

## TENTATIVE MINUTES

## BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, January 24, 2006

The Board of Education of Baltimore County, Maryland, met in open session at 4:55 p.m. at Greenwood. President Thomas G. Grzyski and the following Board members were present: Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Mr. Rodger C. Janssen, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Ms. Joy Shillman, and Miss Gabrielle Wyatt. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Grzyski reminded Board members of community functions and Board of Education events scheduled in January, February, and March.

Ms. Johnson entered the room at 4:58 p.m.

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

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1), (a)(7), (a)(8), and (a)(9) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 5:00 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:00 p.m. at Greenwood. President Thomas G. Grzyski and the following Board members were present: Mr. Luis E. Borunda, Ms. Frances A. S. Harris, Mr. John Hayden, III, 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, 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; J. Stephen Cowles, Esq., Staff Attorney; 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; Dr. Alpheus Arrington, Director, Teacher Personnel; 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 exited the room at 5:06 p.m.

Dr. Arrington reviewed with Board members personnel matters to be considered on the evening's agenda.

CLOSED SESSION MINUTES (cont)

Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent, reviewed compensation of the Board's hearing examiners. Ms. Howie also discussed personnel in the Law Office.

Mr. Michael Sines, Executive Director of Physical Facilities, entered the room at 5:39 p.m.

Mr. Haines and Mr. Sines discussed the possible resolution of pending litigation.

At 5:55 p.m., Mr. Hayden moved the Board adjourn for a brief dinner recess. The motion was seconded by Mr. Pallozzi and approved by the Board.

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. 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, 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, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Chloe Adler, a student from Cockeysville Middle 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 20, 2005, Mr. Grzyski declared the minutes approved as presented on the website.

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

ADVISORY AND STAKEHOLDER COMMENTS

Ms. Jennifer Oswald, Baltimore County Student Council President and Superintendent's Student Council Advisory Group, reported on the council's fall 2005 canned food drive for the community outreach of Baltimore County. Schools raised over 65,000 pounds of non-perishable food and over \$1,000 in donated toys. She announced that in February the council will begin its annual legislative session.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Meg O'Hare, Coordinator of the Area Educational Advisory Councils, reported on the joint advisory council meeting held the previous week. She thanked the Office of Strategic Planning for a thorough presentation on enrollment and capacity statistics. The next joint advisory council meeting is scheduled for May 18, 2006 and will address math and science.

Mr. Walter Hayes, Chair of the Northeast Area Educational Advisory Council, was encouraged to see funds allocated for design of Vincent Farm Elementary School in the proposed capital budget. The council's next meeting will be held on February 1 at McCormick Elementary School. Mr. Hayes also requested an explanation of the capacity at Loch Raven High School.

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, stated there appears to be a decline between grade 3 and grade 4. He also stated there is a disconnect between the math and reading curriculum between elementary and middle school grades with a greater disconnect between middle school and high school.

Ms. Tiffany Harris, on behalf 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.

Ms. Nancy Ostrow, a Citizens Advisory Committee for Gifted and Talented Education representative, thanked those who attended the December 11 advisory committee meeting. She announced that the advisory committee's next meeting will be held on February 8, 2006.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the group's meeting with area assistant superintendents to address closing the achievement gap. The group's next meeting will be held on February 9, 2006. Dr. Campbell also announced the Essay Contest for all elementary school students on June 7, 2006.

Ms. Marilyn Ryan, a PTA Council of Baltimore County representative, announced that the council's next meeting would be held on January 26, 2006, at Cockeysville Middle School.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, addressed items related to teacher workload. She stated increased workload demands directly impact student achievement. Teachers have less time to analyze quality data, less time to plan for lessons, less time to gain professional development, and less time to communicate with parents and students.

Ms. Jasmine Shriver, Chair of the Special Education Citizens Advisory Committee, reported that non-public placements for special education have decreased. Ms. Shriver was encouraged to see that BCPS is implementing an IEP web-based system. She also expressed a concern over the increase in suspensions as presented in the Minority Achievement Report.

### SUPERINTENDENT'S REPORT

Dr. Hairston announced that, beginning this month, Connect-ED will expand to all 163 schools. Messages families might receive through Connect-ED include report cards, school-wide events, and district-wide implications to families of BCPS students.

Dr. Hairston announced that the following Baltimore County educators had been recognized at the 18<sup>th</sup> Annual Fullwood Benefit and Recognition Breakfast included: Crystal Collins, Essex Elementary School; Susan Truesdell, Reisterstown Elementary School; Cheryl Brooks, formerly of Chase Elementary School, now a specialist in the Office of Equity and Assurance; Randy Quinn, formerly of Pleasant Plains Elementary School, now an assistant principal at Oakleigh Elementary School; Darnell Peaker, Hebbville Elementary School; and Jodi L. Grosser-González, New Town High School. Grosser-González is Baltimore County's Teacher of the Year for 2005-2006.

On January 13, County Executive Jim Smith presented the Martin Luther King Content of Character Award to Gabrielle Wyatt, a senior at the Carver Center for the Arts and Technology and the student member of the Board of Education, and Brandon Johnson, a senior at Pikesville High School and an AVID student.

Dr. Hairston noted that Chloe Adler, a sixth grader at Cockeysville Middle School, had received a second place award in the Martin Luther King Essay Contest, sponsored by the YMCA of Central Maryland and the King's Landing Women's Service Club.

Mr. Grzyski noted that Dr. Hairston had been recognized by the Fullwood Foundation as Public School Superintendent of the Year.

### REPORTS

The Board received the following reports:

- A. On motion of Mr. Arnold, seconded by Mr. Hayden, the Board adopted a resolution proclaiming February 6-10, 2006 as National School Counseling Week.
- B. On motion of Ms. Harris, seconded by Mr. Pallozzi, the Board adopted a resolution proclaiming February 13, 2006 as National African American Parent Involvement Day.
- C. **Report on Seismic Shift** – Using a PowerPoint™ presentation (Exhibit B), Dr. Hairston provided to the Board an update on the seismic shift. He noted that one or more variables can effect what happens in schools. Some of these variables are beyond that the school system's control.

REPORTS (cont)

Dr. Hairston reviewed the following data with Board members:

<b>Baltimore County</b>	<b>From 1990</b>	<b>To 2004 (estimate)</b>	<b>Increase</b>
Population	692,134	763,181	10.3%
Minority Population	15%	29.7%	14.7%
Occupied Household Units	281,553	308,631	9.6%
Median Household Income	\$44,502	\$51,534	18.8%
Public Schools	146	163	
Student Enrollment*	86,841	107,386	24%
Minority Enrollment*	18,069	51,362	184%
ESOL Enrollment*	873	2,470	183%
Teachers (FTE)*	5,300	7,167	35%

\*Indicates 2005 data

The Superintendent also presented maps demonstrating the location of highly qualified teachers.

**D. Report on School Staffing** – Dr. Alpheus Arrington, Director of Human Resources, provided the 2005-2006 staffing report, as presented on Exhibit C, including:

- the number of new hires – 975 in 2002 to 938 in 2005;
- the percentage of minority teachers – 16.1% in 2002 to 23.2% in 2005;
- teacher recruitment strategies;
- that highly qualified teachers in core and special education areas total 5,526 or 89.9% in 2005;
- that 616 (or 10.2%) teachers are currently working on meeting the NCLB requirements;
- that highly qualified paraeducators in Title I schools total 295 or 92.48%;
- the strategies for the 2006-2007 school year.

Five thousand five hundred twenty-six (5,526) or 89.9% of core subject teachers are highly qualified. Eleven point one percent (11.1%) or 616 are still working to meet the NCLB requirements. Ninety-two point forty-eight percent (92.48%) of paraeducators in Title I schools are highly qualified. Human Resources will continue to recruit highly qualified teachers for all schools in all areas and assist the non-highly qualified teachers to become highly qualified.

Regarding highly qualified teachers, Mr. Arnold inquired about specific high schools in the southeast area where there was little improvement to recruit or retain highly qualified teachers. Dr. Arrington encouraged the Board to view the BCPS website, to review the percentage of highly qualified.

### REPORTS (cont)

Miss Wyatt asked how Human Resources is strategically placing teachers. Dr. Arrington responded the staffing plan for 2005-2006 and 2006-2007 focuses first on Title I and priority schools. The plan also provides that highly qualified teachers remain in Title I and priority one and two schools until highly qualified replacements can be secured.

Mr. Janssen asked when BCPS will have 100% highly qualified teachers. Dr. Arrington responded that beginning with the 2005-2006 school year, all new teachers hired for Title I schools must be highly qualified.

Ms. Johnson asked what the Board can do to ensure that students entering the high school level continue to receive a quality education. Dr. Arrington explained that the staffing plan emphasized recruiting highly qualified teachers first in Title I and priority schools, while transfer policies limits the number of transfers out of Title I and priority schools. Dr. Arrington noted that there are only 541 out of 8,000 core teachers who are not highly qualified.

### PERSONNEL MATTERS

On motion of Ms. Harris, seconded by Ms. Murphy, the Board approved the personnel matters as presented on Exhibits D, E, and F. (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 1-7 (Exhibit G). Mr. Arnold abstained from voting on item 6.

The Board approved these recommendations.

1. JN1-731-06 Diplomas, Diploma Covers, and Certificates
2. PCR-224-06 Information Technology: Frame Relay Switches
3. MBU-574-06 Mechanical Pump Repairs
4. JMI-601-06 School Buses
5. PCR-219-06 Wide Area Network Upgrade
6. MWE-815-06 Design Services – Vincent Farms Elementary School Contract Modification
7. MBU-591-06 New Gas Service by BGE – Loch Raven Academy

ALTERNATIVE GOVERNANCE PLAN – WOODLAWN MIDDLE SCHOOL

Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area, presented the staff's recommendations to the Board for approval.

Mr. Grzymski stated that the Board will support the school system, staff, and the community with whatever plan is selected to ensure this school is back on track.

Mr. Hayden inquired about the external evaluator and the feedback process. Dr. Hairston responded that feedback return to the Board. The individual hired will have a research background. Mr. Hayden asked if any consideration has been given to increasing the administration at Woodlawn Middle School to assist in the workload and to assist the principal. Dr. Hairston responded this suggestion could be reviewed further in the future once BCPS gets approval from the state.

Mr. Janssen asked about available data correlating success to the lengthening of reading or math classes to 90 minutes. Dr. Rodriguez responded support systems need to be built to allow BCPS to address the needs of the students.

On motion of Mr. Janssen, seconded by Ms. Harris, the Board approved the following Alternative Governance Plan for Woodlawn Middle School: Replace all or most of the school staff, which may include the principal, who are relevant to the school's inability to make adequate progress, as presented in Exhibit H.

ANNOUNCEMENTS

Mr. Grzymski made the following announcements:

- ③ On Wednesday, January 25, 2006, the Baltimore County Board of Education will convene a hearing to seek the public's input on the operating budget for FY2007. The hearing 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. The snow date for the public hearing is Thursday, January 26, 2006.
- ③ 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. The snow date for the work session is Wednesday, February 1, 2006.
- ③ The Northeast Area Educational Advisory Council will host its next meeting on Wednesday, February 1, 2006, at McCormick Elementary School beginning at 7:00 p.m.
- ③ The Northwest Area Educational Advisory Council will host its next meeting on Tuesday, February 7, 2006, at Deer Park Elementary School beginning at 7:00 p.m.
- ③ The Central Area Educational Advisory Council will host its next meeting on at Wednesday, February 8, 2006, Oakleigh Elementary School beginning at 7:30 p.m.

ANNOUNCEMENTS (cont)

- ③ On Thursday, February 9, 2006, the Board of Education's Winter Recognition Ceremony will be held at Cockeysville Middle School beginning at 7:00 p.m.
- ③ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, February 14, 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 Baltimore County Student Council for dinner on February 14, 2006, from 6:00 p.m. to 7:30 p.m.

Mr. Grzynski 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

Ms. Susan Moriconi expressed frustration concerning the gifted and talented curriculum at Harford Hills Elementary School.

Mr. Samer El-Kamary asked the Board to place the two Muslim holidays on the school calendar.

Ms. Kanwal Rehman, a freshman at Dulaney High School, requested two days off for Muslim holidays on the school calendar.

Ms. Sara Mostafa asked the Board to consider placing the two high holy Muslim holidays on the school calendar.

Mr. Omar Mostafa stated it is hard to choose between going to prayers or school. He asked the Board to close schools on the two Muslim high holy days.

Mr. Alim Mia asked the Board to add the two Muslim holidays to the school calendar.

Ms. Emily Wolfson requested the Board retain the staff at Old Court Middle School as it begins the process of staffing Windsor Mill Middle School.

Ms. Rasha Morad asked the Board to place the two Muslim holidays on the school calendar.

PUBLIC COMMENT (cont)

Mr. Khaled Nassar requested the Board to consider adding two Muslim holidays on the school calendar.

Dr. Pharoan asked the Board to consider adding two Muslim holidays on the school calendar.

ADJOURNMENT

At 10:00 p.m., Mr. Janssen moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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