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BOARD OF EDUCATION  
BALTIMORE COUNTY

PUBLIC BOARD MEETING  
TOWSON, MARYLAND

NOVEMBER 5, 2019

Transcribed by: Vivian Saxe

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1 BOARD MEMBERS:

2

3 Kathleen S. Causey, Board Chair

4 Julie C. Henn, Vice Chair

5 Moalie S. Jose

6 Russel T. Kuehn

7 Lisa A. Mack

8 Rodney R. McMillion

9 John H. Offerman, Jr.

10 Cheryl E. Pasteur

11 Lily P. Rowe

12 Makeda Scott

13 Omer Reshid, Student Member

14

15

16

17

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19

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1 PROCEEDINGS

2 CHAIRMAN CAUSEY: Good evening. I now

3 call to order the meeting of the Board of

4 Education of Baltimore County for Tuesday,

5 November 5th, 2019. I invite you to rise and

6 recite the Pledge of Allegiance to the flag to be

7 led by Mac Norris of Reisterstown Elementary

8 School.

9

10 (PLEDGE OF ALLEGIANCE RECITED)

11

12 Thank you, sweetheart. You may be

13 seated. This evening we are going to honor Board

14 Member Roger Hayden, and I now call on our Board

15 Member, Ms. Cheryl Pasteur.

16 CHERYL PASTEUR: Roger Burdell Hayden

17 was a real man. A godly man, a good man. The

18 heart of a good man is the sanctuary of God in the

19 world, Suzanne Kershod. Roger was a man of God

20 embracing that relationship without bragging about

21 it as if it were a means of winning some earthly

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1 prize. He loved God enough to listen and embrace  
 2 the challenges given to him selflessly and without  
 3 question. Roger was a family man. A man who  
 4 doesn't spend time with his family can never be a  
 5 real man, Don Vito Corleone. Roger loved his  
 6 girls and the better part of him, his wife Marina.  
 7 Roger loved his friends. When he loved you, it  
 8 was forever and without boundaries. Adversity  
 9 toughens manhood and the characteristic of the  
 10 good or the great man is not that he has been  
 11 exempt from the evils of life, but that he has  
 12 surmounted them, Patrick Henry. Roger knew  
 13 disappointment and betrayal, but he persevered  
 14 both as County Executive and in his fight for  
 15 children because the goal was larger and more  
 16 important than his feelings.

17 Life is too short to belittle. Man is  
 18 never so manly as when he feels deeply, acts  
 19 boldly, and expresses himself with frankness and  
 20 with fervor, Benjamin Disraeli. Roger Hayden  
 21 awakened every day to fight for children. The

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1 disenfranchised and the unheard, that is why he  
 2 loved working for Baltimore County Public Schools  
 3 for so many years, through different decades, why  
 4 he loved working for children in his role with  
 5 Camp Opportunity.

6 Roger was frank and sometimes brutally  
 7 honest, but he never acted out of evil or spite,  
 8 but out of a sense of honor and integrity. It is  
 9 not what he has or even what he does which  
 10 expresses the worth of a man, but what he is,  
 11 Henri Frederick Emil.

12 Roger Hayden was a man, a special man.  
 13 He will be missed by those who knew him, by those  
 14 who worked with him, and even those who disagreed  
 15 with him. He will be sorely missed by those who  
 16 loved and cherished him. The man who is deserving  
 17 the name is the one whose thoughts and exertions  
 18 are for others rather than for himself, Walter  
 19 Scott. Roger was a man of humor and wit. So let  
 20 us not mourn for him, only rejoice for his life  
 21 and for being a part of it. Roger would say to

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1 those of us in this room, "Kiddos don't cry for  
 2 me, just continue to do the work. It is all about  
 3 the children." So Roger Hayden, well done, good  
 4 and faithful servant.

5 CHAIRMAN CAUSEY: Thank you, Ms.  
 6 Pasteur. I invite all to please stand as we have  
 7 a special moment of silence to honor the life of  
 8 Roger Hayden and all those who have served  
 9 Baltimore County Public Schools.

10 (MOMENT OF SILENCE OBSERVED)

11 CHAIRMAN CAUSEY: Thank you. The next  
 12 item on our agenda is a consideration of the  
 13 November 5th, 2019 agenda. Dr. Williams, are  
 14 there any additions to tonight's agenda.

15 DR. WILLIAMS: There are no additions  
 16 or changes to tonight's agenda.

17 CHAIRMAN CAUSEY: Thank you. The next  
 18 item is minutes of closed session. Earlier this  
 19 evening, the Board met in closed session pursuant  
 20 to the Open Meetings Act for the following  
 21 reasons: To one, discuss the appointment,

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2 employment assignment, promotion, discipline,  
 3 demotion, compensation, removal, resignation or  
 4 performance evaluation of appointees, employees or  
 5 officials over whom it has jurisdiction or any  
 6 other personnel matter that affects one or more  
 7 specific individuals. And seven, consult with  
 8 counsel to obtain legal advice. The minutes of  
 9 the closed session and informational summary can  
 10 be found on our website at  
 11 [www.bcps.org/board/informational-summaries.html](http://www.bcps.org/board/informational-summaries.html).

12 The next item of our meeting is  
 13 selection of speakers. Sign-up cards were  
 14 available to the public prior to the meeting for  
 15 anyone wishing to speak at this evening's meeting,  
 16 Board practice limits to ten the number of  
 17 speakers at a regularly scheduled Board meeting.  
 18 Each speaker is allowed three minutes to address  
 19 the Board. The completed sign-up cards for this  
 20 evening have been placed in this box and the first

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1 ten drawn from the box will be our speakers for  
 2 tonight during the public comment portion of the  
 3 meeting.  
 4 FEMALE SPEAKER: The first speaker this  
 5 evening is Dr. Muhammed Jameel. The second  
 6 speaker is Sharon Saroff. Our third speaker is  
 7 Mae Norris. Our fourth speaker is Glen Geelhaar.  
 8 Our fifth speaker is Farood Marfami. Our sixth  
 9 speaker is Kevin Leary. Our seventh speaker is  
 10 Dr. Bash Pharoan.  
 11 CHAIRMAN CAUSEY: Thank you. Our next  
 12 item is new business, personnel matters and for  
 13 that we call on Ms. Lowry to present the personnel  
 14 matters. Following the presentation, oops.  
 15 MS. LOWRY: Good evening.  
 16 FEMALE SPEAKER: Good evening.  
 17 MS. LOWRY: Chairwoman Causey, Vice  
 18 Chairwoman Henn, Superintendent Williams, and  
 19 members of the Board, I would like the Board's  
 20 consent for the following personnel matters:  
 21 Retirements, resignations, leaves, certificated

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1 appointments.  
 2 CHAIRMAN CAUSEY: Do I have a motion to  
 3 approve the personnel matters as presented in  
 4 exhibits E1 through E4? Thank you, Mr. Offerman.  
 5 Do I have a second? Thank you, Mr. Kuehn. Is  
 6 there any discussion?  
 7 All in favor, please raise your hand.  
 8 (HANDS RAISED).  
 9 Any abstain? (Inaudible).  
 10 The motion carries. Thank you.  
 11 Our next item of business is new business,  
 12 administrative appointments, and for that we call  
 13 on Dr. Williams.  
 14 DR. WILLIAMS: So, good evening, Madame  
 15 Chair, and members of the Board, I would like to  
 16 bring forward for your approval the following  
 17 administrative appointments, Senior Student  
 18 Information Reporting Analyst in the office of  
 19 Enterprise Applications, Coordinator Data Strategy  
 20 in the division of Research, Accountability, and  
 21 Assessment, and lastly the Human Resources

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1 Supervisor in the office of Staffing.  
 2 CHAIRMAN CAUSEY: Do I have a motion to  
 3 approve the administrative appointments as  
 4 presented in Exhibit F1? Thank you, Mr.  
 5 McMillion. Do I have a second?  
 6 MS. MACK: Second.  
 7 CHAIRMAN CAUSEY: Thank you, Ms. Mack.  
 8 Is there any discussion?  
 9 All in favor, please raise your hand.  
 10 (HANDS RAISED).  
 11 Any opposed? Any abstain?  
 12 The motion carries unanimously.  
 13 DR. WILLIAMS: So, our first candidate  
 14 is Helen Dua, the Senior Student Information  
 15 Reporting Analyst in the office of Enterprise  
 16 Applications. Please stand. Welcome to Baltimore  
 17 County Public Schools. She brings with her the  
 18 following experience, an ACT specialist in the  
 19 admissions compliance and transition office at  
 20 Kennedy Krieger Institute, a coordinator of  
 21 special ed at Kennedy Krieger Institute, and an

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1 intern at Pediatrics of St. Agnes Hospital.  
 2 Supporting her tonight is her husband, Malcolm  
 3 Davis.  
 4 Please stand. Director Jeannie  
 5 Imbrioli from the office of Enterprise  
 6 Applications and the Supervisor of Student  
 7 Information Systems Management Mark Genderich in  
 8 the office of Enterprise Applications.  
 9 Congratulations.  
 10 Our next candidate is Dr. Maria  
 11 Finger-Elam, Coordinator of Data Strategy in the  
 12 division of Research, Accountability and  
 13 Assessment. She is current staff here in  
 14 Baltimore County Public Schools. Previously, she  
 15 was the supervisor of research in the division of  
 16 Research, Accountability and Assessment and prior  
 17 experience in Howard County Public Schools and  
 18 Robert E. Poole Middle School. Supporting her  
 19 tonight is her husband Gary Elam and her daughters  
 20 Amina and Nora Elam. Please stand.  
 21 Congratulations. And by the way, that's a

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1 Hamptonian right there. You'll all get that  
 2 later.  
 3 Our last candidate is Shakisha Smith.  
 4 Please stand. Human Resources Supervisor in the  
 5 Staffing of Office of Staffing. Her previous  
 6 position was the Human Resources Analyst in  
 7 Staffing, and prior to that she worked at Stanley  
 8 Black and Decker, the City of York, Coppin State,  
 9 and Little Queens and Kings Childcare Center.  
 10 Supporting her tonight is her significant other,  
 11 Maurice White. Please stand. And the Director of  
 12 Staffing, Michael Hodge in the office of Staffing.  
 13 Congratulations.  
 14 CHAIRMAN CAUSEY: Thank you. Our next  
 15 item is public comment. This is one of the  
 16 opportunities the Board provides to hear the views  
 17 and receive the advice of community members. The  
 18 members of the Board appreciate hearing from  
 19 interested citizens. As appropriate, we will  
 20 refer your concerns to the Superintendent for  
 21 follow-up by his staff.

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1 While we encourage public input on  
 2 policy, programs, and practices within the purview  
 3 of this Board and this school system, this is not  
 4 the proper forum to address specific student or  
 5 employee matters, or to comment on matters that do  
 6 not relate to public education in Baltimore  
 7 County. We encourage everyone to utilize existing  
 8 dispute resolution processes as appropriate.  
 9 I remind everyone that inappropriate  
 10 personal remarks or other behavior that disrupts  
 11 or interferes with the conduct of this meeting are  
 12 out of order.  
 13 I ask you to observe the three-minute  
 14 clock, which will let you know when your time is  
 15 up. Please conclude your remarks when you hear  
 16 the bell or see that time has expired. The  
 17 microphone will be turned off at the end of your  
 18 time and it could be turned off if a speaker  
 19 addresses specific student or employee matters or  
 20 is commenting on matters not related to public  
 21 education in Baltimore County.

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1 If not selected, the public may submit their  
 2 comments to the Board in hard copy, or via email  
 3 to boe@bcps.org.  
 4 I now call on our stakeholder groups to  
 5 speak and first this evening is Baltimore County  
 6 Student Council, Superintendent Student Advisory  
 7 Council, Matthew Rubeinstein.  
 8 Good evening and welcome.  
 9 MR. RUBEINSTEIN: Good evening.  
 10 Chairman Causey, Vice-Chairwoman Henn,  
 11 Superintendent Williams, Student Omer, and members  
 12 of the Board, my name is Matthew Rubeinstein. I  
 13 am a senior at Franklin High School and the  
 14 education liaison with the Baltimore County  
 15 Student Councils. I am here today on behalf of  
 16 Angela Chen, BCSC President.  
 17 BCSC recently held the Kindness Matters  
 18 Summit on October 23rd and 24th for middle school  
 19 and high school students. We emphasized bullying  
 20 prevention and mental health. Students returned  
 21 to their schools energized to improve their school

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1 climates, make a difference in their peers' lives,  
 2 and champion inclusiveness. We were glad to see  
 3 Dr. Williams at this event.  
 4 It's also important to students that  
 5 every member of the BCPS ecosystem stay committed  
 6 to the attitude of Kindness Matters and be an  
 7 upstander, not a bystander. I urge you to carry  
 8 on the spirit to best serve the students of  
 9 Baltimore County.  
 10 Furthermore, BCSC is moving forward in  
 11 its climate sustainability initiatives. At this  
 12 summit, we have drastically cut down on plastic  
 13 waste and we are working with the County Executive  
 14 to form a youth climate action committee to help  
 15 Baltimore County address climate issues. To that  
 16 end, our environmental committee is hosting a  
 17 climate reality presentation to BCPS staff and  
 18 county government. Students are passionate about  
 19 creating a livable planet and fighting for their  
 20 futures.  
 21 On calendar issues, students across the

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1 county have provided input and BCSC's opinion is  
 2 that the calendar should begin post-Labor Day.  
 3 Finally, I encourage you to continue to put  
 4 student issues first and hear what students have  
 5 to say. Their opinions and their concerns, their  
 6 anxieties and recommendations. I urge you to be  
 7 the adult in the building that students can trust.  
 8 Thank you for your time.  
 9 CHAIRMAN CAUSEY: Thank you very much.  
 10 Our next speaker for this evening is Teachers'  
 11 Association of Baltimore County President, Ms.  
 12 Cindy Sexton. Good evening and welcome.  
 13 MS. SEXTON: Good evening, Chairwoman  
 14 Causey, Vice Chair Henn, Dr. Williams, and members  
 15 of the Board.  
 16 The single-most important factor in  
 17 determining a student's performance is the quality  
 18 of their teacher. A child who spends one year  
 19 with a highly effective teacher tends to  
 20 experience academic benefits even two years later.  
 21 Well-qualified, high quality teaching can close

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1 the achievement gap between economically  
 2 disadvantaged students and their more affluent  
 3 peers. There is value in being taught by an  
 4 experienced teacher.  
 5 It is specifically the BCPS core value  
 6 that speaks to every student being successful when  
 7 sufficient, appropriate supports are provided,  
 8 that I will be speaking to tonight.  
 9 While those supports can and do mean  
 10 different things in different situations, the  
 11 underlying essential support all students need is  
 12 a teacher who has had a chance to develop their  
 13 skill and become the effective teacher our  
 14 students deserve. Nearly fifty percent of new  
 15 teachers leave the profession within the first  
 16 five years. Well over half of the resignations  
 17 BCPS has had since August first are those new  
 18 teachers.  
 19 Why do they leave? One main reason is  
 20 lack of planning time. For a person to develop  
 21 into and maintain being an effective teacher

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1 requires substantial time to choose effective  
 2 strategies, learn the curriculum, develop and  
 3 prepare materials that meet the needs of all of  
 4 your students. When teachers have time to do  
 5 this, student learning is maximized.  
 6 Why? Because teachers had time to  
 7 develop and present engaging lessons. Students  
 8 enjoy the class because the lesson is presented in  
 9 a way that resonates with students and it makes it  
 10 important enough for them to want to learn it.  
 11 This only happens when teachers have enough time  
 12 to plan for and prepare these lessons.  
 13 One elementary teacher wrote DIBELS  
 14 progress monitoring, running records, behavior  
 15 management, personal behavior charts, sometimes  
 16 being required to document student behavior and  
 17 compliance every ten minutes, restorative  
 18 practices, building relationships, collecting  
 19 data, time to input the data, collecting money for  
 20 field trips or pictures, contacting parents, and  
 21 countless other daily tasks. Did anyone notice

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1 actual teaching, or planning, or differentiation?  
 2 If we are going to help our students  
 3 succeed, we need to trust our teachers who are  
 4 asking for more time and make planning time a high  
 5 priority in our budgeting and scheduling  
 6 decisions. Let's turn our focus away from things  
 7 that don't really have any outcome on student  
 8 success and start focusing on something that does.  
 9 More time for our teachers. Our kids can't wait.  
 10 Thank you.  
 11 CHAIRMAN CAUSEY: Thank you. Our next  
 12 speaker for the evening is from the Northwest Area  
 13 Education Advisory Council, Mr. Clifford Collins.  
 14 Good evening and welcome.  
 15 MR. COLLINS: Good evening, Chairwoman  
 16 Causey, Vice Chair Henn, and Dr. Darryl Williams,  
 17 and members of the Board. I am presenting this  
 18 Board my report this evening on the capital and  
 19 operating budget requests that I received from  
 20 Franklin High School, Owings Mills Elementary  
 21 School, Reisterstown Elementary School and

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1 Campfield Learning Center.  
 2 For the second time, Franklin High  
 3 School requests capital funding to address  
 4 multiple bathroom plumbing issues. Capital budget  
 5 funding is also needed to repair stairs, walkways,  
 6 and replace worn and torn carpet. Operating  
 7 budget funding is requested for the hiring of  
 8 additional counseling staff.  
 9 Reisterstown Elementary School.  
 10 Community stakeholders continue to question why  
 11 Reisterstown Elementary School was removed from  
 12 the priority list for schools to be replaced. The  
 13 school's enrollment of more than 600 students is  
 14 about 138 percent of the state-rated capacity.  
 15 Currently, Reisterstown Elementary  
 16 School needs capital budget funds to address  
 17 multiple issues related to overcrowding. The  
 18 school needs a large bus loop to relieve traffic  
 19 congestion during arrival and dismissal and also  
 20 needs additional parking spaces for faculty and  
 21 visitors.

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1 Testimony received from and on behalf  
 2 of Owings Mills High School cited several typical  
 3 capital budget needs that exist in school  
 4 buildings that are over ninety years old. Parents  
 5 and community stakeholders complain that Owings  
 6 Mills Elementary School has not received the level  
 7 of funding support afforded other aging county  
 8 public schools with similar structural issues.  
 9 Capital funding is also needed to  
 10 reduce the elevated levels of lead in the water,  
 11 redesign a carpool lane and improve the conditions  
 12 of the school's interior and exterior  
 13 architectural features that are in various stages  
 14 of disrepair.  
 15 Campfield Learning Center submitted  
 16 testimony requesting operating budget funds to  
 17 hire additional staff and to purchase additional  
 18 smartboards for pre-K and kindergarten classrooms.  
 19 The capital budget funds are requested to replace  
 20 the ceiling of the school's book room, purchase  
 21 new modular furniture for the kindergarten

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1 classroom, and purchase projectors, document  
 2 cameras, and speakers for classrooms. Funds were  
 3 also requested for installing an air conditioning  
 4 system. However, Campfield Learning Center was  
 5 recently added to the list of schools selected to  
 6 receive state-approved funding for air  
 7 conditioning.  
 8 I wish to thank the Board for giving me  
 9 an opportunity to present my report to you this  
 10 evening. Thank you.  
 11 CHAIRMAN CAUSEY: Thank you. Our next  
 12 speaker for the evening is from the Baltimore  
 13 County Alliance of Black School Educators, Ms.  
 14 Kyria Joseph. Good evening and welcome.  
 15 MS. JOSEPH: Good evening, Board Chair  
 16 Causey, Vice Chair Henn, Superintendent Dr.  
 17 Williams, and Board members. My name is Kyria  
 18 Joseph, I am the President of the Baltimore County  
 19 Alliance of Black School Educators informally  
 20 known as BCABSE.  
 21 On Thursday, September the 26th,

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1 BCABSE, the Baltimore County and Randallstown  
 2 chapters of the NAACP, the Northwest Voice  
 3 Newspaper, hosted a meet and greet community event  
 4 for Dr. Williams. There were nearly two hundred  
 5 persons in attendance. We wish to express to Dr.  
 6 Williams our appreciation for his excellent  
 7 presentation at the community meet and greet.  
 8 The discussion of his vision for the  
 9 advancement of BCPS emphasizes raising achievement  
 10 bars, closing gaps, and preparing our students for  
 11 the future, was well-received by the attendees.  
 12 We also thank the Board for attending and  
 13 supporting this event.  
 14 The event was enhanced by information  
 15 tables hosted by the Baltimore County Police  
 16 Department, the Kirwan Commission, the Baltimore  
 17 County Alumni Chapter of Delta Sigma Theta  
 18 Sorority, Incorporated, the BCPS Northwest  
 19 Advisory Council and sponsors. Dr. Williams, we  
 20 stand in strong support of your vision and look  
 21 forward to working closely with you and the Board

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1 to improve the quality of education for all  
 2 Baltimore County students.

3 BCABSE will host our kickoff interest  
 4 meeting on Thursday, November the 21st at five  
 5 p.m. We are looking for BCPS staff and executive  
 6 leadership, Board members, retired BCPS educators,  
 7 and parents who are ready to do the work to  
 8 improve learning for students, especially students  
 9 of color. Please email kjoseph@bcps if you have  
 10 any questions. Have a wonderful evening.

11 CHAIRMAN CAUSEY: Thank you. Our next  
 12 speaker for the evening is from the Citizens  
 13 Advisory Committee for Gifted and Talented  
 14 Education, Ms. Julie Miller-Breetz. Good evening  
 15 and welcome.

16 MS. MILLER-BREETZ: Good evening  
 17 Chairwoman Causey, Board members, Dr. Williams,  
 18 and the BCPS Community.

19 On October 18th, I had the great  
 20 opportunity to attend the Maryland State  
 21 Conference on Gifted and Talented Education

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1 entitled “The Changing Landscape of Gifted  
 2 Education in Maryland”. The keynote speaker was  
 3 Dena Brulles, the Director of Gifted Education at  
 4 Paradise Valley Unified School District in  
 5 Arizona.

6 In her keynote, entitled “Building  
 7 Comprehensive Gifted Services that Embrace  
 8 Diversity” she described three different children  
 9 in her district. First, she described Ava, a  
 10 third-grade ELL student who had recently  
 11 immigrated from Mexico and whose language  
 12 acquisition testers recognized a spark indicative  
 13 of giftedness. Her ELL teacher was shocked by how  
 14 quickly she was becoming proficient in English.  
 15 Eva scored a ninety-five percent on a non-verbal  
 16 ability test.

17 Next, she described Jason, a 2E student  
 18 identified as gifted through special education  
 19 testing done in kindergarten. His testing  
 20 identified a very high IQ. Jason had an  
 21 incredible memory, very perceptive insights, and a

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1 craving for learning. He also had challenges in  
 2 organizing anything, everything, from his papers  
 3 to his desk to himself. Jason had ADD,  
 4 dysgraphia, dyslexia, and yet was really smart.

5 Lastly, she described Shera, a highly  
 6 gifted and radically accelerated student from  
 7 India. She started reading when she was three  
 8 years old and by kindergarten she could comprehend  
 9 chapter books. Shera's math acuity was also  
 10 exceptional. When tested in the Spring of her  
 11 kindergarten year, Shera scored in the  
 12 ninety-ninth percentile on all batteries of the  
 13 COGAT, or Cognitive Abilities Test.

14 Eva, Jason, and Shera represent gifted  
 15 students who require different, quite different  
 16 approaches toward learning. If placed in the same  
 17 program, it is highly unlikely their learning  
 18 needs would be met. Instruction has to be  
 19 tailored to address their strengths and needs and  
 20 lucky for them, Ms. Brulles' district contains  
 21 programs that could do that.

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1 Eva was flexed into a cluster  
 2 classroom, a place where gifted students are  
 3 grouped at each grade level, and at every school,  
 4 and receive differentiated instruction in all  
 5 content areas by a gifted cluster teacher, and  
 6 then later participated in Honors Reading and Math  
 7 with other gifted students. Honors classes  
 8 offered content replacement or content enrichment  
 9 in Math or ELA daily with a gifted specialist.

10 Jason participated in the Paradise  
 11 Valley uniquely gifted program in grades 1 and 2  
 12 and then in the regular gifted program with  
 13 special education support.

14 Shera was radically accelerated. She  
 15 attended a self-contained program with other  
 16 highly gifted students.

17 I know that in Ms. Brulles' district,  
 18 multiple assessments are used to identify  
 19 potential giftedness and are used strategically  
 20 given the child's circumstances and background. I  
 21 noticed that these tests are given at different



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1 flexible times and done as early as kindergarten.  
 2 I see that there are distinct programs that cater  
 3 to the different needs of gifted children. As  
 4 Baltimore County embraces the changes required by  
 5 SM COMAR, I fervently hope that you are all  
 6 considering the many faces of giftedness,  
 7 enfranchising students.  
 8 CHAIRMAN CAUSEY: Thank you. And now  
 9 for our public speakers, our first speaker for  
 10 this evening is Dr. Muhammad Jameel.  
 11 Good evening and welcome.  
 12 MR. JAMEEL: Good evening, Chair  
 13 Causey, Dr. Williams and members of the Board, and  
 14 peace and blessings to everyone who is present  
 15 here. By the grace of God, I am the eldest of  
 16 sixty-eight first cousins, twenty-one of them are  
 17 doctors, but I am not, so I just wanted to correct  
 18 the record.  
 19 CHAIRMAN CAUSEY: Duly corrected.  
 20 MR. JAMEEL: Supreme Court upheld  
 21 racial segregation in 1896 in Plessy versus

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1 Ferguson and established the concept of separate  
 2 but equal in public education. A Baltimore-born  
 3 hero, Thurgood Marshall argued in Board versus --  
 4 Brown versus Board, in 1954 that separation is  
 5 inherently unequal.  
 6 Therefore, I say today that unequal is  
 7 separation. The inequality has created  
 8 separations and divisions in our society and  
 9 seeped into every facet of our lives. Sanctioning  
 10 of unequal treatment dehumanizes both the children  
 11 as well as the adults. It then justifies  
 12 discrimination and legitimizes the very act of  
 13 unequal treatment.  
 14 The parents of Muslim students have  
 15 repeatedly refuted all misguided and misinformed  
 16 arguments against closing of schools on Muslim  
 17 holidays, whether it was a non-database decision  
 18 or failure to hire more substitute teachers  
 19 instead of making the top-heavy administration  
 20 heavier, or legitimizing the non-COMAR holidays  
 21 only for one minority, or the number of snow days

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1 needed, or the number of instruction days, et  
 2 cetera, et cetera.  
 3 Muslim students should not be treated  
 4 as separate and those of the other two faiths as  
 5 equal. Such separation is inherently unequal.  
 6 This is not 1896 today, nor is it 1954.  
 7 Past decisions of the highest Court of  
 8 our land have had their consequences. Wise men  
 9 pay heed to history and do their utmost not to  
 10 repeat it. I hope that this particular Board uses  
 11 its wisdom to uphold the doctrine of fairness and  
 12 equality by approving the equal treatment of  
 13 closing the schools for the Muslim children on  
 14 their holidays.  
 15 God bless you and I thank you for  
 16 listening to me, and I hope, and pray, that you  
 17 shall -- when your term is over, that you will  
 18 leave a legacy that we can be proud of to make the  
 19 playing field even. Thank you.  
 20 CHAIRMAN CAUSEY: Thank you. Our next  
 21 speaker for the evening is Sharon Saroff. Good

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1 evening and welcome.  
 2 MS. SAROFF: Good evening. I have a  
 3 question for you. As a parent, what would you  
 4 like your school to provide your child? I believe  
 5 all parents want an appropriate education from  
 6 trained teachers and a safe environment. As a  
 7 parent of two special needs children, I know  
 8 that's what I want, and wanted and continue to  
 9 want for my kids.  
 10 As an advocate, I know that is what my  
 11 clients want for their kids. Unfortunately, the  
 12 word appropriate is currently not a word that I  
 13 can equate with special education in this county.  
 14 Yes, I'm angry. I have spent the better part of  
 15 the past two months and all of last year dealing  
 16 with a system that feels it's okay to thrust  
 17 children into an inappropriate environment in the  
 18 name of least-restrictive environment. They are  
 19 thrust into general education classrooms of  
 20 sometimes twenty-nine and thirty children without  
 21 necessary supports, without trained personnel.

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1 And then they don't make progress and the parents  
 2 are told they're fine, it's okay.

3 I have clients that are doing self-harm  
 4 because their IEPs are not being followed. And we  
 5 hear at an IEP meeting, that's okay. They're  
 6 happy. I don't think so.

7 It is not okay for us to provide the  
 8 minimum anymore in this county. We need to rise  
 9 and show as an example to everybody else that we  
 10 want to follow the Supreme Court decision back in  
 11 2017 that said the minimum is not enough.

12 I have tried to stop myself from being  
 13 angry. I am -- have been willing to work with  
 14 Dr. Williams because I know that he has four  
 15 children. Everybody else needs to do the same.

16 CHAIRMAN CAUSEY: Thank you. Our next  
 17 speaker for the evening is Mae Norris. Good  
 18 evening and welcome.

19 MS. NORRIS: Hi, my name is Mae Norris.  
 20 I am a fifth grader at Reisterstown Elementary  
 21 School. All of our fifth grade classes are in the

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1 trailers. Whenever someone needs to go to the  
 2 bathroom, the nurse, the office, or get a drink,  
 3 someone has to take time out of their work to go  
 4 and let them in. My teacher has been working at  
 5 Reisterstown for ten years and has been teaching  
 6 in the trailers for six years.

7 What my school needs is a new building  
 8 with more space. I know I probably won't get that  
 9 this year, but I am speaking for my little sister,  
 10 her friends, my friends' little siblings, and all  
 11 of the kids younger than me.

12 The trailers that we have classes in  
 13 are pretty tight spaces. My trailer doesn't have  
 14 enough space for an extra table or even a small  
 15 carpet. My friend Sophia thinks that the trailer  
 16 is too cramped and that there is no room for  
 17 working with groups or partners around the room.

18 Two of my other friends, Lucia and  
 19 Singhy, also agree with me and Sophia, as well as  
 20 the fact that they don't like the trailers because  
 21 we have to walk through rain, snow, and wind to

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1 get into the school building for both specials and  
 2 lunch, including for when we have to go inside to  
 3 do other things, too.

4 Storage space is also a problem. We  
 5 have bins for our supplies like notebooks and  
 6 folders. Below our bins are hooks for our  
 7 backpacks. The problem is the hooks are too close  
 8 together. Not everyone can fit their backpack on  
 9 their hook at the same time, so we put them on the  
 10 floor. However, this also causes a problem,  
 11 because with backpacks on the floor people  
 12 entering or exiting the trailer trip over them.

13 Therefore, that is the end of why my school needs  
 14 a new building with more space. Thank you.

15 CHAIRMAN CAUSEY: Thank you. Our next  
 16 speaker for the evening is Glen Geelhaar. Good  
 17 evening and welcome.

18 MR. GEELHAAR: Thank you. Good evening  
 19 Dr. Williams, Chairwoman Causey, Vice Chair Henn  
 20 and distinguished members of the Board of  
 21 Education. Thank you so much for your service to

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1 Baltimore County students.

2 Um, in 1981, I know, way back in time  
 3 here, um, the North Point Junior High School was  
 4 repurposed into the North Point Government Center.  
 5 Um, it came with promises of recreation space for  
 6 the community and good high-paying Baltimore  
 7 County government jobs for Eastern Baltimore  
 8 County.

9 Um, today the building stands mostly  
 10 empty. Um, the best solution that we've heard  
 11 from, uh, the County is -- is that the County  
 12 feels it's too much to improve the building after  
 13 years of neglect and that it needs to be sold off  
 14 to a private developer.

15 In many ways, or fast forward to today,  
 16 I see us standing at the same crossroads that we  
 17 had with North Point Junior with Golden Ring  
 18 Middle School. Um, many people speculate and then  
 19 a final decision's been made, but many people  
 20 speculate that Golden Ring will close when the  
 21 North -- the new Northeast Middle School is

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1 opened.

2 Um, Golden Ring Middle School received,

3 according to Board docs, a \$4,368,563 renovation

4 in 2006. In 2017 there was a central air

5 conditioning project. So Golden Ring Middle

6 School's building is not the dump that some people

7 would have us believe.

8 Currently there is a tremendous

9 shortage of qualified students or qualified

10 applicants in the trades. We're talking about

11 good high-paying jobs in heating and air

12 conditioning, um, brick layers, electricians, um,

13 I can even see, you know, if we repurpose the

14 school building to be a trade school for our

15 students, um, a course in entrepreneurship where

16 we could teach things like, um, obtaining a

17 employee identification number from the IRS,

18 setting up a business plan to get financing from

19 the bank, and applying for contracts, maybe

20 government contracts, you know, to launch their

21 business.

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1 And speaking of contracts. Every year

2 we spend millions of dollars on improvement

3 contracts for our schools. So how about seeing if

4 we can partner with these companies who are

5 providing work for our school system to providing

6 internships for these same students who would be,

7 you know, learning these trades. Perhaps a

8 partnership that would, you know, offer a

9 guarantee of employment for recent graduates.

10 Maybe ten percent of their workers could actually

11 work on the school projects that this Board of

12 Education is paying for and authorizing.

13 So, in conclusion, I just want to say

14 that Golden Ring offers a golden opportunity for

15 our students. Please don't let it become the next

16 North Point Government Center.

17 CHAIRMAN CAUSEY: Thank you. Our next

18 speaker for the evening is Farood Marfami. Good

19 evening and welcome.

20 MR. MARFAMI: Good evening. You can

21 hear me?

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1 CHAIRMAN CAUSEY: Yes.

2 MR. MARFAMI: First of all, Dr.

3 William, congratulation. I met you three or four

4 weeks ago, I specially came to see you, so please

5 stay '19, '20, '21, '22, '23, '24, and on and on.

6 And this Board will support you, you know, because

7 person to do the job, we don't want to lose it.

8 It's a lot of investment to find a good people,

9 okay.

10 And, the reason I'm here, that I heard

11 one of our friend, Dr. Offerman, he help to give

12 equal treatment, equal treatment all the kids, so

13 thank you very much, sir. The community is very

14 happy. And now let me give you a background.

15 My family came and I have polio right

16 leg. 2009 I fracture my right leg. No leg. But

17 anyway, I still am working. My family came from

18 Pakistan, 1989. First daughter was five years

19 old, second was two and a half years old. Not a

20 single word of English. They went to Winfield

21 Elementary. They finished there. We moved to the

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1 Woodlawn area and they went to the Woodland High

2 at that time. Tough and rough. I used to become

3 a PTA member and I told the teachers going all the

4 way there and with the help of God, first

5 daughter, she is a professor at FCC, Math and

6 Statistics professor Frederick Community College.

7 Second daughter become Master's in Public Health

8 from John Hopkins, went to St. Francis Court

9 working for the government.

10 The third daughter, made in America.

11 She is finishing her registered nurse in December.

12 So I have a chance to move to Columbia, I had a

13 chance to move somewhere else. But I said no,

14 Baltimore County is the one. We cannot go

15 anywhere even I could afford it. I said no. We

16 will be here and one day my kids go all the time

17 when others' friends are off, but we say okay, no

18 problem, no problem, no problem, one day will

19 come. Not my kids but their kids will have one

20 day off with their parents. So I am glad that

21 this Board is doing a great job, please keep it

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1 up, and if you need our help, we will help you and  
 2 it's a big community and we can raise money if you  
 3 need it for a school and we are doing the same way  
 4 with our kids. Thank you very much for your help,  
 5 sir.

6 CHAIRMAN CAUSEY: Thank you. Our next  
 7 speaker for the evening is Kevin Leary. Good  
 8 evening and welcome.

9 MR. LEARY: Good evening. My name is  
 10 Kevin Leary. I am here from the Perry Hall  
 11 Improvement Association. I am the current  
 12 vice-president of that association.

13 I am here to speak to you on behalf of  
 14 some of the students that I work with who are  
 15 still being bullied and harassed in our schools,  
 16 and one of them last week was attacked outside of  
 17 Parkville High School and pushed into the middle  
 18 of Putty Hill Road in the middle of rush hour  
 19 traffic.

20 I have been coming here for, Lord  
 21 knows, two years talking to you all about the

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1 situations, the safety situations in our schools.  
 2 I want to echo what this young lady said about  
 3 these trailers or mobile classrooms, whatever you  
 4 like to call them. They are not safe. God forbid  
 5 something happens at one of our schools. These  
 6 kids are stuck inside of these tin cans and they  
 7 can't get inside that building to be safe.

8 We need to do something about this.  
 9 It's not a good situation. And what Glen said,  
 10 again, as the vice-president of the association, I  
 11 hear from a lot of our business owners who are  
 12 looking for good, suitable employees in the  
 13 trades. And we as a county do not have enough  
 14 training in that.

15 Everybody does not want to go to  
 16 college. I know most parents want their kids to  
 17 go to college, but a lot of kids don't want to go  
 18 to college, and they want to just have a trade and  
 19 make a good living and they're good at it. But if  
 20 we don't train them, they won't be able to make  
 21 that living and they will have to end up working

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1 in meaningless jobs and until they can get  
 2 themselves through the training after they  
 3 graduate high school.

4 And, you know, that's not really right  
 5 for us. As adults and leaders of the community,  
 6 we need to take care of our children and give them  
 7 what they need to succeed. We're not teaching our  
 8 children basic skills. I have many, many kids  
 9 that come to me and they don't even know how to  
 10 write a check. They need help. And this is after  
 11 they graduated from our schools.

12 And I try to work with all these kids  
 13 and do, you know, help them, but we as leaders  
 14 should be helping them in the schools to be able  
 15 to succeed after they leave our schools and have a  
 16 helpful community instead of just, you know,  
 17 shoving them through classes and putting them into  
 18 situations that they're not ready for.

19 So I want to thank you for my time and  
 20 I appreciate every one of you, and thank you for  
 21 doing what you do.

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1 CHAIRMAN CAUSEY: Thank you. And our  
 2 final speaker for this evening is Dr. Bash  
 3 Pharoan. Good evening and welcome.

4 DR. PHAROAN: Good evening. If they  
 5 speak nobody after me, can I take six minutes.

6 CHAIRMAN CAUSEY: You know the answer.

7 DR. PHAROAN: Thank you Mr. Offerman  
 8 and Ms. Rowe for your motion two meetings ago,  
 9 which really made equality of the school holidays  
 10 a reality. I thank you all for voting for it.

11 Roger Hayden was an honest man. He was  
 12 sincere. He was direct and he was focused. And  
 13 he was also fiscally responsible. As you know, he  
 14 lost his second term because he was fiscally  
 15 responsible. Roger Hayden was for equity and  
 16 equality. Roger Hayden did his best to fulfill  
 17 the mission of the school system, for a  
 18 multi-cultural pluralistic society. He had the  
 19 highest ethics. He really loved every student.  
 20 He really cared about others. He really addressed  
 21 the issues in a gentleman fashion. And he had

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1 clear standard to him.  
 2 I think it's too bad that we don't  
 3 really acknowledge our leaders until they die, and  
 4 that has been the story throughout history.  
 5 I ask you to remember Roger Hayden, not just for  
 6 the name, but for what he stood for. If we get  
 7 the four billion dollar Kirwan taxes, portion of  
 8 it obviously, I really hope that all of you would  
 9 make sure it's spent wisely and effectively.  
 10 Pouring money on a school system, any school  
 11 system, does not really solve problems. It has to  
 12 be associated with good administration, with  
 13 judicial application, with wisdom.  
 14 As far as the calendar concerns, I  
 15 think it's fiscally responsible only to approve  
 16 five days of springtime. There is just really no  
 17 reason to give ten days. It's just too much. And  
 18 starting after Labor Day is the wise thing to do  
 19 because the State of Maryland and Baltimore County  
 20 will gain more taxes and more taxes would be  
 21 better for the school system.

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1 I hope really you would implement that  
 2 and you would remember the mission of Roger Hayden  
 3 for a long, long time. He was an honorable man  
 4 and I am really truly sincerely sorry I didn't  
 5 have a chance to meet with him more than one time  
 6 on a lunch that left quite a bit of memory in my  
 7 mind. Thank you all.  
 8 CHAIRMAN CAUSEY: Thank you. Our next  
 9 item on the agenda is the superintendent's report.  
 10 Dr. Williams.  
 11 DR. WILLIAMS: First and foremost, I  
 12 would like to extend my thoughts and prayers to  
 13 the family of our Board member Roger Hayden who  
 14 passed away on October 24th. Mr. Hayden  
 15 maintained a singular focus on doing what was best  
 16 for our students and our staff. He left a legacy  
 17 of leadership during his time as Baltimore County  
 18 Executive as well as his contributions as both  
 19 President and member of this Board.  
 20 Secondly, I would also like to thank  
 21 our parents, students, community members and staff

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1 for sharing your priorities with me during my  
 2 series of ten community conversations around the  
 3 county. These conversations comprise our first  
 4 towards the development of the next BCPS strategic  
 5 plan. This collective work will continue into  
 6 2020.  
 7 In the meantime, my staff and I we're  
 8 finalizing the one-hundred-day entry plan which  
 9 sets forth recommendations for this current year  
 10 and years to come. Feedback from both the entry  
 11 plan and the community conversations are helping  
 12 to shape our budget proposal for FY 21.  
 13 I also would like thank our host  
 14 principals for those ten community conversations.  
 15 At Dundalk, Principal Santos. Overlea, Principal  
 16 Sample. Loch Raven, Principal Holmes. Woodlawn,  
 17 Principal Jernigan. Owings Mills, Principal  
 18 Campbell. Perry Hall High School, Principal Reed.  
 19 Catonsville High School, Principal Ames.  
 20 Pikesville High School, Principal Reid. Carver  
 21 Center for Arts and Technology, Principal Steele.

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1 And Chesapeake High School Principal Wesloski.  
 2 As a reminder to the BCPS family, we  
 3 are supporting student and staff wellness each  
 4 month through the Mind over Matters campaign.  
 5 This month's campaign is Deleting Negativity:  
 6 Words Matter, which is focused on positive  
 7 communication, both face-to-face and online. Let  
 8 me say that again. Face-to-face and online.  
 9 School and office staff can find more information  
 10 in the weekly bulletin on the intranet. Our  
 11 hashtag for sharing on social media is hashtag  
 12 BCPSbekind.  
 13 Coming soon. Coming soon. Coming soon  
 14 is Education Support Professionals Day on  
 15 Wednesday. Wednesday, November 20th. This day is  
 16 celebrated nationally on the Wednesday during  
 17 American Education Week.  
 18 I would like to take a moment to thank  
 19 our ESPs for their invaluable support in our  
 20 classrooms and school offices every day of the  
 21 year. We absolutely could not teach our children

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1 and run our schools without you. And as a  
 2 reminder, parents, you are invited to visit  
 3 schools during American Education Week from  
 4 November 18th through 22nd. Please contact your  
 5 schools -- your child's school for information.  
 6 And finally, our first marking period  
 7 will end this Friday. Yay. It is a joy to visit  
 8 the schools and see students so meaningfully  
 9 engaged in learning. I look forward to continuing  
 10 my school visits as our lessons deepen and build  
 11 our prior knowledge.  
 12 Since this will be my last report to  
 13 you before the upcoming holiday, I would like to  
 14 extend team BCPS a very happy and healthy  
 15 Thanksgiving season. This concludes my report.  
 16 CHAIRMAN CAUSEY: Thank you. For the  
 17 Chair's report, in honoring the life of Roger  
 18 Hayden, we greatly appreciate Ms. Pasteur's  
 19 touching remarks. We extend our sincere  
 20 condolences to his family, friends, and colleagues  
 21 throughout Baltimore County. He will be missed,

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1 but remembered, as we continue to do the work on  
 2 behalf of children.  
 3 In my work of Chair, I have wonderful  
 4 opportunities. One recently was on October 16th,  
 5 I had the honor and pleasure to attend the  
 6 Baltimore County Commission on Disabilities  
 7 Twenty-Ninth Annual Awards Ceremony and luncheon  
 8 where a number of people with close ties to BCPS  
 9 received awards. The student award winner, Tim  
 10 Utzig, is a former Towson High alum, whose vision  
 11 became drastically impaired in high school.  
 12 During his speech, Tim mentioned that a special  
 13 teacher was instrumental in his continued academic  
 14 success and his ability to continue independently  
 15 as he pursues a degree at Towson University. We  
 16 often hear Dr. Williams say that every student  
 17 needs at least one adult on whom he or she can  
 18 depend. Tim Utzig found his adult at Towson High  
 19 School.  
 20 Delegate Michele Guyton who is a BCPS  
 21 parent with two sons with Tourette's Syndrome and

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1 an older son with Autism, yet is pursuing a  
 2 graduate degree in Physics, Delegate Guyton was  
 3 awarded legislator of the year for her work on  
 4 behalf of students with disabilities.  
 5 BCPS Parent Advocate Liz Hembling was  
 6 honored for her work with decoding dyslexia. Liz  
 7 has had a tremendous impact on students in BCPS  
 8 with her push to include the science of Reading in  
 9 how we teach students. Liz has been a huge  
 10 resource to this new Board over the last twelve  
 11 months.  
 12 Fall is upon us and with Fall comes all  
 13 of the sports many of us love: Football, soccer,  
 14 volleyball, cross country, golf, field hockey, to  
 15 name a few. I enjoyed attending Baltimore County  
 16 Cross Country Championships at Dulaney High School  
 17 which included all high schools and more recently  
 18 middle schools that have included running  
 19 programs.  
 20 BCPS has outstanding athletic programs  
 21 and we can't underestimate how important they are.

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1 We know sports provide many benefits to our  
 2 students and school communities, which include  
 3 physical, social, emotional, teamwork, and  
 4 increased school spirit. So good luck to those  
 5 continuing on and congratulations to all that has  
 6 already been accomplished.  
 7 Recently, I attended a Performing Arts  
 8 Showcase held at Hereford High School. We are  
 9 fortunate that BCPS arts programs provide ways for  
 10 students to nurture their talents in orchestra,  
 11 band, theater, dance, and the visual arts.  
 12 Also, I visited recently Overlea High  
 13 School along with Julie Henn, Lily Rowe, and John  
 14 Offerman to see the Health Science Magnet Fall  
 15 Showcase and the ribbon cutting for two new  
 16 classrooms designed for dental careers and  
 17 physical therapy for rehabilitation. We  
 18 appreciate Principal Monica Sample for her  
 19 leadership. These are, uh, just two more examples  
 20 of innovative educational programs provided by  
 21 BCPS and we appreciate the work of the Office of

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1 Career Technology and Education.  
 2 It seems like school started yesterday,  
 3 yet we are fast approaching the end of the first  
 4 quarter as Dr. Williams mentioned. Students and  
 5 teachers have been working hard and parents will  
 6 soon have the opportunity to meet with the  
 7 teachers to discuss their students -- discuss  
 8 their students' successes and address any  
 9 concerns.  
 10 Coming up is American Education Week  
 11 which starts in less than two weeks from November  
 12 18th through November 22nd. It affords parents,  
 13 as well as Board members, the opportunity to visit  
 14 schools and engage with the students and community  
 15 members. I encourage all parents, guardians, and  
 16 caregivers to visit their schools to support their  
 17 child, their school community, and to see the good  
 18 things that are happening in our classrooms.  
 19 It was also inspirational to attend  
 20 along with Dr. Williams, the Maryland State  
 21 Department of Education Teacher of the Year Awards

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1 Ceremony. And we were happy to be there with  
 2 Baltimore County's Teacher of the Year, Kristen  
 3 Nielsen, an outstanding educator from Crossroads  
 4 Center.  
 5 November, as Dr. Williams said, we have  
 6 our Mind over Matter theme, Deleting Negativity:  
 7 Words Matter, and let's all consider the power of  
 8 words and strive to use them to foster those  
 9 positive face-to-face and digital interactions.  
 10 Next week coming up is BCPS middle  
 11 schoolers will have the opportunity to attend  
 12 Junior Achievement Aspire, which is held at the  
 13 Maryland State Fairgrounds. This dynamic career  
 14 development experience gives middle school  
 15 students access to high-growth careers and area  
 16 employers, post-secondary education opportunities  
 17 and interactive career activities for eight  
 18 thousand middle school students.  
 19 There is a lot going on in November.  
 20 It is National Native American Heritage Month, the  
 21 magnet school deadline is Friday, November 15th,

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1 and of course, next Monday, November 11th, is  
 2 Veterans Day. To those in uniform serving today  
 3 and to those who have served in the past, we honor  
 4 you today, next Monday, and every day.  
 5 And now, our student Board member's  
 6 report.  
 7 MR. RESHID: Good evening. I first  
 8 want to say how much Roger was a great mentor and  
 9 a leader and how he always fought to put students  
 10 first while having a smile on his face and he will  
 11 truly be missed.  
 12 Kindness Matters month ended with a  
 13 great summit with students from across the county  
 14 starting up conversations as we were joined by our  
 15 superintendent on both the middle and high school  
 16 days, giving us advice, and emphasized that every  
 17 student should have an adult in the building whom  
 18 they trust. I hope we carry out the acts of  
 19 October throughout the school year and our lives.  
 20 November's theme is Deleting Negativity: Words  
 21 Matter, so be sure to show us what your schools

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1 are doing to support this month's theme.  
 2 Since October 8th I have been doing school visits,  
 3 talking to students individually, listening to  
 4 their concerns, and hearing what they want to see  
 5 from BCPS.  
 6 So far, I have reached Sparrows Point  
 7 Middle and High, Lansdowne High School, Franklin  
 8 High School, Ridgely Middle School, Patapsco High  
 9 School and Parkville Middle and High. Most of the  
 10 concerns I heard were school-based issues and I  
 11 encouraged students to work with their  
 12 administrators to fix these issues, but one of the  
 13 more serious issues I came across was at Parkville  
 14 High. This is an issue that not only affects  
 15 Parkville, but other ESAU programs. Students who  
 16 are enrolled in ESAU travel to this program and  
 17 are not housed at their home schools. This did  
 18 not allow students the opportunity to become  
 19 involved in school clubs or activities since  
 20 transportation after school is an issue for them.  
 21 About seven hundred students

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1 participate in the Parkville ESAU program. This  
 2 seems to be an inequity for these students since  
 3 school isn't just about class learning, but the  
 4 clubs and sports that we participate in that shape  
 5 us. I would ask us, as a Board, to consider how  
 6 we can adjust upcoming budget requests to allow  
 7 for activity buses so all students, not just ESAU  
 8 have an opportunity to participate in  
 9 extra-curricular activities. I will continue to  
 10 be doing visits throughout the year and try to  
 11 reach as many students as possible.

12 As to the calendar, I have heard from  
 13 students personally and through the Baltimore  
 14 County Student Council that students prefer a  
 15 post-Labor Day calendar with both the Jewish and  
 16 Muslim holidays closed for the 2020-21 school  
 17 year.

18 Students, please continue to invite me  
 19 to your schools and events. As always, feel free  
 20 to contact me on Twitter, Instagram or email.  
 21 Let's finish the quarter off strong and strive to

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1 keep up the drive and energy throughout the winter  
 2 and the second quarter. Thank you.

3 CHAIRMAN CAUSEY: Thank you, Mr.  
 4 Reshid. The next item of business is action taken  
 5 in closed session and we call on Mr. Nussbaum.  
 6 Good evening.

7 MR. NUSSBAUM: Earlier this evening,  
 8 the Board considered four appeals regarding  
 9 confidential employee and student matters in your  
 10 quasi-judicial capacity. One was an oral argument  
 11 where the Board heard from the parties. Three  
 12 were considered on the record as no requests for  
 13 oral argument were made. At this time, it would  
 14 be appropriate to confirm the actions taken in  
 15 closed session in those matters, which were an  
 16 oral argument it was hearing examiner number  
 17 19-43, the summary affirmances were 20-04, 20-19,  
 18 and 20-20.

19 CHAIRMAN CAUSEY: Do I have a motion to  
 20 approve the action taken in closed session.  
 21 MS. MACK: So moved.

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1 CHAIRMAN CAUSEY: Thank you, Ms. Mack.  
 2 Do I have a second? Thank you Mr. Offerman. Is  
 3 there any discussion?  
 4 All in favor, please raise your hand.  
 5 (HANDS RAISED).  
 6 Any opposed? Any abstained?  
 7 The motion carries unanimously.  
 8 MR. NUSSBAUM: Thank you, and the  
 9 orders are on the table for signature. Thank you.  
 10 CHAIRMAN CAUSEY: Thank you very much.  
 11 The next item of business is new business contract  
 12 awards and for that I call on Ms. Henn.  
 13 VICE CHAIR HENN: Thank you. Members  
 14 of the Board, the Board's Building and Contracts  
 15 Committee met earlier this evening. Items L1  
 16 through L9 are being forwarded to the full Board  
 17 for approval.  
 18 CHAIRMAN CAUSEY: Do I have a motion to  
 19 approve items L1 through L9.  
 20 MS. ROWE: So moved.  
 21 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.

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1 No second is needed since the recommendations come  
 2 from the committee. Is there any discussion?  
 3 All in favor please raise your hand.  
 4 (HANDS RAISED).  
 5 Any opposed? Any abstain?  
 6 The motion carries unanimously. Thank  
 7 you, Ms. Henn.  
 8 The next item on the agenda is M, new  
 9 business, privately-funded capital project, and  
 10 for that we call on Dr. George Roberts. Good  
 11 evening.  
 12 DR. ROBERTS: Good evening. Chair  
 13 Causey, Vice Chair Henn, Superintendent Williams,  
 14 tonight I bring forward for approval a  
 15 privately-funded capital improvement project for  
 16 the purchase and installation of a legacy tree at  
 17 Honeygo Elementary School. The legacy tree will  
 18 be installed by Whiting Turner at no charge.  
 19 Funds for the entire cost of the project are  
 20 \$9,150 and have been set aside by the PTO and have  
 21 been dedicated to this initiative. The PTO has



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1 acknowledged that it is responsible for any  
 2 project cost overruns and in accordance with BCPS  
 3 policy and rule 7330, this request has progressed  
 4 through all normal internal processes for review.  
 5 So with me tonight in support of the project are  
 6 Principal Mrs. Charlene Behnke and PTO President  
 7 and Legacy Tree Chairperson Nitza Zedara, in the  
 8 back.  
 9 Also I would like to mention the PTO  
 10 Vice-President in support of this project who were  
 11 unable to attend but certainly were instrumental  
 12 in this project, Beth Elder, and PTO member and  
 13 Legacy Tree Co-Chairperson Michelle Clements.  
 14 Thank you.  
 15 CHAIRMAN CAUSEY: Do I have a motion to  
 16 approve the Honeygo Elementary School's Legacy  
 17 Tree Project? Thank you, Ms. Henn. Do I have a  
 18 second? Thank you, Ms. Jose. Is there any  
 19 discussion?  
 20 All in favor, please raise your hands.  
 21 (HANDS RAISED).

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1 Any opposed? The motion carries  
 2 unanimously. Thank you.  
 3 DR. ROBERTS: Thank you.  
 4 CHAIRMAN CAUSEY: The next item of  
 5 business is Item N, unfinished business Board  
 6 policies. Members of the Board, the policy review  
 7 committee asks that the Board accept this report  
 8 of the committee's recommendation to amend the  
 9 following Board policies: Policy 6702,  
 10 extra-curricular activities; Policy 7530,  
 11 occupying, naming or renaming an area of a school  
 12 or its grounds; Policy 8341, appeal before a  
 13 hearing examiner. These recommendations are  
 14 presented to you tonight as Exhibit N.  
 15 Do I have a motion to adopt the  
 16 recommendation of the Board's Policy Review  
 17 Committee.  
 18 MS. ROWE: So moved.  
 19 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.  
 20 No second is needed since the recommendation comes  
 21 from the committee. Is there any discussion?

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1 All in favor, please raise your hand.  
 2 (HANDS RAISED).  
 3 Any opposed? Any abstained?  
 4 The motion carries unanimously.  
 5 The next item on the agenda is Item O,  
 6 unfinished business proposed 2020-21 school  
 7 calendar. For that, we will ask Ms. Lowry and Mr.  
 8 Duke to come forward. Following the presentation  
 9 we will allow time for discussion. Good evening.  
 10 MR. DUKE: Good evening.  
 11 CHAIRMAN CAUSEY: Go ahead.  
 12 MR. DUKE: Okay. Good evening, Madame  
 13 Chair, Vice Chair Henn, Dr. Williams, and members  
 14 of the Board. On September 24th I presented the  
 15 calendar committee's recommendation for the 20-21  
 16 school year which had a pre-Labor Day start date.  
 17 At the Board's request, a calendar with a  
 18 post-Labor Day start was developed and presented  
 19 at the October 8th meeting. Subsequently, at the  
 20 Board's request, three calendar options were  
 21 posted to the BCPS Internet for public information

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1 and review. All calendar options had 182 student  
 2 days and 190 teacher days.  
 3 Option A was the pre-Labor Day calendar  
 4 with a full ten calendar day Spring Break, while  
 5 both options B and C had post-Labor Day starts.  
 6 Option B had a five calendar day Spring Break,  
 7 while Option C had a ten calendar day Spring  
 8 Break.  
 9 Public comment was held on October 22nd  
 10 and this evening, the Board is scheduled to make  
 11 its decision relative to the 20-21 school year  
 12 calendar.  
 13 CHAIRMAN CAUSEY: Thank you, may I have  
 14 a motion? Ms. Rowe.  
 15 MS. ROWE: I move that we adopt  
 16 calendar option B with the following  
 17 modifications: That we end school on Friday, June  
 18 18th, use President's Day Monday as a makeup day,  
 19 and Easter Monday as a makeup day, too, if  
 20 required, and that Spring Break will begin on  
 21 March 29th.

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1 CHAIRMAN CAUSEY: Do I have a second?  
 2 Thank you, Ms. Henn. Is there discussion for your  
 3 motion, Ms. Rowe?  
 4 MS. ROWE: Yes. Considering all of the  
 5 feedback received by the Board, it is apparent  
 6 that the community as a whole values a post-Labor  
 7 Day start, a full Spring Break, and a reasonable  
 8 end-date and religious equity. These calendar  
 9 modifications allow for all of those  
 10 considerations to be met without compromising the  
 11 needs of one constituency group [audio cut out].  
 12 It should also be noted that Spring  
 13 Break this year also encompasses Passover in  
 14 addition to Western Easter. The Board already  
 15 passed a motion to keep professional development  
 16 days which fall on the Jewish and Muslim holidays  
 17 professional development days ineligible to be  
 18 converted to make up inclement weather days, so I  
 19 believe these modifications to option B make  
 20 everyone happy.  
 21 CHAIRMAN CAUSEY: Board members are

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1 there additional comments, questions? Ms. Jose.  
 2 MS. JOSE: Mr. Duke, what happens if we  
 3 have more inclement weather days for this option?  
 4 MR. DUKE: With the option that was  
 5 just presented? Option B with the adjustments?  
 6 If we use more than five, we have to extend the  
 7 school year.  
 8 MS. JOSE: And that would go until June  
 9 28th? Is that correct?  
 10 MR. DUKE: It would go, well, dependent  
 11 upon the number of emergency closures that we had.  
 12 Normally, this year will be the first year that we  
 13 are using President's Day and Easter Monday as  
 14 contingency days. We have five calendared, five  
 15 emergency closure days built into the calendar for  
 16 this school year. Two of those days are  
 17 President's Day and Easter Monday. That requires  
 18 us to go in to the State and request a waiver to  
 19 have those days converted to student days.  
 20 So, if a closure occurs before  
 21 President's Day, for example this year, then

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1 President's Day would automatically become a  
 2 school day. The same would happen with Easter  
 3 Monday. But both times we would have to go in to  
 4 the State, to MSDE, and request to use those days  
 5 as makeup days.  
 6 MS. JOSE: So you would not need to  
 7 request that waiver for Option A, which was what  
 8 was recommended by the calendar committee?  
 9 MR. DUKE: No, there is not a  
 10 requirement because we didn't use those two days  
 11 as contingency days.  
 12 MS. JOSE: Correct. And from having  
 13 looked at the feedback we have got from the  
 14 community including the teachers, it has been  
 15 pretty fifty-fifty I would say between pre-Labor  
 16 Day and post-Labor Day with the teachers, parents,  
 17 and I'm a parent with two kids in BCPS as well.  
 18 My concern is that if we don't have that  
 19 President's Day off, if we have to use that off  
 20 that it's not waived off by the State, then what  
 21 happens?

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1 MR. DUKE: Then we would have to go  
 2 ahead and extend the school year in order to make  
 3 up those days. We have to attend -- there has to  
 4 be 180 student days and plus we have the added  
 5 issue of contact hours. One thousand one hundred  
 6 and seventy for secondary, for high school  
 7 students, and then the ten-eighty for elementary  
 8 and middle school.  
 9 MS. JOSE: Thank you.  
 10 CHAIRMAN CAUSEY: Mr. McMillion?  
 11 MR. MCMILLION: Mr. Duke, just to  
 12 clarify. In the 19-20 calendar you have built in,  
 13 or we have built in, President's Day and Easter  
 14 Monday already into the current calendar, correct?  
 15 MR. DUKE: That is correct, they are  
 16 contingency days.  
 17 MR. MCMILLION: Okay. And you've  
 18 already asked the State for --  
 19 MR. DUKE: No.  
 20 MR. MCMILLION: You haven't done that  
 21 for 19-20?

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1 MR. DUKE: You cannot do that. You  
 2 have to do that when the need arises. In other  
 3 words, if for example, next month we have a  
 4 closure. Then at that point then I would go in to  
 5 the State and request that President's Day become  
 6 a student day, a regular school day. Preapproval  
 7 is not, um, is not something that the State  
 8 allows.

9 MR. MCMILLION: Okay. However, that  
 10 being said, the calendar was presented and the  
 11 motion for 20-21, we would have those two days  
 12 built in as the first contingency days, depending  
 13 upon when the weather --

14 MR. DUKE: That's the way I understand.

15 MR. MCMILLION: Okay, great, thank you.

16 CHAIRMAN CAUSEY: Mr. Offerman?

17 MR. OFFERMAN: First of all, thank you,  
 18 because this has turned into a much, probably a  
 19 much harder thing to do that we ever really  
 20 thought of, and all you, and all of the committee  
 21 efforts are certainly, you know, we are very

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1 pleased that you -- for that effort.

2 I am -- I'm a -- you know, I think  
 3 calendar B is certainly a very reasonable choice.  
 4 I, however, am going to ask the Board to make  
 5 consideration to stay with the one recommended by  
 6 the committee.

7 My reasons are as follows. The first  
 8 and foremost thing, I learned actually being in  
 9 the classroom, and that is every day after  
 10 Memorial Day, the students sit in that room, from  
 11 then on, it gets progressively more difficult to  
 12 keep students focused. And if our goal is to  
 13 maximize student achievement, I have no data on  
 14 this obviously, this is my personal view of 37  
 15 years of being in a classroom and as a guidance  
 16 counselor, okay.

17 I think I also saw, often, that the  
 18 school, and again I don't have the data behind me,  
 19 but this is a short-term, but I think school, kids  
 20 coming to school was somewhat less frequent the  
 21 longer we extended into June. And this one year

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1 when Labor Day is as late as, I believe as late as  
 2 it possibly can be, I would ask everyone here to  
 3 recognize that this may be a special case where  
 4 starting before Labor Day is something that we  
 5 really should strongly consider in order to get  
 6 kids out of school, okay, before it goes any  
 7 longer than it actually goes.

8 This is my personal opinion, this is my  
 9 personal experience. This is not, again, based on  
 10 data, and I certainly understand that and I  
 11 certainly respect that Calendar B is certainly a  
 12 viable option. Calendar C, or C, I don't think is  
 13 a viable option at all because of what I mentioned  
 14 before. At least, again, just as a person who sat  
 15 in the classroom, okay, and taught kids all of  
 16 those times, thank you.

17 CHAIRMAN CAUSEY: I had Ms. Rowe and  
 18 then Ms. Jose.

19 MS. ROWE: So, I just wanted to clarify  
 20 that when the Board approves a calendar it is my  
 21 understanding that the State, with the

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1 understanding knowing which days we want as  
 2 inclement weather contingency days, that they have  
 3 the ability to either approve or decline our  
 4 calendar knowing that we're going to ask for those  
 5 days potentially. And in this school year they  
 6 approved the calendar knowing that we had  
 7 President's Day and Easter Monday as a  
 8 contingency, or -- I guess I'm confused about one  
 9 thing is that when we submit our finished calendar  
 10 to the State, they have the opportunity to accept  
 11 the full calendar, right?

12 MR. DUKE: The calendar was approved  
 13 based on the fact that we -- the requirement that  
 14 COMAR levies on the jurisdictions is that we have  
 15 to have a minimum of three emergency closure days  
 16 built into the calendar, and that is what the  
 17 19-20 calendar does. It has the three contingency  
 18 days, the emergency closure days.

19 In addition to that we have President's  
 20 Day and we have Easter Monday. When MSDE approves  
 21 the calendar, they approve it based on the three

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1 days that we have built in. They understand that  
 2 we have two additional days, but that is  
 3 contingent upon the Board of Education's approval  
 4 when we go in and ask for a waiver. Whether the  
 5 Board gives the waiver or not, I do not know  
 6 because I've never had to do it before. In all  
 7 probability, they would approve it, but I cannot  
 8 definitively say that they will.

9 MS. ROWE: Okay, thank you.

10 CHAIRMAN CAUSEY: Ms. Jose?

11 MS. JOSE: Thank you. Calendar B, like  
 12 Mr. Offerman said, is not a bad option, but my  
 13 concern is since Labor Day is so late that year,  
 14 uh, we should consider parents that don't have the  
 15 luxury of taking over two months off. Many of us  
 16 are working parents, including me. I have the  
 17 luxury of working from home, sending my kids to  
 18 camps. Not all parents have that luxury,  
 19 especially with the brain drain that happens when  
 20 we have this prolonged time off.

21 I think the Board needs to consider

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1 that, especially our struggling students that will  
 2 be off school, and Mr. Offerman taught in our  
 3 school system for over thirty years, so I am apt  
 4 to kind of listen to his advice as well as, as a  
 5 parent, it's important for me that my children are  
 6 not off for over two and a half months, not  
 7 everybody takes three months, we are not all  
 8 stay-at-home parents, mother or dad either off.

9 So we should consider that as a Board.  
 10 We should consider the community that does not  
 11 come out here and voice their concerns because  
 12 they don't have the luxury of, so as a Board, I  
 13 would implore all Board members to consider that  
 14 option and I think Option A is what I am going to  
 15 recommend along with Mr. Offerman. Thank you.

16 CHAIRMAN CAUSEY: Ms. Henn?

17 VICE CHAIR HENN: Thank you. And one  
 18 community that we haven't heard from that needs a  
 19 voice are the agricultural community, those  
 20 students who are engaged in agricultural education  
 21 programs in the Summer who are engaged in

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1 learning.

2 MS. JOSE: What percent is that? I  
 3 mean, this is very --

4 VICE CHAIR HENN: I believe I have the  
 5 microphone, who are engaged in 4-H, who are  
 6 engaged in FFA, whose culminating activity is the  
 7 Maryland State Fair that occurs prior to Labor Day  
 8 who would not be able to participate should they  
 9 be back in class prior to Labor Day. So I will be  
 10 supporting a post-Labor Day start, so those  
 11 children, many of whom are Baltimore County  
 12 students, have the opportunity to fully  
 13 participate in the agricultural education programs  
 14 of which the Maryland State Fair receives over  
 15 twenty-thousand entries in those programs. Those  
 16 are opportunities that will be lost to those  
 17 children should we opt for a pre-Labor Day start.

18 CHAIRMAN CAUSEY: Ms. Jose?

19 MS. JOSE: If I could respond to that.  
 20 We are a pretty urban district. We had pre-Labor  
 21 Day start for the past, um, other than the past

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1 year. I would like to see the data on how many  
 2 kids go to the Maryland State Fair that is a paid  
 3 activity, secondly, we are off on Monday so they  
 4 could still go there. What did the kids do before  
 5 we had post-Labor Day start? There was a long  
 6 duration for my kids, I remember, it was pre-Labor  
 7 Day start.

8 We cannot just consider one community  
 9 over the other. For me, the concern is that the  
 10 calendar committee was composed of stakeholders  
 11 from different groups of our community and they  
 12 recommended calendar option A, pre-Labor Day  
 13 start. And this is just an exceptional year  
 14 because of the late Labor Day start, so I am more  
 15 apt to go with calendar option A.

16 CHAIRMAN CAUSEY: Thank you. Other  
 17 Board members? Ms. Pasteur?

18 MS. PASTEUR: Okay, I'm not speaking to  
 19 any particular one, other than A or B are the  
 20 reasonable ones to me, but I just, when we talk  
 21 about Labor Day being a late start, and I keep

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1 hearing that it's one week later than what the  
 2 other one is, and May is gonna come for all three  
 3 calendars so the children start to do, as Mr.  
 4 Offerman, described whether it's Option A, B, or  
 5 C, when after the holiday that's how their minds  
 6 go, so I would like for us when we are voting to  
 7 process what we have heard from our constituents  
 8 and from TABCO and other organizations.

9 CHAIRMAN CAUSEY: Ms. Scott?  
 10 MS. SCOTT: Thank you for that. I  
 11 wanted to know, when you said the waiver, have we  
 12 done that in the past and if so, how many times  
 13 have we gone to the State for the waiver?  
 14 MR. DUKE: We have never done that in  
 15 the past.  
 16 MS. SCOTT: We've never --  
 17 MR. DUKE: Relative to the holidays,  
 18 no.  
 19 MS. SCOTT: Okay. So what's the  
 20 likelihood, I guess, if we were to do something  
 21 like that, like what Ms. Rowe suggested of that

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1 being?  
 2 MR. DUKE: As I said, I can't  
 3 definitively answer that question. I would say  
 4 that probably the State would approve it, but I  
 5 don't know whether or not, or what criteria they  
 6 use to go ahead and make decision.  
 7 MS. SCOTT: And if they didn't approve  
 8 it, then what would the result be, going to, back  
 9 to where we are now to deciding on one of the  
 10 options?  
 11 MR. DUKE: Well, the way the calendar  
 12 is built for this school year, if we have a  
 13 closure before President's Day, President's Day  
 14 automatically becomes a school day.  
 15 MS. SCOTT: Okay.  
 16 MR. DUKE: And if we have two or more  
 17 before President's Day, then President's Day and  
 18 Easter Monday become school days.  
 19 MS. SCOTT: Mm-hmm.  
 20 MR. DUKE: It all becomes a question as  
 21 to how many emergency closures we have. If those

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1 are the only two, then we will be able to contract  
 2 the calendar. If we have more, we may have to go  
 3 ahead and extend the calendar.  
 4 MS. SCOTT: Okay, thank you.  
 5 CHAIRMAN CAUSEY: I had a question, if  
 6 you don't mind, if I, thank you. It's my  
 7 recollection that the Board had, our Board had to  
 8 ask the State Board for a waiver of a day, I  
 9 believe this was maybe four years ago, to  
 10 completely waive a day at the end of the year and  
 11 they did do that.  
 12 MR. DUKE: Correct.  
 13 CHAIRMAN CAUSEY: Okay. Thank you.  
 14 And then the other thing that I wanted to speak  
 15 to, recently, there is the parable about the  
 16 shepherd with the flock that has the hundred sheep  
 17 and ninety-nine are together and then there's one  
 18 that wanders off and the shepherd has to go and  
 19 look for the one and that's what he does, he  
 20 leaves the ninety-nine, he looks for the one. So  
 21 the one that it's in danger or has less

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1 opportunity that you do something extra for that  
 2 one and then bring them back to the flock, bring  
 3 them back to the opportunity of safety for  
 4 everyone.  
 5 And so, in that regard, I am looking at  
 6 the schools that while we have a plan and we are  
 7 so grateful for the State and the County's funding  
 8 for temporary air conditioning solutions, we do  
 9 not have the installation dates where we can  
 10 guarantee that all of those students and teachers  
 11 in those schools will have that work done. It's a  
 12 lot of work to get that done by the start of  
 13 school next year.  
 14 So, because of the potential to close  
 15 schools and not even just close schools, but to  
 16 open those schools when we know that August and  
 17 the beginning of September are hotter  
 18 statistically than May and hotter than June, that  
 19 that is really inequitable to try and push another  
 20 week earlier when they are receiving instruction  
 21 that is not in the same safe and healthy learning

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1 environment.

2       The other thing to speak to, Ms. Henn's

3 point about our agricultural community, as we

4 understand that we need to put more focus on

5 careers and diverse careers for our students,

6 those students will miss out or will have an

7 opportunity where they make the choice where they

8 are missing school, which was done in the past and

9 they will lose opportunity. So for that reason, I

10 would support Ms. Henn's motion and, those are my

11 points.

12       Mr. McMillion, you had some additional

13 questions?

14       MR. MCMILLION: Mr. Duke, did I hear

15 you correctly a few minutes ago, you said that if

16 we lost a snow day this school year, one day here

17 before President's Day, then we would

18 automatically go to school President's Day?

19       MR. DUKE: Correct.

20       MR. MCMILLION: Now, when you say

21 automatically, so at some point in time this

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1 year -- what were you going to say?

2       MR. DUKE: Automatically pending

3 approval by the State Board.

4       MR. MCMILLION: Okay, so you still have

5 to go back. Okay, thank you.

6       CHAIRMAN CAUSEY: Any other questions

7 or comments? Mr. Kuehn?

8       MR. KUEHN: I see value in both A and

9 the modified B approach. I have questions outside

10 of the actual calendar. My questions, because of

11 some comments and some emails that I have seen,

12 about us being closed on religious, on specific

13 religious holidays, but they're, but staff, it's a

14 professional development day for those days, is

15 there a way for us to ascertain or to determine or

16 to even just provide the day off for the teachers?

17 I mean, what is the effect on the teachers if we

18 were to say those are holidays for you also at

19 this point in time, is that just going to push,

20 start their days earlier in August or push their

21 days latest in June? I'm curious.

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1       MR. DUKE: Contractually, the teachers

2 are obligated to 191 days. Currently, since we

3 have it as a PD day, teachers are on duty and

4 students are off, so the student days are not

5 affected. However, if the teachers are off, then

6 in all likelihood, we would add additional days

7 for the teachers, either at the beginning of the

8 calendar or at the end of the calendar.

9       MR. KUEHN: Okay, because I have seen

10 comments and I believe they have come to the

11 entire Board saying that, you know, teachers have

12 to decide between their religious holidays and/or

13 professional development and they would prefer not

14 to have to do that.

15       I don't want to answer that question

16 for teachers, I believe we need more feedback for

17 them, but it doesn't seem to be a topic that's

18 been broached up to this point in time and I'm

19 curious if we were to approve any of these

20 calendars and then want to go back and actually

21 work with the Union to determine whether or not

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1 they want to take those as holidays versus

2 professional development days, there's nothing to

3 stop us from doing that, correct?

4       MR. DUKE: The calendar is

5 non-negotiable. It's not a negotiable item.

6 Obviously, we collaborate with the Unions. But

7 yes, that's the Board's prerogative, to go ahead

8 and amend the calendar.

9       MR. KUEHN: All right. Thank you.

10       CHAIRMAN CAUSEY: Other Board members

11 questions or comments? [Inaudible] and Ms. Jose?

12       MS. JOSE: I'm not going to shepherd

13 anybody anywhere, but I do want to say that our

14 education should be about excellence and equity

15 for everybody. Having said that, Mr. Duke, do we

16 know how many jurisdictions in Maryland have opted

17 for a pre-Labor Day calendar?

18       MR. DUKE: Based on my survey of

19 jurisdictions so far, there's eleven that have

20 opted for a pre-Labor Day start.

21       MS. JOSE: Thank you.

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1 CHAIRMAN CAUSEY: Mr. Reshid?  
 2 MR. RESHID: So, if we go with this  
 3 motion, is, are both religious holidays going to  
 4 be kept and students don't have to go to school.  
 5 MS. SCOTT: So both religious holidays  
 6 will be professional development days because of  
 7 the previous motion of the Board that was  
 8 approved, they would -- three, sorry -- those  
 9 professional development days are exempt from  
 10 being utilized as school full days for inclement  
 11 weather. So, they'll be professional development  
 12 days. They won't get converted. And this is a  
 13 post-Labor Day start with a June 18th end unless  
 14 we need to add days and a full Spring Break unless  
 15 the Easter Monday is used for inclement weather.  
 16 MR. RESHID: Okay. I just wanted to  
 17 add on that students want a post-Labor Day start.  
 18 CHAIRMAN CAUSEY: Board members, any  
 19 other questions or comments?  
 20 All in favor of Ms. Rowe's motion,  
 21 please raise your hand.

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1 (HANDS RAISED).  
 2 Any opposed? Any abstained?  
 3 The motion carries. Thank you very  
 4 much, Mr. Duke and Ms. Lowry. We appreciate all  
 5 of your work.  
 6 The next item on the agenda is Board  
 7 member comments, and we'll go around the room  
 8 seeking comments from our Board members. Mr.  
 9 Offerman, may I start with you.  
 10 MR. OFFERMAN: Certainly. First of  
 11 all, I was gonna say some words about Roger. I  
 12 don't need to, because I think Ms. Pasteur did an  
 13 outstanding job, and I think we'll all miss him  
 14 and I think the children of Baltimore County will  
 15 miss him greatly that way.  
 16 I really want to speak for just a  
 17 moment about encouraging parents to really stay,  
 18 be and stay involved in all aspects of the  
 19 education. The members on this Board are all very  
 20 dedicated, trying to make this school system as  
 21 good as we can for all of the stakeholders, but

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1 the people can affect that the most, even beyond  
 2 the teachers who I have great respect for, is the  
 3 attitude and the efforts of the parents. If they  
 4 value education, if they support education, if  
 5 they take an active interest in their children,  
 6 okay, then I think that's something we can't  
 7 measure maybe so much with, like numbers, but I  
 8 have to believe that is essential to having a real  
 9 successful educational experience for all of our  
 10 kids. Thank you.  
 11 CHAIRMAN CAUSEY: Mr. Kuehn.  
 12 MR. KUEHN: I want to thank all of the  
 13 folks that were involved in coming up with options  
 14 for calendars for us. It was a lot of work and we  
 15 asked them to do more work above and beyond what  
 16 they were initially asked to do, so we appreciate  
 17 that. And I hope that people realize that we're  
 18 trying to take their thoughts and concerns about  
 19 this calendar into effect when we voted on it and  
 20 came up with the modified version at the very end.  
 21

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1 I would also echo Mr. Offerman's  
 2 comments about Mr. Hayden and Cheryl's comments  
 3 earlier. They were good. I don't have anything  
 4 to top that with, so I appreciate her comments.  
 5 But also, you know, if you have a chance tonight,  
 6 I'm here at this meeting and my seven-year-old is  
 7 going to bed and she'll be asleep before I get  
 8 home and I don't have the opportunity to read to  
 9 her tonight, which is something that I enjoy  
 10 doing. So if you're out there with your children  
 11 and hopefully you'll be able to turn this off soon  
 12 so we won't be here all night as it looks like,  
 13 you know, take the time to read to your child  
 14 before you go to bed. It's one of the best things  
 15 you can do. Thank you.  
 16 MS. PASTEUR: I want to piggyback on  
 17 what Mr. Offerman said about instruction. We have  
 18 spent since I've been on this Board an inordinate  
 19 amount of time talking about audits and buildings  
 20 and buses and all of those things are wonderful  
 21 things and things we need to address, but at the

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1 end of the day, when the children get to the  
 2 air-conditioned schools or the new schools and get  
 3 there on time, what happens to them inside of the  
 4 building is why we are all collected in the first  
 5 place.  
 6 And, I'm looking forward to the day,  
 7 and I hope Sharon is still here, that Sharon  
 8 doesn't have to come to this microphone to talk  
 9 about special ed, or Dayana doesn't have to come  
 10 to the microphone to talk about whatever the  
 11 instructional issue then, that we get as a Board  
 12 and as a staff to the point that what is first and  
 13 foremost on our minds is what goes on in the  
 14 schools for our children, because we can give them  
 15 all of the other accoutrements, but the only one  
 16 that at the end of the day that is important is a  
 17 good education. And I am looking forward to that  
 18 day.  
 19 CHAIRMAN CAUSEY: Thank you. It was  
 20 appreciated.  
 21 MS. PASTEUR: And for Roger as well.

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1 CHAIRMAN CAUSEY: Thank you. Mr.  
 2 Reshid?  
 3 MR. RESHID: I just want to say again,  
 4 we're going to miss Roger so much and for us all  
 5 to remember what he always says, it's all about  
 6 the children. Thank you.  
 7 CHAIRMAN CAUSEY: Thank you. Ms. Henn?  
 8 VICE CHAIR HENN: Thank you. I had the  
 9 honor of serving alongside Roger since his  
 10 appointment in May of 2017 and we were neighbors  
 11 on the dais for much of that time before even the  
 12 current Board was seated. And I will hold those  
 13 memories of Roger close to my heart.  
 14 As many have said tonight, Roger's  
 15 focus was always children. No matter the topic,  
 16 Roger always brought the conversation back to  
 17 basing decisions on doing what is right for  
 18 children. He wasn't interested in debating the  
 19 merits of ideas on any other grounds and he was  
 20 steadfast in this commitment. Roger's wisdom and  
 21 experience gained from his service on the Board

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1 and in Baltimore County Government are  
 2 irreplaceable. In his decades serving in office,  
 3 there was hardly a challenge he had not seen or  
 4 risen to meet. His strength, his confidence, his  
 5 calming presence, and his sense of humor brought  
 6 peace and harmony to this Board during tumultuous  
 7 circumstances. I will miss Roger, I will miss his  
 8 wisdom, his leadership, his jokes, especially when  
 9 our meetings would run late and everyone wanted  
 10 really to just go home. I'll miss his stories,  
 11 his love of cookies, but most of all his passion  
 12 which he shared through his service for the  
 13 children of Baltimore County. Thank you, Roger.  
 14 CHAIRMAN CAUSEY: Thank you. Ms. Jose?  
 15 MS. JOSE: Thank you. It is also with  
 16 great sadness I attended the funeral of Mr. Roger  
 17 Hayden. He will be dearly missed. I will miss  
 18 seeing his face across the dais while he made  
 19 funny faces at me. He made me laugh. He reminded  
 20 me why I was on the Board and he taught me obscure  
 21 words like don't get snookered, but like Dr. Seuss

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1 said, remember me and smile, rest in peace, Roger,  
 2 you'll be dearly missed. Good night.  
 3 CHAIRMAN CAUSEY: Mr. McMillion?  
 4 MR. MCMILLION: My condolences to  
 5 Roger's family, friends, coworkers and  
 6 constituents. I had heard the name Roger Hayden  
 7 for decades, however, I had never met him. Very  
 8 shortly after last year's election, Roger reached  
 9 out to me and we hit it off immediately. He grew  
 10 up in Jones Creek, I grew up in Essex. He worked  
 11 at Eastern Stainless Steel. I worked at Bethlehem  
 12 Steel. He loved baseball. I love baseball. I  
 13 will miss Roger Hayden's Board of Education  
 14 comments. Thank you.  
 15 CHAIRMAN CAUSEY: Thank you. Ms. Mack?  
 16 MS. MACK: Mr. Hayden and I didn't have  
 17 much opportunity to talk, but one of the fondest  
 18 memories I have is a day that Mr. Offerman, Mr.  
 19 Hayden and I were all here early and we discovered  
 20 that we had a love for crabbing and we discussed  
 21 the merits of trotlining, what types of traps to



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1 use, and how hard it was to catch a crab using a  
 2 handline. And it sticks in my memory because it  
 3 was something that we all dearly, dearly loved.  
 4 I also would like to take an  
 5 opportunity to thank Principal Lori Phelps and her  
 6 staff at Woodbridge Elementary School for inviting  
 7 me to read the Pledge as 12 Woodbridge  
 8 fifth-graders were inducted into the National  
 9 Junior Honor Society. I was encouraged by the  
 10 students' achievements and their hopes and dreams  
 11 for the future. I would also like to acknowledge  
 12 Catonsville Elementary School Principal Melissa  
 13 Powers, Assistant Principal Alicia Etienne, and  
 14 teachers and students from both Catonsville  
 15 Elementary School and Hillcrest Elementary School  
 16 for all of their hard work on the celebration of  
 17 life for one of Catonsville's fifth graders who  
 18 passed away two weeks ago. The sense of community  
 19 and caring at Demari's Celebration of Life was  
 20 palpable and I was very proud to be a part of that  
 21 community. Thank you.

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1 CHAIRMAN CAUSEY: Thank you. Ms.  
 2 Scott?  
 3 MS. SCOTT: Yes, thank you. I would  
 4 just like to echo some of what was said before  
 5 about the life of Roger Hayden. He will be  
 6 missed. I, too, would look across and see Roger  
 7 and miss hearing his comments, and in the short  
 8 amount of time that I have gotten to know him and  
 9 had the opportunity to work with him, one thing  
 10 showed through and was that someone like me, who  
 11 is very different from Roger, we don't come from  
 12 similar backgrounds, we don't have very many  
 13 things in common, that might surprise a lot of  
 14 people, but we were able to come to a consensus  
 15 and work together because we both believed in the  
 16 betterment of all children.  
 17 And what that taught me was an  
 18 important lesson that we have more in common with  
 19 people who are different than us than we think and  
 20 we can work together. We can have different  
 21 beliefs, different backgrounds, different

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1 upbringings, but we can work together and have a  
 2 shared goal and work to improve education for all  
 3 of our children. And I think that's his legacy,  
 4 that's what I'm going to hold onto. It was a very  
 5 important lesson for me to learn and I'm very  
 6 grateful that he was able to teach me that. Thank  
 7 you.  
 8 CHAIRMAN CAUSEY: Thank you. Ms. Rowe?  
 9 MS. ROWE: I just want to reiterate  
 10 what other Board members have said about Roger  
 11 Hayden. I think one of the things that impressed  
 12 me about him was that he was very understated  
 13 about the things he was involved in. I often  
 14 found more about him from other people than I did  
 15 from him, except the one thing that I remember is  
 16 that when he found out about my upbringing and my  
 17 story of things that I had gone through, he shared  
 18 me the camp that he was involved in and it takes a  
 19 lot to invest yourself in kids who have difficult  
 20 upbringings and it seems like he was very invested  
 21 in that and he always supported anything that was

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1 going to help children who needed an extra lift.  
 2 And I really just really appreciate that about him  
 3 and I offer condolences to his family and may his  
 4 memory be eternal.  
 5 This week I have to say I attended and  
 6 judged the trunks for one of the best trunk or  
 7 treats I have ever been to in my life. Pleasant  
 8 Plains Elementary School had a fantastic event.  
 9 Lots of kids. Lots of trunks, and myself, Kathy  
 10 Bevins and SRO officer Doucette judged the trunks  
 11 and it was just absolutely fantastic, but I have  
 12 to remark that there was one in particular that I  
 13 was very impressed with because not only were they  
 14 handing out candy, it was, I believe, teachers set  
 15 up this trunk, it was a steam trunk and they were  
 16 actually running steam experiments out of the  
 17 trunk in addition to handing out candy and having  
 18 decorated the entire thing like chemistry stuff,  
 19 so I thought that was very impressive. So Happy  
 20 Thanksgiving, everyone, since we don't have  
 21 another meeting before then, and I hope that you

1 have a great break.  
 2 CHAIRMAN CAUSEY: Thank you. We do  
 3 have another meeting before Thanksgiving, but we  
 4 don't have Board member comments so that was  
 5 well-placed, perfectly well-placed. Our next item  
 6 on the agenda is Item Q, information, and attached  
 7 to Board Docs is the Southeast Area Education  
 8 Advisory Council minutes of September 16, 2019.

9 The final agenda item is announcements  
 10 and our next Board meeting is Tuesday, November  
 11 19, 2019 at 6:30 p.m. in the Greenwood Building.  
 12 That concludes our meeting. The meeting is  
 13 adjourned.

14 (Meeting adjourned.)  
 15  
 16  
 17  
 18  
 19  
 20  
 21

TRANSCRIBER'S CERTIFICATE

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 2  
 3 I, Vivian Saxe, do hereby certify that the  
 4 foregoing-entitled matter was transcribed to the  
 5 best of our ability; and I further certify that  
 6 the foregoing is a full, true, and correct  
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 8 correct transcript of the audio filed produced.  
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16 \_\_\_\_\_  
 17 DATE

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