

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, March 23, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 3:05 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Miss Francesca Cirincione, Mr. Thomas G. Grzynski, Mr. John Hayden, Dr. Warren Hayman, Ms. Jean Jung, Mr. Michael P. Kennedy, and Mr. James Walker. In addition, Ms. Christine M. Johns, Deputy Superintendent of Curriculum and Instruction, and staff members were present.

Mr. Sasiadek reminded Board members of upcoming functions for April and May 2004.

Mr. Kennedy moved that the student Board member be permitted to participate in discussions relative to negotiations. The motion was seconded by Mr. Walker and approved by the Board.

At 3:22 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), (a)(7), and (a)(9). The motion was seconded by Ms. Jung and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Nevett Steele, Jr. Esq., Assistant County Attorney, updated the Board on potential litigation with a contractor.

Mr. Hayden exited the room at 3:24 p.m.

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters under consideration.

Mr. Grimsley and Mr. Dan Capozzi, Manager of Human Resources, reviewed with Board members matters relating to upcoming negotiations with the bargaining units.

Mr. Hayden re-entered the room at 3:50 p.m.

Ms. Shillman entered the room at 3:52 p.m.

At 4:05 p.m., Mr. Walker moved to adjourn the closed session. The motion was seconded by Mr. Kennedy and approved by the Board.

Miss Cirincione, student Board member, exited the room at 4:06 p.m.

The Board entertained oral argument in Hearing Examiner's Case #03-37. The matter was heard in closed session.

CLOSED SESSION MINUTES (cont)

In addition to the above listed Board members, also in attendance were the Appellant's attorney, Thomas B. Corbin, Esq.; Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction; Ms. Merle Audette, Chief of Staff; 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.

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

The hearing was concluded at 5:05 p.m.

Board members deliberated on the case.

At 5:30 p.m., Ms. Walker moved to adjourn closed session. The motion was seconded by Ms. Jung and approved by the Board.

The Board hosted members of the Minority Achievement Advisory Group for dinner.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:40 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Miss Francesca Cirincione, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Dr. Warren Hayman, Ms. Jean Jung, Mr. Michael P. Kennedy, Ms. Joy Shillman, and Mr. James Walker. In addition, Ms. Christine M. Johns, Deputy Superintendent of Curriculum and Instruction, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Ben Mackey, Scout Troop 5, 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 Minutes of February 10, 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

On behalf of the Superintendent, Ms. Johns reported that Baltimore County Public Schools were well represented in the Black Saga Competition over the weekend at the University of Maryland College Park. Among our schools, Cromwell Valley placed fifth in the final round of competition, while three other elementary schools – Winfield, Powhatan, and Battle Grove – all made it to the semifinal play-off round.

Ms. Johns also reported that during the recent statewide robotics competition in Annapolis, Parkville High School's robotics team took home the Prestigious Entrepreneurship Award. She noted that Woodlawn High School's summer robotics camp was cited by the National Science Foundation in the *Congressional Record* for its rigor and success.

Ms. Johns stated that Preston Copeland, senior at Carver Center for Arts & Technology, who has been named one of only 20 Ron Brown Scholars in the nation.

Ms. Johns also recognized Math Teacher William Barnes and Physics Instructor Jonathan Roland as two winners of the 2003 Presidential Awards for Excellence in Mathematics and Science Teaching from the National Science Foundation.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS AND ADVISORY COUNCIL APPOINTMENTS OF MARCH 9, 2004

Mr. Grimsley recognized Ms. Judith Glass, whose appointment to Director of Special Education was approved at the March 9th meeting. Mr. Grimsley also recognized Mr. David Marks, whose appointment to the Northeast Area Educational Advisory Council was approved at the March 9th meeting.

OLD BUSINESS

Proposed Changes to Policy 2372

Mr. Hayden pointed out that other school boards in Maryland have adopted rules similar to what is being suggested tonight.

On motion of Mr. Kennedy, seconded by Mr. Grzymiski, the Board approved the changes to proposed Policy 2372 – Conduct: Tobacco.

REPORTS

The Board received the following reports:

- A. **Report on Middle School Task Force Recommendations** – Through a PowerPoint™ presentation, Dr. Gwen Grant, Executive Director of Secondary Programs, shared with the Board the Middle School Task Force Implementation Plan for 2002-2003 Recommendations. The Middle School Task Force Implementation Plan was examined by and shared with a variety of community stakeholders, middle school principals, and staff to assure that the recommendations were in line with research, would improve student academic achievement while providing students with a balance of developmentally appropriate programs and courses, and were doable for school principals. Dr. Grant outlined the original seven recommendations:
- I. Communication Plan
 - II. Content Strands/Curriculum
 - III. School Schedules (implementation phased in 2004-06)
 - IV. Mentor/Advisor
 - V. Enrichment
 - VI. Highly Qualified Teachers/Math (implementation phase in 2003-06)
 - VII. CollegeEd / College Readiness (planning and implementation)

Dr. Grant recognized the members of the middle school task force team for their outstanding work over the past two years.

Mr. Arnold inquired about the long term monitoring of the success of the students and the program. Dr. Grant responded that once the recommendations are implemented, monitoring of the program would be through the annual results report and the MSA data. Mr. Arnold asked whether middle schools in other counties would be evaluated. Dr. Grant stated that national data from middle schools would be reviewed to determine if student achievement scores are increasing. She noted that the data warehouse information could assist in tracking data by individual school, area, and student. Mr. Arnold asked how the information would be broken out regarding special needs students. Dr. Grant responded there would be a Special Education Support program offered through the Office of Special Education who will monitor the information at a system level. She noted that the data would also be disaggregated in all sub-groups.

Mr. Walker asked whether BCPS is in the pilot or implementation stage. Dr. Grant responded that schools have two years to phase in the Content Strands program. The four Support Programs (Reading Screening, English Enrichment, Special Education, and Guidance) would be phased in beginning with the 2004-2005 school year. Mr. Walker requested a list of the eight pilot schools.

REPORTS (cont)

Mr. Grzyski applauds the mentor concept. He asked how the mentor program would be managed in the schools and how many students a teacher can mentor in a class. Dr. Grant responded that a guide would be developed this spring, which will provide specific mentor guidelines and will include teacher/student ratio. With regards to community support mentors, Dr. Grant stated community leaders could assist as mentors including forming partnerships with colleges and universities.

Ms. Shillman inquired about an honors program in middle schools. Dr. Grant stated no honors program is available at the middle school level. She noted that the English Enrichment Program has a guide for grades 6-8 so that students can build their skills in English. Ms. Shillman expressed her concerns with available funding for the Enrichment Program. Dr. Grant responded that the program does not cost any money. The Office of English and Reading has written the program with professional development taking place in the class.

Mr. Kennedy appreciated all the work put into the presentation. He expressed concern over implementing a successful mentoring program. Dr. Grant stated that the focus of this mentorship program is on academic achievement and planning for eighth graders going into high school.

Mr. Kennedy noted there were no recommendations with regards to students placed in group homes in certain schools, class size, and possibilities of additional resources. Mr. Kennedy asked if mainstream youngsters would be with one group or spread out in sections. Dr. Grant stated many of those concerns are school-level decisions. Mr. Kennedy expressed concern over resources and part-time help and that students would get lost in the shuffle.

Mr. Hayden commented that the mentor ratio is thin and recruiting parents would be a remarkable chore. With regards to *No Child Left Behind*, Mr. Hayden remarked that in the future Board members should focus on resources and funding in the middle school years.

Ms. Jung expressed concern with looking for community and parent mentors. She also noted this program would increase teachers' workload. Dr. Grant stated that teachers would be paid and that schools have grant funds or can use operational funds to cover after school and weekend programs. With regards to the G/T program, Dr. Grant explained the English Enrichment Program is to help increase students' skills and move them towards upper level courses.

Ms. Jung also asked whether this program would be more or less work for teachers. Dr. Grant stated the work would be differentiated.

REPORTS (cont)

With regards to teacher participation in the English Enrichment Program, Ms. Paula Simon, Coordinator, English and Reading Secondary Programs explained the English Enrichment Program is designed to provide a bridge for students not identified for the G/T program but who are in need of a more rigorous program. To assist teachers, Ms. Simon noted that a parallel guide has been crafted based on the same objectives and state voluntary state indicators and offers extension and enrichment activities that can be done simultaneous with the standard curriculum.

In regards to the Arts, Ms. Jamie Tucker, Music Coordinator, noted most schools are on an A/B schedule. This means each student would have art 3 days one week and music 2 days a week.

Ms. Jung expressed concern regarding the before and after enrichment program and the budget. Dr. Grant stated the goal is to change direction from before and after school remediation programs to focused programs. Ms. Jung asked who pays for the remediation programs. Dr. Grant responded that the program would be implemented through school funds, grants, and teacher volunteers.

Mr. Kennedy asked whether the report card would handle the new programs. Dr. Grant stated a new report card would not be necessary.

In regards to Mr. Walker's question, Dr. Grant indicated students must take reading in the sixth grade. If a student is identified through the reading screening process using multiple data points, he/she would get reading in the seventh or eighth grade. Mr. Walker asked if additional funds would be needed for instruction and staffing. Dr. Grant responded monies are in the budget to purchase sixth grade reading texts and *Fast Track* Intervention Materials.

Dr. Hayman raised concerns in several areas:

- Implementation of a program will require additional money and resources
- Timing of the report (report should have preceded the budget process)
- Focus on reading and math because of AYP testing; also need to focus on communication
- Need to focus on highly qualified teachers in all subject areas
- Need to focus on students' mental health needs (i.e., additional social workers and psychologists at the middle school level)
- Before and after school enrichment – need to enrich and improve curriculum during the school day
- Absence of ethnicity throughout the entire report
- Suggests developing a bridge program between the fifth and sixth grades, which involves students, parents and teachers, to bridge the gap between elementary school and middle school

REPORTS (cont)

Dr. Hayman expressed the necessity to emphasize four-year colleges and universities and not just focus on community colleges. He noted that liberal arts is being minimized in low-achieving schools since the focus is on reading and math. In regards to the magnet program in the report, Dr. Hayman stated that all Baltimore County Public Schools should have the same potential, focus, and quality as the magnet schools. Dr. Grant responded the content portion of the program would be phased in over a two-year period. She also stated should additional funds be necessary, a request would be brought before the Board at that time.

Ms. Shillman disagreed with Dr. Hayman stating the need to continue to focus on math and science. She noted children who receive music perform extremely well in math. Ms. Shillman asked if all sixth graders were required to receive reading. Dr. Grant responded all sixth graders presently take reading. There are reading strategies and skills in the sixth grade that students still need to perfect.

Mr. Hayden applauded Dr. Hayman's comments. He recommends the Board and the Curriculum and Instruction committee further discuss this issue.

- B. **Report on Proposed Board Meeting Schedule, 2004-2005** - Mr. Sasiadek reviewed the proposed Board meeting dates for the upcoming year with Board members. Dr. Hayman will provide Ms. Stiffler with dates relevant to CUBE's calendar. Mr. Sasiadek noted that the Board will vote on the proposed schedule at the April 20, 2004 Board meeting.

PERSONNEL MATTERS

On motion of Mr. Grzymiski, seconded by Dr. Hayman, the Board approved the personnel matters as presented on Exhibits E, F, G, G-1 and H. (Copies of the exhibits are attached to the formal minutes.)

CONTRACT AWARDS

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

Ms. Jung expressed concern over the cost for one year and the cost for five years. Mr. Gay stated this would be a one-time purchase of material within the next five years for all 26 middle schools.

CONTRACT AWARDS (cont)

1. Educational Services for the Judith P. Hoyer Early Care and Education Center Extension
2. Office of Science PreK-12: Curriculum Materials and Equipment
3. Reading Textbooks and Materials for Grade 6

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-7 (Exhibits J through P). The Board approved these recommendations. Mr. Hayden abstained from voting on items 4 and 5 (Exhibits M and N). Mr. Arnold abstained from voting on items 1 through 4 (Exhibits J, K, L, and M).

1. Award of Contract – Various Construction Packages at Woodholme Elementary School
2. Award of Contract – ADA Upgrades at Westowne Elementary School
3. Award of Contract – Kitchen Hood Replacements at Catonsville High, Deer Park Middle Magnet, Franklin High, Lansdowne High, and Woodlawn Middle Schools
4. Award of Contract – Systemic Renovations at Golden Ring Middle School
5. Request to Negotiate – Design Services for Systemic Renovations at Arbutus Middle School, Sudbrook Magnet Middle School, Ridgely Middle School, and Southwest Academy
6. Change Order – Construction Inspection Services for Systemic Renovations at Dundalk Middle, Franklin Middle, and Parkville Middle Schools
7. Increase Contingency Authorization – Boiler Replacement at Deer Park Middle Magnet School

SCHOOL LEGISLATION

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board voted to support HB 1 – Public School Construction Assistant Act of 2004.

Mr. Hayden expressed concerns of a flaw in the bill with what constitutes a transfer. Mr. Hayden and Mr. Arnold voted to oppose HB 1.

Dr. Poff provided an update on the SB 8 (HB 306) Teachers' Retirement and Pension Systems – Reemployment of Retired Teachers – Sunset. This bill has not been resolved and could be modified significantly. Ms. Shillman asked for status of the bill sponsored by Senator Paula Hollinger. Dr. Poff stated the bill not been resolved.

SCHOOL LEGISLATION (cont)

Mr. Walker asked what would occur if the bill does not pass. Dr. Poff responded the bill would end effective June 30, 2004. Mr. Walker asked if principals and teachers are both included in the bill. Dr. Poff responded affirmatively.

INFORMATION

The Board received the following as information:

- A. Revised Rule 2372 – Conduct: Tobacco
- B. Northwest Area Educational Advisory Council Report of February 17, 2004

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- Schools and offices will be closed for Spring Break from April 5-12, 2004. Schools and offices will reopen on Tuesday, April 13, 2004.
- The Central Area Educational Advisory Council will meet on Wednesday, April 14, 2004 at Pot Springs Elementary School. The meeting will begin at 7:30 p.m.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, April 20, 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. The Board will host the Department of Recreation and Parks for dinner on April 20 from 6:00 – 7:30 p.m.

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

Dr. Ella White Campbell, Minority Achievement Advisory Group Chairperson, expressed appreciation to the Board for their condolences in the passing of her child. She congratulated Ms. Kathleen McMahon for getting students involved in the Black Saga.

STAKEHOLDER GROUPS (cont)

Ms. Maggie Kennedy, Baltimore County Education Coalition Chairperson, met with County Executive Jim Smith, Mr. Dorsey, and Mr. Joseph on March 17. She stated a bus will be going to Annapolis on Monday, March 29 to meet with a delegation to address county aid, Thornton funding, school facilities, and highly qualified teachers. She announced that on April 19th the coalition would meet with the County Council at 6:00 p.m. regarding support of the operating budget.

Miss Amethyst Danesie, Baltimore County Student Council President, announced that the council met to review and approve their platform, which is accomplished every two years. She also announced the BCSC annual Bull Roast on May 7th.

Mr. Kevin Able, Citizen Chair of the Alternative Education Advisory Board, highlighted Maryland's Tomorrow Program. This program provides individualized assistance for students who need help in subject areas. He noted student dropout rates through the Maryland's Tomorrow program graduation rate are between 1-2%. In the 2003-04 school year, Mr. Able stated that Maryland's Tomorrow had expanded by adding two alternative schools and twelve middle schools. Mrs. Wilson, parent of a student attending Chesapeake High School, stated this program has helped her child tremendously. Eugene, a senior at Chesapeake High School, stated his grades have improved while being in this program.

Ms. Karen Yarn, Advisory Committee for Gifted/Talented Education Chairperson, shared with the Board the advisory committee meeting with Dr. Hairston on March 10th. She noted the advisory committee's goal is to be better advocates to reach more parents, recruit more people, and show them how to be better advocates for their children.

Ms. Jasmine Shriver, Citizens Advisory Committee for Special Education Vice Chair, congratulated Ms. Judy Glass on her appointment as Director of Special Education. She also noted a recommendation that Ms. Kelli Nelson submitted to the Board back in November 2003. That recommendation was to implement a policy requiring School Improvement Teams to include any special education findings in their school improvement plans. Ms. Shriver noted the recent participation in the Education Coalition forum with the County Executive. Much of the conversation was focused on the proposed Transition Center. As a result of comments from the forum, CACSE will be reviewing information at their next meeting on April 19th and will be developing a set of recommendations about the proposed Transition Center.

Ms. Meg O'Hare, Northeast Area Educational Advisory Council Chairperson, reported on the progress of the science fair scheduled for May 21 and 22 at New Town High School. She noted 76 elementary schools are presenting in this year's fair. Ms. O'Hare stated her perspective on the middle school task force report. She is concerned there is not consistent and vigorous middle school education. With the limitations and flaws brought out this evening, she was pleased to see that the program was being phased in over a two-year period.

STAKEHOLDER GROUPS (cont)

Mr. Michael Franklin, PTA President, was surprised that the County Council did not support the adequate changes to the facilities bill. In regards to the article and partnership with UMBC, Mr. Franklin believes the program is not in jeopardy solely because BCPS Internal Audit is questioning the handling of funds.

Ms. Cheryl Bost, TABCO President, thanked the Board for bringing attention to items in the middle school plan that could cause additional burden to teachers and students. She noted her disagreement with the wording of the Master Agreement within the middle school task force plan. Ms. Bost expressed concern that only one teacher was on the middle school task force team. This middle school task for plan needs financial resources and staff. She sees the accountability being taken away from parents and students.

PUBLIC COMMENT

Mr. Rodger raised concerns that there is not enough money in the budget to perform the job adequately for the children of Baltimore County. Mr. Janssen stated that giving a minimal increase in the Maintenance of Effort in the operating budget is not enough. He feels that Dr. Hairston is intending to craft a budget to adequately education all students in Baltimore County.

Dr. Bash Pharoan, President of the Baltimore County Muslim Council, stated the matter of recognizing Muslim holidays. He noted the issue is not closing schools, but it is about equality and self-esteem of both students and parents. He believes Muslims are not included when it comes to issues related to culture such as holidays. Dr. Pharoan requested the Board to show equality throughout the school system by including the Muslim holidays.

ADJOURNMENT

At 9:45 p.m., Ms. Murray 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