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BOARD OF EDUCATION
BALTIMORE COUNTY
PUBLIC BOARD MEETING

TOWSON, MARYLAND

DECEMBER 3, 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 Russell T. Kuehn

7 Lisa A. Mack

8 Rodney R. McMillion

9 John H. Offerman, Jr.

10 Cheryl E. Pasteur

11 Lily P. Rowe

12 Makeda Scott

13 Omer Reshid, Student Member

14

15

16

17

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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 December 3rd, 2019. I invite you to rise and

6 recite the Pledge of Allegiance to the flag. We

7 will then remain silent in recognition of those

8 who have served public education in Baltimore

9 County.

10

11 (PLEDGE OF ALLEGIANCE RECITED)

12

13 (MOMENT OF SILENCE OBSERVED)

14

15 CHAIRMAN CAUSEY: The first item on the

16 agenda is consideration of the December 3rd, 2019

17 agenda. Dr. Williams, are there any additions or

18 changes to tonight's agenda?

19 DR. WILLIAMS: So, yes, due to the time

20 of starting the Board Meeting tonight, I would

21 like to make the following recommendations:

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1 ahead and email the board at BOE@bcps.org.
 2 AUDIENCE MEMBER (MALE): I understand
 3 that, that is very true, but what that fails to do
 4 is give us the benefit of speaking to people who
 5 are following the live stream at their homes and I
 6 think that would be helpful, too.
 7 MR. NUSSBAUM: These comments are out
 8 of order, I think the Board should continue to
 9 present.
 10 CHAIRMAN CAUSEY: Sir, I've been given
 11 advice by counsel that your comments are now out
 12 of order, so we're going to continue with the
 13 meeting. Thank you.
 14 MS. LOWRY: Good evening, Chairwoman
 15 Causey, Vice Chairwoman Henn, Superintendent
 16 Williams and members of the Board. I would like
 17 the Board's consent for the following personnel
 18 matters: Retirements, resignations, certified
 19 appointments, and leaves.
 20 CHAIRMAN CAUSEY: Do I have a motion to
 21 approve the personnel matters as presented in

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1 Exhibits F1 through F4? Thank you, Mr. Offerman.
 2 Do I have a second? Thank you, Ms. Mack. Is
 3 there any discussion? All in favor, please raise
 4 your hand.
 5 (HANDS RAISED).
 6 The motion carries unanimously. Thank
 7 you, Ms. Lowry.
 8 MS. LOWRY: Thank you.
 9 CHAIRMAN CAUSEY: Our next item is
 10 administrative appointments and for that I call on
 11 Dr. Williams.
 12 DR. WILLIAMS: So, Madam Chair and
 13 members of the Board, I would like to bring
 14 forward for your approval the following
 15 administrative appointments. The first one is the
 16 Director of English/Language Arts, pre-K through
 17 12, Office of English/Language Arts and Supervisor
 18 of Network Field, Department of Information
 19 Technology, Network Support Services.
 20 CHAIRMAN CAUSEY: Do I have a motion to
 21 approve the administrative appointments as

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1 presented in Exhibits G1?
 2 MS. MACK: So moved.
 3 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 4 Do I have a second.
 5 MR. OFFERMAN: Second.
 6 CHAIRMAN CAUSEY: Thank you, Mr.
 7 Offerman. Is there any discussion? All in favor,
 8 please raise your hand.
 9 (HANDS RAISED).
 10 The motion carries unanimously.
 11 DR. WILLIAMS: Our first candidate is
 12 Jennifer Craft for the position of Director of
 13 English Language Arts, pre-K to 12, in the office
 14 of English Language Arts, pre-K to 12, she is
 15 standing. Welcome to Baltimore County Public
 16 Schools. Ms. Craft, Mrs. Craft, is coming from
 17 Montgomery County Public Schools where she served
 18 as a supervisor of secondary English Language
 19 Arts, secondary Literacy, staff development
 20 teacher, reading resource teacher, reading
 21 specialist, cross-categorical resource teacher,

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1 pre-academic teacher, preschool kindergarten
 2 teacher at First Baptist Church. Here supporting
 3 her is her husband, Paul Craft. Please stand.
 4 Her parents, Steven and Susan May, aunt Nancy
 5 [Consonboom], friends Claudette Smith and Tracy
 6 Winfrey-Edwards, and mentor, the one and only Dr.
 7 Betty Collins. Congratulations.
 8 Our last candidate is Pierre Manning,
 9 Supervisor of Network Field, Department of
 10 Information Technology, the Network Support
 11 Services. Is he still present? We want to
 12 recognize Mr. Manning. He brings to us 18 years
 13 of service in the quality software service and he
 14 also served as the help desk team leader in the
 15 Department of Information Technology.
 16 Congratulations, Mr. Manning.
 17 CHAIRMAN CAUSEY: Thank you. Our next
 18 item is public comment. This is one of the
 19 opportunities the Board provides to hear the views
 20 and receive the advice of community members. The
 21 members of the Board appreciate hearing from

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

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1 Baltimore County public education. If not
 2 selected, the public may submit their comments to
 3 the Board members in hard copy or through email at
 4 BOE@bcps.org. I now call on our stakeholders to
 5 speak. First is Baltimore County Student Council,
 6 Superintendent's Advisory Counsel, Angela Qian.
 7 She is not here this evening. The next is
 8 Baltimore County Alliance of Black School
 9 Educators. PTA Council of Baltimore County. The
 10 Special Education Citizens Advisory Council
 11 Committee, Ms. Megan Stewart-Sicking.
 12 MS. STEWART-SICKING: I stayed to thank
 13 Dr. Williams and he went out to -- he's in the
 14 hallway.
 15 CHAIRMAN CAUSEY: He will be right
 16 back.
 17 MS. STEWART-SICKING: Just tell him I
 18 thanked him, okay. Just tell him I thanked him.
 19 Good evening to all of you. The SECAC was very
 20 excited to have our annual Superintendent's
 21 Meeting last night. We are grateful for Dr.

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1 Williams' time and attention to our concerns and
 2 priorities and we look forward to working with him
 3 on many issues. I also want to thank all of the
 4 staff who attended last night -- too many to name,
 5 which is great. As well as Ms. Causey, Ms. Mack,
 6 and Mr. Offerman. We appreciate it any time Board
 7 members spend very valuable time with us.
 8 At this meeting each year we provide a
 9 list or chart that includes areas of question,
 10 concern or recommendations. It looks like this,
 11 and I emailed a copy to each of you earlier this
 12 afternoon. There is a lot on the sheet and a lot
 13 of information was covered last night, but I want
 14 to highlight just a few items which we will
 15 continue to revisit in the months to come.
 16 The first category for concerns and
 17 recommendations has to do with staffing. I want
 18 to remind you of several issues of concern for us:
 19 The number of teacher positions that were not
 20 filled at the beginning of the academic year. The
 21 number of positions filled by people who are not

Page 17

1 yet certified as teachers. The worrisome number
 2 of resignations since the beginning of August.
 3 And the large number of para-educators needed to
 4 reach our baseline staffing ratios.
 5 We specifically ask Dr. Williams and
 6 the Board to continue to review the following:
 7 Special education ratios of teachers and
 8 para-educators to students, special educator
 9 caseload, staffing levels appropriate for special
 10 educators to fulfill IEP requirements of students
 11 and offer support as needed to general educators,
 12 and staffing levels for BCBA's related service
 13 providers and transition facilitators to meet the
 14 needs of our students and support our teachers.
 15 In addition, we hope that we will continue in
 16 conversation around training, so administrators,
 17 teachers, and para-educators are competent and
 18 confident when it comes to managing classrooms and
 19 supporting students at all levels.
 20 Finally, I want to reiterate the
 21 importance of consistency. We know that there are

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1 school settings within the county. Private
 2 settings like Villa Maria and Timonium have maxed
 3 out years ago and some of these students are now
 4 at Lutherville.

5 CHAIRMAN CAUSEY: Thank you. You can
 6 submit the rest of your comments to the Board
 7 either in person to staff or at BOE@bcps.org.

8 KRYSTAL KRAUSE: Okay.

9 CHAIRMAN CAUSEY: Thank you.

10 KRYSTAL KRAUSE: Thank you.

11 CHAIRMAN CAUSEY: Our next speaker for
 12 the evening is Hunter Smith. Good evening and
 13 welcome.

14 S. HUNTER SMITH: I am a resident of
 15 Reisterstown, Maryland. I originally came from
 16 upstate New York where a lot of my story took
 17 place. Um, I wrote a memoir of my story called
 18 Bullied Nearly to Death, Loving My Life and it's
 19 about my years of being bullied in school. Um, as
 20 both in school and also at home.

21 That bullying led me to four suicide

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1 attempts. Each of those suicide attempts, after
 2 each failure of that, I actually brought weapons
 3 with me to school because of the grief that I was
 4 dealing with and I could have been a mass
 5 murderer, but because of the kind word of one
 6 person at each of these events, I didn't do
 7 anything. Never showed the weapons to anybody.
 8 Got rid of them all correctly and everything and
 9 made sure nothing happened.

10 Then I went into the Army after high
 11 school and after all of the stuff that I went
 12 through in school, I was literally going into the
 13 Army looking for the easiest way to get myself
 14 killed quick, in a battle and everything. That's
 15 what I was looking for. That's what the bullying
 16 pushed me to do.

17 In the Army I learned that I am
 18 actually more of a leader than I am a follower and
 19 they built me up into a different person and
 20 showed me courage and understanding and they also
 21 showed me kindness and everything and taught me

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1 that I can actually live a life of kindness.

2 When I came back home, I took my story
 3 and I started developing ways of being kind to
 4 other people and everything and started practicing
 5 those different things. I also did a lot of
 6 research on bullying and suicide, did decades of
 7 research on that on my own. Also, now I work with
 8 different organizations to help to kind of get the
 9 word out about how we can stop bullying.

10 And the reason why I'm really after
 11 trying to stop bullying, and because -- I've come
 12 up with different ways to do that and different
 13 techniques than are used now in our schools, I've
 14 actually come across some reports -- a 2002 report
 15 from the U.S. Secret Service and U.S. Department
 16 of Education, the final report and findings of
 17 safe school initiative states that 71% of the
 18 attackers in schools and also in businesses who
 19 come in and perform these mass murders, 71% of
 20 them are actually victims of being bullied like
 21 myself.

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1 So, it follows my story. So I believe
 2 very strongly in stopping the bullying, we can
 3 actually reduce or eliminate the shootings that
 4 happen. It's not about the guns. It's about the
 5 mental health and the care that we need to put
 6 toward these bullies and also the victims of the
 7 bullies.

8 I am a very strong advocate for not
 9 treating the bullies like bullies, but actually
 10 treating them like victims themselves and giving
 11 them the help that they need because if we can fix
 12 the bully and what the root of their problem is,
 13 we can fix the bullying problem. That's it.

14 CHAIRMAN CAUSEY: Thank you for sharing
 15 that.

16 S. HUNTER SMITH: Thank you.

17 CHAIRMAN CAUSEY: Our next speaker for
 18 the evening is Julie Dyer.

19 AUDIENCE MEMBER (MALE): She had to
 20 leave.

21 AUDIENCE MEMBER (FEMALE): She had to

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1 classroom. Students and teachers being assaulted.
 2 Total lack of support from administration. Kids
 3 learning that authority cannot be trusted and that
 4 there is no justice and there is no guaranteed
 5 safety in the school building.
 6 CHAIRMAN CAUSEY: Thank you. Our next
 7 speaker for the evening is Adam Sutton. Our final
 8 speaker for the evening is Ms. Amy Lamb. Thank
 9 you. That concludes our public comment.
 10 The next item on the agenda is Item L,
 11 New Business, Action Taken in Closed Session, and
 12 for that we call forward Mr. Nussbaum.
 13 MR. NUSSBAUM: Good evening.
 14 CHAIRMAN CAUSEY: Good evening.
 15 MR. NUSSBAUM: Earlier this evening,
 16 the Board considered two appeals regarding
 17 confidential student matters in your
 18 quasi-judicial capacity. Both of these matters
 19 were considered on the record as there were no
 20 requests for oral argument made. At this time it
 21 would be appropriate to confirm the actions taken

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1 in closed session. Those two appeals which were
 2 Hearing Examiner numbers 19-63 and 20-25.
 3 CHAIRMAN CAUSEY: Do I have a motion to
 4 approve the action taken in closed session?
 5 MS. ROWE: So moved.
 6 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.
 7 Do I have a second? Thank you, Ms. Mack. Is
 8 there any discussion? All in favor, please raise
 9 your hand.
 10 (HANDS RAISED).
 11 The motion is unanimous.
 12 MR. NUSSBAUM: The orders are on the
 13 table for signature.
 14 CHAIRMAN CAUSEY: Thank you, Mr.
 15 Nussbaum.
 16 MR. NUSSBAUM: Thank you.
 17 CHAIRMAN CAUSEY: The next item is New
 18 Business, Contract Awards. For that, I call on
 19 Building and Contracts Committee Chair, Ms. Henn.
 20 VICE CHAIR HENN: Members of the Board,
 21 the Board's Building and Contracts Committee met

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1 earlier this evening. Items M1 through M13 are
 2 being forwarded to the full Board for approval.
 3 CHAIRMAN CAUSEY: Do I have a motion to
 4 approve items M1 through M13?
 5 MS. ROWE: So moved.
 6 CHAIRMAN CAUSEY: Thank you. No second
 7 is needed since the recommendation comes from the
 8 committee. Board members is there any discussion?
 9 All in favor, please raise your hand.
 10 (HANDS RAISED).
 11 The motion carries unanimously. Thank
 12 you. The next item on the agenda is Item N,
 13 Unfinished Business Board Policies second reading.
 14 Members of the Board, the Policy Review Committee
 15 asks that the Board accept this report of the
 16 committee's recommendation to amend the following
 17 Board policies: Policy 3210, purchasing
 18 guidelines, Policy 3215, contract execution,
 19 Policy 3250, selection of design and construction
 20 consultants. These recommendations are presented
 21 to you on tonight's agenda as Exhibit N. Do I

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1 have a motion to adopt the recommendation of the
 2 Board's Policy Review Committee.
 3 MS. MACK: So moved.
 4 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 5 No second is needed since the recommendation comes
 6 from the committee. Is there any discussion? All
 7 in favor, please raise your hand.
 8 (HANDS RAISED).
 9 Thank you. The motion carries
 10 unanimously. The next item on the agenda is
 11 information. The Northeast Area Education
 12 Advisory Council meeting minutes are in Board docs
 13 for review.
 14 The next item is announcements. The
 15 next Board meeting is Tuesday, December 17th at
 16 6:30 p.m. in the Greenwood Building. The next
 17 item on the agenda is the special elections. Ms.
 18 Henn.
 19 VICE CHAIR HENN: I move to adjourn to
 20 administrative session.
 21 CHAIRMAN CAUSEY: Is there a second?

1 MS. ROWE: Second.
 2 CHAIRMAN CAUSEY: Any discussion? All
 3 in favor, please raise your hand.
 4 (HANDS RAISED).
 5 Any opposed? Any abstained? The
 6 motion carries. The Board meeting is now
 7 adjourned into administrative session. Thank you.
 8 Is there a motion.
 9 VICE CHAIR HENN: I motion that the
 10 meeting is recessed until Thursday, December the
 11 5th at 5:30 when the Board will resume in
 12 closed session to discuss an administrative
 13 function.
 14 CHAIRMAN CAUSEY: Is there a second?
 15 MS. MACK: Second.
 16 CHAIRMAN CAUSEY: Any discussion? All
 17 in favor please raise your hand.
 18 (HANDS RAISED).
 19 The meeting is recessed. Thank you.
 20 (Meeting adjourned.)
 21

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1
 2
 3 I, Vivian Saxe, do hereby certify that the
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 5 best of our ability; and I further certify that
 6 the foregoing is a full, true, and correct
 7 statement of such proceeding and a full, true, and
 8 correct transcript of the audio file produced.
 9
 10
 11

12 _____
 VIVIAN SAXE, CERT 631 DATE

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