

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

Tuesday, January 10, 2006

The Board of Education of Baltimore County, Maryland, met in open session at 5:00 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Grzymiski reminded Board members of community functions and Board of Education events scheduled in January and February.

Mr. Janssen moved that the student member be permitted to participate in closed session collective bargaining discussions. The motion was seconded by Dr. Hayman and unanimously approved by the Board.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9) and upon motion of Mr. Arnold, seconded by Ms. Murphy, the Board commenced its closed session at 5:07 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:07 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: Dr. Christine M. Johns, Deputy Superintendent, Curriculum and Instruction; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Nevett Steele, Jr., Esq., Assistant County Attorney; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations; Ms. Kendra Johnson, Assistant to the Assistant Superintendent, Central Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Dr. H. Scott Gehring, Assistant Superintendent, Northwest Area; Ms. Jean E. Satterfield, Assistant Superintendent, Southeast Area; Dr. Manuel B. Rodriguez, Assistant Superintendent, Southwest Area; Ms. Barbara Burnopp, Chief Financial Officer; Mr. Daniel Capozzi, Staff Relations Manager; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. Capozzi provided Board members an update on the negotiations with specific collective bargaining units.

Mr. Capozzi and Ms. Burnopp exited the room at 5:25 p.m.

CLOSED SESSION MINUTES (cont)

Dr. Peccia reviewed with Board members personnel matters to be considered on the agenda.

At 5:30 p.m., Ms. Murphy moved the Board come out of closed session. The motion was seconded by Mr. Janssen and approved by the Board.

OPEN SESSION

Dr. Hairston discussed with Board members the alternative governance proposed models concerning Woodlawn Middle School.

At 5:45 p.m., the Board adjourned for a brief dinner recess.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:30 p.m. at Greenwood. President Thomas G. Grzymiski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A.S. Harris, Mr. John Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Joy Shillman, and Miss Gabrielle Wyatt. 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 Imani Meklai, a student at Lansdowne Elementary School, followed by 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 December 6, 2005, Mr. Grzymiski declared the minutes approved as presented on the website.

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

ADVISORY AND STAKEHOLDER COMMENTS

Ms. Melissa Peters, a representative of the Advisory Committee for Alternative Programs, introduced two students from Sparrows Point High School. Miss Tesia Taylor applauded the study skills class and various opportunities within the Maryland's Tomorrow Program. Mr. Curtis Chmiclewski shared with the Board his successes with the program and his future goals.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Meg O'Hare, Coordinator of the Area Educational Advisory Councils, believes there is a problem with the curriculum in the county. She asked the Board to review the curriculum guides for teaching English in the middle schools through the ninth grade.

Mr. David Marks, a representative of the Northeast Area Educational Advisory Council, shared with the Board a resolution developed by the northeast area advisory council with regards to the Charles Hickey School. He encouraged the Board to look at new land for a new high school. Mr. Marks stated that the Northeast council supports the renovating the Perry Hall mansion.

Ms. Barbara Sirbaugh, Vice President of the American Federation of State, County, and Municipal Employees (AFSCME) introduced herself to Board members.

Ms. Karen Yarn, Chair of the Citizens Advisory Committee for Gifted and Talented Education, shared with the Board the committee's observations concerning the 2004-2005 Report on Results.

Ms. Nashae Bennett, President of the Baltimore County Alliance of Black School Educators, announced that the Morgan State University Choir would be performing on February 3 at Deer Park Magnet Middle School beginning at 7:00 p.m.

Mr. Stephen Crum, Chair of the Career & Technology Education Advisory Council, shared with Board members some features other than technology that the CTE program concentrates on.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, invited Board members to attend a concert featuring the U.S. Navy Band on January 14 at 8:00 p.m. at the Sudbrook Art Center. Dr. Campbell reported on the group's December meeting focusing on literacy skills.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, reported on the committee's meeting looking at implementing a 3-to-5 year Lease Restrictive Environment (LRE) for all special education students. She noted that 97% of all special education students are currently diploma bound.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, thanked those Board members who attended the TABCO/BACE legislative breakfast. Ms. Bost reviewed a document distributed at the breakfast entitled "Public Educators Want Respect."

SUPERINTENDENT'S REPORT

Dr. Hairston reported that the Essex-Middle River Chamber hosted an awards program for the Southeast area on January 6.

Dr. Hairston noted that the Superintendent's staff retreat was held on Sunday and expressed his appreciation for all Baltimore County employees.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Government Relations, recognized the administrative appointments made at the December 20, 2005 Board meeting:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>CINDY L. DENNIS</u> (Effective January 3, 2006)	Teacher/Resource Division of Curriculum and Instruction	Coordinator in Elementary Mathematics Division of Curriculum and Instruction
<u>MICHELE L. PATRAS</u> (Effective January 3, 2006)	Teacher/Special Education Chesapeake High School	Assistant Principal Parkville High School
<u>ALLISON SHINNERS</u> (Effective January 3, 2006)	Teacher/Mathematics Parkville High School	Assistant Principal Kenwood High School
<u>ELIZABETH H. WYNKOOP</u> (Effective January 3, 2006)	Assistant Principal Lansdowne Middle School	Specialist in Elementary Mathematics Division of Curriculum and Instruction
<u>JOSEPH C. NOONE</u> (Effective January 3, 2006)	Acting Superintendent Designee (.5) Pupil Personnel Worker (.5)	Superintendent Designee (.5) Pupil Personnel Worker (.5)

RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Peccia recognized the Area Educational Advisory Council appointments made at the December 20, 2005 Board meeting:

- Mr. Bart Manguno Northeast Area Educational Advisory Council (appointment)
- Ms. Jean Jung Southeast Area Educational Advisory Council (appointment)

RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Peccia recognized the appointment of Ms. Mary C. Burke to the Ethics Review Panel.

OLD BUSINESS

Proposed Policy 8400/Deletion of Policy 3132

On motion of Mr. Janssen, seconded by Dr. Hayman, the Board approved the proposed Policy 8400 – Office of Internal Audit: Internal Audit, All Funds, and the deletion of Policy 3132, as presented in Exhibit B.

OLD BUSINESS (cont)

Proposed FY2007-2012 State and County Capital Budget

On motion of Ms. Murphy, seconded by Ms. Harris, the Board approved the proposed FY2007-2012 State and County Capital Budget request, as presented in Exhibit C.

REPORTS

The Board received the following reports:

- A. **Superintendent's Proposed Operating Budget, Fiscal Year 2007** – Dr. Hairston presented to the Board, for their consideration, the Proposed Operating Budget for Fiscal Year 2007. He noted that the proposed budget represents what BCPS needs to educate children and provide quality service for all of Baltimore County. Dr. Hairston reiterated the budget request for FY2007 continues to focus on the *Blueprint for Progress, Master Plan, and Bridge to Excellence*.

Dr. Hairston has proposed an operating budget with a projected 7.3 percent increase in costs, which contains

- \$34.2 million for salary restructuring, step increases, and upgrades
- Opening of Windsor Mill Middle School in August 2006
- Expansion of pre-kindergarten and all-day kindergarten programs
- Strong commitments to the maintenance program
- Purchase and roll-out of new elementary math textbooks
- Purchase and roll-out of new secondary reading textbooks
- Expansion of the AVID program and Advance Placement courses

Through a PowerPoint™ presentation (Exhibit D), Dr. Hairston shared with Board members the operating budget recommendations as it related to Performance Goals 1 through 8:

- Performance Goal 1 By 2012, all students will reach high standards as established by the Baltimore County Public Schools and State performance level standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 2 By 2007, all English Language Learners will become proficient in English and reach high academic standards in reading/language arts, mathematics, science, and social studies.
- Performance Goal 3 By 2005-2006, all students will be taught by highly qualified teachers.
- Performance Goal 4 All students will be educated in school environments that are safe and conducive to learning.

REPORTS (cont)

- Performance Goal 5 All students will graduate from high school.
- Performance Goal 6 Engage parents/guardians, business, and community members in the educational process.
- Performance Goal 7 Involve principals, teachers, staff, stakeholders, and parents/guardians in the decision-making process.
- Performance Goal 8 All students will receive a quality education through the efficient and effective use of resources and the delivery of business services.

In conclusion, Dr. Hairston summarized his operating budget recommendations, which include Maintenance of Effort, comparison of all general fund revenues for FY06 budget to FY07 proposed budget, and the proposed FY07 operating budget, which totals \$1,062,288,437.

Dr. Hairston announced that on January 25, 2006, there would be a public hearing on the Proposed Budget at Ridge Ruxton School beginning at 7:00 p.m. A Board work session will be conducted on January 31 beginning at 7:00 p.m.

PERSONNEL MATTERS

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

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-6 (Exhibit H). Ms. Harris abstained from voting on item 2.

The Board approved these recommendations.

1. JMI-629-06 Dual Purpose Paper (Copy, Laser Printers & Duplicators)
2. PCR-223-06 Electricity Acquiring Agent
3. 4-420-02 Professional Auditing Services -- Termination
4. PCR-279-06 Special Education Therapy Services
5. JMI-734-06 Teaching American History
6. JMI-635-06 Rebuild Compressor – General John Stricker Middle School

INFORMATION

The Board received the following as information:

- A. Financial Report for FY2006 as of November 30, 2005
- B. MSDE Financial Report through November 30, 2005 (SB 894)
- C. Special Education Citizens Advisory Committee Minutes of November 14, 2005

ANNOUNCEMENTS

Mr. Grzyski made the following announcements:

- Schools and offices will be closed Monday, January 16, 2006, in observance of Dr. Martin Luther King, Jr. Schools will reopen for students and teachers on Tuesday, January 17, 2006.
- There will be a joint Area Educational Advisory Council meeting on Thursday, January 19, 2006, at 7:00 p.m. in the ESS building on the Greenwood campus.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, January 24, 2006, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. The Board will then adjourn to meet in closed session, which will be followed by a brief dinner recess. The open session will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions. The Board will host the Special Education Citizens Advisory Council for dinner on January 24, 2006, from 6:00 p.m. to 7:30 p.m.
- On Wednesday, January 25, 2006, the Baltimore County Board of Education will meet for a public hearing to seek the public's input on the operating budget for FY2007. The meeting will take place at the Ridge Ruxton School at 7:00 p.m. Sign-up for the public to comment will begin at 6:00 p.m. at Ridge Ruxton School on the day of the hearing.
- On Tuesday, January 31, 2006, the Baltimore County Board of Education will meet for a work session to discuss the FY2007 operating budget. The meeting will take place at the ESS Building located on the Greenwood campus at 7:00 p.m.

Mr. Grzyski 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.

PUBLIC COMMENT

As a BCPS employee, Mr. Salimbrahim Khatib asked the Board to consider adding the two Muslim holidays on the school calendar.

PUBLIC COMMENT (cont)

Ms. Dimah Mahmood asked the Board for equal rights by placing the Muslim holidays on the school calendar.

Mr. Ahson Rehman, a student at Dulaney High School, requested the Board include the Muslim holiday of Eil-Al-Adha on the school calendar.

Ms. Zalhab Khan, a student at Franklin High School, asked the Board to close schools for the Muslim holidays.

Ms. Rabia Javed, a student at Milford Mill Academy, believes she cannot practice her religious duties without hampering her school duties. She is requesting that Muslim holidays be placed on the school calendar.

Mr. Muueer Kirmaui, a student at Towson High School, believes there is no equality in the school system since Muslim holidays are not recognized on the school calendar.

Ms. Kanwal Rehman, a student at Dulaney High School, believes BCPS needs to recognize the Muslim holidays and requested these holidays be recognized on the school calendar.

Dr. Ali Alemi stated the Board needs to uphold equality for everybody and grant the two Muslim holidays on the school calendar.

Mr. Muhammad Jameel requested the Board consider granting the two Muslim holidays on the school calendar.

Dr. Bash Pharoan asked the Board to do the right thing and grant the two Muslim holidays on the school calendar.

ADJOURNMENT

At 9:30 p.m., Mr. Arnold moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2007
OPERATING BUDGET RECOMMENDATIONS

Wednesday, January 25, 2006
Ridge Ruxton School

The hearing was called to order by President Thomas Grzymiski at 7:00 p.m. In addition to President Grzymiski, the following Board members were present: Mr. Donald L. Arnold, Ms. Frances A.S. Harris, Mr. John A. Hayden, III, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, staff members, as well as media were present.

Dr. Hayman entered the room at 7:03 p.m.

The following citizens and employees offered testimony:

- 1) Ms. Patricia Jamerson, Parent – Supports the proposed operating budget for the AVID program. Her son attends Kenwood High School. The program has helped him to excel and become a better than average student.
- 2) Miss Megan Buckner, Student, Woodlawn High School – Supports the proposed operating budget recommendations for the AVID program. Some advantages of the program are college tours, help with tutorials, and enrollment in challenging courses.
- 3) Mr. Corey Green, Student, Woodlawn High School – Asked the Board to fully fund the AVID program. The program has helped him improve since middle school. It is helpful to see colleges, and tutorials help to get better grades.
- 4) Mr. Gary Willow, AVID Coordinator, Woodlawn High School – Supports the proposed operating budget for the AVID program. Woodlawn High School now has 93 students and would like to add another class. Of the group scheduled to graduate this year, thirteen students have already been accepted for college.
- 5) Miss Lindsey Fowler, Student, Overlea High School, and Ms. Marlene Fowler, Grandparent - Supports the proposed operating budget recommendations for the AVID program.
- 6) Mr. Rick Hepler, AVID Coordinator, Overlea High School – Urged the Board to support the proposed operating budget and the AVID program recommendations. The program has a lot of success getting students into more challenging courses. He would like to see the program expanded by one class per year.

Mr. Borunda entered the room at 7:17 p.m.

- 7) Mr. Lloyd Hugh Allen, Teacher, Parkville High School – Requested that the Board create a non-teacher position in every middle and high school, maybe elementary schools, to support technology and be an employee of the Help Desk. He is a math teacher and part time technology liaison.

- 8) Ms. Valerie Berkey, Teacher, Pine Grove Elementary School – Thanked the Board for its support of the Infants and Toddlers program positions and for converting 10-month positions to 12-month positions. As a parent of a child in the program, the Infants and Toddlers program has helped her son and family.
- 9) Ms. Debbie Richmond, Teacher, Towson High School - Asked the Board to consider increasing compensation for new teachers. The pool for new teachers is limited due to the low entry-level pay. Young teachers need additional compensation to keep them in the position.
- 10) Ms. Karen Johnson, Parent – Supports the proposed operating budget recommendations for the AVID program. Her son is a member of the first graduating class from the AVID program at Pikesville High School. She stated it is nice to be able to throw money at success.
- 11) Ms. Suzanne Demallie, Parent – Asked the Board to consider testing sound enhancement technology in low income, high ESOL schools. She believes technology needs to be proactive spending instead of reactive spending.
- 12) Ms. Callie Geller, Parent – Urged the Board to include an extended day pilot program at Lansdowne Elementary School to add 75 minutes to the day. Teachers are great; however, students need more instructional time.
- 13) Ms. Janet Banlaki, Parent – Asked the Board to consider an extended day program at Lansdowne Elementary School by adding 75 minutes to the school day.
- 14) Mrs. Andoh, Parent – Requested the Board consider an extended day pilot program at Lansdowne Elementary School by adding 75 minutes. She noted that after-school programs for students are helpful.
- 15) Mr. Fiores, Parent – Requested the Board add money to the budget for an extended day pilot program at Lansdowne Elementary School. He believes children need more time to learn especially those who speak English as a second language.
- 16) Mr. David C. Besler, AFSCME Executive Board Member – Requested additional funding for higher starting salaries for AFSCME workers, especially grounds workers, bus attendants, and custodians. Custodians make \$1 less compared to their counterparts in county government.
- 17) Mr. Craig Rankin, Parent and Member of the Lansdowne Community Association – Expressed concern with extending the school day at Lansdowne Elementary School. He would like to see the focus on instructional assistants and paid parent helpers rather than adding 15 minutes to each subject.
- 18) Ms. Mary Collette-Muirhead, Teacher, Towson High School – Asked the Board to consider increasing starting salaries of incoming teachers. Ms. Muirhead stated teachers should not be left behind.

- 19) Mr. Scott Olson, Teacher, Towson High School – Requested the Board increase teachers' salaries. He provided various salary comparisons for first-year and fourth-year teachers with other counties and Pennsylvania.
- 20) Mr. Brody Fredericksen, Teacher, Towson High School – Asked the Board to increase teachers' salaries. He was in the private sector before and was considering going back to the private sector.
- 21) Mr. Peter Skeels, Teacher, Towson High School – Expressed concern over the teacher transfer policy. Math teachers are difficult to obtain. He encouraged the Board to look at the total compensation package for teachers and ask for more than what has been requested.
- 22) Mr. Harry McNeir, Teacher, Towson High School – Urged the Board to push for competitive salaries for teachers to keep quality teachers in BCPS. He expressed concern that he cannot afford to live in the area that he teaches.
- 23) Mr. Stephen Crum, Chair, Career & Technology Educational Advisory Council – Requested the Board completely fund the career and technology education program (CTE). CTE program offers a variety of programs including health, automotive, cosmetology, legal justice, and human services.
- 24) Ms. Angie Lankford, PTSA President, Parkville High School - Asked the Board to add to the budget a non-teaching technical maintenance support individual in every school. It should be policy that technical support is required as with other non-teaching personnel staffing and funded as part of the budget process. Teachers need to devote their attention to students not repairing computer equipment.
- 25) Ms. Natalie Bailey, AVID Coordinator, Pikesville High School – Supports the proposed operating budget recommendations for the AVID program. The program has made a huge difference for students at Pikesville High School. The program serves as a medium to close the achievement gap. AVID is an avenue that builds self-esteem and confidence.
- 26) Ms. Marcia Mellinger, Student, Pikesville High School – Urged the Board to approve the proposed operating budget recommendations for the AVID program. AVID has helped her in the areas of study skills, test preparation, visiting colleges, and preparing for the PSAT.
- 27) Ms. Judy LaFlame, Parent – Asked the Board to place paid aides in all kindergarten classrooms county-wide, whether full or half-day. Kindergarten is a child's first school experience, and sometimes they struggle with even simple tasks such as writing and recognizing the letters in their names. Ms. LaFlame presented a proposal to have funds distributed to each elementary school to be used only for aides in the kindergarten class.
- 28) Ms. Tammy Schnydmann, Team Leader, Infants and Toddlers Program – Read a letter to the Board from a parent thanking the Board and Superintendent for the additional positions in the Infants and Toddlers Program. This program has helped her son and family. She hopes positions continue to be added to the program in the future.

- 29) Ms. Jasmine Shriver, On Behalf of Ridge Ruxton PTA – Asked the Board to maintain current resources and staff at this school and requested support of the proposed operating budget. A decrease in the number of students does not necessarily mean that the teaching staff can be decreased. She stated the school system should look at the needs of each individual child.
- 30) Ms. Jan Thomas, Parent – Expressed concern over the student drop-out rate, which has increased to 14%. She stated this area needs to be researched to determine the root cause and address the issue. She was glad to see AVID going to all the high schools and to see the funding efforts in differentiated reading.
- 31) Ms. Kelly Nelson, Parent – Supports salary increases for teaching staff. She stated it is wonderful that a larger number of children are being directed to inclusion programs; however, resources need to be added to support the teaching staff. Ms. Nelson noted that the President decreased all IDEA special education programs by 1%. She thanked the Board for the proposed budget increases in the Infants and Toddlers Program.
- 32) Ms. Dana Shindel, Teacher, Hebbville Elementary School – Asked the Board to place more money in the compensation package. Teachers must be compensated fairly for the professional jobs they perform.
- 33) Ms. Cheryl Bost, President, Teachers Association of Baltimore County – Requested the Board to ask fiscal authorities to fund education at a respectable rate and not “nickel and dime” us. She expressed concern with the school system’s ability to recruit and retain quality educators. Ms. Bost provided statistics on teacher salary rankings within the state. While the system continues to front load the salary schedule, veterans are not rewarded. She also requested the Board to increase the budget for course reimbursement.
- 34) Ms. Pat Everett, Teacher, Riderwood Elementary School – Requested to have a paid para-professional in each kindergarten classroom. The kindergarten program is well written and is contingent upon two adults being in the classroom. Ms. Everett expressed concern that student confidentiality could be compromised with volunteers versus paid aides.
- 35) Ms. Debbie Pueschel, Teacher, Joppa View Elementary School – Asked the Board to fully fund the teachers’ pensions. Teachers continually need to update their skills. With regards to kindergarten classes, she asked the Board to add a paid instructional aide to every elementary kindergarten class.
- 36) Ms. Judy Shane, BCPS Librarian and President of the School Association of Library and Technology – Thanked the Board for the web-based catalogue program. She requested the Board adjust staffing of media specialists to match population. Ms. Shane stated that staffing media specialists should be equal to guidance positions and special areas.
- 37) Ms. Roe Davis, Interagency Coordinator for Infants and Toddlers Program – Supports the proposed operating budget for additional staffing of the Infants and Toddlers Program.

- 38) Ms. Susan Parker, Parent – Asked the Board to place air conditioning in Parkville and other schools in the county. Computers are breaking down because of the high temperature in schools. Ms. Parker stated that maintenance personnel need to be placed in the budget as well as money for better air quality and trained computer experts.

The hearing was concluded at 8:53 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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REPORT OF THE WORK SESSION ON THE PROPOSED FISCAL YEAR 2007
OPERATING BUDGET RECOMMENDATIONS

Wednesday, January 31, 2006
Greenwood

The Board of Education of Baltimore County, Maryland, met in open session at 7:00 p.m. at Greenwood. President Thomas G. Grzyski and the following Board members were present: Mr. Donald L. Arnold, Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. John Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; as well as the media were present.

Mr. Grzyski reviewed the purpose of the meeting and thanked staff for its work for preparing the information presented this evening.

Dr. Hairston remarked that the proposed operating budget is reasonable in light of inflation because it allows Baltimore County Public Schools to continue to provide our children with the opportunity to succeed.

Ms. Burnopp, Chief Financial Officer, provided a brief overview of the plans to fund the FY 2007 proposed operating budget. She reviewed the Maintenance of Effort (MOE) chart noting the increase of \$18 million above MOE or 3.1%.

Next, Ms. Burnopp shared with Board members the proposed total revenue for FY 2007, which is a little over \$1 billion. Using a pie chart, she noted the proposed expenditures by object. Ms. Burnopp noted that Instructional Salaries and Wages are 38% of the budget. She also noted that Maintenance of Plant (2.7%) and Operation of Plant (7.7%) focus on increasing the maintenance efforts.

Finally, Ms. Burnopp explained how the work session book's design, which includes a summary of each budget item by performance goal, re-directs and one-time items.

Mr. Grzyski announced that the Board's scheduled vote on the FY 2007 proposed operating budget will occur at its next meeting on Tuesday, February 14, 2006.

Mr. Grzyski explained the Board will address each of the eight performance goal and ask questions or express concerns about budget items related to that goal. He asked the Board to limit inquiries to three types of clarification of an item: trends, Board's future trends or desires, or direct requests to the Superintendent for adjustments. Mr. Grzyski then opened the floor to Board members.

Performance Goal 1

Mr. Hayden asked how many high schools currently have the AVID program. Dr. Christine M. Johns, Deputy Superintendent of Curriculum and Instruction, responded 15 high schools currently have the program and the implementation will include five additional schools. Mr. Hayden suggested amending the budget to clarify this distinction.

Ms. Murphy asked how many and in which cases would a kindergarten teacher receive assistants. Dr. Johns responded this budget is built on focusing on the secondary schools and full-time FTE's. Dr. Johns stated the number of classrooms that currently have kindergarten assistants would be provided to Board members.

Dr. Hayman asked how much it would cost to add assistants to kindergarten classes and whether any consideration has been given to this issue. J. Robert Haines, Esq., Deputy Superintendent of Business Services, responded that an analysis was performed to determine the impact on this year's budget. Paid (parent) helpers for each kindergarten classroom would cost the school system \$3.2 million while instructional assistants would cost the school system \$9.5 million. Dr. Hayman stated that based on public comment over the last two years, this item should be considered for this year's budget.

Mr. Hayden noted his strong support to add, at a minimum, paid helpers to the FY07 operating budget proposal..

Ms. Harris supports Mr. Hayden's suggestion in adding paid helpers to the proposed operating budget.

Performance Goal 2

Mr. Grzynski asked the criteria for determining whether a part-time or a full-time ESOL teacher would be required. Ms. Kathleen McMahon, Executive Director of Elementary Programs, responded that seven of the FTE's would complete the three-year move from tutors to teachers. The additional 4.5 FTE's are due to enrollment growth of students. She stated that teachers are assigned based on the number of ESOL students located at each school.

Mr. Hayden asked whether each school with a foreign language speaking student would have a teacher that speaks the student's native language. Ms. McMahon responded in the negative. Mr. Hayden expressed concern over the limitations placed on schools and commented on the need to develop technology resources to assist non-English speaking students.

Mr. Borunda asked how ESOL students, particularly Hispanic students, have performed over the last three years. Ms. McMahon responded that student data is part of the Results Report. Once students have exited the requirements of ELL services, those students exceed the performance of BCPS students in general. Mr. Borunda asked whether students are progressing or declining. Ms. McMahon stated she would review the Results Report and provide additional information to the Board.

Performance Goal 3

Mr. Arnold proposed the school system fund one-time incentives or differentials for principals and leaders at low-performing schools, in order to attract and retain principals in needy schools.

Mr. Hayden suggested that resources follow students from low performing schools into new schools. He also suggested increasing the teacher tuition reimbursement.

Secondary English, Reading and Writing Professional Development of \$100k of Title II monies – Dr. Hayman asked which local universities have established partnerships with BCPS and how the programs are organized. Ms. Arlene Fleischmann, Director of Professional Development, responded the universities are College of Notre Dame, Goucher College, and Towson University. She stated the funds actually contribute to instructional coaching of teachers in English, math, and science. Dr. Hayman asked the school system to explore additional content authority in their programs and expand the university partnership to include historically black colleges in the Maryland area.

Item 27 (Personnel Advertising and Foreign Recruitment) – Mr. Borunda asked whether \$37,000 is adequate to recruit teachers that would specialize in ESOL programs. Mr. Haines responded this money would assist in recruiting programs such as foreign recruitment and Troops to Teachers.

Item 25 (Upgrades for selected classes) – Mr. Grzymiski inquired about county government positions compared to BCPS positions. Mr. Haines stated that staff follows Board policy and regulation and has conducted a number job analyses this year. Mr. Haines reminded the Board that salaries are negotiated with the collective bargaining units.

Item 23 (Salary Restructuring-All Pay Scales) – Ms. Johnson asked about the school system's ability to continue to recruit and retain highly qualified teachers to remain competitive with other systems. Mr. Haines responded that wages are always an element of competition. Dr. Hairston stated BCPS recruits from the same pool of teachers as other jurisdictions.

Mr. Arnold asked is whether a range (low to high) exists for the teacher average salary. Mr. Haines responded the scales are being negotiated with the collective bargaining units.

On-line Course Offerings (item 29) – Mr. Hayden asked about the number of subjects of on-line courses. Dr. Johns responded 80 courses are being offered. She will provide their subjects at a later date.

Performance Goal 4

Toilet Partitions (item 35) – Ms. Wyatt asked about the system's goals. Mr. Sines states that the proposal would bring the school system up on an acceptable standard in a three years rather than eight years.

Regarding additional maintenance workers, Miss Wyatt asked how the 12.0 FTEs would be assigned. Mr. Sines responded that maintenance staff is assigned by work not by school. He is looking into creating an evening shift to better utilize making progress with repairs.

Ms. Shillman expressed concern over renovating relocatables (item 34). She stated that some parents have requested canopies leading from relocatables to the main entrance. She asked whether monies could be added so that the renovations could include canopies for elementary schools. Mr. Sines responded the purpose of this line item is to allow BCPS to refurbish older trailers. He stated that the school system has approximately 200 relocatables. Mr. Sines also noted that code requirements would need to be met for any canopies.

Item 35 (Replace Damaged Toilet Partitions) – Mr. Arnold suggested the Board request an additional \$424,000 to make all repairs within a one-year timeframe rather than a three-year timeframe. Mr. Sines explained the primary issue is manpower and volume.

Mr. Janssen commented that while funding for maintenance plan is appreciated, he believes the funds are not adequate.

Dr. Hayman asked about projected enrollment for Windsor Mill Middle School. Mr. Don Dent, Executive Director of Planning and Support Operations, responded that the projected enrollment is between 425 and 620. Dr. Hayman asked whether the 26.1 FTEs were “flexible.” Dr. Hairston explained that staffing would be adjusted depending upon student enrollment.

Mr. Pallozzi asked whether any consideration has been given to placing fences around relocatables. Mr. Haines responded that when the school system encloses a structure, there are serious fire code issues would exist. Mr. Pallozzi suggested to the Superintendent that staff look into a solution to address student safety with relocatables.

Item 30 (Increase Contracted Services for World Languages – Nurse) – Ms. Harris asked why a nurse is needed to provide specific health tests. Mr. Dale Rauenzahn, Executive of Director of Student Support Services, responded this line item is to educate the parents on how to access health services. He stated this nurse can only refer; not immunize. However, this nurse will perform TB testing on students. Ms. Harris requested information on the type of TB testing the school system is using.

Performance Goal 5

Child Find Assessment (item 59) – Ms. Shillman inquired about the 250% increase. Ms. Marcella Franczkowski, Coordinator of Placement, Birth-Five, responded this line item is a reauthorization of IDEA and represents the cost of the assessment team. The law requires the school system to assess for parentally placed students attending private and parochial schools in Baltimore County.

Mr. Arnold suggested that funding be added to the budget for a pilot sound enhancement system. Mr. Hayden concurred with Mr. Arnold. Mr. Hayden stated that research and data is available and this could be a tremendous benefit to students. Mr. Janssen stated he supports the concept; however, a determination should be made regarding cost, schools that would benefit the most, and a pro-active plan for implementation. Mr. Hayden responded that the cost would be \$6.3 million. Mr. Pallozzi and Ms. Murphy supported the concept.

Performance Goal 7

Dr. Hayman asked for clarification on a research specialist position for the Accountability, Research, and Testing office (item 66). Dr. Hairston responded that the volume of work currently exceeds our resources. This position will help the school system to analyze data related to NCLB requirements including formatting and managing the information.

Performance Goal 8

Mr. Janssen asked for clarification on the publishing of environmental handbooks. Mr. Sines responded the school system would like to change the name of the "Green Building" pilot program to "Indoor Air Quality Standards." Mr. Janssen asked how many environmental protocol books would be printed and the number of books that would be available in every school. Mr. Sines stated he would provide this information to the Board.

Other Items of Interest

For the fiscal year 2008 budget, Mr. Grzymiski suggested the school system look at re-evaluating adequate staffing of technology aides in schools. He stated that technology support staff would be school-based; however, report to the Information Technology office.

Dr. Hayman requested that the Help Desk hours be examined in order to provide coverage during school hours.

Mr. Hayden asked whether auditing services could be provided for the public school education foundation. Mr. Haines responded funding for auditing the education foundation is already anticipated in the controller's base budget.

Dr. Hayman asked the Board to consider supporting the proposal for an extended day program at Lansdowne Elementary.

Mr. Grzymiski summarized the actions that the Board would like the Superintendent to consider:

1. Paid parent helpers in Kindergarten classrooms
2. Additional monies for incentive differential for principals and leaders in low performance schools

3. Resources to follow students from low performance schools to new schools
4. Increased tuition reimbursements for employees
5. Additional funding for a pilot sound enhancement system program in selected school(s). Mr. Grzymiski noted that the school system should implement a pilot program that can be backed by research.

Dr. Hayman commended Dr. Hairston staff for the design and delivery of the work session material. The script was helpful and well organized.

Ms. Harris requested a copy of the Board of Education's budget by object.

The work session was concluded at 9:20 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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