

**TENTATIVE MINUTES****BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND**

Thursday, September 20, 2001

The Board of Education of Baltimore County, Maryland, met in open session at 5:05 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Dr. Hairston shared with the Board changes to several exhibits on tonight's agenda.

Mr. Hayden entered the room at 5:06 p.m.

Mr. Arnold reviewed the Board's goals and priorities for this school year. The list reflects the collective recommendations of Board members as requested at the August retreat. Board members were asked to send any comments on the goals and priorities to Ms. Zepp by Tuesday, September 25<sup>th</sup>. Ms. Ettinger asked Mr. Arnold to elaborate on the fourth item. Mr. Arnold explained that particular goal reflects the concern of Ms. Ross-Holmes with regard to obtaining sites for future schools. Mr. Sasiadek added that this list is intended to be overlapping and a continuation, refinement, and development of existing goals and priorities. Dr. Hairston cautioned against establishing unrealistic goals. Dr. Hayman felt more specificity was needed in the goal/priority for narrowing the achievement gap.

The Board decided to hold its public hearing on the proposed capital budget on Monday, October 1, at 7:00 p.m. at Greenwood. A work session on the proposed budget will take place immediately after the hearing. This will be announced at tonight's meeting.

Mr. Arnold announced dates of two future events and asked Board members to inform Ms. Zepp if they wished to attend either function. He also directed staff to prepare a resolution honoring the host of one of the functions.

In response to questions by Dr. Hayman and Ms. Ettinger, Dr. Hairston stated the University of Maryland Baltimore County (UMBC) partnership agreement would be placed on the agenda after legal issues raised by UMBC regarding its participation were resolved. He also stated periodic reports would be provided to the Board on Woodlawn Middle School.

On motion of Mr. Kennedy, seconded by Ms. Jung, the Board voted to permit the student Board member to attend the closed session as it relates to collective bargaining.

At 5:30 p.m., Mr. Walker moved the Board go into closed session to discuss specific personnel matters and to consult with counsel to obtain legal advice pursuant to the Annotated Code of Maryland, State Government Article §10-508(a)(1) and (a)(7), respectively. The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

### CLOSED SESSION MINUTES

Mr. Grimsley reviewed a proposed salary schedule for a particular group of employees.

Mr. Grimsley also reviewed the appointments on the evening's agenda.

Ms. Howie informed Board members of a request with regard to a settlement.

At 5:55, Mr. Walker moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Sasiadek and approved by the Board.

### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:30 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; and members of various civic, employee, and community organizations were present as was the media.

### PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Mr. Thomas Raybon, President of the Baltimore County Student Councils, and a period of silent meditation for those who have served education in the Baltimore County Public Schools and for those who lost their lives in the recent terrorist attacks. Mr. Arnold noted that a 1991 graduate of Catonsville High School, Elizabeth Wainio, was one of the victims on the plane that crashed outside of Pittsburgh, Pennsylvania.

Mr. Hayden entered the room at 7:35 p.m.

### MINUTES

Hearing no additions or corrections to the Report of the Work Session, July 31, 2001; the open and closed session minutes of August 14, 2001; and the Report of the Work Session, August 15, 2001, Mr. Arnold declared the minutes and reports approved as presented.

Mr. Arnold informed the audience of the various sessions in which Board members had participated earlier in the afternoon. He also stated he would try to conclude the meeting by 9:00 p.m. because of President Bush's speech.

### SUPERINTENDENT'S REPORT

Dr. Hairston reflected on the events of September 11<sup>th</sup> and spoke of the support provided to the children by teachers, administrators, and support staff. He specifically recognized the efforts of the Department of Student Support Services in helping students cope with the tragedy. Dr. Hairston thanked parents for their confidence and faith in allowing the school system to work with them and bring the children through this difficult period. He also stated he had worked closely with the County Executive's office during this time.

Dr. Hairston noted that at the recent Baltimore County Student Councils' (BCSC) leadership conference, Dr. Rowland Savage substituted for one of the speakers who was detained at the last minute. Dr. Hairston stated he was impressed with BCSC's program and with the students who attended the conference.

### REPORTS

The Board received the following reports:

- A. Report on Opening Day—Ms. Johns, Deputy Superintendent for Curriculum and Instruction, noted that staff's commitment to children has been evident during the opening days of school, particularly in terms of the work that has been done during the summer and behind the scenes. She noted that during the first week, Curriculum and Instruction staff and the Executive Directors of Schools visited schools to gauge the school climate, school cleanliness, the availability of materials, and general school readiness. Ms. Johns also noted there was extensive staff development prior to school. In addition, the academic intervention team visited the ten (10) identified schools.

Mr. Haines, Deputy Superintendent for Business Services, stated that during the past year, there were over 300 capital projects taking place. Of that number, approximately 160 were completed over the summer. Mr. Haines thanked the many teachers with whom he visited in August for their understanding, especially in schools where projects were not yet completed. While it was a "typical" start to school on some levels, i.e. transportation, and food service to children, Mr. Haines stated there was a great deal of hard work performed by his staff to achieve that result. On the employment front, Mr. Haines reported that as of September 20<sup>th</sup>, the school system had hired 936 teachers from nearly 6,000 applicants.

Ms. Johns noted that most of the concerns listed in the exhibit have been or are being addressed.

REPORTS (Cont.)

In response to Mr. Walker's question about the overcrowding at New Town Elementary School, Dr. Gehring indicated that relocatables would be placed at the school. Mr. Sasiadek noted that on the Saturday before school started, the school's parking lot was filled with staff cars. He noted the staff's exemplary effort to make sure New Town was ready for children, and he also noted the same type of activity in other schools throughout the county.

Dr. Gehring recognized the efforts of Ms. Strauss and Ms. Burke in preparing the school for students.

Several Board members expressed concern about the overcrowding at New Town and queried as to staff's assessment of why our projections were so far off. Ms. Johns responded that staff will report back to the Board after September 30<sup>th</sup> enrollment figures have been obtained. Dr. Hairston noted the fact New Town Elementary School is overcrowded shows public confidence in the school system. He stated that New Town was planned for high-density communities and builders marketed homes surrounding the school.

Dr. Hayman commended staff for their efforts in preparing the facilities for the opening of school, particularly Randallstown Elementary School. He expressed concern that school system staff were deployed to do the work contractors were being paid to complete. Dr. Hayman also expressed his concern about lack of equipment, e.g., computer tables, class shelving, and library materials. With respect to personnel, Dr. Hayman shared his concern about the number of non-tenured teachers employed in the Northwest and Southwest Areas. He asked that Board members receive a report identifying the number of non-tenured teachers in each school. Given the Baltimore County's student population, Dr. Hayman was dissatisfied with the number of minority teachers hired. He was also unhappy that the school system doesn't have a minority recruitment plan in place.

Mr. Hayden asked if redistricting was being considered as a solution for the New Town overcrowding. Dr. Gehring noted that few schools in the Northwest are under enrolled, and in the case of redistricting for New Town, many of the schools are already at capacity.

REPORTS (Cont.)

Mr. Teplitzky noted that students in the overcrowded New Town Elementary School will go on to already overcrowded middle schools in the Northwest Area. This is an issue that will need to be addressed. He noted that in high growth communities, you have to expect families with children to move into those areas. He stated the people to whom the Board had to go for funding were reluctant to approve construction money for a school where families were not yet moved or houses were not yet built.

Mr. Sasiadek commented the school system needs to move forward quickly in working with County officials in locating future school sites in all growth areas of the county. He suggested Dr. Hairston begin discussion with County authorities to address this issue.

Mr. Teplitzky inquired about the bus driver shortage. Ms. Fromm indicated that there are 16 vacancies in the Southwest Area and 4 vacancies in the Northwest Area. She also noted that there are 30 people in training who should be ready in the next 4-6 weeks. Ms. Fromm also noted the potential to recruit retired firefighters and police for bus driver positions. Mr. Teplitzky asked that the Board be kept updated with regard to this situation.

Dr. Hairston reviewed the three main purposes of the High School Assessment External Advisory Committee. He also reviewed the stakeholder groups that will be represented on the committee, which will be chaired by Ms. Flynn, Executive Director of Assessment and Student Data. Dr. Hairston noted the first committee meeting will be held in the next several weeks and periodic status reports will be provided to the Board.

- B. Report on Proposed Revisions to Policy 1230 – Area Educational Advisory Councils—Ms. Carol Saffran-Brinks, Legal Counsel to the Board, provided a brief background of the policy. She noted the proposed revisions fall into four categories:
1. Those that reflect the organizational changes in the school system since July 1;
  2. Those that more closely reflect the actual practices of the area educational advisory councils as they have evolved over time;
  3. Those that clarify the role and expected contribution to be made by the area educational advisory councils; and

REPORTS (Cont.)

4. Those of a technical nature.

Ms. Saffran-Brinks noted three opportunities for public comment, with a vote on the revisions scheduled for November 6<sup>th</sup>. Mr. Arnold reiterated that because of the various meetings of the advisory councils, the councils' coordinator requested additional time for public comment.

Dr. Hayman suggested the grounds for termination of one's membership be listed, and he questioned the Board using its discretion to terminate an individual's membership. Ms. Saffran-Brinks responded that the law presumes the Board's action is in accordance with the law. The idea behind this language was to not overly formalize the procedure for an advisory body.

Dr. Hayman also suggested that item 4 – Scope – be the first item in the policy because of its importance.

- C. Report on Proposed Fiscal Year 2003 Capital Budget – State Request – Projects were separated into the following categories: Roof Replacements, Major Maintenance Renovations, Science Room Renovations, Boilers, and Window Replacements. Ms. Burnopp noted that the County has already provided us with funding in the area of window replacements. The total request is approximately \$75,000,000. Mr. Arnold announced October 1, 7:00 p.m., as the date for the public hearing and work session on this proposal, which will be considered at the October 11<sup>th</sup> Board meeting.

Mr. Kennedy acknowledged the cooperation of County government in helping us with capital projects and stated there are still unmet needs within the school system. He expressed the hope that County officials will keep an open mind on this issue.

Mr. Walker noted there was no mention of enclosing open space areas in this recommendation. Dr. Krempel responded this issue must go before Executive Cabinet and stated it could be 2004, at the earliest, before the school system can move forward in this area.

Ms. Ettinger commended staff for providing the ages of the boilers and indicated it would be helpful to have this type of information for the other categories.

### REPORTS (Cont.)

Dr. Hayman suggested the creation of a schedule to include dates of known hearings and work sessions so sufficient notice could be given to Board members and the public.

- D. Pre-Budget Meeting Schedule – Ms. Burnopp announced four dates for the pre-budget meetings conducted by the area advisory councils. When asked about a date for the Central Area’s meeting, Ms. Koehler responded that area’s pre-budget meeting was scheduled for October 17 at Dumbarton Middle School. After being reminded that another council was having its pre-budget meeting on that date, Ms. Koehler promised to go back to her council for another date.

### SALARY SCHEDULE

Ms. Fromm described the proposed recommendations. She explained the following recommendations were an outcome of a salary and compensation study by an independent consultant.

1. The adoption of the salary structure as presented in Exhibit F-2,
2. The reinstatement of all system holidays for school-based cafeteria workers, and
3. The application of the salary scale to the 16 remaining cook positions in the system.

On motion of Mr. Walker, seconded by Dr. Hayman, the Board approved the salary scale and recommendations for the Office of Food and Nutrition Services.

### PERSONNEL MATTERS

On motion of Mr. Teplitzky, seconded by Mr. Kennedy, the Board approved the personnel matters as presented on Exhibits G, H, I, J, K, L, and M. (Copies of the exhibits are attached to the formal minutes.)

Mr. Kennedy recognized the hard work and commitment of Mr. Joseph Pallozzi as Chair of the Southwest Area Educational Advisory Council.

### CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 1 and 2.

1. Corrugated Cartons (Boxes)

CONTRACT AWARDS (Cont.)

2. Paint (Exterior/Interior) – One-Year Extension

Ms. Burnopp introduced the new Director of Purchasing, Mr. Richard Gay. Mr. Gay comes to Baltimore County from Texas.

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-9 and 11-15. Item 10 was withdrawn by staff. The Board approved these recommendations.

1. Reroofing Project – Pine Grove Elementary School
2. Reroofing Project – Pleasant Plains Elementary School
3. Underground Storage Tank Replacement – Franklin and Middleborough Elementary Schools
4. Science Rooms Renovation – Woodlawn High School
5. Gas Service for Major Maintenance Renovation Projects – Various Elementary Schools
6. Fee Acceptance – Inspection Services for Reroofing Project – Pine Grove Elementary School
7. Fee Acceptance – Inspection Services for Reroofing Project – Pleasant Plains Elementary School
8. Fee Acceptance – Construction Administration Services for Science Rooms Renovation – Woodlawn High School
9. Change Order – Architectural and Engineering Design Services for Science Room Renovations – Eastern Technical High School
11. Change Order – Consultant Design Services for Major Maintenance Renovation Project – Sandalwood Elementary School
12. Change Order – Major Maintenance Renovation Project – Dundalk Elementary School
13. Change Order – Major Maintenance Renovation Project – Fifth District Elementary School

BUILDING COMMITTEE (Cont.)

14. Change Order – Major Maintenance Renovation Project – Owings Mills Elementary School
15. Increase Contingency Authorization for Major Maintenance Renovation Projects – Various Phase I Schools

REVISIONS TO POLICY 7460

Dr. Krempel and Ms. Jones, Minority Business Enterprise Officer, explained the proposed revisions modify the current language to comply with State law, which went into effect July 1, 2001, whereby the minority procurement participation goals of state-funded contracts were increased from 14% to 25%.

Ms. Ettinger commended the Facilities staff, and in particular, Ms. Jones, for efforts in this area. Mr. Kennedy also thanked Ms. Jones for her efforts.

On motion of Mr. Teplitzky, seconded by Mr. Hayden, the Board approved the revisions to Policy 7460 – Purchases From Minority Businesses.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- The Board will conduct a hearing and work session on the proposed capital budget request on Monday, October 1, 2001, at 7:00 p.m. at Greenwood.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, September 25, 2001, at Greenwood. The meeting will begin with an open session at 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

PUBLIC COMMENT

Ms. Christina Blackman, a music teacher at Battle Monument School; Baltimore County's Teacher of the Year; and a finalist for Maryland Teacher of the Year, acknowledged the Board's efforts on behalf of the school system. She stated she is only one of many teachers who dedicate themselves to students. Ms. Blackman's desire is to encourage, support, and motivate new teachers. She asked the Board to put her to use in any way that promotes the positive things the Board is doing to achieve quality education for all students.

Mr. Thomas Raybon, President of the Baltimore County Student Councils (BCSC), thanked Ms. Norman for inviting him to participate in the Administrative and Supervisory

PUBLIC COMMENT (Cont.)

Meeting. He noted the recent successful leadership conference at Camp Airy and thanked Dr. Hairston and Mr. Kennedy for attending. Tom announced the next General Assembly meeting is scheduled for October 4.

Ms. JoLynn Chadwick, Chair of the Citizens Advisory Committee for Special Education, distributed a handout listing the calendar of events for the group. She complimented the school system on the new look of its web site. Ms. Chadwick highlighted the topic of the October 10<sup>th</sup> meeting, Distance Learning, noting that there is interest among the general public in the potential for Distance Learning.

Ms. Maggie Kennedy, Coordinator of Area Educational Advisory Councils, expressed her pleasure with the revisions to Policy 1230. She stated council members appreciate the extended timeframe for comment. Copies of the proposed revisions will be sent to all area council chairs. Ms. Kennedy commended the administrators and staff at Mars Estates Elementary and Dulaney High Schools on the safe, orderly, and systematic dismissal on September 11<sup>th</sup>.

Mr. Nick Aquino, a representative of the Minority Achievement Advisory Group, urged parents and educators to be better role models for children during this difficult period. He also urged everyone to bring comfort and stability to the children. Mr. Aquino stressed the importance of teaching our children that our differences will make America stronger.

Ms. Laura Nossel, President of the PTA Council of Baltimore County, suggested the school system's crisis management plan be improved. She noted in the recent terrorist attacks, as parents removed their children from schools and businesses closed, there were rumors and mixed messages about school closures. Ms. Nossel recommended consultation with experts in crisis management to get up-to-date strategies so there will be a uniform state of emergency plan. She stated that individual school plans need to be updated. Ms. Nossel also stated the timeliness of announcements regarding school closings is critical to parents. Finally, Ms. Nossel congratulated the Maryland State Department of Education for its web site report on "Talking to Children About Tragedy, A Guide for Parents and Teachers."

Mr. Mark Beytin, President of the Teachers' Association of Baltimore County, praised teachers for their professionalism and sense of commitment over the last week-and-a-half.

Mr. Arnold reminded audience members who signed the speaker list to refrain from discussing personnel or other matters that may come to the Board in the form of an appeal.

Mr. Rodger Janssen noted one school did not open on time due to construction and another school, Riverview Elementary School, experienced water problems. He wondered whether the people residing in the area around Riverview experienced the same water problem and, if so, were they notified. Noting the ramifications of the problems with drinking water in elementary schools, Mr. Janssen stated, hopefully, the staff would be able to address this

PUBLIC COMMENT (Cont.)

concern. Mr. Janssen took issue with Mr. Haines's earlier statement that there were no problems with the opening of schools. He cited Dr. Gehring's comment that there were two teachers in one classroom, alluding to the fact that there were two classes in one room. Mr. Janssen also stated he heard of other problems, typical to the opening of school, that were effectively dealt with by staff.

At 9:07, Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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REPORT OF THE PUBLIC HEARING AND CAPITAL BUDGET WORK SESSION  
OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Monday, October 1, 2001

President Donald L. Arnold called the hearing to order at 7:05 p.m. at Greenwood. In addition to Mr. Arnold, the following Board members were present: Ms. Phyllis E. Ettinger, Mr. John A. Hayden, III, Mr. Michael P. Kennedy, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; and members of various civic, employee, and community organizations were present as was the media.

The following speakers addressed the Board:

1. Lynne Cramer, a representative of the Ridgely Middle School PTSA – Asked the Board to consider the addition of an auditorium and an elevator for handicapped access when major renovation work is done in the near future. Ms. Cramer noted 824 students participated in performance-based music ensembles last year, which is 85% of the student population. She noted the difficulty in transporting nine bands and two orchestras, as well as musical instruments, to Loch Raven High School for performances. The drama program has no place to perform, store costumes or props, nor is there space to hold the Honor Roll induction ceremony or the school's farewell assembly. With regard to the addition of an elevator, Ms. Cramer noted that neither the ground floor nor the second floor are accessible to those in a wheelchair, and hallways are difficult to navigate for anyone on crutches. She urged the Board to authorize a feasibility study and cost estimate this year so the project could move forward next year.
2. Paula Jones, a Milford Mill Academy parent – Thanked the Board for Milford's new lockers this year. She noted the overcrowded conditions in the school's cafeteria. Ms. Jones stated the cafeteria exceeds state and county guidelines for capacity on any given lunch period—four in all. (The maximum capacity for the cafeteria is 255.) She asked Board members to visit the school's cafeteria to determine how an expansion or an addition could best accommodate students' dining needs.

Noting no additional speakers, Mr. Arnold asked for Board members' questions or comments regarding the proposed capital budget.

Mr. Hayden and Ms. Ettinger expressed concern over the cafeteria overcrowding at Milford and asked staff to respond. Staff will investigate and report back to the Board.

Ms. Ettinger also asked staff to review the possibilities for an auditorium for Ridgely Middle School. She shared her concern about ADA compliance with regard to

the need for an elevator at the school and expressed her hope that something was in the planning stages to address this concern.

Mr. Kennedy asked if there were other schools in the same situation as Ridgely with respect to the need for an elevator, to which Dr. Krempel responded there was not.

Dr. Hairston reminded Board members of a discussion with members of the Baltimore County Commission on Disabilities with regard to their concerns. He stated that planning must take place in terms of assessment of all our facilities.

With respect to auditoriums in middle schools, Ms. Ettinger suggested a need to look at this from a systemic perspective—to look at which schools do and do not have performing arts spaces. She liked the speaker’s comment regarding the impact on the feeder elementary schools and expressed hope staff would look at feeder clusters and options available.

Ms. Ettinger asked for reassurance that the recommended capital budget request was realistic and will address the system’s needs. Dr. Hairston noted that Facilities has been working closely with the state. He also stated it is important that a full assessment of our physical needs, relative to our capital program, be undertaken and those needs prioritized. Dr. Hairston informed Board members that in the next fiscal year, money will be tight, and most of our capital needs will be systemic in nature.

Noting that boiler replacements are listed in alphabetical order, rather than by age, Mr. Kennedy inquired if any of these schools were in worse shape than others. Dr. Krempel advised the boilers at Southwest Academy are a problem. He further explained parts cannot be found or manufactured for any of the aging boilers listed in the request.

Mr. Kennedy acknowledged the large amount of funding received from the state and county for capital projects.

Mr. Walker inquired about why construction dates were not listed for “window replacements.” Dr. Krempel replied that this work was typically done on a piecemeal basis over many years and trying to structure that information for purposes of this exhibit would have been confusing for Board members.

Ms. Ettinger noted the last three schools listed for window replacements are among the newest and questioned why they are scheduled for replacement. Dr. Krempel responded these items were taken from the Perks-Reuter assessment and analysis. He stated the work in question would be validated. Ms. Ettinger expressed concern about the quality of construction that would lead Board members to discuss window replacements with schools that are relatively young. She also questioned the age shown for Hereford Middle School’s roof and asked Dr. Krempel to double check the date.

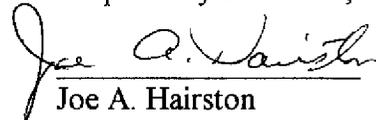
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Mr. Arnold asked if there was anyone in the audience who wished to address the Board on the capital budget that did not have an opportunity to do so earlier.

Ms. Carter, a Featherbed Elementary School parent, asked the Board to consider additional relocatables for Featherbed.

The hearing and work session were adjourned at 7:36 p.m.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Joe A. Hairston", written over a horizontal line.

Joe A. Hairston  
Secretary-Treasurer

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