

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

Tuesday, January 26, 2010

The Board of Education of Baltimore County met in open session at 5:30 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. Joseph J. Pallozzi, 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.

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

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

Board member, Ms. Mary-Margaret O'Hare, entered the room at 5:33 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:33 p.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, 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 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 Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Daniel Capozzi, Staff Relations Manager; J. Stephen Cowles, Esquire, Associate General Counsel; Andrew W. Nussbaum, Esquire, Knight, Manzi, Nussbaum & LaPlaca, P.A., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Miss Camp exited the room at 5:33 p.m.

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

Miss Camp re-entered the room at 5:34 p.m.

On motion of Ms. O'Hare, seconded by Ms. Roddy, the Board adjourned its closed session at 5:34 p.m.

ADMINISTRATION FUNCTION

At 5:34 p.m., the Board discussed potential changes to the evening's agenda.

Board member, Mr. James E. Coleman, entered the room at 5:39 p.m.

Board member, Mr. Earnest E. Hines, entered the room at 5:40 p.m.

At 5:54 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 6:30 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, 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 Mr. Carl Bailey, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Ms. Murphy stated that tonight's agenda had originally contained a work session report on the Race to the Top (RTTT) grant to be presented by Ms. Mary Cary, Assistant State Superintendent, Maryland State Department of Education (MSDE). Unfortunately, Ms. Cary is unable to attend tonight's meeting. The Race to the Top program will be presented to the Board at its February 23, 2010 work session. If the Board wishes to participate in the State's Race to the Top grant, it needs to sign a Memorandum of Understanding (MOU) with the Maryland State Department of Education and return the document by March 1, 2010. To that end, a resolution has been drafted, in the event the Board wishes to be a "participating local education agency" in the Maryland's Race to the Top grant. Pursuant to Board Policy 8314, there must be a unanimous consent of the Board present to add the resolution to the Board's agenda as Work Session Reports, Item B.

On motion of Ms. O'Hare, seconded by Mr. Coleman, the Board unanimously added the Race to the Top Resolution to the agenda. Ms. Murphy noted that the Board would consider the RTTT program at its February 23, 2010 work session, following the presentation by MSDE on the Race to the Top grant. The Resolution and the MOU will be posted on the Board of Education Web site Wednesday morning.

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

WORK SESSION REPORTS

The Board received the following reports:

- A. **Board of Education Policies** – Ms. O'Hare stated that the Board of Education's Policy Committee met to consider the policies presented this evening, and that the committee is recommending approval of these policies. This is the first reading.
- Proposed Deletion of Policy 4134 – PERSONNEL: Professional-Activities: Procedures for Negotiating with Exclusive Representative of Certificated, Professional Employees
 - Proposed Deletion of Policy 4161 – PERSONNEL: Professional-Grievance: Grievance Procedure & Counseling – Master Agreement
 - Proposed Deletion of Policy 4265.1 – PERSONNEL: Clerical-Compensation Plans: Salary Recognition for Advanced Training, Clerical
 - Proposed Deletion of Policy 4265.2 – PERSONNEL: Clerical-Compensation Plans: Salary Recognition for Receipt of an Appropriate License, Maintenance and Operations
 - Proposed Deletion of Policy 4271 – PERSONNEL: Classified-Sick Leave Bank Unit 3 – Supervisory/Technical
 - Proposed Deletion of Policy 5130 – STUDENTS: Enrollment and Attendance-Students: Married and/or Pregnant Students
 - Proposed Deletion of Policy 5161 – STUDENTS: Enrollment and Attendance-Transfers: Special Enrollments
 - Proposed Changes to Policy 8366 – ETHICS CODE: Ethics Review Panel
 - Proposed New Policy 8500 – EVALUATIONS: Board Evaluation
 - Proposed New Policy 8501 – EVALUATIONS: Superintendent Evaluation

WORK SESSION REPORTS (cont)

B. Race to the Top Resolution – Ms. Murphy shared the proposed resolution with Board members.

WHEREAS, *The Maryland State Department of Education (MSDE) has decided to submit an application for Race to the Top funds from the United States Department of Education; and*

WHEREAS, *The State of Maryland is eligible for funding in a range of \$150,000,000 to \$250,000,000, of which amount 50% must go directly to participating local education agencies; and*

WHEREAS, *MSDE has prepared a document entitled “Maryland’s Race to the Top Participating Local Education Agency Memorandum of Understanding,” which, by its terms, is “to establish a framework of collaboration, as well as to articulate specific roles and responsibilities in support of MSDE in its implementation of an approved Race to the Top grant project;” and*

WHEREAS, *Any local education agency wishing to participate in the submission of the Race to the Top grant must agree to and sign the Memorandum of Understanding and must certify and agree to certain assurances contained in that Memorandum and in Exhibit 1, thereto; and*

WHEREAS, *The Board of Education of Baltimore County is desirous of participating in the Race to the Top grant; now, therefore be it*

RESOLVED, *This ____ day of February, 2010, that the Board of Education of Baltimore County expresses its desire to be a “Participating Local Education Agency” in Maryland’s Race to the Top grant and agrees to the terms and conditions contained in MSDE’s Memorandum of Understanding; and be it further*

RESOLVED, *That the Board President is expressly authorized to sign the Memorandum of Understanding committing the Board of Education of Baltimore County to the terms and conditions contained in the MOU and Exhibit 1, thereto; and be it further*

RESOLVED, *That the Superintendent is hereby directed to sign the MOU and Exhibit 1, thereto, and is further directed to take the steps he deems necessary to implement the terms of the MOU and Exhibit 1, thereto.*

Ms. Murphy noted that the Board would vote on the Resolution at its February 23 work session, after the presentation by MSDE on the Race to the Top Grant.

WORK SESSION REPORTS (cont)

- C. **Update on Articulated Instruction Module (AIM)** – Dr. Hairston introduced Dr. Raymond Lorion, Dean, College of Education at Towson University, and chairperson of the AIM committee. Dr. Lorion stated that the committee was composed of 23 individuals; seven individuals from central office, the five area assistant superintendents, four principals, five teachers, and one parent. The committee’s charge was to bring greater clarity to the use of AIM and to help ensure that BCPS continues to be positioned to meet the accountability standards of Race to the Top. Dr. Lorion noted that the committee had issued its recommendations and next steps for AIM, based on the requested outcome.

Dr. Lorion presented the following summary:

1. AIM is a multi-dimensional instructional planning and assessment tool. Its curriculum component provides an efficient web-based presentation of the Maryland State curriculum in a form that is helpful to teachers, especially those recently certified or hired by BCPS from outside of Maryland.
2. Although still under development, the AIM curriculum component represents a valuable and necessary instructional tool. Professional development opportunities should be expanded for teachers to become familiar with and proficient in the use of AIM’s curriculum component.
3. Before implementing the progress reporting component across BCPS, a plan should be prepared that identifies the sequence in which the following steps taken in the development of the progress reporting component need to be taken:
 - Specification of the behavioral indices for each of its scale designators (i.e., A, I, and M).
 - Determination of the progress report’s reliability and predictive validity.
 - Determination of the progress report’s differential application across school and student performance levels.
 - Examination of the progress report’s respondent demand characteristics relative to its instructional and informational contributions to teaching and learning.
4. BCPS should examine carefully the “value added” and redundancy of AIM’s progress reports relative to existing student and school performance measures.
5. An ongoing ad hoc committee or task force should be established to examine multiple issues that have arisen in consideration of applying AIM’s curriculum component and its progress reporting component to enhance BCPS instructional effectiveness.

WORK SESSION REPORTS (cont)

Mr. Hines asked whether there was any discussion on the implementation of AIM. Dr. Lorion responded that the committee did not look at the decisional process or when the progress reporting component was implemented.

Ms. Johnson asked Dr. Lorion to elaborate on the meaning of “valuable and necessary instructional tool.” Dr. Lorion responded that AIM is web-based, very well organized, and represents a single source for the voluntary state curriculum (VSC). Members of the committee noted that a strong component of AIM was its layout of objectives, specific knowledge skills and indicators that could help a teacher achieve the desired learning outcomes. AIM represents an organized approach for newly certified and hired teachers to have a single “go to” point.

Mr. Uhlfelder asked whether the committee addressed the inputting and receiving of the information and whether the tool was “user friendly.” Dr. Lorion responded that this was discussed at the committee’s first meeting. The committee concluded that not enough studies or no studies had been conducted; thereby suggesting that an ad hoc committee be established.

Mr. Schmidt asked whether the committee had confirmed that the curriculum and progress reporting components could be divided. Dr. Lorion responded that there are technical and measurement issues that need to be addressed in detail before the school system could determine how accurate the progress reporting component is. However, the “passport” portion of AIM was impressive and a valuable component.

Ms. Johnson asked whether there was any conversation regarding the southwest area pilot study. Dr. Lorion responded that the committee did not have enough time to discuss the pilot study.

Ms. Roddy asked how this program will help student achievement in curriculum and progress reporting. Dr. Lorion responded that the curriculum component is a web-based presentation of the VSC; a single and accessible point that a teacher could go to. The reporting component has the potential to be a valuable diagnostic tool for differentiated instruction. Ms. Roddy asked whether the progress reporting component can be used by teachers and by parents. Dr. Lorion responded that, if BCPS corrects the technical issues, versions of the progress report can be created where appropriate. BCPS needs to collaborate with the intended audience to translate the reports into user friendly terms.

WORK SESSION REPORTS (cont)

Ms O'Hare asked whether BCPS could generate questions from a subject being taught. Dr. Lorion responded that, if BCPS resolves some of the technical issues, the school system would have a state-of-the-art system.

Dr. Hairston stated that he will continue an ad hoc committee/task force that will be representative of all stakeholders to examine multiple issues and continue to streamline the workload for teachers. Teachers who choose to use the progress reporting feature of AIM may continue to do so, on a voluntary basis. Full implementation of AIM will be discontinued at this point. Dr. Hairston stated that all the information placed into AIM is owned by the BCPS. Standardization is the standard and that ISO process has been helpful to the school system. Dr. Hairston stated that his commitment is to get back on track and ensure that the community feels good about how the school system conducts business.

- D. **Report/Discussion on the Proposed FY 2011 Operating Budget** – Ms. Barbara Burnopp, Chief Financial Officer, reviewed the operating budget process and timeline with Board members.

January 26	Board Work Session
February 9	Board Adopts Budget
March 1	Board Proposed Budget Book goes to County Executive
By April 15	County Executive Presents Budget to County Council
By May 31	County Council Adopts budget
July 1	BCPS implements FY2011 budget

Ms. Burnopp explained the design and structure of the work session book. She noted that the percentage above maintenance of effort (MOE) is 7.6%; however, the average above the MOE increases for 1999-2010 was 3.5%%. The proposed operating budget request totals \$1,249,279,379.

Ms. Burnopp stated that BCPS has received some preliminary information from the State of Maryland and that the school system could receive an additional \$9.6 million. So, BCPS could reduce the amount above MOE by \$9.6 million.

J. Robert Haines, Esquire, Deputy Superintendent, reviewed funding salary scales for various collective bargaining units. He noted that steps 27 through 30 were added to the TABCO salary scale to ensure that senior teachers would not be denied a step increase. He noted that, at the request of the Board, the proposed AFSCME scale begins with \$10.00 per hour. Therefore, all AFSCME employees would be eligible for a step increase.

WORK SESSION REPORTS (cont)

Ms. Burnopp provided a summary of the operating budget request, which is \$63,581,061. Performance Goal 3, to fund collective bargaining union agreements and increment steps, is \$16 million and restructuring steps is \$11.5 million. She noted that benefit costs are anticipated to increase by \$12.7 million.

Next, Ms. Burnopp reviewed the reorganization of the Division of Curriculum and Instruction. The recommendation is to convert 40 mentor teachers, 37.2 magnet teachers, 6.9 resource teachers, and associated extended year employment (EYE) days to 47.0 specialists, 22 supervisors and two secretaries.

Ms. Burnopp provided a summary of the one-time requests, which emphasizes textbooks and technology.

Ms. Burnopp responded to Board members' questions that had been forwarded to her prior to the work session.

- Ms. Murphy asked whether the full-time equivalent (FTE) mentor positions were being reassigned or are the specific individuals being transferred. Dr. Donald Peccia, Assistant Superintendent of Human Resources, responded that all mentors will be able to apply for the 26 mentor positions. Mentors not selected would be able to apply for any position in the Division of Curriculum and Instruction or teaching.

Ms. Roddy asked how shifting the mentors would benefit the system. Dr. Hairston responded that the school system would be reducing the number of mentors in the classroom and, at the same time, creating opportunities for reclassification for those who will have supervisory responsibility. Ms. Burnopp stated that there are funds reserved in the budget for a stipend or responsibility factor for more individuals.

Ms. O'Hare asked whether these individuals were going to have schedules based on classroom needs as opposed to central office. Dr. Hairston responded that the executive directors in the content area would provide day-to-day oversight of central office personnel and will monitor accordingly.

Mr. Coleman asked whether the school system reviews the purchase of magazines to see whether or not this resource is being used. Ms. Burnopp responded that ongoing resources ordered in the school are ordered by the curriculum and instruction office and at the school level. The review is done at the curriculum and instruction office and principal levels.

WORK SESSION REPORTS (cont)

Mr. Schmidt asked whether the Board can be assured that the use or non-use of the *Science Weekly* magazine be addressed. Dr. John Quinn, Executive Director of STEM, responded that the Office of Science and elementary supervisor will conduct a usage study. Dr. Quinn stated that professional development is accomplished annually around the magazine with strategies of how to implement the magazine with instruction, particularly with a focus on reading.

Ms. Johnson ask how the \$5.9 million for new instructional materials compare to what was spent last year and where does the school system stand regarding digital textbooks. Ms. Burnopp responded that the \$5.9 million is the same amount requested in FY2010, and that the school system has received preliminary requests on textbooks and a combination of ways to deliver services (hardcopy and electronic).

Mr. Pallozzi was glad to see that BCPS had expanded the Allied Sports program.

Ms. O'Hare was pleased to see the movement of the Infant and Toddler program positions from 10- to 12-month.

INFORMATION

The Board received the following as information:

- A. Annual Report on Results
- B. Financial Report for months ending November 30, 2008 and 2009

ANNOUNCEMENTS

Ms. Murphy made the following announcements:

- On Wednesday, February 3, 2010, the Board of Education's Fall Recognition Ceremony will be held at Perry Hall High School beginning at 7:00 p.m. The snow date for the ceremony is Wednesday, February 10.
- The Southeast Area Education Advisory Council will hold its next meeting on Monday, February 8, 2010, at Dundalk Middle School beginning at 7:00 p.m.

ANNOUNCEMENTS (cont)

- The Board of Education of Baltimore County will hold its next meeting on Tuesday, February 9, 2010, at Greenwood. The meeting will begin with an open session at approximately 3:30 p.m. The Board will then adjourn to meet in closed session. The open session will reconvene at approximately 7:00 p.m. The public is welcome to all open sessions. The Board will host the Baltimore County Student Council for dinner on February 9, 2010 from 5:30 p.m. until 7:00 p.m.

ADJOURNMENT

As there was no further business, the Board adjourned its meeting at 8:18 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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