



## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, April 23, 2002

The Board of Education of Baltimore County, Maryland, met in open session at 4:39 p.m. at Greenwood. Vice President James R. Sasiadek and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, and Mr. James E. Walker. In addition, Ms. Christine Johns, Deputy Superintendent for Curriculum and Instruction, was present.

Mr. Sasiadek reminded Board members of upcoming meetings with constituent groups.

Mr. Sasiadek asked for nominations to the Maryland Association of Boards of Education's (MABE) Board of Directors. Ms. Ettinger nominated Mr. Arnold. The nomination was seconded by Mr. Walker. Mr. Sasiadek closed nominations. The Board unanimously voted to submit Mr. Arnold's name to MABE for consideration as a member of its Board of Directors.

At 4:43 p.m., Mr. Walker moved the Board go into closed session to discuss personnel matters and to consult with counsel pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and §10-508(a)(7). The motion was seconded by Ms. Ettinger and unanimously approved by the Board.

#### CLOSED SESSION MINUTES

Mr. Leslie Stelman, outside counsel for the Board, advised Board members of a potential settlement. After discussion, Board members advised Mr. Stelman how to proceed.

Dr. Hayman entered the room at 4:45 p.m.; Ms. Murray entered the room at 5:42 p.m.

Ms. Saffran-Brinks advised the Board on some potential legal issues involved in a contract to be voted on by the Board.

Mr. Grimsley reviewed the personnel items on tonight's agenda.

At 6:30 p.m., Mr. Kennedy moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Ms. Ettinger and approved by the Board.

The Board hosted members of the Baltimore (County Instructional) Assistants and Clerical Employees for dinner.

#### OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:38 p.m. at Greenwood. Vice President James R. Sasiadek and the following Board members were present: Ms. Maria R. Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr.

OPEN SESSION MINUTES (Cont.)

John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, and Mr. James E. Walker. In addition, Ms. Christine Johns, Deputy Superintendent for Curriculum and Instruction; 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 Mr. Josh Tackerslee, a student from Towson University, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Sasiadek noted the absence of Dr. Hairston and Mr. Arnold due to their attendance at the Maryland Blue Ribbon Schools program. Catonsville Middle School is being honored as Baltimore County's Blue Ribbon School.

Mr. Sasiadek informed the audience of the various sessions in which Board members had participated earlier in the afternoon.

OLD BUSINESS

Schedule of Board Meetings, 2002-03

On motion of Dr. Hayman, seconded by Mr. Walker, the Board approved the Proposed Schedule of Board Meetings, 2002-03.

SUPERINTENDENT'S REPORT

Ms. Johns recognized Rita Fromm, Executive Director of Auxiliary Services, on her selection as Educational Administrator of the Year by the Baltimore County Association of Educational Office Professionals (BCAEOP). Ms. Johns also announced that Carol Fountain, Administrative Secretary at Chesapeake High School, was honored as the Office Professional of the Year by BCAEOP.

Ms. Johns announced that Loch Raven Academy's Environmental Science Magnet was awarded the 2002 Governor's Green School Designation.

Hawthorne Elementary School's Destination Imagination Team was congratulated for placing first out of 23 entries in state competition. The team will now go to Tennessee for the national competition.

Ms. Johns recognized Parkville High School's Robotics team for its first place finish in the Mid-Atlantic regional competition. The team will go on to national competition in Orlando. Parkville's team was also awarded the General Motors Industrial Design award.

### REPORTS

The Board received the following reports:

- A. On motion of Ms. Ettinger, seconded by Mr. Walker, the Board approved a Resolution proclaiming May 6-12, 2002, as School Psychologists' Week.
- B. On motion of Ms. Ettinger, seconded by Ms. Murray, the Board approved a Resolution proclaiming May 5-11, 2002, as Pupil Personnel Workers' Week.
- C. Legislative Summary of the No Child Left Behind Act of 2001—Ms. Johns and Ms. Howie provided an overview of the legislation as well as its relationship to the *Blueprint for Progress*. Highlights of the Power Point™ presentation included curriculum alignment, assessments, accountability, and improvement.

Mr. Hayden expressed his concern on how this legislation's mandate of hiring highly qualified teachers within the next three years would impact Maryland and Baltimore County. Mr. Randall Grimsley, Executive Director of Human Resources, noted that of Baltimore County's 7,800 teachers, 450 are provisional. Of that 450, 300 are provisional because they are missing one or more of the praxis tests, not because they haven't completed the necessary course work. He noted that most other large school systems have about the same number of provisional teachers.

Dr. Hayman shared his concern about the number of non-certified teachers placed in low performing schools and schools with high minority populations. He stated the system needs to analyze the Thornton recommendations, the Visionary Panel recommendations, and the Elementary and Secondary Education Act (ESEA) together. Dr. Hayman suggested the development of policies to address teacher deployment and professional development, to guarantee that high-quality teachers are equitably assigned.

Ms. Ettinger asked about the school system's planning process for 2002-03. Ms. Johns responded that the system already has an indication of what it will receive in Title I funding. Schools have been informed of the amount they will receive, and they have been asked to incorporate that amount in their school improvement plans.

Ms. Ettinger asked about the staffing implications for those schools. Mr. Ronald Boone, Executive Director of Federal and State Programs, responded this type of information will not be forthcoming until

REPORTS (Cont.)

summer--after the State Department has submitted its plan to the federal government, and the federal government has responded. Ms. Ettinger also voiced concern about the time frame provided to implement the legislation and the impact on the system with regard to the recruitment and retention of qualified teachers. She noted that the system and the Board will have to look practically at workload issues, as well as salary and benefit issues.

Dr. Hayman voiced his opinion that not much will happen for the next school year, since the Secretary of Education will not issue regulations until July. He modified his earlier position on “discrepancy analysis” by suggesting there be a comparative analysis between this legislation, Thornton, and the Visionary Panel recommendations to see where they dovetail and where they don’t, so multiple plans are not developed to meet the requirements of the legislation. Dr. Hayman stated the administration must address the issue of staff development with regard to the attitudes of staff toward the children and families with whom they are working.

- D. Summary of School Legislation—Dr. Poff provided a report on the outcome of a number of educational bills introduced during the 2002 legislative session.

Dr. Poff offered highlights of a significant piece of educational legislation, S.B. 856 – Bridge to Excellence in Public School Act (Thornton Commission). This bill will provide a major infusion of new resources and will be a major change in the way aid is distributed to local school systems as far as the requirements of the local school systems developing comprehensive management plans for serving the needs of students. Dr. Poff noted that by 2008, Baltimore County will receive \$468 million more than the current \$203 million we currently receive, a 77% increase of what we would have received if the current law and formula were still in place. Cigarette tax money will be used for the first two years. By 2007-2008, all school systems must provide full-day kindergarten. There will also be mandatory prekindergarten education.

Concerned about the availability of funds, Dr. Poff stated the Maryland General Assembly heard from the Speaker of the House, who presented a “trigger resolution.” The resolution states that by the 50<sup>th</sup> day of the 2004 legislative session, the Maryland General Assembly, by an affirmative resolution, will have to indicate the resources available to them that year are adequate to proceed with Thornton as planned and as presented in the Act. If the resources are not there, Thornton will advance by five percent.

REPORTS (Cont.)

- E. Report on Communication Audit—Ms. Audette provided a Power Point™ presentation that described the goals of the audit, the focus group participants, the process, the major themes of the focus groups, and the short- and long-term recommendations.

PERSONNEL MATTERS

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

CONTRACT AWARDS

Ms. Ettinger pulled item 3 for additional discussion. On motion of Ms. Ettinger, seconded by Mr. Hayden, the Board approved items 1, 2, and 4. Mr. Hayden abstained from discussion and voting on item 2.

1. Contracted Services: Electrician Services at Various Schools
2. Supplies Contract: Plumbing Supplies – Four-Year Bid
4. Vehicles (Trucks and Sedan)

Item 3

Ms. Ettinger asked how the Advancement Via Individual Determination (AVID) program would impact school staffing, scheduling, student selection, and students' ability to take electives, because this program would be scheduled one period during the school day.

Dr. Barbara Dezmon, Assistant to the Superintendent for Equity and Assurance, stated this program would require one teacher for one period per day. Many of the schools participating in AVID already have programs where they are using resource teachers and other staff involved in SAT training, etc., that overlaps. Additional staff is not necessarily needed. Principals would rearrange existing staffing to make the teacher available for this period. Students are selected for this four-year elective course based on their psychological, social, emotional, and academic needs.

Ms. Ettinger stated that there needs to be training for counselors, teachers, and administrators in middle schools so they can be effective in recommending students. Dr. Dezmon stated training will begin this summer. Teams from eight schools will be trained. They will then take the training back to their schools.

CONTRACT AWARDS (Cont.)

Mr. Grzyski inquired how the success of this program would be determined. Dr. Dezmon responded that during the next four years, staff will look for increased student participation in Algebra and Advanced Placement classes. Anecdotal data will be collected from staff and students. There will be on-going evaluation. In addition, AVID will conduct its own evaluation in December.

Ms. Murray asked if there was any specific criteria that will be used for teachers selected to participate in this program. Dr. Dezmon stated that AVID teachers must be outstanding and show some versatility. They must also have the skill to help and tutor these students and work in collaboration with local higher education institutions and the community.

Dr. Dezmon introduced a representative from AVID, Mr. Larry Philpot.

Mr. Arnold and Dr. Hairston entered the room at 10:05 p.m.

On motion of Dr. Hayman, seconded by Mr. Walker, the Board approved item 3.

3. Advancement Via Individual Determination (AVID) Center Pilot Program

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-14. The Board approved these recommendations.

1. Cafeteria Window Replacement – Dundalk Middle School
2. Gymnasium Renovations – Lansdowne Middle School
3. New Electrical Feeders and Retaining Wall – Overlea High School
4. Parking Lot Improvements – Wellwood International School
5. Gymnasium Renovations – Woodlawn Middle School
6. Fee Acceptance – Design Services for Science Room Renovations – Franklin High School
7. Fee Acceptance – Design Services for Science Room Renovations – Patapsco High School
8. Fee Acceptance – Design Services and Construction Administration for Reroofing – Kenwood High School

BUILDING COMMITTEE (Cont.)

9. Fee Acceptance – Design Services and Construction Administration for Reroofing – Patapsco High School
10. Fee Acceptance – Construction Inspection Services for Major Maintenance Renovation Projects – Various Elementary Schools
11. Change Order – Carpentry/Roofing – New Town High School
12. Change Order – Various Construction Packages – New Town High School
13. Change Order – Addition/Renovation – Randallstown Elementary School
14. Increase Contingency Funds for Major Maintenance Renovation Project - Various Elementary Schools

LEASE AGREEMENT

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved a lease agreement for the Windsor Mill bus lot.

POLICY DELETION

On motion of Mr. Kennedy, seconded by Ms. Jung, the Board approved the deletion of Policy 2350 – Administrative Operations: Emergencies – from the Manual of Policies and Regulations. The current language is unnecessary because adherence to fire safety code and regulations is already mandated in the Annotated Code of Maryland and in Life Safety Code. In addition, compliance protocols and standards are delineated in the Baltimore County Public Schools *Emergency Procedures and Safety Manual*.

INFORMATION

The Board received the following as information:

- A. Revised School Calendar, 2001-2002 – Ms. Norman announced that this year's school calendar would be shortened by four days because there were no closings for inclement weather this winter. Because the last day would have fallen on Monday, the State Board of Education waived the last 6.5 hours so that school can conclude for students on June 14.
- B. Minutes of the Southwest Area Educational Advisory Council meetings, February and March, 2002.

### ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- On Tuesday, April 30, 2002, the Central Area Educational Advisory Council will meet at the Carver Center at 7:00 p.m.
- On Wednesday, May 8, 2002, the Northeast Area Educational Advisory Council will meet at Middle River Middle School at 6:30 p.m.
- On Monday, May 13, 2002, the Citizens Advisory Committee for Special Education will meet at Greenwood at 7:00 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, May 14, 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 7:30 p.m. The public is welcome at all open sessions.

Speakers were reminded to refrain from discussing any matters that might come before the Board in the form of an appeal as well as personnel matters.

### PUBLIC COMMENT

In a statement read by Ms. Norman, Ms. Jo Marvin, a representative of the Volunteer Advisory Committee, expressed the group's appreciation to the Board and thanked the Board for its time and commitment. She noted Board members are a leading example of volunteerism. Ms. Marvin thanked the Board members who attended the recent Volunteer 1,000 Hour Recognition Program. The committee's goal is to see all Baltimore County Public Schools build and nurture volunteer programs.

Ms. Jo Chadwick, Chair of the Advisory Committee for Gifted and Talented Education, spoke of the committee's recent meeting where the implementation plans for the G/T curriculum for 2002-03 were discussed. The group was pleased with the steps outlined and feels they will lead to a more consistent implementation of curriculum across the system. Ms. Chadwick voiced her committee's support for a policy for gifted and talented education and shared the reasons why such a policy is needed.

Ms. Maggie Kennedy, Coordinator of Area Educational Advisory Councils, noted that later this week, a representative group will examine ways to restructure and strengthen the area educational advisory councils. She asked Board members to share their suggestions. Ms. Kennedy stated that advisory council representatives will speak at the County Council budget hearing next week and ask for no further cuts in the budget.



PUBLIC COMMENT (Cont.)

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, shared her impressions of Mr. Barlow, who was the group's guest speaker in March. She commended him for being customer centered. Ms. O'Hare shared her disappointment in the delay of the Evening High School move due to budget cuts. She asked the Board not to forget its commitment to this student population.

Mr. Stephen Crum, a representative of the Southeast Area Educational Advisory Council, invited Board members to attend a musical program at Kenwood High School later this week. He spoke of the importance of parent involvement in their children's education. Mr. Crum also shared Dr. Hayman's view that professional development is very important with respect to having a well-qualified teaching staff.

Ms. Laura Nossel, President of the PTA Council of Baltimore County, recognized Board members and all the volunteers who serve in Baltimore County Public Schools. With regard to the discussion on the No Child Left Behind legislation, Ms. Nossel urged the Board to remain steadfast in its expectations for quality education for all Baltimore County students. Ms. Nossel acknowledged all the school system personnel who will celebrate Administrative Professionals Day tomorrow. She also recognized the secretaries of the local PTA units. With regard to HB 1010 and the Board's cell phone policy, Ms. Nossel urged the Board to gather input from all stakeholder groups so the policy will be as comprehensive as possible. Everyone was reminded of the PTA Council's awards program later this week. Ms. Nossel also announced that PTA leadership training will take place in June via Distance Learning labs.

Mr. Mark Beytin, President of the Teachers Association of Baltimore County, reminded Board members of the annual TABCO/BCPS Recognition and Retirement Dinner on May 6<sup>th</sup>. He noted that this event will be televised on Channel 73.

Mr. Sasiadek reminded Board members of tomorrow night's dinner with the PTA Council.

At 10:38 p.m., Mr. Walker moved to adjourn the open session. The motion was seconded by Mr. Grzymiski and approved by the Board.

Respectfully submitted,

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Christine Johns  
Assistant Secretary-Treasurer