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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC MEETING OF THE BOARD OF EDUCATION

JANUARY 9, 2024

Transcribed by:
CRC Salomon, Inc.

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1 **BOARD MEMBERS:**
 2 **Tiara Booker-Dwyer, Board Chair**
 3 **Christina Pumphrey, Vice Chair**
 4 **Maggie Domanowski**
 5 **Tiffany Lashawn Frempong**
 6 **Robin Harvey**
 7 **Julie C. Henn**
 8 **Jane Lichter**
 9 **Rodney R. McMillion**
 10 **Dr. Brenda Savoy**
 11 **Felicia Stolusky**
 12 **Emory Young**
 13 **Kayla Drummond, Student Member**
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 9 None.
 10 Unions:
 11 None.
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1 **P R O C E E D I N G S**
 2 **MS. BOOKER-DWYER:** Good afternoon. This is
 3 Chairwoman Tiara Booker-Dwyer. I call to order the
 4 meeting of the Board of Education of Baltimore County
 5 for Tuesday, January 9, 2024. This evening's Board of
 6 Education meeting is being broadcast through a
 7 Microsoft Teams Live event. In order to efficiently
 8 conduct this meeting, all voting items this evening
 9 will be done by roll call vote.
 10 May I have a motion to go into closed
 11 session, as permitted by the Open Meetings Act, as
 12 found in the Annotated Code of Maryland General
 13 Provisions Article 3-305(B)(1), (B)(7), (B)(8), and
 14 (B)(9) to discuss the appointment, employment,
 15 assignment, promotion, discipline, demotion,
 16 compensation, removal, resignation, or performance
 17 evaluation of appointees, employees, or officials over
 18 whom it has jurisdiction, or any other personnel
 19 matter that affects one or more specific individuals;
 20 consult with counsel to obtain legal advice; consult
 21 with staff, consultants, or other individuals about

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1 pending or potential litigation; and conduct
 2 collective bargaining negotiations; or consideration -
 3 - or consider matters that relate to the negotiations?
 4 MS. STOLUSKY: So moved, Stolusky.
 5 MS. HARVEY: Second, Harvey.
 6 MS. FREMPONG: Second, Frempong.
 7 MS. BOOKER-DWYER: May I have a roll call
 8 vote?
 9 MS. GOVER: Mr. Young?
 10 MR. YOUNG: Yes.
 11 MS. GOVER: Ms. Domanowski?
 12 MS. DOMANOWSKI: Yes.
 13 MS. GOVER: Ms. Henn?
 14 MS. HENN: Yes.
 15 MS. GOVER: Ms. Frempong?
 16 MS. FREMPONG: Yes.
 17 MS. GOVER: Ms. Lichter?
 18 MS. LICHTER: Yes.
 19 MS. GOVER: Ms. Pumphrey?
 20 MS. PUMPHREY: Yes.
 21 MS. GOVER: Ms. Drummond?

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1 MS. DRUMMOND: (No audible response.)
 2 MS. GOVER: Ms. Stolusky?
 3 MS. STOLUSKY: Yes.
 4 MS. GOVER: Dr. Savoy?
 5 DR. SAVOY: (No audible response.)
 6 MS. GOVER: Dr. Savoy?
 7 DR. SAVOY: (No audible response.)
 8 MS. GOVER: Mr. McMillion?
 9 DR. SAVOY: Yes.
 10 MS. GOVER: Thank you, Dr. Savoy.
 11 DR. SAVOY: Hello? Yes, I'm here. Can you
 12 hear me?
 13 MS. GOVER: Thank you. Yes, I can hear you.
 14 Thank you.
 15 DR. SAVOY: Thank you.
 16 MS. GOVER: Mr. McMillion?
 17 MR. McMILLION: Yes.
 18 MS. GOVER: Ms. Harvey?
 19 MS. HARVEY: Yes.
 20 MS. GOVER: Ms. Booker-Dwyer.
 21 MS. BOOKER-DWYER: Yes.

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1 MS. GOVER: Thank you.
 2 MS. BOOKER-DWYER: Motion carries.
 3 Good evening and Happy New Year. This is
 4 Chairwoman Tiara Booker-Dwyer. I now call to order
 5 the meeting of the Board of Education for Baltimore
 6 County for Tuesday, January 9, 2024. I invite you to
 7 recite the Pledge of Allegiance to the Flag. We will
 8 then have a moment of silence in recognition of those
 9 who have served education in Baltimore County.
 10 (Pledge of Allegiance.)
 11 (Moment of silence.)
 12 MS. BOOKER-DWYER: Tonight's Board of
 13 Education meeting is being broadcast through Microsoft
 14 Teams Live Event. In order to efficiently conduct
 15 this meeting, all voting items will be done by roll
 16 call vote.
 17 The first item on the agenda is
 18 consideration of the January 9th agenda.
 19 Dr. Rogers, are there any additions or
 20 changes to tonight's agenda?
 21 DR. ROGERS: I am unaware of any additions

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1 or changes to this evening's agenda.
 2 MS. BOOKER-DWYER: Hearing none, the agenda
 3 stands as presented.
 4 Earlier this evening, the Board met in
 5 closed session pursuant to the Open Meetings Act for
 6 the following reasons: to discuss the appointment,
 7 employment, assignment, promotion, discipline,
 8 demotion, compensation, removal, resignation, or
 9 performance evaluation of appointees, employees, or
 10 officials over whom it has jurisdiction, or any other
 11 personnel matter that affects one or more specific
 12 individuals; consult with counsel to obtain legal
 13 advice; consult with staff, consultants, or other
 14 individuals about pending or potential litigation; and
 15 conduct collective bargaining negotiations, or
 16 consider matters that relate to the negotiations.
 17 The summary of the closed session and open
 18 session information can be found on BoardDocs under
 19 the Board meeting agenda date.
 20 The next item on the agenda is personnel
 21 matters, and for that I call on Mr. McCall.

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1 MR. McCALL: Good evening, Chair Booker-
 2 Dwyer, Vice Chair Pumphrey, Superintendent Dr. Rogers,
 3 and members of the Board. I'd like the Board's
 4 consent for the following personnel matters:
 5 retirements, resignations, leaves, deceased
 6 recognition of service, and certificated appointments.
 7 MS. BOOKER-DWYER: Do I have a motion to
 8 approve the personnel matters as presented in Exhibits
 9 D-1 through D-5?
 10 MS. FREMPONG: So moved, Frempong.
 11 MS. BOOKER-DWYER: Do I have --
 12 DR. SAVOY: Second, Savoy.
 13 MS. BOOKER-DWYER: Any discussion?
 14 May have a roll call vote?
 15 MS. GOVER: Mr. Young?
 16 MR. YOUNG: Yes.
 17 MS. GOVER: Ms. Domanowski?
 18 MS. DOMANOWSKI: Yes.
 19 MS. GOVER: Ms. Henn?
 20 MS. HENN: Yes.
 21 MS. GOVER: Ms. Frempong?

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1 MS. FREMPONG: Yes.
 2 MS. GOVER: Ms. Lichter?
 3 MS. LICHTER: Yes.
 4 MS. GOVER: Ms. Pumphrey?
 5 MS. PUMPHREY: Yes.
 6 MS. GOVER: Ms. Drummond?
 7 MS. DRUMMOND: Yes.
 8 MS. GOVER: Ms. Stolusky?
 9 MS. STOLUSKY: Yes.
 10 MS. GOVER: Dr. Savoy?
 11 DR. SAVOY: Yes.
 12 MS. GOVER: Mr. McMillion?
 13 MR. McMILLION: Yes.
 14 MS. GOVER: Ms. Harvey?
 15 MS. HARVEY: Yes.
 16 MS. GOVER: Ms. Booker-Dwyer?
 17 MS. BOOKER-DWYER: Yes.
 18 MS. GOVER: Thank you.
 19 MS. BOOKER-DWYER: Motion carries.
 20 The next item on the agenda is
 21 administrative appointments, and for that I call on

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1 Dr. Rogers.
 2 DR. ROGERS: Thank you. Good evening, Madam
 3 Chair Booker-Dwyer, Vice Chair Pumphrey, and members
 4 of the Board. I'm bringing forward this evening the
 5 following administrative appointments for your
 6 approval. Assistant Principal, Eastern Technical High
 7 School; Assistant Principal, Kenwood High School;
 8 Assistant Principal, Pinewood Elementary School;
 9 Student Conduct Hearing Officer and Supervisor, Birth
 10 to 5, Infants and Toddlers.
 11 MS. BOOKER-DWYER: Do I have a motion to
 12 approve the personnel matters as presented in E-1?
 13 MS. HARVEY: So moved, Harvey.
 14 MS. BOOKER-DWYER: Do I have a second?
 15 MS. DOMANOWSKI: Second, Domanowski.
 16 DR. SAVOY: Second, Savoy.
 17 MS. BOOKER-DWYER: Any discussion?
 18 May have a roll call vote?
 19 MS. GOVER: Mr. Young?
 20 MR. YOUNG: Yes.
 21 MS. GOVER: Ms. Domanowski?

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1 MS. DOMANOWSKI: Yes, sorry.
 2 MS. GOVER: Ms. Henn?
 3 MS. HENN: Yes.
 4 MS. GOVER: Ms. Frempong?
 5 MS. FREMPONG: Yes.
 6 MS. GOVER: Ms. Lichter?
 7 MS. LICHTER: Yes.
 8 MS. GOVER: Ms. Pumphrey?
 9 MS. PUMPHREY: Yes.
 10 MS. GOVER: Ms. Drummond?
 11 MS. DRUMMOND: Yes.
 12 MS. GOVER: Ms. Stolusky?
 13 MS. STOLUSKY: Yes.
 14 MS. GOVER: Dr. Savoy?
 15 DR. SAVOY: Yes.
 16 MS. GOVER: Mr. McMillion?
 17 MR. McMILLION: Yes.
 18 MS. GOVER: Ms. Harvey?
 19 MS. HARVEY: Yes.
 20 MS. GOVER: Ms. Booker-Dwyer?
 21 MS. BOOKER-DWYER: Yes. Motion carries.

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1 DR. ROGERS: Our first appointment this
 2 evening is Ellie Gardner (phonetic). Ellie Gardner is
 3 being appointed as Assistant Principal, Eastern
 4 Technical High School, with 11 years of experience in
 5 Baltimore County Schools. Her former experience
 6 includes English teacher at Kenwood High School, staff
 7 development teacher at Crossroads Center, and resource
 8 teacher at Crossroads Center and Sparrows Point Middle
 9 School. Congratulations, Ms. Gardner.

10 Our second appointment is Rochelle Harley.
 11 She is being appointed to the position of Assistant
 12 Principal, Kenwood High School. With 10 years of
 13 service with Baltimore County Public Schools, her
 14 previous experiences include CLP teacher at Woodlawn
 15 High School, business education teacher at Owings
 16 Mills High School, and resource teacher at Milford
 17 Mill.

18 Additionally, she previously worked in
 19 Baltimore City Public Schools for 14 years.
 20 Congratulations.

21 Our next appointment is Megan Stewart. She

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1 is being appointed to the position of Assistant
 2 Principal at Pinewood Elementary School. With 15
 3 years of service in Baltimore County, her previous
 4 experiences include classroom teacher at Glendon and
 5 Mays Chapel Elementary Schools, and STAT and staff
 6 development teacher at Timber Grove Elementary School.
 7 Congratulations.

8 Our next appointment this evening is
 9 Theodore Teddy Welzant. He is being appointed to the
 10 position of Student Conduct Hearing Officer in the
 11 Department of School Safety. With 15 years of service
 12 with Baltimore County Public Schools, his previous
 13 experiences include mathematics teacher and Parkville
 14 and Holabird Middle School, and Assistant Principal at
 15 Southwest Academy and Franklin Middle School.

16 Our final appointment this evening is
 17 Rebecca Zimmerman. Rebecca is being appointed to the
 18 position of Supervisor, Birth to 5, Infants and
 19 Toddlers in the Department of Special Education. With
 20 nine years of service with Baltimore County Public
 21 Schools, her previous experiences include special

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1 education inclusion teacher at Hawthorne Elementary
 2 School and the Office of Birth to 5 Services, Infant
 3 and Toddlers teacher in the Office of Birth to 5
 4 Services, and specialist in the Office of Birth to 5
 5 Services. Her prior experiences include Kennedy
 6 Krieger Institute for 5 years.

7 Congratulations to all of our appointees.

8 MS. BOOKER-DWYER: Congratulations to all.
 9 Our next item is public comment. This is
 10 one of the opportunities the Board provides to hear
 11 the views and receive the advice of community members.
 12 If not selected to address the Board, members of the
 13 public may submit their comments to the Board members
 14 via email at boe@bcps.org.

15 The Baltimore County Police Department's
 16 Homeland Security Unit and Office of School Safety has
 17 recommended safety and security protocols which are
 18 posted in the board room and available in BoardDocs
 19 and on the board's Participation by the Public
 20 website.

21 While we encourage public input on policy,

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1 programs, and practices within the purview of this
 2 Board and this school system, this is not the proper
 3 forum to address specific student or employee matters,
 4 or to comment on matters that do not relate to public
 5 education in Baltimore County.

6 Inappropriate personal remarks or other
 7 behaviors, such as language that promotes
 8 (indiscernible) or that disrupts or interferes with
 9 the conduct of this meeting are out of order and will
 10 not be tolerated. Persons who otherwise disrupt or
 11 disturb this meeting will not be allowed to continue
 12 their remarks and will be escorted from the meeting,
 13 or kicked off of Teams.

14 Please observe this -- the three-minute
 15 clock which will let you know when your time is up.
 16 The microphone will be turned off at the end of your
 17 time -- at the end of your time or prior to that time
 18 at the discretion of the Board Chair.

19 So we will begin our public comment, and we
 20 do not have any elected officials or school-system-
 21 affiliated groups. So we will go to our nonprofit

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1 community groups, and our first speaker is Arya
 2 Kazemnia, and please correct me if I pronounced your
 3 name wrong.
 4 So we have Arya on the (inaudible)?
 5 MS. GOVER: I think he's on now.
 6 MS. BOOKER-DWYER: You just have to unmute.
 7 Or could we unmute Arya?
 8 MR. KAZEMNIA: Hi.
 9 MS. BOOKER-DWYER: There we go. Hi.
 10 MR. KAZEMNIA: I was having a little trouble
 11 getting in the meeting.
 12 MS. BOOKER-DWYER: Welcome. You can begin.
 13 MR. KAZEMNIA: Thank you. Good evening to
 14 the Chair, the Vice Chair, the Superintendent, and the
 15 members of the Board. My name is Arya Kazemnia, and
 16 I'm here today as a member of the First Tech Challenge
 17 Team 23741, and a former Baltimore County Baltimore
 18 Public School student.
 19 As an elementary schooler, I was fascinated
 20 with robots and space. Each morning, I dressed as
 21 close to an astronaut costume as my mother would allow

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1 me to go to school in and headed off to Cromwell
 2 Valley Elementary, one of only two STEM magnet
 3 elementary schools in Baltimore County Public Schools.
 4 This early experience was undoubtedly why I
 5 decided to pursue engineering, with classes that
 6 taught me and my classmates critical thinking skills,
 7 problem-solving abilities, perseverance, and
 8 cooperation.
 9 While some may say that elementary school
 10 STEM experience is not as formative as later years,
 11 they fail to recognize that the path of STEM magnet
 12 matriculation must start young to garner interest in
 13 the field. Just as English and math are taught to
 14 young students, engineering and STEM classes should be
 15 available, as well, giving students the experience of
 16 exploring all the options available to them.
 17 STEM magnets like Cromwell Valley Elementary
 18 are hard to find in Baltimore County. According to a
 19 2015 Baltimore County Public School magnet program
 20 recommendation executive summary, on the 2013 magnet
 21 program audit, the constituents of our county and --

Page 20

1 surveyed indicated that there was an interest in
 2 increasing magnet programs at the elementary and
 3 middle-school levels.
 4 And rightfully so, as there are only two
 5 elementary-level STEM magnet programs in Baltimore
 6 County. We are not exposing kids to STEM early on,
 7 and thus, they are not matriculating through our STEM
 8 magnet programs in the middle and high-school levels.
 9 Not only are we exposing our students to
 10 STEM late, but to matriculate through the BCPS STEM
 11 program, BCPS families are required to provide
 12 transportation to the different schools. While buses
 13 are able to bring the neighborhood students to the
 14 STEM schools, the geographic distribution of the
 15 different schools means that students will never be
 16 zoned to an elementary, middle, and high school with a
 17 STEM program, putting extra strain on the BCPS
 18 transport systems and requiring more resources to
 19 transport students, especially those who do not have
 20 access to transportations to magnet programs across
 21 BCPS.

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1 Now is the time to update our magnet
 2 programs and expand to STEM education for all BCPS
 3 students, utilizing the key data of the 2015 executive
 4 summary to make the adjustments necessary, thus
 5 creating uplifting -- thus creating an uplifting
 6 magnet programs for our students through elementary,
 7 middle, and high schools.
 8 MS. BOOKER-DWYER: Thank you.
 9 Our next speaker is Dr. Barbara Dezmon from
 10 the League of Women Voters.
 11 DR. DEZMON: I hope you can hear me.
 12 MS. BOOKER-DWYER: Yes, we can hear you.
 13 You can go ahead.
 14 DR. DEZMON: Thank you. Good evening, Chair
 15 Ms. Booker-Dwyer and Vice Chair Ms. Pumphrey, Board
 16 members, and Superintendent Rogers. I have a slight
 17 cold tonight, and I hope I can continue without
 18 coughing.
 19 Recently, I and other members from the
 20 Baltimore County League of Women Voters and the
 21 Randallstown NAACP, for both groups of whom I'm -- for

<p style="text-align: right;">Page 22</p> <p>1 which I'm speaking tonight, we jointly met with the 2 Board of Education Chair Ms. Booker-Dwyer and Vice 3 Chair Ms. Pumphrey. The meeting focused on conditions 4 impacting education in the school district and 5 community, as well as the Board's role and 6 responsibilities in addressing relevant issues. 7 For the past decade, the school district has 8 been confronting a decline in academic achievement for 9 too many students. To resolve the challenges related 10 to academic achievement and discipline in key areas 11 will require collaboration between the school system 12 leadership and the public. 13 Key to this collaboration is maintaining 14 openness in communication. Regarding the budget, for 15 example, we encourage prioritizing investment in 16 developing human capital that is essential to 17 returning the school system to the level of accident - 18 - to excellence to which it expires -- and overall 19 expires to which it -- never mind. 20 Overall at this point, we are encouraged by 21 the goals expressed by the Board and in past</p>	<p style="text-align: right;">Page 24</p> <p>1 MR. KARIKKINETH: Can you hear me? 2 MS. GOVER: Yes. Thank you. 3 MS. BOOKER-DWYER: Yes, you can proceed. 4 MR. KARIKKINETH: I guess my computer is 5 being a bit slow. 6 MS. BOOKER-DWYER: Do you want us to go to 7 the next speaker and come right back to you? 8 MR. KARIKKINETH: Okay. Yeah, I just got 9 it. 10 MS. BOOKER-DWYER: You got it? Okay. Go 11 ahead. 12 MR. KARIKKINETH: Good evening to the Chair, 13 Vice Chair, Superintendent, and members of the Board. 14 My name is Abraham Karikkineth, and I am here today as 15 a member of the First Tech Challenge Team No. 23741. 16 I often think back to when I first led one 17 of our team's outreach events at a local library. 18 Designed with the goal of educating children in mind, 19 these events cater to the curious young minds we find 20 ourselves presenting to. 21 On this particular day, the lesson was about</p>
<p style="text-align: right;">Page 23</p> <p>1 discussions by Dr. Rogers. We look forward to 2 continuing such dialogues with Dr. Rogers, meeting 3 with other Board members, and assisting the school 4 district in fulfilling the goal of success for all 5 children. We were impressed with Dr. Rogers' budget 6 presentation, also, I would add. 7 The Randallstown NAACP is preparing a series 8 of articles entitled Behind Closed Doors to disclose 9 insight into what has occurred behind the scenes in 10 the past that has perhaps led us to where we are 11 today, and this goes back a decade. We will give more 12 information about that in the future. 13 But thank you all for your dedication and 14 your commitment. We look forward to working with you. 15 MS. BOOKER-DWYER: Thank you. 16 DR. DEZMON: Thank you. 17 MS. BOOKER-DWYER: Our next speaker is Mr. 18 Abraham Karikkineth. Please correct me. I have a 19 feeling I mispronounced your last name. Karikkineth. 20 Do we have Abraham on the call? 21 MS. GOVER: I believe he's on now, yes.</p>	<p style="text-align: right;">Page 25</p> <p>1 a different -- was about different types of bridges 2 and the various factors that influence their 3 construction. It was an educational yet exciting 4 activity for us, and their smiles were a deeply 5 motivating sight for us, bringing me here today. 6 Remembering what it was like a young, 7 explorative kid, I made sure to engage the students at 8 our events deeply so that their interest in STEM could 9 be explored without barriers. Some enrichment and 10 exposure needs to start at a young age in order for it 11 to take root. Without this early exploration, 12 countless students may never discover their true 13 potential. They may never realize the level of 14 success possible for them, and it is our job to 15 prevent these youthful promising minds from never 16 taking flight. 17 Some careers serve as a socioeconomic 18 equalizer. And with strong education insight 19 (indiscernible) en masse, students can elevate 20 themselves to previously unimaginable heights, 21 regardless of race, gender identify, sexuality,</p>

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1 economic status, or religion.

2 The power this Board has to make that dream

3 come true is not to be understated. One such

4 opportunity to advance the pivotal field of STEM

5 within our schools is found in magnet programs. While

6 there quite a few STEM magnet programs at the high-

7 school level, the opportunities at elementary and

8 middle-school levels are severely lacking.

9 With only two elementary-level STEM magnet

10 programs available, many families, especially

11 underprivileged ones, may struggle to provide their

12 child with the resources we owe them, and as stated

13 above, we must provide early on.

14 How many more children will never unlock

15 their fullest potential while we drag our feet in

16 fixing this issue? Will it take us a year to admit

17 this? Five? Ten? It should not be stalled. An

18 investment in our students is an investment in the

19 future. Our future.

20 I call upon this Board tonight to take

21 equitable, inclusive, forward-thinking action to

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1 resolve this and build upon our current resources. We

2 need to invest in our magnet programs fearlessly and

3 unyieldingly. We must be innovative in finding ways

4 to mold our many students into the leaders and

5 thinkers I know they can become. We must solidify our

6 future. Thank you all.

7 MS. BOOKER-DWYER: Thank you.

8 Our next speaker is Ms. Sharon Saroff.

9 MS. GOVER: Ms. Booker-Dwyer, I don't see

10 Ms. Saroff on the call.

11 MS. SAROFF: Can you hear me okay?

12 MS. GOVER: Yes, thank you.

13 MS. SAROFF: Okay. You can hear me?

14 MS. BOOKER-DWYER: Yes. You can proceed.

15 MS. SAROFF: Okay. I have a blackout at my

16 house. That's why I had to get off the other mode of

17 contact. While we're on the subject of the magnet

18 programs, that's what I came to speak about. But my

19 concern is about the high-school magnets because

20 that's where I have the majority of my clients right

21 now is on the high-school level.

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1 And I shouldn't be hearing high-students

2 telling me that their needs aren't being met because

3 they're not learning anything. They're sitting in a

4 classroom for upwards of an hour and a half, and the

5 teacher isn't doing anything. Or the teacher isn't

6 providing their accommodations on their IEP or 504

7 because the teacher feels, well, you're in a magnet

8 program. You're in an AP class. You're in a GT

9 class. You're a very smart individual. You don't

10 need it in my classroom, or the goals aren't geared

11 for my classroom. My classroom is a science class,

12 not a -- and your goals are reading goals.

13 This is coming up a lot. And it's gotten to

14 the point in some schools where it's a safety issue

15 and an attendance issue. We need to improve teacher

16 training in these magnet programs. We also need to

17 include in these magnets the same classes in all of

18 the magnets. Lansdowne High School has more dance

19 magnets, for instance, than Carver does. That's a

20 concern. And a lot of parents don't know this, and a

21 lot of students don't know this until they get into

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1 the school.

2 So we're going to talk about equity. We're

3 going to talk about making our magnets better and

4 investing in our children's future. Let's make sure

5 all the magnets are on board with making the needs of

6 students with disabilities a priority, and making the

7 needs of their magnet students a priority so that they

8 come to class and they're learning something.

9 I shouldn't hear a student saying to me, I'm

10 not learning anything, but I want to learn. We need

11 to listen to that. Thank you.

12 MS. BOOKER-DWYER: Thank you.

13 Our next speaker is Ms. Ashley Stivers,

14 Stivers.

15 MS. STIVERS: Can you guys hear me?

16 MS. BOOKER-DWYER: Yes, we can hear you.

17 MS. STIVERS: Hi, yes. I am coming as a

18 mom, but also a Baltimore County employee. I've never

19 seen anything happen to a child, and I've worked in

20 four different schools. The events that have happened

21 to my child, which this is his first year in person

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1 because he did virtual, which worked amazing for him
 2 before, have led me to come and talk to you guys as a
 3 desperate parent.
 4 So I'm going to -- I'm just going to
 5 highlight what one thing -- one event that I've had a
 6 whole -- had politicians, local politicians, upset;
 7 has a district-wide pastor upset. This is an email
 8 that was sent to me that threatened my son. If he
 9 continued to share his faith, or if he continued to
 10 share the Bible with other kids at an appropriate time
 11 that he would have further action taken against him.
 12 When kids go to school, they're supposed to
 13 go to school to feel safe, not to feel threatened. So
 14 I had to make the executive decision, based off of
 15 administration, based off of Central Office, not
 16 giving my son the proper education, to pull my son.
 17 Some would argue that religion should not be
 18 in school. Neither should LGBT gender identity and
 19 pronouns. Boys and girls go to the same bathroom.
 20 Civil rights lawyer that I spoke to would argue that
 21 Baltimore County is not civil rights lawyers. They

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1 also would argue (indiscernible) went against my son's
 2 rights multiple times, leading to a possible lawsuit.
 3 Double standard is what Baltimore County has
 4 said, not only for me but for my child. They have
 5 shown me that I cannot trust them with my own child.
 6 Parent's choice is what's I'm pushing for. Parents
 7 given the choice, like me, to sit there and should be
 8 given the opportunity to choose where their kids not
 9 only go to school, but where the taxpayers' funds go
 10 to.
 11 I have, as a single parent, had to take my
 12 son out of school. Now in having the call providing
 13 education for my son. I have to pay for money. When
 14 you guys receive taxpayers' money this year for my
 15 child's education, I'm asking for a refund. I'm
 16 asking for the administration that I trusted with my
 17 child for 30 hours a week plus to be held accountable.
 18 I'm asking for Central Office and the Superintendent
 19 and everybody in this that ignored me and that call
 20 came will he pushed out of the school to be held
 21 responsible.

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1 The U.S. Constitution is a symbol of
 2 freedom, which our flag, the American flag that people
 3 fought for, that stands at these schools, sit there
 4 and they see it for our freedom and our rights. And
 5 brave men and women have lost their life fighting for
 6 our rights.
 7 Like I said, I had to homeschool my son.
 8 It's costing me money. And now, I have to sit there
 9 and I have to look at how ignorant this school system
 10 has been to my child. A child that is extremely doing
 11 well in gifted and talented. And I also had to sit
 12 there and had to come to the realization that,
 13 actually, a prophetic word that was given in the
 14 Bible. The Bible says I don't care if you like it or
 15 not. It says there will be a good -- a day that they
 16 call good evil and evil good.
 17 We're talking about threatening a child for
 18 sharing the word at an appropriate time, but we're
 19 saying that kids can go in the -- each other's
 20 bathroom.
 21 MS. BOOKER-DWYER: Thank you. Thank you for

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1 that.
 2 Our next speaker is Dr. Bash Pharoan.
 3 DR. PHAROAN: Can you hear me, Madam Chair?
 4 MS. BOOKER-DWYER: Yes, we can hear you.
 5 DR. PHAROAN: Okay. Very good. Thank you
 6 all for working through the rain and the wind.
 7 My first point today is really special
 8 thanks to Dr. Rogers for her operating budget 2025.
 9 It was truly impressive.
 10 However, I would like to take this one point
 11 further. I would like to know the goals that this
 12 Board is going to accomplish in the year 2024. And I
 13 project that you as a Board would enumerate the goals
 14 that you need to accomplish and you would put it on
 15 the wall, and each time the goal makes or finish one
 16 goal, you put a checkmark for it. I think that will
 17 provide clarity to the public.
 18 The second point about the budget, and I
 19 already labeled it as impressive, but really budgets
 20 before have not really been bad, and each one has been
 21 designed to address the same problems that we have

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1 today. So my question to the Board, how does the
 2 public like myself and others would know that this
 3 operating budget is going to fix all the problems?
 4 My third point is about Policy 8315. As you
 5 know, Policy 8315 provides five slots for students and
 6 citizens of the county. The number of students is
 7 111,000, and I think the Baltimore County resident
 8 population is 849,000, give or take.
 9 I do not think five slots are enough. I
 10 think this policy is flawed, and it's not really
 11 welcoming, and I request the Board to reconsider and
 12 send it back to PRC.
 13 My fourth and last point is, in the first
 14 meeting in December, I believe three citizens came and
 15 complained about acts of antisemitism and the
 16 Baltimore Liberal Congregation where a sign was
 17 demolished or defaced, and some incidents in the
 18 school system that have been already addressed.
 19 And in that moment, Dr. Rogers and the Chair
 20 both addressed the speakers about antisemitism. But I
 21 never really heard myself any of the Superintendent or

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1 the Chair of this Board or past Board address issues
 2 of Islamophobia that I have raised before. I think
 3 this is unequal treatment. I think the school system
 4 need to address all public speakers.
 5 Last but not least, Ms. Henn already asked
 6 for that last year, and I think it's really a great
 7 idea.
 8 MS. BOOKER-DWYER: Thank you.
 9 DR. PHAROAN: Thank you.
 10 MS. BOOKER-DWYER: The next item on the
 11 agenda is the Superintendent's Report, and for that I
 12 call on Dr. Rogers.
 13 DR. ROGERS: Good evening, again. Chair
 14 Booker-Dwyer, Vice Chair Pumphrey, and members of the
 15 Board, last week, we were pleased to come back to
 16 school after the new year and open the brand-new Red
 17 House Run and Summit Park Elementary Schools. So the
 18 BCPS communications team has prepared a short video of
 19 the sights and sounds of coming back to school in a
 20 brand-new school in year 2024. Let's take a listen.
 21 (Video is played.)

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1 UNIDENTIFIED SPEAKER: Boys and girls, we
 2 are so excited to welcome you for your first day in
 3 our brand-new school building. As you can tell, all
 4 of the hard work over the years has paid off, and we
 5 are ready to enjoy and make some wonderful memories
 6 and learning happen in our new school.
 7 UNIDENTIFIED SPEAKER: We've been talking
 8 about this day for years now, and we can't wait to get
 9 them in there and see what the new building looks
 10 like. We know it's going to be beautiful, and we know
 11 we're excited for the teachers, the staff, and most
 12 importantly all the kids. It's going to be amazing.
 13 UNIDENTIFIED SPEAKER: We're going to walk
 14 into the gym together and then (indiscernible). We're
 15 going to go right.
 16 (Background chatter.)
 17 UNIDENTIFIED SPEAKER: So big and beautiful,
 18 so find where your cubby is. Extra clothes, backpack,
 19 jacket, water and lunch, and then shoes, okay?
 20 UNIDENTIFIED SPEAKER: This little shelf,
 21 you're going to put your lunch, and that way

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1 everything is in the spot and you can find everything
 2 nice and easy.
 3 UNIDENTIFIED SPEAKER: We are excited that
 4 this day has finally come. Summit Park Elementary new
 5 school, state of the art. We're looking forward to
 6 seeing students walk in the halls, taking advantage of
 7 the new technology, taking advantage of the
 8 collaborative learning space, which is now turned into
 9 an amazing area for students to work together with
 10 teachers, as well as fellow students.
 11 (Background chatter.)
 12 UNIDENTIFIED SPEAKER: All right, guys, it
 13 is game time. We want to be efficient. We want to be
 14 as quick as we can, and also make sure they're getting
 15 to where they need to go safety. Because in a few
 16 minutes, 609 kids are going to walk through this
 17 building, and they have no idea where they're going.
 18 So that is why we are here.
 19 (Background chatter.)
 20 UNIDENTIFIED SPEAKER: Like the sign says,
 21 we're home. Two years and five months, we finally

<p style="text-align: right;">Page 38</p> <p>1 made it back. Woo-hoo. 2 (Background chatter.) 3 UNIDENTIFIED SPEAKER: It is so exciting. 4 It's pure joy, gratitude, and excitement. We are 5 excited to welcome our students through the doors. It 6 has been a long time coming, and I'm excited to 7 finally have a school building with state-of-the-art 8 classrooms and technology that reflects the fine 9 scholars we have here at Red House Run. Welcome home, 10 Wolf Pack. 11 (Video ends.) 12 MS. ROGERS: Special thanks to BCPS TV and 13 the communications team for that video. We also want 14 to thank the Division of Facilities and Construction; 15 Logistics, who helped with all of the moving; and of 16 course, our County Executive for the generous funding 17 to open these beautiful, state-of-the-art schools, and 18 the Red House Run and Summit Park communities. Thank 19 you. 20 MS. BOOKER-DWYER: Thank you, Dr. Rogers, 21 and they look like wonderful school openings in those</p>	<p style="text-align: right;">Page 40</p> <p>1 and I have had the opportunity to meet with several 2 community groups. Prior to the holidays, we met with 3 representatives from different Area Education Advisory 4 Councils. These councils report directly to the Board 5 of Education, and they are charged with advising the 6 Board on issues that affect students, families, 7 communities, and schools. 8 I encourage community members to join their 9 Area Education Advisory Council to work 10 collaboratively with us to continuously elevate our 11 school system. 12 I also had the opportunity to talk with Ms. 13 Nikki Cole from the Baltimore County Education Justice 14 Table, Dr. Barbara Dezmon and Ms. Autrese Thornton 15 from NAACP Randallstown chapter, Ms. Ramona Johnson 16 from the League of Women Voters, and Ms. Amy Adams and 17 Ms. Mary Taylor from the Baltimore County Parent and 18 Student Coalition. 19 I appreciate each of them for taking time to 20 share their concerns and suggestions to continuously 21 improve our school system, and I'm looking forward to</p>
<p style="text-align: right;">Page 39</p> <p>1 nice, brand-new buildings. 2 So the next item on the agenda is the 3 Chair's report. And for those who didn't know, 4 January is Maryland School Board Recognition Month. 5 Governor Westmore has issued a state proclamation that 6 reads: 7 "The Maryland Association of Boards of 8 Education is a private, nonprofit organization 9 dedicated to serving and supporting boards of 10 education in Maryland, and Maryland students greatly 11 benefit from the state school boards providing access 12 to essential academics, social emotional and economic 13 support, and our state is grateful to all of the 14 Maryland school boards that work to ensure rigorous 15 and world-class educational experience for every 16 Maryland student." 17 So I want to thank my fellow Board members 18 for your service to Baltimore County Public Schools in 19 recognition of Maryland School Board Recognition 20 Month. 21 Since the last Chair's update, Board members</p>	<p style="text-align: right;">Page 41</p> <p>1 continued collaboration with each of these groups. 2 The Teacher Association of Baltimore County 3 and the Education Support Professionals of Baltimore 4 County hosted their annual legislative breakfast. And 5 I just want to thank Ms. Sexton and Ms. Young for a 6 fabulous event where they shared their legislative 7 priorities and the theme of respect. 8 Just as we require our Superintendent, 9 principals, and teachers to engage in continuous 10 learning, Board members also engage in continuous 11 learning to improve our professional practice. 12 Tomorrow, we are engaging in an equity training led by 13 Mr. Doug Hamby where we will build our capacity to 14 lead for education equity through school board 15 governance. I'm looking forward to seeing all of the 16 Board members there and us applying what we learn to 17 our role as Board members. 18 The next item on the agenda is the Student 19 Board Member's report, and for that I call on Ms. 20 Drummond. 21 MS. DRUMMOND: Good afternoon, everyone. So</p>

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1 applications for the 2023-2024 student member of the
 2 board closed last night. So students will be elected
 3 for -- from their applications and will attend an
 4 interview session with myself and some of the student
 5 council members and a couple of people.
 6 Also, I have been meeting with students
 7 interested in widening the STEM programs in Baltimore
 8 County Schools and organizations cleaning up Baltimore
 9 County and Baltimore City streets.
 10 And then lastly, I will be visiting many
 11 schools in the coming weeks to meet with students to
 12 hear their concerns and receive more information on
 13 common needs. Thank you.
 14 MS. BOOKER-DWYER: Thank you, Ms. Drummond.
 15 The next item on the agenda is Unfinished
 16 Business, Consideration of Board Policies. This is
 17 the second reader for these policies, and for that I
 18 call on Ms. Christina Pumphrey, chair of the Policy
 19 Review Committee.
 20 MS. PUMPHREY: Thank you. Members of the
 21 Board, the Policy Review Committee asks -- excuse me,

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1 that the Board accept the committee's recommendation
 2 to amend Board Policy 5140, Enrollment, Attendance,
 3 Assignment and/or Special Permission Transfer. This
 4 policy is presented to you on tonight's agenda as
 5 Exhibit J-1.
 6 MS. BOOKER-DWYER: May I have a motion to
 7 accept the recommendations of the Board Policies
 8 Review Committee for Board Policy 5140?
 9 MS. DOMANOWSKI: So moved, Domanowski.
 10 MS. BOOKER-DWYER: No second is needed since
 11 the recommendation comes from the committee.
 12 Is there any discussion?
 13 May I have a roll call vote?
 14 MS. GOVER: Mr. Young?
 15 MR. YOUNG: Yes.
 16 MS. GOVER: Ms. Domanowski?
 17 MS. DOMANOWSKI: Yes.
 18 MS. GOVER: Ms. Henn?
 19 MS. HENN: Yes.
 20 MS. GOVER: Ms. Frempong?
 21 MS. FREMPONG: Yes.

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1 MS. GOVER: Ms. Lichter?
 2 MS. LICHTER: Yes.
 3 MS. GOVER: Ms. Pumphrey?
 4 MS. PUMPHREY: Yes.
 5 MS. GOVER: Ms. Drummond?
 6 MS. DRUMMOND: Yes.
 7 MS. GOVER: Ms. Stolusky?
 8 MS. STOLUSKY: Yes.
 9 MS. GOVER: Dr. Savoy?
 10 DR. SAVOY: Yes.
 11 MS. GOVER: Mr. McMillion?
 12 MR. McMILLION: Yes.
 13 MS. GOVER: Ms. Harvey?
 14 MS. HARVEY: Yes.
 15 MS. GOVER: Ms. Booker-Dwyer.
 16 MS. BOOKER-DWYER: Yes.
 17 MS. GOVER: Thank you.
 18 MS. BOOKER-DWYER: Motion carries.
 19 The next item on the agenda is action taken
 20 in closed session, and for that I call on Mr. Burns.
 21 MR. BURNS: Thank you, Madam Chair. There

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1 is no action to report on from closed session;
 2 therefore, no action needed to be taken by the Board.
 3 MS. BOOKER-DWYER: Thank you.
 4 The next item on the agenda is contract
 5 awards, and for that I call on Ms. Harvey, chair of
 6 the Building and Contracts Committee.
 7 MS. HARVEY: Thank you, Madam Chair.
 8 Members of the Board, the Board's Building and
 9 Contracts Committee met on Monday, January 8, 2024.
 10 Items L-1 through L-19 are being forwarded to the full
 11 Board for approval.
 12 MS. BOOKER-DWYER: Do I have a motion to
 13 approve Items L-1 through L-19?
 14 MS. FREMPONG: So moved, Frempong.
 15 MS. BOOKER-DWYER: No second is needed since
 16 the recommendation comes from the committee.
 17 Any discussion?
 18 May I have a roll call vote?
 19 MS. GOVER: Mr. Young?
 20 MR. YOUNG: Yes.
 21 MS. GOVER: Ms. Domanowski?

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1 MS. DOMANOWSKI: Yes.
 2 MS. GOVER: Ms. Henn?
 3 MS. HENN: Yes.
 4 MS. GOVER: Ms. Frempong?
 5 MS. FREMPONG: Yes.
 6 MS. GOVER: Ms. Lichter?
 7 MS. LICHTER: Yes.
 8 MS. GOVER: Ms. Pumphrey?
 9 MS. PUMPHREY: Yes.
 10 MS. GOVER: Ms. Drummond?
 11 MS. DRUMMOND: Yes.
 12 MS. GOVER: Ms. Stolusky?
 13 MS. STOLUSKY: Yes.
 14 MS. GOVER: Dr. Savoy?
 15 DR. SAVOY: Yes.
 16 MS. GOVER: Mr. McMillion?
 17 MR. McMILLION: Yes.
 18 MS. GOVER: Ms. Harvey?
 19 MS. HARVEY: Yes.
 20 MS. GOVER: Ms. Booker-Dwyer.
 21 MS. BOOKER-DWYER: Yes.

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1 MS. GOVER: Thank you.
 2 MS. BOOKER-DWYER: Motion carries.
 3 The next item on the agenda is new business
 4 -- collective bargaining master agreements, and for
 5 that I call on Ms. Charley-Greene and Ms. Bielski.
 6 MS. CHARLEY-GREENE: Good evening. Good
 7 evening, Board Chair Booker-Dwyer, Vice Chair
 8 Pumphrey, Superintendent Rogers, and members of the
 9 Board of Education.
 10 Tonight, I am here with our Staff Relations
 11 Manager, Ms. Joelle Bielski, to provide for your
 12 consideration an historic three-year agreement with
 13 all five of our bargaining units. At this time, I'll
 14 turn it over to Ms. Bielski whose leadership brought
 15 us to this moment.
 16 Ms. Bielski.
 17 MS. BIELSKI: Thank you. Good evening,
 18 Madam Chair Booker-Dwyer, Vice Chair Pumphrey,
 19 Superintendent Dr. Rogers, and members of the Board.
 20 I am happy to report that negotiations for
 21 all five bargaining units concluded the first week of

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1 December. All tentative agreements have been
 2 submitted and are awaiting Board approval.
 3 Each union agreed to a three-year package
 4 that includes a 13 percent salary increase over a
 5 three-year period of time. The negotiated agreements
 6 put us at the forefront in education across the state
 7 of Maryland, and set a new precedent in BCPS.
 8 I would like to thank the Board and
 9 Superintendent Dr. Rogers for their continued support.
 10 I'd also like to thank all members of the negotiating
 11 teams for their collaboration and commitment to
 12 success for Team BCPS, and I'm happy to entertain any
 13 questions you may have.
 14 MS. BOOKER-DWYER: May I have a motion to
 15 approve the FY 2025 to FY 2027 collective bargaining
 16 master agreement?
 17 MS. DOMANOWSKI: So moved, Domanowski.
 18 MS. FREMPONG: Second, Frempong.
 19 MS. BOOKER-DWYER: Thank you. Any
 20 discussion?
 21 May I have a roll call vote?

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1 MS. GOVER: Mr. Young?
 2 MR. YOUNG: Yes.
 3 MS. GOVER: Ms. Domanowski?
 4 MS. DOMANOWSKI: Yes.
 5 MS. GOVER: Ms. Henn?
 6 MS. HENN: Yes.
 7 MS. GOVER: Ms. Frempong?
 8 MS. FREMPONG: Yes.
 9 MS. GOVER: Ms. Lichter?
 10 MS. LICHTER: Yes.
 11 MS. GOVER: Ms. Pumphrey?
 12 MS. PUMPHREY: Yes.
 13 MS. GOVER: Ms. Stolusky?
 14 MS. STOLUSKY: Yes.
 15 MS. GOVER: Dr. Savoy?
 16 DR. SAVOY: Yes.
 17 MS. GOVER: Mr. McMillion?
 18 MR. McMILLION: Yes.
 19 MS. GOVER: Ms. Harvey?
 20 MS. HARVEY: Yes.
 21 MS. GOVER: Ms. Booker-Dwyer.

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1 MS. BOOKER-DWYER: Yes.

2 MS. GOVER: Thank you.

3 MS. BOOKER-DWYER: Motion carries. So

4 congratulations on this historic contract with all of

5 our collective bargaining units. Great work. Thank

6 you.

7 The next item on the agenda is the work

8 session on the FY 2025 county capital budget, and for

9 that I call on Mr. Hartlove, Mr. Grim, and Mr. Dixit.

10 MR. HARTLOVE: Good evening, Board Chair

11 Booker-Dwyer, Vice Chair Pumphrey, Superintendent Dr.

12 Rogers, and members of the Board.

13 At the Board's last meeting on December 19,

14 2023, we shared with you the proposed FY 2025 county

15 capital budget recommendation in preparation for Board

16 action at the January 23, 2024 meeting. This evening,

17 staff are present to answer any questions regarding

18 this recommendation.

19 MS. BOOKER-DWYER: Are there any questions

20 from the Board?

21 Yes, Ms. Pumphrey?

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1 MS. PUMPHREY: Thank you. For the benefit

2 of the public, can you confirm that the reason Towson

3 High isn't listed on the county capital budget request

4 is because the funds for that project are expected

5 from the state?

6 MR. DIXIT: Yes, that is true.

7 MS. PUMPHREY: And also, Towson High, as I

8 said, has a renovation on the state capital budget.

9 Can you confirm, again for the benefit of the public,

10 that this is still going to be a comprehensive project

11 keeping the front of the building and the auditorium,

12 but building most of the school new?

13 MR. DIXIT: And that's true. It is going to

14 be a like-new school.

15 MS. PUMPHREY: Okay. Thank you. That's all

16 I have.

17 MS. BOOKER-DWYER: Any other questions from

18 Board members?

19 MS. HENN: Madam Chair, I have a question.

20 This is Ms. Henn.

21 MS. BOOKER-DWYER: Yes, go ahead, Ms. Henn.

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1 MS. HENN: Thank you. I, too, have a

2 question to confirm funding for Priority Items 1 and

3 2, the Northeast Area High and the Southeast Area

4 Middle School or High School projects?

5 The information on the county capital budget

6 request that we're approving tonight is -- looks a

7 little different than a report the Board received

8 earlier this week. And I'd like to confirm the FY '25

9 county and state funding being requested for those two

10 projects.

11 MR. DIXIT: So I'm not sure if I understand

12 your question. We have provided our response in

13 writing that the capital report that you see is the

14 past of what has already happened. And a lot of work

15 that was done is to prepare, is -- was the planning

16 and pre-planning work for those projects.

17 All of the funding that we can request for

18 Southeast will be requested at the time when we are

19 ready to do so.

20 MS. HENN: Thank you, Mr. Dixit. So we are

21 on track with both of those projects in terms of

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1 funding that the Board has requested, given the stage

2 of those two projects in planning?

3 MR. DIXIT: That is true.

4 MS. HENN: So understanding you're saying?

5 MR. DIXIT: Yes, that is true.

6 MS. HENN: Okay. Thank you, sir. And I

7 look forward to additional updates on those, too.

8 MR. DIXIT: Okay.

9 MS. HENN: I appreciate it.

10 MS. BOOKER-DWYER: Any other Board members?

11 Okay. The Board is scheduled to vote on the

12 FY 2025 county capital budget at the January 23, 2024

13 Board meeting. Thank you.

14 And the next item on the agenda is the

15 report on naming the new Northeast Area Middle School,

16 and for that I call on Dr. Jones, Dr. Grim, and Ms.

17 Santos.

18 DR. JONES: Thank you. Good evening. Thank

19 you. Good evening, Board Chair Booker-Dwyer, Vice

20 Chair Pumphrey, Superintendent Rogers. I am here to

21 present the report on the naming of the Northeast Area

<p style="text-align: right;">Page 54</p> <p>1 Middle School.</p> <p>2 Before I begin, I do want to personally</p> <p>3 thank our partners in DRAA, under the leadership of</p> <p>4 Dr. Jess Grim. I also want to thank my Executive</p> <p>5 Director, Larissa Santos, who is the Executive</p> <p>6 Director of the new middle school. And then of</p> <p>7 course, the principal, Mr. Brian Tanner. Next slide,</p> <p>8 please.</p> <p>9 So as we all know, in conducting this</p> <p>10 process and the naming process, we have the results</p> <p>11 from the first survey. And the two top schools'</p> <p>12 names, as we already know, have been -- were Northeast</p> <p>13 Middle School and Nottingham Middle School, with some</p> <p>14 other responses being calculated from there. Next</p> <p>15 slide, please.</p> <p>16 The naming process, which is outlined on the</p> <p>17 screen, follows policy and Rule 7520. We surveyed the</p> <p>18 community back in November. As I stated before, the</p> <p>19 two top names moved forward, and the community</p> <p>20 received a second survey at the end of November and</p> <p>21 the naming criteria, which is aligned with the policy,</p>	<p style="text-align: right;">Page 56</p> <p>1 remind everyone, in terms of the student attendance</p> <p>2 and the boundary process, that took place on March 2,</p> <p>3 2023. Public comment was in May of 2023, and then of</p> <p>4 course the BOE vote around the process was June 13,</p> <p>5 2023. Next slide, please.</p> <p>6 Notification letters in terms of next steps</p> <p>7 with the school will be sent to families. We are</p> <p>8 working with DRAA and Strategic Planning and the</p> <p>9 Department of Schools to make sure that students who</p> <p>10 are currently in grades 5th, 6th, and 7th receive</p> <p>11 notification in February. This information, again,</p> <p>12 will be sent to families and students in preschool,</p> <p>13 and that will go out around March between preschool</p> <p>14 and grade 4.</p> <p>15 The school principals are being provided</p> <p>16 messages to share with families within the study area</p> <p>17 regarding the adoption of the new school boundaries,</p> <p>18 and all the information that parents and families will</p> <p>19 need in terms of those families who are involved in</p> <p>20 this process or will be impacted by the boundary</p> <p>21 study. Next slide, please.</p>
<p style="text-align: right;">Page 55</p> <p>1 involves the community subdivision where the school is</p> <p>2 located, geographic location, any type of</p> <p>3 distinguishable or significant landmark. And then, of</p> <p>4 course, any deceased or prominent person within</p> <p>5 Baltimore County and the state of Maryland or the</p> <p>6 United States can also be a part of the naming</p> <p>7 process. Next slide, please.</p> <p>8 The results of the final survey with the two</p> <p>9 top names, as you can see, switched a little bit from</p> <p>10 the beginning of the first survey, well, switched</p> <p>11 significantly from the beginning of the first survey.</p> <p>12 And the two names, Northeast Middle and Nottingham</p> <p>13 Middle School, were presented to the community, and</p> <p>14 the overwhelming response was from the name Nottingham</p> <p>15 Middle School. Next slide, please.</p> <p>16 So the naming of the school, again, just to</p> <p>17 go over our process, the new name of the school is</p> <p>18 with the input from the community is the Nottingham</p> <p>19 Middle School, but then also the BOE recommendation,</p> <p>20 which is today, public comment, January 23, BOE vote,</p> <p>21 February 13, 2024. And then, of course, just to</p>	<p style="text-align: right;">Page 57</p> <p>1 I think this may be the thank you slide? I</p> <p>2 think. So I'm just going to say it. As we, you know,</p> <p>3 work through the weather conditions, but we want to</p> <p>4 thank everyone who's been involved in this process.</p> <p>5 Again, it has been a true collaboration. And we are</p> <p>6 excited, again, to see so many of our students</p> <p>7 experience all the great things that comes along with</p> <p>8 a new school. Thank you.</p> <p>9 MS. BOOKER-DWYER: Thank you, Dr. Jones.</p> <p>10 Are there any questions from the Board</p> <p>11 members?</p> <p>12 So I just have a few questions. The first</p> <p>13 survey, the -- it didn't appear - the majority of</p> <p>14 responses were other. Names that popped up from that</p> <p>15 -- out of that kind of bubble to the top since with</p> <p>16 that first survey, most of the respondents didn't</p> <p>17 appear to want either Northeast or Nottingham. So was</p> <p>18 that --</p> <p>19 DR. JONES: So they were --</p> <p>20 MS. BOOKER-DWYER: Yeah, go ahead.</p> <p>21 DR. GRIM: That is correct, Ms. Booker-</p>

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1 Dwyer. So those were out of the balance of those
 2 names, some were not permissible under our policy and
 3 rule, so some fell outside of those. Others did not
 4 have a substantial number of votes to get them within
 5 the top tier. There may have been 10 or 15 for one
 6 idea or another, but these were the ones that had the
 7 most votes that would move on to a second survey.
 8 MS. BOOKER-DWYER: Okay. Thank you.
 9 DR. GRIM: Yeah, there was a -- there was an
 10 incredibly wide range of submissions for the name.
 11 MS. BOOKER-DWYER: I can imagine. Thank
 12 you, Dr. Grim.
 13 Any other questions from the Board?
 14 All right. Thank you.
 15 So the Board will hear public comment on the
 16 naming of the new Northeast Area Middle School at the
 17 January 23, 2024 meeting. And the Board is scheduled
 18 to vote on the new name at the February 13, 2024
 19 meeting.
 20 DR. JONES: Thank you.
 21 MS. BOOKER-DWYER: Thanks.

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1 So the next item on the agenda is the report
 2 on the Superintendent's proposed FY 2025 operating
 3 budget, and for that I call on Dr. Rogers.
 4 DR. ROGERS: Good evening. I want to check
 5 to make sure everyone can see the full presentation?
 6 UNIDENTIFIED SPEAKER: Yes, ma'am.
 7 DR. ROGERS: All right. Here we go.
 8 So good evening again, members of the Board.
 9 Board Chair Booker-Dwyer, Vice Chair Pumphrey, members
 10 of the Board, and members of Team BCPS, I am pleased
 11 to present formally the FY '25 operating budget.
 12 All right. We are going to try this again.
 13 Thank you to everyone for your patience as we have
 14 switched format and are working through all of the
 15 weather challenges.
 16 So hopefully you'll hear by the end of the
 17 presentation that video, and that video is really a
 18 video members of Team BPCS sharing their hopes and
 19 visions and aspirations for our school system. What
 20 they share is going to be at the heart of what we do
 21 and why we do it every day for our students, for our

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1 families, our community members, our staff, and our
 2 stakeholders.
 3 We want to continue as a school system doing
 4 the critical work of building an innovative and
 5 collaborative school system, a community where all
 6 students can excel and reach their highest potential.
 7 Next slide, please.
 8 Before we begin, we must start by sharing
 9 who we are. BCPS community has more than 110,000
 10 students, 176 schools, centers, programs, and growing.
 11 We have more than 20,000 employees. Our students
 12 speak more than 103 languages, representing 122
 13 countries. That makes us the 3rd-largest school
 14 system in the state of Maryland, and the 22nd-largest
 15 school system in the United States of America. Next
 16 slide, please.
 17 We are a community that comes together on
 18 behalf of our students, particularly during
 19 challenging times. We don't lack for committed staff
 20 or engaged communities, as evidenced by hundreds of
 21 participants in our meet and greets, in our budget

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1 conversations across the county.
 2 We had nearly 1,000 stakeholder survey
 3 respondents. We had several responses on our
 4 principal survey. More than thousands of clicks on
 5 our new Budget 101 webpage. More than two dozen
 6 meetings with Central Office leaders, as well as
 7 principals and advisories that include a variety of
 8 school-based roles, and many partners stepping up to
 9 be a part of our efforts to fast forward success
 10 across BCPS.
 11 This high level of engagement shows us the
 12 renewed hope and expectation from our partners, and
 13 rightfully so. Our partners need something from us.
 14 We need to deliver on our promise for our students.
 15 Next slide, please.
 16 Our approach to this budget was inclusive
 17 and far reaching. We really made sure that we engaged
 18 the voices of many people. This is the people's
 19 budget. We started early and engaged community often
 20 in many ways. People were empowered to actively
 21 participate, share experiences and needs, and as a

<p style="text-align: right;">Page 62</p> <p>1 result, several themes emerged across stakeholder 2 groups.</p> <p>3 Ultimately, we worked together to make tough 4 decisions that were collaborative and as respectful as 5 possible with a strict focus on what was best for our 6 students.</p> <p>7 Just about everyone knows and has heard me 8 talk about September 20th and the expiration of ESSER 9 Funds. This budget season, FY '25, is challenging. 10 It is challenging because the funds are expiring, and 11 so we have to meet and respond to the fiscal cliff. 12 We had key initiatives that must continue in our 13 school system that were being funded by ESSER Funds 14 that are going away.</p> <p>15 Additionally, we have to continue to move 16 forward with the requirements of the Blueprint for 17 Maryland's Future. And this is the year that there is 18 a much smaller percentage of Blueprint funds that 19 school systems across the state of Maryland receive.</p> <p>20 And so with clear challenges and a time of 21 need where there are shorting staffage -- excuse me,</p>	<p style="text-align: right;">Page 64</p> <p>1 class sizes, this speaks to the number of teachers 2 that we will need to hire during the next staffing 3 season. So typically, Baltimore County hires more 4 than 800 new teachers every year. With the change 5 that you see in front of you, we will hire fewer than 6 800 teachers.</p> <p>7 The vast majority of the position reductions 8 other -- are vacant positions, also. And that is 9 important because even though they are vacant 10 positions, as you develop a budget, you make sure that 11 there is funding available for that position. And so 12 we've made reductions to those positions overall.</p> <p>13 We were also able -- we will also be able to 14 make sure that any represented staff, that they're 15 provided internal options after they receive 16 notification by March. And other savings were from 17 other areas that you see on the screen. Central 18 Office baseline non-salary items, transitional 19 supplemental instruction formula reduction. We right 20 sized the responsibility factors in alignment with 21 content areas. Turnover adjustment, information</p>
<p style="text-align: right;">Page 63</p> <p>1 staffing shortages in virtually all areas, we had to 2 try a new approach. This new approach included 3 reviewing all documents. We implemented a hiring 4 freeze in Central Office. We did zero-based 5 budgeting. We analyzed our spending reports. We 6 budgeted to actual expenditures and reimagined ways to 7 maximize grant funding and had many conversation to 8 inform our decisions and to help us prioritize.</p> <p>9 We can honestly say that we looked at 10 everything. What did not serve us well should not 11 command our time, our attention, or resources, and 12 this budget reflects that. Next slide, please.</p> <p>13 The net result was \$104.1 million in 14 reductions. This was not an easy process or a fast 15 process. This slide depicts the major savings, while 16 staying away from schools. With the input of all 17 divisions, we were able to cut as many things before 18 looking at people, things like supplies in offices, 19 copies for offices, and travel.</p> <p>20 To be clear, we will not have any layoffs 21 across Team BCPS. So when you look at us lowering</p>	<p style="text-align: right;">Page 65</p> <p>1 technology software licenses based on usage, as well 2 as fuel and other built-ins.</p> <p>3 I'm grateful to work with a group of people 4 who are willing to come together and make difficult 5 decisions in service of students. I'm going to say 6 this again. You've heard me say this before. We are 7 a school system, and we exist to educate all students 8 at high levels.</p> <p>9 We are not there yet, and we haven't been 10 there for some time. However, what we know is that 11 what you look like, where you live, or your 12 socioeconomic status can no longer continue to predict 13 performance.</p> <p>14 We also know that we cannot do everything at 15 once because there are limited resources. However, 16 this budget takes a thoughtful, strategic approach to 17 helping our school system fast forward. Investment in 18 our areas of greatest need are needed right now, 19 simply because our students and staff can't wait. Now 20 is the time for BCPS to fast forward student 21 achievement. That's why this budget -- next slide,</p>

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1 please.

2 That's why this budget continues our work to

3 meet our moral obligation, remain competitive, and

4 ensure long-term stability of our school system. We

5 must focus on our four priorities, as we have been

6 this year: academic achievement, infrastructure,

7 safety and climate, and highly effective teachers,

8 leaders, and staff. Next slide, please.

9 All content areas are certainly important in

10 the lives of all of our students, and they complement

11 each other. We must narrow our focus. And so our

12 budget priorities express our commitment to creating

13 the conditions necessary for improvements in English

14 Language Arts, mathematics, ESOL, and special

15 education.

16 The Blueprint for Maryland's Future includes

17 comprehensive changes to public education, designed to

18 enrich student experiences and accelerate improvement

19 to student learning outcomes. This budget proposed

20 investments that are aligned with those requirements.

21 Success is attainable, and we are clear

Page 67

1 about what we want in every classroom, every day, for

2 all of our students. Next slide, please.

3 There are many bright spots in BCPS where

4 students are being challenged with high level,

5 rigorous instruction. New Town Elementary School, led

6 by Principal Coston, has many engaging classrooms.

7 In particular, I had the pleasure of

8 visiting Ms. Chaney's classroom. Ms. Chaney is a 16-

9 year veteran who has spent her entire career at New

10 Town Elementary School. I watched her implement our

11 literacy curriculum in that classroom during the time

12 that I was there. I witnessed a classroom filled with

13 high expectations for students built on a foundation

14 of strong relationships, clarity of instruction,

15 frequent checks for understanding, and implementing

16 the curriculum with fidelity.

17 Ms. Chaney was also featured in Ed Week,

18 sharing best practices in terms of how you move

19 students into group work. This level of teaching is

20 what leads to improved outcomes for students. The

21 quality of instruction in this literacy classroom

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1 needs to be commonplace all of Baltimore County Public

2 Schools.

3 That's why this budget decreases variance,

4 and what's available to our students across the

5 system. We are expanding investments in early

6 childhood education, reducing class sizes in

7 elementary grades 3 through 5, which was our largest

8 class size across the entire system, places -- placing

9 content experts in schools, namely mathematics in

10 elementary, and increasing investments in critical

11 areas, including special education and ESOL. Next

12 slide, please.

13 Before we get into the numbers, lets fast

14 forward to our vision for every student. College,

15 career, and community readiness is the goal. BCPS

16 graduates should not lack for options. As a result of

17 the experiences that they've had over their time

18 across our schools, they should be able to select a

19 chosen pathway and navigate it successfully. Working

20 with cyclematricians (phonetic), we were able to

21 identify what those specific markers that our students

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1 need to meet across our schools during their career to

2 meet with college and career readiness.

3 As you see depicted by the slide,

4 kindergarten students being able to demonstrate

5 readiness on the KRA, students reading at or above

6 grade level at the end of grade 3, proficiency on

7 grade 5 Maryland assessment, grade 8 successful

8 completion of Algebra 1 with a grade of C or higher,

9 and several markers of high school will ensure that

10 our students are ready.

11 We're not there yet, so let's review where

12 we are currently and the investments that are needed

13 so that we all can get to our final destination. Next

14 slide.

15 This first slide depicts Baltimore County

16 compared to the state of Maryland as we compare the

17 star ratings. You'll note for 2022 compared to 2023,

18 BCPS had a slight decline. The state of Maryland also

19 had a decline. Our elementary schools stayed the same

20 from 2022 to 2023. And our middle schools experienced

21 a decline. For graduation rate, Baltimore County is

<p style="text-align: right;">Page 70</p> <p>1 almost 2 percent behind the state of Maryland. Slide, 2 please.</p> <p>3 We want to take a closer look at English 4 Language Arts performance. These maps are arranged by 5 level, and the color coding speaks to the level of 6 proficiency of our students. So blue is for beginning 7 learners, cream for developing, and green for 8 proficient and distinguished.</p> <p>9 And so what you'll note is that in 10 elementary school, we have some pockets where there 11 are proficient and distinguished learners. As our 12 students move to middle school, there is a lot of 13 cream in those -- in our different school areas, 14 identifying the potential to move those students to 15 proficient and distinguished, and the same is true for 16 high schools. We need more green on our maps 17 ultimately. Next slide.</p> <p>18 When we take a look at math, our performance 19 is similar to the state. Mathematics is a significant 20 area of need. We need to move our approach from 21 procuring materials to investments in coaching and</p>	<p style="text-align: right;">Page 72</p> <p>1 leaders in research for better teaching, focused on 2 high-quality instruction.</p> <p>3 These changes aren't going to happen 4 overnight. But now is the time for us to change our 5 direction. We must invest in and value the addition 6 of these teachers across our schools so that we can 7 improve our collective expertise and address the needs 8 of our students. Next slide, please.</p> <p>9 This slide depicts economically 10 disadvantaged. The comparison is to the state 11 average. The state average is almost at 39 percent. 12 So every area that you see color coded is above state 13 average in terms of poverty. The different colors, as 14 it gets darker, there is a high percentage of poverty 15 in those specific areas, and you'll note that these 16 maps are also arranged by school level.</p> <p>17 Blueprint Pillar 4 calls for us to give more 18 resources to schools and students who need those 19 resources. Focus and attention to the impact of 20 poverty and leveraging resources is an extremely 21 important part of this budget, and special revenue, as</p>
<p style="text-align: right;">Page 71</p> <p>1 teaching.</p> <p>2 Our two-prong approach starts with 3 elementary school. Our biggest investment is 4 elementary school to make sure that when all of those 5 students have a fresh start that we are investing in 6 their learning. The level of success that a student 7 has in elementary school will carry forward in middle 8 school and high school.</p> <p>9 But while we are investing in elementary 10 schools, we also have to shore up the teaching and 11 learning that's happening currently now for our 12 secondary students. These students need our very best 13 right now. The last time we trained all leaders in 14 observing and analyzing teaching in earnest was with 15 the rollout of new framework, which was about 12 years 16 ago. A lot has changed in 12 years, and so we are 17 changing moving forward.</p> <p>18 That's why we are investing in staff 19 development teachers at the building level in every 20 school, and we are using our grant funds to train 21 department chairs, school leaders, and Central Office</p>	<p style="text-align: right;">Page 73</p> <p>1 in the cases of grants, to meet the needs of our 2 students. Areas of need, you'll note, are 3 concentrated for us primarily in the East zone and the 4 West zone. Next slide, please.</p> <p>5 The FY '25 budget includes funds to begin 6 reversing these trends. There already exists a robust 7 body of research that indicates promising practices 8 that school systems that improve and sustain 9 improvement employ.</p> <p>10 There are three primary steps. First, 11 making sure that we have the right material, that we 12 have high-quality curriculum that is aligned to state 13 standards. It is evidence based, and we make sure 14 that there's fidelity of implementation. Due to the 15 generosity of the Board of Education, we are well on 16 our way with curricular investments, and this budget 17 shows the areas where we need additional investments.</p> <p>18 The next step is professional learning. We 19 have to build the capacity of all of our teachers, 20 paraprofessionals, leaders, and Central Office to 21 implement curriculum with fidelity, our leaders to</p>

<p style="text-align: right;">Page 74</p> <p>1 observe and analyze teaching and provide robust 2 feedback on the curriculum and on the quality of 3 teaching happening in our classrooms every day. 4 And the last piece is professional learning 5 communities. In schools and in Central Office, we 6 need to be working on a regular basis to analyze our 7 student data and make changes based on our student 8 needs in real time, and Central Office working 9 alongside schools to help to implement the necessary 10 changes, as well as looking at and examining patterns 11 and trends across our district. 12 We need the following investments in 13 achievement. We want to reduce class sizes in grades 14 3 through 5, move forward with elementary math lead 15 teacher pilots, ensure that we have staff development 16 teachers in every school, increase the number of 17 special area teachers for our students, invest in a 18 new secondary English Language Arts curriculum aligned 19 to Maryland State Department of Education standards. 20 Our community has been loud and clear about 21 the need to continue with a virtual option, and so</p>	<p style="text-align: right;">Page 76</p> <p>1 attributed to early learning differences? 2 Additionally, students who attend preschool, they gain 3 anywhere from four months to an additional year of 4 learning, compared to their peers, and additional 5 earning over the lifetime is linked directly to early 6 childhood education. 7 That is why we plan to expand aggressively 8 this upcoming year. And you see on the slide the 9 number of locations and the specific areas that we 10 want to expand in. This budget includes funding for 11 full-day prekindergarten teachers, special area 12 teachers, paraeducators, additional assistants, and 13 special education support for our students attending 14 full-day pre-K in the areas of teachers and 15 paraeducators. Next slide, please. 16 Our population of English language learners 17 has increased by more than 10 percent this past year. 18 The performance of our multilingual learners continues 19 to lack behind -- lag behind on a variety of measures. 20 We must address the needs of our multilingual learners 21 as we continue the next phase of disassembling ESOL</p>
<p style="text-align: right;">Page 75</p> <p>1 this budget includes funding for a virtual academy 2 teacher so that we can continue ensuring that we 3 expand our options for students at greatest need. 4 And so maximizing the seats at our 5 alternative schools, making sure that there are a 6 robust set of offerings, all level of courses, but 7 being able to use the benefits that our alternative 8 schools, including the small class sizes, the 9 wraparound supports, is a part of this budget, as well 10 as moving forward with having career navigator 11 positions to help our students to be college and 12 career ready in all of our high schools. 13 For growth, we need to expand positions for 14 the new Northeast Area Middle School, Red House Run, 15 Summit Park, and Bedford Elementary Schools. We also 16 need to expand for another grade level at Watershed 17 Public Charter School. Slide, please. 18 We are committed to an accelerated expansion 19 of full-day pre-K across Baltimore County Public 20 Schools. Did you know that 50 percent of the 21 achievement gap differences in high school are</p>	<p style="text-align: right;">Page 77</p> <p>1 centers at the secondary level and returning more than 2 12 schools of middle school and high-school students 3 back to their home schools in their communities. This 4 budget includes ESOL teachers and a new English 5 language learner curriculum to meet the needs of our 6 students. Next slide, please. 7 With almost 16,000 students receiving 8 special education services, we must ensure that all 9 students and families receive the support and the 10 tools that they need to access learning and reach 11 their full potential. Our goal is to respond to 12 students' needs as early as possible. 13 For this reason, special education requests 14 include elementary school IEP chairpersons; special 15 education teachers to support grades kindergarten 16 through 12; and additional funding for special 17 education nonpublic placements. 18 As I said before, we have bright spots 19 across Team BCPS. There are bright spots where our 20 students are receiving special education services, and 21 they are achieving at high level.</p>

<p style="text-align: right;">Page 78</p> <p>1 One example is Lyons Mill Elementary School, 2 led by Principal Macleod. Ms. Monica Policelli, grade 3 2 teacher, her students, unit 1 district measure test, 4 their mean was 79 percent, more than 70 percent -- 70 5 -- more -- 20 out of 23 students scored above 70 6 percent. The mean score of her special education 7 class was 12 percent above the county average. 8 Another special education teacher at Lyons 9 Mill is Ms. Clarissa Acevedo. Ms. Acevedo speaks 10 passionately about the work that she does as a special 11 educator. She talks about how much pride she feels 12 when she sees the lightbulb goes off in the minds of 13 her students. When she described the learning and 14 closing the gap every day in the classroom and making 15 sure that her students were achieving, she said, "I 16 love these kids more than anything. I want to see 17 them thrive and succeed." So kudos to Lyons Mill 18 Elementary School. Slide? 19 Another bright spot is Catonsville High 20 School, led by Principal Matt Ames. Ms. Rebecca 21 Mello, math teacher, joined by co-teacher Ms. Emma</p>	<p style="text-align: right;">Page 80</p> <p>1 can't address academic achievement if students and 2 staff members don't feel physically and emotionally 3 safe. We will continue to deliver on our commitment 4 to provide clear expectations, consistent responses 5 and communication, and shared accountability to ensure 6 that we are protecting and preserving safe learning 7 environments. This is the only way that we can ensure 8 that our students and staff members are thriving. 9 Next slide, please. 10 Safety and climate is an area where we are 11 able to leverage grant funding to meet the needs of 12 Team BCPS. Specifically, Omni Alert, our weapons 13 detection system on our cameras, and the telehealth 14 services that we provide to meet the student mental 15 health needs and supports, they will continue, and 16 we're able to move these items to grant funding. This 17 budget request, student safety assistant funding, as 18 well as expansion -- further expansion of our athletic 19 trainers to provide that critical safety needed in our 20 high schools. 21 A critical factor in addressing safety and</p>
<p style="text-align: right;">Page 79</p> <p>1 Walsh, they are definitely committed to their Algebra 2 1 students. They have a classroom of English language 3 learners, as well as special education students. 4 Comparing their students' scores on a district 5 measure, the curriculum-based assessments for Algebra 6 1, 6 out of 13 of their students scored above 70 7 percent, and their mean score for their entire class 8 was 21 percent above the county average. 9 Thank you to Catonsville High School, and 10 thank you to both of these schools and many others. 11 The performance in these classrooms is evidence that 12 performance does not have to be predictable by service 13 group. With the right tools, we can make sure that 14 this is happening for all of our students in all of 15 our schools. Next slide. 16 These requests represent a \$45.8 million 17 investment in academic achievement. This is the 18 largest part of the budget behind compensation. We 19 are committed to allocating resources in the places 20 that will yield the highest returns for our students. 21 But even with all of these investments, we</p>	<p style="text-align: right;">Page 81</p> <p>1 climate is promoting equitable positive outcomes, 2 providing resources and wraparound services to meet 3 the mental, physical, and social emotional needs of 4 students and families. Community schools identify and 5 fill gaps where our students need more resources and 6 support to ensure their personal and academic success. 7 With the Blueprint Concentration of Poverty 8 grant, we project expansion of our community schools 9 this upcoming year to at least 20 more schools, with a 10 potential of bringing our number up to 84 schools next 11 year. This means more community school facilitators, 12 more healthcare assistance, and supplemental school- 13 based positions based on individual school needs. 14 We're talking about more social workers, 15 school counselors, MTSS resource teachers, care 16 liaisons, mentors, and more extracurricular activities 17 for our students. The important work of improving 18 teaching and learning is a partnership between our 19 educators and families. Community schools 20 specifically provide us with an opportunity to help 21 all students feel safe in a positive climate, solely</p>

<p style="text-align: right;">Page 82</p> <p>1 focused on their success. Next slide.</p> <p>2 That's exactly what's happening at Baltimore</p> <p>3 Highlands Elementary School, where they are combining</p> <p>4 data-driven decisions and a relationship-centered</p> <p>5 approach. Shoutout to Principal Brian Williams and</p> <p>6 Jill Savage, community school facilitator, for</p> <p>7 exemplary work. Because of their efforts, their</p> <p>8 community benefits from in-house care team, bilingual</p> <p>9 family liaison; a bilingual health assistant.</p> <p>10 Their food pantry this year has served more</p> <p>11 than 331 adults and 354 children to date, and they</p> <p>12 have a robust partnership with St. Agnes for -- that</p> <p>13 brings a weekly mobile medical clinic on site to meet</p> <p>14 the needs of their students. Kudos to the Baltimore</p> <p>15 Highlands community for this exemplary work.</p> <p>16 Our third priority area is infrastructure.</p> <p>17 We prioritize infrastructure because it's how we do</p> <p>18 the work. Efficient, effective, responsible, and</p> <p>19 reliable system that ensure smooth operations across</p> <p>20 Team BCPS is our goal.</p> <p>21 This budget process required a deep analysis</p>	<p style="text-align: right;">Page 84</p> <p>1 desktops for staff members, utilities and those rising</p> <p>2 costs, as well as startup and moving costs for the two</p> <p>3 aforementioned new schools.</p> <p>4 I said before this is the people's budget.</p> <p>5 People put this budget together. It takes people to</p> <p>6 do this work, and without the right people, we will</p> <p>7 not achieve our goals and return to the top. My</p> <p>8 experiences over the last 27 years has taught me that</p> <p>9 people don't leave because of hard work. They leave</p> <p>10 when they don't feel valued. This budget values and</p> <p>11 respects our people.</p> <p>12 Recruitment and retention is extremely</p> <p>13 important to every office in Team BCPS. I am so</p> <p>14 grateful that all of our unions were able to come</p> <p>15 together and come up with a historic, three-year</p> <p>16 contract to make sure that all of our staff members</p> <p>17 can feel secure in their compensation so we can all</p> <p>18 focus on the needs of our students.</p> <p>19 I am grateful to Joelle, our lead</p> <p>20 negotiator, and union presidents Nick, Brian, Cindy,</p> <p>21 Jeannette, and Billy, for their hard work and</p>
<p style="text-align: right;">Page 83</p> <p>1 of our revenue, our expenditures, our processes across</p> <p>2 the system, and it revealed opportunities for</p> <p>3 continued growth. It's imperative that we move</p> <p>4 resources closer to schools; that we reduce</p> <p>5 redundancy, we leverage resource allocation, and</p> <p>6 decrease variability at the same time meeting the</p> <p>7 needs of our most impacted communities.</p> <p>8 We are deeply committed to equitable</p> <p>9 resource allocation and have standardized our staffing</p> <p>10 formulas to address school communities that have</p> <p>11 greater needs. Infrastructure analysis is an</p> <p>12 iterative process with lots of reflection and</p> <p>13 collaboration. Every year, our continuous improvement</p> <p>14 cycle will force us to evaluate what works and course</p> <p>15 correct as needed. This proposed budget includes the</p> <p>16 following requests for infrastructure. Next slide,</p> <p>17 please.</p> <p>18 Transportation contract buses, facilities</p> <p>19 operations and grounds staff for our new Northeast</p> <p>20 Middle School and Bedford Elementary School,</p> <p>21 protective cases for our middle-school devices, shared</p>	<p style="text-align: right;">Page 85</p> <p>1 continued collaboration in partnership. As a result,</p> <p>2 we have a lucrative compensation and benefits package.</p> <p>3 We will continue to have new hire incentives for</p> <p>4 special education and high-need schools.</p> <p>5 It's important for us to focus on retention.</p> <p>6 And focusing on climate improves morale. It's how we</p> <p>7 show respect, appreciation, and value the input of our</p> <p>8 staff. We will continue to support our people, and we</p> <p>9 will bring in more staff. We are focused on</p> <p>10 manageable workloads and positive working conditions.</p> <p>11 We will be investing in adult learning</p> <p>12 across the organization in all areas. This includes</p> <p>13 expanding our Grow Our Own programs for our</p> <p>14 paraeducators and adult assistants, broadening our</p> <p>15 university partnerships, and coming together with</p> <p>16 innovative practices and creating unique partnerships</p> <p>17 and opportunities for different cohorts. And as I</p> <p>18 mentioned before, moving forward with research for</p> <p>19 better teaching to focus on improved teaching and</p> <p>20 learning in all of our schools.</p> <p>21 This budget request specifically for</p>

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1 recruitment and retention, compensation increases,
 2 moving the extended-day salaries that were previously
 3 on ESSER, contractual and substitute salary
 4 adjustment, human resources special project liaisons,
 5 and continued benefit costs.

6 Highly effective teachers -- we're going to
 7 skip this slide, please, Mr. Corns, as this is a
 8 video. Thank you. Highly effective teachers,
 9 leaders, and staff, these requests total 94 -- \$95.4
 10 million. This is the largest part of our budget
 11 request because people are our most valuable resource,
 12 and without them, we won't move forward as a system.
 13 Next slide, please.

14 In summary, on behalf of students and staff,
 15 we are requesting investments in Team BCPS. Slide.

16 The general fund budget, which contains
 17 majority of the day-to-day spending for schools and
 18 offices, including most salaries, is proposed at \$1.95
 19 billion for FY '25. This is overall 2.2 percent above
 20 last year's funding, with county funding growing 3
 21 percent, excluding one-time expenditures. Next slide.

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1 The BCPS FY 2025 proposed budget for all
 2 students, including general fund, special revenue
 3 fund, capital projects fund, debt service fund, and
 4 enterprise fund totals \$2.58 billion.

5 Our upcoming FY 2024 budget meetings include
 6 the public hearing on January 17th, the Board work
 7 session on January 24th, and the Board vote to adopt
 8 the FY 2024 budget on February 27.

9 Before we close, I'd like to take us back to
 10 the beginning. It's my understanding that those
 11 videos are ready, and so we truly want to share the
 12 hopes, beliefs, and dreams of Team BCPS with all of
 13 you who are watching this evening.

14 And so, Mr. Corns, if you can play the
 15 impact video first. And following that video, we'll
 16 roll right into the perspective from two of our
 17 principal leaders and what this budget, if approved,
 18 can mean to them and the work that we're doing on
 19 behalf of Team BCPS before we close it out, Mr. Corns.

20 (Video played.)

21 UNIDENTIFIED SPEAKER: To be a part of Team

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1 BCPS is that you're a part of a community that's
 2 inclusive and very welcoming, and the teachers
 3 challenge you to achieve higher goal.

4 UNIDENTIFIED SPEAKER: I'm a BCPS parent,
 5 and I've been an educator for 11 years in a different
 6 school system. But this is my first year in BCPS as a
 7 staff member, and it is remarkable the depth and
 8 breadth of options and opportunities we have for
 9 students. No matter what students are interested in,
 10 we have something for them to pursue through our
 11 clubs, our sports teams, our fine arts program, and
 12 the many, many, many courses that we offer. It's
 13 truly a magical and special district.

14 UNIDENTIFIED SPEAKER: When you think about
 15 a house being built, you don't start with the roof
 16 first. You start with the foundation, and that's
 17 truly what an elementary school is. The things that
 18 we do in preparing students to do higher-level math,
 19 learning to read, all that stuff sets the tone not
 20 only for their middle school and high-school career,
 21 but as we talk about college and career readiness and

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1 entering the workforce and the world eventually.

2 UNIDENTIFIED SPEAKER: (Indiscernible) it's
 3 taught me a lot of important lessons that I need to
 4 know in order to succeed in my life. And it also
 5 allowed me to get in advanced math.

6 UNIDENTIFIED SPEAKER: I am a product of
 7 BCPS schools. I matriculated from elementary school
 8 through high school, and so I firmly believe in the
 9 support and the success of BCPS and their curriculum,
 10 their staff, their teachers, and I know for a fact
 11 that my children are in good hands under BPCS. And I
 12 really applaud all of the commitment. I applaud all
 13 of the efforts of our teachers and staff, and I am
 14 excited to see the future.

15 UNIDENTIFIED SPEAKER: BPCS has positively
 16 impacted my life because it's allowed me to express my
 17 creativity in different ways, and also given me
 18 opportunities to practice the skills I'm interested
 19 in, such as being an apprentice at BCPS TV, which has
 20 allowed me to expand my knowledge and my skills on the
 21 field that I want to go into long term.

<p style="text-align: right;">Page 90</p> <p>1 UNIDENTIFIED SPEAKER: I think what makes it 2 special is that despite how large it is, I absolutely 3 feel like everyone is given a voice. We are given an 4 opportunity to be part of the process, to be part of 5 the decision making, and feel valued in doing so. So 6 to me, I don't think that's a difficult challenge with 7 a system our size, but I think that that's one of the 8 things that makes us so special.</p> <p>9 UNIDENTIFIED SPEAKER: I believe in the BCPS 10 staff because we are dedicated, and we are 11 enthusiastic, and we love our students. I believe in 12 BCPS students because they are resilient, and they 13 have shown that over and over again. And that 14 resilience is going to show them how they can overcome 15 any challenges that they face, now and in the future.</p> <p>16 UNIDENTIFIED SPEAKER: We have the pleasure 17 of working with some wonderful principals across our 18 school system, as well as some wonderful teachers. We 19 get the opportunity to go in and work side by side 20 with our teachers and leaders to ensure that the 21 instructional practices that are taking place in our</p>	<p style="text-align: right;">Page 92</p> <p>1 belly. So now it's very exciting for us to be leading 2 the charge in the state of Maryland to provide free 3 meals to every student of BCPS, regardless of 4 eligibility status.</p> <p>5 UNIDENTIFIED SPEAKER: I believe 6 stakeholders should invest in Team BCPS because a 7 strong public school system is the foundation of a 8 strong community. We all need to be part of the 9 solution and use our unique talents to better the 10 lives of BCPS students and their families.</p> <p>11 (Video ends.) 12 (Video starts.)</p> <p>13 UNIDENTIFIED SPEAKER: I wanted to share the 14 importance and absolute need of a dedicated staff 15 development teacher in our schools. We all know that 16 the educational landscape is ever changing, and with 17 those changes come challenges and obstacles. And we, 18 as educators, need to ensure that our teachers are 19 prepared to handle those challenges and stay ahead of 20 those changes. 21 The staff development teacher role is</p>
<p style="text-align: right;">Page 91</p> <p>1 classrooms will meet the needs of our students. This 2 work is innovative. It is strategic, but most of all, 3 it is personalized in order to meet the needs of every 4 individual school.</p> <p>5 UNIDENTIFIED SPEAKER: It's not enough to 6 recruit and hire employees. We need to consider how 7 we are also helping them build their capacity in the 8 role that they're in. Two things that we think about 9 are upscaling and rescaling. Upscaling is helping 10 people to do their job better in the role that they're 11 in. And rescaling is giving people new tools to learn 12 and solve problems that might not have even existed 13 when they took the job that they're in currently. And 14 both of those things require an investment in humans.</p> <p>15 UNIDENTIFIED SPEAKER: We're very excited 16 this year to provide all students of BCPS with free 17 breakfast and lunch every day. With the support of 18 amazing system, all students are no longer forced to 19 enter the classroom with an empty stomach. Obviously, 20 as a system, it's our number one priority to educate 21 our systems, and they can't do that with an empty</p>	<p style="text-align: right;">Page 93</p> <p>1 pivotal in this process. They help to ensure that we 2 can meet the individual needs of our staff. They can 3 help not just implement professional development, but 4 actually customize opportunities for teachers to grow.</p> <p>5 UNIDENTIFIED SPEAKER: The proposed 6 investment in staffing for intermediate classrooms 7 will not only reduce the class sizes and close the 8 gaps, but will also better prepare our students for 9 middle school and beyond.</p> <p>10 Dr. Rogers' proposed IEP facilitator 11 position will allow for an individual that is 12 specifically trained in the IEP process, as well as 13 support process, to support families and staff with 14 identifying student needs and putting appropriate 15 accommodations in place. With the end goal of a 16 smoother transition from fifth grade to middle school, 17 as well as providing those supports each year in 18 elementary.</p> <p>19 (Video ends.) 20 DR. ROGERS: Thank you, Mr. Corns, for 21 sharing those videos. Hopefully, you saw a glimpse of</p>

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1 what members of Team BCPS had to say. On behalf of
 2 110,000-plus students, 20,000 staff members, I want to
 3 thank you for the opportunity to present the FY 2025
 4 operating budget. Thank you.

5 MS. BOOKER-DWYER: Thank you, Dr. Rogers.
 6 And just to reiterate that timeline for
 7 everyone, today was just the presentation to the
 8 Board. And it was an amazing presentation. What's
 9 happening next is the Board members, you all have the
 10 detailed budget. Please go through it. On January
 11 16th, there's a board of public hearing and work
 12 session. On January 23rd, we will have that in-depth
 13 work session. And so to all Board members, you are
 14 requested to provide any questions that you have
 15 related to the proposed operating budget to Dr. Rogers
 16 by the close of business on Wednesday, January 17th.

17 And during -- we will devote a significant
 18 amount of time at that January 23rd meeting to address
 19 all questions, after you have had the time to go
 20 through that detailed budget book.

21 So any questions about next steps from any

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1 of the Board members? Okay.

2 So the next item on the agenda is Board
 3 member comments and agenda setting. And I am going to
 4 start with Mr. Young.

5 MR. YOUNG: Thank you, Chair Booker-Dwyer.
 6 I just want to say thank you to the Superintendent and
 7 their staff for their hard work on putting this budget
 8 together and thinking outside of the box in this
 9 upcoming trying fiscal time that she has referred to.
 10 So thank you.

11 MS. BOOKER-DWYER: Thank you, Mr. Young.
 12 Ms. Domanowski.

13 MS. DOMANOWSKI: I just want to say Happy
 14 New Year to everyone. Thank you for all the hard work
 15 you've put into the budget and all the presentations
 16 that we saw this evening. I look forward to going
 17 through it and that's it. Anybody who has to drive
 18 home tonight, be safe.

19 MS. BOOKER-DWYER: Ms. Henn. Ms. Henn, any
 20 considerations?

21 MS. HENN: I'm sorry, I was on mute. I was

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1 saying I wanted to join in expressing my appreciation
 2 to Dr. Rogers and the staff for all of the incredible
 3 work that's been done on this budget. You have set a
 4 new bar for the budget, Dr. Rogers, and I truly
 5 appreciate everyone and all the work that's gone into
 6 this. So thank you for the presentation tonight.
 7 Thank you for your presentation yesterday at Carver.
 8 It was very well received, and I know the public
 9 appreciates it, as well.

10 Thank you, also, for facilitating responses
 11 to our capital budget questions for this evening. So
 12 with that, I'll join in Ms. Domanowski. Stay safe,
 13 everyone, and Happy New Year. Thanks, Madam Chair.

14 MS. BOOKER-DWYER: Thank you, Ms. Henn. I
 15 like that. Set a new bar. That is what we are aiming
 16 for.

17 All right. Ms. Frempong.

18 MS. FREMPONG: Good evening. Happy New
 19 Year. Definitely echoing the sentiments of all of my
 20 colleagues. Really appreciate the time that Dr.
 21 Rogers spent developing this, but this was not a one-

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1 person effort. Even going beyond the staff, she
 2 reached out to community and held those sessions back
 3 in the fall so that she was able to have a better
 4 understanding of what the desires were. What were the
 5 priorities of different community groups? So
 6 appreciate that, and I think was very well done, and
 7 that's what we're seeing reflected in this budget that
 8 we have before us.

9 MS. BOOKER-DWYER: Thank you. Ms. Lichter.

10 MS. LICHTER: So my colleagues were very
 11 articulate in their appreciation for what we just saw
 12 today and yesterday, and I echo that.

13 I also am just still in awe of the three-
 14 year contracts for our unions, and I do understand the
 15 work that goes into that. And there are lots of
 16 people at the table, lots of unions, so to have done
 17 it first in such a timely manner. And then for three
 18 years, that was a lot of work, and a lot of effort,
 19 which is part of this budget process, too.

20 So I just can't thank Ms. Bielski enough for
 21 what she did to help you and your team get that done.

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1 It's just incredible, and it will free up the Board
 2 and others to really work on our big focus, which is
 3 improving outcomes for kids. So thank you for all
 4 that. It's truly -- I don't want to say a miracle,
 5 but it feels like a little bit of one. So thanks
 6 again.
 7 MS. BOOKER-DWYER: Thank you, Ms. Lichter.
 8 Ms. Pumphrey?
 9 MS. PUMPHREY: This is repetitive, but I
 10 also would like to thank the Superintendent and staff
 11 for their hard work on the budget and specifically the
 12 presentation on Monday at Carver Center. I was
 13 present at several of the Superintendent's budget town
 14 hall meetings throughout the county over the past few
 15 months.
 16 It was clear during the Superintendent's
 17 presentation that feedback received from stakeholders,
 18 including parents, community members, teachers,
 19 administrators, as well as some feedback that she got
 20 from Board members, was used when developing the
 21 budget.

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1 I think presenting the budget in this way
 2 was the perfect culmination to illustrate if I may,
 3 I'll use Dr. Rogers' words, that this is the people's
 4 budget. And I think this is -- we're moving in a
 5 positive direction with this.
 6 MS. BOOKER-DWYER: Thank you.
 7 Ms. Drummond?
 8 MS. DRUMMOND: No, I don't have anything to
 9 share.
 10 MS. BOOKER-DWYER: Ms. Stolusky?
 11 MS. STOLUSKY: Thank you. Good evening.
 12 I'm going to sound like an echo, but I do feel that we
 13 have two amazing accomplishments to celebrate, the
 14 collective bargaining agreement, which took a lot of
 15 teamwork, combined with the way that this budget was
 16 created and suggested. I agree that using the
 17 community feedback and staff feedback just really gets
 18 the entire school system, all stakeholders, involved
 19 in the process.
 20 I just feel this school system is really
 21 moving in the right direction, and so many people have

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1 to be thanked. Happy, healthy New Year to everybody,
 2 and travel safely.
 3 MS. BOOKER-DWYER: Dr. Savoy?
 4 DR. SAVOY: Yes. I was there for the
 5 presentation yesterday at the Carver Center, and it
 6 was brilliant. And the same -- I share the same
 7 sentiments of all of my colleagues tonight, Board
 8 members, that Dr. Rogers and her staff did an
 9 excellent job. And your budget is well -- was very
 10 well presented and well received. Thank you so much
 11 for all of your work. Your hard work.
 12 MS. BOOKER-DWYER: Mr. McMillion?
 13 MR. McMILLION: Kudos to everybody in the
 14 organization. Everybody in the organization, all the
 15 way from Dr. Rogers all the way down to, you know,
 16 possibly a part-time person that was hired this
 17 morning. So thank you very much for all your efforts.
 18 Thank you.
 19 MS. BOOKER-DWYER: Thank you.
 20 Ms. Harvey?
 21 MS. HARVEY: I just want to wish everyone a

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1 happy New Year, and I think repetitively give praise
 2 where praise is due to Dr. Rogers and her team. The
 3 budget, including the contract negotiations, is
 4 fiscally responsible. They cast a wide net to make
 5 sure that it was inclusive, with clear mandates on
 6 equity and improving outcomes for our students by
 7 supporting our teachers and making sure that our
 8 infrastructure is safe.
 9 So I appreciate that work, and I'm looking
 10 forward to continuing the work of making Baltimore
 11 County Public Schools a world-class school system.
 12 Thank you.
 13 MS. BOOKER-DWYER: Thank you, Ms. Harvey.
 14 And I agree with all the comments that my fellow Board
 15 members have made. This is truly -- it feels like
 16 it's a new day in Baltimore County. I think with
 17 every presentation we're seeing that we're listening
 18 to what the community is saying. We're using evidence
 19 based and strategic processes to guide this school
 20 system. So this just -- it feels different, and I
 21 just hope that the community sees it and feels it, as

1 well.

2 So the last item on the agenda is
3 announcements. The Board will hold a virtual public
4 hearing on the Superintendent's proposed FY 2025
5 operating budget next Tuesday, January 16, 2024 at
6 6:30 p.m. The link to register to speak can be found
7 on the Participation by the Public page, and also in
8 BoardDocs under this agenda item tonight.

9 The Board's next meeting will be held on
10 Tuesday, January 23, 2024, at 6:30 p.m. Thank you for
11 joining us tonight. The meeting is now adjourned.

12 (Meeting adjourned.)
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1 CERTIFICATE

2 I, Vivian Saxe, hereby certify that I
3 transcribed from audio file the proceedings to the
4 best of my ability in the foregoing-entitled matter;
5 and I further certify that the foregoing is a full,
6 true, and correct transcript of the audio files
7 produces.

8 IN WITNESS THEREOF, I have subscribed my
9 name on January 22, 2024.
10
11
12

13 Vivian Saxe
14 Transcriber
15
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17
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21

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