</p> <p>17 know, I see you guys have been working and you</p> <p>18 are at the point of breaking down and I hear the</p> <p>19 passion in your voice, so I really don't see why</p> <p>20 this Board is not supportive given that we had</p> <p>21 the ransomware, and pointing fingers is not what</p>	<p style="text-align: right;">Page 197</p> <p>1 CHAIRWOMAN SCOTT: Ms. Henn, you'd</p> <p>2 already spoken and Ms. Jose --</p> <p>3 VICE CHAIR HENN: I had not spoken.</p> <p>4 CHAIRWOMAN SCOTT: -- brought to my</p> <p>5 attention that I skipped over her which, I didn't</p> <p>6 realize that, so the question's been called and</p> <p>7 so --</p> <p>8 VICE CHAIR HENN: I had not spoken on</p> <p>9 it.</p> <p>10 CHAIRWOMAN SCOTT: Excuse me. The</p> <p>11 question was called and so now we will take the</p> <p>12 vote on the calling of the question. Ms. Gover,</p> <p>13 if we could do a rollcall vote please and this is</p> <p>14 on the calling of the question to end debate, and</p> <p>15 then to vote on the motion that's on the floor.</p> <p>16 MS. GOVER: Ms. Rowe?</p> <p>17 MS. ROWE: No.</p> <p>18 MS. GOVER: Ms. Causey?</p> <p>19 MS. CAUSEY: No.</p> <p>20 MS. GOVER: Ms. Mack?</p> <p>21 MS. MACK: No.</p>

<p>Page 198</p> <p>1 MS. GOVER: Mr. McMillion?</p> <p>2 MR. MCMILLION: Yes.</p> <p>3 MS. GOVER: Ms. Jose?</p> <p>4 MS. JOSE: Yes.</p> <p>5 MS. GOVER: Ms. Henn?</p> <p>6 VICE CHAIR HENN: No.</p> <p>7 MS. GOVER: Mr. Muhumuza?</p> <p>8 MR. MUHUMUZA: Yes.</p> <p>9 MS. GOVER: Mr. Offerman?</p> <p>10 MR. OFFERMAN: Yes.</p> <p>11 MS. GOVER: Ms. Pasteur?</p> <p>12 MS. PASTEUR: Yes.</p> <p>13 MS. GOVER: Mr. Kuehn?</p> <p>14 MR. KUEHN: Yes.</p> <p>15 MS. GOVER: Ms. Scott?</p> <p>16 CHAIRWOMAN SCOTT: Yes.</p> <p>17 MS. GOVER: Seven in favor.</p> <p>18 CHAIRWOMAN SCOTT: Okay, so the question</p> <p>19 has been called, so we'll, that passes, so now we</p> <p>20 will vote on the amendment, excuse me, on the</p> <p>21 motion, and it was asked if I could read the</p>	<p>Page 200</p> <p>1 this is going to require thousands of hours of</p> <p>2 staff time is somewhat new information in terms</p> <p>3 of what burden this places on staff, so I'm</p> <p>4 extremely empathetic towards that, that was not</p> <p>5 the intent of the directive, especially following</p> <p>6 the ransomware and the recovery, and I'm very</p> <p>7 appreciative of the efforts of staff.</p> <p>8 So I'm really on the fence about this</p> <p>9 change, because that was not the understanding</p> <p>10 that I had originally of the scope of the project</p> <p>11 and resources that would be assigned to it, but</p> <p>12 rather the Board has made every effort and</p> <p>13 supported every request to add contractors, to</p> <p>14 add tools, you know, both on the software side to</p> <p>15 support this, so I would be interested in</p> <p>16 learning more about why this project is not the</p> <p>17 type of discrete effort that we originally</p> <p>18 discussed, and if staff on could speak to that.</p> <p>19 Thank you.</p> <p>20 MS. BURNOPP: Dr. Scriven, this is</p> <p>21 Barbara Burnopp; do you want me to take that one?</p>
<p>Page 199</p> <p>1 motion again, and the motion is to approve the</p> <p>2 superintendent's recommendation.</p> <p>3 MS. BRESLER: Madam Chair, that vote</p> <p>4 required a two-thirds majority.</p> <p>5 CHAIRWOMAN SCOTT: Oh, I apologize, it</p> <p>6 required two-thirds, okay, so it did not pass,</p> <p>7 okay great, so we are still in debate, okay. And</p> <p>8 so it looks like Ms. Henn was next.</p> <p>9 VICE CHAIR HENN: Thank you, Ms. Scott.</p> <p>10 I first wanted to express my appreciation to</p> <p>11 Dr. Williams, Dr. Scriven and staff for bringing</p> <p>12 this to the Board ahead of the directive's</p> <p>13 deadline, I do appreciate that coming to us and</p> <p>14 the revised plan.</p> <p>15 I'm revisiting my understanding of the</p> <p>16 project because when we originally discussed it,</p> <p>17 it was not the intent to create thousands of</p> <p>18 hours of work for our staff but rather to obtain</p> <p>19 the tools and resources, both contractors and out</p> <p>20 of the box type solutions to meet this need</p> <p>21 without burdening our staff. So to hear now that</p>	<p>Page 201</p> <p>1 DR. SCRIVEN: Yes, Barbara, just go</p> <p>2 ahead and give all the background information</p> <p>3 that we had removed.</p> <p>4 MS. BURNOPP: Yes. Thank you for your</p> <p>5 question, this is Barbara Burnopp. What I wanted</p> <p>6 to pass along is that the contractor can only do</p> <p>7 so much and a different contractor can't do the</p> <p>8 work of the contractor, it's proprietary software</p> <p>9 so the first, the only contractor that can do the</p> <p>10 work on a proprietary system is that contractor,</p> <p>11 and that's who we did contract with to do that</p> <p>12 and they were on schedule to provide us with the</p> <p>13 information we need.</p> <p>14 The second part of the project is when a</p> <p>15 contractor starts going so far in the project,</p> <p>16 staff has to test it, there's no one else that</p> <p>17 can test the software, what impact it has on our</p> <p>18 employees, what our employees need to do, how</p> <p>19 efficient are pay cycles, so all of the steps</p> <p>20 have to go together, the contractor does</p> <p>21 something, staff does tests, so it's a very</p>

<p style="text-align: right;">Page 202</p> <p>1 partnership project, it's not done all by one set 2 or the other, it's a partnership throughout the 3 process. So it's a time consuming process for 4 both staff and the contractor, they cannot be 5 separated. 6 And the new, we had trouble hiring any 7 temps to help with the system because staff need 8 to know, they need to know how to talk to the 9 employees, they knew how to work through the 10 project, so as much as it sounds easy to just say 11 let's get us more resources, we really need our 12 dedicated ESPBC and OPE employees who understand 13 the system and know what our employees need, and 14 they react with the vendor. So it really is not 15 an easy fix just to add resources, but I 16 appreciate the question. Thank you. 17 VICE CHAIR HENN: Thank you, 18 Ms. Burnopp. Is that in part due to the 19 complexity of our existing systems, that we can't 20 look to an off-the-shelf type of solution, or 21 integration that can be done without so much</p>	<p style="text-align: right;">Page 204</p> <p>1 CHAIRWOMAN SCOTT: Okay, so the question 2 was moved. Is there a second? 3 MR. OFFERMAN: Second, Offerman. 4 MS. ROWE: Didn't we already decide 5 this? Point of order, we already voted to move 6 the question once and it did not pass. 7 CHAIRWOMAN SCOTT: Okay, and 8 Ms. Bresler, is there anything precluding someone 9 from moving the previous quest again? 10 MS. BRESLER: No, he can do that. 11 CHAIRWOMAN SCOTT: Okay, there's nothing 12 precluding it, so it was moved and seconded. 13 Ms. Gover, if we could take a rollcall vote 14 please on moving the question to end the debate. 15 MS. GOVER: I'm sorry, who seconded it? 16 CHAIRWOMAN SCOTT: It was seconded by I 17 believe Mr. Offerman. 18 MR. OFFERMAN: Yes. 19 MS. GOVER: Ms. Rowe? 20 MS. ROWE: No. 21 MS. GOVER: Ms. Causey?</p>
<p style="text-align: right;">Page 203</p> <p>1 customization for our legacy tools? 2 MS. BURNOPP: What we were asked to 3 accomplish in your directive is to give staff a 4 choice of two different systems, so a staff 5 member would have the choice of spreading their 6 pay over ten months or 12 months. So some of the 7 school systems that have this already have it 8 just one way or the other, so to allow employees 9 to have choice it is more complicated. And you 10 can never have all of your benefits spread one 11 way or the other because you would have, some of 12 the benefits would have to remain spread over ten 13 months because not everyone would be on a 14 12-month pay policy. So some of the complexity 15 is the request of the unions and the directive. 16 Thank you. 17 VICE CHAIR HENN: Thank you. 18 CHAIRWOMAN SCOTT: Okay. Next it looks 19 like we have a question from Mr. Muhumuza. 20 MR. MUHUMUZA: I don't have a question, 21 I move the previous question.</p>	<p style="text-align: right;">Page 205</p> <p>1 MS. CAUSEY: No. 2 MS. GOVER: Ms. Mack? 3 MS. MACK: Yes. 4 MS. GOVER: Mr. McMillion? 5 MR. MCMILLION: Yes. 6 MS. GOVER: Ms. Jose? 7 MS. JOSE: Yes. 8 MS. GOVER: Ms. Henn? 9 VICE CHAIR HENN: Yes. 10 MS. GOVER: Mr. Muhumuza? 11 MR. MUHUMUZA: Yes. 12 MS. GOVER: Mr. Offerman? 13 MR. OFFERMAN: Yes. 14 MS. GOVER: Ms. Pasteur? 15 MS. PASTEUR: Yes. 16 MS. GOVER: Mr. Kuehn? 17 MR. KUEHN: Yes. 18 MS. GOVER: Ms. Scott? 19 CHAIRWOMAN SCOTT: Yes. 20 MS. GOVER: In favor is nine. 21 CHAIRMAN SCOTT: Okay, so it required</p>

<p style="text-align: right;">Page 206</p> <p>1 two-thirds, in favor is nine so this time it 2 passed. 3 So now we will vote on the motion on the 4 floor and I will read it as was requested, to 5 approve the superintendent's recommendation to 6 revise the Board's directive and extend the 7 implementation of a 12-month pay option for 8 ten-month employees as soon as possible and 9 definitely by July 1st, 2024 for school year 2024 10 through 2025. So that's what we are voting on 11 now. Ms. Gover? 12 MS. GOVER: Ms. Rowe? 13 MS. ROWE: No. 14 MS. GOVER: Ms. Causey? 15 MS. CAUSEY: No. 16 MS. GOVER: Ms. Mack? 17 MS. MACK: No. 18 MS. GOVER: Mr. McMillion? 19 MR. MCMILLION: Yes. 20 MS. GOVER: Ms. Jose? 21 MS. JOSE: Yes.</p>	<p style="text-align: right;">Page 208</p> <p>1 members, this is Dr. Williams. Before they 2 actually start I just want to begin by saying 3 tonight's high level overview is spotlighting the 4 SAT data points. As we move forward with future 5 presentations we will share additional data 6 points and our process towards better outcomes 7 for students. As you heard, we have Dr. Monique 8 Wheatley-Phillip, we have Dr. Eric Minus and 9 Mr. Kevin Connolly. They will be sharing with 10 you the most recent SAT day performance data that 11 was held in the spring of 2019, as well as the 12 next steps for reporting the results from spring 13 of 2020 SAT administration, and with that I would 14 like to turn it over to Dr. Wheatley-Phillip. 15 DR. WHEATLEY-PHILLIP: Thank you, 16 Dr. Williams. Good evening, Board Chair Scott, 17 Vice Chair Henn, Superintendent Dr. Williams and 18 members of the Board. Joining me tonight are 19 executive directors Dr. Minus and Mr. Kevin 20 Connolly. 21 As part of our ongoing reports to the</p>
<p style="text-align: right;">Page 207</p> <p>1 MS. GOVER: Ms. Henn? 2 VICE CHAIR HENN: No. 3 MS. GOVER: Mr. Muhumuza? 4 MR. MUHUMUZA: Yes. 5 MS. GOVER: Mr. Offerman? 6 MR. OFFERMAN: Yes. 7 MS. GOVER: Ms. Pasteur? 8 MS. PASTEUR: Yes. 9 MS. GOVER: Mr. Kuehn? 10 MR. KUEHN: Yes. 11 MS. GOVER: Ms. Scott? 12 CHAIRWOMAN SCOTT: Yes. 13 MS. GOVER: Favor is seven. 14 CHAIRWOMAN SCOTT: Okay, and so that 15 required a majority, so in favor of seven so the 16 motion passes, or the motion carries, thank you. 17 Okay, and next on the agenda is the 18 report on SAT day participation and performance 19 and for that I call on Dr. Wheatley-Phillip, 20 Dr. Minus and Mr. Connolly. 21 DR. WILLIAMS: Good evening, board</p>	<p style="text-align: right;">Page 209</p> <p>1 Board of Education and public, we're sharing with 2 you this evening our most recent SAT day 3 performance data held in the spring of 2019, as 4 well as our next steps for reporting the results 5 from the spring 2021 SAT administration. Next 6 slide please. Mr. Connolly. 7 MR. CONNOLLY: Thank you, 8 Dr. Wheatley-Phillip and good evening. Since the 9 2012-2013 school year BCPS has provided an SAT 10 day for all students in grade 11. Due to the 11 COVID-19 global pandemic, the most recent BCPS 12 SAT day was in April of 2019. While gaps in 13 student participation rates by student groups 14 exist, since the launch of the BCPS SAT day in 15 2013, overall the state's SATs in all grade 11 16 groups has greatly increased. 17 The SAT measures high school students' 18 readiness for college and includes two subject 19 tests evidence-based reading and writing or EBRW, 20 and math. In March 2016 the College Board 21 established a benchmark score for determining</p>

<p style="text-align: right;">Page 210</p> <p>1 college and career readiness or a CCR for the</p> <p>2 EBRW and math subject assessments. Student mean</p> <p>3 score performance at or above the CCR benchmark</p> <p>4 indicates a 75 percent chance of earning a C or</p> <p>5 better in first semester credit bearing college</p> <p>6 courses. Next slide please.</p> <p>7 The Met CCR mean score set forward by</p> <p>8 College Board for EBRW is 480. As displayed in</p> <p>9 this bar graph, student groups whose overall mean</p> <p>10 score meet or exceed the Met CCR EBRW benchmark</p> <p>11 include all students, as well as student groups</p> <p>12 who identify as Asian, two or more races, and</p> <p>13 white. Gaps in student performance exist for our</p> <p>14 black or Hispanic Latino students in comparison</p> <p>15 to Asian or white students. The average mean</p> <p>16 score for English learners and special education</p> <p>17 students is more than 100 points lower than the</p> <p>18 all students mean score, while the gap for</p> <p>19 students who receive FARMs services is more than</p> <p>20 40 points lower compared to all students. Next</p> <p>21 slide please.</p>	<p style="text-align: right;">Page 212</p> <p>1 Team BCPS is committed to insuring that our</p> <p>2 students demonstrate college and career readiness</p> <p>3 so that they can navigate their chosen path</p> <p>4 successfully after high school and beyond.</p> <p>5 The National Center for Educational</p> <p>6 Statistics defines college readiness as the set</p> <p>7 of skills, knowledge and behavior that high</p> <p>8 school students should have upon graduating and</p> <p>9 entering their freshman year of college. While</p> <p>10 there is not one uniform standard for measuring</p> <p>11 college and career readiness, there are many</p> <p>12 commonly used indicators across states that</p> <p>13 include student access to credit bearing</p> <p>14 coursework upon enrollment in college,</p> <p>15 performance on college entrance exams such as the</p> <p>16 SAT, ACT and AccuPlacer, college level exams such</p> <p>17 as advanced placement and the international</p> <p>18 baccalaureate, enrollment in dual college</p> <p>19 programs and performance on state administered</p> <p>20 exams. After a thorough examination of our</p> <p>21 internal practices and efforts to expand student</p>
<p style="text-align: right;">Page 211</p> <p>1 The Met CCR mean score for math is 530.</p> <p>2 As displayed in this bar graph student groups who</p> <p>3 meet or exceed the CCR Met benchmark for math</p> <p>4 include student groups who identify as Asian.</p> <p>5 Gaps in student performance exists for our black</p> <p>6 or Hispanic Latino students in comparison to</p> <p>7 Asian or white students. Similar to student</p> <p>8 performance in the EBRW, the average mean score</p> <p>9 for English learners and special education</p> <p>10 students is more than 100 points lower than the</p> <p>11 all students mean score, while the gap for</p> <p>12 students who receive FARMs services is more than</p> <p>13 40 points in comparison to all students. Next</p> <p>14 slide please. I'd like to now hand it over to</p> <p>15 Dr. Eric Minus.</p> <p>16 DR. MINUS: Thank you, Mr. Connolly.</p> <p>17 Just as important as the results on SAT</p> <p>18 participation and the performance is the</p> <p>19 alignment of the assessment within our strategic</p> <p>20 plan and the impact on students. SAT is one</p> <p>21 measure of students' aptitude for future success.</p>	<p style="text-align: right;">Page 213</p> <p>1 access we are proud of the outcomes of our SAT</p> <p>2 day endeavors. We also acknowledge that we must</p> <p>3 continue to shift our practices and align them to</p> <p>4 the needs of our students especially in light of</p> <p>5 our current COVID-19 context. Our work moving</p> <p>6 forward continues to focus on aligning all</p> <p>7 priorities of the strategic plan to assure that</p> <p>8 we collaboratively foster a culture of excellence</p> <p>9 for our students. As we continue to unpack the</p> <p>10 data, structures and processes to insure clarity</p> <p>11 of focus in student achievement across our</p> <p>12 schools, it will be important for us to reflect</p> <p>13 on the complexities of student performance and</p> <p>14 identify solutions and resources that align to</p> <p>15 the standards and improve student outcomes in</p> <p>16 order to respond to the data in a cohesive and</p> <p>17 coherent manner. Next slide please.</p> <p>18 One system improvement team is the PSAT,</p> <p>19 SAT, ACT, AccuPlacer team, which is comprised of</p> <p>20 central office and school-based stakeholders who</p> <p>21 have been engaged since the beginning of the</p>

<p style="text-align: right;">Page 214</p> <p>1 school year in data analysis, reviewing current 2 research, interviewing school and central office 3 personnel and action planning to determine next 4 steps in closing the gaps that have been 5 identified related to PSAT. The specific charge 6 of this work group is to determine the current 7 state, analyze current practices and identify 8 conditions for success by the end of the 2021 9 school year.</p> <p>10 This slide discusses those specific 11 actions, the work we have taken to begin to 12 understand the current BCPS story related to 13 participation and performance in our current 14 college assessment model, and begin the active 15 process of developing recommendations in response 16 to our system data. Next slide please.</p> <p>17 So the preliminary high level findings 18 of the PSAT, SAT, ACT, AccuPlacer system 19 improvement team are as follows: The team has 20 found that there is a variance that exists across 21 schools in how students can access preparation</p>	<p style="text-align: right;">Page 216</p> <p>1 provide this important information, and I will 2 turn it back to Dr. Wheatley-Phillip who will 3 then close us out.</p> <p>4 DR. WHEATLEY-PHILLIP: Thank you so 5 much, Dr. Minus. And as our team shared, this is 6 just a small part of the assessment suite of 7 information that we will bring forth to the Board 8 over the course of the upcoming school year, and 9 so in response to the request we wanted to 10 provide this information. And at this time if 11 there are any particular comments that you would 12 like us to take back so that we can provide a 13 full response, we welcome your comments at this 14 time.</p> <p>15 CHAIRWOMAN SCOTT: Thank you very much 16 for that presentation. And for, let's see, we 17 have some questions here. I'm going to go in 18 order as I see them. It looks like we first have 19 Mr. McMillion, who will then be followed by 20 Ms. Mack. Mr. McMillion, you can go ahead with 21 your questions.</p>
<p style="text-align: right;">Page 215</p> <p>1 opportunities. The team also found that there's 2 a lack of standardization at the system level 3 regarding those nonnegotiable items that all 4 schools must engage in preparing students for 5 various college entrance assessments. The team 6 also found that there's a variance in how college 7 entrance assessments are communicated and 8 marketed throughout the system. And finally, the 9 team found that there is some variance in 10 professional learning that occurs for counselors 11 and teachers as it relates to educating students 12 and families on their choices for college 13 entrance assessments.</p> <p>14 So based on these findings and as a next 15 step, the SIT group will draft and deliver to the 16 superintendent recommendations with a goal of 17 actualization for the upcoming school year to 18 insure that we are moving forward with urgency to 19 improve student performance and participation on 20 college entrance assessments and specifically the 21 SAT. Thank you for your time to allow us to</p>	<p style="text-align: right;">Page 217</p> <p>1 MR. MCMILLION: Yes. Approximately 15 2 years ago I was given the responsibility of 3 reading a PSAT test to a special education child 4 and honestly, that was one of the longest days of 5 my 35-year career in Baltimore County Public 6 Schools. And I also wanted, and I'm not being 7 insensitive or mean or misunderstanding, but I 8 never understood why we give the PSAT test to 9 special education children. Can somebody explain 10 that to me? Thank you.</p> <p>11 DR. WILLIAMS: Let me try. We want to 12 give the appropriate assessment to students, a 13 college entrance exam. Because a student has an 14 IEP does not mean that he should not take the 15 SAT, we have to work through the college boards 16 for accommodations, and so this is the point of 17 creating a system improvement team, so we are 18 looking at all college entrance assessments. As 19 Dr. Minus mentioned, the ACT is another option, 20 the AccuPlacer for community schools. Those are 21 things we want to look at to help guide our</p>

<p style="text-align: right;">Page 218</p> <p>1 students in terms of what their options, what 2 they want to do after high school, and then what 3 assessments they should take or prepare to take 4 so they can get into the courses, but just 5 because a student has an IEP does not mean that 6 they should not take the PSAT or SAT, they 7 should, and we went to the College Board for 8 accommodations. We will be happy to follow up 9 with additional information regarding that. 10 CHAIRWOMAN SCOTT: Thank you. Next, it 11 looks like it's Ms. Mack. 12 MS. MACK: Yes, I have two quick 13 questions. Dr. Wheatley-Phillip, what is the 14 relationship between the increase in people, 15 students taking the PSAT and the SAT, and student 16 outcomes on those tests? 17 DR. WHEATLEY-PHILLIP: Your question is 18 related to the relationship between the number of 19 students that take the PSAT and -- repeat the 20 second part. 21 MS. MACK: What I'm saying is as our</p>	<p style="text-align: right;">Page 220</p> <p>1 MR. CONNOLLY: So to that point, SAT day 2 and PSAT started in 2012-2013, so fair 3 comparisons are not appropriate over that 4 eight-year span of assessments because the 5 assessment was changed. We're in the third 6 version since we went to a full PSAT-SAT day for 7 BCPS -- this is Kevin Connolly. But what we have 8 seen is that over time as we increase 9 participation, you know, we do have gaps that 10 exist but we also see some areas where they're 11 closing, especially when we look at PSAT data, so 12 a more comprehensive overview will follow. 13 MS. MACK: Thank you, I appreciate that. 14 DR. WILLIAMS: I just want to comment, 15 I'm sorry. 16 MS. MACK: Oh, go ahead. 17 DR. WILLIAMS: I just want to comment to 18 the full Board once again. This presentation was 19 looking at just the SAT. We are looking at all 20 of the college entrance exams, so going back to a 21 previous question or statement, I believe</p>
<p style="text-align: right;">Page 219</p> <p>1 participation in taking the SAT and PSAT has 2 increased, have our scores increased accordingly? 3 MS. WHEATLEY-PHILLIP: We'll have to go 4 back and do an analysis of that. I know that we 5 have Ms. Shack, who is our director of 6 assessment, with us. I'm not sure if she could 7 provide some additional insight because we have 8 to go back and do an analysis, do a comparison 9 between PSAT and SAT. But Ms. Shack, is there 10 any information you could share at this time? 11 You might be muted. 12 MS. SHACK: I was muted, sorry about 13 that, Dr. Wheatley-Phillip. We can go back 14 absolutely and look at the trend data from 2016 15 up through 2019. We can't go back beyond 2016 16 because at that point College Board had changed 17 the SAT assessment and actually shortened it and 18 changed the scale scores. But we can absolutely 19 provide you information from 2016-19 in terms of 20 performance and participation. 21 MS. MACK: Thank you.</p>	<p style="text-align: right;">Page 221</p> <p>1 Dr. Minus said working with our schools and our 2 counselors to help kids decide which tests may be 3 the better test to take, or what pathway to 4 proceed. So I just want to caution, although we 5 presented just a snippet around the SAT, we're 6 looking at the college entrance exams as a whole. 7 MS. MACK: Thank you, Dr. Williams, and 8 that's actually my next question. I saw the 9 slide that said the system improvement team 10 included different people and were looking at the 11 AccuPlacer. Do you also include personnel from 12 community colleges and area colleges in those 13 teams, do you solicit input from them? 14 DR. WILLIAMS: So we have worked with, 15 of course with our CCBC partners in terms of the 16 dialogue and the partnerships we have. Right now 17 we're working internally so we have an 18 understanding of what needs to happen, but 19 definitely ongoing relationships with the 20 community college as we talk about programming 21 and how our students are doing, so I appreciate</p>

<p style="text-align: right;">Page 222</p> <p>1 that. Thank you.</p> <p>2 MS. MACK: And just a comment. The last</p> <p>3 slide says how we talk about students about</p> <p>4 college entrance assessments. Many of my</p> <p>5 students at CCBC did not realize that if they did</p> <p>6 not apply themselves on the AccuPlacer they could</p> <p>7 end up in a remedial class, so I think that</p> <p>8 communication around how important it is for</p> <p>9 students to do their best on those assessments is</p> <p>10 a very important one, because I don't think</p> <p>11 students understand what's going to happen if</p> <p>12 they don't do well on the AccuPlacer, so thank</p> <p>13 you.</p> <p>14 CHAIRWOMAN SCOTT: Thank you. It looks</p> <p>15 like next is Mr. Muhumuza.</p> <p>16 MR. MUHUMUZA: Yes, thank you. I the</p> <p>17 last slide about the findings, staff noted that</p> <p>18 there was a lack of standardization at the system</p> <p>19 level regarding how students are prepared for</p> <p>20 these various college entrance exams. My</p> <p>21 question is, do we have any data on how many</p>	<p style="text-align: right;">Page 224</p> <p>1 kids right now in the AP or SAT courses, knows</p> <p>2 how buying prep materials, investing in tutoring</p> <p>3 services, et cetera, oftentimes lead to that kid,</p> <p>4 whether it's your kid or yourself, scoring much</p> <p>5 better than those students who don't have those</p> <p>6 resources or can't even afford those resources.</p> <p>7 So I'm not really surprised by this data and</p> <p>8 although I'm happy to see us providing more</p> <p>9 opportunities for students to take the SAT, what</p> <p>10 I'd like to see is how are we preparing students</p> <p>11 to take the SAT. And like Ms. Mack noted,</p> <p>12 encouraging the students to take it, because</p> <p>13 oftentimes the students know that we'll hear</p> <p>14 about the SAT without hearing about it, they're</p> <p>15 discouraged from taking it, they'll oftentimes</p> <p>16 just go to the test room and take a nap because</p> <p>17 they don't think they can score high on those.</p> <p>18 And Ms. Mack excellently noted, they may end up</p> <p>19 taking remedial courses in community colleges</p> <p>20 and --</p> <p>21 CHAIRWOMAN SCOTT: Oh, is that the</p>
<p style="text-align: right;">Page 223</p> <p>1 schools offer SAT tutoring courses in high</p> <p>2 school, and specifically those schools who are</p> <p>3 identified as, those IEP schools that qualify for</p> <p>4 free meals and I believe also qualify for the</p> <p>5 other government benefits that pay for the SAT</p> <p>6 and all these other tests?</p> <p>7 DR. WHEATLEY-PHILLIP: Mr. Muhumuza, we</p> <p>8 certainly can look into that information and we</p> <p>9 can provide that information for you.</p> <p>10 DR. WILLIAMS: And I will also say,</p> <p>11 that's the work of the system improvement team,</p> <p>12 to look at what we have offered, what we haven't</p> <p>13 offered, what we've done, what we need to do to</p> <p>14 standardize our processes, so thank you for that</p> <p>15 point.</p> <p>16 MR. MUHUMUZA: Yes, and I want to follow</p> <p>17 up with one last comment that wasn't on this</p> <p>18 presentation as much, but just my opinion on how</p> <p>19 standardized tests have been used to further</p> <p>20 widen the gaps between our students. I think</p> <p>21 anybody who knows or who has taken SAT or has</p>	<p style="text-align: right;">Page 225</p> <p>1 timer?</p> <p>2 MR. MUHUMUZA: Oh, thank you.</p> <p>3 CHAIRWOMAN SCOTT: That's the timer.</p> <p>4 Thank you, Mr. Muhumuza. Next we have Mr. Kuehn.</p> <p>5 MR. KUEHN: Thank you. First of all, I</p> <p>6 want to just thank everyone for making this</p> <p>7 presentation available, I look forward to finding</p> <p>8 out more information.</p> <p>9 I do have in front of me something</p> <p>10 called the 2019-2020 BCPS SAT performance by</p> <p>11 school data that was pulled together I think</p> <p>12 because a journalist had requested it back on</p> <p>13 November 9th of 2020. I would suggest that we</p> <p>14 need to be as transparent as we can and provide</p> <p>15 the scores by schools, by grades, and make it</p> <p>16 public and put it out there for everyone to</p> <p>17 consume. We should also be diving into that</p> <p>18 information to understand where we have</p> <p>19 deficiencies across our system or we're not</p> <p>20 meeting our students' needs, because this</p> <p>21 information shows that, you know, scores that are</p>

<p style="text-align: right;">Page 226</p> <p>1 not consistent across our system, and I believe 2 that that is something that should be provided to 3 the public. 4 But I do, I really support this activity 5 that you all are doing. I would suggest besides 6 just having an SAT day perhaps we also look into 7 an ACT day to provide different avenues to all 8 students, because these standardized tests paint 9 pictures for colleges and they open doors for 10 people. And you know, I believe we can do better 11 for the entire system by making these 12 opportunities available and driving our students 13 to achieve to their fullest potential. 14 So again, thank you for this, appreciate 15 it, and I look forward to more from your team and 16 your group. 17 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn, 18 and it looks like we have a question from 19 Ms. Causey. 20 MS. CAUSEY: Good evening and thank you 21 Dr. Wheatley-Phillip and your team for putting</p>	<p style="text-align: right;">Page 228</p> <p>1 a weekly update? 2 MR. KUEHN: One or the other. It's 3 tough to check. 4 CHAIRWOMAN SCOTT: Okay. Thank you for 5 giving us that information so we can go back and 6 find it. 7 MS. CAUSEY: So is that something, 8 Dr. Williams, that could be attached to BoardDocs 9 in this agenda item? 10 DR. WHEATLEY-PHILLIP: If I could just 11 say that, Ms. Causey, we'd like to take a look at 12 the report because oftentimes information that 13 may be shared internally we would have to go back 14 to prepare the document for public consumption, 15 so the team would need to take a look at the 16 report to insure that it really does protect our 17 student privacy in terms of student counts if 18 it's across schools and so forth, so we'll have 19 to take a look at the report to make sure that 20 it's ready for the public, in that we have 21 specific procedures we follow in making documents</p>
<p style="text-align: right;">Page 227</p> <p>1 together this report and for staff presenting it. 2 I also had a question related to trend data. 3 The performance numbers, I see the trend 4 data over 2012, 2013, and then up to 2019 related 5 to the participation rate, and so it is very very 6 good that it's improving, that more students are 7 taking advantage of this opportunity being 8 provided at school, but I do agree with my board 9 members that have commented about needing to do 10 better so that every child can achieve. 11 I would just say to Mr. Kuehn, you know, 12 that report that you mentioned, I would love to 13 see that also and if that can be provided, 14 Mr. Kuehn, to the rest of the Board? 15 MR. KUEHN: It was provided to all board 16 members and the date was back in November of 17 2020, so I print out these things and I have them 18 in a binder because there's so much data it's 19 tough to follow it all. 20 CHAIRWOMAN SCOTT: Thank you for that, 21 Mr. Kuehn. It was provided to us in an email or</p>	<p style="text-align: right;">Page 229</p> <p>1 ready for the public in terms of the count of 2 students by school and so forth. 3 MS. CAUSEY: Certainly, certainly, 4 especially when they're small numbers in each 5 category, so thank you for that and that would be 6 helpful if that's possible. 7 And in terms of the findings about 8 communications, is that something that is being 9 evaluated where there could be common messaging 10 that's provided to the principals to push out, is 11 that not done currently? 12 DR. WHEATLEY-PHILLIP: That is the work 13 of the system improvement team. I think the team 14 has spent an entire year and Dr. Minus is part of 15 that team as well, so he shared the information. 16 But truly what we're looking at is across all 17 schools, what are some of the practices and where 18 can we establish consistency in terms of how we 19 move forward in supporting students in taking 20 these assessments. And so we look forward to 21 bringing forth to not only cabinet but also a</p>

<p style="text-align: right;">Page 230</p> <p>1 recommendation to Dr. Williams for all of the</p> <p>2 things we're taking, PSAT and SAT is one of them,</p> <p>3 which are bringing forth recommendations to</p> <p>4 increase consistency across all schools.</p> <p>5 MS. CAUSEY: Okay, thank you.</p> <p>6 CHAIRWOMAN SCOTT: Thank you. It looks</p> <p>7 like there's a question from Ms. Rowe.</p> <p>8 MS. ROWE: Yes, thank you, Madam Chair.</p> <p>9 Dr. Wheatley-Phillip, have we done any cross</p> <p>10 correlation of the data of the SAT data and the</p> <p>11 students who are taking the SAT tests with their</p> <p>12 MCAP grade level reading scores to see if perhaps</p> <p>13 some of the difference below grade level in</p> <p>14 reading could explain why they're not doing as</p> <p>15 well on the SATs? Because our reading scores</p> <p>16 don't look great and I'm wondering if we improve</p> <p>17 our reading if we might not see better SAT</p> <p>18 scores, and also more students taking the SAT</p> <p>19 because they have a greater confidence in their</p> <p>20 reading comprehension.</p> <p>21 DR. WHEATLEY-PHILLIP: Well, we know if</p>	<p style="text-align: right;">Page 232</p> <p>1 information.</p> <p>2 MS. ROWE: Thank you, that's my only</p> <p>3 question.</p> <p>4 CHAIRWOMAN SCOTT: Okay. Thank you for</p> <p>5 the presentation, all right, and it looks like</p> <p>6 the next item on the agenda is the report on the</p> <p>7 Compass, spring presentation and data overview,</p> <p>8 and for that I call on Dr. Williams,</p> <p>9 Dr. Wheatley-Phillip, Dr. Minus and Mr. Connolly.</p> <p>10 DR. WILLIAMS: So good evening, Board.</p> <p>11 I guess in thinking about this we probably should</p> <p>12 have started with this report and then the SAT.</p> <p>13 I just want to, because it's getting late, I just</p> <p>14 want to emphasize this is an overview, staff is</p> <p>15 going to provide an overview, and we will be</p> <p>16 happy to collect questions as a followup, but I</p> <p>17 just want to be mindful of the time, and now I</p> <p>18 want to turn it back over to Monique</p> <p>19 Wheatley-Phillip. Thank you.</p> <p>20 DR. WHEATLEY-PHILLIP: Thank you so</p> <p>21 much, Dr. Williams, but if we could move to the</p>
<p style="text-align: right;">Page 231</p> <p>1 we have strong readers we have students that will</p> <p>2 perform well on testing which are measuring their</p> <p>3 level of reading. And so we haven't done</p> <p>4 specific any type of correlation in terms of</p> <p>5 looking at how students perform on one assessment</p> <p>6 over the other, and certainly for us as more</p> <p>7 assessments become available and we look forward</p> <p>8 to this incoming school year in which we will</p> <p>9 have the opportunity to have students really</p> <p>10 participate in more assessments so that we in</p> <p>11 turn could provide more analysis in terms of how</p> <p>12 students are performing so we in turn can share</p> <p>13 that information with schools.</p> <p>14 So to answer your question, we haven't</p> <p>15 done any correlations to look at how students</p> <p>16 that performed low in reading, how they performed</p> <p>17 on the SAT, we haven't done that. But we do look</p> <p>18 forward with the new school year coming and</p> <p>19 different assessments that are available, being</p> <p>20 able to conduct more analysis so we can provide</p> <p>21 not only the Board but also the schools with</p>	<p style="text-align: right;">Page 233</p> <p>1 next slide just because this provides an</p> <p>2 introductory piece, so if we can go to the next</p> <p>3 slide I can begin to speak regarding what this</p> <p>4 looks like. The Compass: Our Pathway to</p> <p>5 Excellence articulates the vision, purpose and</p> <p>6 core values of our work as a school system. Our</p> <p>7 Compass commitments, equity in action statements,</p> <p>8 key initiatives and strategies help to organize</p> <p>9 our work and our purpose of serving students.</p> <p>10 Each circle above is linked to show the</p> <p>11 alignment that has been established between the</p> <p>12 Compass's 24 commitments to providing high</p> <p>13 quality instruction that is rigorous and relevant</p> <p>14 with safe and supportive learning and work</p> <p>15 environments, an assurance that equity is</p> <p>16 centered and actualized in each focus area, that</p> <p>17 the Compass initiative is actionable, and that</p> <p>18 the use of the strategies will lead to results</p> <p>19 that are measurable.</p> <p>20 The system improvement team is comprised</p> <p>21 of 11 focus areas. Participant involvement</p>

<p style="text-align: right;">Page 234</p> <p>1 includes staff from our schools and offices and 2 each group has developed specific charge 3 statements that provide guidance and focus. The 4 recommendations from these teams are helping to 5 shape teaching and learning in our schools. The 6 SATs are reflective of each school team's 7 analysis of data and how each school team will 8 close gaps and increase the performance of all 9 students. Their key actions are specific to each 10 school team and are aligned with the Compass. 11 The BCPS cyber attack has greatly 12 impacted our ability to retrieve, collect and 13 report performance data, specifically our ability 14 to use specific data points to track our 15 progress. Collaboration across divisions is 16 helping to identify what data are available, the 17 relevance, and what insights can be drawn. On 18 the next slide Dr. Minus will provide a high 19 level overview of the office progress plans. 20 Dr. Minus? Next slide please. 21 DR. MINUS: Thank you,</p>	<p style="text-align: right;">Page 236</p> <p>1 This slide talks a little more about our 2 system improvement teams, I will move rather 3 swiftly as time has been our enemy tonight. Our 4 SIT focus groups examine data to understand the 5 historical context, identify best practices and 6 address opportunities for growth through changes 7 in practices and professional learning. This 8 slide in particular shows us the alignment of 9 system initiatives with the five focus areas of 10 the Compass. The work groups have made 11 recommendations for immediate data, informed 12 actions to be implemented in 2021-2022 as shared 13 in our previous presentation. Those 14 recommendations are going to be shared with 15 system leadership across schools and offices and 16 include implications for students, schools, 17 staff, budgetary considerations and policy rule 18 consideration. And on the next slide, 19 Mr. Connolly will provide an update on the school 20 progress plans. Mr. Connolly, and next slide 21 please?</p>
<p style="text-align: right;">Page 235</p> <p>1 Dr. Wheatley-Phillip. So office progress plans 2 are the process by which departments and offices 3 are engaged in continuous improvement, so this 4 slide displays the office progress plan progress 5 monitoring system through action steps, 6 professional learning and monitoring metrics. So 7 for the current year 54 office progress plans 8 have been developed, which is a hundred percent 9 increase compared to last year's office 10 scorecards. Presently office heads are 11 completing progress monitoring and the action 12 steps and monitoring metrics. Due to the BCPS 13 cyber attack, nine of the office progress plans 14 requiring revisions are in the process of 15 developing adaptive metrics and learning plans. 16 However, the majority of the OPPs, which are 45, 17 were minimally impacted and are on track to 18 complete the end of the year data reporting for 19 action steps and implementation of professional 20 learning as part of the three-year continuous 21 improvement cycle. Next slide please.</p>	<p style="text-align: right;">Page 237</p> <p>1 MR. CONNOLLY: Thank you, Dr. Minus. 2 Shown here are snapshots of the school progress 3 plans or as we refer to them, as the SPPs. The 4 SPPs are the process by which schools engage in 5 continuous improvement as part of a three-year 6 cycle. For the school year 2020-2021, schools 7 conducted a comprehensive needs assessment and 8 root cause analysis process using their data 9 story and progress monitoring data. SPP targets 10 and goals were set using the 2018-2019 MCAP data. 11 Action steps to improve outcomes were developed 12 and aligned with the core beliefs and 13 expectations of the teaching and learning 14 framework. 15 For the 2021-2022 school year, schools 16 will continue to engage in the plan do study app 17 cycles, do progress monitoring using the results 18 of the action steps, implementation of 19 professional development plans and the critical 20 data provided in the interim data story. Schools 21 receive interim data stories annually and update</p>

<p style="text-align: right;">Page 238</p> <p>1 a comprehensive data story every three years.</p> <p>2 Schools progress monitor their SPP action steps</p> <p>3 by using and analyzing both quantitative and</p> <p>4 qualitative data. Quantitative data includes</p> <p>5 summative assessments, curriculum-based</p> <p>6 assessments and standard-based measures.</p> <p>7 Qualitative data includes informal observational</p> <p>8 data, surveys and focus groups that result, as</p> <p>9 well as evidence from the implementation plan</p> <p>10 through progress monitoring. Ongoing progress</p> <p>11 monitoring and recording of the SPP utilizes</p> <p>12 formative and summative curriculum-based</p> <p>13 assessments to evaluate and analyze student</p> <p>14 achievement based on the college and career</p> <p>15 readiness standards. Next slide please.</p> <p>16 This slide shows you the transition of</p> <p>17 targets to our eight-year goal as part of the</p> <p>18 Compass. The impact of the COVID-19 pandemic on</p> <p>19 state and local testing has resulted in the</p> <p>20 postponement or cancellation of several</p> <p>21 assessments used to progress monitor, including</p>	<p style="text-align: right;">Page 240</p> <p>1 metrics across the five focus areas will be</p> <p>2 shared as a part of the end of the year Compass</p> <p>3 update for the Board of Education August of 2021.</p> <p>4 Next slide please.</p> <p>5 With our Compass moving forward, in BCPS</p> <p>6 we know that learning is our core purpose and</p> <p>7 equity is our work. Understanding where we are</p> <p>8 and how we are moving forward is a critical</p> <p>9 component to our success as a school system. The</p> <p>10 Compass provides us with our Pathway to</p> <p>11 Excellence by raising the bar, closing gaps and</p> <p>12 preparing all students for post-secondary and</p> <p>13 lifelong success. Through progress monitoring</p> <p>14 and analyses, all levels of the organization</p> <p>15 engage in reflective practices for continuous</p> <p>16 improvement. Through this process high</p> <p>17 performing teams use data-informed decisions to</p> <p>18 develop goals aligned to our system initiatives,</p> <p>19 as well as implement action steps in professional</p> <p>20 learning to accomplish our goals. Performance</p> <p>21 data and evidence of progress used to adapt and</p>
<p style="text-align: right;">Page 239</p> <p>1 MCAP, ELA, MAP and NISA assessments which are the</p> <p>2 science assessments, SAT, PSAT, MAP and KRA or</p> <p>3 the kindergarten readiness assessment.</p> <p>4 Additionally, the BCPS cyber attack has presented</p> <p>5 challenges in reporting data for some workforce</p> <p>6 and organization metrics. The result of both</p> <p>7 events has impacted the reliability of comparing</p> <p>8 data over time due to changes in the process of</p> <p>9 gathering and reporting data or the context of</p> <p>10 the teaching and learning environment or work</p> <p>11 conditions.</p> <p>12 For example, comparing suspension and</p> <p>13 attendance rates over the last three years may</p> <p>14 lead to conclusions based on a reaction to</p> <p>15 changes in conditions rather than patterns of</p> <p>16 change or growth. The Division of Research</p> <p>17 Accountability and Assessment will propose</p> <p>18 adjustments to three and five-year targets and</p> <p>19 eight-year goals to accommodate for the impact of</p> <p>20 the COVID-19 pandemic. Recommendations for</p> <p>21 updates to the Compass targets or impacted</p>	<p style="text-align: right;">Page 241</p> <p>1 refine school and office improvement plans while</p> <p>2 our system improvement team provides an</p> <p>3 additional opportunity for teams in central</p> <p>4 office and school-based staff to discuss, analyze</p> <p>5 and recommend changes to programs, practices and</p> <p>6 initiatives. Our focus on equity, alignment and</p> <p>7 data-informed decisions for continuous</p> <p>8 improvement will be our catalyst to propel us</p> <p>9 forward along our Pathway to Excellence. On the</p> <p>10 next slide Dr. Wheatley-Phillip will present a</p> <p>11 sample of the report that will be presented to</p> <p>12 the Board of Ed in the coming school year.</p> <p>13 Dr. Wheatley-Phillip, next slide please.</p> <p>14 DR. WHEATLEY-PHILLIP: Thank you,</p> <p>15 Mr. Connolly. Moving forward, it's time to</p> <p>16 rebuild, reinvest and reunite towards a common</p> <p>17 vision, purpose and commitment to raising the</p> <p>18 bar, closing gaps and preparing all students for</p> <p>19 the future. We acknowledge the significant</p> <p>20 impact of COVID-19 on our students, school-based</p> <p>21 teams and central office staff. We continue to</p>

<p style="text-align: right;">Page 242</p> <p>1 rebuild infrastructure impacted by the BCPS cyber 2 attack. Our focus and our true north, however, 3 remains unchanged. Our resolve has grown 4 stronger. The strength of our work rooted in 5 equity for access, opportunity and achievement 6 has galvanized our results. A critical function 7 of our system leadership is to engage in 8 comprehensive analysis of achievement growth and 9 equity metrics across all functions of the 10 organization. As a team we will evaluate trends 11 and progress monitoring data, engage in a 12 comprehensive review of key initiatives of the 13 strategic plan and resource utilization, and 14 provide data-informed decisions to promote and 15 enhance continuous improvement efforts. 16 The executive summary reports provided 17 to the Board and the tentative schedule shared 18 with the Board are intended to provide the 19 context and urgency needed to accomplish this 20 work. Next slide please. 21 Our summer planning teams have developed</p>	<p style="text-align: right;">Page 244</p> <p>1 can be found on BoardDocs under the committee's 2 name. So first we have the audit committee and 3 for that I call on Mr. McMillion. 4 MR. MCMILLION: I would just like to 5 share, the next meeting of the audit committee is 6 Tuesday, June 15th, one week from today at 4:30, 7 please watch virtually. Thank you. 8 CHAIRWOMAN SCOTT: Thank you, 9 Mr. McMillion. Budget committee, Ms. Henn? 10 VICE CHAIR HENN: Yes, thank you, 11 Ms. Scott. The next meeting of the budget 12 committee is also next week, next Wednesday at 13 5:30 p.m. Thank you. 14 CHAIRWOMAN SCOTT: Thank you. And next 15 we have the building and contracts, that's 16 Ms. Jose. Ms. Jose? 17 MS. JOSE: Thank you, Ms. Scott. There 18 are no updates for the building and contracts 19 committee. We have our next meeting on 20 July 13th, Tuesday, prior to the main board 21 meeting.</p>
<p style="text-align: right;">Page 243</p> <p>1 robust professional learning activities to assist 2 school teams in determining our current levels of 3 performance. Plans are underway for school teams 4 to develop school progress plans that contain 5 action steps to support the learning needs of our 6 students. The slide above highlights a few 7 celebrations in addition to a link to our public 8 dashboard. We thank you for the opportunity to 9 present this information and at this time we 10 welcome your comments. 11 CHAIRWOMAN SCOTT: Thank you, 12 Dr. Wheatley-Phillip and team, that was a great 13 presentation. Do we have any questions or any 14 comments from board members? Okay, great. Thank 15 you for that, I'm not seeing any questions or any 16 comments, so again, thank you for an excellent 17 presentation. 18 DR. WHEATLEY-PHILLIP: Thank you. 19 CHAIRWOMAN SCOTT: So it looks like the 20 next item on the agenda is update on board 21 committees, and committee agendas and documents</p>	<p style="text-align: right;">Page 245</p> <p>1 CHAIRWOMAN SCOTT: Thank you for that, 2 Ms. Jose. Next is curriculum committee, and 3 that's Ms. Pasteur. 4 MS. PASTEUR: Yes, thank you. The next 5 curriculum committee meeting will be next 6 Thursday on the 17th at 2:30. 7 CHAIRWOMAN SCOTT: Okay, thank you for 8 that, Ms. Pasteur. And the next is the equity 9 committee meeting, and the next equity committee 10 meeting will be Thursday, June 17th at four p.m. 11 And next is the legislative and government 12 relations committee. Ms. Pasteur? 13 MS. PASTEUR: Yes. We do not have 14 another meeting until the reopening of schools, 15 and during that time we will be planning, working 16 on our next year's legislative priorities, and we 17 will also be developing our agendas in concert 18 with the opening of the General Assembly for 19 2022. 20 CHAIRWOMAN SCOTT: Thank you, 21 Mrs. Pasteur. Next is policy review committee</p>

<p style="text-align: right;">Page 246</p> <p>1 and you heard the policies that we have reviewed, 2 the committee, that we discussed and reviewed at 3 this meeting. And our next policy review 4 committee meeting will be Monday, June 14th at 5 4:30 p.m., thank you. Okay. 6 And the next item on our agenda is board 7 member comments and with that we will start with 8 Ms. Rowe. 9 MS. ROWE: Yes, thank you. I just want 10 to say congratulations to all the seniors. It 11 has been my pleasure to attend graduations and 12 I'm very pleased that we're able to do in-person 13 graduations this year, and I look forward to 14 hopefully starting next school year as a typical 15 school year where everyone's in person. 16 And I also just want to say 17 congratulations to Josh as you begin your college 18 career at Yale, which is a solid, solidly 19 impressive achievement. 20 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe. 21 Next is Ms. Causey.</p>	<p style="text-align: right;">Page 248</p> <p>1 superintendent and staff to provide updates. So 2 I will, I am expecting it to be on the agenda the 3 next meeting. In the meantime there are issues 4 that will come up with reopening that I believe 5 need to be addressed. 6 I attended Franklin High School's PTSA 7 meeting last night and as was mentioned by a 8 stakeholder, there's concerns with moving back to 9 an eight-period day which, my understanding was 10 it was not allowed when every other school had to 11 move to the A day B day schedule in 2014. I 12 would encourage the superintendent and staff to 13 request input from stakeholders, teachers, 14 students and parents as to the benefits of this 15 year; 18 out of 24 high schools did use the 16 semester schedule and it's not a matter of an 17 either or but in combining the best aspects of 18 those schedules to provide what's best for our 19 students. 20 I would also like for the superintendent 21 to provide an update related to the timing of</p>
<p style="text-align: right;">Page 247</p> <p>1 MS. CAUSEY: Thank you, Madam Chair. I 2 also wanted to congratulate our graduates. It 3 was truly wonderful to celebrate them in person 4 with family members or friends, and to really 5 just honor them for making this achievement 6 happen in the midst of all of these challenges. 7 I also appreciate the hard work of staff, both 8 BCPS and Towson University that made these 9 celebrations happen and happen very similar to 10 the way we've always done them the last several 11 years, so it was truly a special moment. 12 I also want to congratulate Josh and 13 wish him well in graduating and moving on to 14 Yale, and I appreciate all of the collaboration 15 that we've experienced with him on the Board this 16 year, and also want to welcome our new SMOB 17 Christian to the team. 18 I am also disappointed that we did not 19 have the reopening agenda item on the plan. As 20 was commented by our stakeholders, there is much 21 work to be done, it is an opportunity for the</p>	<p style="text-align: right;">Page 249</p> <p>1 schoolhouse leadership deciding what's best for 2 their schoolhouse. Last year the decision to 3 change to semesters did not happen until the 4 first week of August, and in my opinion there's 5 always time to make the best decisions for our 6 students and to receive that input which by 7 policy the Board says it is interested in 8 receiving. 9 So from a student perspective we're 10 going to have students entering buildings that 11 have not been in for 17 months. We have students 12 who are returning to schools five days a week, 13 some of them which they have not experienced for 14 17 months. Some of the high schools, students 15 will not have set foot in their building prior to 16 the first day of school in 2021-2022. From a 17 teacher perspective related to the semester 18 benefits is the opportunity to only teach three 19 classes each semester, thereby fostering better 20 relationships with students and getting to know 21 them so that they can really identify any issues</p>

<p style="text-align: right;">Page 250</p> <p>1 they have, learning loss, and then be able to put</p> <p>2 supports in place to support our students.</p> <p>3 One of the other aspects of or benefits</p> <p>4 from the semester is that students who have</p> <p>5 struggled, they can take a class in the fall and</p> <p>6 if they --</p> <p>7 CHAIRWOMAN SCOTT: That sounds like</p> <p>8 that's the timer.</p> <p>9 MS. CAUSEY: Okay, thank you, but I look</p> <p>10 forward to getting the information.</p> <p>11 CHAIRWOMAN SCOTT: Next is Ms. Mack.</p> <p>12 MS. MACK: Yes, thank you, Ms. Scott.</p> <p>13 My board member comments too are directed to the</p> <p>14 2021 graduates of BCPS including our Student</p> <p>15 Member of the Board Josh. I congratulate all of</p> <p>16 you and wish you the best that life has to offer.</p> <p>17 You are our future.</p> <p>18 Michelle Obama said you may not always</p> <p>19 have a comfortable life and you will not always</p> <p>20 be able to solve all of the world's problems at</p> <p>21 once, but don't ever underestimate the importance</p>	<p style="text-align: right;">Page 252</p> <p>1 member of the Board Christian, who will be</p> <p>2 joining us next month.</p> <p>3 And I would just like to end with a</p> <p>4 quote, that leaders don't inflict pain, they</p> <p>5 share pain, by Max DePree. Good night all.</p> <p>6 CHAIRWOMAN SCOTT: Thank you, Ms. Jose.</p> <p>7 Next is Ms. Henn.</p> <p>8 VICE CHAIR HENN: Thank you, Madam</p> <p>9 Chair. Congratulations to the class of 2021. It</p> <p>10 was an honor and a joy celebrating with classes</p> <p>11 both in person as well as virtually. Thank you</p> <p>12 to Towson University for accommodating in-person</p> <p>13 ceremonies, and thank you also to BCPS central</p> <p>14 staff and school administrators who so diligently</p> <p>15 worked to make this possible. It meant a lot to</p> <p>16 families and students to be able to celebrate</p> <p>17 together and I appreciate all the efforts that</p> <p>18 needed to happen.</p> <p>19 Congratulations to our own graduate</p> <p>20 Josh. It feels like you just joined us not that</p> <p>21 long ago and now we need to wish you farewell. I</p>
<p style="text-align: right;">Page 251</p> <p>1 you can have because history has shown us that</p> <p>2 courage can be courageous and hope can take on a</p> <p>3 life of its own. Congratulations to all of you.</p> <p>4 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.</p> <p>5 Next is Mr. McMillion.</p> <p>6 MR. MCMILLION: Since I retired two</p> <p>7 years and seven months ago I've really missed</p> <p>8 interacting with teenagers. Therefore, I'm</p> <p>9 extremely happy that I've had the opportunity to</p> <p>10 get to know Josh, and I hope that you and all</p> <p>11 your fellow graduates remember the world is your</p> <p>12 playground. Thank you.</p> <p>13 CHAIRWOMAN SCOTT: Thank you,</p> <p>14 Mr. McMillion. Next is Ms. Jose.</p> <p>15 MS. JOSE: Thank you, Ms. Scott. Again,</p> <p>16 I echo what other board members have said to</p> <p>17 congratulate our outgoing student member of the</p> <p>18 Board. Josh, you have been brilliant and have</p> <p>19 been such an honor to work with you. I also</p> <p>20 would like to thank and congratulate all of our</p> <p>21 graduating class and welcome to the new student</p>	<p style="text-align: right;">Page 253</p> <p>1 wish you all the best at Yale and can't wait to</p> <p>2 see the amazing things you'll accomplish.</p> <p>3 Lastly, I would like to welcome</p> <p>4 Christian Thomas as our new student member of the</p> <p>5 board. I already have a soft spot in my heart</p> <p>6 for Mavericks and I am thrilled to welcome a</p> <p>7 Maverick to join us on the Board, looking forward</p> <p>8 to working with you.</p> <p>9 That's all I have. Thank you, everyone,</p> <p>10 good night.</p> <p>11 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.</p> <p>12 Next is Mr. Muhumuza.</p> <p>13 MR. MUHUMUZA: Well, board members, I</p> <p>14 promised not to cry this afternoon, so I hope to</p> <p>15 keep my comments short. But I really appreciate</p> <p>16 your kind congratulations to me and also other</p> <p>17 seniors, who have just worked so hard this year</p> <p>18 and throughout their 12 years, that were probably</p> <p>19 different from many others, but who have worked</p> <p>20 so hard to cross the stage and to be there, and</p> <p>21 have their family members there on their special</p>

<p style="text-align: right;">Page 254</p> <p>1 day. I was so so happy to see us host these 2 graduations and even other schools host senior 3 activities and just celebrating our seniors. 4 And I just wanted to thank you all, 5 board members, for giving me this opportunity to 6 work with you all. Many of you throughout my 7 term and even before just reached out, had many 8 many conversations with me. I've learned a lot I 9 have to say and this experience has been one that 10 like I mentioned, I will never forget, and each 11 and every one of you, I thank you all. I don't 12 have any other comments, but thank you all. 13 CHAIRWOMAN SCOTT: Thank you, 14 Mr. Muhumuza. Next is Mr. Offerman. 15 MR. OFFERMAN: Congratulations to Josh 16 and the class of 2021. In addition a thank you, 17 thank you to all stakeholders, students, 18 teachers, parents, everyone else for helping us 19 get through this most demanding an certainly 20 trying year. I'm sure that it will be better 21 next year and I'm sure that we will be able to</p>	<p style="text-align: right;">Page 256</p> <p>1 Dr. Williams, you have laid out a hefty plan for 2 us, now it's time for us to seriously roll up our 3 sleeves and make sure all of those steps to 4 success happen for all of our children, so I'm 5 happy to be a part of that. And to those of you 6 who looked at various plans and ways of executing 7 education this year, know that, and I want to say 8 thank you, Dr. Williams, when I ask the question, 9 that it had been thought through, and I know 10 schools will have their community suits and their 11 executive directors and their PTA working 12 collaboratively for all of our children and 13 coming up with the best possible plan. It's been 14 great. Thank you. 15 CHAIRWOMAN SCOTT: Thank you, 16 Mrs. Pasteur. It looks like next is Mr. Kuehn. 17 MR. KUEHN: Thank you, Ms. Scott. As a 18 parent of a '21 grad, I would like to 19 congratulate my daughter Madeline and all the 20 students across the entire system, but especially 21 at Towson High School. I was lucky enough to be</p>
<p style="text-align: right;">Page 255</p> <p>1 move forward. Thank you. 2 CHAIRWOMAN SCOTT: Thank you 3 Mr. Offerman. Next is Mrs. Pasteur. 4 MS. PASTEUR: Josh, I want you to know 5 that I'm grandmother or auntie proud of you. It 6 has been a true pleasure and an honor to have 7 been able to work with you this year, and I wish 8 you well. Christian, I look forward to working 9 with you and everything new and wonderful that 10 you're going to bring to the Board, so I look 11 forward to that. 12 To all of the graduates of 2021, 13 congratulations, it has been an honor and a 14 privilege to attend the graduations with you. 15 Parents and staff, not always been pretty, but 16 these have been very tenuous times and we made it 17 through, and I know that the hearts were in the 18 right place even sometimes when the words weren't 19 quite there, so thank you for your consistency. 20 And for those of you who presented 21 tonight, Dr. Wheatley-Phillip and crew and</p>	<p style="text-align: right;">Page 257</p> <p>1 on stage and deem them all graduated, it was a 2 great moment for me, so thank you. 3 Josh, I just want to thank you for 4 representing the students as well as you did. I 5 think you did a fantastic job and we all know you 6 have a great future, and we will be looking 7 forward to hearing more from you. 8 And lastly, I will congratulate 9 Christian Thomas, look forward to him joining the 10 Board. 11 And to all the parents out there, we 12 know that your graduates, you know, you're 13 responsible for getting them through and being 14 there and launching them into the rest of their, 15 hopefully their education going forward or 16 whatever endeavors they have, so I just wanted to 17 shout out to all the parents there, because they 18 helped to make this happen too. So thank you 19 all. Good night. 20 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn. 21 And last is me, and I would just say that I want</p>

<p style="text-align: right;">Page 258</p> <p>1 to congratulate all the seniors who graduated. I 2 too had the opportunity to attend several 3 graduations and it was wonderful seeing the 4 excitement on everyone's face as they had the 5 opportunity to walk across the stage and have a 6 graduation ceremony, so congratulations to 7 everyone.</p> <p>8 I also would like to acknowledge again 9 as we have been doing, and I can't say it enough, 10 to Josh Muhumuza, who we're all so very proud of, 11 who will represent BCPS so very well at Yale, and 12 again, that's just such a wonderful wonderful 13 opportunity. Congratulations on all of your hard 14 work and your service and what you've provided to 15 this Board.</p> <p>16 I would like to welcome Christian Thomas 17 who's coming in, and I look forward to working 18 with you and hearing your ideas and what you have 19 to offer and I think that's going to be 20 wonderful.</p> <p>21 And I would just like to thank everyone</p>	<p style="text-align: right;">Page 260</p> <p>1 had to be delayed because of the ransomware 2 attack and in some cases even more significantly 3 in timeframe than the seven months since the 4 ransomware attack. And I would like to hear a 5 report on the agenda from staff as to explicitly 6 all of the ways in which we are not yet recovered 7 and the timeframe for full recovery and what 8 other projects may have to be delayed as a result 9 of the ransomware attack.</p> <p>10 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe, 11 and next we have Ms. Causey.</p> <p>12 MS. CAUSEY: Thank you. I agree with 13 Ms. Rowe. Also I would like to see in the 14 reopening agenda item at the next meeting as well 15 as sooner, perhaps on a weekly update, 16 Dr. Williams, related to the Board's motion of 17 February of 2019 supporting the school day task 18 force recommendations to allow semester classes 19 to be offered within the A day B day format, 20 block format, and what process has been 21 implemented for following through on that, which</p>
<p style="text-align: right;">Page 259</p> <p>1 for the presentations that were put together by 2 staff, Dr. Williams, and also board members for 3 working together so that we could process this 4 agenda and get through our business meeting, so 5 thank you.</p> <p>6 The next item on the agenda are items 7 which are included, are items which include the 8 Revised Superintendent's Rules 1270, 4004 and 9 5520; the final report on key school legislation; 10 and the Southeast Area Education Advisory Council 11 meeting minutes of April 19th, 2021.</p> <p>12 And then the next item on the agenda is 13 consideration of agenda items for future board 14 meetings. Board members, please note that items 15 provided at past meetings have been received and 16 are being reviewed. So I will go around the dais 17 again, starting first with Ms. Rowe. Do you have 18 any agenda items for future board meetings?</p> <p>19 MS. ROWE: Yes, I do, Madam Chair. 20 We've encountered several items just this evening 21 in which things in our school system operations</p>	<p style="text-align: right;">Page 261</p> <p>1 did require community input and schoolhouse 2 leadership input on setting up courses in the 3 fashion that's going to support their students in 4 their schools at the high school level.</p> <p>5 It was indicated that staff had told 6 principals they needed to make that decision back 7 in January or February, but in February I 8 discussed it with Gifted and Talented Citizens 9 Advisory Council, and Dr. Williams was there, so 10 it doesn't make sense that principals are told to 11 make a decision in a timeframe when the school 12 system had not even made a commitment to five 13 days of in-person learning. So I would like to 14 understand that actually sooner rather than 15 later.</p> <p>16 Also, this was brought up -- 17 CHAIRWOMAN SCOTT: Okay, it sounds like 18 that's time.</p> <p>19 MS. CAUSEY: Yes, so I just wanted to 20 say -- 21 CHAIRWOMAN SCOTT: Hold it, it sounds</p>

<p style="text-align: right;">Page 262</p> <p>1 like it's time.</p> <p>2 (Unintelligible colloquy, multiple</p> <p>3 speakers.)</p> <p>4 CHAIRWOMAN SCOTT: Excuse me,</p> <p>5 Dr. Williams. Next we have Ms. Mack.</p> <p>6 MS. MACK: I don't have anything at this</p> <p>7 time, thank you.</p> <p>8 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>9 have Mr. McMillion.</p> <p>10 MR. MCMILLION: No thank you.</p> <p>11 CHAIRWOMAN SCOTT: Sorry, I couldn't</p> <p>12 hear you, sir.</p> <p>13 MR. MCMILLION: No thank you.</p> <p>14 CHAIRWOMAN SCOTT: Oh, okay, all right.</p> <p>15 Ms. Jose?</p> <p>16 MS. JOSE: Nothing at this time,</p> <p>17 Ms. Scott, thank you.</p> <p>18 CHAIRWOMAN SCOTT: Thank you. Next is</p> <p>19 Ms. Henn.</p> <p>20 VICE CHAIR HENN: Thank you, Ms. Scott.</p> <p>21 I would like to see time dedicated on each agenda</p>	<p style="text-align: right;">Page 264</p> <p>1 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>2 have Ms. Pasteur.</p> <p>3 MS. PASTEUR: Dr. Williams and</p> <p>4 Ms. Scott, I just want to briefly remind you,</p> <p>5 Dr. Williams, that I did ask several months ago</p> <p>6 that by the end of June we have some information</p> <p>7 on the compression of the salary scale. I know</p> <p>8 we only had this meeting in June, so I do look</p> <p>9 forward to it maybe in July please, but I would</p> <p>10 like to hear where we are going in terms of</p> <p>11 compression of salary. Thank you.</p> <p>12 CHAIRWOMAN SCOTT: Thank you. Okay,</p> <p>13 next is Mr. Kuehn?</p> <p>14 MR. KUEHN: Thank you. I would like to</p> <p>15 learn more about our plans to find and use an</p> <p>16 evidence-based writing curriculum within our</p> <p>17 system. Thank you.</p> <p>18 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.</p> <p>19 And last but not least is me, and I don't have</p> <p>20 any suggestions at this time.</p> <p>21 Okay. And so the last item on the</p>
<p style="text-align: right;">Page 263</p> <p>1 for a brief update on capital projects. We had</p> <p>2 several schools under or awaiting funding for new</p> <p>3 construction, so a brief update on those, as well</p> <p>4 as time on each agenda for business services to</p> <p>5 provide an update on operational initiatives. I</p> <p>6 agree with Ms. Rowe and Ms. Causey that we need</p> <p>7 to be kept abreast of ransomware impact, but</p> <p>8 beyond that, I think hearing from our business</p> <p>9 services team with a brief update on key projects</p> <p>10 and initiatives, particularly any delays or any</p> <p>11 areas that the Board can assist with would be</p> <p>12 helpful, not only at the time of contract</p> <p>13 approval requests but on an ongoing basis. Thank</p> <p>14 you.</p> <p>15 CHAIRWOMAN SCOTT: Thank you. Next it</p> <p>16 looks like we have Mr. Muhumuza.</p> <p>17 MR. MUHUMUZA: I have no comments, thank</p> <p>18 you.</p> <p>19 CHAIRWOMAN SCOTT: Thank you. Next we</p> <p>20 have Mr. Offerman.</p> <p>21 MR. OFFERMAN: Nothing at this time.</p>	<p style="text-align: right;">Page 265</p> <p>1 agenda is announcements, and the Board's next</p> <p>2 hybrid meeting will be July 13th, 2021 at</p> <p>3 6:30 p.m. So thank you for joining us and the</p> <p>4 meeting is now adjourned. Have a good night.</p> <p>5 (Meeting adjourned.)</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>

STATE OF MARYLAND.
BALTIMORE COUNTY: SS

I, Paul A. Gasparotti, a Notary Public in and
for the State of Maryland, Baltimore County, do
hereby certify that the foregoing is a true and
accurate transcription of the recording to the
best of my ability.

I further certify that I am not of counsel to
any of the parties nor in any way interested in
the outcome of these proceedings.

As witness, my hand and notarial seal this
14th day of June, 2021.

Paul A. Gasparotti

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