

## TENTATIVE MINUTES

## BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, October 24, 2006

The Board of Education of Baltimore County, Maryland, met in open session at 4:09 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman.

In Hearing Examiner's Case #06-41, the Board entertained oral argument. The matter was heard in closed session.

In addition to the above listed Board members, the following persons were present: the appellant; Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esquire, Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann F. Howie, Esquire, Legal Counsel to the Superintendent; Anjanette L. Dixon, Esquire, Staff Attorney; P. Tyson Bennett, Esquire, Legal Counsel to the Board of Education; 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 4:52 p.m.

Board members deliberated on the case.

The Board reconvened in open session at 5:10 p.m. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Arnold reminded Board members of community functions and Board of Education events scheduled in October, November, and December.

Board member, Mr. John A. Hayden, III, entered the room at 5:13 p.m.

Ms. Shillman asked when the Board would conduct its self-evaluation. Mr. Arnold stated he will get back with the Board as far as a date to discuss the evaluation.

Ms. O'Hare inquired about the three "reading" process for Board policies. Mr. Arnold provided background and history of the current practice.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(7) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 5:33 p.m.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:33 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations; Dr. Kim X. Whitehead, 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; Ms. Lisa Samson, Assistant to the Assistant Superintendent, Southwest Area; Dr. Alpheus Arrington, Director, Personnel Staffing; P. Tyson Bennett, Esq., Legal Counsel to the Board of Education; Ms. Rochelle S. Eisenberg, Esq., Hodes, Ulman, Pessin & Katz, P.A.; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

P. Tyson Bennett, Esq. and Rochelle Eisenberg provided legal advice to the Board concerning religious accommodations in schools.

Mr. Peter Bacon, Student Board member, entered the room at 5:45 p.m.

Mr. Bennett provided legal advice to the Board regarding an advisory opinion from the Ethics Review Panel.

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

At 6:19 p.m., Mr. Pallozzi moved the Board adjourn for a brief dinner recess. The motion was seconded by Ms. Murphy 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 Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. 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 Dyeshia Lisane, a student at Hampton 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 Board of Education Retreat Minutes of September 9, 2006; Open and Closed Session Minutes of September 19, 2006; and the Open and Closed Session Minutes of October 3, 2006, Mr. Arnold declared the minutes approved as presented on the website.

Mr. Arnold 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 member, Superintendent's Student Council Advisory Group, reported on the October 17 General Assembly meeting. The focus of the meeting was to discuss the upcoming legislative session and encouraging delegate participation.

Mr. Boyd Crouse, Coordinator of the Area Educational Advisory Councils, reported on his attendance at four of the operating pre-budget meetings.

Ms. Jan Thomas, Chair of the Central Area Educational Advisory Council, reported on its pre-budget hearing.

Mr. David Marks, Chair of the Northeast Area Educational Advisory Council, reiterated the support for a new high school in the northeast/central area.

Mr. Stephen Crum, a Southeast Area Educational Advisory Council representative, reported on its operating pre-budget meeting of October 9.

Ms. Lora Williams, President of the American Federation of State, County, and Municipal Employees (AFSCME), asked the Board to support funding salary upgrades and step increases for custodians and three groups in transportation during the upcoming operating budget process.

Ms. Jasmine Shriver, a representative of the Baltimore County Education Coalition, reported on the joint meeting of October 18 with the County Executive and the Minority Achievement Advisory Group (MAAG).

Ms. Gloria Collins, President of the Baltimore County Instructional Assistants & Clerical Employees, (BACE), asked the Board to be mindful of this year's salaries and health care benefits.

Mr. Stephen Crum, Chair of the Career & Technology Education Advisory Council, thanked Board members for dinner earlier that evening.

Ms. Susan Katz, President of the PTA Council of Baltimore County, stated the council supports the following budget issues: additional funding for technology support staff in each school, maintaining competitive teacher salaries to recruit and retain HQ teachers, increased salaries for support staff, and sound enhancement systems in all schools.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Jan Thomas, Chair of the Special Education Citizens Advisory Committee, reported on its meeting of October 9, which included how student support services interacts with students who have IEP's.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, asked the Board to "stand strong" on quality health care and secure funding for significant salary increases for teachers.

SUPERINTENDENT'S REPORT

Dr. Hairston announced that the Office of Budget and Reporting received this year's meritorious budget award from the Association of School Business Officials International.

OLD BUSINESS

**Naming of New Northeast Area Elementary School**

Mr. William Lawrence, Assistant Superintendent of the Northeast Area, stated that after further discussion with community and stakeholder groups, the recommended name of the new northeast school is Windlass Run Elementary School.

Mr. Hayden motioned that the Board approve the name "Vincent Farm Elementary School" for the new elementary school in the northeast area. The motion was seconded by Ms. Shillman and approved by the Board (Favor-11; Opposed-0).

REPORTS

The Board received the following reports:

- A. **Proposed Changes to Policy 3640** – Mr. Don Dent, Executive Director of Planning and Support Operations, noted that the proposed revision clarifies record keeping responsibilities and deletes the reference to disposal of supplies. The proposed language also reflects current administrative functions. This is the first reading of this policy.
- B. **Annual Report on Results** – Ms. Mandi Kirsh, Acting Director of Research, Accountability, and Assessment, presented an overview of the Report on Results and the connection between the *Blueprint for Progress*. Ms. Kirsh summarized the major goals regarding achievement and performance results for 2005-2006 from the *Blueprint for Progress*. She noted that a comprehensive analysis of student achievement data clearly indicates a strong trend of continuous improvement; however, achievement gaps remain. Opportunities for growth include:

REPORTS (cont)

- Rigorous curriculum for all students
- MSA – 100% proficient/advanced
- HSA –100% pass rate
- SAT – participation and scores
- AP – participation and scores
- Highly Qualified – continue increases

Mr. Hayden asked what plans are in place to help students obtain a high school diploma. Dr. H. B. Lantz, Assistant Superintendent for STEM, responded that the school system is working on a series of activities including after-school tutorial programs, enrichment programs, and follow-up courses.

Ms. O'Hare asked why scores declined in the fifth grade. Ms. Kathleen McMahon, Assistant Superintendent for Humanities, responded that the scores on the third and fourth grade level have risen steadily while fifth grade remains at the same place. Ms. McMahon noted that while achievement at the middle school level is approximately 70 percent, the school system needs to increase student intervention opportunities.

Mr. Arnold asked what strategies are in place to prevent special education scores from dropping. Ms. McMahon responded that Alt-MSA is aimed at a small group of the population not in a diploma-bound program. The smaller the student group the greater likelihood that scores will fluctuate from year to year.

With regards to the algebra data analysis on the HSA, Mr. Janssen stated the school system cannot afford to fall below 63.2% in mathematics. Ms. Patricia Baltzley, Director of Mathematics, responded that the *Algebraic Thinking* program has been implemented this year for grades six and seven, and grade eight in 2007. This three-year program prepares students for Algebra I in the ninth grade.

Ms. Shillman asked why there were no ESOL algebra scores for 2004-05 to compare with 2005-06 scores. Ms. Kirsh responded this is the first year that the MSA test is being used to report proficiency for AYP.

Dr. Hayman commented that:

- There appears to be a disconnect between what was presented and what happens daily.
- Staff should look beyond mere numbers.
- Demographics in Baltimore County have changed significant.
- The system should be “serious” about the 2014 deadline and its implications.

REPORTS (cont)

C. **Report on School Staffing** – Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, and Dr. Alpheus Arrington, Director of Personnel Staffing, provided the 2006-2007 staffing report, which included:

- the number of new hires – 975 in 2002 to 999 in 2006;
- the percentage of minority teachers – 15.7% in 2003 to 23.5% in 2006;
- teacher recruitment strategies;
- the number of highly qualified teachers in core and special education area totals 5,501 or 93.3% in 2006;
- the number of 338 (or 6.7%) teachers are currently working on meeting the NCLB requirements;
- the number of highly qualified paraeducators in Title I schools totals 315 or 100%;
- the strategies for the 2007-2008 school year.

The Department of Human Resources has made significant progress in the recruitment, hiring, and employment of highly qualified teaching staff. Human Resources' efforts will continue to assist with teachers who have not yet met NCLB requirements. The goal is to place highly qualified teachers in every classroom by the end of the school year.

Ms. Shillman expressed concern that the northwest area has the most non-HQT. Dr. Peccia responded that the school system is placing highly qualified teachers (HQT) as positions become vacant. The majority of openings are at the high school level, and it is difficult to find HQT for secondary schools.

Ms. Murphy asked for current vacancy figures. Dr. Arrington stated there are thirteen vacancies: six in special education, two in mathematics, two in science, two in JROTC, and one in technology education.

Mr. Parker asked what the perceived message to a teacher is if he/she does not meet the highly qualified requirements. Dr. Arrington responded that if a teacher does not complete the requirements to become highly qualified, they may not be employed after this year.

Dr. Hayman expressed the following concerns:

- Need to increase the efforts in minority hiring.
- Staffing report does not deal with class size.
- Authority of Human Resources and Area Assistant Superintendents in staffing.
- Lack of correlation between being highly qualified and the ability to teach.
- Need to promote within the school system by providing more professional development to help teachers meet the standards.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Ms. Harris, the Board approved the personnel matters as presented on Exhibits F, G, H, I, J and K. (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 1-2, 4-8 (Exhibit L). Mr. Hayden separated item 3 for further discussion.

The Board approved these recommendations.

1. JMI-602-04 Contract Modification: On-Call Asbestos Abatement Hygiene Testing and Monitoring
2. MWE-847-07 Contract Renewal: Oracle Software Annual License
4. JNI-767-07 Optical Mark Reader/Scanner
6. JMI-638-06 Contract Modification: Window Replacement – Campfield Early Childhood Center
7. MWE-825-06 Contract Modification: Construction Management Services – Vincent Farm School Site
8. JMI-652-06 Renovations – Lansdowne Middle School

Item 3

Mr. Hayden asked how the price was determined. Mr. Gay responded the pricing is based on the STEM program budget, classroom, lab, and installation of the product. This contract is to purchase educational broadcast-quality, plug-and-play video on-demand server systems for Chesapeake High School, and to begin a phasing-in of the system in all of our schools.

Ms. Shillman asked whether the contract amount of \$1,050,000 included all schools. Dr. Lantz responded in the affirmative.

On motion of Ms. Harris, seconded by Mr. Hayden, the Board approved item 3.

3. JNI-765-07 Educational Video-on-Demand System

### ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Wednesday, November 8, 2006, at Greenwood. The meeting will begin with an open session at approximately 5:30 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.

Mr. Arnold stated that public comment is one of the opportunities that the Board provides to hear the views and receive the advice of community members. The members of the Board appreciate hearing from interested citizens and will take comments into consideration, even though it is not the Board's practice to take immediate action. When appropriate, the Board will refer concerns to the Superintendent for follow-up by his staff.

While the Board encourages public input on policy, programs, and practices within the purview of this Board and this school system, this is not the proper avenue to address specific student or employee matters, or to comment on matters that do not relate to public education in Baltimore County. Citizens are encouraged to utilize existing avenues of redress for complaints. Inappropriate personal remarks or other behavior that disrupts or interferes with the conduct of the meeting is out of order.

Mr. Arnold asked all speakers to observe the light system and to conclude their remarks when the red light is lit.

### PUBLIC COMMENT

Dr. Bash Pharoan stated social studies teachers are teaching misconceptions about Jihad. He asked the Board to consider a special advisory group on Islamic issues.

Mr. Muhammad Jameel asked the Board to permit Muslim students to celebrate their holidays equal to other students by adding the two Muslim holidays on the school calendar.

Ms. Susan Sands-Pharoan asked the Board to add the two Muslim holidays to the school calendar.

Ms. Cynthia McGaunn requested the Board to consider a reasonable monetary compensation for paraeducators.

Mr. Adam Paul thanked the Board for choosing "Vincent Farm" as the name for the new elementary school in the northeast area.

Ms. Pat Laro thanked the Board for selecting "Vincent Farm" as the name for the new elementary school in the northeast area.



ADJOURNMENT

At 10:13 p.m., Mr. Pallozzi moved to adjourn the open session. The motion was seconded by Ms. Shillman and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

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