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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC MEETING OF THE BOARD OF EDUCATION
BROADCAST VIA MICROSOFT TEAMS

July 11, 2023

Transcribed by: CRC Salomon Reporting

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1 **BOARD MEMBERS:**
 2 Jane Lichter, Board Chair
 3 Robin Harvey, Vice Chair
 4 Tiara Booker-Dwyer
 5 Maggie Domanowski
 6 Tiffany Lashawn Frempong
 7 Julie C. Henn
 8 Rodney R. McMillion
 9 Christina Pumphrey
 10 Dr. Brenda Savoy
 11 Felicia Stolusky
 12 Emory Young
 13 Kayla Drummond, Student Member
 14
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1 **PROCEEDINGS**
 2 MS. LICHTER: Okay, good afternoon.
 3 This is Chairwoman Jane Lichter, and I call to order
 4 the meeting of the Board of Education, Baltimore
 5 County for Tuesday, July 11, 2023. This evening's
 6 Board of Education meeting is being held in person and
 7 broadcast through the BCPS Online Live Meeting
 8 Broadcast, and on BCPS TV, Comcast 73, Verizon channel
 9 34. In order to efficiently conduct this meeting, all
 10 voting items this evening will be done by roll call
 11 vote.
 12 May I have a motion to go into closed
 13 session as permitted by the Open Meetings Act as found
 14 in the Annotated Code of Maryland General Provisions
 15 Article 3-305(b)1, (b)7 and (b)8 to discuss the
 16 appointment, employment, assignment, promotion,
 17 discipline, demotion, compensation, removal,
 18 resignation, or performance evaluation of appointees,
 19 employees, or officials over whom it has jurisdiction,
 20 or any other personnel matter that affects one or more
 21 specific individuals; consult with counsel to obtain

<p style="text-align: right;">Page 6</p> <p>1 legal advice, and consult with staff, consultants, or 2 other individuals about pending or potential 3 litigation. Do I have a motion? 4 MR. YOUNG: So moved, Young. 5 MS. LICHTER: Thank you. Is there a 6 second? 7 MS. PUMPHREY: Second, Pumphrey. 8 MS. LICHTER: May I have a roll call 9 vote, please? 10 MS. GOVER: Ms. Domanowski? 11 MS. DOMANOWSKI: Yes. 12 MS. GOVER: Mr. Young? 13 MR. YOUNG: Yes. 14 MS. GOVER: Ms. Frempong? 15 MS. FREMPONG: Yes. 16 MS. GOVER: Ms. Stolusky? 17 MS. STOLUSKY: Yes. 18 MS. GOVER: Ms. Henn? 19 MS. HENN: (No audible response.) 20 MS. GOVER: Ms. Harvey? 21 MS. HARVEY: (No audible response.)</p>	<p style="text-align: right;">Page 8</p> <p>1 meeting of the Board of Education of Baltimore County 2 for Tuesday, July 11, 2023. I invite you to recite 3 the Pledge of Allegiance to the flag to be led by me. 4 We will then have a moment of silence in recognition 5 of those who have served education in Baltimore 6 County. 7 (Pledge of Allegiance.) 8 (Moment of Silence.) 9 MS. LICHTER: Thank you. Tonight's 10 Board of Education meeting is being held in person and 11 broadcast through the BCPS Online Live Meeting 12 Broadcast and on BCPS TV, Comcast Xfinity Channel 73 13 and Verizon Fios channel 34. In order to efficiently 14 conduct this meeting, all voting items this evening 15 will be done by roll call vote. 16 The first item on the agenda is the 17 consideration of the July 11th agenda. Dr. Yarbrough, 18 are there any additions or changes to tonight's 19 agenda? 20 DR. YARBROUGH: I am not aware of any 21 additions or changes to tonight's agenda.</p>
<p style="text-align: right;">Page 7</p> <p>1 MS. GOVER: Ms. Drummond? 2 MS. DRUMMOND: (No audible response.) 3 MS. GOVER: Ms. Pumphrey? 4 MS. PUMPHREY: Yes. 5 MS. GOVER: Dr. Savoy? 6 DR. SAVOY: Yes. 7 MS. GOVER: Mr. McMillion? 8 MR. MCMILLION: Yes. 9 MS. GOVER: Ms. Booker-Dwyer? 10 MS. BOOKER-DWYER: Yes. 11 MS. GOVER: Ms. Lichter? 12 MS. LICHTER: Yes. 13 MS. GOVER: Ms. Drummond? 14 MS. DRUMMOND: Yes. 15 MS. GOVER: Thank you. 16 MS. LICHTER: Okay. Thank you. Motion 17 carries. 18 (Off the record for closed session) 19 (On the record) 20 MS. LICHTER: Good evening, this is 21 Chairwoman Jane Lichter, and I now call to order the</p>	<p style="text-align: right;">Page 9</p> <p>1 MS. LICHTER: Okay. Hearing none, the 2 agenda stands as presented. 3 Earlier this evening, the Board met in 4 closed session pursuant to the Open Meetings Act for 5 the following reasons: to discuss the appointment, 6 employment, assignment, promotion, discipline, 7 demotion, compensation, removal, resignation, or 8 performance evaluation of appointees, employees, or 9 officials over whom it has jurisdiction, or any other 10 personnel matter that affects one or more specific 11 individuals; consult with counsel to obtain legal 12 advice, and consult with staff, consultants, or other 13 individuals about pending or potential litigation. 14 The summary of the closed session and open session 15 information summary can be found on BoardDocs under 16 this Board meeting agenda date. 17 The next item on the agenda is 18 personnel matters, and for that I call on Mr. McCall. 19 Good evening. 20 MR. MCCALL: Good evening, Chair 21 Lichter, Vice Chair Harvey, Superintendent Dr.</p>

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1 Yarbrough, and members of the Board. I would like the
 2 Board's consent for the following personnel matters:
 3 retirements, resignations, leaves, deceased
 4 recognition of service, ethics review panel
 5 appointment.
 6 MS. LICHTER: Do I have a motion to
 7 approve the personnel matters as presented in Exhibits
 8 D1 through D5?
 9 MR. YOUNG: So moved, Young.
 10 MS. LICHTER: Thank you. Do I have a --
 11 MS. STOLUSKY: Second, Stolusky.
 12 MS. LICHTER: Thank you. Any
 13 discussion? May I have a roll call vote, please?
 14 MS. GOVER: Ms. Domanowski?
 15 MS. DOMANOWSKI: Yes.
 16 MS. GOVER: Mr. Young?
 17 MR. YOUNG: Yes.
 18 MS. GOVER: Ms. Frempong?
 19 MS. FREMPONG: (No audible response).
 20 MS. GOVER: Ms. Stolusky?
 21 MS. STOLUSKY: Yes.

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1 MS. GOVER: Ms. Henn?
 2 MS. HENN: Yes.
 3 MS. GOVER: Ms. Pumphrey?
 4 MS. PUMPHREY: Yes.
 5 MS. GOVER: Dr. Savoy?
 6 DR. SAVOY: (No audible response).
 7 MS. GOVER: Mr. McMillion?
 8 MR. MCMILLION: Yes.
 9 MS. GOVER: Ms. Booker-Dwyer?
 10 MS. BOOKER-DWYER: Yes.
 11 MS. GOVER: Ms. Lichter?
 12 MS. LICHTER: Yes.
 13 MS. GOVER: Thank you.
 14 MS. LICHTER: Motion carries. Thank
 15 you, Mr. McCall.
 16 MR. MCCALL: Thank you.
 17 MS. LICHTER: The next item on the
 18 agenda is administrative appointments, and for that I
 19 call on Dr. Yarbrough.
 20 DR. YARBROUGH: Madam Chair Lichter,
 21 members of the Board, I'm bringing forward the

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1 following administrative appointments for your
 2 (inaudible) Chief of Schools; Director, Office of
 3 Staffing; Principal, Arbutus Middle School; Principal,
 4 Kenwood High School; Principal, Norwood Elementary
 5 School; Principal, Pikesville Middle School;
 6 Principal, Towson High School; Assistant Principal,
 7 Battle Grove Elementary School; Assistant Principal,
 8 Chesapeake High School; Assistant Principal,
 9 Chesapeake Terrace Elementary School; Assistant
 10 Principal, Halstead Academy; Assistant Principal,
 11 McCormick Elementary School; and Assistant Principal,
 12 Middle River Middle School.
 13 MS. LICHTER: Do I have a motion to
 14 approve the administrative appointments as presented
 15 in Exhibit E1?
 16 MS. HENN: So moved, Henn.
 17 MS. LICHTER: Thank you. Do I have a
 18 second?
 19 MS. PUMPHREY: Second, Pumphrey.
 20 MS. LICHTER: Thank you. Any
 21 discussion? May I have a roll call vote, please?

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1 MS. GOVER: Ms. Domanowski?
 2 MS. DOMANOWSKI: Yes.
 3 MS. GOVER: Mr. Young?
 4 MR. YOUNG: Yes.
 5 MS. GOVER: Ms. Stolusky?
 6 MS. STOLUSKY: Yes.
 7 MS. GOVER: Ms. Henn?
 8 MS. HENN: Yes.
 9 MS. GOVER: Ms. Pumphrey?
 10 MS. PUMPHREY: Yes.
 11 MS. GOVER: Mr. McMillion?
 12 MR. MCMILLION: Yes.
 13 MS. GOVER: Ms. Booker-Dwyer?
 14 MS. BOOKER-DWYER: Yes.
 15 MS. GOVER: Ms. Lichter?
 16 MS. LICHTER: Yes.
 17 MS. GOVER: Thank you.
 18 MS. LICHTER: Motion carries.
 19 Dr. Yarbrough.
 20 DR. YARBROUGH: Thank you. This
 21 evening, we're pleased to begin with recognizing in

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1 person the following appointments that were approved
 2 at the last Board meeting. Mr. William Brown. He's
 3 attending with his wife, Kristen Brown, please stand.
 4 (Applause.)
 5 Mr. Brown was promoted from Assistant
 6 Principal, Middle River Middle School, to Principal,
 7 Middle River Middle School. His background includes
 8 assistant principal at Middle River Meter -- sorry,
 9 Middle River Middle and Hereford High. He also was a
 10 social studies teacher and part of the Aspiring
 11 Leaders Program, bringing 18 years of experience to
 12 Baltimore County. Congratulations.
 13 (Applause.)
 14 Next, we have Charlene DiMino. She is
 15 attending with Dr. Kimberly Colson -- Culbertson,
 16 Assistant Principal at Towson High, and newly
 17 appointed tonight Principal of Towson High School.
 18 (Applause.)
 19 Ms. DiMino is moving from the position
 20 of Principal of Towson High School to Director of
 21 Teacher Development in Department of Organizational

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1 Development and Leadership. Her background includes
 2 principal of Towson High, principal of Parklet --
 3 Parkville High, assistant principal of Eastern Tech
 4 High, Spanish teacher, English teacher, middle school
 5 teacher at Parkville Middle, and classroom teacher at
 6 Logan Elementary. Congratulations, Ms. DiMino.
 7 (Applause.)
 8 Next appointment is Ms. Feeney. She is
 9 attending with her significant other, Daniel Kelly.
 10 Please stand.
 11 (Applause.)
 12 She has moved from the position of
 13 Principal, Arbutus Middle School to Executive
 14 Director, Human Resources Recruitment and Staffing.
 15 Her previous roles include assistant principal at
 16 Catonsville Middle, elementary teacher at West
 17 Chester, Westowne, and Catonsville Elementary Schools,
 18 English teacher at Old Court Middle. She brings 34
 19 years of experience in Baltimore County.
 20 Congratulations, Ms. Feeney.
 21 (Applause.)

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1 Our next appointment, Ms. Jennifer
 2 Gounaris. She is attending with her husband, Jared
 3 Gounaris. Please stand and be recognized.
 4 (Applause.)
 5 Ms. Gounaris has moved from the
 6 position of Principal, Sparrows Point Middle School to
 7 Administrator of School Improvement in the Department
 8 of Schools. Her previous experience includes
 9 principal of Battle Grove Elementary, assistant
 10 principal of Pine Grove Elementary, Office of English
 11 Language Arts on the academic intervention team, and
 12 classroom teacher at Kingsville Elementary and
 13 Winfield Elementary. She brings 29 years of
 14 experience in Baltimore County. Congratulations.
 15 (Applause.)
 16 Next appointment is Dr. Jess Grim. He
 17 is attending this evening. Please -- you are
 18 standing, to be recognized. He is moving from the
 19 position of Acting Director of Transportation to Chief
 20 Operating Officer for Baltimore County Public Schools.
 21 His previous experience includes Manager of Business

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1 Operations, principal of Chesapeake High, assistant
 2 principal, Overlea High School and Dundalk High
 3 School, social studies teacher, Parkville High School
 4 and Sudbury Magnet Middle. He has 26.7 years of
 5 experience in Baltimore County. Congratulations, Dr.
 6 Grim.
 7 (Applause.)
 8 Next appointment is Mr. Bradley
 9 Kouyoumijian. He is attending with his wife, Kimberly
 10 Kouyoumijian. Please stand and be recognized.
 11 (Applause.)
 12 He's moving from the position of
 13 Manager of Staffing to Director of Transportation.
 14 His background includes Manager of Staffing, Human
 15 Resources Officer and staffing, human resource analyst
 16 and staffing, and previous employment outside of
 17 Baltimore County Public Schools. He's been with BCPS
 18 for 5.6 years. Congratulations.
 19 (Applause.)
 20 Our next appointment is Catherine
 21 Matulonis. She is attending with her former

Page 18

1 principal, Lauren Tillman at Scotts Branch Elementary
 2 School. Please stand and be recognized.
 3 (Applause.)
 4 She's moving from the position of
 5 Teacher of Staff Development in Scotts Branch
 6 Elementary School to Assistant Principal, Relay
 7 Elementary School. Her background includes Staff
 8 Development Teacher, STAT teacher at Scotts Branch,
 9 resource teacher at Scotts Branch and Randallstown
 10 Elementary, mentor teacher at Randallstown, and
 11 teacher of technology integration at New Town
 12 Elementary. She has 21 years' experience in Baltimore
 13 County. Congratulations.
 14 (Applause.)
 15 Next appointment is Dr. Kalisha Miller.
 16 She is attending with her husband, George Miller.
 17 Please stand to be recognized.
 18 (Applause.)
 19 Dr. Miller is moving from the position
 20 of Principal, Pikesville High School to Administrator
 21 of School Improvement with the Department of Schools.

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1 Her previous experience includes assistant principal
 2 at Dundalk High School, Director of the Office of
 3 Special Education, special education teacher at Deer
 4 Park Middle Magnet and Sudbrook Middle Magnet. Also
 5 prior experience at Maryland State Department of
 6 Education and Baltimore City Public Schools. She has
 7 19 and a half years' experience in Baltimore County.
 8 Congratulations, Dr. Miller.
 9 (Applause.)
 10 Next appointment, Amy Pritchett, who is
 11 attending this evening.
 12 (Applause.)
 13 (Indiscernible) on the position of
 14 Assistant Supervisor of World Languages in Carroll
 15 County Public Schools, so welcome to Baltimore County
 16 Public Schools, to Coordinator of World Languages in
 17 the Office of World Languages in BCPS. Her background
 18 includes position of teacher of middle school Spanish
 19 and ELA in Carroll County, teacher of ESOL, as well as
 20 Career Connections Coordinator and Spanish teacher in
 21 Carroll County Public Schools. Welcome to Baltimore

Page 20

1 County.
 2 (Applause.)
 3 Next appointment is Mr. Craig Reed, who
 4 is attending this evening.
 5 (Applause.)
 6 He is moving from the position of
 7 Principal, Perry Hall High School to Executive
 8 Director of High Schools in the Department of Schools.
 9 His previous experience includes principal of Patapsco
 10 High School, assistant principal of Patapsco High
 11 School, and previous experience outside of Baltimore
 12 County, including Baltimore City Public Schools and
 13 Woodbury Public Schools. He has 14 years of
 14 experience in Baltimore County. Congratulations, Mr.
 15 Reed.
 16 (Applause.)
 17 Not attending this evening is Ms.
 18 Shineka Georgie. She is moving from the position of
 19 classroom teacher, New Town Elementary School to
 20 Assistant Principal in New Town Elementary School.
 21 Congratulations to Ms. Georgie.

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1 (Applause.)
 2 And for the appointments this evening.
 3 Carl Armstrong, please stand to be recognized.
 4 (Applause.)
 5 Mr. Armstrong is attending with his
 6 husband, Justin Graves. He is moving from the
 7 position of Assistant Principal, Parkville High School
 8 to Principal, Kenwood High School. His previous
 9 experience includes teacher of Spanish at Perry Hall
 10 High School, teacher at Deer Park Middle Magnet, and
 11 he has 16 years of experience in Baltimore County.
 12 Congratulations.
 13 (Applause.)
 14 Our next appointment this evening is
 15 for the Assistant Principal of the Year in Baltimore
 16 County, Nicole Bridges.
 17 (Applause.)
 18 She is attending with her fiancé,
 19 Ronnie McCain (phonetic), and her daughter. Assistant
 20 Principal, Towson High School, she is moving to the
 21 Principal of Pikesville Middle School. Her previous

<p style="text-align: right;">Page 22</p> <p>1 experience includes STAT teacher at Randallstown High 2 School, math teacher at Windsor Mill Middle, and 3 previous experience in Harford County Public Schools. 4 She has 17 years of experience with Baltimore County 5 Public Schools. Congratulations 6 (Applause) 7 The next appointment is Amanda Bull who 8 is attending with her husband, Matthew Bull. Please 9 stand. 10 (Applause.) 11 She is moving from the position of 12 guidance teacher at Oakley Elementary School to 13 Assistant Principal, Halstead Academy. Her background 14 includes school counselor at Oakleigh Elementary 15 School, Baltimore Highlands, and she brings eight 16 years of experience in Baltimore County. 17 Congratulations. 18 (Applause.) 19 And for the last third of Towson High 20 School, tonight's appointment is Dr. Kimberly 21 Culbertson, previous Maryland State Assistant</p>	<p style="text-align: right;">Page 24</p> <p>1 Secondary, School District of Philadelphia, Baltimore 2 City Public Schools, Richmond City Public Schools and 3 New York Department of Education. Dr. Jones has seven 4 years of experience with Baltimore County Public 5 Schools. Congratulations, Dr. Jones. 6 (Applause.) 7 Our next appointment is Amanda Leslie. 8 She is attending with her husband, Robert Leslie. 9 Please stand. 10 (Applause.) 11 Ms. Leslie is moving from the position 12 of IEP facilitator in the Department of Special 13 Education to Assistant Principal, Chesapeake Terrace 14 Elementary School. Her previous experience also 15 included teacher of Special Education self-contained 16 at Dundalk High School, Teacher of self -- Special 17 Education inclusion at Padonia International 18 Elementary and Shady Spring Elementary, resource 19 teacher and classroom teacher at Shady Spring. She 20 has 15 years' experience in Baltimore County. 21 Congratulations.</p>
<p style="text-align: right;">Page 23</p> <p>1 Principal of the Year. She is -- 2 (Applause.) 3 She is attending with Charlene DiMino, 4 the newly appointed Director of Teacher Development, 5 because this evening, Dr. Culbertson is being 6 appointed Principal of Towson High School. 7 (Applause.) 8 Her previous experience includes STAT 9 teacher at Delaney High School, science teacher at 10 Delaney High School and Chesapeake High School. She 11 has 17 years of experience with Baltimore County. 12 Congratulations. 13 (Applause.) 14 Our next appointment of the evening is 15 Dr. Racquel Jones, Chief of Schools. Please stand to 16 be recognized. 17 (Applause.) 18 Dr. Jones is moving from consulting 19 administrator to Chief of Schools. Her previous 20 experience includes community superintendent, 21 Baltimore County, Executive Director of School Support</p>	<p style="text-align: right;">Page 25</p> <p>1 (Applause.) 2 Our next appointment is Caitlin Roh. 3 She is attending with her husband, JD Roh. Please 4 stand. 5 (Applause.) 6 She is moving from the position of 7 teacher Social Studies, Middle River Middle School to 8 Assistant Principal, Middle River Middle School. Her 9 previous background includes teacher of social studies 10 and teacher of reading. She has 11.2 years' 11 experience in Baltimore County. Congratulations. 12 (Applause.) 13 Our next appointment is Susan 14 Stansbury. She is attending with her son, Cole, and 15 daughter, Jessica. Please stand. 16 (Applause.) 17 She's moving from the position of Human 18 Resources Officer in the Office of Staffing to 19 Director, Office of Staffing. Her previous experience 20 include personnel analyst and previous experience 21 outside of Baltimore County, including Baltimore City</p>

<p style="text-align: right;">Page 26</p> <p>1 Public Schools, and different department stores, and 2 she has 13 years of experience in Baltimore County. 3 Congratulations. 4 (Applause.) 5 Next appointment is Mark Taylor. He's 6 attending with his wife, Angela. Please stand. 7 (Applause.) 8 He is moving from the position of Assistant 9 Principal, Vincent Farm Elementary School to 10 Principal, Norwood Elementary School. His previous 11 experience includes assistant principal at New Town 12 Elementary School, classroom teacher at Woodhome 13 Elementary and Bedford Elementary. He has 19 and a 14 half years' experience with Baltimore County. 15 Congratulations. 16 (Applause.) 17 Our next appointment is Perry Warren. 18 He is attending this evening. 19 (Applause.) 20 He is moving from the position of 21 Assistant Principal, General John Stricker Middle</p>	<p style="text-align: right;">Page 28</p> <p>1 Elementary School. Previous experience includes 2 special education inclusion teacher at Chase 3 Elementary, Colgate Elementary, teacher of reading at 4 Grange Elementary and Dogwood Elementary, and previous 5 experience outside of Baltimore County Public Schools. 6 She has 23 years of experience in Baltimore County. 7 Congratulations, Ms. Georgiou. 8 (Applause.) 9 Final appointment for the evening is 10 Melvin Holmes Jr., who is watching virtually, moving 11 from the position of Assistant Principal, Pimlico 12 Elementary School in Baltimore City Public Schools to 13 Assistant Principal, McCormick Elementary School. His 14 previous experience includes teacher of mathematics in 15 Drew Elementary School, Special Education chairperson, 16 assistant principal in the District of Columbia, 17 principal in Baltimore City Public Schools, Special 18 Education Coordinator, and teacher of Special 19 Education. Welcome to Baltimore County, Mr. Holmes. 20 (Applause.) 21 And if I may, please, I would like to</p>
<p style="text-align: right;">Page 27</p> <p>1 School to Principal, Arbutus Middle School. His 2 previous experience includes assistant principal at 3 Arbutus Middle School, science teacher at Pine Grove 4 Middle and Deep Creek Middle. He has 15 years of 5 experience in Baltimore County Public Schools. 6 Congratulations. 7 (Applause.) 8 Not attending this evening, but 9 watching virtually, Logan Belinda, moving from the 10 position of Assistant Principal, Gettysburg Area 11 Middle School to Assistant Principal, Chesapeake High 12 School. We welcome you to Baltimore County Public 13 Schools. His previous experience also included a 14 teacher in Baltimore County, Social Studies at 15 Cockeysville Middle and Perry Hall High School. He 16 has eight years of previous experience in Baltimore 17 County. So welcome back, Mr. Belinda. 18 (Applause.) 19 Also watching from home is Staci 20 Georgiou. She's moving from the position of IEP 21 facilitator to Assistant Principal, Battle Grove</p>	<p style="text-align: right;">Page 29</p> <p>1 thank Human Resources, who has been moving nonstop, as 2 well as all of the different departments that have 3 been working day and night to make sure that we move 4 these appointments forward so we are ready in time for 5 school for our students. So thank you very much. 6 (Applause.) 7 MS. LICHTER: Thank you, Dr. Yarbrough, 8 and huge congratulations to everyone. So many of you, 9 I have watched your journeys and I'm very excited to 10 see where you will go next. So it was -- that was 11 great. Took a long time, but it was great. 12 Our next item is public comment. This 13 is one of the opportunities the Board provides to hear 14 the views and receive the advice of community members. 15 The members of the Board appreciate hearing from 16 interested citizens as appropriate. We will refer 17 your concerns to the Superintendent for follow-up by 18 his staff. 19 Online registration was open to the 20 public one week prior to tonight's Board meeting, and 21 was closed at 3:00 p.m. yesterday for anyone wishing</p>

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1 to speak at this evening's meeting. Board practice
 2 limits to 10 the number of speakers at a regularly
 3 scheduled Board meeting. Speakers are selected
 4 randomly using an electronic selection process from
 5 all registrations received within the designated time
 6 frame.

7 Each speaker is allowed three minutes
 8 to address the Board. No speaker substitutions will
 9 be allowed. For those who were not selected through
 10 the online registration , a wait list sign -- a
 11 waitlist sign-up sheet was available 30 minutes prior
 12 to the meeting. If a registered speaker is absent,
 13 speaker slots will be reassigned from the waitlist so
 14 that the 10 speaker slots are allocated.

15 In accordance with recommendations from
 16 the Baltimore County Police Department's Homeland
 17 Security Unit and the Office of School Safety, we've
 18 implemented the following safety and security
 19 protocols to enhance the safety of all our attendees.
 20 Participants should be seated in the room during
 21 meetings. Individuals who need to stand up should go

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1 out in the hallway to do so. Participants should not
 2 approach the table unless called upon to speak and
 3 should not approach the dais.

4 While we appreciate the creativity many
 5 have shown during their presentations, materials
 6 brought to the table are limited to electronic
 7 devices, presentation papers and posters no larger
 8 than 11 by 14 inches. Other items should be left in
 9 your seats. Information to be given to the Board is
 10 to be handed to the staff member who is seated in the
 11 front area of the meeting space. Information for
 12 other participants is to be left in the designated
 13 table outside in the hall.

14 In the event of an emergency that
 15 requires an emergency response such as a lockdown,
 16 lockout, or evacuation, staff from the Office of
 17 School Safety will direct participants. If
 18 evacuating, participants will exit through the rear or
 19 front door in an orderly manner, leave the building
 20 and cross over to the parking lot or other safety
 21 distance as warranted.

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1 While we encourage public input on
 2 policy, programs, and practices within the purview of
 3 this Board and this school system, this is not the
 4 proper forum to address specific students or employee
 5 matters, or to comment on matters that do not relate
 6 to public education in Baltimore County. We encourage
 7 everyone to utilize existing dispute resolution
 8 processes as appropriate.

9 I remind everyone that inappropriate
 10 personnel remarks or other behavior that disrupts or
 11 interferes with the conduct of this meeting are out of
 12 order. Persons using language that is threatening or
 13 promotes violence against a BCBS employee are subject
 14 to legal penalties. Persons who otherwise disrupt or
 15 disturb this meeting will not be allowed to continue
 16 their remarks and will be escorted from the meeting.

17 I ask speakers to observe the three-
 18 minute time clock which will let you know when your
 19 time is up. Please conclude remarks when you hear the
 20 tone or see that time has expired. The microphone
 21 will be turned off at the end of your time and it

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1 could be turned off if a speaker addresses specific
 2 student or employee matters, or is commenting on
 3 matters not related to public education in Baltimore
 4 County.

5 If not selected, the public may submit
 6 their comments to the Board members via email at
 7 boe@bcps.org. More information is provided on the
 8 Board's website at bcps.org under Board of Education
 9 Participation by the Public.

10 Okay. I will now call on our advisory
 11 and stakeholder group leaders to speak.

12 Our first speaker is Mr. Billy Burke
 13 from CASE.

14 Good evening.

15 MR. BURKE: Good evening. Good
 16 evening, Chairwoman Mrs. Lichter, Vice Chair Mrs.
 17 Harvey, Superintendent Dr. Yarbrough and members of
 18 the Board. Thank you for the opportunity to speak on
 19 behalf of CASE. Welcome back to Ms. Stolusky, our
 20 newest Board member. Thank you for your dedication
 21 and commitment to the students of BCPS.

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1 There are two significant issues that
 2 CASE members face this summer. The first is Special
 3 Education Support at the elementary level. Last year,
 4 BCPS planned to provide IEP facilitators to elementary
 5 schools. The plan had to be changed because of the
 6 staffing shortage. The facilitator positions had to
 7 be returned to the classroom. That was absolutely the
 8 right solution for the immediate problem of staffing.
 9 But the special education support problem remains.
 10 The workload for assistant principals
 11 is unmanageable. Assistant Principals are responsible
 12 for informal and formal observations of staff,
 13 transportation, discipline, testing, staff development
 14 and IEP facilitation. That's just the big rocks.
 15 There are dozens of problems to be solved each day.
 16 If your school only services inclusion and speech
 17 students, you dedicate one day a week to team
 18 meetings. If you have a regional program, add on an
 19 additional day of team meetings. If you have more
 20 than one regional program, add on an additional day of
 21 team. If your program supports students that struggle

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1 with appropriate behavior, add on a last-minute
 2 meeting every time that behavior might lead to a
 3 disciplinary action.
 4 Some APs run team three days a week,
 5 but they still have to do all the other tasks.
 6 Assistant principals don't get the opportunity to
 7 become instructional leaders and prepare to become
 8 principals without extraordinary efforts, and they are
 9 dedicated so they get it done. They work from 6:00
 10 a.m. to 11:00 at night. They work weekends, they miss
 11 plays and sporting events for their own kids. We must
 12 solve this problem. Although I spoke today about
 13 elementary assistant principals, secondary assistant
 14 principals face similar workload issues. I will speak
 15 to their plate at another meeting.
 16 The second issue is the staffing
 17 shortage. Once schools have completed hiring,
 18 specific sport -- supports must be available to
 19 schools that still have openings. Currently, staffing
 20 shortages are covered by teachers that are paid to
 21 teach during their planning times and support staff,

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1 like resource teachers and paraeducators. This is
 2 absolutely the right thing to do in an emergency. But
 3 we can't continue in -- to operate in emergency mode.
 4 It's not sustainable, and students and staff lose with
 5 -- lose out with this option. Program and course
 6 choice must be modified to match the available staff.
 7 Online, virtual and self-paced options must be
 8 available and expanded for students to get the courses
 9 they need and want but aren't available when there's
 10 not enough staff. Thank you for the opportunity to
 11 speak on behalf of CASE.
 12 MS. LICHTER: Thank you. Our next
 13 speaker is Leah Duffy.
 14 Our next speaker is Cindy Sexton from
 15 TABCO.
 16 Good evening.
 17 MS. SEXTON: Good evening, Chair
 18 Lichter, Dr. Yarbrough and members of the Board. It
 19 is so good to see a fully seated board. Welcome and
 20 congratulations, Ms. Stolusky. I look forward to
 21 working with you and all the Board members as we

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1 address the challenges and opportunities that face us.
 2 We must be sure that we focus on what is truly
 3 important for the success of our students in our
 4 school system. There are many distractions, and it
 5 would be easy to let our attention go to these. But
 6 we must remain focused on our vision, purpose and core
 7 values because our students need us to do this.
 8 Dr. Yarbrough, congratulations on your
 9 first official Board of Ed meeting and, of course, I
 10 look forward to continuing to work with you and your
 11 team. I want to thank you for the Meet the
 12 Superintendent events you have had and continue to
 13 have. Feedback I have heard has been positive. Your
 14 honesty in acknowledging systemic shortcomings and
 15 your willingness to address them has given staff and
 16 community members a belief that your leadership will
 17 get BCPS on track to become the world-class school
 18 system we all want.
 19 While summer is supposed to be a time
 20 we can all take some time, I know that is not the case
 21 for many of us. Educators are working summer jobs,

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1 planning for next year, taking classes, completing
 2 their safe school trainings. Thank you for working
 3 with TABCO to ensure that that time is paid that will
 4 give our educators more time to plan and prepare for
 5 their students once the school year starts.

6 Please know that, as always, while the
 7 work is hard, and we won't always agree, we stand at
 8 the ready to have the conversation and do the work
 9 that ensures, as Dr. Yarborough has stated, that our
 10 students come first in all we do. I look forward to
 11 the work and the outcomes we will attain together.
 12 Have a great summer and I hope everybody finds some
 13 time to relax. Thank you.

14 MS. LICHTER: Thank you.

15 Next is general public comment, and our
 16 first speaker is Louise Baker.

17 Good evening.

18 MS. BAKER: Good evening. Hello, and
 19 thank you. My name is Louise Baker. I have a
 20 bachelor's degree and a master's degree, both in
 21 clinical social work. I was a licensed certified

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1 social worker. At age 19, I became a volunteer Big
 2 Sister and still remain close to this sister to date.
 3 I have four biological children, three grandbabies,
 4 and both a surrogate Black and Asian son. My social
 5 work career began in protective services and quickly
 6 transitioned to foster care and later adoptions in
 7 Baltimore County.

8 My point is, I've spent my entire adult
 9 life caring for children. I am now questioning
 10 whether this Board actually cares for children or is
 11 harming them. Allow me to elaborate. All the
 12 children I'm referencing here are real children that
 13 were students in one classroom last year. I am
 14 concerned that the severely autistic child in the
 15 classroom gets his hands on Lawn Boy and sexually
 16 abuses his little brother, thus creating both a sex
 17 abuse victim and a juvenile sex offender.

18 I am concerned that the child with
 19 severe anger management issues because of abandonment
 20 by his mother reads Assassination Classroom and
 21 becomes the next mass school shooter. I am concerned

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1 that the selective mute in the classroom reads Tricks,
 2 gets forced into prostitution and has no outlet to
 3 speak or get help.

4 I'm concerned that the child living in
 5 a hotel reads Heroin, runs into a drug dealer and
 6 becomes the next fentanyl-laced heroin overdose
 7 victim. And heaven forbid the white child placed in a
 8 black foster home reads Push and decides to make a
 9 false sex abuse allegation against her foster father,
 10 thinking this might speed up reunification with her
 11 biological mother. These are possible and perhaps
 12 probable case scenarios.

13 What are you doing about these harmful
 14 books that have no value or place in our county
 15 schools? Did you know research shows that the human
 16 brain is not fully developed until age 25? Did you
 17 know people under 25 think with their amygdala, the
 18 emotional part of their brain, as opposed to the
 19 rational part? Why did it take Mary McComas 11 months
 20 to respond to a request to review Gender Queer? What
 21 if one of these scenarios were to happen during that

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1 time? Tricks comes with a warning not to read if
 2 you're under the age of 18. Yet Where's Waldo, as
 3 well as the Bible, are banned.

4 This is insane. You were elected to
 5 help make Baltimore County Public Schools to the best
 6 they could possibly be. This is clearly not
 7 happening. Perhaps it is time to have these dangerous
 8 and clearly inappropriate materials reviewed by an
 9 expert in child psychology or neurology instead of
 10 educators. These professionals may very possibly ask
 11 that these books be removed. Thank you very much for
 12 your time.

13 MS. LICHTER: Thank you. Our next
 14 speaker is Ramona Basilio.

15 Good evening.

16 MS. BASILIO: Good evening. Good
 17 evening, Chairwoman Lichter, the Board and our
 18 Superintendent, Dr. Yarbrough. It's my pleasure to be
 19 here today. I'm going to talk very, very briefly and
 20 I hope that the record captures everything that I'm
 21 here to discuss. The hat I'm wearing today is

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1 community member and community activist in support of
 2 education. I'm on a community board with my
 3 Homeowners Association, the master association for
 4 over 30 developments in our subdivision. I also work
 5 as a coalition of former PTA presidents, alumni of
 6 Deer Park Middle Magnet School, and some businesses in
 7 the northwest area, particularly Owings Mills.

8 I'm here today for three reasons.

9 First, I want to thank the previous Board and
 10 returning members of this Board for your expeditious
 11 work on the boundary study. In 2021, many of you may
 12 remember I was here before the Board where our
 13 building was figuratively on fire with 1,640 students
 14 well beyond the state-rated capacity. You responded
 15 to that quickly, expeditiously, and, I believe,
 16 fairly. Thank you for taking care of the past.

17 If the past is prologue to the future,
 18 I want to talk a little bit about our current
 19 situation. And not only at Deer Park Middle Magnet
 20 School, where we're grateful, and we appreciate all
 21 the work the partnerships that have happened

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1 throughout the central office, with the
 2 Superintendent, with the staff, with communities and
 3 with consultants. But we were able to put in place a
 4 boundary study that dealt with the initial issues.

5 What's remaining now in the present are
 6 some issues around infrastructure, not just Deer Park
 7 Middle Magnet, but our sister campus next door, Deer
 8 Park Elementary School, where there's leaking,
 9 flooding, poor HVAC, and the like. So we urge this
 10 Board and the staff to take a look at Deer Park
 11 Elementary School and Deer Park Middle School so that
 12 we can be proactive.

13 And third, I have a proposal. My
 14 proposal is with the existing space in Deer Park with
 15 the elementary school, the new school plan and the
 16 space that surrounds those schools. Why don't we
 17 think ahead, have an opportunity to pioneer in reverse
 18 and think about a comprehensive plan where we can
 19 address the facility needs, the new building, the
 20 space that's required, and also the community needs
 21 for that space? Let's pioneer reverse and instead of

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1 playing Whack a Mole with boundary studies in those
 2 two schools, let's see what we can do about a
 3 comprehensive plan to work at Deer Park Middle Magnet
 4 and the elementary school in the surrounding fields.
 5 Think I got it in. Thank you, everybody. God bless
 6 you. Hope you have a chance to get the break.

7 MS. LICHTER: Thank you. Our next
 8 speaker is Scott Jenkins.

9 MR. JENKINS: Turning this into a
 10 habit. Hi, I'm Scott Jenkins.

11 MS. LICHTER: Good evening.

12 MR. JENKINS: Hi, Chair Lichter,
 13 Superintendent Yarbrough, to the new member,
 14 appreciate you being here. And I apologize. We're
 15 missing Ms. Drummond, and I'm a Parkville alum, so I'm
 16 very excited for her to be on this Board.

17 I just wanted to touch base. I know
 18 last meeting there was -- we all thought the boundary
 19 study was going to pass and there has been some
 20 concern. So I just wanted to come back tonight and
 21 make sure that we were all on the same wavelength as

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1 to what went on. I had sent out a four-page email to
 2 you all, diagramming what has gone on since February
 3 throughout the boundary study community. I hope you
 4 all had a chance to read it.

5 I also wanted to talk about the numbers
 6 of these maps. Map A, which became Map E. I know
 7 there's been talk of some schools dominating the
 8 conversation and not other schools a part. When the
 9 numbers are weighted, and I had given this out a
 10 couple of months ago, the numbers are weighted, Map A
 11 is 60 percent support and 23 percent against. Map B
 12 is 39 percent support, 37 against. Map C is 24
 13 percent for, 53 percent against. And Map D, which was
 14 the other alternative that they considered -- that the
 15 committee considered at the last meeting, was 24
 16 percent and 54 and 52 percent against. It was
 17 overwhelming throughout the boundary study that this
 18 is what the public wanted.

19 I think this is also shown in the fact
 20 that when we had the meetings on March 8th and March
 21 9th, one at Parkville High School, one at Carver, that

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1 so many parents showed up. I know some of you Board
 2 members were there. I know committee members were
 3 there. Parents showed up and they were from the whole
 4 area. And we talked and we worked and we all tried to
 5 figure out how to make Map A better because that
 6 seemed to be the reason so many people were hearing
 7 Map A is that was the one that really was supported
 8 from the beginning.

9 I spent six years on the planning
 10 board. I spent two CZMP zoning cycles. I sat in
 11 public meetings until 1:00 and 2:00 in the morning so
 12 people could have their two to three minutes to talk
 13 about development in all seven council districts and
 14 parents showed up to fight over development.

15 It didn't matter where we were, what
 16 community we're in, how they had to get there, they
 17 showed up. Parents show up, and it would be insulting
 18 when 30,000 children are involved to think because
 19 parents didn't come, they couldn't get there. They
 20 didn't want to support it. There was not one person
 21 at the public meeting in opposition to this map. Not

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1 one. The four Councilmen that represent this area,
 2 Democrat and Republican, in 2023. It's a miracle that
 3 we can get them to agree -- support this map.

4 I know there was some concern about
 5 there's an EWAN (phonetic) presentation coming later.
 6 I think if you read the greater Hillandale Community
 7 Association letter, how the walkability, the
 8 wraparound services have evolved, the things that make
 9 that a community school, those parents want Loch Raven
 10 Academy. So I just hope tonight that we can get this
 11 done. We want to work with you to make the school
 12 system as strong as it can. Please pass Map B
 13 tonight, and let's get moving on with our lives.

14 MS. LICHTER: Thank you. Our next
 15 speaker is Sherie Williams.

16 Good evening.

17 MS. WILLIAMS: Good evening. Thank
 18 you. Good evening, Dr. Yarbrough and Board members.
 19 My name is Sherie Williams. I'm a BCPS special
 20 educator entering my 20th year with Baltimore County
 21 Public Schools. I'm a parent of a BCP class of 2017

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1 graduate. I also am a long term -- longtime Baltimore
 2 County resident in the northwest area, I will say.
 3 I've had the pleasure of speaking with the previous
 4 Board regarding some concerns I have with the
 5 northwest corridor of Baltimore County. Specifically,
 6 the impact changes and/or lack of changes will have on
 7 Deer Park Middle Magnet School.

8 As I've discussed in the past with the
 9 Board, the overcrowding that Deer Park has
 10 experienced, just two years ago we were at 1,600
 11 students, a one-floor building. It led to fights. It
 12 led to unsafe hallway transitions, staff shortages,
 13 continued staff shortages, extremely high mental and
 14 physical stress levels for both staff and students.
 15 We were given trailers. Thank you, however, that left
 16 our building vulnerable, kids trying to get to class,
 17 propping the doors open on purpose. At one point, we
 18 even found a homeless person living in one of the
 19 trailers. With that, the housing construction in the
 20 area, if you look at the Lyons Mills Randallstown in
 21 Owings Mills corridor or just drop down to Lyons

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1 Mills, I'll just say. All right. I will say the
 2 22/23 school year was great at Deer Park, greatly
 3 improved and I look forward to returning and being
 4 part of that progression.

5 However, the restructuring of Deer Park
 6 Elementary. So me as a community member, I'd like to
 7 know where I and other community members can have
 8 input to what happens to the new Deer Park, the soon-
 9 to-be-old Deer Park Elementary building. You know,
 10 where can we share our proposals or what we would like
 11 to see happen to that space, if possible? How will
 12 the PE area, which is -- are the fields in the back of
 13 Deer Park Middle be impacted by the construction of
 14 Deer Park Elementary?

15 We have -- and how will Deer Park
 16 Elementary's new structure impact the possible
 17 expansion of Deer Park Middle Magnet? So we have new
 18 families and new communities housing in the area.
 19 Those students are zoned for Deer Park Middle in the
 20 next 5 to 10 years, which to me leads to overcrowding.
 21 We have some wonderful new housing developments which

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1 speak to me as a community member. I see -- I think
 2 of affluent young couples ready to start families. As
 3 a teacher, I think of my school is going to be
 4 overcrowded again in the next 5 or 10 years. So I'm
 5 asking, you know, what about Deer Park and I look for
 6 your support. Thank --
 7 MS. LICHTER: Thank you. Our next
 8 speaker is Alexa, and I apologize if I mess up your
 9 name, Scotto, Sciotto (phonetic)?
 10 Okay. Next speaker is Mr. Lloyd Allen.
 11 Good evening.
 12 MR. ALLEN: Good evening, Chair
 13 Lichter, Superintendent Yarbrough and members of the
 14 Board. Thank you for your time. I'm Lloyd Allen,
 15 he/him, special educator in mathematics speaking as an
 16 individual. Not to give a what I did on summer
 17 vacation story, but I spent this past week in Orlando
 18 at the National Education Association representative
 19 assembly. Along with 6,000 of my peers, I spent
 20 several 11-hour days split between galvanizing
 21 presentations, and marathon parliamentary sessions

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1 that pushed Roberts to its very limits.
 2 As a special educator, I was
 3 particularly impacted by the main -stage talk from
 4 Helena Donato Sapp (phonetic), a 14 year old who
 5 commanded the entire assembly, and by a Zoom call with
 6 Dan Habib, whose films I hope to use for professional
 7 development, and to remind us of the nature of our
 8 charge.
 9 However, the most important
 10 presentation of the week was about community schools.
 11 Mirroring the concept of community schools itself, the
 12 panel members sat equal with each other. Yes, school
 13 system leaders, but also students, parents, support
 14 professionals and certified educators, all with equal
 15 footing and equal voice. Most of the stories about
 16 community schools that I have heard so far have
 17 revolved around identifying a significant issue that
 18 was affecting student achievement at a particular
 19 school, working with groups and local government to
 20 identify a solution to that issue, and then
 21 implementing that solution to positive effect. And

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1 that story is both great and important. But it's easy
 2 to focus on individual schools' stories, and to miss
 3 the point of the program, giving voice and empowerment
 4 to students and families.
 5 The question is, how do we get
 6 information from families who don't fill out surveys?
 7 Having the Meet the Superintendent evenings at
 8 geographic regions throughout the county, like having
 9 the county council budget hearings throughout the
 10 county, is certainly a great first step. I recall a
 11 parent at a county council budget hearing, advocating
 12 for BCPS to have more and more accessible after-school
 13 activities, and a way for their child to go home after
 14 those activities. I hope that their family is able to
 15 identify a club or sport that their high schooler can
 16 engage in. And I hope that that helps -- and I hope
 17 that that helps their family truly feel like part of
 18 the school. Did we as a system hear that parent?
 19 I have heard parents ask to be
 20 communicated with in the language that they speak at
 21 home. Conversely, I've heard teachers be surprised to

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1 call home and not have known ahead of time that the
 2 parent didn't have English as their primary language.
 3 We need to know the needs and preferences of student
 4 families in order for us to all feel like part of the
 5 same team. What will it look like when every school,
 6 even those that don't meet the blueprint criteria, has
 7 embraced the core concepts of community schools,
 8 meeting the needs of the families? We need to achieve
 9 this vision in order to safeguard the concept of
 10 public schools as an instrument for, of and by the
 11 communities that we serve. If community schools is a
 12 new concept for you, please read up on them and watch
 13 videos about them. They are our way forward. Happy
 14 Summer. Thank you.
 15 MS. LICHTER: Thank you.
 16 MR. ALLEN: Congratulations.
 17 MS. LICHTER: Thank you. There were no
 18 speakers signed up on our waitlist at this time. So
 19 the next item on the agenda is the Superintendent's
 20 report, and for that I call on Dr. Yarbrough.
 21 DR. YARBROUGH: Thank you, Chair

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1 Lichter. So this evening, I am excited to share my
 2 first Superintendent's report with members of Team
 3 BCPS. I'll begin by walking you through just a few
 4 updates on the transition team, and provide an update
 5 on our community feedback that we've received to date,
 6 as well as ways that we can continue to stay connected
 7 as we move forward.

8 I am truly grateful that 39 people are
 9 willing to -- next slide please, 39 people are willing
 10 to lend their expertise to inform our next level of
 11 work as members of Team BCPS. We're thrilled that our
 12 award-winning teacher, administrator, central office
 13 support services and transportation leaders of the
 14 year are a part of our team. Co-chaired by Ms. Snell
 15 and Dr. Anthony, the team includes all unions, current
 16 and retired principals, retired large district and
 17 state of Maryland former superintendents, associate
 18 superintendents, Deputy superintendents, the president
 19 of CCBC, membership from the Wallace Foundation, and
 20 county government. Together, these 39 people are
 21 working to make sure that went -- within a defined

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1 scope of work over 21 days, that they are working
 2 across five committees to make sure that they are
 3 reviewing major components of Baltimore County Public
 4 Schools. Those components are teaching and learning,
 5 operations and culture and context.

6 The purpose of the work is to ensure
 7 that we have a solid understanding of our areas of
 8 strength as a school district, as well as major
 9 challenges that we face. Part of their process
 10 includes a artifacts review. They are reviewing
 11 documents from every department. They are reviewing
 12 websites. They are reviewing our efficiency study.
 13 They are reviewing the blueprint, as well as other
 14 information provided from leadership in departments.

15 They are conducting leadership
 16 interviews to find out from leaders of departments
 17 what the work is and what our expected services are
 18 for schools. And lastly, focus groups. Focus groups
 19 provide them with an opportunity to hear directly from
 20 additional stakeholders. This is where the parents
 21 come in, the teachers, other staff, content experts,

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1 end users and external partners. They get to share
 2 directly with the committee members what their
 3 experiences are, what they view as areas of strength
 4 for Baltimore County, as well as remaining needs.

5 The process will include review of
 6 feedback from all of the community Meet and Greet
 7 reports to inform the final report. And the product
 8 that we will receive sometime in August that we'll be
 9 sharing with Team BCPS is a user-friendly operational
 10 report, meaning this is our chart for us to do our
 11 work across team BCPS. It will include the summary of
 12 their findings, short-term recommendations, actionable
 13 recommendations, as well as longer-term
 14 recommendations. Next slide, please.

15 The question that all committee members
 16 are asking is how do we serve and support schools?
 17 They are looking at the current services that we
 18 provide, what is the current state, what is the
 19 desired state, and what's the gap in between? They
 20 are also asking questions from focus groups to find
 21 out how do we get there, and that is what is going to

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1 form their recommendations that they provide to us,
 2 three short-term recommendations and one to two long-
 3 term recommendations, also incorporating the work --
 4 the feedback from our community from the meet and
 5 greets.

6 The five committees are listed on the
 7 slide before you. They are infrastructure, culture
 8 and climate, operations, teaching and learning, and
 9 community engagement and communication. Next slide,
 10 please.

11 Last night was number six of eight
 12 community meet and greets. These opportunities to
 13 hear directly from stakeholders are very valuable to
 14 me and to us as a school system. The three questions
 15 that we've asked everyone are on the slide. What is
 16 it that you find BCPS doing well that you want us to
 17 continue? What are your aspirations and hopes for
 18 Baltimore County Public Schools? And more
 19 importantly, what are two areas of improvement that
 20 you would like to see addressed immediately? I am
 21 grateful that so many stakeholders have been open and

<p style="text-align: right;">Page 58</p> <p>1 honest to share their direct feedback with us. We are 2 listening, and we are working to ensure that we're 3 moving forward with actions that respond to your 4 needs. Next slide, please.</p> <p>5 Moving forward, we believe in embracing 6 all of our stakeholders. The community meet and 7 greets is just one way that we are reaching out to our 8 stakeholders. We are engaging stakeholders in 9 authentic collaboration and empowering them to speak 10 their truth, so we can move forward and excel as a 11 system. There are also opportunities to engage in 12 this work internally with internal stakeholders across 13 team BCPS.</p> <p>14 In a few slides, I will share some of 15 our additional community engagement measures where we 16 are working across departments to hear directly from 17 staff members about what their needs are, what the 18 challenges, but more importantly, to empower them at 19 the table so they can share how they think we should 20 be problem solving and moving forward. Next slide, 21 please.</p>	<p style="text-align: right;">Page 60</p> <p>1 specifically our community engagement opportunities, 2 where you have an opportunity to see the several 3 meetings that we have scheduled for throughout the 4 summer, and some of the framework for our meetings 5 throughout the year.</p> <p>6 We want to continue to hear directly 7 from members of Team BCPS. As we move forward with 8 plans and move forward with implementation, we will be 9 seeking your direct feedback on how we're doing. We 10 also want you to be a part of sharing how we can solve 11 the problems and tell us how we're doing. Next slide, 12 please.</p> <p>13 And finally, a message that I have 14 shared in every single meeting and I will continue to 15 share as we move forward is that we are all united in 16 one purpose, and that is to meet the needs of all of 17 our students across Team BS -- Team -- I'm sorry, 18 across Team BCPS. It is important that we have 19 students, community members, parents, guardians, and 20 staff all working together to meet our students' need. 21 I look forward to continued opportunities to engage</p>
<p style="text-align: right;">Page 59</p> <p>1 Our goal in the immediate is to fast 2 forward. We know that time is of the essence. We 3 must all work together to prioritize the success of 4 Team BCPS. What I have been encouraged to hear in all 5 of our meet and greets are the problems and the 6 challenges that members of Team BCPS, external and 7 internal, are raising are in alignment with these four 8 identified priorities: academic achievement; 9 infrastructure; safety and climate; as well as making 10 sure that we are both recruiting and retaining highly 11 effective teachers, leaders and staff. More specific 12 information is to come in the weeks and months to 13 follow. Next slide, please.</p> <p>14 Again, as I stated before, the 15 community meet and greets are just one way that we are 16 trying to stay connected to members of Team BCPS. On 17 the slide in front of you, you'll see the webpage. 18 There is a superintendent webpage now with a plethora 19 of information, including a specific message, 20 information about the Fast Forward plan, more 21 information about our transition team, and</p>	<p style="text-align: right;">Page 61</p> <p>1 and really thank you in advance for partnering with us 2 on behalf of our 111,000 students. Thank you.</p> <p>3 (Applause.)</p> <p>4 MS. LICHTER: Thank you, Dr. Yarbrough. 5 Next on the agenda is chair report and that is me. 6 This is an exciting Board of Education meeting for us, 7 as Dr. Yarbrough attends her first meeting as 8 Superintendent of BCPS. On behalf of the Board, we 9 are excited and thrilled that you are in this seat and 10 that you're leading our system. Thank you to those 11 who have attended one of the Meet the Superintendent 12 events. We appreciate having staff, students, 13 parents, politicians and other community members in 14 attendance to listen to Dr. Yarbrough discuss her key 15 priorities for the upcoming school year, as well as 16 hear the thoughts and views of the committee 17 community. There is another session tomorrow night at 18 Towson High School, and next Tuesday will be the 19 eighth session at Randallstown High School. Both 20 sessions are from 6:00 to 7:00. 21 We're also excited to welcome Kayla</p>

<p style="text-align: right;">Page 62</p> <p>1 Drummond as our newest student member of the board and 2 she will be with us next month. 3 (Applause.) 4 We are looking forward to her 5 leadership and her ensuring that the voice of students 6 stays in the forefront of our work as a Board. The 7 enthusiasm for Ms. Drummond was obvious at her 8 swearing-in ceremony last week. In addition to her 9 very proud family, the principal of Parkville and 10 other staff members attended and they were beaming 11 with pride. So again, congratulations, Ms. Drummond, 12 and we're looking forward to working with you. 13 We're also excited to welcome our 12th 14 and final Board of Education member, Ms. Felicia 15 Stolusky, back to the Board. She was a Board member 16 in 2022, filling in for Delegate Pasteur, who had 17 resigned to run for state delegate. Her experience as 18 a middle-school teacher and substitute teacher will 19 continue to bring the teachers' voice to decision 20 making. So welcome back to the Board. 21 (Applause.)</p>	<p style="text-align: right;">Page 64</p> <p>1 And finally, thank you to all of our 2 staff who are part of summer school. As educators, we 3 are fortunate to have many new years. The start of 4 summer school this week is one of those new starts. 5 It is obvious that staff puts in much thought and work 6 to ensuring that summer school is meeting the needs of 7 our students while also allowing them to experience 8 activities that enrich and engage. Thank you to all 9 who are participating in that at this time. And that 10 is the end of my board report. 11 So thank you, and let me switch gears 12 to our next agenda item, which is -- the next item on 13 the agenda is unfinished business, consideration of 14 Board policies. This is the second reader for these 15 policies, and for that I call on Ms. Christina 16 Pumphrey, chair of the policy review committee. 17 MS. PUMPHREY: Thank you, Chair 18 Lichter. Members of the Board, the policy review 19 committee asks that the Board accept the committee's 20 recommendation to amend the following board policies. 21 Board Policy 0600, Basic Board commitments,</p>
<p style="text-align: right;">Page 63</p> <p>1 So after seven months, we are a full 2 Board, and I want to take the time to thank my fellow 3 Board members for their work. I want to thank you for 4 what you do to ensure our success as a Board and our 5 success as a school system. The public sees our 6 participation during these meetings and at various 7 community events. But they don't see the behind-the- 8 scenes work that each of you does. Thank you for all 9 you do to prepare for these meetings, as well as the 10 committee meetings. You each are on multiple 11 committees and the productivity of those committees is 12 due to your due diligence in preparing and 13 participating. 14 I also want to thank members for asking 15 thoughtful and relevant questions and for requesting 16 additional information to make certain that we are 17 amply prepared to make decisions that will affect our 18 students, families and staff. I am so proud of our 19 ability to work together, whether we agree with each 20 other or whether we are pushing back on one another. 21 We are working together and for that I am grateful.</p>	<p style="text-align: right;">Page 65</p> <p>1 antidiscrimination; Board Policy 5000, Students, 2 Students; Board Policy 5330, Students, activities, 3 student engagement; Board Policy 6002, Instruction, 4 selection of instructional materials; Board Policy 5 8315, Participation by the Public; Board Policy 8400, 6 Office of Internal Audit; Board Policy 8410, Reporting 7 Fraud, Waste, Abuse, or Unlawful Act; Board Policy 8 8420, Antiretaliation; Board Policy 8430, Audit 9 Committee. These policies are presented to you on 10 tonight's agenda as Exhibit J. 11 MS. LICHTER: Thank you. May I have a 12 motion to accept the recommendation of the Board's 13 policy review committee for Board Policies 0600, 5000, 14 5330, 6002, 8315, 8400, 8410, 8420, and 8430? 15 MS. HENN: So moved, Henn. 16 MS. LICHTER: Thank you, Ms. Henn. No 17 second is needed since the recommendation comes from 18 the committee. Is there any discussion at this time? 19 May I have a roll call vote, please? 20 MS. GOVER: Ms. Domanowski? 21 MS. DOMANOWSKI: Yes.</p>

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1 MS. GOVER: Mr. Young?
 2 MR. YOUNG: Yes.
 3 MS. GOVER: Ms. Frempong?
 4 MS. FREMPONG: Yes.
 5 MS. GOVER: Ms. Stolusky?
 6 MS. STOLUSKY: Yes.
 7 MS. GOVER: Ms. Henn?
 8 MS. HENN: Yes.
 9 MS. GOVER: Ms. Pumphrey?
 10 MS. PUMPHREY: Yes.
 11 MS. GOVER: Dr. Savoy?
 12 DR. SAVOY: Yes.
 13 MS. GOVER: Thank you. Mr. McMillion?
 14 MR. MCMILLION: Yes.
 15 MS. GOVER: Ms. Booker-Dwyer?
 16 MS. BOOKER-DWYER: Yes.
 17 MS. GOVER: Ms. Lichter?
 18 MS. LICHTER: Yes.
 19 MS. GOVER: Thank you.
 20 MS. LICHTER: Thank you.
 21 The next item on the agenda is the

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1 consideration of the Central and Northeast Area Middle
 2 School boundary study recommendation and impact study.
 3 And for that I call on Mr. Dixit and Mr. Taylor. Good
 4 evening.
 5 MR. DIXIT: Good evening. My name is
 6 Pete Dixit. I'm Executive Director for Facilities
 7 Management and Strategic Planning. I'm joined here
 8 with me is Mr. Taylor, who's the Director of Strategic
 9 Planning. Good evening, Chair Lichter, Vice Chair
 10 Harvey, Dr. Yarbrough and members of the Board. We
 11 are here to seek Board approval on the recommendation
 12 of the Central and Northeast Area Middle School
 13 boundary study.
 14 On May 2nd, the Board of Education
 15 received for consideration a report from the Central
 16 and Northeast Area Middle School Boundary Study
 17 Committee. I have already shared the names of the
 18 schools, so I'll go to the recommended Option E was
 19 voted on by the committee who engaged in a process of
 20 data collection, analysis and community engagement.
 21 A Board hearing on the recommended

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1 boundary change was held on May 17, 2023. In the
 2 meeting on June 13th, the Board postponed the vote
 3 until an impact analysis could be provided on the
 4 proposed change of moving the entire Halsted Academy
 5 attendance area to Dunbarton Middle School instead of
 6 Loch Raven Technical Academy.
 7 We are here to present the findings of
 8 that action. And Mr. Taylor is going to go over a
 9 PowerPoint presentation. Also, virtually, Mr. Matthew
 10 Cropper is available to answer any questions. So, Mr.
 11 Taylor.
 12 MR. TAYLOR: Thank you, Mr. Dixit. Can
 13 I have the next slide, please? As Mr. Dixit
 14 mentioned, on May 2nd, the committee recommendation of
 15 Option E was presented to the Board and the hearing
 16 was held on May 17th. On June 13th, the Board agreed
 17 to defer voting on a final boundary to analyze the
 18 impact of proposal to modify Option E so the Halstead
 19 Academy Elementary School attendance area would go to
 20 Dunbarton Middle School instead of Loch Raven Middle
 21 School. This modification to Option E, we are

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1 identifying as Option E1. Next slide, please.
 2 There are two maps on this slide. The
 3 red line represents the Halstead Academy attendance
 4 area. On the left side is how that attendance area
 5 was treated in Option E. It is colored purple,
 6 because that was going to Loch Raven Academy. On the
 7 right-side map, we show Option E1, and it shades the
 8 Halstead attendance area in tan or green. It's not
 9 purple. And that indicates that it's going to
 10 Dunbarton. So we have this map just to show in a
 11 zoom-in version of the area so you can see what
 12 neighborhoods are affected by this. Next slide,
 13 please. This is a summary of the key impacts of
 14 the proposed Option E1 with regard to enrollment and
 15 utilization. Dunbarton Middle School, Option E, had
 16 the enrollment at 932. An estimated utilization would
 17 be at 84 percent. Option E1 had the enrollment at
 18 Dunbarton increased to 1,136 with utilization of 102
 19 percent. With regard to Loch Raven Middle School,
 20 estimated enrollment under Option E was 796 and
 21 utilization 84 percent. Option E1, enrollment went

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1 down 592 and utilization went down to 63 percent.
 2 With regard to demographics, racial
 3 population, with regard to Option E, at Dumbarton
 4 Middle School, the white student population was 57
 5 percent, and the black student population is 22
 6 percent. Under Option 1, the white population goes
 7 down to 45 percent, and the black population goes up
 8 to 32 percent. And with Loch Raven, under Option E,
 9 the white student population was at 19 percent, the
 10 black student population was 61 percent. Under option
 11 E1, the white population went up to 24 percent and
 12 black population down to 54 percent.
 13 With regard to how many students were
 14 impacted by this change, under Option E, a total of
 15 1,625 students would be impacted and moved. Under
 16 Option E1, 1,817 students would be moved. Next slide,
 17 please.
 18 This slide repeats the enrollment
 19 utilization comparison, but puts it in context with
 20 the other schools for your reference. The same --
 21 it's the same information. Next slide, please.

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1 These tables have more detailed
 2 demographics, has the same information that I provided
 3 outlined by the red boxes, but it also includes the
 4 other schools. And you can also see the changes in
 5 Asian, multiracial, Hispanic, but also farms and ELL
 6 students. Next slide, please.
 7 This just uses the same table that we
 8 have in the major report where red outline is shows
 9 the differences with regard to number of students that
 10 were moved. And the last slide, please, next slide.
 11 And this is a feeder pattern
 12 comparison. Again, looking at the red outline, it
 13 shows how the feeders are different from the middle
 14 school to the high schools with these changes, Option
 15 E in the middle and Option E1 on the right.
 16 MR. DIXIT: Thank you. Now we are here
 17 to answer any questions you might have.
 18 MS. LICHTER: So I'm going to ask for
 19 the motion and then we'll have the discussion. So do
 20 I have a motion to approve Option E for the Central
 21 and Northeast Area Middle School boundary?

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1 MS. PUMPHREY: So moved, Pumphrey.
 2 MS. HENN: So moved, Henn. Second,
 3 Henn.
 4 MS. LICHTER: Okay. So first, Ms.
 5 Pumphrey, second, Ms. Henn. Okay, now is there any
 6 discussion? Miss Pumphrey?
 7 MS. PUMPHREY: Thank you. I would like
 8 to reiterate that I recognize and appreciate the hard
 9 work that was done by the Boundary Study Committee.
 10 My motion to amend map E at the last Board meeting was
 11 not a criticism of the committee. I said from the
 12 beginning that we should trust the process. It is the
 13 duty of the Board to use its due diligence to ensure
 14 that all communities are heard. If the Board feels
 15 that amendments are needed to a map, this is also part
 16 of the process.
 17 After the public hearing regarding the
 18 boundary study recommendation, I was provided
 19 information that indicated that a group in one
 20 community may have been misrepresented or unheard
 21 during this process. I felt it was my duty to ensure

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1 this group was indeed heard and their opinion was
 2 taken into consideration. Because the new Northeast
 3 middle school would not open for over a year, I feel
 4 it was not detrimental to students to take the extra
 5 time needed to be sure that we are making the right
 6 decision.
 7 At the beginning of this boundary
 8 study, we also heard from members of the community who
 9 felt that they were not fully included because
 10 elementary schools were not part of the boundary study
 11 process. Advocates for these communities came
 12 together and analyzed data and maps to make
 13 recommendations to the committee they felt would be in
 14 the best interest of all communities. Through this
 15 boundary study, we have learned that changes are
 16 needed in the boundary study process. The Board was
 17 provided with a graph that showed the number of survey
 18 responses from each middle school. Those responses,
 19 along with a number of stakeholders from each
 20 community who attended meetings throughout the
 21 process, clearly showed differences in the number of

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1 responses from each community.
 2 The distinction was quite clear. We
 3 need to be intentional about reaching families and
 4 communities who are often unheard for whatever reason.
 5 I understand that some parents and guardians cannot
 6 attend these meetings or may not be able to complete
 7 the surveys for various reasons. However, I refuse to
 8 believe that these parents don't care or that we can't
 9 find another way. We need to meet families where they
 10 are with the tools that are available to them. We
 11 need to reinforce how important it is for them to be
 12 involved, speak up for what they believe is in the
 13 right interest and in the best interest of their
 14 children, and we need to reinforce that their opinions
 15 matter. We need to find unique ways to reach these
 16 families because everyone's situation is different.
 17 For students who truly do not have
 18 anyone to speak up for their best interests, we need
 19 to ensure that there is an advocate in their community
 20 who will speak on their behalf. Now that we have the
 21 results of the impact study and now that I feel

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1 confident that the opinions of all communities were
 2 considered, I feel that Map E with no amendments is
 3 the best option for all students involved. Thank you.
 4 MS. LICHTER: Thank you, Ms. Pumphrey.
 5 Other discussion from Board members?
 6 Ms. Henn?
 7 MS. HENN: Yes. Thank you, Ms.
 8 Pumphrey, for those remarks. I want to also reiterate
 9 my appreciation for the work of the Boundary Study
 10 Committee. It's been said that the Board has
 11 thankless work, but it's nothing compared to the work
 12 of this group of volunteers. These are our principals
 13 that attend meetings after long hours in their
 14 schools. And it truly is thankless work. So please
 15 know we appreciate your efforts. We appreciate the
 16 work of the community members who came together to
 17 collaborate and who compromised on map E. So I
 18 support this recommendation. I support the committee
 19 and thank you and thank staff and thank Cropper for
 20 their work, as well.
 21 This is a process I've frequently cited

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1 as exemplary for BCPS, in terms of both transparency
 2 and community involvement. I'm proud of this process.
 3 I'm proud of the committee for their recommendation,
 4 and for the hard work of staff that's gone into it.
 5 Thank you.
 6 MS. LICHTER: Thank you, Ms. Henn.
 7 Other discussion from Board members?
 8 Ms. Frempong?
 9 MS. FREMPONG: So the numbers went up
 10 by 204 students in one slide, and 192 were moved. Can
 11 you talk about where the numbers came from? That's
 12 not just fifth graders. Correct?
 13 MR. TAYLOR: Are you talking about the
 14 students -- number of students that were moved?
 15 MS. FREMPONG: Mm-hm.
 16 MR. TAYLOR: Yeah, it's the number of
 17 students in that block, in that attendance area, that
 18 would go to one school versus another.
 19 MS. FREMPONG: Okay. So that includes
 20 students that are not necessarily in fifth grade now?
 21 Because that's -- it's -- you're saying it's the

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1 entire school?
 2 MR. TAYLOR: Yeah, it's not the -- I'm
 3 not sure I'm hearing you correctly. But it's not the
 4 elementary school at all. It's the middle school
 5 students who live in that area.
 6 MS. FREMPONG: So you did the numbers
 7 based on the current middle school?
 8 MR. TAYLOR: Yes.
 9 MS. FREMPONG: Okay. Okay. And then I
 10 have a question about the survey. So I don't know if
 11 this was for you, or Mr. Cropper, you said is like on
 12 the line. So the survey that was done, and there were
 13 2,700-some responses to that survey, and then the maps
 14 or the pie graphs of those four options were given to
 15 the committee. And so from that survey, 80 percent --
 16 over 80 percent of the responses came from just four
 17 middle school communities. So was that information
 18 provided to the committee at that time?
 19 MR. TAYLOR: Yes, all that information
 20 was provided to the committee.
 21 MS. FREMPONG: And the committee still

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1 chose to move forward, knowing that there were 80
 2 percent of responses from just four middle schools.
 3 MR. TAYLOR: The committee moved
 4 forward with the information that we provided to them.
 5 And we provided all of the input from the community,
 6 the survey, emails, we had a comment section. So all
 7 that information was provided to the committee.
 8 MS. FREMPONG: Okay. When was the
 9 committee told about the 80 percent from -- because
 10 the representation of the committee is two per school.
 11 So that's an even distribution. But then in the
 12 survey, there's 11 different categories as far as
 13 people who can respond, the 10 middle schools, and
 14 then other. And so the overwhelming -- again, over 80
 15 percent of the 2,700 came from just four communities.
 16 So that leaves less than 20 percent from the other
 17 communities that were involved in this survey. So
 18 when was that information provided to the committee?
 19 MR. TAYLOR: It was provided the day or
 20 two after the survey closed. Because it's all
 21 electronic and as soon as we get it, then we send it

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1 out by email. We have all the committee members'
 2 emails.
 3 MS. FREMPONG: Okay.
 4 MS. LICHTER: Other questions or
 5 comments?
 6 Ms. Booker-Dwyer?
 7 MS. BOOKER-DWYER: So I definitely
 8 appreciate the committee's work on this, on the
 9 boundary study, and I appreciate the parents who
 10 provided input. It's clear that not all parents were
 11 -- had the opportunity to provide input. And I could
 12 not in good conscience vote in favor of a map where --
 13 well, number one, with Option E1, that would
 14 intentionally overcrowd a school. And I cannot vote
 15 in favor of a map that did not include the voices of
 16 all parents. And that appears to limit diversity.
 17 And so, I will be voting no on this today.
 18 MS. LICHTER: Thank you. Other
 19 comments?
 20 Ms. Domanowski?
 21 MS. DOMANOWSKI: I just wanted to

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1 reiterate a lot of comments that were already made.
 2 This was brought up very early on that all the
 3 elementary schools were not involved in this process.
 4 And we were told that's not policy. I agree that this
 5 policy needs to be looked at again, and we should be
 6 including all elementary schools in communications.
 7 But those parents and the community members were told
 8 this process is moving on. We're -- trust the
 9 process, come to the meetings, make your comments. It
 10 was up to us as Board members to get our communities
 11 involved and to let them be aware of what's going on.
 12 Let them know, you can submit your comments. You can
 13 submit your support. This is how you do it. That's
 14 on us. And it's on us to listen to our communities.
 15 And they're telling us this is what they want, Option
 16 E.
 17 The committee members voted on Option E
 18 over 60 percent. That included all 11 middle schools
 19 that represented there and no elementary schools. The
 20 survey that went out to the public was 70 percent for
 21 this Option E, and the options that included all the

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1 middle -- the elementary -- the Halstead going to
 2 Dumbarton was only 9 percent for and, like, most was -
 3 - most were opposed to it. And every email I have
 4 received, every person that has contacted me doesn't
 5 want this move. They want their kids to go to Loch
 6 Raven Academy. They don't want to split up their
 7 neighborhoods. I don't know how I, as a member of the
 8 community, can tell another community that I know
 9 better than them. So I'm voting for Option E.
 10 MS. LICHTER: Thank you. Other Board
 11 member comments or questions? Okay, may I have a --
 12 oh.
 13 MS. FREMPONG: Yeah, I have one more
 14 thing to say.
 15 MS. LICHTER: Okay. One more thing.
 16 MS. FREMPONG: Yeah. So I'm concerned
 17 with the response that I heard that the committee was
 18 aware that -- from the survey that over 80 percent
 19 came from just four schools. I know the question was
 20 asked about did all of the schools participate in the
 21 survey? And the response was yes, and that's

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1 accurate. But that specifically, again, that 80
 2 percent came from just four communities. That
 3 information was not provided to the committee, and I'm
 4 speaking as a member who was on the committee, there
 5 was no email. And that information was not provided
 6 at the meetings. So I guess that's just a point of
 7 disagreement there. But I do believe that the
 8 committee acted in good faith. That was the point of
 9 having equal representation from all the schools, and
 10 everybody was trying to make sure that everybody's
 11 voice was heard.

12 MS. LICHTER: Thank you. Ms.
 13 Domanowski?

14 MS. DOMANOWSKI: I'd like to make a
 15 motion to remove Ms. Pumphrey from this vote, as she's
 16 already said that she was on the committee.

17 MS. LICHTER: Not Ms. Pumphrey. Ms.
 18 Pumphrey?

19 MS. DOMANOWSKI: I'm sorry, Ms.
 20 Frempong. Ms. Frempong from this vote since she's
 21 brought herself out as being on that committee that,

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1 you know, voted on this. I don't think it's fair that
 2 you get double votes on this right now.

3 MS. LICHTER: Do you want to respond to
 4 that, Ms. Frempong?

5 MS. HENN: We need a second.

6 MS. GOVER: Ms. Lichter.

7 MS. LICHTER: I'm sorry, Ms. Domanowski
 8 made a motion. Is there a second for Ms. Domanowski's
 9 motion?

10 MS. HENN: I have a comment. I'll
 11 second it for discussion purposes. But I'd like to
 12 give Ms. Frempong the opportunity to recuse herself
 13 without Board action.

14 MS. FREMPONG: Okay. That's fine.
 15 Thank you for that. And so I'm willing to consider
 16 that recusal if Board Member Domanowski will also
 17 recuse herself, because she's directly impacted by
 18 having three children that are going to be affected by
 19 the boundary study.

20 MS. DOMANOWSKI: No, that doesn't -- I
 21 mean, all of our kids go to school in public school, I

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1 would assume, so that affects all of them. And I'm
 2 making this decision because my community said that
 3 this is what they want. I'm not going against what
 4 they're asking me to do.

5 MS. LICHTER: Okay, thank you.

6 Ms. Henn, did you want to speak? No.
 7 Did you say you wanted to speak to something?

8 MS. HENN: I was willing -- I seconded
 9 Ms. Domanowki's motion.

10 MS. LICHTER: All right, may I have a -
 11 - okay. So --

12 MS. HENN: Unless Ms. Frempong would
 13 reconsider? I would prefer if it's her decision as
 14 Board member to recuse based on her involvement on the
 15 committee.

16 MS. FREMPONG: Correct, and I gave my
 17 answer. So it's not that everybody on this Board is
 18 directly impacted by their children and this
 19 particular boundary study. Yours are, though.

20 MS. DOMANOWSKI: Again, I'm not making
 21 a -- I'm not trying to amend a motion that -- or amend

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1 a map against what my community is asking me to do.
 2 This is what my community has come forward and -- with
 3 Perry Hall, with Dumbarton, with Loch Raven, made this
 4 decision together. It would be another thing if I was
 5 trying to change something that they recommended to
 6 me, and I'm not, so.

7 MS. FREMPONG: Can I respond? Am I
 8 able to respond? So this Board represents 111,000
 9 students. And so the thing is just what you said.
 10 Those were four of the schools that were predominant
 11 in the survey, over 80 percent. And so I'm bringing
 12 attention to the fact that there's multiple voices.
 13 And so there's nothing wrong with trying to represent
 14 111 students and be a voice for everyone. I'm an
 15 appointed member. I don't represent a specific area.

16 MS. LICHTER: According to Board
 17 guidance, Board legal guidance, a motion can't be made
 18 to ask a Board member to recuse themselves. That is a
 19 Board member's option. Is that correctly stated?

20 MR. BURNS: Correct. For the record
 21 (indiscernible). There we go. For the record, Darren

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1 Burns, Board counsel. Specifically, the advice I give
 2 is that, by vote, the Board members cannot compel a
 3 member to recuse themselves. So I guess,
 4 theoretically, a Board could have a motion seconded
 5 and voted on to make a request. But I just want to
 6 make it clear that that would not compel the member to
 7 recuse themselves. That is, ultimately, the member's
 8 choice.

9 MS. LICHTER: So then at this point,
 10 are we voting on Ms. Domanowski's motion, Mr. Burns?
 11 First before we do Option E vote?

12 MR. BURNS: I would recommend that the
 13 motion be restated for the record.

14 MS. HENN: And Madam Chair, I would
 15 like to withdraw my second for the reason that Mr.
 16 Burns had mentioned. It was clear that we would be
 17 asking, not compelling. However, because that is a
 18 gray area, I don't feel comfortable seconding it. I
 19 did feel comfortable with making the request of Ms.
 20 Frempong, which I did, and she has stated her
 21 position, so I withdraw my second.

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1 MS. LICHTER: Thank you.
 2 Ms. Domanowski, do you want restate --
 3 MS. DOMANOWSKI: I can withdraw my
 4 motion.
 5 MS. LICHTER: Okay.
 6 MS. DOMANOWSKI: And I mean, all the
 7 evidence is -- all the facts are out there so I can
 8 withdraw my motion and let Mrs. Frempong make her vote
 9 the way she sees fit.
 10 MS. LICHTER: Thank you.
 11 Ms. Gover, may I have a roll call vote
 12 on the motion to approve Option E for the Central and
 13 Northeast Area Middle School boundary?
 14 MS. GOVER: Ms. Domanowski?
 15 MS. DOMANOWSKI: Yes.
 16 MS. GOVER: Mr. Young?
 17 MR. YOUNG: Yes.
 18 MS. GOVER: Ms. Frempong?
 19 MS. FREMPONG: No.
 20 MS. GOVER: Ms. Stolusky?
 21 MS. STOLUSKY: Abstain.

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1 MS. GOVER: Ms. Henn?
 2 MS. HENN: Yes.
 3 MS. GOVER: Ms. Pumphrey?
 4 MS. PUMPHREY: Yes.
 5 MS. GOVER: Dr. Savoy? Dr. Savoy?
 6 DR. SAVOY: Abstain. Abstain.
 7 MS. GOVER: Thank you. Mr. McMillion?
 8 MR. MCMILLION: Yes.
 9 MS. GOVER: Ms. Booker-Dwyer?
 10 MS. BOOKER-DWYER: No.
 11 MS. GOVER: Ms. Lichter?
 12 MS. LICHTER: Yes.
 13 MS. GOVER: Favor is six.
 14 MS. LICHTER: So the motion carries.
 15 Thank you, gentlemen.
 16 MR. TAYLOR: Thank you.
 17 MS. LICHTER: The next item on the
 18 agenda is action taken in closed session, and for that
 19 I call on Mr. Burns.
 20 MR. BURNS: Madam Chair, Dr. Yarbrough,
 21 members of the Board. For the record, I'm Darren

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1 Burns, Board counsel. I'm here before you just to
 2 summarize that the Board, as part of its closed
 3 session agenda, considered four appeals on summary
 4 affirmance basis, and those appeal numbers were HE23-
 5 10, HE23-24, HE23-30, and HE23-31. The Board
 6 considered the record of each appeal in full and took
 7 action. And at this time, it is up to the Board to
 8 adopt its action.
 9 MS. LICHTER: May I have a motion to
 10 approve the action taken in closed session on Hearing
 11 Examiner's Cases HE23-10, 23-24, 23-30, and 23-31, and
 12 authorize Ms. Gover to sign for those Board members
 13 not physically present?
 14 MS. PUMPHREY: So moved, Pumphrey.
 15 MS. LICHTER: Thank you. Is there a
 16 second?
 17 MS. HENN: Second, Henn.
 18 MS. LICHTER: Thank you. Any
 19 discussion?
 20 May I have a roll call vote, please?
 21 MS. GOVER: Ms. Domanowski?

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1 MS. DOMANOWSKI: Yes.
 2 MS. GOVER: Mr. Young?
 3 MR. YOUNG: Yes.
 4 MS. GOVER: Ms. Frempong?
 5 MS. FREMPONG: Yes.
 6 MS. GOVER: Ms. Henn?
 7 MS. HENN: Yes.
 8 MS. GOVER: Ms. Pumphrey?
 9 MS. PUMPHREY: Yes.
 10 MS. GOVER: Dr. Savoy?
 11 DR. SAVOY: Yes.
 12 MS. GOVER: Mr. McMillion?
 13 MR. MCMILLION: Yes.
 14 MS. GOVER: Ms. Booker-Dwyer?
 15 MS. BOOKER-DWYER: Yes.
 16 MS. GOVER: Ms. Lichter?
 17 MS. LICHTER: Yes.
 18 MS. GOVER: Thank you.
 19 MS. LICHTER: Thank you. The next item
 20 on the agenda is contract awards, and for that I call
 21 on Mr. Young, vice chair of the building and contracts

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1 committee.
 2 MR. YOUNG: Members of the Board, the
 3 Board's building and contracts committee met on
 4 Monday, July 10, 2023. During the meetings, Items --
 5 Item M10 was removed at the request of staff. Items
 6 M1, M2, M4 through M9, and M11 through M22 are being
 7 forwarded to the full Board for approval. Item M3 is
 8 being brought to the full Board without a
 9 recommendation from the committee.
 10 MS. LICHTER: Thank you. Do I have a
 11 motion to approve Items M1, M2, M4 through M9, M11
 12 through M22.
 13 MS. HENN: So moved.
 14 MS. LICHTER: Thank you, Ms. Henn. No
 15 second is needed since the recommendation comes from
 16 the committee. Any discussion?
 17 May I have a roll call vote, please?
 18 MS. GOVER: Ms. Domanowski?
 19 MS. DOMANOWSKI: Yes.
 20 MS. GOVER: Mr. Young?
 21 MR. YOUNG: Yes.

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1 MS. GOVER: Ms. Frempong?
 2 MS. FREMPONG: Yes.
 3 MS. GOVER: Ms. Henn?
 4 MS. HENN: Yes.
 5 MS. GOVER: Ms. Pumphrey?
 6 MS. PUMPHREY: Yes.
 7 MS. GOVER: Dr. Savoy?
 8 DR. SAVOY: Yes.
 9 MS. GOVER: Mr. McMillion?
 10 MR. MCMILLION: Yes.
 11 MS. GOVER: Ms. Booker-Dwyer?
 12 MS. BOOKER-DWYER: Yes.
 13 MS. GOVER: Ms. Lichter?
 14 MS. LICHTER: Yes.
 15 MS. GOVER: Thank you.
 16 MS. LICHTER: Thank you. Motion
 17 carries. Do I have a motion to approve item M3?
 18 MS. BOOKER-DWYER: So moved, Booker-
 19 Dwyer.
 20 MS. LICHTER: Thank you. Is there a
 21 second?

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1 MS. FREMPONG: Second, Frempong.
 2 MS. LICHTER: Thank you. Any
 3 discussion?
 4 Ms. Henn.
 5 MS. HENN: Thank you. Earlier today, I
 6 submitted questions on this particular contract to
 7 staff, if they are available to respond.
 8 MS. LICHTER: Dr. Yarbrough?
 9 DR. YARBROUGH: Ms. Henn, thank you for
 10 that. Earlier today, additional questions were
 11 received after the responses were sent from
 12 yesterday's questions. I think staff might have the
 13 answer to maybe the first two questions, but there's
 14 not been enough time to receive the answers.
 15 MS. HENN: Of course.
 16 DR. YARBROUGH: At this time, I will
 17 ask Mr. Agosto and Mr. Hartlove to please come
 18 forward, and Ms. Webster. Thank you.
 19 MS. LICHTER: Good evening.
 20 Ms. Henn, would you like to pose the
 21 question so --

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1 MS. HENN: They're lengthy. Good
 2 evening, Mr. Hartlove, Mr. Agosto.
 3 MR. HARTLOVE: Good evening.
 4 MS. HENN: Ms. Webster. If you
 5 wouldn't mind reading my questions and responding to
 6 those that you feel prepared to answer.
 7 MR. HARTLOVE: We did respond to the
 8 questions from last night. I don't know if you were
 9 discussing those. The other questions, we have not.
 10 We've looked at it, but we haven't had a chance to
 11 dive into those.
 12 MS. HENN: Sure. I'll narrow it down
 13 to the one issue of concern, and that is the -- I'm
 14 sorry, one-time subscription cost per module. And if
 15 we would be incurring those prior to implementation of
 16 those modules, at a cost of 2 million, or whether or
 17 not we would just be paying for those modules as they
 18 are implemented? There's a difference in those two
 19 structures of about 3 million, so if you have that
 20 information.
 21 MR. HARTLOVE: Don't want to speak for

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1 Mr. Agosto. I don't know, do you have that
 2 information?
 3 MR. AGOSTO: That's a -- the cost, the
 4 licensing cost, as you were talking about, is really
 5 on the procurement side.
 6 MS. WEBSTER: We discussed this with
 7 the vendor today, and we're -- the discount that we
 8 were offered on the cost includes payment up front for
 9 all modules.
 10 MS. HENN: And do we know what the
 11 payment for the individual modules would be, compared
 12 to what we are paying? Because it's my understanding
 13 that this is a multi-year implementation, as is
 14 common. So I want to ensure the public that we're not
 15 paying for something we don't need prior to we need --
 16 us needing it. It's a significant investment, and we
 17 should be paying just for those modules we are
 18 implementing, unless we're receiving substantial
 19 discount on the bundle.
 20 MS. WEBSTER: We are paying only for
 21 the modules that we intend to implement. Sorry.

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1 MS. HENN: Intend to implement. Which
 2 is why I had asked for the implementation schedule,
 3 Mr. Agosto?
 4 MR. AGOSTO: Yeah, I can speak to the -
 5 - so the implementation schedule -- so here's the
 6 issue with the implementation schedule. So as
 7 provided by the vendor, as you well aware, when a
 8 vendor provides their -- or the response to
 9 solicitation, there are certain assumptions that are
 10 based. They put their schedule based on the
 11 requirements laid out in the RFP. So typically, upon
 12 contract award, the very first thing that we would do
 13 with the vendor is work with them, finalize, validate
 14 any assumptions in their proposal, and finalize that
 15 schedule. So whereas we have a timeline, a proposed
 16 implementation plan that runs through July -- June of
 17 2025, we would work with the vendor to determine which
 18 modules go in which order and finetune that schedule.
 19 So the question you were asking were
 20 for a detailed plan. I can't provide that until we
 21 have that vendor on board in the August time frame.

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1 That's the very first thing that we'll do.
 2 MS. HENN: Understand, and I don't want
 3 to drag into asking for more details. That's not
 4 necessary. But with a \$27 million spending authority
 5 that's requested, I would feel more comfortable that
 6 this Board has done its due diligence approving, say,
 7 the initial year of the implementation with those
 8 known costs. Have you come back, review how the
 9 implementation is going, and request what is needed
 10 for subsequent years.
 11 My concern is that we are being asked
 12 to approve, which is the only Board's governance tool
 13 to approve the 27 million without a plan, and seeing
 14 that there are significant costs per module, we're
 15 talking a multi-year implementation, even with --
 16 MR. AGOSTO: Right.
 17 MS. HENN: -- if things go perfectly on
 18 schedule of 2025 so.
 19 MR. AGOSTO: Well, I'll speak to this,
 20 and I'll let Ms. Webster chime in. Just to assure the
 21 Board, the implementation costs -- so the contract is

<p style="text-align: right;">Page 98</p> <p>1 a firm fixed-price contract based on deliverables. So 2 payment to the vendor is going to be based on the 3 delivery and submission of agreed-upon deliverables, 4 and approval of those deliverables by BCPS. So it's 5 not a blank check for full implementation costs. They 6 actually have to deliver before they're paid. 7 MS. HENN: Including the flat 8 subscription fee? 9 MR. AGOSTO: The subscription fee is a 10 subscription fee. That's going to be based on what 11 we're acquiring at that point in time. But the second 12 piece of that, that rolls up to the full \$27 million 13 for five years, is the one-time implementation cost, 14 which is going to be on a deliverable-based payment 15 structure. 16 MS. HENN: So these systems are 17 desperately needed. I'm well aware -- 18 MR. AGOSTO: Yes. 19 MS. HENN: -- of that and we need to 20 move forward, and we should not delay on this. I 21 would just request of Dr. Yarbrough updates on an</p>	<p style="text-align: right;">Page 100</p> <p>1 good points and questions in the meeting from 2 yesterday. And one of the questions that she had also 3 asked about what was the ramifications of -- right, if 4 we don't make this decision? And so I heard you speak 5 about, well, that's impacting further down the road, 6 so, like, July 25th or July of 2025 we may have some 7 issues. So I understand why we need to make a 8 decision, and it's important that we make the 9 decision. 10 But when you talk about project 11 planning, my question is how much time is given for, 12 like, this approval or procurement process? Because 13 if a budget meeting is just held yesterday and then 14 questions come up that may impact the contract, is 15 there really enough time, then, to get the answers, 16 get the information we need before it comes to us as a 17 full Board, and then we have to make a decision? So 18 how much time is really allotted, even in just 19 planning for the procurement process to make sure 20 that, I guess, there's enough vetting and research or 21 whatever needed to answer questions for Board members</p>
<p style="text-align: right;">Page 99</p> <p>1 annual basis if those could be scheduled so that this 2 Board can be -- remain in tune with the progress, 3 considering the sizable investment. Thank you. 4 DR. YARBROUGH: Sure. Yes, thank you 5 for that. Thank you for affirming that these are 6 critical resources that (inaudible) across Team BCPS. 7 This system in particular touches all 20,000 staff 8 members and every staff member that we're trying to 9 recruit, everything from payroll to Human Resources to 10 our data and making sure all of our system talk. This 11 is going to be a game changer for us. And so, 12 absolutely with the request in terms of providing an 13 update to the Board. But I think what will speak even 14 louder to that is you hear the services that everyone 15 is receiving, including yourselves, on the payroll 16 side as Board members. So thank you for that. 17 MS. LICHTER: Any other further 18 discussion on M3? 19 Yes, Ms. Frempong? 20 MS. FREMPONG: So I have a question. 21 Julie had -- Board member Henn had raised some really</p>	<p style="text-align: right;">Page 101</p> <p>1 before this comes before us at kind of like such a 2 critical moment? 3 MS. WEBSTER: I can speak to the entire 4 process timeline of the solicitation. We started 5 gathering information for this nine months ago. 6 MS. FREMPONG: Okay. So but it just 7 came -- I don't know. Did -- because I'm not part of 8 the committee. I ended up watching it, but this -- 9 did this just come before the contracts committee 10 yesterday? Is it contracts? 11 MS. WEBSTER: Mm-hm. 12 MS. FREMPONG: Okay, thank you. The 13 contracts committee yesterday, so there's really only 14 one day as far as that time table. So that's more so 15 what I'm talking to, between the information getting 16 to the Board committee and having enough time to 17 digest and research and get questions answered before 18 it comes to the full Board for approval. 19 MS. WEBSTER: I believe, and this is an 20 I believe, I believe that the exhibits are provided to 21 you a week prior to the Board meeting.</p>

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1 MS. FREMPONG: Okay.

2 MR. AGOSTO: Correct, yes.

3 DR. YARBROUGH: Ms. Frempong, if I may

4 add to that question. Thank you very much for these

5 questions about process. And as Ms. Webster said,

6 number one, I think all members of Team BCPS are well

7 aware of our extreme needs in the area of

8 infrastructure. And our process is a very well-vetted

9 process that includes many steps, you know, that we

10 are to abide by, based on policy and rule. And so as

11 Ms. Webster said, nine months of vetting. Members

12 from all of the divisions that are going to be

13 impacted, including Human Resources, payroll,

14 information technology have been a part of giving

15 feedback. And then we follow the normal Board process

16 in terms of putting the information a week ahead being

17 posted on BoardDocs to give an opportunity for people

18 to identify what those questions are.

19 So then we go to committee first and

20 then we bring it to the full Board. That's in

21 alignment with our established process, absolutely

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1 open to moving forward if there's a different

2 preferred way to make different choices. We can

3 absolutely be open to having those conversations. But

4 this is a nine month in the making, but really two

5 years in terms of widespread conversations about the

6 needs for member of Team BCPS to move forward.

7 MS. HENN: Madam Chair, may I?

8 MS. LICHTER: Yes, Mr. Henn?

9 MS. HENN: Thank you. I really

10 appreciate Ms. Frempong's question and comments

11 regarding the timing. This has been a challenge.

12 I've served on the building and contracts committee

13 since 2016 when I got on the Board, and having to make

14 those decisions, and it's not easy on staff, either,

15 because you're being asked to respond to our questions

16 in short order with no time to turn that around. I

17 think we do need to look at the process and perhaps,

18 like policy, stagger the contracts that are brought to

19 us for approval to the following meeting. And to have

20 more lead time, both for Board members to review, as

21 well as for staff to respond to the questions.

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1 Looking back, I think it was

2 appropriate to pause on the boundary study. I'm glad

3 we were able to address those questions for Board

4 member Pumphrey and all of us. I mean, it applies --

5 we each deserve that opportunity to do our due

6 diligence. So I agree with Dr. Yarbrough. I think we

7 can look at the process. Probably a conversation for

8 a Board retreat, Madam Chair, and that would make this

9 go much more smoothly. So on staff and the Board.

10 MR. HARTLOVE: And I'd just like to add

11 that Ms. Harvey's not here tonight and Mr. Young. But

12 Mr. -- Ms. Harvey and Mr. Young, we've been meeting as

13 the chair and vice chair of the buildings and

14 contracts committee with -- along with Ms. Webster to

15 discuss formatting of the information, timing, and

16 we've been having those discussions. So it's -- it is

17 a bit of a work in progress.

18 MS. LICHTER: Thank you.

19 So at this point, may I have a roll

20 call vote on the approval of item M3?

21 MS. GOVER: Ms. Domanowski?

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1 MS. DOMANOWSKI: Yes.

2 MS. GOVER: Mr. Young?

3 MR. YOUNG: Recuse.

4 MS. GOVER: Ms. Frempong?

5 MS. FREMPONG: Yes.

6 MS. GOVER: Ms. Stolusky?

7 MS. STOLUSKY: Yes.

8 MS. GOVER: Ms. Henn?

9 MS. HENN: Yes.

10 MS. GOVER: Ms. Pumphrey?

11 MS. PUMPHREY: Yes.

12 MS. GOVER: Dr. Savoy?

13 DR. SAVOY: Yes. Yes.

14 MS. GOVER: Mr. McMillion?

15 MR. MCMILLION: Yes.

16 MS. GOVER: Ms. Booker-Dwyer?

17 MS. BOOKER-DWYER: Yes.

18 MS. GOVER: Ms. Lichter?

19 MS. LICHTER: Yes.

20 MS. GOVER: Thank you.

21 MS. LICHTER: Motion passes. Thank

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1 you, everyone.

2 The next item on the agenda is the

3 considerations of a privately funded capital project

4 request, and for that I call on Mr. Mustipher.

5 Good evening, Mr. Mustipher.

6 MR. MUSTIPHER: Good evening, Chair

7 Lichter and Chair Harvey, Board members,

8 Superintendent Yarbrough. I'm here this evening to

9 present the 7330 for the renovation of the Mays-Burton

10 bard at Hereford High School. Preservation of this

11 historic barn would boost community and school pride.

12 The barn serves as a source of pride for the Hereford

13 community, and the restoration will enhance the

14 physical attributes and delve deeper into the

15 community's rural heritage.

16 The renovation of the Mays-Burton Barn

17 will include a replacement of the metal roof, gutters,

18 and downspout system. In addition, there will be

19 other enhancement to firm up and beautify the

20 structure. The project is funded by state grants,

21 operating funds, and private donations from the

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1 community.

2 We are asking for your approval to move

3 forward with this very important project for the

4 Hereford community.

5 MS. LICHTER: May I -- thank you for

6 that. May I have a motion to approve the privately

7 funded capital budget request for Hereford High

8 School's Mays-Burton Barn?

9 MS. DOMANOWSKI: So moved, Domanowski.

10 MS. LICHTER: Thank you. Is there a

11 second?

12 MS. HENN: Second, Henn.

13 MS. LICHTER: Thank you. Any

14 discussion?

15 May I have a roll call vote, please?

16 MS. GOVER: Ms. Domanowski?

17 MS. DOMANOWSKI: Yes.

18 MS. GOVER: Mr. Young?

19 MR. YOUNG: Yes.

20 MS. GOVER: Ms. Frempong?

21 MS. FREMPONG: Yes.

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1 MS. GOVER: Ms. Stolusky?

2 MS. STOLUSKY: Yes.

3 MS. GOVER: Ms. Henn?

4 MS. HENN: Yes.

5 MS. GOVER: Ms. Pumphrey?

6 MS. PUMPHREY: Yes.

7 MS. GOVER: Dr. Savoy?

8 DR. SAVOY: Yes.

9 MS. GOVER: Mr. McMillion?

10 MR. MCMILLION: Yes.

11 MS. GOVER: Ms. Booker-Dwyer?

12 MS. BOOKER-DWYER: Yes.

13 MS. GOVER: Ms. Lichter?

14 MS. LICHTER: Yes.

15 MS. GOVER: Thank you.

16 MS. LICHTER: Thank you. Motion

17 passes.

18 The next item on the agenda is the

19 consideration of the inclement weather day plan and

20 school calendar, and for that I call on Dr. Yarbrough.

21 DR. YARBROUGH: Thank you. I'm pleased

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1 to provide an update on Team BCPS responses to the

2 inclement weather day survey and a recommendation for

3 your consideration for this upcoming school year.

4 The Maryland State Department of

5 Education has provided a pathway for local education

6 agencies to repurpose certain days as virtual school

7 days in the 2023-2024 school year. The days may be

8 considered including inclement weather days, staff

9 professional learning days, high school graduation

10 days to enable teachers to assist with, or attend,

11 graduation, and other similar circumstances. Next

12 slide, please.

13 Specifically, all school systems in

14 Maryland have the opportunity to use a total of eight

15 days as virtual school days for the described

16 purposes. School systems that transition to virtual

17 inclement weather days must attest to the following.

18 No more than eight virtual days with a maximum of

19 three asynchronous days. Minimum of four hours of

20 synchronous instruction for all students. Attendance

21 must be taken for all students and teachers during the

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1 virtual days, including asynchronous days. Virtual
 2 days cannot negatively impact student grades.
 3 Opportunities to make up worked missed must be
 4 provided. The virtual instructional plan must be
 5 posted on the school system's website, and a virtual
 6 inclement weather day plan must be presented at a
 7 publicly accessible local school system Board meeting,
 8 like this evening. Next slide, please.

9 We launched a survey in English and
 10 Spanish to gather feedback and input from Team BCPS in
 11 May. More than 11,000 stakeholders in BCPS responded
 12 for the 2023-2024 school year. Respondents included
 13 39 percent staff, 52 percent parents, 9 percent
 14 students, and 1 percent community members. Results
 15 indicated the following. Traditional snow days are
 16 valued by students, staff, and families. Staff,
 17 students, and parents do not want the school year to
 18 extend beyond the last scheduled day of school. And
 19 lastly, staff, students, and parents are not in favor
 20 of reducing spring break or any other holidays to make
 21 up for inclement weather days. 80 percent of the BCPS

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1 community supported transition to virtual days after
 2 the use of the three traditional snow days that were
 3 planned. Next slide, please.

4 As a result of stakeholder feedback,
 5 with Board support, we would like to recommend the
 6 following for state approval. Days one through three,
 7 traditional inclement weather days. Day four and
 8 beyond, transition to virtual. And high schools with
 9 10:00 a.m. and 2:30 p.m. graduation ceremonies are
 10 provided with the opportunity for asynchronous
 11 learning to allow staff and student participation.

12 MS. LICHTER: May I have a motion to
 13 approve the inclement weather day plan and revised
 14 2023-2024 school calendar?

15 MS. PUMPHREY: So moved, Pumphrey.

16 MS. LICHTER: Thank you. Is there a
 17 second?

18 MS. FREMPONG: Second, Frempong.

19 MS. LICHTER: Thank you. Thank you.

20 Any discussion?

21 Ms. Domanowski?

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1 MS. DOMANOWSKI: Yeah. I just -- I'm
 2 not against this at all. I just -- I know we've
 3 talked about it before about putting more information
 4 or lesson plans or work for students on the website,
 5 and if we're able to do this ahead of time for
 6 inclement weather or for, you know, attending
 7 graduations or if teachers need, you know,
 8 instructional time, can we look at doing this more for
 9 students that need to have an extended absence from
 10 school so that they're not getting further behind
 11 because they can't get the -- you understand? I know
 12 we've talked about this. I think you know what I'm
 13 saying.

14 DR. YARBROUGH: Yes, Ms. Domanowski.
 15 You're referring to posting more information on
 16 Schoology as a general practice, and we definitely
 17 have an opportunity July 18th and 19th when we're with
 18 our principals to share that information to gather
 19 feedback from them about what is reasonable and what
 20 we can accommodate to meet the needs of families
 21 moving forward.

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1 MS. LICHTER: Ms. Booker-Dwyer?

2 MS. BOOKER-DWYER: So I just have one
 3 question about the survey. And this would just apply
 4 to Baltimore County surveys in general. What is the
 5 target survey response rate that Baltimore County aims
 6 to achieve when doing these types of things? Because
 7 when I think about, like, 20,000 staff and the number
 8 of families and the number of students, so is there a
 9 target response rate for us to say, okay, this survey
 10 truly reflected the Baltimore County community?

11 DR. YARBROUGH: So I'm not sure that I
 12 could say there's a targeted survey response rate, but
 13 what I can tell you is this is the third year in a row
 14 that we've administered the survey. So we've seen a,
 15 you know, a dip from 30,000 respondents to 11,000
 16 families, but all responding in the same way.

17 MS. BOOKER-DWYER: That's helpful.
 18 Thank you.

19 DR. YARBROUGH: You're welcome.

20 MS. LICHTER: Ms. Henn?

21 MS. HENN: Thank you. So I support

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1 this plan and thank all those who worked on it. It
 2 certainly seems very balanced and reasonable, and it's
 3 great to see the level of community support behind it.
 4 My question is related to Ms.
 5 Domanowski's in that because no one knows when day
 6 four will hit or day -- subsequent days, how -- what
 7 supports will we provide to teachers to put those
 8 materials online, realizing that they will have last-
 9 minute notice of an inclement weather day?
 10 DR. YARBROUGH: Well, thank you for
 11 asking that question. If you go to our website now
 12 and you see last year's plan and the year before, one
 13 of the ways that we provide teachers with this time,
 14 because there is not leeway, is we operate on -- well,
 15 if we ever do it, we would operate on a two-hour delay
 16 schedule and that gives the teachers the two hours
 17 that they need to sort of shift from the face-to-face
 18 classroom plan that they had to posting things online.
 19 And it also gives families the opportunity to know
 20 what time we need students to log in, particularly if
 21 you've been rusty for a while, to test it on and to be

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1 in class on time.
 2 MS. HENN: Thank you for that, and I
 3 presume TABCO has --
 4 DR. YARBROUGH: Absolutely.
 5 MS. HENN: -- endorsed this plan, as
 6 well. Thank you.
 7 MS. LICHTER: Any other questions or
 8 discussion?
 9 May I have a roll call vote, please,
 10 Ms. Gover?
 11 MS. GOVER: Ms. Domanowski?
 12 MS. DOMANOWSKI: Yes.
 13 MS. GOVER: Mr. Young?
 14 MR. YOUNG: Yes.
 15 MS. GOVER: Ms. Frempong?
 16 MS. FREMPONG: Yes.
 17 MS. GOVER: Ms. Stolusky?
 18 MS. STOLUSKY: Yes.
 19 MS. GOVER: Ms. Henn?
 20 MS. HENN: Yes.
 21 MS. GOVER: Ms. Pumphrey?

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1 MS. PUMPHREY: Yes.
 2 MS. GOVER: Dr. Savoy?
 3 DR. SAVOY: Yes.
 4 MS. GOVER: Mr. McMillion?
 5 MR. MCMILLION: Yes.
 6 MS. GOVER: Ms. Booker-Dwyer?
 7 MS. BOOKER-DWYER: Yes.
 8 MS. GOVER: Ms. Lichter?
 9 MS. LICHTER: Yes.
 10 MS. GOVER: Thank you.
 11 MS. LICHTER: Okay. Motion passes.
 12 Thank you, Dr. Yarbrough.
 13 The next item on the agenda is the
 14 consideration of the proposed magnet updates for the
 15 2024-2025 school year. The curriculum committee asks
 16 that the Board approve the committee's recommendation
 17 to approve the proposed magnet updates for the 2024-
 18 2025 school year.
 19 So may I have a motion to approve the
 20 magnet updates for the 2024-2025 school year?
 21 MS. PUMPHREY: So moved, Pumphrey.

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1 MS. LICHTER: Thank you. No second is
 2 needed, as the recommendation comes from the
 3 committee. Is there any discussion?
 4 May I have a roll call vote, please?
 5 MS. GOVER: Ms. Domanowski?
 6 MS. DOMANOWSKI: Yes.
 7 MS. GOVER: Mr. Young?
 8 MR. YOUNG: Yes.
 9 MS. GOVER: Ms. Frempong?
 10 MS. FREMPONG: Yes.
 11 MS. GOVER: Ms. Stolusky?
 12 MS. STOLUSKY: Yes.
 13 MS. GOVER: Ms. Henn?
 14 MS. HENN: Yes.
 15 MS. GOVER: Ms. Pumphrey?
 16 MS. PUMPHREY: Yes.
 17 MS. GOVER: Dr. Savoy?
 18 DR. SAVOY: Yes.
 19 MS. GOVER: Mr. McMillion?
 20 MR. MCMILLION: Yes.
 21 MS. GOVER: Ms. Booker-Dwyer?

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1 MS. BOOKER-DWYER: Yes.

2 MS. GOVER: Ms. Lichter?

3 MS. LICHTER: Yes.

4 MS. GOVER: Thank you.

5 MS. LICHTER: Motion passes. Thank

6 you.

7 The next item on the agenda is

8 consideration of the FY 2024 Office of Internal Audit

9 Workplan, and for that I call on the chair of the

10 audit committee, Mr. Rod McMillion.

11 MR. MCMILLION: Members of the Board,

12 the audit committee asks the Board accept the

13 committee's recommendations to approve the FY 2024

14 Office of Internal Audit Workplan. The workplan is

15 presented to you on tonight's agenda as Exhibit Q.

16 MS. LICHTER: Thank you. May I have a

17 motion to accept the recommendation of the Board's

18 audit committee to approve the FY 2024 Office of

19 Internal Audit Workplan?

20 MS. STOLUSKY: So moved, Stolusky.

21 MS. LICHTER: Thank you. No second is

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1 needed, since the recommendation comes from the

2 committee. Is there any discussion?

3 May I have a roll call vote, please?

4 MS. GOVER: Ms. Domanowski?

5 MS. DOMANOWSKI: Yes.

6 MS. GOVER: Mr. Young?

7 MR. YOUNG: Yes.

8 MS. GOVER: Ms. Frempong?

9 MS. FREMPONG: Yes.

10 MS. GOVER: Ms. Stolusky?

11 MS. STOLUSKY: Yes.

12 MS. GOVER: Ms. Henn?

13 MS. HENN: Yes.

14 MS. GOVER: Ms. Pumphrey?

15 MS. PUMPHREY: Yes.

16 MS. GOVER: Dr. Savoy?

17 DR. SAVOY: Yes.

18 UNIDENTIFIED SPEAKER: She said yes.

19 MS. GOVER: Oh. Thank you. Mr.

20 McMillion?

21 MR. MCMILLION: Yes.

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1 MS. GOVER: Ms. Booker-Dwyer?

2 MS. BOOKER-DWYER: Yes.

3 MS. GOVER: Ms. Lichter?

4 MS. LICHTER: Yes.

5 MS. GOVER: Thank you.

6 MS. LICHTER: Thank you. Motion

7 passes.

8 The next item on the agenda is the

9 report on the Quarter 4 audit report, and for that I

10 call on Ms. Barr, who is already there.

11 MS. BARR: Thank you. Good evening.

12 In fiscal year 2023, the Office of Internal Audit

13 began to use audit ratings and issue ratings and issue

14 ratings for workplan audits. Audit rating definitions

15 are attributes used to identify the overall aggregate

16 level of risk to the audited area. Satisfactory is

17 the highest audit rating that can be achieved. Needs

18 improvement indicates that overall conditions in the

19 audited area are generally acceptable. I would like

20 to note that a needs-improvement audit rating is not

21 negative. I'd like to stress that. However, an

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1 unsatisfactory rating is the lowest audit rating that

2 an audited area can receive. It is indicative that

3 immediate corrective action is required. However,

4 overall, how the management team responds with an

5 action plan to improve processes is more important

6 than the audit rating.

7 During FY '23, we completed six high-

8 risk audits: the summer payroll process, the ESOL

9 registration enrollment process, the student

10 enrollment process and data accuracy, MSDE

11 certification process, maintenance of student data,

12 and records management. Three medium-risk audits:

13 contracts, agreements, and leases; magnet program

14 admissions; student residency and shared domicile.

15 That was actually combined with the student enrollment

16 process for the report. And two low-risk audits:

17 homeschool program and the SRO program.

18 In summary, 6 of the 11 audits received

19 a satisfactory rating. They were the MSDE

20 certification process, the maintenance of student

21 data, records management, contracts, leases and

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1 agreements, magnet program admissions, and the
 2 homeschool program. Three audits received needs
 3 improvement. That was the manual summer payroll
 4 process, the ESOL registration enrollment process, and
 5 the SRO program. And we did have two audits that
 6 received an unsatisfactory rating, and that was the
 7 student enrollment process and data accuracy, and the
 8 student residency and shared domicile. And as I
 9 mentioned, that was included in one report, and all
 10 these reports had been posted to our website.

11 At the end, on June 30, we had five
 12 audits that were in various stages of the audit
 13 process. Two were in planning, that was the CTE
 14 accreditation and the special education dispute
 15 resolution audit. We had one in field work, which was
 16 the health services program, and two in reporting
 17 stages, the IT security and the use of facilities.

18 We also had to defer six projects to
 19 subsequent workplan years. Those audits that were
 20 deferred were the recruitment, hiring and retention
 21 processes for certificated staff, hiring processes for

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1 temporary employees for summer programs and
 2 substitutes, the employee wellness program, the
 3 discrimination claims process and ADA accommodations,
 4 school safety measure program, and bus routes.

5 However, in FY '23, we did complete two
 6 of three unplanned projects. One was the office of
 7 third-party billing, where we assisted the staff with
 8 self-monitoring, and also the verification of the
 9 student member of the board voting results. We had
 10 one open unplanned project and that was the audit of
 11 overpayment to members of union and non-represented
 12 groups, but that is in the final reporting stage.

13 Also new in FY '23 is the way we are
 14 tracking issues. That information can be found on
 15 pages 6 through 11 of the year-end update document.
 16 We will follow up with management to determine the
 17 status of their corrective action plans based on the
 18 estimated completion date noted in their corrective
 19 action plan. This tracking information and status
 20 updates will be provided to the audit committee on a
 21 quarterly basis and to the Board as part of the annual

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1 year-end report.

2 With respect to investigations, we had
 3 150 open cases during FY '23. A hundred and thirty-
 4 seven of them were received last year and thirteen
 5 carried over from FY '22. For the cases in FY '23, 38
 6 remained in the Office of Internal Audit, and 26 were
 7 closed. Eleven were considered to be management
 8 investigations, and five of those were closed.
 9 Eighty-eight were not in the purview of the Office of
 10 Internal Audit, and eighty-seven were closed with a
 11 memo to file. Of the 26 closed cases investigated by
 12 internal audit, 7 were substantiated, 5 were
 13 inconclusive, and 14 were unsubstantiated. Of the
 14 five closed by management, one was inconclusive and
 15 four were unsubstantiated.

16 At June 30th, we had 118 closed cases
 17 and 32 that would remain open or in process. Of those
 18 26 that -- internal audit investigations that were
 19 closed, 6 were related to conflict of interest, 2
 20 employee behavior, 3 falsification of records, 2 were
 21 management issues, 3 were misuse of company property

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1 or resources, 7 were related to payroll fraud or
 2 overtime abuse, 2 were related to procurement and
 3 purchasing practices. The management investigations
 4 closed, two were related to management issues, two
 5 residency, and one student issue, and the memos to
 6 file were related to conflict of interest, employee
 7 behavior, information seeking no allegation made,
 8 management issues, misuse of company property or
 9 resources, payroll fraud or overtime abuse, and
 10 student issues.

11 And I just wanted to let the Board
 12 know, and the audit committee know, that we plan to
 13 resume our historical trend data and reporting that
 14 related to investigations beginning in September.

15 Also of note, we did turn one case over
 16 to the Baltimore County State's Attorney's Office last
 17 year. And additionally, three investigations that we
 18 completed last year may require us to audit areas that
 19 were not originally planned for FY '24.

20 And we would like to take this
 21 opportunity to thank the Superintendent,

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1 Superintendent cabinet, all management and staff for
 2 your cooperation and assistance throughout the year.
 3 We truly appreciate your time and all those who
 4 assisted us last year. Thank you.
 5 MS. LICHTER: Thank you. Are there any
 6 questions for Ms. Barr at this time? Okay. Thank
 7 you, Ms. Barr.
 8 MS. BARR: Thank you.
 9 MS. LICHTER: The next item on the
 10 agenda is informational items, including the Board
 11 policy schedule for review in 2023-2024, a report on
 12 CCBC college readiness, the financial report for the
 13 month ending May 2023, the FY 2024 capital budget
 14 schedule, meeting minutes from the Southeast Area
 15 Education Advisory Council, policy editing conventions
 16 for 23-24, the questions and answers on appeals and
 17 hearings handbook, the revised Superintendent's Rules
 18 5250, a report on suspensions -- oops. A report on
 19 suspensions, climate and culture, and an update on the
 20 grading and reporting manual.
 21 Okay. One second. The next item on

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1 the agenda is Board committee updates and Board member
 2 comments and agenda setting. So first is committee
 3 updates.
 4 Mr. McMillion, you had a lot already on
 5 tonight. Do you have other updates?
 6 MR. MCMILLION: Just very briefly. At
 7 the June meeting, we discussed the maintenance of
 8 student data audit report, the MSDE certifications and
 9 maintenance audit report, and we received an
 10 investigations update. Our next meeting is scheduled
 11 for September 19, 2023. Thank you.
 12 MS. LICHTER: Thank you.
 13 Ms. Domanowski, the budget committee,
 14 any updates?
 15 MS. DOMANOWSKI: I don't have any
 16 budget committee updates right now.
 17 MS. LICHTER: Okay, thank you.
 18 Mr. Young, building and contracts?
 19 MR. YOUNG: No additional updates.
 20 MS. LICHTER: Thank you.
 21 Dr. Savoy, equity committee?

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1 DR. SAVOY: (No audible response.)
 2 MS. LICHTER: And Ms. Pumphrey,
 3 anything further about policy and review committee?
 4 MS. PUMPHREY: Nothing further.
 5 DR. SAVOY: Hello? Hello? I'm here.
 6 MS. LICHTER: Okay. Do you have any
 7 equity committee updates?
 8 DR. SAVOY: Yes. On June 10th, the
 9 equity committee met, and the biggest takeaway was
 10 parent engagement. Research revealed that parent
 11 engagement is closely linked to better student
 12 behavior, high academic achievement, and enhanced
 13 social skills. When parents are engaged, it is more
 14 likely that children and adolescents will avoid
 15 unhealthy behaviors, such as risky sexual behaviors
 16 and drug use.
 17 Schools can and should establish a
 18 shared vision for family engagement that includes the
 19 values of trust, relationships, partnerships,
 20 collaboration, inclusion, and equity. From this,
 21 expectations and goals should be created. Not only

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1 for elementary school parents, and that's the norm,
 2 but for middle and high school parents, as well.
 3 We also talked about the SAT scores and
 4 SAT prep, and there -- the prep and how they enhance
 5 student scores. Now, also, there is -- okay, that's
 6 for another time. Okay. Thank you very much.
 7 MS. LICHTER: Thank you, Dr. Savoy.
 8 Ms. Pumphrey, anything for policy
 9 review?
 10 MS. PUMPHREY: Nothing additional, but
 11 just to thank Ms. Howie and staff for thoughtfully
 12 scheduling the policies for review throughout the
 13 year. It was very helpful to me and for them to
 14 navigate which we could get through in a certain
 15 amount of time. I think it was very efficient, so
 16 thank you.
 17 MS. LICHTER: Thank you. Do any Board
 18 members have any comments or agenda items they'd like
 19 to mention at this point?
 20 Ms. Domanowski?
 21 MS. DOMANOWSKI: Just want to be really

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1 quick. I want to thank every single person that was
 2 involved in the Central and Northeast boundary middle
 3 school study. I think it highlighted some negatives
 4 and some positives and some negatives, I should say.
 5 I would like us to look at the policy involving feeder
 6 schools when we do middle school boundary studies, but
 7 given everything that they had to work with, we all
 8 had to work with, I feel confident that this Board
 9 made the right decision in approving Map E. And
 10 moving forward, I would like to see us, you know, come
 11 together and make decisions that are based on the
 12 majority of what our community and committee members
 13 have asked for. Thank you.

14 MS. LICHTER: Thank you. Any other
 15 Board members have comment or agenda item?
 16 Ms. Booker-Dwyer?
 17 MS. BOOKER-DWYER: I have one comment.
 18 So I want to take this time to thank Principal Webb at
 19 Sudbrook Middle Magnet School. I had the opportunity
 20 to view summer learning at that school, and I learned
 21 all about scatter plots and ratio and proportions, and

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1 I got to see some really great things that they are
 2 doing for multilingual learners there. So I just
 3 appreciate him and his staff for being so welcoming,
 4 and the students were just so engaged in that
 5 building. So I just wanted to let Mr. Webb --
 6 acknowledge him publicly.

7 MS. LICHTER: Thank you, and thank you
 8 for visiting that program. Any other members?
 9 Ms. Henn?
 10 MS. HENN: Thank you, Madam Chair. I
 11 want to begin by congratulating again and thanking
 12 those appointees who are stepping into new leadership
 13 roles. I appreciate you stepping up and being willing
 14 to take on those roles, and look forward to hearing
 15 about your progress in those positions.

16 I want to, again, follow Ms. Domanowski
 17 and say thank you to the boundary study committee, to
 18 staff, to Board members for the rich discussion. I
 19 think our engagement, again, we may not always agree,
 20 but the engagement is fantastic to see, and I
 21 appreciate all of the conversation. I appreciate

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1 Board members I've reached out to individually who
 2 took the time to speak with me about it. It's been a
 3 long nine-month process, but I think we did the right
 4 thing. I'm pleased with Option E passing at the
 5 recommendation of the committee and appreciate the
 6 dialogue.

7 Lastly, I want to thank Dr. Yarbrough
 8 and her team for the community engagement sessions.
 9 I've received only positive feedback from those, and I
 10 think hearing that it's just the beginning is music to
 11 my ears, because community engagement is so very
 12 critical. And listening will impact and drive our
 13 culture, and that culture, that needs to permeate
 14 throughout Team BCPS so that we are truly acting as
 15 one team with our community. So I'm very pleased to
 16 hear where you are and thank you for your outreach.

17 MS. LICHTER: Thank you, Ms. Henn.
 18 Ms. Frempong, did I see your hand up or
 19 somebody's?
 20 MS. FREMPONG: I did. So I had
 21 comments on some of the information items. Can I

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1 speak on those?
 2 MS. LICHTER: I think so. Is -- go
 3 ahead.
 4 MS. FREMPONG: Okay. So for Item No.
 5 1, S1, for board policy scheduled for review, as part
 6 of the PRC, we had put forth these are the policies
 7 will be reviewed in the upcoming school year. And I
 8 had wanted to add Policy 8601 to that schedule. So --
 9 MS. LICHTER: Ms. Pumphrey is taking
 10 notes right now.
 11 MS. FREMPONG: But just making that she
 12 had --
 13 MS. LICHTER: Okay.
 14 MS. FREMPONG: -- we spoke about that
 15 one. And then Item S5. So that is the minutes from
 16 the Southeast Area Advisory Council meeting, and so I
 17 wanted to speak to some of the items that are in
 18 there. It's not typically a report that's read. It's
 19 just included as information. But Jackie Brewster is
 20 the chair of that and so I just wanted to highlight
 21 some of the items from that report.

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1 So they had their planning meeting, and
 2 the advisories do a lot. There's been comments, I
 3 know, public comment as far as, like, where are they,
 4 or do we see them? The advisories, they're very busy
 5 behind the scene, and they're very involved. So
 6 things from the calendar committee, planning for
 7 equity advisory council, meeting the Superintendent,
 8 safety and supportive environments, reopening
 9 stakeholder meetings, et cetera. Advisories are very
 10 involved.

11 But specific to Southwest, wanted to
 12 talk about there's a pest infestation at Patapsco High
 13 School that they are continuing to deal with. So just
 14 bringing attention to that, as well as a continued
 15 discussion about when is the Hollabird and Norwood
 16 separation going to occur. This is a school that has
 17 fourth and fifth graders together with middle school,
 18 and according to our My iPass (phonetic), the fourth
 19 and fifth graders should be back at Norwood. So just
 20 wanted to bring -- to highlight some of those items.
 21 And to thank Jackie and the Southeast Advisory, as

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1 well as all the advisories, for what they do. They're
 2 going to be having some interesting meetings for 2023-
 3 2024, including artificial intelligence, ESOL,
 4 staffing, special education, and behavior and safety.
 5 So that was it regarding information, and then I had a
 6 separate comment.

7 MS. LICHTER: Go ahead.

8 MS. FREMPONG: Okay. This boundary
 9 study process has been very interesting. I think this
 10 was very difficult. It was a challenge because it was
 11 a middle school, and there were so many schools
 12 involved. I think it's one of the largest ones that
 13 we've had in years, so thank you to Board members Henn
 14 and Board member Domanowski for acknowledging the hard
 15 work of the committee to try to make the best
 16 decision. And it's not an easy decision in trying to
 17 hear all of the voices and figure out a map that's
 18 going to work for everyone.

19 So I do appreciate the work of the
 20 committee. I participated in, so I know it's
 21 difficult. I think this was important, though, to

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1 highlight where we definitely have some deficiencies
 2 in the process. And so when you have, again, equal
 3 representation across the committee, and they bring
 4 four plans and then the last plan actually had to have
 5 a revote in order to get out to the public and that --
 6 and then it becomes the top map. I think that's kind
 7 of where we need to look at process and how things are
 8 viewed.

9 And so while emails may be sent to say
 10 here are surveys, here are results, again, you have to
 11 look at 4 out of 11 communities providing over 80
 12 percent of a voice is not -- we're not hearing
 13 everybody's voices. So we've got to figure out a way
 14 to make sure that all the voices are heard and then to
 15 make sure that that information is provided to the
 16 community so that they feel comfortable and understand
 17 all of the decisions, as far as what they're bringing
 18 to the Board.

19 So thank you again to the committee for
 20 their work, and thank you to the Board for that
 21 discussion. And I think we have work to do, and we

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1 all know that, and so looking forward to doing that
 2 work and making this boundary process better for
 3 everybody. Thank you.

4 MS. LICHTER: Thank you. Anyone else
 5 have comments? Okay.

6 Next item, or the last item, on the
 7 agenda is announcements. The Board will be holding a
 8 special virtual meeting on Tuesday, July 25, 2023 to
 9 discuss and vote on personnel matters at 6:30 p.m. So
 10 while it was very exciting to see the amount of
 11 internal candidates that received promotions two weeks
 12 ago, and tonight, that is -- leads to a domino effect
 13 where we have vacancies that will spiral down into the
 14 classroom at times. We are very -- really trying to
 15 recruit, so part of that is to make sure that we get
 16 the people we need in our classrooms. So adding this
 17 meeting on the 25th will allow a lot of the vacancies
 18 that are occurring to be filled, and other ones
 19 posted, or will allow principals to be able to put new
 20 candidates into those teacher vacancies. So it is
 21 very exciting to see the amount of internal

1 candidates, but we also have to realize what that does
 2 as far as leaving vacancies. So the meeting on the
 3 25th will be very similar to the meeting we held two
 4 weeks ago. It'll be virtual, and the only agenda item
 5 will be to vote and confirm personnel matters that are
 6 ready at that time.

7 And then our next regularly scheduled
 8 Board meeting will be on Tuesday, August 8, 2023 at
 9 6:30. Thank you for joining us. You're going to have
 10 to tell Ms. Harvey what time we left here tonight. So
 11 at this time, the meeting is now adjourned.

12 (Meeting adjourned.)
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