

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, February 10, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 4:08 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Mrs. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, Mr. John Hayden, Ms. Jean Jung, Mr. Michael P. Kennedy, and Ms. Joy Shillman. In addition, Mr. J. Robert Haines, Deputy Superintendent of Business Services, and staff members were present.

The Board entertained oral argument in Hearing Examiner's Case #02-22. The matter was heard in closed session.

In addition to the above listed Board members, also in attendance were the Appellant; the Mr. J. Robert Haines, Deputy Superintendent of Business Services; Dr. Richard Milbourne, Executive Director of Schools, Southwest Area; Margaret-Ann F. Howie, Esq., Legal Counsel to the Superintendent; Nevett Steele, Jr., Esq., Assistant County Attorney; and Ms. Brenda Stiffler, Administrative Assistant to the Board of Education.

Mr. Walker entered the room at 4:14 p.m.

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

The hearing was concluded at 4:41 p.m.

Board members deliberated on the case.

At 5:35 p.m., Mr. Hayden moved the Board go into open session. The motion was seconded by Mr. Walker and unanimously approved by the Board.

Mr. Sasiadek reviewed the following housekeeping items:

- ⌚ Commencement Schedule for 2004
- ⌚ Board members were reminded of upcoming functions.

At 5:39 p.m., Mr. Kennedy moved the Board go into closed session to discuss personnel matters and to conduct matters related to the negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Arnold and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

Mr. Grimsley reviewed briefly with Board members matters relating to upcoming negotiations with the bargaining units.

At 5:46 p.m., Mr. Walker moved the Board go into executive session to discuss the Superintendent's contract, a personnel matter pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1). The motion was seconded by Mr. Hayden and unanimously approved by the Board.

Board members discussed an evaluation of the Superintendent and the Superintendent's contract.

At 6:50 p.m., Mrs. Ettinger moved to adjourn the executive session for a brief dinner recess. The motion was seconded by Mr. Kennedy and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:39 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Francesca Cirincione, Mrs. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, Mr. John A. Hayden, III, Ms. Jean Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Kenny Mutrick, Loch Raven High School student, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

MINUTES

Hearing no additions or corrections to the Open and Closed Session Minutes of January 13, 2004, Mr. Sasiadek declared the minutes approved as presented on the website.

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

SUPERINTENDENT'S REPORT

Dr. Hairston acknowledged his appreciation for all citizens and educators who supported the Thornton Rally in Annapolis on February 9, 2004. Dr. Hairston announced the first Superintendent's Roundtable discussion with five college presidents represented in Baltimore County. Dr. Hairston noted that the discussion would be ready for publication within two weeks.

SPECIAL ORDER OF BUSINESS

On motion of Mr. Arnold, seconded by Mrs. Ettinger, the Board adopted a resolution honoring Dianne Gilbert, former County Executive's Education Liaison.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Mr. Grimsley recognized the administrative appointments approved at the January 13, 2004 and January 28, 2004 meetings.

REPORTS

The Board received the following reports:

- A. **Recognition of Student Artwork on the cover of Baltimore County Public Schools' 2004-05 Course Registration Guide** - Carver Center for Arts and Technology student Nikita Zeyfman's art design was selected for the cover of Baltimore County Public Schools' 2004-2005 Course Registration Guide. Nikita's design graces the cover of the new Course Registration Guide, which is on display in the lobby. Since Nikita could not be at the Board meeting this evening, Ms. Daisy McTighe, Coordinator of the Office of Art, and Dr. Gwendolyn Grant, Executive Director of Secondary Programs, accepted the first place prize on behalf of Nikita.
- B. **Recognition of National School Counseling Week, February 2-6, 2004** – Mr. Sasiadek presented the proclamation on behalf of all school counselors to Ms. Bridget Hartnagel, President of the Baltimore County Association of Counseling and Development, who accepted the proclamation on behalf of all school counselors. On motion of Mr. Kennedy, seconded by Mr. Hayden, a resolution recognizing National School Counseling Week was adopted.
- C. **Recognition of Grant from United States Golf Association for Baltimore County Public Schools Girls' Developmental Golf** – Ms. Phyllis Bailey, Executive Director of Special Programs, PreK-12, noted that February is National Girls and Womens' Sport Month. Ms. Bailey introduced Mr. William Smith, USGA Regional Association Committee Member along with Mr. Ron Belinko, Athletic Coordinator, and Ms. Jill Masterman, Supervisor. On behalf of the

REPORTS (cont)

USGA, Mr. Smith presented a grant to Baltimore County Public Schools in the amount of \$32,000.00 for the girls' golf development program.

- D. **Report on COGNOS Data Decision-Making Tool** - Through a PowerPoint™ presentation, Dr. Greg Barlow, Executive Director of Technology, and Ms. Vicki Sappe, Data Warehouse Project Manager, briefly reviewed the progress to date with COGNOS and the next steps. Dr. Barlow reviewed data warehouse reporting strategies and the On-Line Analytical processing (OLAP). The users for the COGNOS reports are:

- Executive Level
- Curriculum Offices
- School Administrators
- Guidance Counselors
- Teachers

Dr. Barlow reviewed the tools currently being used in the production environment:

- Advanced Placement
- Agency Placed Foster Student Data
- MSA
- PSAT
- SAT

Information Technology has completed the testing phase, which includes high school assessments (HSA), middle and high school final and exam grades, GT demographics and details information, and adequate yearly progress (AYP). On the drawing board are special education cube, MSA worksheet, IPT, and alternative MSA. Ms. Sappe provided a brief overview of the reporting process and examples of accessing the information in COGNOS.

Dr. Barlow thanked Ms. Sappe and the development team for their hard work and dedication to bring BCPS so far in just a short period of time. Dr. Barlow explained the next steps, which include training users and developers, and creating additional development reports as needed.

Dr. Hairston recognized Dr. Barlow's team and all the developers for an outstanding job.

Mr. Hayden thanked the Information Technology group for their work and making available this much information in a small period of time. Mr. Arnold echoed Mr. Hayden's comments.

REPORTS (cont)

Mr. Kennedy inquired about usability for teachers. Dr. Barlow replied teacher training has not yet begun, however, a teacher would be able to get information from COGNOS and break it down by student. Mr. Kennedy inquired whether Maryland State results would be available in COGNOS. Dr. Barlow replied that a cleansing process is completed to ensure the data is usable for BCPS. Then the information is loaded into our data warehouse.

Mr. Kennedy asked at what point of the school year does BCPS get back the results. Dr. Barlow responded that the data for last year was received by BCPS in September. Dr. Barlow believed that MSDE planned on shortening the time for the upcoming year. Once BCPS receives the data from the State, it would take approximately two weeks to load the information into the COGNOS data warehouse.

Mr. Grzyski inquired about the security control levels in COGNOS. Dr. Barlow stated there is a hierarchy of security levels based on location and role. Example given was that teachers would be able to examine their respective students while principals would be able to view students within their respective schools.

- E. **Report on Policy Website** – Ms. Margaret-Ann Howie, Legal Counsel to the Superintendent, presented to the Board the new policy and rules website. Ms. Howie noted that the school system would move from the analog version to digital version. This website would make information more available throughout the school system and the community. Ms. Howie credited the school system's web team, law office personnel, and others for the work needed to transfer the voluminous Manual into a digital format. Ms. Howie noted that 90 percent of the policies and rules were not digital when BCPS began this undertaking. Ms. Howie provided a brief introduction into the website itself. The website address is http://www.bcps.org/system/policies_rules.

Mr. Kennedy asked whether the hard copies would continue to be maintained. Ms. Howie stated that BCPS is encouraging people to keep their hardcopies and print out policies and rules on the website and place them into their notebooks.

Mrs. Ettinger was pleased with the website stating it will provide a wealth of information to the community.

As chairperson of the Policy Committee, Mr. Arnold thanked Mrs. Ettinger and Mr. Walker for assisting in this huge undertaking.

PERSONNEL MATTERS

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

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Hayden, the Board approved items 1-3 (Exhibit H).

1. Diplomas, Diploma Covers, and Certificates
2. Equipment Contract: Modular Multiplexing System
3. High Volume Photo Copiers

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-2 (Exhibits I and J).

Regarding the Woodholme Elementary bidding process, Mr. Hayden expressed concern over the dramatic difference from low bid to high bid. Dr. Krempel stated the low bid was lower than BCPS engineers' estimate. Dr. Krempel noted some contractors might put in escalated prices with the hope that should they receive the contract they would make a huge profit.

As recommended by the Building Committee, the Board approved items 1-2 (Exhibits I and J).

1. Award of Contract – Passenger Drop-off Area at Featherbed Lane Elementary School
2. Award of Contract – Site Work (Package 2A) at Woodholme Elementary School

SCHOOL LEGISLATION

On motion of Mrs. Ettinger, seconded by Mr. Arnold, the Board voted to support SB1 – Education–Teachers–State and Local Aid Program for Certification.

On motion of Mr. Hayden, seconded by Mrs. Ettinger, the Board voted to support SB 8 (HB 306) – Teachers' Retirement and Pension Systems-Reemployment of Retired Teachers-Sunset.

Mrs. Ettinger moved approval of SB 115 - Task Force to Study the Maryland Teachers' Pension System and the Teachers' Retirement System. Mr. Kennedy seconded the motion.

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board voted to support HB 162 – Teacher Incentives.

SCHOOL LEGISLATION (cont)

With regards to HB 199 – Public School Construction-Module Construction, Mr. Hayden suggested this bill is extremely important in light of providing full-day kindergarten. Dr. Krempel provided insight to the Board on module construction versus relocatables. Dr. Poff noted this bill does not restrict school systems to utilize module construction. Mr. Walker commented this legislation is a benefit to the school system. On motion of Mr. Hayden, seconded by Mr. Arnold, the Board voted to support HB 199 – Public School Construction – Module Construction.

Dr. Poff provided information to Board members regarding HB 711 (SB 423) – Education-Full Day Kindergarten Programs-County Board Decision Not to Implement. No action was taken by the Board at this time. Mr. Kennedy indicated that MABE's position is in favor of full-day kindergarten. Mr. Hayden asked Mr. Kennedy to continue to bring issues to the Board's attention.

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- Schools and offices will be closed on Monday, February 16, 2004 in observance of President's Day. Schools will reopen for students and teachers on Tuesday, February 17, 2004.
- On Tuesday, February 17, 2004 the Northwest Area Educational Advisory Council will meet at Wellwood International Elementary School beginning at 7:30 p.m.
- On Wednesday, February 18, 2004 the Central Area Educational Advisory Council will meet at Cockeysville Middle School beginning at 7:30 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Wednesday, February 25, 2004, 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. Sasiadek reminded speakers to refrain from discussing any matters that might come before the board in the form of an appeal, as well as any personnel matters.

STAKEHOLDER GROUPS

Miss Cara Mead, BCSC First Vice President, announced that their February General Assembly meeting would be held on Wednesday, February 11, 2004 and the lobbying trip to Annapolis on February 23. Also, BCSC representatives will be attending the MSDE forum on February 24, 2004.

Ms. Vicky Ciulla, Home and Hospital Supervisor, introduced Wonita and Alyssa Evans, who are extremely pleased with the Home and Hospital in-person tutoring and Tele-classes. Alyssa stated how she enjoys the classes and the program as a whole.

Ms. Jasmine Shriver, Advisory Committee for Special Education representative, stated that she was concerned by the non-placement cost. Ms. Shriver stated community colleges are under-utilized and anticipates BCPS partnership with CCBC to be successful.

Ms. Meg O'Hare, Northeast Area Educational Advisory Council Chairperson, noted that Councilman Bartenfelder would be introducing a bill (SB 16) to reduce the Baltimore County definition of overcrowding from 115% to 110%. She announced that on Tuesday, March 9th, there would be a work session on Senate Bill 16 (SB 16). Ms. O'Hare thanked Ms. Rita Fromm, Executive Director of Planning and Operations, for attending the council meeting on Wednesday, February 4th and explaining the results of the DeJong study. She believes the Board of Education should take action to acquire land and build a school in the northeast area.

Ms. Elaine Berry, CASE President, thanked Dr. Hairston for compensating employees in the proposed operating budget. She noted CASE members have begun writing county representatives to support the Superintendent's proposed budget. Ms. Berry indicated she received COGNOS training this past week.

Mr. Michael Franklin, PTA President, thanked the Board for supporting and attending the Thornton Rally. He noted that no tax money was spent on this endeavor. Mr. Franklin also stated the PTA Council is opposed to "opening" Thornton.

Ms. Cheryl Bost, TABCO President, stated the Thornton Rally spoke volumes. She perceived the rally as a job well done by all. She asked the Board to support upcoming house bills for teacher's pension, which is ranked last in the nation. Ms. Bost extended TABCO's gratitude for the dinner the week before. Ms. Bost expressed concern as to whether COGNOS would be more work for teachers and if the technology would be useful for teachers.

PUBLIC COMMENT

Ms. Kathy Beard, Citizen Advisory Board for Indoor Environment Quality in Schools representative, thanked those who met to consider County Council Resolution No. 143-03, which urges the Board of Education to establish an environmental assessment advisory committee that would help the school system ensure the quality of the indoor environment in our schools. She also invited Board members and staff to attend the advisory board's meeting on March 17, 2004.

PUBLIC COMMENT (cont)

Ms. Maggie Kennedy thanked organizers, Board members, parents, teachers, educators, and bus drivers for attending the Thornton Rally. She announced that delegates would be voting on House Bill 345 on Wednesday, February 11, which is the emergency bill that would remove the “trigger” from the Thornton legislation to ensure full funding of Thornton. She asks parents and educators to call or email delegates with a united message to support HB 345.

ADJOURNMENT

At 9:23 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Mr. Walker and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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