

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

Tuesday, October 11, 2011

The Board of Education of Baltimore County met in closed session at 5:28 p.m. at Greenwood. President Lawrence E. Schmidt, Esquire, and the following Board members were present: Mr. Michael H. Bowler, Cornelia Bright Gordon, Esquire, Mr. James E. Coleman, Mr. Michael J. Collins, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. George J. Moniodis, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Mr. Logan McNaney. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Schmidt 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. Janssen, seconded by Mr. Parker, the Board commenced its closed session at 5:29 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:29 p.m. at Greenwood. President Lawrence E. Schmidt, Esquire, and the following Board members were present: Mr. Michael H. Bowler, Cornelia Bright Gordon, Esquire, Mr. James E. Coleman, Mr. Michael J. Collins, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. George J. Moniodis, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Mr. Logan McNaney. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: Dr. Renee A. Foose, Deputy Superintendent; Ms. Michele O. Prumo, Chief of Staff; Dr. Roger L. Plunkett, Assistant Superintendent, Curriculum and Instruction; Ms. Karen Blannard, Assistant Superintendent, Elementary Schools; Ms. Patricia Lawton, Assistant Superintendent, Elementary Schools; Ms. Verletta White, Assistant Superintendent, Elementary Schools; Dr. Edward Newsome, Jr., Assistant Superintendent, Middle Schools; Ms. Barbara Walker, Assistant Superintendent, High Schools; Dr. Donald A. Peccia, Assistant Superintendent, Human Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. Michael G. Sines, Executive Director, Physical Facilities; Anjanette L. Dixon, Esquire, Associate General Counsel; Andrew W. Nussbaum, Esquire, Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. Nussbaum discussed with Board members the terms of a settlement with a contractor.

Mr. Sines exited the room at 5:36 p.m.

CLOSED SESSION MINUTES (cont)

Mr. Nussbaum provided legal advice to the Board regarding the hearing officers' opinion to be considered that evening. Mr. Nussbaum also provided legal advice on which types of matters the student board member could vote.

Dr. Peccia reviewed with Board members personnel matters, which included changes to the organizational structure and the elimination of positions, to be considered on the evening's agenda.

On motion of Mr. Janssen, seconded by Mr. Moniodis, the Board adjourned its closed session at 6:30 p.m. Staff members exited the room.

ADMINISTRATIVE FUNCTION

At 6:31 p.m., Board members discussed the Superintendent's contract.

On motion of Mr. Parker, seconded by Mr. McNaney, the Board adjourned from administrative function session at 6:50 p.m. for a brief dinner recess.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:14 p.m. at Greenwood. President Lawrence E. Schmidt, Esquire, and the following Board members were present: Mr. Michael H. Bowler, Cornelia Bright Gordon, Esquire, Mr. James E. Coleman, Mr. Michael J. Collins, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Mr. George J. Moniodis, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Mr. Logan McNaney. 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 Miss Laura Watson, a student at Lansdowne High 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 6, 2011; and the Open and Closed Minutes of September 20, 2011, Mr. Schmidt declared the minutes approved as presented on the Web site.

Mr. Schmidt 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, Mr. Schmidt 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.

Mr. Schmidt stated that public comment is one of the opportunities provided to hear the views and receive the advice of community members. The members of the Board appreciate hearing from interested citizens and will take their comments into consideration, even though it is not the Board's practice to take action at this time on issues which are raised. When appropriate, the Board will refer concerns to the superintendent for follow-up by his staff.

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

Mr. Schmidt also asked speakers to observe the timer, which lets the speaker know when time is up. He asked speakers to conclude their remarks when they see his/her time is up.

ADVISORY AND STAKEHOLDER COMMENTS

Miss Olivia Keithley, Baltimore County Student Council President and member of the Superintendent's Student Council Advisory Group, reported on its leadership workshop held at Camp Ramblewood. She announced that the Council's general assembly will be held on October 18, 2011, at CCBC Essex Campus. Miss Keithley stated that the Council is looking forward to dinner with the Board on November 8.

Ms. Abby Beytin, President of the Teachers Association of Baltimore County, stated that any search for a new superintendent should include the teachers from the beginning of the process. Ms. Beytin also stated that it appears that more data collection and entry is being placed on the already overloaded teachers. The school system needs to ensure that time is taken into account when adding initiatives such as new data demands.

Ms. Nancy Ostrow, President of the PTA Council of Baltimore County, stated that the Council's expectation is for the Board to provide as many opportunities as possible for public input through the superintendent search process. Ms. Ostrow announced the PTA Council Fall Reception and Workshops to be held on October 20, 2011, at New Town High School.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Mr. Carl Bailey, Chair of the Diversity and Achievement Steering Committee (DASC), stated that Baltimore County Public Schools (BCPS) has improved in so many ways under the leadership of Dr. Hairston. On behalf of DASC, Mr. Bailey stated that the Board would have the fortitude to honor the remainder of the superintendent's contract.

Ms. Jessica Paffenbarger, Chair of the Citizens Advisory Committee for Gifted and Talented (GT) Education, asked the Board and school system to continue its focus on the delivery of curriculum and assessments that go beyond the grade-level Common Core Standards to continue serving the needs of advance and GT learners. Ms. Paffenbarger invited Board members to attend its next meeting on November 2, 2011, at Loch Raven High School. The topic is "Mapping Your High School Path."

Ms. Jasmine Shriver, Coordinator of the Area Education Advisory Councils, announced the Council's joint meeting to be held on Thursday, November 10, 2011, at Greenwood, in which Dr. Hairston would be the guest speaker.

Ms. Beverly Coleman, Chair of the Southwest Area Education Advisory Council, reported on its September 21 meeting focusing on the magnet program. Parents expressed concern that there are no magnet elementary programs in the southwest area. Ms. Coleman announced that its pre-budget operating and capital hearing would be held on October 19, 2011, at Meadowood Educational Center.

GENERAL PUBLIC COMMENT

Dr. Bash Pharoan thanked the Board for moving public comment to the beginning of its meeting. He stated that the chairperson of the calendar committee misrepresented the facts thereby granting the Jewish holidays. Dr. Pharoan stated that it would be smarter for the BCPS to send students to countries, other than China, that have better school systems.

Ms. Kelly Chullin thanked Dr. Hairston for his service and for the improvements within the school system during his tenure. She stated that important news, such as the leadership of BCPS, should be heard first-hand from the school system. Ms. Chullin asked the Board to keep the search process transparent.

Ms. Patricia Cook Ferguson stated that she was appalled by what *The Baltimore Sun* had published regarding the Superintendent. She stated that the NAACP will monitor the search process to ensure fairness.

Dr. Barbara Dezmon praised Dr. Hairston for his accomplishments as superintendent. She asked the Board that if the AIM program is not what the school system wants, to request the Superintendent to discontinue its use immediately and inform her in writing.

SUPERINTENDENT'S REPORT

Dr. Hairston reported on his participation in the NBC Education Summit in New York and attended the Superintendent's National Dialogue in Oregon. Dr. Hairston acknowledged that he does not intend to seek another term and offers his full support towards the process of a superintendent search.

PRESIDENT'S REPORT

Mr. Schmidt reported on the annual Maryland Association of Boards of Education (MABE) conference held in Ocean City, which covered topics such as bullying, Common Core Standards, and organization. Mr. Schmidt recognized the following Board members:

- Ms. Bright Gordon will serve on a task force to study high school drop-out rates of persons in the criminal justice system.
- Mr. Janssen has been elected as president-elect of MABE and will serve as its president in October 2012.
- Ms. Johnson was honored by the NAACP Baltimore Chapter on October 9 for her service to the Board of Education and the public at-large.

Mr. Schmidt stated that he had been advised orally and in writing that Dr. Hairston would not seek reappointment. He thanked Dr. Hairston for his 12 years of service and thanked him for providing notice of his intentions to the Board at this early date. Maryland law requires that Superintendents notify the Board whether they are a candidate for reappointment by February 1 of the year in which their term ends. By letting the Board know this far in advance, Dr. Hairston has given the Board the opportunity to begin a search for the next superintendent sooner, rather than later.

Although the Board has obviously not yet had the opportunity to take any formal action with regard to the search process, Mr. Schmidt stated that it is the Board's intention to engage in an extensive national search to locate the most qualified group of candidates to lead the Baltimore County Public Schools. The hiring of a Superintendent of Schools is perhaps the most important action that any Board of Education takes and this Board views the selection process as its top priority. Mr. Schmidt announced that a Board Search Committee has been established to begin to institute the process. The committee members are: Ms. Roddy, chairperson; Mr. Collins; Ms. Johnson; and Mr. Parker. Mr. Schmidt has asked the committee to initially review three items within the next 30 days: establish a reasonable timeline for the search process; develop a request for proposal (RFP) for a national search firm; and address public participation. Mr. Schmidt stated that the Board will endeavor to keep the public informed of its progress as the Board conducts a search for Dr. Hairston's successor.

Dr. Hairston stated that he would hold a press conference on Friday, October 14, 2011, at 10:00 a.m. at Greenwood.

SPECIAL ORDER OF BUSINESS – GOVERNOR COMMISSIONS

Mr. Schmidt presented to Ms. Bright Gordon, Mr. Coleman, Mr. Collins, and Mr. McNaney their Commissions from Governor Martin O’Malley.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the administrative appointments from the September 6, 2011, Board meeting.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>KAIA STEVENS</u> (Effective September 7, 2011)	Teacher/Classroom Johnnycake Elementary School	Assistant Principal Bedford Elementary School

ACTIONS TAKEN IN CLOSED SESSION

On motion of Mr. Uhlfelder, seconded by Mr. Moniodis, the Board confirmed the action taken in closed session in Case Numbers H.E. 11-47, H.E. 11-55, and H.E. 12-02 (favor-12).

PERSONNEL MATTERS

On motion of Mr. McNaney, seconded by Mr. Parker, the Board approved the personnel matters as presented on exhibits B, C, D, E, F, and G (Copies of the exhibits are attached to the formal minutes).

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Mr. Parker, recommended approval of items 1-21 (exhibit H).

The Board approved these recommendations.

1. JMI-643-09 Contract Modification: Disposal Services – Science Chemicals and Chemical Wastes
2. PCR-204-11 Contract Modification: Field Trip Transportation Services
3. MWE-806-10 Contract Modification: School Buses
4. PCR-233-12 Baltimore County Public Schools (BCPS) and Baltimore County Government Memorandum of Understanding (MOU)
5. RGA-108-12 BCPS Principals’ Academy – Use of Facilities and Related Expenses

BUILDING AND CONTRACT AWARDS (cont)

6. RGA-948-12 Cohort – Teacher as Leader in Autism Spectrum Disorder M.Ed. Program
7. PCR-241-12 Energy Consultant
8. PCR-231-1 Ice Melt
9. PCR-228-12 Infants and Toddlers Therapists
10. MWE-810-12 Multimedia Communication Equipment
11. JNI-776-12 Playground Equipment
12. RGA-109-12 Supplemental Education Services
13. JNI-775-12 Technology Supplies and Services
14. PCR-227-12 Telephone Repair Supplies
15. PCR-236-12 Television Studio Equipment
16. RGA-110-12 Textbooks – Technology Education Grades 11 and 12
17. JNI-774-12 Improvements to the Storm Drain System – Golden Ring Middle School
18. PCR-237-12 Roof Design and Contract Administration Services – Randallstown Elementary School
19. MWE-831-11 HVAC Renovations – Towson High School
20. JNI-769-12 Replacement of Chilled Water Equipment – Western School of Technology
21. JNI-762-12 Replacement of Windows, Blinds, and Doors – Woodbridge Elementary School

BOARD NORMS

On motion of Mr. Janssen, seconded by Mr. Parker, the Board unanimously approved the re-adoption of Board of Education's Norms.

BOARD FOCUS AREAS FOR 2011-2012

On motion of Mr. Uhlfelder, seconded by Mr. McNaney, the Board unanimously approved its Focus Areas for 2011-2012, as presented in exhibit J.

REPORTS

The Board received the following reports:

A. **Report from the National Federation of Urban and Suburban School District (NFUSSD)** – Dr. Frank Barham, retired Executive Director of the Virginia School Board, reported that in 1972-73, several superintendents began discussions about organizing an association of school districts of similar characteristics so that issues of mutual interest and concern could be discussed. This group agreed to establish an association that was unique in several ways: commit to sharing and exchanging of ideas, knowledge, and understanding about topics and problems; make studies of problems unique to its members; disseminate results and information of successful practice; and further the cause of education. There are currently 17 members with four new districts attending the annual conference this year. Dr. Barham stated that conference fees would be waived for the superintendent, board president, and delegate.

B. **Maryland Business Round Table (MBRT) Partnership** – Ms. June Streckfus, Executive Director of the MBRT, stated that the MBRT is a coalition of over 100 companies working with Baltimore County in three areas: STEM Innovation; Maryland Scholars; and College Access (middle school outreach). Ms. Streckfus reviewed MRBT's role in STEMnet, which included the following seven recommendations:

- Align P12 Curriculum
- Grow cadre of Teachers
- Train educators
- Experience the work world
- Grow and keep college graduates
- Nurture research and entrepreneurs
- Create STEM innovation network

Mr. Schmidt recommended that the Board receive a future update on how the program is being implemented.

C. **Report on School Staffing** – Dr. Donald Peccia, Assistant Superintendent of Human Resources, and Dr. Alpheus Arrington, Director of Personnel, provided the 2011-2012 staffing report, which included the following significant facts:

- the percentage of highly qualified teachers (HQT) in core subject areas totals 98%;
- the number of vacancies for teacher personnel as of September 1 is four;
- the percentage of core academic subject (CAS) classes taught by highly qualified teachers totals 94.5%;

REPORTS (cont)

- the percentage of highly qualified elementary teachers who teach in high poverty schools totals 99.5%;
- the percentage of highly qualified secondary teachers who teach in high poverty schools totals 92.3%;
- the percentage of highly qualified paraeducators in Title I schools totals 100%;
- the percentage of highly qualified paraeducators in non-Title I schools totals 98.0%.
- the percentage of HQT in all but six elementary schools is 100%;
- the percentage of HQT in all middle schools is greater than 90%; and
- the percentage of HQT in all but one high school, is greater than 90%.

Mr. Brian Scriven, principal at Woodlawn High School, stated that all teachers assigned to this school are handpicked by him. He stated that there are four Teach for America (TFA) teachers at Woodlawn High who are working towards becoming highly qualified.

Mr. Schmidt asked what subjects the four TFA teachers are teaching. Mr. Scriven responded that two teachers are teaching Spanish, one math, and one teaching physics.

Ms. Johnson asked whether the new hires were at the elementary or secondary level. Dr. Peccia responded that most new hires were at the elementary level and the kindergarten classroom. Ms. Johnson asked how the school system decides the placement of teachers. Dr. Arrington responded that the decision is a combination of personnel officers screening the applicants and sending the list of applicants to the principal to interview. Ms. Johnson asked whether most of the teachers are new teachers or transfers. Dr. Arrington responded that most of the 350 teachers are new to the teaching profession.

Mr. Bowler expressed concern that two kindergarten classes at Catonsville Elementary School have more than 25+ students and that Hillcrest Elementary School needs assistance. Dr. Peccia stated that the department of human resources is working with the principals to address the issue.

- D. **Report on BCPS Roofing Program** – Mr. Michael Sines, Executive Director of Physical Facilities, introduced Mr. J. Kurt Buckler, Administrator of Physical Facilities, who reported that school building roofs are maintained and replaced through a comprehensive program that includes semi-annual roof inspections, maintenance repair, and Capital program systemic renovations for roof replacement. Each year the office of engineering and construction selects eight school roofs on average for Capital budget requests to achieve a 20-year replacement cycle for all school buildings.

REPORTS (cont)

The report includes the details on the types of roofing systems that are being used on existing and new roofs. The evaluation of roofing type for a 20-year life includes a comparison of built-up, ethylene propylene diene monomer (EPDM) membrane, metal, and shingle roofs. The roof maintenance program describes the capability of the department of physical facilities to sustain a watertight roofing system for all schools.

Procurement of roof replacements includes design/build, design/bid, and intergovernmental cooperative purchasing agreements. The utilization of cooperative purchasing over the past five years has accrued benefits to the BCPS roofing program.

Ms. Johnson asked whether the school system has incorporated any “green” roofs, with Mr. Sines responding that a portion of West Towson Elementary School’s roof is a “green” roof.

INFORMATION

The Board received the following as information:

- A. Southeast Area Education Advisory Council Minutes of June 13, 2011
- B. Selected Refinements to BCPS Organizational Structure – Mr. Schmidt requested that this item come back to the Board for a vote at its October 25, 2011, meeting.

ANNOUNCEMENTS

Mr. Schmidt made the following announcements:

- The Central Area Education Advisory Council will hold its pre-budget operating hearing on Thursday, October 13, 2011, at Padonia International Elementary School beginning at 7:00 p.m.
- The Northwest Area Education Advisory Council will holds its pre-budget operating and capital hearing on Tuesday, October 18, 2011, at New Town High School beginning at 7:00 p.m.
- The Southwest Area Education Advisory Council will hold its pre-budget operating and capital hearing on Wednesday, October 19, 2011, at Meadowood Education Center beginning at 7:00 p.m.

ANNOUNCEMENTS (cont)

- The Board of Education of Baltimore County will hold its next meeting on Tuesday, October 25, 2011, 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.

ADJOURNMENT

Since there was no further business, the Board adjourned its meeting at 9:35 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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