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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
REMOTE VIA BCPS LIVESTREAM
AND MICROSOFT TEAMS

FEBRUARY 9, 2021

Transcribed by:
Paul A. Gasparotti

Page 2

1 **BOARD MEMBERS:**

2

3 **Makeda Scott, Board Chair**

4 **Julie C. Henn, Vice Chair**

5 **Kathleen Causey**

6 **Moalie S. Jose**

7 **Erin R. Hager**

8 **Russell T. Kuehn**

9 **Lisa A. Mack**

10 **Rodney R. McMillion**

11 **John H. Offerman, Jr.**

12 **Cheryl E. Pasteur**

13 **Lily P. Rowe**

14 **Joshua Muhumuza, Student Member**

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1 **PROCEEDINGS**

2 **CHAIRWOMAN SCOTT:** Good evening. This

3 is Chairwoman Makeda Scott, and I now call to

4 order the meeting of the Board of Education of

5 Baltimore County for Tuesday, February 9th, 2021.

6 I invite you to recite the Pledge of Allegiance

7 to the Flag. We will then have a moment of

8 silence in recognition of those who have served

9 education in Baltimore County.

10 Mr. Muhumuza, would you please lead us

11 in the Pledge of Allegiance?

12 **MR. MUHUMUZA:** Good evening.

13 (Pledge of Allegiance.)

14 (Moment of silence.)

15 **CHAIRWOMAN SCOTT:** Thank you,

16 Mr. Muhumuza. In accordance with the mandated

17 direction of the state superintendent, Baltimore

18 County Public Schools and offices are currently

19 closed to the public in order to maintain the

20 health and safety of our students and staff. In

21 accordance with the Board of Education's amended

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1 resolution approved at the October 13th, 2020

2 board meeting, in the event of a medical of

3 health emergency related to COVID-19, the board

4 chair in consultation with the vice chair and the

5 superintendent may declare that a board meeting

6 or a board committee meeting be held remotely in

7 its entirety without the physical presence of

8 board members, or in a hybrid manner where only

9 some individual board members participate

10 remotely, subject to the establishment of a

11 mechanism that would allow each board member the

12 opportunity to fully participate in the meeting

13 despite not being physically present and that

14 would allow the public to also attend those

15 portions of the meetings that are open pursuant

16 to the Maryland Open Meetings Act by being able

17 to listen and/or view those portions of the

18 meeting.

19 As a result, tonight's Board of

20 Education meeting is being held virtually and

21 broadcasted through Microsoft Teams Live. In

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1 order to efficiently conduct this meeting, all
 2 voting items this evening will be done by
 3 rollcall. Board members will say their names
 4 while making and seconding a motion as
 5 applicable, as well as when requesting discussion
 6 on an agenda item.

7 The first item on the agenda today is
 8 the consideration of the February 9th agenda.
 9 Dr. Williams, are there any additions or changes
 10 to tonight's agenda?

11 DR. WILLIAMS: There are no changes or
 12 additions to tonight's agenda.

13 CHAIRWOMAN SCOTT: Okay. So hearing
 14 none, the agenda stands as presented.

15 MR. MCMILLION: Ms. Scott, this is Rod
 16 McMillion.

17 CHAIRWOMAN SCOTT: Yes, Mr. McMillion?

18 MR. MCMILLION: I would like to add
 19 something to the agenda, or at least attempt to.

20 CHAIRWOMAN SCOTT: Okay. Yes, sir?

21 MR. MCMILLION: I move the Baltimore

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1 County Board of Education allow board members the
 2 option of returning to live meetings on Tuesday,
 3 February 23rd, 2021.

4 DR. HAGER: I second that, this is Erin
 5 Hager.

6 CHAIRWOMAN SCOTT: Yes, and
 7 Mr. McMillion, would you like to speak to your
 8 motion?

9 MS. ROWE: Is this a motion to add to
 10 the agenda, or is this a motion?

11 CHAIRWOMAN SCOTT: It's a motion to add
 12 to the agenda.

13 MR. MCMILLION: Do you still want me to
 14 speak now?

15 CHAIRWOMAN SCOTT: Yes, sir.

16 MR. MCMILLION: Okay. I brought this up
 17 four or five months ago, maybe even longer, and
 18 it was researched by the central staff, it was
 19 talked about going to Greenwood or going to the
 20 offices at Greenwood and allowing a certain
 21 number of people to actually attend, so I want to

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1 get that back on the agenda to talk about. Thank
 2 you.

3 CHAIRWOMAN SCOTT: Thank you,
 4 Mr. McMillion, and it looks like Ms. Causey, you
 5 have a comment?

6 MS. CAUSEY: Thank you, Madam Chair, I'm
 7 going to support Mr. McMillion's motion. I had
 8 worked to facilitate his request and other board
 9 members' requests related to this, and I am
 10 certainly confident in the school system's
 11 mitigation protocols and the safety protocols, so
 12 I will be confident to attend in person if this
 13 passes.

14 CHAIRWOMAN SCOTT: Okay, and
 15 Mr. Muhumuza?

16 MR. MUHUMUZA: Yes. I am going to
 17 support this motion just because I feel it's
 18 really important for us as board members and even
 19 school leaders to lead by example, and since we
 20 are going to mandate teachers to go back pretty
 21 soon I think it's important for us to be back as

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1 well.

2 I don't know if this is the right time
 3 for an amendment, but later on I just wanted to
 4 make an amendment because I'm still unsure of the
 5 plan, I don't know if they've released one last
 6 time we had the discussion, but I remember that
 7 there was going to be a plan presented about the
 8 safety protocols that would be put in place and
 9 the board members would have like a week or so
 10 the opportunity to review that plan and for board
 11 members to submit their preferences.

12 CHAIRWOMAN SCOTT: Thanks for that,
 13 Mr. Muhumuza, and I guess I would ask that, is
 14 this something we should discuss during Item L,
 15 the reopening of the schools? I'm wondering if
 16 that would be the appropriate place for this to
 17 go. Dr. Williams, would you care to weigh in on
 18 that one way or the other?

19 DR. WILLIAMS: Thank you, Madam
 20 Chairperson Scott. I just would, I think it is
 21 appropriate unless the board members want it as a

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1 separate item, we can incorporate it in the
 2 discussion during the reopening of schools.
 3 CHAIRWOMAN SCOTT: Okay then. So I
 4 guess then, Mr. Brousaides, my question would be,
 5 is this something then that we would make a
 6 motion to add to Item L, or to table and then
 7 remake the motion during Item L, what would be
 8 the best course of action?
 9 MR. BROUSAIDES: Is this with respect to
 10 Mr. Muhumuza's amendment, or actually it's a
 11 separate motion.
 12 CHAIRWOMAN SCOTT: I wasn't aware
 13 Mr. Muhumuza made an amendment.
 14 MR. MUHUMUZA: Yes.
 15 CHAIRWOMAN SCOTT: Oh, you made an
 16 amendment, Mr. Muhumuza?
 17 MR. MUHUMUZA: No, I didn't make one
 18 because I don't think we can make one while we're
 19 adding an item to the agenda.
 20 CHAIRWOMAN SCOTT: Yeah, I didn't think
 21 he was making an amendment but was speaking to

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1 Mr. McMillion's motion.
 2 MR. BROUSAIDES: Yeah, that could be
 3 added as either L-1 or L-2.
 4 CHAIRWOMAN SCOTT: Okay. So I guess I
 5 should ask Mr. McMillion, was it your intention
 6 to have it added during the reopening of schools
 7 discussion?
 8 MR. MCMILLION: It really doesn't make a
 9 difference to me just as long as we discuss it
 10 and vote on it.
 11 CHAIRWOMAN SCOTT: Got it, all right.
 12 Any other questions? Okay, hearing none,
 13 Ms. Gover, could we take a rollcall vote please?
 14 Ms. Gover?
 15 MS. GOVER: Ms. Rowe?
 16 MS. ROWE: Yes.
 17 MS. GOVER: Ms. Causey?
 18 MS. CAUSEY: Yes.
 19 MS. GOVER: Ms. Mack?
 20 MS. MACK: Yes.
 21 MS. GOVER: Mr. McMillion?

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1 MR. MCMILLION: Yes.
 2 MS. GOVER: Ms. Jose? Ms. Jose?
 3 MS. JOSE: Yes.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Mr. Muhumuza?
 7 MR. MUHUMUZA: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Mr. Kuehn?
 13 MR. KUEHN: Yes.
 14 MS. GOVER: Dr. Hager?
 15 DR. HAGER: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you. Could you let me
 19 know where I should place that?
 20 CHAIRWOMAN SCOTT: I think it should be
 21 placed with the reopening on Item L.

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1 MS. GOVER: Thank you.
 2 CHAIRWOMAN SCOTT: Thank you, great, and
 3 it looks like, Ms. Causey, you also had an item
 4 for agenda setting?
 5 MS. CAUSEY: Yes, thank you, Madam
 6 Chair. I move to suspend Board custom such that
 7 motions can be proceed during budget work
 8 sessions. As this is Board custom and not a
 9 rule, I request the parliamentarian to specify
 10 how many votes are needed to pass this motion and
 11 to question, it's unclear to me whether the
 12 student member can vote since it is a budget
 13 item.
 14 CHAIRWOMAN SCOTT: So point of order.
 15 Are you asking a question or are you making a
 16 motion? It sounded like a question.
 17 MS. CAUSEY: I'm making a motion and
 18 then I had a question at the end for
 19 Mr. Brousaides.
 20 CHAIRWOMAN SCOTT: Could you state your
 21 motion first?

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1 MS. CAUSEY: I move to suspend Board
 2 custom such that motions can be processed during
 3 budget work sessions.
 4 CHAIRWOMAN SCOTT: Okay. Could you also
 5 put that in the chat so we can clearly have the
 6 language? Is there a second for that?
 7 MS. ROWE: Second, Rowe.
 8 CHAIRWOMAN SCOTT: Okay. And would you
 9 like to speak to your motion, Ms. Causey?
 10 MS. CAUSEY: Yes, thank you. I believe
 11 there are some issues that it would be helpful
 12 that we can have motions at this session that may
 13 simply require more information, or that would be
 14 helpful for the superintendent as we move
 15 forward, so that the final meeting is not as
 16 lengthy and can be more organized.
 17 CHAIRWOMAN SCOTT: Thank you. Ms. Jose,
 18 you have a question?
 19 MS. JOSE: Yes. I'm most curious as to
 20 that this motion is trying to do. Are you trying
 21 to add motions to this work session and more

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1 motions to the next work session? And, it's just
 2 not clear what the motion's intent is, because I
 3 would have liked to have seen some of those
 4 motions in writing if the Board comes to -- this
 5 is a work session to the best of my
 6 understanding, so I am confused what the agenda
 7 item is.
 8 CHAIRWOMAN SCOTT: Ms. Causey, could you
 9 speak to that please?
 10 MS. CAUSEY: Yes. I was surprised at
 11 the last meeting when we were not allowed to make
 12 motions, so I just wanted to clarify if there's
 13 support of the full Board that we would be able
 14 to process motions, and it's in the chat.
 15 CHAIRWOMAN SCOTT: Thank you for that,
 16 and I would like to speak to that as well. It
 17 has been the custom under your chairmanship for
 18 the past two years as repeatedly stated that we
 19 do not make motions during a work session.
 20 That's been the custom and the norm of the Board
 21 and that is a practice that you put in place that

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1 I would like to continue. We can make motions at
 2 our next work session, which is scheduled on the
 3 23rd, but it's a work session and the purpose is
 4 to ask questions, but I think that we need to
 5 continue with the practice that you set up and I
 6 as chairwoman would like to continue. Thank you.
 7 Ms. Rowe? Excuse me, I apologize, Dr. Hager and
 8 then Ms. Rowe.
 9 DR. HAGER: Did Ms. Jose have a
 10 question?
 11 CHAIRWOMAN SCOTT: Ms. Jose had asked
 12 her question.
 13 DR. HAGER: I didn't want to jump ahead.
 14 I just want to clarify when according to the way
 15 it's set up now, when would motions on the budget
 16 be made, because it seems like everything is
 17 called a work session, so I was confused about
 18 that.
 19 CHAIRWOMAN SCOTT: Certainly.
 20 Ms. Gover, if you could confirm our next work
 21 session, is that the 23rd? I believe it is.

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1 DR. HAGER: If that's also a work
 2 session, can motions be made then?
 3 CHAIRWOMAN SCOTT: I'm checking now.
 4 MS. MACK: Excuse me, Ms. Scott. I have
 5 on my calendar a work session for the 16th.
 6 CHAIRWOMAN SCOTT: So the work session
 7 the 16th and then the next meeting where we make
 8 motions is, it looks like February 23rd.
 9 DR. HAGER: And that's I believe when we
 10 vote on the budget but I just, if there were a
 11 motion to be made, I was wondering based on the
 12 way it would operate now when would that happen,
 13 would it happen tonight, next week on the 16th,
 14 or the 23rd?
 15 CHAIRWOMAN SCOTT: Well, we don't --
 16 MS. GOVER: Excuse me, Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes, I'm sorry, is
 18 that Ms. Gover?
 19 MS. GOVER: Yes, ma'am. There is not a
 20 budget work session that was scheduled for the
 21 16th as of yet. .the 23rd is the consideration

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1 of the budget.

2 CHAIRWOMAN SCOTT: Okay, and that's

3 where motions would be made; is that correct?

4 MS. GOVER: Yes, ma'am.

5 CHAIRWOMAN SCOTT: Okay.

6 DR. HAGER: But just, sorry, I wrote

7 down in my notes from the last meeting, though,

8 that at that point the budget needs to go on to

9 the county. Anyway, it just seems a little

10 disjointed. It seems like we should make the

11 motions, then see the final product, and then it

12 goes on, but I don't know how it worked in the

13 past so I'm just trying to understand how this

14 works.

15 CHAIRWOMAN SCOTT: Yes, certainly. So

16 the way it works is we have the work session

17 where we hear from staff and then we ask

18 questions. And then on the 23rd once that's

19 done, then we go on and we can make our motions

20 there. So we could also add a work session.

21 Ms. Mack said there was one on the 16th but

Page 19

1 there's not, but I mean, that is certainly

2 something that we could add.

3 MS. MACK: I apologize for the

4 confusion, I had it on my calendar, sorry.

5 DR. HAGER: I also had it as a tentative

6 work session.

7 MS. MACK: Oh, okay, good. At least I'm

8 not losing my mind.

9 DR. HAGER: But again, that would be a

10 work session, and I thought the motions would be

11 made at the meeting, so I --

12 CHAIRWOMAN SCOTT: The meeting would be

13 the 23rd when the motions would be made. The

14 work session is to ask questions and to listen

15 and to get information, and then we make motions

16 at the actual meeting. Sorry. Ms. Rowe?

17 MS. ROWE: So, I just wanted to state

18 that there have been in past budget cycles, the

19 work session prior to the meeting that we vote on

20 the budget was used to process budget motions, in

21 addition to the meetings that we actually vote on

Page 20

1 the budget. And the reason this was done is

2 because the year prior to that we were up until

3 two in the morning hearing motions on the budget,

4 and obviously we wouldn't want anyone who has a

5 motion not to have their motion processed, so in

6 order to avoid that motions were heard at work

7 sessions just for the budget, that's the only

8 time we've ever done that at work sessions.

9 So you know, the Board can change its

10 rules or customs with a vote, so I don't think

11 it's inappropriate for the Board to decide if we

12 want to process motions during a budget work

13 session or if we want to wait until the day we

14 vote on the budget to process what I think

15 amounted to 25 motions at one budget meeting, the

16 budget meetings have a lot of motions.

17 CHAIRWOMAN SCOTT: Thank you for that,

18 Ms. Rowe, and it looks like Ms. Henn has a

19 comment.

20 VICE CHAIR HENN: Thank you, Madam

21 Chair. I move that we schedule an open session

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1 on the FY-2022 --

2 MS. ROWE: There's a motion on the

3 floor.

4 VICE CHAIR HENN: I apologize.

5 CHAIRWOMAN SCOTT: We can come to that.

6 VICE CHAIR HENN: Thank you. If we

7 could return to mine when we're finished

8 processing the motion, thank you, Madam Chair.

9 CHAIRWOMAN SCOTT: Okay, we will return

10 back to you once we finish processing this, but

11 were there any other questions about Ms. Causey's

12 motion?

13 MR. MUHUMUZA: I have a comment, sorry.

14 CHAIRWOMAN SCOTT: All right, who is

15 this?

16 MR. MUHUMUZA: Josh.

17 CHAIRWOMAN SCOTT: That's okay. Thank,

18 Josh. Go ahead.

19 MR. MUHUMUZA: And I think Ms. Henn was

20 about to answer what I was going to suggest, but

21 I think we are a bit behind tonight and there are

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1 important matters, and I don't think other board
 2 members were prepared for motions. I don't want
 3 to speak for Ms. Henn, but I think she was going
 4 to suggest scheduling a work session where they
 5 can process motions and I think that will be
 6 something that's more ideal, and correct me if
 7 I'm wrong, Ms. Henn.
 8 VICE CHAIR HENN: That's correct,
 9 Mr. Muhumuza, and I will put my motion on the
 10 track so that we can return to it. Thank you.
 11 CHAIRWOMAN SCOTT: Thanks, Ms. Henn, and
 12 thanks, Josh. So I will restate Ms. Causey's
 13 motion. This is --
 14 MS. ROWE: Madam Chair, I move to table
 15 Ms. Causey's motion and take Ms. Henn's motion
 16 first.
 17 CHAIRWOMAN SCOTT: Okay. All right
 18 then, so for tabling Ms. Causey's motion and
 19 taking Ms. Henn's motion first, Ms. Henn, then,
 20 could you state your motion, or are you putting
 21 it in the chat?

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1 VICE CHAIR HENN: Sure. I move to
 2 schedule an open session on Tuesday,
 3 February 16th for discussing the FY-2022
 4 operating budget and processing related motions.
 5 CHAIRWOMAN SCOTT: Is there a second to
 6 Ms. Henn's motion?
 7 MS. ROWE: Second, Rowe.
 8 CHAIRWOMAN SCOTT: Okay.
 9 MS. GOVER: Excuse me, Ms. Scott?
 10 CHAIRWOMAN SCOTT: Yes?
 11 MS. GOVER: Ms. Rowe had already moved
 12 to table so we need to process that first, but I
 13 need a second for Ms. Rowe's tabling.
 14 VICE CHAIR HENN: Yes. Second, Henn.
 15 CHAIRWOMAN SCOTT: Okay. And so now we
 16 just take a vote on tabling Ms. Causey's motion.
 17 MS. GOVER: Ms. Rowe?
 18 MS. ROWE: No.
 19 MS. CAUSEY: Ms. Causey? Ms. Causey?
 20 Ms. Mack?
 21 MS. MACK: Yes.

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1 MS. GOVER: Mr. McMillion?
 2 MR. MCMILLION: Yes.
 3 MS. GOVER: Ms. Jose?
 4 MS. JOSE: Yes.
 5 MS. GOVER: Ms. Henn?
 6 VICE CHAIR HENN: Yes.
 7 CHAIRWOMAN SCOTT: Are you still there,
 8 Ms. Gover?
 9 MS. GOVER: Mr. Muhumuza?
 10 MR. MUHUMUZA: Yes.
 11 MS. GOVER: Thank you. Mr. Offerman?
 12 MR. OFFERMAN: Yes.
 13 MS. GOVER: Ms. Pasteur?
 14 MS. PASTEUR: Yes.
 15 MS. GOVER: Mr. Kuehn?
 16 MR. KUEHN: Yes.
 17 MS. GOVER: Dr. Hager?
 18 DR. HAGER: Yes.
 19 MS. GOVER: Ms. Scott?
 20 CHAIRWOMAN SCOTT: Yes.
 21 MS. GOVER: Ms. Causey?

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1 MS. CAUSEY: No.
 2 MS. GOVER: Thank you.
 3 CHAIRWOMAN SCOTT: So it looks like the
 4 motion carries to table Ms. Causey's motion, so
 5 now we will process Ms. Henn's motion. Ms. Henn,
 6 could you repeat your motion?
 7 VICE CHAIR HENN: Yes, thank you, Madam
 8 Chair. I move to schedule an open session on
 9 Tuesday, February 16th, for the discussion of the
 10 FY-2022 operating budget and processing related
 11 motions.
 12 MS. ROWE: Second, Rowe.
 13 CHAIRWOMAN SCOTT: Thank you. So now we
 14 can take a rollcall vote on Ms. Henn's motion.
 15 MS. GOVER: Ms. Rowe?
 16 MS. ROWE: Yes.
 17 MS. GOVER: Ms. Causey?
 18 MS. CAUSEY: Yes.
 19 MS. GOVER: Ms. Mack?
 20 MS. MACK: Yes.
 21 MS. GOVER: Mr. McMillion?

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1 MR. MCMILLION: Yes.
 2 MS. GOVER: Ms. Jose?
 3 MS. JOSE: No.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Mr. Muhumuza?
 7 MR. MUHUMUZA: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: No.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: No.
 12 MS. GOVER: Mr. Kuehn?
 13 MR. KUEHN: Yes.
 14 MS. GOVER: Dr. Hager?
 15 DR. HAGER: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you.
 19 CHAIRWOMAN SCOTT: Thank you, the motion
 20 carries. So now -- well, it was moved to table
 21 Ms. Causey's motion. Ms. Causey, it sounds like

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1 you have a question?
 2 MS. CAUSEY: Thank you, Madam Chair,
 3 yes. So I would like to take the vote on my
 4 motion. I don't believe, I appreciate Ms. Henn's
 5 motion and I voted for it, it did pass, correct,
 6 so we will be having that meeting on the 16th?
 7 CHAIRWOMAN SCOTT: Yes, it did pass.
 8 MS. CAUSEY: Okay, thank you, and I
 9 appreciate that. I do believe this is one of the
 10 most important things and complicated, and we've
 11 had some challenges with the cyber attack
 12 recovery, but I don't believe that that precludes
 13 making motions this evening, so I would ask that
 14 the vote be taken on my motion. Thank you.
 15 MR. MUHUMUZA: Point of order.
 16 CHAIRWOMAN SCOTT: Yes. Sorry, go
 17 ahead. State your name.
 18 MR. MUHUMUZA: Sorry, Josh. I thought
 19 we just tabled the motion.
 20 MS. ROWE: My motion was to table the
 21 motion, not to not process it altogether.

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1 CHAIRWOMAN SCOTT: When something is
 2 tabled then it is tabled, and then to process it,
 3 we can process it at the end of the meeting or
 4 later on, so it was tabled.
 5 MS. ROWE: I move to remove the item
 6 from the table and vote on it.
 7 CHAIRWOMAN SCOTT: Is there a second?
 8 MS. MACK: Second.
 9 CHAIRWOMAN SCOTT: So now we can vote on
 10 Ms. Causey's motion, and Ms. Causey, if you could
 11 restate your motion as you put it in the chat
 12 please?
 13 MS. CAUSEY: Yes. I move to suspend
 14 board custom such that motions can be processed
 15 during the budget work sessions.
 16 MS. MACK: Second, Mack.
 17 CHAIRWOMAN SCOTT: Okay. All right,
 18 thanks you. And may we take a rollcall vote on
 19 this please?
 20 MS. GOVER: Excuse me, Ms. Scott, can I
 21 just clarify? Ms. Rowe put the motion from the

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1 table; do we have to vote on that first?
 2 CHAIRWOMAN SCOTT: Mr. Brousaides, do we
 3 have to vote on Ms. Rowe's taking the motion from
 4 the table?
 5 MR. BROUSAIDES: Yes, Madam Chair.
 6 CHAIRWOMAN SCOTT: Oh, okay, then my
 7 mistake. So it was moved that Ms. Rowe took
 8 Ms. Causey's motion -- well, she tabled it and
 9 then she removed it from the table, so now we're
 10 voting on removing it from the table.
 11 MS. GOVER: Ms. Rowe?
 12 MS. ROWE: Yes.
 13 MS. GOVER: Ms. Causey?
 14 MS. CAUSEY: Yes.
 15 MS. GOVER: Ms. Mack?
 16 MS. MACK: Yes.
 17 MS. GOVER: Mr. McMillion?
 18 MR. MCMILLION: Yes.
 19 MS. GOVER: Ms. Jose?
 20 MS. JOSE: No.
 21 MS. GOVER: Ms. Henn?

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1 VICE CHAIR HENN: Yes.

2 MS. GOVER: Mr. Muhumuza?

3 MR. MUHUMUZA: No.

4 MS. GOVER: Mr. Offerman?

5 MR. OFFERMAN: No.

6 MS. GOVER: Ms. Pasteur?

7 MS. PASTEUR: I'm sorry, did you hear

8 me? No.

9 MS. GOVER: Ms. Pasteur, thank you. Mr.

10 Kuehn?

11 MR. KUEHN: No.

12 MS. GOVER: Dr. Hager?

13 DR. HAGER: No.

14 MS. GOVER: Ms. Scott?

15 CHAIRWOMAN SCOTT: No. And how many

16 votes do we need to, for that to pass, to take it

17 from the table? Mr. Brousaides?

18 MR. BROUSAIDES: A majority.

19 CHAIRWOMAN SCOTT: So the majority is

20 seven?

21 MR. BROUSAIDES: Yes.

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1 CHAIRWOMAN SCOTT: Okay, and how many do

2 we have?

3 MS. GOVER: In favor was five.

4 CHAIRWOMAN SCOTT: So five in favor and

5 then --

6 MS. GOVER: The motion fails.

7 CHAIRWOMAN SCOTT: The motion fails, so

8 then her motion is still tabled, okay.

9 All right. So then, basically in

10 accordance with -- I'm sorry, so we've added the

11 changes to the agenda so the agenda has been

12 changed, so in accordance with Board Policy 8314,

13 a majority vote is required to add or remove an

14 item from the agenda, so may have I a rollcall to

15 confirm the revised agenda?

16 MS. GOVER: I think the added item was

17 already roll called.

18 CHAIRWOMAN SCOTT: Oh, okay. So do we

19 need to do a rollcall to confirm the revised

20 agenda or can we move on?

21 MS. GOVER: No, we may move on.

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1 CHAIRWOMAN SCOTT: Thank you. Earlier

2 this evening the Board met in closed session

3 pursuant to the Open Meetings Act for the

4 following reasons: One, to discuss the

5 appointment, employment, assignment, promotion,

6 discipline, demotion, compensation, removal, or

7 performance evaluation of employees or officials

8 over whom it has jurisdiction, or any other

9 personnel matter that affect one or more specific

10 individuals; seven, consult with counsel to

11 obtain legal advice; nine, conduct collective

12 bargaining negotiations, to consider matters that

13 relate to the negotiations; and 15, discuss cyber

14 security if the public body determines that

15 public discussion would constitute a risk to,

16 one, security assessments or deployments relating

17 to information resources technology; two, network

18 security information; or three, deployments or

19 implementation of security personnel, critical

20 infrastructure or security devices.

21 The minutes of the closed session and

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1 informational summary can be found on BoardDocs

2 under this board meeting's agenda date.

3 So, the next item on the agenda is

4 personnel matters, and for that I call on

5 Ms. Lowry.

6 MS. LOWRY: Good evening, Chairwoman

7 Scott, Vice Chairwoman Henn, Superintendent

8 Williams and members of the board. I would like

9 the Board's consent for the following personnel

10 matters: Retirements, resignations, leaves,

11 deceased recognition of service, and

12 consideration of the Southeast Area Education

13 Advisory Council appointment.

14 CHAIRWOMAN SCOTT: Thank you. Could I

15 have a motion to approve the personnel matters as

16 presented in Exhibits D-1 through D-5?

17 MS. MACK: So moved, Mack.

18 CHAIRWOMAN SCOTT: Do I have a second?

19 VICE CHAIR HENN: Second.

20 CHAIRWOMAN SCOTT: And who did the

21 seconding?

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1 VICE CHAIR HENN: Ms. Henn.
 2 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.
 3 Any discussion? It looks like Dr. Hager, you
 4 have a question.
 5 DR. HAGER: I just had a quick question
 6 about the southwest area council nomination, just
 7 because I recall there being a discussion around
 8 not having a student who had volunteered to sit
 9 on the southwest area advisory council, and so is
 10 it possible to fill those positions throughout
 11 the year or is it kind of a one-time opportunity?
 12 MS. LOWRY: I believe, Ms. Hager, there
 13 is another opportunity that is coming up where
 14 the students would have an opportunity.
 15 DR. HAGER: Okay, thank you. I just saw
 16 that someone came in at this time of year and so
 17 it seemed like potentially an opportunity that e
 18 wouldn't want someone to miss out on, so thank
 19 you for that.
 20 MS. LOWRY: Sure thing.
 21 CHAIRWOMAN SCOTT: Ms. Mack?

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1 MS. MACK: Ms. Lowry, can you provide
 2 guidance to the full Board in email as to how
 3 that will take place? I actually had some
 4 discussions this week about this very issue,
 5 about a student on the southwest advisory, so if
 6 you could outline a timeline and what steps that
 7 student would have to take, I would appreciate
 8 it. I think the southwest, and there was another
 9 area that did not have a student either.
 10 MS. LOWRY: Yes, we can follow up with
 11 you.
 12 MS. MACK: Thank you very much.
 13 MS. LOWRY: Thank you.
 14 CHAIRWOMAN SCOTT: Okay. Ms. Gover, may
 15 I have a rollcall vote please?
 16 MS. GOVER: Ms. Rowe?
 17 MS. ROWE: Yes.
 18 MS. GOVER: Ms. Causey? Ms. Causey?
 19 Ms. Mack?
 20 MS. MACK: Yes.
 21 MS. GOVER: Mr. McMillion?

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1 MR. MCMILLION: Yes.
 2 MS. GOVER: Ms. Jose?
 3 MS. JOSE: Yes.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Mr. Muhumuza?
 7 MR. MUHUMUZA: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Mr. Kuehn?
 13 MR. KUEHN: Yes.
 14 MS. GOVER: Dr. Hager?
 15 DR. HAGER: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you.
 19 CHAIRWOMAN SCOTT: Thank you. The next
 20 item on the agenda is administrative
 21 appointments, and for that I call on

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1 Dr. Williams.
 2 DR. WILLIAMS: So good evening, Madam
 3 Chair, Vice Chair, members of the Board. I would
 4 like to recommend Ms. Lisa Wilson-Young to the
 5 position of manager in the Office of Logistics.
 6 She would be new to Baltimore County Public
 7 Schools. She brings experience at Lifebridge
 8 Health as a manager, also MedStar Health as a
 9 manager of supply chain management, she worked at
 10 Creative Business Solutions, as well as Lockheed
 11 Martin. She also has 12 years of service in the
 12 United States Army, so I present to you Ms. Lisa
 13 Wilson-Young as the new manager of the Office of
 14 Logistics.
 15 CHAIRWOMAN SCOTT: Thank you for that,
 16 Dr. Williams. Do I have a motion to approve the
 17 administrative appointment as presented in
 18 Exhibit E-1?
 19 MS. ROWE: So moved, Rowe.
 20 CHAIRWOMAN SCOTT: Do I have a second?
 21 MS. PASTEUR: Pasteur, second.

<p style="text-align: right;">Page 38</p> <p>1 CHAIRWOMAN SCOTT: Thank you. Any 2 questions? Ms. Gover, may I have a rollcall vote 3 please? 4 MS. GOVER: Ms. Rowe? 5 MS. ROWE: Yes. 6 MS. GOVER: Ms. Causey? Ms. Mack? 7 MS. MACK: Yes. 8 MS. GOVER: Mr. McMillion? 9 MR. MCMILLION: Yes. 10 MS. GOVER: Ms. Jose? 11 MS. JOSE: Yes. 12 MS. GOVER: Ms. Henn? 13 VICE CHAIR HENN: Yes. 14 MS. GOVER: Mr. Muhumuza? 15 MR. MUHUMUZA: Yes. 16 MS. GOVER: Mr. Offerman? 17 MR. OFFERMAN: Yes. 18 MS. GOVER: Ms. Pasteur? 19 MS. PASTEUR: Yes. 20 MS. GOVER: Mr. Kuehn? 21 MR. KUEHN: Yes.</p>	<p style="text-align: right;">Page 40</p> <p>1 disseminate public comments to BoardDocs as long 2 as, one, submitters specifically request their 3 comments be published as part of the public 4 record; two, the comments adhere to the Board's 5 stated guidelines; three, the comments include 6 the name of the submitter; and four, the comments 7 have been received before 11:59 p.m. on the 8 Monday before the board meeting. 9 So the next item on the agenda is the 10 superintendent's report and for that I call on 11 Dr. Darryl Williams. 12 DR. WILLIAMS: So once again, good 13 evening, everyone. Since the development of our 14 new strategic plan, The Compass: Our Pathway to 15 Excellence, and the board approval of The Compass 16 in July of 2020, I decided to share my plans to 17 operationalize the new strategic plan, 18 specifically around the five focus areas. In 19 order to do this work we must shift how we do the 20 work even during this pandemic, which of course 21 does not provide optimal conditions for our</p>
<p style="text-align: right;">Page 39</p> <p>1 MS. GOVER: Dr. Hager? 2 DR. HAGER: Yes. 3 MS. GOVER: Ms. Scott? 4 CHAIRWOMAN SCOTT: Yes. 5 MS. GOVER: Thank you. 6 CHAIRWOMAN SCOTT: Thank you. The next 7 item is the public comment. The members of the 8 Board appreciate hearing from interested 9 citizens. As appropriate we will refer your 10 concerns to the superintendent for followup by 11 his staff. The Board is currently accepting 12 written public comments. The Board discourage 13 comments on specific student or employee matters, 14 comments on matters that do not relate to public 15 education in Baltimore County and inappropriate 16 personal remarks. The school system is committed 17 to successful communication with its 18 stakeholders; comments from stakeholder groups 19 and other members of the public may be emailed to 20 boe@mybcps.info. 21 The Board reserves the right to</p>	<p style="text-align: right;">Page 41</p> <p>1 students and staff. However, my focus has been 2 clear about student outcomes and professional 3 development and there is an urgent call to 4 action. 5 So beginning this school year, I have 6 created system improvement teams known as SIT as 7 one way to have ongoing discussion, analysis and 8 change in practice at the central office level 9 and at the school level. So the system 10 improvement team framework is comprised of team 11 members of school-based and central office 12 members who meet to review district progress and 13 collectively plan opportunities to showcase 14 school teams and best practices during meetings 15 such as our principal leadership development 16 meetings. Specifically the team will analyze 17 available data and observe trends for both 18 qualitative and quantitative data points, framing 19 the current state, identify questions to 20 investigate, identify specific measurable 21 objectives, have access to resources and central</p>

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1 office staff, and develop communication plans to
 2 share findings, recommendations to practices and
 3 interventions as the next step.

4 So currently we have 11 system
 5 improvement teams and the focus areas are as
 6 follows: There's a reading SIT team, Algebra I;
 7 there's a sit team for GT honors, AT and IB;
 8 another team for PSAT, SAT, ACT and Accuplacer;
 9 ineligibility, the next one; college and career
 10 readiness, focusing on graduation; college and
 11 career readiness, focusing on CTE; suspensions;
 12 staffing; family engagements; and fiduciary
 13 responsibilities. Each system improvement team
 14 will be required to develop a charge statement
 15 based on the topics and will analyze data to
 16 determine the action plan. Of course the action
 17 plans must be based on lead analysis, address the
 18 underserved student groups and include an
 19 evidence-based intervention acceleration. Each
 20 system improvement team will determine the
 21 deliverables and goals based on the data analysis

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1 and will schedule further meetings to accomplish
 2 this work.

3 So in order to improve student
 4 achievement, Marzano Research says improving
 5 outcomes for students requires improving the
 6 systems in schools that serve them. And we, the
 7 staff at the central office and school-based
 8 level must work together to identify and
 9 implement those best practices that are going to
 10 gain increases in our student performance. We
 11 continue to focus on the student, teacher, staff
 12 and the school leadership with the collaboration
 13 of the other divisions to affect change in the
 14 classroom in every school.

15 Later this evening we will provide an
 16 update on our reopening plan so I will leave
 17 those comments until then, but I would like to
 18 acknowledge two of our educators this evening.

19 Angenine Goode is the library media
 20 specialist at Catonsville High School and she was
 21 honored with a minority recognition award for

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1 community five, the Maryland State Education
 2 Board of Directors and Minority Affairs
 3 Committee.

4 And Camille Gibson, who is an art
 5 teacher at the Golden Ring Middle School and
 6 department chair, visual arts lead teacher for
 7 our east zone schools, she was named Eastern
 8 Region Middle Level Art Educator of the Year by
 9 the National Art Education Association.

10 And of course this month is to honor the
 11 history of African Americans in our country. We
 12 are recognizing black history month through a
 13 series of stories about black history in
 14 Baltimore County, including our former leaders as
 15 well as our current students, families and staff.

16 In addition, our curriculum offices held
 17 our annual black history month writing contest
 18 and this year's black saga program will allow
 19 teachers to engage in an unlimited number of
 20 students for the first time due to the virtual
 21 and soon hybrid format.

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1 Thank you, and this concludes my report.

2 CHAIRWOMAN SCOTT: Thank you very much
 3 for that, Dr. Williams. Next is the board
 4 chair's report and considering the lateness of
 5 the hour, which started, I would just like to
 6 thank everyone who joined us, all of our parents,
 7 our students, our stakeholders for sticking with
 8 us, I know we have a lot of important things to
 9 get to and so I am not going to take up very much
 10 time with my chair remarks, but I want to thank
 11 you all for joining us and I will then pass it on
 12 to the next agenda item, which is the student
 13 member of the board report, Mr. Muhumuza.

14 MR. MUHUMUZA: Yes. Good evening, Madam
 15 Chair, Madam Vice Chair, Dr. Williams and fellow
 16 board members. I'm also going to keep my
 17 comments tonight relatively short so we can get
 18 to the important topics on tonight's agenda.

19 Since my last report to the Board, I
 20 have had the privilege to attend multiple events
 21 and meet with students and teachers from around

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1 the county discussing many topics that range from
 2 equity, school reopening, student advocacy and
 3 our curriculum. Most notably I want to thank
 4 TABCO, the Baltimore County Student Councils,
 5 Pikesville podcast, and the many stakeholders
 6 that reached out via email and have requested to
 7 have one-on-one Zoom sessions and phone calls
 8 with me. I have to say, the most rewarding
 9 experience of this unprecedented year has to be
 10 the profound correspondence and virtual meetings
 11 I've had with our stakeholders.

12 Speaking of my term, since my last
 13 update when I announced that applications were
 14 open for next year's student board member, I'm
 15 happy to announce that the selection committee,
 16 which included student council members, high
 17 school and middle school principals of the year,
 18 teachers and myself, chose the students who would
 19 move on to the interview round. We were able to
 20 conduct the interviews last week and we chose the
 21 two individuals who will fill my seat next year.

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1 I want to congratulate those that applied for the
 2 position, especially those that commended to the
 3 interview and the final round. Each of our
 4 applicants were highly successful and showed
 5 tremendous professionalism. The announcement of
 6 the final candidates will be released tomorrow.

7 I want to personally thank our chair
 8 Ms. Scott for giving me, and my position being
 9 the student board member, the honor of serving as
 10 vice chair of the legislative committee. At the
 11 time where SMOBs around the state are defending
 12 their values and fighting for their voting
 13 rights, it means a great deal that our Board
 14 through the leadership of our chair values the
 15 contribution of our SMOBs and recognizes the
 16 unique contributions that we can provide to the
 17 Board.

18 I look forward to talking to board
 19 members about my work and the work of the
 20 legislative committee which is chaired by
 21 Ms. Pasteur, who has been a great mentor to me

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1 throughout this year, especially this past couple
 2 of months.

3 Tomorrow from 12 to one p.m. our student
 4 council will be hosting an equity summit on
 5 Google Meets. This event has been open to
 6 students and school leaders, but has a limit of
 7 250 individuals. The code for this event can be
 8 found on BCPS social media platforms but
 9 individuals must have BCPS credentials in order
 10 to be admitted.

11 Finally in recognizing black history
 12 month, I want to thank our school system and our
 13 educators who have continued promoting
 14 inclusivity and have worked to identify the gaps,
 15 whether it concerns race, gender, socioeconomic
 16 level and other classes, and implementing
 17 solutions so that we don't leave any of our
 18 learners behind.

19 I'm going to paraphrase from my comments
 20 during the TABCO MAC event where I said every
 21 student has their unique strengths and

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1 disadvantages. My hope is as we continue our
 2 discussion on curricular, behavior, and all the
 3 other matters that affect equity, that we don't
 4 ever look down on our students, that we have many
 5 students in our school system that want to be
 6 successful but because of circumstances that are
 7 at times not their fault they struggle, and those
 8 are the students that we really need to focus on
 9 as we continue our discussions on equity.

10 Again, BCPS has done a great job this
 11 past couple of months and this past couple of
 12 years, and I just hope we continue with the
 13 momentum and I know this Board has done great
 14 work with the support of the previous chair and
 15 the current chair, and I thank you all for that.

16 And that's the conclusion of my report.

17 CHAIRWOMAN SCOTT: Thank you very much
 18 for that, Mr. Muhumuza. So the next item on the
 19 agenda is action taken in closed session, and for
 20 that I call on Mr. Brousaides.

21 MR. BROUSAIDES: Good evening, Madam

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1 Chair. The Board previously met in closed
 2 session to hear oral argument in Case Number
 3 HE 20-47. Now would be an appropriate time to
 4 confirm the Board's action taken at that time.
 5 CHAIRWOMAN SCOTT: Okay. May I have a
 6 motion to approve the action taken in closed
 7 session and authorize Ms. Gover to sign the order
 8 on behalf of the Board?
 9 MS. CAUSEY: So moved, Ms. Causey.
 10 CHAIRWOMAN SCOTT: Is there a second?
 11 MS. MACK: Second, Mack.
 12 CHAIRWOMAN SCOTT: Thank you. Any
 13 discussion? Ms. Gover, may I have a rollcall
 14 vote please?
 15 MS. GOVER: Ms. Rowe?
 16 MS. ROWE: Yes.
 17 MS. GOVER: Ms. Causey?
 18 MS. CAUSEY: Yes.
 19 MS. GOVER: Ms. Mack?
 20 MS. MACK: Yes.
 21 MS. GOVER: Mr. McMillion?

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1 MR. MCMILLION: Yes.
 2 MS. GOVER: Ms. Jose?
 3 MS. JOSE: Yes.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Yes.
 6 MS. GOVER: Mr. Muhumuza?
 7 MR. MUHUMUZA: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Mr. Kuehn?
 13 MR. KUEHN: Yes.
 14 MS. GOVER: Dr. Hager?
 15 DR. HAGER: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you.
 19 CHAIRWOMAN SCOTT: Thank you. Okay.
 20 And it looks like the next item on the agenda is
 21 contract awards and for that I call on Ms. Jose,

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1 chair of the building and contracts committee.
 2 MS. JOSE: Thank you, Ms. Scott.
 3 Earlier today, Madam Chair, the building and
 4 contracts committee met and brings forth
 5 recommendation for approval of contracts one
 6 through 12. Contract 13 is presented for
 7 information only.
 8 As you're aware, the Board has asked
 9 that contracts for all of its cyber security to
 10 be taken through the normal B&C process so that
 11 the public is aware of the services provided to
 12 the Board during the ransomware attack. There
 13 are four contracts presented for approval and one
 14 that is presented for informational purposes.
 15 The legal services contract for McDonald Hopkins
 16 LLC, a law firm with expertise in cyber security
 17 is provided for informational purposes only.
 18 Based upon recent advice from the County
 19 Attorney's office under Section 4-104B of the
 20 Education Article, the School Board may retain
 21 counsel to represent it only for legal matters

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1 involving disputes with the Baltimore County
 2 Government. Under 4-104B the School Board does
 3 not have authority to approve contracts for legal
 4 services involving outside counsel.
 5 This of course concerns legal contracts
 6 with outside counsel to handle cyber security
 7 matters. As such this contract with McDonald
 8 Hopkins LLC to provide legal counsel for the
 9 Board, which is currently before the Board, must
 10 have authorization from the County Attorney. The
 11 contract for McDonald Hopkins to provide legal
 12 services for the Board has been approved by the
 13 County Attorney. Thank you.
 14 CHAIRWOMAN SCOTT: Thank you for that,
 15 Ms. Jose. And do I have a motion to approve
 16 Items K-1 through K-12?
 17 VICE CHAIR HENN: Madam Chair?
 18 CHAIRWOMAN SCOTT: Yes?
 19 VICE CHAIR HENN: Would you please
 20 separate items K-9 through K-12?
 21 CHAIRWOMAN SCOTT: K-9 through K-12?

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1 Okay, so you want to separate them out for
 2 discussion, so then we would first look at items
 3 K-1 through K-8. Is that correct, Ms. Henn, was
 4 that your intention?
 5 VICE CHAIR HENN: Yes, thank you.
 6 CHAIRWOMAN SCOTT: Okay. So then do --
 7 I need to restate that then, so do I have a
 8 motion to approve Items K-1 through K-8?
 9 MR. MUHUMUZA: Dr. Hager has a question,
 10 I believe.
 11 CHAIRWOMAN SCOTT: Oh, apologies. Yes,
 12 go ahead, Dr. Hager.
 13 DR. HAGER: Yes. So I'm not on this
 14 committee and this one caught my eye a bit just
 15 because there were so many of them and the total
 16 amount was so high across the board for these
 17 contracts. So I dug a little bit in more and I
 18 wanted to know if someone could explain the Cut
 19 Sheet Paper contract in particular just because
 20 it seems such a dramatic difference compared to
 21 what's typically spent, and I don't know if

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1 there's an anticipation that next year we're
 2 going to really increase our paper distribution
 3 compared to previous years or if there's
 4 something more to that, if someone could explain
 5 that?
 6 DR. SCRIVEN: Mr. Sarris, you can go
 7 ahead and give that explanation as it relates to
 8 the contract.
 9 MR. SARRIS: Yes. The prior year and
 10 current year expenses are dramatically lower due
 11 to the school closure and typically we do spend
 12 about \$1.3 million annually. And so the prior
 13 history here is not, doesn't provide a lot of
 14 insight on the contract. On the bright side,
 15 we're saving a lot of money.
 16 DR. HAGER: And that was, I wondered if
 17 that was the case. So this is yet another
 18 example of savings that we'll have from the
 19 current situation, and so remind me again of what
 20 happens in this case as we find areas where we're
 21 not spending as much money as anticipated, will

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1 that roll over into the next year, will we have
 2 to spend that out this year to make us whole?
 3 MR. SARRIS: Well, we never have to
 4 spend it, but we may very well want to move money
 5 around to offset some of the costs of the cyber
 6 attack recovery or school reopening, et cetera,
 7 and that would take place in April when we, when
 8 the Board considers the annual budget
 9 appropriation transfer or BAT. And if it weren't
 10 spent, then it would roll into the county's fund
 11 balance.
 12 DR. HAGER: The county, not the school
 13 system?
 14 MR. SARRIS: It's on our account general
 15 ledger, but it can only be spent, once it rolls
 16 over, it can only be appropriated with approval
 17 of county council.
 18 DR. HAGER: Got it, okay. Thank you.
 19 That really helps a lot, I appreciate it.
 20 MR. SARRIS: You're welcome.
 21 MR. KUEHN: Mr. Sarris, this is Russ

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1 Kuehn. I have a question on the same contract.
 2 Why is it only for one year?
 3 MR. SARRIS: We have never been able to
 4 get any vendors to give us multiyear pricing on
 5 paper just because of the somewhat volatile
 6 market, so we and the other counties that we've
 7 cooperated with in the past, Anne Arundel and in
 8 this case Montgomery County, have consistently
 9 done a one-year bid.
 10 MR. KUEHN: Thank you, I appreciate
 11 that.
 12 MR. SARRIS: You're welcome.
 13 MR. KUEHN: Ms. Chair, Ms. Scott, I have
 14 questions for multiple contracts. Are we going
 15 to like start a motion and then have a
 16 discussion, or do we just ask our questions now?
 17 CHAIRWOMAN SCOTT: I would like to get
 18 advice from Mr. Broussides on that. Do we need a
 19 motion to discuss the contracts as they've been
 20 separated out or do, can we just have discussion
 21 now?

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1 MR. BROUSAIDES: It's my understanding
 2 that a motion was made by Ms. Henn, was it, to
 3 separate out the K --
 4 VICE CHAIR HENN: K-1 to K-8 and then
 5 K-9 to K-12.
 6 MR. BROUSAIDES: Right, and 13 is just
 7 an informational item.
 8 VICE CHAIR HENN: Correct.
 9 MR. BROUSAIDES: It would seem
 10 appropriate -- well, first there needs to be, is
 11 there consensus on that?
 12 CHAIRWOMAN SCOTT: Well, Ms. Henn made a
 13 motion and then there wasn't a second.
 14 VICE CHAIR HENN: Madam chair, I asked
 15 for them to be separated, it wasn't a formal
 16 motion. Normally we have, you would make a
 17 motion to, or ask for a motion to approve K-1
 18 through K-8, and then a separate for K-9 through
 19 K-12.
 20 CHAIRWOMAN SCOTT: Okay, so you did make
 21 a motion so it was not seconded, so is now an

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1 appropriate time to have discussion or do I need
 2 to make the motion again?
 3 MR. BROUSAIDES: I would make the motion
 4 again for approval of K-1 through K-8, unless
 5 there's other board members who have questions,
 6 is that Mr. Kuehn.
 7 CHAIRWOMAN SCOTT: That's what Mr. Kuehn
 8 was asking, yes.
 9 MR. KUEHN: Yes.
 10 MR. BROUSAIDES: Then I would say bundle
 11 the questions for K-1 through K-8.
 12 CHAIRWOMAN SCOTT: Prior to the motion
 13 that I made being seconded?
 14 MR. BROUSAIDES: Correct.
 15 CHAIRWOMAN SCOTT: Okay, so the board
 16 members can I guess bundle the questions K-1
 17 through K-8, and we'll approve that, and then
 18 we'll go to K-9 through K-12. So are there
 19 additional questions for K-1 through K-8?
 20 VICE CHAIR HENN: I just had a comment
 21 on K-5, Madam Chair.

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1 CHAIRWOMAN SCOTT: Yes, and who's
 2 speaking, Ms. Henn?
 3 VICE CHAIR HENN: Yes. I just wanted to
 4 thank Mr. Sarris for providing the information
 5 about the contract that was replaced by this
 6 contract, CWA-125-20 on Cut Paper, and I was able
 7 to locate that contract and find that the prior
 8 expenditures were, I believe it was around 1.3
 9 million, so I was able to answer the question
 10 that Dr. Hager had posed by locating the prior
 11 contract. So that was information that had been
 12 added to the new template or relatively new
 13 template requested by building and contracts, so
 14 thank you, Mr. Sarris, for providing that
 15 information.
 16 MR. SARRIS: You're very welcome.
 17 VICE CHAIR HENN: Thank you.
 18 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.
 19 It looks like we have a comment from Ms. Causey
 20 on item number eight.
 21 MS. CAUSEY: Thank you, Madam Chair. So

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1 I had a question related to this because this
 2 same contract had come to us I believe a month
 3 ago for a million dollar increase, modification
 4 of spending authority, and so I juts wanted to
 5 hear why this was being increased again so soon.
 6 MR. SARRIS: Yes, I'm happy to address
 7 that question. We brought a contract for
 8 \$1,505,000 to the Board in December and that was
 9 the initial response to the ransomware attack.
 10 And of that total, 1.4 million was a fixed price
 11 agreement that allowed us to move our ERP system
 12 into the Cloud, so that project was undertaken in
 13 December and has been, the system has been moved
 14 and set up now, and hosted by CGI in their
 15 Cloud-based services. That same contract also
 16 included about \$100,000 that was an estimate for
 17 consulting support that we might need to get the
 18 project going. And of that 750 hours, we have
 19 used beyond that now up to 875 hours just to get
 20 us through the first two payrolls on the new
 21 system, and we have worked with CGI on an

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1 estimate for the remaining that they project over
 2 the next year, and that as we say in the exhibit
 3 is approximately 3,500 hours or \$525,000 that
 4 would bring the project through to completion
 5 based on our best estimates, so bring us to
 6 steady state and restore all of the capabilities
 7 that we had previous, which include numerous
 8 interfaces and recording capabilities that
 9 provide full functionality.

10 MS. CAUSEY: Thank you for that
 11 explanation, and in the previous spending
 12 authority --

13 CHAIRWOMAN SCOTT: I'm sorry,
 14 Ms. Causey, okay, I apologize. Go ahead, I
 15 didn't mean to interrupt you, I apologize.

16 MS. CAUSEY: Oh no, that's okay. So in
 17 the previous spending authority, correct me if
 18 I'm wrong, it had said funding source operating
 19 budget and also insurance, but this one only
 20 indicates operating budget. Could you break down
 21 the information for us and maybe in terms of what

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1 is covered by the cyber insurance?

2 MR. SARRIS: So we have approximately
 3 \$5 million in coverage. There is up to \$2
 4 million in coverage for direct costs, and you'll
 5 note that the five agreements at the end of the
 6 contract agenda total about 1.3 million, and
 7 there is an additional 600,000 or so in potential
 8 coverage, but at this point I think we do not
 9 know if any of that will be covered by insurance,
 10 and so we are just planning to use existing
 11 resources although we will make application to
 12 have this covered. The primary five contracts
 13 will be covered because they are all vendors
 14 approved by the insurer, so we're prepared, we're
 15 hopeful, but prepared to fund this in any event.

16 MS. CAUSEY: Okay, thank you. So the
 17 dollar amounts, I couldn't add it up in my head,
 18 so this contract is not covered any longer by
 19 insurance?

20 MR. SARRIS: We don't know that. We
 21 will make application, but because it wasn't the

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1 initial group of five that were brought in by the
 2 insurance company, we're not sure how the insurer
 3 will consider a claim for part of these costs.
 4 We know that they will not cover an enhancement
 5 to our services, so the portion of the contract
 6 that entails the move to the Cloud would be
 7 considered an enhancement, but we may get
 8 coverage for the consulting portion of the
 9 contract that is helping us do the remediation.

10 MS. CAUSEY: Thank you.

11 MR. SARRIS: You're welcome.

12 CHAIRWOMAN SCOTT: Mr. Kuehn?

13 MR. KUEHN: Thanks. Mr. Sarris, I'm
 14 going to stay with this specific item for a
 15 moment. Something you just said, I think that we
 16 should challenge with our insurance carrier.
 17 Regardless of where we stand up the software that
 18 we're recovering, whether it's in the Cloud or
 19 it's on premise, that's not an enhancement, so I
 20 would suggest that, you know, we apply to the
 21 insurance company because they need to recover us

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1 to working situation, to a working situation.

2 So my follow-on question really with
 3 this amount here because it continues to
 4 increase, I mean, we voted on this as recently as
 5 December 22nd. You know, we're up to \$12.5
 6 million and my question for you is, is this the
 7 vehicle that you're expecting to basically manage
 8 all of the spending associated with the recovery
 9 outside of insurance, is this the contract you're
 10 expecting to use to support and pay for that
 11 activity?

12 MR. SARRIS: No. We have other services
 13 that I believe either were shared or will be
 14 shared with the Board in an update regarding
 15 other costs related to the attack. This is
 16 strictly for our ERP system software.

17 MR. KUEHN: Okay, thank you. Now I
 18 would like to ask you questions about number
 19 seven, the solar power purchase agreement.

20 MR. SARRIS: Yes, that is something that
 21 Mr. Dixit will be able to respond to.

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1 MR. KUEHN: Fantastic, thank you.
 2 MR. DIXIT: Okay.
 3 MR. KUEHN: Hello, Mr. Dixit.
 4 MR. DIXIT: Good evening.
 5 MR. KUEHN: Good evening. This is over
 6 a \$10 million line item and it's for a 20-year
 7 contract, and there are not really many details
 8 here. For instance, I have no idea what kilowatt
 9 per hour price that we're going to be spending
 10 over 20 years based on this. Can you please give
 11 us the background for this?
 12 MR. DIXIT: Sure, I would be glad to.
 13 So what the Board has in front of you is a
 14 contract for 20 years that will be reviewed by
 15 our law office and any construction will be
 16 reviewed by our engineers to make sure that it is
 17 done right. So what the contract entails is for
 18 the vendor to install a system that will generate
 19 solar power and be able to sell it to us at a
 20 pre-agreed upon price. The price will vary from
 21 7.6 cents to 9.2 cents over a period of 20 years,

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1 which is very competitive, which in the beginning
 2 saves at least a penny, approximately a penny
 3 over the existing price that we are paying.
 4 So to give you some idea of the
 5 quantity, this plan will be generating about 6.5
 6 million kilowatt hours, so if we save a penny, we
 7 are going to be saving about \$60- to \$65,000 per
 8 year. But the electricity commodity price, they
 9 fluctuate, so we really don't know at this point
 10 whether they're going to go up or go down through
 11 this period, but it guarantees us a stabilized
 12 price for the period of 20 years. The total
 13 quantity that we need or we consume is about 150
 14 million kilowatt hours, so this is approximately
 15 four percent of the total consumption.
 16 The reason we want to support this,
 17 because this is cost effective, at least right
 18 now, it provides a stable price over the period
 19 of 20 years and it helps us meeting the
 20 legislative requirement of approximately 50
 21 percent of the portfolio to be renewable energy

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1 by 2030. So I said a lot. If I missed anything,
 2 let me know and I will try to clarify.
 3 MR. KUEHN: No. I would suggest that
 4 this is an exciting project or possibility, it's
 5 very limited on items, details for us, and it
 6 looks like the design isn't even, it's not there
 7 yet. So you know, although I would love to
 8 support it, it seems kind of like a line item
 9 that just doesn't have the detail necessary yet,
 10 so I'm conflicted to be honest with you to
 11 support this item at this point.
 12 And I don't even know, and one of my
 13 questions was going to be, does this include like
 14 electric storage where the electricity generated
 15 is stored and then we can use it, because the
 16 buses aren't any facilities, you know, unless
 17 they're going to be using the electricity
 18 generated we're going to have to feed it back
 19 into the grid and then take some price sharing
 20 there, so I'm trying to understand this.
 21 MR. DIXIT: Yeah, and I'll try to help

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1 you with that. So the electricity will be used
 2 for the facility and we'll have a contract with
 3 BG&E, or the company, the vendor will have a
 4 contract to pump back the electricity that we do
 5 not use there to be able to use in our other
 6 accounts. So while we are not storing any
 7 electricity, we are using all of the 6.5 million
 8 kilowatts that we are generating at a cheaper
 9 price in a sustainable manner.
 10 MR. KUEHN: Thank you, Mr. Dixit.
 11 CHAIRWOMAN SCOTT: Thank you. Did we
 12 have additional questions? If not, then I move
 13 that we approve Items K-1 through K-8. It
 14 doesn't require a second since it comes from the
 15 committee, and now I guess we'll process K-9
 16 through K-12. So Mr. Brousaides, you said since
 17 we separated them out, it's K-1 through K-8
 18 that's been moved, now would I make a motion to
 19 move K-9 through K-12?
 20 MR. BROUSAIDES: Has the Board voted on
 21 approving K-1 through K-8 yet?

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1 CHAIRWOMAN SCOTT: No, you're right, I
 2 need to take a vote. May I have a rollcall vote?
 3 Thank you for that. Ms. Gover?
 4 MS. GOVER: I need a motion. Who moved?
 5 CHAIRWOMAN SCOTT: I moved it, I said I
 6 moved that we approve contracts K-1 through K-8.
 7 MS. CAUSEY: Madam Chair, this is
 8 Ms. Causey. I'd put in the chat asking if we
 9 could separate out the solar contract.
 10 CHAIRWOMAN SCOTT: After I made the
 11 motion?
 12 MS. CAUSEY: Yes. Well, I had put it in
 13 before you made the motion, but has it been
 14 seconded yet?
 15 CHAIRWOMAN SCOTT: I don't need --
 16 MS. JOSE: No second is needed, it comes
 17 from the committee.
 18 CHAIRWOMAN SCOTT: So I had moved that
 19 we vote on K-1 through K-8 as separated per
 20 Ms. Henn, so if there's a motion on the floor
 21 then, I think the appropriate step is to vote on

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1 that motion; is that correct, Mr. Brousaides?
 2 MR. BROUSAIDES: Yes, Madam Chair.
 3 CHAIRWOMAN SCOTT: Okay. So Ms. Gover,
 4 could we do a rollcall vote please?
 5 MS. GOVER: Ms. Rowe?
 6 MS. ROWE: Yes.
 7 MS. GOVER: Excuse me?
 8 MS. ROWE: Yes.
 9 MS. GOVER: Thank you. Ms. Causey?
 10 MS. CAUSEY: Abstain.
 11 MS. GOVER: Ms. Mack?
 12 MS. MACK: No.
 13 MS. GOVER: Mr. McMillion?
 14 MR. MCMILLION: Yes.
 15 MS. GOVER: Ms. Jose?
 16 MS. JOSE: Yes.
 17 MS. GOVER: Ms. Henn?
 18 VICE CHAIR HENN: No.
 19 MS. GOVER: Mr. Muhumuza?
 20 MR. MUHUMUZA: Yes.
 21 MS. GOVER: Mr. Offerman?

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1 MR. OFFERMAN: Yes.
 2 MS. GOVER: Ms. Pasteur?
 3 MS. PASTEUR: Yes.
 4 MS. GOVER: Mr. Kuehn?
 5 MR. KUEHN: No.
 6 MS. GOVER: Dr. Hager?
 7 DR. HAGER: Abstain.
 8 MS. GOVER: Ms. Scott?
 9 CHAIRWOMAN SCOTT: Yes.
 10 MS. GOVER: In favor is seven. Thank
 11 you.
 12 CHAIRWOMAN SCOTT: Thank you. So now
 13 we'll move to K-9 through K-12. Is there any
 14 discussion on K-9 through K 1? Okay, do I have a
 15 motion -- oh, I apologize. Yes, Ms. Jose, and
 16 then Ms. Causey?
 17 MS. JOSE: Ms. Scott, I do not have any
 18 questions, mine was just a question to Mr. Kuehn.
 19 CHAIRWOMAN SCOTT: Oh, okay.
 20 Ms. Causey?
 21 MS. CAUSEY: Thank you, Madam Chair.

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1 Could we separate out these contracts?
 2 CHAIRWOMAN SCOTT: You want to separate
 3 out all nine contracts? Well, wait a minute.
 4 You want to separate, I'm sorry, K-9 through
 5 K-12?
 6 MS. CAUSEY: Yes.
 7 CHAIRWOMAN SCOTT: And to process them
 8 each individually?
 9 MS. CAUSEY: Which one is the contract
 10 that is just for -- there was one that was just
 11 for information that was not for approval.
 12 CHAIRWOMAN SCOTT: Yeah, if you're in
 13 BoardDocs, that's number 13, so we're doing nine
 14 through 12, we're grouping them since they're
 15 around the same subject area so we're grouping
 16 them together. So, do you have a question about
 17 K-9 through 12?
 18 MS. CAUSEY: Thank you, Madam Chair. So
 19 I do have questions about nine through 12, and if
 20 we could separate out 13.
 21 CHAIRWOMAN SCOTT: So 13 is separated

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1 out already because it's for informational
 2 purposes, and we're not voting to approve that.
 3 Ms. Jose said it's for informational purposes and
 4 then we need to vote first to approve nine
 5 through 12, so do you have any questions on nine
 6 through 12?
 7 MS. CAUSEY: Yes, I do.
 8 CHAIRWOMAN SCOTT: Okay, please proceed.
 9 MS. CAUSEY: So, the Department of
 10 Legislative Services performed a legislative
 11 audit of Baltimore County, of the Board of
 12 Education of Baltimore County and the school
 13 system. The final report was dated
 14 November 19th, 2020 and was released to the
 15 public a few days after that. In it there are a
 16 number of findings relating to procurement, and I
 17 just wanted to confirm that one of the findings
 18 that has been repeated is that procurements were
 19 not always made, I'm reading from the report,
 20 furthermore, procurements were not always made in
 21 accordance with established policies or

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1 applicable state law. Specifically, BCPS did not
 2 insure that contracts were properly executed
 3 prior to payment as required by policy, and did
 4 not publish, see awards. In addition, BCPS did
 5 not maintain sufficient supporting documentation
 6 of purchases to enable us to determine whether
 7 BCPS received the best value.
 8 So my questions relate to the timing of
 9 these purchases. It's my understanding that all
 10 of them have been enacted since maybe November,
 11 maybe December, and the Board, these contracts
 12 only came in front of the Board two weeks ago and
 13 needed to be reviewed by the County Attorney, so
 14 I would like to understand, is there a purchase
 15 order that's already been done and how is this in
 16 alignment with procurement laws, especially given
 17 the repeat findings in the OLA report?
 18 MR. SARRIS: This is Mr. Sarris. These
 19 are emergency contracts and as such they were
 20 executed in response to the cyber attack and
 21 presented to the Board at the next earliest

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1 opportunity. And while they weren't on the open
 2 agenda, they were discussed in closed session at
 3 the earliest opportunity with the Board. And
 4 they're also different in respect that if we want
 5 to take advantage of the insurance policy
 6 coverage, a provision of that policy requires
 7 that they, that they, that we use vendors
 8 approved by the company in order to get the
 9 greatest advantage of the policy. So this is not
 10 a typical situation where we do a 90-day bid,
 11 evaluate proposals as we would with any other
 12 contract.
 13 MS. CAUSEY: Thank you.
 14 CHAIRWOMAN SCOTT: Thank you for that.
 15 Next we have Ms. Henn.
 16 MS. CAUSEY: I'm sorry, Ms. Scott, I
 17 just wanted to clarify. The Board had a meeting
 18 December 7th, so there was an opportunity, and
 19 it's known because of the opening part of that
 20 meeting that cyber security was discussed, so
 21 that was a meeting that --

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1 MS. JOSE: Point of order, Ms. Scott.
 2 Ms. Causey is conflating two different issues.
 3 This is a different contract on ransomware, it
 4 has nothing to do with the OLA audit that came
 5 through, and this is an emergency contract that
 6 Mr. Sarris so distinctly clarified and explained
 7 to building and contracts, and here. To keep
 8 conflating the two is confusing, and there's a
 9 basic lack of understanding of how contracts work
 10 it seems like. This is not relevant to the OLA,
 11 this is an emergency contract that came due to
 12 the ransomware attack. So Mr. Sarris, thank you
 13 for your explanation.
 14 MS. CAUSEY: So thank you for that.
 15 What I was going to say is related to emergency
 16 contracts and I reviewed this because of COVID.
 17 There are timelines and deadlines that are
 18 required to be followed, and my point is that the
 19 Board did have a meeting December 7th where this
 20 could have been brought forward, we had another
 21 meeting December 22nd. Also --

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1 MS. JOSE: Her time is up.
 2 CHAIRWOMAN SCOTT: Your time is up, so
 3 we want to make sure we get to everyone because,
 4 again, we have a lot of important issues that we
 5 need to get to, and we want to make sure that
 6 everyone has an ample time to speak.
 7 (Unintelligible, multiple speakers.)
 8 I'm sorry, board members, please, if
 9 everyone could stop speaking. We cannot -- we
 10 need to remain civil and respect everyone's time.
 11 So in order to run an orderly meeting we need to
 12 adhere to the time, ask your questions, and then
 13 we need to move on. Ms. Henn has been waiting
 14 patiently and I would like Ms. Henn to have the
 15 opportunity to speak. Ms. Henn, please go ahead.
 16 VICE CHAIR HENN: Thank you, Madam
 17 Chair. My question is for Mr. Brousaides. Given
 18 that these are emergency procurements and that
 19 contracts were executed prior to them being
 20 property before the Board, my question has to do
 21 with whether or not there are any consequences to

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1 the Board not approving these contracts. In
 2 other words, what is the significance of these
 3 being approved by the Board now and are there,
 4 can you offer us some legal advice regarding
 5 providing retroactive approval? Is this
 6 necessary should the Board not approve these
 7 contracts, given that they were already executed?
 8 Thank you.
 9 MR. BROUSAIDES: Thank you, Ms. Henn.
 10 That sounds like a very complicated question and
 11 unfortunately I would be loathe to give you an
 12 off the cuff response at this point.
 13 VICE CHAIR HENN: Thank you, Mr.
 14 Brousaides. Mr. Sarris, perhaps you could
 15 comment on that from the procurement standpoint.
 16 MR. SARRIS: I think it's better left
 17 for the many lawyers present to address those
 18 questions.
 19 VICE CHAIR HENN: Work will not stop if
 20 the Board does not approve these contracts, is
 21 that correct, work has started, work continues?

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1 MR. SARRIS: I don't know the status of
 2 the work in each of these instances. I believe,
 3 though, that the risk, the greatest risk is just
 4 that the, we would lose the insurance coverage
 5 and just be liable on our own for whatever these
 6 services were.
 7 VICE CHAIR HENN: Mr. Brousaides, is
 8 there anything you would like to add?
 9 MR. BROUSAIDES: Nothing to add at this
 10 point.
 11 VICE CHAIR HENN: Thank you. Thank you,
 12 Madam Chair.
 13 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.
 14 Next we have Ms. Jose.
 15 MS. JOSE: Thank you, Ms. Scott. Quick,
 16 and I know this has been answered, will the Board
 17 not approving these insurance contracts, since
 18 this is rare, would that affect our insurance
 19 claims, is that something Mr. Brousaides or
 20 anybody could answer, because it seems like this
 21 is not a regular contract, it's related to the

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1 insurance claims as well, and the Board not
 2 approving this -- and Ms. Henn, you were the
 3 chair when these contracts came in December and
 4 you sent it back to the county lawyer to look
 5 through it, and he sent it back with a
 6 recommendation that the Board could approve it.
 7 So I'm a bit confused as to why now all of a
 8 sudden there is all these questions. Because you
 9 were aware of these contracts, you sent it back,
 10 they were removed from the building and contracts
 11 committee. And my question again is if this
 12 Board given the past decides not to approve this,
 13 how does that affect our insurance claims,
 14 because this is covered by insurance. So board
 15 members need to keep that in mind before you vote
 16 no on this contract, that it would possibly
 17 affect our insurance claims. I'm not sure, I'm
 18 not a lawyer.
 19 CHAIRWOMAN SCOTT: Is there anyone who
 20 can answer that for Ms. Jose and for the rest of
 21 us? Is there any member of staff, Dr. Williams,

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1 or perhaps our legal counsel that could answer
 2 that for us?
 3 MS. HOWIE: So good evening Ms. Scott,
 4 board members. As to whether or not this would,
 5 or the Board's failure to ratify these
 6 agreements, these emergency agreements would
 7 affect the insurance, I've not done that
 8 analysis. But you've already been advised in
 9 closed session about these agreements, you were
 10 advised in December, and to the best of my
 11 knowledge there are no surprises in the scope of
 12 any of the work that's being presented, it was
 13 the Board's directive that these come to and
 14 through the building and contracts committee, and
 15 staff is complying with the request that the
 16 Board made.
 17 CHAIRWOMAN SCOTT: Thank you for that,
 18 Ms. Howie. Mr. Kuehn?
 19 MR. KUEHN: Yes. I want to clarify
 20 something and I believe it has been stated but I
 21 just want clarification. The contracts in

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1 question are all fully covered by our insurance
 2 policy; is that accurate, Mr. Sarris or whoever?
 3 MS. HOWIE: The services from these
 4 vendors, yes, they are covered as long as we use
 5 these vendors. They were approved by the
 6 carrier.
 7 MR. KUEHN: All right, thanks.
 8 MS. CAUSEY: Madam Chair, I had a
 9 follow-up question for Ms. Howie. There are
 10 legal timelines for emergency procurement, I had
 11 a link that is not working, so is fiscal services
 12 staff aware of what those emergency procurement
 13 deadlines are?
 14 MS. HOWIE: I'm sure the staff in the
 15 Department of Fiscal Service, particularly in the
 16 Office of Purchasing are aware, given that
 17 they've won national awards about their work.
 18 MS. CAUSEY: Thank you. So my
 19 understanding was it was 45 days; is that
 20 correct?
 21 MS. HOWIE: I confess, ma'am, that I do

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1 not have the exact date in my head.
 2 MS. CAUSEY: Okay.
 3 CHAIRWOMAN SCOTT: So, do I have a
 4 motion to approve items K-9 through K-12?
 5 MS. ROWE: So moved, Rowe.
 6 CHAIRWOMAN SCOTT: Thank you. No second
 7 is needed as it comes from the committee.
 8 Ms. Gover, may I have a rollcall vote please?
 9 MS. GOVER: Ms. Rowe?
 10 MS. ROWE: Yes.
 11 MS. GOVER: Ms. Causey?
 12 MS. CAUSEY: No.
 13 MS. GOVER: Ms. Mack?
 14 MS. MACK: Yes.
 15 MS. GOVER: Mr. McMillion?
 16 MR. MCMILLION: Yes.
 17 MS. GOVER: Ms. Jose?
 18 MS. JOSE: Yes.
 19 MS. GOVER: Ms. Henn?
 20 VICE CHAIR HENN: Abstain.
 21 MS. GOVER: Mr. Muhumuza?

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1 MR. MUHUMUZA: Yes.
 2 MS. GOVER: Mr. Offerman?
 3 MR. OFFERMAN: Yes. I'm sorry.
 4 MS. GOVER: Ms. Pasteur?
 5 MS. PASTEUR: Yes.
 6 MS. GOVER: Mr. Kuehn?
 7 MR. KUEHN: Abstain.
 8 MS. GOVER: Dr. Hager?
 9 DR. HAGER: Yes.
 10 MS. GOVER: Ms. Scott?
 11 CHAIRWOMAN SCOTT: Yes.
 12 MS. GOVER: Favor is nine. Thank you.
 13 CHAIRWOMAN SCOTT: Thank you. Okay.
 14 And the next item on the agenda is the
 15 reopening of schools, and for that I call on
 16 Dr. Williams.
 17 DR. WILLIAMS: So good evening,
 18 Chairwoman Scott, Vice Chairwoman Henn and
 19 members of the Board. This evening I will
 20 provide an update on the reentry into a hybrid
 21 setting for Baltimore County Public Schools.

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1 This will outline our current work in the system
 2 and in our schools.

3 This evening we have members of our
 4 design team present and if I could have the Power
 5 Point? Thank you. As you can see, we have
 6 members of our design team, Dr. Zarchin,
 7 Dr. Scriven, Dr. Boswell-McComas, two of our
 8 community superintendents, Dr. Jones and
 9 Dr. Roberts, and Ms. Lowry, our acting chief of
 10 human resources. Next slide please.

11 As you are aware, MSDE approved a
 12 phased-in plan for groups of students in a hybrid
 13 setting. Additionally, our plan always included
 14 an option for families to have students remain in
 15 a fully virtual pathway. This slide illustrates
 16 the dates of reentering through that approved
 17 plan. March 1st, 2021, our students at our
 18 public separate day schools, Phase I, and our
 19 students in preschool through grade two,
 20 Phase II, will reenter in a hybrid model. Our
 21 students with special needs who are served

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1 predominantly outside of the general education
 2 setting and select CTE students will reenter on
 3 March 15th, 2021. After receiving feedback from
 4 schools, BCPS divided Phase IV into two groups in
 5 order to support our students in critical
 6 transitional years. Our students in grades six
 7 and nine will return on March 22nd, 2021. This
 8 will allow students in these grades to become
 9 acclimated to a new setting. On April 6th, 2021,
 10 the Tuesday we return from spring break, the
 11 remainder of the students in grades three through
 12 five, seven through eight and ten through 12 will
 13 reenter. Next slide please.

14 On Thursday, January 28th, 2021, our
 15 school administrators and their reentry teams
 16 received extensive professional learning to
 17 support the development of a school-based reentry
 18 plan. Their school-based plans are aligned to
 19 the three parts of our reentry plan, health and
 20 safety, systems and school operations, and
 21 instructional models. Next slide.

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1 School teams were provided work plans
 2 that would enable them to create parallel plans
 3 to the BCPS reentry plan that outlines the how of
 4 implementation. This is just a snapshot of the
 5 school implementation plan.

6 Next slide, and then I'm happy to turn
 7 it over to Dr. Zarchin.

8 DR. ZARCHIN: Thank you, Dr. Williams.
 9 Emotional safety is the foundation for all
 10 learning and success. The pandemic and social
 11 injustice has caused widespread trauma, personal,
 12 vicarious, collective and historical, heightening
 13 the need for trauma-informed SEL to care for
 14 ourselves, our students and their families.
 15 Because our communities have experienced trauma
 16 to various degrees we must first address mass low
 17 before focusing on bloom. Leaders and their
 18 teams can support teacher and student wellbeing
 19 by focusing on BCPS's three SEL competencies of
 20 awareness, relationships and decision making.
 21 This can be done by creating predictable routines

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1 for students, prioritizing connections and
 2 building strong supportive relationships and
 3 offering opportunities to experience and share
 4 the processing of emotions.

5 As we prepare for hybrid learning, the
 6 Department of Social Emotional Support developed
 7 the SEL reentry plan connecting as a collective
 8 community. Next slide please.

9 And next slide, sorry, I plowed right
 10 through those. There we go, thank you.

11 The actions outlined in the plan are not
 12 an exhaustive list of activities but rather
 13 considerations as school leaders and staff seek
 14 to build collective communities inclusive of the
 15 social, emotional and physical wellbeing of all
 16 staff and students. Next slide.

17 Thank you. Staying home is incredibly
 18 important this year when individuals are sick.
 19 For 80 percent or more of people, COVID is a mild
 20 illness, it often feels like a cold, people also
 21 report lots of fatigue, body aches and sometimes

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1 upset stomach. We know all about the loss of
 2 taste and smell but that's not often the first
 3 symptom; it's the cold, the feeling that you're
 4 getting ill. We want all staff and students to
 5 stay home this year if they're not feeling well.
 6 Contact tracing is a process we use to make sure
 7 that anyone who has high risk close contact is
 8 notified and sent home. Nurses will be
 9 monitoring and enforcing quarantine, that's what
 10 you do if you've been exposed, and isolation,
 11 that's what you do if you have COVID.

12 Before I end this slide I want to
 13 emphasize the following mitigation commandments.
 14 The first and greatest is to wear your mask, and
 15 the second is similar, stay six feet apart. If
 16 you follow these, you will be significantly
 17 safer. So again, the mitigation efforts are to
 18 prevent, interrupt and separate. Next slide
 19 please.

20 An isolation room is being located at
 21 each school for students and staff that present

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1 communicable symptoms and will need to be
 2 evaluated and are awaiting their pickup. We have
 3 partnered with facilities to provide the
 4 isolation room that is required by the CDC and
 5 MSDE guidance. Next slide please.

6 Emergency preparation and response. So
 7 prior to the start of this school year
 8 administrators and their teams developed
 9 site-based emergency plans. These plans will
 10 continue to be used and adapted for our hybrid
 11 learning. Mandated drills will be mandated for
 12 each in-person cohort so all students have
 13 opportunities to practice safety drills. The
 14 reporting of bullying, harassment and
 15 intimidation will continue as this remains a key
 16 component of student safety. Next slide.

17 The safety of students and staff
 18 continues to be our top priority. Due to the
 19 COVID-19 pandemic, visitors to our schools and
 20 offices are restricted. School and office staff
 21 will attempt to handle business with visitors

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1 remotely whenever possible. If business cannot
 2 be handled remotely the visitor should schedule
 3 an appointment. If granted an appointment,
 4 visitors should adhere to specific guidelines
 5 that include rescheduling visits if they have
 6 symptoms of COVID, limiting people in their party
 7 to only those necessary for the visit, bringing
 8 photo identification, wearing a face covering,
 9 maintaining six feet of distance, registering in
 10 the office and leaving the building as soon as
 11 the meeting is over. Next slide please.

12 As we transition to hybrid learning it's
 13 important to review school wide and classroom
 14 norms and expectations that promote safe and
 15 supportive hybrid learning environments. Our
 16 student handbook and The Resource Guide to
 17 Developing a School-Wide Positive Behavior Plan
 18 are two of the resources available to staff in
 19 preparation for the transition to in-person
 20 learning.

21 At this time I would like to introduce

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1 and welcome Dr. Jones to introduce the next
 2 slide. Dr. Jones?

3 DR. ROBERTS: Excuse me, this is going
 4 to be me, Dr. Roberts. I apologize.

5 DR. ZARCHIN: Oh, thank you,
 6 Dr. Roberts.

7 DR. ROBERTS: No problem. Good evening,
 8 everybody. So the second part of the reentry
 9 plan pertains to system and school operations.
 10 At this time schools are working through the
 11 critical operation processes and systems, as well
 12 as structures, that will support student return,
 13 and we certainly thank them for their continued
 14 efforts. Next slide please.

15 One critical part of operations is the
 16 development of cohorts, specifically Cohorts A
 17 and B. Principals receive student cohorts by
 18 address and at this time they are examining those
 19 cohorts and making any necessary adjustments in
 20 the event that an address or assigned cohort
 21 prevents mitigation strategies. In some

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1 instances classes may need to be changed but this
 2 would be an option of last resort. Once our
 3 cohort totals are finalized at the school level,
 4 transportation will finalize bus routes. Our
 5 families regardless of the date of reentry for
 6 students will receive cohort information for
 7 their students from their child's school.

8 So at this time I'd like to introduce
 9 Dr. Jones, who will continue with hybrid
 10 instruction.

11 DR. JONES: Thank you, Dr. Roberts, and
 12 good evening. We recognize that families may
 13 have originally selected a full virtual model and
 14 now may want to opt into the hybrid model.
 15 Similarly, we have families who did not complete
 16 the questionnaire and have been assigned to a
 17 virtual pathway and want to opt into hybrid
 18 instruction. We have created a process that
 19 allows families to opt into hybrid learning
 20 through the spring. A request for hybrid
 21 learning form and link have been placed on the

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1 schools' web pages and a message has been shared
 2 with families by each school principal. Actually
 3 the link is on the school's web page which takes
 4 them to a form.

5 The form provides for calendar windows
 6 to complete, as you can see a depiction of that
 7 on the slide, and also has the corresponding
 8 starting week for students to engage in hybrid
 9 in-person learning. Additionally, prior to a
 10 student's return to school, the family will
 11 receive cohort assignments and any applicable
 12 transportation information. Next slide.

13 Dr. Scriven?

14 DR. SCRIVEN: Thank you, Dr. Jones.

15 DR. JONES: Sure.

16 DR. SCRIVEN: So meals will continue to
 17 be offered at no cost to all students through
 18 June of 2021. Students with special dietary
 19 needs will continue to be accommodated and there
 20 is no time restriction between breakfast and
 21 lunch meals. Prior to the pandemic in a normal

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1 school setting when BCPS served breakfast and
 2 lunch to students, lunch could not be served
 3 before ten o'clock. That restriction is waived
 4 under the current guidelines. BCPS will not be
 5 restricted on service times, which will allow for
 6 COVID-19 health and safety measures to be
 7 implemented.

8 Cafeteria staff are not working, or are
 9 going to work directly with school
 10 administration, so we are going to be a support
 11 to school administrators in terms of choice
 12 options. Within both options as you can see,
 13 there's an option one and two, and school
 14 administrators will have full autonomy in the
 15 implementation of breakfast and lunch schedules
 16 and delivery in accordance with the size of their
 17 school and in compliance with BCPS COVID-19
 18 mitigation strategies. Such mitigation
 19 strategies include students wearing masks when
 20 not eating and staying six feet apart.

21 All school-based food service personnel

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1 will adhere to all health and safety
 2 requirements. They will follow multiple
 3 mitigation strategies including completing the
 4 COVID mitigation checklist provided by BCPS,
 5 following social distancing signage and mask
 6 reminder signage for staff, and food services
 7 staff will be required to sign the COVID-19
 8 employee expectations and acknowledgment form.

9 Curbside meal service times at both the
 10 high and middle school sites will be between
 11 11 o'clock a.m. and one o'clock p.m. when we
 12 return to a hybrid model, or when we implement
 13 the hybrid model.

14 In terms of sanitization, all schools
 15 have been provided with standalone or
 16 wall-mounted hand sanitizing stations that will
 17 be continuously refilled by the building
 18 operations staff as needed. The disinfectants
 19 used by BCPS staff are EPA approved and are
 20 recommended by the CDC. All schools requesting
 21 spray bottles with cleaning solution are being

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1 provided for classroom use for in between wipe
 2 downs when necessary. Cleaning and disinfecting
 3 will be performed throughout the day on high
 4 touch surfaces, and classrooms will be cleaned
 5 and disinfected when they are vacant.

6 Arrival and dismissal procedures. Face
 7 covering are required for all persons on BCPS
 8 property. Parents and guardians must remain in
 9 their vehicles on BCPS property. Parents will
 10 not be permitted to enter the school building.
 11 Schools will establish procedures for arrival in
 12 terms of building entry, and dismissal with
 13 exiting the building, late arrivals and early
 14 dismissals for walkers, bus riders and car
 15 riders. Certain doors will be used to enter and
 16 exit, and stairwells will be assigned for use in
 17 terms of flow of students in stairways and in
 18 hallways.

19 And at this time I'd like to yield the
 20 floor to Dr. McComas.

21 DR. MCCOMAS: Yes, good evening

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1 everyone. Thank you, Dr. Scriven. Part three,
 2 the heart of our reopening plan of course is our
 3 core mission which is instruction, and so I'm
 4 going to take a few moments here to just walk you
 5 through how that is continuing to evolve so you
 6 can have a sense of what it will be like in
 7 hybrid instruction. Next slide please.

8 On this slide what you see is something
 9 that you're very familiar with, we've been
 10 sharing this overarching model of hybrid for many
 11 months now. Students as previously mentioned are
 12 of course organized into A or B cohorts if they
 13 choose to have hybrid in-person instruction for
 14 part of the week, and of course families who are
 15 choosing to remain virtual are grouped in
 16 Cohort C, and that was discussed earlier by my
 17 colleagues the community superintendents. Next
 18 slide please?

19 What you have here is how this looks for
 20 our youngest learners, our preschool students and
 21 our prekindergarten students who have half-day

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1 programs. These students in these programs
 2 typically attend a half-day program five days a
 3 week in a normal school year, and so here you can
 4 see how our A cohorts and our B cohorts are
 5 broken up into morning and afternoon sessions so
 6 that it approximates as best we can at this point
 7 their typical program for their cohorting, and
 8 Cohort C of course remains virtual. If I could
 9 go to the next slide?

10 And for our next group of students, our
 11 kindergarten through second grade students, for
 12 the first two weeks they will have an early
 13 dismissal so that our teachers are able to help
 14 acclimate students to hybrid and pay adequate
 15 attention given the developmental age for our
 16 younger learners in the early dismissal hours.

17 And if you look to the left of the
 18 screen, what you'll see is what this looks like
 19 from a student's point of view, right? So if
 20 you're a student in the classroom during the day,
 21 you'll see there anywhere you see the little icon

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1 of a camera, that's where the teacher is
 2 integrating the students in person as well as the
 3 students that are on virtual, and so this is what
 4 we refer to as concurrent experience for the
 5 virtual and in-person students. And you can see
 6 how that unfolds and integrates, and that there's
 7 time that they're together and that there's time
 8 that they're separate, the virtual students are
 9 doing independent learning while the in-person
 10 students are doing direct work with the teacher
 11 in the classroom. Next slide please.

12 As we move into Phase III, we have
 13 special education students in grades three to 12,
 14 whose primary placement is outside of the general
 15 education setting in these specific programs.
 16 Additionally at this point we will fold in some
 17 of our CTE students in select programs who need
 18 access to hands-on equipment and training as part
 19 of the standards and credentialing process for
 20 their particular program. It is important to
 21 note that at stage three, this triggers many

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1 logistics around transportation and processes,
 2 and so at that point our early learners will, in
 3 grades K to two, will go to a full-day program so
 4 that our transportation process can run smoothly.
 5 All of these processes were developed in
 6 extensive collaboration over many weeks with many
 7 stakeholders, so if we could go into the next
 8 slide please?
 9 What we have here is really the spectrum
 10 or continuum of what hybrid instruction can look
 11 like, and it's important for all of our
 12 stakeholders to understand that instruction,
 13 whether in a traditional setting, in a virtual
 14 setting, or even in our newfound territory of
 15 hybrid instruction takes many forms and includes
 16 in the methodologies that are used based on the
 17 content standards that are being taught and the
 18 developmental age of the students, and so it's
 19 important to understand that instruction will
 20 still take a variety of forms based on what is
 21 being taught.

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1 This is part of, the slide you see here
 2 is part of the professional development that
 3 we've been providing for our school
 4 administration teams and then we'll pick up
 5 tomorrow in the professional development
 6 opportunity for our teachers around hybrid
 7 instruction, and this is just one small framework
 8 to help get that professional learning. Next
 9 slide please.
 10 What you have here also is a very
 11 overview of lesson planning guide to help our
 12 teachers think through how do I develop my
 13 lessons in a concurrent manner so that I have
 14 students in person with me, and I will at
 15 different points throughout the day be serving
 16 our students who are virtually, because we want
 17 to make sure that we sustain the quality for
 18 those students who are having a virtual day.
 19 Next slide please.
 20 And lastly, not quite lastly here, but
 21 this is that last thing for instruction, what you

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1 have here is how that concurrent model can look
 2 like at the secondary level in different
 3 schedules. So if you look to the left you'll see
 4 just a sample of an AB day, just one class
 5 period, how it could be broken up to support
 6 concurrent instruction, and if you look to the
 7 right you'll see a sample of a schedule where
 8 students aren't in extended periods, but they may
 9 have seven periods alternately as they work
 10 through, and again, you can see how that
 11 concurrent instruction is integrated throughout
 12 the class period. Next slide please.
 13 And then lastly what I'd like to provide
 14 an update is around athletics. As everyone
 15 knows, our fall high school athletic competitive
 16 season begins February 13th, hopefully there
 17 won't be any snaps. We are pleased to say that
 18 we've been able to arrange transportation to help
 19 students getting to and from practices at least
 20 up until March 1st when our transportation team
 21 begins to pick up all the requirements around

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1 transporting students for hybrid instruction
 2 given the social distancing requirements on buses
 3 as well.
 4 We're also pleased to announce that our
 5 allied sports program for our special education
 6 students at the high school level will also be
 7 offered for both the fall and the spring semester
 8 as is typically done each year as well.
 9 And that really concludes my portion of
 10 this presentation. I believe I'm handing it off
 11 to my colleague, Ms. Lowry.
 12 MS. LOWRY: Good evening. If you could
 13 advance to the next slide? Thank you.
 14 The Office of Benefits, Leaves and
 15 Retirement manages employee leave requests
 16 related to the Families First Coronavirus
 17 Response Act and Family and Medical Leave Act.
 18 The Families First Coronavirus Response Act
 19 provides qualifying employees with paid sick
 20 leave and expanded family and medical leave for
 21 specified reasons related to COVID-19. These

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1 provisions have been extended through the end of
 2 March 2021. The Office of Employee Absence and
 3 Risk Management works with our employees that
 4 have a medically related issue requiring them to
 5 take ten or more consecutive approved personal
 6 illness days. Next slide please.

7 Any employee who has a disability under
 8 the Americans with Disabilities Act may seek
 9 workplace accommodations and should contact the
 10 BCPS Office of Equal Employment Opportunity
 11 directly, or supervisors may also refer an
 12 employee if the employee indicates a medical
 13 issue or presents a doctor's note with
 14 restrictions. Accommodations for remote work can
 15 be considered in light of Baltimore County Public
 16 Schools current status, the nature of the
 17 employee's work, the need for in-person work, and
 18 whether the employee can be reasonably
 19 accommodated. Given the various positions at
 20 Baltimore County Public Schools, such requests
 21 will be made on a case-by-case basis and will

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1 need to balance the employee's health and needs
 2 along with the needs of the workplace. Even if
 3 an accommodation request is not granted,
 4 Baltimore County Public Schools will work with
 5 the employee to discuss alternatives to the
 6 requested accommodations.

7 At this time I will pass it to
 8 Dr. Williams.

9 DR. WILLIAMS: So schools are in the
 10 process as we wrap up this presentation, schools
 11 are in the process of developing school-specific
 12 communication for their families similar to when
 13 we returned to school in August or September.
 14 Families can expect back to school
 15 communications. This communication will be
 16 shared through multiple media such as electronic,
 17 mailings, et cetera. Additional supports have
 18 been provided to schools regarding communication;
 19 these include screening checklists and magnets
 20 and signage for schools. We will continue to
 21 work with our principals regarding their needs to

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1 provide support for their communication to their
 2 communities. Next slide.

3 So in preparation for March 1st, 2021
 4 return of students and based on the extended
 5 questionnaire data, we anticipate about 144
 6 students, about 38 percent from a possible 372
 7 students returning for Phase I. For Phase II we
 8 anticipate about 13,058 from a possible 26,672
 9 students returning for Phase II. The total
 10 number of students expected to return to school
 11 for Phase I and II will be a little bit more than
 12 13,202, so schools will continue to finalize
 13 their respective cohorts and will share that
 14 information with parents prior to students
 15 returning to school.

16 So we thank you for your time and
 17 attention, and I'll turn it back over to Madam
 18 Chairwoman Scott.

19 CHAIRWOMAN SCOTT: Thank you all so much
 20 for that and I believe we have several questions,
 21 so we'll start first with Mr. McMillion.

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1 MR. MCMILLION: Thank you, Ms. Scott. I
 2 have a motion I'd like to make. I move Baltimore
 3 County Public School waives the academic
 4 requirement (C average; not more than one E) for
 5 high school athletic participation for the
 6 upcoming fall/spring sporting season beginning on
 7 February 13th. Thank you.

8 MS. CAUSEY: Second, Ms. Causey.

9 CHAIRWOMAN SCOTT: Okay. So the motion
 10 has been seconded. Mr. McMillion, would you care
 11 to speak to your motion?

12 MR. MCMILLION: Just a little history.
 13 Last summer sometime, or late last spring, the
 14 eligibility was waived for fall participation.
 15 So normally fall participation is based on fourth
 16 quarter grades, so those grades were waived so
 17 everybody could participate in the fall. I'm
 18 extending this, my motion would extend it through
 19 this season that starts on February 13th.

20 And I really think it's an equity issue.
 21 If you look at all across the county, a lot of

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1 different kids have issues with Internet and hot
 2 spots and that kind of thing, and this is giving
 3 everyone the opportunity to play. Thank you.
 4 CHAIRWOMAN SCOTT: Thanks,
 5 Mr. McMillion, and it looks like Mr. Muhumuza,
 6 did you have a question on Mr. McMillion's
 7 motion?
 8 MR. MUHUMUZA: Yeah, question/comment.
 9 Although I have, this is a tough one because I
 10 see where Mr. McMillion is going with equity and
 11 I understand that COVID has obviously caused a
 12 lot of students to not perform as well. I just
 13 want to hear from Dr. Williams because I'm
 14 concerned if we allow students to take sports
 15 which, sports are a very daunting endeavor itself
 16 and it's going to take a lot of time out of their
 17 school lives, so less time for homework, less
 18 time to study for quizzes and stuff, and if we're
 19 going into the third and fourth quarter and
 20 they're already behind, I mean, is it prudent to
 21 add sports to their schedule? Shouldn't we be

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1 focusing on making sure they pass the school
 2 year, especially our high schoolers where they
 3 actually need to graduate, they need to pass
 4 classes to graduate. So just, Dr. Williams, what
 5 I want to hear is for those students who are
 6 behind, especially seniors, what are they doing,
 7 like what are teachers doing right now in order
 8 to help them graduate? That's my first question,
 9 are there like specialized programs or something?
 10 DR. WILLIAMS: So Madam Chairwoman
 11 Scott, may I respond to that?
 12 CHAIRWOMAN SCOTT: Yes.
 13 DR. WILLIAMS: I would like to say I
 14 understand the desire and I understand the
 15 conditions that we're in. I too have similar
 16 questions or concerns. I would then like to ask
 17 either Dr. McComas or Michael Sye, our
 18 coordinator of athletics, to kind of weigh in to
 19 this motion at this time.
 20 DR. MCCOMAS: Thank you, Dr. Williams.
 21 I am going to invite Mr. Sye to join the

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1 conversation, and actually I'm going to hand it
 2 over to him just because I want to make sure that
 3 we're making quick use of our time tonight.
 4 Thank you.
 5 MR. SYE: Good evening. Can everyone
 6 hear me?
 7 DR. WILLIAMS: Yes.
 8 MR. SYE: Thank you, thank you for
 9 giving me this opportunity. So while I
 10 understand Mr. McMillion's concern regarding the
 11 eligibility requirement, I wanted to just chime
 12 in just a little bit from the athletic, Office of
 13 Athletics standpoint.
 14 I would like to quickly provide you with
 15 a historic perspective on athletic eligibility.
 16 Like since athletics was instituted in BCPS,
 17 there's always been an athletic eligibility
 18 policy. It started with no more than one failing
 19 grade, and in 2012 the MPSSAA had asked each
 20 local school system to look into increasing the
 21 eligibility requirements to assist student

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1 athletes with the recent demands of college entry
 2 and NCAA scholarships, hence is how we ended up
 3 with our 2.0/no more than one failing grade.
 4 Mr. McMillion is correct, we did provide
 5 a waiver this past spring as it relates to
 6 athletics primarily because when COVID hit, the
 7 grading policy changed and it was totally against
 8 everything that our athletic eligibility policy
 9 was passed down, it was mostly pass-fail, and
 10 that impacted our first quarter for the next
 11 year, so that was the reason why it was changed.
 12 Outside of that reason, since the inception of
 13 the athletic eligibility policy in Baltimore
 14 County, it has stood the test of time.
 15 And we know athletically we've had many
 16 of our students who have had things that have
 17 impacted their lives, things that have caused
 18 them to miss school, and we have always stood
 19 behind our policy, and kids have met that policy,
 20 and we realize at this particular point in time
 21 we're just trying to hold our kids accountable.

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1 Athletics has always been a privilege, to wear
 2 that uniform and represent your school, and to
 3 earn that place on the team through your
 4 academics first and through your play second.
 5 And by removing that, or providing a waiver, I
 6 strongly believe that we're not holding our kids
 7 accountable for what they're doing in the
 8 classroom right now.

9 And again, we have several of our
 10 student athletes that are doing what they need to
 11 do in the classroom and have met the academic
 12 standards that we put forth. And I'm concerned
 13 about the statement that we're making by saying
 14 to those kids that have met the challenge of this
 15 virtual, and again, I do understand that this
 16 virtual has been difficult for many of our
 17 student athletes, or for our students in general,
 18 but they have stepped up to the plate and done
 19 what they needed to do to make sure that they are
 20 academically eligible for sports seasons.
 21 We provided a waiver last spring for the

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1 fall. We have engaged our kids virtually to help
 2 make sure our coaches have stayed in contact with
 3 them, and provided them the opportunities not
 4 just for athletic support but for academic
 5 support as well. So with that being said, I
 6 understand there may be some inequities, but the
 7 accountability piece is truly important for us.

8 And then regarding the precedent that it
 9 sets moving forward, I mean at this point if we
 10 do this, I think we will be setting a precedent
 11 that it can be challenged every single time there
 12 is something that's going on. And I understand
 13 this is a pandemic but again, we've had kids with
 14 a lot of other hard life changing events that
 15 we've always said that you have to meet the
 16 requirement or you can't participate.

17 And my last point that I'd like to put
 18 forward, a lot of our principals both at the high
 19 school and middle school, and I know Rod has
 20 talked about the impact in high school, but they
 21 are hand in hand. The same athletic eligibility

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1 policy at the high school is the exact same one
 2 at the middle school, and I know that our
 3 principals would like to have the input on this,
 4 as many of them are against waiving any athletic
 5 eligibility policy. So with that, I yield back.

6 CHAIRWOMAN SCOTT: Thank you. Members,
 7 please keep their -- okay, somebody's phone is
 8 unmuted or somebody -- hello? Could we make sure
 9 everybody mutes please? Thank you. Okay. So it
 10 looks like we had a question or, excuse me,
 11 Mr. Kuehn, you wanted to --

12 MR. MUHUMUZA: I still have a question.

13 CHAIRWOMAN SCOTT: Oh, I apologize,
 14 Mr. Muhumuza. Go ahead.

15 MR. MUHUMUZA: Thank you. Yeah, I just
 16 want to go back, and Mr. Sye definitely answered
 17 my question and some of the other comments I had,
 18 so thank you so much.

19 I guess another part of my question is
 20 in terms of the, I'm trying to understand the
 21 academic eligibility requirements, so it's saying

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1 you can't fail a quarter, or is it like you can't
 2 fail multiple quarters? So I guess what I'm
 3 saying is if a student performs poorly in like
 4 the first and second quarter, can they still
 5 redeem themselves in the third and last quarter,
 6 and do like spring sports?

7 MR. SYE: Yes, sir, so that's how, the
 8 academic eligibility works off your quarter
 9 grades. So again, for those that did not meet
 10 the standard a few weeks ago or a week ago as it
 11 relates to the second quarter grade, they can
 12 redeem themselves and go out for the spring teams
 13 with their third quarter grades. And then the
 14 fourth quarter grades impact the following, the
 15 start of the fall season in '21.

16 MR. MUHUMUZA: Thank you. And I'm just
 17 going to conclude by saying that although I
 18 understand like Mr. Sye and Dr. Williams and
 19 other members have mentioned, some of the
 20 challenges students have faced, academics is a
 21 positive incentive that we give to our

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1 students -- or not academics, athletics, and that
 2 requires them to perform well with the academics,
 3 and I don't think it's equitable for us to
 4 suspend their academic requirements just for
 5 athletics, so thank you.

6 CHAIRWOMAN SCOTT: Thank you,
 7 Mr. Muhumuza. Next we have Mr. Kuehn.

8 MR. KUEHN: Thank you, Ms. Scott. I
 9 think this question may have been slightly
 10 answered but I would like to get clarification.
 11 So just so I understand, what is, what are we
 12 allowing at this point if we pass this motion
 13 academic wise, because is it a C and one E, or
 14 could someone clarify that, like a 2.0 with only
 15 one E or something like that? I want to make
 16 sure I'm crystal clear on this.

17 MR. SYE: So it is my understanding,
 18 Mr. Kuehn, that Mr. McMillion is asking that we
 19 drop all academic requirements to participate in
 20 sports. Therefore, anybody would could
 21 participate regardless of their grades in our

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1 interscholastic athletics. That's what I
 2 believe.

3 MR. KUEHN: Mr. McMillion, is that
 4 accurate?

5 MR. MCMILLION: Well, my motion drops
 6 the academic requirement, C average and not more
 7 than one E. But I'd like to point out that the
 8 prerequisite's already been established back in
 9 the spring. Thank you.

10 MR. KUEHN: All right, thank you for the
 11 clarification.

12 CHAIRWOMAN SCOTT: Okay, and it looks
 13 like next we have Dr. Hager.

14 DR. HAGER: Yes. I want to first thank
 15 Mr. Sye for your perspective that you shared with
 16 us and also all of your hard work in getting this
 17 together by February 13th. I know it was a huge
 18 ask and we really appreciate all that you did to
 19 get this ready for the students.

20 And I guess my, I'm inclined to support
 21 the motion in part because I don't know that

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1 these students had that hope in mind that this
 2 was going to happen for them, and it has moved
 3 really quickly and I just, they just didn't know
 4 that it was going to be in place by February 13th
 5 and so they, you know, even if they scrambled to
 6 try to get their grades up at the very end and
 7 were unable to do that, and now they're dedicated
 8 and back on board, I just feel like to take that
 9 away from them given all the reasons that
 10 Mr. McMillion mentioned, does feel a little
 11 tough. And so I think I'm with Josh in that I'm
 12 struggling a little bit with it, but at the same
 13 time it does feel like this is such an
 14 exceptional circumstance, and things are moving
 15 really quickly right now, that I would be
 16 inclined to support it, so that's all I wanted to
 17 say.

18 CHAIRWOMAN SCOTT: Thank you, Dr. Hager.
 19 Next we have Ms. Causey.

20 MS. CAUSEY: Thank you, Madam Chair. I
 21 just wanted to quickly say that I greatly

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1 appreciate the work of Mr. Sye and his whole
 2 department and you know, respect his opinion to
 3 the utmost. And you know, he knows that I'm
 4 dedicated to academic achievement for all of our
 5 students. I just think that this has been such a
 6 drastic circumstance where these students didn't
 7 know if this was going to happen, they didn't
 8 have hope, and I think we need to provide them
 9 with the hope. We can get back to normal in a
 10 new way, a different way, socially distanced,
 11 COVID mitigations, providing safe avenues, but it
 12 is critical that we allow our children to be
 13 engaged.

14 And maybe there is a middle ground with
 15 waiving them to reducing them, but then also to
 16 put in front of the students that third and
 17 fourth quarter are very important for the fall
 18 when we're hoping to really be normal. So I just
 19 feel it's important to do this so that more
 20 students can be involved, and we know from
 21 typical years that student athletes typically do

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1 well in school and their coaches are a part of
 2 that, encouraging them to excel in all that they
 3 do.
 4 CHAIRWOMAN SCOTT: Thank you,
 5 Ms. Causey. Do we have any additional questions
 6 from members related to the motion? Okay.
 7 Mr. Muhumuza, you said you had a follow-up
 8 question?
 9 MR. MUHUMUZA: No, just a reply if
 10 that's okay.
 11 CHAIRWOMAN SCOTT: Yes, go ahead.
 12 MR. MUHUMUZA: Yes, and it was just like
 13 to those board members that have spoken about it,
 14 just students not having hope with everything
 15 going on with COVID, and I just wanted to provide
 16 another perspective. And I just think that if
 17 those students who didn't have hope and now we're
 18 going to allow them to take up athletics when
 19 they've been struggling with their classes
 20 virtually, and now we're slowly opening up
 21 schools, does that really seem like a prudent

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1 idea? Because if a student -- we're now in the
 2 second quarter and if a student has struggled
 3 this year, I just don't really see the idea in
 4 how we're helping them. If they're seniors and
 5 it's their last season, and I feel for them, it's
 6 been a hard year, but athletes are always taught
 7 to take what you learn from the field and what
 8 you've learned in the season and use that
 9 throughout your school year, so that means
 10 keeping up your academics. And this idea that
 11 you should only excel in school just to play
 12 sports, I think it's a ridiculous argument.
 13 Athletics provide an incentive and if we
 14 continued with that, it's just terrible, and
 15 that's not the mindset we should be giving to our
 16 students. Thank you.
 17 MR. SYE: Ms. Scott, may I add
 18 something?
 19 CHAIRWOMAN SCOTT: Oh, sorry, uh-huh?
 20 Is that Mr. Sye?
 21 MR. SYE: Yes. I'm just going to make

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1 one other comment because I hear everyone's
 2 concerns regarding this matter and appreciate the
 3 input, but I would just like to make one point.
 4 So when we were scheduled to return in, we were
 5 going to do in-person conditioning and that got
 6 cancelled because the COVID numbers went up, and
 7 then we were allowed to go back for our winter
 8 season which ultimately got canceled altogether,
 9 there was academic eligibility requirements in
 10 place at that time. So with that being said, you
 11 know, those kids that were going to go out for
 12 basketball season, which ultimately did not
 13 happen, many of those kids were told that they
 14 were not going to be able to play because they
 15 didn't meet the academic standards, and that was
 16 during this school year.
 17 So now we're going to get to the middle
 18 of the road and just switch up, I think it's not
 19 fair because many of those kids didn't have hope
 20 either because they were told they didn't meet
 21 the academic standards. So again, we're changing

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1 the policy mid road, instead of this wasn't done
 2 before, you know, the start of what would have
 3 been their season. That was it.
 4 CHAIRWOMAN SCOTT: Thank you for that,
 5 Mr. Sye. It looks like we have a question or a
 6 comment from Mrs. Pasteur.
 7 MS. PASTEUR: Thank you, Ms. Scott. I
 8 really appreciate Mr. McMillion's sentiment in
 9 terms of what has been lost and giving children
 10 hope, but I also think that there's nothing worse
 11 than taking away the things that they needed to
 12 do to play and then next year giving them the
 13 idea that all sorts of rules will change for them
 14 next year because, and they won't, and then they
 15 can't play. This is a time to help our young
 16 people get back on a level playing field, so that
 17 they understand we're still in this world and
 18 finding other ways to support them socially and
 19 emotionally, but we need to give them that
 20 stability, and putting on something that has
 21 never been par for the course for them and then

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1 possibly having to take it away next year makes
 2 me worry about what we do them socially and
 3 emotionally. Thank you.
 4 CHAIRWOMAN SCOTT: Thank you,
 5 Mrs. Pasteur. It looks like there is a
 6 clarifying question from Dr. Hager.
 7 DR. HAGER: Yeah, thank you. Mr. Sye,
 8 if we were to change our eligibility criteria in
 9 Baltimore County, does that affect our ability to
 10 play in any sorts of larger statewide competition
 11 or anything like that?
 12 MR. SYE: I don't believe so. I would
 13 check with the state before we would move forward
 14 on that. I mean, the state clearly says that
 15 you're supposed to have an athletic academic
 16 eligibility policy in place, each school system,
 17 so again, I would need to check on that. Again,
 18 that would only affect those sports that are in
 19 the spring, because I don't believe there will be
 20 a state tournament for this upcoming fall season.
 21 DR. HAGER: Thank you.

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1 MR. SYE: You're welcome.
 2 CHAIRWOMAN SCOTT: Thank you, and
 3 Ms. McComas, Dr. McComas, you had a comment you
 4 wanted to make?
 5 DR. MCCOMAS: Yes, thank you, Ms. Scott.
 6 I just offer for the Board's consideration to
 7 recognize the intent around students not being
 8 eligible is that they are, it is recognized that
 9 they need additional support and that we allocate
 10 the time to support them to become eligible,
 11 right? So the point of students not being
 12 eligible is not because we don't want them to
 13 play, it is for us basically to say hey, heads
 14 up, we really need to focus and support our
 15 students so that we can get them to be eligible,
 16 because we do want all of our students to be able
 17 to participate, but we also want to prioritize
 18 our academics. And you know, I certainly just
 19 offer that for everyone to consider in light of
 20 we have been engaged in virtual learning for a
 21 full semester where we have been teaching the

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1 standards and we have been working with students,
 2 and we will continue to work with students as we
 3 move from virtual into a hybrid model. So I just
 4 offer that for everyone's consideration because I
 5 too want our students to thrive on the field and
 6 I most importantly want them to thrive in the
 7 classroom as well, so I ask us not to lose sight
 8 of that academic need as well. Thank you.
 9 CHAIRWOMAN SCOTT: Thank you,
 10 Dr. McComas. Ms. Rowe?
 11 MS. ROWE: Yes. So I just wanted to
 12 throw out a perspective on this that, I might
 13 actually be the only person on this Board who has
 14 it. Sometimes when you go through serious trauma
 15 and you're a kid, and that trauma is compounded
 16 by life experiences and lack of sports and a
 17 totally chaotic thing, which this pandemic has
 18 been for kids, if the thing that you grab onto is
 19 sports, and that thing is going to help you pick
 20 yourself up, that will lead to better academics.
 21 And I really think that for the sake of our own

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1 humanity, just let these kids play.
 2 CHAIRWOMAN SCOTT: Okay, thank you,
 3 Ms. Rowe. I just wanted to speak as well on
 4 this, and I wanted to know what sort of precedent
 5 this was setting because if we had, if
 6 Mr. McMillion's motion goes through and it is
 7 waived and someone plays, then next year then,
 8 the policy will go back in place and that means,
 9 I just wanted to understand the way it would
 10 work. Mr. McMillion, how long, I guess, did you
 11 have a time limit on it, because it sounds like
 12 it would be something that would happen now for I
 13 guess the remainder of the year and then after
 14 that then the academic policy would go back into
 15 place. So then what would happen to those
 16 children who were allowed to play the year prior?
 17 MR. MCMILLION: It waives the
 18 requirement for the fall and spring sporting
 19 seasons that start on February 13th, so next fall
 20 everything would go back the way it was. Thank
 21 you.

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1 CHAIRWOMAN SCOTT: Okay, thank you. And
 2 I guess I'm just wondering what impact that would
 3 have on a child. And then also thinking of the
 4 other side, of children who have kept their
 5 grades up who do have academic excellence and
 6 play, what message is that sending to them?
 7 Because I know, you know, I really understand
 8 both sides, but I am trying to think about and
 9 you know, feel free, Mr. Sye or anyone else, to
 10 comment on that. If I'm a child and I'm doing
 11 well and excelling and then it's being waived,
 12 then what happens to my incentive to wanting to
 13 keep doing well so I can maintain my position on
 14 the team. That was more of just a comment.
 15 MR. SYE: Yeah. I was going to say, I
 16 understand what you're saying, I don't know
 17 necessarily how to respond to it. I think that
 18 that's entirely up to these kids to continue to
 19 want to excel, which I believe they would. Most
 20 of the student athletes in Baltimore County do an
 21 outstanding job of meeting the requirements.

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1 And again, I want to be clear. My heart
 2 goes out to every single one of our student
 3 athletes and our kids in general that have been
 4 impacted by this pandemic, but the reality of it
 5 is is that our job is like a double-edged sword
 6 because again, I'm pushing for this but then my
 7 heart goes out to the kids, because I know that
 8 some of these kids especially are not going to
 9 have those opportunities because they didn't get
 10 to play the end of last year and some didn't get
 11 to play earlier this year, but the reality of it
 12 is our whole program is based on participation,
 13 so we want kids to participate, but at what cost?
 14 We always talk about athletics as being education
 15 based, the field is an extension of the
 16 classroom. So the reality of it is we're putting
 17 the classrooms aside and just thinking all about
 18 sports.
 19 I believe it was Ms. Rowe, I believe or
 20 Ms. Henn, I'm not certain, and I do apologize,
 21 about the hope. The hope starts in the classroom

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1 and extends to the field. I want to, and I think
 2 that my athletic directors and coaches across the
 3 board, we all want to make sure our kids succeed
 4 both in the classroom and on the field, and
 5 that's what we've always been about and that's
 6 what I'm pushing right now.
 7 CHAIRWOMAN SCOTT: Thank you for
 8 answering that, Mr. Sye, and it looks like -- oh,
 9 Mr. Offerman, we've not heard from Mr. Offerman.
 10 Mr. Offerman?
 11 MR. OFFERMAN: I'd like to move the
 12 question.
 13 MS. JOSE: Second.
 14 CHAIRWOMAN SCOTT: So it's been moved
 15 and seconded. Ms. Gover, could we, I guess take
 16 a vote on moving the question and then voting on
 17 the motion? Thank you.
 18 MS. GOVER: Ms. Rowe?
 19 MS. ROWE: No.
 20 MS. GOVER: Ms. Causey?
 21 MS. CAUSEY: Yes.

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1 MS. GOVER: Ms. Mack?
 2 MS. MACK: Yes.
 3 MS. GOVER: Mr. McMillion?
 4 MR. MCMILLION: Yes.
 5 MS. GOVER: Ms. Jose?
 6 MS. JOSE: Yes.
 7 MS. GOVER: Ms. Henn?
 8 VICE CHAIR HENN: Yes.
 9 MS. GOVER: Mr. Muhumuza?
 10 MR. MUHUMUZA: Yes.
 11 MS. GOVER: Mr. Offerman?
 12 MR. OFFERMAN: Yes.
 13 MS. GOVER: Ms. Pasteur?
 14 MS. PASTEUR: Yes.
 15 MS. GOVER: Mr. Kuehn?
 16 MR. KUEHN: Yes.
 17 MS. GOVER: Dr. Hager?
 18 DR. HAGER: Yes.
 19 MS. GOVER: Ms. Scott?
 20 CHAIRWOMAN SCOTT: Yes.
 21 MS. GOVER: Thank you.

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1 CHAIRWOMAN SCOTT: Thank you. So the
 2 question has been moved, so now we will vote on
 3 Mr. McMillion's motion.
 4 MS. GOVER: Ms. Rowe? Ms. Rowe?
 5 MS. ROWE: I'm sorry, what was it? Yes.
 6 MS. GOVER: Ms. Causey?
 7 MS. CAUSEY: Yes.
 8 MS. GOVER: Ms. Mack?
 9 MS. MACK: Yes.
 10 MS. GOVER: Mr. McMillion?
 11 MR. MCMILLION: Yes.
 12 MS. GOVER: Ms. Jose?
 13 MS. JOSE: No.
 14 MS. GOVER: Ms. Henn?
 15 VICE CHAIR HENN: Yes.
 16 MS. GOVER: Mr. Muhumuza?
 17 MR. MUHUMUZA: No.
 18 MS. GOVER: Mr. Offerman?
 19 MR. OFFERMAN: Yes.
 20 MS. GOVER: Ms. Pasteur?
 21 MS. PASTEUR: No.

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1 MS. GOVER: Mr. Kuehn?
 2 MR. KUEHN: No.
 3 MS. GOVER: Dr. Hager?
 4 DR. HAGER: Yes.
 5 MS. GOVER: Ms. Scott?
 6 CHAIRWOMAN SCOTT: No.
 7 MS. GOVER: In favor is seven.
 8 CHAIRWOMAN SCOTT: Okay, so
 9 Mr. McMillion's motion passes. And I guess when
 10 Mr. Sye, you had said, or I believe Dr. Hager
 11 raised the question, but you all said you would
 12 check with the state to see how that would impact
 13 the ability to play, it was something that you
 14 said, I guess, in various games or things like
 15 that, if waiving it, what impact that would have.
 16 When would we hear something about that?
 17 MR. SYE: I would be able to look at
 18 that sometime tomorrow and hopefully have an
 19 answer tomorrow, but I would say no later than
 20 the end of the week.
 21 CHAIRWOMAN SCOTT: That would be great,

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1 and then would that be something, I guess
 2 Dr. Williams, that you would email to us so that
 3 we could make sure we had appropriate
 4 clarification?
 5 DR. WILLIAMS: Yes.
 6 CHAIRWOMAN SCOTT: Wonderful, thank you.
 7 So, we did have some additional questions on the
 8 presentation itself and --
 9 MS. MACK: Madam Chair, I have a motion
 10 please.
 11 CHAIRWOMAN SCOTT: Yes, that's what I'm
 12 coming up on next, I had you next.
 13 MS. MACK: I'm sorry, thank you. I move
 14 to suspend the two-minute rule for questions on
 15 the reopening plan.
 16 MS. CAUSEY: Second, Ms. Causey.
 17 CHAIRWOMAN SCOTT: Could you speak to
 18 your motion please? You're muted.
 19 MS. MACK: Yes, as soon as I unmute,
 20 sorry. This is the last time the Board meets
 21 before the first group of ten-month staff return

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1 to the classroom on February 22nd. I believe as
 2 a Board we owe it to our staff, our students and
 3 our parents to take the time needed tonight to
 4 address any outstanding issues and questions that
 5 they may have and that we have, and two minutes
 6 may not allow that to happen.
 7 CHAIRWOMAN SCOTT: Okay. Any other
 8 discussion? Questions?
 9 MS. HENN: Madam Chair, I call the
 10 question.
 11 MS. ROWE: Second.
 12 CHAIRWOMAN SCOTT: The question has
 13 been --
 14 MR. MUHUMUZA: I thought you said if we
 15 wanted to talk, had things for discussion, in the
 16 comments.
 17 CHAIRWOMAN SCOTT: We do, and I was
 18 calling on Josh before the question was called,
 19 so Mr. Brousaides, would it be appropriate for
 20 Josh to ask questions? I had called on Joshua
 21 before Ms. Henn called the question.

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1 MR. BROUSAIDES: If you were calling on
 2 Josh before the question got called, then yes,
 3 proceed with Mr. Muhumuza.
 4 CHAIRWOMAN SCOTT: Okay. Mr. Muhumuza?
 5 MR. MUHUMUZA: Yes. I understand what
 6 Ms. Mack says about like tonight, and I think I
 7 would agree if the motion only pertains to
 8 tonight's meeting, but I think, I'm reading it
 9 and it says all the reopening agenda items that
 10 we have. Correct me if I'm wrong, Ms. Mack.
 11 MS. MACK: Thank you. I'd be happy to
 12 offer that clarification, Mr. Muhumuza. I'm
 13 talking specifically about tonight because our
 14 first group of teachers and staff are returning
 15 on the 22nd and there's a lot of outstanding
 16 questions, so thank you for asking that
 17 clarifying question.
 18 MR. MUHUMUZA: Yes, just for procedural
 19 things, can we add just for tonight's meeting?
 20 MS. MACK: Yes. I move to suspend the
 21 two-minute rule for questions on tonight's

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1 reopening plan.
 2 MS. ROWE: Second, Rowe.
 3 CHAIRWOMAN SCOTT: Who is it that gave
 4 the second?
 5 UNIDENTIFIED SPEAKER: I believe it was
 6 Ms. Causey.
 7 MS. MACK: No, I think it was Rowe.
 8 CHAIRWOMAN SCOTT: Okay. All right.
 9 Thank you for restating that, Ms. Mack, and
 10 then -- oh, Ms. Causey, you have a question?
 11 UNIDENTIFIED SPEAKER: The question was
 12 called.
 13 MS. CAUSEY: Yes, I put in for the
 14 question for after this, after Ms. Henn's call of
 15 the question. Sorry.
 16 CHAIRWOMAN SCOTT: Okay, sorry, just got
 17 a little confused there. So basically Ms. Henn
 18 called the question and it was seconded, so then
 19 now we need to vote on the question being called,
 20 end debate on Ms. Mack's motion; is that correct,
 21 Mr. Brousaides?

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1 MR. BROUSAIDES: Yes.
 2 MS. MACK: Can you repeat that,
 3 Ms. Rowe? I can't hear you.
 4 MS. ROWE: Okay, I'm sorry. A motion to
 5 suspend rules is not a debatable motion.
 6 CHAIRWOMAN SCOTT: Okay, so then we need
 7 to vote on it?
 8 MS. ROWE: Yeah, we don't need to move
 9 to call the question because you can't debate it
 10 in the first place.
 11 CHAIRWOMAN SCOTT: So no, Ms. Henn
 12 called the question, so then don't we take a vote
 13 on the end of debate?
 14 MS. JOSE: Yes.
 15 MS. ROWE: No, because it's not a
 16 debatable motion to begin with.
 17 CHAIRWOMAN SCOTT: Mr. Brousaides, I
 18 thought that we called the question to take a
 19 vote, but Mr. Brousaides, if you could guide us,
 20 there seems to be some difference of opinion.
 21 MR. BROUSAIDES: A motion to suspend the

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1 rules is not debatable, so it can go, it's going
 2 to have the same effect as calling the question,
 3 because they both require a two-thirds majority.
 4 CHAIRWOMAN SCOTT: Okay, so then we need
 5 to vote on Ms. Mack's motion?
 6 MR. BROUSAIDES: Yes.
 7 CHAIRWOMAN SCOTT: Okay. Were there
 8 additional questions or anything? No, okay. So
 9 Ms. Gover, if we could take a rollcall vote?
 10 MS. GOVER: Ms. Rowe?
 11 MS. ROWE: Yes.
 12 MS. GOVER: Ms. Causey?
 13 MS. CAUSEY: Yes.
 14 MS. GOVER: Ms. Mack?
 15 MS. MACK: Yes.
 16 MS. GOVER: Mr. McMillion?
 17 MR. MCMILLION: Yes.
 18 MS. GOVER: Ms. Jose?
 19 MS. JOSE: No.
 20 MS. GOVER: Ms. Henn?
 21 VICE CHAIR HENN: Yes.

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1 MS. GOVER: Mr. Muhumuza?
 2 MR. MUHUMUZA: Yes.
 3 MS. GOVER: Mr. Offerman?
 4 MR. OFFERMAN: Abstain.
 5 MS. GOVER: Ms. Pasteur?
 6 MS. PASTEUR: Yes.
 7 MS. GOVER: Mr. Kuehn?
 8 MR. KUEHN: Yes.
 9 MS. GOVER: Dr. Hager?
 10 DR. HAGER: Yes.
 11 MS. GOVER: Ms. Scott?
 12 CHAIRWOMAN SCOTT: No.
 13 MS. GOVER: In favor is nine.
 14 CHAIRWOMAN SCOTT: Okay, so then the
 15 two-minute time limit is suspended for the
 16 reopening discussion. Okay. So then, going
 17 down the -- sorry, go ahead.
 18 DR. HAGER: Ms. Scott, I apologize for
 19 jumping in, but I just was wondering if you
 20 thought it would logistically be sound to still
 21 do two minutes but just keep going around, so

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1 that one person doesn't ask, you know, 25 minutes
 2 worth of questions.
 3 CHAIRWOMAN SCOTT: That wasn't the
 4 motion.
 5 DR. HAGER: Okay, I'm sorry.
 6 CHAIRWOMAN SCOTT: Everybody talk for as
 7 long as, you know. I just would ask that we all
 8 be respectful of each other and our time, and
 9 make sure that everybody has an appropriate time
 10 to speak. So next was Ms. Causey.
 11 MS. CAUSEY: Yes, thank you. So my
 12 first question is, at the January 19th meeting we
 13 were discussing the reopening and there was a
 14 six-page document attached to BoardDocs in which
 15 it said that teachers would report to their
 16 classrooms, school-based staff return to school
 17 one week prior to student return. I wanted to
 18 ask Dr. Williams or staff, what is the rationale
 19 for our teachers having to report so much sooner,
 20 two weeks, three weeks and four weeks in some
 21 cases?

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1 DR. WILLIAMS: Well, Ms. Causey, in the
 2 negotiated agreement there was time that was very
 3 clear for staff to return prior to students and
 4 we built in time for staff to set up classrooms,
 5 again a part of the negotiated agreement.
 6 MS. CAUSEY: When you say negotiated
 7 agreement, is that the memorandum of
 8 understanding?
 9 DR. WILLIAMS: Ms. Lowry, would you
 10 answer that please?
 11 MS. LOWRY: Yes, there was language in
 12 both, Ms. Causey. There's language in the master
 13 agreement that talks about the amount of time
 14 that is required to give teachers to prep to set
 15 up their classrooms, and then there was within
 16 the MOUs, there was language that would represent
 17 the amount of time as far as notice that teachers
 18 should be given prior to reporting and having
 19 time in their classroom again to set up to prep
 20 for the students to come in.
 21 MS. CAUSEY: Thank you, Ms. Lowry. So

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1 there was a memo of understanding recently
 2 negotiated with TABCO and the ASPBC and the other
 3 bargaining units?
 4 MS. LOWRY: Yes, so teachers are to
 5 report, have one-week notice, and the
 6 administrators in the previous MOU it had stated
 7 two weeks, so we were working through on that
 8 language and there were differences as far as,
 9 you'll note principals who are coming in on a
 10 different schedule and administrators are coming
 11 in on a different schedule from teachers.
 12 MS. CAUSEY: So I don't believe the
 13 board has seen the most recent MOU. Could that
 14 be attached to BoardDocs soon, and could someone
 15 state clearly what the current agreement is for
 16 teachers, teachers and other staff if it's
 17 different than the January 19th timeline for
 18 reentry.
 19 MS. LOWRY: So it is the timeline the
 20 week before -- hold on one moment and let me see
 21 if I can pull up that schedule real quick.

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1 MS. CAUSEY: Certainly, thank you.
 2 MS. LOWRY: If one of the CSEs --
 3 DR. ROBERTS: So right, to in the plan
 4 Ms. Lowry and Ms. Causey, so our teachers, our
 5 elementary teachers for Phase I and II report
 6 February 22nd, which would be the week prior to
 7 Phase I and II being implemented, which would be
 8 March 1st. And then Phase III three teachers, so
 9 we would go to March 8th, and I'm not looking at
 10 it here, this is just from my memory, but
 11 March 8th would be when our next round of
 12 teachers would report, so that would be for our
 13 secondary as well.
 14 MS. LOWRY: That is correct,
 15 Dr. Roberts.
 16 MS. CAUSEY: So again, how many weeks
 17 prior is it for the teachers?
 18 DR. ROBERTS: So Phase III students
 19 would report on March 15th, so that would be one
 20 week prior.
 21 MS. LOWRY: And February 22nd is one

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1 week prior to March 1st.
 2 MS. CAUSEY: Okay, great, so that's an
 3 update from the document that went out last
 4 Monday.
 5 MS. LOWRY: Is that a question,
 6 Ms. Causey, I'm sorry?
 7 MS. CAUSEY: Yes, ma'am, that's a
 8 question.
 9 MS. LOWRY: Just to clarify, what
 10 document are you referring to, so Dr. Roberts and
 11 I can provide clarity?
 12 MS. CAUSEY: Dr. Williams sent out a
 13 document to the Board at 4:45 last Monday, and
 14 then we received thousands of emails.
 15 DR. ROBERTS: So Ms. Causey, if you're
 16 referring to the update as a change, it's not a
 17 change, I don't know what context you're
 18 referring to as an update, but that was the
 19 information that was shared, February 22nd,
 20 elementary Phase I and II, March 8th Phase III,
 21 students return on March 15th.

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1 CHAIRWOMAN SCOTT: Are you finished,
 2 Ms. Causey, or do you have any other questions?
 3 MS. CAUSEY: Well, I think it's helpful
 4 to have, if there was a recently approved
 5 memorandum of understanding, the Board should
 6 have been provided that, and also the relevant
 7 documents should be attached to BoardDocs. We
 8 received thousands of emails where teachers were
 9 saying why do we have to come to the classroom
 10 two or three weeks prior to students being there,
 11 so I just wanted to clarify, and where is it
 12 written now that the teachers are only coming one
 13 week prior?
 14 MS. LOWRY: Ms. Causey, the MOU is still
 15 in negotiation. We have a meeting this
 16 Wednesday, tomorrow morning to try to clarify
 17 some of the last points. Dr. Williams included
 18 all of the union leads in the decision making as
 19 far as when the teachers would report, and TABCO
 20 had made the decision that their teachers should
 21 report back one week prior to their students

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1 reporting, rather than all teachers reporting
 2 back at the same time. So as far as the schedule
 3 is concerned, it really does coincide with when
 4 the students are returning to the building. We
 5 will provide the Board with the completed MOU,
 6 the final, and I do anticipate that that will be
 7 wrapped up this week and we will be able to share
 8 that with you.
 9 CHAIRWOMAN CAUSEY: Does that complete
 10 your questions, Ms. Causey?
 11 MS. CAUSEY: No. Actually, I would like
 12 to make a motion that the Board have the MOU
 13 represent that the teachers come back no more
 14 than one week prior to students.
 15 MS. MACK: Second, Mack.
 16 CHAIRWOMAN SCOTT: Okay.
 17 MS. CAUSEY: Ms. Scott, if I could speak
 18 to my motion?
 19 CHAIRWOMAN SCOTT: Yes, please do.
 20 MS. CAUSEY: So, we did receive
 21 thousands of emails and many teachers were

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1 staying they don't get, I guess two prep days,
 2 and then they have meeting days before a whole
 3 school year. Additionally, our teachers with
 4 school aged children are left without coverage
 5 for their students if their students are not in
 6 the phase where the teacher has to report. So I
 7 think when we're asking our teachers and staff
 8 and administrators to make this pivot, which is
 9 for the best interests of our children, that we
 10 make it as feasible and as possible for them, and
 11 not make it an additional hardship.

12 CHAIRWOMAN SCOTT: Okay. Can you put
 13 that in the chat, and if you could repeat your
 14 motion, because I think a lot of us aren't clear
 15 what it is, so if you could restate it and then
 16 also write it in the chat so we could be clear?

17 MS. CAUSEY: Yes. That the Board
 18 approves in the memorandum of understanding that
 19 teachers and support staff report back no sooner
 20 than one week prior to their students.

21 CHAIRWOMAN SCOTT: Okay. My only

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1 question with this is, if I understand, it was
 2 moved and seconded and you spoke to it, is this
 3 going into operations, and I want to know the
 4 feasibility, Dr. Williams, of how that would
 5 happen.

6 DR. WILLIAMS: So thank you, Madam
 7 Chair. I will say, I just want to reiterate what
 8 the team shared, and we worked collaboratively
 9 with our union leads. But for our teachers, our
 10 12-month teachers, February 22nd is their day to
 11 return for those who are part of the Phase I and
 12 Phase II. And then for Phase III for students
 13 who return on March 15th, our ten-month teachers,
 14 so that's looking at middle and high, if I have
 15 it right, would be returning on March 8th. So we
 16 worked with our partners to come up with a
 17 schedule, we presented the phased-in approach to
 18 the Board, so my notification was to alert
 19 everyone about our plans so everyone had a date
 20 in which a return was announced, and we worked, I
 21 think we worked well with our partners to come up

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1 with this schedule.

2 MS. CAUSEY: I appreciate those comments
 3 but I guess my concern is that if the memorandum
 4 of understanding is not yet approved, that the
 5 collaboration is not complete, and if the board
 6 members agree with me that we've received, you
 7 know, a lot of concern about this from our
 8 teachers, and I feel it's just helpful for
 9 everyone to clarify it.

10 DR. WILLIAMS: Well, again, the concerns
 11 as Ms. Lowry said, there's a session tomorrow to
 12 try to wrap up their concerns and provide some
 13 answers, but we are providing a week in advance
 14 for our teachers to return, so those students who
 15 are coming in on March 1st, those ten-month
 16 teachers are coming in February 22nd, a week
 17 prior, just like those students who are returning
 18 on the 15th would be coming back on March 8th.

19 CHAIRWOMAN SCOTT: Thank you for that,
 20 Dr. Williams, because I guess my question would
 21 be then, it sounds like what you just said to

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1 Ms. Causey's motion is already happening, based
 2 on the returning times of teachers, that they're
 3 already coming back, unless I misunderstood
 4 something.

5 MS. LOWRY: No, that is correct.

6 DR. ROBERT: That's correct, they are
 7 returning one week prior.

8 CHAIRWOMAN SCOTT: Then Ms. Causey, how
 9 does your motion then, how is it different than
 10 already passed, how is it not redundant, that's
 11 what I'm not understanding.

12 MS. CAUSEY: So it's a clarifying and
 13 confirming motion.

14 CHAIRWOMAN SCOTT: But if they're
 15 already coming back a week prior, what is there
 16 to clarify and confirm?

17 MS. CAUSEY: The memorandum of
 18 understand has not yet been completed, and there
 19 are two documents that have said different things
 20 to the extent that we have received thousands of
 21 emails from teachers, and this just clarifies

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1 what it will end up being.

2 CHAIRWOMAN SCOTT: And if you could

3 clarify for me, what are those two different

4 documents? You said it was something that --

5 MS. CAUSEY: Well, there is the

6 January 19th reentry update timeline for reentry,

7 and then there was the email that was sent out

8 Monday with the reentry plan that had some

9 teachers coming back three to four weeks before

10 their students.

11 DR. WILLIAMS: So Ms. Causey, you must

12 be referring to Phase IV and how we have

13 separated Phase IV, where we have based on input

14 from our principals, which makes sense for our

15 sixth graders and ninth graders to return on

16 March 22nd and then the remaining of our students

17 returning on April 6th.

18 MS. CAUSEY: Yes, so the motion is the

19 Board approves addition to the memorandum of

20 understanding that teachers and support staff

21 report back no more than one week prior to

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1 students to return, so that would include the

2 working week, not the holiday week.

3 CHAIRWOMAN SCOTT: Okay. It looks like

4 Ms. Mack would like to comment on your motion,

5 Ms. Causey, or has clarifying --

6 MS. MACK: Yes, just to clarify, I have

7 had high school teachers tell me that they are

8 due back on March 8th and their students are not

9 due back until April 6th, so I can't reference

10 any documents as readily as Ms. Causey is, but

11 high school teachers actually reached out to me

12 to say that they have to be back on the 8th of

13 March and their students aren't back until the

14 6th, so if somebody could clarify why there

15 appears to be some confusion around that, I would

16 appreciate it.

17 DR. ROBERTS: So, Ms. Mack, the

18 March 8th date for return by secondary teachers,

19 again, coincides with the one week advance to the

20 March 15th, the return of Phase III. Phase III

21 are third graders through 12th graders outside

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1 general education and CTE students. As you get

2 into the secondary schedules with middle schools

3 and high schools, when we work with that, with

4 students within that phase, they very well are

5 going to have schedules that require other

6 teachers to be there outside of their specific

7 special education and/or career technology

8 education teachers. So the reason we need to

9 have all of our secondary teachers back is

10 because though a student may have a particular

11 course, a particular CTE course, they also have

12 English and math and other courses that they

13 would need which requires and necessitates all of

14 the secondary teachers to be back.

15 MS. MACK: I'm sorry, Dr. Roberts, but

16 you're bringing kids back for their CTE, but

17 during that period of time that they're coming

18 back, or kids that are in specialized programs,

19 during that period of time that they're coming

20 back they're not going to ELA and math, is that

21 correct, they're not going to start going back to

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1 ELA and math until April 6th.

2 DR. ROBERTS: When they return, they're

3 coming back and they're returning back into a

4 hybrid environment where they will be there for

5 the full day, so the understanding is they are

6 coming back for that particular time, so they

7 would need teachers back, because special

8 education teams may have classes outside of the

9 special education courses that they would need

10 the teachers there for.

11 CHAIRWOMAN SCOTT: Can I remind

12 everybody to mute? All right. So if we could

13 vote on Ms. Causey's motion please? Ms. Gover,

14 could you do a rollcall vote?

15 MS. GOVER: Ms. Rowe? Ms. Rowe?

16 MS. ROWE: Actually, can you come back

17 to me please?

18 MS. GOVER: Ms. Causey?

19 MS. CAUSEY: Yes.

20 MS. GOVER: Ms. Mack?

21 MS. MACK: Yes.

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1 MS. GOVER: Mr. McMillion?
 2 MR. MCMILLION: Yes.
 3 MS. GOVER: Ms. Jose?
 4 MS. JOSE: No.
 5 MS. GOVER: Ms. Henn?
 6 VICE CHAIR HENN: Yes.
 7 MS. GOVER: Mr. Muhumuza?
 8 MR. MUHUMUZA: Abstain.
 9 MS. GOVER: Mr. Offerman?
 10 MR. OFFERMAN: No.
 11 MS. GOVER: Ms. Pasteur?
 12 MS. PASTEUR: No.
 13 MS. GOVER: Mr. Kuehn?
 14 MR. KUEHN: Yes.
 15 MS. GOVER: Dr. Hager?
 16 DR. HAGER: Yes.
 17 MS. GOVER: Ms. Scott?
 18 CHAIRWOMAN SCOTT: No.
 19 MS. GOVER: Ms. Rowe?
 20 MS. ROWE: Yes.
 21 DR. WILLIAMS: Madam Scott?

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1 CHAIRWOMAN SCOTT: Yes?
 2 DR. WILLIAMS: I'm sorry. Phase III,
 3 let me just reemphasize, Phase III is outside of
 4 general ed grades three to 12 and select CTE, and
 5 those students are scheduled to come back on
 6 March 15th, so that involves several teachers,
 7 and scheduling for the secondary is going to be
 8 problematic because Phase III is bringing back
 9 grades three to 12, so we're looking at middle
 10 and high, we're looking at select CTE, outside of
 11 general ed. We're going to need the staff and
 12 we're going to need our principals to plan and do
 13 those schedules, so I'm a little concerned about
 14 changing the timeframe in which staff members are
 15 reporting, because it's the operations, it's the
 16 scheduling, it's -- I just have to raise that
 17 concern.
 18 CHAIRWOMAN SCOTT: Thank you,
 19 Dr. Williams, for saying that. So we did take a
 20 vote. Ms. Rowe or, excuse me, Ms. Gover, what
 21 was the final count?

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1 MS. GOVER: In favor was seven.
 2 CHAIRWOMAN SCOTT: Favor was seven,
 3 okay. Was the question, Ms. Jose, in relation to
 4 the motion?
 5 MS. JOSE: Yes, Ms. Scott. Dr. Williams
 6 just explained, so what does this motion now do?
 7 Because clearly now we've gone into operations
 8 now and moved things around without knowing the
 9 full impact of it, which is why I voted no on
 10 this, without understanding what the impacts were
 11 going to be, just willy-nilly making motions and
 12 passing them, and the staff has to go on, so can
 13 you please clarify on that, Dr. Williams?
 14 Because we don't run the school system. I got
 15 inundated by a lot of teachers as well, 2,000,
 16 3,000 emails, personal phone calls, but I'm
 17 processing that and I don't want to go into
 18 operations. So Dr. Williams, what does this
 19 motion do, now how does that put you in a bind
 20 or --
 21 DR. WILLIAMS: So I know when we looked

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1 as these phases and we looked at particularly,
 2 all of them actually, and looking at how to build
 3 schedules, not only how to build schedules for
 4 our cohorts, but building schedules for our
 5 staff, I just worry that looking at a different
 6 timeline for the question, it sounds like Phases
 7 III, IV, Phases III and IV, to build those
 8 schedules and to have staff come back a week
 9 before could be potentially problematic for our
 10 school principals.
 11 Again, we sat down and looked at how to
 12 best do this and to break up the groups in
 13 cohorts. Again, Phase III is outside of general
 14 ed as to grades three through 12, and for select
 15 CTE, so there may not be just one single teacher,
 16 there's multiple teachers to try to build a
 17 schedule based on our cohorting. I just think,
 18 it's going to be the operational side in building
 19 these schedules that I think making this motion
 20 and approving it will potentially cause us more
 21 delays in finalizing schedules, because remember,

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1 we also have to finalize the transportation
 2 cohorts as well, and I just worry about what was
 3 just passed.
 4 CHAIRWOMAN SCOTT: Thank you for that.
 5 Next we have Dr. Hager.
 6 DR. HAGER: Yeah. I'm still a little
 7 bit confused. I was under the impression that
 8 the motion was insuring that the teachers whose
 9 students weren't coming back until like April 6th
 10 then would not need to come back until a week
 11 before, just like if it were August or the school
 12 year starting, and it sounded to me like that was
 13 what TABCO is going to ask for tomorrow, and so
 14 it kind of just lined up bordering on redundant
 15 as we talked about earlier in the conversation.
 16 But now I'm hearing that this actually
 17 could be a logistic nightmare because some of the
 18 earlier phases include individual students who
 19 will be coming back because they have IEPs, or
 20 sixth graders or ninth graders who are coming
 21 back because they are in that specific phase, and

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1 they may be in an art class that's a mixed grade
 2 art class. And I'm just wondering also now,
 3 thinking more about how this could be a logistic
 4 nightmare, and so it was a very confusing motion
 5 and I guess that's all I have to say, is that I
 6 do worry about the logistics side of it now.
 7 CHAIRWOMAN SCOTT: Ms. Pasteur, and then
 8 Ms. Causey.
 9 MS. PASTEUR: Thank you. Just very
 10 shortly. This is why when we get into operations
 11 we get in a sticky wicket, because the children
 12 for example who are CTE, they don't just come
 13 back to do culinary or whatever it is, they are
 14 taking classes, which means that those other
 15 teachers have to be there as well. And for us to
 16 make a decision, which is why I voted no, as a
 17 teacher, as a former administrator who
 18 understands scheduling, that when other people
 19 start trying to make decisions about how the
 20 school day looks, we really get into a bag of
 21 worms and we really need to stay out of that, and

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1 so I understand what Dr. Williams is saying
 2 completely.
 3 CHAIRWOMAN SCOTT: Thank you for that,
 4 Ms. Pasteur. Next, last we have Ms. Causey, and
 5 then we really do need to move on.
 6 MS. CAUSEY: Thank you, and I hear
 7 Dr. Williams' comments, and the motion exactly
 8 says teachers will report one week prior to when
 9 their students return. So as the cohorts are
 10 developed and the phasing is done, and the
 11 principals look at their students' classes, that
 12 will reveal the information of which teachers
 13 will have students and then will need to report.
 14 So this motion does not limit who comes back, it
 15 limits when a teacher and a support person has
 16 students, they come back one week prior, so that
 17 is up to the principal and the, you know, the
 18 additional administration. So it, I think it's
 19 clear and it's representative of what is stated
 20 in the January 19th document. So thank you.
 21 CHAIRWOMAN SCOTT: All right. Moving

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1 on, next we have Mr. Offerman. Mr. Offerman?
 2 MR. OFFERMAN: I changed my mind, no
 3 questions at this time.
 4 CHAIRWOMAN SCOTT: All right. Next we
 5 have Ms. Rowe.
 6 MS. ROWE: Thank you, Madam Chair. I
 7 have a motion which I'm putting in chat. I move
 8 that school system staff who apply for ADA
 9 accommodations based any documented COVID
 10 comorbidity be permitted to telework and/or teach
 11 virtually if their work duties can be completed
 12 by these accommodations.
 13 MR. MUHUMUZA: Second, Josh.
 14 CHAIRWOMAN SCOTT: Would you like to
 15 speak to your motion?
 16 MS. ROWE: So it's not clear to me
 17 because COVID comorbidities are a fairly new
 18 thing, and there are risks of death to people who
 19 get COVID who have them, and I don't think the
 20 federal government is going to update the ADA any
 21 time soon in order to protect our teachers who

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1 have COVID comorbidities, and I don't want
 2 teachers to be fired because they're applying for
 3 an ADA accommodation and then they're told they
 4 don't have a disability or they're told that
 5 their work duties, or there is no accommodations
 6 they can have, when within a very short period of
 7 time they could be vaccinated, many things could
 8 take place that would allow them to keep their
 9 jobs. And so if it just means that they need an
 10 accommodation and it's possible to telework or
 11 teach virtually and they have documented COVID
 12 comorbidities, I think that we need to as a board
 13 make sure that that gap in the ADA is taken care
 14 of so that the school system understands that
 15 when someone applies for ADA accommodations and
 16 they have documented COVID comorbidities, that we
 17 want them to be treated like someone with an ADA
 18 disability.
 19 CHAIRWOMAN SCOTT: Okay, and it looks
 20 like there is a comment from Ms. Mack on
 21 Ms. Rowe's motion.

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1 MS. MACK: I support Ms. Rowe's motion
 2 simply because for many many people in the
 3 schoolhouse the accommodation is to allow them to
 4 continue to teach virtually. And you know, it is
 5 proven, they've been doing it for almost a year
 6 now, so it's not an accommodation that the school
 7 system has never put in place; just by virtue of
 8 us being virtual, that accommodation has already
 9 been accomplished.
 10 CHAIRWOMAN SCOTT: Okay. Next it looks
 11 like we have a question from Mr. Kuehn.
 12 MR. KUEHN: Thank you, Ms. Scott.
 13 Ms. Rowe, I am, I need clarification and some
 14 understanding. You start talking about ADA,
 15 which is focused on disabilities and
 16 accommodations for disabilities, and then you are
 17 talking about health, you know, comorbidities is
 18 what you stated. So I'm concerned that we're
 19 kind of merging these two ideas together and that
 20 there's no legal standing, I believe, for the
 21 very subjects that you're talking about being

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1 discusses as disabilities. So I'm confused and I
 2 don't know if maybe the motion just needs to be
 3 modified to just say provide accommodations for
 4 comorbidities, or any language associated with
 5 ADA, so please clarify that for me.
 6 MS. ROWE: So the ADA has procedures for
 7 accommodating things that are considered to be
 8 disabilities under the ADA, and what I'm saying
 9 is specifically in the motion, that it's very
 10 specific. I'm not saying every ADA thing should
 11 be applied, the motion is worded very
 12 specifically, I move that school system staff who
 13 apply for ADA accommodations based on documented
 14 COVID comorbidities be permitted to telework or
 15 teach virtually if their work duties can be
 16 completed by these accommodations. It's
 17 literally that simple, so the process, you know,
 18 we have people who are already applying for ADA
 19 accommodations based on COVID comorbidities, so
 20 that comorbidity will need to be documented by a
 21 doctor or medical professional, but I think that

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1 there is nothing currently in our policies or in
 2 law anywhere that protects our teachers from
 3 COVID comorbidities, and I think that we need to
 4 do something and I don't think we're outside of
 5 Board authority to do this.
 6 MR. BROUSAIDES: Madam Chair,
 7 Mr. Brousaides here.
 8 CHAIRWOMAN SCOTT: Yes.
 9 MR. BROUSAIDES: Just to raise a couple
 10 points, I would be hesitant to make a
 11 quote-unquote policy in this area. You know, the
 12 number one reason, or one is that determinations
 13 of reasonable accommodations under the ADA are
 14 incredibly fact specific, and as they apply to
 15 the particular person, so it's, having a broad
 16 brush rule sort of cuts against the foundation of
 17 the ADA that you have to look at individual
 18 circumstances and have an interactive discussion
 19 with the employee about their particular
 20 situation.
 21 Second, the EEOC has put out several

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1 guidance memos discussing the impact of COVID on
 2 a variety of areas, including ADA accommodations,
 3 so it's not like the law needs to catch up with
 4 this area.
 5 CHAIRWOMAN SCOTT: Okay. So
 6 Mr. Brousaides, so then, what is your suggestion
 7 as it goes to this motion, is the Board stepping
 8 outside of its role or, it sounds like you have
 9 some concerns.
 10 MR. BROUSAIDES: I would be concerned
 11 that the Board is, if the Board passed this
 12 motion, it would be creating a process that could
 13 run counter to the ADA's individual determination
 14 requirement.
 15 CHAIRWOMAN SCOTT: Okay. That is
 16 actually very important to know. Anything else?
 17 MR. BROUSAIDES: I would be very
 18 reluctant, and I'm telling you to give it second
 19 thoughts, third thoughts, fourth thoughts, and
 20 don't do it.
 21 CHAIRWOMAN SCOTT: Okay. So then

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1 it's --
 2 MS. ROWE: So is there a way,
 3 Mr. Brousaides, to get where I'm trying to go to
 4 this without talking about the ADA? Can the
 5 motion be amended in such a way that removes the
 6 ADA and simply says that our school system staff
 7 who request based on documented COVID
 8 comorbidity --
 9 CHAIRWOMAN SCOTT: Perhaps, Ms. Rowe,
 10 maybe that's something you can work on
 11 separately.
 12 MS. ROWE: I'll just make the amendment
 13 now. I amend my motion to say that, I move that
 14 the school system staff who request
 15 accommodations based on any documented COVID
 16 comorbidity be permitted to telework and/or teach
 17 virtually if their work duties can be completed
 18 by these accommodations.
 19 CHAIRWOMAN SCOTT: So --
 20 MR. BROUSAIDES: I don't see that that
 21 was different from the --

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1 MS. ROWE: It removes the ADA
 2 completely. Now they're just applying to school
 3 system staff for those accommodation.
 4 CHAIRWOMAN SCOTT: Point of order. I'm
 5 going to move that we postpone this motion
 6 because of the concern raised by Mr. Brousaides,
 7 and perhaps Ms. Rowe could work on it a bit
 8 longer and maybe work with Mr. Brousaides to get
 9 some better wording for it.
 10 MS. ROWE: Do you mean do that in this
 11 meeting --
 12 CHAIRWOMAN SCOTT: No, separate.
 13 MS. ROWE: -- or wait until teachers get
 14 fired, because they're going to get fired.
 15 CHAIRWOMAN SCOTT: Excuse me, Ms. Rowe,
 16 excuse me. I just move that we postpone it
 17 because I understand what you're saying.
 18 However, I think that we don't want something
 19 that would make us run afoul of the ADA, so, or
 20 anything like that. I think that these are very
 21 important things that we are discussing and they

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1 need to be well vetted, and based on the feedback
 2 from Mr. Brousaides it sounds like this needs
 3 more vetting. That's all that I'm saying.
 4 MS. ROWE: Okay, so can I ask
 5 Mr. Brousaides a question?
 6 CHAIRWOMAN SCOTT: Perhaps you could
 7 maybe email him a question.
 8 MS. ROWE: Well, I don't have to do
 9 that, because there is no timeframe now, I should
 10 be allowed to ask my question.
 11 CHAIRWOMAN SCOTT: We're moving on.
 12 MS. ROWE: There's a motion on the floor
 13 that's not --
 14 CHAIRWOMAN SCOTT: We don't need any
 15 chaos, so I made a motion to postpone the motion.
 16 MS. ROWE: The motion is on the floor.
 17 No one voted on the motion to postpone and you're
 18 not letting me ask legal advice.
 19 (Unintelligible, multiple speakers.)
 20 CHAIRWOMAN SCOTT: Excuse me. So I've
 21 made the motion to postpone Ms. Rowe's motion.

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1 Does that require a second, Mr. Brousaides?
 2 MR. BROUSAIDES: Yes.
 3 CHAIRWOMAN SCOTT: Is there a second?
 4 MR. OFFERMAN: Second, Offerman.
 5 CHAIRWOMAN SCOTT: Thank you. So then,
 6 may we vote, and are we voting on the motion to
 7 postpone or are we voting on --
 8 MR. BROUSAIDES: You would be voting on
 9 the motion to postpone.
 10 CHAIRWOMAN SCOTT: Okay. Ms. Gover, if
 11 we could vote on the motion to postpone?
 12 MS. GOVER: Ms. Rowe?
 13 MS. ROWE: No.
 14 MS. GOVER: Ms. Causey?
 15 MS. CAUSEY: No.
 16 MS. GOVER: Ms. Mack?
 17 MS. MACK: No.
 18 MS. GOVER: Mr. McMillion?
 19 MR. MCMILLION: No.
 20 MS. GOVER: Ms. Jose? Ms. Jose?
 21 Ms. Henn?

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1 MS. HENN: No.
 2 MS. GOVER: Mr. Muhumuza? Mr. Muhumuza?
 3 Mr. Offerman?
 4 MR. OFFERMAN: Yes.
 5 MS. GOVER: Ms. Pasteur?
 6 MS. PASTEUR: Yes.
 7 MS. GOVER: Mr. Kuehn?
 8 MR. KUEHN: Yes.
 9 MS. GOVER: Dr. Hager?
 10 DR. HAGER: No.
 11 MS. GOVER: Ms. Scott?
 12 CHAIRWOMAN SCOTT: Yes.
 13 MS. GOVER: In favor is four, it failed.
 14 CHAIRWOMAN SCOTT: Okay, so then it
 15 looks like there's still some questions about --
 16 excuse me. Wow. Yes, Mrs. Rowe?
 17 MS. ROWE: I would like to ask
 18 Mr. Brousaides questions about the motion before
 19 I make an amendment to the motion.
 20 CHAIRWOMAN SCOTT: We need members to
 21 come prepared with their motions. It's not fair

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1 to Mr. Brousaides to help you draft your motions
 2 during a meeting. We have a lot of different
 3 things we need to get to and this is just now, I
 4 mean -- okay. Do you want to amend your motion,
 5 Ms. Rowe?
 6 MS. ROWE: I wish to ask Mr. Brousaides
 7 questions about the motion and then amend the
 8 motion.
 9 CHAIRWOMAN SCOTT: It's your motion; why
 10 are you asking Mr. Brousaides questions about
 11 your motion?
 12 MS. ROWE: Because the only time I'm
 13 allowed access to legal counsel is in the
 14 meeting.
 15 CHAIRWOMAN SCOTT: Do not raise your
 16 voice, Ms. Rowe.
 17 MS. ROWE: May I ask Mr. Brousaides
 18 questions and then amend my motion?
 19 CHAIRWOMAN SCOTT: Ms. Rowe, do not
 20 raise your voice. This is a professional
 21 setting, we're all working to the proceedings.

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1 Mr. Brousaides, yes, Ms. Rowe, please ask your
 2 question so that we can move on.
 3 MS. ROWE: Mr. Brousaides, in what way
 4 can I reword this motion that will legally
 5 require staff to allow other staff that have
 6 COVID comorbidities to telework or teach
 7 virtually if their work duties can be completed
 8 in such a way that does not run afoul of the ADA,
 9 will you please recommend wording?
 10 MR. BROUSAIDES: I don't know that I can
 11 come up with any wording for that. It seems that
 12 the end result is, that you're looking for is to
 13 allow any staff member who requests it who can
 14 provide a doctor's note with a comorbidity issue
 15 to be permitted to telework or teach virtually,
 16 and that is a matter that doesn't square with the
 17 ADA's individual determination. The individual
 18 determination goes to the employee's particular
 19 health circumstances, it also goes towards the
 20 particular essential functions of the job of that
 21 employee, and that could be different for a math

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1 teacher versus an art teacher versus a PE
 2 teacher.
 3 MS. ROWE: So are you saying that this
 4 Board doesn't have the authority to direct staff
 5 to offer telework and virtual accommodations to
 6 employees suffering from COVID comorbidities that
 7 they can medically document?
 8 MR. BROUSAIDES: What I'm saying is
 9 those are individual determinations that need to
 10 be made on a case-by-case basis if you're going
 11 to follow the dictates of the ADA.
 12 CHAIRWOMAN SCOTT: So we've gone
 13 around --
 14 MS. ROWE: I wanted to separate this
 15 from the ADA.
 16 CHAIRWOMAN SCOTT: Excuse me, Ms. Rowe.
 17 MS. ROWE: All right, I would like to
 18 amend my motion. I'd like to amend it so that it
 19 has the following wording: I move that the
 20 superintendent allow school system staff to
 21 continue to telework or teach virtually if their

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1 work duties can be performed teleworking or
 2 teaching virtually and if they have a documented
 3 COVID comorbidity.
 4 CHAIRWOMAN SCOTT: Okay. So you're
 5 basically restating your motion, you're
 6 amending -- you amended your motion, okay.
 7 MS. ROWE: Yes, I amended it. I'm
 8 typing it into the chat now.
 9 CHAIRWOMAN SCOTT: Is there a second?
 10 VICE CHAIR HENN: Second.
 11 UNIDENTIFIED SPEAKER: I would like to
 12 offer an amendment to Ms. Rowe's motion.
 13 CHAIRWOMAN SCOTT: Mr. Brousaides, how
 14 many amendments can you have, because it looks
 15 like this is the third amendment. How many times
 16 can a motion be amended, because now we're going
 17 on the third?
 18 UNIDENTIFIED SPEAKER: I believe it's
 19 two.
 20 MR. BROUSAIDES: Twice.
 21 CHAIRWOMAN SCOTT: This is the third,

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1 we've already had two amendments so we can't do a
 2 third amendment then, so then we need to vote on,
 3 her motion has been made and seconded and we need
 4 to vote on that. Oh, it looks like we have some
 5 questions on --
 6 UNIDENTIFIED SPEAKER: May I comment,
 7 and Dr. Hager was first, I believe.
 8 CHAIRWOMAN SCOTT: Okay, then yes,
 9 Dr. Hager, please go ahead.
 10 DR. HAGER: So I actually had a question
 11 relevant to this from the presentation, and that
 12 was that it was stated that teachers could get a
 13 doctor's note based on whatever disability that
 14 they have that would mean that they could not
 15 come back to work. And so my question for
 16 Dr. Williams or for perhaps Ms. Lowry is, are
 17 conditions related to having active COVID on that
 18 list, is there a list, or I guess, is this,
 19 again, a redundant motion if there's already a
 20 mechanism in place for a doctor's note to allow
 21 for telework?

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1 DR. WILLIAMS: Thank you, Dr. Hager.
 2 Ms. Lowry, would you respond please?
 3 MS. LOWRY: Yes, thank you. So
 4 Ms. Hager, or Dr. Hager, thank you for the
 5 question. We do have a process where we work
 6 with our employees and yes, they do submit
 7 doctor's notes or supporting documentation that
 8 identifies any health risk that they may have.
 9 And again, whether or not, you know, they have
 10 the documentation is what we are looking for, and
 11 we speak with the employee, we speak with the
 12 supervisor that works with them, we review the
 13 accommodations they are requesting because not
 14 everyone is requesting just to telework, there
 15 are other accommodations that they are
 16 requesting, and we are following the guidance
 17 that is set forth with, you know, trying to
 18 establish whether or not it is an appropriate
 19 request.
 20 And to the point that was made earlier,
 21 every request has to be reviewed based upon what

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1 that employee's roles and responsibilities are,
 2 and if telework is an acceptable accommodation
 3 for that employee based upon their documented
 4 medical condition, then yes, they would be
 5 granted the accommodation to telework. But these
 6 are issues that we look at on a case-by-case
 7 individual basis and it is, to the point that was
 8 raised earlier, it is an interactive process in
 9 that we do have to speak to the employee as well
 10 as the supervisor to get a better idea of what
 11 that employee's work duties are and what their
 12 responsibilities are and whether or not they
 13 could be transferred to a telework accommodation
 14 if that's what they requested. And then if they
 15 are able to telework, then what is the backfill
 16 at the schoolhouse level to then cover for that
 17 teacher if in fact that teacher were assigned to
 18 students that were come in face to face. So it's
 19 a very complicated process and it is one that we
 20 do not take lightly, and we do want to work with
 21 our teachers to make sure that we are keeping

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1 them safe. We do understand the seriousness of
 2 COVID and all of the issues that come with that,
 3 particularly with our employees that do have
 4 additional health issues.

5 DR. HAGER: Thank you so much. And my
 6 second question is for Lily in clarification for
 7 the motion. Are you speaking about a COVID
 8 disease comorbidity like a long hauler syndrome
 9 where there's, you know, extreme fatigue and
 10 difficulty breathing for months on end, or are
 11 you talking about something that might put
 12 someone at higher risk for getting COVID?

13 MS. ROWE: Both. I'm talking -- if
 14 you're at high risk for getting COVID, not just
 15 high risk for contracting it, but if contracting
 16 it could cause you a higher risk for
 17 hospitalization or death or severe complications
 18 of COVID, that's what I took comorbidity to mean,
 19 that there are people that if they get COVID, it
 20 could really be a death sentence for them.

21 DR. HAGER: Okay. I was thinking of it

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1 the opposite way, as a comorbid condition
 2 resulting from the disease. Thank you.

3 MS. ROWE: Or pregnant women, for
 4 instance.

5 CHAIRWOMAN SCOTT: It looks like we have
 6 a question from Ms. Causey.

7 MS. CAUSEY: Thank you, Madam Chair. I
 8 was just going to ask Ms. Lowry to review the
 9 Office of Human Resources, she had mentioned it,
 10 where staff can apply for administrative leave or
 11 other accommodations based on COVID impacts.
 12 There's, it's FCR, Ms. Lowry, I think one of the
 13 things that we're seeing from the emails that
 14 we're getting is that there are a lot of
 15 mitigating strategies in place and there just
 16 needs to be a more wide communication to the
 17 staff, the teachers and the parents, because
 18 there has been tremendous work on these plans,
 19 and so I think there just needs to be more clear
 20 and, you know, communications to really share all
 21 of that.

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1 MS. LOWRY: Sure, Ms. Causey. We have
 2 been communicating since last spring about the
 3 different types of leaves and the process for
 4 applying for accommodation since we, again, since
 5 last spring. When FSCRA was put in place we
 6 shade shared that information because we had,
 7 while teachers were working remotely at that
 8 time, we had other staff that were still
 9 reporting to their job sites, so we shared this
 10 leave, we have continued to share information
 11 about this leave. The leave ended, the
 12 requirements providing the leave ended at the end
 13 of December, and then there was the option to
 14 open it back up through the end of March, and we
 15 at that point decided that we were going to
 16 continue on to apply that level of leave to our
 17 employees, and if the federal government decides
 18 to extend it, we will review it again at that
 19 time and make a determination about extending
 20 this leave.

21 We have worked with our employees and

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1 supervisors to help brainstorm some other
 2 possible solutions to work with our employees
 3 that have expressed, again, sheer, just, you
 4 know, concern out for their own health, for the
 5 health of their family, and some things that you
 6 know, we could offer in the way of resources if
 7 they did not qualify for a leave. We have
 8 employees that haven't worked with us long enough
 9 to qualify for a leave but yet we still want to
 10 provide them with resources, we do so through our
 11 employee assistance programs, through CIGNA and
 12 through the staff in the various offices in HR
 13 operations. Again, we don't take this lightly
 14 and we do understand the concerns that all of our
 15 employees have right now, especially the fact
 16 that the vaccine has not been available to some
 17 of them at this point and some are still waiting
 18 to get the second shot.

19 We understand all of that and we don't
 20 take any of that lightly, but at the core of
 21 every decision we make are those faces that sit

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1 in front of us in the classroom, and these
 2 children have been without their teachers and
 3 without face-to-face instruction for an
 4 incredibly long time. And to go back to some
 5 comments that were shared earlier, I'm going to
 6 put my principal hat on for a minute, and I will
 7 tell that you every teacher in my building was a
 8 teacher of every child in that building, and they
 9 may not have taught them in the classroom, but
 10 they touched them in some way and they assisted
 11 in some way during the day. We need everyone in
 12 the high school, in the middle school, in the
 13 elementary school to play a role in bringing the
 14 children back in for face-to-face instruction.
 15 You can't stand up a school by having teachers
 16 only come in to teach just the students that they
 17 teach, they teach all children, and we love and
 18 appreciate all of our teachers, so again, we
 19 don't take this lightly. We have a process we
 20 have to follow, we have laws that we have to
 21 follow and that we have to abide by, and if we

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1 stray from that we put our system at risk and we
 2 put this Board at risk, and we don't take any of
 3 that lightly.

4 CHAIRWOMAN SCOTT: Thank you for that.
 5 Next it looks like we have Mr. McMillion.

6 MR. MCMILLION: Thank you. I just
 7 wanted to hear what Mrs. Lowry said and she took
 8 care of that for me. Thank you.

9 CHAIRWOMAN SCOTT: Thank you. Next we
 10 have Mr. Kuehn.

11 MR. KUEHN: I'm sorry, I don't have
 12 another question, I'm looking forward to voting.

13 CHAIRWOMAN SCOTT: Okay, thank you. It
 14 looks like it's Ms. Jose.

15 MS. JOSE: Thank you. Ms. Lowry asked
 16 my question clearly and crystal clear, so thank
 17 you so much.

18 CHAIRWOMAN SCOTT: Okay, next we have
 19 Mr. Offerman.

20 MR. OFFERMAN: Yes. I want to protect
 21 every teacher who has potentially serious COVID

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1 issues. My concern is timing. If this motion
 2 goes along, I'm wondering if someone can address
 3 at what point a teacher has to bring all the
 4 documentation and concerns to the appropriate
 5 people in terms of when their teaching
 6 responsibilities start. Thank you, that's all.

7 MS. LOWRY: So I can address that
 8 question for you. As we are waiting for teachers
 9 to provide the documentation that they are
 10 required to provide, we work with them and with
 11 their supervisor. In the interim they are
 12 expected to return to work and report to work or
 13 they have to let their supervisor know what level
 14 of leave that they're taking as far as how their
 15 time should be recorded.

16 This is when it goes back to that
 17 process where it's interactive. Our supervisors
 18 can tell us quite a bit of information pretty
 19 quickly to help us move the process along but
 20 again, employees would be expected to return to
 21 work or they would have to take some type of

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1 time, whether it's, if they're a teacher, whether
 2 they're taking personal business or sick time,
 3 however the time is recorded or should be
 4 recorded. But again, we try to get this taken
 5 care of as quickly as we can so that we don't
 6 prolong it and the teacher has their answers so
 7 they can make decisions.
 8 MR. OFFERMAN: Thanks. No further
 9 questions, thank you.
 10 DR. WILLIAMS: Madam Chair, I just want
 11 to add to Ms. Laurie. Again, with our phased-in,
 12 we will need to know sooner than later because as
 13 Ms. Lowry mentioned, we're developing schedules
 14 and we need to know not only our students and who
 15 is planning to return to do those cohorts, but
 16 also the staff as well. So as you know, March
 17 1st was one timeframe for staff returning
 18 February 22nd, and then the next phase of
 19 March 15th, so I would simply say that as
 20 Ms. Lowry mentioned, that communication has been
 21 ongoing since the spring and we need to know

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1 sooner than later about any documentation that
 2 staff members are providing so HR can do its
 3 work, so thank you.
 4 CHAIRWOMAN SCOTT: Okay. Thank you for
 5 that. So, I believe everybody has spoken.
 6 MS. MACK: I have a question for
 7 Ms. Lowry please.
 8 CHAIRWOMAN SCOTT: I'm sorry, did you
 9 already speak, Ms. Mack?
 10 MS. MACK: I have not.
 11 CHAIRWOMAN SCOTT: Okay, but the one
 12 thing I wanted to just say is that there is an
 13 amendment that's on the floor, and I don't know
 14 if that amendment was seconded.
 15 MS. MACK: In order to even vote I need
 16 to have an understanding, a procedural
 17 understanding from Ms. Lowry.
 18 CHAIRWOMAN SCOTT: Okay, yes, go ahead.
 19 MS. MACK: Ms. Lowry, are you adequately
 20 staffed to handle the potential volume of any
 21 type of leave, ADA, FMLA, are you adequately

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1 staffed to handle those requests in a timely
 2 manner?
 3 MS. LOWRY: I will share with you if the
 4 requests continue to come in at the pace that
 5 we've seen them, I think yes. If something
 6 should shift and we see an increase, then we may
 7 need to shift responsibilities around amongst
 8 staff within the office to assist with some of
 9 that processing, but right now I anticipate that
 10 we are able to address the volume, yes.
 11 MS. MACK: Thank you very much for that
 12 answer.
 13 MS. LOWRY: Uh-huh.
 14 CHAIRWOMAN SCOTT: Okay. So everybody's
 15 asked a question. What, Ms. Henn, do you have a
 16 question? I don't believe we've heard from you.
 17 VICE CHAIR HENN: Thank you, Madam
 18 Chair. I had a question for Ms. Rowe regarding
 19 her amendment. What I was going to suggest or
 20 ask Ms. Rowe was about the timeframe for the
 21 arrangement and if Ms. Rowe had imagined this

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1 being indefinite or if there were any parameters
 2 associated with this motion that she could speak
 3 to.
 4 MS. ROWE: I did not imagine this being
 5 indefinite, I imagined this to be, you know, at
 6 least through the summer so that we can get
 7 everyone vaccinated who wants a vaccine, and
 8 bring community spread down. I didn't actually
 9 imagine we would open schools this quick but
 10 since we are, a lot of teachers haven't even had
 11 their first vaccine, so we have no help in place
 12 to save the employment of staff members who are
 13 now being asked to choose between potentially
 14 dying from COVID if they have other medical
 15 conditions that would make COVID more serious for
 16 them, and losing their job.
 17 VICE CHAIR HENN: So if the Board were
 18 to approve this motion, it would be in place for
 19 the current school year?
 20 MS. ROWE: Yes, I --
 21 VICE CHAIR HENN: Is that something that

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1 should be stated in the motion?

2 MS. ROWE: I suppose once we process

3 this amendment you could amend it to add a

4 timeframe. I don't know if I can change an

5 amendment already on the floor.

6 CHAIRWOMAN SCOTT: I don't believe so,

7 and it's already been amended, I believe twice,

8 so I don't know --

9 MS. ROWE: It hasn't, it hasn't. This

10 is the first amendment we're processing.

11 CHAIRWOMAN SCOTT: Oh, when you restated

12 it again you restated it differently than you

13 stated it the first time, that was an amendment.

14 Oh, okay, so it looks like -- oh, we still have

15 more questions for Ms. Rowe, okay. So going up

16 here, it looks like there's a question from

17 Dr. Hager. Do you have another question?

18 DR. HAGER: I promise it will be fast.

19 I guess my concern is that when looking at people

20 who are at risk for more serious COVID

21 complications, which would include overweight and

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1 obesity, which is three-quarters of American

2 adults, so I have real concerns about the

3 broadness of diseases that put people at risk for

4 serious COVID complications. When I first read

5 it I thought it was about kind of COVID disease

6 comorbidities that result from long hauler

7 syndrome and things like that, so I have a little

8 bit of concern about that.

9 And my question for Ms. Lowry, though,

10 is are pregnant women currently covered under our

11 umbrella of potential exclusions for teleworking?

12 MS. LOWRY: If they have a doctor's note

13 that indicates that they are at high risk because

14 there are other issues related to pregnancy that

15 are of concern, then they would be, that would be

16 processed and considered, yes.

17 DR. HAGER: Okay. Is there a blanket?

18 MS. LOWRY: No.

19 DR. HAGER: Okay, thank you.

20 CHAIRWOMAN SCOTT: Thank you. Ms. Jose?

21 MS. JOSE: Yes, thank you. Real quick.

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1 You know, I think we have to address the fact

2 that there is a whole group of people pushing for

3 schools to reopen and go back, and now you're

4 telling them to go back with less teachers and

5 less staff, and principals have spent days

6 putting their schedules together and our class

7 sizes are 25 to 30, and there's a whole lot of

8 scheduling that principals across the entire

9 school system have worked on, and now for this

10 Board to go into operations when there is a

11 system in place as Ms. Lowry addressed, that is

12 people who do have disabilities that the system

13 will honor, and they have to per the law. So

14 it's all unfair for us to go in there and

15 gerrymander, you know, jury rigging this thing is

16 not something I can vote on because I don't

17 understand the repercussions, and it's also

18 disrespectful to all our principals and staff

19 that have been working so hard to get this plan

20 going.

21 CHAIRWOMAN SCOTT: Okay, and it looks

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1 like we have a question from Ms. Pasteur.

2 MS. PASTEUR: Thank you, Ms. Scott.

3 I've had a number of teachers who've asked me to

4 speak out as an educator. I have to admit that I

5 have been leery up to this point or worried about

6 those teachers who are in this category about

7 which Ms. Rowe is speaking. Tonight is the first

8 time I've really heard, and I asked the question

9 at another meeting, but Ms. Lowry is being clear

10 about the documentation, about working with our

11 teachers. I think we have to respect that. I

12 think that if the system is committed to working

13 with our teachers, because clearly we need to

14 have teachers one way or another teaching the

15 children if we're asking them to come back, so I

16 think where we want to go is to offer an

17 opportunity for staff to see how far, how broad

18 they can take this in terms of working with our

19 teachers who do have issues, who have reasons,

20 whether it's theirs or they're caretakers, but

21 I'm hearing that. I'm leery about us as the

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1 Board stepping into that, albeit I do think that
 2 we want to encourage staff to continue to look
 3 for ways to support our teachers if they can't
 4 come back legitimately, because we need them,
 5 we've got to have them for the children. Thank
 6 you, Ms. Scott.
 7 CHAIRWOMAN SCOTT: Thank you. So now we
 8 can vote on the amendment. Ms. Rowe, could you
 9 read your amendment please? There has been quite
 10 a bit of conversation.
 11 MS. ROWE: Yes, I will. I amend the
 12 motion to be worded as follows. I move to direct
 13 the superintendent to allow school system staff
 14 to be permitted to telework and/or teach
 15 virtually if their work duties can be completed
 16 by teleworking/virtual teaching and they have
 17 documented COVID comorbidities.
 18 CHAIRWOMAN SCOTT: Okay, and was there a
 19 second for that?
 20 MS. MACK: I'll second it, Mack.
 21 MS. GOVER: I believe it was Ms. Henn.

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1 CHAIRWOMAN SCOTT: Okay.
 2 MS. GOVER: Yes, it was Ms. Henn.
 3 CHAIRWOMAN SCOTT: Great, thank you. So
 4 now if we could vote on the amendment.
 5 MS. PASTEUR: Excuse me, Ms. Scott.
 6 Could I ask Ms. Gover to skip me and I'll come
 7 back to it, but I need to come off for a second.
 8 I'm sorry.
 9 CHAIRWOMAN SCOTT: Okay.
 10 MS. PASTEUR: Thank you.
 11 CHAIRWOMAN SCOTT: Okay. Ms. Gover, if
 12 you could take a rollcall vote please?
 13 MS. GOVER: Ms. Rowe?
 14 MS. ROWE: Yes.
 15 MS. GOVER: Ms. Causey?
 16 MS. CAUSEY: Yes.
 17 MS. GOVER: Ms. Mack?
 18 MS. MACK: Yes.
 19 MS. GOVER: Mr. McMillion?
 20 MR. MCMILLION: Yes.
 21 MS. GOVER: Ms. Jose?

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1 MS. JOSE: No.
 2 MS. GOVER: Ms. Henn?
 3 VICE CHAIR HENN: Yes.
 4 MS. GOVER: Mr. Muhumuza?
 5 MR. MUHUMUZA: Yes.
 6 MS. GOVER: Mr. Offerman?
 7 MR. OFFERMAN: No.
 8 MS. GOVER: Ms. Pasteur? I'm sorry.
 9 Mr. Kuehn?
 10 MR. KUEHN: No.
 11 MS. GOVER: Dr. Hager?
 12 DR. HAGER: No.
 13 MS. GOVER: Ms. Scott?
 14 CHAIRWOMAN SCOTT: No.
 15 MS. GOVER: Ms. Pasteur? Has she
 16 returned? Ms. Pasteur?
 17 CHAIRWOMAN SCOTT: It looks like she has
 18 not returned.
 19 MS. GOVER: I'll mark her as absent,
 20 thank you. In favor is six, so it fails.
 21 CHAIRWOMAN SCOTT: It fails, okay. And

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1 now if we could process the motion, and Ms. Rowe,
 2 could you restate the motion?
 3 MS. ROWE: Yes. So the motion since it
 4 was not amended was, I move that the school
 5 system staff who apply for ADA accommodations
 6 based on any documented COVID comorbidity be
 7 permitted to telework and/or teach virtually if
 8 their work duties can be completed by these
 9 accommodations.
 10 CHAIRWOMAN SCOTT: Who was the second on
 11 that?
 12 MS. CAUSEY: Ms. Causey.
 13 MS. GOVER: No, Mr. Muhumuza was.
 14 CHAIRWOMAN SCOTT: Okay, thank you. So
 15 now if we could vote on the motion itself please.
 16 MS. GOVER: Ms. Rowe?
 17 MS. ROWE: Yes.
 18 MS. GOVER: Ms. Causey?
 19 MS. CAUSEY: No.
 20 MS. GOVER: I'm sorry, Ms. Causey?
 21 MS. CAUSEY: No.

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1 MS. GOVER: Thank you. Ms. Mack?
 2 MS. MACK: Yes.
 3 MS. GOVER: Mr. McMillion?
 4 MR. MCMILLION: No.
 5 MS. GOVER: Ms. Jose?
 6 MS. JOSE: No.
 7 MS. GOVER: Ms. Henn?
 8 VICE CHAIR HENN: No.
 9 MS. GOVER: Mr. Muhumuza?
 10 MR. MUHUMUZA: Yes.
 11 MS. GOVER: Mr. Offerman?
 12 MR. OFFERMAN: No.
 13 MS. GOVER: Ms. Pasteur?
 14 MS. PASTEUR: No.
 15 MS. GOVER: Mr. Kuehn?
 16 MR. KUEHN: No.
 17 MS. GOVER: Dr. Hager?
 18 DR. HAGER: No.
 19 MS. GOVER: Ms. Scott?
 20 CHAIRWOMAN SCOTT: No.
 21 MS. GOVER: Favor is three, so it fails.

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1 (Silence on recording.)
 2 MR. KUEHN: Hi, are we still on?
 3 CHAIRWOMAN SCOTT: Oh, I'm sorry, I'm so
 4 sorry.
 5 MR. KUEHN: It was awfully quiet.
 6 CHAIRWOMAN SCOTT: So yes, what I was
 7 saying is that I was going to have people who had
 8 reopening questions and next on my list was
 9 Dr. Hager, just on the reopening.
 10 DR. HAGER: Yes, thank you. I just have
 11 a few questions for Dr. Williams and his team.
 12 One is, what have you done to reach out to the
 13 families that did not complete the reopening
 14 questionnaire at all, so they didn't say they
 15 wanted to stay virtual, they didn't say they
 16 wanted to be hybrid? My concern is that those
 17 families are slipping through the cracks and my
 18 bigger concern is that those families might be
 19 non-English speaking or make it harder to reach
 20 in general, and we really need to reach out to
 21 them to make sure they understand that this is an

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1 option.
 2 DR. JONES: So Dr. Williams, I can
 3 actually answer that question.
 4 DR. WILLIAMS: Yes, thank you.
 5 DR. JONES: This is Dr. Jones,
 6 Dr. Hager, thank you for your question. So to
 7 make sure that our families had an opportunity to
 8 opt into hybrid instruction, what we did was
 9 actually complete, have each school complete a
 10 link and a form by which parents can opt in,
 11 because what we found as soon as families began
 12 to receive the date of hybrid instruction, then
 13 we had many families who wanted to be a part of
 14 our in-person learning. And so what we've
 15 established is what we're calling kind of an
 16 ongoing process and opportunities for families to
 17 opt in at various on-boarding windows or at
 18 various windows of time so that they can enter
 19 in-person learning.
 20 So those that did not complete the
 21 survey had an opportunity to either fill out the

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1 form, be contacted by our school staff, we have
 2 school reopening teams that have contacted school
 3 staff, and we have also worked very closely with
 4 our communications office to provide our
 5 multilingual families and our families who speak
 6 multiple languages or our Spanish speaking
 7 families, you know, we have Vietnamese, we have
 8 many many cultures that we're very proud of in
 9 our organization, and we're hosting reopening
 10 sessions actually this week per zone and then
 11 system wide. There will be some Spanish speaking
 12 only sessions that take place, and then there
 13 will be multilingual opportunities for parents to
 14 engage.
 15 In addition, our very own CAO and
 16 Dr. Roberts had the opportunity to engage in a
 17 Facebook Live conversation on Friday that
 18 provided reopening and hybrid information to our
 19 Spanish speaking families. So our schools are
 20 aggressively and excitedly reaching out to
 21 families who did not initially respond to the

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1 questionnaire to provide them with multiple
 2 opportunities between now and throughout the
 3 spring to reenter this hybrid learning
 4 opportunity.

5 DR. HAGER: And I do appreciate that
 6 there will be extended opportunities to sign on
 7 and it sounds like there are lots of different
 8 efforts in place. I guess my concern is a lot of
 9 them are very passive, so if the parents need to
 10 log on, they need to seek it out, they need to
 11 answer the email. So are there more active
 12 outreach to child A, Child B, Child C?

13 DR. JONES: Yes, absolutely, and within
 14 our zones we're working with specific schools,
 15 and our principals are amazing. I mean, they've
 16 been resilient, they're passionate, they are
 17 going out of their way to make sure that parents
 18 receive exactly what they need, some of our
 19 principals and their staff are actually filling
 20 these forms out for families, and the only reason
 21 we have the forms is because we want to make sure

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1 that we're keeping track of our students and
 2 making sure we're maintaining transportation, so
 3 families are reaching out to our schools and
 4 schools are reaching out to our familiar in a
 5 very aggressive, like I said, to make sure that
 6 this happens.

7 So there's two-way communication and
 8 it's happening in a way that like I have to say,
 9 that we are very proud of in terms of our
 10 principals and their desire to make sure that all
 11 families have a choice to participate in hybrid
 12 in-person learning, so it is happening.

13 DR. HAGER: Thank you, I appreciate
 14 that, that's something I've been very concerned
 15 about. And then I guess I'll just ask one more
 16 question because I know we're short on time and a
 17 lot of questions have been answered so far.

18 Early on when folks are coming back to
 19 schools, I heard some concerns about some
 20 administration, some fellow teachers who were not
 21 masking in school and not abiding by some of the

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1 rules that we had in place even last fall. Will
 2 there be some sort of a whistleblower hot line or
 3 something in place so that if folks are in a
 4 building and they don't feel safe because maybe
 5 the rules aren't being followed, some way that
 6 they can safely kind of get the word out so that
 7 there's a kind of refresh everybody's memory,
 8 this is what we need to do to stay in this
 9 together, just to make sure that everybody is
 10 following the rules that need to be followed?

11 DR. WILLIAMS: So Dr. Hager, I don't
 12 know about a hot line, but I will say I'm working
 13 with our union partners, they've made it clear,
 14 and we're over communicating about the mitigation
 15 strategies. I remember when you raised that
 16 concern about staff and I think you said
 17 administrators; immediately we got together with
 18 the community superintendents to say, you know,
 19 we're going to follow the mitigation strategies,
 20 period. And so that's what we know, that in
 21 order to be safe we have to do these things, and

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1 so I don't know about a hot line, but folks are
 2 not afraid of sharing information, you know, one
 3 way or the other, we're going to get the
 4 information if in fact someone is not following
 5 the mitigation strategy. So definitely, I know
 6 our administrators and our staff, they're excited
 7 to see their students and they're going to do
 8 what's necessary to be safe and to be safe for
 9 each other, so I hope that was just a dirty rumor
 10 that was going on in previous months.

11 DR. HAGER: Thank you for that, and we
 12 know that masking is really going to be the
 13 biggest thing that we can do, so I really
 14 appreciate that. Those are my main questions,
 15 thank you.

16 CHAIRWOMAN SCOTT: Thank you. And I
 17 just would remind members of the lateness of the
 18 hour. These are all very important questions,
 19 but we still have other agenda items to get to,
 20 and we do need to be mindful of our public and
 21 their time and their commitments. So on my next,

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1 here next it looks like we have a question from
 2 Ms. Jose. Ms. Jose, did you have a question?
 3 MS. JOSE: No, I did not.
 4 CHAIRWOMAN SCOTT: Okay. Next it looks
 5 like Ms. Mack.
 6 MS. MACK: Yes. In the reopening plan
 7 on page 83 there is discussion about ventilation
 8 and there's reference to the fact that we have
 9 new schools and new schools were built to code,
 10 but my specific question is since the start of
 11 COVID-19, has every BCPS school's HVAC system
 12 been inspected and if required, updated to meet
 13 both the newly recommended CDC and ASHRAE
 14 guidelines?
 15 DR. SCRIVEN: Mr. Dixit, could you
 16 please take that? Mr. Dixit? So I believe
 17 Mr. Dixit must have jumped off.
 18 Ms. Mack, I cannot go into detail that
 19 he would be able to, but I can say that all
 20 buildings have been certified in terms of the
 21 ventilation. I know we have sent updates in

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1 response to that to the Board. I can revisit
 2 those updates and resend them out to you guys
 3 this week again, which will answer in more detail
 4 than I'm able to provide at this moment. You're
 5 on mute, I believe.
 6 CHAIRWOMAN SCOTT: We can't hear you,
 7 did you have another question?
 8 MS. MACK: For schools that have
 9 windows, are teachers going to be allowed to open
 10 the windows in their classroom?
 11 DR. SCRIVEN: It actually, the advice is
 12 that windows in terms of ventilation where
 13 possible, it's best to leave closed, to be quite
 14 honest with you.
 15 MS. MACK: But that's in conflict with
 16 the guidance that was given for buses, to open
 17 the hatches and open the windows for circulation.
 18 DR. SCRIVEN: The buses are a complete
 19 different situation as they have no true
 20 ventilation system in comparison to our
 21 schoolhouses, Ms. Mack.

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1 MS. MACK: Thank you. I have one more
 2 question and I'll submit the rest in writing.
 3 Will teachers at the four public day
 4 schools have more robust PPE since mand of the
 5 students in those schools may be averse to
 6 wearing a mask, and those schools may have an
 7 increased exposure to bodily fluids?
 8 DR. SCRIVEN: That's a situation that I
 9 can investigate in terms of looking specifically
 10 at what PPE those four public day schools have
 11 ordered. I don't have that information readily
 12 in front of me but we do have it.
 13 MS. MACK: Thank you, I'll wait your
 14 answer and I'll send the rest of my questions in
 15 writing.
 16 DR. SCRIVEN: Thank you, ma'am.
 17 DR. WILLIAMS: Just to add to that,
 18 Dr. Scriven, we were planning to open up the four
 19 public separate day schools in November and we
 20 did a walkthrough, I did a walkthrough with
 21 Ms. Pasteur, I believe, and we visited one of the

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1 schools. But we actually, the principal and the
 2 assistant principal shared that there were
 3 additional PPE that were provided such as the
 4 clear masks, such as the shields, gloves, so yes,
 5 for that response as we were prepared to open in
 6 November, we have purchased additional PPE and
 7 equipment for those schools.
 8 MS. MACK: I'm sorry. I said thank you,
 9 Dr. Williams.
 10 DR. WILLIAMS: You're welcome.
 11 CHAIRWOMAN SCOTT: Thank you, and we
 12 have Ms. Pasteur.
 13 MS. PASTEUR: Thank you, Ms. Scott. One
 14 quick question to Ms. Lowry. We talked about
 15 accommodations for teacher illnesses, I think
 16 Dr. Hager asked about pregnant women, but there
 17 are a number of our staff members, our teachers
 18 who are primary caretakers for individuals in
 19 their homes. Will they be considered as well,
 20 and what will they need to show to that end?
 21 That's to Ms. Lowry or Dr. Williams, anyone.

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1 Hello?

2 DR. WILLIAMS: Thank you, Ms. Pasteur.

3 Ms. Lowry, can you respond to that? Okay. We

4 will follow up, Ms. Pasteur.

5 MS. PASTEUR: All right, I appreciate

6 that, thank you. Thank you, Ms. Scott.

7 CHAIRWOMAN SCOTT: Okay, thank you. It

8 look like we have a question from Ms. Causey.

9 MS. CAUSEY: Thank you, Madam Chair. In

10 the reopening plan step number two, response to

11 board members' questions, it's number two. The

12 question was, in past presentations to the Board

13 Mr. Duque advised that certain teachers would be

14 allowed to continue to teach virtually. Who are

15 these teachers, what percentage of the teachers

16 does this represent, and will other schoolhouse

17 staff be provided with this option? And the

18 answer given by staff was Mr. Duque may be

19 referencing a request by TABCO to allow some

20 teachers to continue teaching virtually while

21 others would teach in-person instruction in the

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1 school building. Requests made by staff for an

2 accommodation to teach work virtually are

3 reviewed on a case-by-case basis. Is that in the

4 MOU that is attempting to be finalized?

5 MS. LOWRY: No, Ms. Causey, I do not

6 believe that exact language is in the MOU at this

7 time. And again, I would respectfully request to

8 allow us to finish that process and negotiate

9 back and forth tomorrow morning to try to bring

10 some closure and agreement within that MOU.

11 MS. CAUSEY: Okay, thank you. And to

12 follow up, you know, all those emails that we

13 got, a teacher emailed and said that she's, you

14 know, preparing to go back to her classroom, but

15 she has a spouse that's also an employee in an

16 office, not a schoolhouse, and that he's been

17 able to telework successfully for this year, but

18 he's called back to the office. So I just wanted

19 to understand in our attempts to socially

20 distance and allow what can be done to be done,

21 you know, in a modified way, is it an option for

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1 staff to consider teleworking? I think I saw a

2 statement in the reopening plan but I just can't

3 recall that, so especially if people are on

4 quarantine because of an exposure, they're not

5 sick, they're feeling well but they have to go

6 through that process, so they're well and able

7 bodied, so is that an option of teleworking

8 and/or virtual instruction?

9 MS. LOWRY: Telework has to be

10 considered based on each individual employee and

11 the job assignment that they have. Telework is

12 not an option for every employee, a bus driver

13 cannot telework, so we have to consider the

14 responsibilities of each employee, what their

15 duties and assignments are, and cross reference

16 that to if they're requesting an accommodation,

17 what is the medical documentation and reason for

18 the accommodation that is being requested in

19 order to determine whether or not we can then

20 grant the accommodation that they request, and if

21 the accommodation can't be applied, is there some

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1 other option that is available for that employee.

2 That's why, again, it must be an interactive

3 individual process.

4 MS. CAUSEY: Okay, great, and thank you

5 for that. And we understand that this past year

6 has required flexibility, creativity, innovation

7 and just pure grit to get through, so I

8 definitely understand all of those forces at work

9 as we try to make the best decision for our

10 kiddos.

11 The next question I had was --

12 CHAIRWOMAN SCOTT: Is there a way some

13 of this, because we really do need to move on,

14 and I don't want to inhibit other board members'

15 time. Is there a way that this perhaps,

16 Ms. Causey, could be emailed to staff?

17 MS. CAUSEY: No, this is an issue

18 brought up by many many teachers in emails, it

19 has to do with when teachers are reporting and

20 students are in the building and teachers have

21 school aged children, can there children go four

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1 days a week, a Cohort D as it were. There's
 2 Harford County and Carroll County, and I believe
 3 maybe Howard County that provide accommodations
 4 to our teachers that have school aged children in
 5 Baltimore County Public Schools.

6 DR. WILLIAMS: So Ms. Causey, you raised
 7 that question before. We are looking at Cohorts
 8 A and B and C at this time. Again, we're a much
 9 bigger school system with transportation, so
 10 there was not a discussion regarding cohort, as
 11 you called it, Cohort D.

12 MS. CAUSEY: So, is that something that
 13 has been requested for consideration? I mean, I
 14 just, you know, I haven't gone through all of the
 15 4,000 emails that we've gotten the last week or
 16 so but I try, but there's definitely themes that
 17 are coming out. So I mean, in a lot of cases the
 18 children go to the same school as the parent, we
 19 have that special permission transfer and so on.

20 CHAIRWOMAN SCOTT: So since it's come up
 21 before and perhaps Dr. Williams, is that

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1 something you can work with Ms. Causey on or
 2 email answers to that? Because I do feel that in
 3 the interest of time we really do need to move on
 4 and everyone should have an opportunity to speak
 5 and ask questions, and ask more questions.

6 MS. CAUSEY: Well, thank you, Ms. Scott.
 7 It's not a matter of working with me, it's a
 8 matter of working with the bargaining units and
 9 staff in order to accommodate --

10 CHAIRWOMAN SCOTT: No. I'm saying your
 11 question, Dr. Williams said you raised it before,
 12 and I guess you didn't get the answer that you
 13 wanted so it's being raised again. So what I'm
 14 saying is that I would, I along with others on
 15 the Board would like to hear the answer, so
 16 that's something that can be emailed to us so
 17 that we can all know the answer to Ms. Causey's
 18 question.

19 But again in the interest of time, we
 20 still have an agenda to get through and we do
 21 need to move along. Is that something doable,

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1 Dr. Williams?
 2 DR. WILLIAMS: If Ms. Causey can share
 3 that question, it may have been a question that
 4 was raised already by one of our unions, so I'd
 5 appreciate if she could share that question with
 6 us.

7 CHAIRWOMAN SCOTT: Okay. Well, she
 8 could email it to you, but we do need to move on.

9 MS. CAUSEY: I've shared it here, it's
 10 here in the meeting. I understand that there's
 11 staff that's keeping track of requests and action
 12 items.

13 CHAIRWOMAN SCOTT: All right then, so
 14 then it's settled, it's shared.

15 So the next item on the agenda is
 16 brought up from Mr. McMillion, and it was in
 17 regard to in-person board meetings. So, I guess
 18 we would discuss the feasibility to that, or Rod,
 19 was there something else you would like to add in
 20 regards to that?

21 MR. MCMILLION: No, I spoke before, I'm

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1 fine. I don't mind if we just discuss and vote.
 2 CHAIRWOMAN SCOTT: All right.
 3 Dr. Williams, can you share with us the
 4 feasibility of the Board returning, is staff
 5 prepared for us to have in-person board meetings?

6 DR. WILLIAMS: Thank you, Ms. Scott, and
 7 thank you, Mr. McMillion. I remember when you
 8 asked that question, I want to say earlier this
 9 year. Now that we have additional clarity in
 10 terms of what our schools will look like, I think
 11 we can develop a plan to situate the boardroom,
 12 the current board room or that facility, so it's
 13 just a matter of developing a plan. And if I
 14 recall, the Board wanted to see the plan a week
 15 or two before making any decisions, I don't know
 16 if that is still in play, but what we can do now
 17 is just to look at all the configurations and see
 18 how we can plan that for the Board.

19 A lot of it would be the technical
 20 aspect, if those are, just like what we're doing
 21 with our schools, if board members are still

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1 going to be virtual while others are coming in,
 2 we just need to map out what that would look like
 3 and any mitigation strategies we need to clarify,
 4 et cetera, so we will be happy to.
 5 DR. ZARCHIN: Dr. Williams?
 6 DR. WILLIAMS: Yes, sir?
 7 DR. ZARCHIN: This is Mike Zarchin. We
 8 back in November, November 5th came up with a
 9 plan for hybrid board meetings. We can quickly
 10 go through that and revise it, get it up to date.
 11 We went as far as doing a floor plan, having
 12 Plexiglass measured for the tables. We're in
 13 good shape with that, we just need to revise it
 14 to the current expectations and protocols.
 15 DR. WILLIAMS: Sure, thank you.
 16 CHAIRWOMAN SCOTT: Thank you.
 17 Considering the lateness of the hour, Rod, could
 18 you reread your motion please?
 19 MR. MCMILLION: Sure. I move the
 20 Baltimore County Board of Education allow board
 21 members the opportunity, excuse me, the option of

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1 returning to live meetings on Tuesday,
 2 February 23rd, 2021.
 3 CHAIRWOMAN SCOTT: Okay, thank you.
 4 Dr. Hager, do you have a comment on
 5 Rod McMillion's motion?
 6 DR. HAGER: Yes. Quickly, I definitely
 7 support the motion and I have a question for
 8 either Rod or Mr. Brousaides or whoever it may be
 9 about the committee meetings and whether they
 10 would fall under this umbrella, and if not, my
 11 hope would be that we could potentially consider
 12 having the committee meetings remain virtual just
 13 because they are during the work day and many of
 14 us have day jobs, and a lot of the staff who come
 15 to those meetings, they don't necessarily work at
 16 the central office, and so if we could
 17 potentially consider keeping the committee
 18 meetings virtual just for ease of everyone
 19 involved, but definitely transitioning to a
 20 hybrid or in-person full board meetings.
 21 So would that be an amendment, something

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1 completely different that we could talk about
 2 next time, what do people think?
 3 DR. ZARCHIN: Dr. Hager, as I understand
 4 Mr. McMillion's motion, it just gives the board
 5 members the option of participating in alive
 6 meeting, so there could be some folks who decide
 7 to go over to Towson, and some who are going to
 8 phone it in.
 9 DR. HAGER: Okay. So for committee
 10 meetings and for full board meetings?
 11 DR. ZARCHIN: Correct.
 12 DR. HAGER: Okay, thank you.
 13 CHAIRWOMAN SCOTT: Thank you. And also,
 14 I wanted to check, who seconded Mr. McMillion's
 15 motion?
 16 MS. GOVER: Ms. Scott, it was
 17 Ms. Causey.
 18 CHAIRWOMAN SCOTT: Ms. Causey did, okay.
 19 Thank you. And Ms. Rowe?
 20 MS. ROWE: Yes. I just wanted to know
 21 what, how will we do from the technology

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1 standpoint some board members attending virtually
 2 and some board members attending in person?
 3 DR. WILLIAMS: So I don't know if
 4 Dr. Zarchin can pull up what he had discussed and
 5 shared, but I know the technical aspect, we just
 6 have to look at it and see to be able to answer
 7 that question, Ms. Rowe.
 8 MS. ROWE: Okay, and my other question
 9 is, will everyone in the room be required to wear
 10 masks?
 11 DR. ZARCHIN: Yes, when we did the plan
 12 in November, the expectation was that everyone in
 13 the boardroom would have to wear a mask. We also
 14 had the expectation at that time that it would
 15 just be board members and critical staff for the
 16 meeting, no speakers, they would be encouraged to
 17 watch virtually.
 18 MS. ROWE: Okay, thank you.
 19 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe.
 20 And next we have Ms. Jose.
 21 MS. JOSE: Actually he just answered my

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1 question. My question was if we would allow
 2 in-person public comments or people to come in
 3 and give comments if they had masks on, so it
 4 looks like no, and we still have the option of
 5 being virtual if board members don't want to come
 6 in, so thank you.

7 CHAIRWOMAN SCOTT: Okay, thank you for
 8 that. All right, so we could vote now on
 9 Mr. McMillion's motion. Oh, it looks like there
 10 is still a question, I'm sorry. Yes,
 11 Mr. Muhumuza, if you have a question or comment,
 12 you could state it now.

13 MR. MUHUMUZA: I will have a comment
 14 after this vote if it's okay.

15 CHAIRWOMAN SCOTT: Well, usually if
 16 there's a comment and it's regarding the motion
 17 then it's done before the vote.

18 MR. MUHUMUZA: It was not regarding this
 19 motion.

20 CHAIRWOMAN SCOTT: Okay, all right.
 21 Thank you. Ms. Henn?

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1 VICE CHAIR HENN: Thank you, Madam
 2 Chair. My question was for Dr. Zarchin and I may
 3 have missed if he said this. The timing of
 4 Mr. McMillion's motion, is that adequate time to
 5 prepare the boardroom for us to return, and I
 6 guess that's my question.

7 DR. ZARCHIN: We would be able to
 8 determine that this week. One concern that I
 9 would have and I don't have an answer for is the
 10 technology piece. I can't speak to that.

11 DR. SCRIVEN: Dr. Zarchin, we have
 12 Mr. Corns on the line and he can provide that
 13 insight. Mr. Corns?

14 MR. CORNS: Thank you, Dr. Scriven. I
 15 actually was in Greenwood today working with our
 16 colleagues at BCPS-TV and we've verified that all
 17 the technology is in place to support in-person
 18 or virtual or hybrid board meetings.

19 VICE CHAIR HENN: Great. Thank you,
 20 Mr. Corns.

21 CHAIRWOMAN SCOTT: Okay. If we're ready

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1 then, no more questions on Mr. McMillion's
 2 motion, we could go ahead, Ms. Gover, and take a
 3 vote.

4 MS. GOVER: Ms. Rowe?

5 DR. ZARCHIN: Excuse me, before the
 6 vote, and this is, I feel like this is important
 7 to share. One of the recommendations, again this
 8 is back on November 5th, was that the duration of
 9 the board meetings be kept to a maximum of three
 10 hours. We would have to work with the Department
 11 of Health to see if that was something that was
 12 still necessary.

13 CHAIRWOMAN SCOTT: Oh, okay. Was that
 14 Mr. Zarchin?

15 DR. ZARCHIN: Yes.

16 CHAIRWOMAN SCOTT: Thank you, that's a
 17 very important clarification. So that I
 18 understand, if we do vote to go back, our board
 19 meetings could ultimately only be for three
 20 hours. How would that work for a committee
 21 meeting, because I know we have building and

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1 contracts right before our board meeting, so that
 2 would be much longer than three hours.

3 DR. ZARCHIN: So again, that was a
 4 recommendation on November 5th. We can follow up
 5 with our health services unit and reach out to
 6 the Department of Health, but I just felt it was
 7 important to share that before a vote.

8 CHAIRWOMAN SCOTT: That is very
 9 important, thank you. Okay.

10 DR. WILLIAMS: Madam Chair, I just want
 11 to remind the Board, I recall the discussion,
 12 thank you, Dr. Zarchin, for raising some of the
 13 work that was done previously, but I thought the
 14 Board wanted to see the plan first before
 15 actually making a decision, you know. So I want
 16 to go back to what Ms. Henn said, the motion is
 17 for February 23rd. We need a little bit of grace
 18 time just to work out the logistics and to get
 19 just some recommendation, and then for the Board
 20 to actually see what we're proposing, we may need
 21 more time. That's all, I wanted to offer that.

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1 CHAIRWOMAN SCOTT: Okay.

2 VICE CHAIR HENN: Madam Chair?

3 CHAIRWOMAN SCOTT: Yes.

4 VICE CHAIR HENN: I would like to ask

5 Mr. McMillion if he would accept an amendment to

6 his motion, if I may? So to give the Board a

7 chance to review the plan and to allow staff the

8 chance to prepare that plan, and to give time as

9 Dr. Williams suggested, would Mr. McMillion be

10 open to amending the motion to review a plan at

11 our next meeting on the 23rd, with a return at

12 the first meeting in March? And I don't have

13 that date in front of me, but --

14 MR. BROUSAIDES: If I could interject,

15 Eric Brousaides here, if I could just interject

16 for a moment? It sounds like, Ms. Henn, you're

17 seeking to use what's sometimes termed a friendly

18 amendment, am I following you properly?

19 VICE CHAIR HENN: Yes, Mr. Brousaides.

20 MR. BROUSAIDES: And while that's often

21 used it's not actually recognized by Roberts

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1 Rules, so if there, it would need to be an actual

2 motion to amend or a variety of mechanisms to put

3 off consideration of that to get the information

4 that Dr. Williams was talking about, like

5 postponing to the next meeting, things of that

6 nature, but I just bring up the friendly

7 amendment issue at this point.

8 CHAIRWOMAN SCOTT: Thank you for that,

9 Mr. Brousaides. So Ms. Henn, are you offering an

10 amendment to Mr. McMillion's motion?

11 VICE CHAIR HENN: I was offering a

12 friendly amendment to Mr. McMillion's motion.

13 CHAIRWOMAN SCOTT: Okay, so could you

14 state what your amendment is and then we'll get a

15 vote.

16 VICE CHAIR HENN: My amendment is that

17 the Board would review the plan to return to

18 in-person meetings on February 23rd with the

19 intent to return or have the option to return to

20 in-person meetings starting with the first

21 meeting in March.

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1 MR. OFFERMAN: Second, Mr. Offerman.

2 CHAIRWOMAN SCOTT: Thank you. Okay, so

3 the amendment has been made and seconded, so now,

4 can we vote on the amendment to Mr. McMillion's

5 motion?

6 MS. CAUSEY: Madam Chair, this is

7 Ms. Causey. I have a comment to that amendment.

8 CHAIRWOMAN SCOTT: You have a comment to

9 the amendment, okay.

10 MS. CAUSEY: Yes please. So I would

11 just say that we just heard from Dr. Zarchin that

12 he has a plan, he needs to do a quick review this

13 week, and then Dr. Scriven said that the

14 technical folks were in Greenwood making those

15 arrangements. We have been talking about this

16 since I believe Mr. McMillion brought it up first

17 in August, and I'm confident that they can make

18 those arrangements that they've been planning and

19 are in place, and I think it's important for us

20 to move forward. While we're moving forward,

21 let's all move forward together.

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1 CHAIRWOMAN SCOTT: Thank you. It looks

2 like Ms. Rowe, you would like to speak to the

3 amendment?

4 MS. ROWE: Yes. So it matters to me

5 that I was prepared to support this, but it

6 matters to me that now we're deciding between

7 limiting our meeting to three hours versus having

8 some members attend in person, and we have never

9 had only a three-hour meeting, so I don't think

10 shortening our overall work is appropriate, so I

11 just can't support any of this at this time.

12 CHAIRWOMAN SCOTT: Okay. All right. So

13 may we take a vote on the amendment?

14 MR. MCMILLION: Madam Chair, I have

15 another comment to make, this was in the chat.

16 CHAIRWOMAN SCOTT: Oh, sorry,

17 Mr. McMillion, please go ahead.

18 MR. MCMILLION: If I'm not mistaken,

19 originally when we voted on this, and I'm not

20 implying that people can't change their votes,

21 but there were four people in favor, if I'm not

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1 mistaken, four people in favor, six said no, and
 2 two were waiting for more information, but that
 3 was months and months ago go. Thank you.
 4 CHAIRWOMAN SCOTT: Thank you,
 5 Mr. McMillion. All right. So again, if we could
 6 vote on the amendment, Ms. Gover?
 7 MS. GOVER: Ms. Rowe?
 8 MS. ROWE: No.
 9 MS. GOVER: Ms. Causey?
 10 MS. CAUSEY: Yes.
 11 MS. GOVER: Ms. Mack?
 12 MS. MACK: Yes.
 13 MS. GOVER: Mr. McMillion?
 14 MR. MCMILLION: Yes.
 15 MS. GOVER: Ms. Jose?
 16 MS. JOSE: Yes.
 17 MS. GOVER: Ms. Henn?
 18 VICE CHAIR HENN: Yes.
 19 MS. GOVER: Mr. Muhumuza?
 20 MR. MUHUMUZA: Yes.
 21 MS. GOVER: Mr. Offerman?

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1 MR. OFFERMAN: Yes.
 2 MS. GOVER: Ms. Pasteur?
 3 MS. PASTEUR: Yes.
 4 MS. GOVER: MR. Kuehn?
 5 MR. KUEHN: Yes.
 6 MS. GOVER: Dr. Hager?
 7 DR. HAGER: Yes.
 8 MS. GOVER: Ms. Scott?
 9 CHAIRWOMAN SCOTT: Yes.
 10 MS. GOVER: Thank you.
 11 CHAIRWOMAN SCOTT: Okay, that's in favor
 12 of the amendment, so now if we could vote on the
 13 motion itself as amended.
 14 MS. GOVER: Ms. Rowe?
 15 MS. ROWE: No.
 16 MS. GOVER: Ms. Causey?
 17 MS. CAUSEY: Yes.
 18 MS. GOVER: Ms. Mack?
 19 MS. MACK: Yes.
 20 MS. GOVER: Mr. McMillion?
 21 MR. MCMILLION: Yes.

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1 MS. GOVER: Ms. Jose?
 2 MS. JOSE: Yes.
 3 MS. GOVER: Ms. Henn?
 4 VICE CHAIR HENN: Yes.
 5 MS. GOVER: Mr. Muhumuza?
 6 MR. MUHUMUZA: Yes.
 7 MS. GOVER: Mr. Offerman?
 8 MR. OFFERMAN: Yes.
 9 MS. GOVER: Ms. Pasteur?
 10 MS. PASTEUR: Yes.
 11 MS. GOVER: Mr. Kuehn?
 12 MR. KUEHN: Yes.
 13 MS. GOVER: Dr. Hager?
 14 DR. HAGER: Yes.
 15 MS. GOVER: Ms. Scott?
 16 CHAIRWOMAN SCOTT: Yes.
 17 MS. GOVER: Thank you.
 18 CHAIRWOMAN SCOTT: Thank you, okay. So
 19 moving on -- oh, sorry, Mr. Muhumuza, you said
 20 you had a question?
 21 MR. MUHUMUZA: Yeah, I had like a

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1 motion, since the Board voted earlier to include
 2 another work session and since it is very late,
 3 is it appropriate to postpone Item M, unfinished
 4 business, work session on the proposed operating
 5 budget?
 6 CHAIRWOMAN SCOTT: Yes, that is
 7 appropriate.
 8 MR. MUHUMUZA: Oh, and -- sorry, Item M
 9 and N, so that includes the board member comments
 10 then, then we can look at the rest of it.
 11 CHAIRWOMAN SCOTT: Okay, so could you
 12 restate your motion?
 13 MR. MUHUMUZA: Yes. I move to table
 14 Items M and N, unfinished business, work session,
 15 and board member comments.
 16 MR. OFFERMAN: I second, Offerman.
 17 CHAIRWOMAN SCOTT: Okay, thank you. And
 18 if we could take a vote on that please?
 19 MS. CAUSEY: Madam Chair --
 20 CHAIRWOMAN SCOTT: I'm sorry, I heard
 21 two voices.

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1 MS. GOVER: Ms. Scott, this is Tracy. I
 2 just wanted to clarify. The first motion was to
 3 postpone the item, so that is the one that's on
 4 the table, not table the items.
 5 CHAIRWOMAN SCOTT: Oh, postpone.
 6 MS. GOVER: Postpone is appropriate, so
 7 thank you.
 8 MR. MUHUMUZA: So postpone, sorry.
 9 CHAIRWOMAN SCOTT: Okay, got it, and was
 10 that Ms. Causey I heard?
 11 MS. CAUSEY: Yes, Madam Chair.
 12 CHAIRWOMAN SCOTT: Okay, yes?
 13 MS. CAUSEY: So while I understand its
 14 11 o'clock, we do have the presentation that
 15 Dr. Williams put in to the BoardDocs just
 16 recently and I think it would be helpful to hear
 17 that. I did have a motion that was going to be
 18 short and I believe sweet and agreeable, and I
 19 had wanted to do it at the prior meeting, so I
 20 would just like to consider us hearing the
 21 presentation from the superintendent and I would

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1 just like to make one motion.
 2 MS. JOSE: Point of order. There is a
 3 motion on the floor right now to postpone.
 4 MS. CAUSEY: Yes, I understand that, I'm
 5 just saying --
 6 MS. JOSE: The motion to postpone takes
 7 precedent.
 8 MS. CAUSEY: I understand. I'm saying I
 9 don't support postponement because Dr. Williams
 10 and staff has --
 11 CHAIRWOMAN SCOTT: All right, yes, got
 12 it. So, does anyone else have any comments or
 13 any questions on the motion that Mr. Muhumuza
 14 made? Okay.
 15 VICE CHAIR HENN: Madam Chair, just to
 16 clarify, the motion was to postpone Items M, N,
 17 and does it also include O?
 18 MR. MUHUMUZA: No, just M and N.
 19 VICE CHAIR HENN: Just M and N. Thank
 20 you for that clarification.
 21 CHAIRWOMAN SCOTT: Anything else? All

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1 right, so if we could vote on that, Ms. Gover?
 2 MS. GOVER: Ms. Scott, I'm sorry. Could
 3 I get clarification, was there a time to postpone
 4 it to?
 5 MR. MUHUMUZA: The next work session,
 6 which is the 16th, I believe.
 7 MS. GOVER: Thank you. Ms. Rowe?
 8 MS. ROWE: No.
 9 MS. GOVER: Ms. Causey?
 10 MS. CAUSEY: No.
 11 MS. GOVER: Ms. Mack?
 12 MS. MACK: No.
 13 MS. GOVER: Mr. McMillion?
 14 MR. MCMILLION: No.
 15 MS. GOVER: Ms. Jose?
 16 MS. JOSE: Yes.
 17 MS. GOVER: Ms. Henn?
 18 VICE CHAIR HENN: Yes.
 19 MS. GOVER: Mr. Muhumuza?
 20 MR. MUHUMUZA: Yes.
 21 MS. GOVER: Mr. Offerman?

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1 MR. OFFERMAN: Yes.
 2 MS. GOVER: Ms. Pasteur?
 3 MS. PASTEUR: Yes.
 4 MS. GOVER: Mr. Kuehn?
 5 MR. KUEHN: Yes.
 6 MS. GOVER: Dr. Hager?
 7 DR. HAGER: Yes.
 8 MS. GOVER: Ms. Scott?
 9 CHAIRWOMAN SCOTT: Yes. Sorry, I was on
 10 mute, yes.
 11 MS. GOVER: In favor is eight.
 12 CHAIRWOMAN SCOTT: Okay, thank you for
 13 that. All right. So then, moving ahead then,
 14 the next item on the agenda is consideration of
 15 agenda items for future board meetings, and we'll
 16 go around and start with Ms. Rowe.
 17 MS. ROWE: I have nothing right now.
 18 CHAIRWOMAN SCOTT: Okay, thank you.
 19 Ms. Causey?
 20 MS. CAUSEY: Thank you, Madam Chair, I'm
 21 going to ask again for an analysis of the

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1 students counts projection in a long-term
 2 fashion. This has been requested multiple times
 3 going back to Ms. Mack, I believe six or eight
 4 months ago. It's also a critical issue currently
 5 with the MYIPAS still ongoing, and while Mr.
 6 Mills from Cannon Design offered to do it for an
 7 additional fee, we have a very highly trained and
 8 competent Division of Research, Accountability
 9 and Assessment who has prepared the student
 10 counts book for years, and it's really just a
 11 matter of addition, subtraction and division to
 12 find out the accuracy of the projections moving
 13 out from one year to five years to ten years, so
 14 that the Board and the community can understand
 15 the basis, the accuracy of the basis of the
 16 construction plan.

17 CHAIRWOMAN SCOTT: Okay, thank you for
 18 that. Next is Ms. Mack.

19 MS. MACK: Yes. I'd just like to
 20 formally request that any of the deliverables
 21 included on the Board goals document be plugged

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1 into the appropriate board meeting schedule.
 2 Thank you.

3 CHAIRWOMAN SCOTT: Thank you.
 4 Mr. McMillion?

5 MR. MCMILLION: Can we please make sure
 6 that the coaches and athletic directors have the
 7 required PPE prior to Saturday? Thank you.

8 CHAIRWOMAN SCOTT: Okay. Ms. Jose?

9 MS. JOSE: None at this moment, thank
 10 you, Ms. Scott. Good night.

11 CHAIRWOMAN SCOTT: Thank you. Ms. Henn?

12 VICE CHAIR HENN: Yes. I would like to
 13 request a presentation on staffing and a
 14 two-to-three-year plan for staffing, thank you.

15 CHAIRWOMAN SCOTT: Thank you, Ms. Henn.
 16 Mr. Muhumuza?

17 MR. MUHUMUZA: I have no suggestions at
 18 this time, just thank you for a great meeting and
 19 your patience. Good night.

20 CHAIRWOMAN SCOTT: Thank you.
 21 Mr. Offerman?

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1 MR. OFFERMAN: Nothing at this time.
 2 CHAIRWOMAN SCOTT: Thank you,
 3 Mr. Offerman.

4 MS. PASTEUR: No thank you.
 5 CHAIRWOMAN SCOTT: All right.
 6 Mr. Kuehn?

7 MR. KUEHN: All right, I've got two
 8 items. I've said it before, I think we need to
 9 talk about AP tests across the entire enterprise
 10 to make sure we fully understand who has access
 11 to these classes and these tests.

12 And the other thing that I want to bring
 13 up for an item is something that peaked my
 14 interest from our last discussion. There was
 15 discussion of equipment that we spend money on
 16 every year and a 20-year performance contract at
 17 a total of \$6.6 million for equipment. No
 18 further information was shared and I would like
 19 us to delve into that to fully understand it.
 20 Perhaps we can add it to building and contracts
 21 at some point. Thank you.

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1 CHAIRWOMAN SCOTT: Thank you. Next we
 2 have Dr. Hager.

3 DR. HAGER: I have nothing to add.

4 CHAIRWOMAN SCOTT: Thank you, Dr. Hager.
 5 And last is me, and I also do not have anything
 6 to add either.

7 So I wanted to get clarification before
 8 adjourning, because our next board meeting that
 9 will be held virtually is Tuesday, February 23rd,
 10 2021 at 6:30 p.m., but we are having going to
 11 have a work session on the 16th, and I just
 12 wanted to get clarification on that, and I guess
 13 Ms. Gover, did we get a time for that, or is that
 14 going to be at 6:30 as well?

15 MS. GOVER: That will be at 6:30.

16 CHAIRWOMAN SCOTT: Okay. So then, we
 17 will have a work session on the 16th at 6:30 and
 18 the Board's next meeting will be held virtually
 19 on Tuesday, February 23rd, 2021, at 6:30 p.m.
 20 also.

21 So thank you everyone for joining us

1 tonight, and the meeting is now adjourned.
 2 (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 19th day of February, 2021.
 14
 15
 16 _____
 17 Paul A. Gasparotti
 18
 19
 20
 21

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