

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

Tuesday, February 7, 2012

The Board of Education of Baltimore County met in closed session at 5:15 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, 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 February and March.

Pursuant to the Annotated Code of Maryland, State Government Articles, §§10-508(a)(1), (a)(7), and (a)(9) and upon motion of Mr. Janssen, seconded by Mr. Parker, the Board commenced its closed session at 5:17 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:17 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, 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; Dr. Donald A. Peccia, Assistant Superintendent, Human Resources; Dr. Alpheus Arrington, Director, Human Resources; Mr. George M. Duque, Staff Relations Manager; Margaret-Ann F. Howie, Esquire, General Counsel; Andrew W. Nussbaum, Esquire, Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Mr. McNaney exited the room at 5:17 p.m.

Mr. Duque provided Board members with an update on negotiations with various collective bargaining units.

Board member, Ms. Ramona N. Johnson, entered the room at 5:23 p.m.

CLOSED SESSION MINUTES (cont)

Mr. McNaney re-entered the room at 6:07 p.m.

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

Mr. Nussbaum provided legal advice to Board members on three Maryland State Board of Education decisions.

On motion of Mr. Janssen, seconded by Mr. Parker, the Board adjourned its closed session at 6:31 p.m. All staff members exited except Ms. Howie. Mr. Robert Barrett, Executive Officer for Community Outreach, entered the room at 6:32 p.m.

ADMINISTRATIVE FUNCTION

At 6:32 p.m. the Board discussed adding an item to tonight's agenda.

Dr. Hairston, Ms. Howie, and Mr. Barrett exited the room at 6:37 p.m. Mr. Alan Leis, Senior Vice President, Hazard, Young, Attea & Associates (HYA), and Dr. Michael Hickey, Senior Associate, HYA, entered the room at 6:37 p.m.

The Board discussed the superintendent search process.

On motion of Ms. Roddy, seconded by Mr. Parker, the Board adjourned its administrative session at 6:49 p.m. for a brief dinner.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:11 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. 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 Olivia Keithley, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Dr. Hairston asked that item XII, New Business, Consideration of School Legislation, be added to tonight's agenda. Pursuant to Board Policy 8314, the addition to the agenda was unanimously approved by those Board members present (favor-11).

Hearing no additions or corrections to the Open and Closed Minutes of December 20, 2011; Open and Closed Minutes of January 10, 2012; and the Report on the Operating Budget Hearing of January 17, 2012; 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.

Board member, Mr. Michael J. Collins, entered the room at 7:14 p.m.

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 the January 8 executive board meeting and the January 18 session with the search firm to discuss the characteristics of the next superintendent. Miss Keithley stated that Baltimore County has two students who have applied to serve on the State Board of Education for 2012-2013.

ADVISORY AND STAKEHOLDER COMMENTS (cont)

Ms. Abby Beytin, President of the Teachers Association of Baltimore County, remarked that there have been conversations surrounding safety and discipline in Baltimore County schools. She stated that TABCO has assembled two task forces to define, understand, and address issues surrounding suspensions and student behavior. These findings and ideas will be shared with staff.

Ms. Nancy Ostrow, President of the PTA Council of Baltimore County, asked the Board to place the highest priority on selecting a new superintendent who will address student achievement. On January 26, the Council met with Dr. Michael Hickey, Consultant for HYA, to provide input on desirable characteristics for the next superintendent. Ms. Ostrow announced that the next PTA Council general meeting would be held on March 2, 2012, to discuss the enrollment and capacity issues.

Ms. Susan Hullinger, a representative of the Citizens Advisory Committee for Gifted and Talented (G/T) Education, reported on the January 18 meeting with the search firm to discuss the qualifications for the next superintendent. She announced its community meeting on March 7, 2012, at Cockeysville Middle School. Ms. Hullinger remarked that several staff are being recognized by the Maryland State Advisory Council on gifted and Talented Education for their contributions to G/T education.

Ms. Jasmine Shriver, Coordinator of the Area Education Advisory Councils, stated that one of the most important jobs of the Board is to select a new superintendent. She asked the Board to release the names of the finalists at the appropriate time.

Ms. Laura Mullen, Chair of the Central Area Education Advisory Council, announced that its next meeting would be held on March 8, 2012, at Loch Raven High School to discuss "Finance101." She stated that transferring a whole grade from West Towson Elementary School to Ridge Ruxton School could be challenging. Ms. Mullen asked the Board to publically announce the finalists for the superintendent position.

Ms. Beverly Coleman, Chair of the Southwest Area Education Advisory Council, reported on its January 18 meeting with the discussion surrounding the gifted and talented program and Advanced Placement (AP) courses. She announced that the Council's next meeting would be held on February 15, 2012, at Woodlawn Middle School.

GENERAL PUBLIC COMMENT

Ms. Jean Suda described the impact of increased class sizes at Dulaney High School. She asked the Board to consider different staffing ratios in elementary and middle schools so that the high school ratios could decrease. Ms. Suda asked the Board to cap the number of students taught per teachers to 150 and create a cost-savings task force to discuss ideas to save money without reducing teachers.

GENERAL PUBLIC COMMENT (cont)

Dr. Bash Pharoan stated that no data has been provided about why schools are closed on Jewish holidays. He believes that the current school calendar is discriminatory.

Ms. Wendy King stated that quality of service at Ridge Ruxton School could decrease with reduced space. She asked the Board to find a solution to the overcrowding issues and without taking away space from Ridge Ruxton School.

Ms. Mary Muros stated that the plan to move Grade 4 to the Ridge Ruxton School's west wing is feasible. However, she expressed concern that school officials have not thoroughly researched and planned the annexation and are simply "putting out fires." Ms. Muros asked the Board to put in writing that the "West Towson annexation will only last two years."

SUPERINTENDENT'S REPORT

Dr. Hairston announced that Ms. Sharron Robbins, principal at Sudbrook Magnet Middle School, would be recognized at the Magnet School of America's national conference in May 2012 as being Regional 3 Magnet School of America Principal of the Year.

PRESIDENT'S REPORT

Mr. Schmidt stated that the Board is continually questioned about many areas of the educational system. These questions come from public testimony, direct inquires to Board members, public hearings on capital and operating budgets, and area advisory councils. Some are specific to individual schools, while others involve the entire system. Mr. Schmidt reported on the following topics:

Issue: Public Comment

Mr. Schmidt asked the superintendent to explore the feasibility of including the public comment from Board meetings on the Education Channel.

Issue: Air Conditioning

Ms. Schmidt asked the superintendent to provide a report to the Board on the prioritization of air conditioning in schools.

RECOGNITION OF ADMINISTRATIVE APPOINTMENTS

Dr. Donald Peccia, Assistant Superintendent of Human Resources, recognized the administrative appointments from the January 10, 2012, Board meeting.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
<u>CHARLES E. AMENT</u> (Effective January 11, 2012)	Teacher/Classroom Sparks Elementary School	Assistant Principal Sparks Elementary School
<u>MELISSA M. FANSHAW</u> (Effective January 11, 2012)	Assistant Principal Sparks Elementary School	Principal Rodgers Forge Elementary School
<u>MICHELE R. STANSBURY</u> (Effective January 11, 2012)	Program Specialist, IC/GT Catalyst Programs Office of Title I	Supervisor. Compliance/Fiscal Services Office of Title I

RECOGNITION OF ETHICS REVIEW PANEL APPOINTMENT

Dr. Peccia recognized Mr. John Van Emden, who was reappointed to the Ethics Review Panel at the January 10, 2012, Board meeting.

OLD BUSINESS

FY 2013 Operating Budget

Ms. Barbara Burnopp, Chief Financial Officer, reviewed the budget request as presented in exhibit B. The superintendent's proposed budget was based on a 1.9% increase of \$9.9 million in state funding of Grades K-12 education. County revenues are expected to remain at Maintenance of Effort (MOE) level as prescribed by state law.

On January 19, 2012, preliminary calculations for major state aid programs were released by the Maryland State Department of Education (MSDE). These preliminary calculations appear to provide additional funding for Baltimore County Public Schools (BCPS) above the initial projections upon which the budget is based; however, these revenues are not assured because of to the governor's proposals to shift pension funding shifts. Therefore, the proposed budget has not been adjusted.

The total budget for all funds is \$1,482,474,142. It includes \$727,256,014 in local funding from Baltimore County, \$622,403,032 in state funds, \$90,459,118 in federal grants and contributions, and \$42,355,978 in funds from service charges and other sources.

OLD BUSINESS (cont)

Mr. Janssen moved to add two auditor positions to the Office of the Internal Auditor, increasing the general fund revenue appropriation for county government by \$190,800, increasing general fund administration expenditures by \$154,000 and increasing general fund fixed charges expenditures by \$36,800. Mr. Uhlfelder seconded the motion.

Mr. Janssen stated that in the past few years the Office of Internal Audit's workload has increased with: state and local audit mandates; training of bookkeepers in schools; unscheduled requested audits; and staffing necessary to respond to the fraud tip hotline, some incidents having doubled and/or tripled. Mr. Uhlfelder concurred with Mr. Janssen's remarks.

Ms. Roddy asked whether there was any data available to demonstrate the need for adding these positions. Mr. Janssen responded that he has received data from staff but did not have the information with him.

Mr. Parker recused himself from voting on this item.

The Board approved adding two auditor positions to the Office of the Internal Auditor increasing the FY2013 operating budget by \$381,600 (favor-9). Ms. Roddy opposed the additions, and Mr. Parker abstained. The student representative, Mr. McNaney, did not vote on this amendment.

The Board approved, by a vote of 10 in favor, the amended FY2013 operating budget. Mr. Parker and Mr. McNaney did not vote on this item.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Parker, the Board approved the personnel matters as presented on exhibits C, D, E, and F (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 1-17 (exhibit G). Ms. Johnson separated item 12 for further discussion.

The Board approved items 1 through 11 and 13 through 17.

1. RGA-137-11 Contract Modification: Autism and language Delay Developmental Software
2. RGA-176-06 Contract Modification: Professional Auditing Services

BUILDING AND CONTRACT AWARDS (cont)

3. PCR-237-09 Contract Modification: Speech, Occupational and Physical Therapies, Audiology, and Education of the Deaf/Hard-of-Hearing Using Sign Language
4. RGA-138-11 Contract Modification and Extension: Computer Assisted Curriculum for Certificate-Bound Students
5. MWE-811-12 Chiller and Cooling Tower Maintenance, Installation, and Repair
6. RGA-958-12 Cohort – Maryland Approved Alternative Preparation Program/Resident Teacher Certification: Foreign Language
7. RGA-959-12 Cohort – Online Graduate Certificate in School Administration and Supervision
8. JNI-780-12 Court Reporting Services
9. JNI-789-12 Mathematics Curriculum Supplemental
10. JMI-615-12 Custodial Cleaning Chemicals
11. MBU-508-12 Kitchen Hood and Associated Exhaust System Inspection and Cleaning
13. JMI-612-12 Paper – Cut sheet Paper (Copy, Laser Printers, and Duplicators)
14. MBU-520-12 Financing of Various Motor Vehicles
15. PCR-238-12 Replacement of Lockers at Franklin High School
16. JMI-626-12 Replacement of Windows, Blinds, Doors – Fullerton Elementary School
17. JMI-620-12 Roof Design and Contract Administration Services – Jacksonville Elementary School

Item #12

Ms. Johnson asked how a student would enroll in and take an online course. Dr. John Quinn, Executive Director of Science, Technology, Engineering, and Mathematics (STEM), responded that online courses are offered when class enrollment does not warrant a teaching position. The request for an online course will come from the school and students are given the opportunity to take the course online. Ms. Johnson asked how many courses are presently made available to students. Dr. Quinn responded 103 students at 24 schools take online courses. Ms. Johnson requested the list of online courses that are available to students and those schools offering the courses.

On motion of Mr. McNaney, seconded by Mr. Parker, the Board approved item 12.

12. RGA-128-12 Online Student Courses

REPORTS

The Board received the following reports:

- A. **Consideration of School Legislation** – Mr. Robert Barrett, Executive Officer of Community Outreach, explained the provisions of HB481/ SB407 – Baltimore County-Elected School Board. The Bills consist of nine Board members elected at the general election; one member shall be elected from each of the nine school board districts in the county by the voters of that district, and one student member at-large; the current appointed Board members would remain until November 30, 2014. Each member of the county Board is entitled to receive \$3,000 annually as compensation. A student member shall be granted a scholarship of \$3,000 to be applied toward the student's higher education costs. Mr. Barrett noted that the House delegation would receive testimony on HB481 on February 9, 2012, at 9:00 a.m., and the Senate delegation would receive testimony regarding SB407 on February 14, 2012, at 4:30 a.m.

Mr. Janssen moved to oppose SB407/HB481. Mr. McNaney seconded the motion.

Board members expressed several concerns, which included:

- Timing – The Board is currently searching for a new superintendent to lead the school system.
- Limiting the terms of the elected board members while no other county board has term limits.
- Eliminating the entire Board in the same election cycle. Currently, new Board members would have a cushion to acclimate to the duties of their positions. Totally obliterating the knowledge and representation of the Board would be extremely difficult for the school system.
- Expectations of donations to a Board members' campaigns.
- Zero compensation for the student member should he/she decide not to attend college.
- Politicizing – In most elections where there are municipal or county level offices, individuals have been elected with 1,000 votes or less. A district senator or delegate could form a unity committee and pick someone to run on their slate or office, with or without campaign funds. The Board member then becomes a political appointee and not an elected official.

The Board unanimously approved opposition of SB407/HB481 – Baltimore County-Elected School Board.

Mr. Janssen asked that Board President Schmidt testify against these Bills on behalf of the Board.

REPORTS (cont)

B. **Update on the Superintendent Search** – Mr. Alan Leis, Senior Vice President of HYA, and Dr. Michael Hickey, Senior Associate of HYA, provided to Board members the leadership profile report, which presents the findings of the assessment conducted by HYA in January 2012 for the new superintendent for Baltimore County Public Schools. Highlights of the report included:

- Strengths
 - Diversity – multi-layered
 - Student performance and excellence of student performance throughout the student body
 - High quality and dedicated staff – schools and central offices
 - Strong community support
- Challenges
 - Infrastructure
 - Aging buildings with climate-control issues (air conditioning)
 - Overcrowding in various parts of the county
 - Equity (doesn't mean equality)
 - Finances – work effectively with state and local politicians to get the funding necessary to promote high-quality schools
- Desired characteristics of a new superintendent
 - Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators
 - Listen to and effectively represent the interests and concerns of students, staff, parents, and community.
 - Knowledgeable about curriculum and instruction, savvy about educational technology, and able to judge the educational effectiveness of a variety of programs.

Mr. Uhlfelder asked how often business knowledge was mentioned during the assessment-gathering process. Mr. Leis responded that within the online survey the characteristics were experience with management, financial, and organizational skills.

Mr. Coleman inquired about the Maryland requirements for becoming a superintendent. Dr. Hickey stated that COMAR requires certification in either early childhood, elementary, middle, or high school education; three years of successful teaching experience and two years of administration experience; an advanced degree.

REPORTS (cont)

Board members asked the following changes be made to the leadership profile report:

- Alphabetize characteristics on page 27.
- Add comments from individuals who spoke earlier in the evening.
- Add “global” to desired characteristics.
- Reinforce “communication” and “financial and budget management” skills.
- Remove “environment” from leadership experiences bullet.
- Add “local” education agenda to page 26.

Mr. Leis stated that over 20 individuals have started or have completed the application process. The initial screening process will begin in approximately two weeks. HYA will screen and interview top candidates; the names of the top candidates will then be brought before the Board for review. Mr. Leis remarked that the goal is to announce a new superintendent in April 2012. Dr. Hickey stated that, although HYA plans to bring a list of top candidates to the Board, the Board will have access to all applicants.

- C. **Report on Energy Conservation** – Mr. Michael Sines, Executive Director of Physical Facilities, Mr. Pete Dixit, Special Assistant, and Mr. Chris Roberts, Energy Management Representative, provided an overview of the school system’s energy program. The report included:

- Electricity, natural gas, and heating oil costs increased from \$18.3 million in FY2004 to \$29 million in FY11.
- Energy demand and strategies to achieve efficiency.
- Energy program accomplishments.
- Challenges for the future
 - Increased student enrollment
 - Educational program requirements
 - Use of facilities
 - Installation of central air conditioning.

Mr. Schmidt asked whether the school system has another 6.2 million square feet to air condition with Mr. Sines responding affirmatively. Mr. Sines stated that the school system has air conditioned 1.7 million square feet since 2007. The school system focuses on square footage instead of the numbers of schools to accurately reflect the need. Mr. Schmidt asked when the school system air conditions the remaining 6.2 million square feet whether the energy consumption increase by \$4.7 million with Mr. Sines responding affirmatively.

REPORTS (cont)

Mr. Janssen stated that this information shows the number of issues that the department of physical facilities deals with and that staff has done an excellent job in looking to other sources for energy. Dollars saved could be used elsewhere within the system. Mr. Sines remarked that the school system has added over 1 million square feet of space; added programs and technology; and is able to stabilize the drain by keeping usage at about 14 million therms.

Mr. Bowler asked why the county cannot float a bond issue to pay for air conditioning. Dr. Hairston responded that a bond issue would be a long term commitment, which has not been the general practice. On the November ballot, there will be a \$70 million bond referendum. Dr. Hairston stated that, if the school system had fiscal autonomy, the Board could advance a \$340 million bond.

INFORMATION

The Board received the following as information:

- A. Southeast Area Education Advisory Council Minutes of November 14, 2011

ANNOUNCEMENTS

Mr. Schmidt made the following announcements:

- The Northeast Area Education Advisory Council will hold its next meeting on Wednesday, February 8, 2012, at Perry Hall Middle School beginning at 7:00 p.m.
- Southeast Area Education Advisory Council will hold its next meeting on Monday, February 13, 2012, at Sandy Plains Elementary School beginning at 7:00 p.m.
- The Northwest Area Education Advisory Council will hold its next meeting on Tuesday, February 14, 2012, at Cedermere Elementary School beginning at 7:00 p.m.
- The Southwest Area Education Advisory Council will hold its next meeting on Wednesday, February 15, 2012, at Woodlawn Middle School beginning at 7:00 p.m.

ANNOUNCEMENTS (cont)

- Schools and offices will be closed on Monday, February 20, 2012, in observance of Presidents' Day. Schools and offices will reopen on Tuesday, February 21, 2012.
- The Board of Education will hold its next meeting on Tuesday, February 21, 2012, at Greenwood. The meeting will begin with an open session at approximately 5:15 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 9:48 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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