

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, January 9, 2007

The Board of Education of Baltimore County, Maryland, met in open session at 5:00 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, 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.

Mr. Arnold reminded Board members of community functions and Board of Education events scheduled for January and February.

Ms. Murphy 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 5:07 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 Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, 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 the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations; Dr. Alpheus Arrington, Director, Personnel Staffing; Mr. Daniel Capozzi, Staff Relations Manager; Anjanette L. Dixon, Esq., Staff Attorney; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. Capozzi updated Board members on collective bargaining discussions.

Mr. Capozzi exited the room at 5:15 p.m.

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

Board member, Mr. John A. Hayden, III, entered the room at 5:20 p.m.

Dr. Peccia and Dr. Arrington exited the room at 5:20 p.m.

CLOSED SESSION MINUTES (cont)

Mr. Bennett provided legal advice to Board members regarding revised Board procedures.

Ms. Howie advised Board members on litigation involving a former vendor.

At 5:55 p.m., Mr. Pallozzi moved that 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, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, 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 Jamie Mercer, 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 5, 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.

After collecting completed sign-up cards, Mr. Arnold announced the names of persons who would be speaking during the public comment portion of the meeting as well as the order in which the persons would be called.

ADVISORY AND STAKEHOLDER COMMENTS

Mr. Don Egner, a representative of the Advisory Committee for Alternative Programs, introduced three adults, Ms. Loretta Jattel and Mr. and Mrs. Oliver, who shared their experiences with the Home Schooling program.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Mr. Boyd Crouse, Coordinator of the Area Educational Advisory Councils, announced that the Joint Area Education Advisory Council meeting would be held on January 11, 2007 at 7:00 p.m. Mr. Crouse also reported on the Southeast Area Education Advisory Council's meeting in which "engaging the middle school student" was discussed.

Mr. Kent Smith, a Northeast Area Educational Advisory Council representative, announced its "Meet and Greet" meeting to be held on Wednesday, January 17, 2007 beginning at 7:00 p.m. at Golden Ring Middle School. Topics to be discussed are capital budget process and redistricting outreach.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, reported on the continued partnership with various stakeholder groups to explore educational issues in Baltimore County Public Schools.

Mr. Stephen Crum, Chair of the Career & Technology Education Advisory Council, reported on the council's January 8 meeting, which revolved around how career tracks are changing under the new organization. Mr. Crum announced that the CTE Student Recognition Dinner would be held on May 2, 2007 at 6:00 p.m.

Ms. Susan Katz, President of the PTA Council of Baltimore County, thanked the Board for dinner earlier that evening. She stated that the focus remains academic achievement for all students and that all students continue to receive a quality education in a safe environment. Ms. Katz announced that the council's next meeting would be held on January 18, 2007 at Dumbarton Middle School.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, thanked Board members for attending the legislative breakfast held January 7. She requested that a new parking lot for White Oak School be placed on the capital budget priority list.

SUPERINTENDENT'S REPORT

Dr. Hairston reported that the school system is developing enrollment relief plans for Deep Creek Elementary School and Dogwood Elementary School. Under these plans, pre-kindergarten and kindergarten classes from Deep Creek Elementary could be annexed to Hawthorne Elementary School, and pre-kindergarten and kindergarten classes from Dogwood Elementary could be annexed to Featherbed Lane Elementary School. Dr. Hairston noted that meetings have been scheduled with the principals and PTA Executive Boards of these schools to discuss the logistics, challenges, and benefits of these plans. As needed, additional information will be presented at upcoming Board of Education meetings.

On a motion of Mr. Parker, seconded by Ms. Murphy, the Board adopted a resolution honoring Ms. Michelle Dressel, as Baltimore County's Teacher of the Year for 2006-2007.

Ms. Harris exited the room at 8:03 p.m.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, recognized the administrative appointments made at the December 19, 2006 Board meeting:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>CARLTON M. SAPP</u> (Effective December 20, 2006)	Coordinator, Research and Accountability Gwinnett County Public Schools	Director, Research and Accountability Department of Research, Accountability and Assessment
<u>STACY A. SHACK</u> (Effective December 20, 2006)	Program Coordinator New Jersey Department of Education	Director, Assessment & Testing Department of Research Accountability and Assessment

RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Donald Peccia recognized the Education Advisory Council appointments made at the December 19, 2006 Board meeting:

- Ms. Elizabeth Easton New Member – Central Area

RECOGNITION OF ETHICS REVIEW PANEL APPOINTMENT

Dr. Donald Peccia recognized that Dr. Janel D. Sexton had been appointed to the Ethics Review Panel at the December 19, 2006 Board meeting.

OLD BUSINESS

Changes to Policy 3200

On a motion of Mr. Hayden, seconded by Mr. Pallozzi, the Board approved the proposed deletion of Policy 3200, NON-INSTRUCTIONAL SERVICES: Purchasing, as presented in Exhibit B.

Changes to Policy 3610

On a motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the proposed changes to Policy 3610, NON-INSTRUCTIONAL SERVICES: Tuition Fees, as presented in Exhibit C.

Changes to Policy 7460

On a motion of Mr. Pallozzi, seconded by Ms. Johnson, the Board approved the proposed changes to Policy 7460, NEW CONSTRUCTION: Purchases from Minority Businesses, as presented in Exhibit D.

Ms. Harris re-entered the room at 8:07 p.m.

Capital Budget Request

On motion of Mr. Pallozzi, seconded by Ms. Murphy, the Board approved the proposed FY 2008-2013 State and County Capital Budget Request (Exhibit E).

REPORTS

The Board received the following reports:

- A. **Superintendent's Proposed Operating Budget, Fiscal Year 2008** – Dr. Hairston presented to the Board, for their consideration, the Proposed Operating Budget for Fiscal Year 2008. He noted that the proposed budget represents what BCPS needs to educate students and provide quality service for all of Baltimore County. Dr. Hairston reiterated that the budget request for FY2008 continues to focus on the *Blueprint for Progress*, the *Master Plan*, and the *Bridge to Excellence*.

Dr. Hairston has proposed an operating budget with a projected 10.4 percent increase in costs, which contains

- Approximately \$40 million for salary restructuring, step increases, and upgrades
- Opening of Vincent Farm Elementary School in August 2008
- Replacement of Title I funds at middle schools with general funds
- Continuing to phase in pre-kindergarten program
- Completion of implementation of all-day kindergarten program
- Strong commitments to the maintenance program
- Textbook purchases
- Expansion of the AVID program and Advance Placement courses

Through a PowerPoint™ presentation (Exhibit F), Dr. Hairston shared with Board members the operating budget recommendations as it relates 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.

REPORTS (cont)

- 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.
- 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 FY07 budget to FY08 proposed budget, and the proposed FY08 operating budget, which totals \$1,165,982,733.

Dr. Hairston announced that on January 24, 2007, 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 30 beginning at 7:00 p.m.

- B. **Report on Cultural Exchange Program** – Ms. Phyllis Bailey, Executive Director of Special Programs, PreK-12, provided information to the Board on the status of the China cultural exchange program and reviewed key components of the structure for the cultural exchange. Mr. Lyle Patzkowsky, Principal of Dulaney High School, shared highlights of the proposed cultural exchange agreement and partnership with China. Mr. Patzkowsky stated that five students have been selected to travel to China from May 21 thru July 21 of this year.

Ms. Johnson asked if the program is open to all high school students. Mr. Patzkowsky responded only those students attending Dulaney High School. Dr. Hairston noted that, going forward, others schools would be identified to ensure that this quality instructional program can exist.

Ms. O'Hare asked how many students were in the Chinese course. Mr. Patzkowsky responded seventeen. Mr. Patzkowsky shared with Board members the application process.

REPORTS (cont)

- C. **Report on Proposed Changes to Policy 5410** – Mr. Dale Rauenzahn, Executive Director of Student Support Services, shared with Board members that the Policy is being updated to align with the National Standards for schools counseling, MSDE regulations, and the *Blueprint for Progress*. This is the first reading of Policy 5410.
- D. **Report on Proposed Changes to Policy 8315** – Mr. Arnold, chair of the Ad Hoc Committee, shared with Board members the recommended changes to this Policy, which reflects the Board’s commitment to receiving public input at its meetings. He stated the Policy has not been updated since 1972 and is restrictive. This is the first reading of Policy 8315.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the personnel matters as presented on Exhibits I, J, K, L, and M (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 N).

The Board unanimously approved these recommendations.

- 1. PCR-253-07 Automobile Purchase
- 2. PCR-260-07 Internet Service Provider
- 3. MBU-526-07 Library Supplies
- 4. MBU-535-07 Provision, Installation, and Repair of Stage Curtain Systems
- 5. JMI-602-06 Contract Modification: Renovations at Arbutus Middle School
- 6. JNI-766-07 Windows and Blinds for Lansdowne Elementary School
- 7. MWE-844-07 03A Concrete, 05A Steel, 15A Underground Mechanical, and 16A Underground Electrical Construction Packages for Vincent Farm Elementary School

Mr. Janssen expressed that there is insufficient program management staff for the number of construction contracts. He stated that there has been a dramatic increase in the number of contracts for construction over the last eighteen months. Mr. Sines shared with the Board alternative means used by BCPS for construction management. Mr. Sines stated that the Department of Physical Facilities continually assesses capacity to stay in pace with the demand. Mr. Sines also noted that while there is natural staff turnover, there is a need to attract and secure competent and capable staff for the future.

BUILDING AND CONTRACT AWARDS (cont)

Dr. Hairston stated that he would get together with the Deputy Superintendent and Mr. Sines, make an assessment, and provide the Board with an update.

INFORMATION

The Board received the following as information:

- A. New Superintendent's Rule 6105 – Cultural Exchange Program
- B. New Superintendent's Rule 3610 – Tuition Fees
- C. Deletion of Superintendent's Rule 3611 – Tuition Fees: Non-Residents
- D. Deletion of Superintendent's Rule 3612 – Tuition Fees: Alternative Programs
- E. Financial Report – for the Months Ending November 30, 2005 and 2006
- F. MSDE Financial Report thru November 30, 2006

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- There will be a joint Area Education Advisory Council meeting to be held on Thursday, January 11, 2007, at the Greenwood ESS Building, Room 114, beginning at 7:00 p.m.
- The Northeast Area Education Advisory Council will hold its next meeting on Wednesday, January 17, 2007, at Golden Ring Middle School beginning at 7:00 p.m.
- The Central Area Education Advisory Council will hold its next meeting on Thursday, January 18, 2007, at Loch Raven High School beginning at 7:00 p.m.
- The Board of Education of Baltimore County will be meeting to conduct a retreat on Saturday, January 20, 2007, beginning at 9:00 a.m., at the Greenwood Administration Building, Board Rooms A and B. Portions of the meeting is open to the public.
- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, January 23, 2007, 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 to all open sessions. The Board will host the Special Education Citizens' Advisory Council for dinner on January 23, 2007 from 6:00 until 7:30 p.m.

ANNOUNCEMENTS (cont)

- On Wednesday, January 24, 2007, the Baltimore County Board of Education will meet for a public hearing to seek the community's input on the operating budget for FY2008. 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.

Mr. Arnold stated that public comment is one of the opportunities provided to hear the views and receive the advice of community members. The members of the Board appreciate hearing from interested citizens and will take their comments into consideration, even though it is not the Board's practice to take action at this time on issues which are raised. 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. The Board encourages everyone to utilize existing avenues of redress for complaints. Inappropriate personal remarks or other behavior that disrupts or interferes with the conduct of this meeting are out of order.

Mr. Arnold also asked speakers to observe the light system, which lets the speaker know when time is up. He asked speakers to conclude their remarks when they see the red light.

PUBLIC COMMENT

Ms. Hadear Abdou stated that while reading the social studies curriculum she found errors regarding the Islam religion. She also asked the Board to approve school closings on two Muslim holidays.

Ms. Nancy Ostrow asked the Board to consider creating a performing and visual arts magnet to primarily serve the students residing in the Northwest and Southwest areas, recommending New Town High School.

Ms. Kanwal Rehman asked the Board to consider adding the two Islamic holidays to the school calendar.

Dr. Bash Pharoan expressed concern over the "lottery" system for public comments. He also stated BCPS is teaching erroneous information about Islam and asked the errors be corrected.

Mr. Muhammad Jameel asked the Board to add two Muslim holidays to the school calendar.

ADJOURNMENT

At 9:33 p.m., Mr. Bacon 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

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TENTATIVE MINUTES

REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY RETREAT

Saturday, January 20, 2007

The Board of Education of Baltimore County, Maryland, met in open session for retreat on Saturday, January 20, 2007, at 9:02 a.m. at Greenwood. President Donald L. Arnold and the following Board members were in attendance: 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, Mr. H. Edward Parker, Jr., and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Ms. Barbara Burnopp, Chief Financial Officer; Ms. Fran Parker; Chief Internal Auditor; Ms. Andrea Barr, Assistant Chief Auditor; Ms. Kara Calder, Chief Communications Officer; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board were present.

Mr. Arnold opened the meeting with a welcome and reviewed the agenda.

IMPLEMENTATION OF STANDARD NO. 45

Mr. Arnold introduced the morning's presentation on "Other Post Employment Benefits (OPEB) Reporting and Funding" to be led by Mr. Keith Novak, Partner, Clifton-Gunderson, LLP.

Mr. Novak explained OPEB and the inclusions and exclusions of the Plan as well as accounting background information on the Government Accounting Standards Board (GASB) Statements #43 and #45. Statement #43 deals with the Plan's reporting process. Statement #45, Accounting and Financial Reporting by Employers for Post-employment Benefits Other Than Pensions, requires employers to report post-employment obligations.

Mr. Novak then reviewed the measurement process. OPEB cost is the amount recognized as expense in accrual-basis financial statements and is measured by:

- The ARC (Annual Requirement Contribution)
- Plus interest on the net OPEB obligation
- Minus any ARC adjustments

Mr. Novak noted that compliance with GASB 45 Statement could affect the county's bond rating.

Mr. Novak reviewed the transition to the statement, disclosure requirements by government employers, defined contribution plans, and the testing/audit approach. Although Statement No. 45 does not require or advice a government to fund or budget for OPEB; however, a large liability may appear on financial statements.

In closing, Mr. Novak provided reasons to consider funding:

- Lower actuarial costs over time due to higher return on assets set aside in a trust compared to return on general operating funds
- Lower accounting liability and annual expense due to a higher discount rate in valuing OPEB liability
- More secure benefits for retirees

Mr. Hayden asked who would manage the funding. Mr. Novak responded the funding goes into investment markets or trust funds that cannot be accessed.

Mr. Arnold asked if Statement 45 specifies what timeframe BCPS could spread the unfunded amount over. Mr. Novak responded Statement 45 has time periods; however, there is some latitude with the timeframe.

Ms. O'Hare asked whether all school systems need to provide equity of benefits. Mr. Novak responded each jurisdiction would be required to record and measure its Plan; however, there is no rule that each jurisdiction has to offer the same benefits. Ms. O'Hare asked about a comparison of benefits by jurisdiction.

Mr. Arnold expressed concern that if monies are put aside now, funding for quality programs for students could be affected. He also expressed concern that Statement 45 may extend the time to have a lower bond rating. Mr. Novak stated that bond agencies and bond rating play a big role in this process.

Ms. O'Hare asked if this would impact employees' years of service and retirement. Mr. Novak responded that the Board would need to discuss this issue. Mr. Arnold stated the school system needs to make sure benefits for employees do not worsen. The Board needs to understand how it affects the entire school system.

Mr. Janssen asked if money could be floated from investments to bonds. Mr. Novak responded that while moving monies from investments to bonds could occur, this movement would not account for health care inflation and potential new employees.

EFFECTIVE BOARDS

Mr. Arnold introduced Ms. Kitty Blumsack, Director of Board Development, Maryland Association of Boards of Education. She discussed the components of an effective Board as well as Board challenges.

Board members worked in groups of three to discuss four scenarios and answer the following questions:

- What are the issues involved in this situation?
- What should the Board or Board member do?
- What strategies would be recommended to help the Board?

Ms. Shillman entered the room at 10:22 a.m.

Board members then reported on their conclusions. Blumsack presented sample Board mission statements. Ms. Blumsack encouraged the Board to consider its goals after its mission statement has been defined. Mr. Arnold asked Board members to email their suggestions for a Board mission statement to Ms. Murphy as soon as possible. A draft mission statement will be provided to the Board President and Vice-President for review and presented to the Board for approval.

Dr. Hairston reviewed the process by which Board member concerns are addressed.

Mr. Arnold thanked Ms. Blumsack for the presentation and then announced a working lunch.

Ms. Harris exited the room at 11:40 a.m.

Mr. Arnold reconvened at 11:55 a.m.

Mr. Arnold presented Board members with a summary of the Board's 2005-2006 self-evaluation and goals. Mr. Arnold, Mr. Janssen, Ms. O'Hare, and Ms. Stiffler will review and condense the focus areas to one or two points.

Board members commented on the length of the presentations to the Board. Dr. Hairston noted that an executive summary format would be presented during the Board meetings.

Mr. Arnold suggested that the Board have another retreat in March to discuss various topics including approval of the Board's mission statement and goals.

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

CLOSED SESSION

The Board of Education of Baltimore County, Maryland, met in closed session at 1:00 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Mr. John A. Hayden, III, 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 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; P. Tyson Bennett, Esq., Counsel to the Board of Education; Rochelle S. Eisenberg, Esq., Hodes, Ulman, Pessin & Katz, P.A.; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Ms. Eisenberg provided legal advice to the Board concerning religious accommodations in schools.

Ms. Howie provided legal advice to the Board regarding Title I accountability measures.

At 2:37 p.m., Mr. Janssen moved to adjourn the closed session. The motion was seconded by Ms. Murphy and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE REPORT

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

Wednesday, January 24, 2007
Ridge Ruxton School

The hearing was called to order by President Donald L. Arnold at 7:03 p.m. In addition to President Arnold, 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. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman. Additionally, Dr. Joe A. Hairston, Superintendent of Schools, staff members, as well as media were present.

The following persons offered testimony:

- 1) Ms. Sharon Demoss, Bus Driver – Asked the Board to consider salary increases for bus drivers, attendants, and routing assistants, and to convert bus driver positions from 10-month to 12-month. As the cost of living is steadily increasing, bus driver salaries remain the same.
- 2) Mr. David Basler, Grounds Crew Chief – Asked the Board for a \$1.3 million increase for groundsmen to make their positions compatible to other county and private sector positions. He also stated there is a need for a career ladder for workers in this group, and that reimbursement for college classes could be part of the solution. Supports improvements to bus lots to improve working conditions.
- 3) Ms. Lora Williams, President, AFSCME Local 434 – Asked for funding of upgrades, step increases, or consider reclassification for custodians and three groups in transportation (attendants, bus drivers, and routing assistants). There is a difference in pay of the private contractors and neighboring jurisdictions.
- 4) Ms. Mary Koch, BACE Negotiation Chairperson - Asked the Board to increase paraeducator salaries. The salary increase would recognize paraeducators since they are now required to be highly qualified. There is also a need to recognize the additional financial support being placed on elementary school secretaries to support school financial accounts.
- 5) Mr. John Fontinell, Mathematics Department Chairman, Pikesville High School – Asked the Board to increase AVID funding in existing schools and add funding for the program in all schools.
- 6) Ms. Leah Mullen, PTA President of Ridge Ruxton School - Asked the Board to revisit the staffing at Ridge Ruxton. If the proposed operating budget is approved, the school will lose two teachers and two instructional assistants.

- 7) Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition – Urged the Board to support the Superintendent’s proposed operating budget. The budget is a reasonable budget focusing on students’ needs. Everyone needs to continue to focus on clear academics, challenging curriculum, and strong school leadership.
- 8) Ms. Lealie Perry, Johns Hopkins University – Asked the Board for funding for the acquisition, installation, and maintenance of sound enhancement systems.
- 9) Mr. Stephen Crum, Chair of the Career & Technology Education Advisory Council – Asked the Board to completely fund the career and technology education program.
- 10) Ms. Claire Holmes, Parent – Urged the Board to evaluate paraprofessional positions. Parents rely heavily on paraprofessional support. Currently, personal assistants do not receive benefits or special education training, and the positions are difficult to recruit and retain.
- 11) Ms. Kim Willard, Parent – Asked the Board to revisit salaries for personal assistants (PA) and consider sufficiently increasing this amount. Currently, personal assistants’ annual salary is under \$10,000, and PAs do not receive benefits, paid vacation, or sick days. She also suggested that the reliance on personal assistants should be decreased.
- 12) Ms. Michelle Douglas, Parent – Urged the Board to revisit salaries for personal assistants (PA) and include benefits and incentives to retain employees.
- 13) Mr. Andy Belt, Parent – Asked the Board to allocate funds to institute full-day pre-kindergarten for the autistic program.
- 14) Ms. Julie Belt, Parent – Asked the Board to allocate funds to institute full-day pre-kindergarten for the autistic program. She also asked the Board for additional funding to increase salaries for personal assistants.
- 15) Mr. Gary Willow, AVID Coordinator, Woodlawn High School – Would like the Board to consider expanding the AVID program at Woodlawn High School (WHS). WHS currently has 100 students on its waiting list.
- 16) Ms. Carol Hallinan, Parent – Asked the Board to consider converting therapist positions from 10-month to 12-month.
- 17) Ms. Jan Thomas, Chair, Special Education Citizens’ Advisory Committee – Asked the Board to support reasonable increases and benefits for personal assistants. As chair of the Central Area Education Advisory Council, she stated some students do not have biology textbooks, or they have to review it on-line and the access code does not work. She also stated it was difficult to find the proposed operating budget book on-line.
- 18) Miss Rosa DeLeon, Student – Supports the proposed operating budget recommendations for the AVID program.

- 19) Mr. Benjamin Dubin, Advocate – Asked the Board to convert audiologist positions from 10-month to 12-month.
- 20) Ms. Suzanne DeMallie, Advocate – Asked the Board to support the acquisition of sound enhancement systems for all schools. The proposed budget would only cover approximately thirty-five classrooms.
- 21) Mr. Kevin Able, Member of the Advisory Committee for Alternative Programs – Supports the proposed operating budget for the continuum alternative programs such as Maryland’s Tomorrow and Secondary Academic Intervention Model (SAIM). He commended the Board for taking proactive steps.
- 22) Ms. Maureen Callaghan Lau, Parent – Supports the increases for the Infants and Toddlers program.
- 23) Ms. Becky McClure, Teacher, Cedarmere Elementary School – Asked the Board to add funding for aides in all kindergarten classrooms. She also stated that more funding needs to be allocated for assistants.
- 24) Miss Leila Jeen, Student, Woodlawn High School – Asked the Board to continue to expand funding for the AVID program.
- 25) Miss Melissa Parks, Student, Woodlawn High School – Supports the proposed operating budget recommendations for the AVID program.
- 26) Miss Desiree Conley, Student, Woodlawn High School – Supports the proposed operating budget recommendations for the AVID program.
- 27) Ms. Celeste Stivers, Parent and Teacher, Timonium Elementary School – Would like class size no more than 20 per class so teachers can help all students; warm and safe environment; all employees adequately compensated; computers maintained by technology specialist; kindergarten classes each have their own assistants; and employees work together so that all children in our system are educated and become productive members of our society.
- 28) Dr. Bash Pharoan, President, American-Arab Anti-Discrimination Committee – Urged the Board to consider adding a full-time employee to assist the Board and superintendent as the diversity “czar.”
- 29) Ms. Abby Beytin, Teacher, Timber Grove Elementary School – Asked the Board to add funding to place paid kindergarten assistants in all classrooms. Six kindergarten teachers stood with her to acknowledge this request.
- 30) Ms. Kelli Nelson, Parent – Urged the Board to revisit the needs of the Infants and Toddlers program, and funding of benefits and training for personal assistants (PA).
- 31) Ms. Julie Bravos, Parent – Supports the proposed operating budget for additional staffing of the Infants and Toddlers program. She also asked the Board to increase the budget for full-time occupational therapist.

- 32) Mr. Scott Olson, Teacher, Towson High School – Asked the Board for additional clerical support and an increase of teachers’ salaries.
- 33) Mr. Brody Fredericksen, Teacher, Towson High School – Asked the Board for a “substantial” increase in teachers’ salaries and health benefits.
- 34) Ms. Patricia Taylor-Mason, Paraeducator, Pot Spring Elementary School – Asked the Board to fund salary increases for paraeducators.
- 35) Mr. Bradley Eastham, Physical Education Department Chair, Towson High School – Asked the Board to ensure that co-pays for health insurance remain the same, prescription costs do not increase, and emergency visit costs do not increase.
- 36) Ms. Susan Katz, President, PTA Council of Baltimore County – Supports the proposed operating budget. The PTA Council supports the new loan program for students to go to college to teach at BCPS. Asked the Board to allocate adequate funding for technical support staff in each school and provide increased compensation for all employees.
- 37) Miss Lauren Session, Student, Pikesville High School – Supports the proposed operating budget recommendations for the AVID program.
- 38) Ms. Vanetta Session, Parent – Supports the proposed operating budget recommendations for the AVID program.
- 39) Ms. Debra Richmond, Teacher, Towson High School – Urged the Board to give teachers reason to come and stay in Baltimore County. She noted that cutting benefits gives teachers a reason to leave.
- 40) Ms. Beth Cushing, Parent – Asked the Board to “fully fund” the Infants and Toddlers Program. She also reiterated the need to compensative personal assistants.
- 41) Mr. Aaron Schnitzer, Student, Pikesville High School – Urged the Board to support the proposed operating budget for the AVID program.
- 42) Ms. Cheryl Bost, President, Teachers Association of Baltimore County – Asked the Board to provide a 6% increase in salary compensation for teachers. She also stated that there is nothing in the budget for kindergarten aides, technology aides, or any help for record keeping.
- 43) Ms. Allison Natrass, Teacher, Timber Grove Elementary School – Urged the Board to push for competitive teacher salaries and decrease teacher workload.
- 44) Ms. Gloria Collins, President, Baltimore County Instructional Assistants & Clerical Employees (BACE) – Asked the Board to be fair in the budget process and adequately increase salaries for BACE employees.

- 45) Ms. Denise Cutair, Teacher, Powhattan Elementary School – Asked the Board to look into expanding the parking lot at Powhattan Elementary School. The school presently has 32 parking spots; however, that is not enough for teachers and visiting parents.
- 46) Ms. Jennifer Hudson, Parent and PTSA Board Member, Stoneleigh Elementary School – Asked the Board to consider the importance of the sound enhancement systems when reviewing the budget. She applauded the sound enhancement system that was installed in the school last year.
- 47) Ms. Michelle Hart, Parent – Supports the proposed operating budget increased funding for the Infants and Toddlers program. She also asked the Board to support salary, training, and benefit increases for all personal assistants.
- 48) Ms. Mary Baskar, Vice-Chair, Special Education Citizens’ Advisory Council – Asked the Board to consider salary increases for personal assistants.
- 49) Ms. Marlo Lemon, Parent – Asked the Board to place additional funds in the Infants and Toddlers program.

The hearing was concluded at 9:24 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE REPORT

REPORT OF THE WORK SESSION ON THE PROPOSED FISCAL YEAR 2008 OPERATING BUDGET RECOMMENDATIONS

Tuesday, January 30, 2007
Greenwood

The Board of Education of Baltimore County, Maryland, met in open session at 7:00 p.m. at Greenwood. Vice-President Rodger C. Janssen and the following Board members were present: Mr. John Hayden, III, Dr. Warren C. Hayman, Ms. JoAnn C. Murphy, 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, as well as the media were present.

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

Mr. Janssen informed the public that Mr. Arnold and Ms. O'Hare were attending the NSBA Federal Relations Network Conference with our U.S. Congressmen and Senators to discuss important issues related to education, and therefore, would not be at the work session this evening. However, Mr. Arnold and Ms. O'Hare submitted questions and those questions would be discussed at tonight's work session.

Dr. Hairston asked Mr. J. Robert Haines, Deputy Superintendent, and Ms. Barbara Burnopp, Chief Financial Officer, to review the proposed budget and process.

Ms. Burnopp explained the budget process and plans to request funding for the FY 2008 proposed operating budget. She reviewed the Maintenance of Effort (MOE) chart noting the increase of \$39 million or 6.5% above MOE.

Next, Ms. Burnopp stated that the FY 08 proposed budget total revenue and expenditures totaled \$1,165,982,733.

Finally, Ms. Burnopp explained design and structure of the work session book, which summarizes each budget item by performance goal, re-directs, and one-time items.

Mr. Janssen explained the Board would address each of the eight performance goals and then ask questions or express concerns about budget items related to that goal.

Ms. Murphy proposed an increase of \$1.60 per hour versus \$.80 per hour for Personal Assistants, doubling the proposed budget amount. Ms. Burnopp responded that increasing the hourly rate of pay for Personal Assistants to \$10.00 per hour would cost approximately \$353,000. Ms. Burnopp informed the Board that many employees (e.g. cafeteria assistants, etc.) receive less than \$10.00 per hour.

Mr. Hayden stated his support for an increase in pay for Personal Assistants.

Mr. Parker stated he would like to see the current budget establish a minimum wage of \$10.00 per hour for custodians and groundskeepers.

Dr. Hairston reminded Board members that if adjustments are made, further adjustments could occur when the budget goes before the County.

Board members further discussed the requested salary adjustment. Mr. Haines reminded the Board that if additional money is placed in a specific category for a collective bargaining unit, then the school system has an obligation to bargain with that specific group.

Ms. Shillman and Mr. Hayden stated their support for the increase.

In absentia, Mr. Arnold and Ms. O'Hare offered their support for the Personal Assistants' salary increase.

The Board directed the Superintendent to make the necessary adjustment for a \$10.00 an hour minimum rate for all employees.

Ms. Shillman asked whether the fourteen (14) full-time equivalents (FTE) for pre-kindergarten were additional positions. Mr. Burnopp responded that the amount replaces existing positions now funded by Title I. Ms. Shillman expressed concern over the salary. Ms. Burnopp stated that the requested amount is for actual individuals including their longevity.

Board member Ms. Ramona Johnson entered the room at 7:13 p.m.

Mr. Hayden stated that the proposed budget does not include sound enhancement systems. Ms. Burnopp noted that the proposed budget has a one-time request for \$50,000 to provide a sound enhancing system in one school. Mr. Hayden strongly recommended that the budget for the sound enhancement system be increased to \$500,000.

Mr. Pallozzi recommended that the Board consider placing two paid-parent helpers in every school so that "eventually" every school would have a helper in every kindergarten classroom. Dr. Hayman asked about the additional cost. Mr. Haines responded it would cost \$1.9 million to place one additional paid-parent helper in each school and \$2.7 million for a paid-parent helper in every kindergarten classroom. Dr. Hayman stated two paid-parent helpers per school are not sufficient.

Ms. Murphy stated she would like to see one paid-parent helper for every two classrooms. For example, if there are six kindergarten classes, then there should be three paid-parent helpers.

Ms. Johnson supports one paid-parent helper per classroom.

Based on the Board's comment, Mr. Janssen directed the Superintendent to revise the proposed operating budget to include one additional paid-parent kindergarten helper per every classroom.

Replace Grant Funds for Instructional Positions at Middle Schools – Dr. Hayman asked how many middle schools would be affected by this proposal. Ms. Burnopp responded nine middle schools. Dr. Hayman asked if the FTEs include math teachers. Ms. Burnopp responded that the goal with general fund dollars is to allow principals the flexibility to make staffing decisions.

In absentia, Ms. O'Hare asked if BCPS converts Title I middle school funding to Non-Title I whether BCPS could be assured that the \$3,059,510 would not be cut from the budget. Ms. Burnopp responded the school system will not lose the Title I funds but that she does not know about the general fund request.

With regards to the Algebraic Thinking program, Dr. Hayman expressed concern with the impact this program has on staffing and class size.

Ms. Murphy asked what documents would be translated and what service would accomplish this task. Ms. Burnopp responded the biggest documents are the student handbook, Crossroad booklet, and mediation booklet. The documents would be translated into Chinese, Korean, Spanish, and Urdu. Ms. Burnopp stated that an outside vendor has been performing this service, but a request for proposal would be issued in the future.

Complete Implementation of AVID at All High Schools - Ms. Johnson requested that money be placed in the proposed budget to accommodate the 100 students on the AVID program waiting list at Woodlawn High School. Ms. Burnopp stated the additional cost would be approximately \$57,000. Mr. Hayden asked whether AVID would be placed in all high schools. Dr. Hairston responded that the final four schools to implement the AVID program are: Carver Center for Arts and Technology, Eastern Technical, Towson, and Western High Schools.

Post-Employment Benefit Fund – Ms. Murphy asked for the source of the \$15.8 million amount came from and whether an actuary should review the figure. Mr. Haines provided a brief summary of the post employment adjustments for the County and for BCPS employees. Mr. Haines stated it would be a futile effort to have the number reviewed again, because of the number and changing nature of variables involved.

Ms. O'Hare, whose question was submitted to staff in writing, requested a chart showing salaries and benefits by county. Ms. Burnopp noted that this information had been previously distributed to all Board members.

Repair and Replacement of Aging Relocatables – Mr. Bacon asked how many relocatables would be purchased and which relocatables would be repaired. Ms. Burnopp responded \$208,000 would fund the purchase of two new relocatables; and the repair of many units. Ms. Shillman stated these amounts are insufficient and requested that the repair and purchase of relocatables be increased.

Mr. Hayden stated the Board needs to begin preparing for redistricting schools rather than the purchase of relocatables.

Private Bus Contract – Ms. Murphy asked why private bus contractors received summer work instead of BCPS bus drivers. Ms. Burnopp responded there are 748 routes during the school year and approximately 116 regular routes in the summer, mostly staffed by BCPS employees. Eleven percent (11%) of the funding goes to private contractors during the school year while 22% of the funding for regular routes is for private contractors in the summer months. Mr. Janssen asked if BCPS bus drivers are offered the routes before a private contractor, Ms. Burnopp responded in the affirmative.

On page 110 of the proposed operating budget book, Mr. Hayden inquired about the increase of \$1 million for contracted services. Ms. Burnopp responded the increase is for the lease cost of the Secondary Academic Intervention Model (SAIM) center.

Security Camera Systems – Mr. Bacon asked how many schools currently have security systems and what the plans to expand are. Mr. Haines responded that security systems are a capital budget item. The plan for this ongoing project is to place cameras in all secondary schools while this budget item will maintain current security systems.

Board member Ms. Frances A.S. Harris entered the room at 8:07 p.m.

On page 82 of the proposed operating budget, Ms. Shillman asked about the purpose of the \$9,400 for the Chief Communications Officer. Dr. Hairston responded the funding is for transportation for the Student Council and is a transfer from the Department of Special Programs, PreK-12.

Advanced Placement Expansion – Mr. Janssen asked which schools would receive the expansion. Ms. Kathleen McMahon, Assistant Superintendent of Humanities, responded that Chesapeake, Kenwood, Overlea, and Western High Schools would each have 12 advanced placement courses. Ms. McMahon noted that the goal of having 12 advanced placement courses in every high school would be met should the FY08 funding be approved.

Mr. Janssen expressed concerns that we are barely maintaining adequacy in the maintenance of schools. He stated the need to make building improvements as quickly as possible.

Ms. Shillman asked about the location of the SAIM center. Mr. Dale Rauenzahn, Executive Director of Student Support Services, responded center would be rented and would accommodate 540 students.

Mr. Hayden asked why there was a reduction of 25 support staff in the maintenance department. Ms. Burnopp stated the Department of Physical Facilities conducted a reorganization and that no positions were lost. Ms. Burnopp provided FTE information for the last two years: 2006—1,350.8 FTEs; 2007—1,371.8 FTEs; and proposed for 2008—1,380.8 FTEs.

Dr. Hayman asked that the following items be considered for future budgets:

- Staffing changes as a result of the curriculum audit
- Leadership academy within the organization to give BCPS the opportunity to “grow our own”

Ms. Shillman expressed concern over the location of the In-School Alternative Program at Chesapeake High School. Mr. Rauenzahn stated this would be a pilot program. Ms. Shillman asked whether funding for the Home and Hospital Center would increase home teacher visits to more than two days per week. Mr. Rauenzahn responded this funding addresses only the increase in language training for the Home and Hospital Center.

Ms. Shillman and Ms. Harris inquired about the two FTE automotive technicians. Mr. Haines stated these two additional positions are for the Parkton and Essex bus lots beginning January 1, 2008.

On page 128 of the proposed operating budget, Ms. Shillman asked why the elementary and middle school utilization study budget was for \$65,000 when the Building & Contracts Committee had approved \$75,000 for this same study. Ms. Burnopp responded approval of the contract exhibit gives BCPS the authority to spend, but not necessarily the funding. If the utilization study costs more, then BCPS would have to find additional funds.

Ms. Johnson asked that the following items be considered in future budgets:

- Increase the FTE for high school guidance counselors
- Expand the cultural exchange program to more than one school.

Mr. Janssen echoed Ms. Johnson’s comments regarding the need for additional guidance counselors in high schools.

With no further questions, Mr. Janssen announced that the Board’s scheduled vote on the FY 2008 proposed operating budget would occur at its next meeting on Tuesday, February 13, 2007. Mr. Janssen reiterated that a second budget work session might be scheduled.

Dr. Hairston thanked Board members for submitting questions prior to the work session so that staff was able to address all questions in an expeditious manner.

The work session was concluded at 8:35 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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