

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, February 12, 2002

The Board of Education of Baltimore County, Maryland, met in open session at 3:47 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Maria R. Cirincione, Mr. Thomas G. Grzymiski, Dr. Warren C. Hayman, 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, was also present.

In Hearing Examiner's Case #00-16, the Board entertained oral argument. The matter was heard in open session.

In addition to the above listed Board members, also in attendance was the appellant; her daughter; her attorney; Dr. Joe A. Hairston, Superintendent of Schools; Margaret-Ann F. Howie, Esquire, Legal Counsel to the Superintendent; Carol Saffran-Brinks, Esquire, Legal Counsel to the Board of Education; and Ms. Denise Zepp, Administrative Assistant to the Board of Education.

Ms. Christine Johns, Deputy Superintendent for Curriculum and Instruction, entered the room at 4:20 p.m.

The proceedings of the hearing were recorded by a court reporter.

The hearing concluded at 4:45 p.m.

Board members deliberated on the case in closed session.

OPEN SESSION MINUTES

The Board reconvened the open session at 5:17 p.m. President Donald I., Arnold and the following Board members were present: Ms. Maria R. Cirincione, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Ms. Janese Murray, 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 informed the Board that the Maryland State Department of Education is beginning the transition process of aligning MSPAP with the Visionary Panel recommendations and the National Education Bill. Dr. Grasmick will share her recommendations with local jurisdictions by March.

Mr. Teplitzky requested staff to provide its perspective on the gender gap in reading as reported in a recent Sun article.

OPEN SESSION MINUTES (Cont)

At 5:29 p.m., Mr. Walker moved the Board go into closed session to discuss personnel matters, to consult with counsel for legal advice, and to consult with counsel about litigation pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(7), and (a)(8). The motion was seconded by Ms. Murray and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Grimsley reviewed the appointment on tonight's agenda.

Ms. Howie provided legal advice on the effect of a 1992 decision by the Court of Special Appeals.

Dr. Krempel and Mr. Haines briefed the Board on a pending construction project and its effect on an existing contract.

Ms. Saffran-Brinks informed the Board of a matter being litigated.

At 6:20 p.m., Mr. Sasiadek moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Hayden and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:31 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. Grzyski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, Mr. Sanford V. Teplitzky, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; 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 Juan Hill, a student at Dundalk Middle School, and John Butler, a student at the Inverness Center, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

MINUTES

Hearing no corrections or additions to the open and closed session minutes of January 14, 2002, Mr. Arnold declared the minutes approved as presented.

SUPERINTENDENT'S REPORT

Dr. Hairston informed Board members and the audience of his visit to Padonia and Middlesex Elementary Schools where he read to students. He stated he was impressed with the level of questions by the children.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Mr. Randall Grimsley recognized Mr. Donyall Dickey, promoted to assistant principal at Southwest Academy; Mr. David C. Greenberg, promoted to pupil personnel worker; and Mr. David Parker, promoted to assistant principal at Catonsville Middle School. These appointments were approved by the Board at the January 29th meeting.

REPORT

The Board received the following report:

Report on Energy Performance Contracting -- Mr. Kevin Pippin, Senior Operations Supervisor, provided a Power Point™ presentation on energy performance contracting. He explained that energy performance contracting is a creative solution to stretch capital budget dollars without taking resources from the maintenance budget. Mr. Pippin described the type of work to be performed and the history of performance contracting in Baltimore County. He noted that vendors have been interviewed and that Facilities is in the process of making a recommendation.

PERSONNEL MATTERS

On motion of Mr. Teplitzky, seconded by Mr. Kennedy, the Board approved the personnel matters as presented on Exhibits C, D, and E. (Copies of the exhibits are attached to the formal minutes.)

CONTRACT AWARDS

Dr. Hayman pulled item 2 for further discussion. On motion of Mr. Kennedy, seconded by Mr. Sasiadek, the Board approved items 1, 3 and 4.

1. Contracted Services: Fencing (First One-Year Extension)
3. Diplomas, Diploma Covers, and Certificates
4. Supplies Contract: HVAC Supplies (Five-Year Bid)



Item 2

Dr. Hayman asked for an explanation of services the system would be purchasing. Ms. Rosemary Rappa, Supervisor in Non-Public Placement, Office of Special Education, stated the services described in the exhibit would be purchased to prevent non-public placement. Ms. Rappa also described the work a personal assistant would perform.

Ms. Ettinger inquired about the skill and expertise of contracted workers in the area of school social work. Ms. Rappa stated the bid outlines the qualifications needed as well as the requirement of being licensed. She also stated most of the contracted services are for specialized personal assistants rather than social workers.

Ms. Ettinger inquired about supervision and asked to be provided additional information with regard to the line of supervision and authority for these contracted workers.

Dr. Hayman noted an error in the costs listed for one of the vendors. Mr. Gay corrected the cost range.

On motion of Dr. Hayman, seconded by Mr. Sasiadek, the Board approved item 2.

Contracted Services: Social Workers/Personal Assistants (Three-Year Bid)

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-19. It was noted that Exhibit K had been withdrawn. Mr. Kennedy also noted a correction to Exhibit S-In the 2nd paragraph, last line, Charles J. Frank should be replaced with Carolina Casualty Co., Inc. Mr. Kennedy asked Dr. Krempel to comment on Exhibit Q - ADA Surveys.

Dr. Krempel stated the surveys are initially being funded by a Community Conservation Grant in the amount of \$36,000. It will allow the school system to begin the survey so we can update the transition plan for providing access to all programs. Dr. Krempel shared his hope that additional funding can be obtained in the future.

Mr. Hayden pulled items 2 and 12, Mr. Teplitzky pulled item 15, and Mr. Walker pulled item 10. The Board approved recommendations 1, 3-9, 11, 13,14, and 16-18.

Electrical Services for Major Maintenance Renovation Project -
Battle Grove Elementary School

Major Maintenance Renovation Project - Sandalwood Elementary School

BUILDING COMMITTEE (Cont.)

4. Major Maintenance Renovation Project - Seven Oaks Elementary School
5. Fee Acceptance - Design Services for Systemic Renovations - Dundalk Middle School
6. Fee Acceptance - Design Services for Systemic Renovations - Franklin Middle School
7. Fee Acceptance - Design Services for Systemic Renovations - Parkville Middle School

Fee Acceptance - Design Services for Systemic Renovations - Stemmers Run Middle School
9. Fee Acceptance - Design Services for Systemic Renovations - Golden Ring Middle School

Change Order - Walk-in Refrigerator/Freezer Replacements Project - Eleven Schools
13. Change Order - Major Maintenance Renovation Project - Edmondson Heights Elementary School

Change Order - Major Maintenance Renovation Project - Featherbed Lane Elementary School

Change Order - Major Maintenance Renovation Project - Owings Mills Elementary School
17. Change Order - Design Services for Major Maintenance Renovation Project - Timonium Elementary School
18. Increase Contingency Authorizations for Major Maintenance Renovation Projects - Owings Mills Elementary School

Items 2 and 12

As recommended by the Building Committee, the Board approved items 2 and 12. Mr. Hayden abstained from discussion and voting on these items.

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2. Major Maintenance Renovation Project - Riderwood Elementary School
 12. Change Order - Major Maintenance Renovation Project - Chase Elementary School

Item 15

As recommended by the Building Committee, the Board approved item 15. Mr. Teplitzky abstained from discussion and voting on this item.

15. Change Order - Major Maintenance Renovation Project - Hawthorne Elementary School

Item 10

Mr. Walker questioned which schools would be involved. Dr. Krempel responded that the Community Conservation Grant designates certain schools based on free and reduced lunch. Once the funding is received, the schools will be identified.

10. Request to Negotiate - ADA Building Surveys - Various Schools

SCHOOL LEGISLATION

On motion of Ms. Ettinger, seconded by Mr. Kennedy, the Board voted to support SB 336 (HB 544) - Education - Baltimore County Unit Composition - Certificated and Non-Certificated Employees.

INFORMATION

The Board received the following as information:

Revised Rule 5420 - Health Services.

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

On Wednesday, February 13, 2002, the Northeast Area Educational Advisory Council will meet at Stemmers Run Middle School at 6:30 p.m.

On Tuesday, February 19, 2002, the Southeast Area Educational Advisory Council will meet at Sparrows Point High School at 7:30 p.m.

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A On Wednesday, February 20, 2002, the Board will conduct a work session on the operating budget at 7:00 p.m. at Greenwood.

A Also on February 20, 2002, the Southwest Area Educational Advisory Council will meet at Baltimore Highlands Elementary School at 7:30 p.m.

A Also on February 20, 2002, the Northwest Area Educational Advisory Council will meet at Hernwood Elementary School at 7:00 p.m.

A The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, February 26, 2002, 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.

Mr. Arnold encouraged the public to attend tomorrow evening's Recognition Night program, when the accomplishments and achievements of Baltimore County Public Schools' staff and students will be recognized. The program will be held at Cockeysville Middle School at 7:00 p.m.

Mr. Arnold reminded the audience to refrain from discussing personnel matters or any other matters that might come before the Board in the way of an appeal.

PUBLIC COMMENT

Ms. Lee Higgins, a representative of the Advisory Committee for Alternative Programs, introduced Juan Hill, a student at Dundalk Middle School, and John Butler, a student at the Inverness Center. Both boys shared how much they liked the program at Inverness.

Mr. Stephen Crum, a representative of the Southeast Area Educational Advisory Council, thanked the Board for its action on the electrical improvements at Battle Grove. He also discussed the importance of reading, noting that it is a basic skill that cannot be underestimated.

Ms. Deverne Coleman, a representative of the Minority Achievement Advisory Group, noted that in schools where students are struggling and there are achievement gaps, you would find a high rate of teacher turnover. In some schools, there may be students who go through three or four consecutive grades with a new teacher. Meanwhile, gaps in students' skills are becoming more evident. Ms. Coleman asked the Board to move quickly toward narrowing the achievement gap. She suggested offering teachers, as well as administrators, incentives. Ms. Coleman stated that experienced teachers are needed to help struggling students.

PUBLIC COMMENT ((

Ms. Laura Nossel, President of the PTA Council of Baltimore County, noted the Council's support of HB 110 and urged the Board to consider supporting this bill. She shared the Council's disappointment with the State Board of Education's ruling on the situation in Prince George's County. Ms. Nossel urged the Board to testify before the Senate Budget and Taxation Committee on the use of public funds for private education. She announced a public hearing of the Visionary Panel on February 200 Finally, Ms. Nossel stated the PTA Council has taken a position on MSPAP testing and the new federal education bill, and they have received correspondence from Annapolis supporting their position.

Ms. Mary Pat Kahle, a representative of the PTA Council of Baltimore County, informed the Board of two (2) actions taken at a recent meeting:

- 1) To request timely results be provided to parents and schools with individual results, and
- 2) To request suspension of MSPAP this year in grades 3, 5, and 8.

Ms. Jennifer Robinson, a representative of the PTA Council of Baltimore County, asked the Board to take a position on the MSPAP testing. She suggested a new testing system be founded on new, rewritten curriculum and based upon standards that have been evaluated first. For the Board to do nothing, in Ms. Robinson's opinion, would give the State more power over local boards and children's educations and futures. Ms. Robinson stated if the Board took a position on the suspension of MSPAP testing while a new program is developed, it would begin the next ten years of Maryland education reform as partners in policy making.

Mr. Mark Beytin, President of the Teachers Association of Baltimore County, noted that the Maryland State Teachers Association has called for an immediate action plan to improve the MSPAP process. He stated this year's unexplained fluctuation in scores would only serve to increase parents' and teachers' views that MSPAP is an ill-conceived but well-meaning attempt to assess student achievement. Mr. Beytin pointed out the immediate need for an action plan by all those involved in children's education.

Mr. Rodger Janssen stated he was pleased to see Montgomery County take a position on MSPAP, similar to that taken by the PTA Council of Baltimore County. He urged the Board to take a similar position. Mr. Janssen spoke about Baltimore County's exemption from last year's legislation with regard to cell phones. He also took issue with Mr. Teplitzky's statement from the last Board meeting with regard to the amount of money that could be saved by new, out-of-state teachers for transfer/titling fees for their cars, if this creative solution were to be included in proposed legislation.

At 8:30 p.m., Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Sasiadek and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY
WORK SESSION ON THE PROPOSED FISCAL YEAR 2003 OPERATING BUDGET

Wednesday, February 20, 2002

The work session was called to order by President Donald Arnold at 7:02 p.m. at Greenwood. In addition to President Arnold, the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Mr. Michael P. Kennedy, Ms. Janese Murray, Mr. James R. Sasiadek, and Mr. James E. Walker. Also present were Dr. Joe A. Hairston, Superintendent of Schools, and staff members.

Mr. Arnold reminded everyone that the Board would vote on the proposed budget on February 26th. He also informed the audience that while no testimony would be heard at tonight's meeting, the public is invited to contact Ms. Burnopp with any questions regarding the proposal.

Dr. Hairston noted the goal of the work session was to offer a more in-depth look at the specifics of the budget request. He reminded everyone that this is essentially a status quo budget request given the State and County revenues. Dr. Hairston stated the budget reflects fiscal realities and that the 3.8% increase over last year's budget is to maintain the current level of services to students and to keep pace with benefits for employees. System priorities will continue to be addressed.

Some of the items highlighted through a Power Point™ presentation by Ms. Burnopp, Executive Director of Business Services, were the revenue sources, the budget development process, initiatives included in the proposed budget, built-in costs, and redirected allocations for textbooks and instructional materials.

Ms. Jung entered the room at 7:10 p.m.

Mr. Arnold thanked the County Executive and other County officials for working with the Board in the past on budget issues. Mr. Arnold stated that with any status quo budget, there are sometimes opportunities when additional funds may become available. In the packets Board members received this evening, Mr. Arnold noted that there are recommendations for increases beyond the budget, which the Board could discuss this evening.

Mr. Kennedy expressed a desire to include cost-of-living adjustments (COLA) for employees. He cited other Maryland counties that are asking for modest COLAs for its employees. Mr. Kennedy suggested perhaps the superintendent and staff could develop a few priority items to be implemented later in the fiscal year or provide the County Executive with an opportunity to monitor the economy for any changes that would allow COLA funding for school system employees.

Ms. Ettinger agreed with Mr. Kennedy and stated that perhaps the Board should communicate this to the funding authorities as a first level priority. She also stated she would like to see a more rapid implementation of technology for teachers.

Report of the Proposed Operating Budget Work Session - Page 2

Mr. Sasiadek stated that a high quality work force is needed in order to maintain and build on the solid base of the quality school system in place. He urged consideration of a 2-3% COLA.

Mr. Grzymski offered his strong support of COLAs for all employees.

With regard to copy machines for schools, Mr. Kennedy asked for a definitive study to determine if schools' needs are being met in this area and the costs involved. Ms. Burnopp stated that copier needs vary from school-to-school. This is a concern her office is reviewing. Ms. Jung stated that this is an area where basic countywide standards are needed.

Ms. Ettinger brought up an issue discussed at the hearings by a member of the Disabilities Commission-providing hearing aid coverage for children of employees. Mr. Grimsley, Executive Director for Human Resources, explained this coverage has been added. Ms. Ettinger requested this information be shared with the gentleman from the Disabilities Commission and with the Disabilities Commission.

Ms. Ettinger asked if the proposed budget addressed issues of class size. Ms. Johns noted schools are staffed based on projected enrollments, and teachers are added, appropriately, in the summer as enrollment increases. She also stated that some schools use Title I funds for additional staffing.

Dr. Hairston reminded the Board that there are costs associated with adding teaching positions-creating more teaching space.

Mr. Sasiadek suggested revisiting this topic in a work session before deliberations for the fiscal year '04 budget.

Ms. Ettinger asked how the system is supporting initiatives to improve reading achievement with regard to dedicated staff at the secondary level. Ms. Simon, Coordinator of English and Reading - Secondary Programs, stated for every middle school, there has always been a reading position allocated within the school-based principal's budget. Every middle and high school should have a reading position on staff. However, at the high school level, there is not always the greatest consistency with having a staff position devoted to reading. Ms. Ettinger stated that in the future, we should monitor secondary administrators to be certain the reading positions are used as intended. She also expressed concern that regardless of the size of the secondary school, only one reading position is allocated.

Mr. Walker questioned the effectiveness of only one (1) reading teacher in each high school.

Mr. Sasiadek expressed his appreciation of the County Executive's support of the prescribed needs in this year's budget, with respect to staffing in special education, and he shared his hope that the County Executive would continue his support in that area.

Ms. McMahon, Executive Director of Elementary Programs, and Mr. Myers, Coordinator in Elementary Programs - Early Childhood, explained for Mr. Grzynski and Mr. Walker how schools were selected for pre-kindergarten or kindergarten sessions.

Mr. Grzynski stated that perhaps for future budgets, the Board and staff need to share our commitment with legislators regarding the importance of periodic technology refreshes in order to have a first class system. He stated technology refreshes are like maintaining buildings-they are not a luxury, but a necessity.

Ms. Jung noted the past support of the County Executive and expressed the hope that his support of the Board's budget will continue within the limitations of the economy. She stated our system cannot maintain and improve without making an investment in its employees. Ms. Jung shared her concern about the various restructuring packages for employees that have been proposed but not implemented. She stated the Board and the school system need to take the steps indicated to the employee groups. Ms. Jung voiced her support of recommending salary increases for employees in July, if possible, or, if necessary, mid-year. She also shared the importance of including money for technology as a second priority.

Mr. Arnold confirmed the Board's desire to include COLAs for employees as the first item on a priority list and technology as the second item. Ms. Ettinger asked that the technology priority be specific to individual teachers.

Mr. Sasiadek thanked Mr. Arnold for the manner in which the work session was conducted-discussing one topic at a time and creating a more relaxed atmosphere for staff.

Dr. Hairston acknowledged the efforts of Deputy Superintendents Johns and Haines and Chief of Staff Merle Audette. He also recognized Sharon Norman for organizing his comments.

Mr. Arnold thanked the entire staff for its efforts in preparing the budget.

The work session was concluded at 8:59 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer