

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

Tuesday, January 12, 2010

The Board of Education of Baltimore County met in open session at 5:45 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esquire, Mr. David Uhlfelder, and Miss Jacqueline Camp. 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 January and February 2010.

Mr. Uhlfelder recommended sending elected officials the High School Honors Concert CD with a personal note.

Ms. Murphy noted that the Maryland State Board of Education will be hosting its annual dinner on February 23, 2010. Ms. O'Hare will attend on behalf of the Board of Education of Baltimore County.

Dr. Hairston shared information with Board members regarding the Race To The Top grant and recommended that a representative of the Maryland State Department of Education present information on the grant program to the Board at an upcoming work session.

Board Member, Mr. James E. Coleman, entered the room at 5:52 p.m.

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 5:53 p.m.

**CLOSED SESSION MINUTES**

The Board of Education of Baltimore County, Maryland, met in closed session at 5:53 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esquire, Mr. David Uhlfelder, and Miss Jacqueline Camp. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esquire, Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Mr. William Lawrence, Assistant Superintendent, Northwest Area; Ms. Verletta White, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Barbara Walker, Assistant Superintendent, Central Area; Mr. Lyle Patzkowsky, Assistant Superintendent, Southeast Area; Dr. Donald Peccia, Assistant Superintendent, Human

CLOSED SESSION MINUTES (cont)

Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Daniel Capozzi, Staff Relations Manager; Ms. Barbara Burnopp, Chief Financial Officer, Mr. Michael Sines, Executive Director, Physical Facilities; Margaret-Ann Howie, Esquire, General Counsel; Andrew W. Nussbaum, Esquire, Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Miss Camp exited the room at 5:53 p.m.

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

Mr. Capozzi exited the room at 5:58 p.m. Miss Camp re-entered the room at 5:58 p.m.

Ms. Howie provided legal advice on the contract award rescission on tonight's agenda.

Board member, Ms. Ramona N. Johnson, entered the room at 6:02 p.m.

Ms. Burnopp and Mr. Sines exited the room at 6:05 p.m.

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

On motion of Mr. Parker, seconded by Mr. Pallozzi, the Board adjourned its closed session at 6:09 p.m.

ADMINISTRATIVE FUNCTION

At 6:09 p.m., the Board discussed adding the Articulated Instruction Module (AIM) and the Race To The Top grant program to future work session agendas.

At 6:52 p.m., the Board adjourned its administrative function for a brief dinner recess.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:06 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, 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, Lawrence E. Schmidt, Esq., Mr. David Uhlfelder, and Miss Jacqueline Camp. 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 Carolyn Dent and Karrington Smith, students at Warren Elementary School, followed by a period of silent meditation for those who have served in The Baltimore County Public Schools.

Hearing no additions or corrections to the Open and Closed Meeting Minutes of December 1, 2009; and the Open and Closed Meeting Minutes of December 15, 2009, 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.

Ms. Murphy stated that over the winter break, the Board received much communication regarding the Articulated Instruction Module (AIM). As the public may be aware, a committee is studying the issues and will be making a presentation to the Board at its regularly scheduled work session on January 26, 2010. The Board looks forward to hearing the results of the committee's work.

### ADVISORY AND STAKEHOLDER COMMENTS

Miss Olivia Keithley, Baltimore County Student Council (BCSC) President and member of the Superintendent's Student Council Advisory Group, reported on the second general assembly held on November 10, 2009. On November 21, BCSC held its annual Middle School Leadership conference with the topic of discussion being "Finding the Treasure of Leadership." On December 8, BCSC hosted the Maryland Association of Student Council's monthly meeting.

Ms. Lynn Detter, a representative of the Advisory Committee for Alternative Programs, introduced Ms. Kareema Pinder-Dent, who spoke about her child excelling in reading since participating in the summer program at Riderwood Elementary School. The student, Carolyn Dent, spoke about her experience in the summer program.

Ms. Jasmine Shriver, Area Education Advisory Council Coordinator, announced that the joint Area Education Advisory Council meeting on January 14, 2010, would address the Board's FY 2010 legislative platform.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Laura Mullen, Chair of the Central Area Education Advisory Council, announced its next meeting on January 21, 2010, at George Washington Carver Center for the Arts and Technology with the topic being "Student Service Learning Hours." Ms. Mullen applauded the Superintendent and Board for adding chillers to the FY2011 capital budget, notably to Ridgely Middle School.

Mr. John Desmone, Executive Director of the Council of Administrative and Supervisory Employees, encouraged the Board and Superintendent to seek input on AIM.

Ms. Carmela Veit, a representative of the Diversity and Achievement Steering Committee (DASC), stated that the committee would explore several program areas within the school system and has received periodic updates on the implementation of AIM. She stated that the committee believes that BCPS is positioned well to assume whatever reform measures may be initiated to serve students.

Ms. Nancy Ostrow, President of the PTA Council of Baltimore County, stated that a motion was adopted by the Council's board of directors to express its disappointment that parents were not included in the discussion regarding AIM.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated that teachers support the alignment of the curriculum, but, TABCO does not support cumbersome tools that will not provide parents additional information. Ms. Bost urged the Board to review AIM.

SPECIAL ORDER OF BUSINESS

On motion of Mr. Pallozzi, seconded by Mr. Janssen, the Board unanimously adopted a resolution recognizing Eastern Technical High School as a 2009 Maryland Blue Ribbon School of Excellence.

WHEREAS, *Eastern Technical High School is one of only six schools to be honored by the Maryland State Department of Education as a 2009 Maryland Blue Ribbon School of Excellence; and*

WHEREAS, *This prestigious honor is even more significant as this is the second time that Eastern Technical High School has won this honor, underscoring that high academic performance is a continuing tradition at the school; and*

WHEREAS, *Eastern Technical High School is the only high school in Maryland to win the Blue Ribbon award this year and the first to win it twice, and the school was also honored in 2009 as one of the nation's best high schools by both Newsweek and U.S. News and World Report magazines; and*

SPECIAL ORDER OF BUSINESS (cont)

WHEREAS, *Eastern Technical High School is one of 14 county schools to be named a Maryland Blue Ribbon School of Excellence, and these schools collectively represent the potential of every Baltimore County school to ensure that all students excel academically; and*

WHEREAS, *This recognition for Eastern Technical High School brings attention to the strength of the school's administrative and academic leadership; the quality, dedication, and creativity of its teachers; the enthusiasm and abilities of its students; and the unwavering support the school receives from involved parents and community partners; now, therefore, it be*

RESOLVED, *That the Board of Education, herewith assembled in regular session on the twelfth day of January, in the year two thousand and ten, expresses gratitude and sincere appreciation to the entire staff, student body, and community of Eastern Technical High School for their hard work, foresight, vision, and extraordinary efforts in achieving this milestone.*

SUPERINTENDENT'S REPORT

Dr. Hairston thanked staff and students for the cards while he was out for surgery.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the administrative appointments from the December 1, 2009 Board meeting.

NAME

FROM

TO

JOHN S. PALMER

(Effective December 2, 2009)

Acting Principal

Joppa View Elementary School

Principal

Joppa View Elementary  
school

RECOGNITION OF ETHICS REVIEW PANEL APPOINTMENT

Dr. Peccia recognized Mr. John Van Emden to the Ethics Review Panel effective January 1, 2010, to fill the unexpired term of Janel D. Sexton, Ph.D. Mr. Van Emden was appointed by the Board at its December 1, 2009 meeting.

OLD BUSINESS

**Board of Education Policies**

The Board Policy Committee, represented by Ms. O'Hare, recommended approval of six (6) policies. This is the third reading.

On motion of Mr. Parker, seconded by Mr. Coleman, the Board approved the following proposed policies:

- Proposed Changes to Policy 2370 – ADMINISTRATION: Administrative Operations-Conduct
- Proposed Changes to Policy 4111 – PERSONNEL: Professional Permanent-Recruitment and Selection
- Proposed Changes to Policy 4121 – PERSONNEL: Temporary and Part-Time-Substitute Teachers
- Proposed Deletion of Policy 4221.1 – PERSONNEL: Recruitment and Selection, Teacher-Aides
- Proposed Deletion of Policy 4231 – PERSONNEL: Classified – Status Change: Transfer, General
- Proposed Deletion of Policy 4231.1 – PERSONNEL: Classified – Status Change: Transfer, Clerical

### REPORTS

The Board received the following reports:

- A. **Superintendent's Proposed Operating Budget, Fiscal Year 2011** – Dr. Hairston presented to the Board, for its consideration, the Proposed Operating Budget for Fiscal Year 2011. He stated that the school system's stability is directly related to the focus provided by the *Blueprint for Progress*, which was established prior to the mandates of Maryland's *Bridge to Excellence Plan* and the Federal *No Child Left Behind Act*. Dr. Hairston noted that the revenue picture facing the state and county remains uncertain; therefore, BCPS will operate under the assumption of limited revenues.

Dr. Hairston has proposed an operating budget with a projected 4.4 percent increase in operating costs, which contains:

- A reorganization of Curriculum and Instruction to ensure alignment between the written curriculum and taught curriculum and to increase the number and effectiveness of classroom observations.
- Enhancements to special education to meet increased student needs as well as regulatory requirements.

### REPORTS (cont)

- Redirecting resources to support important instructional programs.
- Hiring a resource teacher for the Allied Sports Program.
- Converting 17 Infant and Toddler Program positions from 10- to 12-months.
- Contracting for additional speech, language, occupational, and interpretive therapy services.
- Expanding bus routes for students placed in non-public schools.
- Reallocating one and a half positions for the Office of Safe and Drug Free Schools in the event that grant funding is not available.
- Additional hours for a pupil personnel worker.
- Six additional staff to support increased demand for Child Find services for students with special education needs.
- Five positions for school improvement targeted resources.
- One-time funding to stabilize school system fundamentals, including technology infrastructure and new instructional materials for students.

Dr. Hairston stated that part of the budget represents the continued fulfillment of commitments BCPS has made to the students and the community, including:

- Support of the opening of the new Towson area elementary school.
- Sustaining staffing for special education programs.
- Providing the AdvancePath program to evening school students.
- Continued support for restructured schools.
- A contractual obligation to fund the addition of the 6<sup>th</sup> grade to the charter school, and
- The continuation of ISO-9001, a quality management program.

Dr. Hairston stated that on January 19, 2010, there will be a public hearing on the proposed budget at Loch Raven High School work session would be held on January 26, 2010, to address Board member questions.

### PERSONNEL MATTERS

On motion of Ms. O'Hare, seconded by Mr. Parker, the Board approved the personnel matters as presented on exhibits I, J, K, and L (Copies of the exhibits are attached to the formal minutes).

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Pallozzi, recommended approval of items 1-27 (exhibit M). Ms. Johnson separated item 10 for further discussion.

The Board approved items 1-9 and items 11-27.

1. JMI-603-06 Contract Modification: Software: Course Scheduling
2. PCR-261-10 Audio-Visual Equipment Repair
3. RGA-928-10 Cohort – Instructional Technology Program: Educational Technology Track/Master Science
4. JNI-702-10 College Preparatory Support Program
5. JMI-607-10 Concrete and Asphalt
6. JMI-621-10 Cut Sheet Paper (Copy, Laser Printers, and Duplicators)
7. JMI-602-10 Digital Photocopiers, High Volume, Leasing
8. MBU-510-10 Drain Cleaning and Associated Services
9. RGA-134-10 Enterprise Application Integration
11. MWE-825-10 Networking Gear, CISCO
12. MWE-808-10 Roof Repair Services
13. RGA-135-10 Secured Scanning of Test Material
14. JMI-608-10 Tree Pruning and Associated Services
15. MBU-523-10 Waste Oil Removal and Sale
16. PCR-264-10 Contract Rescission: Construction of New School – Construction Package 3A (Concrete) – George Washington Carver Center for Arts and Technology High School Replacement
17. JNI-761-10 Contract Modification: Upgrades – Arbutus Grounds Maintenance Building
18. MBU-588-06 Contract Modification: Design and Construction Administration Services – Food and Nutrition Services Warehouse Expansion and Renovation
19. JNI-767-10 Contract Modification: Design Consultant Services – Renovation and Addition Project – Hampton Elementary School
20. JMI-645-08 Contract Modification: Construction Management (CM) Services – New Construction-West Towson Elementary School
21. JMI-610-10 Locker Replacement – General John Stricker Middle School



BUILDING AND CONTRACT AWARDS (cont)

- 22. PCR-262-10 Locker Replacement – Holabird Middle School
- 23. JMI-611-10 Locker Replacement – Kingsville Elementary School
- 24. PCR-263-10 Locker Replacement – Old Court Middle School
- 25. JNI-798-10 Consultant Prequalification: Architectural Consultants
- 26. JNI-799-10 Consultant Prequalification: Civil/Structural Engineering Design Consultants
- 27. JNI-701-10 Consultant Prequalification: Mechanical/Electrical Engineering Design Consultants

Item #10

Ms. Johnson asked whether all schools currently have Internet access with Mr. Gay responding affirmatively. Mr. Michael Goodhues, Chief Information Officer, stated that this agreement would increase Internet capacity and would represent a 40% cost savings for the school system. Ms. Johnson asked whether this would be installed at all schools. Mr. Goodhues responded that this service is directly connected to the school system's data center, which provides service to 172 schools.

The Board approved item 10.

- 10. PCR-271-10 Internet Service Provider

WOODLAWN HIGH SCHOOL STADIUM SIGN AND MARQUEE

In accordance with Board Policy 7330, Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area, informed Board members that the announcer board is being erected with a donation from Kevin Liles for A Better Baltimore Foundation and that installation will be done by Daktronics.

On motion of Mr. Parker, seconded by Mr. Coleman, the Board approved the announcer sign at Woodlawn High School as presented in exhibit N (favor-12).

### WORLD CULTURES GRADE 6 CURRICULUMS

The Curriculum Committee, represented by Ms. Johnson, recommended approval of the Social Studies-World Cultures 6 and the Social Studies-World Cultures 6 Gifted and Talented curriculum.

On motion of Mr. Pallozzi, seconded by Miss Camp, the Board unanimously approved the Social Studies curriculums as presented in exhibit O.

### PROPOSED FY2011 STATE AND COUNTY CAPITAL BUDGET

Ms. Barbara Burnopp, Chief Financial Officer, summarized the county capital funding request. She stated that the school system is continuing to push the high school renovations through the Board of Public Works for additional funding. Ms. Burnopp noted that the capital budget request includes some of the air conditioning projects that can be completed quickly and within a reasonable amount of funds. Site improvements, which are county funded, are placed in priority order in anticipation of available funding. Ms. Burnopp stated that the total request is for \$174,369,000.

On motion of Mr. Parker, seconded by Ms. Roddy, the Board approved the FY2011 State and County Capital Budget request of \$174, 369,000 as presented in exhibit P (favor-11). The student representative, Miss Camp, did not vote on this item.

### INFORMATION

The Board received the following as information:

- A. New Superintendent's Rule 4121 – PERSONNEL: Temporary and Part-Time-Substitute Teachers
- B. Deletion of Superintendent's Rule 4231 – PERSONNEL: Classified-Status Change: Transfer, General

### ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- There will be a joint Area Education Advisory Council meeting on Thursday, January 14, 2010, in the ESS Building, Room 114 beginning at 7:00 p.m.

ANNOUNCEMENTS (cont)

- On Tuesday, January 19, 2010, the Board of Education of Baltimore County will meet for a public hearing to seek the community's input on the operating budget for FY2011. The meeting will take place at Loch Raven High School at 7:00 p.m. Sign-up for the public to comment will begin at 6:00 p.m. at Loch Raven High School on the day of the hearing. Snow date for the public hearing is Wednesday, January 20, 2010.
- The Central Area Education Advisory Council will hold its next meeting on Thursday, January 21, 2010, at George Washington Carver Center for Arts and Technology beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next meeting on Tuesday, January 26, 2010, 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. During this work session, the Board will also be discussing the FY2011 proposed operating budget. Snow date for the work session is Wednesday, January 27, 2010. The public is welcome to attend all open sessions.

GENERAL PUBLIC COMMENT

Dr. Bash Pharoan believes that the Board refuses to answer repeated requests for equal privileges under COMAR. He asked why the Board is granting two Jewish holidays as school closing days without data and not extending it to other religions.

Mr. Muhammad Jameel asked the Board to grant equality the same as another minority. Mr. Muhammad stated to the Board President that she had recommended that a study of holidays be conducted, and he hopes that the study is shared.

Ms. Lisa Norrington asked the Board to listen to the negative impact on AIM and take the time to make the necessary changes with all of the stakeholders so that everyone is vested and proud of this tool.

Ms. Donna McDonough encouraged the Board to put AIM on the back-burner until a full study is completed.

Ms. Cheryl Bost asked the Board to make teachers and parents a part of the decision-making process regarding AIM.

GENERAL PUBLIC COMMENT (cont)

Mr. Lloyd Allen shared his experience with an online grading tool called Edline. He stated that teachers find the interface to be elegant and almost identical to the Easy Grade Pro software that the school system transitioned from.

Dr. Laurie Taylor-Mitchell expressed her opposition to AIM. She stated that it is not possible for a BCPS committee to streamline and simplify AIM in two weeks.

Mr. James Beam commended the Superintendent on the *Blueprint for Progress*; however, believes that the Superintendent no longer works collaboratively with teachers. Mr. Beam asked that AIM progress reports be removed from the table and that the school system get back to the *Blueprint for Progress*.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 8:36 p.m.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

/bls

## TENTATIVE REPORT

### REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2011 OPERATING BUDGET RECOMMENDATIONS

Tuesday, January 19, 2010  
Loch Raven High School

The hearing was called to order by President JoAnn C. Murphy at 7:04 p.m. In addition to President Murphy, the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esq., and Mr. David Uhlfelder. In addition, Dr. Joe A. Hairston, Superintendent of Schools, staff members, as well as media, were present.

The following persons offered testimony:

- 1) Ms. Ann Ritchey, Teacher, Bear Creek Elementary School – Asked the Board to spend its money wisely and put an end to the Articulated Instruction Module (AIM).
- 2) Mr. David Schein, Teacher, Dulaney High School – Asked the Board not to support AIM and focus on tools that will achieve student goals. He expressed concern as to where the funding is coming from and where is the user manual.
- 3) Mr. Brad Kressman, Teacher, Perry Hall High School – Urged the Board to support the Allied Sports program and all athletics. Through the program, students are involved in soccer, bowling, and softball. He stated that the Allied Sports program began in 1994 and, over the course of his 18-year career, is a benchmark program.
- 4) Ms. Abby Beytin, Teacher, Timber Grove Elementary School – Asked the Board to support funding for more kindergarten assistants. She stated that, while one assistant might be sufficient for a small school, schools like Timber Grove Elementary are not well served with this formula. The assistant at Timber Grove Elementary is involved in five rooms. The assistant's day is at best disjointed and is time wasteful. Ms. Beytin also asked the Board to stop AIM and use those resources on things that will make a difference for the students.
- 5) Ms. Patt Henry, Teacher, Joppaview Elementary School – Stated that AIM is a waste of time and money.
- 6) Ms. Carrie Wheeler, Teacher, Fullerton Elementary School – Asked the Board to reconsider AIM. As a 34 year veteran, she stated that she has supported every initiative but does not support AIM.
- 7) Ms. Sharon Cooper, Teacher, Fullerton Elementary School – Encouraged the Board to oppose and remove AIM. She expressed concern that if AIM is mandated, she will have less time with parents and students. Ms. Cooper stated that the funds for AIM should be used to increase quality of professional development for teachers.

- 8) Ms. Cheryl Bost, President, Teachers Association of Baltimore County (TABCO) – Supports the proposed budget for step increases and the request to move 17 Infants and Toddler program positions from 10- to 12-month. Ms. Bost requested that the AIM progress reports be removed to fund staff and other programs. She collected over 5,000 signatures of BCPS educators who opposed AIM.
- 9) Mr. John Redmond, Teacher, New Town Elementary School – Stated that BCPS is wasting resources and money implementing AIM.
- 10) Mr. Kevin King, Teacher, Loch Raven High School – Asked the Board to discontinue AIM. He expressed concern as to how administrators were directed to implement the program.
- 11) Ms. Nancy Ostrow, President, PTA Council of Baltimore County – Requests that consideration be given to the testimony provided by all individuals, schools, PTAs, and other organizations. She stated that the PTA Council requests that BCPS take measures to prevent or minimize the duplication of programs and initiatives. Ms. Ostrow also requests that existing programs are continually analyzed to ensure that money spent is achieving the maximum results towards increasing student performance.
- 12) Mr. Lloyd Allen, Teacher, Parkville High School – Asked the Board to base computer technicians in the schools buildings without diminishing the teacher-student ratio. He reviewed his role as a school-based computer liaison with Board members. Mr. Allen also asked the Board to consider investing in Edline, a proven tool to provide feedback to parents about their students' progress.
- 13) Ms. Stephanie Foy, Teacher, Villa Cresta Elementary School – Supports all comments made this evening regarding AIM and the inordinate amount of expense that is involved with this program. Two other concerns were: 1) Science Weekly magazine: publication is not useful to teachers because it does not match the science curriculum taught at each grade level and, 2) the distribution of The Little Brown Handbook to Villa Crest Elementary totaled over \$1,250. If this book were distributed to all elementary schools, that would have cost the school system over \$100,000.
- 14) Ms. Donna McDonough, Teacher, Pine Grove Elementary School – Concurred with previous speaker regarding the purchase of the Science Weekly magazine and The Little Brown Book. She thanked the Superintendent for asking for the step increases in the teachers' pay scale. Ms. McDonough expressed concern that attracting and retaining teachers is not being addressed in a fair and collaborative manner. Veteran teachers have seen the workload increase over time and continue to work with little complaint. For new teachers, there is little incentive to continue to teach. She stated that the school budget must address the needs of the students and the people who work with them.
- 15) Mr. Eric Strumsky, Teacher, Dundalk Elementary School – Asked the Board to remove AIM and work on programs that can meet the needs of everyone.

- 16) Mr. Phil Bressler, Teacher, Eastern Technical High School – Asked the Board to end AIM. He stated that \$35 million in teacher time to do paperwork for AIM is outrageous.
- 17) Mr. James Beam, Teacher, Parkville High School – Asked the Board to take AIM progress reports off the table and provide teachers with the tools that are needed to teach students. He stated that spending \$35 million on teachers completing AIM progress reports is 2.8% of the budget.
- 18) Ms. Susan Pillets, Teacher, Chatsworth School – Opposed to any money being spent on AIM in the proposed budget. She does not support the implementation of AIM and believes that the funds should be used effectively to increase student achievement.
- 19) Ms. Anne Harris, PTA Vice President, Victory Villa Elementary School – Asked the Board to discontinue, revised or make AIM user friendly for parents.
- 20) Ms. Linda Gaylor, Teacher, Victory Villa Elementary School – Asked the Board to spend valuable resources on teaching and learning rather than assessments such as AIM.
- 21) Mr. David Basler, Grounds Foreman and AFSCME Shop Steward – Asked the Board to include in the budget monies to allocate funding for recognition on salary of advances for deserving employees. He thanked the Board for the increase in last year's budget and the anticipated upgrade for the operations staff. Mr. Basler also asked the Board to change Policy 4265.2 to include the same type of advancement in pay afforded to masons, warehouse workers, and forklift operators, and certifications for pesticide application and landscaping. He also asked the Board to allow laundry credit for uniforms for those positions that are not included in the contract. Mr. Basler commented that the school system employees should be compensated as their counterparts in county government.
- 22) Ms. Amber Gaede, Parent and Teacher, Woodholme Elementary School – Asked the Board to reconsider AIM when making its decision about the proposed budget. Ms. Gaede wanted to know where the funding for ink and paper for printing and copying the report and teacher training were coming from. As a parent, she stated that she would rather see the money go towards reducing class sizes, buying educational technology and adequate facilities.
- 23) Ms. Robin Radcliff, Parent, Johnnycake Elementary School – As a PTA representative, Ms. Radcliff stated that the PTA stands against AIM in any form. She stated that AIM is overwhelming for most parents, and is redundant and unnecessary. Ms. Radcliff also expressed concern over the elimination of the mentors. The mentor at Johnnycake Elementary is a valuable source, and eliminating mentors would be detrimental to the stability of this school.

- 24) Ms. Rebekah Kaufman, Librarian, Catonsville Elementary School – Stated that each teacher at Catonsville Elementary needs more than one extra case of paper per year for AIM reports. Ms. Kaufman noted that this would be an additional 40 cases of paper per year totaling approximately \$106,300. She commented that additional costs include toner and wear and tear of printers.
- 25) Ms. Marguerite Miller, Special Educator, Loch Raven Technical Academy – As a special educator since 1974, Ms. Miller stated that AIM is a waste of time, and time is money.
- 26) Ms. Rebecca McClure, Teacher, Cedarmere Elementary School – Stated that AIM will take away from planning and teaching time. She stated that the money should be use to add kindergarten instructional assistants to every classroom. She asked the Board to use the money where it will most benefit the students.
- 27) Mr. Peter Skeels, Teacher, Towson High School – Stated that AIM is not a good program and is redundant. He stated that the Board needs to be committed and it's the Board's task to repair this.
- 28) Ms. Caryl Connor, Teacher, Timonium Elementary School – Asked the Board not to fund the AIM program.
- 29) Ms. Kathy Konski, Teacher, Chapel Hill Elementary School – Expressed concern over the implementation of AIM. Teachers do not understand the purpose and use of AIM on top of other programs.
- 30) Ms. Jill Sullivan, Teacher – Asked the Board not to fund AIM.
- 31) Ms. Mary Ann Dukehart, Teacher, Norwood Elementary School – Asked the Board to spend money on reducing class size instead of AIM. AIM is an inefficient, cumbersome, and a time-consuming data device.
- 32) Ms. Megan Patton, Teacher, Timonium Elementary School – Asked the Board to say “no” to AIM. AIM is a waste of time and money. Teachers and parents are becoming comfortable with interpreting the data in assessTrax and now teachers and parents are asked to learn another program.
- 33) Ms. Malinda Foster, Teacher, Stemmers Run Middle School – Shared with Board members her views and disappointments with AIM.
- 34) Ms. Stephanie Clayville, Co-Chair, Alternative Education Advisory Committee – Asked the Board to support the AdvancePath program. She stated that the committee strongly supports the \$323,566 in the budget for AdvancePath. This program began at Chesapeake High School and was enhanced at Dundalk High School in the afternoons and is open to all students in the evening. Ms. Clayville stated that more funding is needed for the 180 students now at both locations.



- 35) Ms. Jacqueline Douglass, Teacher, Stemmers Run Middle School – Asked the Board to analysis and reconsider spending money on AIM. She stated that the county wastes money on *Language!* accessTrax, SpringBoard, and now AIM. Ms. Douglass commented that accessTrax is a good program and should be utilized.
- 36) Ms. Jennifer Parker, PTA President, Hillcrest Elementary School – Asked the Board to consider additional staff at Hillcrest Elementary. She stated that the school is coping with severe overcrowding; an enrollment of 705 students. Ms. Parker stated that, because of the high test scores, the school is overlooked for additional resources. The addition to the school will help; however, it will not address staffing concerns. She also stated that, as a parent, she supports the teachers’ position on AIM.
- 37) Ms. Angela McLean, PTA Vice President, Hillcrest Elementary School – Asked the Board to provide technological resources for Hillcrest Elementary. Other southwest area schools are recipients of technology funding for Promethean boards, mobile labs, and laptop computers for which Hillcrest does not benefit. Teacher quality is the number one factor in student achievement. Math and science teachers do not have the necessary equipment. She stated that the school needs a mobile lab. The PTA has spent the past year to raise money for a mobile lab that is standard practice in other local counties of instruction.
- 38) Ms. Rebecca Tice, Teacher, Jacksonville Elementary School – Asked the Board to reconsider the cost, resources, and time, and say “no” to AIM.
- 39) Ms. Michelle Hart, Parent and LLC Co-Chair – Thanked the superintendent for converting 17 positions from 10-month to 12-month positions in the proposed budget. The Infants and Toddlers program now includes birth-to-five because of Maryland’s Extended IFSP option that begins February 1, 2010. She stated that the council is also grateful for the proposal to redirect funds for Child Find assessments. Extending the IFSP option will increase the number of children in the program.
- 40) Ms. Kathy Dengler, Parent, Dulaney High School – Asked the Board to consider eliminating AIM. She expressed concern that, because of implementing AIM, funding would not go towards textbooks, technology, and curriculum

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

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer

JAH/bls