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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
TOWSON, MARYLAND

FEBRUARY 25, 2020

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1 BOARD MEMBERS:

2 Kathleen S. Causey, Board Chair

3 Julie C. Henn, Vice Chair

4 Moalie S. Jose

5 Russell T. Kuehn

6 Rodney R. McMillion

7 Cheryl E. Pasteur

8 Lily P. Rowe

9 Makeda Scott

10 Omer Reshid, Student Member

11

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2 Allie Pearlman-Sachs 41

3 Laura Houliaras 44

4 Amanda Holter-Eisenhardt 46

5 Amanda Wolfe 48

6 Amy Lamb 51

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1 PROCEEDINGS

2 CHAIRMAN CAUSEY: Good evening. I now call to order

3 the work session of the Board of Education of Baltimore County

4 Public Schools. Good evening. Good evening. I now call to

5 order the meeting the Board of Education of Baltimore for

6 Tuesday, February 25, 2020. I invite you to rise and recite the

7 Pledge of Allegiance to the flag to be led by Norma Sorto from

8 Towson University. We will then remain standing for a moment of

9 silence in recognition of those who have served education in

10 Baltimore County.

11 (PLEDGE OF ALLEGIANCE RECITED)

12 (MOMENT OF SILENCE OBSERVED)

13 CHAIRMAN CAUSEY: Thank you. Our next item is

14 consideration of the agenda. Dr. Williams, are there any

15 additions or changes to tonight's agenda? Ms. Jose?

16 MS. JOSE: I would like to add to the agenda voting

17 to the MABE Distinguished Awards. After the selection of

18 speakers.

19 CHAIRMAN CAUSEY: Is there a second?

20 MR. OFFERMAN: Second.

21 CHAIRMAN CAUSEY: Is there a discussion? Would you

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1 like to speak to your motion?

2 MS. JOSE: Yes. So every other year, MABE, the

3 Maryland Association Board of Education nominates distinguished

4 members of the Board of Education in Maryland and this year I

5 would like to nominate on behalf of the Baltimore County Board

6 of Education posthumously Mr. Roger Hayden. We would have to

7 take a vote to send that nomination to MABE. Thank you.

8 CHAIRMAN CAUSEY: In accordance with Board Policy

9 8314 there needs to be a majority vote of the Board to add or

10 remove an item from the agenda. All in favor please raise your

11 hand.

12 (HANDS RAISED)

13 CHAIRMAN CAUSEY: The motion carries unanimously.

14 The revised agenda is approved. Earlier this evening, the Board

15 met in closed session pursuant to the Open Meetings Act for the

16 following reasons: To one, discuss the appointment, employment,

17 assignment, promotion, discipline, demotion, compensation,

18 removal, resignation, or performance evaluation of appointees,

19 employees, or officials over whom it has jurisdiction or any

20 other personnel matter that affects one or more specific

21 individuals; seven, consult with counsel to obtain legal advice

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1 and nine conduct collective bargaining negotiations or consider

2 matters that relate to the negotiations. The minutes of the

3 closed session and informational summary can be found on our

4 website at www.bcps.org/informational-summaries.html. The next

5 item on the agenda is selection of speakers. Sign up cards were

6 available to the public prior to the meeting for anyone wishing

7 to speak at this evening's meeting. Board practice limits to

8 ten the number of speakers at a regularly scheduled Board

9 meeting. Each speaker is allowed three minutes to address the

10 Board. The completed sign up cards for this evening have been

11 placed in this box and the first ten drawn from the box will be

12 our speakers for tonight during the public comment portion of

13 the meeting.

14 VICE CHAIR HENN: Our first speaker for tonight is

15 Dr. Bash Pharaon. Our second speaker is Dayana Bergman. Our

16 third speaker is Dr. Laurie Taylor-Mitchell. Our fourth speaker

17 is Allie Perlman-Sachs. Our sixth speaker is Laura Houliaras.

18 Our seventh speaker is Amanda Holter Eisenhardt. Our eighth

19 speaker is Amanda Wolfe. Our ninth speaker is Tia Knott. And

20 our final speaker is Amy Lamb.

21 CHAIRMAN CAUSEY: Thank you. Our next item of

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1 business is new business, personnel matters and for that we call

2 on Ms. Maria Lowry. Good evening. Excuse me, Ms. Lowry. We

3 had an agenda item just ahead of you, so we are going to take

4 care of that.

5 MS. LOWRY: Not a problem.

6 CHAIRMAN CAUSEY: So we are now going to address

7 the agenda item that Ms. Jose added and that we approved adding

8 to the agenda. Ms. Jose?

9 MS. JOSE: Thank you, Ms. Causey. Thank you, Ms.

10 Lowry. I would like to nominate from the Baltimore County Board

11 of Education, Mr. Roger Hayden to the MABE 2020 Distinguished

12 Board Member Award.

13 CHAIRMAN CAUSEY: Is there a second?

14 MS. PASTEUR: Second.

15 MS. JOSE: Thank you.

16 CHAIRMAN CAUSEY: Would you like to speak to your

17 motion additionally?

18 MS. JOSE: No, Mr. Roger Hayden's accomplishments

19 are pretty well known. I'm going to get emotional if I do, so

20 I'm going to write it up. Thank you.

21 CHAIRMAN CAUSEY: Is there any other discussion?

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1 All in favor, please raise your hand. Would you like to say a

2 point, Ms. Pasteur?

3 MS. PASTEUR: Just that well before the MABE

4 statement came out, I spoke to Mrs. Hayden and we talked about

5 all of the things that okay, no.

6 CHAIRMAN CAUSEY: Okay. All in favor, please raise

7 your hand.

8 (HANDS RAISED)

9 CHAIRMAN CAUSEY: The motion carries unanimously.

10 MS. JOSE: Thank you.

11 CHAIRMAN CAUSEY: Thank you. And now, Ms. Lowry,

12 we'll invite you up.

13 MS. LOWRY: Good evening, Chairwoman Causey,

14 Vice-Chairwoman Henn, Superintendent Williams, and members of

15 the Board. I would like the Board's consent for the following

16 personnel matters: retirements, resignations, deceased

17 recognition of service, and consideration of the southeast area

18 advisory council appointment.

19 CHAIRMAN CAUSEY: Do I have a motion to approve the

20 personnel matters as presented in Exhibits E1 through E4? Thank

21 you, Mr. Kuehn. Do I have a second? Thank you. Is there any

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1 discussion? I do just want to point out this evening in our
 2 deceased recognition of service that the Board gratefully
 3 acknowledges the services of Ms. Sharee Lawn, Manager, Project
 4 Management office from the Department of Information Technology,
 5 who served Baltimore County Public Schools for over eleven
 6 years. All in favor, please raise your hand.
 7 (HANDS RAISED)
 8 CHAIRMAN CAUSEY: The motion carries unanimously.
 9 Thank you, Ms. Lowry. The next item on the agenda is
 10 administrative appointments and for that we call on Dr.
 11 Williams.
 12 DR. WILLIAMS: Madame Chair, members of the Board, I
 13 would like to bring forward for your approval the following
 14 administrative appointments: Senior Operations Supervisor,
 15 Plumbing Services, in the Office of Facilities Support;
 16 Specialist in the Office of World Languages and Supervisor,
 17 Teaching and Learning, in the Office of Special Education.
 18 CHAIRMAN CAUSEY: Do I have a motion to approve the
 19 administrative appointments as presented in Exhibit F1? Thank
 20 you, Ms. Henn. Do I have a second? Thank you, Ms. Rowe. Any
 21 discussion? All in favor please raise your hand.

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1 (HANDS RAISED)
 2 CHAIRMAN CAUSEY: The motion carries unanimously.
 3 DR. WILLIAMS: Our first candidate is Jeremy Mason,
 4 Senior Operations Supervisor in Plumbing and Services. Please
 5 stand. He brings five- over five years of service in Baltimore
 6 County. His previous job was the field representative in
 7 plumbing in the Office of Facilities Support Services.
 8 Congratulations. Our next appointment is Ashley McCarthy in the
 9 Specialist in the Office of World Languages. Please stand. She
 10 brings six- over six years of service in Baltimore County.
 11 Prior to this position. She's the resource teacher in the
 12 Office of World Languages and prior to that she was a Spanish
 13 teacher in Franklin Middle School. Supporting her tonight are
 14 the following individuals, please stand, her husband Matt
 15 McCarthy, Director of Office of World Languages Jennifer
 16 Hernandez, Coordinator of Office of World Languages Kim
 17 Shenazacky, Supervisor of Office of World Languages Jody Groser,
 18 Resource Teacher in the Office of World Languages Stephanie
 19 Jerhold and Resource Teacher in the Office of World Languages
 20 Kerline Luebben. Congratulations. And we have Dr. Jason
 21 Miller, Supervisor, Teaching and Learning in the Office of

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1 Special Education Teaching and Learning. Please stand. Prior
 2 to this appointment, he was the Supervisor of Special Ed in
 3 Calvert County Public Schools. He was the Department Chair of
 4 Special Ed in Anne Arundel County Public Schools and served as a
 5 Math teacher, Special Ed, and Alternative Education teacher.
 6 Congratulations.
 7 CHAIRMAN CAUSEY: Thank you. The next item on the
 8 agenda is new business, Board policies. Members of the Board,
 9 the Policy Review Committee asks that the Board accept this
 10 report of the Committee's approved proposed changes to the
 11 following Board policies: Policy 5510, positive behavior; Policy
 12 5520, student dress code; Policy 5530, student use and
 13 possession of tobacco products. These policies are presented to
 14 you on tonight's agenda as Exhibit G. Do I have a motion to
 15 accept the recommendation? Thank you, Ms. Rowe. No second is
 16 needed since the recommendation comes from the committee. Is
 17 there any discussion? All in favor, please raise your hand.
 18 (HANDS RAISED)
 19 CHAIRMAN CAUSEY: Thank you, the motion carries.
 20 The next item under policies is at its meeting on February 3,
 21 2020, the Policy Review Committee voted to move Policy 2380,

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1 records information management forward without a recommendation.
 2 The policy is a new policy and the Policy Review Committee felt
 3 that we should bring it to the full Board for its consideration
 4 before we move it to second reader. Do I have a motion to
 5 accept the new Board policy 2380, records information
 6 management?
 7 FEMALE SPEAKER: So moved.
 8 CHAIRMAN CAUSEY: Thank you. Is there a second?
 9 FEMALE SPEAKER: Second.
 10 CHAIRMAN CAUSEY: Thank you. Discussion?
 11 MS. JOSE: I have a discussion, yes. Thank you.
 12 Since this is the first time it has come to the Board, I would
 13 like to discuss this further before moving it to the first
 14 reader, so I do have some questions for staff and the PRC
 15 committee on the fiscal and facts of this, if you could explain
 16 this policy, where it stems from, why, the need for this policy,
 17 and the fiscal impact of this policy on the system.
 18 CHAIRMAN CAUSEY: So, Ms. Howie who is our staff
 19 liaison is not here this evening, but if you would like to
 20 submit those questions, one of the options under the policy
 21 about developing policies is that we can take a policy from a

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1 first reader back to Policy Review Committee and have it further
 2 reviewed, have it further evaluated, but we did want to have
 3 this opportunity because it is a brand new policy to bring it to
 4 the full Board first, so thank you for your questions. Were
 5 there other questions, comments? Ms. Rowe?
 6 MS. ROWE: So, I just wanted to say, Ms. Jose, you
 7 will find, I think, a lot of the answers to your question in the
 8 analysis. There is a fiscal impact note there and we discussed
 9 a large portion of what you're asking questions about in the
 10 Policy Review Committee where we looked at this, so we can pull
 11 it out of second reader if you find things that you want.
 12 MS. JOSE: My concern is that the PRC committee did
 13 not vote on this, they sent it directly to the full Board and
 14 that kind of puts us in without you guys having done a full
 15 review, so I really would like to move to send this back to the
 16 PRC and answer some of those questions that I have, get some
 17 time to review the policy, get answers from Ms. Howie as well,
 18 so I move that this policy goes back to the PRC committee for
 19 further review.
 20 CHAIRMAN CAUSEY: Well, we have a motion on the
 21 floor with a second, so we can dispose of that motion, but

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1 first, I want to see if there's other questions or comments
 2 from Board members. Ms. Henn?
 3 VICE-CHAIR HENN: So 2380 is a policy that I've
 4 taken an interest in even though I don't even serve on the
 5 policy review committee. It's one that I've studied and have
 6 studied the recommendations both by staff by watching the
 7 committee meeting as well as by I've reviewed the fiscal
 8 recommendations because there are some fiscal concerns that I
 9 have, Ms. Jose, so I wanted to look at those carefully. The
 10 policy is in alignment with the emerge recommendations, which
 11 was the study that Dr. Williams had ordered following the
 12 concerns around document retention, so this policy came as a
 13 result of the concerns around document retention and is
 14 consistent with both other local Boards of Education policies
 15 that were reviewed by staff as well as it's consistent with the
 16 emerge recommendations, so I am in support of 2380 as revised by
 17 staff based on the PRC's feedback. The policy that's before us
 18 is the second version of a policy that has come before the PRC
 19 twice. It's been discussed extensively in the PRC and I'm
 20 noticing that Ms. Howie is now with us, but I would like to
 21 finish my comments to address your concerns and that is that I'm

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1 in support of this policy for two reasons. One, that it is
 2 consistent with the emerge recommendations that remain as a
 3 result of Dr. Williams' consultation that he ordered and the
 4 fiscal impact of this is addressed in the document that Ms. Rowe
 5 mentioned, so that information is available in the video of the
 6 committee meetings. It's been discussed in PRC twice now.
 7 MS. JOSE: So, I have reviewed the emerge report
 8 that it comes in front of the full Board, my question is to
 9 Dr. Williams or to Ms. Howie, do we have somebody that is
 10 maintaining these records because it seems like it's a new
 11 full-time position that the Board wants to add, is that correct?
 12 For records management?
 13 CHAIRMAN CAUSEY: We are going to welcome Ms. Howie
 14 to the meeting.
 15 MS. JOSE: Thank you, Ms. Howie.
 16 CHAIRMAN CAUSEY: Good evening.
 17 MS. HOWIE: Sure. Good evening members of the
 18 Board. Ms. Jose, there is not currently a Records Information
 19 Management professional who is on staff in the school system,
 20 no.
 21 MS. JOSE: So is that something the system and Dr.

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1 Williams, is that something you recommend? Is that, because I
 2 really want to know from the system, what your recommendations
 3 are based on the emerge report.
 4 DR. WILLIAMS: I have reviewed the emerge report and
 5 I do support the recommendations. I do appreciate your question
 6 about further looking at this policy to make sure that we are
 7 answering the questions and they are aligned with the
 8 recommendations from emerge. To be very specific, I do support
 9 looking at additional support within record retention.
 10 MS. JOSE: So, is it possible to identify somebody
 11 within the system without a fiscal -- I'm sorry, to identify
 12 somebody within the system that's currently doing work that's
 13 similar to take that position on for records management?
 14 DR. WILLIAMS: So as we reported in January, we gave
 15 an update about some upgrades to our process. Even though
 16 emerge recommends - I did not include that in our budget - it
 17 would just cause us to look at our budget and try to figure out
 18 how we can support an additional body. Right now, I'm confident
 19 in what Ms. Howie and team have done to create some processes to
 20 improve the process around record retention since that was a big
 21 topic, but in line with emerge, it does say a particular person.

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1 I don't know who's out there and who has that skill set to
 2 actually do the work, but it's worth exploring at this time, but
 3 I think we would probably have to talk more about where that
 4 would be and how quickly we could hire someone.
 5 MS. JOSE: So would that person be under your -- in
 6 your cabinet, under you, or under the Board?
 7 CHAIRMAN CAUSEY: It would be under Dr. Williams'
 8 staff.
 9 MS. JOSE: And who would hire this professional?
 10 DR. WILLIAMS: Those are the particulars that we
 11 would have to figure out.
 12 MS. JOSE: It looks like it's not ironed out, which
 13 is why I would like to send this back to PRC for more of those
 14 ironing out of those details which is critical because this is
 15 the first time the Board, it's coming to us. So as it stands
 16 now, I'm going to vote no, to send it back to PRC for some of
 17 those questions answered, how we could iron out those details,
 18 thank you.
 19 CHAIRMAN CAUSEY: Ms. Henn?
 20 VICE-CHAIR HENN: Thank you. So, Ms. Jose, some of
 21 those details, I think are straying outside of our lane as a

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1 Board and are within the superintendent's jurisdiction and are
 2 defined in the rule. So if we were to implement Policy 2380
 3 then the Rule 2380 would then define what those details are and
 4 that would be up to Dr. Williams to decide that. And in regards
 5 to your comment about this particular position, unless otherwise
 6 stated that would be up to the superintendent to hire, because
 7 as you know the superintendent hires all staff within the system
 8 with the exception of very few positions which report directly
 9 to the Board, so those details.
 10 MS. JOSE: I understand, Ms. Henn.
 11 VICE-CHAIR HENN: Excuse me, I still have the floor.
 12 MS. JOSE: You're rambling about things I already
 13 know about.
 14 VICE-CHAIR HENN: Excuse me. That's a personal
 15 insult that I take offense to, Ms. Jose.
 16 CHAIRMAN CAUSEY: We'll take one at a time.
 17 VICE-CHAIR HENN: And I still have the floor. My
 18 comment is such, I'm responding directly. I gave you the
 19 attention when you had the floor. I ask for the same
 20 professional courtesy. My comment is directly in response to
 21 your concern that this position would report to the Board. It

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1 would report to Dr. Williams and those details would be up to
 2 Dr. Williams to determine when he adjusts Rule 2380 in response
 3 to this policy once adopted. Those details are his job to
 4 determine, not ours. Thank you.
 5 CHAIRMAN CAUSEY: Ms. Jose, did you have another
 6 comment?
 7 MS. JOSE: No. I'm going to vote no on it. I would
 8 like to go back to policy to PRC. Thank you.
 9 CHAIRMAN CAUSEY: Thank you. Board members, other
 10 questions or comments? And I do just want to remind the Board
 11 that this is not approving the final policy. This is the Board
 12 approving it to move from first reader to second reader. So all
 13 in favor of moving the policy forward from first reader to
 14 second reader please raise your hand.
 15 (HANDS RAISED)
 16 CHAIRMAN CAUSEY: Any opposed?
 17 (HANDS RAISED)
 18 CHAIRMAN CAUSEY: Okay. Thank you. That motion does
 19 not carry. Board members is there another motion to entertain?
 20 Ms. Jose?
 21 MS. JOSE: I move that this policy go back to PRC

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1 for further review.
 2 CHAIRMAN CAUSEY: Is there a second?
 3 FEMALE SPEAKER: Second.
 4 CHAIRMAN CAUSEY: Thank you. Any further discussion?
 5 All those in favor, please raise your hand.
 6 (HANDS RAISED)
 7 CHAIRMAN CAUSEY: Any opposed? Any abstain? One
 8 abstention. The motion carries and it will go back to Policy
 9 Review. Thank you. Now the next item on the agenda is public
 10 comment and this is one of the opportunities that the Board
 11 provides to hear the views and receive the advice of community
 12 members. The members of the Board appreciate hearing from
 13 interested citizens. As appropriate, we will refer your
 14 concerns to the superintendent for follow up by his staff.
 15 While we encourage public input on policy, programs, and
 16 practices within the purview of this Board and this school
 17 system, this is not the proper forum to address specific student
 18 or employee matters or to comment on matters that do not relate
 19 to public education in Baltimore County. We encourage everyone
 20 to utilize existing dispute resolution processes as appropriate.
 21 I remind everyone that inappropriate personal remarks or other

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1 behavior that disrupts or interferes with the conduct of this
 2 meeting are out of order. I ask you to observe the three-minute
 3 clock which will let you know when your time is up. Please
 4 conclude your remarks when you hear the bell or see that time
 5 has expired. The microphone will be turned off at the end of
 6 your time and it could be turned off if a speaker addresses
 7 specific student or employee matters or is commenting on matters
 8 that do not relate to public education in Baltimore County. If
 9 not selected, the public may submit their comments to the Board
 10 members in hard copy through our staff or via email at
 11 BOE@BCPS.ORG. I now call on our stakeholder groups and our
 12 first one is Ashley Cain from Baltimore County Student Council
 13 Superintendent's Student Advisory Council. Good evening and
 14 welcome.

15 MS. CAIN: Good evening, Chairwoman Causey, S.M.O.B.
 16 Omer, Superintendent Dr. Williams, and members of the Board of
 17 Education. I am Ashley Cain, here on behalf of Angela Chen, the
 18 President of Baltimore County Student Councils. In past
 19 statements, we have spoken about the importance of cultivating a
 20 kind environment in our schools. However, as tonight is the
 21 last budget meeting, I would like to reiterate the importance of

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1 not just altering our attitudes but making mental health for
 2 students something systematic from allowing students to access
 3 school psychologists to adding mental health to curriculums,
 4 BCPS should be doing everything it can to be putting students'
 5 mental health first. This even encompasses raising teacher,
 6 social worker and counselor salaries and treating them well so
 7 they are freer to develop trusting, individual relationships
 8 with students. These relationships matter a lot. It really
 9 impacts students' experience and performance. Students feel
 10 well supported when their educators are valued by their school
 11 system. After all, students are around these adults for eight
 12 hours a day. This emphasis on mental health support in all
 13 dimensions, including teacher-student relationships is something
 14 that we'll continue to advocate through BCSC and as students of
 15 BCPS. Additionally, in BCSC news, today students participated
 16 in Lobby Day. Students from across the county traveled to the
 17 state capitol in Annapolis to experience the legislative process
 18 and advocate for education-related bills. Throughout tonight, I
 19 just urge you all to remember the decisions you make must serve
 20 the students of this county. Our futures depend on our
 21 education and educators. I urge you as Board members for

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1 Baltimore County Public Schools to put students first. Thank
 2 you for your time.

3 CHAIRMAN CAUSEY: Thank you. Our next public
 4 speaker is President of TABCO, Ms. Cindy Sexton. Good evening
 5 and welcome.

6 MS. SEXTON: Good evening, Chairwoman Causey,
 7 Vice-Chair Henn, Dr. Williams, and members of the Board. As you
 8 know, educator retention has been a hot topic of mine and I have
 9 shared the data with anyone who will listen and many people who
 10 really didn't want to, but I shared it anyway. Because I don't
 11 know when we call the educator retention concern a crisis, but
 12 it is a crisis. We need to be looking at the data right now and
 13 start working to stop the exodus right now. Not next quarter.
 14 Not over the summer. Not next year. Now. The problem isn't
 15 that there aren't enough people out there who can do the job.
 16 Because there isn't a teacher shortage. There are plenty of
 17 people. The problem is they don't want to do it. And a
 18 professional pay is only part of the problem and of course there
 19 are always those budget constraints. But there are plenty of
 20 other things we can do right now to retain our educators. And
 21 I'm going to mention two of those factors tonight. Workload.

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1 Let's look right now at all that is being asked of our
 2 educators. I don't have time in my three minutes to list all of
 3 the things required on a daily basis and don't let me get
 4 started on the requirements for our special educators who are
 5 literally doing two jobs. What is truly important and must be
 6 done if you want the educators to stay, their workload must be
 7 lightened to what is truly important. And how do we know what
 8 that is? Ask the educators. The second thing we can fix right
 9 now is support. Many of our newest educators do have a
 10 consulting teacher and that is a wonderful program that BCPS
 11 has. But we don't have enough consulting teachers to meet the
 12 demand created by the number of our new educators each year. We
 13 need everyone who can to go in and actually support and guide
 14 our new educators. Daily, truly daily, I hear from first,
 15 second, and third year teachers who are receiving ineffectives
 16 on their observations yet not getting the support they need to
 17 develop effectively other than from their CT. Certainly it is
 18 not happening in every school, but there are pockets where it is
 19 happening extensively. Wouldn't it be better to work with these
 20 new educators and help them develop? Of course it would. Can
 21 we please put the word out that that is the expectation? There

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1 are many other topics, but these are two we can start to fix
 2 right now. Poll after poll and research data after research
 3 data, the information is out there to tell us what must be done
 4 to retain our educators, but we also in every single one of our
 5 schools, the educators know what we need. If we show them that
 6 we are working together to address these concerns and then take
 7 some immediate steps to fix them, we can start to retain our
 8 educators, which is what our students deserve. Our kids can't
 9 wait. Thank you.

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

14 MR. DEHART: Good evening, Chair Causey, Vice-Chair
 15 Henn, Superintendent Williams, and members of the Board. Team
 16 BCPS. Any organization can call itself a team, but to create a
 17 winning team, all components of the team must feel valued and
 18 respected. Every winning World Series or Super Bowl team will
 19 talk about the cohesion and support felt in the clubhouse from
 20 all aspects of the team from the front office to the manager and
 21 to every player. At the last Board meeting, you passed an

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1 amendment to the budget calling for a 15-minute extension to the
 2 school day, a move that you knew would be a significant cost.
 3 TABCO negotiated a - one point -- I'm sorry, TABCO negotiated a
 4 two percent salary increase to fund that extension and while
 5 not-negotiable, the para-educators' salaries would increase by
 6 just over a million dollars. CASE offered to accept the two
 7 percent increase negotiated by TABCO for its school-based
 8 members. Those are principals and assistant principals, whose
 9 workdays would be increased as well. We were told that no money
 10 was budgeted for us. But we were offered a one-time, \$1,000
 11 stipend instead. Really? Enough already. We talk non-stop
 12 about equity. But do we practice what we preach? This is not
 13 about equity. This is about discrimination. Let me give you an
 14 example. Each of you Board members is given a \$7,500 stipend
 15 for your service to the system. What if you were told that the
 16 women on the Board would only receive \$1,000 because of fiscal
 17 issues, but the men would receive \$7,500? Would that be
 18 acceptable? There's absolutely no difference between this
 19 scenario and what's being proposed for school-based
 20 administrators. Now, I've sent each of you almost four pages of
 21 testimony of the rationale for why principals and assistant

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1 principals should receive the same compensation as teachers for
 2 the extended day. The bottom line is that their day is being
 3 extended as well. Not to compensate them is not only unfair,
 4 it's wrong, and it's discriminatory. CASE is asking the Board
 5 to move and approve the same two percent salary adjustment for
 6 school-based administrators as they do for teachers. Team BCPS
 7 has some real issues in the clubhouse. This Board has the
 8 opportunity tonight to address one of those issues on the
 9 surface, but candidly, much must be done in a more long-term way
 10 to value and respect all of the players on the team. Thank you.

11 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 12 the evening is from Baltimore County Public School Organization
 13 of Professional Employees, Mr. Nick Argyros. Good evening and
 14 welcome.

15 MR. ARGYROS: Good evening, Madame Chair Causey,
 16 Vice-Chair Henn, Dr. Williams, and Board members. I returned
 17 this evening to highlight the compensation issues that need to
 18 be addressed with the OPE bargaining unit. Those issues include
 19 adding steps to the OPE salary scale, longevity steps, and a
 20 stipend for work-related degree attainment, all of which require
 21 minimum costs to the system. Adding the salary scale steps and

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1 longevity steps would also address equity issues. We requested
 2 three additional steps to be added to the OPE salary scale to
 3 compensate OPE employees who have reached the top of their pay
 4 scale. The talents and expertise these individuals provide to
 5 the system are invaluable and adding the steps would align OPE
 6 more closely to the thirty salary scale steps afforded to TABCO.
 7 The additional costs for these steps amount to \$120,000, which
 8 is less than one-tenth of one percent of the total proposed
 9 school system budget for 21. We requested the additional
 10 longevity steps every two years beyond the last step of the OPE
 11 salary scale. Adding the longevity steps would allow OPE more
 12 longevity steps provided to AFSCME and ESPBC. We also requested
 13 a \$2,000 stipend to OPE-represented employees who obtained a
 14 work-related Bachelor's, Master's or Doctor's degree. The
 15 additional salary scale steps, the calculation for longevity
 16 steps, and a degree stipend amount to less than two-tenths of
 17 one percent of the total proposed school system budget for FY
 18 21. Providing the additional salary scale steps and longevity
 19 steps would ensure that we are being treated equitably in
 20 relation to TABCO, AFSCME, and ESPBC. Thank you. And can I
 21 give some copies to the members?

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1 CHAIRMAN CAUSEY: Certainly. Staff will take them
 2 for you and hand them out. Our next speaker for the evening is
 3 the American Federation of State, County, and Municipal
 4 Employees Local 434, Mr. Bryan Epps. Good evening and welcome.
 5 MR. EPPS: Good evening, Councilwoman Causey,
 6 Vice-Chair Henn, and Superintendent Dr. Williams, and members of
 7 the Board. My name is Bryan Epps, President of AFSCME Local
 8 434. I come to this Board to ask you to look at the shortages
 9 that we are experiencing across the board. We all know about
 10 the shortages with bus drivers and bus attendants. We now have
 11 the driving assistants now driving buses making the shortage in
 12 the office even more. And I'm also asking that we look at the
 13 shortage we have in the cafeteria workers, building service
 14 workers, and across the board of AFSCME. As we look at the
 15 budget I would like to say that we are losing people to Wal-Mart
 16 because they are paying just a little bit more than we are
 17 paying and causing our people to leave. So I ask that you
 18 consider AFSCME people as you consider the budget. Thank you
 19 very much.
 20 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 21 the evening is from the Citizens Advisory for Gifted and

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1 Talented Education, Ms. Julie Miller-Breetz. Good evening and
 2 welcome.
 3 MS. MILLER-BREETZ: Good evening, Chairwoman Causey,
 4 Board members, Dr. Williams, and the BCPS community. At the
 5 last BOE meeting, I mentioned that February is Gifted and
 6 Talented Month in Maryland but given the dire potential loss of
 7 staffing to the Office of Advanced Academics, I didn't get to
 8 spend much time cheering on those who received awards at that
 9 recent statewide celebration. So tonight with deep gratitude
 10 towards the Board for protecting that office from virtual
 11 extinction, and towards the individuals who were honored, I
 12 would like to take a moment to recognize them. Jennifer Madrid,
 13 a stat teacher at Loch Raven High School, Sarah McShane, a
 14 teacher at Hereford Middle School, and Amy Sanders a resource
 15 teacher with the Office of Advanced Academics were all honored
 16 for excellence in gifted and talented academics.
 17 CHAIRMAN CAUSEY: Let's take some of our own time
 18 and congrats. So if we can just add back some time so she can
 19 catch her breath.
 20 MS. MILLER-BREETZ: Thank you. Two students, one
 21 from Western Technical School and the other from Dunbarton

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1 Middle School also received awards and I, too, would like to
 2 congratulate those honorees. I would also like to thank student
 3 member of the Board, Omer Reshid, and Principal Sandra Reed for
 4 hosting the GTCAC's February meeting at Pikesville High School
 5 with community superintendents Christina Byers, Dr. Racquel
 6 Jones, and Dr. George Roberts. It was a really excellent
 7 meeting that was well attended and featured a lot of great
 8 discussion. We were also happy to have Board members Lisa Mack
 9 and Cheryl Pasteur in attendance there along with BCPS' Chief
 10 Academic Officer Mary Boswell McComas. It is encouraging when
 11 there is a night with deep discussion about real issues
 12 surrounding gifted and talented education. With the advent of
 13 (ESA) the future of GT education really is primed to take a turn
 14 for the better. During the No Child Left Behind years there was
 15 an imperative to get under-achieving students up to grade level.
 16 That singular focus on struggling students pulled the focus
 17 away from other students in class. Between the years 2000 and
 18 2007 the struggling students at the tenth percentile of
 19 achievement gained tremendously, while the students at the
 20 ninetieth percentile of achievement barely made any gains at
 21 all. ESA changed that calculation by adding language for

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1 pro-excellence strategy to be used in states K-12 accountability
 2 systems thereby providing credit to schools that produced
 3 advanced learners. This promotes excellence in both our schools
 4 and society at large. Even so, researchers have found that the
 5 U.S. produces a much smaller proportion of advanced students
 6 than our economic competitors and in some cases far smaller.
 7 There are decades of data that clearly show that our brightest
 8 kids need attention and they won't necessarily be just fine on
 9 their own. Neglect of advanced learning has a price and BCPS'
 10 own scores for advanced academic students are either stagnant or
 11 failing. We must support and serve these students and
 12 understand that they will have a unique learning profile that
 13 requires special education programs and services and teachers
 14 that can teach them. We will have our next meeting here in this
 15 room on Wednesday, March 4, at 7:00 p.m. Our April 1 meeting
 16 will also be here at 7:00 p.m. and we will be hosting Dr. Carrie
 17 Gibalt of Johns-Hopkins who will be talking about acceleration
 18 for GT students. Finally, the Office of Advanced Academics is
 19 having a series of community meetings over the next several
 20 weeks to explain changes to advanced academics as a result of
 21 KOMAR changes so check their website for more information.

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1 Thank you for your time.

2 CHAIRMAN CAUSEY: Thank you. Our next speaker for

3 the evening is from PTA Council of Baltimore County, President

4 Jayne Lee. Good evening and welcome.

5 MS. LEE: Good evening, Chair Causey, Vice-Chair

6 Henn, Dr. Williams and Board members. The overall purpose of

7 PTA is to make every child's potential a reality by engaging and

8 empowering families and communities to advocate for all

9 children. I thought I would repeat that since we have just

10 celebrated our Founder's Day of our organization that began on

11 February 17, 1897. Now, your budget, as a parent, and even more

12 so as a widowed parent, I have taught my children the difference

13 between need versus want. I sat here until 1 a.m. at your last

14 meeting and listened to a lot of I wants, we want, they want.

15 I'm going to tell you that to be fiscally responsible, you need

16 to make some tough decisions or someone else is going to make

17 the cuts and they may be the cuts to the things you need. What

18 you need is people, staff, support staff, health services,

19 mental health services, educator retention and children that are

20 safe, in safe buildings, and have stomachs that are full and the

21 ability to learn. And that needs to be your priority in this

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1 budget. That being said, this Board is also supposed to be

2 non-partisan. I would like -- we have made great steps towards

3 the future with this Board, but we need to now start to be

4 non-partisan. I don't hide my political lean, but yet I work

5 with anyone. The mission of this group is what you need to

6 think about and that is the children, period. I have been

7 reading the articles in the newspaper and I'm not happy. The

8 other thing I just wanted to say and this is actually more

9 personal, I guess, although I think if I took it to my Board I'd

10 get a vote, and that is you're placed on this Board to make

11 decisions, informed decisions and unless there's a conflict of

12 interest you should be reading up, learning, and making

13 decisions. Roberts' Rules of Order protects the minority. The

14 inspiration of my life was spending a day with Eli Wiesel and

15 his line was we must always take sides, neutrality helps the

16 oppressor, never the victim. Silence encourages the tormentor,

17 not the tormented. Learn, read, and make a decision. I have

18 been keeping a record of all of the abstentions on this Board

19 and I'm not happy. Thank you.

20 CHAIRMAN CAUSEY: Thank you. And now we're going to

21 go to public comment. Our first speaker is Dr. Bash Pharaon.

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1 Good evening and welcome.

2 DR. PHARAON: Good evening to all. I would like to

3 introduce to you Abdulrahman Ibrahim Ibn. He was born in

4 Timbuktu, West Africa. He was the son of King Ibrahim Ibn. He

5 was also a Colonel in his father's army. Abdulrahman Ibrahim

6 Ibn was sold in 1788 and brought into West Indies as a slave,

7 then he was sold in Naches, Mississippi. Abdulrahman Ibn

8 Ibrahim was a model slave. He was pious. Of course, he

9 survived the hunger, the torture, the disease, the suicide on

10 the slave ship, and also the strange milieu in Naches,

11 Mississippi. He did hold to his Islamic values of Timbuktu.

12 One day, Abdulrahman Ibrahim Ibn was selling produce in the

13 farmer's market. A white man saw him and recognized him as the

14 son of King Ibrahim Ibn. This white man was the surgeon on the

15 slave ship and he owed his life to Abdulrahman Ibrahim Ibn and

16 to the King Ibrahim Ibn. That basically ended the slavery of

17 Abdulrahman Ibrahim Ibn and he returned to West Africa free. On

18 a different subject, this Board of Education has been under the

19 influence of Annapolis and Towson for a long time. Jim Smith

20 and his successor did not raise taxes and neglected the school

21 system so they can be the county executives who did not really

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1 raise county taxes. This led to the problems that we see today

2 and this is the reason why I speak to you about being

3 independent. You need to levy your taxes. You need to have a

4 Board that is led by the people, impeached by the people,

5 supervised by the people, so it can be independent. If you are

6 not independent, you are going to always fall to Towson and

7 Annapolis politics, will be influenced by it. I know this is

8 really a difficult subject, but the more I read about Board of

9 Educations, the more I feel convinced that this Board needs to

10 consider to lobby our state and our county to make you honestly

11 independent because you are really not. You don't raise your

12 taxes and people want so much money and we don't know where it

13 is going to come from. Thank you.

14 CHAIRMAN CAUSEY: Thank you. Our next speaker for

15 the evening is Ms. Dayana Bergman. Good evening and welcome.

16 MS. BERGMAN: Good evening, Board members. I'm

17 going to try to be very polite here, but I'm going to be very

18 honest, I'm a little bit disappointed. Actually, I'm a lot

19 disappointed. I think we need to focus on the need of our

20 students in BCPS and we need to lead by example. \$630,000 for

21 digital signs is not a need. We have other things we need to

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1 prioritize. Did any of you reach out to any of the teachers,
 2 assistant principals, resource teacher, everybody and their
 3 grandmother that I tagged in that email to talk to and
 4 specifically how they could better use \$630,000 for inside the
 5 classroom instruction? Because I called and checked up with
 6 everybody and they haven't heard back from our Board members.
 7 So that's why I'm really, really disappointed. We just had our
 8 CASE representative set an example about discrimination and how
 9 if the Board members receive \$7,500 for their service and how if
 10 certain women on the Board feel if they received \$1,000, well
 11 actually, our student member received \$1,000 for the same amount
 12 of time that student member has been putting in. On top of
 13 that, we have taken away a lot of their voice. They are one
 14 vote. The kids we represent in our school system and he hasn't
 15 had a fair shot like the previous student members have, to have
 16 their vote and say. And that's not leading by example. We're
 17 supposed to put their needs first. So I'm hoping legislation
 18 does pass to make it fair for the student Board members after
 19 Omer that they get that grant money for \$7,500 for the year. I
 20 hope that you guys can figure out how to move forward and really
 21 move forward and figure out how to work together in the best

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1 interests of our teachers so they actually feel supported and
 2 Dr. Williams, hang in there. Make sure everybody's holding
 3 hands as they get through this because this is not going to be
 4 easy. Thank you.
 5 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 6 the evening is Dr. Laurie Taylor-Mitchell. Good evening and
 7 welcome.
 8 DR. TAYLOR-MITCHELL: Good evening. I'm Dr. Laurie
 9 Taylor-Mitchell, President of the Student Support Network and my
 10 topic tonight is access to food programs in BCPS. From students
 11 visiting school nurses with symptoms of hunger to teacher and
 12 school staff reports about hungry students, we know hunger is a
 13 big problem in our schools. There are two existing programs
 14 that would benefit thousands of students in high poverty schools
 15 if BCPS would just expand them. Maryland Meals for Achievement,
 16 or MMFA, and the Community Eligibility Provision, or CEP. MMFA
 17 is a highly successful program providing breakfast at no charge
 18 at qualifying schools with higher poverty rates for about
 19 \$720,000 a year BCPS could fund breakfast in the classroom in 17
 20 schools now eligible for MMFA but not participating. Thousands
 21 of children would benefit, beginning with the most important

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1 meal of the day. High school students are not permitted credit
 2 or to charge meal accounts, elementary and middle school
 3 students may charge only up to \$6. The current policy of the
 4 Office of Food and Nutrition is to present students without
 5 money for breakfast with milk and a few graham crackers. This
 6 is not a meal and not acceptable. The list below my statement
 7 shows 17 schools that are eligible but not currently
 8 participating in MMFA. Secondly, as I communicated to you all
 9 about 2 weeks ago, I implore you not to take away the Community
 10 Eligibility, CEP, implemented in four of our poorest schools,
 11 with the ending of this pilot program, Dundalk High, Hawthorn
 12 Elementary, Dundalk Middle, and Riverview Elementary. To take
 13 away CEP at these schools would literally be taking food out of
 14 those children's mouths with no alternative for many of them
 15 after several years of breakfast and lunch offered at no charge.
 16 I understand the concern about CEP revolves around the possible
 17 loss of revenue to Title I schools because of changes required
 18 in calculating poverty rates, but many schools would not
 19 experience a loss and some would gain additional resources with
 20 CEP. This is not an insoluble problem. Hungry children who
 21 cannot learn should be a higher priority than reservations about

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1 changing to a new calculation of poverty, changes which have
 2 been successfully navigated in over 17,000 schools implementing
 3 CEP benefiting over 8 million students nationwide. Surely BCPS
 4 can figure this out, too. There are two lists of schools
 5 qualifying for CEP below this statement. In conclusion with an
 6 investment of just \$1.2 million a year, BCPS could provide
 7 breakfast at no charge to students in 17 high poverty schools,
 8 maintain CEP in the current four schools, and could actually
 9 increase Federal reimbursements through implementing CEP in six
 10 additional schools. Compared with other budget items, food is
 11 relatively cheap. Greater access to food in school for students
 12 in poverty, including many in poverty who are ineligible under
 13 the current income thresholds is essential. They can't learn
 14 without food. Thank you.
 15 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 16 the evening is Ms. Allie Pearlman-Sachs. Good evening and
 17 welcome.
 18 MS. PEARLMAN-SACHS: Good evening, thank you. Good
 19 evening, Chairwoman Causey, Vice-Chair Henn, Dr. Williams, and
 20 the Board. I am a parent of a first grader and a fourth grader
 21 at Lutherville Lab and I have been reading about BCPS' goal to

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1 be the highest performing school system and I know this can't
 2 happen when teachers are not supported and encouraged to do more
 3 and more with less and less. It's a systemic issue. Teachers
 4 are afraid to talk and share concerns because they continue to
 5 feel afraid of the impact on their jobs. Teacher and teacher
 6 support and the staffs in our school, work isn't encouraged and
 7 supported, yet we're adding more and more on for those
 8 individuals to do with less support. At our school this year
 9 and last year they have implemented avid conscious discipline,
 10 restorative practice, Spanish and the SEL program.
 11 Independently, these programs can be successful, but I don't
 12 think that our teachers being asked to implement all of those
 13 programs at one time can be effective. Our teachers are being
 14 taken away from doing their creative teaching as they are having
 15 to teach to the students to test. Quite frankly, we're even
 16 failing at that. The need in the classrooms - we're taking away
 17 resources for special education and asking teachers to manage
 18 large classrooms with significant need and then penalizing the
 19 teachers when students don't meet the standards of the tests.
 20 It's a systemic issue. This is not the teachers' fault. This
 21 year, our school implemented an SEL program. I know that you're

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1 aware of this. And which as you know has been a problem since
 2 the start of the school year. I've heard on multiple occasions
 3 BCPS say that they've given our school so much this year. I'm
 4 going to ask the Board to really look at this. Because if making
 5 sure that a program that's supposed to provide structure and
 6 consistency for some of our most high-need and vulnerable is
 7 staffed properly is considered so much. If ensuring teachers
 8 and other students are safe and have an environment to learn and
 9 grow is considered so much. If making sure parents whose
 10 children have witnessed children being restrained or eloping the
 11 school are communicated with is so much. If making sure that
 12 all children at the school's IEPs and 504s is so much. If being
 13 asked that students that have the highest needs and behavioral
 14 challenges to have their needs met and to be given a safe and
 15 consistent environment is so much. If providing a safe school
 16 environment for all of our children is so much then BCPS should
 17 be ashamed. Because so much hasn't even been enough at our
 18 school. We will continue to advocate for special education
 19 students who deserve way better and especially the current SEL
 20 program which needs to be evaluated. Thank you.
 21 CHAIRMAN CAUSEY: Thank you. Our next speaker for

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1 the evening is Laurie Houliaras. Good evening and welcome, and
 2 please let me know if I said that correctly.
 3 MS. HOULIARAS: It's Laura.
 4 CHAIRMAN CAUSEY: Laura. Welcome.
 5 MS. HOULIARAS: Thank you. Chair Causey, Vice Chair
 6 Henn, Superintendent Williams, and Board members, I want to
 7 truly thank you for the thoughtful, constructive questioning
 8 that many of you brought forth at the last Board meeting
 9 regarding the Pleasant Plains Boundary Study. I can tell you've
 10 been listening to the points we've had and I'm sincerely
 11 appreciative that we are being heard. I know you take your
 12 roles seriously and want the best for our kids as we all do.
 13 Because option B will send Hampton Elementary into overcrowded
 14 status as soon as next year, BCPS still needs to research
 15 alternate options. Let's dig deeper and explore these solutions
 16 that you mentioned including, number one, using Cromwell Valley
 17 Elementary to its full potential. If a short-term solution is
 18 needed, there are still a lot of questions left unanswered as to
 19 why CVES cannot help provide capacity relief. It is not
 20 currently at capacity and the Kids Count projections show it
 21 will not be at capacity until four school years from now. I

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1 sincerely hope the next four years fall within the definition of
 2 short-term. It's evident that people are spending valuable time
 3 and effort creating these projections, so let's put their hard
 4 work to good use. Let's utilize these open seats, at least in
 5 the short term. Number two, exploring the use of Bykota Senior
 6 Center. I love this suggestion from you, Mr. Kuehn. As you
 7 noted, it's in an ideal location for the areas needing relief
 8 and I don't think anyone disagrees that these areas are going to
 9 continue to grow, so by using that building now we could plant
 10 the seeds for much needed long term solutions. Number three,
 11 planning for development and growth. I simply cannot agree with
 12 the comments the representatives of the study committee made
 13 about aging communities and droves of kids aging out of
 14 elementary schools. In my experience, as soon as a house in our
 15 central area becomes available, a family with preschool or
 16 elementary school aged kids move in. Also, the multi-unit
 17 high-rises that have already been built are not predominantly
 18 studios but instead include many two and three bedrooms.
 19 Multiple bedrooms lend themselves to families - not singles or
 20 retired couples. It is evident to me that the central region is
 21 where families want to be. And why is that? Because of the

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1 amazing schools. And I think we all want to keep it that way.
 2 Ms. Causey mentioned the new Northeast Elementary school. Where
 3 is BCPS in the planning for that? It may be able to aid in the
 4 relief for Pleasant Plains. And in the more immediate future,
 5 Pleasant Plains needs to be on the capital improvement plan.
 6 Because no matter what happens with this decision, it is still
 7 going to be overcrowded and needing more relief. I want to be
 8 clear that we are advocating not just for Hampton and on behalf
 9 of Pleasant Plains, but for sweeping change. Thank you.

10 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 11 the evening is Amanda Holter-Eisenhardt. Good evening and
 12 welcome.

13 MS. HOLTER-EISENHARDT: Good evening, Superintendent
 14 Williams, Madame Clausey, Vice-Chair Henn. I come to you as a
 15 parent from Joppa View Elementary and while I have a much
 16 different opinion about school signs, I would like to thank the
 17 Board members for advancing and allowing our school sign upgrade
 18 the opportunity to be considered in the budget. You may say to
 19 yourself this is a silly item to consider, but Joppa View
 20 Elementary desperately needs a new electronic sign in place of
 21 the old marquee style sign. Currently we are very limited in

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1 the amount of characters we can place on the sign and the
 2 information which we can share with the community. Being on
 3 such a busy road gives us advantages to get the word out about
 4 wonderful cultural programs we offer to our students and the
 5 community. Although it brings several challenges regarding
 6 safety and parking, which is very limited on our school
 7 property, having a new sign to communicate with the community
 8 when parking is available off-site will impact the day-to-day
 9 lives and it's just another reason to support the sign. Joppa
 10 View Elementary was titled a lighthouse school and a leader in
 11 technology, yet the first thing you see when you approach the
 12 campus for our schools is an old outdated sign. We want to
 13 brighten our campus and live up to the technology-advanced title
 14 that we've earned. Joppa View has suffered with having our
 15 school time pushed back in an effort to accommodate the new
 16 Honeygo Elementary School. Constantly being promised a
 17 reduction in attendance and relief which was also not yet
 18 occurred at our location, we are simply requesting updates that
 19 are automatically granted to new schools being built. The Joppa
 20 View Elementary PTA has been fundraising for this item but it is
 21 simply a task we've been unable to obtain without assistance and

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1 we also are having to meet the criteria in using vendors within
 2 the BCPS guidelines. The PTA should be enriching the lives of
 3 children and students, not paying for property upgrades like
 4 signs and playgrounds, but that task is what our parents are
 5 being faced with. The cost of the sign is something we are
 6 prepared to assist with, if absolutely necessary, however, we
 7 cannot provide the electrical wiring upgrades which are needed
 8 to be run from the school out to the sign. We are asking at a
 9 minimum you allow the upgrades for electric to remain in your
 10 budget and meet us halfway in making improvements to our campus
 11 and one of our main communication methods. We know the sign
 12 will recoup the costs of fundraising opportunities and we would
 13 like to thank Vice-Chair Chen for her attendance in different
 14 activities at our school, the support she has shown us within
 15 our school and the way that she continues to sail above
 16 expectations and show support in the area that she serves along
 17 with Councilman Marks, who has witnessed our program firsthand.
 18 Thank you.

19 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 20 the evening is Amanda Wolfe. Good evening and welcome.

21 MS. WOLFE: Good evening, Board members, Vice-Chair

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1 Henn, Chairwoman Causey, and Superintendent Dr. Williams. My
 2 name is Amanda Wolfe. I've been a parent at Lutherville Lab
 3 Elementary for the past five years. I've gotten to know the
 4 teachers and the administration past and present and this year I
 5 have been consistently in the school two days a week doing what
 6 I can to help the teachers and staff. But I'm not here tonight
 7 to tell you all of the things I've tried to do to help the
 8 school climate and the morale improve this year. I'm not even
 9 here asking you to help get the SEL program out of our school.
 10 Instead, I want to give you just a glimpse of how the school
 11 year has gone so far for one of our best teachers we have, or
 12 possibly had at Lutherville Lab. Because frankly I'm tired of
 13 the administration at our school sweeping things under the rug
 14 and pretending like everything's fine. This teacher is in her
 15 twenty-fourth year of teaching in Baltimore County. She is a
 16 national Board-certified teacher, certified in special education
 17 among other accolades. She voluntarily chose to become an SEL
 18 teacher this year as the program transitioned from Cromwell
 19 Valley Elementary to Lutherville Lab. Unfortunately, this year
 20 did not go as planned and she is currently on a leave of absence
 21 and has been for the past few months. So how did this happen?

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1 In short, she has been failed by the administration at our
 2 school, the SEL program county-wide, and BCPS. Her blood
 3 pressure was the worst it had been in her life. Her stress and
 4 anxiety was off the charts. She wasn't sleeping, wasn't eating,
 5 wasn't taking care of herself. Let me backtrack for a second.
 6 After one week of aggressive behaviors, fighting, and out of
 7 control language from her students, between them, and towards
 8 her, just one week into the school year, she walked herself into
 9 the principal's office and voiced her concerns with her class
 10 and the SEL program, feeling like she would not be able to teach
 11 in the current conditions she was being asked to. And what
 12 response did she receive? A phone call the next morning saying
 13 she had two choices. One, she could resign or she could
 14 continue in her current position. So basically she was told to
 15 quit or suck it up. Really? Is this the best we can do in
 16 BCPS? This is what we tell a twenty-four year veteran teacher
 17 trying to be vulnerable, honest, and reach out for help, we just
 18 tell her to quit or push through? So now instead of teaching as
 19 she planned this year, she is at home trying to heal emotionally
 20 while figuring out what her future looks like as she isn't sure
 21 who she can trust anymore in BCPS. I would like to say that she

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1 is the only teacher that I have had to recommend counselors to
 2 this year. She isn't. There are teachers daily having
 3 emotional breakdowns because the SEL program is taking such a
 4 huge emotional toll on them, their families, and their health.
 5 I urge you to seriously reconsider the SEL program, not just at
 6 Lutherville, but throughout the county. From what I have seen
 7 this year, the SEL program is failing our school, it's failing
 8 our students, and it's definitely failing our teachers. Our
 9 administration was not ready to handle this program. They were
 10 struggling with discipline, adhering to IEP and 504
 11 accommodations and school climate.

12 CHAIRMAN CAUSEY: Our next speaker for the evening
 13 is Amy Lamb. Good evening and welcome.

14 MS. LAMB: Thank you so much for the opportunity to
 15 speak tonight. My name is Amy Lamb, and I am a parent of a
 16 second grader and kindergartener at Hampton. I am also a
 17 graduate of Hampton and I recall when we absorbed students from
 18 Cromwell when Cromwell closed in the 80s. I can attest, from
 19 that time until now, Hampton has always been, and will continue
 20 to be, the most welcoming and nurturing school family any child
 21 could hope for. When I attended one of the boundary study

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1 meetings, I was shocked, angered and saddened to hear of the
 2 conditions at Pleasant Plains. That said, I find myself still
 3 needing to advocate for my own children despite my outrage over
 4 the situation at Pleasant Plains. Hamptons' parents' concerns
 5 about the proposed plans are not about Hampton opposing
 6 assisting Pleasant Plains. Hampton will welcome any child no
 7 matter what planning block they live in. Our concerns have
 8 arisen from the sheer magnitude of students Hampton is solely
 9 being asked to absorb. We understand Pleasant Plains'
 10 frustrations since we were just in the same place seven years
 11 ago. I ask that the Board explore some sort of alternate plan
 12 outside of option B. As has been discussed before, the proposed
 13 plan only partially solves Pleasant Plains' problem, puts
 14 Hampton in a position to shoulder the entire issue, and then
 15 creates a similar problem at Hampton. This is akin to a doctor
 16 only treating the symptoms of her patient instead of addressing
 17 the underlying cause of the disease. On the surface, the
 18 boundary study's option B seems fairly logical - shifting 100
 19 students to Hampton seems like the quickest fix to help Pleasant
 20 Plains. However, I do have some questions. I have heard the
 21 words short-term quite a bit recently and I ask, what is

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1 short-term? For one child this short-term plan is likely to
 2 last at least half of their BCPS experience. For the entire
 3 central region, we are essentially looking at a whole generation
 4 of children in overcrowded elementary school classrooms. Will
 5 Pleasant Plains' future capital needs now be ignored or delayed
 6 as a result of this short-term solution? Under option B,
 7 Hampton will immediately be over 100% capacity just before
 8 numerous residential developments are slated to open. Will we
 9 be back here in a year fighting to have Hampton's boundaries
 10 shifted? What can BCPS do to create meaningful collaboration
 11 with Baltimore County Government and planners to address the
 12 larger systemic issue of development that leads to overcrowding
 13 in the first place? Option B does buy some time, but to what
 14 end? What is the plan for Hampton after shifting 100 students
 15 and then when the new residences open? Hampton's common areas
 16 like the cafeteria and gymnasium are already well over capacity
 17 because they were not expanded during Hampton's renovation. We
 18 respectfully ask that the Board explore sweeping changes, not
 19 quick fixes. Thank you again for your time.

20 CHAIRMAN CAUSEY: Thank you. Our next speaker for
 21 the evening is Ms. Tia Knott. Good evening and welcome.

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1 MS. KNOTT: Thank you. Thank you all for hearing
 2 me. My name is Tia Knott, I think you all know that. I'm a
 3 proud parent at Lutherville Lab. I have made three speeches for
 4 tonight and I'm not going with any of them. I want to sit up
 5 here and I want to look you all in the eyes. You hear problems.
 6 You hear fighting. You hear all of the concerns of Baltimore
 7 County. It's time to make massive changes. Things have got to
 8 change. We can't keep looking at the budget from last year.
 9 Where do we add more money? Start afresh. What do we need? We
 10 need kids that have teachers that want to teach? We need kids
 11 to be able to be educated. We need teachers to be able to have
 12 smaller classrooms. We need teachers to feel supported. We
 13 cannot keep shoving people around, putting band-aids on school,
 14 shifting property areas, we cannot do this. This is not
 15 benefiting anybody. Our school, our class sizes have gone from
 16 15 when I moved there intentionally to 28. You cannot have 28
 17 kids in a class and intimately get to know those kids. That is
 18 a teacher's job in elementary school. Get those kids to love
 19 education. They are not. They're not safe in the schools. The
 20 classrooms are being taken up. There's not enough room. And
 21 this is worldwide. This is the whole county. People want to

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1 move to Baltimore County and they're not anymore. They're
 2 moving out. We have got to go back to the basics. Where does
 3 money need to be spent? It needs to be spent in a way that is
 4 going to get our children educated. Not to the MCAP, but
 5 they're going to be educated. They're going to know division
 6 because they worked hard to earn it. Not because they were
 7 taught five different ways to do it and to put it in boxes.
 8 They need to learn them because they are life lessons that they
 9 can carry on. They need to remember the teachers that they had
 10 that made impacts on them, that get them through college, that
 11 get them into the career, that make them good parents to fight
 12 for their own kids' education. We've got to make Baltimore
 13 County what it should be. That's all I have, but I really
 14 appreciate your time and I've been praying hard on this, and you
 15 guys, God can move this mountain for us, let's move it.
 16 CHAIRMAN CAUSEY: Thank you. Our final speaker for
 17 this evening is Ms. Sharon Saroff. Good evening and welcome.
 18 MS. SAROFF: I'm sorry for my absence the last time
 19 we had a meeting, but I'm going to be very upfront here. We
 20 need to look at how we treat our teachers and we need to look at
 21 how we pay our teachers and because they are the ones that are

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1 going to be -- I should say, teaching our students to be
 2 tomorrow's leaders. I have spent the better part of the last
 3 two weeks listening to administrators not from the schoolhouse
 4 but from central office telling me that it's okay for a teacher
 5 to be abused by a student. That it's okay for a teacher to not
 6 have a say in how they teach their students. I have listened to
 7 administrators threatening teachers in IEP meetings so that the
 8 teacher does not want to advocate that the student needs. I
 9 have students right now who are going to be going to mediation
 10 to get what they need and as a parent who has been through that,
 11 no one should have to go through that. We have a teacher
 12 shortage because teachers are leaving. They're leaving because
 13 we don't support them and we don't care about them. And if we
 14 don't care about our students and our teachers, how do we expect
 15 our students to behave. They aren't going to behave in a proper
 16 manner. They aren't going to feel supported, and they aren't
 17 going to go to school. I have a client right now who has been
 18 cutting every single day because he doesn't feel safe in his
 19 schoolhouse. He wants to learn but he's cutting because he
 20 doesn't feel safe. So what is he doing? He's outside of the
 21 schoolhouse. We need to support our teachers. We need to make

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1 sure our administrators feel supported, too. And we are not
 2 doing a very good job of it by asking them to.
 3 CHAIRMAN CAUSEY: Thank you. We're now going to our
 4 public comment portion for policies and for Policy 2380, I call
 5 forward Ms. Dayana Bergman and then it will be Dr. Pharaon.
 6 MS. BERGMAN: Good evening, Board members. This is
 7 Policy 2380. I have a lot of questions, you know. I am glad
 8 that I am able to have three minutes to talk about this, but
 9 \$1.5 to \$3 million on retention of records. I heard in the
 10 previous Board meeting that we were running out of room for
 11 storing stuff like paperwork and we don't even know what it is.
 12 I mean, let's be honest. We have three elementary schools that
 13 closed and those three elementary schools got new buildings and
 14 the staff in that school decided, example, Lansdowne Elementary
 15 is one of those schools in my community, decided they didn't
 16 want to take those twenty-something years of stuff they had in
 17 their old building into the new building and it got sent, I
 18 think, to that warehouse where we have all textbooks and tons of
 19 records that we're running out of space because we're not
 20 destroying anything with this policy that was put in place from
 21 a previous Board, and why are we hoarding? Why is Baltimore

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1 County hoarding stuff that people didn't want to take into a new
 2 building and spending taxpayers' dollars to store stuff? Stuff
 3 that we could have a process to destroy properly and at least,
 4 you know, yeah, I do agree paying some of that money to put it
 5 up in the cloud somewhere electronically, but physically space,
 6 you have parents here complaining that they don't have room and
 7 we move kids around like we're playing a game with them from
 8 building a building and we're going to spend more money
 9 throughout five years, a lot of money, millions of dollars to
 10 store stuff that people -- some people didn't even want to begin
 11 with, like that doesn't make any sense. It's not accountable
 12 nor responsible to spend taxpayers' dollars on keeping stuff
 13 that you don't even know if we really even need it. We can't
 14 keep the stuff forever and then run out of space and then
 15 actually pay square footage for a paper that we don't even want
 16 when we can't figure out how to pay square footage for programs
 17 that students actually need. Take it back to the committee and
 18 figure out how to fix this but that policy cannot stay there.
 19 It's costing us too much money.

20 CHAIRMAN CAUSEY: Dr. Pharaon?
 21 DR. PHARAON: Good evening, again. I'll keep it

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1 brief. I have six questions or recommendations to consider.
 2 When I look at the one and a half to three million dollar
 3 possible impact on the record issue, to me it looks like a whole
 4 lot of money for information system. I probably estimate the
 5 number will go up to four or five by the time the Board assesses
 6 it. So as we spend so much on issues like this, that takes away
 7 money from buildings, building maintenance, hiring teachers, et
 8 cetera. The second point is would the Board maybe consider an
 9 outside company to take care of it instead of being inside. I
 10 know Amazon and Microsoft and Apple have invaded all of our
 11 lives in so many ways, maybe they can do it with less amount of
 12 money and better efficiency and effectiveness. My fourth point
 13 to you, and it's really just an idea, all learning areas in the
 14 state of Maryland, twenty-four of them, have the same issue with
 15 medical records with school records. Why not team up all
 16 together and have one system where everybody really stores in
 17 one location, everybody in all learning areas and if you have
 18 books or things that are sentimental, et cetera, you know, you
 19 can still do it, like the National Library for Congress, you
 20 know the Depository. This might be more efficient than every
 21 school system spending so much money on the issue. The last,

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1 but not least, I don't know if this policy allows it, but, you
 2 know, I'd like to write a book about my twenty-five year
 3 experience with all of the Boards I have worked with and
 4 superintendents. And I'd like it to be good. So I'd like to
 5 have access to all of these records and if I send Freedom of
 6 Information Act to our honorable system, I have to give out all
 7 of my retirement money because it really costs so much. All
 8 right, it's per page, all right, and I don't have that much for
 9 money anyhow. I wonder really if you can do something about
 10 that last part and make it accessible, all right, if somebody
 11 wants to research something. And since I mentioned the book
 12 that I would like to write, I would really like you as a Board
 13 of Education to move on to be positive, to be accomplishing, no
 14 feuds, all work towards the school system, because I'd like the
 15 ending of my book to be so nice so it sells more.

16 CHAIRMAN CAUSEY: Thank you. Our next policy is
 17 Policy 5510, Conduct, Positive Behavior. It is being renamed as
 18 Positive School Climate and for that we have Ms. Bergman, Ms.
 19 Saroff, Ms. Sullivan, and Dr. Pharaon.

20 MS. BERGMAN: Okay, I'm back. I'm sorry. I've been
 21 a little harsh. I still like you guys, you know. I do. I

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1 really do. It's just, this is a very frustrating situation. So
 2 let's talk about positive school climate. I like this subject
 3 because if the children feel safe, comfortable and the climate
 4 in their schoolhouse is positive, they look forward to coming
 5 into the building. So, some of the things that I think also is
 6 very important to maintain that positive climate in the
 7 schoolhouse is actually dedicating time to make sure our
 8 students have the tools to problem solve and resolve conflicts
 9 amongst themselves. It should be across the board. They should
 10 be able to see modeled examples when a teacher is talking to a
 11 colleague or their administrator. That creates that positive
 12 climate along with the parents and the school community, too.
 13 It's a full picture. So I know you're changing the name to
 14 Positive School Climate, but think outside the box when it comes
 15 to this. This is a big family. Each schoolhouse is a big
 16 family. Yeah, there are some people you might not like, like
 17 Uncle Joe, but you figure out the tools to get along. So we
 18 have to create a more proactive climate in our schoolhouses
 19 because for a really long time, Baltimore County has been on a
 20 reaction-type of mode. Always busy reacting. You know, you
 21 call Central Office staff, they're putting out fires over here,

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1 they're putting out fires over there. I want that Central
 2 Office staff inside the schoolhouse. In 2012, we used to even
 3 have them a lot closer. We used to lease square footage in the
 4 Southwest area and we were able to have Central Office staff
 5 available there and they weren't all the way up here in Towson.
 6 They were right there, they could have central IEP team
 7 meetings. It was a lot more productive. But let's bring them
 8 into the schoolhouse because it's going to be a lot of fun to
 9 make that climate positive, so that's all I've got to say there.
 10 I still like you guys.

11 CHAIRMAN CAUSEY: Thank you. And we now have Ms.
 12 Sharon Saroff.

13 MS. SAROFF: I'm going to read from your policy as
 14 my starting point. Each school shall support students in
 15 learning skills necessary to enhance a positive school climate,
 16 avoid problem behavior, and discourage violations of the code of
 17 student conduct. How do we do that? This policy needs to help
 18 schools, teachers, administrators, students, problem solve, be
 19 proactive, not reactive, and I'm putting the accent on those
 20 things because what I see a lot of in my profession is reactive.
 21 We have a problem, we need to react. Well, how about being

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1 proactive. Give the teachers the support that they need. You
 2 can't expect a classroom of 28 kids to not act out. I've been
 3 in the schoolhouse. I taught classes of that size. And I can
 4 tell you that no matter how much character development you're
 5 teaching those kids, that's too big of a class. We have to
 6 model that behavior to the students. Modeling includes the
 7 relationship between the administrator in the building and the
 8 teachers and how welcoming that building is to everyone. Let me
 9 tell you a little quick story. My daughter went to Timber Grove
 10 Elementary School. The principal of that school decided after
 11 six weeks of dealing with my son that he didn't belong there.
 12 Her staff didn't feel welcome in her building because of the way
 13 it looked, because of the way she treated, and led by lack of
 14 example. When my daughter was in fifth grade, we got a new
 15 principal in that building and she was very, very welcoming.
 16 She decorated the building and she made the parents feel welcome
 17 and there were fewer problems with students in that building
 18 because everyone felt welcome and supported and needed. That's
 19 what we need to do.

20 CHAIRMAN CAUSEY: Thank you. Our next policy is
 21 Policy 5520, Student Conduct, Student Dress Code and we have Ms.

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1 Bergman and Dr. Pharaon.
 2 MS. ROWE: Point of order, did you miss a speaker
 3 from that last policy? I believe Ms. Sullivan was supposed to
 4 speak on the last policy.
 5 CHAIRMAN CAUSEY: I'm sorry, it's Ms. Deb Sullivan
 6 on 5510. And then Dr. Pharaon after that.
 7 MS. SULLIVAN: I won't take it personal. Thank you
 8 for the chance to speak tonight. School climate is an issue
 9 that I've addressed in the past. This climate begins at the
 10 top. It starts with the Board, goes to the principals, the
 11 teachers, and then the students. School climate will never
 12 change if leadership does not reflect that change. Students
 13 will never stop bullying, disrespecting each other, teachers,
 14 and disruptions in the building if that example is not set from
 15 the top. We have an emergency situation at hand all right.
 16 It's of great concern to me. Is it the sex offender and rapist
 17 in the school? Is it the bullying in the classroom? Is it
 18 forcing the young children to contemplate suicide? The
 19 assaults? The disrespect of teachers dismissed daily by
 20 principals? No, by the press it's none of these. It's simply a
 21 vote of 6 to 5 which doesn't mean the BCPS by-laws ruling of

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1 the majority of 7. Folks, 6 is greater than 5, true in first
 2 grade Math. It's not greater than 5 if there is a rule that
 3 states the majority of the value is 7. That rule works as long
 4 as it's in a small group's favor, a small group of dissenters
 5 who want to overthrow this governing body, a small group of
 6 dissenters who wanted Ms. White to be in that chair instead of
 7 Dr. Williams, a small group that did not want the search for Dr.
 8 Williams or any other excellent candidate. Dr. Williams, a man
 9 of highest integrity and character, and reputation. A small
 10 group of dissenters who voted against Dr. Williams, and we know
 11 the record will state those votes. How are the principals to
 12 change their attitude if we cannot change the attitude of this
 13 Board? We're grown ups. We need to play well together in the
 14 sand box. What are we teaching the children? Well, let's kick,
 15 stomp, rally supporters, take it to Annapolis, get legislators
 16 to change the law, an emergency bill. Good Lord, that gets to
 17 be read immediately, don't wait until June, don't wait until
 18 December for the next vote because there is a threat to public
 19 safety and the health and well-being in Baltimore County.
 20 What's the threat? Is it school climate? Absolutely not. It's
 21 the threat, corruption? It's still hiding under the rug from

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1 (Dallas Dance Verletta) White's leadership might surface.
 2 Corruption of turning a blind eye to the violent offenders in
 3 our schools and the school climate issues that we are facing
 4 with bullying, fighting and disrespect. We need to set a
 5 positive example of leadership. Dissenters, you are a minority
 6 in your school of thought. You have lost touch with what is in
 7 the best interests of students and children in our communities
 8 and the school.

9 CHAIRMAN CAUSEY: The final speaker for Policy 5510
 10 is Dr. Pharaon.

11 DR. PHARAON: Policy 5510 briefly. Six points.
 12 Students must respect teachers. No ifs, no buts. That's how I
 13 grew up. I think that's the right way. If they don't, they
 14 don't learn. They don't respect police. They don't respect
 15 judges. They don't respect the President, et cetera. I like
 16 the policy to define positive ethical behavior. Third point, I
 17 really want to impress on you to get the drugs out of the school
 18 system. Drugs must be out. If they are not really out and
 19 being used inside or outside, whatever reason it is, that
 20 creates behavior problems. There are signs around the school
 21 drug-free zone is worthless. I would like you to define

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1 positive behavior and ethical decision making and last but not
 2 least, from what I know, teachers are not really comfortable
 3 talking to parents about behavior issues, and I understand that.
 4 But, we cannot really blame it all on the school system and we
 5 cannot really intervene with the parents. So the teacher is not
 6 really just a teacher to the students, the teacher needs to be
 7 also a teacher to the parents to make sure that the parents are
 8 supportive in enforcing the same ethical and positive behavior
 9 that this school system wants to teach our students and if they
 10 don't have time they are not going to do that. So it really
 11 goes back to the issue of money -- adequate staffing, adequate
 12 support, adequate whatever. It's all connected together.
 13 Please consider that.

14 CHAIRMAN CAUSEY: Thank you. Our next policy is
 15 Policy 5520, Student Conduct, Student Dress Code and we have Ms.
 16 Dayana Bergman and Dr. Bash Pharaon.

17 MS. BERGMAN: 5520, Student Dress Code. Some
 18 schools in BCPS have uniforms. My son goes to one of those
 19 schools and I like it. We're talking about dress code there's
 20 nothing on it. It's just a color. It encourages school pride
 21 and improves the school climate. For secondary students it

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1 might be a good thing to help us get some structure and unity to
 2 help improve school climates for middle school and high school
 3 if we include that as part of the dress code. Something to try
 4 out, larger jurisdiction over time, moved in that direction for
 5 public schools, for their secondary students and eventually
 6 their elementary - Miami-Dade County is one of those public
 7 school systems that a majority of their students wear uniforms.
 8 So pertaining to this policy is covering things to make sure
 9 that kids are not wearing stuff that's inappropriate or
 10 offensive to others. So, I just wanted to consider the
 11 possibility that we could consider that in BCPS at least for
 12 secondary, in particular middle school students, if we could try
 13 that out to improve dress code. That's all.

14 CHAIRMAN CAUSEY: Thank you. Dr. Pharaon?

15 DR. PHARAON: As you may know, I wasn't born in
 16 Towson. When I grew up, I had a uniform. And the uniform was
 17 supposed to be simple and clean and everybody has the same
 18 uniform - same color, the girls had certain length that cannot
 19 go up and I think it worked. Now I know as American, this is
 20 not back home. But I honestly think that a dress code that is
 21 uniform and simple would work better because when my kids went

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1 to Baltimore County Public School and they were affected by the
 2 same culture around them, some of them did dress inappropriate
 3 despite my teaching and my wife's teaching and it tells what's
 4 the inside of that teenager. Right, so a pant that is going
 5 below the waist showing things may not really be a good
 6 reflection of the student and may be a sign of a problem. So
 7 it's not really about fashion, it's not about imposing fees. I
 8 reflect on my past and I think the United States Army, Air
 9 Force, Navy, et cetera where they have a dress code that
 10 reflects the character of their service men and women and I know
 11 our students are not really soldiers are we are not training
 12 them to be soldiers but if they have a uniform and if the girls
 13 do not have showing clothes that distract others in the class
 14 and invite things and if the male students have a dress code
 15 that is conservative in nature, I think it will teach them
 16 something beyond just the dress itself. I may not be making a
 17 point to some, but that's the advantage of immigrants, I think
 18 it worked for me and for many, many people who were like me and
 19 came here and became successful. Thank you.

20 CHAIRMAN CAUSEY: Thank you. Our next policy is
 21 Policy 5530, Conduct, Student Use and Possession of Tobacco,

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1 which is being renamed as Student Use and Possession of Tobacco
 2 Products.
 3 MS. BERGMAN: Hi. So, I like the new name, but the
 4 policy should also have language very specific when it comes to
 5 dipping. I see this in my local high school. Especially some
 6 of the teenage boys that play during the summer rec ball,
 7 they've got dip in their mouth. As tobacco, chewing tobacco,
 8 they put it under their lip, they look like that, they're sneaky
 9 about it, they're learning in class and they're dipping.
 10 They've got a soda can and you might think they're drinking
 11 soda, but no they're spitting right into it. Some of them have
 12 some skills, they spit right into the straw, it goes right in,
 13 it looks like they're drinking soda. They're not, they're
 14 dipping in class while they're learning. And over time that
 15 creates health problems because if they're not properly
 16 maintaining hygiene of their gums and their teeth it could lead
 17 to things like heart disease and other complications, so I would
 18 like to see some language in the policy, definitely in the rule
 19 addressing and identifying dipping to educate students the harm
 20 with dipping because I've even seen it at Lansdowne High School,
 21 I've seen girls dipping. So it's not something people talk

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1 about, everybody's focusing on everything that's going on with
 2 the vapes and stuff, it drives us crazy, some of the stuff
 3 smells nice, some of it doesn't, and we also have parents
 4 visiting the school grounds that are also vaping and using
 5 tobacco products, you know, throughout the school grounds, so I
 6 would like to make sure that at least that we do address some of
 7 the things that we're seeing. I know not every community might
 8 see something like that, but I'm definitely seeing it in my
 9 community, so that's what I wanted to say. Thank you.
 10 CHAIRMAN CAUSEY: Excuse me. Dr. Pharaon.
 11 DR. PHARAON: Policy 5530. Briefly. Three points.
 12 My inside information in the school system tells me that in some
 13 schools some students go into the bathroom, close the door, they
 14 have one of the students as a watch person alerting them if the
 15 principal or some authority is coming nearby and they are
 16 smoking or doing whatever they are doing. So, I know you know I
 17 am a physician, so tobacco should not really be in schools or
 18 around schools. All right? It's really obvious. And that's
 19 the same for drugs. Same for alcohol. And I believe the same
 20 for sugary stuff and I talked to you last time about French
 21 fries and Kentucky French fries and Kentucky chicken. It also

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1 goes to the role of students to talk to the parents when they
 2 notice that their child is using a drug and nicotine is a drug
 3 or alcohol or whichever. And if the teachers don't have enough
 4 help, if the teachers have a class of 28 and the back half of it
 5 is not listening or propping their legs on the desk or you know
 6 chit-chatting together, they are not going to have time to talk
 7 to parents, so it really goes back to many of the things behind
 8 me that many of the other parents and teachers ask for more
 9 money for both teachers and aides and other help. It's all
 10 connected together. If we really don't get the drugs, all
 11 kinds, out of our school system and we don't install in our kids
 12 the importance of not solving issues by going into drugs whether
 13 it's cigarettes or anything else, we are not doing them a favor
 14 and they grow up and they become a burden on the legal system,
 15 on health care and all of that. Thank you.
 16 CHAIRMAN CAUSEY: Thank you. The next item on the
 17 agenda is action taken in closed session, but there was no
 18 action taken in closed session, so moving right along to new
 19 business, contract awards. For that I call on Mr. Sarris to
 20 present the contract awards and Ms. Henn can facilitate that.
 21 Good evening, Mr. Sarris.

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1 MR. SARRIS: Good evening. So we have two items
 2 this evening. The first of which is CWA 124-20, Marching Band
 3 Uniforms. This is a new cooperative contract for marching band
 4 uniforms for the Department of Academics. Approval is requested
 5 for a two-year, eight-month contract with the option to extend
 6 for two, one-year extensions with one recommended bidder and
 7 contract spending authority of \$885,000.
 8 VICE-CHAIR HENN: Fantastic. Thank you, Mr. Sarris.
 9 Good evening, Ms. Shea.
 10 MS. SHEA: Good evening.
 11 VICE-CHAIR HENN: Board members, are there any
 12 questions? Ms. Causey?
 13 CHAIRWOMAN CAUSEY: So, in reading the one-page
 14 summary for the spending authority, it mentions two schools, but
 15 is this budget amount of \$885,000 over the two years and eight
 16 months is that only for two schools or how many additional
 17 schools?
 18 MS. SHEA: Thank you. So the \$885,000 is actually
 19 if we were able to have the two-year extension, so it's really
 20 more over a five-year period and that would be based on the idea
 21 that we would have roughly a budget of \$180,000 as ongoing each

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1 year to spend on marching band uniforms. So depending on
 2 whether we were purchasing new uniforms for a band with any
 3 number of members, which varies by school versus replacing or
 4 upkeeping a band that already has uniforms would vary the number
 5 of schools that we were able to serve each year. So my team put
 6 together sort of a predictive plan over five years based on the
 7 age of the marching bands in our different school and where we
 8 might go next year in terms of who was ready and had a marching
 9 band without a uniform versus who might have uniforms and need a
 10 replenishment and came up with a cycle for how that could happen
 11 each year.

12 CHAIRMAN CAUSEY: Okay, thank you. So the cycle
 13 would over five years would include all of the marching bands
 14 throughout the county?

15 MS. SHEA: So it would include all of those that are
 16 on the horizon to have a new marching band, so we have a few
 17 that for example had started a drum line in the hopes of
 18 building a marching band as well as every school that has a
 19 current marching band having that replenishment happen in the
 20 five-year cycle. We may get lucky and within the five years
 21 have another school that might also seek to start a marching

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1 band, which would be a wonderful problem, but that would then
 2 impact the cycle.

3 CHAIRMAN CAUSEY: Thank you.

4 MS. SHEA: Sure.

5 VICE-CHAIR HENN: Okay. Ms. Pasteur and then Mr.
 6 McMillion. Ms. Pasteur, did you have your hand raised? Oh, I'm
 7 sorry, Mr. Kuehn. I saw a hand in that direction. Mr. Kuehn
 8 and then Mr. McMillion.

9 MR. KUEHN: So, I see on the write up that you have
 10 targeted three schools in this fiscal year. Can you let us know
 11 what it costs, like what is the average cost per school, I guess
 12 per band and how many uniforms are we talking about per?

13 MS. SHEA: Right. That's a great question. So, I
 14 can share with you that again it depends on the size of the
 15 marching band. So for example, Milford Mill currently has 96
 16 members only five of whom are seniors and they are expected to
 17 add 34 members next year, so we're talking well over 100
 18 students. My understanding, and this is -- the band uniform
 19 experts tell me that when you order uniforms you can't order one
 20 for one because students come in all shapes and sizes, so when
 21 outfitting a band of over 100 students you actually purchase

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1 uniforms more than the exact number of students that you have in
 2 the band so when looking at the purchase for Milford Mill that
 3 school would range in the \$150,000 just to outfit that band in
 4 that particular year. However, Patapsco just needed refresher,
 5 so they were only ordering around ten uniforms and some other
 6 items, that was around a \$15,000, so there is a very wide range.
 7 I can tell you that there is a number of items that we
 8 purchase, so for example a band coat, it runs in around a \$200
 9 range. The cape is around another \$200. The, I'm going to
 10 pronounce it wrong and someone's going to send me an email, but
 11 I think it's called a Shako hat. Is it Shako or Shacko, I
 12 wasn't sure, is around \$62, so you can see how the prices add
 13 up, so I can't give you an exact cost per band, because it would
 14 depend on the number, but I can tell you that to outfit Milford
 15 Mill with a healthy size of their marching band for next year,
 16 that purchase order would be in the \$150 to \$160,000 range.

17 MR. KUEHN: How long?

18 MS. SHEA: Great question. Obviously, it would
 19 depend on wear and tear. Patapsco's I believe was purchased
 20 within the last six or seven years. I will tell you our data is
 21 slightly thin because typically many of these uniforms have been

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1 purchased by boosters and haven't been within the purview of our
 2 office so I myself don't have purchase history but Patapsco is
 3 the first school that I've worked with and they only needed to
 4 replace about ten uniforms after having them for six to seven
 5 years, so that's my best guess.

6 MR. KUEHN: One final question.

7 MS. SHEA: Sure.

8 MR. KUEHN: So this is an extension for two years,
 9 and it's a five-year time frame we're looking at here?

10 MS. SHEA: That was the time line we used to
 11 calculate our spending authority. If we had that ongoing amount
 12 of \$180,000 over five years.

13 MR. KUEHN: So with the activity you're planning or
 14 predicting, are booster organizations matching or working with
 15 you on this or this is just we're centralizing it and now we're
 16 buying everything?

17 MS. SHEA: Great question. So, and Mr. Sarris can
 18 certainly chime in. This year, we were given these funds when
 19 the budget came back to us from the county executive and it
 20 included \$180,000 for the purposes of purchasing band uniforms.
 21 Prior to that, it was not a request that our offices had made in

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1 the budget but rather something that came back in that cycle and
2 so then we sought to have a contract to enable us to purchase on
3 their behalf. That doesn't necessarily preclude boosters from
4 doing it, they would not spend against this contract. This
5 contract still only be for the funds we have as a school system
6 to purchase uniforms.

7 VICE CHAIR HENN: Okay. Mr. McMillion?

8 MR. MCMILLION: I might be able to answer my own
9 question.

10 MS. SHEA: Okay.

11 MR. MCMILLION: Is the reason we didn't have the
12 building and contracts committee meeting today prior to this
13 Board of Education meeting today because there were two
14 contracts?

15 MS. SHEA: That's my understanding, but.

16 VICE-CHAIR HENN: That is my understanding as well
17 because these two were last minute additions and because there
18 were only two so it came to the full Board.

19 MR. MCMILLION: Thank you.

20 VICE-CHAIR HENN: Sure. Board members, any other
21 questions regarding this contract award? Hearing none.

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1 DR. WILLIAMS: I just want to correct something.
2 It's time-sensitive, because these uniforms have to be made, so
3 I wouldn't necessarily say last minute. It was time-sensitive,
4 hence we had to move these contracts earlier than what we would
5 normally do in our cycle.

6 MS. SHEA: Thank you for that clarification.

7 VICE-CHAIR HENN: Mr. Sarris, would you please
8 present the next contract award?

9 MR. SARRIS: So the second and final item is CWA
10 125-20 Cut Sheet Paper. This is a new competitively bid
11 cooperative contract for the purchase of letter and legal-sized
12 paper for schools and offices. Approval is requested for a
13 one-year contract with one recommended bidder and contract
14 spending authority of \$1.4 million and the reason that we
15 brought this forward is because our current contract expires
16 February 29 and we wanted to make sure, we work with Anne
17 Arundel County as the lead agency in cooperation with ourselves
18 and Howard County, and Anne Arundel opened this bid on February
19 3, and we wanted to make sure that we could get it to the Board
20 in a timely basis.

21 VICE-CHAIR HENN: Thank you. Board members, any

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1 questions? Mr. McMillion?

2 MR. MCMILLION: As you gentlemen know, I spent a lot
3 of time in school buildings and paper was always an issue, it
4 seemed to be. What's the formula for taking this paper and
5 dividing it up among the 175 schools? How is that going to
6 happen?

7 MR. SARRIS: It's purchased centrally by the
8 warehouse and then it's issued to schools as they request it and
9 then it comes out of their budgets so the \$1.4 million is for
10 all schools and offices and it's not free necessarily.

11 MR. MCMILLION: So the respective schools submit
12 their order to the warehouse and then their monies are taken out
13 of their budgets and then the paper is delivered to the schools?

14 MR. SARRIS: Correct.

15 MR. MCMILLION: Okay, thank you.

16 VICE-CHAIR HENN: Mr. Kuehn?

17 MR. KUEHN: So this is just a single-year request?

18 MR. SARRIS: Correct. This is how we have been
19 doing it for several years. The price of paper is somewhat
20 volatile and we're saving about nine percent by doing it this
21 way, but the contract also provides for the company to have

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1 certain stock on hand, be able to deliver large quantities to
2 our designated location, so forth. Yes, this is just one year.

3 MR. KUEHN: All right. Thank you.

4 VICE-CHAIR HENN: Thank you. Any other questions?
5 Hearing none. Do I have a motion to approve items J1 and J2?

6 FEMALE SPEAKER: So moved.

7 VICE-CHAIR HENN: Do I have a second? Thank you,
8 Mr. McMillion for the second. Any discussion? All in favor,
9 please raise your hand.

10 (HANDS RAISED)

11 VICE-CHAIR HENN: And the motion passes unanimously.

12 MS. SHEA: Thank you.

13 VICE-CHAIR HENN: Thank you, Ms. Shea. Thank you,
14 Mr. Sarris.

15 MR. SARRIS: Thanks.

16 CHAIRMAN CAUSEY: Our next item on the agenda is new
17 business, fiscal year 20-21 operating budget and for that I call
18 on Superintendent Dr. Williams.

19 DR. WILLIAMS: So, just to recap, on January 9th, I
20 presented a proposed FY 21 operating budget. There was a public
21 hearing scheduled on January 14th, a work session on the

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1 operating budget on January 21st, an additional work session was
 2 held on February 11th. We are here today to hear any additional
 3 questions with the goal of the Board accepting and approving an
 4 FY 21 budget to then proceed to our county executive. And I
 5 turn it back over to Dr. Scriven and his team.
 6 CHAIRMAN CAUSEY: Good evening, Dr. Scriven, Mr.
 7 Sarris, Mr. Tantliff.
 8 DR. SCRIVEN: Good evening.
 9 MR. SARRIS: Good evening.
 10 MR. TANTLIFF: Good evening.
 11 CHAIRMAN CAUSEY: So, Board members, we've received
 12 in Board docs an update from Dr. Williams' staff related to the
 13 motions that were approved by the Board of Education at our last
 14 meeting in terms of additions or reductions or transitions
 15 within the budget, so at this time, if Board members have
 16 questions or comments. Ms. Jose?
 17 MS. JOSE: Thank you. Mr. Sarris, correct me if I'm
 18 drunk, my limited knowledge of budgets which I've been doing for
 19 20 years, the motion to redirect technology and supplies of
 20 \$630,000 to the fourteen signs, isn't that a capital budget and
 21 not really a operating budget item and I don't know if Mr.

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1 (inaudible) or you could clarify that?
 2 MR. SARRIS: So it's really not a redirect. It's
 3 adding the \$630,000 in new revenue and expenses. Each sign,
 4 based on this price of between \$30 and \$60,000 depending on the
 5 specifics will be recorded in our capital asset inventory, but
 6 it has never been a true capital project unless it comes as part
 7 of a new school.
 8 MS. JOSE: So that would be if you have a new
 9 school, it's part of a new school, they have the electronic
 10 signs, it's part of the capital budget. Am I correct that if it
 11 is not a new school, usually it's through a private funding,
 12 fundraisers? Electronic signs?
 13 MR. SARRIS: It has been both, but lately, yeah, it
 14 has been a special project or a donation-type undertaking.
 15 MS. JOSE: So is this the proper -- should this be
 16 in the operating budget, then? This item?
 17 MR. SARRIS: Yeah, I think if we're going to do
 18 this, it is an operating budget item.
 19 MS. JOSE: Okay, thank you.
 20 MR. SARRIS: Yes.
 21 CHAIRMAN CAUSEY: Board members, other questions or

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1 comments? Mr. McMillion?
 2 MR. MCMILLION: I want to make a motion.
 3 CHAIRMAN CAUSEY: Sure.
 4 MR. MCMILLION: Is that okay? As you are aware, Ms.
 5 Mack is not here tonight, she's under the weather and I know
 6 she's home watching this stream. This is actually her motion.
 7 I'm reading it and I'll take responsibility for it. I move that
 8 in the proposed budget for the fiscal year 2021 that BCPS
 9 rescind a previous action approved by the Board on February 11,
 10 2020 to terminate the Innovative Learning Contract ARA-210-19
 11 for Culturegrams, SIRS discovery and SIRS issue researcher.
 12 VICE-CHAIR HENN: Second.
 13 CHAIRMAN CAUSEY: Thank you, Ms. Henn, for the
 14 second. Would you like to speak to your motion?
 15 MR. MCMILLION: Yes. In the 2-20 curriculum
 16 meeting, staff provided a much more robust accounting of usage
 17 for these three products and a lower cost and explained that the
 18 464 views were for abstracts only, not full text articles, which
 19 were reflected in the revised usage data provided.
 20 Additionally, Ms. Mack and I met with the media specialist at
 21 Kenwood High School to see how two of these products are used

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1 and the overview provided was very enlightening.
 2 CHAIRMAN CAUSEY: Thank you. Board members,
 3 questions or comments, discussion of the motion? I would just
 4 like to say, I did read over the revised usage and that was very
 5 helpful in terms of re-evaluating that and so I think that we
 6 appreciate staff reviewing and providing additional data to the
 7 Board so that we could make a more informed decision and I also
 8 understanding that within a short time there has been
 9 negotiations and a reduction in the price for not this product,
 10 it's a different product, so we appreciate staff also
 11 understanding the Board's perspective of while we want to
 12 provide instructional materials to make sure we are doing it as
 13 cost-effectively as possible. Ms. Rowe?
 14 MS. ROWE: I would just like to thank the children
 15 at Orem's Elementary School for their contribution to the policy
 16 discussion. For people watching, you didn't see it, but they
 17 sent us a booklet that they handwrote in all of the things that
 18 they liked about this software and why they thought we should
 19 keep it and I think that it's fantastic that our elementary
 20 school students are paying attention and participating in our
 21 budget process.

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1 CHAIRMAN CAUSEY: Ms. Pasteur?

2 MS. PASTEUR: I want to thank the staff for the

3 excellent presentation they made at the curriculum meeting that

4 very carefully and clearly outlined SIRS and if they are

5 watching, all of the teachers who have emailed us about the

6 benefits of it, the program is absolutely wonderful and it is

7 essential and sometimes without even knowing that we're seeing

8 it when we watch our children present and perform, they are

9 going, or using that digitized method in addition to which it

10 has many levels for our secondary students dealing with research

11 opportunities for discussion and debate, knowing two sides, more

12 sides, of a particular issue, doing projects, so it has so many

13 levels, so again, thanks to the staff for making it all very

14 clear. And thank you to Ms. Mack who I'm sure is watching for

15 being so open to what was said that she said at the time of the

16 meeting that at this one she would amend or rescind her motion,

17 and thank you Mr. McMillion for going out with her to actually

18 see that presentation.

19 CHAIRMAN CAUSEY: Ms. Jose?

20 MS. JOSE: Thank you. I do want to thank the

21 principal and the librarians, Ms. Magnus especially from Kenwood

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1 High that invited me to see the SIRS research program and you

2 know how she used it in school and I sat for an hour so I

3 encouraged Mr. McMillion as well and I am glad we are reversing

4 this, rescinding this contract so thank you.

5 CHAIRMAN CAUSEY: Any other discussion? Ms. Henn?

6 VICE-CHAIR HENN: Thank you. I, too, want to thank

7 staff for providing the Board with the data necessary to make

8 this decision. I think it's very helpful. As you can see, we

9 are using data to drive our decision-making, so it's important

10 that we use complete data when we make the requests. We are not

11 trying to make busy work for anybody, we actually are using the

12 data that you provide us and it is very helpful, so thank you

13 very much for providing that and having that complete picture is

14 very helpful as well as receiving the testimony from our

15 schools, so I want to thank them as well. And I want to thank

16 my Board members for your diligence in reviewing the information

17 we received and making such thoughtful decisions. Sometimes

18 we'll get it right and sometimes we'll get it wrong, but I

19 appreciate the conscientious efforts of Mr. McMillion and Ms.

20 Mack in acknowledging the fact that we got this one wrong and

21 the support that we're going to rescind this and do what's right

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1 by kids. We hear from our stakeholders all the time that we

2 need to focus on people in our schools, so we are looking at

3 every dollar that we put in this budget and questioning the

4 opportunity costs of our investment in tools over people, so we

5 want to make sure that the dollars we are spending on tools are

6 really needed for kids because there is an opportunity cost

7 there. So, again, I will support this motion because it is a

8 useful tool and I thank staff for providing the justification

9 for that.

10 DR. MCCOMAS: If I may just, Ms. Causey, I'd just

11 like to thank the Board for giving us the opportunity to not

12 only provide the data but more importantly the context. Ms.

13 Henn, you know, I often have said information in the absence of

14 context can lead to misunderstanding easily and so we appreciate

15 the opportunity to provide clear context and I offered at the

16 curriculum committee, any time you have questions about our

17 resources, I and my team stand ready to answer and provide you

18 information and context so that you have full understanding, so

19 I likewise would like to express my appreciation. Thank you.

20 CHAIRMAN CAUSEY: Thank you. Anything else before I

21 call the vote? All in favor, please raise your hand.

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1 (HANDS RAISED)

2 CHAIRMAN CAUSEY: Any opposed? The motion carries

3 unanimously. Ms. Jose?

4 MS. JOSE: I do have a motion. I move that the

5 Baltimore County Board of Education allocate \$1 million to

6 replace all faucets in all of the schools that are currently

7 shut off because they tested between five parts per billion and

8 twenty parts per billion of lead.

9 MS. ROWE: Second.

10 CHAIRMAN CAUSEY: Would you like to speak?

11 MS. JOSE: Yes, thank you. Last year, we made a

12 motion to reduce our action level of lead in school from 20

13 parts per billion to five parts per billion. That motion

14 carried unanimously by this Board. Last week, I testified in

15 the Maryland Senate Health and Environment Committee for the

16 Safe School Drinking Water Act to implement the statewide in the

17 state of Maryland. According to action level of 20 parts per

18 billion in Maryland is inadequate. We know that low levels of

19 lead is dangerous to children. It causes behavior problems,

20 slow growth and hyperactivity. Lead is a heavy metal and it's a

21 neurotoxin. It bioaccumulates in your body. It is introduced

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1 in our water through aging infrastructure and our budget should
 2 reflect our priorities and where we allocate our money matters.
 3 We, over one billion people around the world do not have access
 4 to safe, clean drinking water. The United States is not one of
 5 them, neither should it be. Our kids should have safe drinking
 6 water in all of their schools. I spoke to Mr. Dixit and there's
 7 about a thousand faucets more or less that need to be replaced.
 8 Our children should go in and have access to safe, clean
 9 drinking water everyday, each day. As you can see, I'm very
 10 passionate about this as a water engineer, so that's all I have
 11 to say.
 12 CHAIRMAN CAUSEY: Board members, questions,
 13 comments, discussion. Mr. Kuehn?
 14 MR. KUEHN: So, we haven't had an update from
 15 buildings and Mr. Dixit basically as to where we stand. My
 16 understanding was all of those things were being replaced. Is
 17 that not the case?
 18 CHAIRMAN CAUSEY: We welcome Mr. Dixit to the panel.
 19 MR. DIXIT: Good evening. Can you hear me? The
 20 motion was that the faucets be turned off so that will be done.
 21 But this motion that Ms. Molly has indicated is that replacement

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1 of that. Replacement costs anywhere from \$500 to \$700 so
 2 replacing those eight hundred and seventy-some fixtures that are
 3 in the range of five to twenty parts per billion, that's what it
 4 is going to cost around a million dollars.
 5 MR. KUEHN: So, just so I'm clear again. We're
 6 talking about five to twenty and I applaud and I fully support
 7 this action. I guess, I thought we were in the process, I know
 8 we're in the process of testing and retesting and managing down,
 9 right.
 10 MR. DIXIT: Yes.
 11 MR. KUEHN: To the action level. And to the five
 12 parts per billion. I wasn't aware we had no intention of
 13 replacing those faucets and water in the water supply so is
 14 that, do we have no intention of replacing them?
 15 MR. DIXIT: Regulation is about 20 parts per billion
 16 and above. That is going to be replaced. But from 5 to 20
 17 there is no state regulation. They will, however, or the project
 18 will be eligible for funding under the state's healthy school
 19 grant, but we had air conditioning as priority, so that is what
 20 was submitted.
 21 MR. KUEHN: All right, thank you.

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1 CHAIRMAN CAUSEY: We had Ms. Rowe and then Ms.
 2 Scott.
 3 MS. ROWE: Is there money in our current major
 4 maintenance account for that or is this going to be added to the
 5 major maintenance of the next CIP? Or would this be a special
 6 project? How would this enter in, I guess?
 7 MR. DIXIT: Major maintenance is part of the capital
 8 program and that does not have any money for lead and water
 9 compliance.
 10 MS. ROWE: Okay, so where in the operating budget
 11 will this go?
 12 MR. DIXIT: The lead and water it will go as part of
 13 the environmental office.
 14 MS. ROWE: Okay. Thank you.
 15 CHAIRMAN CAUSEY: Ms. Scott.
 16 MS. SCOTT: Thank you. Yes, so as I understand this
 17 motion, I just wanted to restate it, right now with the testing,
 18 there's fixtures that some are testing 20, some are testing 5,
 19 some are testing like I said before really, really high,
 20 especially those in my area where there were ones that were
 21 testing like a thousand parts per billion. What this motion

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1 will do, as I understand it, and correct me if I'm wrong, will
 2 replace the fixtures and bring the levels down to zero as what
 3 was recommended by the EPA?
 4 MR. DIXIT: No, EPA is not the right body. What we
 5 are talking about is state regulations. The state regulations
 6 are for 20 parts per billion and above. All of those fixtures
 7 are going to be replaced. The Board's motion was between five
 8 and twenty parts per billion to turn them off. Since we have
 9 the results of testing, we know exactly what fixture is in
 10 between five to twenty and we will turn it off. So all of the
 11 schools are safe. I want to emphasize that every school has
 12 bottled water.
 13 MS. SCOTT: Okay and then I guess my other question
 14 is, I guess, also, when will the new testing be completed and
 15 the results be posted on the website?
 16 MR. DIXIT: The new testing for 20 parts per
 17 billion, I don't have the date, but it will be whatever we
 18 indicated before.
 19 MS. SCOTT: I think you said April.
 20 MR. DIXIT: And that will be done.
 21 MS. SCOTT: Okay, so I didn't know if we narrowed it

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1 down in April as to when it would be updated on the website.

2 MR. DIXIT: There is not one specific date.

3 MS. SCOTT: Okay. And it's all updated at the same

4 time in April, it's not like you'll do some as the results come

5 in.

6 MR. DIXIT: It's at the same time.

7 MS. SCOTT: It's at the same time. Okay. And right

8 now, there's bottled water that's available?

9 MR. DIXIT: That has been available right from the

10 beginning, even before the regulations came into being.

11 MS. SCOTT: Okay, thank you.

12 CHAIRMAN CAUSEY: Mr. Kuehn?

13 MR. KUEHN: Do you have a number or know if we're

14 looking at any of the tests that were above zero what the impact

15 or what the number of those faucets and/or water supplies are?

16 MR. DIXIT: We have test results on all of them,

17 drinking sources.

18 MR. KUEHN: Right, my question is basically lead is

19 bad in any amount for children and we're driving down from the

20 Maryland regulation of 20 to 5, which I support. My question is

21 below 5, above 0, how large, what is the magnitude of those

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1 water sources. Do you know?

2 MR. DIXIT: I can get that number for you, but what

3 I can tell you, zero is not even the requirement for the source

4 of water so municipal levels are not zero.

5 MR. KUEHN: Okay.

6 MR. DIXIT: So the water that you'll be drinking at

7 home might have more than zero.

8 MR. KUEHN: Okay. I understand. I guess I would

9 like to get to zero if possible and my question is really along

10 those lines, how do we get there and what is the impact for us,

11 because I applaud and I support the 20 to 5 and that's great.

12 I'm wondering and I'm bringing it up now so that we have an

13 understanding of the next step. What is the next step going to

14 take and what would it cost us? I don't know what that is?

15 MR. DIXIT: Yeah, and what we go by is the

16 regulations and compliance with the regulations and obviously

17 the Board's motion and the Board's motion last time was anything

18 between five and twenty would be turned off. The regulation was

19 twenty and above and that has been done or will be done by the

20 end of April, so if there is another Board motion for zero,

21 there is always cost associated with it, so the Board has to

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1 look into the resource that is out there and what does it say

2 about zero, then the Board also has to look into that if 0 to 5

3 is allowed for the municipal for the source of water then should

4 we be less than that and then what is the health consequence of

5 that, what is the research out there, and Ms. Molly has more

6 knowledge about that.

7 CHAIRMAN CAUSEY: Ms. Jose wants to chime in on

8 this.

9 MS. JOSE: Mr. Kuehn, thank you, that's actually an

10 excellent question and why didn't we just come down to zero.

11 The reason is that we are working with the Maryland state to

12 also bring that testing down from 20 to 5 which is why I'm again

13 going to testify for the safe drinking water act. There is also

14 a certain amount of variability when you test between 0 and 5

15 and it's really not going to be caught very accurately, so we

16 just came to the five parts per billion firstly because of

17 fiscal impacts. Secondly, I also want to point out that when we

18 do change these faucets we have the recurring costs of bottled

19 water that the system is now incurring, which I believe would be

20 hundreds of thousands of dollars, we are going to scale back on

21 that and we are going to have more additional money available

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1 which we could then go to those faucets that could be retested

2 and if they have any more faucets, so it will just be

3 implemented in a more fiscally responsible manner, but you know

4 it's just an excellent point. EPA is currently, and to your

5 point Mr. Dixit, the EPA is currently revising its lead and

6 copper rule and they are going to revise it down to a lower

7 level just like from 20 parts per billion to 15 and 10, so they

8 are in the process of doing that as well. And I also want to

9 point out that the water that you, this is a public service

10 announcement, the water that we get in our faucets is more

11 heavily regulated than bottled water. Public utilities tests

12 for over 20 contaminants, microcontaminants, microorganisms -

13 bottled water does not, so it is much more safe for you, tap

14 water than bottled water. Thank you.

15 CHAIRMAN CAUSEY: Ms. Scott?

16 MS. SCOTT: So, first, I wanted to thank Molly for

17 her diligence and using her information and her professionalism

18 and everything to help make sure our children in BCPS have clean

19 drinking water and I think that's wonderful and I think she's an

20 asset to have a Board member who is an engineer who can do that,

21 so, especially for my community where some of the highest levels

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1 of lead in water exist. My question is, how much are we
 2 spending on bottled water?

3 MR. TANTLIFF: About a half million dollars a year.

4 MS. SCOTT: Half a million dollars. Okay. And how
 5 much did you say it would cost to do this? You said a million?

6 MS. JOSE: Yes, a million dollars. Yes, about a
 7 million dollars and we did the ballpark calculations and again
 8 that is variable depending on the fixtures, some might be \$500,
 9 some might be \$1,000 so it's a ballpark figure.

10 MS. SCOTT: Thank you.

11 CHAIRMAN CAUSEY: So, the calculation, Mr. Dixit, is
 12 you said eight hundred seventy fixtures?

13 MR. DIXIT: Eight hundred and seventy fixtures that
 14 are in between five and twenty.

15 CHAIRMAN CAUSEY: Okay, yes, so eight hundred and
 16 seventy fixtures that are covered in this motion and then the
 17 cost would be between.

18 MR. DIXIT: It can vary from fixture to fixture, but
 19 for budgeting purpose, \$500 to \$700 per fixture.

20 CHAIRMAN CAUSEY: Okay, great. So rough calculation
 21 would be \$435,000 to \$650,000.

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1 MR. DIXIT: I believe it was \$1 million, close to \$1
 2 million.

3 CHAIRMAN CAUSEY: Mr. McMillion? Excuse me, Mr.
 4 Sarris, I see you with your calculator.

5 MR. SARRIS: 870 at I just picked \$600 per fixture
 6 would be \$552,000.

7 CHAIRMAN CAUSEY: Okay, thank you. Mr. McMillion?

8 MR. MCMILLION: If and when all of these fixtures
 9 would be replaced, are we then going to remove the bottled
 10 water?

11 MR. DIXIT: We haven't talked about that, but that's
 12 a possibility.

13 MR. MCMILLION: Thank you.

14 CHAIRMAN CAUSEY: Ms. Rowe?

15 MS. ROWE: So, Mr. Dixit, how many of the schools
 16 that have bottled water have the bottled water strictly because
 17 of this problem with the lead or do we have situations where the
 18 schools have bottled water for other plumbing reasons or lack of
 19 AC or because I know at different times it was put in at
 20 different times and I'm just curious what the different
 21 circumstances are that result in schools getting bottled water.

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1 MR. DIXIT: A couple of years ago when there was a
 2 lot of talk about contaminated water, lead in water, and air
 3 conditioning related water issues, the Board and the
 4 administration made a decision that we'd just provide bottled
 5 water for the abundance of precaution we'd just provide bottled
 6 water to every student and that's what we have been doing. Once
 7 this air clears out, once all of the schools are air
 8 conditioned, once all of the testing is done, then we will make
 9 the recommendation for superintendent's consideration.

10 CHAIRMAN CAUSEY: Thank you. Board members, any
 11 other questions or comments before we take a vote on the motion?
 12 All in favor, please raise your hand.

13 (HANDS RAISED)

14 CHAIRMAN CAUSEY: The motion carries unanimously.
 15 Thank you. Board members, other questions or comments? Ms.
 16 Henn?

17 VICE-CHAIR HENN: Thank you. I'd like to make a
 18 motion. I move to amend the fiscal year 20-21 budget by
 19 increasing the allocation for network support services by
 20 \$125,000 for contracted services by the Maryland Department of
 21 Information Technology to provide direction and support related

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1 to IT project and program management to successfully initiate,
 2 plan, execute, monitor, control and close information technology
 3 projects that enable efficient, effective, and innovative
 4 services.

5 CHAIRMAN CAUSEY: Is there a second? Mr. Kuehn.
 6 Would you like to speak to your motion?

7 VICE-CHAIR HENN: Yes, I would, thank you. The
 8 Department of Information Technology is a resource. As the
 9 Network Support Services team takes on quite a heavy lift with
 10 \$9 million in IT projects this year, I want to make sure that
 11 they have the project management resources they need to be
 12 successful. This is a powerhouse of a group and for \$125,000
 13 compared to a \$9 million budget for these projects, this is a
 14 resource that will ensure that we are successful in implementing
 15 on these projects. The do it follows the SDLC or System
 16 Development Life Cycle, providing project managers with a
 17 repeatable process to guide them through the various phases of
 18 project management for successful execution of IT projects, to
 19 ensure that the projects are successful, that they are delivered
 20 on time and on budget and again my motion is aimed to provide
 21 our team with all of the resources that they need to be

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1 successful and that is the goal of my motion.

2 CHAIRMAN CAUSEY: Thank you. Mr. Kuehn and then Ms.

3 Jose and then I have a comment.

4 MR. KUEHN: So, I have a question. Can we ask them

5 to do it for free?

6 VICE-CHAIR HENN: They are - no.

7 MR. KUEHN: Okay.

8 VICE-CHAIR HENN: They provide this as a fee-based

9 service to agencies and counties.

10 CHAIRMAN CAUSEY: Ms. Jose?

11 MS. JOSE: I apologize if I didn't hear, what's the

12 fiscal impact of this?

13 VICE-CHAIR HENN: Sure, \$125,000.

14 MS. JOSE: And how is this different -- and I wasn't

15 there for the re-directing the \$125,000 from Network Support

16 Services to Internal Audit, is that similar to the IT analysis,

17 that motion that you did last?

18 VICE-CHAIR HENN: This is a more thoughtful motion

19 that I'm replacing with the motion that I introduced last time.

20 It's using a resource that I've used personally in my career.

21 Do it has a team of portfolio managers and project managers that

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1 work with agencies and counties to provide an additional

2 resource for complex IT portfolios and considering that our team

3 is taking on quite the heavy lift with projects this year, it's

4 an aggressive plan, I want to ensure that they have all of the

5 resources they need to be successful, so this is a very focused,

6 targeted, add and it actually adds to their budget for

7 contracted services by allowing them to make the use of Do It

8 which is a state resource for counties.

9 MS. JOSE: So does this add on to the IT department?

10 VICE-CHAIR HENN: Correct.

11 MS. JOSE: And is there anybody from IT that could

12 answer some of my questions? Is that something that was

13 recommended in your strategic plan, in your planning this impact

14 of this network support services or do we have the in-house

15 ability to do it and what are the impacts of this?

16 MR. KORRENS: So, Mrs. Jose, we've just finished our

17 initial legislative audit sweep that is based on the Maryland

18 state Department of IT's recommendations for all offices of the

19 state which include all state school systems and so we have

20 in-house project management, Do It provides support through a

21 state CIO user group that has been established by several CIOs

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1 in other counties as a non-profit. In this motion, we would be

2 able to facilitate usage of Do It's services for any of the

3 needs we would have. I don't see where it would be an issue for

4 us to be able to engage them as consultants.

5 MS. JOSE: So we currently don't have the ability to

6 do that independently or in-house?

7 MR. KORRENS: We have project managements that

8 follow life cycle development. We have two full-time staff

9 members and I want to say there's about three or four that we've

10 contracted with that we put on big projects, so I don't know

11 that it would be necessarily directly needed, but we could

12 utilize it if it was put in place.

13 MS. JOSE: So, you're not making a strong

14 recommendation for me. This is taxpayers' dollars, so I need to

15 know, is it something you want, like Ms. Henn said, there's a

16 need, this heavy lift, there's projects coming, if you need it,

17 then it's something this Board would consider. If it's not

18 needed, it's just something, it's a redirect of the motion from

19 two weeks ago, then I also need to know that, I just need to be

20 clear.

21 MR. KORRENS: So, Mrs. Jose, quite honestly, if

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1 there was a service that we needed to put in place to utilize

2 this for at \$125,000 or whatever that hourly rate would be we

3 would have assumed it within the budget as well.

4 MS. JOSE: So you answered my question. Sorry, so

5 if you would have needed it, if the IT department needed it, you

6 would have put that in the budget, in Dr. Williams' budget, is

7 that correct, Dr. Williams?

8 DR. WILLIAMS: Yes, that is correct. Thank you Mr.

9 Korrens for trying to give additional information whether it's

10 needed or not and I think that's what Board member Jose was

11 trying to say.

12 MS. JOSE: All right. Thank you.

13 CHAIRMAN CAUSEY: Ms. Rowe. Oh, I'm sorry, Mr.

14 McMillion was first and then Ms. Rowe.

15 MR. MCMILLION: Thank you. Mr. Korrens answered my

16 questions. Thank you.

17 MR. KORRENS: Yes, sir.

18 CHAIRMAN CAUSEY: Ms. Rowe?

19 MS. ROWE: Mr. Korrens is there anything that this

20 school system currently has in-house capacity for that we're

21 using through another vendor that utilizing this would cost less

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1 than what we're currently paying?

2 MR. KORRENS: Not that I'm aware of, Mrs. Rowe.

3 MS. ROWE: Okay, thank you.

4 CHAIRMAN CAUSEY: Ms. Henn?

5 VICE-CHAIR HENN: Mr. Korrens, have you worked

6 side-by-side with a Do It portfolio manager in your career?

7 MR. KORRENS: I have.

8 VICE-CHAIR HENN: You have. And how was that

9 experience? Can you speak to that in terms of the value?

10 MR. KORRENS: The last interaction we had with a Do

11 It individual, the County that I was in did not receive a lot of

12 gain from that experience.

13 VICE-CHAIR HENN: Thank you.

14 CHAIRMAN CAUSEY: Dr. Williams?

15 DR. WILLIAMS: So I think the question might be,

16 what is the problem that we're trying to solve and if there are

17 issues which I'm not aware of through this department, this

18 might be something that we might want to pursue down the road,

19 so I just want to pose that at this time. I'm not quite sure

20 what the problem we're trying to solve and if there's data to

21 say this is an area we need to pursue this was not presented and

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1 my team can correct me, this was not presented when we started

2 with the development of the budget, it may be something that we

3 pursue down the road another year from now as we look at all of

4 our technology in the work, but at this time, I think that's

5 probably a little bit of the hesitation that came from staff.

6 CHAIRMAN CAUSEY: Ms. Henn?

7 VICE-CHAIR HENN: Thank you. So I think with any

8 consultant, the value that can be derived depends on the

9 consultant, whether that's a state consultant or a private

10 agency, much depends on the individual that you're working with.

11 I've had positive experiences with consultants and quite the

12 opposite experience on IT projects both of small projects and

13 much larger projects as I'm sure Mr. Korrens has had similar

14 experiences, the crux of my motion again is to try to provide

15 resources that we may not know we need at this point and again

16 we are taking on quite the heavy lift, we have quite the large

17 request with an additional \$9 million, that's not change, pocket

18 change, with the projects that this group is taking on that we

19 may have needs, not to say we haven't planned for those needs,

20 but I have worked with Do It and they have provided value that

21 we didn't know we needed until we were in the crux of working

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1 with them and for \$125,000 to keep these projects on schedule.

2 I requested information that I was not given in terms of project

3 schedules, in terms of project start and end dates that were not

4 provided and my questions is why wasn't the Board provided that

5 information. Do we have the adequate project management

6 resources? When I hear that we have two project managers and

7 we're taking on \$9 million in IT projects, that's a huge concern

8 to me. So yes, I believe we need more resources. I think our

9 project management resources are inadequate and I believe Do It

10 has the staff and capacity to assist us, so I continue to

11 support this motion. I think we needed to beef up our project

12 management in this area and I think it would be foolish to

13 approve \$9 million in additional project management expenditures

14 without giving this group more help.

15 CHAIRMAN CAUSEY: Mr. Kuehn?

16 MR. KUEHN: So, when you were discussing the project

17 management resources at your disposal currently, you said I

18 think you have two people on staff and maybe four other people

19 you're contracting with, so I'm looking at the Business

20 Services, Executive Director of Information Technology page 204

21 and I see that there's \$420,000 of contracted services there,

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1 does that cover those additional resources for project

2 management or is that somewhere else?

3 MR. KORRENS: Mr. Kuehn if I were to direct you to

4 page 205, on project management, we have an allocated budget in

5 the FY 20 budget for \$643,000 in contracted services which is

6 our incremental allotment for swinging in temporary project

7 managers to cover resource needs when we do a project and the FY

8 19 budget we utilized about \$200,000 of that for projects that

9 needed to be assigned, so if part of this request were to be to

10 utilize Do It at \$120,000, I believe we could assume that within

11 the current expenditures of the project management office

12 without increasing Dr. Williams' budget.

13 MR. KUEHN: Okay, so thank you for pointing me to

14 the next page and that is a significant increase in spend and if

15 that is specific for project management support that you are

16 expecting to need.

17 MR. KORRENS: We have it in place when we're ready

18 for it.

19 MR. KUEHN: Okay. All right.

20 MS. JOSE: Mr. Korrens, you said you have it in

21 place already so that service is being contracted out?

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1 MR. KORRENS: Ms. Jose, we've added project
 2 management resources to projects that have warranted them.
 3 MS. JOSE: Correct. So how does this motion help
 4 you? I need to know that. You're the IT person, the IT guru.
 5 So I need to hear clearly from you, just like we need to hear
 6 from the teachers and Dr. Williams what the teachers need, I
 7 need to know from you if this motion, you need this additional
 8 money or not, or you already have it in the budget then I'm
 9 going to vote no on this motion.
 10 MR. KORRENS: Ms. Jose, I have this money in the
 11 budget. If Ms. Henn's request is that we utilize \$125,000 of
 12 this funding to work with Do It, then I am certainly happen to
 13 do that.
 14 CHAIRMAN CAUSEY: Ms. Henn?
 15 VICE-CHAIR HENN: Then I would withdraw my motion
 16 then and amend it to direct Network Services to use \$125,000 of
 17 this allocation to work with Do It.
 18 CHAIRMAN CAUSEY: I'm just going to take a point of
 19 order here. Mr. Nussbaum, do I need to get the person who
 20 seconded to agree? I need to get the person that seconded to
 21 agree to withdraw and then approve this second motion. Was that

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1 you, Ms. Rowe? No. Mr. Kuehn, do you accept the withdrawal?
 2 MR. KUEHN: I accept the withdrawal.
 3 CHAIRMAN CAUSEY: So you've modified your motion?
 4 VICE-CHAIR HENN: I've modified my motion and I'll
 5 restate my motion.
 6 CHAIRMAN CAUSEY: Thank you.
 7 DR. SCRIVEN: Just a question, and it's just my
 8 wondering. I know the Board really, I view as a governance, I
 9 just, you seem to be teetering on an operational decision. I
 10 need a little more clarity.
 11 VICE-CHAIR HENN: Absolutely. If we are being asked
 12 to approve a \$9 million increase in projects for Network Support
 13 Services, there needs to be a subsequent increase in oversight
 14 and Do It will provide that level of oversight that I am seeking
 15 with my approval.
 16 DR. SCRIVEN: Okay.
 17 CHAIRMAN CAUSEY: Ms. Rowe?
 18 MS. ROWE: Do we have a motion on the floor or no?
 19 CHAIRMAN CAUSEY: She was about to restate it.
 20 We're in the middle of restating a motion and then we're going
 21 to see if we get a second and then we can have further

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1 discussion, so let's just do one thing at a time. Ms. Henn?
 2 VICE-CHAIR HENN: And I may need some guidance from
 3 counsel in reworking this motion, Mr. Nussbaum. In
 4 reallocating, just in wording to amend the budget by
 5 reallocating \$125,000 for contracted services for, to work
 6 specifically with Maryland Department of Information Technology
 7 to provide direct support related to IT and project and program
 8 management.
 9 DR. SCRIVEN: I know you're in the midst of
 10 rephrasing, but there's also purchasing implications as it
 11 relates to identifying a specific vendor without going through
 12 the appropriate process.
 13 VICE-CHAIR HENN: In terms of procurement law as a
 14 state agency, this would not require a competitive procurement
 15 to use Do It's services in this manner, and I'm looking at Mr.
 16 Sarris.
 17 MR. SARRIS: So I just want to remind the Board that
 18 we have a contract with 58 vendors to provide IT consulting
 19 services and we select from them, we interview candidates from
 20 those providers and we hire them on for short or longer term
 21 projects. This vendor, I don't believe, is on that list. We

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1 would, it's possible that under cooperative administration of
 2 programs that this vendor might be appropriately hired, but we
 3 would still have to come back to the Board with a contract
 4 exhibit that my purchasing staff have reviewed and verified like
 5 we do with all other cooperative contracts to present for a
 6 separate vote.
 7 VICE-CHAIR HENN: May I ask, Dr. Williams, then for
 8 a recommendation in terms of implementing the Board -- Dr.
 9 Williams, do you have a recommendation in terms of implementing
 10 this motion or structuring this motion?
 11 DR. WILLIAMS: Yes, I just want to acknowledge Dr.
 12 Scriven because identifying a particular company is causing some
 13 of the concerns. The issue, and I think Mr. Korrens said it, to
 14 allow us to use the funds that are in the budget to look at, and
 15 we're going to need help with the motion, we've just got to take
 16 out that name, for us to explore what other options are out
 17 there and Mr. Sarris just recognized we need to go back and make
 18 sure that Do It is part of our --
 19 MR. SARRIS: Well, it's either part of our existing
 20 contract or it meets the criteria for a cooperative
 21 administration of programs or the Board does have the authority

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1 under state law to name a vendor as a sole source provider. I
 2 don't think this provider would qualify, but I would have to
 3 research it further as I have said and have my staff look at it.
 4 VICE-CHAIR HENN: As a state agency, it does.
 5 MS. JOSE: Is the motion done? So, you know, thank
 6 you Dr. Scriven for pointing that out, at what point do we go
 7 from governance to actually sitting and running the system. I'm
 8 really going to bank on you guys to tell me what you need for me
 9 to vote. It looks like it's already in the budget. I'm not
 10 comfortable naming a vendor, that would be really to dummy it
 11 down to say I can provide the lead testing services, which I
 12 probably could, but I couldn't do that because I'm not
 13 recommending somebody and I don't think it's ethical for me to
 14 recommend I recommend AYZ do all of the testing. I just gave
 15 you the direction, go and change the faucets, I'm not telling
 16 you what contractor to use, what services to use. That would be
 17 outside of my purview. You guys are the experts, you tell me
 18 the vendors in the list. So I'm not comfortable with naming a
 19 vendor. That's where I am. I'm not sure. I do realize we need
 20 that service. It's in the budget. Dr. Williams has done a
 21 great job with the budget and I'm not comfortable adding one

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1 more service to it. We're already 13 percent over MOE, so
 2 unless you guys specifically tell me, I really think some kind
 3 of procurement thing, I don't want to name a vendor in a motion.
 4 I wouldn't be comfortable.
 5 CHAIRMAN CAUSEY: Okay, Ms. Henn is going to
 6 restate. She had withdrawn her motion, got a second to withdraw
 7 and is restating a new motion.
 8 VICE-CHAIR HENN: So, I would move that the Board
 9 ask Dr. Williams to bring forth options for a third-party
 10 independent contractor to provide program management services to
 11 the Network Support Services team -- I'll restate that. I move
 12 that the Board ask Dr. Williams to bring to the Board
 13 recommendations for third-party independent contractors to
 14 provide project management services to the IT group to assist
 15 with Network Support Services projects.
 16 CHAIRMAN CAUSEY: Is there a second? Mr. Nussbaum?
 17 MR. NUSSBAUM: I'm not trying to cause a problem,
 18 but I'm not sure how that relates to the budget. You're not
 19 amending the budget. It's a separate motion and probably not
 20 relevant.
 21 CHAIRMAN CAUSEY: Thank you, Mr. Nussbaum. So the

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1 budget book is 300 pages, so what the Board is voting on is all
 2 of those. So this would be an amendment to the budget, a
 3 request to Dr. Williams to utilize some of those resources
 4 according to her motion. So there's been other motions made
 5 around the budget even in terms of correcting test scores on
 6 pages, so it would be appropriate to have that. So you've had
 7 your motion, was there a second? I'll second it. Any further
 8 discussion? Ms. Rowe?
 9 MS. ROWE: There are so many reasons we can't do
 10 this now. The amount of information that we need to be able to
 11 engage in this kind of discussion and the procurement issues and
 12 the different things, I would really rather than deal with a
 13 motion like this right now, just ask the superintendent and
 14 staff to come back to us with more information and questions
 15 about it and deal with this as a separate agenda item if we want
 16 to look at this because I understand and I appreciate Ms. Henn's
 17 concerns in why she is making this motion and to look at the
 18 fiscal impact of decisions and make sure we are using money the
 19 best way and I really appreciate that, I just think that it
 20 needs a more exhaustive look and a deeper dive into it.
 21 CHAIRMAN CAUSEY: So, yes, Ms. Henn.

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1 VICE-CHAIR HENN: I agree with Ms. Rowe and I will
 2 withdraw my motion because I agree it needs a dedicated
 3 discussion and my concerns are on the record. I am
 4 uncomfortable approving this specific line item without
 5 additional oversight and without providing additional program
 6 management resources to this team, so I will request that it be
 7 added to an agenda for future discussion. It sounds like there
 8 are resources already in the budget for program management
 9 resources and I would like to see them, the use of Do it be
 10 given strong consideration by this Board.
 11 CHAIRMAN CAUSEY: So, I was a second, so I will
 12 agree to the withdrawal and just say in your role as chair of
 13 building and contracts to work with Dr. Williams and staff to
 14 have that brought forward and in buildings and contracts. Okay.
 15 Thank you. Board members, questions, comments? Ms. Rowe.
 16 MS. ROWE: So, Rod had Lisa' motion. I have Lisa's
 17 budget questions. She is sick so she couldn't be here. So in
 18 the last budget work session, staff was asked why 58 school
 19 counselors were shown as other on Page 114 in the budget book
 20 and staff responded on 2-21 that 58 would be more appropriately
 21 labeled as 30 additional counselors in elementary school, 9.6

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1 additional counselors in middle school and 17.4 additional
 2 counselors in high school. There are several questions related
 3 to that. Why were the 58 shown -- I'll read all of the
 4 questions and then you can just cover the whole topic. Why were
 5 the 58 shown in other in the initial proposed budget book? Why
 6 were they not shown in the individual school counselor count at
 7 the elementary school, middle school, and high school level?
 8 Have these 58 school counselors been in their respective schools
 9 all year or were these 58 reassigned, recently reassigned as a
 10 result of the initial question, and is there confirmation that
 11 the 10 additional school counselors proposed in this budget will
 12 be in addition to the 58 that were classified initially as
 13 other?
 14 MR. TANTLIFF: I'll take that one.
 15 MS. ROWE: Okay, thanks.
 16 MR. TANTLIFF: The reason they were listed as other
 17 was really there was a historical reason why some counselors got
 18 booked there and then really they should have been in the
 19 following year, so when we got counselors and we weren't sure
 20 where they were going, they got put into other that had no
 21 impact as to where they were actually allocated by human

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1 resources in the schools but they got stacked up for a few years
 2 and I'm just going to call it an oversight in how they were
 3 listed in the budget book. It had nothing to do with the
 4 schools they were actually assigned to, they were just noted
 5 incorrectly in the budget book. That's really the most
 6 straightforward explanation. So the one that's in e-learning is
 7 the only one that is truly in other.
 8 MS. ROWE: Okay, so, and the 10 additional school
 9 counselors in this budget book, they're in addition to the 58?
 10 MR. TANTLIFF: They were in that group.
 11 MS. ROWE: They were in --
 12 MR. TANTLIFF: That's where they were held in that
 13 edition of the budget book but they'll be obviously put into
 14 schools in whatever grade level they're needed.
 15 MS. ROWE: Okay, so in the budget book there were 48
 16 and we're adding 10 to 58, or there will be 68?
 17 MR. TANTLIFF: The 10 are in that.
 18 MS. ROWE: They're embedded in that 58. Okay. So
 19 the other question, or class of questions is so the class flow
 20 contract. The contract for class flow which began in January
 21 2015 and expired 1/31/20 had a total expenditure of \$2,767,991

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1 which was \$12,000 over the spending authority. This equates to
 2 an annual expenditure of approximately \$553,000 per year;
 3 however, information provided in the February 21 budget Q & A
 4 shows an annual expenditure of \$147,000 and I'll ask the
 5 questions and you can cover the whole issue. Why did we pay
 6 \$640,000 in FY 19 expenditures for something we are now saying
 7 costs \$147,000 and could we have saved \$2,027,991 over five
 8 years? What precipitated this reduction? And when specifically
 9 was the reduction negotiated?
 10 MR. SARRIS: So let me answer that, Ms. Rowe. That
 11 contract spending that you're referring to is for multiple
 12 products. The one product cited which is the class flow is just
 13 a part of that total spending and so we are paying the price as
 14 stated for that one product and there are a variety of other
 15 products purchased under that same contract.
 16 MS. ROWE: Okay.
 17 CHAIRMAN CAUSEY: Ms. Rowe, may I ask a dovetailing
 18 question?
 19 MS. ROWE: Sure.
 20 CHAIRMAN CAUSEY: So, for the additional \$2.5
 21 million or whatever it is, what are those other products and was

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1 that usage provided in the charts for the Board?
 2 MR. SARRIS: So some of the products would be.
 3 CHAIRMAN CAUSEY: Mr. Ambrielle would like to help,
 4 is that okay?
 5 MR. AMBRIELLE: Hi, George.
 6 CHAIRMAN CAUSEY: Good evening, Mr. Ambrielle.
 7 MR. AMBRIELLE: The \$147,000 is the renegotiated
 8 cost working with Promethian for class flow. So we presented on
 9 this topic last Thursday evening at the curriculum committee and
 10 talked a little bit about working to reduce our costs wherever
 11 we can find those reductions and working with our vendors that
 12 we use to find where those reductions can be made. So class
 13 flow is one of those products. Class flow, the other product
 14 that's associated with that larger figure, I think it was a
 15 \$600,000 figure, if that's correct, Ms. Rowe, was also active
 16 inspire. So Promethian has two products, class flow and active
 17 inspire. Active inspire and class flow are really essentially
 18 the exact same product, one is installed on a computer, the
 19 other is a cloud-based product. As we've transitioned to the
 20 Chromebooks, we're shifting the product from active inspire to
 21 class flow and that is significantly reducing our cost.

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1 MS. ROWE: Okay, so let me just make sure I
 2 understand this. It's actually the transition to Chromebooks,
 3 we're essentially switching products to a cheaper product?
 4 MR. AMBRIELLE: It's the same company.
 5 MS. ROWE: Same company.
 6 MR. AMBRIELLE: It is the same core functionality.
 7 One was installed on a product and the other is cloud-based. It
 8 is essentially the same product.
 9 MS. ROWE: Okay.
 10 MR. AMBRIELLE: There are some minor nuances but it
 11 is essentially the same product. It provides students and
 12 teachers the same ability.
 13 MS. ROWE: So we're discontinuing the use of one as
 14 we phase into the other cheaper one?
 15 MR. AMBRIELLE: We're transitioning. All of our
 16 teachers will always have access to active inspire on their
 17 Windows based products that they have. All of our students will
 18 have access to class flow. Teachers also have access to class
 19 flow. But with that change, we were able to re-negotiate with
 20 Promethian in order to lower the cost of the product for the
 21 system.

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1 MS. ROWE: So did we use to have the active
 2 inspire..
 3 MS. JOSE: Point of order, Ms. Causey. Is this line
 4 of questioning something that should have been asked during your
 5 two by two's because you're wasting the Board's time?
 6 CHAIRMAN CAUSEY: Excuse me, we're not going to
 7 state that a Board member is wasting time, we're having
 8 thoughtful discussion.
 9 MS. JOSE: These discussions should not be had
 10 during the budget. It's not relevant. You should have had it
 11 before.
 12 CHAIRMAN CAUSEY: Actually, this information is
 13 being discussed because when the Board members previously asked
 14 for usage data we did not receive complete answers, so this is
 15 absolutely the correct time to have this conversation, so Ms.
 16 Rowe, you may continue.
 17 MS. ROWE: I've lost my train of thought. So
 18 basically, did all of the students used to have active flow and
 19 now we're switching the students to class flow?
 20 MR. AMBRIELLE: All of the students have or had
 21 access to active inspire. That's the installed product that

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1 goes on a Windows computer. You can't install products on a
 2 Chromebook so we had to look for an alternative and the company
 3 who provides active inspire has essentially a one-to-one
 4 alternative that's a cloud-based product which is Class Flow.
 5 MS. ROWE: Okay, thank you.
 6 CHAIRMAN CAUSEY: So I would just like to ask a
 7 question related to Ms. Rowe's discussion and comments made
 8 about renegotiating. So, does the Board need to make a
 9 recommendation that staff renegotiate every contract that was
 10 procured non-competitively so that we can try and recoup
 11 additional savings in other regards?
 12 MR. SARRIS: We negotiate every contract and
 13 virtually every contract is obtained competitively.
 14 CHAIRMAN CAUSEY: The instructional materials are
 15 not necessarily procured competitively.
 16 MR. SARRIS: Not completely, no. They're procured
 17 on basis of best value, which is a combination of do they meet
 18 our instructional needs and relative to the other sources
 19 available are they competitively priced.
 20 MR. AMBRIELLE: Ms. Causey.
 21 CHAIRMAN CAUSEY: Yes, Mr. Ambrielle?

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1 MR. AMBRIELLE: I can simply tell you that in the
 2 Promethian contract with the Active Inspire and Class Flow there
 3 was a five year agreement. That agreement was coming up and
 4 like we do with any kind of cycle like that, ensure that we're
 5 getting what the market rate should be for whatever that product
 6 is that we're using in our ecosystem and we also ensure that
 7 we're auditing whether or not the product should stay in our
 8 ecosystem. Is it getting the kind of usage that we need to
 9 remain. We've -- I know we don't bring these things to the
 10 Board because we don't ask to take things away, but over the
 11 course of the last five years, we have decommissioned nineteen
 12 products. So we do continue to look at what we're using, what
 13 we're not using, and the cost of those products.
 14 CHAIRMAN CAUSEY: So what I would like to suggest,
 15 and I'll ask, Julie Henn is the chair of buildings and
 16 contracts, and Dr. Williams if we can have an evaluation of
 17 those exact sorts of things, because if we can look at history
 18 and understand that the previous Boards have procured products
 19 that have not been used and have been decommissioned we
 20 absolutely need to understand those trends from the past in
 21 order to make better decisions just as we made decisions based

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1 on usage data to bring back instructional materials we also want
 2 to be as completely prudent as we can in every dollar that we're
 3 spending. We are trying to add money to provide clean water. We
 4 are hearing from every stakeholder about our teachers needing
 5 support and smaller class sizes. We cannot waste a single
 6 dollar. So I'm just going to ask if you can add that to your
 7 charge.

8 DR. MCCOMAS: So, Ms. Causey, I'd also like to add
 9 that at the curriculum committee, we discussed the fact that we
 10 do in fact review and decide what products to keep, which ones
 11 we're getting a return of investment on as well and that as Mr.
 12 Ambrielle said they don't come forward because we are
 13 eliminating them. So, Ms. Mack had asked if you could have
 14 information on that and I said to her that an annual report
 15 would be appropriate because it's not like every 30 days or 90
 16 days we are looking at that because these are annual
 17 subscriptions so that's an annual process. So I certainly can
 18 share our process and our review as we do that to keep you
 19 informed so that was something that we discussed at curriculum
 20 committee as well, so of course before we look at contracts we
 21 always look at what is the educational use and is it meeting a

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1 need in the system educationally, so I offer that as well for
 2 everyone's thinking.

3 CHAIRMAN CAUSEY: Thank you, Dr. McComas. Ms. Henn?
 4 VICE-CHAIR HENN: Thank you. And I would add to Ms.
 5 Causey's comment that when contracts come before the Board for
 6 products if those products are replacing existing products that
 7 have been decommissioned that's helpful information for the
 8 contracts committee to have, so rather than being added to our
 9 suite of products that we purchase, if it is replacing another
 10 product that's useful for the contracts committee and Board to
 11 know. So it may be, and maybe that annual renewal hasn't come
 12 up, Dr. McComas, but if that's the plan when they come out of
 13 curriculum committee that product Y is replacing product X if
 14 that's your plan at the time and you know that's the plan,
 15 that's helpful information for the contracts committee to have
 16 when we're evaluating a new product for consideration of a
 17 contract award.

18 DR. MCCOMAS: Thank you and I just ask again.
 19 DR. WILLIAMS: Let me just interject something.
 20 This topic may be helpful when we're talking about the Board
 21 committees and expectations about what to report about and the

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1 Board committees during the meetings, what's shared during the
 2 Board meetings in terms of updates, what kind of yearly reports
 3 that we can provide. I want to ensure the Board that we sat
 4 down and built this budget I looked at everything possible,
 5 everything possible, but the mere fact I knew we couldn't strip
 6 everything from the system because it was impacting programs and
 7 could potentially impact students and teachers, so I would just
 8 offer that this discussion about updates and yearly reports that
 9 we look at when we come together and talk about the roles of
 10 committees and expectations and what our staff can provide
 11 either on a monthly basis or a yearly basis.

12 CHAIRMAN CAUSEY: Thank you. I'm going to call a
 13 five minute recess. There are a couple more items that we need
 14 to go through and we all need a brain break and to stretch so
 15 five minutes.

16 (RECESS TAKEN)
 17 (BACK ON THE RECORD)

18 CHAIRMAN CAUSEY: Team, we're going to get started.
 19 I now call the Board meeting back in session from recess. So we
 20 are still in Item K, unfinished business, proposed fiscal year
 21 20-21 operating budget. And I had an issue that has been

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1 brought to our attention at the Board by a number of emails and
 2 communications related to the library media specialists where
 3 there's two resource teachers, one for secondary library media
 4 resource and one for elementary media resource and so my
 5 question related to that, which I had sent to Dr. Williams and
 6 he said staff would be prepared to answer this evening is how is
 7 the school system going to provide the support that these two
 8 specialists have utilize their expertise to provide to the 175
 9 school library resources?

10 DR. MCCOMAS: Thank you, Ms. Causey, I'm prepared to
 11 answer that. So as you know, we reduced the number of Central
 12 Office resource teachers to return those positions to schools to
 13 support school staffing and so we are readjusting our support
 14 model in all of the areas that experienced reductions, library
 15 and media program is one of those areas. Still remaining in the
 16 library media program to provide support for all of our library
 17 media programs will be a coordinator, a specialist, a
 18 facilitator, a library media assistant, a clerk who helps manage
 19 the collection data, as well as an admin assistant secretary as
 20 well as two resource teachers within the department of
 21 innovation. So we are reconfiguring the resource teachers that

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1 we have left and two of the remaining resource teachers that we
 2 have in that department are certified and experienced library
 3 media specialists who will then pick up that support load, so
 4 I'll just reiterate that the library media program will still
 5 have seven, let me see, eight professionals to support the
 6 program. Their program needs involve managing the library
 7 collection, overseeing and managing and weeding out digital
 8 resources as we've discussed, managing the TV studio located in
 9 our schools and of course curriculum development that happens in
 10 the summer with school librarians who are then paid to help
 11 develop that curriculum in the summertime. So that is really
 12 our adjustment plan, so we're working smarter and leaner, using
 13 people in versatile capacities, based on certification and
 14 experience.

15 CHAIRMAN CAUSEY: Thank you, and it's my
 16 understanding that these two specialists, they've gained a lot
 17 of expertise in this area, so is there priority given to them
 18 seeking another position in the school system that will properly
 19 utilize all of that expertise?

20 DR. MCCOMAS: So professionals will have to go
 21 through the priority teacher transfer process and that is a

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1 standardized HR process. Certainly all of our professionals
 2 will be in positions that align with their certification and
 3 experience.

4 CHAIRMAN CAUSEY: Okay, thank you. One other thing
 5 that I wanted to address is in the audit committee that we had
 6 last week, we had the Office of Food Nutrition Services present
 7 a very comprehensive report. Dr. Williams has stated that we
 8 are going to attach this to Board Docs so that it will be
 9 attached to this meeting's minutes so that folks can read it
 10 because it does impact the operating budget, so it's raising the
 11 bar and closing the gaps in meeting the nutritional needs of
 12 students. And I just want to point out that last year this
 13 Board showed its dedication to providing nutrition for students
 14 through additional funding that we asked to be provided. I will
 15 say that in this very extensive presentation and the report,
 16 like I said will be attached, and at a future meeting we're
 17 hoping to have them come present it and then all Board members
 18 can ask questions, but also this report was attached to Friday
 19 weekly update but because of the extensive research and the
 20 calculations that were provided in here and they talked about
 21 the BCPS CPE pilot summary but they also talked about the

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1 additional tools that we now have to provide nutrition, so I
 2 just wanted to state that this Board does have a priority, has
 3 shown a priority to providing nutrition for children and I
 4 really believe after hearing this presentation and looking
 5 through the report with all of the numbers that in our operating
 6 budget Dr. Williams has aligned resources to take care of our
 7 children. So I just wanted to state that, I know that we have
 8 advocates here and that have come over the years really trying
 9 to help us focus on our children in poverty or food insecurity
 10 that need food, because as we know, Maslow's law, if their basic
 11 needs aren't met, it's going to be very hard for them to focus.
 12 So I did just want to state that, that we hear everyone's
 13 concerns and it was a very comprehensive report so I appreciate
 14 Dr. Williams having staff prepare that for us ahead of the final
 15 budget vote. If anyone had any questions or comments about
 16 that. Ms. Jose?

17 MS. JOSE: Thank you. I did have the opportunity to
 18 look through that presentation. It was very well done and I
 19 actually would like that to come to the full Board. It's very
 20 informative and it's about what BCPS does for our children to
 21 feed them as every child should be and I really would look

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1 forward to everybody on the Board, the audit committee got an
 2 opportunity to look at that and it was very well put together.
 3 With that said, I would like to have a motion, I do have a
 4 motion.

5 CHAIRMAN CAUSEY: Certainly.

6 MS. JOSE: I move that the Baltimore County Board of
 7 Education approve the fiscal year 20-21 operating budget with
 8 the changes as the Board has stated.

9 CHAIRMAN CAUSEY: Is there a second?

10 MS. PASTEUR: Second.

11 CHAIRMAN CAUSEY: Is there any additional
 12 discussion? Ms. Pasteur?

13 MS. PASTEUR: Just a quick one in that I want to
 14 thank the staff and Dr. Williams for just there are salient
 15 pieces that are in this budget that go to professional
 16 development on all levels making sure that when we say, which
 17 we've been saying for a long time and it has not been true that
 18 all means all, it hasn't always meant that, but I do believe
 19 that with the staff we have and the way they are working under
 20 your direction that not only will it mean that just in terms of
 21 the words, but it goes to what is happening in our schools, so I

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1 see it in the budget. And I appreciate that, particularly that
 2 professional development. To piggyback on what Ms. Causey just
 3 said and the string that Ms. Jose just said, I just want to
 4 thank those who have been advocating for proper nutrition
 5 because with all that we have in this budget, it just doesn't
 6 happen if our children don't feel good about themselves and the
 7 way I've seen it done in some schools that maintain for children
 8 their dignity and self respect and that's what I see in this
 9 budget, that kind of dignity not just for the children but what
 10 we're giving our staff members. And let's just call this also
 11 my Board comments. So we won't come back and visit this party,
 12 so I just really think that this is a budget that can have the
 13 potential to speak to and pull us back to where we used to be,
 14 where we take care of our children and we start looking at those
 15 things that make our teachers want to come and want to stay.
 16 For comments and the comments on the motion.
 17 CHAIRMAN CAUSEY: Thank you. Ms. Henn?
 18 VICE-CHAIR HENN: Thank you. I also want to thank
 19 Dr. Williams and staff. This is a gargantuan effort and as much
 20 time as Board members spent on the budget, I can't even imagine
 21 how much time staff spent on preparing it, so from the bottom of

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1 my heart, thank you very much for all of the effort you've put
 2 into it. When I first had a conversation with Dr. Williams
 3 about the budget, he said don't worry, it's in there and he was
 4 true to his words. With very few exceptions, it's in there.
 5 And that held true, so I know we asked a lot of questions, we
 6 certainly put staff through your paces with asking for
 7 information, but again, I think it speaks to our commitment as a
 8 Board to make the most of every dollar for our taxpayers, for
 9 our students, and you know you can only stretch a dollar so far.
 10 It's clear to me, this year more than ever, how much more we
 11 need, but certainly it's in there, and we need more of it in
 12 there, but this is a fine budget. For Dr. Williams' first year
 13 it's an exemplary budget and it speaks to an exemplary staff, so
 14 thank you all for all of your hard work.
 15 CHAIRMAN CAUSEY: Ms. Rowe?
 16 MS. ROWE: It was a number of years ago, Senator
 17 Collins was on the Board and he chastised the entire Board that
 18 no one on the Board, including himself, understood the budget or
 19 the budget process, or anything about the budget and he said
 20 this a number of years in a row. And I think sitting here today
 21 that we have come a very long way to understand the budget, have

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1 the Board and the community engaging in the budget and I
 2 appreciate staff in all of their diligence in helping the Board
 3 to understand the budget so that the public can understand the
 4 budget. Because I understand that the staff and the school
 5 system understand the budget but if the Board doesn't understand
 6 the budget and if the community doesn't understand the budget
 7 and if we can't make informed decisions about the budget that
 8 the community can be on board with, then we're not acting as a
 9 community. And so I appreciate what it takes for staff to be
 10 able to inform the Board so that we can make informed decisions
 11 and the patience that this entire process takes for the Board
 12 members, the staff, the superintendent, the community, everyone,
 13 so thank you. I don't think Senator Collins would say the same
 14 thing if he were sitting on this Board.
 15 CHAIRMAN CAUSEY: Thank you. Any other comments
 16 Board members? Okay, just before I call the vote, I just want
 17 to say this is my fifth budget cycle and I am just truly
 18 impressed with Dr. Williams and his staff bringing us the budget
 19 and everything that the Board members have done to examine it
 20 and all of the back and forth and the discussion. It's really
 21 been wonderful. I am so glad to see that we are right-sizing

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1 our technology budget because that was skewed in the wrong
 2 direction and we have too many needs that go unmet and so I am
 3 really glad to see that and that that work will continue and we
 4 are trying to provide for the needs of the children. Clean air,
 5 clean water, food, the support staff to support the teachers.
 6 We really want this to work and we want it to work right now.
 7 We are all very dedicated and trying to make improvements. I
 8 really appreciate Dr. Williams and his collaboration with us and
 9 that the collaboration will continue as we find out how much
 10 funding that we are going to get. So again, we appreciate
 11 everyone's work. As Ms. Pasteur said, we appreciate all of the
 12 advocates that have been really in the trenches advocating for
 13 children in so many ways. So, with that said, anything else?
 14 All in favor?
 15 (HANDS RAISED)
 16 CHAIRMAN CAUSEY: The motion carries unanimously.
 17 DR. WILLIAMS: Thank you, team, for your hard work.
 18 I appreciate it. And for the stakeholders and unions and other
 19 central office staff, thank you for your patience for these work
 20 sessions on the budget.
 21 CHAIRMAN CAUSEY: Thank you. So the next item on

Page 138	<p>1 the agenda is Item L, Board Comments, and also committee</p> <p>2 updates, so what we're going to do is just go around the room</p> <p>3 and Ms. Rowe, we'll start with you.</p> <p>4 MS. ROWE: So I just want to say, I attended the</p> <p>5 school systems side by side and previously I attended the</p> <p>6 choreography exhibit and I really appreciate our arts program in</p> <p>7 the school system. Our arts staff do such a fantastic job.</p> <p>8 More and more I find as I talk to parents I find that when I was</p> <p>9 in school you could not become proficient in an instrument in</p> <p>10 the school system I was in or anything else without private</p> <p>11 lessons on top of anything your school offered which was almost</p> <p>12 nothing. And we have a school system that offers so much more</p> <p>13 in the form of arts than even other school systems, that in our</p> <p>14 school system, a child can enter our school system with no</p> <p>15 skills, gain all of those skills in our school system, and if</p> <p>16 they have the drive, and the desire, and the practice, go on to</p> <p>17 a full time career in an arts profession. And that is not</p> <p>18 something that very many public school systems can brag about.</p> <p>19 But we can brag about that. I appreciate that for my three kids</p> <p>20 who play instruments, but I really love seeing that we just have</p> <p>21 this breadth of arts programs, because one of the things that</p>	Page 140	<p>1 titled Champion Our Children and the students representing</p> <p>2 Baltimore County were from various schools - Chesapeake High</p> <p>3 School, Eastern Technical High School, Delaney High School and</p> <p>4 our very own BCPS Board member Omer Reshid, who attends</p> <p>5 Pikesville High, and they did a wonderful job. And they were</p> <p>6 very well versed in the subject area. They spoke well and I</p> <p>7 received a lot of feedback from Board members from all over the</p> <p>8 United States who were telling me, wow, are these really your</p> <p>9 children in Baltimore County? That's very impressive. We're</p> <p>10 very impressed with your children and what they said and how</p> <p>11 they learned. And people just kept coming over to me, so I</p> <p>12 thought that was important to share. So I'd also like to</p> <p>13 acknowledge the work of students at Loch Raven Technical Academy</p> <p>14 and their work with the Lynching Memorial Project. I find it</p> <p>15 fascinating that students are researching the life and death of</p> <p>16 Howard Cooper, a 15-year-old teenager who was lynched in Towson</p> <p>17 in 1885 and this is part of all grade 8 BCPS students will</p> <p>18 participate in a civic action project and at Loch Raven this is</p> <p>19 their civic action project and I had the great opportunity to</p> <p>20 attend the presentation from historian Jennifer Lawles of the</p> <p>21 Lynching Project and to hear from the students what this meant,</p>
Page 139	<p>1 the study about childhood trauma is proving is that creativity</p> <p>2 and furthering creativity creates resiliency against the effects</p> <p>3 of trauma. So to the degree that we have students who struggle</p> <p>4 with trauma that we can impart creative programs and arts</p> <p>5 programs into their lives, to that degree, they will be able to</p> <p>6 survive their trauma better and have better outcomes in their</p> <p>7 life. So, we should never, in any budget process or anything</p> <p>8 else, ever think about de-funding arts programs or anything like</p> <p>9 that and I am very proud of our arts programs in this school</p> <p>10 system and we have to just keep doing this.</p> <p>11 CHAIRMAN CAUSEY: Thank you. Ms. Scott.</p> <p>12 MS. SCOTT: Thank you. So, I'll just give an</p> <p>13 update. Earlier this month, I had the opportunity to attend the</p> <p>14 National School Boards Association 2020 Advocacy Institute as</p> <p>15 well as the Equity Conference. It was attended by Board members</p> <p>16 from across the United States where we learned about America's</p> <p>17 public schools, bridging the digital divide in learning while</p> <p>18 gaining valuable insights on policies and practices that will</p> <p>19 benefit public schools and students and I just wanted to share</p> <p>20 with everyone that Baltimore County Public Schools were</p> <p>21 well-represented during an innovative learning forum panel</p>	Page 141	<p>1 how they felt, and to hear the connectivity that the students</p> <p>2 felt connected to this 15-year-old who lived in Towson just like</p> <p>3 they do. So that was really, I appreciate the opportunity to</p> <p>4 learn. And I'd like to also congratulate Mr. Kenneth Burlett,</p> <p>5 Jr., at Milford Mill Academy for being one of only 8 school</p> <p>6 counselors in Maryland to be honored by the 2020 College Board</p> <p>7 Counselors Recognition Program. Principal Carrie Joseph said</p> <p>8 that she nominated him because he has gone the extra mile for</p> <p>9 college and career opportunities for all BCPS seniors and that's</p> <p>10 very important. And lastly, because there are so many wonderful</p> <p>11 things going on right now at BCPS - I don't know if everybody</p> <p>12 knows that, but I'm here to share the good news, so I'm going to</p> <p>13 keep going. I'd also like, Ms. Carrie also said it, Milford Mill</p> <p>14 during the last four years has almost doubled its graduating</p> <p>15 seniors' four year college acceptance rate and that's important</p> <p>16 and that's attributed directly to Mr. Burtlett and to Principal</p> <p>17 Joseph for all of their work and leadership in this area and</p> <p>18 this is truly equity in action and truly speaks to our</p> <p>19 commitment to create safe, caring, and mutual, respectful</p> <p>20 environment within our school district and our community so that</p> <p>21 our students and families and everyone feels welcome. And I'd</p>

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1 also like to thank the students and Principal Anderson at
 2 Eastern Technical High School for allowing me to participate in
 3 their annual cultural coalescence which enables to enlighten
 4 their fellow students about diversity and celebrate cultures
 5 from all over the world. In this one school they have 52
 6 different cultures. That was amazing. And all of the students
 7 had booths. And I visited each and every booth and all of them
 8 had food. And that was interesting because I also ate at each
 9 every booth. I was able to surprise the children that I had
 10 heard of the Punjabi Emcees out of India who had done a remix
 11 with Jay-Z also known as Hova and everybody stopped and looked
 12 at me, you know Jay-Z. And lastly, I visited, also the
 13 principal knows who Chance the Rapper is also, and lastly, I
 14 visited Randallstown High School for the sixth annual and last
 15 Randallstown High School Journey through Time where the children
 16 dressed up as African Americans from I guess maybe the 60s and
 17 70s and prominent figures of yesteryear, so this was wonderful.
 18 It was covered by Channel 2. I understand the superintendent
 19 went. I came after you all because I wanted to be there for the
 20 finale and it was just wonderful and I would like to
 21 congratulate the principal there, Principal Brown, and also Ms.

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1 Susan Ellerby for all of their hard work.
 2 CHAIRMAN CAUSEY: Mr. McMillion?
 3 MR. MCMILLION: I had the opportunity to attend four
 4 school-related events in recent weeks. The first one was the
 5 student choreography showcase at Patapsco, Ms. Rowe was there,
 6 we were attending together. There were 32 dance teams on
 7 Thursday, February 6th competing. They weren't really competing
 8 against each other, they were performing. The second event was
 9 the aviation technology ribbon cutting ceremony at Kenwood on
 10 Thursday February 20th. The third one was Chesapeake, I
 11 traveled with Chesapeake High School Business Department to the
 12 Capital One Arena in Washington, D.C. for two sports marketing
 13 sessions and to watch the Washington Wizards, that was on
 14 Friday, February 21, and then Saturday morning, February 22, I
 15 went to Loch Raven High School for the Black Saga competition
 16 where there were 20 teams from the elementary and middle schools
 17 competing against each other for awards. And that is the part
 18 of this job that I like is getting out, interacting with the
 19 kids in schools and that's the wonderful piece of this.
 20 CHAIRMAN CAUSEY: Ms. Jose?
 21 MS. JOSE: Thank you. A few weekends ago, some of

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1 the Board members and I had the opportunity to attend the NSB
 2 Equity Symposium. I also attended the Lynching Memorial Project
 3 with Ms. Scott which was very informative but the Equity
 4 Symposium, since I'm an engineer I don't really attend things
 5 like this -- it was very eye-opening for me. I walked away
 6 thinking about the importance of addressing the biases we all
 7 have. It's not easy to say I'm racist or biased, but it's
 8 important to actively strive to be anti-racist and unbiased.
 9 And that means identifying areas that are exclusionary. And
 10 working towards implementing systems that are inclusive of
 11 everybody. We have changing demographics happening in BCPS and
 12 we need to acknowledge that and while we cannot undo the wrongs
 13 of the past we have to do what is right now, which is why Ms.
 14 (Causey's) initiative that she's been trying for almost a year
 15 to start on the Board is an equity committee and I really think
 16 we should move forward with that. It is important. These
 17 conversations may be difficult but they should be had. They
 18 should be had by this Board especially. We should address these
 19 biases, the racist views some of us have, and address it head
 20 on. And until we do that, we cannot make any changes. There
 21 are children here that I've heard sad stories based just upon

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1 the color of their skin, they are immediately asked by people in
 2 power to check their residency. That is heartbreaking for me to
 3 hear. No student should have to be asked for residency based on
 4 the color of their skin. And those things need to be addressed.
 5 Dr. Williams, I think is doing a great job. I loved your
 6 budget and I fully support Dr. Williams regardless of what
 7 people are saying, I am his biggest supporter. You know with
 8 that said, thank you to staff for the budget and sitting through
 9 to midnight several nights, I know that's a lot of work. I work
 10 on budgets. I work on the other end where you guys do, so I do
 11 know the amount of work that goes into it, so thank you and have
 12 a good night.
 13 CHAIRMAN CAUSEY: Thank you. So these are Board
 14 comments but also committee comments because we didn't get to
 15 those last week. So Policy Review Committee, I'll do that
 16 first. Our next meeting is March 16th and the meetings are held
 17 in this room beginning at 4:30 and they are open to the public
 18 and the work will continue on our new cell phone policy and our
 19 new document information policy as well as other policies that
 20 we review that Dr. Williams and staff bring to us on a cycle
 21 basis or if there's some need. Also, all of the committees have

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1 their agendas and their minutes online so you can look at them
 2 and they are open to the public and then there are also
 3 live-streamed and video minutes so anyone can go back and look
 4 at the really great amount of work that's getting done in those
 5 committees. One of the things that the Board is also working on
 6 that's not in the live-stream because it's meetings we sit in a
 7 small room and we talk about things is the Board handbook is
 8 being revised, it hasn't been revised in five years. So this
 9 Board is really looking at every aspect of governance and what
 10 can we do to continue to improve how we work, how we work
 11 together, how we work with the superintendent, and how we work
 12 with staff to just improve academic achievement and outcome for
 13 all of our children. I was pleased to go to the aviation ribbon
 14 cutting at Hereford High School. It's an amazing new program.
 15 It's aviation for pilots in the traditional sense but also for
 16 unmanned vehicles. I had an exciting time. I did not crash the
 17 airplane in the simulator nor was I Captain Sully landing it in
 18 the ocean in front of me, I just hovered in the right direction,
 19 so that was pretty good. The drone, well, you can look on
 20 Facebook. I might put on Linked In what happened to the drone
 21 and the white board, but it's okay, they told me it's all fine.

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1 The other thing is I spent Friday and Saturday, New Town High
 2 School, really appreciate them, they hosted the County Varsity
 3 Wrestling Championships and I have a young man that's in that
 4 program but in addition to getting to see him, I also get to see
 5 all of the coaches, the athletic directors, the administrators
 6 that help, the staff that help, and they community that really
 7 come together to allow our children to be well-rounded, Ms. Rowe
 8 talked about the amazing performing arts programs that we have,
 9 but the sports programs also allow our children to have another
 10 avenue to develop character, to team-build, to have a stress
 11 outlet, so I really just appreciate all of the work that's done
 12 by all of the folks that work in that. I also want to say that
 13 I was able to go to Annapolis. A number of Board members went
 14 down for the Maryland Association Boards of Education
 15 Legislative Luncheon which was great. Went down, interacted
 16 with Board members from around the state, we had delegates and
 17 Senators coming in talking about initiatives and bills that they
 18 are working on. I also had the opportunity to go back to
 19 Annapolis and The Daily Record held a program Women Who Lead and
 20 it was a panel about economic justice for women and there were a
 21 number of delegates who came and it was wonderful and one of the

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1 things they pointed out is they have a women's legislative
 2 caucus that does a lot of events and a lot of activities, and
 3 one of the things is Wednesday, March 4 they are having a second
 4 annual Women's Veteran's Day, so it's talking about women and
 5 women of color and their military service, so that's very
 6 exciting and you can go on The Daily Record and look for that.
 7 Also, when I was in Annapolis, I was pleased to go to the PTA
 8 legislative reception and again to just hear about advocates
 9 working on behalf of our children, it's really very encouraging.
 10 And that's my report. And we'll move on. Mr. Reshid.
 11 MR. RESHID: Hi. As most of you, the top candidates
 12 for the next student member of the Board have their speeches
 13 out. You guys can access it online on the BCPS website under
 14 student member of the Board. They will also be able to have
 15 every secondary student watch the videos and submit a single
 16 question which will be taken with the help of BCPS TV into a
 17 question and answer video where we ask the candidates these
 18 questions. This is all going to be online and this is all new
 19 thanks to our IT team and the help of BCPS TV, so I hope every
 20 student gets a chance to vote on voting day, which is soon.
 21 Yeah, for every student, keep inviting me to your schools, keep

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1 inviting me to your events, and reach out to me if you need
 2 anything. Thank you.
 3 CHAIRMAN CAUSEY: Mr. Offerman.
 4 MR. OFFERMAN: I had the pleasure of visiting four
 5 schools in recent weeks. Padonia International Elementary,
 6 Cockeysville Middle, Crossroads Center, which I find very
 7 interesting, and Oliver Beech and again observing the great work
 8 that our dedicated professionals are doing. I particularly want
 9 to point out that Padonia International Elementary with 41
 10 languages in their students and a high rate of student
 11 attendance change because of issues of families moving, I think
 12 they're doing a great job and I think the whole county should
 13 recognize and thank that principal and staff for all they do.
 14 Thank you.
 15 CHAIRMAN CAUSEY: Ms. Pasteur.
 16 MS. PASTEUR: All right, I'll start real quickly
 17 with committees. Government and legislative committee, I don't
 18 know if Mr. Basmore is still here, but we always want to thank
 19 him for the work he does and Ms. Eileen Rosenberg who always
 20 keeps us on top of what's coming down the pike in terms of
 21 legislation. I think we had a good meeting at our last meeting.

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1 I think it was last week, it all runs together, but it was
 2 really good. I want to thank the members of the committee, Ms.
 3 Scott and Ms. Rowe for the issues that they brought forward. I
 4 did go over the MABE legislation and what MABE's position is on
 5 each one. I will put out a printed copy of that soon. I did do
 6 last month's printed. For curriculum, again, thank you Ms.
 7 McComas and Ms. Shea and the other members of that department
 8 for the wonderful things that you brought, touching on all of
 9 the pieces about which we were interested, SIRS, bridge
 10 projects, making sure that we understand that they are not just
 11 fly-by-night, willy-nilly kinds of activities and what the
 12 process is for that and also for par where we had I think a very
 13 fruitful and lively conversation and that is the peer assisting
 14 someone talked earlier about supporting our teachers -- it's
 15 late, Cindy -- pointed that out and I do think, we have four or
 16 so, five, forty-four I was just missing a digit, work with me,
 17 what they do is important, we talked about just that
 18 collaboration with the school to make sure that our first year
 19 teachers and our teachers who need more support really feel like
 20 they are getting what they need so thank you for bringing that
 21 to the committee. So just a few things. New Town. New Town

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1 has already been mentioned but they also had an AVID showcase
 2 and I just sort of beat Ms. Scott down to a pulp about just how
 3 wonderful New Town's AVID program is because it is indeed
 4 outstanding. Dr. Williams was there and people from national,
 5 just in terms of what they do in bringing back former AVID
 6 students and having tutorials with the students, and having a
 7 room, it is just absolutely incredible, I just want to put that
 8 out there for any child, you can go to AP, and GT, but what AVID
 9 gives you but as undergrads, but just being successful beyond
 10 high school, it's a critical program, it's absolutely wonderful.
 11 So bravo to New Town and their AVID showcase. I really have to
 12 say thank you. All of the people who come up and speak and put
 13 us in our places. I thank you, but I have to thank Laurie
 14 Taylor-Mitchell because she really does give you the beat down
 15 beyond coming to Board meetings in such a ladylike way and I
 16 want to thank her because it's always easy for us to put out our
 17 stuff and say this is how I do it, period, but she sent out a
 18 communication and I sent it out with some more names on it and
 19 she came right back with okay, let's look at the West side, and
 20 let's look at these schools that you see on this paper that are
 21 eligible and Ms. Scott and I feel good because there are schools

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1 on there that really do sometimes get ignored and to see them on
 2 there and then for her to say, let's just add another Board
 3 member, let's get somebody who can speak to this, so thank you
 4 and that's why, our outside advocates are so critical, and so
 5 for anybody who thinks we're really not listening, wrong, and to
 6 that end, I just absolutely without equivocation have to say
 7 that don't ever mistake the fact that people don't always agree
 8 and have ugly moments with us not working because it's very easy
 9 to sit on a Board and everyone look at each other and grin, et
 10 cetera, et cetera and nothing gets done. But when you put out
 11 different things, that means you are exchanging ideas and that's
 12 what brings about changes. That is equity. When people get to
 13 do that and get to disagree. So do not ever make assumptions
 14 about any one of us and where we are and how we think. Embrace
 15 the fact that we are all working together as a team to make it
 16 better and sometimes it's not pretty, but it's necessary.
 17 Pretty doesn't always get the results that we want. We're
 18 talking about lives and that's important and I'm going to just
 19 round that off and just say this, in case some of you don't
 20 know, at one point I was in law enforcement, and had a big
 21 weapon, and someone said to me how is it different in terms of

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1 education and being an agent and my answer was then, and it is
 2 now, both are a matter of life and death and that's a reality so
 3 don't get caught up in hype and other people's hysteria. Look
 4 at what we do, not what other people say we are supposed to be
 5 about or do. Congratulations to the Ferdinand Vertutti's at
 6 Pikesville High School who is part of the Jack Hancock
 7 Scholarship program which is very special, very prestigious. I
 8 also attended Campville African American Read In and had to go
 9 home and take a nap. They wore me out. A little girl said can
 10 you read that story again. Okay, because I had to sing and
 11 dance with them I said absolutely not, you hate me don't you.
 12 So I had to take a nap. Tayvon Mason, who is at Franklin Middle
 13 School who is doing a Yeoman's job there, trying to be more than
 14 just glue, he is pulling those young folks together and making
 15 young folks think about the decisions that they make and he was
 16 recognized on Fox 45 and I'm gonna mess up his name, but I love
 17 him anyway, Dr., you, go ahead, let's say it (inaudible) and the
 18 other two people who are with him because they will be
 19 presenting at the Center for the Promotion of Social and
 20 Emotional Learning, we heard about that tonight, that's
 21 important, that's a skill. Love you. We need that. So I know

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1 that you're all going to come back and share. Remember that on
 2 Thursday Dundalk High School is celebrating Black History, Kwasi
 3 Informe will be their guest speaker. Mr. Kuehn.
 4 MR. KUEHN: Thank you for limiting your comments,
 5 Ms. Pasteur. All right. So the audit committee met on February
 6 18 and we've already had discussion about the presentation. If
 7 it's going to be on Board docs that's fantastic and I hope that
 8 we can bring it and put it on the agenda and have an open
 9 discussion about it because it's great information about CEP and
 10 all of the funding associated with the Office of Food and
 11 Nutrition Support. That was the main discussion point there, so
 12 that's it for the Committee Report. And I'm going to make my
 13 comments very brief. I just want to wish all of our student
 14 athletes who are about to embark on the Spring season the best
 15 of luck and good night.
 16 CHAIRMAN CAUSEY: So we have a couple of items, and
 17 they're very quick. But I did also want to point out that the
 18 Board did have its Board of Education and Area Education
 19 Advisory Council Meeting and that's a new thing that this Board
 20 started with having a separate night set aside to get together
 21 with our area advisory councils and their members and to have

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1 some really good discussions and they posed a lot of questions
 2 for us and we're getting those answers back to them. There was
 3 also concern about facilities and while there are frustrations
 4 and there's a lot of needs, I did want to just take a minute and
 5 reflect on the progress that has been made. So I joined the
 6 Board in July 2015 and around 2016, we were talking about the
 7 need for air conditioning and so this was a chart that I made
 8 and brought to the Board, you might remember, and talked about
 9 the schools and the districts that needed support. We had also
 10 put together a spreadsheet that talked about the farms rates in
 11 some of our schools and what you can see is there was definitely
 12 inequity around the districts of who was receiving facilities
 13 funding and what I really don't want to go into too much detail,
 14 but here's the sources on the back for all this color-coded
 15 information is all of these schools are either done, provided
 16 with central air conditioning or these last few schools that are
 17 going to get temporary air-conditioning, we've had many
 18 replacement schools built, additions built, so while there are
 19 struggles and frustrations, we are making progress. This Board
 20 and the county are dedicated to the 10-year capital plan and
 21 that's going to start underway so I just ask our communities to

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1 stay engaged. We're making progress. We've made a lot, but
 2 we're going to make a lot more. The last point is points of
 3 information. The student counts book is now available online
 4 and that talks about all of the enrollment data and our schools.
 5 Also, there's the financial report for the months ending
 6 December 2018. And there's also an update on key school
 7 legislation. And the absolute last item is announcements. The
 8 Board of Education public hearing on the Pleasant Plains
 9 Elementary School Capacity Relief Boundary, those
 10 recommendations are Wednesday, February 26, 2020 at 6:30 p.m. in
 11 the Loch Raven High School Auditorium. All of our community
 12 members that come and sign up will be able to speak. Our next
 13 Board meeting is Tuesday, March 10, here at 6:30 p.m. So thank
 14 you very much and the meeting is adjourned.
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TRANSCRIBER'S CERTIFICATE

1
 2
 3 I, Vivian Saxe, do hereby certify that the
 4 foregoing-entitled matter was transcribed to the best of our
 5 ability; and I further certify that the foregoing is a full,
 6 true, and correct statement of such proceeding and a full,
 7 true, and correct transcript of the audio filed produced.
 8
 9
 10
 11 _____ March 2, 2020
 12 VIVIAN SAXE, CERT DATE
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