

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

Tuesday, September 23, 2008

The Board of Education of Baltimore County met in open session at 4:45 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Ms. Murphy reminded Board members of community functions and Board of Education events scheduled in September and October.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 4:50 p.m.

**CLOSED SESSION MINUTES**

The Board of Education of Baltimore County, Maryland, met in closed session at 4:50 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. 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; Dr. Patricia Abernethy, Chief Academic Officer; Mr. William Lawrence, Assistant Superintendent, Northwest Area; Dr. Robert Tomback, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Central Area; Dr. Donald Peccia, Assistant Superintendent, Human Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Daniel Capozzi, Staff Relations Manager; Ms. Barbara Burnopp, Chief Financial Officer; Margaret-Ann Howie, Esq., General Counsel; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Carol Wirtz, Administrative Assistant to the Superintendent.

Mr. Capozzi updated Board members on negotiations with collective bargaining units.

Mr. Capozzi exited the room at 4:55 p.m.

Ms. Burnopp reviewed with Board members the regulatory changes affecting Baltimore County Public School's (BCPS) 403(b) program.

CLOSED SESSION MINUTES (cont)

Ms. Burnopp exited the room at 5:30 p.m.

Ms. Howie discussed with Board members its options regarding the impasse proceedings with a collective bargaining unit.

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

At 5:38 p.m., Ms. Murphy moved the Board adjourn its closed session for a brief dinner. The motion was seconded by Ms. O'Hare and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 6:30 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. 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 Ms. Marilyn Ryan, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Parker moved that the Board add to the agenda, Consideration of the Recommendations of the Board of Education-TABCO Impasse Panel. The motion was seconded by Mr. Coleman and unanimously approved by the Board (favor-12).

Ms. Murphy informed the audience of the sessions in which Board members had participated earlier in the afternoon.

OLD BUSINESS

**FY10 Proposed Capital State Budget**

Mr. Pallozzi moved to adopt the FY10 Capital State budget, as presented in Exhibit B. Mr. Coleman seconded the motion. The Board unanimously approved the budget (favor – 11). Miss Karanja, student Board member, did not vote.

### PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the personnel matters as presented on exhibits B and C (Copies of the exhibits are attached to the formal minutes).

### BOARD OF EDUCATION-TABCO IMPASSE PANEL

Ms. Roddy moved that the Board reject the recommendations of the majority of the Impasse Panel, as issued on September 10, 2008. Ms. O'Hare seconded the motion. The Board unanimously rejected the recommendations (favor-11). The student member, Miss Karanja, did not vote.

### REPORTS

The Board received the following reports:

- A. **Report on 403B Program and Vendor Selection** – Mr. Michael Beckzowski from Bolton Partners Investment Consulting Group, Inc., reviewed with Board members the school system's current 403(b) program, as presented in exhibit D. Key points of the program include:

- There are ten vendors in the program.
- Annual cash flow of \$29 million.
- Assets are approximately \$478.6 million.
- Plan plagued by too many vendors and investment choices.
- There has been an inability to effectively communicate the program to employees.
- Fees of three largest providers cost participants at least \$2.3 million annually.

Mr. Beckzowski reviewed with Board members the impact of fees, a single vendor vs. multiple vendors, and the options for consideration in the Board's plan.

- **Single Vendor Option**
  - Results in the most favorable pricing for participants
  - Eliminates redundancy of investment styles
  - Lower administrative burden for BCPS
  - Potentially higher participation rate
  - Surrender charge buyouts available
  - Single vendor more desirable for legal accountability
- **Multiple Vendors Option**
  - Reduced pricing from current vendors
  - Additional cost of a third party administrator
  - Higher administrative burden for BCPS
  - Commissioned agents will be used
  - All fees are not transparent
  - Multiple vendors may impede legal responsibility

REPORTS (cont)

Ms. Harris asked whether the school system had a particular vendor in mind. Ms. Burnopp responded BCPS is gathering information from the consultant and collective bargaining units and will present a vendor(s) to the Board at its October 7 meeting.

Mr. Uhlfelder asked whether there are a number of third-party administrators. Ms. Burnopp responded that it would vary whether the school system could use one of the vendors that are selected or generate a request for proposal (RFP) for a third-party vendor.

Ms. Johnson asked about the advantage of keeping with multiple vendors. Mr. Beckzowski responded there is not a huge advantage with multiple vendors; however, there could be a potential for participant disruption. Ms. Johnson stated that it seems that, in the long run, a single vendor could offer more advantages for employees.

Mr. Janssen asked whether these investment firms would roll over the options and whether the requirement be included. Mr. Beckzowski responded that each investment firm offered funds from a broad area of investment styles. Mr. Beckzowski stated that BCPS could set up a committee to periodically review the investment options. Ms. Burnopp noted that the option to swap out funds, also known as "open architecture" was built into the original bid process.

Ms. O'Hare asked how an individual would transition to the new program. Mr. Beckzowski responded that participants will not be required to move their existing assets over to the new program. The funds would be limited to future contributions.

With respect to the existing ten vendors, Mr. Uhlfelder asked how much of the \$478,606,861 resided with each vendor. Mr. Beckzowski responded that the majority resided within the top three vendors: AIG, Lincoln, and MetLife/City Street. Mr. Uhlfelder expressed concern that present participants will have difficulty maneuvering their funds. Mr. Beckzowski stated that with a single vendor scenario, the majority of the investment options are not those vendors' proprietary funds. Ms. Burnopp stated that the IRS allows a participant to leave his/her funds with an existing vendor; however, additional funds cannot be added.

Mr. Uhlfelder asked what happens to the annuity contracts. Mr. Beckzowski responded that, if a participant continues to leave its money in place, the annuity contract continues as is.

- B. Report on Baltimore County Public School's Virtual Instruction Program (VIP)**  
– Mr. Dale Rauenzahn, Executive Director of Student Support Services, shared with Board members a video on digital learning. As defined by Mr. Rauenzahn, virtual education removes the classroom walls to accessing resources for teachers and for our students to enhance the education and learning process.

REPORTS (cont)

Mr. Rauenzahn reviewed the latest resources and technologies, which included:

- Virtual teacher resources
- Virtual classrooms of the 21<sup>st</sup> Century
- Virtual curriculum and courses
- Virtual instruction classroom, and
- Virtual schools.

Mr. Rauenzahn stated that while the system's virtual school pilot had ended, BCPS continues to explore options and diverse ways that the school system can deliver virtual education in Baltimore County. The school system will continue to review all options in implementing a virtual school in the future.

Ms. O'Hare asked whether school system will have the ability to implement the virtual school in the future. Mr. Rauenzahn responded that staff is in the beginning stages of the budgetary process and that all options are being reviewed including the possibility of offering our own virtual school. Ms. O'Hare stated that this program appeared beneficial for those students that did not thrive in a regular school environment.

Ms. Johnson asked that if she would walk through one of the school system's more challenging schools what would be observed as it relates to the virtual instruction resources and programs. Mr. Rauenzahn responded that while there is some access to resources and programs, BCPS is constantly trying to improve all schools in the area of technology. He stated that teachers are engaging available resources, such as Safari Montage, and that students are accessing computers in the classroom instead of going to a computer lab. Mr. Rauenzahn noted there are challenges, which are budget-related at this point.

Ms. O'Hare asked whether the Board can receive a snapshot, by school, of the technology currently being used, such as Safari Montage, so that it can see where the resources are. Mr. Rauenzahn responded that the school system has seven 21<sup>st</sup> century labs, and that the Office of Information Technology has been tasked to collect the data to see what technology is being used by teachers.

Ms. Thea Jones, Supervisor of Instructional Technology, shared with Board members her involvement with the Maryland State Department of Education (MSDE) in respect to student access to technology and student literacy technology.

Ms. Della Curtis, Coordinator of Library Information Services, noted the seven 21<sup>st</sup> century lab locations are: Dogwood Elementary School, Milford Mill Academy, Rodgers Forge Elementary School, Perry Hall Middle School, Sussex Elementary School, Timonium training center, and Pulaski center.

REPORTS (cont)

Dr. Hairston commented that Lockheed Martin and Northrop Grumman are partnering with BCPS to develop a virtual instructional environment. The goal is to have a prototype software development for instructional simulation by December 2008 with a target date to have the entire virtual classroom built by May 2009.

Mr. Coleman asked for the student-teacher ratio in the AdvancePath Academy. Mr. Rauenzahn responded that there are four teacher/coaches who do not teach a class but work with a caseload of approximately 15 students.

Mr. Parker asked whether studies were available to compare the cost between “brick and mortar” schools to the virtual instruction program. Mr. Rauenzahn responded it costs approximately \$10,000 per student in “brick and mortar” schools compared to approximately \$5,000 to \$7,000 per student in the VIP.

Ms. O’Hare asked whether the school system will place the AdvancePath Academy program elsewhere in the county. Mr. Rauenzahn responded affirmative; however, there are budgetary issues, such as transportation and purchasing the program. He noted that BCPS currently has a five-year contract with the AdvancePath Academy vendor.

Mr. Parker asked what would be the biggest challenge for the school system. Mr. Rauenzahn responded that the software—loading the curriculum into the learning management system—is the biggest challenge. Mr. Parker asked if there is a management system that can be put in place so that the school system does not overspend on old technology. Mr. Michael Goodhues, Chief Information Officer, responded that BCPS is engaged with a VSP partner that will allow the school system to deliver the automated delivery of applications, devices, projects, and printers to monitor current and future inventory.

C. **Update on Performance Goals** – Dr. Tamela Hawley, Director of Research, Accountability, and Assessment, reviewed highlights from the Seismic Shift presentation given to the Board at its August retreat:

- Baltimore County has increased its population, growing from 632,134 in 1990 to 763,181 in 2004.
- The number of minorities has increased from 15.0% in 1990 to 29.7% in 2004.
- The median income has increased but so has the percentage of students receiving Free and Reduced Price Services (FARMS).
- Student enrollment in the system continues to increase (24% over the last 10 years).
- Minority enrollment has increased by 184% since 1990.

### REPORTS (cont)

- The number of ELL students has increased by 183% since 1990.
- The number of FARMS students has increased from 12.6% of the population in 1990 to 31.8% in 2005.

Dr. Hawley shared with the Board the AP, MSA, and SAT performance growth for elementary, middle, and high schools. Research shows the number one reason students succeed is due to classroom instruction. Therefore, if a student is prepared, he/she can succeed.

Dr. Hawley noted that the next steps for research include: to further define student preparation; examine the effect of specific interventions; and to explore the impact of social and economic conditions across system areas.

Mr. Janssen asked for clarification on the chart 1.14.1–AP Pass Rate; it appears that some schools are doing better than in previous years and other schools are just holding on. Dr. Hawley stated that schools are decrease, remaining stable, or increasing. Mr. Janssen stated it would have been helpful if the Board had a listing of each school's pass rate percentage over the last few years.

Ms. Johnson stated that there are schools still needing assistance. As BCPS reviews the data at the individual school level, Ms. Johnson asked about factors for student success. Dr. Hawley responded that different students need different choices in instruction; BCPS needs to identify what types of instruction to help students succeed. Dr. Hawley briefly reviewed sample variables as noted in chart 27 of exhibit F. Ms. Johnson asked how long it will take to analyze the data and what the next steps are. Dr. Hawley responded the next steps are to drill into and analyze the data by student type, then to understand how students move from one step to the next.

### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Northeast Area Education Advisory Council will hold its operating pre-budget hearing on Wednesday, September 24, 2008, at Eastern Technical High School beginning at 7:00 p.m.
- The Central Area Education Advisory Council will meet on Thursday, September 25, 2008, at Dumbarton Middle School beginning at 7:00 p.m.
- The Southeast Area Education Advisory Council will hold its next meeting on Monday, October 6, 2008, at Sollers Point Technical High School beginning at 7:00 p.m.

ANNOUNCEMENTS (cont)

- The Board of Education of Baltimore County will hold its next meeting on Tuesday, October 7, 2008, 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. The open session will reconvene at approximately 7:30 p.m. The public is welcome to all open sessions.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 8:38 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

/bls



## TENTATIVE MINUTES

### BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, October 7, 2008

The Board of Education of Baltimore County met in open session at 6:06 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Ms. Murphy reminded Board members of community functions and Board of Education events scheduled in October and November.

Pursuant to the Annotated Code of Maryland, State Government Articles, §§10-508(a)(1) and (a)(7) and upon motion of Mr. Pallozzi, seconded by Ms. O'Hare, the Board commenced its closed session at 6:11 p.m.

### CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 6:11 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. 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; Mr. William Lawrence, Assistant Superintendent, Northwest Area; Dr. Robert Tomback, Assistant Superintendent, Northeast Area; Ms. Lisa Samson, Assistant to the Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Central Area; Dr. Donald Peccia, Assistant Superintendent, Human Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Daniel Capozzi, Staff Relations Manager; J. Stephen Cowles, Esq., Associate General Counsel; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

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

Dr. Patricia Abernethy, Chief Academic Officer, entered the room at 6:16 p.m.

Dr. Peccia and Dr. Arrington exited the room at 6:20 p.m.

Mr. Bennett provided legal advice to the Board regarding hearing officers' opinions in three cases to be considered that evening.

At 6:31 p.m., Ms. Harris moved the Board adjourn closed session. The motion was seconded by Mr. Pallozzi and approved by the Board.

#### ADMINISTRATIVE FUNCTION

Board members discussed an Ethics Review Panel opinion.

At 6:42 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 JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Ms. Frances A. S. Harris, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. 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 Mr. Daniel Smith, a student at Stemmers Run Middle School, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Hearing no additions or corrections to the Open and Closed Minutes of September 9, 2008; and the Report on the Board of Education Work Session of September 16, 2008, Ms. Murphy declared the minutes approved as presented on the Web site.

Ms. Murphy informed the audience of the sessions in which Board members had participated earlier in the afternoon.

#### SELECTION OF SPEAKERS

After collecting completed sign-up cards, Ms. Murphy 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. Daniel Smith, a representative of the Baltimore County Student Council President and Superintendent's Student Council Advisory Group, reported on the council's workshop held at Camp Ramblewood. He stated there were 12-hour training days filled with workshops, games, and seminars. Mr. Smith noted the council's first general session meeting would be held later in the month.

Ms. Jasmine Shriver, Coordinator of the Area Educational Advisory Councils, reported on its joint meeting held on September 18. She stated the council had excellent dialogue with Dr. Abernethy and her staff on the curriculum management plan update. Ms. Shriver thanked the Board for placing air conditioning in its focus areas for this school year.

Ms. Jan Thomas, Chair of the Central Area Educational Advisory Council, reported on its meeting of September 25. She stated that the Ruxton Ridge community feels it has been disenfranchised and asked the Board to have an open dialogue with this community. Ms. Thomas introduced the newly elected chair of the central area council, Ms. Laura Mullen. Ms. Mullen announced that the central area will be holding its operating pre-budget meeting on Thursday, October 16, 2008 at Dumbarton Middle School beginning at 7:00 p.m.

Mr. Ron Zimmerman, a representative of the Northeast Area Educational Advisory Council, reported on the council's operating pre-budget hearing of September 24. Operating budget requests from the public included: CTE equipment and software upgrades, increase in teacher pay and school maintenance, and a new high school in the northeast area with the acquisition of land.

Ms. Carmela Veit, Chair of the Baltimore County Education Coalition, reported on its most recent meeting. Items discussed were air conditioning and renovating the remaining 40 schools, substance abuse in high schools, eLearning, and progression of instructional programs.

Ms. Gloria Collins, President of the Baltimore County Instructional Assistants & Clerical Employees (BACE), asked the Board to give office staff and all employees a choice with their 403(b) plans.

Mr. John Desmone, Executive Director of the Council of Administrative and Supervisory Employees, stated that CASE is disappointed with the recommendation to go to a single vendor for the 403(b) program. He urged the Board to reconsider the recommendation scheduled for a vote this evening.

Ms. Nancy Ostrow, President of the PTA Council of Baltimore County, expressed the need for technical support in schools without teachers performing double duty, support of sound enhancement in the classrooms, and lobbying appropriate funding authorities to establish salaries commensurate with the professional preparation necessary for effective teaching. Ms. Ostrow announced the PTA Fall Reception and Workshop to be held on October 23, 2008, at New Town High School.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated that 1) TABCO was disappointed that the recommendations of the impasse panel was not on the Board's agenda for September 23; 2) the Board should oppose the 403(b) single provider as recommended and consider multiple vendors; and 3) employees are wearing black because TABCO believes that no collaboration exists between the Board and the workforce.

SPECIAL ORDER OF BUSINESS

Ms. Murphy presented to Mr. Coleman, Ms. Roddy, Mr. Uhlfelder, and Miss Karanja their Commissions from Governor Martin O'Malley.

SUPERINTENDENT'S REPORT

There was no Superintendent's report for this evening.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the administrative appointments made at the September 9, 2008 and September 23, 2008 Board meetings:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<b><u>JONATHAN D. BROWN</u></b> (Effective September 10, 2008)	Associate Superintendent, Curriculum and Instruction Dayton, Ohio Public Schools	Associate Superintendent, Curriculum and Instruction
<b><u>LYNNE M. PALMER</u></b> (Effective September 10, 2008)	Teacher/Special Education Early Childhood – Inclusion Owings Mills Elementary School	Assistant Principal Johnnycake Elementary School
<b><u>MARK A. ANELLI</u></b> (Effective September 24, 2008)	Teacher/Guidance Golden Ring Middle School	Guidance (.4) Golden Ring Middle School Pupil Personnel Worker (.6)
<b><u>MELISSA A. BUSH BENFORD</u></b> (Effective September 24, 2008)	Teacher/Guidance Kingsville Elementary School	Assistant Principal Pot Spring Elementary School
<b><u>CAROL M. FERRIS</u></b> (Effective September 24, 2008)	Teacher/Special Education–Inclusion Chase Elementary School	Assistant Principal Westowne Elementary School

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS (cont)

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>CHARLES L. LANDON, III</u> (Effective September 24, 2008)	Teacher/Resource Department of Research, Accountability, and Assessment	Statistical Data Specialist Department of Research, Accountability, and Assessment
<u>JANE D. MARTIN</u> (Effective September 24, 2008)	Assistant Principal Pot Spring Elementary School	Principal Pot Spring Elementary School
<u>ANTHONY J. POPOWITZ</u> (Effective September 24, 2008)	Lead Teacher Antietam Academy Washington County Public Schools	Assistant Principal Lansdowne High School
<u>NANCY E. WENZL</u> (Effective September 24, 2008)	Teacher/Classroom Woodholme Elementary School	Assistant Principal Seneca Elementary School

RECOGNITION OF ADVISORY COUNCIL APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the advisory council appointments made at the September 9, 2008 Board meeting:

- Dr. Laurie Taylor-Mitchell                      Central Area – new member
- Mr. Noel Green                                      Northwest Area – new member

OLD BUSINESS

The Board Policy Committee, represented by Ms. Harris, recommended approval of ten policies. This is the third reading.

On motion of Mr. Pallozzi, seconded by Ms. O'Hare, the Board approved the following proposed policies:

- Proposed Changes to Policy 8314 – INTERNAL BOARD POLICIES: Meetings:  
Agendas
- Proposed Changes to Policy 8315 – INTERNAL BOARD POLICIES: Meetings:  
Participation by the Public
- Proposed Changes to Policy 8366 – ETHICS CODE: Ethics Review Panel

### PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved the personnel matters as presented on exhibits E, F, G, H, and I (Copies of the exhibits are attached to the formal minutes).

### HEARING EXAMINERS' RECOMMENDATIONS

On a motion of Mr. Janssen, seconded by Mr. Parker, the Board approved that the hearing examiner's opinion in case #08-16 be affirmed (favor-11; opposed-0). Student Board member, Miss Karanja, did not vote.

On a motion of Mr. Parker, seconded by Mr. Pallozzi, the Board approved that the hearing examiner's opinion in case #08-30 be affirmed (favor-10; opposed-1). Mr. Janssen opposed this item. Student Board member, Miss Karanja, did not vote.

On a motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved that the hearing examiner's opinion in case #08-33 be affirmed (favor-11; opposed-0). Student Board member, Miss Karanja, did not vote.

### BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Pallozzi, recommended approval of items 1-18 (exhibit J). Mr. Pallozzi separated item 1 for further discussion. Ms. Johnson separated item 2, and Mr. Janssen separated item 16 for further discussion.

The Board approved items 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 17, and 18.

3. JMI-603-09 School Attendance Monitoring System
4. PCR-228-09 Telephone Equipment Repair and Maintenance
5. RGA-117-09 Memorandum of Understanding – School Resource Officer Program
6. PCR-209-08 Boiler Replacement – Catonsville High School
7. MWE-801-09 Window, Blind, and Door Replacement – Eastwood Center
8. MWE-807-09 Construction Contract – Elevator Addition – Greenwood Human Resources Building
9. PCR-221-08 Replacement of Windows, Blinds, and Doors – Hernwood Elementary School
10. JNI-731-08 Replacement of Windows, Blinds, and Doors – Middleborough Elementary School

BUILDING AND CONTRACT AWARDS (cont)

11. PCR-220-08 Replacement of Windows, Blinds, and Doors – Pinewood Elementary School
12. PCR-292-08 Fee Acceptance: Design Services – Transportation Building Renovations at the Arbutus Bus Lot
13. JMI-631-08 Fee Acceptance: Architecture/Engineering (A/E) Services – George Washington Carver Center for Arts and Technology School Replacement
14. JMI-645-08 Fee Acceptance: Construction Management (CM) Services – George Washington Carver Center for Arts and Technology School Replacement
15. PCR-292-08 Fee Acceptance: Design Services – Steam Canopy Feasibility Study – Kenwood Bus lot
17. PCR-292-08 Fee Acceptance: Design Services – Wabash Bus Maintenance Facility Addition
18. MBU-503-09 Request to Negotiate: On-call Weatherization Design Services

Item 1

Mr. Pallozzi stated that he would have to vote against this item and recommends multiple vendors. Ms. Roddy noted that she would abstain from voting.

Mr. Janssen asked whether Bolton Partners Investment Consulting Group, Inc., would benefit, directly or indirectly, from the recommendation. Mr. Gay responded that BCPS has a contract with Bolton as a consultant and that staff provides all recommendations to the Board. Mr. Gay also noted that there are ethical requirements within the terms and conditions of the contract.

Ms. Johnson and Ms. O'Hare agreed that the school system should look into the possibility of having more than one vendor.

Mr. Janssen asked for clarification on Mr. Pallozzi's proposal. Mr. Pallozzi stated that he opposes a single vendor and believes that the school system should support multiple vendors.

Ms. O'Hare moved to oppose this contract. Mr. Pallozzi seconded the motion. The Board opposed this item (opposed-11; abstained-1). Ms. Roddy abstained from voting on this item.

1. PCR-212-08 403(b) Retirement Plan Providers

BUILDING AND CONTRACT AWARDS (cont)

Ms. Murphy stated that she does not want this vote to be construed as a lack of confidence in the vendor. This issue is broader than any single vendor. The Board would like to see possible scenarios of multiple vendors but not go beyond the five vendors that responded to the request for proposal (RFP). Ms. Murphy also stated that the Board would also like to see a recommendation for a third-party administrator to handle the compliance and liability issues.

Mr. Uhlfelder asked whether additional technical questions could be asked of staff. Ms. Murphy responded that questions need to be given to the Superintendent, who will forward the questions to staff so that answers can be provided to the Board in a timely manner.

Item 2

Ms. Johnson asked how the tutors are chosen to participate and what the 26 schools are. Dr. Jessie Douglas, AVID Coordinator, responded that tutors are chosen by Civic Works. Tutors are required to have 16 hours of training using the AVID methodology. Ms. Johnson asked whether tutors rotate throughout the 26 schools. Dr. Douglas responded that tutors remain at their assigned school for that year and many come back the next year. Ms. Johnson asked where most of the tutors are assigned. Dr. Douglas responded there are tutors from Civic Works in schools in outlying areas, such as Sparrows Point and Milford Mill. Sparrows Point has five tutors but most schools have two tutors, either internally, externally, or a combination. Dr. Douglas noted that for this contract, BCPS has approximately 75% of the schools with Civic Works tutors. Ms. Johnson asked how the school system will measure the success of this program. Dr. Douglas responded that success would be measured by the continuity of the tutor's performance with the students.

On motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board approved item 2.

2. JN1-725-09 AVID-based Schools' Tutoring Program

Item 16

On motion of Mr. Pallozzi, seconded by Mr. Parker, the Board approved item 16 (favor-9; opposed-1; abstained-2). Mr. Janssen opposed this item. Mr. Uhlfelder and Miss Karanja abstained from voting on this item.

16. JMI-645-08 Fee Acceptance: Construction Management (CM) Services – New Construction-Towson West Elementary School



### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- The Northwest Area Education Advisory Council will hold its hearing on the operating budget on Tuesday, October 14, 2008, at Randallstown Elementary School beginning at 7:00 p.m.
- The Southwest Area Education Advisory Council will hold its hearing on the operating budget on Wednesday, October 15, 2008, at Baltimore Highlands Elementary School beginning at 7:00 p.m.
- The Central Area Education Advisory Council will hold its hearing on the operating budget on Thursday, October 16, 2008, at Dumbarton Middle School beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next meeting on Tuesday, October 21, 2008, 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. The open session will reconvene at approximately 6:30 p.m. The public is welcome to all open sessions.

Ms. Murphy 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.

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

### GENERAL PUBLIC COMMENT

Ms. Nancy Ostrow stated that while she liked the changes to the interim report for students in high school; however, she did not like the separation of the date by date, grade by grade information on the second page. She asked that all information somehow be incorporated into a one-page interim report.

GENERAL PUBLIC COMMENT (cont)

Mr. Mohammad Jameel asked the Board to uphold students' rights and approve religious holidays other than Christian and Jewish.

Mr. Robert Lever asked the Board to continue to consult with the collective bargaining units with regards to the 403(b) program and consider selecting multiple vendors.

Dr. Bash Pharoan believes that the Board is granting exception to one minority by closing schools on its religious holidays. He asked the Board to place the issue on an agenda to discuss why Muslim students and other minorities are treated as second-class residents.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 8:45 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

/bls