

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC MEETING OF THE BOARD OF EDUCATION

JANUARY 16, 2024

Transcribed by:
CRC Salomon, Inc.

Page 2

1 **BOARD MEMBERS:**
 2 **Tiara Booker-Dwyer, Board Chair**
 3 **Christina Pumphrey, Vice Chair**
 4 **Tiffany Lashawn Frempong**
 5 **Robin Harvey**
 6 **Maggie Domanowski**
 7 **Julie C. Henn**
 8 **Jane Lichter**
 9 **Rodney R. McMillion**
 10 **Dr. Brenda Savoy**
 11 **Emory Young**
 12 **Felicia Stolusky**
 13 **Kayla Drummond, Student Member**
 14
 15
 16
 17
 18
 19
 20
 21

Page 4

1 **PROCEEDINGS**
 2 **MS. BOOKER-DWYER:** Good evening. This is
 3 Chairwoman Tiara Booker-Dwyer. I call to order the Board
 4 of Education of Baltimore County's public hearing for
 5 Tuesday, January 16, 2024 on the Superintendent's
 6 Proposed FY 2025 Operating Budget.
 7 This evening's Board meeting is being held
 8 virtually through a Microsoft Teams Live event. The
 9 registration form for the public hearing was available to
 10 the public online and closed at 3:00 p.m. yesterday for
 11 anyone wishing to speak at this evening's hearing.
 12 Speakers' names will be called in order of registration.
 13 While we encourage public input on the Proposed
 14 FY 2025 Operating Budget this evening, this is not the
 15 proper forum to address specific student or employee
 16 matters, or to comment on matters that do not relate to
 17 the operating budget.
 18 I'll remind everyone that inappropriate
 19 personal remarks or other behavior that disrupts or
 20 interferes with the conduct of this meeting are out of
 21 order. Each speaker will be given three minutes to speak

Page 3

1 **I N D E X**
 2 **Call to Order 4**
 3 **Proposed FY 2025 Operating Budget 4**
 4 **Public Comment 5**
 5 **Christine Phillips 5**
 6 **Lloyd Allen 9**
 7 **Bash Pharoan 11**
 8 **Announcements 13**
 9 **Adjournment 16**
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21

Page 5

1 on the Superintendent's Proposed FY 2025 Operating
 2 Budget. This public hearing is not the forum to speak on
 3 any other topics.
 4 I ask speakers to observe the three-minute
 5 limit and conclude remarks when time has expired and you
 6 hear the tone.
 7 So the first speaker tonight is Kenneth Benges
 8 (phonetic).
 9 **MS. GOVER:** Ms. Booker-Dwyer, I don't see him
 10 on the call yet. Do you want to go to the next speaker?
 11 **MS. BOOKER-DWYER:** Well, the next speaker is
 12 Christine Phillips.
 13 **MS. PHILLIPS:** Good evening. My name is
 14 Christine Phillips. I'm a sixth-year Spanish teacher at
 15 Overlea High School. First, I would like to commend Dr.
 16 Rogers and her team for working hard to get community
 17 input on this budget. I attended the budget town hall at
 18 Towson High School, and I was impressed with the
 19 diversity of roles represented and questions that were
 20 asked.
 21 Secondly, I would like to recognize the

Page 6

1 collaborative effort that was put forth to finish
 2 negotiating with TABCO by the November 30th deadline. I
 3 appreciate that our negotiated salary scales were
 4 actually able to be included in the proposed budget for
 5 the first time since I started working in BCPS.

6 I'm a world languages teacher, which is one of
 7 the non-core areas in which students are required to take
 8 classes for graduation. I have noticed that at our
 9 school, these classes are much larger than the core
 10 classes, like English and social studies, in our
 11 building.

12 I did a mini data dive this afternoon and found
 13 the following. Our eight Level 1 world language courses,
 14 which includes French 1 and Spanish 1, have an average of
 15 34.4 students per class, with the fewest number of
 16 students being 34.

17 Ten Foundations of Engineering courses have an
 18 average of 34.6 students per class, with the fewest
 19 number of students being 33 in one section.

20 Our 12 sections of Fundamentals of Art average
 21 31.5 students per class, with 31 being the fewest number

Page 7

1 of students in a class.

2 Now, we are guaranteed 325 minutes of planning
 3 per week. That means if a non-core teacher has an
 4 average 33.3 students per class and 6 classes, they teach
 5 199.8 students. 325 minutes of planning divided by 199.8
 6 students is 1 minute and 37 seconds per student per week.
 7 That's half of the amount of time I have to speak to you
 8 today for a teacher to grade assignments, give feedback
 9 to the student, contact home about that student's
 10 progress, and make necessary accommodations to curriculum
 11 materials for that student.

12 In the Superintendent's budget presentation, I
 13 was glad to see additional special area teachers. But
 14 then in the proposed budget, I saw that those are only
 15 defined as art, music, and physical education teachers.
 16 We need more non-core teachers in every subject so that
 17 physical ed -- so that the education that students get in
 18 engineering, algebra, and Spanish class is equitable.

19 We all know that smaller class sizes means more
 20 individualized attention for students, and our students
 21 deserve the same level of attention in their core and

Page 8

1 non-core classes.

2 These non-core classes are also sometimes the
 3 only class that students with IEPs have in general
 4 education settings. Because they are not core classes,
 5 they don't get paraeducators or co-teachers in the room
 6 with their educator. That makes smaller class sizes even
 7 more crucial.

8 Overall, I would like the Board to consider in
 9 this budget and future budgets that an average high
 10 school class size doesn't actually mean 23 students in
 11 every single classroom. Non-core classes are integral in
 12 preparing students to be college and career ready and
 13 should be treated as such.

14 Budgets are policy documents. Right now, this
 15 budget says that the skills students acquire and improve
 16 in my classroom are less valuable than those they do in a
 17 science classroom. We need well-rounded students, and I
 18 would like to see a more well-rounded budget. Thank you.

19 MS. BOOKER-DWYER: Thank you, Ms. Phillips.

20 The next speaker is Mr. Lloyd Allen. Is Mr.
 21 Allen here? We will go to the next one.

Page 9

1 The next speaker is Ms. Kristin Nielson.

2 MS. GOVER: I'm sorry. I don't see her on,
 3 either. Mr. Allen is on by phone. I will try and get in
 4 touch with him.

5 MS. BOOKER-DWYER: Okay.

6 MR. ALLEN: Can you hear me now?

7 MS. BOOKER-DWYER: I can hear you now. Hello,
 8 Mr. Allen.

9 MR. ALLEN: Oh, good. Sorry, double muted.
 10 Good evening, Chair Booker-Dwyer, Vice Chair Pumphrey,
 11 Dr. Rogers, and members of the Board. Thank you for your
 12 time.

13 I'm Lloyd Allen, special educator in
 14 mathematics. Thank you for the positive changes to the
 15 process for this year's budget process. I appreciate the
 16 fact that, for the first time in memory, negotiations
 17 were completed prior to the deadline that is in the
 18 agreements. I appreciate the public hearings in which
 19 input was sought from stakeholders, and I appreciate this
 20 evening.

21 I know that we're discussing a lean year.

Page 10

1 Nevertheless, I'm pleased to see that special education
 2 team facilitators are still in the budget. It's
 3 important that those positions be filled with fidelity,
 4 and that each person in this and all positions go into
 5 the year knowing what their role will be prior to the
 6 summer.

7 It is important that we examine each position
 8 and, for that matter, every item that is outsourced. If
 9 it is a core function, then that core function should be
 10 completed by someone who thinks of them self as part of
 11 Team BCPS and who is a true BCPS employee.

12 The fact that the negotiations were completed
 13 in a timely manner means that the operating budget
 14 request was able to inform the budget that was presented
 15 to Board members and to the wider community this past
 16 Monday. It also means that then there could have been,
 17 and I assume -- I hope that there was some communication
 18 with the County Executive so that the County Executive's
 19 budget will be informed by a budget that was informed by
 20 the negotiations process.

21 I look forward to continuing at the county

Page 11

1 hearings, and I look forward to the County Executive's
 2 proposal and it being ratified by the County Council.
 3 Thank you.

4 MS. BOOKER-DWYER: Thank you, Mr. Allen.
 5 Our next speaker is Dr. Bash Pharoan. You're
 6 muted.

7 DR. PHAROAN: All right. How about now? Can
 8 you hear me all right?

9 MS. BOOKER-DWYER: I can hear you loud and
 10 clear now.

11 DR. PHAROAN: All right. I need a second just
 12 to get my auxiliary brain. Okay. Good evening to all,
 13 and thank you for your service, all of you. Just
 14 reminder for our good Superintendent and you, the
 15 Chairwoman, that my comments are critique and not
 16 criticism.

17 I have questions. Question No. 1. What are
 18 the objective indicators which you have used to design
 19 this budget so it accomplishes clearly higher-quality
 20 education and results? I would like to see them.

21 Question No. 2. The budget has a little bit

Page 12

1 more money added in the form of more FTEs and staffing.
 2 So my question to you, why objectively add in money to
 3 the school system would solve the problems of lower-
 4 education quality and worse discipline behavior? What
 5 are your objective indicators? Please share them with
 6 me.

7 Question No. 3. Why did not -- this is not
 8 criticism. Why did not one single Board member on
 9 Tuesday ask a question or make a critique on this
 10 proposed budget?

11 Question No. 4. The charitable contributions
 12 in this operating budget are very small. And I believe
 13 they are small, also, on the capital budget. So my
 14 question to you, why not the school system reaches out to
 15 people like Jeff Bezos, Bill Gates, and maybe me? You
 16 know, I'm not that rich, but, you know, maybe me. Maybe
 17 I get lucky, all right? Why aren't you really reaching
 18 out for these people?

19 And last, I would like to entertain with you
 20 one idea. There's so much focus about the 15 minutes.
 21 There's so much focus on how many days and hours the

Page 13

1 teachers work on. Would you entertain the idea to
 2 consider making teachers salaried so there is not really
 3 question about 15 minutes and how many hours we worked,
 4 and this is really too much and so forth? It's about
 5 results.

6 I basically ask you to consider what other good
 7 companies would do in order to improve the outcome. And
 8 I really thank you. And please give me your answers by
 9 email.

10 MS. BOOKER-DWYER: Thank you, Dr. Pharoan.
 11 DR. PHAROAN: You're welcome.
 12 MS. BOOKER-DWYER: And I will check to see if
 13 we have Mr. Kenneth Benges on the line. Okay.

14 And so I -- thank you all to those who have
 15 read the budget and have taken the time to really go
 16 through it. You know, this -- I just wanted to address
 17 one of the comments when the question was asked about why
 18 the Board members did not make any comments or said
 19 anything about the budget the day that it was presented.

20 And so we have a working session on January
 21 23rd where the Board members will dive deep into that

Page 14

1 budget. That's where you'll hear the critiques, the
 2 questions, the feedback, the accolades, and so the first
 3 presentation of the budget was just a presentation. It
 4 was to give us the information.

5 We received the Board -- the budget operating
 6 book, and we were able to go through it in detail so that
 7 we are prepared for our January 23rd meeting. So we are
 8 looking forward to going deeper into the budget at that
 9 meeting.

10 And I do appreciate our Overlea High School
 11 teacher who made comments about the class sizes. And one
 12 of the things that I would urge everyone to do is really
 13 to look systemically at the amount of developing --
 14 development that is happening in our county. And how
 15 much impact fees are being given to our county to support
 16 expanding our buildings, expanding our teaching force so
 17 that we do not have to have classes that are overcrowded.

18 That is a -- so it's bigger than just the
 19 budget that we have. We have to look systemically at
 20 what's happening across the county and especially with
 21 those impact fees. And so I know that is something that

Page 15

1 the Board of Education, we are -- that's one of our
 2 legislative priorities. That is something that you all
 3 will hear more about because we recognize the need across
 4 the board to -- just to reduce the overcrowding that our
 5 -- that's in schools, and we can't do that alone. That's
 6 definitely going to take the entire community working
 7 together.

8 And so thank you for tonight. I would like to
 9 turn it over to Dr. Rogers, if she has anything to say
 10 about the public hearing or what she's heard today?

11 DR. ROGERS: Thank you, Chair Booker-Dwyer. I,
 12 too, want to thank everyone who provided some feedback
 13 this evening. But also, everyone who has provided
 14 feedback along the way.

15 As you mentioned, our first work session is the
 16 opportunity to dig even deeper into the budget;
 17 definitely looking forward to that opportunity; certainly
 18 hear that teacher from Overlea. And as our fiscal times
 19 move to, you know, more opportunity, we certainly, you
 20 know, will take the necessary steps to gather more
 21 feedback and, you know, to inform what we propose for the

Page 16

1 upcoming years.

2 And so just really want to thank everyone for
 3 their participation in this process to date and look
 4 forward to the continued participation of our
 5 stakeholders as we move forward, in partnership with the
 6 County Executive, as well as the County Council, on
 7 behalf of Team BCPS. Thank you.

8 MS. BOOKER-DWYER: Thank you. And with that,
 9 the next item on the agenda is announcements. The
 10 Board's next meeting will be held Tuesday, January 23,
 11 2024, at 6:30 p.m.

12 Thank you for joining us this evening. This
 13 hearing is now concluded.

14 (Meeting adjourned.)

Page 17

1 CERTIFICATE

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

7 IN WITNESS THEREOF, I have subscribed my name
 8 on January 23, 2024.

9
 10
 11
 12 Vivian Saxe
 13 Transcriber
 14
 15
 16
 17
 18
 19
 20
 21

WORD INDEX

<p>< 1 > 1 6:13, 14 7:6 11:17 11 3:7 12 6:20 13 3:8 15 12:20 13:3 16 1:11 3:9 4:5 199.8 7:5</p> <p>< 2 > 2 11:21 2024 1:11 4:5 16:11 17:8 2025 3:3 4:6, 14 5:1 23 8:10 16:10 17:8 23rd 13:21 14:7</p> <p>< 3 > 3 12:7 3:00 4:10 30th 6:2 31 6:21 31.5 6:21 325 7:2, 5 33 6:19 33.3 7:4 34 6:16 34.4 6:15 34.6 6:18 37 7:6</p> <p>< 4 > 4 3:2, 3 12:11</p> <p>< 5 > 5 3:4, 5</p> <p>< 6 > 6 7:4 6:30 16:11</p> <p>< 9 ></p>	<p>9 3:6</p> <p>< A > ability 17:4 able 6:4 10:14 14:6 accolades 14:2</p> <p>accommodations 7:10 accomplishes 11:19 acquire 8:15 add 12:2 added 12:1 additional 7:13 address 4:15 13:16 adjourned 16:14 Adjournment 3:9 afternoon 6:12 agenda 16:9 agreements 9:18 algebra 7:18 Allen 3:6 8:20, 21 9:3, 6, 8, 9, 13 11:4 amount 7:7 14:13 Announcements 3:8 16:9 answers 13:8 appreciate 6:3 9:15, 18, 19 14:10 area 7:13 areas 6:7 Art 6:20 7:15 asked 5:20 13:17 assignments 7:8 assume 10:17 attended 5:17 attention 7:20, 21 audio 17:3, 6</p>	<p>auxiliary 11:12 available 4:9 average 6:14, 18, 20 7:4 8:9</p> <p>< B > BALTIMORE 1:2 4:4 Bash 3:7 11:5 basically 13:6 BCPS 6:5 10:11 16:7 behalf 16:7 behavior 4:19 12:4 believe 12:12 Benges 5:7 13:13 best 17:3 Bezos 12:15 bigger 14:18 Bill 12:15 bit 11:21 BOARD 1:1, 8 2:1, 2 4:3, 7 8:8 9:11 10:15 12:8 13:18, 21 14:5 15:1, 4 Board's 16:10 book 14:6 Booker-Dwyer 2:2 4:2, 3 5:9, 11 8:19 9:5, 7, 10 11:4, 9 13:10, 12 15:11 16:8 brain 11:12 Brenda 2:10 Budget 3:3 4:6, 14, 17 5:2, 17 6:4 7:12, 14 8:9, 15, 18 9:15 10:2, 13, 14, 19 11:19, 21 12:10, 12, 13 13:15, 19 14:1, 3, 5, 8, 19 15:16 budgets 8:9, 14 building 6:11</p>	<p>buildings 14:16</p> <p>< C > Call 3:2 4:3 5:10 called 4:12 capital 12:13 career 8:12 certainly 15:17, 19 certify 17:2, 5 Chair 2:2, 3 9:10 15:11 Chairwoman 4:3 11:15 changes 9:14 charitable 12:11 check 13:12 Christina 2:3 Christine 3:5 5:12, 14 class 6:15, 18, 21 7:1, 4, 18, 19 8:3, 6, 10 14:11 classes 6:8, 9, 10 7:4 8:1, 2, 4, 11 14:17 classroom 8:11, 16, 17 clear 11:10 clearly 11:19 closed 4:10 collaborative 6:1 college 8:12 commend 5:15 Comment 3:4 4:16 comments 11:15 13:17, 18 14:11 communication 10:17 community 5:16 10:15 15:6 companies 13:7 completed 9:17 10:10, 12</p>	<p>conclude 5:5 concluded 16:13 conduct 4:20 consider 8:8 13:2, 6 contact 7:9 continued 16:4 continuing 10:21 contributions 12:11 core 6:9 7:21 8:4 10:9 correct 17:6 co-teachers 8:5 Council 11:2 16:6 COUNTY 1:2 10:18, 21 11:1, 2 14:14, 15, 20 16:6 County's 4:4 courses 6:13, 17 CRC 1:20 criticism 11:16 12:8 critique 11:15 12:9 critiques 14:1 crucial 8:7 curriculum 7:10</p> <p>< D > data 6:12 date 16:3 day 13:19 days 12:21 deadline 6:2 9:17 deep 13:21 deeper 14:8 15:16 defined 7:15 definitely 15:6, 17 deserve 7:21 design 11:18 detail 14:6 developing 14:13</p>
---	--	--	--	---

development 14:14
 dig 15:16
 discipline 12:4
 discussing 9:21
 disrupts 4:19
 dive 6:12 13:21
 diversity 5:19
 divided 7:5
 documents 8:14
Domanowski 2:6
 double 9:9
Dr 2:10 5:15 9:11 11:5, 7, 11 13:10, 11 15:9, 11
Drummond 2:13
 < E >
 ed 7:17
EDUCATION 1:1, 8 4:4 7:15, 17 8:4 10:1 11:20 12:4 15:1
 educator 8:6 9:13
 effort 6:1
 eight 6:13
 either 9:3
 email 13:9
Emory 2:11
 employee 4:15 10:11
 encourage 4:13
Engineering 6:17 7:18
English 6:10
 entertain 12:19 13:1
 entire 15:6
 equitable 7:18
 especially 14:20
 evening 4:2, 14 5:13 9:10, 20 11:12 15:13 16:12

evening's 4:7, 11
 event 4:8
 examine 10:7
Executive 10:18 16:6
Executive's 10:18 11:1
 expanding 14:16
 expired 5:5
 < F >
 facilitators 10:2
 fact 9:16 10:12
 feedback 7:8 14:2 15:12, 14, 21
 fees 14:15, 21
Felicia 2:12
 fewest 6:15, 18, 21
 fidelity 10:3
 file 17:3
 files 17:6
 filled 10:3
 finish 6:1
 first 5:7, 15 6:5 9:16 14:2 15:15
 fiscal 15:18
 focus 12:20, 21
 following 6:13
 force 14:16
 foregoing 17:5
 foregoing-entitled 17:4
 form 4:9 12:1
 forth 6:1 13:4
 forum 4:15 5:2
 forward 10:21 11:1 14:8 15:17 16:4, 5
 found 6:12
Foundations 6:17
Frempong 2:4
French 6:14
FTEs 12:1

full 17:5
 function 10:9
Fundamentals 6:20
 further 17:5
 future 8:9
FY 3:3 4:6, 14 5:1
 < G >
Gates 12:15
 gather 15:20
 general 8:3
 give 7:8 13:8 14:4
 given 4:21 14:15
 glad 7:13
 go 5:10 8:21 10:4 13:15 14:6
 going 14:8 15:6
Good 4:2 5:13 9:9, 10 11:12, 14 13:6
GOVER 5:9 9:2
 grade 7:8
 graduation 6:8
 guaranteed 7:2
 < H >
 half 7:7
 hall 5:17
 happening 14:14, 20
 hard 5:16
Harvey 2:5
 hear 5:6 9:6, 7 11:8, 9 14:1 15:3, 18
 heard 15:10
 hearing 4:4, 9, 11 5:2 15:10 16:13
 hearings 9:18 11:1
 held 4:7 16:10

Hello 9:7
Henn 2:7
High 5:15, 18 8:9 14:10
higher-quality 11:19
 home 7:9
 hope 10:17
 hours 12:21 13:3
 < I >
 idea 12:20 13:1
IEPs 8:3
 impact 14:15, 21
 important 10:3, 7
 impressed 5:18
 improve 8:15 13:7
 inappropriate 4:18
 included 6:4
 includes 6:14
 indicators 11:18 12:5
 individualized 7:20
 inform 10:14 15:21
 information 14:4
 informed 10:19
 input 4:13 5:17 9:19
 integral 8:11
 interferes 4:20
 item 10:8 16:9
 < J >
Jane 2:8
JANUARY 1:11 4:5 13:20 14:7 16:10 17:8
Jeff 12:15
 joining 16:12
Julie 2:7

< K >
Kayla 2:13
Kenneth 5:7 13:13
 know 7:19 9:21 12:16 13:16 14:21 15:19, 20, 21
 knowing 10:5
Kristin 9:1
 < L >
 language 6:13
 languages 6:6
 larger 6:9
Lashawn 2:4
 lean 9:21
 legislative 15:2
 Level 6:13 7:21
Lichter 2:8
 limit 5:5
 line 13:13
 little 11:21
 Live 4:8
Lloyd 3:6 8:20 9:13
 look 10:21 11:1 14:13, 19 16:3
 looking 14:8 15:17
 loud 11:9
 lower 12:3
 lucky 12:17
 < M >
Maggie 2:6
 making 13:2
 manner 10:13
 materials 7:11
 mathematics 9:14
 matter 10:8 17:4
 matters 4:16
McMillion 2:9
 mean 8:10

means 7:3, 19
10:13, 16
MEETING 1:8
4:7, 20 14:7, 9
16:10, 14
Member 2:13
12:8
MEMBERS
2:1 9:11 10:15
13:18, 21
memory 9:16
mentioned
15:15
Microsoft 4:8
mini 6:12
minute 7:6
minutes 4:21
7:2, 5 12:20
13:3
Monday 10:16
money 12:1, 2
move 15:19
16:5
music 7:15
muted 9:9 11:6

< O >

objective 11:18
12:5
objectively 12:2
observe 5:4
Oh 9:9
Okay 9:5
11:12 13:13
online 4:10
Operating 3:3
4:6, 14, 17 5:1
10:13 12:12
14:5
opportunity
15:16, 17, 19
Order 3:2 4:3,
12, 21 13:7
outcome 13:7
outsourced 10:8
Overall 8:8
overcrowded
14:17
overcrowding
15:4
Overlea 5:15
14:10 15:18

< P >

Please 12:5
13:8
pleased 10:1
policy 8:14
position 10:7
positions 10:3, 4
positive 9:14
prepared 14:7
preparing 8:12
presentation
7:12 14:3
presented
10:14 13:19
prior 9:17 10:5
priorities 15:2
problems 12:3
proceedings
17:3
process 9:15
10:20 16:3
produces 17:6
progress 7:10
proper 4:15
proposal 11:2
propose 15:21
Proposed 3:3
4:6, 13 5:1 6:4
7:14 12:10
provided 15:12,
13
PUBLIC 1:8
3:4 4:4, 9, 10,
13 5:2 9:18
15:10
Pumphrey 2:3
9:10
put 6:1

< Q >

reaching 12:17
read 13:15
ready 8:12
really 12:17
13:2, 4, 8, 15
14:12 16:2
received 14:5
recognize 5:21
15:3
reduce 15:4
registration 4:9,
12
relate 4:16
remarks 4:19
5:5
remind 4:18
reminder 11:14
represented
5:19
request 10:14
required 6:7
results 11:20
13:5
rich 12:16
Right 8:14
11:7, 8, 11
12:17
Robin 2:5
Rodney 2:9
Rogers 5:16
9:11 15:9, 11
role 10:5
roles 5:19
room 8:5

< S >

second 11:11
Secondly 5:21
seconds 7:6
section 6:19
sections 6:20
see 5:9 7:13
8:18 9:2 10:1
11:20 13:12
self 10:10
service 11:13
session 13:20
15:15
settings 8:4
share 12:5
single 8:11
12:8
sixth-year 5:14
size 8:10
sizes 7:19 8:6
14:11
skills 8:15
small 12:12, 13
smaller 7:19
8:6
social 6:10
solve 12:3
sorry 9:2, 9
sought 9:19
Spanish 5:14
6:14 7:18
speak 4:11, 21
5:2 7:7
speaker 4:21
5:7, 10, 11 8:20
9:1 11:5
Speakers 4:12
5:4
special 7:13
9:13 10:1
specific 4:15
staffing 12:1
stakeholders
9:19 16:5
started 6:5
steps 15:20
Stolusky 2:12
Student 2:13
4:15 7:6, 9, 11
students 6:7, 15,
16, 18, 19, 21

7:1, 4, 5, 6, 17,
20 8:3, 10, 12,
15, 17
student's 7:9
studies 6:10
subject 7:16
subscribed 17:7
summer 10:6
Superintendent
11:14

Superintendent's
4:5 5:1 7:12
support 14:15
system 12:3, 14
systemically
14:13, 19

< T >
TABCO 6:2
take 6:7 15:6,
20
taken 13:15
teach 7:4
teacher 5:14
6:6 7:3, 8
14:11 15:18
teachers 7:13,
15, 16 13:1, 2
teaching 14:16
team 5:16
10:2, 11 16:7
Teams 4:8
Ten 6:17
Thank 8:18, 19
9:11, 14 11:3, 4,
13 13:8, 10, 14
15:8, 11, 12
16:2, 7, 8, 12
THEREOF
17:7
things 14:12
thinks 10:10
three 4:21
three-minute
5:4
Tiara 2:2 4:3
Tiffany 2:4

time 5:5 6:5
7:7 9:12, 16
13:15
timely 10:13
times 15:18
today 7:8
15:10
tone 5:6
tonight 5:7
15:8
topics 5:3
touch 9:4
town 5:17
Towson 5:18
Transcribed
1:19 17:3
Transcriber
17:13
transcript 17:6
treated 8:13
true 10:11 17:5
try 9:3
Tuesday 4:5
12:9 16:10
turn 15:9

< U >
upcoming 16:1
urge 14:12

< V >
valuable 8:16
Vice 2:3 9:10
virtually 4:8
Vivian 17:2, 12

< W >
want 5:10
15:12 16:2
wanted 13:16
way 15:14
week 7:3, 6
welcome 13:11
Well 5:11 16:6
well-rounded
8:17, 18
we're 9:21
wider 10:15
wishing 4:11
WITNESS 17:7

work 13:1
15:15
worked 13:3
working 5:16
6:5 13:20 15:6
world 6:6, 13
worse 12:4

< Y >
year 9:21 10:5
years 16:1
year's 9:15
yesterday 4:10
Young 2:11