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BOARD OF EDUCATION

BALTIMORE COUNTY

PUBLIC BOARD MEETING

TOWSON, MARYLAND

JANUARY 9, 2020

Transcribed by:
Paul A. Gasparotti

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1 BOARD MEMBERS:

2

3 Kathleen S. Causey, Board Chair

4 Julie C. Henn, Vice Chair

5 Moalie S. Jose (Absent)

6 Russell T. Kuehn

7 Lisa A. Mack

8 Rodney R. McMillion

9 John H. Offerman, Jr.

10 Cheryl E. Pasteur

11 Lily P. Rowe

12 Makeda Scott

13 Omer Reshid, Student Member

14

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1 PROCEEDINGS

2 CHAIRMAN CAUSEY: Good evening. I now

3 call to order the board meeting of January 9th,

4 2020. I invite you to rise and recite the Pledge

5 of Allegiance to the Flag, to be led by McKenna

6 Hakim from Towson High School. We will then

7 remain standing for a moment of silence in

8 recognition of those who have served Baltimore

9 County education.

10 (Pledge of Allegiance.)

11 (Moment of silence.)

12 Thank you. And in a special way this

13 evening, we do want to remember Dr. Hairston and

14 let his family know that they are in our thoughts

15 and prayers.

16 The first item on the agenda is the

17 consideration of the agenda. Dr. Williams, are

18 there any additions or changes to be made to the

19 agenda?

20 DR. WILLIAMS: There are no changes or

21 additions to tonight's agenda.

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1 CHAIRMAN CAUSEY: Hearing none, the
 2 agenda stands as presented.
 3 Earlier this evening the Board met in
 4 closed session pursuant to the Open Meetings Act
 5 for the following reasons: To one, discuss the
 6 appointment, employment, assignment, promotion,
 7 discipline, demotion, compensation, removal,
 8 resignation or performance evaluation of
 9 appointees, employees or officials over whom it
 10 has jurisdiction, or any other personnel matter
 11 that affects one or more specific individuals.
 12 Seven, consult with counsel to obtain
 13 legal advice.
 14 And eight, to consult with staff,
 15 consultants or other individuals about pending or
 16 potential litigation.
 17 The minutes of the closed session and
 18 informational summary can be found on our website at
 19 www.bcps.org/board/informational-summaries.html.
 20 The next item on the agenda is selection
 21 of speakers. Signup cards were available to the

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1 public prior to the meeting for anyone wishing to
 2 speak at this evening's meeting. Board practice
 3 limits to ten the number of speakers at a
 4 regularly scheduled board meeting. Each speaker
 5 is allowed three minutes to address the Board.
 6 The completed signup cards for this evening have
 7 been placed in this box and the first ten drawn
 8 from the box will be our speakers for tonight
 9 during the public comment portion of the meeting.
 10 The names please?
 11 MS. HENN: Our first speaker is
 12 Christopher Magali.
 13 Our second speaker is Sharon Sharoff.
 14 Our third speaker is Laura Houliaras.
 15 Our fourth speaker is Dayana Bergman.
 16 Our fifth speaker is Robin Campbell.
 17 Our sixth speaker is Dr. Bash Pharoan.
 18 Our seventh speaker is Jessie Jaeger.
 19 Our eighth speaker is Holly Barnard, and
 20 that is our final speaker this evening.
 21 CHAIRMAN CAUSEY: Thank you. Our next

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1 item on the agenda is new business, personnel
 2 matters, and for that we call forward Ms. Lowry.
 3 Good evening.
 4 MS. LOWRY: Good evening. Good evening,
 5 Chairwoman Causey, Vice Chairwoman Henn,
 6 Superintendent Williams and members of the Board.
 7 I would like the Board's consent for the
 8 following personnel matters: Retirements,
 9 resignations, leaves, deceased recognition of
 10 service, and certificated appointments.
 11 CHAIRMAN CAUSEY: Do I have a motion to
 12 approve the personnel matters as presented in
 13 Exhibits E-1 through E-5?
 14 MS. MACK: So move.
 15 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 16 Do I have a second?
 17 MS. ROWE: Second.
 18 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.
 19 Is there any discussion? All in favor, please
 20 raise your hands.
 21 (Show of hands.)

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1 Thank you. The motion carries
 2 unanimously.
 3 The next item on the agenda is public
 4 comment. This is one of the opportunities the
 5 Board provides to hear the view and receive the
 6 advice of community members. The members of the
 7 Board appreciate hearing from interested
 8 citizens. As appropriate, we will refer your
 9 concerns to the superintendent for followup by
 10 his staff. While we encourage public input on
 11 policy, programs and practices within the purview
 12 of this Board and this school system, this is not
 13 the proper forum to address specific student or
 14 employee matters, or to comment on matters that
 15 do not relate to public education in Baltimore
 16 County. We encourage everyone to utilize
 17 existing dispute resolution processes as
 18 appropriate.
 19 I remind everyone that inappropriate
 20 personal remarks or other behavior that disrupts
 21 or interferes with the conduct of this meeting

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1 do, but I like a balanced budget that meets needs
 2 like we need to recruit and retain high quality
 3 teachers. Part of that must be a salary in line
 4 with professionals who have similar educations,
 5 not the 85 cents on the dollar we currently make,
 6 but it goes way beyond salary.

7 We need planning time. And let's be
 8 honest, it will never be enough, but please give
 9 us more. Learning curriculum, modifying it and
 10 presenting it in an engaging relevant way to our
 11 students takes time. Collecting data, writing
 12 reports takes time. Acknowledge and provide
 13 more. It's what's best for our students.

14 We need to better fund special education
 15 in schools with high concentrations of poverty.
 16 Instead of continually asking our educators to do
 17 more with less, give them the resources needed to
 18 help our students succeed. Human resources,
 19 support in the schoolhouse are the first steps.
 20 It's what's best for our students.

21 We need discipline. Hold work sites

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1 accountable for not only having a school-wide
 2 discipline plan developed collaboratively between
 3 faculty, parents and administration, but also
 4 accountability for following it with fidelity.
 5 It doesn't mean zero tolerance, it doesn't mean
 6 there are no consequences, it means that
 7 students, educators, parents, administrators, bus
 8 drivers, everyone knows the expectations for
 9 behavior and the consequences when rules are not
 10 followed.

11 And while yes, part of this does sound
 12 like the recommendations of the Kirwan
 13 Commission, and with the start of the legislative
 14 session yesterday I would be remiss if I didn't
 15 mention it, please don't stop listening, because
 16 we'll put Kirwan aside for tonight and just focus
 17 on BCPS.

18 To raise the bar and close the gaps, we
 19 need the help of all educators, and everyone who
 20 interacts with students on any level is an
 21 educator. Paraprofessionals, administrators,

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1 building service workers, office professionals
 2 and more, and we need to be sure the budget for
 3 FY-21 values their contributions. We need to be
 4 sure our educators, our boots on the ground have
 5 what they need so our students are prepared for
 6 their future, whatever path they might choose.
 7 Thank you.

8 CHAIRMAN CAUSEY: Thank you. Our next
 9 speaker for the evening is the Council of
 10 Administrative and Supervisory Employees, Mr. Tom
 11 DeHart. Good evening and welcome.

12 MR. DEHART: Thank you. Good evening,
 13 Chair Causey, Vice Chair Henn, Superintendent
 14 Williams and members of the Board, happy new
 15 year. A new year brings opportunities for
 16 resolutions and promise for new beginnings, a
 17 chance to start fresh based on experiences from
 18 our past.

19 And as we begin the budget cycle for
 20 FY-21, it's the appropriate time to resolve to
 21 advocate for a budget that addresses inequities

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1 in staffing, support and salaries. It's also a
 2 time to address the narrative of the Kirwan
 3 Commission recommendations at the local and state
 4 level. So don't get me wrong, CASE fully
 5 endorses and supports the Kirwan Commission
 6 recommendations as it provides additional funds
 7 for expanded full-day kindergarten, improved
 8 college and career readiness, raising of teacher
 9 salaries, supporting schools in high
 10 concentrations of poverty and other programs as
 11 well.

12 We do have concerns, however, with
 13 funding only teacher salaries. Certainly teacher
 14 salaries must improve to attract and retain the
 15 best and brightest. As I've shared with this
 16 Board before, we know that the teacher
 17 contributes the single most impact on student
 18 growth at 33 percent. However, as you know, the
 19 principal and by extension assistant principal
 20 contribute the second largest single impact on
 21 student growth at 25 percent, only eight percent

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1 transportation. We hope the FY-21 operating
 2 budget focuses on increasing teaching and support
 3 staffs. We need more classroom teachers,
 4 guidance counselors, social workers, school
 5 psychologists, PPWs, behavior specialists and
 6 social emotional learning teachers.

7 The FY-21 capital budget is also on
 8 tonight's agenda. We're happy to see many
 9 schools slated for replacement, renovation or
 10 additions, and a new elementary and middle school
 11 in the northeast area to address severe
 12 overcrowding there. We have questions regarding
 13 how priorities are determined. It seems some
 14 schools are increased in priority and others have
 15 decreased since last year. We'll be interested
 16 in hearing discussions about how construction
 17 priority decisions are reached, but hope they're
 18 based on objective criteria.

19 Finally, while PTA Council doesn't have
 20 a position on records retention, we do believe in
 21 transparency and accountability, and have always

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1 been a strong voice for the properties of
 2 taxpayer dollars. Thank you.

3 CHAIRMAN CAUSEY: Thank you. I now call
 4 on our public stakeholders, and our first speaker
 5 is Magali Christopher. Good evening and welcome.

6 MS. CHRISTOPHER: Good evening, Chair
 7 Causey, Vice Chair Henn, Dr. Williams, members of
 8 the Board, thank you for having me. I'm a mom of
 9 two, my oldest will be entering kindergarten at
 10 Hampton Elementary next year, and I'm
 11 increasingly nervous about the proposed
 12 overcrowding at Hampton. With the Pleasant
 13 Plains capacity relief plan and the committee's
 14 decision to go with Option B, an option that will
 15 add according to the data provided, 98 students
 16 at Hampton next year, but something tells me that
 17 that number will also increase significantly
 18 before September 2020.

19 As I said before, how is the Hampton
 20 community expected to support a plan that made a
 21 single school, Hampton, bear the entire burden

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1 for capacity relief for another school, Pleasant
 2 Plains? Surely everyone can see that you would
 3 be moving the problem from one school to another
 4 without really solving the problem at Pleasant
 5 Plains.

6 From the outset, this study was only to
 7 answer the question would Hampton receive 98,
 8 105, 115 extra students, rather than asking how
 9 many Pleasant Plains students could reasonably be
 10 redistricted to Hampton without creating another
 11 overcrowding situation at Hampton.

12 The study failed to consider all the new
 13 development or identify another potential school,
 14 so here's two. Cromwell Valley and its
 15 underutilized magnet program is simply a luxury
 16 the children of Pleasant Plains, Hampton and
 17 frankly, Baltimore County cannot afford. The
 18 school sits far closer to Pleasant Plains than
 19 Hampton and should be considered. We need a new
 20 study. Stoneleigh is another option that's also
 21 closer, inside the beltway, and less diverse than

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1 Hampton. And most importantly, kids are
 2 graduating and moving onto middle school and new
 3 enrollment just isn't keeping up, the enrollment
 4 at Stoneleigh is dropping, they will actually
 5 have space and resources to take on more students
 6 from redistricting.

7 I'm not saying that Hampton shouldn't
 8 take on new students but having Hampton, again,
 9 bear the entire weight of it, well, that's
 10 irresponsible. There are more better, more
 11 sustainable long-term options.

12 I don't want to discredit the time and
 13 funds that were invested in the study, but what
 14 good did a study do when all it did was force a
 15 committee to pick between three poorly devised
 16 options? We need a new study.

17 May I remind you that Hampton Elementary
 18 used to have a capacity issue, an issue that was
 19 far worse than Pleasant Plains? We had the
 20 trailers, we had incredibly long lunch hours for
 21 years, and it only got better after the recent

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1 and future residential development in the
 2 northern central area of the county. These
 3 residential monstrosities are going up at
 4 alarming rates and we as a school system cannot
 5 keep up.
 6 I'm a proud graduate of this system, of
 7 Hampton Elementary School, Ridgely Middle School
 8 and Towson High School. I would like to see it
 9 continue to thrive. We can no longer afford to
 10 be reactive when it come to overcrowding issues.
 11 We need to take action now so our children can
 12 continue to boast the best and most effective
 13 public education in the country. Thank you.
 14 CHAIRMAN CAUSEY: Thank you. Our next
 15 speaker for the evening is Ms. Dayana Bergman.
 16 Good evening and welcome.
 17 MS. BERGMAN: Happy new year. So, let
 18 me share with you guys this year how we're going
 19 to start. This is how we're going to start,
 20 we're going to talk about Kirwan, all right? I
 21 have been following this since the beginning that

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1 that committee was picked, and I want to talk
 2 about some common sense things that we're doing,
 3 okay? We're going to look at this operating
 4 budget. There's a lot of extra money for all
 5 those vulnerable population students to have the
 6 largest achievement gap, especially in Baltimore
 7 County, and we were providing additional
 8 interventions and support for our struggling
 9 readers.
 10 But one thing that we're not looking at,
 11 and so a good friend of mine over in Howard
 12 County is bugging them over there in Howard
 13 County for, my friend Cat, Catiere, she's been
 14 working on trying to get children to have eye
 15 exams. You know how we have our babies and they
 16 come in and they check their hearing when they're
 17 babies, and then they come back and they check
 18 again? And then when our children develop to
 19 communicate, we also have speech language
 20 pathologists available to make sure that their
 21 articulation and language skill components are

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1 there.
 2 But do we miss a mark? And yes, vision
 3 screening, vision screening is one thing, you can
 4 do it at the eye doctor at The Vision. Eye exam
 5 is a whole other ballpark. We're talking about
 6 the muscles of the eye of a child that's
 7 developing and to see if they're working
 8 together. Sometimes neurologically that's not
 9 happening, and it's actually very common. So
 10 when we have some children that are trying to
 11 focus on regular print, from the beginning of
 12 those seeing and learning how to read and be
 13 introduced to text, letters tend to move around,
 14 they become blurry, they have double vision, but
 15 that child thinks it's normal, they don't say
 16 anything.
 17 Do you want to know how my child today
 18 me a vision issue with his eyes, the muscles in
 19 his eyes? He was in seventh grade. Do you know
 20 what I should have been asking for his whole
 21 education experience, was I should have been

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1 asking questions, why do they keep changing
 2 stuff? Oh, it's a good idea, they even went
 3 ahead and did Common Core. This is great across
 4 this state, it helps with the military family, it
 5 gives them consistency with English over here in
 6 California, it's English here in Maryland.
 7 And then they changed the Maryland test,
 8 they changed the Maryland test requirements, and
 9 they did it to him again in middle school and
 10 they did it to him again, they did it again in
 11 high school, to the point that we actually have a
 12 new Maryland state test in order for him to
 13 graduate.
 14 Now, the regular accommodations that he
 15 used on his IEP on a regular basis, he can't use
 16 that on the new test which is out of here from
 17 the state. And this is not on you guys here in
 18 Baltimore County, that's --
 19 (Microphone shut off.)
 20 CHAIRMAN CAUSEY: Thank you. Our next
 21 speaker for the evening is Robin Campbell. Good

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1 evening and welcome.
 2 MR. CAMPBELL: Good evening, ladies and
 3 gentlemen, thank you so much for this opportunity
 4 to speak with you. I am here, I'm a parent of
 5 two current students at Hampton Elementary School
 6 and a third who will soon in a couple years be a
 7 student there, and I've come to speak against all
 8 three of the ad hoc proposals that have been
 9 presented for the redistricting and to urge you
 10 guys to create a long-term plan that will serve,
 11 better serve all the students and provide a high
 12 quality education for all the students in our
 13 school district.
 14 I moved to Baltimore County about five
 15 years ago from New York City with my wife, who is
 16 a proud product of the public schools here. We
 17 were drawn in part by the education that was
 18 promised by the public schools here, and to date,
 19 Patricia Kaiser and her team over at Hampton have
 20 not disappointed us. But I have also learned
 21 since I've been here about some troubling things

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1 that have gone on within the Baltimore County
 2 Board of Education and the school district, and I
 3 have to confess that when I came to a meeting
 4 here a few months ago and we sat for two hours
 5 while you guys discussed, or failed to resolve
 6 leadership positions, that was troubling to me as
 7 well, and it suggested the possibility of a level
 8 of dysfunction that did not inspire confidence.
 9 Now I am hopeful and optimistic that among you,
 10 you will be able to resolve that issue, you all
 11 seem like terrific people and adults, and that's
 12 what it calls for. I am less hopeful, however,
 13 about this plan.
 14 Basically, my neighbors have all
 15 articulated pretty well their objections,
 16 basically that it appears to be done without
 17 accurate numbers and without consideration of all
 18 the resources that are available. I would
 19 suggest that a long-term plan that might call for
 20 a temporary reassignment of students from one
 21 district to another would probably be

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1 appropriate, but to make a decision up front
 2 about a short-term solution without having begun
 3 a longer-term planning process does not strike
 4 confidence in me, and I really want to urge you
 5 to reject all three of those proposals, step back
 6 and do a long-term planning based on accurate
 7 numbers of the population of this community, the
 8 development that's going on, and the resources
 9 that are available. At the end of the day I have
 10 not heard any numbers about what classroom sizes
 11 will look like at Hampton or any of the other
 12 schools, but I want to say, classroom size
 13 matters, the teachers and student experiences
 14 matter, and I hope, and I'm really optimistic
 15 that we will address all of those things in a
 16 positive way. Thank you very much for this
 17 opportunity to speak.
 18 CHAIRMAN CAUSEY: Thank you. Our next
 19 speaker for the evening is Dr. Bash Pharoan.
 20 Good evening and welcome.
 21 DR. PHAROAN: Happy new and effective

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1 new year. Last week Dr. Hairston passed away,
 2 rest in peace. In 2005, January or February,
 3 Dr. Houston made a remarkable presentation about
 4 the seismic changes in Baltimore County
 5 demographics, and for many many years I always,
 6 and others heard him talking about old means old,
 7 and talking about no child left behind.
 8 Honestly, I believe he tried hard to live to it.
 9 On a personal note, my meeting with Dr. Hairston
 10 that he really wanted to have equal holidays for
 11 the Jewish and Muslim holidays, he just really
 12 could not at the time due to external pressures,
 13 and he always really meant when he talked about
 14 all means all.
 15 I think our public system education is
 16 our strength, and I really look at you and to you
 17 to take these words that I printed in the back,
 18 all means all, no child left behind, and also, it
 19 is all about the students. We really need to
 20 mean them at all times.
 21 On the other gesture, my recommendation

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1 campaign, some of the forthcoming award winners
 2 will be recognized when incorporating January's
 3 health matters theme.

4 I do want to acknowledge the Hairston
 5 family. I had the pleasure of interacting with
 6 Dr. Hairston for at least two sessions, and he
 7 shared and I will cherish those fond memories of
 8 his family, especially the BCPS family, and all
 9 that he has done for this system, including
 10 Mrs. Hairston, who was a former teacher.

11 Also, today I attended the second annual
 12 BCPS Educators Rising conference, which is a
 13 partnership for about 300 middle and high school
 14 students who are members of the Educators Rising
 15 student organization and the Teacher Academy of
 16 Maryland. It was a great honor to interact as
 17 always with Dr. Kurtinitis, the CCBC president,
 18 and to introduce my fellow Hamptonian,
 19 Dr. Freeman Hrabowski, who is the UMBC president.
 20 Kudos to the Office of Career and Technical
 21 Education, the Teacher Academy of Maryland, and

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1 Ms. Alicia Fails.

2 And finally, the stakeholder survey will
 3 once again be available for students in grades
 4 nine to 12, and all parents, staff and community
 5 members. We are providing the survey in 16
 6 languages for students, parents and the
 7 community, so please go to BCPS.org on
 8 January 27th to take this survey. It takes just
 9 a moment to tell us how we're doing as we
 10 continue planning our future budget, staffing and
 11 programs. So thank you, and that concludes my
 12 report.

13 CHAIRMAN CAUSEY: Thank you, Dr.
 14 Williams.

15 At this time it's time for the chair
 16 report, and I want to say happy 2020 to our
 17 students and families, our teachers, our
 18 administrators, our support personnel and all of
 19 our BCPS staff. I hope that all had time to
 20 enjoy the break and enjoy it with family and
 21 friends.

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1 Although we took a slight pause during
 2 the month of December, we are hitting the ground
 3 running in January. Today's Team BCPS Day as
 4 Dr. Williams pointed out, which is why so many
 5 are wearing blue, and there has been extra team
 6 spirit throughout the school system today.

7 Today is also Law Enforcement Day, and
 8 we take a moment to appreciate all of our school
 9 resource officers and all law enforcement that
 10 serve and protect our communities.

11 I was also honored to attend the
 12 Jacksonville Elementary School Blue Ribbon award
 13 ceremony with Dr. Williams, Principal Miller and
 14 her team. There are truly wonderful things
 15 happening in the school system.

16 Tonight we are excited to here
 17 Dr. Williams' presentation of his proposed fiscal
 18 year 2021 operating budget. Next Tuesday the
 19 14th is the public hearing for the fiscal year
 20 2021 proposed operating budget and I strongly
 21 encourage all who can to come out on the 14th and

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1 let your voice be heard. If you cannot make the
 2 meeting, please email the Board your comments at
 3 boe@bcps.org.

4 Tuesday the 21st is an operating budget
 5 work session for the Board and the budget
 6 process, both capital and operating, is some of
 7 the most important work that the Board and the
 8 board members undertake to insure that all of the
 9 needs of each student are addressed.

10 The Board is united in our desire to
 11 support our superintendent Dr. Darryl Williams
 12 and his staff in their efforts through the budget
 13 process. The Board will continue to work
 14 together for all children. And yes, as is so
 15 often said by Dr. Hairston, all means all. It is
 16 important that we not just echo Dr. Hairston, but
 17 we must amplify our commitment to realize that
 18 goal.

19 I want to conclude with a reflection
 20 given by Bishop Dwayne Dedmon during the touching
 21 an inspirational celebration of life for

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1 Dr. Hairston. Bishop Dedmon encouraged us to
 2 honor his legacy as a difference maker by serving
 3 to build bridges, not burdens, and to push people
 4 to see the promise of the potential of their
 5 future, not the problems in the present, so in
 6 2020, may we all be difference makers and bridge
 7 builders. Thank you.

8 Our next agenda item is the student
 9 member report.

10 MR. RESHID: Good evening, happy BCPS
 11 Day. I hope everyone gets to enjoy the pictures
 12 of staff and students wearing blue across the
 13 county, and I hope everyone enjoyed their
 14 holidays.

15 Since my last MOB report on
 16 November 5th, students gathered on July 1st on
 17 our superintendent's first day, to come together
 18 again on November 7th for the Superintendent's
 19 Advisory Council to give the superintendent and
 20 staff students' perspectives.

21 That same evening the anti-bullying task

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1 force met and planned out the agenda for upcoming
 2 meetings. On December 7th -- on December 11th I
 3 had the chance to spend the day with the
 4 transportation department to see that behind the
 5 scenes of all the hard work being done to make
 6 sure our buses are in the right condition, making
 7 sure buses get on time, and picking the safest
 8 and fastest routes for our students. This
 9 department is continuously working on
 10 improvements for our students.

11 The big topic of the night, our budget.
 12 As student board member I have to voice the
 13 concerns of students that I have heard since my
 14 term started. I hope we make sure to have our
 15 students -- I hope we make sure our students have
 16 buildings and facilities that allow them to have
 17 proper learning environments, and make sure this
 18 is for all our schools rather than a few,
 19 including making sure they have safe and proper
 20 transportation to and from schools which requires
 21 us to support them.

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1 I hope we make sure we have well
 2 educated and trained teachers, especially for
 3 special education children, to make sure they are
 4 receiving the best instruction and support
 5 possible, which requires us to support them. I
 6 hope our programs like ESOL that are growing
 7 tremendously are given the support they need
 8 which again, requires us to support them.

9 Unfortunately, I do not get the chance
 10 to vote on budget, but hope the students'
 11 interests are kept in mind during this process.

12 This year with the support of our IT
 13 team, Office of ELA, Social Studies and BCPS-TV,
 14 2020 will be the first year that the process of
 15 the student member of the Board will change. We
 16 will have everything on line to provide the
 17 opportunity for all secondary students the
 18 opportunity to participate in this process.
 19 Candidate speeches and questions and answers will
 20 be posted on line and be posted for students to
 21 review, and one day will be dedicated for

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1 students to vote. This makes the process fair
 2 and equitable, insuring all students get the
 3 chance to vote for their representatives.

4 Just a reminder for those of you
 5 applying, consideration for smiles, the deadline
 6 is tomorrow. I can't wait to read them. As
 7 always, students, feel free to reach out to me
 8 via social media or email, and keep inviting me
 9 to your schools and events. Thank you.

10 CHAIRMAN CAUSEY: Thank you. Our next
 11 item on the agenda is new business, action taken
 12 in closed session, and for that I call forward
 13 Ms. Bresler.

14 MS. BRESLER: Thank you, Ms. Causey,
 15 members of the Board, Superintendent. The Board
 16 considered one employee disciplinary matter, a
 17 termination in closed session. I would invite
 18 the Board to confirm in public the action taken
 19 in closed session today in Case 20-06.

20 CHAIRMAN CAUSEY: Do I have a motion to
 21 approve the action taken in closed session?

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1 MS. MACK: So move.
 2 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 3 Is there a second?
 4 MR. KUEHN: Second.
 5 CHAIRMAN CAUSEY: Thank you, Mr. Kuehn.
 6 Is there any discussion? All in favor, please
 7 raise your hands.
 8 (Show of hands.)
 9 Thank you, the motion carries
 10 unanimously.
 11 MS. BRESLER: Thank you.
 12 CHAIRMAN CAUSEY: The next item on the
 13 budget is superintendent's report on the budget.
 14 Good evening and welcome.
 15 DR. WILLIAMS: Good evening, everyone.
 16 It's different down here. Madam chair and
 17 members of the Board, good evening, I'm happy to
 18 present my proposed FY-21 budget tonight.
 19 As you know, the development of a budget
 20 takes months, and my work with the 100 entry plan
 21 started the process. The 100-day entry plan with

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1 the successes, challenges and recommendations,
 2 and feedback from our stakeholders, not only led
 3 to the development of this budget but also the
 4 framework of the next strategic plan for our
 5 school district. The highlights from the
 6 community conversations led to specific areas
 7 that we will work on as a district and will be
 8 addressed in this proposed and future budgets.
 9 My entry plan and feedback led to these five
 10 focus areas, you've heard them today, learning
 11 accountability and results, safe and supportive
 12 environment, high performing workforce and
 13 alignment of human capital, community engagements
 14 and partnerships, and operational excellence.
 15 Part one of this presentation is to give
 16 some context and information. The needs of our
 17 students are increasing, we have a rapidly
 18 growing second language population. As of
 19 September 30th, our enrollment was 115,038
 20 students, with 44 percent of our students
 21 eligible for free and reduced meals. We do

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1 celebrate our diversity. Please note, the
 2 students we served in 1986 versus the current
 3 school year, we are now educating a much more
 4 diverse population with 39.5 percent African
 5 American, 7.1 percent Asian, 11.9 Hispanic, 5.0
 6 percent multiracial, and .1 percent Pacific
 7 Islander. There has been a significant
 8 demographic shift.
 9 Since school near year 1977, BCPS has
 10 been transformed from a predominantly white
 11 school system to one that demonstrates
 12 considerable diversity of racial and ethnic
 13 minorities. In fact, beginning in school year
 14 2007, BCPS had more nonwhite students than white
 15 students. This illustrates why we need to do
 16 things differently. This change didn't happen
 17 overnight.
 18 This graph shows the high mobility
 19 continues to persist, though it is reduced from
 20 ten years ago. For an example, one out of every
 21 five children is moving in our system. BCPS has

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1 seen a 25 percent increase in the number of
 2 students eligible for free and reduced price
 3 meals over the past decade. Our English language
 4 learners has grown to 166 percent, and the number
 5 of homeless children increased by 82 percent over
 6 the past ten years. Although our FARM rate has
 7 leveled off, the rate is still extremely high,
 8 reflecting the deep needs of our students.
 9 This is an aggregate report. As we look
 10 at individual schools, we have an elementary
 11 school as high as 84.73 percent FARMs and another
 12 elementary school as low as 3.6 percent FARMs.
 13 We have several secondary schools with a FARMs
 14 rate at 70 percent or higher.
 15 We celebrate our 89.2 percent overall
 16 graduation rate for the class of 2018. The BCPS
 17 graduation rate exceeds the Maryland state
 18 average of 87.1 percent. The class of 2019 data
 19 will be available from MSDE in the next few
 20 months, yet we have more work to do. We still
 21 have work to do with increasing our graduation

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1 address these needs here in BCPS.
 2 I'm so appreciative of our Board, county
 3 council and county executive for this current
 4 budget and the means to support our ongoing needs
 5 for this current year. I'm confident that this
 6 Board, county council, county executive and I
 7 will strive to meet the needs of our schools and
 8 students. We may need more time to accomplish
 9 these goals and multiple budget cycles, but we
 10 will work collaboratively each year to meet the
 11 needs of our students. Thank you.
 12 (Applause.)
 13 CHAIRMAN CAUSEY: Thank you very much,
 14 Dr. Williams. Board members, are there brief
 15 questions or comments? Ms. Rowe?
 16 MS. ROWE: I just have one question I
 17 would like to know. We have the percentage over
 18 maintenance of effort, but what is the dollar
 19 amount over maintenance of effort?
 20 DR. WILLIAMS: We can provide that
 21 answer. Thank you.

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1 CHAIRMAN CAUSEY: So that number will be
 2 in the budget document. Thank you, Dr. Williams.
 3 Ms. Mack?
 4 MS. MACK: Dr. Williams, I just received
 5 a text from an ESOL teacher who said thank you
 6 very much for the proposed increase in ESOL
 7 teachers.
 8 CHAIRMAN CAUSEY: Thank you. We
 9 appreciate Dr. Williams, all the community
 10 members, and all of the staff that worked very
 11 diligently on this proposal and the Board looks
 12 forward to hearing from our communities, and then
 13 we look forward to more discussion when we have
 14 our work session. So everyone can follow along
 15 at bcps.org, all of the budget process is there,
 16 so thank you very much.
 17 Our next item on the agenda is Item L,
 18 new business, contract awards, and for that I
 19 ask -- nope, I let Committee Chair Ms. Henn take
 20 this, right.
 21 MS. HENN: Thank you, Madam Chair.

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1 Madam Chair, the Board's contract committees met
 2 earlier this evening. Items L-1 through L-5, and
 3 L-7 through L-16 are being forwarded to the full
 4 Board for approval. Item L-6 is being forwarded
 5 without a recommendation from the committee.
 6 CHAIRMAN CAUSEY: Do I have a motion to
 7 approve items L-1 through L-5, and L-7 through
 8 L-16?
 9 MS. ROWE: So moved.
 10 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.
 11 No second is needed since the recommendation
 12 comes from the committee. Is there any
 13 discussion? All in favor, please raise your
 14 hand.
 15 (Show of hands.)
 16 Any opposed? Any abstained? The motion
 17 carries unanimously.
 18 Ms. Henn, would you like to bring
 19 forward staff to discuss item L-6, or is L-6
 20 being deferred?
 21 MS. HENN: We need to vote on L-6

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1 separately, Madam Chair.
 2 CHAIRMAN CAUSEY: Okay. Do I have a
 3 motion to approve item L-6?
 4 MR. MCMILLION: So move.
 5 CHAIRMAN CAUSEY: Thank you,
 6 Mr. McMillion. Second?
 7 MS. ROWE: Second.
 8 CHAIRMAN CAUSEY: Ms. Mack, thank you.
 9 Is there any question?
 10 MS. ROWE: Ms. Rowe seconded.
 11 CHAIRMAN CAUSEY: I'm sorry, Ms. Rowe.
 12 Is there any discussion? Mr. Kuehn?
 13 MR. KUEHN: So, I simply have a
 14 question, because this looks like we have a
 15 six-month contract that we're paying for with two
 16 options for extensions, and I just want to make
 17 sure that we're clear that that is the case, that
 18 those are optional extensions, which is
 19 providing --
 20 CHAIRMAN CAUSEY: Could I have staff
 21 come forward to address that contract item

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1 please?

2 MR. SARRIS: Correct. The expenditure

3 projection is based on the full two-year or

4 two-and-a-half-year period, and at any time the

5 parties might agree to renegotiate the terms and

6 if they do so, then that will be incorporated in

7 a modification to this contract.

8 MR. KUEHN: All right, thank you.

9 CHAIRMAN CAUSEY: Are there any

10 additional questions? All those in favor of item

11 L-6, please raise your hand.

12 (Show of hands.)

13 Any opposed?

14 (Show of hands.)

15 Any abstained.

16 (Show of hands.)

17 Miss Gover, did you get the count? All

18 those in favor?

19 (Show of hands.)

20 Okay, any opposed? Any opposed?

21 Any abstained?

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1 (Show of hands.)

2 The motion carries. Thank you. Thank

3 you, Ms. Henn.

4 The next item on the agenda is item M,

5 unfinished business, board policies.

6 As the committee chair for the policy

7 review committee, members of the Board, I ask

8 that the Board accept this report of the policy

9 review committee and our recommendations amend

10 the following board policies: Policy 2310,

11 organization charts; Policy 4009, emergency

12 closings, employee attendance; Policy 5560,

13 suspensions and expulsions; and Policy 8340,

14 appeal before the Board of Educations. These

15 recommendations are presented to you on tonight's

16 agenda as Exhibit M.

17 Do I have a motion to adopt the

18 recommendation of the Board's policy review

19 committee?

20 MS. MACK: So move.

21 CHAIRMAN CAUSEY: Thank you, Ms. Mack.

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1 No second is needed since the recommendation

2 comes from the committee. Is there any

3 discussion? All in favor, please raise your

4 hand.

5 (Show of hands.)

6 The motion carries unanimously, thank

7 you very much.

8 The next item on the agenda is item N,

9 unfinished business, work session on the fiscal

10 year 2021 capital budget, and for that we call

11 forward Mr. Sarris and Mr. Dixit. Good evening,

12 gentlemen.

13 MR. SARRIS: Good evening.

14 MR. DIXIT: Good evening.

15 Good evening and happy new year again.

16 In the last meeting we presented to you the

17 fiscal 2020 county capital budget request, fiscal

18 2021. Also, we attached last year's county

19 capital budget. We had asked that if there are

20 any questions, they be submitted to us by Friday,

21 and we have not received any questions, but in

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1 the interest of information to the Board, I'll go

2 over the changes that have been made since the

3 FY-2020 capital budget.

4 If you look at the spreadsheet, and it's

5 a little confusing so I will go slow, the state

6 share of the program is shown in the middle

7 orange column, and that has been revised to

8 reflect the numbers that were submitted to the

9 state for approval on October 5th, 2019. The

10 priority of each project, contrary to some of the

11 speakers that have indicated, has not changed. I

12 will repeat that. All of the projects that are

13 in here have the same priority the Board approved

14 for the state capital program and it did not

15 change. The only thing that we have done since

16 the last year is the projects that are totally

17 funded have been removed from that list.

18 The projects that were fully funded, the

19 new Honeygo Elementary School was fully funded,

20 the renovation of Patapsco High School and

21 Woodlawn High School was fully funded, and

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1 of planning, and what I mean by the statement,
 2 early planning activities include consultant of a
 3 design team in compliance with the board
 4 policies, it includes preparing an educational
 5 specification, it includes doing necessary survey
 6 work, it includes looking at many of the Maryland
 7 Historical Society policies that we need to
 8 comply. It may include boring to look at the
 9 quality of the soil and some other items. So
 10 whenever we say about early planning stage,
 11 that's what we are doing, and that's what we are
 12 doing at Lansdowne High School.
 13 MR. KUEHN: Okay, so we are spending
 14 part of that \$15 million on those items.
 15 MR. DIXIT: That is correct.
 16 MR. KUEHN: Fantastic, thank you very
 17 much. And the last question I have for you is,
 18 because you mentioned it with the work with the
 19 county, the work on the ten-year plan, facilities
 20 plan, what is the timing when it's actually going
 21 to be awarded and executed?

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1 MR. DIXIT: It is being handled by
 2 county and it's in compliance with the county
 3 process, procurement process. I cannot give you
 4 an exact time because I don't have it. Our goal
 5 is to have the first part of the plan completed
 6 before the next capital improvement plan season,
 7 and the first phase has to do with high school
 8 priorities. And the second phase, which will
 9 entail all of the systemics in all schools in the
 10 system, that will take another six to 12 months.
 11 That's the best I have at this point.
 12 MR. KUEHN: And the next capital
 13 planning cycle starts in April?
 14 MR. DIXIT: It starts somewhere in July,
 15 August.
 16 MR. KUEHN: Thank you.
 17 CHAIRMAN CAUSEY: Ms. Mack?
 18 MS. MACK: Mr. Dixit, you mentioned that
 19 one of the processes that is covered by the 15
 20 million is boring, and I know there's been
 21 questions at Lansdowne about the stability of the

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1 foundation that exists today. Have we actually
 2 expended dollars on the boring of the soil yet?
 3 MR. DIXIT: I remember that we did quite
 4 a few borings when we did the design work for the
 5 renovation of that building, there were several
 6 borings there and we did not see any cause for
 7 concern. Right now we are in the process, I
 8 don't know if we have made a hole in the ground
 9 yet, but we will be doing it very soon.
 10 MS. MACK: Okay. And then just a
 11 general question. How often do you update the
 12 FARMS rate on this form?
 13 MR. DIXIT: We update it when we --
 14 MR. SARRIS: It's updated every
 15 November.
 16 MS. MACK: Okay.
 17 MR. SARRIS: And those data are as of
 18 October 31st, and then it's submitted to MSDE and
 19 incorporated in lots of other funding
 20 calculations.
 21 MS. MACK: Thank you.

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1 CHAIRMAN CAUSEY: Ms. Rowe?
 2 MS. ROWE: So, Mr. Dixit, can you, I
 3 have several questions, but can you update us on
 4 where the IAC is with their reorganization of
 5 ranking schools in their formulae? I know they
 6 finished the school sufficiency standards and
 7 they're supposed to be working on some kind of
 8 formula. Are we giving them assessments of our
 9 facilities, where is that process right now, and
 10 how is that going to impact our multiyear plan
 11 that we're working on?
 12 MR. DIXIT: I don't have all the
 13 answers, I will share with you what I know. The
 14 building sufficiency standards are in the final
 15 stages of completion. They did not have luck so
 16 far in the award of a contract for a building
 17 condition study. We are ahead of their process
 18 at this time. The challenge that we have is to
 19 make sure that our assessment is somewhat
 20 identical to their assessment process so that we
 21 don't have to do it again, and we will continue

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1 to try to do that. This is one of the questions
 2 that we are going to be asking our consulting
 3 team.
 4 But the, what they keep telling us is
 5 that the sufficiency standards are not going to
 6 be applied for the formula and calculation of the
 7 construction amount, so that's kind of confusing
 8 to us. But we are closely working with them, and
 9 that's why I said that this document is dynamic,
 10 the more information we receive, quickly we
 11 adjust those numbers. So if you see different
 12 numbers in different documents, I just wanted to
 13 give you a heads up that the reason for that is
 14 it's a moving document and that's the reason.
 15 MS. ROWE: Okay. So conceivably it's
 16 possible, then, that because we're ahead in what
 17 we're doing compared to the state, that if they
 18 make changes, what we're doing, we might have to
 19 change to comply with state funding eligibility?
 20 MR. DIXIT: We are working closely with
 21 them for the evaluation process. The information

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1 that they have shared with us we know and it is
 2 very similar to what we hope to be using in our
 3 evaluations. As a matter of fact, we share that
 4 information with the consulting team, so there is
 5 very little likelihood that our process will be
 6 significantly different than their process. If
 7 anything, there's a good chance that they will
 8 learn from our experience.
 9 MS. ROWE: That happens a lot.
 10 MR. DIXIT: Yes.
 11 MS. ROWE: So for the sake of
 12 constituents who keep bringing this up, and we
 13 heard in the public speaking tonight, this
 14 capital list is obviously not an exhaustive list
 15 of needs. Can you expound on the multiyear plan
 16 and what the intention for that multiyear plan to
 17 cover is, and will it, will it's eventually
 18 address all the needs? So will we end up with a
 19 list of all the needs and some flexible timeline
 20 as to when those needs will be met?
 21 MR. DIXIT: It's a good question and in

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1 order to do justice to that question, I'll have
 2 to talk for hours and hours, but I'll try to
 3 summarize it. Based on my experience with
 4 several of those studies in the past, these
 5 studies are typically good for a period of four
 6 to six years and then because of the changing
 7 needs of the system, either because of the aging
 8 of the system or because of additional enrollment
 9 or because of the programmatic changes, the study
 10 has to be done again or adjusted, so that's one
 11 thing.
 12 In this study itself, what our plan is,
 13 to study the condition of every building in the
 14 system, to look at the enrollment projections and
 15 capacity utilization of every building, and then
 16 look at the educational adequacy and equity for
 17 every building, and have an extensive process of
 18 community engagement so that what we are doing is
 19 not in a vacuum, it is, all of you will be
 20 hearing about it, community members will be
 21 hearing about it and they will be participating

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1 in it, so this will be an open process right from
 2 day one. The superintendent and his team have
 3 been working closely with county executive and
 4 his team. In every step of the process there are
 5 members of both sides of the government, both
 6 sides of the BCG and BCPS.
 7 So in the end we'll have a product that
 8 will hopefully tell us what are the deficiencies,
 9 what are the possible scenarios, somewhat similar
 10 to the high school study that's taken care of
 11 that, and how much it's going to cost. And then
 12 in the end, if the funding stream is at the
 13 current level, then how many years it's going to
 14 take to do it, and if you want to reduce that
 15 funding stream, that time, then how much
 16 additional funding would be needed. That's what
 17 I know at this point and the more we talk to
 18 consultants once the team is selected, we may
 19 have additional information.
 20 MS. ROWE: Okay. So is it the intention
 21 of this multiyear plan, then, to balance

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1 overcrowding with facilities, conditions and
 2 educational needs of the building, then, it's
 3 going to be a multi-need?
 4 MR. DIXIT: It's going to be a priority
 5 based on those three factors.
 6 MS. ROWE: Okay, so this is more of a
 7 needs assessment that's well rounded.
 8 MR. DIXIT: Well rounded.
 9 MS. ROWE: Okay.
 10 MR. DIXIT: And the instrument itself
 11 will be developed base on extensive community
 12 engagement process.
 13 MS. ROWE: Okay, thank you.
 14 CHAIRMAN CAUSEY: Board members, other
 15 questions or comments? Thank you. I just want
 16 to appreciate all the time that goes into that
 17 this October. We appreciate that Dr. Williams
 18 gave us a binder on all the capital projects, so
 19 that allows us to get the information ahead of
 20 time and focus on that, so we really appreciate
 21 that. Thank you very much.

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1 MR. DIXIT: Thank you.
 2 CHAIRMAN CAUSEY: The next item on our
 3 agenda is item O, unfinished business, system
 4 records retention, and for that I call forward
 5 Ms. Howie. Good evening.
 6 MS. HOWIE: Good evening, members of the
 7 Board. I am being joined by two members of
 8 business services who are my partners in this
 9 presentation and in this work.
 10 Members of the Board, the superintendent
 11 has asked that the Board receive an update on the
 12 status of the records management program here at
 13 BCPS since the Board imposed its disposal ban one
 14 year ago yesterday. Just to refresh your memory,
 15 on January 8th, 2019 the directive was as
 16 follows: That the interim superintendent and all
 17 BCPS personnel assigned to relevant offices were
 18 required to retain, maintain and preserve all
 19 records kept by the Board of Education Office,
 20 the Office of the Superintendent, the Division of
 21 Business Services, the Ethics Review Panel, the

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1 Division of Human Resources, until further
 2 notice.
 3 Where are we one year later? The
 4 superintendent wants the Board to understand that
 5 the staff and the school system, the
 6 administration continues to improve what had been
 7 practices that had been in place since 2006.
 8 However, specifically during the last 366 days,
 9 the school system has adopted best practices
 10 recommended by NAGARA, the National Association
 11 of Government Archives and Records
 12 Administrators, concerning records professionals.
 13 Specifically, there have been records liaisons
 14 appointed in each office and in each school. As
 15 a result of having records liaisons in each
 16 office and in each school, the school system has
 17 been able to implement refined records disposal
 18 procedures.
 19 They now are in three parts. First,
 20 before any records can be purged or even
 21 transferred to logistics, there must be a signoff

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1 by the records liaison from that particular
 2 office or school. Then the liaison has to
 3 receive the approval of his or her principal or
 4 office head. And finally, there has to be
 5 approval by the records officer. It's only when
 6 there is that complete approval in triplicate
 7 that the Office of Logistics will pick up any
 8 documents, any records, to dispose of those
 9 records. Individual schools and offices have
 10 been directed they are not to be purging records
 11 pursuant to any records schedule, that must be
 12 done through logistics.
 13 During the last 366 days there have been
 14 training sessions held for the records liaisons.
 15 Representatives of the Maryland State Archives
 16 were invited to attend those training sessions
 17 and indeed, a member of the Archives staff did
 18 attend one of the trainings. April is records
 19 information management month, and during RIM
 20 month there were engagement activities for all of
 21 the records liaisons to raise awareness on

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1 physical files. We have two warehouses where we
 2 store the physical files that are sent through to
 3 the Office of Logistics, there are 636 pallets of
 4 warehouse space available. On March 1st that
 5 space was 75 percent utilized. As of October
 6 1st, that space was 78 percent utilized. As of
 7 December 1st, that same space is 81 percent
 8 utilized, and one of the two warehouses is at 98
 9 percent capacity. Therefore, as of December 1st,
 10 2019, we have 120 pallets remaining for archiving
 11 documents. That is, each pallet provides about
 12 433 square feet, so 120 pallets are remaining.

13 MS. HOWIE: That is staff's update at
 14 Dr. Williams' direction.

15 CHAIRMAN CAUSEY: Thank you. Thank for
 16 you for that presentation. Board members, are
 17 there questions or comments? Mr. Offerman?

18 MR. OFFERMAN: Yes. At the current rate
 19 that we are storing paper documents at this
 20 point, at what point will our, will our ability
 21 to store them go beyond the buildings that we

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1 have now?

2 MS. BURNOPP: Again, that's hard to
 3 predict because many of the offices because of
 4 the ban aren't actually even sending anything to
 5 the warehouse, so the warehouse space is
 6 primarily being filled up with information being
 7 transferred from schools, so the offices are
 8 storing things in each of their own offices. If
 9 everything were transferred we would reach the
 10 capacity soon, but at the current rate it would
 11 be approximately a year, year and a half if
 12 nothing changed.

13 MR. OFFERMAN: Thank you.

14 CHAIRMAN CAUSEY: Ms. Henn?

15 MS. HENN: Thank you. Prior to the ban,
 16 were documents that were destroyed scanned prior
 17 to the destruction, and if so, was a record kept
 18 of that scanning, and what determined which
 19 documents, if some were scanned and some others
 20 were not, what determined which were scanned?

21 MS. HOWIE: So my understanding is that

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1 with respect to documents in accounting for
 2 example, that their practice for several years
 3 has been to make the record copy the scanned
 4 copy, that has been the practice in that office.
 5 I'm not aware at this point of whether or not
 6 that's been a practice throughout the school
 7 system, I do not believe it's been a practice in
 8 every office.

9 MS. HENN: Okay, so it was based on that
 10 office's practice.

11 MS. HOWIE: Correct.

12 MS. HENN: And is there a record kept in
 13 terms of office protocols in terms of which
 14 offices scanned documents, which did not, records
 15 of which were scanned that were, that the
 16 physical copies were destroyed?

17 MS. HOWIE: I don't have that for every
 18 office, no, ma'am.

19 MS. HENN: Thank you.

20 CHAIRMAN CAUSEY: Ms. Rowe and then
 21 Ms. Scott.

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1 MS. ROWE: So for the Maryland Archives,
 2 are we supplying them with documents before we
 3 destroy them?

4 MS. HOWIE: We do not.

5 MS. ROWE: Can we?

6 MS. HOWIE: If they want them.

7 MS. ROWE: Okay.

8 MS. HOWIE: So under the state archives
 9 practices, when documents -- when documents,
 10 excuse me, are designated as permanent, that at
 11 some point those records have to be transferred
 12 to the state archives and the state archives
 13 become the custodian, that's for permanent
 14 records. For nonpermanent records, I'm not aware
 15 of any requests from the state archives for any
 16 of our nonpermanent records.

17 MS. ROWE: So right now, are we
 18 complying with all of the regulations of the
 19 state archives?

20 MS. HOWIE: To the best of my knowledge,
 21 we are.

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1 MS. ROWE: Okay. And can you please go
 2 over some of the things we've seen in the media
 3 and explain what happened with the fiscal
 4 services room?
 5 MS. HOWIE: I believe that with respect
 6 to the fiscal services room, Dr. Williams'
 7 statement, which indicated exactly what was sent
 8 to logistics and what was disposed of, is
 9 accurate and explains exactly what happened.
 10 MS. ROWE: Okay. So, do we have a list
 11 of documents that were destroyed versus scanned,
 12 or were they all scanned and then the prints were
 13 considered duplicates?
 14 MS. HOWIE: The practice in the office
 15 was that, and still is that the record copy is
 16 the scanned copy, so what their practice is, and
 17 Ms. Burnopp can correct me if I'm wrong, my
 18 understanding if I'm wrong, what the practice is
 19 and has been is once they're scanned, they're
 20 kept, the non-record copies, the physical copies
 21 are kept for several weeks to insure that the

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1 scans are still available. Once it has been
 2 confirmed in that office that the scans are still
 3 available, the non-record copies are disposed of,
 4 or at least they were prior to January 8th, 2019.
 5 MS. ROWE: Okay. So the contents of
 6 that room, then, if those are hard copies, are
 7 you saying that the scanned copies already
 8 existed, so like were the contents of that room
 9 not the official record because it was already
 10 scanned?
 11 MS. HOWIE: I think I'm answering a
 12 different question than what you're asking, and I
 13 apologize for that. If the media report that you
 14 are referencing is the one concerning whether or
 15 not the school system disposed of 50,000 pounds
 16 of documents, is that the media report?
 17 MS. ROWE: Well, I guess -- I mean, I've
 18 read all the media reports. I guess what I want
 19 to know is if the documents in that room were
 20 Office of Accounting documents, and you're saying
 21 that the Office of Accounting has a practice of

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1 scanning their documents before sending the
 2 physical copies someplace, am I to understand,
 3 then, that what was in that room was already
 4 scanned prior to sending it there, and if what
 5 wasn't was scanned before disposing of it?
 6 MS. BURNOPP: I think maybe I can add to
 7 that. What Ms. Howie said is actually exactly
 8 right, there would have been in that file room
 9 documents that needed to be archived and kept, so
 10 they would have been boxed up and archived just
 11 like normal. There would have been other
 12 documents, those would be the records that would
 13 have been boxed up for archiving and maintained
 14 in that warehouse space that I just described.
 15 And then there would have been other documents
 16 that were non-records which are scanned and kept,
 17 those documents would have been destroyed. So in
 18 that file room it would have been both types of
 19 documents, so it's not just one type of document
 20 in that file, it would have been records and
 21 non-records. They would have been moved out in

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1 two ways; some of them would have been kept in
 2 archive box located and stored then in the
 3 warehouse in compliance with their records
 4 retention, and the others would have been scanned
 5 and then the documents would have been destroyed.
 6 MS. ROWE: So all the documents that
 7 were destroyed were scanned?
 8 MS. BURNOPP: Were scanned, correct.
 9 MS. ROWS: Okay, I think that answers my
 10 question.
 11 CHAIRMAN CAUSEY: Ms. Scott and then
 12 Ms. Mack.
 13 MS. SCOTT: Yes. So I guess that was
 14 kind of what I was asking, you were saying the
 15 documents -- I guess what I'm trying to see is
 16 the paper documents that have been scanned, is
 17 there, are they recycled then or removed, or are
 18 there duplicates of scanned documents and hard
 19 copy documents?
 20 MS. HOWIE: So once the document is
 21 scanned, the paper copy becomes the non-record

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1 copy, which is then disposed of.
 2 MS. SCOTT: Okay.
 3 MS. HOWIE: And as Ms. Burnopp answered,
 4 some of the reporting that didn't filter through
 5 very clearly was that based on the documents that
 6 were referenced by the superintendent, there were
 7 certain documents, the non-records that were
 8 disposed of in the same T recs that were provided
 9 and again, for some reason just not reported
 10 completely, it was clear on those documents that
 11 there were also boxes of documents that were sent
 12 to be archived.
 13 MS. SCOTT: Okay. And then my other
 14 question was, you said there were 120 or 125
 15 pallets at the storage unit?
 16 MS. BURNOPP: That are vacant at this
 17 point, that are still available for use for
 18 additional boxes of documents. We have a total
 19 of 636 that we use for records, and only 120 are
 20 still available.
 21 MS. SCOTT: Are still available, okay.

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1 And so I guess I'm wondering, what is the cost of
 2 that, and then also what is the projected cost if
 3 we're, it sounds like we're continuing to have
 4 documents retained, what's the current cost and
 5 then at the rate that we're going, what is the
 6 projected cost?
 7 MS. BURNOPP: Our current space is space
 8 that we have been leasing for a long time, so
 9 there was not any additional cost for the current
 10 space. Our plan if we run out of space would be
 11 to lease trailers and put trailers into those,
 12 pallets into the trailers.
 13 MS. SCOTT: Okay. And are there any
 14 sort of cost effective measures that we're
 15 looking at reviewing, I guess, would it be more
 16 cost effective to scan the documents as opposed
 17 to just keeping the hard copies and having more
 18 trailers and things like that?
 19 MS. BURNOPP: To scan the documents we
 20 would have to go through the records office and
 21 have the scanned copy become the official record.

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1 MS. SCOTT: All right, thank you.
 2 CHAIRMAN CAUSEY: Ms. Mack?
 3 MS. MACK: Ms. Howie and Ms. Burnopp,
 4 it's been a while since I've read the
 5 superintendent's information that he provided,
 6 and I think it only spoke to the destruction of
 7 documents that took place in November and
 8 December. Would the process that you outlined,
 9 both of you, apply to the records that were
 10 destroyed in September of that same year?
 11 MS. HOWIE: September of 2018? The
 12 process that is in place now has been in place
 13 for the last 366 days.
 14 MS. MACK: Okay, thank you.
 15 CHAIRMAN CAUSEY: Ms. Henn?
 16 MS. HENN: Thank you. Ms. Howie, I
 17 believe I heard you say that the school system is
 18 fully in compliance with state records retention
 19 law?
 20 MS. HOWIE: To the best of my knowledge.
 21 MS. HENN: Okay. Perhaps you could

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1 clarify for me, then, a couple of the sections,
 2 if I may read them from the law, and how we are
 3 compliant with those.
 4 MS. HOWIE: So, I believe the question
 5 was regulations, but yes, ma'am, I'll do my best.
 6 MS. HENN: Sure, and I'll try to be
 7 brief. The beginning of the law states, in
 8 accordance with the record retention and disposal
 9 schedules, a public official shall offer to the
 10 archives any public record of the official that
 11 no longer is needed, and it goes on to enumerate
 12 those examples, including records, and it talks
 13 about all the various types of records. It goes
 14 on to state, after records are destroyed, the
 15 public official shall send to the archives a list
 16 of the records that were destroyed. This is if
 17 the archives, they don't want the records, if
 18 they turn them down after they're offered. The
 19 public official shall send to the archives a list
 20 of the records that were destroyed, a certificate
 21 of destruction, and the state archivist shall

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1 keep each list of the records destroyed under
 2 this subsection. The list shall be available for
 3 public inspection, I assume that's at the state
 4 archives, at reasonable times. Is that in place
 5 as far as you know?
 6 MS. HOWIE: So, the way that the state
 7 archives interprets the offer is that the records
 8 retention schedule is the offer. There is not a
 9 need for every time Ms. Burnopp's colleagues scan
 10 a document for every state agency, or every local
 11 education agency, or every government entity, to
 12 write to the state archivist and say do you want
 13 this particular document. That is, that's the
 14 way it's been explained.
 15 MS. HENN: Okay, so let's assume they
 16 don't want the document.
 17 MS. HOWIE: The record schedule itself,
 18 the approved record schedule itself is indeed
 19 considered the offer.
 20 MS. HENN: Got it. Then as far as the
 21 second part that I read, what then is, how are we

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1 meeting the requirement to provide a list of the
 2 documents that are destroyed to the archivist?
 3 MS. HOWIE: So as I indicated, we now
 4 have a process, a form that has to be filled out,
 5 and once that form is filled out and sent to
 6 logistics, then when logistics pallets are full
 7 and they have records that are destroyed,
 8 disposed of, then the form is returned to the
 9 records officer and then that form can be sent to
 10 the state archivist. What we have instituted in
 11 the office is that, in the records office, is
 12 that will be done on a quarterly basis to provide
 13 those, we call them CORDs, to the state
 14 archivist.
 15 MS. HENN: Okay. And does that form
 16 list what types of records were included in that?
 17 MS. HOWIE: It does.
 18 MS. HENN: And are those forms available
 19 to the public for inspection, should they
 20 complete a PIA request?
 21 MS. HOWIE: Yes, ma'am.

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1 MS. HENN: Thank you.
 2 CHAIRMAN CAUSEY: Mr. Kuehn?
 3 MR. KUEHN: Thank you, this is very
 4 informative. Ms. Burnopp, I would like to start
 5 with a few questions for you. I was looking at
 6 the statement that the superintendent shared, and
 7 it states that on November 2nd the Office of
 8 Accounting sent seven boxes to logistics, so my
 9 understanding would be those would have been
 10 items that would have been scanned, correct?
 11 MS. BURNOPP: Correct.
 12 MR. KUEHN: So can you explain what
 13 items you require to be scanned and managed, and
 14 how long you expect to keep those records?
 15 MS. BURNOPP: The document -- I think
 16 what you're asking me again, what I want is not
 17 necessarily the question.
 18 MR. KUEHN: No, it's not what you want,
 19 it's what --
 20 MS. BURNOPP: What the Office of
 21 Accounting, we're only talking about the Office

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1 of Accounting related to those boxes, are for
 2 instance invoices. The way our computer system
 3 works, we scan the invoice, it is then attached
 4 to the documents with that scanned document and
 5 that becomes the record, so what is destroyed is
 6 documents that have already been scanned.
 7 MR. KUEHN: So in essence duplicates,
 8 right?
 9 MS. BURNOPP: Yes, the official record
 10 becomes the scanned document.
 11 MR. KUEHN: The second part of my
 12 question regarding that is how long, what is the
 13 expectation for those financial documents, or
 14 those accounting documents that you're referring
 15 to, is it a seven-year timeframe or --
 16 MS. BURNOPP: Scanned documents, are you
 17 asking about the electronic record?
 18 MR. KUEHN: That would be the record at
 19 this point in time.
 20 MS. BURNOPP: Correct.
 21 MR. KUEHN: How long do you retain that

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1 document?

2 MS. BURNOPP: The electronic record.

3 MR. KUEHN: That record.

4 MS. BURNOPP: I would have to check.

5 MR. KUEHN: Okay. The reason I ask is

6 because, you know, financial record retention is

7 usually around seven years in organizations.

8 MS. BARNARD: Our other, our paper

9 documents are seven years, so I speculate, I know

10 the accounting system is more than seven years.

11 MR. KUEHN: Okay, fair enough.

12 MS. BURNOPP: We're keeping the

13 electronic more than seven, I don't know whether

14 it's 15, I just don't know.

15 MS. HOWIE: So, the approved schedule

16 C-1446 is seven years right now.

17 MR. KUEHN: That's fairly normal.

18 MS. BURNOPP: So we're doing that as a

19 minimum for the electronic documents.

20 MR. KUEHN: Great, thank you. I had a

21 question about the storage that you were talking

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1 about, and you made a statement that you didn't

2 want to put sensitive data in essence in the

3 cloud. Well, you said that you have to keep

4 servers that have, you know, drives for use

5 within the organization, correct? Whereas the

6 new email servers through Microsoft, that would

7 be part of a cloud, right?

8 MR. CORNS: Yes.

9 MR. KUEHN: So my question to you is

10 about sensitive data that, in essence my question

11 is along those lines, if you're worried about

12 using a cloud for that type of data, right, and

13 you want to keep those servers on premise to

14 protect them, do you have any concerns about

15 Microsoft 360, which is what I believe we moved

16 to for Outlook and for all the email, or are you,

17 are you not concerned about the security because

18 you believe that they have enough security to

19 manage any sensitive information that we may find

20 between folks via email?

21 MR. CORNS: So to answer that question,

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1 Mr. Kuehn, we have a belief of reliability with

2 both of the services that we're using, local

3 storage and cloud storage. The piece that we

4 will always work diligently with is when data in

5 the hands of employees who have the ability to

6 share with others, just keeping that professional

7 development going so that everyone understands

8 how to appropriately share with individuals. So

9 not overstating it, we have data that we say you

10 cannot have this on a cloud instance, we don't

11 have a delineation. We have some offices that

12 prefer local storage, as would be a scanned copy

13 in offices that feel that's sensitive or

14 required, so we still have offices that believe

15 more strongly in a shared network driver than we

16 do with cloud storage, so that's the support that

17 we're giving that.

18 MR. KUEHN: I just want to make sure,

19 and it peaked my interest because, I just want to

20 make sure that it's clear to folks that they

21 can't send sensitive information via the email

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1 system if you don't have confidence in it being

2 as secure as on premise. That's what I'm trying

3 to ask about.

4 MR. CORNS: Understood. So we have, we

5 work very diligently when it comes to

6 transferring student data, specifically with

7 email. Email, you know, regardless of where it's

8 stored, locally or on the cloud, sending data

9 through e-mail is as easy as a click forward to

10 the next person down the line. So we have

11 provided for professional development as to what

12 kind of things can be emailed, and through our

13 software approval process and our student data

14 privacy requirements, we've set up protocols when

15 we do transfer data with vendors, for example,

16 that they will go through a secure method and not

17 through email. The idea of sending an Excel

18 spreadsheet with a bunch of student data in it to

19 someone for rostering it is not palatable.

20 MR. KUEHN: Okay, thank you. I don't

21 want to go too much time. One question for you,

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1 Ms. Howie. Earlier you mentioned the idea of a
 2 permanent record.
 3 MS. HOWIE: Yes.
 4 MR. KUEHN: And a permanent record going
 5 to the Maryland Archives. Does BCPS have
 6 anything that's been deemed a permanent record?
 7 MS. HOWIE: Yes, sir.
 8 MR. KUEHN: What would be an example of
 9 a permanent record and how long does a permanent
 10 record last, and I know that sounds funny.
 11 MS. HOWIE: No, no, it does not. We can
 12 keep permanent records as far as the archives is
 13 concerned, as long as they're of use to the
 14 school system. If you give me just a moment
 15 please, I will pull up the Board's schedule.
 16 Your schedule, or the Board of Education office
 17 schedule is C-1458. Board of Education meeting
 18 and public hearing records are considered
 19 permanent, and that was approved by the state
 20 archivist. We can retain those for 30 years and
 21 then transfer them to the state archives. But

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1 the archivist was very accommodating, and
 2 indicated if we wanted to keep a record for 50
 3 years, we could. It's at long as the business
 4 need works for the school system.
 5 MR. KUEHN: Sure, that makes sense,
 6 thank you. I appreciate that, I was curious
 7 about that definition.
 8 One last question for you, Ms. Burnopp.
 9 You had stated that there's about 120-plus, or
 10 160 pallets of space left in these warehouses
 11 that we already have leased, and you're
 12 considering if we run out of space, trailers of
 13 sorts. Have you considered or looked into the
 14 services such as Iron Mountain that handle these
 15 types of records and retention for lots and lots
 16 of places across the country and the government,
 17 in order to help manage that activity for you?
 18 MS. BARNARD: I have not.
 19 MR. KUEHN: Okay. I guess, when you
 20 said oh, we're going to just get trailers and
 21 shove this stuff in the trailers, I thought that

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1 there may have already been some thought to say
 2 well, this is the best idea for us.
 3 MS. BARNARD: Can I qualify why I
 4 thought we were considering trailers? Because
 5 we're in a ban, and part of what we're
 6 accumulating is related to the ban, so I think we
 7 would look into solutions like that if we have a
 8 permanent storage problem. Right now what we
 9 have is a temporary storage problem, I believe,
 10 so we're looking at trailers as a temporary
 11 measure.
 12 MR. KUEHN: And then one other thing
 13 that I noticed in this statement on record
 14 retention, it talked about a number of pallets
 15 being shredded, including textbooks. So can you
 16 explain to me why we would shred a textbook,
 17 anyone? It sounds kind of --
 18 MS. BURNOPP: They're no longer of use.
 19 We offer them to other entities first, we offer
 20 to sell them, we sell whatever we can, we offer
 21 them to other individuals. If they're no longer

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1 needed, then we shred them.
 2 MR. KUEHN: I'm just wondering if that's
 3 activity that's required. I mean, can we just
 4 throw it away?
 5 MS. BURNOPP: It's actually cost
 6 effective and good for the environment.
 7 MR. KUEHN: Okay, fantastic, thank you.
 8 I just thought when I saw textbooks being
 9 shredded --
 10 MS. BURNOPP: I'm not a textbook
 11 shredding expert, but that's my understanding.
 12 MR. KUEHN: Thank you.
 13 CHAIRMAN CAUSEY: We had Ms. Rowe, then
 14 Ms. Pasteur. Ms. Rowe -- thank you, Ms. Pasteur.
 15 MS. ROWE: So, I've seen in the news a
 16 lot about ransomware attacks on governments, and
 17 since we're concerned about records retention and
 18 the security of our records I would like to know
 19 how protected from ransomware are our records and
 20 our systems, and how proactive are we on this.
 21 MS. HOWIE: As -- I'm not aware of the

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1 and folks including the county executive saying
 2 that we want transparency, what -- I'm trying to
 3 understand the nature of the problem. And so
 4 what I just heard from you, I think, is almost a
 5 catchup, trying to make sure that every office,
 6 every entity in terms of the system is working on
 7 a similar timeframe or one that everyone
 8 understands in terms of retention. That's not a
 9 problem, that's procedure. I'm lost as to what
 10 the problem is, why we are a year later still
 11 talking about this, so that's the question I keep
 12 asking, what is it that is the problem? Anyone?
 13 CHAIRMAN CAUSEY: Ms. Henn?
 14 MS. HENN: So, I have one issue and one
 15 unresolved question that is part of the problem
 16 I'd like answered and that is, the Board first
 17 cast a directive on August 21st, 2018. It was
 18 the first directive around records retention, it
 19 was the first ban if you will, and it was very
 20 broad. I believe it was the one you may have
 21 read, Ms. Howie -- no, you read the January one.

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1 MS. HOWIE: I read the January one.
 2 MS. HENN: The first directive on
 3 records retention read, the Board directs the
 4 interim superintendent and all BCPS personnel to
 5 immediately cease and desist in the routine or
 6 non-routine destruction or any and all school
 7 system documents and records until the conclusion
 8 of the external procurement audit and until
 9 further direction by the Board with regard to
 10 record retention. That was passed on
 11 August 21st, 2018.
 12 MS. HOWIE: Correct.
 13 MS. HENN: The media have shared
 14 certificates of destruction, or at least one from
 15 a destruction that occurred in early September
 16 prior to the Board's modified directive on
 17 September 25th, 2018, which was a limited
 18 directive, which limited that directive to
 19 employees of the position of executive director
 20 and above.
 21 MS. HOWIE: Correct.

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1 MS. HENN: So my question is, if that is
 2 the case, why was there still destruction
 3 occurring after the August 21st directive was
 4 passed by the Board?
 5 MS. HOWIE: I don't know. What I do
 6 know is that I was informed that the documents
 7 that were disposed of in September 2018 were
 8 textbooks.
 9 CHAIRMAN CAUSEY: Thank you. I had some
 10 additional questions, and then I'll get to
 11 your --
 12 MS. PASTEUR: No, I'm still -- I just
 13 let Julie in because she was powder blue, jump in
 14 on mine. But can I just, since she jumped in on
 15 my question, and I'm still -- I'm hearing what
 16 Ms. Henn said and I understand that, okay? But
 17 now, why are we still retaining, and in 2020 why
 18 is that an issue that is causing us to continue
 19 to keep all records? Now I'm finished.
 20 MS. HOWIE: Just in terms of refinement,
 21 my understanding of the directive that's

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1 currently in place is that it applies to the
 2 Board of Education office, the Office of the
 3 Superintendent, Division of Business Services,
 4 Ethics Review Panel and Division of Human
 5 Resources, so my understanding is that it is
 6 limited to those particular offices and
 7 divisions. And as to the rationale, that is
 8 respectfully the Board's rationale, the staff is
 9 carrying out the Board's directive.
 10 CHAIRMAN CAUSEY: I have some comments
 11 that I'd like to share to respond to you, but
 12 before I do that, I did have some questions
 13 because they tie right in.
 14 Regarding the iMerge consultant's
 15 report, have we implemented all of the
 16 recommendations?
 17 MS. HOWIE: We have not.
 18 CHAIRMAN CAUSEY: Okay. Is funding for
 19 fulfilling the rest of the recommendations from
 20 iMerge, is that in this budget?
 21 MS. HOWIE: I do not believe that it is.

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1 CHAIRMAN CAUSEY: Okay. In one of the
 2 things in the iMerge report, it states a lot of
 3 things online so folks can go and read it, but
 4 one of the things it said is that we had
 5 inconsistent procedures, and we appreciate all of
 6 the work that has gone in in the last year to
 7 really improve the processes, the consistency,
 8 and that's very helpful, because it is vital that
 9 we improve the public trust in our governance as
 10 a board and also in providing the education to
 11 our children, so that's very important, that's
 12 very good to here.

13 But one of the things it said is that we
 14 do not have adequate scanning capability, so what
 15 I'm, the questions I have is when we're hearing
 16 that documents are scanned and that becomes the
 17 record and then the paper copy is not the record,
 18 it's held for some time and then it's purged, how
 19 is that scanning done? Is that a company, do
 20 individual offices have their own scanners and
 21 have their own staff that is doing that scanning,

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1 and then what are the records that follow through
 2 with what is scanned? Because we have
 3 requirements as we've heard for certificates of
 4 destruction and so forth, so what is the, the
 5 scanned version of that, what are the documents
 6 that show if someone says where did all of these
 7 documents go, we're looking into this, how does
 8 that work?

9 MS. HOWIE: So I think I understand your
 10 question, and please feel free to correct me if
 11 I've misunderstood. First, some background with
 12 respect to iMerge's recommendation about
 13 scanning. My understanding from the consultants
 14 was that the type of scanning that they're
 15 anticipating that records information management
 16 professionals believe to be superior is one that
 17 identifies within the metadata the records
 18 retention requirements, so that the individual
 19 sitting in whatever office would not necessarily
 20 have to worry about well, what's on the
 21 schedules, that that would be automatically

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1 included in the metadata, so it's something that
 2 the individual user would not be responsible for
 3 in that way.

4 We do not have the type of software that
 5 the federal government, for example, is moving
 6 towards. The federal archives has said that they
 7 don't want documents that are not scanned, they
 8 are moving towards a completely digitized
 9 environment. We're not at that point yet. I
 10 believe that's what they meant in terms of
 11 whether or not our scanning capabilities were
 12 adequate. And I know Mr. Corns met with them and
 13 talked to them about our IT environment, so if
 14 there's something I'm missing --

15 MR. CORNS: You got all that.

16 MS. HOWIE: So I think that, or I hope
 17 that responds to your question about scanning.

18 CHAIRMAN CAUSEY: Yes, thank you. And
 19 what I did want to point out is that, to answer
 20 Ms. Pasteur and maybe other folks' questions, is
 21 the genesis of the Board's ongoing work regarding

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1 document retention and concerns about document
 2 destruction precedes the service of all current
 3 board members and the current superintendent, so
 4 all of this started in the past.

5 Then in terms of when it became an issue
 6 of engaging in an external audit, Ms. Henn and I
 7 were on the Board at that time. So again, the
 8 rest of the board members were not on the Board
 9 serving at that time, and the superintendent was
 10 not here at that time.

11 But what was important was that given
 12 the ethical breaches and issues that the school
 13 system suffered at the time, that the, our
 14 funding authorities wanted us to do an external
 15 audit, it was called for by the interim
 16 superintendent at the time and it was called for
 17 by the Board at the time.

18 So that initial external audit was,
 19 Phase One was completed by UHY, which this Board
 20 was engaged in, and they presented their report
 21 in April for Phase One. Phase Two was not done

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1 because a legislative audit was started and it's
 2 impractical, in fact problematic to engage in two
 3 audits at a time. So currently while the
 4 legislative audit is ongoing, it is still
 5 important to preserve documents for longer than
 6 the previous retention schedules for many of the
 7 documents, which is only four years, because the
 8 legislative audits typically go back five or six
 9 years.
 10 So that's the genesis, that's why it's
 11 still important to for us to make sure that
 12 documents are available. And there has been a
 13 tremendous amount of work done and we appreciate
 14 Dr. Williams putting all of that information
 15 about that work on the public website so that
 16 folks can look into it, but we do still have the
 17 need to make sure that documents are available
 18 through the completion of the audit.
 19 And I agree with Ms. Burnopp that we
 20 have a temporary situation and that if we hit our
 21 storage capacity that there will be a temporary

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1 solution, and then hopefully in some months we
 2 will be able to receive the completed legislative
 3 audit and then be able to move on. Yes?
 4 MS. PASTEUR: Then this retention and
 5 the issues of space and all of the other are
 6 simply around this legislative audit that we're
 7 in, and I guess will be ending sometime
 8 relatively soon; is that correct?
 9 CHAIRMAN CAUSEY: Yes.
 10 MS. PASTEUR: Okay. So then --
 11 CHAIRMAN CAUSEY: The other thing I
 12 would say as well is that unfortunately, and this
 13 happens to organizations around a number of
 14 issues. When there is a problem that arises,
 15 then improvements are made, so having the iMerge
 16 consultant report done was very important work
 17 but we're not done with that work, we have
 18 recommendations that are not yet implemented that
 19 will help us. And so, you know, that is part of
 20 the work that needs to be accomplished as well.
 21 MS. PASTEUR: Okay. Then the Board, the

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1 rest of us will be privy -- no, forget that part.
 2 Okay. In terms of the legislative
 3 audit, get that, and it is a good thing to fine
 4 tune and all of those things that have been
 5 described tonight. I'm just trying to zero in on
 6 a next step or whatever the next step is from
 7 this point on, because I've heard investigations,
 8 I've heard all sort of buzz words that make me
 9 wonder about where we're going and still the why,
 10 if there's something else that is looming out
 11 there that some, know and when I see elected
 12 officials chiming in in the media about our
 13 retention, et cetera, and people who are
 14 constituents who are also chiming in, I begin to
 15 wonder what do they know or what have they heard
 16 that the rest of us don't know and have not
 17 heard. So if there is something else that is out
 18 there, in whatever session, we need to all at
 19 least on the Board be privy so that we're all in
 20 the same place.
 21 Now let me take out the we. I want to

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1 know, I don't know, maybe other people on the
 2 Board know something that I don't and if you do,
 3 please share, but I just feel that every time I
 4 hear someone out there in the world espousing a
 5 view on why we need to investigate it, why we
 6 need to do any of these things that are being
 7 done or being discussed, and my alarm bell hasn't
 8 rung, then there's something that I don't know
 9 that I ought to know sitting on the Board. And
 10 it doesn't matter whether I was on the last board
 11 or whether I will be on the one when my term is
 12 up, whether I will be on the next one or not, I
 13 want to know what's going on now, I want to know
 14 everything everybody else on the Board knows.
 15 So, I'm hopeful that as we progress that that is
 16 going to happen, because right now I just don't
 17 feel completely and honestly included.
 18 CHAIRMAN CAUSEY: Mr. McMillion?
 19 MR. MCMILLION: Just one real quick
 20 question. Ms. Howie, you referenced the media
 21 article about the tens of thousands of pounds

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1 being shredded?
 2 MS. HOWIE: I believe approximately
 3 50,000 pounds.
 4 MR. MCMILLION: And when the public sees
 5 a number like that, they think that we're
 6 shredding everything in sight. Was that fake
 7 news or was that number accurate?
 8 MS. HOWIE: Mr. McMillion, I believe
 9 that there were 50,000 pounds of materials.
 10 That's what is in the documents that were
 11 provided, so that is completely accurate, there
 12 were 50,000 pounds. Was what not nuanced
 13 sufficiently, however, is that the seven boxes
 14 that were sent from accounting of documents that
 15 had already been scanned did not total 50,000
 16 pounds.
 17 MR. MCMILLION: Thank you.
 18 CHAIRMAN CAUSEY: Thank you. And in the
 19 interest of time, if there's any additional
 20 comments, or actually questions for the
 21 superintendent or staff, please forward them

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1 and --
 2 DR. WILLIAMS: Let me just thank the
 3 staff for providing this update, because I felt
 4 it was important for the entire Board to hear
 5 where we are 366 days later, although I wasn't a
 6 part of that. But there was a reference that was
 7 made, and I don't know if Ms. Burnopp or
 8 Mr. Sarris can give us an update around the
 9 legislative audit, can we get a status where we
 10 are with that legislative audit?
 11 MS. BURNOPP: I think the easiest answer
 12 is that it's still a work in progress. We're
 13 anticipating their preliminary information soon,
 14 but the legislative auditors define soon, so soon
 15 could be like in the hospital, three minutes,
 16 four days.
 17 DR. WILLIAMS: And it's your
 18 understanding that they have what they need at
 19 this time?
 20 MS. BURNOPP: Correct.
 21 DR. WILLIAMS: Thank you.

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1 CHAIRMAN CAUSEY: Okay, thank you.
 2 Our next agenda item is board member
 3 comments and for that we'll go around the room,
 4 and Ms. Rowe, is it okay if we start with you?
 5 MS. ROWE: So, I just want to explain
 6 something to the public that I think maybe the
 7 public doesn't understand. So, where it comes to
 8 capital improvements and plans for schools, and
 9 we have a lot of public speakers who come here
 10 and say to the school system, you do the plan,
 11 you figure it out, you make this work, you're
 12 doing a boundary study and it's not the real
 13 solution. The school system doesn't have taxing
 14 authority, which means we're dependent on the
 15 county to give us the money for the plans for the
 16 actual facilities, for everything, and we're
 17 working on the multiyear plan, but at the end of
 18 the day the county council and the county
 19 executive have more authority over giving us what
 20 we need to do these plans than the Board of
 21 Education.

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1 So I hear the Hampton parents. I hear
 2 the people who are crying out about overcrowded
 3 schools. But the biggest contributor to our
 4 overcrowded schools is a law that the county
 5 council passed that basically says that a
 6 developer can put a development in a school zone
 7 as long as any adjacent zone to that school has
 8 capacity. And it doesn't matter if there's a
 9 body of water dividing those zones or not, it's
 10 just -- and so this is the law, and I have been
 11 monitoring some of the administrative hearings,
 12 and the community goes into these hearings to
 13 oppose developments because it will overcrowd the
 14 school, and the way the law is written, the
 15 magistrate doesn't really have the authority to
 16 say no, this development can't go through.
 17 So I think that what I would like for
 18 constituents to understand is that the authority
 19 over these things and the impact of these things
 20 does not rest solely on the school system. It
 21 rests on county government and county council and

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1 you.

2 CHAIRMAN CAUSEY: Ms. Henn?

3 MS. HENN: Thank you. I just want to

4 wish everyone a happy new year, happy Team BCPS

5 Day. Thank you, Dr. Williams, for an amazing

6 budget preparation. I'm excited about 2020 and

7 where we're all headed, so have a good evening,

8 everyone.

9 CHAIRMAN CAUSEY: Mr. Reshid?

10 MR. RESHID: Happy new year, and good

11 luck with second quarter, guys.

12 CHAIRMAN CAUSEY: Mr. Offerman.

13 MR. OFFERMAN: I want to speak for a

14 moment about diversity. I think our stakeholders

15 and Baltimore County population in general needs

16 to understand that this is undoubtedly the most

17 diverse Board. Not only by nature of the, you

18 know, of who we are visibly, but remember, this

19 is the first time that we've had a Board in

20 Baltimore County that has not been appointed by

21 governors, often by the same governor, for most

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1 of the people on the Board. So we have growing

2 pains too, okay, and we're going to have times

3 where we don't agree. And as sometimes happens,

4 tonight and other nights, you know, this

5 sometimes means that we start our public sessions

6 late, it sometimes means that we are not all on

7 the same side on so many issues, things don't get

8 resolved in one night, but that doesn't mean that

9 one, we're not making our best effort, or two,

10 that we won't produce the best result, because I

11 believe we will produce the best result if people

12 give us the time and understanding to allow us to

13 do our job our way. Thank you.

14 CHAIRMAN CAUSEY: Ms. Pasteur.

15 MS. PASTEUR: I wanted to first, it

16 wasn't planned, but to ditto my good friend

17 Mr. Offerman here. I've heard often that from

18 year to year things just changed on the Board and

19 they just changed and everybody went on and did

20 whatever it was they did the year before, and so

21 some consternation and debate and upheaval does

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1 not necessarily bode negatively, sometimes that

2 means people are digging in for the long haul

3 because they believe in what they're doing, and

4 in our case we believe in children and that

5 should never be ignored or minimized. So the

6 time we take to do, as Mr. Offerman said, to make

7 excellence happen is time well spent, and so

8 everybody should embrace it, especially people

9 who have children in this system, because that

10 means we're fighting the good fight for your

11 children, as opposed to just stretching out and

12 just saying whoever, whatever, move on.

13 And to that, yesterday, Mr. Bazemore and

14 I spent the whole day in Annapolis and it was

15 very, it was a wonderful day, a lot of energy,

16 and you can imagine that all of the buzzing all

17 over Annapolis, I'm sure we walked all over

18 Annapolis, was about Built to Learn and Kirwan.

19 And I want to assure you that there was no debate

20 about what our schools need and that all of our

21 children deserve the best, that we need to take

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1 care of our special needs children, our FARMS

2 children, our ELL children, our communities of

3 poverty, no debate. So anybody who is carrying

4 that and thinks there is debate there, let it go,

5 get over it and get over yourself. Where the

6 debates might be, how do you fund it, how do you

7 sustain it.

8 We elect the people who go to Annapolis,

9 we elect them to go down there and to do what

10 we've had to do sometimes on the Board, and that

11 is to debate, to cajole, to do all of those

12 things that might seem unpleasant, but they are

13 paid, we voted for them to go down there, so I'm

14 asking that we all not so much focus on the

15 tenets of either one of those bills because we

16 all know that they are strong strong positions

17 for our children, for our schools, but we must

18 make sure that our elected officials are going to

19 stay up into the wee hours if they have to, that

20 they are going to research, they're going to

21 forget about which side of the aisle or dais,

1 STATE OF MARYLAND.
2 BALTIMORE COUNTY: SS

3
4 I, Paul A. Gasparotti, a Notary Public in and
5 for the State of Maryland, Baltimore County, do
6 hereby certify that the foregoing is a true and
7 accurate transcription of the recording to the
8 best of my ability.

9 I further certify that I am not of counsel to
10 any of the parties nor in any way interested in
11 the outcome of these proceedings.

12 As witness, my hand and notarial seal this
13 17th day of January, 2020.

14
15 _____
16 Paul A. Gasparotti

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