1   BOARD OF EDUCATION

2   BALTIMORE COUNTY

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8   PUBLIC MEETING OF THE BOARD OF EDUCATION

9   BROADCAST VIA MICROSOFT TEAMS

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12   SEPTEMBER 13, 2022

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20   Transcribed by:

21   CRC Salomon

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1 BOARD MEMBERS:
2   Julie C. Henn, Board Chair
3   Rodney R. McMillion, Vice Chair
4   Kathleen Causey
5   Moalie S. Jose
6   Erin R. Hager
7   Russell T. Kuehn
8   John H. Offerman, Jr.
9   Lily P. Rowe
10   Makeda Scott
11   Felicia Stolusky
12   Roah Hassan, Student Member

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1   I N D E X

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1   PROCEEDINGS
2   CHAIRWOMAN HENN: Good evening. This is
3 Chairwoman Julie Henn. I now call to order the
4 meeting of the Board of Education of Baltimore County
5 for Tuesday, September 13, 2022. I invite you to
6 recite the Pledge of Allegiance to the Flag to be led
7 by Ms. Roah Hassan. We will then have a moment of
8 silence in recognition of those who have served
9 education in Baltimore County.
10   (Pledge of Allegiance.)
11   (Moment of silence.)
12   CHAIRWOMAN HENN: Thank you. Tonight's
13 Board of Education meeting is being held in person and
14 virtually and broadcast online through Microsoft
15 Teams. In order to efficiently conduct this meeting,
16 all voting items this evening will be done by rollcall
17 vote.
18   The first item on the agenda is the
19 consideration of the September 13 agenda.
20   Dr. Williams, are there any additions or
21 changes to tonight's agenda?

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1   DR. WILLIAMS: I'm unaware of any additions

2 or changes to tonight's agenda.

3   CHAIRWOMAN HENN: Hearing none, the agenda

4 stands as presented.

5   Earlier this evening, the Board met in

6 closed session pursuant to the Open Meetings Act for

7 the following reasons:

8   To one, discuss the appointment, employment,

9 assignment, promotion, discipline, demotion,

10 compensation, removal, resignation, or performance

11 evaluation of appointees, employees, or officials over

12 whom it has jurisdiction, or any other personnel

13 matter that affects one or more specific individuals.

14 And, seven, consult with counsel to obtain legal

15 advice.

16   The minutes of the closed session and

17 information summary can be found on BoardDocs under

18 this Board Meeting agenda date.

19   The next item on the agenda is Personnel

20 Matters. And for that I call on Ms. Anderson.

21   MS. ANDERSON: Good evening. Good evening.

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1 Good evening, Chairwoman Henn, Vice Chairman

2 McMillion, Superintendent Williams, and members of the

3 Board. I would like the Board's consent for the

4 following personnel matters: Terminations,

5 retirements, resignations, leaves, and certified

6 appointments.

7   CHAIRWOMAN HENN: Do I have a motion to

8 approve the personnel matters as presented in Exhibit

9 D-1?

10   COMMISSIONER OFFERMAN: So moved. Offerman.

11   CHAIRWOMAN HENN: Do I have a second?

12   COMMISSIONER STOLUSKY: Second. Stolusky.

13   CHAIRWOMAN HENN: Any discussion?

14 May I have a roll call vote?

15   MS. GOVER: Ms. Rowe?

16   COMMISSIONER ROWE: Yes.

17   MS. GOVER: Ms. Causey? Ms. Causey?

18 Ms. Stolusky?

19   COMMISSIONER STOLUSKY: Yes.

20   MS. GOVER: Ms. Jose?

21   COMMISSIONER JOSE: Yes.

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1   MS. GOVER: Mr. McMillion?

2   VICE CHAIR MCMILLION: Yes.

3   MS. GOVER: Mr. Offerman?

4   COMMISSIONER OFFERMAN: Yes.

5   MS. GOVER: Ms. Scott?

6   COMMISSIONER SCOTT: Yes.

7   MS. GOVER: Dr. Hager?

8   COMMISSIONER HAGER: Yes.

9   MS. GOVER: Mr. Kuehn? Mr. Kuehn?

10   Ms. Henn?

11   CHAIRWOMAN HENN: Yes.

12   MS. GOVER: Thank you.

13   CHAIRWOMAN HENN: The motion carries.

14   Do I have a motion to approve the personnel

15 matters as presented in Exhibit D-2 through G-5?

16   COMMISSIONER OFFERMAN: So moved. Offerman.

17   CHAIRWOMAN HENN: Do I have a second?

18   COMMISSIONER HASSAN: Second. Hassan.

19   CHAIRWOMAN HENN: Any discussion? May I

20 have a roll call vote?

21   MS. GOVER: Ms. Rowe?

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1   COMMISSIONER ROWE: Yes.

2   MS. GOVER: Ms. Causey?

3   Ms. Stolusky?

4   COMMISSIONER STOLUSKY: Yes.

5   MS. GOVER: Ms. Jose?

6   COMMISSIONER JOSE: Yes.

7   MR. GOLDSMITH: Mr. McMillion?

8   VICE CHAIR MCMILLION: Yes.

9   MS. GOVER: Ms. Hassan?

10   STUDENT COMMISSIONER HASSAN: Yes.

11   MS. GOVER: Mr. Offerman?

12   COMMISSIONER OFFERMAN: Yes.

13   MS. GOVER: Ms. Scott?

14   COMMISSIONER SCOTT: Yes.

15   MS. GOVER: Dr. Hager?

16   COMMISSIONER HAGER: Yes.

17   MS. GOVER: Ms. Henn?

18   CHAIRWOMAN HENN: Yes.

19   MS. GOVER: Thank you.

20   CHAIRWOMAN HENN: Thank you.

21   The next item on the Agenda is

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1 administrative appointments. And for that, I call on
2 Dr. Williams.
3   DR. WILLIAMS: Madam Chair Henn, Vice Chair
4 McMillion, and members of the Board, I am bringing
5 forward the following administrative appointments for
6 your approval: Equal Employment Opportunity Officer,
7 Office of Equal Employment Opportunity; Coordinator,
8 Program Evaluator, Office of Research; Director,
9 Office of Employee Absence and Risk Management
10 Specialist; Site-Based Infants and Toddlers, Office of
11 Birth to Five Services -- there are five positions;
12 Supervisor, Transition Services, Department of
13 Academic Programs and Options; Senior Supervisor,
14 Procurement and Distribution, Office of Food and
15 Nutrition Services; Assistant Principal, Franklin
16 Middle School; Assistant Principal, Middlebrook
17 Elementary School; Supervisor, Compliance, Office of
18 Compliance; and Supervisor, Department of Academics,
19 Programs and Options.
20   CHAIRWOMAN HENN: Thank you. Do I have a
21 motion to approve the administrative appointments as

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1 presented in Exhibit E-1?
2   STUDENT COMMISSIONER HASSAN: So moved.
3 Hassan.
4   CHAIRWOMAN HENN: Do I have a second?
5   COMMISSIONER OFFERMAN: Second. Offerman.
6   CHAIRWOMAN HENN: Any discussion? May I
7 have a roll call vote?
8   MS. GOVER: Ms. Rowe?
9   COMMISSIONER ROWE: Yes.
10   MS. GOVER: Ms. Stolusky?
11   COMMISSIONER STOLUSKY: Yes.
12   MS. GOVER: Ms. Jose?
13   COMMISSIONER JOSE: Yes.
14   MS. GOVER: Mr. McMillion?
15   VICE CHAIR MCMILLION: Yes.
16   MS. GOVER: Ms. Hassan?
17   STUDENT COMMISSIONER HASSAN: Yes.
18   MS. GOVER: Mr. Offerman?
19   COMMISSIONER OFFERMAN: Yes.
20   MS. GOVER: Ms. Scott?
21   COMMISSIONER SCOTT: Yes.

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1   MS. GOVER: Dr. Hager?
2   COMMISSIONER HAGER: Yes.
3   MS. GOVER: Ms. Henn?
4   CHAIRWOMAN HENN: Yes.
5   MS. GOVER: Thank you.
6   CHAIRWOMAN HENN: The motion carries. Thank
7 you.
8   Dr. Williams?
9   DR. WILLIAMS: Thank you.
10   We have several appointees present in the
11 audience. Our first appointment is Jennifer Brodar,
12 as the Coordinator of Program Evaluation, Office of
13 Research. Attending with her is her son, Ethan Brodar
14 (phonetic), a senior at Towson High School. Please
15 stand, Ethan.
16   She brings to us two years of service in
17 Baltimore County. Her previous position was Research
18 Specialist in the Department of Research
19 Accountability and Assessment. Prior experience:
20 Johns Hopkins University, three years; Green Council
21 Community School Corporation, four years; and

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1 Lafayette School Corporation, one year.
2 Congratulations, Jennifer R. Brodar.
3   Next appointee is James Curbeam, Director,
4 Office of Employee Absence and Risk Management.
5 Attending with him is his wife, Kelly Bend Glen
6 (phonetic), Bend Glen if I said that right.
7 Previously, he served as the Director of Risk
8 Management from Las Vegas Valley Water District. He's
9 bringing experience in that system and office. He's
10 also served as the Director of Global Claims
11 Administration; Manager of Insurance and Claims; and
12 Risk Management Manager, Omaha Public Power District.
13 Welcome to Baltimore County Public Schools.
14   Next we have Toby P. Dicocco, as Specialist,
15 Site-Based Infant and Toddlers, in the Office of Birth
16 to Five Services. Attending with her is her husband,
17 David (phonetic) Dicocco. Please stand.
18   She brings 17 years of experience in
19 Baltimore County. Previously she was the Infant and
20 Toddlers Team Leader in the Office of Birth to Five
21 Services. She also served as a Resource Teacher in

1 the Department of Special Ed, Special Ed Inclusion

2 Teacher and in the Office of Child Find Assessment, as

3 well as Westowne Elementary. She also served as

4 Special Ed Teacher, Early Child and Self-Contained,

5 Orems Elementary. Congratulations, Toby P. Dicocco.

6   Next we have Monika Dillard, Transition

7 Services, Department of Academic Programs and Options.

8 Joining her is her sister, Camilla Clark (phonetic).

9 Currently she served as the Specialist in Department

10 of Research, Accountability, and Assessment. She

11 brings 18 years of service to Baltimore County. Prior

12 to the Specialist position, she served as Assistant

13 Principal at Pikesville High School, Owings Mill High

14 School, Chesapeake. Prior to that, she served as a

15 science teacher at Woodlawn High School, Stemmers Run,

16 Windsor Mill Middle, Woodlawn Middle. And she has had

17 previous experience in Baltimore City Public Schools.

18 Congratulations, Monika A. Dillard.

19   Next we have Teresa Eady, Specialist, Site-

20 Based Infant and Toddlers, in the Office of Birth to

21 Five Services. Attending with her is her husband,

1 Gene (phonetic) Eady. Please -- oh, he's standing

2 there.

3   MS. EADY: E-dee.

4   DR. WILLIAMS: E-dee. Thank you for

5 correcting me. I apologize for that.

6   She brings 25 years of service at Baltimore

7 County. Previous position was Infant and Toddlers

8 Team Leader. Prior to that, she served as Special

9 Education Inclusion Teacher in the Office of Birth to

10 Five Services. Prior to that, she served as a pre-K

11 teacher at Middleborough Elementary, classroom teacher

12 and reading teacher at Middleborough. She also served

13 as a English teacher at River Middle School and

14 classroom teacher, Halstead Academy. Congratulations,

15 Teresa I-dee.

16   MS. EADY: E-dee.

17   DR. WILLIAMS: E-dee.

18   Change my notes. All right.

19   Next we have Lora A. Jeffers, Specialist,

20 Site-Based Infant and Toddlers, Office of Birth to

21 Five Services. Attending with her, Supervisor Tony

1 Lyn Ambrose (phonetic). Prior to this appointment,

2 she served as a Team Leader, Infant and Toddler, in

3 the Office of Birth to Five Services. She brings 12

4 years of service in Baltimore County. Prior to that

5 experience, she served as Special Ed Teacher, Self-

6 Contained, in the Department of Special Education.

7 And she also has had previous experience in Baltimore

8 County Department of Health. Congratulations, Lora A.

9 Jeffers.

10   Next we have Felicia Schrader, Assistant

11 Principal, Franklin Middle School. She brings over

12 seven years of experience in Baltimore County.

13 Currently she served as a science teacher at Towson

14 High School. She also served prior experience at

15 Harford County Public Schools. Attending with her is

16 her assistant principal, Dr. Kim Culberson (phonetic),

17 who was our Maryland Assistant Principal of the Year

18 in 2022. And I believe Principal Charlene DiMino

19 stuck in. Please stand. Congratulations, Felicia

20 Schrader.

21   Next we have Elizabeth H. Smith, Assistant

1 Principal at Middlebrook Elementary School. Attending

2 with her is her husband, Tyler Smith (phonetic).

3 Please stand. She brings nine years of service in

4 Baltimore County. Currently she served as the

5 Community School Facilitator at Middlebrook Elementary

6 School. She also served as a school counselor at

7 Parkville Middle and Perry Hall Middle. She served as

8 a guidance counselor at Imagine Discovery Public

9 Charter and she has prior experience at Kennedy

10 Krieger Institute. Congratulations, Elizabeth H.

11 Smith.

12   Next we have Telisa Williams as Supervisor,

13 Department of Academic Programs and Options. She

14 brings over two years of experience in Baltimore

15 County. Attending with her is her significant other,

16 Maurice Golfingting (phonetic). Thank you.

17   Prior to this appointment, she served as a

18 classroom teacher in the Department of Academic

19 Programs and Options. And prior to that, she served

20 as a classroom teacher at Hebbville Elementary and has

21 had prior experience at Guilford County Schools.

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1 Congratulations.

2   Next we have Rebecca L. Woolford,

3 Specialist, Site-Based Infant and Toddlers, Office of

4 Birth to Five Services. She brings over nine years of

5 experience to Baltimore County. Attending with her is

6 her husband, Kenneth Woolford (phonetic). Prior to

7 this appointment, she served as a Team Leader, Infants

8 and Toddlers. She also served as an Infant and

9 Toddler teacher in the Office of Birth to Five

10 Services, as well as a special ed inclusion teacher in

11 the Office of Birth to Five Services.

12 Congratulations.

13   Next we have Rebecca Zimmerman, Specialist,

14 Site-Based Infant and Toddlers, Office of Birth to

15 Five Services. She brings eight years of service in

16 Baltimore County. Attending is her friend, Amy Fowler

17 (phonetic). Her previous positions include Infant and

18 Toddler Teacher in the Office of Birth to Five. She

19 also served as Special Ed Inclusion Teacher in the

20 Office of Birth to Five Services, as well as Hawthorne

21 Elementary. She too bring experiences from Kennedy

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1 Krieger Institute. Congratulations.

2   Not attending tonight, but watching

3 virtually, we have Steward D. Beckham, Equal

4 Employment Opportunity Officer in the Office of Equal

5 Employment Opportunity. He brings five months of

6 service in Baltimore County. Previously he served as

7 a Human Resources Specialist in Investigations in the

8 Office of Investigations and Records. He's had prior

9 experience at the District of Columbia, Department of

10 Behavior Health, as well as the Office of the

11 Comptroller for Baltimore City, where he has served

12 several positions in the Comptroller Office of

13 Baltimore City. Congratulations, Mr. Steward D.

14 Beckham.

15   Next we have John P. Salerno, who's watching

16 virtually. As the Senior Supervisor of Procurement

17 and Distribution in the Office of Food and Nutrition

18 Services. He is new to our system. He is not new to

19 our system. He serves previously as the Supervisor in

20 Foods Services, Facilities, and Equipment. He also

21 have served in the Office of Food and Nutrition as the

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1 Assistant Field Representative of Operations. And

2 he's had prior experience in several companies.

3 Congratulations, Mr. John P. Salerno.

4   And finally, we have Dana F. Tobin as the

5 Supervisor of Compliance in the Office of Compliance.

6 She brings 13 years of experience in Baltimore County.

7 She's watching virtually. Previously she served as a

8 Specialist of Compliance in the Office of Compliance.

9 She served as the Special Education Inclusion Teacher

10 at Sudbrook Magnet Middle, Lyons Mill Elementary,

11 Relay Elementary, and she served as Special Education,

12 Self-Contained Teacher at Relay and Winfield

13 Elementary School. Congratulations, Dana F. Tobin.

14   CHAIRWOMAN HENN: Thank you, Dr. Williams.

15   DR. WILLIAMS: Thank you.

16   CHAIRWOMAN HENN: And congratulations to

17 everyone.

18   Our next item is Public Comment. This is

19 one of the opportunities the Board provides to hear

20 the views and receive the advice of community members.

21 The members of the Board appreciate hearing from

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1 indoor citizens. As appropriate, we will refer your

2 concerns to the superintendent for follow up by his

3 staff.

4   The Board of Education will conduct the

5 public comment portion of the meeting by allowing

6 those who registered to speak to attend in person.

7 Registration was open to the public one week prior to

8 tonight's Board meeting and was close at 3:00 p.m.

9 yesterday for anyone wishing to speak at this

10 evening's meeting.

11   Board practice limits to ten, the number of

12 speakers that a regularly scheduled Board meeting.

13 Speakers are selected randomly using an electronic

14 selection process from all registrations received

15 within the designated timeframe. Each speaker is

16 allowed three minutes to address the Board. Of

17 course, if fewer than ten registrations are received,

18 all who registered will be permitted to speak.

19 However, no speaker substitutions will be allowed.

20   While we encourage public input on policy,

21 programs, and practices within the purview of this

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1 Board and this school system, this is not the proper

2 forum to address specific student or employee matters

3 or to comment on matters that do not relate to public

4 education in Baltimore County. We encourage everyone

5 to utilize existing dispute resolution processes as

6 appropriate. I remind everyone that inappropriate

7 personal remarks or other behavior that disrupts or

8 interferes with the conduct of this meeting are out of

9 order.

10   I ask speakers to observe the three-minute

11 clock, which will let you know when your time is up.

12 Please conclude your remarks when you hear the tone or

13 see that time has expired. The microphone will be

14 turned off at the end of your time and it could be

15 turned off if a speaker addresses specific student or

16 employee matters or is commenting on matters not

17 related to public education in Baltimore County.

18   If not selected, the public may submit their

19 comments to the Board members via email at

20 boe@bcps.org. More information is provided on the

21 Board's website at bcps.org under Board of Education,

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1 Participation by the Public.

2   I now call on our advisory and stakeholder

3 group leaders to speak. Our first speaker is Billy

4 Burke with CASE.

5   MR. BURKE: Would you like to invite the

6 people that were appointed the ability to leave?

7   CHAIRWOMAN HENN: Of course. Please feel

8 free to use this opportunity to leave.

9   Thank you, Mr. Burke.

10   MR. BURKE: You're welcome. Thank you.

11   Good evening, Chairwoman Mrs. Henn, Vice

12 Chairman Mr. McMillion, Superintendent Dr. Williams,

13 and members of the Board. Thank you for the

14 opportunity to speak to you on behalf of CASE. As we

15 begin this school year, I thought I'd use my time

16 tonight to outline my priorities as the executive

17 director of CASE.

18   My first priority is to advocate for a fair

19 and reasonable workload. The current CASE master

20 agreement states, and I quote, "The work hours of CASE

21 members are those hours required to complete duties as

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1 established by the Board. It is recognized that the

2 job requirements of professionals are of such a nature

3 that they cannot adequately be met within a specific

4 timeframe," end quote.

5   This language protects the Board, but leaves

6 CASE members vulnerable to events beyond their

7 control. For instance, although there have been been

8 many changes to improve transportation, administrators

9 are charged with supervising students when afternoon

10 busses don't arrive, extending their day by 60 to 90

11 minutes. Almost every other bargaining unit receives

12 extra compensation for working beyond the duty day.

13 CASE does not. It makes members feel undervalued and

14 disrespected.

15   My second priority is to advocate for short-

16 term and long-term plans for addressing the staffing

17 crisis. Asking employees to cover classrooms instead

18 of working the jobs they were hired to do has been a

19 necessary strategy in managing the staffing crisis,

20 but this short-term strategy is not sustainable.

21 Staff will continue to resign if they are reassigned

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1 to other work.

2   My third priority is to advocate for

3 appropriate special education staffing.

4 Administrators are being asked to manage the

5 challenges of serving students receiving special

6 education services without enough staff experience,

7 training, and resources. It leaves students

8 underserved and staff defeated by unrealistic

9 accountability.

10   My fourth and final priority is to advocate

11 for change to the negotiations and budget development

12 processes. Now that you know about and understand

13 spending affordability limits, budget should be

14 developed within those limits. Bargaining unit

15 negotiation items should be transparent to the Board,

16 the County executive, the County Council, and the

17 public. There should be regularly scheduled meetings

18 between bargaining unit negotiating teams, the BCPS

19 negotiating team, the Board Budget Committee, and

20 representatives from the County executive and council.

21 It was a waste of five to eight months of meetings to

1 bargaining units and BCPS to reach and agreement that

2 depended on approval from the Board and then the

3 County Council. If we don't collaborate along the

4 way, I fear we will continue to have the same budget

5 approval issues.

6   Most CASE members are long-term BCPS

7 employees that are eager to lead. We need leaders.

8 Let's work together to improve conditions for CASE

9 members and all BCPS employees. Thank you.

10   CHAIRWOMAN HENN: Thank you.

11   Next representing the Summer Youth

12 Employment Program, we have three students: Favour

13 Umoh, Ajaybir Singh, and Macarius Wilson (phonetic).

14 Please correct me if I'm mispronouncing your names.

15 And welcome.

16   MS. UMOH: Sorry. Good evening, ladies and

17 gentlemen. My name is Favour Aloyd Umoh. I'm a

18 senior at Catonsville High School. First, I want to

19 thank you all for making it possible for me to speak

20 here today. And I also want to thank my supervisors

21 for making this experience a success for me.

1   During the summer, I was able to learn some

2 new skills. Example: I was able to triage computers.

3 I was able to diagnose issues going on with computers.

4 I was able to fix Chromebooks. I was able to also --

5 sorry -- I was also able to fix broken screens. Yes.

6   Lastly, I want to thank all BCPS members,

7 all BCPS Board members, and supervisors, for making me

8 gain this experience and knowledge that I will use

9 later in the future. Thank you so much.

10   CHAIRWOMAN HENN: Thank you.

11   MR. SINGH: Good evening. My name is

12 Ajaybir Singh and I'm a senior at Perry Hall High

13 School alongside Roah Hassan. And firstly, I would

14 like to thank my supervisors for making this summer

15 internship unlike any other.

16   On the job, we did computer bias update and

17 repairing the computers in order to help support the

18 support staff and schools to re-issue the Chromebooks

19 that we have now in place of the old computers. And

20 also we learned about how do we, like, figure out the

21 technology behavior the scenes that we usually don't

1 get to see that often.

2   It was also worth my time, because who likes

3 an unpaid internship during the senior year? Also

4 meeting a lot of people that are in the position of

5 directors. And also we met Ms. Nancy, I don't know

6 her last name. She was the director who takes care of

7 all the data that processes. And she gives us a 30-

8 second speech that was also very helpful in deciding

9 in what we have to do in the future.

10   Also, meeting a lot of people that really

11 helped. I want also thank the Board members for your

12 time and giving me an opportunity to speak at the

13 Board of Education meeting today. Thank you.

14   CHAIRWOMAN HENN: Thank you.

15   Next we have Ms. Cindy Sexton with TABCO.

16 And some friends.

17   MS. SEXTON: And some friends.

18   CHAIRWOMAN HENN: Welcome.

19   MS. SEXTON: Good evening, Chair Henn, Vice

20 Chair McMillion, Dr. Williams, and members of the

21 board. In July, a tentative agreement was reached

1 between TABCO and BCPS. We agreed to a five-year

2 salary compression that would be historic is moving

3 our BCPS educators towards greater career earnings,

4 where we currently rank ninth in the state.

5   Since then, the finalization of the process

6 has stalled. We acknowledge and appreciate that the

7 County executive has provided historic funding to the

8 school system. We understand that compensation costs

9 are the biggest part of the budget.

10   As the school year has begun, our educators

11 are once again going above and beyond to meet not only

12 the academic needs of our students, but the social,

13 emotional, physical, and mental health needs as well.

14 With the current vacancies, our educators are being

15 called on to do extra work, provide more for students,

16 and work with their peers to be sure that every

17 student gets what they need. But we need to talk

18 about what our educators need, what they need to draw

19 them to teach here, and what we need so they decide to

20 stay in the schools here. If we can't recruit and

21 retain educators, our system will weaken. And when

1 our County's education system weakens, nobody wins.

2 Not the children, not the educators, not the community

3 at large. We must advance our efforts to educate our

4 children. We cannot go backwards.

5   We need to have our negotiations finalized,

6 voted on by membership, and codified in our master

7 agreement. In August, our building reps passed a

8 motion calling on BCPS, the County executive and

9 County council to jointly develop a five-year plan

10 with TABCO to sustainability fund the agreed-on salary

11 sale adjustment no later than today at the Board of Ed

12 meeting.

13   We gathered over 5,000 signatures from our

14 TABCO members on this petition. We didn't send you

15 emails. I'm sorry, over 3,000. Erica (phonetic),

16 Lena (phonetic), and my other members here are holding

17 the signatures of those 3,000. And thousands of

18 members also wore red today in solidarity.

19   We now call on the leaders of the school

20 system to join us at the table to work with the County

21 government and TABCO so a way can be found. Every

1 County leader has expressed its support for this

2 compensation package. Every leader has said they want

3 to find a way to get to yes. Our educators have

4 waited long enough.

5   When can we schedule this meeting so we can

6 show our educators that by the actions, you do want

7 them to come and to remain at BCPS, that you both need

8 and respect us. One way that we can show that is by

9 appropriate compensation. Let's please schedule this

10 meeting. Let's find a way. Our kids can't wait.

11 Thank you.

12   CHAIRWOMAN HENN: Thank you.

13   Our next speaker is Marlena Pearsell, with

14 the Southwest Area Advisory Council. There she is.

15 Good evening.

16   MS. PEARSELL: Hi. I brought a prop, too.

17 Good evening, everyone, Chair Henn, Vice President

18 Chair, Dr. Williams. My name is Marlena Pearsell.

19 For the record, I'm Southwest Chair, the Education

20 Advisory Council. And I just wanted to take the three

21 minutes tonight to let you know a couple of things.

1   How ironic. Did you know September is

2 National Preparedness Month. Disasters don't plan

3 ahead, but we can. No matter where you live, you are

4 subject of disasters, natural disasters or manmade

5 disasters. They affect everyone and have severe

6 damage and endanger lives. Hurricanes, tornadoes,

7 earthquakes, landslides, all of which can be deadly to

8 people and property. Manmade disasters, such as

9 terrorism, crime, power outages, or e-coli in the

10 water.

11   Well, I'm here to just let you know that we

12 salute you. We celebrate you. We asked for

13 communication and you just did just that. But the

14 question is are we prepared? What do we still need to

15 do for the what if? One week from today we received

16 at eight minutes after 7:00 a email listing all 33

17 Southwest schools. And then later a revised email at

18 10:34 a.m. And it entailed 11 schools. It indicated

19 that the Department of Management will ensure adequate

20 bottled waters and hand sanitizers available for the

21 southwest area schools and meals will be prepared

1 offsite.

2   I know that many parents and caregivers and

3 stakeholders expressed concerns, but let's just

4 celebrate. The fact is we received the email early

5 on, not a day later, two days later. Let's celebrate

6 you. The fact is, we received the letter in Spanish.

7 And we also received a website to include -- which

8 included how we can go about finding of impact areas.

9   I say this because action is better than

10 reacting a few days later. So allow us the moment to

11 vent. The pendulum swings back. Great job on the

12 communication. And we will continue to work stronger

13 to be a team BCPS.

14   Next up, with 45 seconds left: Warning.

15 This is a sensitive topic. Transportation, from an

16 equity lens, let's just say the same busses are

17 arriving late or maybe not at all. It seems to me

18 that these busses -- and if this is not true, take the

19 last two weeks and tally it in a southwest area.

20   I'm speaking on their behalf. I would love

21 for you to look our timestamps or even at the videos

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1 of us taking pictures of high school busses idling on
2 sites while elementary school students are still
3 sitting in the hallways.
4   I rather not get into which schools, but I
5 rather just say let us be a part of your solution. We
6 know that the advertisements are out there. We know
7 that people are not bidding for the jobs. But let's
8 use the resources that we have available. Thank you.
9   CHAIRWOMAN HENN: Thank you. Next we have
10 General Public Comment. And our first speaker is
11 Kenneth Benjes.
12   Good evening.
13   MR. BENJES: Hey, I'm Ken Benjes. I've got
14 11 years of teaching at Parkville High School, Maureen
15 Astarita, best principal around. Please don't take
16 her from us.
17   First, I need you to fully fund the
18 negotiated contract. BCPS has hundreds of open
19 positions for pulling people from Central Office, for
20 pulling people from other positions to fill these
21 positions, and they're still open positions. All of

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1 the surrounding counties pay better. That's a fact.
2 We got to do something to get people to come to our
3 county, or this problem is going to get worse.
4   Second, when it comes to COVID, we cannot
5 ignore the negative impact it has on our students.
6 When students get sick, they lose out on learning.
7 And when teachers are sick, student learning suffers
8 even more. We cannot pretend like COVID doesn't
9 spread in our schools. So I urge that the Board in
10 Baltimore County Public Schools consider easing
11 mitigation tactics, like HEPA air purifiers in every
12 classroom -- every classroom.
13   We can all agree that clean air is a good
14 thing. And this measure would help improve both staff
15 and student attendance. We don't want all these
16 absences. We all know the numerous issues with tele
17 (phonetic) substitute staffing, so I urge you to take
18 measures to improve both student and staff attendance,
19 HEPA air purifiers, cleaner air, fewer absences.
20 Sounds great to me. Thank you.
21   CHAIRWOMAN HENN: Thank you.

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1   Next is Dr. Bash Pharoan. Dr. Bash Pharoan?
2   DR. PHAROAN: Got some noise. Good evening
3 to all. The central area is holding on the 21st a
4 presentation about how to volunteer for BCPS. But the
5 how is the wrong one. It should be why the public
6 should volunteer for BCPS.
7   Every organizations -- and this is not
8 exempt -- is not as strong as the active members or
9 supporters. In this instance, it is the public. I
10 reported to you by email, all of you, that the school
11 police officer has pushed me without --
12   CHAIRWOMAN HENN: Dr. Pharoan, this time is
13 not for specific disputes. There is a dispute
14 resolution process. So I ask that you use that
15 process versus public comment. If you'd like to speak
16 on matters that are not related to specific disputes,
17 you're welcome to use your time for that.
18   DR. PHAROAN: Madam Chair, it's not about
19 the dispute. The dispute is already by email. And I
20 haven't received any answer.
21   CHAIRWOMAN HENN: So that is a specific

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1 dispute. But if you'd like to speak on something not
2 related to that, please continue.
3   DR. PHAROAN: Well, let me put it this way:
4 I really admire you for speaking up to the public on
5 Facebook. I have been watching the Board for 25 years
6 and I believe you are the only chair/president that
7 communicated with the public on Facebook. I know Ms.
8 Rowe does too. However, no other Board members, I
9 believe, does that.
10   What I'm trying to say, the strength of the
11 school system is by the strength of the communication
12 both ways. We make our effort to come and communicate
13 with you. You need to communicate back with us. So
14 if I send an email of a question or a concern or a
15 complaint, at least write a word back acknowledged
16 received. "I will answer you in two weeks or in two
17 years." At least I hear something.
18   That's my point. It is not how the public
19 can volunteer for BCPS. It is why the public should
20 and ought to volunteer for BCPS. And honestly, when I
21 don't receive email back, why should I really

1 volunteer for BCPS? Why should I donate money or have

2 time or effort?

3 CHAIRWOMAN HENN: Thank you. Thank you.

4 Our next speaker is Christine Phillips.

5 MS. PHILLIPS: Good evening. My name is

6 Christine Phillips. I'm a fifth-year Spanish Christie

7 at Woodlawn High School. I'm concerned about staffing

8 and educator workload. Staffing primarily in our

9 schools that serve majority students of color, like my

10 own, because we have had staffing issues since before

11 the pandemic.

12 Some of my Spanish 3 students, in the

13 2018/2019 school year, had never had a Spanish teacher

14 stay a full year before me. That drastically affected

15 their background knowledge and confidence in my

16 classroom and therefore how and what I had to

17 differentiate.

18 Our schools that are majority students of

19 color often have some of the highest turnover rates

20 and the most inexperienced educators, which I fear

21 will be exasperated by this educator shortage. The

1 staffing crisis is also inextricably linked to teacher

2 workload. This is my fifth year teaching and my

3 department has never been fully staffed at the start

4 of school.

5 I've experienced two school years with a

6 long-term sub on my team for more than six months. We

7 don't have a vacancy in my department this year, but

8 do we have someone out on maternity leave. Each

9 remaining person in my department has taken a seventh

10 class so that 160 students still get taught Spanish.

11 That means that I have 210 students.

12 During a school week, we lose between three

13 and four and a half hours of duty-day planning. It is

14 Week 3 and I have spent more than 30 hours outside of

15 school planning and grading. That is not a

16 sustainable solution. I am burnt out less than a

17 month in. I fear that educators like me will burn out

18 in the middle of the school year, resign, and then

19 leave even more vacancies behind. There are plenty of

20 people who love students and love education, but can't

21 or won't withstand the untenable workload we are

1 facing.

2 This is my dream job and I don't know if I'm

3 coming back next year. The least this Board, the

4 County Council, and the County Executive can do is

5 fund our raises. We are underpaid in comparison to

6 surrounding districts and we simply deserve more. We

7 are pulling the weight of hundreds of vacancies. And

8 if you don't compensate us, we will leave.

9 CHAIRWOMAN HENN: Next is Anna Weisberg.

10 MS. WEISBERG: Good evening. Can you guys

11 hear me okay? I'm a reading resource teacher at Deep

12 Creek Middle School. I'm here today to talk about the

13 pay scale and tell you that it is imperative that you

14 guys figure out how to get this done.

15 People in my building were excited about the

16 start of school. They were excited about the raise

17 that they were going to see. And they were excited

18 about the recognition of the work that we have done to

19 support and nurture students through COVID.

20 The work is hard and often thankless. We

21 spend way more hours, as my colleague Christine just

1 said, that are in a school day. And still, our

2 students need much more. Already retention of school

3 staff is difficult. We need to be able to compensate

4 school staff, especially on a lower end of the pay

5 scale in order to keep and attract enough staff.

6 Otherwise, we are going to end up in a death spiral

7 that Christine just described, where we don't have

8 enough staff, which promotes low morale, which leads

9 to more staff leaving.

10 For the sake of our students, our educators,

11 and the sustainability of our Baltimore County, we

12 need you to figure out how to make that pay scale that

13 you agreed to a reality. Thank you.

14 CHAIRWOMAN HENN: Thank you.

15 Our next speaker is Lena Amick.

16 MS. AMICK: Thank you. Some of the names of

17 our petitioner, I have here. Excuse me.

18 Good evening. Chairwoman Henn,

19 Superintendent Williams, and members of the Board. My

20 name is Lena Amick and I'm here as a history teacher

21 at Parkville High School. This is my sixth year of

1 teaching. And like Christine, last year I was
2 seriously thinking about quitting. Tonight I come to
3 you as someone who stuck it out, to talk about our
4 staffing crisis, with the support of the nearly 3,000
5 people who have signed the petition of our raises.
6   We have been told that the new salary scale
7 that TABCO has negotiated with BCPS is unsustainable
8 for the next five years. And I assume this is true,
9 because people with better budget and math minds than
10 me are saying that. But what I'm here to tell you is
11 that our teacher conditions are unsustainable. Having
12 coverage and losing planning in the very first week of
13 school is unsustainable. Needing and missing long-
14 term subs the first week of school is unsustainable.
15 Pressuring teachers to give up their planning period
16 and teach a fourth class or take on extra case loads
17 or donate their time to plan extra lessons for a long-
18 term sub is unsustainable. Having new teachers
19 emailing and calling HR with no response about pay and
20 certification is unsustainable. Of course, our
21 bussing system is unsustainable. Not having enough

1 staff to meet IEP requirements is unsustainable and,
2 frankly, illegal. And when these problems keep
3 happening, staff do resign.
4   I don't know if we even have five years to
5 fix this problem. The rates of resignations, not
6 retirements, just resignations, doubled in the last
7 two years. Based on the start of this year, I
8 wouldn't be surprised if it's that high again.
9 There's no doubt that we are in a serious crisis.
10   There's a staffing shortage in this country.
11 But what we need to do is make sure that the staff
12 available will come to BCPS. By doing that, we need
13 to start by fully funding the new salary scale. The
14 teachers are back doing their job and more. We need
15 you, the Board of Education, to come back to the table
16 and fund this pay scale.
17   There's a direct correlation between funding
18 and retaining qualified, dedicated educators and
19 professionals. As teachers, we want to be there and
20 present and supportive and be that person in your
21 child's life. We're not magic and it takes time. If

1 we're doing someone else's job, we don't have time to
2 do our own job.
3   Our staffing crisis is also an equity issue,
4 as those before me have mentioned. Where are staffing
5 issues the worst? At schools that serve low-income
6 families, where immigrant students have their first
7 experiences in the United States, where our majority
8 black and brown students come to learn and grow.
9   This staffing crisis and this funding limbo
10 hits them the hardest as they see teachers leave who
11 could've written them a college recommendation, as
12 they sit through two or three classes a day with
13 substitutes or teachers who are exhausted from giving
14 up their planning periods, as they struggle alone
15 because there's no counselor they can talk to in their
16 language when they're depressed or thinking about
17 hurting themselves, as they see role models who look
18 and talk like them leave for other jobs where they
19 feel more appreciated.
20   Plans are dreams until they're funded and
21 budgets are about priorities. I hope that you will

1 prioritize us and our students. Thank you.
2   CHAIRWOMAN HENN: Thank you.
3   Next speaker is Erica Feldenzer (phonetic).
4 Erica Feldenzer? Not here? Okay.
5   Next is Amy Adams.
6   MS. ADAMS: Good evening, everyone. The
7 reason I and others come here to the meetings to speak
8 to you is because we care. Our kids are BCPS students
9 and we want the system to be safe and supportive and
10 successful. I echo the sentiments made by another
11 parent at the last meeting. Let's make BCPS as good
12 or better than many of the private schools in our
13 area. Let's make BCPS so successful that our teachers
14 choose to send their kids here, because right now, I
15 know many teachers and administrators whose children
16 attend private schools.
17   As a public school parent, how am I to rely
18 and trust on a system that its own employees don't
19 use? I've used your positive social media push over
20 the last few weeks. I do find value in accentuating
21 the positive. However, it should be balanced with the

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1 truth and a commitment to address the negatives,
2 instead of platitudes that sound good but mean
3 nothing.
4   For example, September 8 was advertised as
5 International Literacy Day on BCPS's social media
6 accounts. But priorities listed on the post were
7 "Promoting equitable and inclusive education,
8 expanding curriculum text with authentic and engaging
9 reading materials, MyView Literacy pilot in 26
10 elementary schools, Office of ELA and World Language
11 collaborating to bring two disciplines together to
12 develop Grade 9 writing identities."
13   I truly don't know what any of this means.
14 What does "equitable and inclusive education" look
15 like? And aren't we already striving and doing that?
16 What good are "authentic and engaging reading
17 materials" if only a third of our students are reading
18 at grade level?
19   To date, MyView pilot as been perceived by
20 the public as strictly procedural to get in -- in
21 order to get more money from the state. The

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1 Curriculum Department has very clear they intend on
2 moving forward with MyView despite concrete criticism
3 from teachers around the country who use this program.
4 Some of the negatives include reading materials that
5 are well above an actual student ability, lessons that
6 take much longer, sometimes double the amount of time
7 to actually complete, teachers need to supplement
8 materials greatly, taking up extra time and resources.
9   If the student cannot read, they cannot
10 succeed in any other subject. Can you explain how
11 often current practices are evaluated for
12 effectiveness? What's a reasonable timeframe to
13 expect a measurable improvement in literacy for our
14 system? It's still unclear to many in the community
15 why there seems to be a lack of urgency to address
16 students' decreasing academic proficiencies.
17   The Education Consumer Foundation released a
18 report calculating the cost of reading failure. If
19 students fail to reach the proficient reading level by
20 third grade, they are at a higher risk for dropping
21 out of high school, making them unprepared for college

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1 or the workplace.
2   BCPS tend to blame outside conditions for
3 internal failures. When was the last time someone was
4 held accountable for the conditions of BCPS? The
5 Board has the ability to start this process and I
6 truly hope that you plan to exercise it before the end
7 of your term. Thank you.
8   CHAIRWOMAN HENN: Thank you. Our next
9 speaker is Gloria Marrow.
10   MS. MARROW: First of all, good evening.
11   CHAIRWOMAN HENN: Good evening.
12   MS. MARROW: You've heard my name. I'm
13 Gloria Richardson Marrow. I am a committee advocate
14 and organizer. I was recently invited and attended
15 the Superintendent's BCPS Community Partnership Fair.
16 During that time, a great deal of information and
17 ideas were shared with other partners who attended,
18 some of which included the Highlanders Professional
19 Black Women, Incorporated, which is a public service
20 organization and is already engaged to help its
21 adopted school, Hebbville Elementary School.

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1   As requested, several things have been done,
2 such as, one, meeting the school's request for masks
3 to be given to the children for health safety during
4 the pandemic. Two, meeting a request to provide
5 toiletries for our students. Three, being physically
6 available to assist when needed, for example, to
7 provide parking directions and hold signs during the
8 school spring festival. And four, plans are now being
9 made to mentor the girls in the middle grades at
10 Woodlawn Middle School as a support arm and to be able
11 and available to address other needs as their school
12 requests.
13   As I conclude, my remarks right now allow me
14 to say that I, as a retired educator myself, believe
15 that there are four factors which could make our BCPS
16 system successful. They are, first, planning and
17 cooperation must occur between the administration and
18 the teachers in a school.
19   Secondly, keeping and maintaining an
20 effective regular monitoring of the immediate school
21 environment in order to address issues which may come

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1 up periodically.

2 Thirdly, we must keep our social school

3 community safe to be able to support developing young

4 people and to promote a valuable academic platform for

5 them.

6 And fourthly, be positive in communication

7 and dialogue with the parents, the teachers, the

8 administrators, and the students. It must be open and

9 consistent as much as possible.

10 We should also have the faith and the trust

11 in the leadership of our superintendent, Dr. Williams,

12 as he continues to push our system through some of the

13 hardest and most restrictive times in our community.

14 Now it is more than ever important to work together to

15 meet the needs of society in general and those of

16 children specifically. I thank you for the time.

17 CHAIRWOMAN HENN: Thank you. Our next

18 speaker is Gloria -- I'm sorry, Beverly Focoff

19 (phonetic). Okay. Monique Cephas.

20 MS. CEPHAS: Cephas.

21 CHAIRWOMAN HENN: Good evening.

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1 MS. CEPHAS: Good evening. My name is

2 Monique Cephas and I'm the president of the Baltimore

3 County Alumni Chapter of Delta Sigma Theta Sorority,

4 Incorporated, known as BCAC. Thank you for inviting

5 me here to share the variety of activities,

6 initiatives that BCAC has taken responsibility over

7 the last 38 years to strengthen educational

8 development in Baltimore County, which is one of our

9 organizations five-point programmatic thrust.

10 BCAC provides programs to Baltimore County

11 students from the elementary grades through college

12 that Dr. Jeanne L. Noble Delta G-E-M-S focuses on STEM

13 initiatives for girls ages 14 to 18.

14 EMBODI, an acronym for Empowering Males to

15 Build Opportunities for Developing Independence, is

16 designed to help develop 14 to 18 years old young

17 males into responsible and thriving citizens.

18 The Dr. Betty Shabazz Delta Academy prepares

19 young women 11 to 14 years of age to develop positive

20 relationships through constructing goals and academic

21 achievement.

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1 Our support also includes the Delta Student

2 Enrichment Program, where our partnership with

3 Baltimore County Parks and Recreation and Winfield

4 Elementary School services the needs of school-age

5 children in the Woodlawn, Pikesville, Randallstown,

6 and Owings Mills communities at the Winfield Palace

7 Center (phonetic). We also extended a outreach to

8 support the Eastside Community Center.

9 BCAC services the entire Baltimore County

10 area. And we are instrumental in the development of

11 the African-American cultural festival held annually

12 the third Saturday in September. My chapter is

13 excited to continue the relationship with BCPS that

14 initially started with a Saturday school in 1984.

15 Most recently, we delivered backpacks and school

16 supplies to the Mars Estates Elementary Community

17 School and hosted a back-to-school supplies giveaway

18 at the Winfield Palace Center, where within 30 minutes

19 we provided all backpacks and supplies we had on site

20 to students.

21 Over several years, BCAC awarded $165,000 in

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1 academic scholarships to high school students through

2 Baltimore County and within the last few years

3 students at CCBC. We appreciate the partnerships we

4 have with BCPS and this opportunity to address you.

5 Please call on us if there are needs that you believe

6 we can fulfill. Thank you.

7 CHAIRWOMAN HENN: Thank you.

8 The next item on our agenda is the

9 Superintendent's Report. And for that I call on Dr.

10 Williams.

11 DR. WILLIAMS: Good evening, Board Chair

12 Henn, Vice Chairman, and members of the Board. I am

13 pleased to present my superintendent's report to the

14 Board and team BCPS. My report includes celebrations,

15 updates, and evidence of our strategic plan

16 accomplished, our pathway to excellence in action.

17 So welcome back to school. This is our

18 first meeting since the start of the 2022/'23 school

19 year. Let's take a moment to relive some of the

20 first-day excitement with a video from BCPS TV.

21 Okay. We will proceed until we know what's

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happening with the video. If we can go back to the PowerPoint.

So we want to congratulate Alicia Amaral Freeman, our teacher of English Learners at Franklin Elementary School in Reisterstown and Baltimore County Public Schools teacher of the year. She was named one of seven finalists for the 2022/2023 Maryland Teacher of the Year. The statewide winner will be announced on October 6 on Maryland Public Television. So best of luck to Ms. Freeman. We want to thank her principal and the ESAU (phonetic) team at Franklin Elementary School. Can we acknowledge Ms. Freeman, even though she's not here? Thank you.

Next we have our Magnate Expo. Students and families are invited to learn more about magnate programs, as well as career in technical education, English for speakers of other languages, and special education services on Saturday, September 17, from 10:00 a.m. to 1:00 p.m. at New Town High School. We hope to see you there.

Okay. It looked like I'm doing a verbal

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report today. All right.

Ending the silence is an engaging virtual presentation designed to raise mental health awareness and provide families with resources to talk with children about mental health and work with school staff. The presentation was developed by NAMI, The National Alliance of Mental Illness and is being offered in collaboration with BCPS Parent University. Families, please register online by 6:00 p.m. tomorrow.

Team BCPS is collaboratively working to address the effects of the nationwide staffing shortages. We are still hiring. Upcoming job fairs this month are listed on a slide. And we will invite our community to join Team BCPS. We are still looking for cafeteria workers, bus drivers, and attendants, ground workers, building service workers, community assistance network at the Community Assistant Network Autumn Job Fair. The East point Workforce Development Center Job Fair. And we are continuing to look for teachers and support staff.

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As we settle into the new school year, we know that our efforts to heal, rebuild, and recover must be ongoing. We will continue to move forward to meet the needs of Team BCPS.

This year we remain focused on four key goals: Accelerated learning, promoting social-emotional wellness, setting and upholding standards of excellence, and increasing data literacy.

So as you know, the FY '23 budget focuses on two key areas for our school system: people and progress. It is centered on our core purpose of increasing achievement for all students in a variety of pathways to prepare students for college and careers. One of our most valuable resources is committed staff.

I want to recognize all of those who were here today and wearing red for education, as well as members of all of our other associations and non-represented staff who continuing daily to the success of Team BCPS. I would like to reiterate our commitment to working together to reach resolution on

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employment compensation. We have proposed a five-year plan that prioritize new blueprint for Maryland's future funding and identifies expenditure savings and our base budget. We are grateful to our funding partners and committed to coming together to find solutions that are both fiscally responsible and financially meaningful to our hardworking employees.

Okay. I'm going to keep going.

Meeting the needs of Team BCPS, in May, Board member, supported staff, and student wellness breaks with three-hour early release days school in December, March, and May. For Board's consideration, we would like to add November 23, 2022, the day before Thanksgiving holiday, as a three-hour release day. Last year staff and students expressed great appreciation for the time to connect with families and friends.

BCPS values community input. So the Maryland State Department of Education has again provided local school system with an opportunity to use virtual inclement weather days throughout the

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1 year. The 2022/'23 school calendar includes five

2 scheduled inclement weather days. As we plan for

3 winter weather this year, please consider sharing your

4 thoughts with us by completing a survey. The survey

5 will be available from Wednesday, September 14 through

6 Friday, September 23. Input gathered will be used to

7 inform our implementation plan.

8   So we will continue to update the Board and

9 our community and Team BCPS during these days and

10 time. And welcome back to school and thank you very

11 much. And I believe the video is ready to go.

12   Okay. All right.

13   (VIDEO PLAYED)

14   DR. WILLIAMS: We can clap, yeah. Yeah,

15 yeah. I do want to thank BCPS TV for their work and

16 the time it takes to prepare all of our videos and

17 communications. So thank you, Team BCPS, BCPS TV.

18 Thank you.

19   CHAIRWOMAN HENN: Thank you. And thank you,

20 Dr. Williams. And in the spirit of moving forward

21 together again, that video was my chair's report as

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1 well, so thank you, Dr. Williams. I had fun

2 collaborating with you on that. And thank you also to

3 BCPS TV. And welcome back, Team BCPS. It's gonna be

4 a great year. I enjoy visiting schools and the energy

5 and excitement that I saw out there was very genuine

6 and universal at each school. So looking forward to a

7 terrific year.

8   Our next item on the agenda is the Student

9 Board Member's report. And for that I turn it over to

10 Ms. Roah Hassan.

11   STUDENT COMMISSIONER HASSAN: Thank you.

12   So good evening, everyone. And before I go

13 into my small report, I just want to shout out to the

14 students who came today. I know everyone saw my face

15 the moment that I saw them, like jaw dropped,

16 everything. I'm so happy to see them. So thank you

17 for the students who came, thank you to the educators

18 who came, and to everyone here in the audience. So

19 just with any with any small report, I want to take

20 the time to continue to thank you, to thank our

21 wonderful educators, support staff, administrators,

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1 and the most amazing students. I'd like to thank the

2 superintendent and the staff who welcomed me and shown

3 me what it means to work courageously to improve our

4 school systems. And a thank you to my colleagues here

5 on the Board for these past few months of my tenure

6 for these meetings and for being the greatest

7 colleagues could ask for.

8   So on August 29, BCPS welcomed students back

9 to the building. And I'm beyond fortunate to have

10 been one of 111,000 students returning to the County

11 and school system I call home. Within the first month

12 of school, my team sent out over 40 acceptances for

13 the first BCPS student member of the Board Cabinet and

14 Operations team. Students from across the county were

15 notified of their acceptance and welcomed to the team.

16 And I'm so excited to get to work with so many

17 outstanding students.

18   This year, we've shattered glass ceilings as

19 I fulfilled my promise to share my seat at the table.

20 So congratulations to the new operations team. And to

21 any students still interested, applications will

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1 remain open for the remaining of the first academic

2 quarter.

3   In the coming weeks, we look forward to

4 drafting and introducing a student mental health

5 resolution and working to create programs to support

6 the statements outlined in such a resolution. We must

7 collectively work to focus our energy to improve

8 student mental health and climate. I'm sure I don't

9 need to rehash the statistics and accounts we've

10 encountered over these past few years. So instead,

11 I'm excited to shift away from sitting and listening

12 and towards transforming empathy to action.

13   In that same spirit of empathy, I want to

14 acknowledge and celebrate the immense diversity of our

15 county. BCPS is home to students of incredibly

16 diverse backgrounds, cultures, and experiences. Our

17 diversity is what builds our culture as a community,

18 our empathy, and our character as individuals.

19   I'm a proud Muslim Arab-American 17-year-old

20 on this Board of Education. My experience as a

21 Muslim-American, however, has not always been a

1 positive one in this county. I am fortunate to hold

2 the seat as young person as a Muslim girl and as the

3 daughter of two Egyptian immigrants. And in doing so,

4 I want to highlight the immense adversity our students

5 of color endure every single day.

6   Students across the county experience

7 racism, discrimination, and systemic inequity. We

8 endure name-callings, stereotypes, inequity, and

9 division. While I can speak to my own personal

10 experiences, I would rather speak to us.

11   Board members, we are the perpetuators of

12 that inequity, and unless we are taking every action

13 we can to reverse that and enact justice, we have an

14 immense amount of work to do.

15   Three years ago, Omar Rashid introduced the

16 Black Lives Matter Resolution. And I ask what have we

17 done since then as a board to make systematic change

18 outside of a statement of support?

19   I am fortunate that the lineage before me

20 consists of a powerful and passionate student member

21 and student members. And I not only hope to continue

1 that, but to extend the invitation of passion and

2 empathy and empathetic action to all of you. So thank

3 you, Omar, and every student member before me, for

4 your unwavering advocacy.

5   Today and every day that you serve, I ask

6 you to serve in the interest of every single student.

7 I ask you to serve in the interest of students whose

8 English is not fluent, whose systematic disadvantages

9 impact their success, who experience racism so often

10 that they turn around and joke about it with our

11 friends to cope. But the joke has never been funny.

12   I ask you to consider the students who have

13 voiced their concerns, as well as those who have not,

14 because their existence in our system is just as

15 valuable as anyone else's. While to tend to listen to

16 the loudest voices in the room, we are not

17 representative if we are not actively seeking out the

18 silent or silenced voices in the room. Those voices

19 are present, and they are seen in every part of our

20 county.

21   So as a love letter to the students, you are

1 seen, heard, and value. I vow that. You are the

2 center of the system and I want to ensure that you are

3 here whether or not you are physical present.

4   To my fellow Board members, as we move

5 forward, I want us to think about the students whose

6 silence and voices alike echo around this boardroom,

7 on this dais, and within our decisions.

8   So to the students of BCPS, you are power.

9 And to quote my favorite Arabic proverb: Unity is

10 power. Thank you.

11   CHAIRWOMAN HENN: Thank you. The next item

12 on the agenda is Action Taken in Closed Session, and

13 for that I call on Mr. Brousaides.

14   MR. BROUSAIDES: Good evening.

15   CHAIRWOMAN HENN: Evening.

16   MR. BROUSAIDES: Earlier tonight the Board

17 met in Closed Session, as you know, to render

18 decisions and appeals in the following cases: H.E.

19 22-20, H.E. 22-35, H.E. 22-36, H.E. 23-01, H.E. 23-06,

20 and H.E. SD2021-22-04. Now would be the appropriate

21 time to confirm the vote taken in Closed Session.

1   CHAIRWOMAN HENN: Thank you. May I have a

2 motion to approve the action taken in Closed Session

3 on Hearing Examiner's Cases H.E. 22-20, 22-35, 22-36,

4 23-01, 23-06, and SD2021-22-04, and authorize Ms.

5 Gover to sign for those Board members not physically

6 present?

7   COMMISSIONER OFFERMAN: So moved. Offerman.

8   CHAIRWOMAN HENN: Is there a second?

9   COMMISSIONER STOLUSKY: Second. Stolusky.

10   CHAIRWOMAN HENN: Any discussion? May I

11 have a roll call vote, please?

12   MS. GOVER: Ms. Rowe?

13   COMMISSIONER ROWE: Yes.

14   MS. GOVER: Ms. Causey?

15   Ms. Stolusky?

16   COMMISSIONER STOLUSKY: Yes.

17   MS. GOVER: Ms. Jose?

18   COMMISSIONER JOSE: Yes.

19   MS. GOVER: Mr. McMillion?

20   VICE CHAIR MCMILLION: Yes.

21   MS. GOVER: Ms. Hassan?

1 STUDENT COMMISSIONER HASSAN: Yes.

2 MS. GOVER: Mr. Offerman?

3 COMMISSIONER OFFERMAN: Yes.

4 MS. GOVER: Ms. Scott?

5 COMMISSIONER SCOTT: Yes.

6 MS. GOVER: Dr. Hager?

7 COMMISSIONER HAGER: Yes.

8 MS. GOVER: Ms. Henn?

9 CHAIRWOMAN HENN: Yes.

10 MS. GOVER: Thank you.

11 CHAIRWOMAN HENN: The motion carries. Thank

12 you.

13 May I have a motion to approve the action

14 taken in Closed Session on Hearing Examiner's Cases

15 H.E. 22-08 and 22-31, in which oral argument was held

16 previously and authorize Ms. Gover to sign for those

17 Board members not physically present?

18 COMMISSIONER STOLUSKY: So move. Stolusky.

19 CHAIRWOMAN HENN: Is there a second?

20 COMMISSIONER OFFERMAN: Second. Offerman.

21 CHAIRWOMAN HENN: Thank you. Any

1 discussion? May I have a roll call vote, please?

2 MS. GOVER: Ms. Rowe?

3 COMMISSIONER ROWE: Abstain.

4 MS. GOVER: Ms. Stolusky?

5 COMMISSIONER STOLUSKY: Yes.

6 MS. GOVER: Ms. Jose?

7 COMMISSIONER JOSE: Yes.

8 MS. GOVER: Mr. McMillion?

9 VICE CHAIR MCMILLION: Yes.

10 MS. GOVER: Ms. Hassan?

11 STUDENT COMMISSIONER HASSAN: Yes.

12 MS. GOVER: Mr. Offerman?

13 COMMISSIONER OFFERMAN: Yes.

14 MS. GOVER: Ms. Scott?

15 COMMISSIONER SCOTT: Yes.

16 MS. GOVER: Dr. Hager?

17 COMMISSIONER HAGER: Yes.

18 MS. GOVER: Ms. Henn?

19 CHAIRWOMAN HENN: Yes.

20 MS. GOVER: Thank you.

21 CHAIRWOMAN HENN: Thank you. The motion

1 carries.

2 The next item on the agenda is Contract

3 Awards. And for that, I call on Ms. Jose, Chair of

4 the the Building and Contracts Committee.

5 COMMISSIONER JOSE: Thank you, Ms. Henn.

6 Good evening, members of the Board, the

7 Board's Building and Contracts Committee met on

8 Monday, September 12, 2022. Items K-1 through K-24

9 are being forwarded to the full Board for approval.

10 CHAIRWOMAN HENN: Thank you, Ms. Jose.

11 Do I have a motion to approve Items K-1

12 through K-24?

13 COMMISSIONER OFFERMAN: So moved. Offerman.

14 CHAIRWOMAN HENN: No second is needed, since

15 the recommendation comes from the Committee. Is there

16 any discussion? May I have a roll call vote, please?

17 MS. GOVER: Ms. Rowe?

18 COMMISSIONER ROWE: Yes.

19 MS. GOVER: Ms. Causey?

20 COMMISSIONER CAUSEY: Abstain.

21 MS. GOVER: Ms. Stolusky?

1 COMMISSIONER STOLUSKY: Yes.

2 MS. GOVER: Ms. Jose?

3 COMMISSIONER JOSE: Yes.

4 MS. GOVER: Mr. McMillion?

5 VICE CHAIR MCMILLION: Yes.

6 MS. GOVER: Ms. Hassan?

7 STUDENT COMMISSIONER HASSAN: Yes.

8 MS. GOVER: Mr. Offerman?

9 COMMISSIONER OFFERMAN: Yes.

10 MS. GOVER: Ms. Scott?

11 COMMISSIONER SCOTT: Yes.

12 MS. GOVER: Dr. Hager?

13 COMMISSIONER HAGER: Yes.

14 MS. GOVER: Ms. Henn?

15 CHAIRWOMAN HENN: Yes.

16 MS. GOVER: Thank you.

17 CHAIRWOMAN HENN: The motion carries. Thank

18 you.

19 The next item on the agenda is Voya Health

20 Insurance Concerns. And for that, I call on Ms.

21 Anderson.

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1   DR. WILLIAMS: Madam Chair.

2   CHAIRWOMAN HENN: Yes, Dr. Williams.

3   DR. WILLIAMS: In my report Board, I

4 slightly requested a consideration of the Board to

5 have a early release on November 23 of this year. And

6 so I'm seeking a Board member to make a motion,

7 hopefully seconded.

8   COMMISSIONER ROWE: So moved.

9   DR. WILLIAMS: Okay.

10   STUDENT COMMISSIONER HASSAN: Second.

11 Hassan.

12   CHAIRWOMAN HENN: Pardon me.

13   Ms. Rowe, would you make that motion in

14 full, please? And turn your microphone down --

15   COMMISSIONER ROWE: I move that --

16   CHAIRWOMAN HENN: -- so remote members can

17 hear?

18   COMMISSIONER ROWE: Oh. I move that the day

19 before Thanksgiving is -- Dr. Williams, is it --

20   DR. WILLIAMS: A three-hour --

21   COMMISSIONER ROWE: -- a three-hour early

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1 release day.

2   CHAIRWOMAN HENN: Is there a second?

3   STUDENT COMMISSIONER HASSAN: Second.

4 Hassan.

5   CHAIRWOMAN HENN: Any discussion? Mrs.

6 Causey.

7   COMMISSIONER CAUSEY: Can you. I appreciate

8 the intent behind this and I just wanted to understand

9 how that would impact other items that may already be

10 on the calendar. I know that last year I think we did

11 it with a bit of short notice. This year, this would

12 be a much greater notice, but my understanding is that

13 typically that's parent-teacher conferences for

14 elementary schools are issued in that timeframe and

15 there was some concerns about the timing related to

16 that. So I just wanted to understand that the

17 staffing folks, TABCO case were given input and that

18 there's understanding that this is going to be best

19 overall without any concerns for prior schedules.

20   CHAIRWOMAN HENN: Mrs. Causey -- Dr.

21 Williams, are there any conflicts on the calendar as

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1 of now?

2   DR. WILLIAMS: There are no conflicts. The

3 team had looked at this and it was based on the

4 feedback from last year and I believe from the Board

5 about having prior notification so there could be

6 arrangement. But I will just pause to see if Dr.

7 Yarbrough or Ms. Charlie Green (phonetic) wants to add

8 any additional information at this time.

9   Thank you, Dr. Yarbrough.

10   DR. YARBROUGH: Thank you, Dr. Williams.

11 Good evening, Madam Chair Henn and Vice Chair

12 McMillion, members of the Board. In specific

13 reference to November 23, as Dr. Williams indicated,

14 there are no conflicts. We have had the opportunity

15 to work with union partners, as well as AESA and SSAA,

16 those are the administrator unions, to seek their

17 input. We've also looked at the calendar

18 implications. And as he said, providing this advanced

19 notice to the families allows us to flip the days for

20 both elementary conferences, as well as the pre-school

21 conferences.

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1   COMMISSIONER ROWE: Thank you for that

2 clarification. I really do appreciate it. Thank you.

3   DR. YARBROUGH: Absolutely.

4   CHAIRWOMAN HENN: Thank you, Dr. Yarbrough.

5 Any other questions for members before we call the

6 vote? Hearing none, may I have a vocal vote, Ms.

7 Gover? On the motion to make November 23 a three-hour

8 early release.

9   MS. GOVER: Ms. Rowe?

10   COMMISSIONER ROWE: Yes.

11   MS. GOVER: Ms. Causey?

12   COMMISSIONER CAUSEY: Yes.

13   MS. GOVER: Ms. Stolusky?

14   COMMISSIONER STOLUSKY: Yes.

15   MS. GOVER: Ms. Jose?

16   COMMISSIONER JOSE: Yes.

17   MS. GOVER: Mr. McMillion?

18   VICE CHAIR MCMILLION: Yes.

19   MS. GOVER: Ms. Hassan?

20   STUDENT COMMISSIONER HASSAN: Yes.

21   MS. GOVER: Mr. Offerman?

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1   COMMISSIONER OFFERMAN: Yes.
2   MS. GOVER: Ms. Scott?
3   COMMISSIONER SCOTT: Yes.
4   MS. GOVER: Dr. Hager?
5   COMMISSIONER HAGER: Yes.
6   MS. GOVER: Ms. Henn?
7   CHAIRWOMAN HENN: Yes.
8   MS. GOVER: Thank you.
9   CHAIRWOMAN HENN: The motion carries
10   unanimously. Thank you.
11   DR. WILLIAMS: Thank you, Board, for
12   allowing me to interrupt at this time.
13   Dr. Yarbrough, you may as well stay seated.
14   DR. YARBROUGH: Oh, goodness.
15   DR. WILLIAMS: For this next topic -- Thank
16   you.
17   DR. YARBROUGH: All right. Okay.
18   CHAIRWOMAN HENN: Thank you. And the next
19   item is Voya Health Insurance Concerns. Welcome.
20   MS. ANDERSON: Thank you.
21   CHAIRWOMAN HENN: And is there a

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1   presentation?
2   MS. ANDERSON: Yes, there should be a
3   presentation, Madam Chair.
4   CHAIRWOMAN HENN: Okay. Thank you.
5   MS. ANDERSON: All right. Good evening,
6   Madam Chair, Vice Chair McMillion. We'll go ahead and
7   begin while we wait for the slide to pop up on the
8   screen.
9   So basically we are here to provide an
10   update on Voya. But before I get into Voya Benefit
11   Strategies, I need to provide some history on the
12   relationship between BCPS, as well as Voya/Benefit
13   Strategies.
14   As a part of BCPS's recovery due to a
15   ransomware attack, we have been attempting to recover
16   our retiree data. And in recovering that retiree
17   data, we were required to conduct a reconciliation.
18   During the course of that reconciliation, we we were
19   able to identify retirees that had either overpaid or
20   underpaid into BCPS system.
21   Those retirees that overpaid, we were able

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1   to provide those retirees with a statement of account,
2   as well as checks for those overpayments.
3   For those retirees that underpaid into the
4   BCPS system, which means that they were essentially
5   continuing to pay the same benefit cost amount from
6   December 20 into the current year, and that resulted
7   into the underpayment. We already have an established
8   relationship with Voya/Benefit Strategies. They
9   function as BCPS's administrator on collecting COBRA
10   payments. They collect COBRA payments. They also
11   conduct COBRA invoicing. And based on these
12   underpayments, we do have a mechanism here at BCPS to
13   collect and remit payments, so we are using
14   Voya/Benefit Strategies in this particular manner.
15   What occurred roughly about two weeks ago,
16   Voya did send out invoicing on behalf of BCPS to those
17   retirees that owed some form or fashion -- some of our
18   retirees may owed $5 onto thousands of dollars. And
19   on behalf of BCPS, Voya did send out those invoicing
20   that provided our retirees with the agreed-upon terms.
21   Those agreed-upon payment arrangements are interest-

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1   free payment arrangements, no pre-payment penalties.
2   If a retiree owes $3,000 or less, they are afforded 24
3   months to repay that amount; $3,000 or more, we will
4   provide them 48 months to repay that amount. These
5   repayment terms were agreed upon in collaboration with
6   our union partners. We have been in collaboration
7   with our union partners roughly since about February
8   to current through regular updates, as well as the
9   communication that we would be working with
10   Voya/Benefit Strategies to collect these monies, if
11   you will.
12   Also, retirees who owe BCPS in the coming
13   days, they will be receiving a mailing from the Office
14   of Benefits. That mailing outlines the communication
15   that you see here on the screen. It also outlines,
16   importantly, that no retiree's benefits will be
17   cancelled, regardless of payment, underpayment,
18   overpayment, if you will. We are not looking to
19   cancel any retiree's benefits. However, the goal
20   ultimately is to recoup the dollars of the
21   underpayment.

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1 We understand that there have been some
2 challenges, that there have been some concerns with
3 the reconciliation of the data, and we have been
4 addressing those retirees on an individualized basis,
5 as those concerns and questions have come into the
6 division of human resources.
7 Also, as a part of our plan, we have been
8 able to update the deductions to both the Maryland
9 State Retirement Fund, as well as the Baltimore County
10 Retirement. And if you will recall, these deductions
11 had not been updated since 2020. And so in updating
12 those deductions, retirees are now experiencing the
13 correct deducted amount as per their elected benefits
14 from their pension checks.
15 So we are continuing to work on the
16 reconciliation of the retiree data, analyzing that
17 data, as well as a review of the methodology.
18 Additionally, we are also working with our County
19 partners, as we continue moving down this path to
20 fully correct our retiree situation. Thank you.
21 CHAIRWOMAN HENN: Thank you. Questions,

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1 Board members?
2 Mr. Offerman?
3 COMMISSIONER OFFERMAN: Yes. Thank you for
4 that presentation. It was very informative and I have
5 a better understanding now than I did when I received
6 the letter that I got. And I guess my question really
7 has to go to Voya or whoever handles this. And as my
8 wife and I both receive the pension through teaching
9 and -- my understanding was when we retire, we were
10 able to -- one of those -- in my case, my wife' -- in
11 order to handle the health insurance. And yet I've
12 received a request for payment. And perhaps I was
13 wrong in actually assuming this, but I wasn't aware
14 that any of health insurance was being deducted from
15 me, since my wife was actually handling the insurance.
16 So I'll go ahead and I will contact the people for
17 that.
18 MS. ANDERSON: No, no problem, Mr. Offerman.
19 And thank you that you bring up a good point. And
20 that's the anomaly. Whenever you're recovering this
21 volume of data, you are going to have some anomalies

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1 in a data, because we don't understand exactly what
2 was corrupted. And I don't want to constantly say
3 it's because of the ransomware, but from the
4 standpoint of DOIT (phonetic), as well as Human
5 Resources, we had been recovering this data. But what
6 I can tell you today, the statement that you did
7 receive from Voya, please disregard that statement.
8 You and your wife will be receiving an updated
9 communication from BCPS that basically tells you that
10 information. And we are continuing to refine our
11 documentation and we'll be sending updated statements.
12 COMMISSIONER OFFERMAN: Thank you so much.
13 MS. ANDERSON: No problem.
14 CHAIRWOMAN HENN: Thank you. So I have a
15 question, Ms. Anderson, and that is in regards to Mr.
16 Offerman's question about communication to our
17 retirees and if they do have questions. It seems as
18 if there was a disconnect, again, in comprehension and
19 what is this about? And they were unable to reach
20 someone within BCPS to get this resolved. Are we
21 directing retirees to Voya? Are we directing them to

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1 our offices? How are we communicating them so, one,
2 they understand the situation and, two, they're
3 getting the high level of service that we -- that they
4 deserve and that we expect our retirees to receive?
5 MS. ANDERSON: Oh, definitely. And that is
6 twofold. All retirees can be directed to us BCPS.
7 Due to the call volume, there is going to be a lag
8 time and I'm asking retirees to give us at least 72 to
9 96 hours to circle back to them. But once that
10 information does come in, my team has been following
11 up with individuals directly. And I think a few of
12 you have spoken with Human Resources team members.
13 Additionally, the communication that I did
14 reference, to disregard the Voya communication, will
15 be mailed out to our retirees tomorrow so that we can
16 definitely level set exactly where we are and then
17 provide the revised updated statements.
18 CHAIRWOMAN HENN: Okay. So I'm assuming
19 they're receiving Voya's information, but maybe not be
20 receiving ours? I assume we're working off the same
21 contact information? If ours is outdated since 2020,

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1 is there a disconnect where they're not receiving ours

2 and they're receiving Voya's? And is Voya -- so Voya

3 is directing them back to us, but they're not

4 receiving our messaging?

5   MS. ANDERSON: No, ma'am, there is no

6 disconnect.

7   CHAIRWOMAN HENN: So are we addressing that?

8   MS. ANDERSON: There is no disconnect.

9   CHAIRWOMAN HENN: We're working off the same

10 list --

11   MS. ANDERSON: We are working off the same

12 communication. Voya sent the statements out on behalf

13 of BCPS, based on the information that BCPS provided.

14 We will be working from that same list that was

15 provided to Voya to make sure that our communication

16 is distributed to retirees timely and effectively.

17   CHAIRWOMAN HENN: And does Voya offer a

18 customer service option to --

19   MS. ANDERSON: They definitely do, yes.

20   CHAIRWOMAN HENN: -- supplement our limited

21 staffing to be able to help with this?

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1   MS. ANDERSON: They definitely do offer a

2 customer service option. However, the best, most up-

3 to-date accurate information is always going to come

4 from BCPS. Voya is operating on behalf of BCPS and

5 many times our retirees are interested in us

6 conducting what's called a crosswalk, and that's a

7 review of their entire benefit history from 2020 to

8 current. And Voya doesn't necessarily have that

9 crosswalk information to be able to provide the most

10 up-to-date information to our retirees. So it's

11 always best to refer them back to BCPS and we will

12 speak with every retiree that calls, that emails us,

13 or that someone forwards over.

14   CHAIRWOMAN HENN: Sure. Thank you.

15   Dr. Hager?

16   COMMISSIONER HAGER: Yes. Thank you. I

17 have just two quick questions. You explained the

18 $3,000, but really nicely. What are we looking at on

19 kind of the higher end though? So it sounds like

20 that's probably somewhere in the middle, but how much

21 were people overpaid in the maximum end roughly?

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1   MS. ANDERSON: I would say roughly on a

2 higher end, we definitely do have a retiree that's

3 upwards of about $20,000. And that's due to the

4 various plan elections that the retiree made.

5   COMMISSIONER HAGER: Okay.

6   MS. ANDERSON: Some of our retirees have

7 been able to toggle between plans mid-year. And so a

8 few of our retirees have selected higher-end plans

9 during this period and were unfortunately not being

10 charged for.

11   COMMISSIONER HAGER: Okay. Thank you. And

12 we talked about the overpayment. Was anyone underpaid

13 during this time as well, that you're aware of?

14   MS. ANDERSON: Yes, these are the folks that

15 owe, the individuals that owe --

16   COMMISSIONER HAGER: Oh, us.

17   MS. ANDERSON: Oh, us.

18   COMMISSIONER HAGER: But did we not pay

19 people out what they deserved?

20   MS. ANDERSON: Oh, no, we definitely did.

21 Yes, we did.

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1   COMMISSIONER HAGER: Okay. That's what I'm

2 making sure.

3   MS. ANDERSON: No, no.

4   COMMISSIONER HAGER: The other end was fine.

5 Okay.

6   MS. ANDERSON: No, anyone that overpaid, we

7 have remitted those checks.

8   COMMISSIONER HAGER: Okay.

9   MS. ANDERSON: And so those checks went out

10 the door roughly about July 31 to August 1.

11   COMMISSIONER HAGER: So there was a period

12 of underpayment, but we've already taken care of that?

13   MS. ANDERSON: Yes, that is correct.

14   COMMISSIONER HAGER: Okay. Thank you.

15   MS. ANDERSON: Uh-huh.

16   CHAIRWOMAN HENN: Thank you.

17   Mr. McMillion?

18   VICE CHAIR MCMILLION: One of my

19 constituents received a letter from Voya. And they

20 stated that they should pay this bill by September 16.

21 So they were torn between whether they need to pay

1 that or whether they should wait and hear from

2 somebody from BCPS. What's your recommendation on

3 paying that bill?

4   MS. ANDERSON: They can disregard that bill,

5 Mr. McMillion. Any retiree that received a bill from

6 Voya/Benefit Strategies can disregard that bill.

7 That's also what we are communicating in a mailing

8 that's going out to our retirees tomorrow, and that is

9 to disregard the communication that you may have

10 received dated August the 26 from Voya/Benefit

11 Strategies.

12   VICE CHAIR MCMILLION: Thank you.

13   CHAIRWOMAN HENN: Thank you. Any other

14 questions?

15   Ms. Causey, did you have one? No? Okay.

16 Thank you.

17   Dr. Williams?

18   DR. WILLIAMS: I just want to thank the team

19 for this work. Just wanted to remind the Board,

20 unfortunately coming in November, it will be a two-

21 year anniversary with the cyberattack. And as you

1 heard from the experts, it would take almost two years

2 to correct everything that they had been touched. So

3 I want to thank this team.

4   One, I want to thank our retirees for having

5 that open dialogue and sharing and working with our

6 unions to make sure we have accurate information. But

7 I also want to thank those who are seated here and

8 their team members for responding and correcting and

9 working with Voya. So I just wanted to remind several

10 of us, we're on that ride, roller coaster ride two

11 years ago, unfortunately. But again, the cleanup, as

12 Mr. Agosto will relate to, take some time. And these

13 are some of the anomalies that came about and we're

14 quickly trying to correct that. So thank you.

15   MR. AGOSTO: Yeah, and just one quick thing.

16 And it was a rebuild, just so that we're clear. So

17 Ms. Armstrong talked about reconciliation, but we had

18 to rebuild all of the records, the benefit records,

19 for each of the individual retirees, then do the

20 reconciliations. So that's where those anomalies come

21 in.

1   DR. WILLIAMS: Thank you. Thank you.

2   CHAIRWOMAN HENN: Thank you. Thank you.

3   MS. ANDERSON: Thank you.

4   CHAIRWOMAN HENN: Okay. The next item on

5 the agenda is Consideration of the Proposed Fiscal

6 Year 2024 State Capital Budget Request. For that, I

7 call Mr. Hartlove and Mr. Dixit.

8   And, Board members, there is an updated

9 Exhibit M, which you have a hard copy of. And that

10 has been updated in BoardDocs, I believe. Yes, an

11 update has been updated to BoardDocs.

12   Ms. Gover, do we have extra hard copies?

13   MS. GOVER: She does. She has it.

14   CHAIRWOMAN HENN: She has it.

15   You have one? From Mrs. Causey. Thank you.

16 That she can find.

17   Okay. Thank you, Ms. Stolusky.

18   MR. DIXIT: You didn't a copy, I have an

19 extra copy.

20   CHAIRWOMAN HENN: Thank you. Good evening,

21 gentlemen.

1   MR. DIXIT: Good evening, Chair Henn, Vice

2 Chair McMillion, Dr. Williams, and members of the

3 Board. My name is P. Dixit. I'm executive director

4 for Facilities Management and Strategic Planning. As

5 you'll recall, the State Capital Program for Fiscal

6 '24 was included in BoardDocs for the August 9

7 meeting, which was rescheduled and introduced to the

8 Board on August 18, 2022.

9   Subsequently, a work session was held in the

10 Board meeting of August 23. Responses were provided

11 to all the questions raised in that meeting. In

12 addition to that, all of the questions that were

13 submitted later on, responses have been provided to

14 the Board.

15   Tonight we are here to request your approval

16 for the State Capital Program. We'd like to remind

17 you that our deadline is October 4. And between now

18 and then, our team still has to prepare that

19 voluminous telephone-book-size document. So we would

20 very much appreciate and our dialogue on the subject

21 will continue. If there any omissions, additions,

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1 changes, nothing is etched in stone at this point.

2 And we'll continue to make changes if we find anything

3 or if you point that out to us. So with that, we'd

4 like to request your approval.

5   CHAIRWOMAN HENN: Thank you.

6   DR. WILLIAMS: Mr. Dixit, would you

7 recognize the Staff members who are present tonight,

8 please?

9   MR. DIXIT: Absolutely. So the members of

10 my team who have burned a lot of midnight oil in the

11 past and tonight and today is Mr. Merril Plait, who in

12 spite of being on medical, has been working on this

13 plan and supporting us.

14   Supporting him is Ms. Kaylay Hart

15 (phonetic), member for Capital (phonetic) and

16 Construction team. And there are numerous other

17 people that are not here. I'll mention some of the

18 names. Mike Archibold (phonetic), Lesley Azari

19 (phonetic), Katy Angstead (phonetic), Paul Taylor

20 (phonetic), Melissa Apler (phonetic), and I can go on.

21 A lot of these folks have worked very, very hard. And

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1 I also want to recognize the support from Mr. Hartlove

2 and his team and the leadership that we get from Dr.

3 Williams and Dr. Yarbrough. It is priceless to us.

4 The support and the confidence they have in us, in me

5 and my team, I'm very grateful for it.

6   CHAIRWOMAN HENN: Thank you.

7   MR. DIXIT: Thank you, Dr. Williams.

8   CHAIRWOMAN HENN: And thank you for being so

9 responsive to the Board's questions, providing the

10 thorough answers you've done, and to all of the team

11 members for the labor, the laborious efforts that have

12 gone into this. It's far more than what the Board

13 sees, but that does not mean we don't recognize the

14 efforts that are involved, so thank you.

15   MR. DIXIT: Thank you.

16   CHAIRWOMAN HENN: With that, may I have a

17 motion to approve the Fiscal Year 2024 State Capital

18 Budget Request, as presented in Exhibit M?

19   COMMISSIONER ROWE: So moved. Rowe.

20   COMMISSIONER OFFERMAN: Second. Offerman.

21   CHAIRWOMAN HENN: Thank you for the second,

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1 Mr. Offerman.

2   Any discussion?

3   Mrs. Causey?

4   COMMISSIONER CAUSEY: Thank you. And thank

5 you for updating the capital request to include the

6 state funding share that was requested previously, a

7 year ago almost today -- 73,122 -- excuse me,

8 $73,122,000. It's very important that we keep it

9 consistent with the Board's prior actions.

10   I did have a quick question related to the

11 form for the type of approval. Planning and funding

12 has been merged for the first five items and I'm

13 wondering why that is done and can that be separated

14 out?

15   MR. DIXIT: So if recall correctly, it was

16 merged at the request of the Board, but if the Board

17 wants to change their mind and want us to have

18 separate line, we do not have any problem doing that

19 in future, but it doesn't make any difference in our

20 submission, as you know, that there are forms needed

21 for each and every item here. So how this spreadsheet

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1 is structured, it doesn't make any difference in our

2 submittal.

3   COMMISSIONER CAUSEY: Okay. Thank you. And

4 then four of the priorities have a footnote of four:

5 "These projects will not be submitted in October, as

6 they are expected to be funded through Built to Learn

7 and will be submitted separately." So what is it that

8 you've received that supports that expectation? And

9 will that funding request in October also come to the

10 Board?

11   MR. DIXIT: So the information that we have

12 provided to you here is to indicate that the top four

13 project will be funded under BTL. It's a different

14 submission process and we meet all the requirement.

15 If anything, that process is more flexible. It is not

16 as time consuming and as constrained as the State

17 processes, so we'll continue to move forward. There

18 will be submission forms that may be different for the

19 BTL than State, so we just wanted to share with the

20 Board that information.

21   MS. CORDOVA: Thank you. And then at the

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1 previous meeting, it was asked air bag the Northeast

2 Area Capacity Study and Boundary Study and also the

3 Southwest Area Capacity and Boundary Study. And I

4 wanted to see if there was an update and when is that

5 information going to be brought to the Board? Because

6 several schools are in limbo with additions,

7 renovations, or replacements, like Loch Raven High

8 School and others.

9   MR. DIXIT: Yeah. So that study is in the

10 final stages of completion. We hope to bring more

11 information to you when we come back in December,

12 January timeframe from our County budget. And as soon

13 as we get the final version of that report, we'll

14 share with Dr. Williams for further guidance, and then

15 before the December timeframe, when we come back to

16 you.

17   CHAIRWOMAN HENN: Thank you.

18   Ms. Rowe?

19   COMMISSIONER ROWE: Mr. Dixit, you know that

20 I love reading the gigantic phone book. But I would

21 also like to know if you will be supplying the Board

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1 with the Built to Learn submission documents as well?

2   MR. DIXIT: They do not require as detailed

3 information. Let me ask my team members. Do we need

4 --

5   Mr. Plait, can you come here and join me?

6   So the question is, I understand, is that

7 BTL submissions, are they going to be any different

8 than the State submission and would Board get a copy

9 of that?

10   MR. PLAIT: With BTL, they permit us --

11 excuse me. My name is Merril Plait, I'm the Director

12 of Facilities Construction Improvement. The State

13 allows us to submit that throughout any time during

14 the year. So we're not required for BTL to submit

15 only on October 4, like it is this year with the rest

16 of the CIP (phonetic).

17   So as we reach certain deadlines, we will

18 submit those documents. It does not require Board

19 approval from the State's end. So we had submitted

20 them here so that you could see that we will be

21 submitting to the State. If you want copies of the

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1 documents that we submit to the State, I think those

2 can be provided. They'll just be provided at

3 different times. So you may only get one of the

4 projects as we're submitted them to the State for

5 approval.

6   COMMISSIONER ROWE: Sure. If they can be

7 supplied as information items on the agenda, that --

8   DR. WILLIAMS: Okay.

9   COMMISSIONER ROWE: I just want to see them.

10   DR. WILLIAMS: So I think the team will have

11 a conversation about the request from Ms. Rowe. Thank

12 you, Ms. Rowe.

13   CHAIRWOMAN HENN: Thank you, Ms. Rowe.

14   Any other questions, Board members?

15   Hearing none, may I have a roll call vote,

16 Ms. Gover?

17   MS. GOVER: Ms. Rowe?

18   COMMISSIONER ROWE: Yes.

19   MS. GOVER: Ms. Rowe?

20   COMMISSIONER ROWE: Yes.

21   MS. GOVER: Ms. Causey?

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1   COMMISSIONER CAUSEY: Yes.

2   MS. GOVER: Ms. Stolusky?

3   COMMISSIONER STOLUSKY: Yes.

4   MS. GOVER: Ms. Jose?

5   COMMISSIONER JOSE: Yes.

6   MS. GOVER: Mr. McMillion?

7   VICE CHAIR MCMILLION: Yes.

8   MS. GOVER: Mr. Offerman?

9   COMMISSIONER OFFERMAN: Yes.

10   MS. GOVER: Ms. Scott?

11   COMMISSIONER SCOTT: Yes.

12   MS. GOVER: Dr. Hager?

13   COMMISSIONER HAGER: Yes.

14   MS. GOVER: Ms. Henn?

15   CHAIRWOMAN HENN: Yes.

16   MS. GOVER: Thank you.

17   CHAIRWOMAN HENN: The motion carries. Thank

18 you.

19   MR. DIXIT: Thank you.

20   CHAIRWOMAN HENN: The next item on the

21 agenda is Information Items, which include the revised

1 Superintendent's Rules 1270, 3540, 4103, 5470, 5561,

2 5562, and 7250, the Compass Year-End Report, and the

3 Questions and Answers on Appeals and Hearings

4 Handbook.

5   The next item on the agenda is Board Member

6 Comments and Agenda Setting. And we'll begin with Ms.

7 Rowe.

8   COMMISSIONER ROWE: I have no comments.

9   CHAIRWOMAN HENN: Thank you.

10   Ms. Causey?

11   COMMISSIONER CAUSEY: Good evening. Thank

12 you. I also want to welcome back everyone to this

13 school year. We know that it's been very challenging

14 over the past two years and we're looking forward to

15 everything normalizing this year. We understand the

16 staffing shortages will have tremendous impact on

17 those dedicated educators and support staff that have

18 already joined our team this year. And I think that

19 one of the things that needs to be done, and it could

20 be also in an agenda item in the future, is to really

21 evaluate those initiatives that have increased

1 teaching workload.

2   In 2014, the prior superintendent changed

3 the high school schedules in taking away semester

4 schedules from four high schools and in taking away

5 the seven-period day from 11 other high schools, which

6 increased teacher workload going from seven period to

7 eight period. There were also, prior to that, a

8 reduction of 200 high school teachers way back like in

9 2010, let's say, of which not all of those positions

10 were opened up again.

11   So there are some real systematic things

12 that need to be looked at of why the teacher workload

13 has increased, in addition to the compensation, which

14 is critical. And I stand with everyone that made

15 remarks, the 5,000 people that signed saying that they

16 want to increase the compensation, they want the door

17 closed on that. This Board has stood in solidarity

18 with that in the votes that we have taken to support

19 compensation for our employees. So I would call on

20 the others that need to take their steps, which is the

21 County Council, and schedule that meeting, as the

1 president of TABCO said, and get the funding

2 finalized.

3   We've had Dr. Williams send additional

4 letters with planning and options of how to do that.

5 It's September 13 and other counties and districts

6 have gotten this done. And if people are concerned

7 about what's unsustainable --

8   CHAIRWOMAN HENN: Okay.

9   COMMISSIONER CAUSEY: -- it's not supporting

10 our staff with what they're worth.

11   CHAIRWOMAN HENN: Ms. Stolusky?

12   COMMISSIONER STOLUSKY: Good evening. On a

13 positive note from many stakeholder that I have talked

14 to this year has really started much better than last.

15 And that definitely needs to be recognized. And

16 everybody is playing a part in that.

17   One of the things that I loved at the

18 beginning of the year that was done was asking

19 different professionals what is something that helps

20 you that we can continue to do? And what is something

21 that is stressful for you right now that we can take

1 off your plate? It would be great to hear feedback

2 specifically about what are the practices that are

3 continuing, because they're benefitting the employees?

4 And what are some different expectations that have

5 been taken away because they were causing employees

6 undue stress? Just some feedback on that would be

7 great, but that was wonderful to see that in practice

8 before the start of the year. So thank you,

9 everybody.

10   CHAIRWOMAN HENN: Thank you.

11   Ms. Jose?

12   COMMISSIONER JOSE: Thank you. Have a good

13 night, everybody.

14   For the agenda item, Ms. Henn, I would like

15 to include at the next Board meeting an update on the

16 crossing guards and transportation. Thank you.

17   CHAIRWOMAN HENN: Thank you.

18   Mr. McMillion?

19   VICE CHAIR MCMILLION: Approximately a year

20 and a half ago, two years ago, I talked about that we

21 were in a recruitment and retention crisis. I still

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1 believe that and I think it's obvious. And that makes
2 it even more important to take care of the people that
3 we have. And it starts by listening to them. We've
4 got to sincerely open up and listen to what our
5 employees are telling us and try to deal with those
6 workloads. And hopefully we can keep -- and I really
7 think that we haven't bottomed out. This is not gonna
8 be a quick fix. And as a result, that makes it that
9 much more important to keep who we have. And
10 hopefully if they advance in the leadership, they
11 advance in the leadership. But we've got to do
12 everything we can to continue now.
13   We've raised the salaries, but we've got to
14 work on the working conditions and in those classrooms
15 and on those busses and those nursing suites. We have
16 to listen to people and we have to do -- we have to do
17 more than just listen to them. We've got to listen to
18 them and implement some of their strategies on how to
19 improve these situations. Thank you.
20   CHAIRWOMAN HENN: Thank you.
21   Ms. Hassan?

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1   STUDENT COMMISSIONER HASSAN: Thank you. So
2 I'm not quite sure what to add after my small report.
3 I feel like that was good. Anyways, I just wanted to
4 thank everyone for making the start of the school year
5 so outstanding. I want to thank our educators. They
6 are what make the school system so enticing for me.
7 They made me fall in love with learning and advocating
8 and education and they are why I'm here. So a huge
9 shoutout to some of my favorite educators and
10 educators I haven't yet met.
11   And I guess just the biggest thing is to
12 continue to listen and act. We always talk about
13 listening and how we want to continue to be empathetic
14 and listen to other people's experiences, but that
15 open ear and open mind has to come with action. So
16 I'm hoping that n the next couple of months and weeks,
17 I turn that listening and those words into action.
18 And I'm hopeful to be able to do that with all of you
19 guys. So thank you so much. Everyone have an amazing
20 night and I will see you guys next Board meeting.
21   CHAIRWOMAN HENN: Thank you.

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1   Mr. Offerman?
2   COMMISSIONER OFFERMAN: Yes. I hope the
3 presentation on the Voya situation tonight will ease
4 the fears and anxiety of a whole lot of our retired
5 staff who have worked so hard and were sort of shocked
6 by what they received. And I wish you all a good
7 night.
8   CHAIRWOMAN HENN: Ms. Scott?
9   COMMISSIONER SCOTT: Yes, thank you.
10   And good evening, everyone. I think I would
11 like to see an update, we will soon, in the equity
12 committee, be having a new equity audit. The last one
13 was done about three years ago. That was pre-COVID,
14 so I would like to see something like that come to the
15 Board to show where we are in regards to addressing
16 issues of inequity as it relates to a myriad of
17 factors. Thank you.
18   CHAIRWOMAN HENN: Thank you.
19   Dr. Hager?
20   COMMISSIONER HAGER: Yes, I also want to
21 welcome everyone back. The energy that I've seen and

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1 witnessed in schools, even in back-to-school nights,
2 has been really exciting this year. You can tell
3 people are really excited for this somewhat normal
4 year we hope to have. And I definitely want to thank
5 those who spoke to tonight about the budget request,
6 which our school board voted for unanimously. And I
7 know, and I'm sure many others, certainly stand with
8 you in your concerns. And I want to echo the --
9 somehow addressing the workload concerns that Mr.
10 McMillion mentioned. I think that was an important
11 part.
12   And then finally, transportation has been a
13 big, big, big focus, so if there's anything that we
14 can share more specifically about how it's going and
15 plans to improve that moving forward, that'd be great.
16   CHAIRWOMAN HENN: Thank you.
17   Mr. Kuehn?
18   COMMISSIONER KUEHN: Hi. I would just like
19 to mention that we have the next budget meeting on
20 Wednesday the 21st. Thank you.
21   CHAIRWOMAN HENN: Thank you. And last but

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1 not least, my own. And thank you for that segue, Mr.
2 Kuehn, because my comments have to do with our budget
3 committee.
4 And that is the latest negotiations and this
5 struggle to meet our agreements and out fiscal
6 commitment really show how important it is that we
7 collaborate and work together, not just within BCPS,
8 but with our funding partners. And Mr. Burke spoke to
9 this tonight. We need to reimagine BCPS from the top
10 down. And it starts with the budget. It starts with
11 questioning our priorities within every department.
12 The Board has said that people and positions
13 are our priorities. It's time to align our resources
14 with those priorities. And it starts -- it's every
15 dollar and it starts with questioning are these our
16 priorities? And does our budget align with those
17 priorities? So I will be challenging our budget
18 committee to work with staff, to work alongside the
19 County executive and superintendent. And at every
20 level, we need to work to put in the hard work. This
21 is not a system that shies away from hard work and

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1 challenges, and this is the challenge we need to take
2 on.
3 I do not want to be in this position next
4 year. I'm returning to this Board and we don't have
5 to be here. Part of my goal in establishing the
6 budget committee was so that the Board could work side
7 by side with staff. And I appreciate Mr. Hartlove's
8 commitment and Mr. Tantliff (phonetic). That
9 committee has worked -- it has just done fantastic
10 work alongside them and I truly appreciate their
11 support. And it's a first step. We need to start --
12 I'm an advocate for zero-base budget and starting from
13 that, from zero and saying we need to put our
14 priorities first.
15 So with that, thank you all. And our next
16 and final item on the agenda is Announcements. The
17 Board's next meeting will be held on Tuesday,
18 September 27, 2022, at 6:30 p.m. Thank you all very
19 much for joining us tonight. The meeting is now
20 adjourned. Have a good night, everyone.
21 (Meeting adjourned.)

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