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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
REMOTE VIA BCPS LIVESTREAM
AND MICROSOFT TEAMS

JUNE 9, 2020

Transcribed by:
Paul A. Gasparotti

Page 2

1 BOARD MEMBERS:

2

3 Kathleen S. Causey, Board Chair

4 Julie C. Henn, Vice Chair

5 Moalie S. Jose

6 Erin R. Hager

7 Russell T. Kuehn

8 Lisa A. Mack

9 Rodney R. McMillion

10 John H. Offerman, Jr.

11 Cheryl E. Pasteur

12 Lily P. Rowe

13 Makeda Scott

14 Omer Reshid, Student Member

15

16

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Page 4

1 INDEX (Continued)

2 Resolution on systemic racism, social

3 injustice, racial and ethnic bias78

4 Unfinished Business, Board Policies (Second

5 Reading).96

6 New Business, Action Taken in Closed

7 Session 135

8 New Business, Report on New Strategic Plan . 138

9 New Business, Contract Awards. 173

10 Old Business,

11 New Business, Curricula. 185

12 Information. 192

13 Announcements. 192

14

15

16

17

18

19

20

21

Page 3

1 I N D E X

2 Call to Order. 5

3 Closed Session 8

4 Call to Order. 8

5 Pledge of Allegiance/Moment of Silence 7

6 Consideration of Agenda.10

7 Special Order of Business, Recognition of

8 Student Member of the Board, Omer Reshid. . .17

9 New Business, Personnel Matters.23

10 New Business, Administrative Appointments. . .25

11 New Business, 12-month Pay Option for 10-month

12 Employees30

13 New Business, Discussion of SRO Training . . .53

14 New Business, Report on Policies (First

15 Reading).64

16 New Business, Public Comment (announcement). .66

17 New Business, Public Comment on Proposed

18 Policy Changes (announcement)67

19 Superintendent's Report.67

20 Chair's Report72

21 Student Board Member's Report.75

Page 5

1 PROCEEDINGS

2 CHAIRMAN CAUSEY: Good evening. I call

3 to order the meeting of the Board of Education of

4 Baltimore County for Tuesday, June 9th, 2020.

5 Baltimore County Public Schools and Offices are

6 closed to the public and nonessential personnel

7 through the end of the school year in order to

8 maintain the health and safety of our students

9 and staff. This evening's Board of Education

10 meeting will be held virtually and broadcast

11 through livestream on the BCPS website or on

12 BCPS TV, Comcast Xfinity Channel 73 and Verizon

13 FiOS Channel 34.

14 In order to efficiently conduct this

15 meeting, all voting items this evening will be

16 done by rollcall vote. Board members are asked

17 to say their names before making and seconding a

18 motion as applicable, as well as when requesting

19 discussion on an agenda item. May I have a

20 motion to go into closed session as permitted by

21 the Open Meetings Act as found in the Annotated

Page 6

1 Code of Maryland General Provisions Article
 2 3-305.B(1), B(7) and B(9) to, one, discuss the
 3 appointment, employment, assignment, promotion,
 4 discipline, demotion, compensation, removal,
 5 resignation, or performance evaluation of
 6 appointees, employees or officials over whom it
 7 has jurisdiction, or any other personnel matter
 8 that affects one or more specific individuals;
 9 seven, consult with counsel to obtain legal
 10 advice; and nine, to conduct collective
 11 bargaining negotiations or consider matters that
 12 relate to the negotiations. May I have a motion?
 13 MS. MACK: So moved, Lisa Mack.
 14 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 15 Is there a second?
 16 MS. PASTEUR: Second, Ms. Pasteur.
 17 CHAIRMAN CAUSEY: Thank you, Ms.
 18 Pasteur. May I have a rollcall vote please?
 19 MS. GOVER: Mr. Kuehn?
 20 MR. KUEHN: Yes.
 21 MS. GOVER: Ms. Pasteur?

Page 7

1 MS. PASTEUR: Yes.
 2 MS. GOVER: Mr. Offerman?
 3 MR. OFFERMAN: Yes.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Mr. Reshid is absent.
 7 Ms. Causey?
 8 CHAIRMAN CAUSEY: Yes.
 9 MS. GOVER: Ms. Jose?
 10 MS. JOSE: Yes.
 11 MS. GOVER: Mr. McMillion?
 12 MR. MCMILLION: Yes.
 13 MS. GOVER: Ms. Mack?
 14 MS. MACK: Yes.
 15 MS. GOVER: Ms. Scott?
 16 MS. SCOTT: Yes.
 17 MS. GOVER: Ms. Rowe?
 18 MS. ROWE: Yes.
 19 MS. GOVER: Dr. Hager?
 20 DR. HAGER: Yes.
 21 MS. GOVER: Thank you.

Page 8

1 CHAIRMAN CAUSEY: Thank you.
 2 (The Board went into closed session,
 3 which was not recorded in this transcript.)
 4 CHAIRMAN CAUSEY: Good evening. I now
 5 call to order the meeting of the Board of
 6 Education of Baltimore County for June 9th, 2020.
 7 I invite you to stand and recite the Pledge of
 8 Allegiance to the Flag. We will then have a
 9 moment of silence.
 10 VICE CHAIR HENN: Due to technical
 11 difficulties, this is Vice Chair Julie Henn, and
 12 I will be stepping in momentarily until
 13 Chairwoman Causey rejoins the meeting.
 14 I now call to order the meeting of the
 15 Board of Education of Baltimore County for
 16 Tuesday, June 9th, 2020. I invite you to recite
 17 the Pledge of Allegiance to the Flag. We will
 18 then have a moment of silence in recognition of
 19 those who have served education in Baltimore
 20 County.
 21 (Pledge of Allegiance.)

Page 9

1 (Moment of silence.)
 2 In accordance with the mandated
 3 direction of the state superintendent, Baltimore
 4 County Public Schools and offices are currently
 5 closed to the public and nonessential personnel
 6 in order to maintain the health and safety of our
 7 students and staff. In accordance with the Board
 8 of Education's resolution approved at the
 9 March 10th, 2020 board meeting, in the event of a
 10 medical or health emergency related to COVID-19,
 11 the board chair in consultation with the vice
 12 chair and the superintendent may declare that a
 13 board meeting or a board committee meeting be
 14 held remotely in its entirety without the
 15 physical presence of board members, subject to
 16 the establishment of a mechanism that would allow
 17 each board member the opportunity to fully
 18 participate in the meeting despite not being
 19 physically present, and that will allow the
 20 public to also remotely attend those portions of
 21 the meeting that are open pursuant to the

Page 10

1 Maryland Open Meetings Act by being able to
 2 listen and/or view the open portions of the
 3 meeting.
 4 As a result, tonight's Board of
 5 Education meeting is being held virtually and
 6 broadcasted through livestream on the BCPS
 7 website or on BCPS TV, Comcast Xfinity Channel
 8 73, Verizon FiOS Channel 34.
 9 In order to efficiently conduct the
 10 meeting this evening, all voting items will be
 11 done by rollcall votes. Board members will say
 12 their names before making or seconding a motion
 13 as applicable, as well as for respective
 14 discussion on an agenda item.
 15 Dr. Williams, are there any additions or
 16 deletions to tonight's agenda?
 17 DR. WILLIAMS: There are no additions or
 18 changes to tonight's agenda.
 19 VICE CHAIR HENN: Hearing none --
 20 MR. MCMILLION: Ms. Henn, can I make a
 21 motion?

Page 11

1 VICE CHAIR HENN: Yes, Mr. McMillion?
 2 MR. MCMILLION: I move to add the
 3 following personnel matter to the agenda as Item
 4 E.6, consideration of a directive to implement a
 5 12-month pay option for ten-month employees.
 6 VICE CHAIR HENN: Is there a second?
 7 MS. MACK: Second, Lisa Mack.
 8 VICE CHAIR HENN: May I have a rollcall
 9 vote?
 10 MS. GOVER: Mr. Kuehn?
 11 MR. KUEHN: Yes.
 12 MS. GOVER: Ms. Pasteur? Ms. Pasteur?
 13 MS. PASTEUR: Yes.
 14 MS. GOVER: Mr. Offerman?
 15 MR. OFFERMAN: Yes.
 16 MS. GOVER: Mr. Reshid?
 17 MR. RESHID: Yes.
 18 MS. GOVER: Ms. Henn?
 19 VICE CHAIR HENN: Yes.
 20 MS. GOVER: Ms. Causey is unavailable.
 21 Ms. Jose?

Page 12

1 MS. JOSE: Yes.
 2 MS. GOVER: Mr. McMillion?
 3 MR. MCMILLION: Yes.
 4 MS. GOVER: Ms. Mack?
 5 MS. MACK: Yes.
 6 MS. GOVER: Ms. Scott?
 7 MS. SCOTT: Yes.
 8 MS. GOVER: Ms. Rowe?
 9 MS. ROWE: Yes.
 10 MS. GOVER: Dr. Hager?
 11 DR. HAGER: Yes.
 12 MS. GOVER: Unanimous.
 13 VICE CHAIR HENN: Thank you, Ms. Gover.
 14 MS. SCOTT: Excuse me, Ms. Henn?
 15 VICE CHAIR HENN: Yes, Ms. Scott?
 16 MS. SCOTT: Yes, thank you. I wanted to
 17 know if it was possible to also add to the agenda
 18 tonight, if the staff were prepared, an inquiry
 19 as far as the SRO training, if we could hear
 20 information as to what sort of bias, or
 21 deescalation, or cultural sensitivity training

Page 13

1 they are provided, or they receive. I guess,
 2 Dr. Williams, would staff be prepared to present
 3 that tonight?
 4 VICE CHAIR HENN: Ms. Scott, would you
 5 like to word your question in the form of a
 6 motion so that we can ask for a second and then
 7 ask for discussion?
 8 MS. SCOTT: Certainly. I make a motion
 9 that we add SRO training, what SRO officers,
 10 bias, cultural sensitivity or deescalation
 11 training the SRO officers receive, to tonight's
 12 agenda.
 13 VICE CHAIR HENN: Is there a second?
 14 MS. JOSE: Second, Ms. Jose.
 15 VICE CHAIR HENN: Thank you, Ms. Jose.
 16 May I have a rollcall vote?
 17 MS. GOVER: Mr. Kuehn?
 18 MR. KUEHN: Yes.
 19 MS. GOVER: Ms. Pasteur?
 20 MS. PASTEUR: Yes.
 21 MS. GOVER: Thank you. Mr. Offerman?

Page 14

1 MR. OFFERMAN: Yes.
 2 MS. GOVER: Mr. Reshid?
 3 MR. RESHID: Yes.
 4 MS. GOVER: Ms. Causey? Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Ms. Jose?
 7 MS. JOSE: Yes.
 8 MS. GOVER: Mr. McMillion?
 9 MR. MCMILLION: Yes.
 10 MS. GOVER: Ms. Mack?
 11 MS. MACK: Yes.
 12 MS. GOVER: Ms. Scott?
 13 MS. SCOTT: Yes.
 14 MS. GOVER: Ms. Rowe?
 15 MS. ROWE: Yes.
 16 MS. GOVER: Dr. Hager?
 17 DR. HAGER: Yes.
 18 MS. GOVER: It's unanimous, thank you.
 19 VICE CHAIR HENN: Thank you. I also
 20 have a motion I would like to make. However as I
 21 am acting in the role of chair, Ms. Gover, is

Page 15

1 there a procedure by which I may make my motion,
 2 or Mr. Nussbaum?
 3 MR. NUSSBAUM: I think you can go ahead
 4 and make your motion. If somebody seconds it,
 5 it's appropriate for a vote.
 6 VICE CHAIR HENN: Thank you,
 7 Mr. Nussbaum. I move to remove from the agenda
 8 Item O.11, automatic school bus stop arm and bus
 9 safety video monitoring system.
 10 MS. ROWE: Second.
 11 VICE CHAIR HENN: Thank you.
 12 MS. GOVER: And who seconded, please?
 13 MS. ROWE: Rowe.
 14 MS. GOVER: Thank you.
 15 VICE CHAIR HENN: May I have a rollcall
 16 vote please.
 17 MS. GOVER: Mr. Kuehn?
 18 MR. KUEHN: Yes.
 19 MS. GOVER: Ms. Pasteur?
 20 MS. PASTEUR: Yes.
 21 MS. GOVER: Mr. Offerman?

Page 16

1 MR. OFFERMAN: Yes.
 2 MS. GOVER: Mr. Reshid?
 3 MR. RESHID: Yes.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Ms. Jose?
 7 MS. JOSE: No.
 8 MS. GOVER: Mr. McMillion?
 9 MR. MCMILLION: Abstain.
 10 MS. GOVER: Ms. Mack?
 11 MS. MACK: Yes.
 12 MS. GOVER: Ms. Scott?
 13 MS. SCOTT: Abstain.
 14 MS. GOVER: Ms. Rowe?
 15 MS. ROWE: Yes.
 16 MS. GOVER: Dr. Hager?
 17 DR. HAGER: Yes.
 18 MS. GOVER: Thank you, the motion
 19 passes.
 20 VICE CHAIR HENN: Thank you. The
 21 revised agenda is approved.

Page 17

1 Earlier this evening the Board met in
 2 closed session pursuant to the Open Meetings Act
 3 for the following reasons: To one, discuss the
 4 appointment, employment, assignment, promotion,
 5 discipline, demotion, compensation, removal,
 6 resignation or performance evaluation of
 7 appointees, employees or officials over whom it
 8 has jurisdiction, or any other personnel matter
 9 that affects one or more specific individuals;
 10 seven, consult with counsel to obtain legal
 11 advice; and nine, conduct collective bargaining
 12 negotiations or consider matters that relate to
 13 the negotiations.
 14 The minutes of the closed session and
 15 informational summary can be found on our website
 16 at www.bcps.org/board/informational-summaries.
 17 Next on the agenda is a special order of
 18 business, recognizing our Student Member of the
 19 Board, Mr. Omer Reshid. The following resolution
 20 is being presented by the Board of Education and
 21 it reads:

Page 18

1 Whereas, Omer Reshid has served as the
2 Student Member of the Board of Education of
3 Baltimore County with honor and distinction for
4 the 2019-2020 school year, including
5 participation on the Board's curriculum committee
6 and policy review committee; and
7 Whereas, his role as a student leader
8 began at Pikesville High School where he was the
9 chapter founder and president of both the Future
10 Business Leaders of America and One Love, an
11 organization that educates around healthy
12 relationships. He also served as the secretary
13 of advancement via individual determination,
14 AVID, and was a member of the Black Male Forum,
15 National Honor Society, National Social Studies
16 Honor Society, and Medical Explorers. His
17 leadership extended nationally as a panelist for
18 the National School Board Advocacy Institute,
19 statewide for his advocacy of two small bills in
20 Annapolis, and countywide for his work on the
21 Board of Education, his advocacy for Kindness

Page 19

1 Matters and mental health initiatives, and his
2 membership on the Superintendent's Student
3 Advisory Council and the Baltimore County Student
4 Councils; and
5 Whereas, Omer's leadership activities
6 are evident in his participation in many school
7 visits, as host of Open Mic with Omer, Instagram
8 live events in Chat Cafe, as a tutor for children
9 (inaudible, audio break) and his volunteer
10 activities with the Owings Mills Volunteer Fire
11 Department, Johns Hopkins Hospital, and Helping
12 Hand Relief and Development, and
13 Whereas, Omer is to be commended with
14 bringing honor to this school district as he
15 continues his education at the George Washington
16 University, majoring in international business,
17 therefore:
18 Be it Resolved that the Board of
19 Education of Baltimore County, assembled in
20 regular session on the 9th of June in the year
21 2020, expresses to Omer its fondest regards and

Page 20

1 gratitude for his services; and
2 Be it further Resolved that the Board
3 does herewith extend its best wishes to Omer for
4 happiness, good health and continued success in
5 future endeavors, and directs a copy of this
6 resolution to be recorded among the permanent
7 records of the Board of Education of Baltimore
8 County.
9 MS. JOSE: Second, Ms. Jose.
10 VICE CHAIR HENN: Fellow board members,
11 I move that the Board accept the resolution in
12 recognition of Student Member of the Board Omer
13 Reshid.
14 MS. PASTEUR: This is Ms. Pasteur. I
15 second the motion.
16 VICE CHAIR HENN: May I have a rollcall
17 vote please?
18 MS. GOVER: Mr. Kuehn?
19 MR. KUEHN: Yes.
20 MS. PASTEUR: Yes.
21 MR. OFFERMAN: Yes Mr. Reshid?

Page 21

1 MR. RESHID: Yes.
2 VICE CHAIR HENN: Yes.
3 MS. CAUSEY: Hello, I just reentered the
4 meeting, so I need to be informed of what the
5 vote is for.
6 MS. GOVER: This is for the resolution
7 for the Student Member of the Board.
8 MS. CAUSEY: Yes.
9 MS. GOVER: Thank you. Ms. Jose?
10 MS. JOSE: Yes.
11 MS. GOVER: Mr. McMillion?
12 MR. MCMILLION: Yes.
13 MS. GOVER: Ms. Mack?
14 MS. MACK: Yes.
15 MS. GOVER: Ms. Scott?
16 MS. SCOTT: Yes.
17 MS. GOVER: Ms. Rowe?
18 MS. ROWE: Yes.
19 MS. GOVER: Dr. Hager?
20 DR. HAGER: Yes.
21 VICE CHAIR HENN: The vote is unanimous,

Page 22

1 and with that I turn the meeting back over to
 2 Mrs. Causey.
 3 DR. WILLIAMS: Madam Chair, this is
 4 Dr. Williams. Before we leave this agenda item,
 5 I believe we have a part two to this resolution
 6 or recognition of Mr. Omer Reshid.
 7 CHAIRMAN CAUSEY: Certainly. Is
 8 Mr. Reshid going to be speaking to the matter?
 9 DR. WILLIAMS: I think staff has
 10 prepared a video, so if we can show the video at
 11 this time and then we can give the mic to Mr.
 12 Reshid if he so desires.
 13 CHAIRMAN CAUSEY: Certainly.
 14 (Video playing.)
 15 That was outstanding. Thank you,
 16 Dr. Williams and staff for putting that together.
 17 Dr. Williams, are we ready to move forward to the
 18 next item?
 19 DR. WILLIAMS: Yes. I didn't know if
 20 you wanted Omer to say anything or not, but if
 21 you're ready to move to the next agenda item, we

Page 23

1 will be ready.
 2 CHAIRMAN CAUSEY: Does Omer want to,
 3 Mr. Reshid want to speak at this point, or wait
 4 for his student report? Go ahead.
 5 MR. RESHID: Yeah, I just wanted to say
 6 thank you to everyone that I've met in this role,
 7 and I'll say more in my SMOB report, so we can
 8 move on.
 9 CHAIRMAN CAUSEY: Thank you, Omer. The
 10 next item on the agenda is new business,
 11 personnel matters, and for that we welcome
 12 Ms. Maria Lowry.
 13 MS. LOWRY: Good evening, Chairwoman
 14 Causey, Vice Chairwoman Henn, Superintendent
 15 Williams and members of the Board. I would like
 16 the Board's consent for the following personnel
 17 matters: Retirements, resignations,
 18 non-renewals, leaves, deceased recognition of
 19 service.
 20 CHAIRMAN CAUSEY: Do I have a motion to
 21 approve the personnel matters as presented in

Page 24

1 Exhibit E-1 through E-5?
 2 MS. MACK: So moved, Lisa Mack.
 3 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 4 Do I have a second.
 5 MS. ROWE: Second, Rowe.
 6 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.
 7 Is there any discussion? Hearing none, may I
 8 have a rollcall vote please?
 9 MS. GOVER: Mr. Kuehn?
 10 MR. KUEHN: Yes.
 11 MS. GOVER: Ms. Pasteur?
 12 MS. PASTEUR: Yes.
 13 MS. GOVER: Mr. Offerman?
 14 MR. OFFERMAN: Yes.
 15 MS. GOVER: Mr. Reshid?
 16 MR. RESHID: Yes.
 17 MS. GOVER: Ms. Henn?
 18 VICE CHAIR HENN: Yes.
 19 MS. GOVER: Ms. Causey?
 20 CHAIRMAN CAUSEY: Yes.
 21 MS. GOVER: Ms. Jose?

Page 25

1 MS. JOSE: Yes.
 2 MS. GOVER: Mr. McMillion?
 3 MR. MCMILLION: Yes.
 4 MS. GOVER: Ms. Mack?
 5 MS. MACK: Yes.
 6 MS. GOVER: Ms. Scott?
 7 MS. SCOTT: Yes.
 8 MS. GOVER: Ms. Rows?
 9 MS. ROWE: Yes.
 10 MS. GOVER: Dr. Hager?
 11 DR. HAGER: Yes.
 12 MS. GOVER: Thank you.
 13 CHAIRMAN CAUSEY: Thank you, the motion
 14 carries unanimously.
 15 The next item on the agenda is
 16 administrative appointments, and we call on
 17 Dr. Williams.
 18 DR. WILLIAMS: Good evening, Madam Chair
 19 and members of the Board. I would like to bring
 20 forward for your approval the following
 21 administrative appointments: The first position

Page 26

1 is research specialist in the Office of Research;
 2 and executive director of special ed in the
 3 Office of Special Education.
 4 CHAIRMAN CAUSEY: Do I have a motion to
 5 approve the administrative appointments as
 6 presented in Exhibit F-1?
 7 MS. MACK: So moved, Lisa Mack.
 8 CHAIRMAN CAUSEY: Thank you. Do I have
 9 a second?
 10 MS. SCOTT: Second, Makeda Scott.
 11 CHAIRMAN CAUSEY: Thank you. Is there
 12 any discussion? May I have a rollcall vote
 13 please?
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Ms. Pasteur?
 17 MS. PASTEUR: Yes.
 18 MS. GOVER: Mr. Offerman?
 19 MR. OFFERMAN: Yes.
 20 MS. GOVER: Mr. Reshid?
 21 MR. RESHID: Yes.

Page 27

1 MS. GOVER: Ms. Henn?
 2 VICE CHAIR HENN: Yes.
 3 MS. GOVER: Ms. Causey?
 4 CHAIRMAN CAUSEY: Yes.
 5 MS. GOVER: Ms. Jose?
 6 MS. JOSE: Yes.
 7 MS. GOVER: Mr. McMillion?
 8 MR. MCMILLION: Yes.
 9 MS. GOVER: Ms. Mack?
 10 MS. MACK: Yes.
 11 MS. GOVER: Ms. Scott?
 12 MS. SCOTT: Yes.
 13 MS. GOVER: Ms. Rowe?
 14 MS. ROWE: Yes.
 15 MS. GOVER: Dr. Hager?
 16 DR. HAGER: Yes.
 17 MS. GOVER: Thank you.
 18 CHAIRMAN CAUSEY: Thank you, the motion
 19 carries unanimously.
 20 DR. WILLIAMS: Our first candidate is
 21 Dr. Jennifer Broder, a specialist in research.

Page 28

1 She is coming from the site project, she served
 2 as site project coordinator in Gear Up grants at
 3 Johns Hopkins University. She's been a visiting
 4 assistant professor at Johns Hopkins University.
 5 She served as the site project coordinator in
 6 Gear Up grant at Johns Hopkins in 2017 and
 7 faculty member at Johns Hopkins in 2015;
 8 professional school counselor at Greencastle
 9 Middle School in Greencastle Community School
 10 Corporation for four years; and professional
 11 school counselor for Miami Elementary, Lafayette
 12 School Corporation in 2008. I bring to you
 13 Dr. Jennifer Broder.
 14 (Applause.)
 15 CHAIRMAN CAUSEY: Congratulations, and
 16 welcome.
 17 DR. WILLIAMS: Our last candidate is
 18 Dr. Kathrine Pierandozzi. She is currently the
 19 executive director of exceptional student
 20 education and student services in the School
 21 District of Indian River County. She served as

Page 29

1 executive director of secretary education in the
 2 same school district. She also served as the
 3 executive director of the exceptional student
 4 education support service in Broward County. She
 5 served as a principal of a K to 12 special ed
 6 center school, she served as a high school
 7 principal at MacArthur High School. She also
 8 served as a middle school principal at the New
 9 River Marine Magnet Middle School, with Broward
 10 County Public Schools. She also served as
 11 assistant principal as well as an exceptional
 12 student education teacher in Cooper City High
 13 School, Olsen Middle School, and Argette's Middle
 14 School, all in Broward County Public Schools. I
 15 bring to you Dr. Kathrine Pierandozzi, let me,
 16 get her name right, Pierandozzi.
 17 (Applause.)
 18 CHAIRMAN CAUSEY: Congratulations and
 19 welcome, and we appreciate Dr. Williams making
 20 the position, creating this position which
 21 elevates the needs of our special needs community

Page 30

1 and all of our exceptional students, so we
 2 appreciate that, thank you.
 3 Our next item on the -- yes?
 4 MS. GOVER: My apologies. In your
 5 absence there were three changes to the agenda.
 6 CHAIRMAN CAUSEY: Yes.
 7 MS. GOVER: The first was the addition
 8 of E-6 per Mr. McMillion's motion. The second
 9 was to add an agenda item regarding SRO training,
 10 which was not placed on the agenda numerically.
 11 And the third was to remove Item O-11, the stop
 12 arm buses contract.
 13 CHAIRMAN CAUSEY: So then currently, the
 14 next item that needs to be addressed is E-6?
 15 MS. GOVER: Yes, ma'am.
 16 CHAIRMAN CAUSEY: Okay, and who's going
 17 to be bringing that forward?
 18 MR. MCMILLION: This is Rod McMillion,
 19 that's me.
 20 CHAIRMAN CAUSEY: Okay.
 21 MR. MCMILLION: I'm ready. I move that

Page 31

1 the Board direct the superintendent to implement
 2 a 12-month pay option for 10-month employees
 3 effective no later than the start of the
 4 2021-2022 school year.
 5 VICE CHAIR HENN: Second, Julie Henn.
 6 CHAIRMAN CAUSEY: We have a motion on
 7 the floor and a second. Mr. McMillion, would you
 8 like to speak to your motion?
 9 MR. MCMILLION: I taught school for 35
 10 years and ten months. It was an option that I
 11 talked to a lot of teachers about over the years
 12 and I think it's a great benefit for the
 13 teachers, and I don't know why we continue to
 14 drag our feet and talk about, you know, we put it
 15 off, we put it off, we put it off. Let's get it
 16 done so that it can help the teachers out in the
 17 summer. Thank you.
 18 VICE CHAIR HENN: Mrs. Causey, may I
 19 speak to the motion?
 20 CHAIRMAN CAUSEY: Yes, Ms. Henn.
 21 VICE CHAIR HENN: Thank you. Teacher

Page 32

1 retention is one of the most critical needs of
 2 our school system. We have to retain our most
 3 valuable staff, and the teachers have told us
 4 this matters to them. I agree with
 5 Mr. McMillion, which is why I'm supporting this
 6 motion. This is something that we should be able
 7 to tackle for them and get done in short order.
 8 I understand that there are challenges; however,
 9 we have the resources to meet those challenges,
 10 and we need to make it imperative and make it a
 11 priority to get it done for our teachers. Thank
 12 you.
 13 CHAIRMAN CAUSEY: Other board members?
 14 (Unintelligible, multiple speakers.)
 15 CHAIRMAN CAUSEY: Is that Ms. Gover?
 16 MS. MACK: No, it's Lisa Mack.
 17 MS. PASTEUR: And I was also in, I will
 18 defer to Ms. Mack.
 19 CHAIRMAN CAUSEY: Okay, thank you,
 20 Ms. Pasteur. Ms. Mack, and then Ms. Pasteur.
 21 MS. MACK: I just wanted to say to the

Page 33

1 point that Ms. Henn made, the ten school systems
 2 that immediately surround Baltimore County have
 3 the 12-month pay option, and for teachers for
 4 whom this is important, it could be an incentive
 5 for them to leave. So I agree obviously with
 6 Mr. McMillion's motion and with Ms. Henn's
 7 comment about teacher retention, we have to make
 8 teachers want to state at BCPS. Thank you.
 9 CHAIRMAN CAUSEY: Ms. Pasteur?
 10 MS. PASTEUR: Yes. I concur with, I
 11 think it was Mr. McMillion, one of them said that
 12 teachers have had in the past an option through
 13 the credit union to do 12 months. Things are
 14 really tough now. I recognize that it might not
 15 pass immediately, but I do think that we should
 16 give all due deliberations to supporting our
 17 teachers, particularly now even more than ever,
 18 if this is their will, that it should be put on
 19 the table for their support. Thank you.
 20 MR. OFFERMAN: This is Mr. Offerman.
 21 CHAIRMAN CAUSEY: Yes.

Page 34

1 MR. OFFERMAN: I think everyone I've
 2 heard, everyone certainly supports this. I,
 3 however, am uncomfortable putting a 2021-2022
 4 starting point based on information that we have
 5 been presented previously. I think the words as
 6 soon as possible or as soon as reasonably
 7 possible would be better if they were placed in
 8 place of 21 and 22. That said, that of course is
 9 just my opinion.
 10 MS. PASTEUR: Ms. Causey?
 11 CHAIRMAN CAUSEY: Yes, Ms. Pasteur?
 12 MS. PASTEUR: Unless there is anyone
 13 else, I do want to concur with Mr. Offerman in
 14 the sense that we want to make sure that this is
 15 done well, that there are no glitches, but I do
 16 like the wording as soon as possible, and that we
 17 are doing our due diligence in terms of working
 18 with the staff to insure that that is happening,
 19 so that we can see that it is rolled out in an
 20 expeditious manner.
 21 CHAIRMAN CAUSEY: Thank you. Are there

Page 35

1 other board members that want to speak to this
 2 motion?
 3 MS. JOSE: Ms. Causey, this is Ms. Jose.
 4 CHAIRMAN CAUSEY: Yes.
 5 MS. JOSE: Just as Mr. Offerman stated,
 6 the full board obviously supports this to be
 7 implemented as soon as possible. My concern is
 8 with what the administration told us earlier, and
 9 Dr. Williams and his team could clarify that in
 10 open about the agreement with TABCO and the
 11 communications.
 12 CHAIRMAN CAUSEY: Dr. Williams, as
 13 appropriate, would you have staff respond?
 14 MS. ROWE: Point of order. I would just
 15 like it to be notated that we can't discuss
 16 bargaining unit things in open session.
 17 CHAIRMAN CAUSEY: Thank you, Ms. Rowe,
 18 that's why I asked Dr. Williams to have staff
 19 respond as appropriate for an open session.
 20 MS. JOSE: Thank you, Ms. Causey, and
 21 that was my -- this is Ms. Jose -- was about the

Page 36

1 implementation, you know, how feasible is it, and
 2 how the Board would implement it for tomorrow if
 3 we could, but there is procedural implementation
 4 glitches that may happen, I want to hear that,
 5 just in the procedural and communication context.
 6 CHAIRMAN CAUSEY: So the question is
 7 related to the operational success of the motion;
 8 is that correct?
 9 MS. JOSE: Yes, ma'am.
 10 CHAIRMAN CAUSEY: Thank you.
 11 Dr. Williams?
 12 DR. WILLIAMS: So, at this time I don't
 13 know if Ms. Lowry or Mr. Duke are on the call.
 14 MS. LOWRY: Yes, sir.
 15 DR. WILLIAMS: There was great support
 16 to look at the 12-month option. I think what we
 17 were looking at, having more of a cushion to make
 18 sure we were able to appropriately implement --
 19 again, I think the logistics and all that will go
 20 into moving from ten months to 12 months, but I
 21 don't know if Ms. Lowry or Mr. Duke want to

Page 37

1 provide any additional information at this time.
 2 MS. LOWRY: Sure. Dr. Williams, with
 3 your permission, I would like to invite George
 4 Sarris to enter in on the conversation, he's
 5 prepared to share some additional information
 6 this evening that would help to explain the
 7 impact on the MIS and payroll, as well as a
 8 general sense of the cost if we were to expedite
 9 this process using a quicker timeline.
 10 DR. WILLIAMS: Thank you, Ms. Lowry.
 11 Mr. Sarris?
 12 MR. SARRIS: Yes, this is George Sarris,
 13 and we have had a work group developing a
 14 multistep approach to achieving this objective.
 15 And one of the aspects of the plan is to have a
 16 system in place for at least 12 months so that we
 17 can run a complete 52-week parallel test to work
 18 out bugs and minimize the potential for errors,
 19 because if there's one thing that's very clear to
 20 us in the payroll office, is that even the
 21 smallest errors present a huge concern for

Page 38

1 employees, paychecks need to be correct.
 2 And there are some added administrative
 3 costs. We will have to retain a consultant for
 4 about \$180,000 for about 12 months, and we also
 5 had hoped as part of this transition to go to
 6 payment in arrears as opposed to our current
 7 practice with teachers, CASE and OPE, which is
 8 pay to date. And by going to arrears, that also
 9 allows us more time to correct errors before they
 10 occur.
 11 And the other factor which we had
 12 planned on doing was offering the possibility of
 13 a loan to employees to assist in the transition
 14 to arrears, so if we are on a fast track we
 15 probably can't do the arrears, we probably can't
 16 do the loans.
 17 I don't think we can do the opting out.
 18 Many of the jurisdictions that offer 12-month pay
 19 require it, and don't offer a yearly in and out
 20 option, so that would be something that could,
 21 would have an additional consulting cost and

Page 39

1 possibly administrative and clerical costs
 2 depending on how we are able to program that
 3 option.
 4 So to do this by, to have it in place by
 5 August of 2021 would give us about two months to
 6 start work and then 12 months to see if we can
 7 run all of our parallels in time to start this,
 8 which is going to be very very difficult, and
 9 would not lend itself to doing, to also gaining
 10 that arrearage transition period. So it's not
 11 something that we would recommend in the interest
 12 of accuracy, but if the Board is willing to
 13 commit administrative costs to this effort, we
 14 can give you a better idea once -- I mean, I work
 15 with a group of a dozen other folks on this
 16 project so I would before, you know, my word is
 17 not the absolute gospel on this. I would like to
 18 have some collaboration with the work group
 19 regarding this 14-month period that's been
 20 proposed, because that is what raises the
 21 greatest concern for me.

Page 40

1 CHAIRMAN CAUSEY: Thank you, Mr. Sarris.
 2 Are there other board members with discussion?
 3 VICE CHAIR HENN: Mrs. Causey?
 4 CHAIRMAN CAUSEY: Yes, Ms. Henn.
 5 VICE CHAIR HENN: This is Julie Henn. I
 6 just wanted to comment again on this motion, that
 7 I feel it's important that we do put a date on
 8 it, because it holds us accountable for getting
 9 this done. And while we're all in agreement that
 10 we want it done as soon as possible, as soon as
 11 possible does not hold ourselves or the system
 12 accountable to making sure it happens, and that's
 13 absolutely critical. So I think an aggressive
 14 deadline moves us forward, it's what we expect of
 15 our students, and I think we should have the same
 16 high expectation of ourselves, so thank you.
 17 MR. MCMILLION: Ms. Causey, can I make
 18 one last comment?
 19 CHAIRMAN CAUSEY: Certainly.
 20 MR. MCMILLION: We're the 25th largest
 21 school system in the country, we can do this in

Page 41

1 14 months is my opinion. And we don't know how
 2 many teachers are going to opt in to it. You
 3 know, we have 9,800 teachers, thereabouts, and
 4 who knows? We don't know, now all 9,800 aren't
 5 going to do that, but we don't know how many are
 6 going to do it. I say let's get it started.
 7 Thank you.
 8 MR. OFFERMAN: This is Mr. Offerman
 9 again, if I can speak?
 10 CHAIRMAN CAUSEY: Yes.
 11 MR. OFFERMAN: I would like to offer a
 12 friendly amendment to change the wording of the
 13 motion to as soon as possible and at the latest,
 14 2022-23. I would ask that the Board would
 15 consider this.
 16 CHAIRMAN CAUSEY: There's a motion for
 17 an amendment. Is there a second?
 18 DR. HAGER: I second that, Erin Hager.
 19 CHAIRMAN CAUSEY: Thank you. Is there
 20 discussion?
 21 I just was, before Mr. Offerman made his

Page 42

1 discussion, I was just going to point out that
 2 recently in the pandemic, we have had any number
 3 of situations where things have not gone as we
 4 planned, and that the Board has been cooperative
 5 with Dr. Williams and we've given him the ability
 6 to make changes that he needed to make in an
 7 urgent fashion, we've supported the work that he
 8 needed to do when everyone had to pivot, you
 9 know, in a day essentially, from March 12th to
 10 March 13th we were informed that schools were
 11 closed and we had to completely change our
 12 mindset, our direction, our logistics and so
 13 forth.

14 So I was just going to suggest that if
 15 the motion did pass as it stands currently
 16 without the amendment, that certainly if there
 17 was additional time that was needed after, as
 18 Mr. Sarris says, the work group was consulted,
 19 then certainly the Board, I think, would be
 20 reasonable in allowing Dr. Williams and the
 21 school system additional time if it was

Page 43

1 warranted.

2 DR. HAGER: This is Erin Hager. I just
 3 wanted to, the reason I seconded the motion was
 4 apparently the goal is 22-23 but that isn't a
 5 hard deadline, and I think a hard deadline is
 6 needed, not a deadline with a possible extension.
 7 That, you know, specifying that it has to be done
 8 by September, or start of the 22-23 school year,
 9 that gives a hard deadline and hopefully it will
 10 be done sooner than that. I agree, I think it
 11 could be done sooner, but I am not part of the
 12 work group so I don't know the ins and outs. But
 13 I think that if the goal originally, said that
 14 they thought it could be done by then, then we
 15 hold them accountable to make sure it is done by
 16 then.

17 MS. ROWE: Ms. Causey?
 18 CHAIRMAN CAUSEY: Yes, Ms. Rowe?
 19 MS. ROWE: I just wanted to say that I
 20 understand why there's an urgency on the Board to
 21 do this, because I've watched this issue float in

Page 44

1 the public as a desire for the last five, six
 2 years. As long as I've been following the Board
 3 and even before that, I have heard that this has
 4 been an ongoing thing that TABCO has wanted, and
 5 it's just one of those things that for whatever
 6 reason the school system has been reluctant to
 7 do.

8 And I don't fully understand why,
 9 because I do understand something about payroll
 10 software, and I run my own business and run
 11 payroll software, and unless we're running
 12 something from the 1970s that can't be bridged, I
 13 don't understand why it would be that big of a
 14 deal. So I think that the 15-month timeframe
 15 probably is reasonable, but I could compromise
 16 with the amendment as long as that amendment is
 17 that is when it will be done by, not we're going
 18 to do it and then decide not to do it anyway.

19 CHAIRMAN CAUSEY: First, and then just
 20 to remind the Board that we, and I apologize, had
 21 technical difficulties, so we are running quite

Page 45

1 behind. But board members, are there other
 2 comments before we have the vote on the motion to
 3 amend? Ms. Gover --

4 DR. WILLIAMS: Ms. Causey, I just want
 5 to say I appreciate the last comments from
 6 Dr. Hager, from yourself. Again, we did not
 7 anticipate being in a pandemic and we had to do
 8 things differently. We don't know what this
 9 upcoming school year will look like, so I
 10 appreciate this discussion and the desire to move
 11 as quickly as possible, but I also appreciate a
 12 little bit of grace within this period, because
 13 we just simply don't know. I'm sorry, I didn't
 14 turn on my video. We just don't know exactly
 15 what this upcoming school year may feel and may
 16 be based on what are hearing about a possible
 17 resurgence of this COVID-19, so I just want to
 18 share those comments with the Board.

19 CHAIRMAN CAUSEY: Thank you. Thank you,
 20 Dr. Williams. Other board members?
 21 MS. SCOTT: Can you restate the motion,

Page 46

1 or the amendment please?

2 CHAIRMAN CAUSEY: Tracy, could you

3 restate Mr. Offerman's motion to amend?

4 MS. GOVER: The amendment was to change

5 the language in the original motion to as soon as

6 possible or to year 22-23.

7 MR. OFFERMAN: This is Offerman here. I

8 believe I said to as soon as possible, and

9 definitely by 2022-23.

10 MS. GOVER: Thank you.

11 DR. HAGER: This is Erin Hager. Can I

12 ask for a clarification? When the 22-23 school

13 year is stated, is that on or before

14 September 1st, 2022, or is it the fiscal year,

15 what is the kind of start date that's official

16 for that type of amendment?

17 MR. OFFERMAN: I would assume it's by

18 September 1st or whenever school starts.

19 DR. HAGER: Uh-huh. I just want to be

20 as specific as possible.

21 MS. ROWE: Our fiscal year does start

Page 47

1 July 1 so that's a good question.

2 MR. OFFERMAN: Okay. So let's say by

3 July 1 of the school year 2022-23.

4 CHAIRMAN CAUSEY: So that's a

5 modification of your amendment. Is there a

6 second to, I mean, does the second agree?

7 DR. HAGER: Yes.

8 CHAIRMAN CAUSEY: And who was that?

9 DR. HAGER: Sorry. Erin Hager.

10 CHAIRMAN CAUSEY: Thank you, Dr. Hager.

11 Any other discussion on that, board members,

12 before we vote?

13 MS. JOSE: This is Ms. Jose. Can

14 somebody clarify the number of employees that

15 have to be put on this payroll, because it does

16 matter whether you have a dozen employees or

17 whether you have, I believe it's 25 -- (audio cut

18 out) -- maybe I'm wrong, so if you could clarify.

19 You know, payroll is extensive, so I just wanted

20 to clarify the number of employees.

21 CHAIRMAN CAUSEY: Could Mr. Sarris

Page 48

1 clarify roughly how many ten-month employees

2 would then have the option for the 12-month pay?

3 MR. SARRIS: So, there are about 9,000

4 TABCO members and approximately 18 or 1900 ESPBC

5 ten-month employees who are regular employees,

6 not to mention the hourly unrepresented employees

7 who are probably 3,000, and I don't know that

8 we're including them in this plan in any of the

9 discussions. The non-represented, I don't know

10 that we've planned at all for those to be

11 included in this timeframe.

12 CHAIRMAN CAUSEY: Okay, thank you for

13 that information. Is there any other discussion

14 before we have a vote on the motion to amend?

15 Okay, Ms. Gover, if you would do the rollcall

16 vote please.

17 MS. SCOTT: Excuse me, I'm sorry, this

18 is Ms. Scott. I apologize for cutting in. Would

19 you mind reading it again one more time please,

20 so that I could just hear it clearly all

21 together?

Page 49

1 CHAIRMAN CAUSEY: Ms. Gover, would you

2 please do that.

3 MS. GOVER: The motion to amend was to

4 change the original language to as soon as

5 possible, and definitely by July 1, 2022-23

6 school year.

7 MS. SCOTT: Thank you.

8 CHAIRMAN CAUSEY: Okay. So now we can

9 have the rollcall vote please.

10 MS. GOVER: Mr. Kuehn?

11 MR. KUEHN: No.

12 MS. GOVER: Ms. Pasteur?

13 MS. PASTEUR: Yes.

14 MS. GOVER: Mr. Offerman?

15 MR. OFFERMAN: Yes.

16 MS. GOVER: Mr. Reshid?

17 MR. RESHID: Yes.

18 MS. GOVER: Ms. Henn?

19 VICE CHAIR HENN: No.

20 MS. GOVER: Ms. Causey?

21 CHAIRMAN CAUSEY: Yes.

Page 50

1 MS. GOVER: Ms. Jose?
 2 MS. JOSE: Yes.
 3 MS. GOVER: Mr. McMillion?
 4 MR. MCMILLION: No, thank you.
 5 MS. GOVER: Ms. Mack?
 6 MS. MACK: No.
 7 MS. GOVER: Ms. Scott?
 8 MS. SCOTT: Yes.
 9 MS. GOVER: Ms. Rowe?
 10 MS. ROWE: Yes.
 11 MS. GOVER: Dr. Hager?
 12 DR. HAGER: Yes.
 13 MS. GOVER: It's eight in favor, for the
 14 amendment.
 15 CHAIRMAN CAUSEY: I'm sorry, can you
 16 state that again please?
 17 MS. GOVER: That is eight in favor for
 18 the amendment.
 19 CHAIRMAN CAUSEY: Okay, thank you. So,
 20 is there any further discussion for the motion as
 21 amended before we do a rollcall vote? Okay,

Page 51

1 Mrs. Gover, can we do the rollcall vote with the
 2 motion as amended?
 3 MS. GOVER: Mr. Kuehn?
 4 MR. KUEHN: Yes.
 5 MS. GOVER: Ms. Pasteur?
 6 MS. PASTEUR: Yes.
 7 MS. GOVER: Mr. Offerman?
 8 MR. OFFERMAN: Yes.
 9 MS. GOVER: Mr. Reshid?
 10 MR. RESHID: Yes.
 11 MS. GOVER: Ms. Henn?
 12 VICE CHAIR HENN: Yes.
 13 MS. GOVER: Ms. Causey?
 14 CHAIRMAN CAUSEY: Yes.
 15 MS. GOVER: Ms. Jose?
 16 MS. JOSE: Yes.
 17 MS. GOVER: Mr. McMillion?
 18 MR. MCMILLION: Yes, please.
 19 MS. GOVER: Ms. Mack?
 20 MS. MACK: Yes.
 21 MS. GOVER: Ms. Scott?

Page 52

1 MS. SCOTT: Yes.
 2 MS. GOVER: Ms. Rowe?
 3 MS. ROWE: Yes.
 4 MS. GOVER: Dr. Hager?
 5 DR. HAGER: Yes.
 6 MS. GOVER: It's unanimous.
 7 CHAIRMAN CAUSEY: Thank you for, board
 8 members, for that discussion, and Dr. Williams
 9 and staff.
 10 So Ms. Gover, there was one additional
 11 item on the agenda that you said was not
 12 numbered?
 13 MS. GOVER: That's correct, that was the
 14 addition of an agenda item to discuss SRO
 15 training that was brought up by Ms. Scott. So --
 16 I'm sorry, go ahead.
 17 CHAIRMAN CAUSEY: I'm just looking at
 18 the agenda to see the best place that that should
 19 go. Well, while we are finishing up with
 20 personnel matters, that was E-6, board members,
 21 if there's no, if no one is against it, we can

Page 53

1 just discuss it now as an item under personnel.
 2 Okay? So, Ms. Scott?
 3 MS. SCOTT: Yes, thank you. I was
 4 curious and I wanted to know if staff or
 5 Dr. Williams was prepared to answer. I just had
 6 some questions as far as the training.
 7 Specifically, does BCPS provide training to our
 8 SRO officers in the areas of bias, cultural
 9 sensitivity, deescalation? I just wanted to sort
 10 of get an idea of what sort of training they
 11 receive that's provided by BCPS.
 12 DR. WILLIAMS: So, at this time I can
 13 call Dr. Michael Zarchin to respond. We may have
 14 to do a followup, Ms. Scott, in terms of what's
 15 being asked, but I would ask that, Dr. Zarchin to
 16 at least provide at much information as possible
 17 at this time, but we can always follow up in
 18 detail.
 19 MS. SCOTT: That would be great. It may
 20 also be something that we may put on as an agenda
 21 item for June 23rd to follow up in that way,

Page 54

1 maybe with a presentation or so, but yes, I look
 2 forward to hearing from Dr. Zarchin.
 3 DR. ZARCHIN: Thank you, and I'm happy
 4 to share some information. So what I'm going to
 5 do is provide just a general background of
 6 training, and then I'll ask that Ms. Lewis join
 7 and share some specifics.
 8 Just before the current school year,
 9 SROs attended the state mandated SRO training as
 10 required by the Safe to Learn Act of 2018. In
 11 that training, sessions included titles of
 12 disability, diversity awareness, implicit bias in
 13 addressing indicators of concern, trauma
 14 informed. Beyond that training, annually law
 15 enforcement officers have a mental health topic
 16 taught during their in-service training. The
 17 training is part of the Maryland Police Training
 18 Commission and is required for all police
 19 officers. Over the last five years topics have
 20 included autism, neurology of trauma, critical
 21 incident stress management, response to people in

Page 55

1 crisis, and responding to persons with
 2 intellectual development disorders.
 3 The majority of our SROs also attend the
 4 National Association of School Resource Officers
 5 conference known as NASRO. During that
 6 conference training is provided addressing topics
 7 like mental health issues, special education and
 8 school policing.
 9 Beyond that training that I mentioned,
 10 Dr. Williams meets with the chief of police each
 11 quarter, Ms. Lewis and I attend those meetings,
 12 and it's an opportunity to discuss program
 13 implementation and address concerns.
 14 Beyond that work, we're also looking to
 15 see what training we can offer the SROs from BCPS
 16 around diversity training, racism, equity
 17 training and working with all of our students, so
 18 that's in the early stages of planning right now,
 19 but another piece we'll look at.
 20 I'd also like Ms. Lewis to share
 21 additional information, because I am certain that

Page 56

1 I have missed something in what I shared.
 2 MS. LEWIS: Yes, and good evening, April
 3 Lewis speaking. In addition to the training that
 4 Dr. Zarchin mentioned, in 2016 about 64 of our
 5 SROs participated in a two-day equity training
 6 hosted by Baltimore County Public Schools.
 7 They've also attended training in mental health
 8 first aid and also working with the homeless
 9 population.
 10 Before our SROs are hired or shortly
 11 afterward to work in our schools, they
 12 participate in a 40-hour training that includes
 13 developing and supporting successful
 14 relationships with diverse students. When they
 15 attend the NASRO training they're free to select
 16 from a variety of training, but there are always
 17 topics of that nature included.
 18 We utilize our professional development
 19 days to provide training for our school resource
 20 officers on a variety of topics.
 21 MS. SCOTT: Thank you for that from you

Page 57

1 both, that sounds very thorough and very
 2 informative, so I absolutely appreciate you all
 3 sharing that with me.
 4 The program that you spoke about,
 5 Dr. Zarchin, that you said is upcoming, what, I
 6 guess is the timeline, what are the parameters
 7 around that, what you said you're working towards
 8 but has not yet been established?
 9 DR. ZARCHIN: At this point we are very
 10 early into it, but in light of the situation
 11 we're dealing with nationally and trauma that
 12 students are going to return to, you know, and
 13 have to deal with when they get back to school,
 14 we want to do the best we can to prepare our SROs
 15 to work with students, build relationships and
 16 serve as positive models, especially during
 17 difficult times when they may have to intervene.
 18 MS. LEWIS: And the Safe to Learn Act of
 19 2018 requires that Maryland set up school safety
 20 to provide training for our school resource
 21 officers, so they have been very much involved

Page 58

1 with us with developing professional development
 2 that our officers need.

3 MS. SCOTT: Wonderful, thank you so very
 4 much for those thorough answers. I really
 5 appreciate all that you all are doing and taking
 6 the time to share that with the Board, so thank
 7 you very much.

8 DR. ZARCHIN: Thank you.

9 CHAIRMAN CAUSEY: Thank you, Dr. Zarchin
 10 and thank you, Ms. Lewis. I was just going to
 11 dovetail with Ms. Scott's question. Typically
 12 there is a Safe School Conference that's held in
 13 Baltimore County Public Schools every year at the
 14 close of schools, and many board members have
 15 attended, and they have amazing workshops on just
 16 wonderful issues that are covered. Is that
 17 already going to a virtual path this year?

18 MS. LEWIS: So we are not going to be
 19 able to hold the conference this year, but we've
 20 already started planning for next year.

21 CHAIRMAN CAUSEY: Okay, thank you. They

Page 59

1 have been wonderful but we do understand this
 2 pandemic has disrupted so many things, so thank
 3 you very much.

4 MS. ROWE: Ms. Causey.

5 CHAIRMAN CAUSEY: Yes?

6 MS. ROWE: I had a question, this is
 7 Ms. Rowe. So I just wondered if Ms. Lewis could
 8 expound on a little bit the role of our SROs in
 9 our schools for a moment, because while I know
 10 there are some school systems pulling their SROs
 11 out of school, our SROs do more than just law
 12 enforcement in the school. When Baltimore County
 13 decided to put SROs in schools it was prior to
 14 the rest of the state mandating it, and the goal
 15 in the program was for the officers to build
 16 meaningful relationships with the students. So
 17 they teach in classes and different things
 18 sometimes, and they have mentorship things, and I
 19 wonder if Ms. Lewis could expound on that.

20 MS. LEWIS: You are absolutely correct.
 21 So, they employ a three-prong approach,

Page 60

1 mentoring, teaching and then law enforcement. So
 2 yes, we do expect that our SROs are forming
 3 relationships with our students.

4 One of the other things I did want to
 5 add, just as an indicator of the types of SROs
 6 that we have, that we each year recognize SROs of
 7 the year, and Ms. Causey I know has been at the
 8 Safe Schools Conference to see the type of
 9 recognition and see the comments that our
 10 students, staff and parents say about our SROs.

11 CHAIRMAN CAUSEY: Yes, they truly are a
 12 heartwarming part of our community, so we're very
 13 grateful for that. Other board members?

14 DR. WILLIAMS: This is Darryl Williams.
 15 I just want to associate myself with your
 16 comments, Ms. Causey. I greatly appreciate this
 17 working relationship that we have, not only with
 18 our chief of police, but also all of our SROs,
 19 the sergeants, all of those who are overseeing
 20 the program, and I too see the benefit, because
 21 it's more than law enforcement as Ms. Lewis

Page 61

1 described. That mentoring and teaching and
 2 building relationships, I see that as I visit
 3 schools, so I want to thank Dr. Zarchin and
 4 Mrs. Lewis for being available to kind of stick
 5 around these issues, and thank Ms. Scott for
 6 bringing them up.

7 MS. ROWE: Ms. Causey.

8 CHAIRMAN CAUSEY: Is this Ms. Rowe?

9 MS. ROWE: Yes.

10 CHAIRMAN CAUSEY: Yes.

11 MS. ROWE: I just wanted to say too that
 12 one thing I've noticed in my community, I don't
 13 know if this is true across Baltimore County, but
 14 I have noticed that when the police are called
 15 and is aware that it's a juvenile situation
 16 that's going on in the community, nine times out
 17 of ten they send our local school's SROs, and
 18 those SROs because they already have a
 19 relationship with the kids, often talk to them
 20 and work things out without any kind of arrest or
 21 any kind of really anything that would

Page 62

1 permanently impact our students. So I believe
 2 that having our SROs in the schools, and then
 3 those are the same police officers that work for
 4 Baltimore County Police Department who encounter
 5 students in the community in the neighborhood, it
 6 really creates a situation where things can be
 7 resolved in a non-punitive way, and Baltimore
 8 County Police Department is very excellent at
 9 that.

10 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.

11 MR. MCMILLION: Ms. Causey, I'd like to
 12 say something. This is Rod McMillion.

13 CHAIRMAN CAUSEY: Certainly,
 14 Mr. McMillion.

15 MR. MCMILLION: Those of you who know me
 16 know that I taught over 35 years, I was in the
 17 schools before the SROs arrived. Sometimes
 18 Monday could be a wild wild west situation with
 19 stuff coming from the community into the
 20 schoolhouse. When the police officers came in,
 21 things changed for the better. I'm a 100-percent

Page 63

1 supporter of the SRO program in Baltimore County,
 2 and these men and women are outstanding in
 3 developing relationships with our young people,
 4 and our young people need to see and develop
 5 these good positive healthy relationships with
 6 people in uniforms. Thank you.

7 CHAIRMAN CAUSEY: Thank you,
 8 Mr. McMillion. Other board members?

9 One other aspect to our SRO program that
 10 is definitely worth discussing is the SROs are
 11 also there in terms of protecting the students
 12 and the staff. They lead the schools, each
 13 school through active assailant training, and
 14 having gone through that with a school, it's just
 15 really inspirational how much they care about the
 16 students and the staff, and in terms of being
 17 ready to protect our children and our staff and
 18 employees. So again, just, I really want to
 19 commend them for the work that they do for our
 20 children and our staff and our community.

21 MS. MACK: Ms. Causey?

Page 64

1 CHAIRMAN CAUSEY: Yes.

2 MS. MACK: It's Lisa Mack, I just wanted
 3 to add one more thing on a lighter note. I'm not
 4 even sure it was part of the job description but
 5 our SRO was also the assistant coach on the
 6 girls' softball team, so our kids got to see the
 7 SRO not only in the school but, you know, on the
 8 bus on the way to games, on the field, and
 9 Officer Darcy was a very important part of the
 10 school system at Western Tech, so they are very
 11 important to students.

12 CHAIRMAN CAUSEY: Thank you. Okay.
 13 If nothing further, we will move to the
 14 next item on the agenda, which is Item G, new
 15 business, report on policies, first reader.

16 So members of the Board, the policy
 17 review committee asks that the Board accept its
 18 report of the committee's approved proposed
 19 changes to the following board policies: Policy
 20 1270, parent and family engagement; Policy 3111,
 21 budget planning and preparation; Policy 4003,

Page 65

1 recruitment and selection. These recommendations
 2 are presented to you on tonight's agenda as
 3 Exhibit G. Do I have a motion to accept the
 4 recommendation of the Board's policy review
 5 committee?

6 MS. ROWE: So moved, Rowe.

7 CHAIRMAN CAUSEY: Thank you, Ms. Rowe,
 8 and no second is needed since this recommendation
 9 come from the committee. Is there any discussion
 10 on moving these policies forward to the second
 11 reader? Hearing no new discussion, may I have a
 12 rollcall vote please.

13 MS. GOVER: Mr. Kuehn?

14 MR. KUEHN: Yes.

15 MS. GOVER: Ms. Pasteur?

16 MS. PASTEUR: Yes.

17 MS. GOVER: Mr. Offerman?

18 MR. OFFERMAN: Yes.

19 MS. GOVER: Mr. Reshid?

20 MR. RESHID: Yes.

21 MS. GOVER: Ms. Henn?

Page 66

1 VICE CHAIR HENN: Yes.
 2 MS. GOVER: Ms. Causey?
 3 CHAIRMAN CAUSEY: Yes.
 4 MS. GOVER: Ms. Jose?
 5 MS. JOSE: Yes.
 6 MS. GOVER: Mr. McMillion?
 7 MR. MCMILLION: Yes.
 8 MS. GOVER: Ms. Mack?
 9 MS. MACK: Yes.
 10 MS. GOVER: Ms. Scott?
 11 MS. SCOTT: Yes.
 12 MS. GOVER: Ms. Rowe?
 13 MS. ROWE: Yes.
 14 MS. GOVER: Dr. Hager?
 15 DR. HAGER: Yes.
 16 MS. GOVER: Thank you.
 17 CHAIRMAN CAUSEY: Thank you, that motion
 18 carries.
 19 The next item on the agenda is public
 20 comment. Because the board meeting is being held
 21 virtually, for today's meeting only written

Page 67

1 public comments can be accepted. Comments may be
 2 emailed to boe@bcps.org and these comments will
 3 be distributed to the Board of Education members
 4 and the superintendent. The members of the Board
 5 appreciate hearing from interested citizens and
 6 as appropriate we will refer your concerns to the
 7 superintendent for followup by his staff.
 8 The next item on the agenda is public
 9 comment on Policies 1270, 3111 and 4003. For
 10 today's scheduled meeting, public comments on the
 11 following board policies will be accepted on line
 12 or via email. Those inputs, those written public
 13 comments may be submitted for the appropriate
 14 policy on the BCPS web page under policies and
 15 rules, and it says policies available for public
 16 comment, or you may send an email to
 17 boe@bcps.org.
 18 The next item on the agenda is the
 19 superintendent's report and for that we welcome
 20 Dr. Williams again.
 21 DR. WILLIAMS: Good evening, everyone.

Page 68

1 First I would like to officially welcome our
 2 newest board member, Dr. Erin Hager, who is an
 3 alumna of Lansdowne High School, as well as a
 4 BCPS parent, so welcome Dr. Hager.
 5 Next I would I like to reiterate the
 6 importance of discussing race in light of our
 7 recent events, as well as (inaudible, static).
 8 As a black father and educator, I want all our
 9 children to feel safe and valued wherever they
 10 are. We will keep our focus on equity to disrupt
 11 racism, close gaps, and insure access for
 12 students of color. Please go to www.bcps.org
 13 under safety focus to find social emotional
 14 resources that will help families in schools to
 15 talk about race.
 16 To the class of 2020, I'm so proud to
 17 congratulate the BCPS class of 2020. Our seniors
 18 have set a high bar by demonstrating grace and
 19 perseverance as they completed their senior year
 20 away from friends and without the special
 21 celebrations that many of us enjoyed, including

Page 69

1 prom, recognition ceremonies, and of course
 2 walking across the stage. I want to let everyone
 3 of our graduates know how proud I am of you.
 4 This is not how anyone would want your BCPS
 5 journey end, but you will always be part of Team
 6 BCPS, and I wish you the absolute best of luck in
 7 the next chapter of your lives.
 8 All are welcome to watch the virtual
 9 graduations beginning tomorrow, June 10th, so
 10 please see bcps.org for the schedule.
 11 Last week I joined online meetings to
 12 surprise three, and I say three exceptional
 13 school leaders. All of our leaders are
 14 outstanding, but these three are exceptional,
 15 with the news that they are our principals of the
 16 year. Congratulations to Kelly O'Connell of Mars
 17 Estates Elementary School, Rochelle Archelus of
 18 Woodlawn Middle School, and Brian Powell of
 19 Kenwood High School. Congratulations.
 20 (Applause.)
 21 And I believe that our school year will

Page 70

1 end next week, and what a year it has been. I
 2 have thoroughly enjoyed getting to know our
 3 schools, our students and our staff, as well as
 4 getting settled as a neighbor. Thank you for
 5 welcoming me and my family. I encourage our
 6 students to do their very best up to June 19th.
 7 If our school buildings were able to be open, I
 8 know we would be celebrating our students who are
 9 moving up to a new school in the fall, as well as
 10 recognizing our retiring staff and leaders, and
 11 thanking our wonderful volunteers. I know many
 12 of that is occurring virtually so let's be sure
 13 to celebrate all.

14 This is also the time of the year when
 15 we enroll new students. Our online registration
 16 process is now available at www.bcps.org. Not
 17 only is this an unprecedented pandemic, but our
 18 response is also without precedent, I so
 19 appreciate how BCPS families are working with
 20 staff on remote learning. Looking ahead, I'm
 21 counting on you to continue this partnership as

Page 71

1 we move into our recovery plan, which begins with
 2 summer learning.

3 On Monday we'll launch the first ever
 4 BCPS summer programs for all students who are now
 5 in preschool through grade 11. Students will be
 6 able to access our online summer learning HIKE
 7 through BCPS One or the home page to review and
 8 brush up on content from the current year, school
 9 year. This is in addition to our traditional
 10 summer programs for selected students which will
 11 take place in July, and will also be offered
 12 remotely.

13 Our recovery plan will then focus on how
 14 we engage students who have not connected with
 15 schools since the closure, as well as plans and
 16 considerations for all students and schools for
 17 this upcoming fall.

18 Looking even farther ahead, later this
 19 evening I will present the system's next
 20 strategic plan, which is called The Compass, a
 21 Pathway to Excellence. We built this plan

Page 72

1 together as a community and I look forward to the
 2 Board's review. Thank you, and this concludes my
 3 report.

4 CHAIRMAN CAUSEY: Thank you,
 5 Dr. Williams. The next item on the agenda is the
 6 chair report, and I just want to echo your
 7 comments about the year 2020 has been incredible
 8 in some very very great ways, but also in some
 9 very very challenging ways. First the pandemic
 10 with the health crisis, then the ensuing economic
 11 crisis and so many losses as Dr. Williams pointed
 12 out for our students, our graduates, but also for
 13 the community at large, with jobs, schools'
 14 experience K through 12, higher ed, family
 15 events, worship, recreation. Really, I can't
 16 think of anything that hasn't been disrupted and
 17 while there have been silver linings, we cannot
 18 underestimate the challenges to so many in our
 19 community.

20 And then recently, the senseless
 21 violence. We at the Board of Education of

Page 73

1 Baltimore County abhor the horrific deaths of
 2 African Americans around the country and
 3 understand civic unrest. This is a time of
 4 widespread sorrow, frustration, fear and anger,
 5 but it is also a time for civic engagement,
 6 resolve, love, and hope and sacrifice, with so
 7 many coming together with essential calls for
 8 justice and protection of civil liberties for
 9 all.

10 As board members, we are sworn to uphold
 11 the Maryland State Constitution, and in its
 12 Declaration of Rights it states in Article I that
 13 all government of right originates from the
 14 people, is founded in compact only, and
 15 instituted solely for the good of the whole; and
 16 they have at all times the inalienable right to
 17 alter, reform or abolish their form of government
 18 in such manner as they may deem expedient. And
 19 we have seen many many peaceful protests, we've
 20 seen marches, prayer service and demonstrations
 21 throughout Baltimore County, Baltimore City,

Page 74

1 Maryland, the nation, and even around the world.
 2 And this afternoon this is what was happening in
 3 Towson, a student-led peaceful protest, and so
 4 many are doing this, expressing and exploring the
 5 right to alter and reform our government for the
 6 good of the whole.
 7 We appreciate our fellow board member
 8 Omer Reshid in being a responsive leader to
 9 students in the wider community. We also want to
 10 acknowledge Ruben Amaya, who helped organize the
 11 protest this afternoon, and all the student
 12 leaders.
 13 Prior to these recent events the Board
 14 had already initiated several areas of progress.
 15 We established an equity committee, its first
 16 meeting is June 17th. We've already committed to
 17 updating the Board Policy 0100, equity, and
 18 that's going to start in the policy review
 19 committee, also meeting on June 17th. And
 20 tonight our superintendent, Dr. Darryl Williams
 21 is presenting a new strategic plan, The Compass:

Page 75

1 Our Pathway to Excellence, where learning is our
 2 core purpose and equity is the work.
 3 The superintendent and the Board, we
 4 want input from our community and students, so
 5 please check on the bcps.org website and find
 6 ways to engage in this work with us. We are
 7 stronger together, and a symbol of that strength
 8 is the success of our students and our staff and
 9 the whole school system this year.
 10 Recently for instance, as Dr. Williams
 11 said, we announced principals of the year and we
 12 congratulate them all. We appreciate the
 13 incredible efforts of teachers, staff and all
 14 BCPS under the leadership of Dr. Williams to
 15 pivot to this distance working, teaching and
 16 learning. One symbol of that success is coming
 17 up this week when we have approximately 7,600
 18 seniors graduating. We are proud of all they
 19 have accomplished, including being resilient
 20 during this unprecedented time due to the
 21 pandemic. They will be celebrated in virtual

Page 76

1 graduations this week, each school got to
 2 personalize their own celebration, and next week
 3 we will have them as well. And as conditions
 4 improve, in-person celebrations will be
 5 considered by the superintendent and the Board.
 6 Additionally, parents and families and
 7 communities continue to find creative and
 8 exciting ways to celebrate our amazing class of
 9 2020.
 10 So we appreciate all that everyone has
 11 done, including the parents and families that
 12 have persevered through these changes, and we're
 13 going to work hard through the next couple weeks
 14 because as Dr. Williams said, the work continues
 15 for the future of education in Baltimore County
 16 Public Schools. We are stronger together. Thank
 17 you.
 18 Our next item on the agenda is the
 19 student member of the board report. Mr. Omer
 20 Reshid.
 21 MR. RESHID: Thank you. Good evening.

Page 77

1 I never thought I would be giving my last SMOB
 2 report virtually. On July 1st, 2019 I started my
 3 term as our student board member and it has been
 4 an amazing year. I got the chance to meet
 5 hundreds of students, listen to their different
 6 stories and connect with them. I made lifelong
 7 friends and mentors along the way, but most
 8 importantly I learned the importance of standing
 9 up as a leader and got to spread that among the
 10 students I met during this year.
 11 I got the chance to help students who
 12 reached out to me via social media with concerns,
 13 or in-person school visits, from understanding
 14 our grading policies to getting them better
 15 alternatives to school lunches. We got
 16 legislation passed to give BCPS students control
 17 over SMOB elections to make sure that the
 18 students are the ones involved in selecting our
 19 next leader. We are waiting on the passing of
 20 legislation to give our SMOB full voting rights.
 21 Josh, I hope you continue to work on that.

Page 78

1 I could go on with the work we did but I
 2 will end here, and I want to thank staff, BCSC,
 3 BCPS TV, Michael Dickerson, Dr. Williams and
 4 members of the Board for their support in working
 5 with me this year. I truly appreciate it.
 6 I cannot end without congratulating the
 7 class of 2020 for their hard work and resilience
 8 during such difficult times. I hope you enjoy
 9 virtual graduation next week, and Dr. Williams
 10 and his team will continue to seek alternatives
 11 for an in-person graduation when it is safe to do
 12 so.
 13 During these times we all have to come
 14 together, especially when our fellow African
 15 Americans are being killed and discriminated
 16 against by our police, about the systemic racism
 17 as a whole that affects people like me. As board
 18 members and as a school system we know the
 19 importance and place our education plays, along
 20 with the types of resources we need in our
 21 curriculum, and I hope we work towards ending

Page 79

1 this. I am just coming from a youth rally that
 2 we put together in solidarity with the death of
 3 George Floyd and the Black Lives Matter movement.
 4 We were lucky enough to have our County Executive
 5 Johnny O and our very own Board Member Cheryl
 6 Pasteur and other local leaders there to listen
 7 to our cry for help.
 8 That being said, I would love to put
 9 forward a resolution. I believe as a board that
 10 we have to be proactive in reassuring our
 11 students and communities during this trying time.
 12 A resolution was sent to all board members this
 13 afternoon. I move that the Baltimore County
 14 Board of Education adopt this resolution, and I
 15 will be happy to read it.
 16 MS. JOSE: Ms. Jose, second.
 17 CHAIRMAN CAUSEY: Mr. Reshid, did you
 18 want to read your resolution?
 19 MR. RESHID: Yes.
 20 CHAIRMAN CAUSEY: Okay, go right ahead.
 21 MR. RESHID: A resolution by the

Page 80

1 Baltimore County Board of Education.
 2 Whereas, the problems facing society are
 3 often reflected in schools and can be addressed
 4 by facilitating courageous conversations
 5 concerning systemic racism, social injustice,
 6 racial and ethnic bias, and the unified effort of
 7 communities and schools coming together for all
 8 of our children;
 9 Whereas, our schools should be safe
 10 havens that practice equality and equity while
 11 fostering the belief that every human being
 12 deserves to live and be treated with dignity;
 13 Whereas, Board Policy 0100, equity,
 14 affirms the belief that the school system must
 15 address and overcome inequity by providing all
 16 students with the opportunity to succeed; and
 17 Whereas, the Board of Education Equity
 18 Committee will work towards achieving the goals
 19 set forth in Board Policy 0100; and
 20 Whereas, the Board of Education of
 21 Baltimore County believes that the Board has a

Page 81

1 special responsibility to understand and
 2 intentionally work to undermine racism and other
 3 forms of injustice in our curriculum, our
 4 policies, our classroom culture and our
 5 intentions with our students, parents, guardians
 6 and with others too, because our collective
 7 future depends on it.
 8 Therefore, be it RESOLVED that Baltimore
 9 County Board of Education declares that the lives
 10 our black students matters, as well as all the
 11 lives of all our students of color; and
 12 Be it further RESOLVED that Baltimore
 13 County Board of Education will proactively invest
 14 in diversity, equity and inclusion at all levels,
 15 and encourage our educators to use resources that
 16 are inclusive of all our diverse learners.
 17 Thank you.
 18 CHAIRMAN CAUSEY: Thank you, Mr. Reshid,
 19 and that resolution was seconded by Ms. Jose.
 20 And I would like to offer a friendly
 21 amendment, if I may, Mr. Reshid. In your

Page 82

1 resolved statement that the Board of Education of
 2 Baltimore County declares that the lives of our
 3 black students matter as well as the lives of all
 4 of our students of color, I would like to include
 5 the statement, inclusive of all regardless of
 6 race, special education status, gender,
 7 ethnicity, sexual orientation, gender identity
 8 including gender expression, English language
 9 learner or socioeconomic status.

10 MS. ROWE: Ms. Causey, I'll second that
 11 if you will add a couple of things there,
 12 including, I was going to make a similar motion
 13 and my wording was as well as the lives of all
 14 our students who experience the impact of
 15 discrimination based on race, religion, gender,
 16 sexual orientation, immigration status,
 17 socioeconomic status and/or disability, so if we
 18 can incorporate all those things into the list.

19 MS. SCOTT: Hi, this is Ms. Scott. A
 20 point of clarification. As I read it, it looks
 21 like what Omer put together here was something

Page 83

1 specific to the protection, or the identification
 2 that Baltimore County believes that the lives of
 3 black students matter. Something which you all
 4 are putting in is sort of a catchall for
 5 everyone, and that sounds like that would be a
 6 different resolution. It looks like what he's
 7 stating here, and Omer, correct me if I'm wrong,
 8 but this sounds like it's specifically to the
 9 lives of black students that have been I guess
 10 sort of targeted or have experienced things maybe
 11 that others have not. Would that be accurate,
 12 Omer?

13 MR. RESHID: Yes, Ms. Scott. I
 14 understand those amendments, but I made this
 15 resolution specific to the Black Lives Matter
 16 movement and everything going on with the
 17 discrimination against specifically students of
 18 color right now.

19 MS. SCOTT: Okay, so it sounds like then
 20 maybe that would be another resolution or
 21 something different that you may want to propose.

Page 84

1 MS. ROWE: Ms. Causey, if I may? The
 2 whole reason for adding that phrase in there is
 3 because the entire resolution does talk about
 4 black students, and I love this whole resolution,
 5 but when it goes into the language -- hang on,
 6 let me find it here. So in the second resolved,
 7 the second resolved reads that the Board of
 8 Education of Baltimore County declares that the
 9 lives of our black students matter, as well as
 10 the lives of our students of color. My
 11 suggestion is that between those commas, we
 12 include the list of all the protected classes,
 13 simply because it is always important as a school
 14 system that whenever we distinguish one protected
 15 class that we do not accidentally elevate that
 16 protected class above all of the others, and that
 17 is the purpose of that clause.

18 MS. SCOTT: And I would just say it's
 19 not elevating. As I read it, it's not elevating
 20 any protected class. What he's doing in this,
 21 and again, Omer, correct me if I'm wrong, but

Page 85

1 he's speaking just on the lives of black students
 2 based on the movement who have been unduly
 3 targeted and killed and maligned in ways that he
 4 spoke to so eloquently. It sounds like what
 5 you're saying is something that can be addressed
 6 but that's separate, you're adding it to
 7 something that it's not what its intention was.

8 CHAIRMAN CAUSEY: Thank you for those
 9 comments.

10 MS. ROWE: Can we rearrange the wording
 11 of the amendment first, Ms. Causey, because we
 12 still, we're trying to have an amendment and a
 13 second, and we don't have that process finished
 14 yet.

15 CHAIRMAN CAUSEY: Okay. So I have my
 16 amendment as I stated it, and just to bring up
 17 the point of conversation, I went back to Policy
 18 0100 and this is what is in the policy. And so I
 19 think Omer, what he has here is wonderful and I
 20 think that yes, it is important and we do
 21 acknowledge that black lives matter and that

Page 86

1 students of color, their lives matter. And I
 2 think the work that we have in front of us is to
 3 be inclusive, to identify those that need
 4 additional supports, that need to be recognized
 5 for discrimination that they've experienced, but
 6 to be inclusive, to have our work aligned with
 7 Policy 0100 to be inclusive. So that was my
 8 thought and I, with that, Ms. Rowe, if you can
 9 take my amendment and add something specific to
 10 it, then we could vote on the second amendment
 11 going forward.

12 MS. ROWE: What were your protected
 13 classes again?

14 CHAIRMAN CAUSEY: All of those in Policy
 15 0100.

16 MS. ROWE: Can you just read?

17 CHAIRMAN CAUSEY: Certainly. Race,
 18 special education status, gender, ethnicity,
 19 sexual orientation, gender identity including
 20 gender expression, English language learner
 21 status, or socioeconomic status.

Page 87

1 MS. ROWE: Can you add immigration
 2 status to that?

3 (Unintelligible, multiple speakers.)

4 MS. JOSE: Point of order, okay, this is
 5 how students --

6 MS. ROWE: It is not. This is a Board
 7 of Education resolution, it can be amended, and
 8 immigration status for education is protected in
 9 the State of Maryland.

10 MS. JOSE: I'm going to make one too,
 11 and I would say starting with the resolution this
 12 is about Black Lives Matter. Don't pivot this
 13 off here. Of course we support immigrants, but
 14 this is not the resolution for it, and I believe
 15 in Omer and he has got this resolution vetted by
 16 black legal scholars and black community leaders.
 17 So for you guys to come in and dilute this, this
 18 is in no way saying that we don't support all
 19 lives, this doesn't say -- we can dummy it down.
 20 If you say protect the whales, that doesn't mean
 21 you go around killing all the seals. It's not

Page 88

1 saying save the elephants and just kill the
 2 tigers. So no, do not accept this amendment.

3 MS. PASTEUR: I would like to jump in to
 4 just say that -- this is Pasteur -- that I want
 5 to support Mr. Reshid's resolution as he wrote
 6 it. Certainly every one of those areas that were
 7 named are important and they need to be addressed
 8 in terms of equity for them. I agree with Ms.
 9 Scott that if we as a school board want to
 10 address all of them because they should be, we
 11 can make a case for each one and how they may not
 12 have been (inaudible, audio breaks up) in this
 13 system or any system, but Mr. Reshid is making
 14 this resolution based on this whole movement of
 15 Black Lives Matter, and I don't think that we
 16 should turn a corner on him to change that.

17 Now is someone wants to make another
 18 resolution, they certainly should do that,
 19 because all of those groups deserve that, and I
 20 agree that that particular policy speaks to them,
 21 but this resolution is about one of them and it

Page 89

1 is in line with all of the things other systems
 2 that have done similar things, other groups that
 3 have done things that were specific to Black
 4 Lives Matter, and we ought to offer him that
 5 respect because that does go to our, let Mr.
 6 Reshid give his piece right now, and that goes to
 7 one of the things he has said and others have
 8 said, not to have our vision, our words changed
 9 and shifted. We understand all lives matter
 10 contextually and philosophically, but until black
 11 lives matter, we don't, we cannot say all. I
 12 think it should stay just as it is, but you have
 13 put an amendment out there, Ms. Causey, and in
 14 respect for that, then it should be put out there
 15 at this point for a vote.

16 MR. RESHID: Can I say something,
 17 Ms. Causey?

18 CHAIRMAN CAUSEY: Yes, go ahead,
 19 Mr. Reshid.

20 MR. RESHID: So, this is exactly what we
 21 were talking about at our youth rally, and like

Page 90

1 Ms. Jose said, I had a bunch of scholars look at
 2 this, we had the NAACP there, we had lots of
 3 government officials there talking about it. And
 4 to Ms. Rowe's point, I've never seen us being
 5 elevated, actually the exact opposite, so I would
 6 not accept any amendment.
 7 VICE CHAIR HENN: Ms. Causey?
 8 CHAIRMAN CAUSEY: Yes.
 9 VICE CHAIR HENN: I call the question.
 10 MS. ROWE: I'm not even sure we have an
 11 official motion and second yet. We were still
 12 discussing the language.
 13 (Unintelligible, multiple speakers.)
 14 MS. SCOTT: No, he made a motion and
 15 Moalie seconded.
 16 MS. ROWE: No, but the amendment, we're
 17 still discussing on the amendment.
 18 CHAIRMAN CAUSEY: Where we are is we
 19 have a motion, we do not have a second. So if
 20 the motion is not seconded, then it will, we will
 21 move on. If the motion is seconded, then there

Page 91

1 would be a vote, but currently there is not a
 2 motion that's seconded to have a vote, so
 3 Ms. Henn calling the question is not appropriate
 4 at this time.
 5 MS. ROWE: Wait. So where does the
 6 amendment stand.
 7 CHAIRMAN CAUSEY: On the floor but it is
 8 not seconded yet.
 9 MS. ROWE: I'll second it if you're
 10 adding immigration status into the language.
 11 CHAIRMAN CAUSEY: I would add
 12 immigration status into the language. So now we
 13 have a motion and a second. Are there other
 14 board members that have not spoken that would
 15 like to speak to the matter?
 16 DR. HAGER: This is Erin Hager. I just
 17 want to acknowledge that Mr. Reshid did note
 18 Board Policy 0100 in his resolution, and so I
 19 don't feel that any of these other special groups
 20 need to be brought out, I think that his
 21 resolution speaks very clearly to what the point

Page 92

1 is that he was going for, and I applaud you,
 2 Mr. Reshid, for doing this. As a student it's
 3 really amazing.
 4 MS. SCOTT: Yes, well done, Omer.
 5 MR. RESHID: Thank you.
 6 MS. PASTEUR: Yes, Omer, well done.
 7 DR. WILLIAMS: Madam Chair, this is
 8 Dr. Williams. I just want to keep in mind, I'm
 9 listening, I don't have the resolution in front
 10 of me, but just listening to how Mr. Reshid posed
 11 the question, or posed the resolution, he did
 12 reference, Dr. Hager took the words right out of
 13 my mouth, he did reference this to our equity
 14 policy, in which we know that we have an equity
 15 committee, and you know that we have a new
 16 strategic plan, so I would stand in support of
 17 what Mr. Reshid has been, of what he's offering,
 18 because of where we are as a system, where we are
 19 as a state and where we are as a world, so I do
 20 support that, that yes, all black lives matter,
 21 all lives matter, but particularly here in

Page 93

1 Baltimore County Public Schools we have an
 2 achievement gap. And I commend him on his, I
 3 guess it's his last meeting or second to last
 4 meeting as student member of the board to really
 5 elevate this for us. And I also want to commend
 6 the Board for not only receiving my letter out to
 7 the community and staff in terms of what's been
 8 happening, but also having a stance as well. So
 9 I too associate myself with Mr. Reshid, Dr. Hager
 10 and others that have commented, because this is
 11 very specific about where we are as a society and
 12 where we are as a system.
 13 And yes, we're going to be very
 14 inclusive because in the strategic plan we're
 15 looking at gathering data to make sure that all
 16 students are being successful, but this
 17 resolution is being very specific, so thank you,
 18 Mr. Reshid.
 19 CHAIRMAN CAUSEY: Dr. Williams, thank
 20 you for your comments, and I appreciate the
 21 discussion with all the board members and I

Page 94

1 appreciate the acknowledgment of Policy 0100
 2 being an inclusive policy and that is what we
 3 ultimately want to achieve for the school system.
 4 So respectfully, I'm going to withdraw my motion
 5 and then we can vote on the resolution.
 6 Ms. Rowe, I just need you to, since you seconded,
 7 I need you to agree with me to withdraw it.
 8 MS. ROWE: I'll withdraw it.
 9 CHAIRMAN CAUSEY: Thank you. Board
 10 members, any other discussion before we have the
 11 vote on Mr. Reshid's resolution?
 12 MS. SCOTT: I just wanted to clarify,
 13 this is Ms. Scott. So we're voting on
 14 Mr. Reshid's resolution as it stands, as he wrote
 15 it?
 16 CHAIRMAN CAUSEY: Yes, that's correct.
 17 MS. SCOTT: Thank you.
 18 CHAIRMAN CAUSEY: Any other discussion?
 19 Ms. Gover, if you can do a rollcall vote please.
 20 MS. GOVER: Mr. Kuehn?
 21 MR. KUEHN: Yes.

Page 95

1 MS. GOVER: Ms. Pasteur?
 2 MS. PASTEUR: Yes.
 3 MS. GOVER: Mr. Offerman?
 4 MR. OFFERMAN: Yes.
 5 MS. GOVER: Mr. Reshid?
 6 MR. RESHID: Yes.
 7 MS. GOVER: Ms. Henn?
 8 VICE CHAIR HENN: Yes.
 9 MS. GOVER: Ms. Causey?
 10 CHAIRMAN CAUSEY: Yes.
 11 MS. GOVER: Ms. Jose?
 12 MS. JOSE: Yes.
 13 MS. GOVER: Mr. McMillion?
 14 MR. MCMILLION: Yes.
 15 MS. GOVER: Ms. Mack?
 16 MS. MACK: Yes.
 17 MS. GOVER: Ms. Scott?
 18 MS. SCOTT: Yes.
 19 MS. GOVER: Ms. Rowe?
 20 MS. ROWE: Yes.
 21 MS. GOVER: Dr. Hager?

Page 96

1 DR. HAGER: Yes.
 2 MS. GOVER: Thank you, it's unanimous.
 3 CHAIRMAN CAUSEY: Thank you, board
 4 members, and thank you, Mr. Reshid.
 5 Moving on to the next agenda item is
 6 Item L, unfinished business, board policies.
 7 Members of the Board, the policy review committee
 8 asks that the Board accept its report of the
 9 committee's recommendation to amend the following
 10 board policies: Policy 2380, records information
 11 management; Policy 5552, use of personal
 12 electronic communication devices by students; and
 13 Policy 5561, school use of reportable offenses.
 14 These recommendations are presented to you on
 15 tonight's agenda as Exhibit L. Do I have a
 16 motion to adopt the recommendation of the Board's
 17 policy review committee?
 18 VICE CHAIR HENN: So moved, Henn.
 19 CHAIRMAN CAUSEY: Thank you, Ms. Henn.
 20 No second is needed since the recommendation
 21 comes from the committee. Board members, is

Page 97

1 there any discussion?
 2 MR. OFFERMAN: Yes, Mr. Offerman here.
 3 I would want to at this time offer a change in
 4 5552 to include in the policy itself the
 5 timeframe for student use of the devices, and I
 6 would ask that the, you know, before school
 7 allowable, this is in the middle and high school,
 8 before school allowable, during the lunchtime
 9 allowable, and then after school along with the
 10 previously stated plus parts to work from,
 11 because I do feel that although it could
 12 obviously be in the, at school, I see no reason
 13 why the one shouldn't be in the policy itself, as
 14 it is in the Montgomery County policy.
 15 CHAIRMAN CAUSEY: There's a motion and
 16 is there a second?
 17 MS. PASTEUR: Second, Ms. Pasteur.
 18 CHAIRMAN CAUSEY: Okay, thank you.
 19 Mr. Offerman, if I could offer a suggestion to
 20 align your amendment to the policy, specifically
 21 to the language that is in the draft rule, so

Page 98

1 that the, so that it is consistent, were you able
 2 to review the draft of the rule?
 3 MR. OFFERMAN: Yes, and I will be fine
 4 with that.
 5 CHAIRMAN CAUSEY: I do not have that
 6 rule in front of me and I apologize, I've had
 7 some technical difficulties this evening. Is
 8 there staff that could read that segment so that
 9 we can be very clear for Ms. Gover and for the
 10 rest of the Board and the public what
 11 Mr. Offerman is amending?
 12 DR. HAGER: And Ms. Causey, could we
 13 also point out where in the policy that we would
 14 add that, under what section, just so I can
 15 follow along?
 16 CHAIRMAN CAUSEY: Yes, so that's policy
 17 5552.
 18 DR. HAGER: What section though?
 19 MR. OFFERMAN: I think it's 3.C.
 20 DR. HAGER: Okay, thank you,
 21 Mr. Offerman.

Page 99

1 CHAIRMAN CAUSEY: Dr. Williams, was
 2 there a staff member that would, or a board
 3 member that has the rule that could read that
 4 specific information?
 5 DR. HAGER: Mrs. Causey, I have the rule
 6 open. Would you like me to read the definition,
 7 or which part, which portion of the rule are you
 8 looking for?
 9 CHAIRMAN CAUSEY: What Mr. Offerman is
 10 looking for is the timeframe of approved use.
 11 UNIDENTIFIED SPEAKER: Dr. Hager, on the
 12 policy I think the section is, it says on the
 13 policy, it is the student's responsibility to
 14 insure that PECDs are turned off or set on silent
 15 mode and out of sight during times when use is
 16 prohibited.
 17 MR. OFFERMAN: In the proposed rule,
 18 part 3.C, which I think spells out the, you know,
 19 I think at least to my satisfaction the times
 20 that, specifically times when the students can
 21 use devices.

Page 100

1 DR. WILLIAMS: Madam Chair, I just want
 2 to remind the Board that the rule is in draft
 3 form and so it may be helpful just to know
 4 exactly the language that Mr. Offerman is
 5 recommending. I heard him say before lunch and
 6 after school, I think there was a little bit more
 7 that should be added to the policy, because at
 8 this time that rule has not been finalized, it is
 9 in draft form.
 10 CHAIRMAN CAUSEY: Yes, Mr. Offerman, so
 11 we do need the exact language that you are
 12 looking to amend the policy with.
 13 MR. OFFERMAN: Okay. When
 14 instruction -- excuse me. Okay. Students may
 15 possess PECDs on school property and during
 16 school sponsored activities. However, they may
 17 not use PECDs until the end of the instructional
 18 day with the following exceptions: When
 19 instructional staff in grades three or above has
 20 permitted such use for instructional purposes
 21 during instructional times. High school

Page 101

1 students, this is number two, high school
 2 students may use PECDs during student lunch
 3 periods. Number three, middle school students
 4 may use PECDs during student lunch periods as
 5 determined by the school administrator of each
 6 individual middle school.
 7 CHAIRMAN CAUSEY: Okay, thank you for
 8 the motion.
 9 MR. OFFERMAN: Okay.
 10 CHAIRMAN CAUSEY: Is that complete?
 11 MR. OFFERMAN: Yes.
 12 CHAIRMAN CAUSEY: Okay, and who was the
 13 second, Ms. Pasteur?
 14 MS. PASTEUR: Yes.
 15 CHAIRMAN CAUSEY: Okay, thank you. So
 16 board members, is there discussion?
 17 MS. SCOTT: On the amendment? This is
 18 Ms. Scott.
 19 CHAIRMAN CAUSEY: Yes, on Mr. Offerman's
 20 amendment to Policy, proposed amendment to Policy
 21 5552.

Page 102

1 MS. SCOTT: Could you read the amendment
 2 please?
 3 MR. OFFERMAN: I can read it again if
 4 you would like me to.
 5 MS. SCOTT: That would be great, thank
 6 you.
 7 MR. OFFERMAN: Students may possess
 8 PECDs on school property and during school
 9 sponsored activities. However, students may not
 10 use PECDs until the end of the instructional day,
 11 with the following exceptions: When
 12 instructional staff in grades three and above
 13 have permitted such use for instructional
 14 purposes during instructional time. Number two,
 15 high school students may use PECDs during student
 16 lunch periods. Number three, middle school
 17 students can use PECDs during lunch school
 18 periods as determined by the school administrator
 19 of the individual middle school.
 20 MS. SCOTT: Thank you.
 21 CHAIRMAN CAUSEY: Board members, is

Page 103

1 there any discussion of Mr. Offerman's motion to
 2 amend the policy? With no further discussion,
 3 Ms. Gover, can you have a rollcall vote please?
 4 MS. GOVER: Mr. Kuehn?
 5 MR. KUEHN: Yes.
 6 MS. GOVER: Ms. Pasteur?
 7 MS. PASTEUR: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Mr. Reshid?
 11 MR. RESHID: Yes.
 12 MS. GOVER: Ms. Henn?
 13 VICE CHAIR HENN: Yes.
 14 MS. GOVER: Ms. Causey?
 15 CHAIRMAN CAUSEY: Yes.
 16 MS. GOVER: Ms. Jose?
 17 MS. JOSE: Yes.
 18 MS. GOVER: Mr. McMillion?
 19 MR. MCMILLION: Yes.
 20 MS. GOVER: Ms. Mack?
 21 MS. MACK: Yes.

Page 104

1 MS. GOVER: Ms. Scott?
 2 MS. SCOTT: Yes.
 3 MS. GOVER: Ms. Rowe?
 4 MS. ROWE: Yes.
 5 MS. GOVER: Dr. Hager?
 6 DR. HAGER: Yes.
 7 MS. GOVER: Thank you, it was unanimous.
 8 CHAIRMAN CAUSEY: Thank you, board
 9 members. Also while we were discussing this
 10 policy, I did just want to ask Dr. Zarchin, in
 11 the policy review committee meeting where we
 12 discussed this policy and then voted unanimously
 13 to move it forward, there was a discussion in the
 14 definition of personal electronic communication
 15 devices to clarify if it included ear buds,
 16 headsets, Bluetooth, whether Bluetooth or wired,
 17 and it was stated that it did include that, and
 18 that those sorts of details could be included in
 19 the superintendent's rule. So I just wanted to
 20 clarify that, because in, that is an issue that
 21 we hear teachers and administrators talking about

Page 105

1 quite a bit in terms of the disruption to the
 2 instructional environment when there are students
 3 using these devices and they say they're not
 4 turned on but they have an ear bud in and so on,
 5 so just for clarity, if you could comment on
 6 that?
 7 DR. ZARCHIN: Yes, so that has in our
 8 most recent version of rule, that has been
 9 addressed. It came up in our stakeholder work
 10 group and we shared that it would be included in
 11 rule, so that has been accounted for.
 12 CHAIRMAN CAUSEY: Thank you very much.
 13 Board members, are there any other questions or
 14 discussion before we vote on this policy as
 15 amended?
 16 MR. MCMILLION: Ms. Causey, I would like
 17 to say something, Rod McMillion.
 18 CHAIRMAN CAUSEY: Certainly.
 19 MR. MCMILLION: When we talk about in
 20 the policy, can we look at who has authority to
 21 confiscate cell phones? I understand, you know,

Page 106

1 a policy, I think, and then the superintendent's
 2 rule implements the policy, but if it's going to
 3 have, if this policy is going to have some teeth
 4 to it and try to control the cell phones in the
 5 school buildings, I think that we need to talk
 6 about the authority to confiscate within the
 7 policy. Thank you.
 8 CHAIRMAN CAUSEY: Could I ask
 9 Dr. Zarchin to address that concern, or
 10 Dr. Williams?
 11 DR. ZARCHIN: So in a general sense,
 12 when we discussed this with a work group and
 13 stakeholders, the folks to get feedback, we
 14 really focused on policy being a statement of
 15 vision and goals that guide rules, and the
 16 details, we really pushed the rule. I'll let you
 17 decide what policy looks like, but as we worked
 18 with different stakeholders, we did hear that the
 19 details would be a rule, and that rule has been
 20 guided not only by the policy we're looking at
 21 right now, but it's still draft form, but

Page 107

1 stakeholder input in addition to the policy has
 2 helped shape the rule. And that will be
 3 available, you know, we still have some vetting
 4 to do with that.
 5 MS. MACK: Ms. Causey?
 6 CHAIRMAN CAUSEY: Yes.
 7 MS. MACK: This is Ms. Mack. In a
 8 revision that we received with the latest draft
 9 date of today, compliance section 4.A, number
 10 one, says PECDs may be confiscated by school
 11 administrators if used in a matter inconsistent
 12 with applicable federal and state laws, board
 13 policies, superintendent's rules and/or school
 14 procedures. Mr. McMillion, would that meet what
 15 you just asked for? Mr. McMillion?
 16 MR. MCMILLION: I'm sorry. The may,
 17 or --
 18 MS. MACK: Yeah, the may I don't agree
 19 with either, but will maybe.
 20 MR. MCMILLION: That's a little bit too
 21 ambiguous to me.

Page 108

1 MS. MACK: Okay. Well, I just happened
 2 to see it so I threw it out there.
 3 MR. OFFERMAN: Mr. McMillion, this is
 4 Mr. Offerman here. Are you making a motion?
 5 MR. MCMILLION: I'm trying to discuss
 6 this.
 7 DR. WILLIAMS: So this is Darryl
 8 Williams. Let me just offer --
 9 CHAIRMAN CAUSEY: Thank you.
 10 DR. WILLIAMS: I know Mr. Offerman
 11 referenced Montgomery County and its policy, and
 12 having worked there for 25 years, it's all in the
 13 implementation. I would just offer kudos to the
 14 Board to get to this point around the cell phone
 15 or the electronic communication devices, portable
 16 electronic devices. Let us look at the rule. I
 17 just caution a little bit about some of the
 18 specificity in the policy because it's going to
 19 be the implementation, and this one topic around
 20 confiscation of these devices, I think as a
 21 system we need to have more conversation around,

Page 109

1 because as a former high school principal, middle
 2 school principal, if you take these devices away
 3 they have to be locked up, and if something is
 4 missing, who's responsible for it. And so I
 5 think we need to have more conversation around
 6 the rule because it's going to be the
 7 implementation of the policy and rule at every
 8 school, and it's going to take some time.
 9 I also need to echo that as well,
 10 because we have a policy and because we have a
 11 rule, we're not going to see drastic changes
 12 around this because these portable electronic
 13 communication devices, as you well know, our
 14 students and staff, they live with them, it's
 15 constantly in their hands, it's the way in which
 16 parents communicate. However, I do know and have
 17 heard all year how this may have been a
 18 distraction. So I would just offer because of
 19 the tide, that let us continue to work through
 20 the rule to get the specificity, but I also have
 21 to put out there even with the rule, the

Page 110

1 implementation is going to take some time for our
 2 communities to really understand and to embrace
 3 the next step. Now I understand where
 4 Mr. McMillion is going, and I appreciate his
 5 offering what is a motion. I would just think
 6 the rule is our next task and again, Mike,
 7 Dr. Zarchin can also weigh in as well as
 8 Dr. Scriven, all of those who have served in that
 9 other district. We know it took some time to get
 10 it to where it is now, and it's all in the
 11 implementation of that policy. So I just wanted
 12 to offer my comments related to the question.
 13 MR. MCMILLION: Dr. Williams, thank you
 14 for your leadership.
 15 DR. WILLIAMS: Thank you.
 16 MS. JOSE: Thank you, Dr. Williams, this
 17 is Ms. Jose. It seems like there's a lot of back
 18 and forth, and this is just a suggestion,
 19 Mr. Offerman, perhaps this policy could go back
 20 to the PRC to flesh it out if there is changes to
 21 be made.

Page 111

1 MR. OFFERMAN: Well, Mr. Offerman here,
 2 if I can answer? I'm satisfied with what I heard
 3 from Dr. Williams in terms of this particular
 4 issue. I do want to say, and this is a sidebar,
 5 I was negligent, I should have thanked staff for
 6 they have worked extremely hard on this all year,
 7 even starting last summer, and they have been
 8 nothing but cooperative with me and with other
 9 board members.
 10 In addition I want to thank Mr. Reshid,
 11 who was invaluable because he gave us, you know,
 12 he gave, he echoed and was a tremendous input of
 13 how students see it, and a whole different
 14 viewpoint, you know, that teachers and staff
 15 members and other adults might not, you know,
 16 might have never seen.
 17 So I am happy with where it is now. We
 18 have in the policy clearly defined the actual
 19 times. I would, I'm okay, or I have confidence
 20 Dr. Williams and staff will produce a rule that
 21 will handle this confiscation issue in a very

Page 112

1 good manner and if we need to, we can certainly
 2 bring the topic up again, so I'm happy with this
 3 as it is. I don't know about Rod, but that's
 4 where I am with this.
 5 MS. JOSE: Thank you, Mr. Offerman, and
 6 I know you've been working on this for over a
 7 year, you've been very committed to this policy,
 8 so thank you very much.
 9 CHAIRMAN CAUSEY: Thank you,
 10 Mr. Offerman, and thank you, Dr. Williams, and I
 11 did want to dovetail with your comments just
 12 briefly, that in the policy review committee we
 13 have the benefit of the staff, the Office of Law,
 14 that they do evaluate changes that we want to
 15 make, questions that we ask, and so as you work
 16 through the draft and the finalization of the
 17 rule, those conversations will need to continue
 18 around confiscation. So I would definitely agree
 19 with you that that is the place for the rule to
 20 be fleshed out and completed, so thank you for
 21 your comments.

Page 113

1 Board members, really in the interest of
 2 time, if there's no additional comments, I would
 3 like to have the vote for the amendment.
 4 Ms. Gover?
 5 MS. GOVER: Ms. Causey, we already voted
 6 on the amendment to Policy 5552.
 7 CHAIRMAN CAUSEY: Thank you, yes. So
 8 let's vote on the Policy 5552 as amended.
 9 MR. KUEHN: I have a question.
 10 CHAIRMAN CAUSEY: Mr. Kuehn?
 11 MR. KUEHN: Yes. My question is since
 12 this is the second reading, if we decide it needs
 13 a little more shining and we voted against it,
 14 what actually happens? Does it stay somehow or
 15 does it have to go all the way back to the
 16 beginning like the first and second reading and
 17 then final, what happens?
 18 CHAIRMAN CAUSEY: Well, we have the
 19 opportunity like we have just now to have
 20 discussions, to make amendments, and then to vote
 21 on and to pass policy forward as amended. If we

Page 114

1 send it back to PRC then it would not have time
 2 to be approved before the start of school.
 3 Staff, as Mr. Offerman pointed out, has worked
 4 very diligently, even through the pandemic, for
 5 us to have this policy in a timeframe approved
 6 that it guides the superintendent for the rule,
 7 and then all of this can be put into the student
 8 handbook so that it is fairly and properly
 9 communicated. So that's the answer as I see it.
 10 MR. KUEHN: Okay, thank you.
 11 CHAIRMAN CAUSEY: Uh-huh. So if there's
 12 no further discussion, Ms. Gover, if we could
 13 have a rollcall vote?
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Ms. Pasteur?
 17 MS. PASTEUR: Yes.
 18 MS. GOVER: Mr. Offerman?
 19 MR. OFFERMAN: Yes.
 20 MS. GOVER: Mr. Reshid?
 21 MR. RESHID: Yes.

Page 115

1 MS. GOVER: Ms. Henn?
 2 VICE CHAIR HENN: Yes.
 3 MS. GOVER: Ms. Causey?
 4 CHAIRMAN CAUSEY: Yes.
 5 MS. GOVER: Ms. Jose?
 6 MS. JOSE: Yes.
 7 MS. GOVER: Mr. McMillion?
 8 MR. MCMILLION: Yes.
 9 MS. GOVER: Ms. Mack?
 10 MS. MACK: Yes.
 11 MS. GOVER: Ms. Scott?
 12 MS. SCOTT: Yes.
 13 MS. GOVER: Ms. Rowe?
 14 MS. ROWE: Yes.
 15 MS. GOVER: Dr. Hager?
 16 DR. HAGER: Yes.
 17 MS. GOVER: Thank you.
 18 CHAIRMAN CAUSEY: Thank you, the policy
 19 passes unanimously, thank you for all that
 20 discussion.
 21 Now we're going to vote on the remaining

Page 116

1 two policies that were already, the motion was
 2 already made and the second was not needed.
 3 MS. SCOTT: Ms. Causey, this is
 4 Ms. Scott. I had a question on Policy 5561.
 5 CHAIRMAN CAUSEY: Certainly.
 6 MS. SCOTT: Thank you. I wanted to know
 7 if we could get additional information on a
 8 reportable offense. I'm looking at it and it
 9 says a crime of violence or a crime related to
 10 gang membership. I wanted to know what that, if
 11 we had any additional information, does it also
 12 include if someone is part of a hate group? What
 13 is a reportable offense?
 14 CHAIRMAN CAUSEY: Dr. Williams, is there
 15 staff that could discuss the Policy 5561? My
 16 understanding is it's tied directly to COMAR, if
 17 that can be confirmed.
 18 MS. SCOTT: Sure, because as I
 19 understand now as I guess staff is coming, a
 20 reportable offense goes to the principal, but
 21 with this it changes so that its goes to the

Page 117

1 superintendent as opposed to going to the
 2 principal; is that correct?
 3 CHAIRMAN CAUSEY: I'm bringing up the
 4 rule because it has a specific person and not the
 5 principal, and that is not the superintendent
 6 that's listed in the rule, the current rule, but
 7 just like other policies, when this policy is
 8 updated then the superintendent will have the
 9 opportunity to update the rule.
 10 MS. SCOTT: Yeah, it looks like they're
 11 required to notify the superintendent, that's
 12 where I was curious. I guess what I wanted to
 13 know is all reportable offenses, as opposed to
 14 going to the individual high school where I guess
 15 whatever student attended, all these reportable
 16 offenses would go to the superintendent? I just
 17 wanted to clarify so I understood.
 18 DR. WILLIAMS: I'm going to ask
 19 Dr. Zarchin or Ms. Lewis if they're still on the
 20 line to clarify.
 21 MS. LEWIS: This is April Lewis. And so

Page 118

1 in terms of the definition of reportable
 2 offenses, it's a subset of criminal offenses that
 3 take place within the community, and that also
 4 includes criminal offenses related to gang
 5 activity, not the membership in a gang but any
 6 criminal activity in which one engages as a
 7 member of a gang. The rule is currently being
 8 updated and so the current procedure is that the
 9 information comes to us from the Baltimore County
 10 Police Department and then my department involves
 11 the superintendent's designees who forward that
 12 information to the schools. We're in the process
 13 of revising the rule in order to expedite the
 14 process of getting that information to schools so
 15 that they can make decisions for the safety of
 16 students and staff in their schools.

17 MR. NUSSBAUM: Ms. Causey?
 18 CHAIRMAN CAUSEY: Yes, Mr. Nussbaum?
 19 MR. NUSSBAUM: I'm sorry, this is Andy
 20 Nussbaum. Reportable offenses actually comes
 21 from not COMAR but from the Education Article, if

Page 119

1 anybody wants to look at it later it's Section
 2 7-303 of the Education Article, and it
 3 specifically has a lot of definitions.
 4 Reportable offenses, there's a total of 13
 5 different subsections under reportable offenses,
 6 from a crime of violence to a bunch of other
 7 sections in the criminal law article. The way
 8 it's written it's a little hard to navigate
 9 because it just guides you back and forth between
 10 this section in the reportable offense definition
 11 and various sections in the criminal law article.
 12 So there's like 13 listed ones and some of these
 13 include multiple other sections, so it's a long
 14 list of crimes.

15 MS. SCOTT: Okay. So it sounds like
 16 it's a whole lot of things. My concern is that
 17 minors would have reportable offenses of which
 18 perhaps they haven't been convicted of if it went
 19 to court, but that would be sent to the
 20 superintendent and then I guess for action to
 21 then take place, and I guess that's, it says gang

Page 120

1 membership, but Ms. Lewis just said it's gang
 2 affiliation, and it seem like it should also be
 3 in here hate group affiliation as well, but --
 4 MS. LEWIS: It's not the affiliation,
 5 it's the criminal act, and so just being in a
 6 gang is not a criminal offense, but if you commit
 7 a crime as a member of a gang, then that would be
 8 included in the reportable offenses.

9 MS. SCOTT: If you commit a crime, okay,
 10 because it said in here, e.g., crime of violence
 11 or offenses related to gang membership, I see.
 12 It should probably also say hate group
 13 membership.

14 MR. NUSSBAUM: This is Andy again. So
 15 the statute again, I'm looking at the statute
 16 again, and there's a specific provision in
 17 Subpart (b) that specifically says if a student
 18 is arrested for a reportable offense or an
 19 offense that's related to the student's
 20 membership in a criminal gang, the law
 21 enforcement agency making the arrest shall do a

Page 121

1 couple of different things.
 2 MS. SCOTT: Does gang also include -- I
 3 guess this is a question for you, Andy. Does
 4 gang also include hate group?
 5 MR. NUSSBAUM: I don't think so. I have
 6 to look -- again, I have to cross reference and
 7 see how --
 8 MS. SCOTT: Because I don't know if the
 9 ACLU, I don't know if a gang is also considered a
 10 hate group. So then, I probably would make a
 11 motion that we would include that language in
 12 this.

13 MR. NUSSBAUM: The problem is that the
 14 reportable offense law is in the statute. I
 15 mean, you can't change the statute, the
 16 legislature has to do that.

17 MS. SCOTT: Okay. So then, my question
 18 then is, any reportable offense would then come
 19 to the superintendent; is that correct?
 20 MR. NUSSBAUM: You want me to --
 21 MS. SCOTT: The way it's written here,

Page 122

1 that's the way I'm interpreting it.
 2 MR. NUSSBAUM: Let me go back to
 3 criminal gang because criminal gang is defined by
 4 statute as meaning a group or association of
 5 three or more persons whose members individually
 6 or collectively engage in a pattern of criminal
 7 gang activity, have one of their primary
 8 objectives or activities the commission of one or
 9 more underlying crimes, including acts by
 10 juveniles if the underlying crime is committed by
 11 adults, and have in common an overt or covert
 12 organizational or command structure. So it's a
 13 little broad and vague, but that's the statutory
 14 definition.
 15 MS. SCOTT: That is broad and vague.
 16 Okay. So then based on our policy, though, 5561,
 17 any reportable offense will come to the
 18 superintendent, and then this policy directs the
 19 superintendent to develop a rule to provide
 20 guidance to schools on responding. Is it true
 21 right now that reportable offenses go directly to

Page 123

1 the principal as opposed to the superintendent?
 2 MS. LEWIS: That is correct.
 3 MS. SCOTT: Okay. And then the
 4 superintendent then would, I guess give an annual
 5 report as I understand it to the Board of all of
 6 these reportable offenses?
 7 MS. LEWIS: That information is
 8 available.
 9 MS. SCOTT: But it would be given to the
 10 Board, okay. I'm just concerned with minors,
 11 having this information shared outside of the
 12 school and with more people, but that's just my
 13 concern.
 14 MR. NUSSBAUM: The statute also talks
 15 about confidential, I mean that's also covered by
 16 statute too.
 17 MS. JOSE: Yes. If I may, this is
 18 Moalie. I'm looking at the statute right now,
 19 the COMAR, and my question to piggyback on what
 20 Ms. Scott has talked about is how do we look
 21 into, you know, how do we insure the

Page 124

1 confidentiality of these reports because these
 2 are minors, and the Board is getting the full
 3 report. How do we make sure that it stays
 4 confidential and it doesn't get leaked and
 5 destroy a child's life?
 6 Secondly, the COMAR does address that,
 7 it says that these documents shall be destroyed
 8 when the person either graduates or permanently
 9 (inaudible, static) to repeat all of this, but it
 10 also says that it should be transmitted only to
 11 school personnel, so I think there has to be some
 12 kind of language in there that we are cognizant
 13 of the fact that these are minor children and
 14 some of them may be found not guilty, that's in
 15 the COMAR, if a student is found not guilty of a
 16 reportable offense, that could very likely happen
 17 based on your innocence until proven guilty. So
 18 to me there is that ambiguous language in there
 19 with the report should come to the Board.
 20 And I really also want to know what this
 21 policy is exactly trying to address, and can it

Page 125

1 be solved by just a procedural change. From
 2 having read some of the comments from
 3 legislators, it really seems like it needs to be
 4 addressed in the legislation, I believe Senate
 5 Bill 1052 would eliminate any commission by a
 6 student to an all out ban, and I think until that
 7 happens, we still would be forced to follow the
 8 COMAR regulation. Am I correct?
 9 CHAIRMAN CAUSEY: So if I may, the
 10 policy was last reviewed on September 13 of 2016,
 11 and so one of the things that the policy review
 12 committee does with the guidance of staff, very
 13 hard working staff, is to evaluate any additional
 14 changes in law or other guidelines that we need
 15 to follow and then align that. So I would be
 16 concerned that we don't have a policy that is
 17 updated to current COMAR.
 18 And the other thing, I wanted to allay
 19 any concerns about the clause that says and
 20 provide a report annually to the Board, that that
 21 report is within the control of the

Page 126

1 superintendent to implement a report annually to
 2 the Board, not each of those individual student's
 3 reports, but to report to the Board in general
 4 the implementation of the policy. So it's not
 5 the board members receiving confidential student
 6 reports at all, and that was discussed in the
 7 policy review committee. So number one, it's the
 8 superintendent providing a report annually to the
 9 Board, and then the other issue addressing is
 10 that the Office of Law did evaluate the policy
 11 and it has not been updated in four years. Okay?
 12 Other board members? Excuse me, who is that?
 13 VICE CHAIR HENN: Ms. Henn.
 14 CHAIRMAN CAUSEY: Yes.
 15 VICE CHAIR HENN: One thing I'd like to
 16 comment on and applaud the work of the staff and
 17 the committee on, is that the changes to this
 18 policy elevate the importance of the students'
 19 rights who have been charged with a reportable
 20 offense, and I believe that those are changes
 21 that we need to focus on as well, especially with

Page 127

1 regards to the educational rights of those
 2 students in insuring that the appropriate
 3 placement is made, because those students face
 4 discrimination when they return to the
 5 traditional classroom setting at times as well.
 6 So when we speak about students, we have to
 7 remember that these students have rights as well,
 8 and by elevating these matters to the attention
 9 of the superintendent, we insure that they're
 10 given the proper attention that they deserve and
 11 that the students are placed in the appropriate
 12 educational settings so that their rights are
 13 protected, that they are insured the appropriate
 14 education to which they're entitled and, you
 15 know, just as we were looking out for the rights
 16 of the students, the other students around them,
 17 it's really looking out for all students.
 18 So I support the changes to this policy
 19 for those reasons, and believe that these are
 20 good and proper changes. It elevates the
 21 situation and gives it the attention that serious

Page 128

1 situations warrant, and it is based in statute.
 2 And with regard to the confidentiality
 3 concerns, again as Mrs. Causey said, the report
 4 as I read this does not include confidential
 5 information that the Board would receive, that's
 6 information I don't want to receive and would not
 7 expect of the superintendent. So that is, again,
 8 a responsibility that's entrusted to the
 9 superintendent. Thank you.
 10 MS. JOSE: Thank you, Ms. Henn, this is
 11 Ms. Jose, if I could just piggyback, that's a
 12 very important point you're bringing up. We are
 13 required by state and federal guidelines to
 14 provide education for minors so we still have to
 15 do that and we can't take that away. This is
 16 just, you know, will this be disproportionately
 17 applied since we are a majority minority system,
 18 and have we looked at sort of the equity lens,
 19 and those are just my thinking aloud thoughts,
 20 because that is something that would be
 21 concerning to me as well because we do know that

Page 129

1 there is a higher chance if you are an African
 2 American male you would have a 60 percent higher
 3 chance of being expelled or charged with things
 4 that regularly may not be done. So I think we
 5 have to look at this through an equity lens as
 6 well and that might be something Ms. Scott's
 7 committee could piggyback off.
 8 UNIDENTIFIED SPEAKER: Ms. Causey?
 9 VICE CHAIR HENN: If I may respond to
 10 that comment, that's mentioned as well when I
 11 speak to education advocates who often say that
 12 minority students don't have the same personal
 13 advocates that other students do. So by
 14 eliminating their right to the level of the
 15 superintendent, it insures that all students are
 16 given the attention that they deserve in
 17 determining appropriate placement and services so
 18 that when they do return to a new school setting,
 19 whether that be a traditional classroom or an
 20 alternative placement, that they receive the same
 21 attention that any student would who may have

Page 130

1 another advocate for looking out for them, so
 2 that's a concern of mine as well. Thank you.
 3 MS. SCOTT: Thank you for that,
 4 Ms. Jose, or Ms. Henn, this is Ms. Scott. I
 5 think what Ms. Jose was speaking to was racial
 6 profiling, it is shown that black students, black
 7 males, black females are more likely to be
 8 racially profiled and therefore have more
 9 interactions with police officers that may lead
 10 to reportable offenses, not necessarily
 11 convictions. And in that same vein, what we're
 12 concerned about is those students being maligned
 13 or singled out and having those reportable
 14 offenses sent to the superintendent, and then
 15 more of those students being removed from schools
 16 and being sent perhaps to alternative schools,
 17 which is -- that was -- I'm just curious as to if
 18 that's where this was going.
 19 MS. ROWE: Ms. Causey, I can answer
 20 that.
 21 CHAIRMAN CAUSEY: Go ahead, Ms. Rowe.

Page 131

1 MS. ROWE: So right now the way our
 2 state laws read, it's illegal to suspend or expel
 3 a student for a crime that they commit outside
 4 the schoolhouse that has no relation to the
 5 schoolhouse. I think part of the reason why the
 6 change was made to escalate it from the principal
 7 to the superintendent has to do with the
 8 20-year-old convicted state registered sex
 9 offender who is not a juvenile, who was allowed
 10 by a principal to remain in school, and had that
 11 reportable offense been sent to the
 12 superintendent, a different outcome may have
 13 happened.
 14 When you have these reportable offenses
 15 going to principals, it's entirely possible that
 16 one principal will decide something for one
 17 student and a different principal will decide
 18 something different, and so then there's not
 19 equity across the school system or consistency
 20 across the school system for how reportable
 21 offenses are handled. So I think it's

Page 132

1 appropriate when you're talking about something
 2 as serious as a reportable offense, that it
 3 should go directly to the superintendent.
 4 MS. PASTEUR: May I join in? This is
 5 Ms. Pasteur, I haven't spoken on this yet,
 6 Ms. Causey.
 7 CHAIRMAN CAUSEY: Yes, Ms. Pasteur?
 8 MS. PASTEUR: Thank you. All right. As
 9 someone noted, just receiving a reportable
 10 offense, by law the child is not automatically
 11 sent to an alternative school, et cetera,
 12 et cetera, there is due process and protocol for
 13 that child, the rights of the child, the
 14 dependent aged person are covered.
 15 I agree with the last comment, that it
 16 has been my observation that sometimes from one
 17 principal to the next for any number of reasons,
 18 there have been instances where things have not
 19 been followed judiciously, equitably, and now
 20 having the superintendent take a look at this,
 21 this takes away that whole sense that in one

Page 133

1 school something will be handled one way even
 2 though it all is supposed to be the same way, but
 3 we do know that that has not always happened. So
 4 now you have one person who is looking at it,
 5 must follow the law, must follow the rules, and
 6 the child within the scope of the law is
 7 safeguarded.
 8 MS. MACK: This is Ms. Mack. I agree
 9 with everything Ms. Pasteur just said. Having
 10 one person do it takes out any uncertainties, any
 11 inherent bias somebody might have in a school in
 12 making a decision. If one person sees all of the
 13 cases, I think children will be treated more
 14 equitably.
 15 CHAIRMAN CAUSEY: Thank you. Board
 16 members, in the interest of time, if there is no
 17 other discussion, and it has been a wonderful
 18 discussion, I'm going to ask Ms. Gover to please
 19 take the vote.
 20 MS. GOVER: Mr. Kuehn?
 21 MR. KUEHN: I have a question. Are we

Page 134

1 voting on the two policies, or are we voting on
 2 the one policy that we've just been discussing?
 3 CHAIRMAN CAUSEY: We're voting on two
 4 policies, Policy 2380 and Policy 5561.
 5 MR. KUEHN: My vote is yes.
 6 MS. GOVER: Thank you. Ms. Pasteur?
 7 MS. PASTEUR: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Mr. Reshid?
 11 MR. RESHID: Yes.
 12 MS. GOVER: Ms. Henn?
 13 VICE CHAIR HENN: Yes.
 14 MS. GOVER: Ms. Causey?
 15 CHAIRMAN CAUSEY: Yes.
 16 MS. GOVER: Ms. Jose?
 17 MS. JOSE: Yes.
 18 MS. GOVER: Mr. McMillion?
 19 MR. MCMILLION: Yes, please.
 20 MS. GOVER: Ms. Mack?
 21 MS. MACK: Yes.

Page 135

1 MS. GOVER: Ms. Scott?
 2 MS. SCOTT: Yes.
 3 MS. GOVER: Ms. Rowe?
 4 MS. ROWE: Yes.
 5 MS. GOVER: Dr. Hager?
 6 DR. HAGER: Yes.
 7 MS. GOVER: Thank you.
 8 CHAIRMAN CAUSEY: The motion carries
 9 unanimously, thank you so much, board members and
 10 Dr. Williams and staff.
 11 The next item on the agenda is Item --
 12 it's here somewhere -- it's the report on action,
 13 it's Item M, new business, action taken in closed
 14 session, and for that we call on Mr. Nussbaum.
 15 MR. NUSSBAUM: Yes, good evening.
 16 Earlier this evening the Board considered an
 17 appeal regarding a confidential employee matter
 18 in your quasi-judicial capacity, it was Hearing
 19 Examiner Number 20-31. This matter was heard on
 20 the record because there was no timely request
 21 for oral arguments. At this time it would be

Page 136

1 appropriate to confirm the action taken in closed
 2 session in that matter and to authorize Ms. Gover
 3 to sign the order on behalf of the members of the
 4 board.
 5 You're muted, Ms. Causey, you're muted.
 6 CHAIRMAN CAUSEY: Oh, thank you. Do I
 7 have a motion to approve the action taken in
 8 closed session and to have, to give permission to
 9 Ms. Gover to sign on behalf of the Board?
 10 MR. OFFERMAN: So moved, Offerman.
 11 CHAIRMAN CAUSEY: Thank you. Do I have
 12 a second?
 13 MS. MACK: Lisa Mack.
 14 MS. PASTEUR: Second, Ms. Pasteur.
 15 CHAIRMAN CAUSEY: Thank you, Ms. Mack.
 16 Is there any discussion? Hearing none, may I
 17 have a rollcall vote?
 18 MS. GOVER: Mr. Kuehn?
 19 MR. KUEHN: Yes.
 20 MS. GOVER: Ms. Pasteur?
 21 MS. PASTEUR: Yes.

Page 137

1 MS. GOVER: Mr. Offerman?
 2 MR. OFFERMAN: Yes.
 3 MS. GOVER: Mr. Reshid?
 4 MR. RESHID: Yes.
 5 MS. GOVER: Ms. Henn?
 6 VICE CHAIR HENN: Yes.
 7 MS. GOVER: Ms. Causey?
 8 CHAIRMAN CAUSEY: Yes.
 9 MS. GOVER: Ms. Jose?
 10 MS. JOSE: Yes.
 11 MS. GOVER: Mr. McMillion?
 12 MR. MCMILLION: Yes, please.
 13 MS. GOVER: Ms. Mack?
 14 MS. MACK: Yes.
 15 MS. GOVER: Ms. Scott?
 16 MS. SCOTT: Yes.
 17 MS. GOVER: Ms. Rowe?
 18 MS. ROWE: Yes.
 19 MS. GOVER: Dr. Hager?
 20 DR. HAGER: Yes.
 21 MS. GOVER: Thank you.

Page 138

1 CHAIRMAN CAUSEY: Thank you.
 2 The next item on the agenda is Item N,
 3 can I have a drum roll, a report on the new
 4 strategic plan by Dr. Williams.
 5 DR. WILLIAMS: Madam Chair, I just want
 6 to interject a point at this time. We have
 7 several staff members who are part of this
 8 presentation and one of our principals, so I
 9 would like for us to get through the
 10 presentation, this is not going to be the first
 11 time for the Board to see the strategic plan. I
 12 just want to be mindful of our time, that it's
 13 now 9:30, but definitely if there are questions
 14 we will be happy to answer questions in a variety
 15 of ways from board members, so I would prefer us
 16 to go through the presentation and if we can get
 17 comments or if there's additional questions, that
 18 we can follow up, maybe do a weekly update or at
 19 another board meeting. Again, this is scheduled
 20 to come back to the Board, we still have more
 21 work to do around our strategic plan, but this is

Page 139

1 really showing that we're excited about this work
 2 in what has been a collaborative effort, but I
 3 apologize to those who are scheduled to present
 4 and to provide comments, but I just want to offer
 5 that to the Board as we get through this
 6 presentation, and we will try our best to get
 7 through it quickly just because of time. Any
 8 comments, Madam Chair?
 9 CHAIRMAN CAUSEY: So Dr. Williams, I
 10 appreciate your comments and I certainly
 11 appreciate our staff very hard working. We've
 12 just had a lot of important good discussions as
 13 well as having some technical difficulties. So
 14 we do have the other meeting that is scheduled
 15 for June 23rd that had a light agenda, so I would
 16 say that we can have some brief comments this
 17 evening, and then additional questions can be
 18 submitted to you, and then we can put it on the
 19 agenda for the 23rd to have additional
 20 discussions if necessary. So thank you very
 21 much, and here we go.

Page 140

1 DR. WHEATLEY-PHILLIP: All rightly. So
 2 good evening, Chairwoman Causey, Vice Chair Henn,
 3 Superintendent Dr. Williams and members of the
 4 Board. This evening we will present to you our
 5 new strategic plan, The Compass: Our Pathway to
 6 Excellence. Next slide please.
 7 I am not seeing it. Should I continue
 8 with the slides?
 9 UNIDENTIFIED SPEAKER: No need, I can
 10 take over the screen if no one else is able to.
 11 DR. WHEATLEY-PHILLIP: Okay, I think
 12 Mr. Corns was going to be doing that. All
 13 rightly, we are set on slide number two, thank
 14 you, Mr. Corns.
 15 The development of our strategic plan
 16 The Compass: Our Pathway to Excellence was
 17 initiated when Dr. Williams began his
 18 superintendency in our school system almost a
 19 year ago. His first actions included meeting
 20 with students, facilitating ten community
 21 conversations that were held across the county,

Page 141

1 and developing a 10-day entry plans through
 2 internal and external stakeholder collaboration.
 3 Dr. Williams made it his priority to listen and
 4 learn what students, staff, families and
 5 community members across the system valued and
 6 required of BCPS through ongoing collaboration
 7 during five-on-five meetings with our bargaining
 8 partners, our community partners and education
 9 experts. He identified the urgency of raising
 10 the bar and closing the gap in preparing all BCPS
 11 students for the future. Next slide please.
 12 From this ongoing listening, learning
 13 and collaboration with stakeholders in December
 14 of 2019 he identified five priorities of focus
 15 areas. Those priorities of focus areas include
 16 increasing achievements for all students while
 17 preparing a variety of pathways to prepare them
 18 for career and college; to provide for our
 19 students and staff an environment that's safe,
 20 orderly and caring; to recruit and retain a
 21 qualified, effective and diverse workforce; to

Page 142

1 create a systemwide professional development plan
 2 to improve work performance; to communicate,
 3 engage and develop partnerships with our parents
 4 and communities; and working to ensure that
 5 resources are aligned with our system priorities
 6 and are distributed efficiently and effectively.
 7 Next slide please.

8 As a team, we have integrated continuous
 9 improvement into its core purpose using the Plan
 10 Do Study Act or PDSA continuous improvement
 11 process. This process provides a structure by
 12 identifying, implementing and measuring the
 13 effectiveness of focused actions and supports to
 14 meet the specific needs of our students, staff
 15 and community. Equity is at the center of this
 16 process as it is our purpose to ensure that we
 17 increase access, opportunity and achievement to
 18 support each key initiative.

19 Our director of research, Dr. Christine
 20 Koth, will outline a trajectory that was
 21 developed and is currently being validated

Page 143

1 through the use of statistical models to ensure
 2 that all BCPS graduates follow a pathway that
 3 insures college and career success. Next slide,
 4 Dr. Koth.

5 DR. KOTH: When developing the strategic
 6 plan we wanted to keep the end in mind, which is
 7 graduating students who are ready for both
 8 college and career. From this goal, critical
 9 benchmarks and transition points were identified
 10 to provide insights as to whether students were
 11 on the right pathway. Based on the literature
 12 and guidance from the Maryland State Department
 13 of Education's ESA consolidation plan the
 14 following college and career readiness, or CTR
 15 indicators at the high school level include SAT
 16 and ACT, specific AP exams, CTE program
 17 completion and credentialing, MCAP graduation
 18 requirements including ELA 10 and Algebra 1. At
 19 the middle school level in grade eight indicators
 20 include MWEA's math testing, Algebra 1 with
 21 course grade and MCAP testing, and access to GT

Page 144

1 coursework. At the end of elementary school in
 2 grade five we will be looking at MMAP and MCAP
 3 testing and access to GT coursework. For early
 4 elementary school there is MAP testing for grade
 5 two and kindergarten; also included is
 6 kindergarten readiness. For the past few years
 7 the assessment, the KRA has been administered to
 8 only a sampling of students; however beginning
 9 next year, BCPS will move to administer the KRA
 10 to all incoming kindergarten students. And for
 11 our youngest students we are continuing to
 12 investigate specific methods that will help us
 13 understand how they are developing prior to them
 14 joining us in BCPS. Next slide please.

15 To ensure that BCPS students remain on
 16 the pathway of college and career readiness, The
 17 Compass: Our Pathway to Excellence extends past
 18 five years to include an eight-year goal, which
 19 is something new for BCPS. Although the previous
 20 slide focused on student achievement, benchmarks
 21 for all five focus areas have been established.

Page 145

1 The three- and five-year targets shown here in
 2 green serve as critical reflection points to
 3 determine where we are in our eight-year plan and
 4 what if any adjustments are needed to insure
 5 success in meeting our eight-year goal. As part
 6 of our commitment to transparency annual results
 7 will be reported and will allow us to monitor our
 8 progress towards our three- and five-year targets
 9 as well as our eight-year goal.

10 When setting targets and goals for the
 11 five focused areas we were intendant on making
 12 them responsive, equitable and differentiated
 13 with a focus on high quality rigorous instruction
 14 and achievement, committed to safe, orderly and
 15 supportive learning environments, dedicated to
 16 equity and access in opportunity for all
 17 students, and strive to provide differentiated
 18 resources, services and supports. Next slide
 19 please.

20 Guided by these principles, we have
 21 identified the differential growth model for

Page 146

1 several metrics, and a clear example includes
 2 student achievement. Schools are heterogeneous
 3 in terms of student achievement. This graph
 4 provides example data illustrating a school with
 5 higher percentage of students meeting standards
 6 at baseline. For these schools the expectation
 7 is a constant increase of three percentage points
 8 each year for students meeting or exceeding
 9 growth as depicted in the graph. Next slide
 10 please.

11 For schools with a low percentage of
 12 students meeting standards at baseline we have
 13 set a five-year target at 50 percent and an
 14 eight-year goal at 70 percent. This graph
 15 provides sample data to illustrate a school with
 16 a lower percentage of students meeting or
 17 exceeding standards at baseline. Instead of
 18 utilizing a consistent linear progression to the
 19 five-year goal that we saw in the prior slide and
 20 depicted by the orange line, the expected growth
 21 will be calculated with a spline indicated by the

Page 147

1 blue line. There is an elbow or hinge at year
 2 three, so there is a lower rate of change for
 3 years one, two and three that increases years
 4 four and five. This is by design to support
 5 schools; the slower progression at the beginning
 6 will provide time for additional and
 7 differentiated supports to take effect. Next
 8 slide please.

9 More information and reporting for
 10 schools will be in our new annual Our Pathway to
 11 Excellence, The Roadmap for College and Career
 12 Success. The roadmap will provide (inaudible,
 13 static) success disaggregated by student group.
 14 Also included will be trend data, state and
 15 national benchmark comparisons when available.
 16 Next slide please.

17 DR. WILLIAMS: So as presented in the
 18 previous slides -- this is Dr. Williams -- much
 19 input and forethought has gone into the
 20 development of The Compass: Our Pathway to
 21 Excellence. It is through The Compass: Our

Page 148

1 Pathway to Excellence we in Baltimore County
 2 Public Schools will make sure we are raising the
 3 bar, closing gaps and preparing all students
 4 regardless of social identifier or ZIP code for
 5 our future. Next slide.

6 The Compass: Our Pathway to Excellence
 7 is organized into five complementary focus areas:
 8 One, learning, accountability and results; two,
 9 safe and supportive environment; three, high
 10 performing workforce and alignment of human
 11 capital; four, community engagement and
 12 partnerships; and five, operational excellence.
 13 Next slide please.

14 For each of the five focus areas we have
 15 identified key initiatives which will drive our
 16 work. The key initiatives for learning,
 17 accountability and results are teaching and
 18 learning framework; new curricula in English
 19 language arts and literacy in mathematics;
 20 academic programs to support the gifted and
 21 talented, English speakers of other languages,

Page 149

1 ESOL, and special education; disciplinary
 2 literacy; and service and support models for
 3 schools. Next slide please.

4 The key initiatives for safe and
 5 supportive environment are student and staff
 6 supports; positive school and workplace climate;
 7 safe and secure environments for learning and
 8 working; and emergency preparedness. Next slide.

9 The key initiatives for high performing
 10 workforce and alignment of human capital are
 11 recruitment source and partnerships; teacher
 12 retention and reductions of vacancies; teacher
 13 absence; and grow your own program. Next slide
 14 please.

15 The key initiatives for community
 16 engagement and partnerships are family engagement
 17 and outreach; community partnerships; parent and
 18 guardian satisfaction; and multilingual outreach.
 19 Next slide please.

20 The key initiatives for operational
 21 excellence are financial resource management;

Page 150

1 network capacity upgrade; improve school
 2 facilities systemwide; implementation of BCPS
 3 sustainability plan; maintaining schools in a
 4 state of good repair; and transportation staffing
 5 and training. Next slide please.
 6 The Compass: Our Pathway to Excellence
 7 will focus on supporting our continuity of
 8 learning plan in response to the COVID-19 global
 9 pandemic by utilizing proactive and responsive
 10 strategies. This will ensure we align resources
 11 and supports to the students most impacted;
 12 establish proactive supports and services; and
 13 implement responsive strategies and
 14 interventions.
 15 DR. JONES: Good evening, this is
 16 Racquel Jones. I'm going to talk to you about
 17 our continuous improvement model of support. The
 18 Baltimore County Public Schools vision is to be
 19 among the highest performing school systems in
 20 the nation as a result of raising the bar,
 21 closing gaps and preparing every student for the

Page 151

1 future. Our students and schools are at the
 2 center of our work and are supported through
 3 instructional leadership, teaching and learning,
 4 and operational systems with the Division of
 5 School Support and Achievement advocating for and
 6 building capacity of school leadership to raise
 7 the bar, close gaps and prepare all students for
 8 the future. Next slide please.
 9 As presented earlier in the
 10 presentation, Team BCPS has integrated continuous
 11 improvement into its core purpose using the Plan
 12 Do Study Act, PDSA continuous improvement
 13 process, centered in equity. The four key
 14 initiatives identified on this slide, school
 15 progress plans, office progress plans,
 16 instructional core team and professional learning
 17 communities, are aligned with the PDSA continuous
 18 improvement process.
 19 The school progress plan uses
 20 evidence-based strategy which is a component of
 21 the plan part of the cycle. Throughout the year

Page 152

1 school teams implement their SPPs to improve
 2 outcomes for students and include high quality
 3 professional learning opportunities to increase
 4 teacher effectiveness; that falls under our do
 5 part of the cycle. School teams with the support
 6 of DSSA monitor progress and/or study their SPPs
 7 to make timely and data-informed adjustments is
 8 where they actually act upon the work.
 9 Similar to schools, offices across the
 10 system are developing office progress plans to
 11 identify and implement evidence-based strategies
 12 to improve the efficiency and effectiveness of
 13 their work to support schools and students.
 14 The instructional core team and
 15 professional learning communities are essential
 16 tools in providing targeted and differentiated
 17 supports to schools and school leaders to make
 18 the important shift to improve opportunities and
 19 outcomes, and move the equity work from theory
 20 into practice. I'll now turn it over to
 21 Dr. Roberts. Next slide please.

Page 153

1 DR. ROBERTS: Good evening, thank you,
 2 Dr. Jones. The instructional core team provides
 3 targeted and differentiated supports to schools
 4 and school leaders to make the important shifts
 5 to improve opportunities and outcomes to move the
 6 equity work from theory into practice. The ICT
 7 is comprised of system leadership from across
 8 each division as seen in the box on the left.
 9 Under Dr. Williams' vision and leadership ICT
 10 began meeting in the summer of 2019 to define its
 11 role in providing differentiated supports from
 12 all central offices to identified schools. ICT
 13 meets biweekly to receive continual updates and
 14 to provide realtime direction to staff in support
 15 of its vision. This year ICT supported 26
 16 schools in multiple ways. Schools that engaged
 17 with ICT support regularly meet to analyze both
 18 quantitative and qualitative data to identify
 19 targeted supports and resources to meet each
 20 school's individual needs. An essential role in
 21 the ICT process is to build the capacity of the

Page 154

1 school leaders through the use of targeted
 2 supports and data-informed decision making. Next
 3 slide please.

4 The instructional core team or ICT,
 5 through the use of the planning first examines
 6 what does it tell us our students, teachers and
 7 leaders need in an identified school. Well,
 8 system resources and differentiated supports will
 9 meet their identified needs for that identified
 10 school, and are our system resources and
 11 differentiating support making the addition.

12 So to further expand on the ICT and how
 13 it impacts schools, it is my pleasure to
 14 introduce Baltimore County Public Schools
 15 elementary principal of the year, Ms. Kelly
 16 O'Connell, principal of Mars Estates Elementary
 17 School, who participated in the ICT support
 18 process with three of her east zone elementary
 19 colleagues this year along with members of our
 20 central office. Ms. O'Connell will take a few
 21 moments to explain her role in the ICT support

Page 155

1 process and how it helped her and her colleagues
 2 improve instruction over the course of this
 3 school year. Ms. O'Connell.

4 MS. O'CONNELL: Good evening. The
 5 instructional core team consists of four
 6 elementary school principals and our two east
 7 zone executive directors. Our community
 8 superintendent was also an active participant
 9 throughout the year. We worked closely with
 10 several staff members from the Office of
 11 Mathematics and the executive director of
 12 academics. We utilized the Plan Do Study Act
 13 framework to improve our leadership skills in
 14 order to improve teaching and learning in the
 15 area of mathematics. We examined our data to
 16 determine what students, teachers and leaders
 17 needed in the four identified schools.

18 Quantitative and qualitative mathematics
 19 data in all four schools indicated the need for
 20 an increased mathematics achievement in grade
 21 five. In order to increase achievement, we first

Page 156

1 focused on improving the instructional leadership
 2 skills of the four principals in the area of
 3 grade five mathematics teaching and learning.
 4 Each month the three other principals and I met
 5 as a team with our two executive directors.
 6 These sessions consisted of learning walks in
 7 schools where we observed instruction and
 8 debriefed as an ICT. The meetings also included
 9 professional learning for the principals.
 10 Resource staff from the Office of Mathematics
 11 joined our executive directors in leading the
 12 professional development. During the ICT
 13 briefing sessions we consistently utilized the
 14 Plan Do Study Act framework. We deeply studied
 15 the grade five math standards and visited
 16 classrooms with a specific focus around the new
 17 learning. Every session ended with an agreed
 18 upon plan for implementation in order to continue
 19 the work in between monthly meetings.

20 In addition to the monthly ICT meetings,
 21 principals met individually and with their

Page 157

1 leadership teams alongside their executive
 2 directors. This provided an opportunity to
 3 observe, reflect and dialog about the implemented
 4 plan. These sessions served as an additional
 5 means of differentiating professional growth for
 6 individual principals and school teams. As a
 7 result of helping to increase our instructional
 8 leadership skills with a focus in grade five
 9 math, we were able to provide professional
 10 learning for teachers and improve our feedback to
 11 teachers regarding mathematics instruction.

12 The ICT consistently analyzed data and
 13 made adjustments along the way. We started the
 14 work with a goal of increasing grade five math
 15 achievement. However, the work allowed us to
 16 broaden the scope and provide resources and
 17 supports to all teachers K through five,
 18 resulting in improved mathematics teaching and
 19 learning in all grades. The work done through
 20 the ICT has helped us confidently launch the
 21 Bridges Math Field Test.

Page 158

1 I am personally very grateful for this
 2 model of continuous improvement as I have
 3 improved my leadership capacity in the area of
 4 improving math teaching and learning for all.
 5 Prior to our work as an ICT I observed grade five
 6 math instruction through the lens of strong
 7 pedagogy and student engagement. I am now better
 8 able to provide specific feedback regarding the
 9 math content. This has resulted in increased
 10 teacher knowledge of the content they teach,
 11 which has helped all students increase in
 12 understanding of the content as well.
 13 At this time I'm going to turn it over
 14 to my community superintendent, Dr. George
 15 Roberts.
 16 DR. ROBERTS: Thank you so much,
 17 Ms. O'Connell, for sharing your insights and
 18 reflections of how the ICT support process has
 19 impacted you, your colleagues, your teachers and
 20 students at Mars Estates Elementary School. Now
 21 Mrs. Byers will share information related to

Page 159

1 professional learning communities and how each
 2 relate to the strategic plan. Mrs. Byers?
 3 MS. BYERS: So good evening, everyone.
 4 I'm going to start this evening by talking about
 5 professional learning communities as another
 6 example of a research-based structure that uses
 7 the Plan Do Study Act cycle of continuous
 8 improvement. Specifically this structure is used
 9 to bring together our school and system leaders
 10 so that we can examine and interrupt systems that
 11 cause inequities in our schools and collectively
 12 create new structures to replace them. Next
 13 slide please.
 14 The continuous improvement work done in
 15 a professional learning community targets support
 16 to schools as a collective group of school
 17 leaders, usually in our feeder pattern, and in
 18 collaboration with our DSSA team and teams across
 19 central offices use data in order to focus on
 20 equitable access and opportunities for our
 21 students. We also use data to reflect and

Page 160

1 provide feedback on those practices. We
 2 participate in continuous job-embedded learning
 3 based on what we're learning. We commit to a
 4 culture of collaboration and we share
 5 responsibility for high academic outcomes for all
 6 students. Next slide please.
 7 One of the greatest ways that our
 8 schools in our division continue to support an
 9 improvement cycle is through our school progress
 10 plan. The school progress plan or SPP as we call
 11 it uses evidence-based strategies to improve
 12 outcomes for all students, and include focused
 13 high quality professional learning opportunities
 14 in order to increase the effectiveness of all of
 15 our teachers. Next slide please.
 16 Dr. Jones explained a little bit earlier
 17 that the school progress plan utilizes all of
 18 those components of the Plan Do Study Act
 19 continuous improvement cycle, but it really
 20 centers the equity work of our schools. The SPP
 21 allows our building leadership teams to begin

Page 161

1 actualizing this strategic plan in their
 2 building. They always begin with looking at
 3 qualitative and quantitative data. They identify
 4 areas of need using a root cause analysis
 5 process. And they specifically look at student
 6 populations who have traditionally been
 7 underserved in their building based on their
 8 data. Using that process, the schools are going
 9 to be able to align their targets, their key
 10 actions and the professional learning for
 11 teachers using key initiatives from the strategic
 12 plan.
 13 An example of this is, Dr. Williams
 14 talked about focus area one, learning,
 15 accountability and results. There's a key
 16 initiative in that focus area around new
 17 curricula. Specifically there's a strategy that
 18 speaks to the implementation of our new Bridges
 19 curriculum which you heard Ms. O'Connell talk
 20 about. As schools go to develop their SPPs, they
 21 can begin to align their school-based key actions

Page 162

1 with those strategies in the strategic plan in
 2 order to promote that continuous improvement
 3 cycle. They will be able to monitor the
 4 effectiveness of those school-based key actions
 5 and that monitoring of the effectiveness will
 6 allow them to inform changes to the professional
 7 learning plan. Next slide please.

8 Finally, just like all of our schools
 9 use this cycle in order to develop school
 10 progress plans, all of our offices also develop
 11 office progress plans and these central office
 12 plans use data, again, to focus on equity. Next
 13 slide please.

14 Our office progress plans support the
 15 work of our strategic plan by operationalizing
 16 the key initiatives and monitoring progress
 17 towards those targets and goals. As part of our
 18 continuous improvement effort, office progress
 19 plans will be reexamined to insure their
 20 alignment with our system goals, our key
 21 initiatives and our strategies.

Page 163

1 At this time Dr. Boswell-McComas is
 2 going to introduce our teaching and learning
 3 framework. Again, as Dr. Williams explained, the
 4 teaching and learning framework is another key
 5 initiative under our focus area of learning,
 6 accountability and results. Dr. McComas.

7 DR. MCCOMAS: Good evening, and thank
 8 you. I have the great opportunity to introduce
 9 our teaching and learning framework, and our
 10 teaching and learning framework really is that
 11 touchstone that establishes our commitment to
 12 what highly effective and culturally responsive
 13 instruction is for all students. Next slide
 14 please.

15 Our teaching and learning framework
 16 really has been thoughtfully developed and, about
 17 how we can insure that we are raising the bar,
 18 closing the gaps and preparing each and every one
 19 of our students. We have developed and are
 20 implementing a new teaching and learning
 21 framework which focuses on equitable access for

Page 164

1 all students, high expectation, culturally
 2 relevant pedagogy, responsive instruction and
 3 professional learning communities as discussed.
 4 Next slide please.

5 Along with our teaching and learning
 6 framework we will continue our work around
 7 disciplinary literacy. It is one of the key
 8 initiatives of focus area one, our learning,
 9 accountability and results, to develop our
 10 students' career readiness skills. Next slide
 11 please.

12 Specifically, disciplinary literacy
 13 provides students with opportunities to interact
 14 with text in meaningful ways within and across
 15 disciplines, to develop very specific skills in
 16 reading, writing, mathematics and discourse that
 17 reflect what professionals do, so often we
 18 describe it as reading, writing, speaking and
 19 thinking like a scientist or a mathematician.

20 Thank you. Next slide, and I will be
 21 followed by Mr. Connelly.

Page 165

1 MR. CONNELLY: Good evening and thank
 2 you. I will start off by talking about our
 3 strategic plan dashboards. As part of
 4 Dr. Williams' and BCPS's commitment to
 5 transparency and readily available information,
 6 new strategic plan public dashboards will be
 7 available on bcps.org in the same location. You
 8 can access facilities management, school
 9 profiles, and stakeholder survey from a
 10 dashboard. Next slide please.

11 The Compass: Our Pathway to Excellence
 12 public dashboards are completely dynamic and
 13 provide BCPS highlights as well as performance
 14 metrics for each of the five focus areas. Next
 15 slide please.

16 On each focus area tab at the top,
 17 visitors can see how the system is performing on
 18 metrics relative to their three- and five-year
 19 targets and eight-year goal, metrics
 20 disaggregated by student group, and performance
 21 at a glance. Users can hover over the metrics to

Page 166

1 view the operational definition, how it's
 2 calculated and the student count or income. Next
 3 slide please.
 4 In Compass: Our Pathway to Excellence,
 5 dynamic public dashboards provide system level
 6 highlights, are organized by focus area, are
 7 interactive, and will be updated annually. The
 8 highlights in focus area one, learning,
 9 accountability and results tab, will go live once
 10 our Board votes to approve the Compass: Our
 11 Pathway to Excellence, which is currently
 12 scheduled for the July 14th, 2020 board meeting.
 13 The remaining tabs for focus areas two through
 14 five will be released throughout the summer with
 15 the goal of having all tabs released by early
 16 fall of 2020.
 17 Now I would like to turn it over to
 18 Dr. Williams who will be talking about
 19 collaboration, communication and implementation.
 20 Thank you.
 21 DR. WILLIAMS: So the key to success of

Page 167

1 The Compass: Our Pathway to Excellence is the
 2 collaboration and communication with stakeholders
 3 to insure high quality implementation. The
 4 Compass: Our Pathway to Excellence outlines the
 5 five focus areas which will drive our work which
 6 you heard earlier: Learning, accountability and
 7 results; safe and supportive environment; high
 8 performing workforce and alignment of human
 9 capital; community engagement and partnerships;
 10 and operational excellence. We will share and
 11 monitor our progress towards the targets and
 12 goals we have set for this work through the
 13 roadmap for college and career success, dynamic
 14 public dashboards, and ongoing discourse with our
 15 Board, students, families, staff, partners and
 16 community. Next slide.
 17 In closing I want to emphasize that
 18 learning is our core purpose and equity is our
 19 work. The Compass: Our Pathway to Excellence
 20 plots our course towards, you've heard this
 21 before, raising the academic bar, closing gaps

Page 168

1 based on student groups, and preparing each child
 2 for a bright and successful future.
 3 Our last slide. At this time we will
 4 take any comments. Madam Chair, I turn it back
 5 over to you.
 6 CHAIRMAN CAUSEY: Thank you,
 7 Dr. Williams and staff, for that comprehensive
 8 presentation. Board members?
 9 MS. MACK: Yes, this is Lisa Mack.
 10 Dr. Williams, I sent you an email earlier and I
 11 just wanted to clarify some information that was
 12 provided tonight specific to slide seven. I
 13 initially looked at this and thought that we were
 14 reporting grade three MCAP data as 57.1
 15 proficient when I think the real data is 38.1.
 16 And I don't know who covered this slide, but was
 17 this used as just an example of one school or are
 18 we representing grade three MCAP performance at
 19 57.1 for BCPS?
 20 DR. WHEATLEY-PHILLIP: Hi, Ms. Mack,
 21 this is Dr. Wheatley-Phillip. I can provide the

Page 169

1 answer and certainly Dr. Koth can speak as well
 2 because she did present that.
 3 MS. MACK: I'm sorry, I couldn't
 4 remember who that was, I'm sorry.
 5 DR. WHEATLEY-PHILLIP: That's okay.
 6 What we wanted to do was really demonstrate ways
 7 within which we are working to provide
 8 differentiated support for schools. We have
 9 ambitious goals that we've set for schools where
 10 we want to ensure that all students are meeting
 11 expectations, they are performing at or above the
 12 standards that have been set by the state. And
 13 so what we wanted to do with the examples that we
 14 provided was to provide for the Board and also
 15 the community an example of one school that is
 16 starting at 57.1 one percent of the students
 17 meeting and exceeding standards, and then on
 18 slide eight show another school in which, where
 19 they were starting at a much lower point. The
 20 purpose of showing the two types of data was to
 21 emphasize that we really want to provide

Page 170

1 differentiated supports and we want to meet and
 2 support schools where they're starting,
 3 recognizing that in terms of equity, fair is an
 4 equal and we have to give each school and each
 5 community what they need. So slide seven is a
 6 school that starts at 57 percent whereas slide
 7 eight is a school that starts at 8.6, but because
 8 it's about support, we did not want to include
 9 the names of the schools.
 10 MS. MACK: Oh no, I understand that. So
 11 am I correct in assuming that my school, whatever
 12 school I am the principal of, would have a very
 13 specific three-year, four-year, five-year and
 14 eight-year goal based on my baseline?
 15 DR. WHEATLEY-PHILLIP: Yes, that is
 16 correct.
 17 MS. MACK: Not BCPS's baseline but my
 18 baseline in my school.
 19 DR. WHEATLEY-PHILLIP: That is correct.
 20 MS. MACK: Okay. And then one more
 21 quick question. When I look at what's available

Page 171

1 on the dashboard, are we going to have all
 2 metrics or just the left metrics. Are we going
 3 to have the metrics that are reported on the
 4 Maryland report card or just a subset of metrics?
 5 DR. WHEATLEY-PHILLIP: I'm going to have
 6 Mr. Connelly specifically answer that question
 7 just because I can't pull that slide up right
 8 now, but I believe for the dashboard we will be
 9 reporting on the metrics that are in line with
 10 the strategic plan, but that information would
 11 also be available publicly.
 12 MS. MACK: Right, I understand that.
 13 Okay.
 14 MR. CONNELLY: Thank you,
 15 Dr. Wheatley-Phillip, this is Kevin Connelly.
 16 Yes, that is correct, when you will go to each of
 17 the focus tab areas, each of the metrics that
 18 we've identified for the strategic plan will live
 19 in those focus tab areas with targets, goals and
 20 actual performance level, so you would see all of
 21 the data sets that we will include in the

Page 172

1 strategic plan moving forward.
 2 MS. MACK: And are they going to show
 3 MCAP and MAP, or just MCAP?
 4 MR. CONNELLY: Both will be included.
 5 MS. MACK: Both will be included for the
 6 strategic goal metrics only?
 7 MR. CONNELLY: That will be part of the
 8 goal focus area one.
 9 MS. MACK: Okay, thank you very much.
 10 MR. CONNELLY: You're welcome.
 11 CHAIRMAN CAUSEY: Other board members?
 12 Okay. So if board members don't have additional
 13 questions or comments regarding the strategic
 14 plan, we will be revisiting this, and
 15 Dr. Williams will be open to any questions that
 16 board members may have later this week.
 17 DR. WILLIAMS: Madam Chair, I just
 18 wanted to just say once again to the staff,
 19 particularly to one of our principals of the
 20 year, I just want to thank you for being part of
 21 this presentation, and to the staff across the

Page 173

1 district as well as the feedback that I gathered
 2 through the entry plan and community
 3 conversations, I appreciate the work to get us to
 4 this point with our strategic plan, and I look
 5 forward to the work that we'll continue to do
 6 related to all of these areas that we want to
 7 focus on. Thank you to the team and to the
 8 staff.
 9 CHAIRMAN CAUSEY: Absolutely.
 10 So the next item is Item O, new
 11 business, contract awards, and we call on
 12 buildings and contracts chair Julie Henn.
 13 VICE CHAIR HENN: Thank you, Madam
 14 Chair. Members of the Board, the Board's
 15 buildings and contracts committee met earlier
 16 this evening. Items O-1 through O-10 and O-12
 17 through O-19, let me make sure I have those
 18 numbers correct, are being forwarded to the full
 19 Board for approval. Item O-11 was removed from
 20 the agenda and Item 20 is being forwarded without
 21 a recommendation.

Page 174

1 CHAIRMAN CAUSEY: Thank you, Ms. Henn.
 2 Could you just repeat the contract numbers again?
 3 VICE CHAIR HENN: Sure. O-1 through
 4 O-10 are being forwarded to the full Board for
 5 approval. O-11 was removed from tonight's
 6 agenda. O-12 through O-19 are being forwarded
 7 for approval. And O-20 is being forwarded
 8 without a recommendation, and the committee
 9 wanted to discuss that as a full Board.
 10 CHAIRMAN CAUSEY: Okay, thank you. So,
 11 do I have a motion to approve Items O-1 through
 12 O-10, and O-12 through O-19?
 13 MS. ROWE: So moved, Rowe.
 14 CHAIRMAN CAUSEY: Thank you, Ms. Rowe.
 15 No second is needed since that recommendation
 16 comes from the committee and all of that was
 17 discussed earlier in the buildings and contracts,
 18 which is available on livestream. Is there any
 19 discussion? May I have a rollcall vote please?
 20 MS. GOVER: Mr. Kuehn?
 21 MR. KUEHN: Sorry, I had a question.

Page 175

1 CHAIRMAN CAUSEY: Yes, Mr. Kuehn?
 2 MR. KUEHN: Specifically about the
 3 Comcast Business Communications contract, we're
 4 looking at an Internet service provider, it's a
 5 modification amount of \$690,000, and I just want
 6 to understand clearly what the modification is
 7 aimed to cover, that's all.
 8 CHAIRMAN CAUSEY: Okay. Which staff
 9 would like to answer that?
 10 DR. SCRIVEN: George, you can go ahead.
 11 MR. SARRIS: This is George Sarris.
 12 That is basically our local telephone service to
 13 a number of schools and some offices, which have
 14 yet to be converted to voiceover Internet
 15 protocols due to the lack of capital funds to
 16 complete the installation of fiber optic cable
 17 where it's needed.
 18 MR. KUEHN: I'm sorry, George, are you
 19 talking about the local telephone communication
 20 services or the Internet service provider? My
 21 question is about number eight, the Internet

Page 176

1 service provider.
 2 MR. SARRIS: Oh, I'm sorry, yeah.
 3 They're right, one right after the other.
 4 MR. KUEHN: It's been a long meeting
 5 already.
 6 MR. SARRIS: Yeah. The -- so let me
 7 pull that up here.
 8 MR. SPEAKER: George, if you'd like, I
 9 can jump in here. This is Jim Corns.
 10 MR. SARRIS: Okay. Thanks, Jim.
 11 MR. CORNS: Sure thing. So Mr. Kuehn,
 12 the Internet service provider that we utilize, we
 13 have over the course of last school year seen
 14 that our Internet circuit had been reaching above
 15 our acceptable limits for the total utilization,
 16 so we have worked with Comcast to double that
 17 service from a 20- to a 40-gig circuit. It also
 18 provides some service in between our disaster
 19 area recovery area and our Towson data center,
 20 and so that modification is to cover the
 21 increased fee of that circuit.

Page 177

1 This service is also e-Rate eligible so
 2 that in the next fiscal year this expenditure
 3 would be reimbursed somewhere around the 60
 4 percentile range, based on our free and reduced
 5 lunch count in BCPS.
 6 MR. KUEHN: All right. Just so that I
 7 understand that, so there was a calculation and
 8 the modification is focused, the end date now is
 9 going to June of 2022, correct, that's what it
 10 says here. And what you're saying is we just
 11 need more band width to carry us from now until
 12 then, and then you said that 60 percent of the
 13 contract expenditures are eligible for
 14 reimbursement under the e-Rate program which we
 15 have spoken about previously. I guess my
 16 question is, is this amount, is 60 percent of the
 17 690,000 over the next two years, is this 60
 18 percent coming back to us or is this after the 60
 19 percent comes back to us?
 20 MR. CORNS: No, this would be the
 21 expenditure, we would report this as a total

Page 178

1 expenditure with a reimbursement in the next
 2 fiscal year.
 3 MR. KUEHN: Okay, thank you. Thanks for
 4 the explanation.
 5 MR. CORNS: Sure thing.
 6 CHAIRMAN CAUSEY: Any other discussion?
 7 May I have a rollcall vote please?
 8 MS. GOVER: Mr. Kuehn?
 9 MR. KUEHN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Mr. Offerman?
 13 MR. OFFERMAN: Yes.
 14 MS. GOVER: Mr. Reshid?
 15 MR. RESHID: Yes.
 16 MS. GOVER: Ms. Henn?
 17 VICE CHAIR HENN: Yes.
 18 MS. GOVER: Ms. Causey?
 19 CHAIRMAN CAUSEY: Yes.
 20 MS. GOVER: Ms. Jose?
 21 MS. JOSE: Yes.

Page 179

1 MS. GOVER: Mr. McMillion?
 2 MR. MCMILLION: Yes.
 3 MS. GOVER: Ms. Mack?
 4 MS. MACK: Yes.
 5 MS. GOVER: Ms. Scott?
 6 MS. SCOTT: Yes.
 7 MS. GOVER: Ms. Rowe?
 8 MS. ROWE: Yes.
 9 MS. GOVER: Dr. --
 10 (Audio cut out.)
 11 CHAIRMAN CAUSEY: -- educational
 12 facilities master plan and comprehensive
 13 maintenance plan. I believe we have followup for
 14 this item, which was presented at the last
 15 meeting.
 16 DR. SCRIVEN: Pete, are you ready to
 17 take care of that?
 18 MR. DIXIT: Good evening, Chair
 19 Ms. Causey, Vice Chair Ms. Henn, Dr. Williams and
 20 members of the Board. In a reading of May 19th,
 21 we presented Educational Facilities Master Plan

Page 180

1 and Comprehensive Maintenance Plan for you to
 2 review. Subsequent to that the Board submitted a
 3 lot of questions to us for answers. All of the
 4 questions have been answered, and our deadline is
 5 July 1 for Educational Facilities Master Plan, so
 6 tonight we are requesting your approval.
 7 CHAIRMAN CAUSEY: Is there a board
 8 member question or comment or discussion?
 9 Ms. Henn?
 10 VICE CHAIR HENN: I have none, Madam
 11 Chair. Is Ms. Rowe still with us? I believe she
 12 did.
 13 MS. ROWE: Yes. I thought about the
 14 answers to the questions that Mr. Dixit gave us
 15 and I still have some questions about those
 16 answers, but I'm satisfied that we can work out
 17 my other issues with him later. I just have some
 18 confusion about a couple things but it doesn't
 19 need to be done in open session.
 20 MR. DIXIT: I will be glad to work with
 21 you later on for any questions that you might

Page 181

1 have.
 2 MS. ROWE: Thank you, Mr. Dixit.
 3 CHAIRMAN CAUSEY: I would just ask for
 4 the benefit of the full Board for the questions
 5 that you have and the answers, if that could be
 6 submitted to the full Board in a weekly update
 7 please.
 8 MR. DIXIT: Yes, they have been
 9 submitted to the full Board.
 10 CHAIRMAN CAUSEY: Yes. I'm just asking
 11 about any additional clarification that is
 12 helpful to Ms. Rowe.
 13 MR. DIXIT: Yes.
 14 DR. WILLIAMS: So in the -- let me
 15 clarify.
 16 MS. ROWE: So the questions I have are
 17 more for -- I'm sorry.
 18 DR. WILLIAMS: I'm sorry. Any
 19 clarifying questions we will be happy to update
 20 the full Board, but I'm sorry, Ms. Rowe, I didn't
 21 mean to cut you off.

Page 182

1 MS. ROWE: So the questions that I have
 2 have more to do with my personal education on a
 3 certain subject and I'm not going, I don't want
 4 to subject the whole Board. If I have questions
 5 related more explicitly then I guess I can form
 6 those for the full Board, but I didn't mean to
 7 like confuse the matter.
 8 CHAIRMAN CAUSEY: Okay.
 9 DR. HAGER: This is Erin Hager. I --
 10 where have the questions and answers been shared
 11 with the full Board? I couldn't find those.
 12 MR. DIXIT: The questions were sent in a
 13 private letter format and they were dated June 5,
 14 you know, the date that I have, and if you
 15 haven't received it, we will be more than glad to
 16 send it to you.
 17 DR. HAGER: I just had that one up and
 18 was looking but maybe I missed it. I'll look
 19 again.
 20 MS. GOVER: Ms. Hager, I'm sorry, I can
 21 go ahead and forward that to you.

Page 183

1 CHAIRMAN CAUSEY: Dr. Hager, did you
 2 have a question that you wanted to pose to
 3 Mr. Dixit?
 4 DR. HAGER: No, I just, I apologize for
 5 not reviewing those questions. I must have
 6 missed them. That's fine.
 7 CHAIRMAN CAUSEY: Okay. Any other
 8 questions or discussion? Okay, Ms. Henn, I'm
 9 going to call for the vote please, if we could
 10 have Ms. Gover do a rollcall vote.
 11 MS. GOVER: You need to make a motion,
 12 because this one came without a recommendation
 13 from the committee.
 14 CHAIRMAN CAUSEY: Thank you. May I have
 15 a motion to approve Item O-20 --
 16 MR. OFFERMAN: So moved, Offerman.
 17 CHAIRMAN CAUSEY: -- Contract
 18 MWE-814-20, educational facilities master plan
 19 and comprehensive maintenance plan? Thank you,
 20 Mr. Offerman. Do I have a second?
 21 MS. ROWE: Second, Rowe.

Page 184

1 CHAIRMAN CAUSEY: Okay. If there's no
 2 other discussion or questions, may I have the
 3 rollcall vote please?
 4 MS. GOVER: Mr. Kuehn?
 5 MR. KUEHN: Yes.
 6 MS. GOVER: Ms. Pasteur?
 7 MS. PASTEUR: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Mr. Reshid?
 11 MR. RESHID: Yes.
 12 MS. GOVER: Ms. Henn?
 13 VICE CHAIR HENN: Yes.
 14 MS. GOVER: Ms. Causey?
 15 CHAIRMAN CAUSEY: Yes.
 16 MS. GOVER: Ms. Jose?
 17 MS. JOSE: Yes.
 18 MS. GOVER: Mr. McMillion?
 19 MR. MCMILLION: Yes, please.
 20 MS. GOVER: Ms. Mack?
 21 MS. MACK: Yes.

Page 185

1 MS. GOVER: Ms. Scott?
 2 MS. SCOTT: Yes.
 3 MS. GOVER: Ms. Rowe?
 4 MS. ROWE: Yes.
 5 MS. GOVER: Dr. Hager?
 6 DR. HAGER: Yes.
 7 MS. GOVER: Thank you.
 8 CHAIRMAN CAUSEY: Thank you, the motion
 9 carries unanimously. Thank you, Ms. Henn.
 10 The next item on the agenda is Item P,
 11 new business, curricula, and for that we call on
 12 the chair of the curriculum committee,
 13 Ms. Pasteur.
 14 MS. PASTEUR: Okay. I'm muted. As
 15 outlined in Policy and Rule 6000, each year staff
 16 from the Division of Curriculum and Instruction
 17 present new courses of study for approval. At
 18 the December Board Curriculum Committee Meeting
 19 staff presented an overview of new courses to be
 20 developed for the 2020-2021 school year and
 21 beyond. Courses being developed span multiple

Page 186

1 academic content areas including for example, new
 2 courses in CTE for the aviation technology
 3 program; new ESOL courses to support our English
 4 learners; a personal finance and economic theory
 5 course for high school social studies; advanced
 6 offerings in world languages to support our
 7 students earning the feel of bi-literacy; courses
 8 to support both magnet and ID programs across
 9 disciplines; as well as others included in the
 10 full listing.

11 In addition, course modifications were
 12 approved to include name changes to insure
 13 alignment with industry approval and reflect
 14 honors pathways.

15 In December the Board Curriculum
 16 Committee voted unanimously to approve the new
 17 course offerings and modifications, and I submit
 18 them today to the full Board for approval as
 19 outlined in Policy and Rule 6000.

20 CHAIRMAN CAUSEY: Thank you,
 21 Ms. Pasteur. May I have a motion to approve the

Page 187

1 curricula changes for the 2020-2021 school year?
 2 MS. SCOTT: So moved, Ms. Scott.
 3 CHAIRMAN CAUSEY: Thank you. No second
 4 is required as it is coming from the committee.
 5 Is there any discussion?
 6 Ms. Pasteur, I just had a question
 7 related to the ROTC programs where there were
 8 some of them that are being deleted, but I also
 9 see where some courses that are being deleted,
 10 it's really just a name change. So I'm just
 11 curious if staff could comment on that.
 12 DR. MCCOMAS: Yes. Hi, good evening,
 13 Ms. Causey, it's Dr. McComas again, and thank
 14 you, Ms. Pasteur. As you noted, a lot of the
 15 changes that relate to name are really about
 16 bringing things into alignment with current
 17 standards, current language, and I don't know if
 18 Ms. Shay has anything more she would like to
 19 expand on related to that.
 20 MS. SHAY: No. Thank you, Dr. McComas,
 21 this is Ms. Shay. So yes, actually both of you

Page 188

1 just described that oftentimes you'll see almost
 2 like a draft add in partnership, so where we've
 3 added a course to make that adjustment or that
 4 modification for the name change to reflect the
 5 honors pathway or to align with the rigor of the
 6 standards as it's intended, we then offered to
 7 delete a different course name so there's not
 8 duplication in the course catalog.

9 CHAIRMAN CAUSEY: Okay, thank you. I
 10 jus wanted to make sure, it's such a wonderful
 11 opportunity for students to be involved in that,
 12 and I just wanted to clarify that. Thank you.

13 DR. MCCOMAS: Thank you.

14 MR. KUEHN: I'm sorry, this is Russ
 15 Kuehn. I was noticing the same thing and I guess
 16 my question is, it just looks like they're all
 17 deleted. Am I missing where they're renamed or
 18 are they somewhere else in this listing?
 19 DR. MCCOMAS: Do you have a particular
 20 course that you're looking at, Mr. Kuehn?
 21 MR. KUEHN: All of the JROTC courses are

Page 189

1 gone.
 2 MS. SHAY: Yes. So Mr. Kuehn, if I may,
 3 this is Ms. Shay again. It sometimes happens
 4 over multiple years, so sometimes you will see
 5 that dropout happening at the same time, but this
 6 is also an annual process for us to make sure
 7 that changes that have been made or additions
 8 that have been made are made current in that
 9 process. So we are by no means eliminating the
 10 instructional program with JROTC, which is what I
 11 think Ms. Causey's question was, so I want to
 12 confirm that.
 13 But what you might be seeing there, so
 14 the other thing that happened this year was that
 15 we were also doing two years at once so to speak,
 16 so that we could get our master course approval
 17 in better alignment with the cycle of curriculum
 18 development and professional learning. So what
 19 you might see there is over long term the vast
 20 number of courses has been a multiyear project to
 21 make sure that all of our courses align with the

Page 190

1 expectation of that honors pathway.
 2 MR. KUEHN: All right, thank you.
 3 MS. SHAY: Sure.
 4 CHAIRMAN CAUSEY: Any other discussion
 5 before we vote? Okay, Mrs. Gover, would you do
 6 the rollcall vote please?
 7 MS. GOVER: Mr. Kuehn?
 8 MR. KUEHN: Yes.
 9 (Beeping sound heard.)
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Mr. Offerman?
 13 MR. OFFERMAN: Yes.
 14 MS. GOVER: Mr. Reshid?
 15 MR. RESHID: Yes.
 16 MS. GOVER: Ms. Henn?
 17 VICE CHAIR HENN: Yes.
 18 MS. GOVER: Ms. Causey?
 19 CHAIRMAN CAUSEY: Yes. I'm just
 20 wondering who burned the popcorn.
 21 MS. GOVER: We just have an alarm going

Page 191

1 off so I'm trying to get through the vote, we
 2 have to get the vote done. Ms. Jose?
 3 MS. JOSE: Yes.
 4 MS. GOVER: Mr. McMillion?
 5 MR. MCMILLION: Yes.
 6 MS. GOVER: Ms. Mack?
 7 MS. MACK: Yes.
 8 MS. GOVER: Ms. Scott?
 9 MS. SCOTT: Yes.
 10 MS. GOVER: Ms. Rowe?
 11 MS. ROWE: Yes.
 12 MS. GOVER: Dr. Hager?
 13 DR. HAGER: Yes.
 14 MS. GOVER: Thank you.
 15 CHAIRMAN CAUSEY: The motion carries.
 16 Thank you, Ms. Pasteur.
 17 MS. GOVER: Ms. Causey, our staff at
 18 Greenwood has to leave the building.
 19 CHAIRMAN CAUSEY: Okay, I could just
 20 wrap up from here.
 21 MS. GOVER: Could you just let me know

Page 192

1 when you adjourn?
 2 CHAIRMAN CAUSEY: Okay, thank you.
 3 MS. GOVER: Thanks.
 4 CHAIRMAN CAUSEY: Board members, in the
 5 interest of time, I'm going to recommend that we
 6 move board member comments to the meeting that
 7 we're going to have a June 23rd, which actually
 8 dovetails nicely because that will be the last
 9 board meeting of this fiscal year. If there's no
 10 objection, then I will do that. Okay, thank you.
 11 The next item on the agenda is Item R,
 12 information. Attached to BoardDocs there is the
 13 New Students Count 2019 June update. There's
 14 also a financial report for the months ending
 15 April 2019 and 2020.
 16 And the final agenda item is
 17 announcements, and for that our next board
 18 meeting is Tuesday, June 23rd, 2020 at 5:30 p.m.
 19 We appreciate all that everyone is
 20 doing, everyone stay safe and stay well, and the
 21 meeting is adjourned.

Page 193

1 (Meeting adjourned.)
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1 STATE OF MARYLAND.

2 BALTIMORE COUNTY: SS

3

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

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

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

14

15

16 _____
Paul A. Gasparotti

17

18

19

20

21

WORD INDEX

<p>< \$ > \$180,000 38:4 \$690,000 175:5</p> <p>< 0 > 0100 74:17 80:13, 19 85:18 86:7, 15 91:18 94:1</p> <p>< 1 > 1 6:2 47:1, 3 49:5 143:18, 20 180:5 10 3:6 143:18 100-percent 62:21 1052 125:5 10-day 141:1 10-month 3:11 31:2 10th 9:9 69:9 11 71:5 12 29:5 33:13 36:20 37:16 38:4 39:6 72:14 1270 64:20 67:9 12-month 3:11 11:5 31:2 33:3 36:16 38:18 48:2 12th 42:9 13 119:4, 12 125:10 135 4:7 138 4:8 13th 42:10 194:13 14 41:1 14-month 39:19 14th 166:12 15-month 44:14 17 3:8 173 4:9 17th 74:16, 19</p>	<p>18 48:4 185 4:11 1900 48:4 192 4:12, 13 1970s 44:12 19th 70:6 179:20 1st 46:14, 18 77:2</p> <p>< 2 > 20 173:20 176:17 2008 28:12 2015 28:7 2016 56:4 125:10 2017 28:6 2018 54:10 57:19 2019 77:2 141:14 153:10 192:13, 15 2019-2020 18:4 2020 1:10 5:4 8:6, 16 9:9 19:21 68:16, 17 72:7 76:9 78:7 166:12, 16 192:15, 18 194:13 2020-2021 185:20 187:1 2021 39:5 2021-2022 31:4 34:3 2022 46:14 177:9 2022-23 41:14 46:9 47:3 49:5 20-31 135:19 20-year-old 131:8 21 34:8 22 34:8 22-23 43:4, 8 46:6, 12 23 3:9 2380 96:10 134:4</p>	<p>23rd 53:21 139:15, 19 192:7, 18 25 3:10 47:17 108:12 25th 40:20 26 153:15</p> <p>< 3 > 3,000 48:7 3.C 98:19 99:18 30 3:12 3111 64:20 67:9 3-305.B 6:2 34 5:13 10:8 35 31:9 62:16 38.1 168:15</p> <p>< 4 > 4.A 107:9 4003 64:21 67:9 40-gig 176:17 40-hour 56:12</p> <p>< 5 > 5 3:2 182:13 5:30 192:18 50 146:13 52-week 37:17 53 3:13 5552 96:11 97:4 98:17 101:21 113:6, 8 5561 96:13 116:4, 15 122:16 134:4 57 170:6 57.1 168:14, 19 169:16</p> <p>< 6 > 60 129:2 177:3, 12, 16, 17, 18 6000 185:15 186:19 64 3:15 56:4</p>	<p>66 3:16 67 3:18, 19 690,000 177:17</p> <p>< 7 > 7 3:5 6:2 7,600 75:17 70 146:14 72 3:20 73 5:12 10:8 7-303 119:2 75 3:21 78 4:3</p> <p>< 8 > 8 3:3, 4 8.6 170:7</p> <p>< 9 > 9 1:10 6:2 9,000 48:3 9,800 41:3, 4 9:30 138:13 96 4:5 9th 5:4 8:6, 16 19:20</p> <p>< A > abhor 73:1 ability 42:5 194:8 able 10:1 32:6 36:18 39:2 58:19 70:7 71:6 98:1 140:10 157:9 158:8 161:9 162:3 abolish 73:17 absence 30:5 149:13 absent 7:6 absolute 39:17 69:6 absolutely 40:13 57:2 59:20 173:9 Abstain 16:9, 13</p>	<p>academic 148:20 160:5 167:21 186:1</p> <p>academics 155:12</p> <p>accept 20:11 64:17 65:3 88:2 90:6 96:8</p> <p>acceptable 176:15</p> <p>accepted 67:1, 11</p> <p>access 68:11 71:6 142:17 143:21 144:3 145:16 159:20 163:21 165:8</p> <p>accidentally 84:15</p> <p>accomplished 75:19</p> <p>accountability 148:8, 17 161:15 163:6 164:9 166:9 167:6</p> <p>accountable 40:8, 12 43:15</p> <p>accounted 105:11</p> <p>accuracy 39:12</p> <p>accurate 83:11 194:7</p> <p>achieve 94:3</p> <p>achievement 93:2 142:17 144:20 145:14 146:2, 3 151:5 155:20, 21 157:15</p> <p>achievements 141:16</p> <p>achieving 37:14 80:18</p> <p>acknowledge 74:10 85:21 91:17</p> <p>acknowledgment 94:1</p> <p>ACLU 121:9</p>
--	---	--	--	--

<p>Act 5:21 10:1 17:2 54:10 57:18 120:5 142:10 143:16 151:12 152:8 155:12 156:14 159:7 160:18 acting 14:21 Action 4:6 119:20 135:12, 13 136:1,7 actions 140:19 142:13 161:10, 21 162:4 active 63:13 155:8 activities 19:5, 10 100:16 102:9 122:8 activity 118:5,6 122:7 acts 122:9 actual 111:18 171:20 actualizing 161:1 add 11:2 12:17 13:9 30:9 60:5 64:3 82:11 86:9 87:1 91:11 98:14 188:2 added 38:2 100:7 188:3 adding 84:2 85:6 91:10 addition 30:7 52:14 56:3 71:9 107:1 111:10 154:11 156:20 186:11 additional 37:1, 5 38:21 42:17, 21 52:10 55:21 86:4 113:2 116:7, 11 125:13 138:17 139:17, 19 147:6 157:4 172:12 181:11</p>	<p>Additionally 76:6 additions 10:15, 17 189:7 address 55:13 80:15 88:10 106:9 124:6, 21 addressed 30:14 80:3 85:5 88:7 105:9 125:4 addressing 54:13 55:6 126:9 adjourn 192:1 adjourned 192:21 193:1 adjustment 188:3 adjustments 145:4 152:7 157:13 administer 144:9 administered 144:7 administration 35:8 Administrative 3:10 25:16, 21 26:5 38:2 39:1, 13 administrator 101:5 102:18 administrators 104:21 107:11 adopt 79:14 96:16 adults 111:15 122:11 advanced 186:5 advancement 18:13 advice 6:10 17:11 Advisory 19:3 Advocacy 18:18, 19, 21 advocate 130:1</p>	<p>advocates 129:11, 13 advocating 151:5 affiliation 120:2, 3, 4 affirms 80:14 African 73:2 78:14 129:1 afternoon 74:2, 11 79:13 afterward 56:11 aged 132:14 agency 120:21 Agenda 3:6 5:19 10:14, 16, 18 11:3 12:17 13:12 15:7 16:21 17:17 22:4, 21 23:10 25:15 30:5, 9, 10 52:11, 14, 18 53:20 64:14 65:2 66:19 67:8, 18 72:5 76:18 96:5, 15 135:11 138:2 139:15, 19 173:20 174:6 185:10 192:11, 16 aggressive 40:13 ago 140:19 agree 32:4 33:5 43:10 47:6 88:8, 20 94:7 107:18 112:18 132:15 133:8 agreed 156:17 agreement 35:10 40:9 ahead 15:3 23:4 52:16 70:20 71:18 79:20 89:18 130:21 175:10 182:21 aid 56:8</p>	<p>aimed 175:7 alarm 190:21 Algebra 143:18, 20 align 97:20 125:15 150:10 161:9, 21 188:5 189:21 aligned 86:6 142:5 151:17 alignment 148:10 149:10 162:20 167:8 186:13 187:16 189:17 allay 125:18 Allegiance 3:5 8:8, 17, 21 allow 9:16, 19 145:7 162:6 allowable 97:7, 8, 9 allowed 131:9 157:15 allowing 42:20 allows 38:9 160:21 alongside 157:1 aloud 128:19 alter 73:17 74:5 alternative 129:20 130:16 132:11 alternatives 77:15 78:10 alumna 68:3 Amaya 74:10 amazing 58:15 76:8 77:4 92:3 ambiguous 107:21 124:18 ambitious 169:9 amend 45:3 46:3 48:14 49:3 96:9 100:12 103:2 amended 50:21 51:2 87:7</p>	<p>105:15 113:8, 21 amending 98:11 amendment 41:12, 17 42:16 44:16, 16 46:1, 4, 16 47:5 50:14, 18 81:21 85:11, 12, 16 86:9, 10 88:2 89:13 90:6, 16, 17 91:6 97:20 101:17, 20, 20 102:1 113:3, 6 amendments 83:14 113:20 America 18:10 American 129:2 Americans 73:2 78:15 amount 175:5 177:16 analysis 161:4 analyze 153:17 analyzed 157:12 Andy 118:19 120:14 121:3 anger 73:4 Annapolis 18:20 Annotated 5:21 announced 75:11 announcement 3:16, 18 Announcements 4:13 192:17 annual 123:4 145:6 147:10 189:6 annually 54:14 125:20 126:1, 8 166:7 answer 53:5 111:2 114:9 130:19 138:14 169:1 171:6 175:9 answered 180:4</p>
--	--	--	---	---

<p>answers 58:4 180:3, 14, 16 181:5 182:10 anticipate 45:7 anybody 119:1 anyway 44:18 AP 143:16 apologies 30:4 apologize 44:20 48:18 98:6 139:3 183:4 apparently 43:4 appeal 135:17 applaud 92:1 126:16 Applause 28:14 29:17 69:20 applicable 5:18 10:13 107:12 applied 128:17 appointees 6:6 17:7 appointment 6:3 17:4 Appointments 3:10 25:16, 21 26:5 appreciate 29:19 30:2 45:5, 10, 11 57:2 58:5 60:16 67:5 70:19 74:7 75:12 76:10 78:5 93:20 94:1 110:4 139:10, 11 173:3 192:19 approach 37:14 59:21 appropriate 15:5 35:13, 19 67:6, 13 91:3 127:2, 11, 13 129:17 132:1 136:1 appropriately 36:18 approval 25:20 173:19 174:5, 7</p>	<p>180:6 185:17 186:13, 18 189:16 approve 23:21 26:5 136:7 166:10 174:11 183:15 186:16, 21 approved 9:8 16:21 64:18 99:10 114:2, 5 186:12 approximately 48:4 75:17 April 56:2 117:21 192:15 Archelus 69:17 area 155:15 156:2 158:3 161:14, 16 163:5 164:8 165:16 166:6, 8 172:8 176:19, 19 areas 53:8 74:14 88:6 141:15, 15 144:21 145:11 148:7, 14 161:4 165:14 166:13 167:5 171:17, 19 173:6 186:1 Argette's 29:13 arguments 135:21 arm 15:8 30:12 arrearage 39:10 arrears 38:6, 8, 14, 15 arrest 61:20 120:21 arrested 120:18 arrived 62:17 Article 6:1 73:12 118:21 119:2, 7, 11 arts 148:19 asked 5:16 35:18 53:15</p>	<p>107:15 asking 181:10 asks 64:17 96:8 aspect 63:9 aspects 37:15 assailant 63:13 assembled 19:19 assessment 144:7 assignment 6:3 17:4 assist 38:13 assistant 28:4 29:11 64:5 associate 60:15 93:9 Association 55:4 122:4 assume 46:17 assuming 170:11 Attached 192:12 attend 9:20 55:3, 11 56:15 attended 54:9 56:7 58:15 117:15 attention 127:8, 10, 21 129:16, 21 audio 19:9 47:17 88:12 179:10 August 39:5 authority 105:20 106:6 authorize 136:2 autism 54:20 automatic 15:8 automatically 132:10 available 61:4 67:15 70:16 107:3 123:8 147:15 165:5, 7 170:21 171:11 174:18 aviation 186:2 AVID 18:14</p>	<p>Awards 4:9 173:11 aware 61:15 awareness 54:12 < B > back 22:1 57:13 85:17 110:17, 19 113:15 114:1 119:9 122:2 138:20 168:4 177:18, 19 background 54:5 BALTIMORE 1:2 5:4, 5 8:6, 15, 19 9:3 18:3 19:3, 19 20:7 33:2 56:6 58:13 59:12 61:13 62:4, 7 63:1 73:1, 21, 21 76:15 79:13 80:1, 21 81:8, 12 82:2 83:2 84:8 93:1 118:9 148:1 150:18 154:14 194:2, 5 ban 125:6 band 177:11 bar 68:18 141:10 148:3 150:20 151:7 163:17 167:21 bargaining 6:11 17:11 35:16 141:7 based 34:4 45:16 82:15 85:2 88:14 122:16 124:17 128:1 143:11 160:3 161:7 168:1 170:14 177:4 baseline 146:6, 12, 17 170:14,</p>	<p>17, 18 basically 175:12 BCPS 1:7 5:11, 12 10:6, 7 33:8 53:7, 11 55:15 67:14 68:4, 17 69:4, 6 70:19 71:4, 7 75:14 77:16 78:3 141:6, 10 143:2 144:9, 14, 15, 19 150:2 151:10 165:13 168:19 177:5 bcps.org 69:10 75:5 165:7 BCPS's 165:4 170:17 BCSC 78:2 Beeping 190:9 began 18:8 140:17 153:10 beginning 69:9 113:16 144:8 147:5 begins 71:1 behalf 136:3, 9 belief 80:11, 14 believe 22:5 46:8 47:17 62:1 69:21 79:9 87:14 125:4 126:20 127:19 171:8 179:13 180:11 believes 80:21 83:2 benchmark 147:15 benchmarks 143:9 144:20 benefit 31:12 60:20 112:13 181:4 best 20:3 52:18 57:14 69:6 70:6 139:6 194:8 better 34:7 39:14 62:21</p>
--	---	--	--	---

77:14 158:7
189:17
Beyond 54:14
55:9, 14 185:21
bias 4:3 12:20
13:10 53:8
54:12 80:6
133:11
big 44:13
bi-literacy 186:7
Bill 125:5
bills 18:19
bit 45:12 59:8
100:6 105:1
107:20 108:17
160:16
biweekly 153:13
Black 18:14
68:8 79:3
81:10 82:3
83:3, 9, 15 84:4,
9 85:1, 21
87:12, 16, 16
88:15 89:3, 10
92:20 130:6, 6,
7
blue 147:1
Bluetooth
104:16, 16
BOARD 1:1, 6
2:1, 3 3:8, 21
4:4 5:3, 9, 16
8:2, 5, 15 9:7, 9,
11, 13, 13, 15, 17
10:4, 11 17:1,
16, 19, 20 18:2,
18, 21 19:18
20:2, 7, 10, 11,
12 21:7 23:15
25:19 31:1
32:13 35:1, 6
36:2 39:12
40:2 41:14
42:4, 19 43:20
44:2, 20 45:1,
18, 20 47:11
52:7, 20 58:6,
14 60:13 63:8
64:16, 17, 19
66:20 67:3, 4,

11 68:2 72:21
73:10 74:7, 13,
17 75:3 76:5,
19 77:3 78:4,
17 79:5, 9, 12,
14 80:1, 13, 17,
19, 20, 21 81:9,
13 82:1 84:7
87:6 88:9
91:14, 18 93:4,
6, 21 94:9 96:3,
6, 7, 8, 10, 21
98:10 99:2
100:2 101:16
102:21 104:8
105:13 107:12
108:14 111:9
113:1 123:5, 10
124:2, 19
125:20 126:2, 3,
5, 9, 12 128:5
133:15 135:9,
16 136:4, 9
138:11, 15, 19,
20 139:5 140:4
166:10, 12
167:15 168:8
169:14 172:11,
12, 16 173:14,
19 174:4, 9
179:20 180:2, 7
181:4, 6, 9, 20
182:4, 6, 11
185:18 186:15,
18 192:4, 6, 9,
17
BoardDocs
192:12
Board's 18:5
23:16 65:4
72:2 96:16
173:14
boe@bcps.org
67:2, 17
Boswell-McCom
as 163:1
box 153:8
break 19:9
breaks 88:12

Brian 69:18
bridged 44:12
Bridges 157:21
161:18
brief 139:16
briefing 156:13
briefly 112:12
bright 168:2
bring 25:19
28:12 29:15
85:16 112:2
159:9
bringing 19:14
30:17 61:6
117:3 128:12
187:16
broad 122:13,
15
broadcast 5:10
broadcasted
10:6
broaden 157:16
Broder 27:21
28:13
brought 52:15
91:20
Broward 29:4,
9, 14
brush 71:8
bud 105:4
budget 64:21
buds 104:15
bugs 37:18
build 57:15
59:15 153:21
building 61:2
151:6 160:21
161:2, 7 191:18
buildings 70:7
106:5 173:12,
15 174:17
built 71:21
bunch 90:1
119:6
burned 190:20
bus 15:8, 8
64:8
buses 30:12
Business 3:7, 9,
10, 11, 13, 14, 16,

17 4:4, 6, 8, 9,
10, 11 17:18
18:10 19:16
23:10 44:10
64:15 96:6
135:13 173:11
175:3 185:11
Byers 158:21
159:2, 3

< C >
cable 175:16
Cafe 19:8
calculated
146:21 166:2
calculation
177:7
Call 3:2, 4 5:2
8:5, 14 25:16
36:13 53:13
90:9 135:14
160:10 173:11
183:9 185:11
called 61:14
71:20
calling 91:3
calls 73:7
candidate 27:20
28:17
capacity 135:18
150:1 151:6
153:21 158:3
capital 148:11
149:10 167:9
175:15
card 171:4
care 63:15
179:17
career 141:18
143:3, 8, 14
144:16 147:11
164:10 167:13
caring 141:20
carries 25:14
27:19 66:18
135:8 185:9
191:15
carry 177:11
CASE 38:7

88:11
cases 133:13
catalog 188:8
catchall 83:4
cause 159:11
161:4
Causey 2:3 5:2
6:14, 17 7:7, 8
8:1, 4, 13 11:20
14:4 21:3, 8
22:2, 7, 13 23:2,
9, 14, 20 24:3, 6,
19, 20 25:13
26:4, 8, 11 27:3,
4, 18 28:15
29:18 30:6, 13,
16, 20 31:6, 18,
20 32:13, 15, 19
33:9, 21 34:10,
11, 21 35:3, 4,
12, 17, 20 36:6,
10 40:1, 3, 4, 17,
19 41:10, 16, 19
43:17, 18 44:19
45:4, 19 46:2
47:4, 8, 10, 21
48:12 49:1, 8,
20, 21 50:15, 19
51:13, 14 52:7,
17 58:9, 21
59:4, 5 60:7, 11,
16 61:7, 8, 10
62:10, 11, 13
63:7, 21 64:1,
12 65:7 66:2, 3,
17 72:4 79:17,
20 81:18 82:10
84:1 85:8, 11,
15 86:14, 17
89:13, 17, 18
90:7, 8, 18 91:7,
11 93:19 94:9,
16, 18 95:9, 10
96:3, 19 97:15,
18 98:5, 12, 16
99:1, 5, 9
100:10 101:7,
10, 12, 15, 19
102:21 103:14,
15 104:8

105:12, 16, 18
 106:8 107:5, 6
 108:9 112:9
 113:5, 7, 10, 18
 114:11 115:3, 4,
 18 116:3, 5, 14
 117:3 118:17,
 18 125:9
 126:14 128:3
 129:8 130:19,
 21 132:6, 7
 133:15 134:3,
 14, 15 135:8
 136:5, 6, 11, 15
 137:7, 8 138:1
 139:9 140:2
 168:6 172:11
 173:9 174:1, 10,
 14 175:1, 8
 178:6, 18, 19
 179:11, 19
 180:7 181:3, 10
 182:8 183:1, 7,
 14, 17 184:1, 14,
 15 185:8
 186:20 187:3,
 13 188:9 190:4,
 18, 19 191:15,
 17, 19 192:2, 4
Causey's 189:11
caution 108:17
celebrate 70:13
 76:8
celebrated 75:21
celebrating 70:8
celebration 76:2
celebrations
 68:21 76:4
cell 105:21
 106:4 108:14
center 29:6
 142:15 151:2
 176:19
centered 151:13
centers 160:20
central 153:12
 154:20 159:19
 162:11
ceremonies 69:1

certain 55:21
 182:3
Certainly 13:8
 22:7, 13 34:2
 40:19 42:16, 19
 62:13 86:17
 88:6, 18 105:18
 112:1 116:5
 139:10 169:1
certify 194:6, 9
cetera 132:11,
 12
Chair 2:3, 4
 7:5 8:10, 11
 9:11, 12 10:19
 11:1, 6, 8, 19
 12:13, 15 13:4,
 13, 15 14:5, 19,
 21 15:6, 11, 15
 16:5, 20 20:10,
 16 21:2, 21
 22:3 24:18
 25:18 27:2
 31:5, 18, 21
 40:3, 5 49:19
 51:12 66:1
 72:6 90:7, 9
 92:7 95:8
 96:18 100:1
 103:13 115:2
 126:13, 15
 129:9 134:13
 137:6 138:5
 139:8 140:2
 168:4 172:17
 173:12, 13, 14
 174:3 178:17
 179:18, 19
 180:10, 11
 184:13 185:12
 190:17
CHAIRMAN
 5:2 6:14, 17
 7:8 8:1, 4 22:7,
 13 23:2, 9, 20
 24:3, 6, 20
 25:13 26:4, 8,
 11 27:4, 18
 28:15 29:18
 30:6, 13, 16, 20

31:6, 20 32:13,
 15, 19 33:9, 21
 34:11, 21 35:4,
 12, 17 36:6, 10
 40:1, 4, 19
 41:10, 16, 19
 43:18 44:19
 45:19 46:2
 47:4, 8, 10, 21
 48:12 49:1, 8,
 21 50:15, 19
 51:14 52:7, 17
 58:9, 21 59:5
 60:11 61:8, 10
 62:10, 13 63:7
 64:1, 12 65:7
 66:3, 17 72:4
 79:17, 20 81:18
 85:8, 15 86:14,
 17 89:18 90:8,
 18 91:7, 11
 93:19 94:9, 16,
 18 95:10 96:3,
 19 97:15, 18
 98:5, 16 99:1, 9
 100:10 101:7,
 10, 12, 15, 19
 102:21 103:15
 104:8 105:12,
 18 106:8 107:6
 108:9 112:9
 113:7, 10, 18
 114:11 115:4,
 18 116:5, 14
 117:3 118:18
 125:9 126:14
 130:21 132:7
 133:15 134:3,
 15 135:8 136:6,
 11, 15 137:8
 138:1 139:9
 168:6 172:11
 173:9 174:1, 10,
 14 175:1, 8
 178:6, 19
 179:11 180:7
 181:3, 10 182:8
 183:1, 7, 14, 17
 184:1, 15 185:8
 186:20 187:3

188:9 190:4, 19
 191:15, 19
 192:2, 4
Chair's 3:20
Chairwoman
 8:13 23:13, 14
 140:2
challenges 32:8,
 9 72:18
challenging 72:9
chance 77:4, 11
 129:1, 3
change 41:12
 42:11 46:4
 49:4 88:16
 97:3 121:15
 125:1 131:6
 147:2 187:10
 188:4
changed 62:21
 89:8
Changes 3:18
 10:18 30:5
 42:6 64:19
 76:12 109:11
 110:20 112:14
 116:21 125:14
 126:17, 20
 127:18, 20
 162:6 186:12
 187:1, 15 189:7
Channel 5:12,
 13 10:7, 8
chapter 18:9
 69:7
charged 126:19
 129:3
Chat 19:8
check 75:5
Cheryl 2:11
 79:5
chief 55:10
 60:18
child 132:10, 13,
 13 133:6 168:1
children 19:8
 63:17, 20 68:9
 80:8 124:13
 133:13
child's 124:5

Christine
 142:19
circuit 176:14,
 17, 21
citizens 67:5
City 29:12
 73:21
civic 73:3, 5
civil 73:8
clarification
 46:12 82:20
 181:11
clarify 35:9
 47:14, 18, 20
 48:1 94:12
 104:15, 20
 117:17, 20
 168:11 181:15
 188:12
clarifying
 181:19
clarity 105:5
class 68:16, 17
 76:8 78:7
 84:15, 16, 20
classes 59:17
 84:12 86:13
classroom 81:4
 127:5 129:19
classrooms
 156:16
clause 84:17
 125:19
clear 37:19
 98:9 146:1
clearly 48:20
 91:21 111:18
 175:6
clerical 39:1
climate 149:6
close 58:14
 68:11 151:7
Closed 3:3 4:6
 5:6, 20 8:2 9:5
 17:2, 14 42:11
 135:13 136:1, 8
closely 155:9
closing 141:10
 148:3 150:21

<p>163:18 167:17, 21</p> <p>closure 71:15</p> <p>coach 64:5</p> <p>Code 6:1 148:4</p> <p>cognizant 124:12</p> <p>collaboration 39:18 141:2, 6, 13 159:18 160:4 166:19 167:2</p> <p>collaborative 139:2</p> <p>colleagues 154:19 155:1 158:19</p> <p>collective 6:10 17:11 81:6 159:16</p> <p>collectively 122:6 159:11</p> <p>college 141:18 143:3, 8, 14 144:16 147:11 167:13</p> <p>color 68:12 81:11 82:4 83:18 84:10 86:1</p> <p>COMAR 116:16 118:21 123:19 124:6, 15 125:8, 17</p> <p>Comcast 5:12 10:7 175:3 176:16</p> <p>come 65:9 78:13 87:17 121:18 122:17 124:19 138:20</p> <p>comes 96:21 118:9, 20 174:16 177:19</p> <p>coming 28:1 62:19 73:7 75:16 79:1 80:7 116:19 177:18 187:4</p>	<p>command 122:12</p> <p>commas 84:11</p> <p>commend 63:19 93:2, 5</p> <p>commended 19:13</p> <p>Comment 3:16, 17 33:7 40:6, 18 66:20 67:9, 16 105:5 126:16 129:10 132:15 180:8 187:11</p> <p>commented 93:10</p> <p>comments 45:2, 5, 18 60:9, 16 67:1, 1, 2, 10, 13 72:7 85:9 93:20 110:12 112:11, 21 113:2 125:2 138:17 139:4, 8, 10, 16 168:4 172:13 192:6</p> <p>Commission 54:18 122:8 125:5</p> <p>commit 39:13 120:6, 9 131:3 160:3</p> <p>commitment 145:6 163:11 165:4</p> <p>committed 74:16 112:7 122:10 145:14</p> <p>committee 9:13 18:5, 6 64:17 65:5, 9 74:15, 19 80:18 92:15 96:7, 17, 21 104:11 112:12 125:12 126:7, 17 129:7 173:15 174:8, 16 183:13 185:12, 18 186:16 187:4</p>	<p>committee's 64:18 96:9</p> <p>common 122:11</p> <p>communicate 109:16 142:2</p> <p>communicated 114:9</p> <p>communication 36:5 96:12 104:14 108:15 109:13 166:19 167:2 175:19</p> <p>communications 35:11 175:3</p> <p>communities 76:7 79:11 80:7 110:2 142:4 151:17 152:15 159:1, 5 164:3</p> <p>Community 28:9 29:21 60:12 61:12, 16 62:5, 19 63:20 72:1, 13, 19 74:9 75:4 87:16 93:7 118:3 140:20 141:5, 8 142:15 148:11 149:15, 17 155:7 158:14 159:15 167:9, 16 169:15 170:5 173:2</p> <p>compact 73:14</p> <p>comparisons 147:15</p> <p>Compass 71:20 74:21 140:5, 16 144:17 147:20, 21 148:6 150:6 165:11 166:4, 10 167:1, 4, 19</p> <p>compensation 6:4 17:5</p> <p>complementary 148:7</p> <p>complete 37:17 101:10 175:16</p>	<p>completed 68:19 112:20</p> <p>completely 42:11 165:12</p> <p>completion 143:17</p> <p>compliance 107:9</p> <p>component 151:20</p> <p>components 160:18</p> <p>comprehensive 168:7 179:12 180:1 183:19</p> <p>comprised 153:7</p> <p>compromise 44:15</p> <p>concern 35:7 37:21 39:21 54:13 106:9 119:16 123:13 130:2</p> <p>concerned 123:10 125:16 130:12</p> <p>concerning 80:5 128:21</p> <p>concerns 55:13 67:6 77:12 125:19 128:3</p> <p>concludes 72:2</p> <p>concur 33:10 34:13</p> <p>conditions 76:3</p> <p>conduct 5:14 6:10 10:9 17:11</p> <p>conference 55:5, 6 58:12, 19 60:8</p> <p>confidence 111:19</p> <p>confidential 123:15 124:4 126:5 128:4 135:17</p> <p>confidentiality 124:1 128:2</p>	<p>confidently 157:20</p> <p>confirm 136:1 189:12</p> <p>confirmed 116:17</p> <p>confiscate 105:21 106:6</p> <p>confiscated 107:10</p> <p>confiscation 108:20 111:21 112:18</p> <p>confuse 182:7</p> <p>confusion 180:18</p> <p>congratulate 68:17 75:12</p> <p>congratulating 78:6</p> <p>Congratulations 28:15 29:18 69:16, 19</p> <p>connect 77:6</p> <p>connected 71:14</p> <p>Connelly 164:21 165:1 171:6, 14, 15 172:4, 7, 10</p> <p>consent 23:16</p> <p>consider 6:11 17:12 41:15</p> <p>Consideration 3:6 11:4</p> <p>considerations 71:16</p> <p>considered 76:5 121:9 135:16</p> <p>consisted 156:6</p> <p>consistency 131:19</p> <p>consistent 98:1 146:18</p> <p>consistently 156:13 157:12</p> <p>consists 155:5</p> <p>consolidation 143:13</p> <p>constant 146:7</p>
---	---	--	---	--

<p>constantly 109:15 Constitution 73:11 consult 6:9 17:10 consultant 38:3 consultation 9:11 consulted 42:18 consulting 38:21 content 71:8 158:9, 10, 12 186:1 context 36:5 contextually 89:10 continual 153:13 continue 31:13 70:21 76:7 77:21 78:10 109:19 112:17 140:7 156:18 160:8 164:6 173:5 Continued 4:1 20:4 continues 19:15 76:14 continuing 144:11 continuity 150:7 continuous 142:8, 10 150:17 151:10, 12, 17 158:2 159:7, 14 160:2, 19 162:2, 18 Contract 4:9 30:12 173:11 174:2 175:3 177:13 183:17 contracts 173:12, 15 174:17 control 77:16 106:4 125:21</p>	<p>conversation 37:4 85:17 108:21 109:5 conversations 80:4 112:17 140:21 173:3 converted 175:14 convicted 119:18 131:8 convictions 130:11 Cooper 29:12 cooperative 42:4 111:8 coordinator 28:2, 5 copy 20:5 core 75:2 142:9 151:11, 16 152:14 153:2 154:4 155:5 167:18 corner 88:16 Corns 140:12, 14 176:9, 11 177:20 178:5 Corporation 28:10, 12 correct 36:8 38:1, 9 52:13 59:20 83:7 84:21 94:16 117:2 121:19 123:2 125:8 170:11, 16, 19 171:16 173:18 177:9 cost 37:8 38:21 costs 38:3 39:1, 13 Council 19:3 Councils 19:4 counsel 6:9 17:10 194:9 counselor 28:8, 11 count 166:2 177:5 192:13 counting 70:21</p>	<p>country 40:21 73:2 COUNTY 1:2 5:4, 5 8:6, 15, 20 9:4 18:3 19:3, 19 20:8 28:21 29:4, 10, 14 33:2 56:6 58:13 59:12 61:13 62:4, 8 63:1 73:1, 21 76:15 79:4, 13 80:1, 21 81:9, 13 82:2 83:2 84:8 93:1 97:14 108:11 118:9 140:21 148:1 150:18 154:14 194:2, 5 countywide 18:20 couple 76:13 82:11 121:1 180:18 courageous 80:4 course 34:8 69:1 87:13 143:21 155:2 167:20 176:13 186:5, 11, 17 188:3, 7, 8, 20 189:16 courses 185:17, 19, 21 186:2, 3, 7 187:9 188:21 189:20, 21 coursework 144:1, 3 court 119:19 cover 175:7 176:20 covered 58:16 123:15 132:14 168:16 covert 122:11 COVID-19 9:10 45:17 150:8 create 142:1 159:12</p>	<p>creates 62:6 creating 29:20 creative 76:7 credentialing 143:17 credit 33:13 crime 116:9, 9 119:6 120:7, 9, 10 122:10 131:3 crimes 119:14 122:9 criminal 118:2, 4, 6 119:7, 11 120:5, 6, 20 122:3, 3, 6 crisis 55:1 72:10, 11 critical 32:1 40:13 54:20 143:8 145:2 cross 121:6 cry 79:7 CTE 143:16 186:2 CTR 143:14 cultural 12:21 13:10 53:8 culturally 163:12 164:1 culture 81:4 160:4 curious 53:4 117:12 130:17 187:11 current 38:6 54:8 71:8 117:6 118:8 125:17 187:16, 17 189:8 currently 9:4 28:18 30:13 42:15 91:1 118:7 142:21 166:11 Curricula 4:11 148:18 161:17 185:11 187:1 curriculum 18:5 78:21</p>	<p>81:3 161:19 185:12, 16, 18 186:15 189:17 cushion 36:17 cut 47:17 179:10 181:21 cutting 48:18 cycle 151:21 152:5 159:7 160:9, 19 162:3, 9 189:17 < D > Darcy 64:9 Darryl 60:14 74:20 108:7 dashboard 165:10 171:1, 8 dashboards 165:3, 6, 12 166:5 167:14 data 93:15 146:4, 15 147:14 153:18 155:15, 19 157:12 159:19, 21 161:3, 8 162:12 168:14, 15 169:20 171:21 176:19 data-informed 152:7 154:2 date 38:8 40:7 46:15 107:9 177:8 182:14 dated 182:13 day 42:9 100:18 102:10 194:13 days 56:19 deadline 40:14 43:5, 5, 6, 9 180:4 deal 44:14 57:13 dealing 57:11 death 79:2 deaths 73:1 debriefed 156:8 deceased 23:18</p>
---	---	---	---	---

<p>December 141:13 185:18 186:15 decide 44:18 106:17 113:12 131:16, 17 decided 59:13 decision 133:12 154:2 decisions 118:15 Declaration 73:12 declare 9:12 declares 81:9 82:2 84:8 dedicated 145:15 deem 73:18 deeply 156:14 deescalation 12:21 13:10 53:9 defer 32:18 define 153:10 defined 111:18 122:3 definitely 46:9 49:5 63:10 112:18 138:13 definition 99:6 104:14 118:1 119:10 122:14 166:1 definitions 119:3 delete 188:7 deleted 187:8, 9 188:17 deletions 10:16 deliberations 33:16 demonstrate 169:6 demonstrating 68:18 demonstrations 73:20 demotion 6:4 17:5</p>	<p>Department 19:11 62:4, 8 118:10, 10 143:12 dependent 132:14 depending 39:2 depends 81:7 depicted 146:9, 20 describe 164:18 described 61:1 188:1 description 64:4 deserve 88:19 127:10 129:16 deserves 80:12 design 147:4 designees 118:11 desire 44:1 45:10 desires 22:12 despite 9:18 destroy 124:5 destroyed 124:7 detail 53:18 details 104:18 106:16, 19 determination 18:13 determine 145:3 155:16 determined 101:5 102:18 determining 129:17 develop 63:4 122:19 142:3 161:20 162:9, 10 164:9, 15 developed 142:21 163:16, 19 185:20, 21 developing 37:13 56:13 58:1 63:3 141:1 143:5 144:13 152:10</p>	<p>Development 19:12 55:2 56:18 58:1 140:15 142:1 147:20 156:12 189:18 devices 96:12 97:5 99:21 104:15 105:3 108:15, 16, 20 109:2, 13 dialog 157:3 Dickerson 78:3 different 59:17 77:5 83:6, 21 106:18 111:13 119:5 121:1 131:12, 17, 18 188:7 differential 145:21 differentiated 145:12, 17 147:7 152:16 153:3, 11 154:8 169:8 170:1 differentiating 154:11 157:5 differently 45:8 difficult 39:8 57:17 78:8 difficulties 8:11 44:21 98:7 139:13 dignity 80:12 diligence 34:17 diligently 114:4 dilute 87:17 direct 31:1 direction 9:3 42:12 153:14 directive 11:4 directly 116:16 122:21 132:3 director 26:2 28:19 29:1, 3 142:19 155:11 directors 155:7 156:5, 11 157:2</p>	<p>directs 20:5 122:18 disability 54:12 82:17 disaggregated 147:13 165:20 disaster 176:18 disciplinary 149:1 164:7, 12 discipline 6:4 17:5 disciplines 164:15 186:9 discourse 164:16 167:14 discriminated 78:15 discrimination 82:15 83:17 86:5 127:4 discuss 6:2 17:3 35:15 52:14 53:1 55:12 108:5 116:15 174:9 discussed 104:12 106:12 126:6 164:3 174:17 discussing 63:10 68:6 90:12, 17 104:9 134:2 Discussion 3:13 5:19 10:14 13:7 24:7 26:12 40:2 41:20 42:1 45:10 47:11 48:13 50:20 52:8 65:9, 11 93:21 94:10, 18 97:1 101:16 103:1, 2 104:13 105:14 114:12 115:20 133:17, 18 136:16 174:19 178:6 180:8 183:8</p>	<p>184:2 187:5 190:4 discussions 48:9 113:20 139:12, 20 disorders 55:2 disproportionatel y 128:16 disrupt 68:10 disrupted 59:2 72:16 disruption 105:1 distance 75:15 distinction 18:3 distinguish 84:14 distraction 109:18 distributed 67:3 142:6 district 19:14 28:21 29:2 110:9 173:1 diverse 56:14 81:16 141:21 diversity 54:12 55:16 81:14 Division 151:4 153:8 160:8 185:16 DIXIT 179:18 180:14, 20 181:2, 8, 13 182:12 183:3 documents 124:7 doing 34:17 38:12 39:9 58:5 74:4 84:20 92:2 140:12 189:15 192:20 double 176:16 dovetail 58:11 112:11 dovetails 192:8 dozen 39:15 47:16 Dr 7:19, 20 10:15, 17 12:10,</p>
---	---	---	--	--

11 13:2 14:16,
17 16:16, 17
21:19, 20 22:3,
4, 9, 16, 17, 19
25:10, 11, 17, 18
27:15, 16, 20, 21
28:13, 17, 18
29:15, 19 35:9,
12, 18 36:11, 12,
15 37:2, 10
41:18 42:5, 20
43:2 45:4, 6, 20
46:11, 19 47:7,
9, 10 50:11, 12
52:4, 5, 8 53:5,
12, 13, 15 54:2,
3 55:10 56:4
57:5, 9 58:8, 9
60:14 61:3
66:14, 15 67:20,
21 68:2, 4 72:5,
11 74:20 75:10,
14 76:14 78:3,
9 91:16 92:7, 8,
12 93:9, 19
95:21 96:1
98:12, 18, 20
99:1, 5, 11
100:1 104:5, 6,
10 105:7 106:9,
10, 11 108:7, 10
110:7, 8, 13, 15,
16 111:3, 20
112:10 115:15,
16 116:14
117:18, 19
135:5, 6, 10
137:19, 20
138:4, 5 139:9
140:1, 3, 11, 17
141:3 142:19
143:4, 5 147:17,
18 150:15
152:21 153:1, 2,
9 158:14, 16
160:16 161:13
163:1, 3, 6, 7
165:4 166:18,
21 168:7, 10, 20,
21 169:1, 5

170:15, 19
171:5, 15
172:15, 17
175:10 179:9,
16, 19 181:14,
18 182:9, 17
183:1, 4 185:5,
6 187:12, 13, 20
188:13, 19
191:12, 13
draft 97:21
98:2 100:2, 9
106:21 107:8
112:16 188:2
drag 31:14
drastic 109:11
drive 148:15
167:5
dropout 189:5
drum 138:3
DSSA 152:6
159:18
Due 8:10
33:16 34:17
75:20 132:12
175:15
Duke 36:13, 21
dummy 87:19
duplication
188:8
dynamic 165:12
166:5 167:13

< E >
E.6 11:4
e.g 120:10
E-1 24:1
E-5 24:1
E-6 30:8, 14
52:20
ear 104:15
105:4
Earlier 17:1
35:8 135:16
151:9 160:16
167:6 168:10
173:15 174:17
early 55:18
57:10 144:3

166:15
earning 186:7
east 154:18
155:6
echo 72:6
109:9
echoed 111:12
economic 72:10
186:4
ed 26:2 29:5
72:14
educates 18:11
EDUCATION
1:1 5:3, 9 8:6,
15, 19 10:5
17:20 18:2, 21
19:15, 19 20:7
26:3 28:20
29:1, 4, 12 55:7
67:3 72:21
76:15 78:19
79:14 80:1, 17,
20 81:9, 13
82:1, 6 84:8
86:18 87:7, 8
118:21 119:2
127:14 128:14
129:11 141:8
149:1 182:2
educational
127:1, 12
179:11, 21
180:5 183:18
Education's 9:8
143:13
educator 68:8
educators 81:15
effect 147:7
effective 31:3
141:21 163:12
effectively 142:6
effectiveness
142:13 152:4,
12 160:14
162:4, 5
efficiency
152:12
efficiently 5:14
10:9 142:6

effort 39:13
80:6 139:2
162:18
efforts 75:13
eight 50:13, 17
143:19 169:18
170:7 175:21
eight-year
144:18 145:3, 5,
9 146:14
165:19 170:14
either 107:19
124:8
ELA 143:18
elbow 147:1
elections 77:17
electronic 96:12
104:14 108:15,
16 109:12
Elementary
28:11 69:17
144:1, 4 154:15,
16, 18 155:6
158:20
elephants 88:1
elevate 84:15
93:5 126:18
elevated 90:5
elevates 29:21
127:20
elevating 84:19,
19 127:8
eligible 177:1,
13
eliminate 125:5
eliminating
129:14 189:9
eloquently 85:4
email 67:12, 16
168:10
emailed 67:2
embrace 110:2
emergency 9:10
149:8
emotional 68:13
emphasize
167:17 169:21
employ 59:21
employee
135:17

Employees 3:12
6:6 11:5 17:7
31:2 38:1, 13
47:14, 16, 20
48:1, 5, 5, 6
63:18
employment
6:3 17:4
encounter 62:4
encourage 70:5
81:15
endeavors 20:5
ended 156:17
enforcement
54:15 59:12
60:1, 21 120:21
engage 71:14
75:6 122:6
142:3
engaged 153:16
engagement
64:20 73:5
148:11 149:16,
16 158:7 167:9
engages 118:6
English 82:8
86:20 148:18,
21 186:3
enjoy 78:8
enjoyed 68:21
70:2
enroll 70:15
ensuing 72:10
ensure 142:4,
16 143:1
144:15 150:10
169:10
enter 37:4
entire 84:3
entirely 131:15
entirety 9:14
entitled 127:14
entrusted 128:8
entry 141:1
173:2
environment
105:2 141:19
148:9 149:5
167:7

<p>environments 145:15 149:7</p> <p>equal 170:4</p> <p>equality 80:10</p> <p>equitable 145:12 159:20 163:21</p> <p>equitably 132:19 133:14</p> <p>equity 55:16 56:5 68:10 74:15, 17 75:2 80:10, 13, 17 81:14 88:8 92:13, 14 128:18 129:5 131:19 142:15 145:16 151:13 152:19 153:6 160:20 162:12 167:18 170:3</p> <p>e-Rate 177:1, 14</p> <p>Erin 2:6 41:18 43:2 46:11 47:9 68:2 91:16 182:9</p> <p>errors 37:18, 21 38:9</p> <p>ESA 143:13</p> <p>escalate 131:6</p> <p>ESOL 149:1 186:3</p> <p>ESPBC 48:4</p> <p>especially 57:16 78:14 126:21</p> <p>essential 73:7 152:15 153:20</p> <p>essentially 42:9</p> <p>establish 150:12</p> <p>established 57:8 74:15 144:21</p> <p>establishes 163:11</p> <p>establishment 9:16</p> <p>Estates 69:17 154:16 158:20</p> <p>et 132:11, 12</p> <p>ethnic 4:3 80:6</p>	<p>ethnicity 82:7 86:18</p> <p>evaluate 112:14 125:13 126:10</p> <p>evaluation 6:5 17:6</p> <p>evening 5:2, 15 8:4 10:10 17:1 23:13 25:18 37:6 56:2 67:21 71:19 76:21 98:7 135:15, 16 139:17 140:2, 4 150:15 153:1 155:4 159:3, 4 163:7 165:1 173:16 179:18 187:12</p> <p>evening's 5:9</p> <p>event 9:9</p> <p>events 19:8 68:7 72:15 74:13</p> <p>evidence-based 151:20 152:11 160:11</p> <p>evident 19:6</p> <p>exact 90:5 100:11</p> <p>exactly 45:14 89:20 100:4 124:21</p> <p>examine 159:10</p> <p>examined 155:15</p> <p>Examiner 135:19</p> <p>examines 154:5</p> <p>example 146:1, 4 159:6 161:13 168:17 169:15 186:1</p> <p>examples 169:13</p> <p>exams 143:16</p> <p>exceeding 146:8, 17 169:17</p> <p>Excellence 71:21 75:1 140:6, 16</p>	<p>144:17 147:11, 21 148:1, 6, 12 149:21 150:6 165:11 166:4, 11 167:1, 4, 10, 19</p> <p>excellent 62:8</p> <p>exceptional 28:19 29:3, 11 30:1 69:12, 14</p> <p>exceptions 100:18 102:11</p> <p>excited 139:1</p> <p>exciting 76:8</p> <p>Excuse 12:14 48:17 100:14 126:12</p> <p>executive 26:2 28:19 29:1, 3 79:4 155:7, 11 156:5, 11 157:1</p> <p>Exhibit 24:1 26:6 65:3 96:15</p> <p>expand 154:12 187:19</p> <p>expect 40:14 60:2 128:7</p> <p>expectation 40:16 146:6 164:1 190:1</p> <p>expectations 169:11</p> <p>expected 146:20</p> <p>expedient 73:18</p> <p>expedite 37:8 118:13</p> <p>expeditious 34:20</p> <p>expel 131:2</p> <p>expelled 129:3</p> <p>expenditure 177:2, 21 178:1</p> <p>expenditures 177:13</p> <p>experience 72:14 82:14</p> <p>experienced 83:10 86:5</p> <p>experts 141:9</p>	<p>explain 37:6 154:21</p> <p>explained 160:16 163:3</p> <p>explanation 178:4</p> <p>explicitly 182:5</p> <p>Explorers 18:16</p> <p>exploring 74:4</p> <p>expound 59:8, 19</p> <p>expresses 19:21</p> <p>expressing 74:4</p> <p>expression 82:8 86:20</p> <p>extend 20:3</p> <p>extended 18:17</p> <p>extends 144:17</p> <p>extension 43:6</p> <p>extensive 47:19</p> <p>external 141:2</p> <p>extremely 111:6</p> <p>< F ></p> <p>F-1 26:6</p> <p>face 127:3</p> <p>facilitating 80:4 140:20</p> <p>facilities 150:2 165:8 179:12, 21 180:5 183:18</p> <p>facing 80:2</p> <p>fact 124:13</p> <p>factor 38:11</p> <p>faculty 28:7</p> <p>fair 170:3</p> <p>fairly 114:8</p> <p>fall 70:9 71:17 166:16</p> <p>falls 152:4</p> <p>families 68:14 70:19 76:6, 11 141:4 167:15</p> <p>family 64:20 70:5 72:14 149:16</p> <p>far 12:19 53:6</p> <p>farther 71:18</p>	<p>fashion 42:7</p> <p>fast 38:14</p> <p>father 68:8</p> <p>favor 50:13, 17</p> <p>fear 73:4</p> <p>feasible 36:1</p> <p>federal 107:12 128:13</p> <p>fee 176:21</p> <p>feedback 106:13 157:10 158:8 160:1 173:1</p> <p>feeder 159:17</p> <p>feel 40:7 45:15 68:9 91:19 97:11 186:7</p> <p>feet 31:14</p> <p>Fellow 20:10 74:7 78:14</p> <p>females 130:7</p> <p>fiber 175:16</p> <p>field 64:8 157:21</p> <p>final 113:17 192:16</p> <p>finalization 112:16</p> <p>finalized 100:8</p> <p>Finally 162:8</p> <p>finance 186:4</p> <p>financial 149:21 192:14</p> <p>find 68:13 75:5 76:7 84:6 182:11</p> <p>fine 98:3 183:6</p> <p>finished 85:13</p> <p>finishing 52:19</p> <p>FiOS 5:13 10:8</p> <p>Fire 19:10</p> <p>First 3:14 25:21 27:20 30:7 44:19 56:8 64:15 68:1 71:3 72:9 74:15 85:11 113:16 138:10 140:19 154:5 155:21</p>
--	---	---	--	--

<p>fiscal 46:14, 21 177:2 178:2 192:9 five 44:1 54:19 141:14 144:2, 18, 21 145:11 147:4 148:7, 12, 14 155:21 156:3, 15 157:8, 14, 17 158:5 165:14 166:14 167:5 five-on-five 141:7 five-year 145:1, 8 146:13, 19 165:18 170:13 Flag 8:8, 17 flesh 110:20 fleshed 112:20 float 43:21 floor 31:7 91:7 Floyd 79:3 focus 68:10, 13 71:13 126:21 141:14, 15 144:21 145:13 148:7, 14 150:7 156:16 157:8 159:19 161:14, 16 162:12 163:5 164:8 165:14, 16 166:6, 8, 13 167:5 171:17, 19 172:8 173:7 focused 106:14 142:13 144:20 145:11 156:1 160:12 177:8 focuses 163:21 folks 39:15 106:13 follow 53:17, 21 98:15 125:7, 15 133:5, 5 138:18 143:2 followed 132:19 164:21</p>	<p>following 11:3 17:3, 19 23:16 25:20 44:2 64:19 67:11 96:9 100:18 102:11 143:14 followup 53:14 67:7 179:13 fondest 19:21 forced 125:7 foregoing 194:6 forethought 147:19 form 13:5 73:17 100:3, 9 106:21 182:5 format 182:13 former 109:1 forming 60:2 forms 81:3 forth 42:13 80:19 110:18 119:9 Forum 18:14 forward 22:17 25:20 30:17 40:14 54:2 65:10 72:1 79:9 86:11 104:13 113:21 118:11 172:1 173:5 182:21 forwarded 173:18, 20 174:4, 6, 7 fostering 80:11 found 5:21 17:15 124:14, 15 founded 73:14 founder 18:9 four 28:10 126:11 147:4 148:11 151:13 155:5, 17, 19 156:2 four-year 170:13 framework 148:18 155:13</p>	<p>156:14 163:3, 4, 9, 10, 15, 21 164:6 free 56:15 177:4 friendly 41:12 81:20 friends 68:20 77:7 front 86:2 92:9 98:6 frustration 73:4 full 35:6 77:20 124:2 173:18 174:4, 9 181:4, 6, 9, 20 182:6, 11 186:10, 18 fully 9:17 44:8 funds 175:15 further 20:2 50:20 64:13 81:12 103:2 114:12 154:12 194:9 Future 18:9 20:5 76:15 81:7 141:11 148:5 151:1, 8 168:2 < G > gaining 39:9 games 64:8 gang 116:10 118:4, 5, 7 119:21 120:1, 6, 7, 11, 20 121:2, 4, 9 122:3, 3, 7 gap 93:2 141:10 gaps 68:11 148:3 150:21 151:7 163:18 167:21 Gasparotti 1:21 194:4, 16 gathered 173:1 gathering 93:15 Gear 28:2, 6</p>	<p>gender 82:6, 7, 8, 15 86:18, 19, 20 General 6:1 37:8 54:5 106:11 126:3 George 19:15 37:3, 12 79:3 158:14 175:10, 11, 18 176:8 getting 40:8 70:2, 4 77:14 118:14 124:2 gifted 148:20 girls 64:6 give 22:11 33:16 39:5, 14 77:16, 20 89:6 123:4 136:8 170:4 given 42:5 123:9 127:10 129:16 gives 43:9 127:21 giving 77:1 glad 180:20 182:15 glance 165:21 glitches 34:15 36:4 global 150:8 go 5:20 15:3 23:4 36:19 38:5 52:16, 19 68:12 78:1 79:20 87:21 89:5, 18 110:19 113:15 117:16 122:2, 21 130:21 132:3 138:16 139:21 161:20 166:9 171:16 175:10 182:21 goal 43:4, 13 59:14 143:8 144:18 145:5, 9 146:14, 19 157:14 165:19</p>	<p>166:15 170:14 172:6, 8 goals 80:18 106:15 145:10 162:17, 20 167:12 169:9 171:19 goes 84:5 89:6 116:20, 21 going 22:8 30:16 38:8 39:8 41:2, 5, 6 42:1, 14 44:17 54:4 57:12 58:10, 17, 18 61:16 74:18 76:13 82:12 83:16 86:11 87:10 92:1 93:13 94:4 106:2, 3 108:18 109:6, 8, 11 110:1, 4 115:21 117:1, 14, 18 130:18 131:15 133:18 138:10 140:12 150:16 158:13 159:4 161:8 163:2 171:1, 2, 5 172:2 177:9 182:3 183:9 190:21 192:5, 7 Good 5:2 8:4 20:4 23:13 25:18 47:1 56:2 63:5 67:21 73:15 74:6 76:21 112:1 127:20 135:15 139:12 140:2 150:4, 15 153:1 155:4 159:3 163:7 165:1 179:18 187:12 gospel 39:17 GOVER 6:19, 21 7:2, 4, 6, 9, 11, 13, 15, 17, 19,</p>
---	--	--	---	---

21 11:10, 12, 14, 16, 18, 20 12:2, 4, 6, 8, 10, 12, 13 13:17, 19, 21 14:2, 4, 6, 8, 10, 12, 14, 16, 18, 21 15:12, 14, 17, 19, 21 16:2, 4, 6, 8, 10, 12, 14, 16, 18 20:18 21:6, 9, 11, 13, 15, 17, 19 24:9, 11, 13, 15, 17, 19, 21 25:2, 4, 6, 8, 10, 12 26:14, 16, 18, 20 27:1, 3, 5, 7, 9, 11, 13, 15, 17 30:4, 7, 15 32:15 45:3 46:4, 10 48:15 49:1, 3, 10, 12, 14, 16, 18, 20 50:1, 3, 5, 7, 9, 11, 13, 17 51:1, 3, 5, 7, 9, 11, 13, 15, 17, 19, 21 52:2, 4, 6, 10, 13 65:13, 15, 17, 19, 21 66:2, 4, 6, 8, 10, 12, 14, 16 94:19, 20 95:1, 3, 5, 7, 9, 11, 13, 15, 17, 19, 21 96:2 98:9 103:3, 4, 6, 8, 10, 12, 14, 16, 18, 20 104:1, 3, 5, 7 113:4, 5 114:12, 14, 16, 18, 20 115:1, 3, 5, 7, 9, 11, 13, 15, 17 133:18, 20 134:6, 8, 10, 12, 14, 16, 18, 20 135:1, 3, 5, 7 136:2, 9, 18, 20 137:1, 3, 5, 7, 9, 11, 13, 15, 17, 19, 21 174:20 178:8, 10, 12, 14,

16, 18, 20 179:1, 3, 5, 7, 9 182:20 183:10, 11 184:4, 6, 8, 10, 12, 14, 16, 18, 20 185:1, 3, 5, 7 190:5, 7, 10, 12, 14, 16, 18, 21 191:4, 6, 8, 10, 12, 14, 17, 21 192:3
government 73:13, 17 74:5 90:3
grace 45:12 68:18
grade 71:5 143:19, 21 144:2, 4 155:20 156:3, 15 157:8, 14 158:5 168:14, 18
grades 100:19 102:12 157:19
grading 77:14
graduates 69:3 72:12 124:8 143:2
graduating 75:18 143:7
graduation 78:9, 11 143:17
graduations 69:9 76:1
grant 28:6
grants 28:2
graph 146:3, 9, 14
grateful 60:13 158:1
gratitude 20:1
great 31:12 36:15 53:19 72:8 102:5 163:8
greatest 39:21 160:7
greatly 60:16
green 145:2

Greencastle 28:8, 9
Greenwood 191:18
group 37:13 39:15, 18 42:18 43:12 105:10 106:12 116:12 120:3, 12 121:4, 10 122:4 147:13 159:16 165:20
groups 88:19 89:2 91:19 168:1
grow 149:13
growth 145:21 146:9, 20 157:5
GT 143:21 144:3
guardian 149:18
guardians 81:5
guess 13:1 57:6 83:9 93:3 116:19 117:12, 14 119:20, 21 121:3 123:4 177:15 182:5 188:15
guidance 122:20 125:12 143:12
guide 106:15
guided 106:20 145:20
guidelines 125:14 128:13
guides 114:6 119:9
guilty 124:14, 15, 17
guys 87:17

< H >
Hager 2:6 7:19, 20 12:10, 11 14:16, 17 16:16, 17 21:19, 20 25:10, 11 27:15, 16 41:18, 18

43:2, 2 45:6 46:11, 11, 19 47:7, 9, 9, 10 50:11, 12 52:4, 5 66:14, 15 68:2, 4 91:16, 16 92:12 93:9 95:21 96:1 98:12, 18, 20 99:5, 11 104:5, 6 115:15, 16 135:5, 6 137:19, 20 182:9, 9, 17, 20 183:1, 4 185:5, 6 191:12, 13
Hand 19:12 194:12
handbook 114:8
handle 111:21
handled 131:21 133:1
hands 109:15
hang 84:5
happen 36:4 124:16
happened 108:1 131:13 133:3 189:14
happening 34:18 74:2 93:8 189:5
happens 40:12 113:14, 17 125:7 189:3
happiness 20:4
happy 54:3 79:15 111:17 112:2 138:14 181:19
hard 43:5, 5, 9 76:13 78:7 111:6 119:8 125:13 139:11
hate 116:12 120:3, 12 121:4, 10
havens 80:10
headsets 104:16

health 5:8 9:6, 10 19:1 20:4 54:15 55:7 56:7 72:10
healthy 18:11 63:5
hear 12:19 36:4 48:20 104:21 106:18
heard 34:2 44:3 100:5 109:17 111:2 135:19 161:19 167:6, 20 190:9
Hearing 10:19 24:7 45:16 54:2 65:11 67:5 135:18 136:16
heartwarming 60:12
held 5:10 9:14 10:5 58:12 66:20 140:21
Hello 21:3
help 31:16 37:6 68:14 77:11 79:7 144:12
helped 74:10 107:2 155:1 157:20 158:11
helpful 100:3 181:12
Helping 19:11 157:7
Henn 2:4 7:4, 5 8:10, 11 10:19, 20 11:1, 6, 8, 18, 19 12:13, 14, 15 13:4, 13, 15 14:4, 5, 19 15:6, 11, 15 16:4, 5, 20 20:10, 16 21:2, 21 23:14 24:17, 18 27:1, 2 31:5, 5, 18, 20, 21 33:1 40:3, 4, 5, 5 49:18, 19

51:11, 12 65:21
 66:1 90:7, 9
 91:3 95:7, 8
 96:18, 18, 19
 103:12, 13
 115:1, 2 126:13,
 13, 15 128:10
 129:9 130:4
 134:12, 13
 137:5, 6 140:2
 173:12, 13
 174:1, 3 178:16,
 17 179:19
 180:9, 10 183:8
 184:12, 13
 185:9 190:16,
 17
Henn's 33:6
herewith 20:3
heterogeneous
 146:2
Hi 82:19
 168:20 187:12
High 18:8 29:6,
 7, 12 40:16
 68:3, 18 69:19
 97:7 100:21
 101:1 102:15
 109:1 117:14
 143:15 145:13
 148:9 149:9
 152:2 160:5, 13
 164:1 167:3, 7
 186:5
higher 72:14
 129:1, 2 146:5
highest 150:19
highlights
 165:13 166:6, 8
highly 163:12
HIKE 71:6
hinge 147:1
hired 56:10
hold 40:11
 43:15 58:19
holds 40:8
home 71:7
homeless 56:8
honor 18:3, 15,
 16 19:14

honors 186:14
 188:5 190:1
hope 73:6
 77:21 78:8, 21
hoped 38:5
hopefully 43:9
Hopkins 19:11
 28:3, 4, 6, 7
horrific 73:1
Hospital 19:11
host 19:7
hosted 56:6
hourly 48:6
hover 165:21
huge 37:21
human 80:11
 148:10 149:10
 167:8
hundreds 77:5
 < I >
ICT 153:6, 9,
 12, 15, 17, 21
 154:4, 12, 17, 21
 156:8, 12, 20
 157:12, 20
 158:5, 18
ID 186:8
idea 39:14
 53:10
identification
 83:1
identified 141:9,
 14 143:9
 145:21 148:15
 151:14 153:12
 154:7, 9, 9
 155:17 171:18
identifier 148:4
identify 86:3
 152:11 153:18
 161:3
identifying
 142:12
identity 82:7
 86:19
illegal 131:2
illustrate 146:15
illustrating
 146:4

immediately
 33:2, 15
immigrants
 87:13
immigration
 82:16 87:1, 8
 91:10, 12
impact 37:7
 62:1 82:14
impacted
 150:11 158:19
impacts 154:13
imperative
 32:10
implement 11:4
 31:1 36:2, 18
 126:1 150:13
 152:1, 11
implementation
 36:1, 3 55:13
 108:13, 19
 109:7 110:1, 11
 126:4 150:2
 156:18 161:18
 166:19 167:3
implemented
 35:7 157:3
implementing
 142:12 163:20
implements
 106:2
implicit 54:12
importance
 68:6 77:8
 78:19 126:18
important 33:4
 40:7 64:9, 11
 84:13 85:20
 88:7 128:12
 139:12 152:18
 153:4
importantly
 77:8
improve 76:4
 142:2 150:1
 152:1, 12, 18
 153:5 155:2, 13,
 14 157:10
 160:11

improved
 157:18 158:3
improvement
 142:9, 10
 150:17 151:11,
 12, 18 158:2
 159:8, 14 160:9,
 19 162:2, 18
improving
 156:1 158:4
inalienable
 73:16
inaudible 19:9
 68:7 88:12
 124:9 147:12
incentive 33:4
incident 54:21
include 82:4
 84:12 97:4
 104:17 116:12
 119:13 121:2, 4,
 11 128:4
 141:15 143:15,
 20 144:18
 152:2 160:12
 170:8 171:21
 186:12
included 48:11
 54:11, 20 56:17
 104:15, 18
 105:10 120:8
 140:19 144:5
 147:14 156:8
 172:4, 5 186:9
includes 56:12
 118:4 146:1
including 18:4
 48:8 68:21
 75:19 76:11
 82:8, 12 86:19
 122:9 143:18
 186:1
inclusion 81:14
inclusive 81:16
 82:5 86:3, 6, 7
 93:14 94:2
income 166:2
incoming 144:10
inconsistent
 107:11

incorporate
 82:18
increase 142:17
 146:7 152:3
 155:21 157:7
 158:11 160:14
increased
 155:20 158:9
 176:21
increases 147:3
increasing
 141:16 157:14
incredible 72:7
 75:13
INDEX 4:1
Indian 28:21
indicated
 146:21 155:19
indicator 60:5
indicators
 54:13 143:15,
 19
individual
 18:13 101:6
 102:19 117:14
 126:2 153:20
 157:6
individually
 122:5 156:21
individuals 6:8
 17:9
industry 186:13
inequities
 159:11
inequity 80:15
inform 162:6
Information
 4:12 12:20
 34:4 37:1, 5
 48:13 53:16
 54:4 55:21
 96:10 99:4
 116:7, 11 118:9,
 12, 14 123:7, 11
 128:5, 6 147:9
 158:21 165:5
 168:11 171:10
 192:12
informational
 17:15

<p>informational-summaries 17:16</p> <p>informative 57:2</p> <p>informed 21:4 42:10 54:14</p> <p>inherent 133:11</p> <p>initially 168:13</p> <p>initiated 74:14 140:17</p> <p>initiative 142:18 161:16 163:5</p> <p>initiatives 19:1 148:15, 16 149:4, 9, 15, 20 151:14 161:11 162:16, 21 164:8</p> <p>injustice 4:3 80:5 81:3</p> <p>innocence 124:17</p> <p>in-person 76:4 77:13 78:11</p> <p>input 75:4 107:1 111:12 147:19</p> <p>inputs 67:12</p> <p>inquiry 12:18</p> <p>ins 43:12</p> <p>in-service 54:16</p> <p>insights 143:10 158:17</p> <p>inspirational 63:15</p> <p>Instagram 19:7</p> <p>installation 175:16</p> <p>instance 75:10</p> <p>instances 132:18</p> <p>Institute 18:18</p> <p>instituted 73:15</p> <p>instruction 100:14 145:13 155:2 156:7 157:11 158:6 163:13 164:2 185:16</p>	<p>instructional 100:17, 19, 20, 21 102:10, 12, 13, 14 105:2 151:3, 16 152:14 153:2 154:4 155:5 156:1 157:7 189:10</p> <p>insure 34:18 68:11 99:14 123:21 127:9 145:4 162:19 163:17 167:3 186:12</p> <p>insured 127:13</p> <p>insures 129:15 143:3</p> <p>insuring 127:2</p> <p>integrated 142:8 151:10</p> <p>intellectual 55:2</p> <p>intendant 145:11</p> <p>intended 188:6</p> <p>intention 85:7</p> <p>intentionally 81:2</p> <p>intentions 81:5</p> <p>interact 164:13</p> <p>interactions 130:9</p> <p>interactive 166:7</p> <p>interest 39:11 113:1 133:16 192:5</p> <p>interested 67:5 194:10</p> <p>interject 138:6</p> <p>internal 141:2</p> <p>international 19:16</p> <p>Internet 175:4, 14, 20, 21 176:12, 14</p> <p>interpreting 122:1</p> <p>interrupt 159:10</p> <p>intervene 57:17</p>	<p>interventions 150:14</p> <p>introduce 154:14 163:2, 8</p> <p>invaluable 111:11</p> <p>invest 81:13</p> <p>investigate 144:12</p> <p>invite 8:7, 16 37:3</p> <p>involved 57:21 77:18 188:11</p> <p>involves 118:10</p> <p>issue 43:21 104:20 111:4, 21 126:9</p> <p>issues 55:7 58:16 61:5 180:17</p> <p>item 5:19 10:14 11:3 15:8 22:4, 18, 21 23:10 25:15 30:3, 9, 11, 14 52:11, 14 53:1, 21 64:14, 14 66:19 67:8, 18 72:5 76:18 96:5, 6 135:11, 11, 13 138:2, 2 173:10, 10, 19, 20 179:14 183:15 185:10, 10 192:11, 11, 16</p> <p>items 5:15 10:10 173:16 174:11</p> <p>its 9:14 19:21 20:3 64:17 73:11 74:15 85:7 96:8 108:11 116:21 142:9 151:11 153:10, 15</p> <p>< J ></p> <p>Jennifer 27:21</p>	<p>28:13</p> <p>Jim 176:9, 10</p> <p>job 64:4</p> <p>job-embedded 160:2</p> <p>jobs 72:13</p> <p>John 2:10</p> <p>Johnny 79:5</p> <p>Johns 19:11 28:3, 4, 6, 7</p> <p>join 54:6 132:4</p> <p>joined 69:11 156:11</p> <p>joining 144:14</p> <p>JONES 150:15, 16 153:2 160:16</p> <p>Jose 2:5 7:9, 10 11:21 12:1 13:14, 14, 15 14:6, 7 16:6, 7 20:9, 9 21:9, 10 24:21 25:1 27:5, 6 35:3, 3, 5, 20, 21 36:9 47:13, 13 50:1, 2 51:15, 16 66:4, 5 79:16, 16 81:19 87:4, 10 90:1 95:11, 12 103:16, 17 110:16, 17 112:5 115:5, 6 123:17 128:10, 11 130:4, 5 134:16, 17 137:9, 10 178:20, 21 184:16, 17 191:2, 3</p> <p>Josh 77:21</p> <p>journey 69:5</p> <p>Jr 2:10</p> <p>JROTC 188:21 189:10</p> <p>judiciously 132:19</p> <p>Julie 2:4 8:11 31:5 40:5 173:12</p>	<p>July 47:1, 3 49:5 71:11 77:2 166:12 180:5</p> <p>jump 88:3 176:9</p> <p>JUNE 1:10 5:4 8:6, 16 19:20 53:21 69:9 70:6 74:16, 19 139:15 177:9 182:13 192:7, 13, 18 194:13</p> <p>jurisdiction 6:7 17:8</p> <p>jurisdictions 38:18</p> <p>jus 188:10</p> <p>justice 73:8</p> <p>juvenile 61:15 131:9</p> <p>juveniles 122:10</p> <p>< K ></p> <p>Kathleen 2:3</p> <p>Kathrine 28:18 29:15</p> <p>keep 68:10 92:8 143:6</p> <p>Kelly 69:16 154:15</p> <p>Kenwood 69:19</p> <p>Kevin 171:15</p> <p>key 142:18 148:15, 16 149:4, 9, 15, 20 151:13 161:9, 11, 15, 21 162:4, 16, 20 163:4 164:7 166:21</p> <p>kids 61:19 64:6</p> <p>kill 88:1</p> <p>killed 78:15 85:3</p> <p>killing 87:21</p> <p>kind 46:15 61:4, 20, 21 124:12</p> <p>kindergarten</p>
--	--	---	---	--

144:5, 6, 10
Kindness 18:21
know 12:17
 22:19 31:13, 14
 36:1, 13, 21
 39:16 41:1, 3, 4,
 5 42:9 43:7, 12
 45:8, 13, 14
 47:19 48:7, 9
 53:4 57:12
 59:9 60:7
 61:13 62:15, 16
 64:7 69:3 70:2,
 8, 11 78:18
 92:14, 15 97:6
 99:18 100:3
 105:21 107:3
 108:10 109:13,
 16 110:9
 111:11, 14, 15
 112:3, 6 116:6,
 10 117:13
 121:8, 9 123:21
 124:20 127:15
 128:16, 21
 133:3 168:16
 182:14 187:17
 191:21
knowledge
 158:10
known 55:5
knows 41:4
Koth 142:20
 143:4, 5 169:1
KRA 144:7, 9
kudos 108:13
Kuehn 2:7
 6:19, 20 11:10,
 11 13:17, 18
 15:17, 18 20:18,
 19 24:9, 10
 26:14, 15 49:10,
 11 51:3, 4
 65:13, 14 94:20,
 21 103:4, 5
 113:9, 10, 11
 114:10, 14, 15
 133:20, 21
 134:5 136:18,
 19 174:20, 21

175:1, 2, 18
 176:4, 11 177:6
 178:3, 8, 9
 184:4, 5 188:14,
 15, 20, 21 189:2
 190:2, 7, 8

 < L >
lack 175:15
Lafayette 28:11
language 46:5
 49:4 82:8 84:5
 86:20 90:12
 91:10, 12 97:21
 100:4, 11
 121:11 124:12,
 18 148:19
 187:17
languages
 148:21 186:6
Lansdowne 68:3
large 72:13
largest 40:20
latest 41:13
 107:8
launch 71:3
 157:20
law 54:14
 59:11 60:1, 21
 112:13 119:7,
 11 120:20
 121:14 125:14
 126:10 132:10
 133:5, 6
laws 107:12
 131:2
lead 63:12
 130:9
leader 18:7
 74:8 77:9, 19
Leaders 18:10
 69:13, 13 70:10
 74:12 79:6
 87:16 152:17
 153:4 154:1, 7
 155:16 159:9,
 17
leadership
 18:17 19:5
 75:14 110:14

151:3, 6 153:7,
 9 155:13 156:1
 157:1, 8 158:3
 160:21
leading 156:11
leaked 124:4
Learn 54:10
 57:18 141:4
learned 77:8
learner 82:9
 86:20
learners 81:16
 186:4
learning 70:20
 71:2, 6 75:1, 16
 141:12 145:15
 148:8, 16, 18
 149:7 150:8
 151:3, 16 152:3,
 15 155:14
 156:3, 6, 9, 17
 157:10, 19
 158:4 159:1, 5,
 15 160:2, 3, 13
 161:10, 14
 162:7 163:2, 4,
 5, 9, 10, 15, 20
 164:3, 5, 8
 166:8 167:6, 18
 189:18
leave 22:4 33:5
 191:18
leaves 23:18
left 153:8 171:2
legal 6:9 17:10
 87:16
legislation
 77:16, 20 125:4
legislators 125:3
legislature
 121:16
lend 39:9
lens 128:18
 129:5 158:6
letter 93:6
 182:13
level 129:14
 143:15, 19
 166:5 171:20
levels 81:14

Lewis 54:6
 55:11, 20 56:2,
 3 57:18 58:10,
 18 59:7, 19, 20
 60:21 61:4
 117:19, 21, 21
 120:1, 4 123:2,
 7
liberties 73:8
life 124:5
lifelong 77:6
light 57:10
 68:6 139:15
lighter 64:3
Lily 2:12
limits 176:15
line 67:11 89:1
 117:20 146:20
 147:1 171:9
linear 146:18
linings 72:17
Lisa 2:8 6:13
 11:7 24:2 26:7
 32:16 64:2
 136:13 168:9
list 82:18
 84:12 119:14
listed 117:6
 119:12
listen 10:2
 77:5 79:6
 141:3
listening 92:9,
 10 141:12
listing 186:10
 188:18
literacy 148:19
 149:2 164:7, 12
literature
 143:11
little 45:12
 59:8 100:6
 107:20 108:17
 113:13 119:8
 122:13 160:16
live 19:8 80:12
 109:14 166:9
 171:18
lives 69:7 79:3
 81:9, 11 82:2, 3,

13 83:2, 9, 15
 84:9, 10 85:1,
 21 86:1 87:12,
 19 88:15 89:4,
 9, 11 92:20, 21
LIVESTREAM
 1:7 5:11 10:6
 174:18
loan 38:13
loans 38:16
local 61:17
 79:6 175:12, 19
location 165:7
locked 109:3
logistics 36:19
 42:12
long 44:2, 16
 119:13 176:4
 189:19
look 36:16
 45:9 54:1
 55:19 72:1
 90:1 105:20
 108:16 119:1
 121:6 123:20
 129:5 132:20
 161:5 170:21
 173:4 182:18
looked 128:18
 168:13
looking 36:17
 52:17 55:14
 70:20 71:18
 93:15 99:8, 10
 100:12 106:20
 116:8 120:15
 123:18 127:15,
 17 130:1 133:4
 144:2 161:2
 175:4 182:18
 188:20
looks 82:20
 83:6 106:17
 117:10 188:16
losses 72:11
lot 31:11
 110:17 119:3,
 16 139:12
 180:3 187:14
lots 90:2

<p>Love 18:10 73:6 79:8 84:4 low 146:11 lower 146:16 147:2 169:19 Lowry 23:12, 13 36:13, 14, 21 37:2, 10 luck 69:6 lucky 79:4 lunch 100:5 101:2, 4 102:16, 17 177:5 lunches 77:15 lunchtime 97:8</p> <p>< M > ma'am 30:15 36:9 MacArthur 29:7 Mack 2:8 6:13, 13, 14 7:13, 14 11:7, 7 12:4, 5 14:10, 11 16:10, 11 21:13, 14 24:2, 2, 3 25:4, 5 26:7, 7 27:9, 10 32:16, 16, 18, 20, 21 50:5, 6 51:19, 20 63:21 64:2, 2 66:8, 9 95:15, 16 103:20, 21 107:5, 7, 7, 18 108:1 115:9, 10 133:8, 8 134:20, 21 136:13, 13, 15 137:13, 14 168:9, 9, 20 169:3 170:10, 17, 20 171:12 172:2, 5, 9 179:3, 4 184:20, 21 191:6, 7 Madam 22:3 25:18 92:7 100:1 138:5 139:8 168:4 172:17 173:13 180:10</p>	<p>Magnet 29:9 186:8 maintain 5:8 9:6 maintaining 150:3 maintenance 179:13 180:1 183:19 majoring 19:16 majority 55:3 128:17 Makeda 2:13 26:10 making 5:17 10:12 29:19 40:12 88:13 108:4 120:21 133:12 145:11 154:2, 11 Male 18:14 129:2 males 130:7 maligned 85:3 130:12 management 54:21 96:11 149:21 165:8 mandated 9:2 54:9 mandating 59:14 manner 34:20 73:18 112:1 MAP 144:4 172:3 March 9:9 42:9, 10 marches 73:20 Maria 23:12 Marine 29:9 Mars 69:16 154:16 158:20 Maryland 6:1 10:1 54:17 57:19 73:11 74:1 87:9 143:12 171:4 194:1, 5</p>	<p>master 179:12, 21 180:5 183:18 189:16 math 143:20 156:15 157:9, 14, 21 158:4, 6, 9 mathematician 164:19 mathematics 148:19 155:11, 15, 18, 20 156:3, 10 157:11, 18 164:16 matter 6:7 11:3 17:8 22:8 47:16 79:3 82:3 83:3, 15 84:9 85:21 86:1 87:12 88:15 89:4, 9, 11 91:15 92:20, 21 107:11 135:17, 19 136:2 182:7 Matters 3:9 6:11 17:12 19:1 23:11, 17, 21 32:4 52:20 81:10 127:8 MCAP 143:17, 21 144:2 168:14, 18 172:3, 3 McComas 163:6, 7 187:12, 13, 20 188:13, 19 McMillion 2:9 7:11, 12 10:20 11:1, 2 12:2, 3 14:8, 9 16:8, 9 21:11, 12 25:2, 3 27:7, 8 30:18, 18, 21 31:7, 9 32:5 33:11 40:17, 20 50:3, 4 51:17, 18 62:11, 12, 14, 15 63:8 66:6, 7</p>	<p>95:13, 14 103:18, 19 105:16, 17, 19 107:14, 15, 16, 20 108:3, 5 110:4, 13 115:7, 8 134:18, 19 137:11, 12 179:1, 2 184:18, 19 191:4, 5 McMillion's 30:8 33:6 mean 39:14 47:6 87:20 121:15 123:15 181:21 182:6 meaning 122:4 meaningful 59:16 164:14 means 157:5 189:9 measuring 142:12 mechanism 9:16 media 77:12 medical 9:10 18:16 meet 32:9 77:4 107:14 142:14 153:17, 19 154:9 170:1 MEETING 1:6 5:3, 10, 15 8:5, 13, 14 9:9, 13, 13, 18, 21 10:3, 5, 10 21:4 22:1 66:20, 21 67:10 74:16, 19 93:3, 4 104:11 138:19 139:14 140:19 145:5 146:5, 8, 12, 16 153:10 166:12 169:10, 17 176:4 179:15 185:18 192:6, 9, 18, 21 193:1 Meetings 5:21 10:1 17:2 55:11 69:11</p>	<p>141:7 156:8, 19, 20 meets 55:10 153:13 Member 2:14 3:8 9:17 17:18 18:2, 14 20:12 21:7 28:7 68:2 74:7 76:19 77:3 79:5 93:4 99:2, 3 118:7 120:7 180:8 192:6 MEMBERS 2:1 5:16 9:15 10:11 20:10 23:15 25:19 32:13 35:1 40:2 45:1, 20 47:11 48:4 52:8, 20 58:14 60:13 63:8 64:16 67:3, 4 73:10 78:4, 18 79:12 91:14 93:21 94:10 96:4, 7, 21 101:16 102:21 104:9 105:13 111:9, 15 113:1 122:5 126:5, 12 133:16 135:9 136:3 138:7, 15 140:3 141:5 154:19 155:10 168:8 172:11, 12, 16 173:14 179:20 192:4 Member's 3:21 membership 19:2 116:10 118:5 120:1, 11, 13, 20 men 63:2 mental 19:1 54:15 55:7 56:7 mention 48:6 mentioned 55:9 56:4 129:10</p>
---	---	---	---	---

<p>mentoring 60:1 61:1</p> <p>mentors 77:7</p> <p>mentorship 59:18</p> <p>met 17:1 23:6 77:10 156:4, 21 173:15</p> <p>methods 144:12</p> <p>metrics 146:1 165:14, 18, 19, 21 171:2, 2, 3, 4, 9, 17 172:6</p> <p>Miami 28:11</p> <p>Mic 19:7 22:11</p> <p>Michael 53:13 78:3</p> <p>MICROSOFT 1:8</p> <p>Middle 28:9 29:8, 9, 13, 13 69:18 97:7 101:3, 6 102:16, 19 109:1 143:19</p> <p>Mike 110:6</p> <p>Mills 19:10</p> <p>mind 48:19 92:8 143:6</p> <p>mindful 138:12</p> <p>mindset 42:12</p> <p>mine 130:2</p> <p>minimize 37:18</p> <p>minor 124:13</p> <p>minority 128:17 129:12</p> <p>minors 119:17 123:10 124:2 128:14</p> <p>minutes 17:14</p> <p>MIS 37:7</p> <p>missed 56:1 182:18 183:6</p> <p>missing 109:4 188:17</p> <p>MMAP 144:2</p> <p>Moalie 2:5 90:15 123:18</p> <p>mode 99:15</p>	<p>model 145:21 150:17 158:2</p> <p>models 57:16 143:1 149:2</p> <p>modification 47:5 175:5, 6 176:20 177:8 188:4</p> <p>modifications 186:11, 17</p> <p>Moment 3:5 8:9, 18 9:1 59:9</p> <p>momentarily 8:12</p> <p>moments 154:21</p> <p>Monday 62:18 71:3</p> <p>monitor 145:7 152:6 162:3 167:11</p> <p>monitoring 15:9 162:5, 16</p> <p>Montgomery 97:14 108:11</p> <p>month 156:4</p> <p>monthly 156:19, 20</p> <p>months 31:10 33:13 36:20, 20 37:16 38:4 39:5, 6 41:1 192:14</p> <p>motion 5:18, 20 6:12 10:12, 21 13:6, 8 14:20 15:1, 4 16:18 20:15 23:20 25:13 26:4 27:18 30:8 31:6, 8, 19 32:6 33:6 35:2 36:7 40:6 41:13, 16 42:15 43:3 45:2, 21 46:3, 5 48:14 49:3 50:20 51:2 65:3 66:17 82:12 90:11, 14, 19, 20, 21 91:2,</p>	<p>13 94:4 96:16 97:15 101:8 103:1 108:4 110:5 116:1 121:11 135:8 136:7 174:11 183:11, 15 185:8 186:21 191:15</p> <p>mouth 92:13</p> <p>move 11:2 15:7 20:11 22:17, 21 23:8 30:21 45:10 64:13 71:1 79:13 90:21 104:13 144:9 152:19 153:5 192:6</p> <p>moved 6:13 24:2 26:7 65:6 96:18 136:10 174:13 183:16 187:2</p> <p>movement 79:3 83:16 85:2 88:14</p> <p>moves 40:14</p> <p>moving 36:20 65:10 70:9 96:5 172:1</p> <p>multilingual 149:18</p> <p>multiple 32:14 87:3 90:13 119:13 153:16 185:21 189:4</p> <p>multistep 37:14</p> <p>multiyear 189:20</p> <p>muted 136:5, 5 185:14</p> <p>MWE-814-20 183:18</p> <p>MWEA's 143:20</p> <p>< N ></p> <p>NAACP 90:2</p>	<p>name 29:16 186:12 187:10, 15 188:4, 7</p> <p>named 88:7</p> <p>names 5:17 10:12 170:9</p> <p>NASRO 55:5 56:15</p> <p>nation 74:1 150:20</p> <p>National 18:15, 15, 18 55:4 147:15</p> <p>nationally 18:17 57:11</p> <p>nature 56:17</p> <p>navigate 119:8</p> <p>necessarily 130:10</p> <p>necessary 139:20</p> <p>need 21:4 32:10 38:1 58:2 63:4 78:20 86:3, 4 88:7 91:20 94:6, 7 100:11 106:5 108:21 109:5, 9 112:1, 17 125:14 126:21 140:9 154:7 155:19 161:4 170:5 177:11 180:19 183:11</p> <p>needed 42:6, 8, 17 43:6 65:8 96:20 116:2 145:4 155:17 174:15 175:17</p> <p>needs 29:21, 21 30:14 32:1 113:12 125:3 142:14 153:20 154:9</p> <p>negligent 111:5</p> <p>negotiations 6:11, 12 17:12, 13</p> <p>neighbor 70:4</p>	<p>neighborhood 62:5</p> <p>network 150:1</p> <p>neurology 54:20</p> <p>never 77:1 90:4 111:16</p> <p>New 3:9, 10, 11, 13, 14, 16, 17 4:6, 8, 8, 9, 11 23:10 29:8 64:14 65:11 70:9, 15 74:21 92:15 129:18 135:13 138:3 140:5 144:19 147:10 148:18 156:16 159:12 161:16, 18 163:20 165:6 173:10 185:11, 17, 19 186:1, 3, 16 192:13</p> <p>newest 68:2</p> <p>news 69:15</p> <p>nicely 192:8</p> <p>nine 6:10 17:11 61:16</p> <p>nonessential 5:6 9:5</p> <p>non-punitive 62:7</p> <p>non-renewals 23:18</p> <p>non-represented 48:9</p> <p>notarial 194:12</p> <p>Notary 194:4</p> <p>notated 35:15</p> <p>note 64:3 91:17</p> <p>noted 132:9 187:14</p> <p>noticed 61:12, 14</p> <p>noticing 188:15</p> <p>notify 117:11</p> <p>number 42:2 47:14, 20 101:1, 3 102:14, 16 107:9 126:7 132:17 135:19</p>
---	--	---	--	---

<p>140:13 175:13, 21 189:20 numbered 52:12 numbers 173:18 174:2 numerically 30:10 Nussbaum 15:2, 3, 7 118:17, 18, 19, 20 120:14 121:5, 13, 20 122:2 123:14 135:14, 15</p> <p>< O > O.11 15:8 O-1 173:16 174:3, 11 O-10 173:16 174:4, 12 O-11 30:11 173:19 174:5 O-12 173:16 174:6, 12 O-19 173:17 174:6, 12 O-20 174:7 183:15 objection 192:10 objective 37:14 objectives 122:8 observation 132:16 observe 157:3 observed 156:7 158:5 obtain 6:9 17:10 obviously 33:5 35:6 97:12 occur 38:10 occurring 70:12 O'Connell 69:16 154:16, 20 155:3, 4 158:17 161:19 offender 131:9 offense 116:8, 13, 20 119:10 120:6, 18, 19</p>	<p>121:14, 18 122:17 124:16 126:20 131:11 132:2, 10 offenses 96:13 117:13, 16 118:2, 2, 4, 20 119:4, 5, 17 120:8, 11 122:21 123:6 130:10, 14 131:14, 21 offer 38:18, 19 41:11 55:15 81:20 89:4 97:3, 19 108:8, 13 109:18 110:12 139:4 offered 71:11 188:6 offering 38:12 92:17 110:5 offerings 186:6, 17 Offerman 2:10 7:2, 3 11:14, 15 13:21 14:1 15:21 16:1 20:21 24:13, 14 26:18, 19 33:20, 20 34:1, 13 35:5 41:8, 8, 11, 21 46:7, 7, 17 47:2 49:14, 15 51:7, 8 65:17, 18 95:3, 4 97:2, 2, 19 98:3, 11, 19, 21 99:9, 17 100:4, 10, 13 101:9, 11 102:3, 7 103:8, 9 108:3, 4, 10 110:19 111:1, 1 112:5, 10 114:3, 18, 19 134:8, 9 136:10, 10 137:1, 2 178:12, 13 183:16, 16, 20 184:8, 9 190:12, 13</p>	<p>Offerman's 46:3 101:19 103:1 Office 26:1, 3 37:20 112:13 126:10 151:15 152:10 154:20 155:10 156:10 162:11, 11, 14, 18 Officer 64:9 officers 13:9, 11 53:8 54:15, 19 55:4 56:20 57:21 58:2 59:15 62:3, 20 130:9 Offices 5:5 9:4 152:9 153:12 159:19 162:10 175:13 official 46:15 90:11 officially 68:1 officials 6:6 17:7 90:3 oftentimes 188:1 Oh 136:6 170:10 176:2 Okay 30:16, 20 32:19 47:2 48:12, 15 49:8 50:19, 21 53:2 58:21 64:12 79:20 83:19 85:15 87:4 97:18 98:20 100:13, 14 101:7, 9, 12, 15 108:1 111:19 114:10 119:15 120:9 121:17 122:16 123:3, 10 126:11 140:11 169:5 170:20 171:13 172:9, 12 174:10 175:8 176:10 178:3 182:8 183:7, 8</p>	<p>184:1 185:14 188:9 190:5 191:19 192:2, 10 Old 4:10 Olsen 29:13 Omer 2:14 3:8 17:19 18:1 19:7, 13, 21 20:3, 12 22:6, 20 23:2, 9 74:8 76:19 82:21 83:7, 12 84:21 85:19 87:15 92:4, 6 Omer's 19:5 once 39:14 166:9 172:18 189:15 ones 77:18 119:12 ongoing 44:4 141:6, 12 167:14 online 69:11 70:15 71:6 OPE 38:7 Open 5:21 9:21 10:1, 2 17:2 19:7 35:10, 16, 19 70:7 99:6 172:15 180:19 operational 36:7 148:12 149:20 151:4 166:1 167:10 operationalizing 162:15 opinion 34:9 41:1 opportunities 152:3, 18 153:5 159:20 160:13 164:13 opportunity 9:17 55:12 80:16 113:19 117:9 142:17</p>	<p>145:16 157:2 163:8 188:11 opposed 38:6 117:1, 13 123:1 opposite 90:5 opt 41:2 optic 175:16 opting 38:17 Option 3:11 11:5 31:2, 10 33:3, 12 36:16 38:20 39:3 48:2 oral 135:21 orange 146:20 Order 3:2, 4, 7 5:3, 7, 14 8:5, 14 9:6 10:9 17:17 32:7 35:14 87:4 118:13 136:3 155:14, 21 156:18 159:19 160:14 162:2, 9 orderly 141:20 145:14 organization 18:11 organizational 122:12 organize 74:10 organized 148:7 166:6 orientation 82:7, 16 86:19 original 46:5 49:4 originally 43:13 originates 73:13 ought 89:4 outcome 131:12 194:11 outcomes 152:2, 19 153:5 160:5, 12 outline 142:20 outlined 185:15 186:19 outlines 167:4</p>
--	--	---	---	--

<p>outreach 149:17, 18</p> <p>outs 43:12</p> <p>outside 123:11 131:3</p> <p>outstanding 22:15 63:2 69:14</p> <p>overcome 80:15</p> <p>overseeing 60:19</p> <p>overt 122:11</p> <p>overview 185:19</p> <p>Owings 19:10</p> <p>< P ></p> <p>p.m 192:18</p> <p>page 67:14 71:7</p> <p>pandemic 42:2 45:7 59:2 70:17 72:9 75:21 114:4 150:9</p> <p>panelist 18:17</p> <p>parallel 37:17</p> <p>parallels 39:7</p> <p>parameters 57:6</p> <p>parent 64:20 68:4 149:17</p> <p>parents 60:10 76:6, 11 81:5 109:16 142:3</p> <p>part 22:5 38:5 43:11 54:17 60:12 64:4, 9 69:5 99:7, 18 116:12 131:5 138:7 145:5 151:21 152:5 162:17 165:3 172:7, 20</p> <p>participant 155:8</p> <p>participate 9:18 56:12 160:2</p> <p>participated 56:5 154:17</p> <p>participation 18:5 19:6</p>	<p>particular 88:20 111:3 188:19</p> <p>particularly 33:17 92:21 172:19</p> <p>parties 194:10</p> <p>partners 141:8, 8 167:15</p> <p>partnership 70:21 188:2</p> <p>partnerships 142:3 148:12 149:11, 16, 17 167:9</p> <p>parts 97:10</p> <p>pass 33:15 42:15 113:21</p> <p>passed 77:16</p> <p>passes 16:19 115:19</p> <p>passing 77:19</p> <p>Pasteur 2:11 6:16, 16, 18, 21 7:1 11:12, 12, 13 13:19, 20 15:19, 20 20:14, 14, 20 24:11, 12 26:16, 17 32:17, 20, 20 33:9, 10 34:10, 11, 12 49:12, 13 51:5, 6 65:15, 16 79:6 88:3, 4 92:6 95:1, 2 97:17, 17 101:13, 14 103:6, 7 114:16, 17 132:4, 5, 7, 8 133:9 134:6, 7 136:14, 14, 20, 21 178:10, 11 184:6, 7 185:13, 14 186:21 187:6, 14 190:10, 11 191:16</p> <p>path 58:17</p> <p>Pathway 71:21 75:1 140:5, 16</p>	<p>143:2, 11 144:16, 17 147:10, 20 148:1, 6 150:6 165:11 166:4, 11 167:1, 4, 19 188:5 190:1</p> <p>pathways 141:17 186:14</p> <p>pattern 122:6 159:17</p> <p>Paul 1:21 194:4, 16</p> <p>Pay 3:11 11:5 31:2 33:3 38:8, 18 48:2</p> <p>paychecks 38:1</p> <p>payment 38:6</p> <p>payroll 37:7, 20 44:9, 11 47:15, 19</p> <p>PDSA 142:10 151:12, 17</p> <p>peaceful 73:19 74:3</p> <p>PECDs 99:14 100:15, 17 101:2, 4 102:8, 10, 15, 17 107:10</p> <p>pedagogy 158:7 164:2</p> <p>people 54:21 63:3, 4, 6 73:14 78:17 123:12</p> <p>percent 129:2 146:13, 14 169:16 170:6 177:12, 16, 18, 19</p> <p>percentage 146:5, 7, 11, 16</p> <p>percentile 177:4</p> <p>performance 6:5 17:6 142:2 165:13, 20 168:18 171:20</p> <p>performing 148:10 149:9</p>	<p>150:19 165:17 167:8 169:11</p> <p>period 39:10, 19 45:12</p> <p>periods 101:3, 4 102:16, 18</p> <p>permanent 20:6</p> <p>permanently 62:1 124:8</p> <p>permission 37:3 136:8</p> <p>permitted 5:20 100:20 102:13</p> <p>perseverance 68:19</p> <p>persevered 76:12</p> <p>person 117:4 124:8 132:14 133:4, 10, 12</p> <p>personal 96:11 104:14 129:12 182:2 186:4</p> <p>personalize 76:2</p> <p>personally 158:1</p> <p>Personnel 3:9 5:6 6:7 9:5 11:3 17:8 23:11, 16, 21 52:20 53:1 124:11</p> <p>persons 55:1 122:5</p> <p>Pete 179:16</p> <p>philosophically 89:10</p> <p>phone 108:14</p> <p>phones 105:21 106:4</p> <p>phrase 84:2</p> <p>physical 9:15</p> <p>physically 9:19</p> <p>piece 55:19 89:6</p> <p>Pierandozzi 28:18 29:15, 16</p> <p>piggyback 123:19 128:11 129:7</p> <p>Pikesville 18:8</p>	<p>pivot 42:8 75:15 87:12</p> <p>place 34:8 37:16 39:4 52:18 71:11 78:19 112:19 118:3 119:21</p> <p>placed 30:10 34:7 127:11</p> <p>placement 127:3 129:17, 20</p> <p>Plan 4:8 37:15 48:8 71:1, 13, 20, 21 74:21 92:16 93:14 138:4, 11, 21 140:5, 15 142:1, 9 143:6, 13 145:3 150:3, 8 151:11, 19, 21 155:12 156:14, 18 157:4 159:2, 7 160:10, 10, 17, 18 161:1, 12 162:1, 7, 15 165:3, 6 171:10, 18 172:1, 14 173:2, 4 179:12, 13, 21 180:1, 5 183:18, 19</p> <p>planned 38:12 42:4 48:10</p> <p>planning 55:18 58:20 64:21 154:5</p> <p>plans 71:15 141:1 151:15, 15 152:10 162:10, 11, 12, 14, 19</p> <p>playing 22:14</p> <p>plays 78:19</p> <p>please 6:18 15:12, 16 20:17 24:8 26:13 46:1 48:16, 19 49:2, 9 50:16 51:18 65:12 68:12 69:10</p>
--	--	---	---	--

<p>75:5 94:19 102:2 103:3 133:18 134:19 137:12 140:6 141:11 142:7 144:14 145:19 146:10 147:8, 16 148:13 149:3, 14, 19 150:5 151:8 152:21 154:3 159:13 160:6, 15 162:7, 13 163:14 164:4, 11 165:10, 15 166:3 174:19 178:7 181:7 183:9 184:3, 19 190:6 pleasure 154:13 Pledge 3:5 8:7, 17, 21 plots 167:20 plus 97:10 point 23:3 33:1 34:4 35:14 42:1 57:9 82:20 85:17 87:4 89:15 90:4 91:21 98:13 108:14 128:12 138:6 169:19 173:4 pointed 72:11 114:3 points 143:9 145:2 146:7 Police 54:17, 18 55:10 60:18 61:14 62:3, 4, 8, 20 78:16 118:10 130:9 Policies 3:14 4:4 64:15, 19 65:10 67:9, 11, 14, 15 77:14 81:4 96:6, 10 107:13 116:1</p>	<p>117:7 134:1, 4 policing 55:8 Policy 3:18 18:6 64:16, 19, 20, 21 65:4 67:14 74:17, 18 80:13, 19 85:17, 18 86:7, 14 88:20 91:18 92:14 94:1, 2 96:7, 10, 11, 13, 17 97:4, 13, 14, 20 98:13, 16 99:12, 13 100:7, 12 101:20, 20 103:2 104:10, 11, 12 105:14, 20 106:1, 2, 3, 7, 14, 17, 20 107:1 108:11, 18 109:7, 10 110:11, 19 111:18 112:7, 12 113:6, 8, 21 114:5 115:18 116:4, 15 117:7 122:16, 18 124:21 125:10, 11, 16 126:4, 7, 10, 18 127:18 134:2, 4, 4 185:15 186:19 popcorn 190:20 population 56:9 populations 161:6 portable 108:15 109:12 portion 99:7 portions 9:20 10:2 pose 183:2 posed 92:10, 11 position 25:21 29:20, 20 positive 57:16 63:5 149:6 possess 100:15 102:7 possibility 38:12</p>	<p>possible 12:17 34:6, 7, 16 35:7 40:10, 11 41:13 43:6 45:11, 16 46:6, 8, 20 49:5 53:16 131:15 possibly 39:1 potential 37:18 Powell 69:18 practice 38:7 80:10 152:20 153:6 practices 160:1 prayer 73:20 PRC 110:20 114:1 precedent 70:18 prefer 138:15 preparation 64:21 prepare 57:14 141:17 151:7 prepared 12:18 13:2 22:10 37:5 53:5 preparedness 149:8 preparing 141:10, 17 148:3 150:21 163:18 168:1 preschool 71:5 presence 9:15 present 9:19 13:2 37:21 71:19 139:3 140:4 169:2 185:17 presentation 54:1 138:8, 10, 16 139:6 151:10 168:8 172:21 presented 17:20 23:21 26:6 34:5 65:2 96:14 147:17 151:9 179:14, 21 185:19</p>	<p>presenting 74:21 president 18:9 previous 144:19 147:18 previously 34:5 97:10 177:15 primary 122:7 principal 29:5, 7, 8, 11 109:1, 2 116:20 117:2, 5 123:1 131:6, 10, 16, 17 132:17 154:15, 16 170:12 principals 69:15 75:11 131:15 138:8 155:6 156:2, 4, 9, 21 157:6 172:19 principles 145:20 prior 59:13 74:13 144:13 146:19 158:5 priorities 141:14, 15 142:5 priority 32:11 141:3 private 182:13 proactive 79:10 150:9, 12 proactively 81:13 probably 38:15, 15 44:15 48:7 120:12 121:10 problem 121:13 problems 80:2 procedural 36:3, 5 125:1 procedure 15:1 118:8 procedures 107:14 PROCEEDINGS 5:1 194:11</p>	<p>process 37:9 70:16 85:13 118:12, 14 132:12 142:11, 11, 16 151:13, 18 153:21 154:18 155:1 158:18 161:5, 8 189:6, 9 produce 111:20 professional 28:8, 10 56:18 58:1 142:1 151:16 152:3, 15 156:9, 12 157:5, 9 159:1, 5, 15 160:13 161:10 162:6 164:3 189:18 professionals 164:17 professor 28:4 proficient 168:15 profiled 130:8 profiles 165:9 profiling 130:6 program 39:2 55:12 57:4 59:15 60:20 63:1, 9 143:16 149:13 177:14 186:3 189:10 programs 71:4, 10 148:20 186:8 187:7 progress 74:14 145:8 151:15, 15, 19 152:6, 10 160:9, 10, 17 162:10, 11, 14, 16, 18 167:11 progression 146:18 147:5 prohibited 99:16 project 28:1, 2, 5 39:16 189:20 prom 69:1 promote 162:2</p>
--	---	--	---	--

promotion 6:3
17:4
proper 127:10,
20
properly 114:8
property
100:15 102:8
propose 83:21
Proposed 3:17
39:20 64:18
99:17 101:20
protect 63:17
87:20
protected 84:12,
14, 16, 20 86:12
87:8 127:13
protecting 63:11
protection 73:8
83:1
protest 74:3, 11
protests 73:19
protocol 132:12
protocols 175:15
proud 68:16
69:3 75:18
proven 124:17
provide 37:1
53:7, 16 54:5
56:19 57:20
122:19 125:20
128:14 139:4
141:18 143:10
145:17 147:6,
12 153:14
157:9, 16 158:8
160:1 165:13
166:5 168:21
169:7, 14, 21
provided 13:1
53:11 55:6
157:2 168:12
169:14
provider 175:4,
20 176:1, 12
provides 142:11
146:4, 15 153:2
164:13 176:18
providing 80:15
126:8 152:16
153:11

provision
120:16
Provisions 6:1
PUBLIC 1:6
3:16, 17 5:5, 6
9:4, 5, 20 29:10,
14 44:1 56:6
58:13 66:19
67:1, 8, 10, 12,
15 76:16 93:1
98:10 148:2
150:18 154:14
165:6, 12 166:5
167:14 194:4
publicly 171:11
pull 171:7
176:7
pulling 59:10
purpose 75:2
84:17 142:9, 16
151:11 167:18
169:20
purposes
100:20 102:14
pursuant 9:21
17:2
pushed 106:16
put 31:14, 15,
15 33:18 40:7
47:15 53:20
59:13 79:2, 8
82:21 89:13, 14
109:21 114:7
139:18
putting 22:16
34:3 83:4

< Q >
qualified 141:21
qualitative
153:18 155:18
161:3
quality 145:13
152:2 160:13
167:3
quantitative
153:18 155:18
161:3
quarter 55:11

quasi-judicial
135:18
question 13:5
36:6 47:1
58:11 59:6
90:9 91:3
92:11 110:12
113:9, 11 116:4
121:3, 17
123:19 133:21
170:21 171:6
174:21 175:21
177:16 180:8
183:2 187:6
188:16 189:11
questions 53:6
105:13 112:15
138:13, 14, 17
139:17 172:13,
15 180:3, 4, 14,
15, 21 181:4, 16,
19 182:1, 4, 10,
12 183:5, 8
184:2
quick 170:21
quicker 37:9
quickly 45:11
139:7
quite 44:21
105:1

< R >
race 68:6, 15
82:6, 15 86:17
racial 4:3 80:6
130:5
racially 130:8
racism 4:2
55:16 68:11
78:16 80:5
81:2
Racquel 150:16
raise 151:6
raises 39:20
raising 141:9
148:2 150:20
163:17 167:21
rally 79:1
89:21

range 177:4
rate 147:2
reached 77:12
reaching 176:14
read 79:15, 18
82:20 84:19
86:16 98:8
99:3, 6 102:1, 3
125:2 128:4
131:2
reader 64:15
65:11
readily 165:5
readiness
143:14 144:6,
16 164:10
Reading 3:15
4:5 48:19
113:12, 16
164:16, 18
179:20
reads 17:21
84:7
ready 22:17, 21
23:1 30:21
63:17 143:7
179:16
real 168:15
really 33:14
58:4 61:21
62:6 63:15, 18
72:15 92:3
93:4 106:14, 16
110:2 113:1
124:20 125:3
127:17 139:1
160:19 163:10,
16 169:6, 21
187:10, 15
realtime 153:14
rearrange 85:10
reason 43:3
44:6 84:2
97:12 131:5
reasonable
42:20 44:15
reasonably 34:6
reasons 17:3
127:19 132:17

reassuring
79:10
receive 13:1, 11
53:11 128:5, 6
129:20 153:13
received 107:8
182:15
receiving 93:6
126:5 132:9
recite 8:7, 16
Recognition 3:7
8:18 20:12
22:6 23:18
60:9 69:1
recognize 33:14
60:6
recognized 86:4
recognizing
17:18 70:10
170:3
recommend
39:11 192:5
recommendation
65:4, 8 96:9, 16,
20 173:21
174:8, 15
183:12
recommendation
s 65:1 96:14
recommending
100:5
record 135:20
recorded 8:3
20:6
recording 194:7
records 20:7
96:10
recovery 71:1,
13 176:19
recreation 72:15
recruit 141:20
recruitment
65:1 149:11
reduced 177:4
reductions
149:12
reentered 21:3
reexamined
162:19
refer 67:6

<p>reference 92:12, 13 121:6 referenced 108:11 reflect 157:3 159:21 164:17 186:13 188:4 reflected 80:3 reflection 145:2 reflections 158:18 reform 73:17 74:5 regard 128:2 regarding 30:9 39:19 135:17 157:11 158:8 172:13 regardless 82:5 148:4 regards 19:21 127:1 registered 131:8 registration 70:15 regular 19:20 48:5 regularly 129:4 153:17 regulation 125:8 reimbursed 177:3 reimbursement 177:14 178:1 reiterate 68:5 rejoins 8:13 relate 6:12 17:12 159:2 187:15 related 9:10 36:7 110:12 116:9 118:4 120:11, 19 158:21 173:6 182:5 187:7, 19 relation 131:4 relationship 60:17 61:19 relationships 18:12 56:14</p>	<p>57:15 59:16 60:3 61:2 63:3, 5 relative 165:18 released 166:14, 15 relevant 164:2 Relief 19:12 religion 82:15 reluctant 44:6 remain 131:10 144:15 remaining 115:21 166:13 remember 127:7 169:4 remind 44:20 100:2 REMOTE 1:7 70:20 remotely 9:14, 20 71:12 removal 6:4 17:5 remove 15:7 30:11 removed 130:15 173:19 174:5 renamed 188:17 repair 150:4 repeat 124:9 174:2 replace 159:12 Report 3:14, 19, 20, 21 4:8 23:4, 7 64:15, 18 67:19 72:3, 6 76:19 77:2 96:8 123:5 124:3, 19 125:20, 21 126:1, 3, 8 128:3 135:12 138:3 171:4 177:21 192:14 reportable 96:13 116:8, 13, 20 117:13, 15 118:1, 20 119:4, 5, 10, 17 120:8,</p>	<p>18 121:14, 18 122:17, 21 123:6 124:16 126:19 130:10, 13 131:11, 14, 20 132:2, 9 reported 145:7 171:3 reporting 147:9 168:14 171:9 reports 124:1 126:3, 6 representing 168:18 request 135:20 requesting 5:18 180:6 require 38:19 required 54:10, 18 117:11 128:13 141:6 187:4 requirements 143:18 requires 57:19 research 26:1, 1 27:21 142:19 research-based 159:6 Reshid 2:14 3:8 7:6 11:16, 17 14:2, 3 16:2, 3 17:19 18:1 20:13, 21 21:1 22:6, 8, 12 23:3, 5 24:15, 16 26:20, 21 49:16, 17 51:9, 10 65:19, 20 74:8 76:20, 21 79:17, 19, 21 81:18, 21 83:13 88:13 89:6, 16, 19, 20 91:17 92:2, 5, 10, 17 93:9, 18 95:5, 6 96:4 103:10, 11 111:10 114:20, 21 134:10, 11 137:3, 4 178:14,</p>	<p>15 184:10, 11 190:14, 15 Reshid's 88:5 94:11, 14 resignation 6:5 17:6 resignations 23:17 resilience 78:7 resilient 75:19 Resolution 4:2 9:8 17:19 20:6, 11 21:6 22:5 79:9, 12, 14, 18, 21 81:19 83:6, 15, 20 84:3, 4 87:7, 11, 14, 15 88:5, 14, 18, 21 91:18, 21 92:9, 11 93:17 94:5, 11, 14 resolve 73:6 Resolved 19:18 20:2 62:7 81:8, 12 82:1 84:6, 7 Resource 55:4 56:19 57:20 149:21 156:10 resources 32:9 68:14 78:20 81:15 142:5 145:18 150:10 153:19 154:8, 10 157:16 respect 89:5, 14 respectfully 94:4 respective 10:13 respond 35:13, 19 53:13 129:9 responding 55:1 122:20 response 54:21 70:18 150:8 responsibility 81:1 99:13 128:8 160:5 responsible 109:4</p>	<p>responsive 74:8 145:12 150:9, 13 163:12 164:2 rest 59:14 98:10 restate 45:21 46:3 result 10:4 150:20 157:7 resulted 158:9 resulting 157:18 results 145:6 148:8, 17 161:15 163:6 164:9 166:9 167:7 resurgence 45:17 retain 32:2 38:3 141:20 retention 32:1 33:7 149:12 Retirements 23:17 retiring 70:10 return 57:12 127:4 129:18 review 18:6 64:17 65:4 71:7 72:2 74:18 96:7, 17 98:2 104:11 112:12 125:11 126:7 180:2 reviewed 125:10 reviewing 183:5 revised 16:21 revising 118:13 revision 107:8 revisiting 172:14 right 29:16 55:18 73:13, 16 74:5 79:20 83:18 89:6 92:12 106:21 122:21 123:18 129:14 131:1 132:8 143:11</p>
---	---	---	--	--

171:7, 12 176:3, 3 177:6 190:2
Rights 73:12
 77:20 126:19
 127:1, 7, 12, 15
 132:13
righty 140:1, 13
rigor 188:5
rigorous 145:13
River 28:21
 29:9
Roadmap
 147:11, 12
 167:13
Roberts 152:21
 153:1 158:15, 16
Rochelle 69:17
Rod 30:18
 62:12 105:17
 112:3
Rodney 2:9
role 14:21 18:7
 23:6 59:8
 153:11, 20
 154:21
roll 138:3
rollcall 5:16
 6:18 10:11
 11:8 13:16
 15:15 20:16
 24:8 26:12
 48:15 49:9
 50:21 51:1
 65:12 94:19
 103:3 114:13
 136:17 174:19
 178:7 183:10
 184:3 190:6
rolled 34:19
root 161:4
ROTC 187:7
roughly 48:1
Rowe 2:12
 7:17, 18 12:8, 9
 14:14, 15 15:10,
 13, 13 16:14, 15
 21:17, 18 24:5,
 5, 6 25:9 27:13,
 14 35:14, 17

43:17, 18, 19
 46:21 50:9, 10
 52:2, 3 59:4, 6,
 7 61:7, 8, 9, 11
 62:10 65:6, 6, 7
 66:12, 13 82:10
 84:1 85:10
 86:8, 12, 16
 87:1, 6 90:10,
 16 91:5, 9 94:6,
 8 95:19, 20
 104:3, 4 115:13,
 14 130:19, 21
 131:1 135:3, 4
 137:17, 18
 174:13, 13, 14
 179:7, 8 180:11,
 13 181:2, 12, 16,
 20 182:1
 183:21, 21
 185:3, 4 191:10,
 11
Rowe's 90:4
Rows 25:8
Ruben 74:10
rule 97:21
 98:2, 6 99:3, 5,
 7, 17 100:2, 8
 104:19 105:8,
 11 106:2, 16, 19,
 19 107:2
 108:16 109:6, 7,
 11, 20, 21 110:6
 111:20 112:17,
 19 114:6 117:4,
 6, 6, 9 118:7, 13
 122:19 185:15
 186:19
rules 67:15
 106:15 107:13
 133:5
run 37:17 39:7
 44:10, 10
running 44:11,
 21
Russ 188:14
Russell 2:7
 < S >
sacrifice 73:6

Safe 54:10
 57:18 58:12
 60:8 68:9
 78:11 80:9
 141:19 145:14
 148:9 149:4, 7
 167:7 192:20
safeguarded
 133:7
safety 5:8 9:6
 15:9 57:19
 68:13 118:15
sample 146:15
sampling 144:8
Sarris 37:4, 11,
 12, 12 40:1
 42:18 47:21
 48:3 175:11, 11
 176:2, 6, 10
SAT 143:15
satisfaction
 99:19 149:18
satisfied 111:2
 180:16
save 88:1
saw 146:19
saying 85:5
 87:18 88:1
 177:10
says 42:18
 67:15 99:12
 107:10 116:9
 119:21 120:17
 124:7, 10
 125:19 177:10
schedule 69:10
scheduled
 67:10 138:19
 139:3, 14
 166:12
scholars 87:16
 90:1
school 5:7 15:8
 18:4, 8, 18 19:6,
 14 28:8, 9, 9, 11,
 12, 20 29:2, 6, 6,
 7, 8, 9, 13, 13, 14
 31:4, 9 32:2
 33:1 40:21
 42:21 43:8

44:6 45:9, 15
 46:12, 18 47:3
 49:6 54:8 55:4,
 8 56:19 57:13,
 19, 20 58:12
 59:10, 11, 12
 63:13, 14 64:7,
 10 68:3 69:13,
 17, 18, 19, 21
 70:7, 9 71:8
 75:9 76:1
 77:13, 15 78:18
 80:14 84:13
 88:9 94:3
 96:13 97:6, 7, 8,
 9, 12 100:6, 15,
 16, 21 101:1, 3,
 5, 6 102:8, 8, 15,
 16, 17, 18, 19
 106:5 107:10,
 13 109:1, 2, 8
 114:2 117:14
 123:12 124:11
 129:18 131:10,
 19, 20 132:11
 133:1, 11
 140:18 143:15,
 19 144:1, 4
 146:4, 15 149:6
 150:1, 19 151:5,
 6, 14, 19 152:1,
 5, 17 153:4
 154:1, 7, 10, 17
 155:3, 6 157:6
 158:20 159:9,
 16 160:9, 10, 17
 162:9 165:8
 168:17 169:15,
 18 170:4, 6, 7,
 11, 12, 18
 176:13 185:20
 186:5 187:1
school-based
 161:21 162:4
schoolhouse
 62:20 131:4, 5
Schools 5:5
 9:4 29:10, 14
 42:10 56:6, 11
 58:13, 14 59:9,

13 60:8 61:3
 62:2, 17 63:12
 68:14 70:3
 71:15, 16 72:13
 76:16 80:3, 7, 9
 93:1 118:12, 14,
 16 122:20
 130:15, 16
 146:2, 6, 11
 147:5, 10 148:2
 149:3 150:3, 18
 151:1 152:9, 13,
 17 153:3, 12, 16,
 16 154:13, 14
 155:17, 19
 156:7 159:11,
 16 160:8, 20
 161:8, 20 162:8
 169:8, 9 170:2,
 9 175:13
school's 61:17
 153:20
scientist 164:19
scope 133:6
 157:16
Scott 2:13 7:15,
 16 12:6, 7, 14,
 15, 16 13:4, 8
 14:12, 13 16:12,
 13 21:15, 16
 25:6, 7 26:10,
 10 27:11, 12
 45:21 48:17, 18
 49:7 50:7, 8
 51:21 52:1, 15
 53:2, 3, 14, 19
 56:21 58:3
 61:5 66:10, 11
 82:19, 19 83:13,
 19 84:18 88:9
 90:14 92:4
 94:12, 13, 17
 95:17, 18
 101:17, 18
 102:1, 5, 20
 104:1, 2 115:11,
 12 116:3, 4, 6,
 18 117:10
 119:15 120:9
 121:2, 8, 17, 21

<p>122:15 123:3, 9, 20 130:3, 4 135:1, 2 137:15, 16 179:5, 6 185:1, 2 187:2, 2 191:8, 9 Scott's 58:11 129:6 screen 140:10 Scriven 110:8 175:10 179:16 seal 194:12 seals 87:21 Second 4:4 6:15, 16 11:6, 7 13:6, 13, 14 15:10 20:9, 15 24:4, 5 26:9, 10 30:8 31:5, 7 41:17, 18 47:6, 6 65:8, 10 79:16 82:10 84:6, 7 85:13 86:10 90:11, 19 91:9, 13 93:3 96:20 97:16, 17 101:13 113:12, 16 116:2 136:12, 14 174:15 183:20, 21 187:3 seconded 15:12 43:3 81:19 90:15, 20, 21 91:2, 8 94:6 seconding 5:17 10:12 Secondly 124:6 seconds 15:4 secretary 18:12 29:1 section 98:14, 18 99:12 107:9 119:1, 10 sections 119:7, 11, 13 secure 149:7 see 34:19 39:6 52:18 55:15 60:8, 9, 20 61:2</p>	<p>63:4 64:6 69:10 97:12 108:2 109:11 111:13 114:9 120:11 121:7 138:11 165:17 171:20 187:9 188:1 189:4, 19 seeing 140:7 189:13 seek 78:10 seen 73:19, 20 90:4 111:16 153:8 176:13 sees 133:12 segment 98:8 select 56:15 selected 71:10 selecting 77:18 selection 65:1 Senate 125:4 send 61:17 67:16 114:1 182:16 senior 68:19 seniors 68:17 75:18 sense 34:14 37:8 106:11 132:21 senseless 72:20 sensitivity 12:21 13:10 53:9 sent 79:12 119:19 130:14, 16 131:11 132:11 168:10 182:12 separate 85:6 September 43:8 46:14, 18 125:10 sergeants 60:19 serious 127:21 132:2 serve 57:16 145:2 served 8:19 18:1, 12 28:1, 5,</p>	<p>21 29:2, 5, 6, 8, 10 110:8 157:4 service 23:19 29:4 73:20 149:2 175:4, 12, 20 176:1, 12, 17, 18 177:1 services 20:1 28:20 129:17 145:18 150:12 175:20 Session 3:3 4:7 5:20 8:2 17:2, 14 19:20 35:16, 19 135:14 136:2, 8 156:17 180:19 sessions 54:11 156:6, 13 157:4 set 57:19 68:18 80:19 99:14 140:13 146:13 167:12 169:9, 12 sets 171:21 setting 127:5 129:18 145:10 settings 127:12 settled 70:4 seven 6:9 17:10 168:12 170:5 sex 131:8 sexual 82:7, 16 86:19 shape 107:2 share 37:5 45:18 54:4, 7 55:20 58:6 158:21 160:4 167:10 shared 56:1 105:10 123:11 182:10 sharing 57:3 158:17 Shay 187:18, 20, 21 189:2, 3 190:3</p>	<p>shift 152:18 shifted 89:9 shifts 153:4 shining 113:13 short 32:7 shortly 56:10 show 22:10 169:18 172:2 showing 139:1 169:20 shown 130:6 145:1 sidebar 111:4 sight 99:15 sign 136:3, 9 Silence 3:5 8:9, 18 9:1 silent 99:14 silver 72:17 similar 82:12 89:2 152:9 simply 45:13 84:13 singled 130:13 sir 36:14 site 28:1, 2, 5 situation 57:10 61:15 62:6, 18 127:21 situations 42:3 128:1 six 44:1 skills 155:13 156:2 157:8 164:10, 15 slide 140:6, 13 141:11 142:7 143:3 144:14, 20 145:18 146:9, 19 147:8, 16 148:5, 13 149:3, 8, 13, 19 150:5 151:8, 14 152:21 154:3 159:13 160:6, 15 162:7, 13 163:13 164:4, 10, 20 165:10, 15 166:3 167:16 168:3,</p>	<p>12, 16 169:18 170:5, 6 171:7 slides 140:8 147:18 slower 147:5 small 18:19 smallest 37:21 SMOB 23:7 77:1, 17, 20 social 4:2 18:15 68:13 77:12 80:5 148:4 186:5 Society 18:15, 16 80:2 93:11 socioeconomic 82:9, 17 86:21 softball 64:6 software 44:10, 11 solely 73:15 solidarity 79:2 solved 125:1 somebody 15:4 47:14 133:11 soon 34:6, 6, 16 35:7 40:10, 10 41:13 46:5, 8 49:4 sooner 43:10, 11 sorrow 73:4 sorry 45:13 47:9 48:17 50:15 52:16 107:16 118:19 169:3, 4 174:21 175:18 176:2 181:17, 18, 20 182:20 188:14 sort 12:20 53:9, 10 83:4, 10 128:18 sorts 104:18 sound 190:9 sounds 57:1 83:5, 8, 19 85:4 119:15 source 149:11 span 185:21</p>
---	--	---	--	--

<p>speak 23:3 31:8, 19 35:1 41:9 91:15 127:6 129:11 169:1 189:15 SPEAKER 99:11 129:8 140:9 176:8 speakers 32:14 87:3 90:13 148:21 speaking 22:8 56:3 85:1 130:5 164:18 speaks 88:20 91:21 161:18 Special 3:7 17:17 26:2, 3 29:5, 21 55:7 68:20 81:1 82:6 86:18 91:19 149:1 specialist 26:1 27:21 specific 6:8 17:9 46:20 83:1, 15 86:9 89:3 93:11, 17 99:4 117:4 120:16 142:14 143:16 144:12 156:16 158:8 164:15 168:12 170:13 Specifically 53:7 83:8, 17 97:20 99:20 119:3 120:17 159:8 161:5, 17 164:12 171:6 175:2 specificity 108:18 109:20 specifics 54:7 specifying 43:7 spells 99:18 spline 146:21 spoke 57:4 85:4</p>	<p>spoken 91:14 132:5 177:15 sponsored 100:16 102:9 SPP 160:10, 20 SPPs 152:1, 6 161:20 spread 77:9 SRO 3:13 12:19 13:9, 9, 11 30:9 52:14 53:8 54:9 63:1, 9 64:5, 7 SROs 54:9 55:3, 15 56:5, 10 57:14 59:8, 10, 11, 13 60:2, 5, 6, 10, 18 61:17, 18 62:2, 17 63:10 SS 194:2 staff 5:9 9:7 12:18 13:2 22:9, 16 32:3 34:18 35:13, 18 52:9 53:4 60:10 63:12, 16, 17, 20 67:7 70:3, 10, 20 75:8, 13 78:2 93:7 98:8 99:2 100:19 102:12 109:14 111:5, 14, 20 112:13 114:3 116:15, 19 118:16 125:12, 13 126:16 135:10 138:7 139:11 141:4, 19 142:14 149:5 153:14 155:10 156:10 167:15 168:7 172:18, 21 173:8 175:8 185:15, 19 187:11 191:17 staffing 150:4 stage 69:2 stages 55:18</p>	<p>stakeholder 105:9 107:1 141:2 165:9 stakeholders 106:13, 18 141:13 167:2 stance 93:8 stand 8:7 91:6 92:16 standards 146:5, 12, 17 156:15 169:12, 17 187:17 188:6 standing 77:8 stands 42:15 94:14 start 31:3 39:6, 7 43:8 46:15, 21 74:18 114:2 159:4 165:2 started 41:6 58:20 77:2 157:13 starting 34:4 87:11 111:7 169:16, 19 170:2 starts 46:18 170:6, 7 state 9:3 33:8 50:16 54:9 59:14 73:11 87:9 92:19 107:12 128:13 131:2, 8 143:12 147:14 150:4 169:12 194:1, 5 stated 35:5 46:13 85:16 97:10 104:17 statement 82:1, 5 106:14 states 73:12 statewide 18:19 static 68:7 124:9 147:13 stating 83:7 statistical 143:1</p>	<p>status 82:6, 9, 16, 17 86:18, 21, 21 87:2, 8 91:10, 12 statute 120:15, 15 121:14, 15 122:4 123:14, 16, 18 128:1 statutory 122:13 stay 89:12 113:14 192:20, 20 stays 124:3 step 110:3 stepping 8:12 stick 61:4 stop 15:8 30:11 stories 77:6 Strategic 4:8 71:20 74:21 92:16 93:14 138:4, 11, 21 140:5, 15 143:5 159:2 161:1, 11 162:1, 15 165:3, 6 171:10, 18 172:1, 6, 13 173:4 strategies 150:10, 13 152:11 160:11 162:1, 21 strategy 151:20 161:17 strength 75:7 stress 54:21 strive 145:17 strong 158:6 stronger 75:7 76:16 structure 122:12 142:11 159:6, 8 structures 159:12 Student 2:14 3:8, 21 17:18 18:2, 7 19:2, 3 20:12 21:7 23:4 28:19, 20</p>	<p>29:3, 12 74:11 76:19 77:3 92:2 93:4 97:5 101:2, 4 102:15 114:7 117:15 120:17 124:15 125:6 126:5 129:21 131:3, 17 144:20 146:2, 3 147:13 149:5 150:21 158:7 161:5 165:20 166:2 168:1 student-led 74:3 students 5:8 9:7 30:1 40:15 55:17 56:14 57:12, 15 59:16 60:3, 10 62:1, 5 63:11, 16 64:11 68:12 70:3, 6, 8, 15 71:4, 5, 10, 14, 16 72:12 74:9 75:4, 8 77:5, 10, 11, 16, 18 79:11 80:16 81:5, 10, 11 82:3, 4, 14 83:3, 9, 17 84:4, 9, 10 85:1 86:1 87:5 93:16 96:12 99:20 100:14 101:1, 2, 3 102:7, 9, 15, 17 105:2 109:14 111:13 118:16 126:18 127:2, 3, 6, 7, 11, 16, 16, 17 129:12, 13, 15 130:6, 12, 15 140:20 141:4, 11, 16, 19 142:14 143:7, 10 144:8, 10, 11, 15 145:17 146:5, 8, 12, 16 148:3 150:11 151:1, 7 152:2, 13 154:6</p>
--	---	--	--	---

<p>155:16 158:11, 20 159:21 160:6, 12 163:13, 19 164:1, 10, 13 167:15 169:10, 16 186:7 188:11 192:13 student's 99:13 120:19 126:2 studied 156:14 Studies 18:15 186:5 Study 142:10 151:12 152:6 155:12 156:14 159:7 160:18 185:17 stuff 62:19 subject 9:15 182:3, 4 submit 186:17 submitted 67:13 139:18 180:2 181:6, 9 Subpart 120:17 subsections 119:5 Subsequent 180:2 subset 118:2 171:4 succeed 80:16 success 20:4 36:7 75:8, 16 143:3 145:5 147:12, 13 166:21 167:13 successful 56:13 93:16 168:2 suggest 42:14 suggestion 84:11 97:19 110:18 summary 17:15 summer 31:17 71:2, 4, 6, 10 111:7 153:10 166:14</p>	<p>superintendency 140:18 superintendent 9:3, 12 23:14 31:1 67:4, 7 74:20 75:3 76:5 114:6 117:1, 5, 8, 11, 16 119:20 121:19 122:18, 19 123:1, 4 126:1, 8 127:9 128:7, 9 129:15 130:14 131:7, 12 132:3, 20 140:3 155:8 158:14 Superintendent's 3:19 19:2 67:19 104:19 106:1 107:13 118:11 support 29:4 33:19 36:15 78:4 87:13, 18 88:5 92:16, 20 127:18 142:18 147:4 148:20 149:2 150:17 151:5 152:5, 13 153:14, 17 154:11, 17, 21 158:18 159:15 160:8 162:14 169:8 170:2, 8 186:3, 6, 8 supported 42:7 151:2 153:15 supporter 63:1 supporting 32:5 33:16 56:13 150:7 supportive 145:15 148:9 149:5 167:7 supports 34:2 35:6 86:4 142:13 145:18 147:7 149:6</p>	<p>150:11, 12 152:17 153:3, 11, 19 154:2, 8 157:17 170:1 supposed 133:2 sure 34:14 36:18 37:2 40:12 43:15 64:4 70:12 77:17 90:10 93:15 116:18 124:3 148:2 173:17 174:3 176:11 178:5 188:10 189:6, 21 190:3 surprise 69:12 surround 33:2 survey 165:9 suspend 131:2 sustainability 150:3 sworn 73:10 symbol 75:7, 16 system 15:9 32:2 37:16 40:11, 21 42:21 44:6 64:10 75:9 78:18 80:14 84:14 88:13, 13 92:18 93:12 94:3 108:21 128:17 131:19, 20 140:18 141:5 142:5 152:10 153:7 154:8, 10 159:9 162:20 165:17 166:5 systemic 4:2 78:16 80:5 systems 33:1 59:10 89:1 150:19 151:4 159:10 system's 71:19 systemwide 142:1 150:2 < T ></p>	<p>tab 165:16 166:9 171:17, 19 TABCO 35:10 44:4 48:4 table 33:19 tabs 166:13, 15 tackle 32:7 take 71:11 86:9 109:2, 8 110:1 118:3 119:21 128:15 132:20 133:19 140:10 147:7 154:20 168:4 179:17 Taken 4:6 135:13 136:1, 7 takes 132:21 133:10 talented 148:21 talk 31:14 61:19 68:15 84:3 105:19 106:5 150:16 161:19 talked 31:11 123:20 161:14 talking 89:21 90:3 104:21 132:1 159:4 165:2 166:18 175:19 talks 123:14 target 146:13 targeted 83:10 85:3 152:16 153:3, 19 154:1 targets 145:1, 8, 10 159:15 161:9 162:17 165:19 167:11 171:19 task 110:6 taught 31:9 54:16 62:16 teach 59:17 158:10 teacher 29:12 31:21 33:7</p>	<p>149:11, 12 152:4 158:10 teachers 31:11, 13, 16 32:3, 11 33:3, 8, 12, 17 38:7 41:2, 3 75:13 104:21 111:14 154:6 155:16 157:10, 11, 17 158:19 160:15 161:11 teaching 60:1 61:1 75:15 148:17 151:3 155:14 156:3 157:18 158:4 163:2, 4, 9, 10, 15, 20 164:5 team 35:9 64:6 69:5 78:10 142:8 151:10, 16 152:14 153:2 154:4 155:5 156:5 159:18 173:7 TEAMS 1:8 152:1, 5 157:1, 6 159:18 160:21 Tech 64:10 technical 8:10 44:21 98:7 139:13 technology 186:2 teeth 106:3 telephone 175:12, 19 tell 154:6 ten 31:10 33:1 36:20 61:17 140:20 ten-month 11:5 48:1, 5 term 77:3 189:19 terms 34:17 53:14 63:11, 16 88:8 93:7 105:1 111:3</p>
---	--	---	---	--

<p>118:1 146:3 170:3 test 37:17 157:21 testing 143:20, 21 144:3, 4 text 164:14 Thank 6:14, 17 7:21 8:1 12:13, 16 13:15, 21 14:18, 19 15:6, 11, 14 16:18, 20 21:9 22:15 23:6, 9 24:3, 6 25:12, 13 26:8, 11 27:17, 18 30:2 31:17, 21 32:11, 19 33:8, 19 34:21 35:17, 20 36:10 37:10 40:1, 16 41:7, 19 45:19, 19 46:10 47:10 48:12 49:7 50:4, 19 52:7 53:3 54:3 56:21 58:3, 6, 8, 9, 10, 21 59:2 61:3, 5 62:10 63:6, 7 64:12 65:7 66:16, 17 70:4 72:2, 4 76:16, 21 78:2 81:17, 18 85:8 92:5 93:17, 19 94:9, 17 96:2, 3, 4, 19 97:18 98:20 101:7, 15 102:5, 20 104:7, 8 105:12 106:7 108:9 110:13, 15, 16 111:10 112:5, 8, 9, 10, 20 113:7 114:10 115:17, 18, 19 116:6 128:9, 10 130:2, 3 132:8 133:15 134:6 135:7, 9 136:6, 11, 15</p>	<p>137:21 138:1 139:20 140:13 153:1 158:16 163:7 164:20 165:1 166:20 168:6 171:14 172:9, 20 173:7, 13 174:1, 10, 14 178:3 181:2 183:14, 19 185:7, 8, 9 186:20 187:3, 13, 20 188:9, 12, 13 190:2 191:14, 16 192:2, 10 thanked 111:5 thanking 70:11 Thanks 176:10 178:3 192:3 theory 152:19 153:6 186:4 thereabouts 41:3 thing 37:19 44:4 61:12 64:3 125:18 126:15 176:11 178:5 188:15 189:14 Things 33:13 35:16 42:3 44:5 45:8 59:2, 17, 18 60:4 61:20 62:6, 21 82:11, 18 83:10 89:1, 2, 3, 7 119:16 121:1 125:11 129:3 132:18 180:18 187:16 think 15:3 22:9 31:12 33:11, 15 34:1, 5 36:16, 19 38:17 40:13, 15 42:19 43:5, 10, 13 44:14 72:16 85:19, 20 86:2 88:15 89:12</p>	<p>91:20 98:19 99:12, 18, 19 100:6 106:1, 5 108:20 109:5 110:5 121:5 124:11 125:6 129:4 130:5 131:5, 21 133:13 140:11 168:15 189:11 thinking 128:19 164:19 third 30:11 thorough 57:1 58:4 thoroughly 70:2 thought 43:14 77:1 86:8 168:13 180:13 thoughtfully 163:16 thoughts 128:19 three 30:5 69:12, 12, 14 100:19 101:3 102:12, 16 122:5 145:1, 8 146:7 147:2, 3 148:9 154:18 156:4 165:18 168:14, 18 three-prong 59:21 three-year 170:13 threw 108:2 tide 109:19 tied 116:16 tigers 88:2 time 22:11 36:12 37:1 38:9 39:7 42:17, 21 48:19 53:12, 17 58:6 70:14 73:3, 5 75:20 79:11 91:4 97:3 100:8 102:14 109:8 110:1, 9 113:2 114:1</p>	<p>133:16 135:21 138:6, 11, 12 139:7 147:6 158:13 163:1 168:3 189:5 192:5 timeframe 44:14 48:11 97:5 99:10 114:5 timeline 37:9 57:6 timely 135:20 152:7 times 57:17 61:16 73:16 78:8, 13 99:15, 19, 20 100:21 111:19 127:5 titles 54:11 today 107:9 186:18 today's 66:21 67:10 told 32:3 35:8 tomorrow 36:2 69:9 tonight 12:18 13:3 74:20 168:12 180:6 tonight's 10:4, 16, 18 13:11 65:2 96:15 174:5 tools 152:16 top 165:16 topic 54:15 108:19 112:2 topics 54:19 55:6 56:17, 20 total 119:4 176:15 177:21 touchstone 163:11 tough 33:14 Towson 74:3 176:19 track 38:14 Tracy 46:2</p>	<p>traditional 71:9 127:5 129:19 traditionally 161:6 Training 3:13 12:19, 21 13:9, 11 30:9 52:15 53:6, 7, 10 54:6, 9, 11, 14, 16, 17, 17 55:6, 9, 15, 16, 17 56:3, 5, 7, 12, 15, 16, 19 57:20 63:13 150:5 trajectory 142:20 Transcribed 1:20 transcript 8:3 transcription 194:7 transition 38:5, 13 39:10 143:9 transmitted 124:10 transparency 145:6 165:5 transportation 150:4 trauma 54:13, 20 57:11 treated 80:12 133:13 tremendous 111:12 trend 147:14 true 61:13 122:20 194:6 truly 60:11 78:5 try 106:4 139:6 trying 79:11 85:12 108:5 124:21 191:1 Tuesday 5:4 8:16 192:18 turn 22:1 45:14 88:16 152:20 158:13 166:17 168:4</p>
---	---	---	--	--

<p>turned 99:14 105:4 tutor 19:8 TV 5:12 10:7 78:3 two 18:19 22:5 39:5 101:1 102:14 116:1 134:1, 3 140:13 144:5 147:3 148:8 155:6 156:5 166:13 169:20 177:17 189:15 two-day 56:5 type 46:16 60:8 types 60:5 78:20 169:20 Typically 58:11</p> <p>< U > Uh-huh 46:19 114:11 ultimately 94:3 Unanimous 12:12 14:18 21:21 52:6 96:2 104:7 unanimously 25:14 27:19 104:12 115:19 135:9 185:9 186:16 unavailable 11:20 uncertainties 133:10 uncomfortable 34:3 underestimate 72:18 underlying 122:9, 10 undermine 81:2 underserved 161:7 understand 32:8 43:20 44:8, 9, 13 59:1 73:3 81:1</p>	<p>83:14 89:9 105:21 110:2, 3 116:19 123:5 144:13 170:10 171:12 175:6 177:7 understanding 77:13 116:16 158:12 understood 117:17 unduly 85:2 Unfinished 4:4 96:6</p> <p>UNIDENTIFIED 99:11 129:8 140:9 unified 80:6 uniforms 63:6 Unintelligible 32:14 87:3 90:13 union 33:13 unit 35:16 University 19:16 28:3, 4 unprecedented 70:17 75:20 unrepresented 48:6 unrest 73:3 upcoming 45:9, 15 57:5 71:17 update 117:9 138:18 181:6, 19 192:13 updated 117:8 118:8 125:17 126:11 166:7 updates 153:13 updating 74:17 upgrade 150:1 uphold 73:10 urgency 43:20 141:9 urgent 42:7 use 81:15 96:11, 13 97:5 99:10, 15, 21</p>	<p>100:17, 20 101:2, 4 102:10, 13, 15, 17 143:1 154:1, 5 159:19, 21 162:9, 12 Users 165:21 uses 151:19 159:6 160:11 usually 159:17 utilization 176:15 utilize 56:18 176:12 utilized 155:12 156:13 utilizes 160:17 utilizing 146:18 150:9</p> <p>< V > vacancies 149:12 vague 122:13, 15 validated 142:21 valuable 32:3 valued 68:9 141:5 variety 56:16, 20 138:14 141:17 various 119:11 vast 189:19 vein 130:11 Verizon 5:12 10:8 version 105:8 vetted 87:15 vetting 107:3 Vice 2:4 7:5 8:10, 11 9:11 10:19 11:1, 6, 8, 19 12:13, 15 13:4, 13, 15 14:5, 19 15:6, 11, 15 16:5, 20 20:10, 16 21:2, 21 23:14 24:18 27:2 31:5, 18, 21 40:3, 5</p>	<p>49:19 51:12 66:1 90:7, 9 95:8 96:18 103:13 115:2 126:13, 15 129:9 134:13 137:6 140:2 173:13 174:3 178:17 179:19 180:10 184:13 190:17 video 15:9 22:10, 10, 14 45:14 view 10:2 166:1 viewpoint 111:14 violence 72:21 116:9 119:6 120:10 virtual 58:17 69:8 75:21 78:9 virtually 5:10 10:5 66:21 70:12 77:2 vision 89:8 106:15 150:18 153:9, 15 visit 61:2 visited 156:15 visiting 28:3 visitors 165:17 visits 19:7 77:13 voiceover 175:14 volunteer 19:9, 10 volunteers 70:11 vote 5:16 6:18 11:9 13:16 15:5, 16 20:17 21:5, 21 24:8 26:12 45:2 47:12 48:14, 16 49:9 50:21 51:1 65:12 86:10 89:15</p>	<p>91:1, 2 94:5, 11, 19 103:3 105:14 113:3, 8, 20 114:13 115:21 133:19 134:5 136:17 174:19 178:7 183:9, 10 184:3 190:5, 6 191:1, 2 voted 104:12 113:5, 13 186:16 votes 10:11 166:10 voting 5:15 10:10 77:20 94:13 134:1, 1, 3</p> <p>< W > wait 23:3 91:5 waiting 77:19 walking 69:2 walks 156:6 want 23:2, 3 33:8 34:13, 14 35:1 36:4, 21 40:10 45:4, 17 46:19 57:14 60:4, 15 61:3 63:18 68:8 69:2, 4 72:6 74:9 75:4 78:2 79:18 83:21 88:4, 9 91:17 92:8 93:5 94:3 97:3 100:1 104:10 111:4, 10 112:11, 14 121:20 124:20 128:6 138:5, 12 139:4 167:17 169:10, 21 170:1, 8 172:20 173:6 175:5 182:3 189:11 wanted 12:16 22:20 23:5 32:21 40:6</p>
---	---	---	---	---

43:3, 19 44:4
 47:19 53:4, 9
 61:11 64:2
 94:12 104:19
 110:11 116:6,
 10 117:12, 17
 125:18 143:6
 168:11 169:6,
 13 172:18
 174:9 183:2
 188:10, 12
wants 88:17
 119:1
warrant 128:1
warranted 43:1
Washington
 19:15
watch 69:8
watched 43:21
way 53:21
 62:7 64:8 77:7
 87:18 109:15
 113:15 119:7
 121:21 122:1
 131:1 133:1, 2
 157:13 194:10
ways 72:8, 9
 75:6 76:8 85:3
 138:15 153:16
 160:7 164:14
 169:6
web 67:14
website 5:11
 10:7 17:15
 75:5
week 69:11
 70:1 75:17
 76:1, 2 78:9
 172:16
weekly 138:18
 181:6
weeks 76:13
weigh 110:7
welcome 23:11
 28:16 29:19
 67:19 68:1, 4
 69:8 172:10
welcoming 70:5
well 5:18
 10:13 29:11

34:15 37:7
 52:19 68:3, 7
 70:3, 9 71:15
 76:3 81:10
 82:3, 13 84:9
 92:4, 6 93:8
 108:1 109:9, 13
 110:7 111:1
 113:18 120:3
 126:21 127:5, 7
 128:21 129:6,
 10 130:2
 139:13 145:9
 154:7 158:12
 165:13 169:1
 173:1 186:9
 192:20
went 8:2 85:17
 119:18
we're 40:9, 20
 44:11, 17 48:8
 55:14 57:11
 60:12 76:12
 85:12 90:16
 93:13, 14 94:13
 106:20 109:11
 115:21 118:12
 130:11 134:3
 139:1 160:3
 175:3 192:7
west 62:18
Western 64:10
we've 42:5, 7
 48:10 58:19
 73:19 74:16
 134:2 139:11
 169:9 171:18
 188:2
whales 87:20
**WHEATLEY-P
 HILLIP** 140:1,
 11 168:20, 21
 169:5 170:15,
 19 171:5, 15
wider 74:9
widespread 73:4
width 177:11
wild 62:18, 18
Williams 10:15,
 17 13:2 22:3, 4,

9, 16, 17, 19
 23:15 25:17, 18
 27:20 28:17
 29:19 35:9, 12,
 18 36:11, 12, 15
 37:2, 10 42:5,
 20 45:4, 20
 52:8 53:5, 12
 55:10 60:14, 14
 67:20, 21 72:5,
 11 74:20 75:10,
 14 76:14 78:3,
 9 92:7, 8 93:19
 99:1 100:1
 106:10 108:7, 8,
 10 110:13, 15,
 16 111:3, 20
 112:10 116:14
 117:18 135:10
 138:4, 5 139:9
 140:3, 17 141:3
 147:17, 18
 153:9 161:13
 163:3 165:4
 166:18, 21
 168:7, 10
 172:15, 17
 179:19 181:14,
 18
willing 39:12
wired 104:16
wish 69:6
wishes 20:3
withdraw 94:4,
 7, 8
witness 194:12
women 63:2
wonder 59:19
wondered 59:7
Wonderful 58:3,
 16 59:1 70:11
 85:19 133:17
 188:10
wondering
 190:20
Woodlawn
 69:18
word 13:5
 39:16

wording 34:16
 41:12 82:13
 85:10
words 34:5
 89:8 92:12
work 18:20
 37:13, 17 39:6,
 14, 18 42:7, 18
 43:12 55:14
 56:11 57:15
 61:20 62:3
 63:19 75:2, 6
 76:13, 14 77:21
 78:1, 7, 21
 80:18 81:2
 86:2, 6 97:10
 105:9 106:12
 109:19 112:15
 126:16 138:21
 139:1 142:2
 148:16 151:2
 152:8, 13, 19
 153:6 156:19
 157:14, 15, 19
 158:5 159:14
 160:20 162:15
 164:6 167:5, 12,
 19 173:3, 5
 180:16, 20
worked 106:17
 108:12 111:6
 114:3 155:9
 176:16
workforce
 141:21 148:10
 149:10 167:8
working 34:17
 55:17 56:8
 57:7 60:17
 70:19 75:15
 78:4 112:6
 125:13 139:11
 142:4 149:8
 169:7
workplace 149:6
workshops
 58:15
world 74:1
 92:19 186:6

worship 72:15
worth 63:10
wrap 191:20
writing 164:16,
 18
written 66:21
 67:12 119:8
 121:21
wrong 47:18
 83:7 84:21
wrote 88:5
 94:14
www.bcps.org
 17:16 68:12
 70:16

< X >
Xfinity 5:12
 10:7

< Y >
Yeah 23:5
 107:18 117:10
 176:2, 6
year 5:7 18:4
 19:20 31:4
 43:8 45:9, 15
 46:6, 13, 14, 21
 47:3 49:6 54:8
 58:13, 17, 19, 20
 60:6, 7 68:19
 69:16, 21 70:1,
 14 71:8, 9 72:7
 75:9, 11 77:4,
 10 78:5 109:17
 111:6 112:7
 140:19 144:9
 146:8 147:1
 151:21 153:15
 154:15, 19
 155:3, 9 172:20
 176:13 177:2
 178:2 185:15,
 20 187:1
 189:14 192:9
yearly 38:19
years 28:10
 31:10, 11 44:2
 54:19 62:16
 108:12 126:11

144:6, 18 147:3,
3 177:17 189:4,
15
young 63:3, 4
youngest 144:11
youth 79:1
89:21

< Z >

Zarchin 53:13,
15 54:2, 3 56:4
57:5, 9 58:8, 9
61:3 104:10
105:7 106:9, 11
110:7 117:19
ZIP 148:4
zone 154:18
155:7