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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
REMOTE VIA BCPS LIVESTREAM
AND MICROSOFT TEAMS

FEBRUARY 23, 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 is

3 Chairwoman Makeda Scott. I now call to order the

4 meeting of the Board of Education of Baltimore

5 County for Tuesday, February 23rd, 2021.

6 I invite you to recite the Pledge of

7 Allegiance to the Flag. We will then have a

8 moment of silence in recognition of those who

9 have served education in Baltimore County.

10 Mr. Muhumuza, would you please lead us in the

11 Pledge of Allegiance?

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

13 (Pledge of Allegiance.)

14 (Moment of silence.)

15 **CHAIRWOMAN SCOTT:** Thank you,

16 Mr. Muhumuza. Baltimore County Public Schools

17 and offices are currently closed to the public in

18 order to maintain the health and safety of our

19 students and staff. In accordance with the Board

20 of Education's amended resolution approved at the

21 October 13th, 2020 board meeting, in the event of

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1 **I N D E X**

2 Call to Order. 4

3 Pledge of Allegiance/Moment of Silence 4

4 Consideration of the Agenda. 7

5 New Business, Personnel Matters.18

6 Public Comment (statement by chair).20

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10 Unfinished Business, In-Person Board

11 Meetings. 176

12 Unfinished Business, Fiscal Year 2022

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14 Announcements. 257

15 Adjournment. 258

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1 a medical or health emergency related to

2 COVID-19, the board chair in consultation with

3 the vice chair and the superintendent may declare

4 that a board meeting or a board committee meeting

5 be held remotely without the physical presence of

6 board members, or in a hybrid manner with only

7 some individual board members participating

8 remotely, subject to the establishment of a

9 mechanism that would allow each board member the

10 opportunity to fully participate in the meeting

11 despite not being physically present, and that

12 would allow the public to also remotely attend

13 those portions of the meeting that are open

14 pursuant to the Maryland Open Meetings Act by

15 being able to listen and/or view those portions

16 of the meeting.

17 As a result, tonight's Board of

18 Education meeting is being held virtually and

19 broadcasted through Microsoft Teams Live. In

20 order to efficiently conduct this meeting, all

21 voting items this evening will be done by

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1 rollcall vote. Board members will say their
 2 names while making and seconding a motion as
 3 applicable, as well as when requesting discussion
 4 on an agenda item.

5 Earlier this evening the Board met in
 6 closed session pursuant to the Open Meetings Act
 7 for the following reasons. To, one, discuss the
 8 appointment, employment, assignment, promotion,
 9 discipline, demotion, compensation, removal,
 10 resignation or performance evaluation of
 11 appointees, employees or officials over whom it
 12 has jurisdiction, or any other personnel matter
 13 that affects one or more specific individuals;
 14 seven, consult with counsel to obtain legal
 15 advice; eight, consult with staff, consultants or
 16 other individuals about pending or potential
 17 litigation; and nine, conduct collective
 18 bargaining negotiations or consider matters that
 19 relate to the negotiations.

20 The minutes of the closed session and
 21 informal summary can be found on BoardDocs under

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1 this board meeting agenda date.

2 The next item -- I'm sorry, I think I'm
 3 missing something here. Okay, I apologize for
 4 that. The first item on the agenda is the
 5 consideration of the February 23rd agenda.
 6 Dr. Williams, are there any additions or changes
 7 to tonight's agenda?

8 DR. WILLIAMS: Madam Chairperson, I
 9 believe there is one. I will turn it over to
 10 Ms. Jose.

11 MS. JOSE: Thank you, Dr. Williams,
 12 Ms. Scott, I do have an addition to tonight's
 13 agenda. I move to add an agenda item, new
 14 business, contract awards, MBU-527-19, broker
 15 services, to tonight's agenda, and be placed
 16 after Item G, action taken in closed session, on
 17 the agenda.

18 CHAIRWOMAN SCOTT: Thank you for that,
 19 Ms. Jose. Is there a second?

20 MR. OFFERMAN: Second, Offerman.

21 CHAIRWOMAN SCOTT: Okay. Ms. Gover, may

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1 I have a rollcall vote please for Ms. Jose's
 2 addition to the agenda? Oh, excuse me, it looks
 3 like there's a question from Ms. Causey.

4 MS. CAUSEY: So Madam Chair, I'm just
 5 curious what is this contract about, was the
 6 Board given any prior notice of a document
 7 related to this?

8 MS. JOSE: Ms. Scott, if I may answer
 9 that?

10 CHAIRWOMAN SCOTT: Yes, please.

11 MS. JOSE: After conversation with the
 12 board chair, Dr. Williams and Dr. Scriven, this
 13 emergency contract is being brought to the full
 14 board for discussion and approval. The contract
 15 is required for the Affordable Care Act, the ACA
 16 filing that's required by IRS for our employees,
 17 and more details will be discussed during the
 18 agenda item. This was brought forward after the
 19 agenda was published, it was just one contract,
 20 so after speaking with the board chair we decided
 21 to add it to the agenda. So, I don't know if

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1 that answers your question.

2 MS. CAUSEY: Thank you, so there will be
 3 a document attached to BoardDocs that we can
 4 review?

5 MS. JOSE: Ms. Gover, if you could
 6 verify that, or Mr. Sarris?

7 MS. GOVER: Yes, as soon as it is
 8 approved for the agenda, it will be added.

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

10 CHAIRWOMAN SCOTT: Thank you. Were
 11 there any other questions related to Ms. Jose's
 12 motion to add to the agenda? Okay. Ms. Gover,
 13 if we could do a rollcall vote please?

14 MS. GOVER: Ms. Rowe?

15 MS. ROWE: Yes.

16 MS. GOVER: Ms. Causey?

17 MS. CAUSEY: Yes.

18 MS. GOVER: Ms. Mack?

19 MS. MACK: No.

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: No.
 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: In favor is ten, opposed is
 18 two.
 19 CHAIRWOMAN SCOTT: Thank you, and
 20 Ms. Jose, could you please put that motion in the
 21 chat so that we can view that properly please?

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1 MS. JOSE: Yes, I will, thank you.
 2 CHAIRWOMAN SCOTT: Thank you. Now I did
 3 need to move on. Mr. McMillion, you had a point
 4 of inquiry?
 5 MR. MCMILLION: Yes please. I would
 6 like Mr. Brousaides or somebody to answer my
 7 question. I want to discuss the academic
 8 athletic eligibility again, but do I make a
 9 motion to get that on or can I go under the
 10 reopening plan? Considering we did talk about it
 11 before, I consider it unfinished business.
 12 DR. WILLIAMS: Thank you, Madam Chair,
 13 this is Darryl Williams. I think we can put that
 14 under the reopening since that was brought up in
 15 our reopening plan, if that's okay with
 16 Mr. McMillion.
 17 MR. MCMILLION: Yes, definitely, thank
 18 you.
 19 CHAIRWOMAN SCOTT: Okay, thank you. So
 20 does that need to be a motion to add or is it
 21 something that can just be put in?

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1 DR. WILLIAMS: We could, it could be a
 2 apart of our update to the reopening.
 3 CHAIRWOMAN SCOTT: Okay, great. Thank
 4 you for that.
 5 MR. MCMILLION: Thank you.
 6 CHAIRWOMAN SCOTT: Okay. Are there any
 7 additional changes to tonight's agenda?
 8 MS. CAUSEY: Madam Chair, this is
 9 Ms. Causey.
 10 CHAIRWOMAN SCOTT: Yes, Ms. Causey?
 11 MS. CAUSEY: I would like to make a
 12 motion that this evening board members will
 13 receive five minutes to comment on each agenda
 14 item.
 15 MS. MACK: Second, Mack.
 16 CHAIRWOMAN SCOTT: Okay. Again,
 17 Ms. Causey, if you could put that in the chat and
 18 we can speak, we can -- any questions in regards
 19 to that motion.
 20 MS. ROWE: Madam Chair, this is Lily
 21 Rowe.

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1 CHAIRWOMAN SCOTT: Yes, Ms. Rowe.
 2 MS. ROWE: Can we ask the
 3 parliamentarian to determine whether this is a
 4 rules suspension and therefore it requires
 5 two-thirds to pass the motion?
 6 CHAIRWOMAN SCOTT: Mr. Brousaides?
 7 MR. BROUSAIDES: Yes, this would be a
 8 rules suspension and that would require
 9 two-thirds, I believe, but let me double check.
 10 CHAIRWOMAN SCOTT: Okay.
 11 MR. BROUSAIDES: Yes, two-thirds.
 12 CHAIRWOMAN SCOTT: So it would require
 13 two-thirds, okay. Yes, Ms. Causey would like to
 14 speak to her motion. Please go ahead.
 15 MS. CAUSEY: Thank you, Madam Chair.
 16 Tonight we're addressing two very vital and
 17 tremendous issues, the \$1.8 billion operating
 18 budget as well as reopening, which we are in the
 19 midst of, so I think it would be prudent to allow
 20 the time that's needed to address these fully.
 21 Thank you.

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1 CHAIRWOMAN SCOTT: Thank you for that.
 2 Any additional discussion? Okay. I would just
 3 like -- it looks like we have a question from
 4 Josh Muhumuza. Yes, Josh?
 5 MR. MUHUMUZA: Yeah, not a question, a
 6 comment. Although I would welcome discussion, a
 7 discussion on what is the appropriate amount of
 8 time board members should be having, I just feel
 9 some type of way of us changing the rules at the
 10 beginning of the meeting, I think there should be
 11 a conversation or some type of administrative
 12 function where we can revisit the minutes each
 13 board member's given. I don't think we should be
 14 changing them right now when board members have
 15 already prepared for the two minutes, knowing the
 16 two minutes, so thank you.
 17 CHAIRWOMAN SCOTT: Thank you for that,
 18 Mr. Muhumuza. Any additional questions? Since
 19 we do have a lot to get to and I want to make
 20 sure that we stay on time, because of that, given
 21 that, I would not be in favor of suspending the

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1 rules, I think that it should remain at two
 2 minutes. I think that members should be able to
 3 speak in a succinct, clear and direct manner and
 4 say what needs to be said and express themselves
 5 in two minutes. There's 12 members and if
 6 everyone speaks on and on, then we aren't as
 7 productive as we can be, so I think that it's
 8 imperative that we stick to our time limit, we're
 9 clear and concise and direct, and we have a well
 10 functioning and organized meeting.
 11 Are there any additional questions or
 12 anything else I before we take the vote? Okay.
 13 So Ms. Causey has made a motion to move that
 14 board members have five minutes to address each
 15 agenda item instead of two, and it was seconded I
 16 believe by Ms. Mack, is that correct?
 17 MS. MACK: Yes, that's correct.
 18 CHAIRWOMAN SCOTT: Okay, thank you.
 19 Ms. Gover, may we take a rollcall vote please?
 20 MS. GOVER: Ms. Rowe?
 21 MS. ROWE: No.

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

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1 CHAIRWOMAN SCOTT: No.
 2 MS. GOVER: Favor is five, opposed is
 3 seven.
 4 CHAIRWOMAN SCOTT: Okay, all right,
 5 thank you for that, so the agenda stands as
 6 changed. And now in accordance with Board Policy
 7 8314, a majority vote of the Board is required to
 8 add or remove an item from the agenda, so the
 9 revised agenda is approved.
 10 Earlier this evening the Board met in
 11 closed session pursuant to the Open Meetings Act
 12 for the following reasons. To, one, discuss the
 13 appointment, employment, assignment, promotion,
 14 discipline, demotion, compensation, removal,
 15 resignation or performance evaluation of
 16 appointees, employees or officials over whom it
 17 has jurisdiction, or any other personnel matter
 18 that affects one or more specific individuals;
 19 seven, consult with counsel to obtain legal
 20 advice; eight, consult with staff, consultants or
 21 other individuals about pending or potential

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1 litigation; and nine, conduct collective
 2 bargaining negotiations or consider matters that
 3 relate to the negotiation. The minutes of the
 4 closed session and informal summary can be found
 5 on BoardDocs under this board meeting agenda
 6 date.
 7 And now moving on here, the next item on
 8 the agenda is personnel matters, and for that I
 9 call on Ms. Lowry.
 10 MS. LOWRY: Good evening, Chairwoman
 11 Scott, Vice Chairwoman Henn and Superintendent
 12 Williams and members of the Board. I would like
 13 the Board's consent for the following personnel
 14 matters: Retirements, resignations, recognition
 15 of service, deceased.
 16 CHAIRWOMAN SCOTT: Thank you, Ms. Lowry.
 17 Do I have a motion to approve the personnel
 18 matters as presented in Exhibits D-1 through D-3?
 19 MS. MACK: So moved, Mack.
 20 CHAIRWOMAN SCOTT: Do I have a second?
 21 MS. PASTEUR: Second, Pasteur.

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1 CHAIRWOMAN SCOTT: Thank you. Any
 2 discussion? Hearing none, may I have a rollcall
 3 vote please, Ms. Gover?
 4 MS. GOVER: Ms. Rowe?
 5 MS. ROWE: Yes.
 6 MS. GOVER: Ms. Causey? Ms. Causey?
 7 MS. CAUSEY: Abstain.
 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: Yes.
 14 MS. GOVER: Ms. Henn?
 15 VICE CHAIR HENN: Yes.
 16 MS. GOVER: Mr. Muhumuza?
 17 MR. MUHUMUZA: Yes.
 18 MS. GOVER: Mr. Offerman?
 19 MR. OFFERMAN: Yes.
 20 MS. GOVER: Ms. Pasteur?
 21 MS. PASTEUR: Yes.

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1 MS. GOVER: Mr. Kuehn?
 2 MR. KUEHN: Yes.
 3 MS. GOVER: Dr. Hager?
 4 DR. HAGER: Yes.
 5 MS. GOVER: Ms. Scott?
 6 CHAIRWOMAN SCOTT: Yes.
 7 MS. GOVER: Favor is 11, abstention one.
 8 CHAIRWOMAN SCOTT: Thank you. The
 9 motion carries.
 10 MS. LOWRY: Thank you.
 11 CHAIRWOMAN SCOTT: Okay. The next item
 12 is public comment. The members of the Board
 13 appreciate hearing from interested citizens. As
 14 appropriate, we will refer your concerns to the
 15 superintendent for followup by his staff. The
 16 Board is currently accepting written public
 17 comments. The Board discourages comments on
 18 specific student or employee matters, comment on
 19 matters that do not related to public education
 20 in Baltimore County and inappropriate personal
 21 remarks.

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1 A school system is committed to
 2 accessible communication with its stakeholders.
 3 Comments from stakeholder groups and other
 4 members of the public may be emailed to
 5 boe@mybcps.info. The Board reserves the right to
 6 disseminate public comments through BoardDocs as
 7 long as, one, submitters specifically request
 8 their comments be published as part of the public
 9 record; two, the comments adhere to the Board's
 10 stated guidelines; three, the comments include
 11 the name of the submitter; and four, the comments
 12 have been received before 11:59 p.m. on the
 13 Monday before the board meeting.
 14 Yes, Ms. Causey, it looks like you had a
 15 question?
 16 MS. CAUSEY: Thank you, Madam Chair, and
 17 good evening. I had a question. When is the
 18 Board going to be able to return to have comments
 19 in the meeting where we have, our stakeholders
 20 have the opportunity to provide comment in the
 21 meeting, and also the ten public speakers that we

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1 typically have?

2 CHAIRWOMAN SCOTT: I believe that's

3 something that the system will be speaking to

4 later in the agenda. Dr. Williams, correct me if

5 I'm wrong.

6 DR. WILLIAMS: Yes, Chairwoman Scott, we

7 will provide a quick update. Part of the agenda

8 is recommendation for in-person board meetings

9 and so we will provide some insights at that

10 time. Thank you.

11 CHAIRWOMAN SCOTT: Thank you very enough

12 for that, and thank you, Ms. Causey.

13 MS. CAUSEY: Yes, thank you.

14 CHAIRWOMAN SCOTT: So it looks like the

15 next item on the agenda is action taken in closed

16 session, and for that I call on Mr. Brousaides.

17 MR. BROUSAIDES: Good afternoon,

18 Ms. Scott. As you know, earlier this evening the

19 Board met in closed session in its quasi-judicial

20 capacity to hear a confidential student matter in

21 appeal number HE 21-07. Now would be an

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1 appropriate time for the Board to vote to approve

2 the action taken in closed session.

3 CHAIRWOMAN SCOTT: Thank you,

4 Mr. Brousaides. May I have a motion to approve

5 the action taken in closed session and authorize

6 Ms. Gover to sign the order on behalf of the

7 Board?

8 MS. MACK: So moved, Mack.

9 CHAIRWOMAN SCOTT: Is there a second?

10 MR. MCMILLION: I'll second.

11 MS. ROWE: Second, Rowe.

12 CHAIRWOMAN SCOTT: I heard a couple

13 seconds there. Any discussion? Okay, Ms. Gover,

14 may I have a rollcall vote please?

15 MS. GOVER: Can we confirm the second

16 please?

17 CHAIRWOMAN SCOTT: Yes please. Who was

18 the first second?

19 MR. MCMILLION: I might have been, Rod

20 McMillion.

21 CHAIRWOMAN SCOTT: Okay, thank you,

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1 Mr. McMillion.

2 MS. GOVER: Thank you. Ms. Rowe?

3 MS. ROWE: Yes.

4 MS. GOVER: Ms. Causey?

5 MS. CAUSEY: I abstain on that, thank

6 you.

7 MS. GOVER: Ms. Mack?

8 MS. MACK: Yes.

9 MS. GOVER: Mr. McMillion?

10 MR. MCMILLION: Yes.

11 MS. GOVER: Ms. Jose?

12 MS. JOSE: Yes.

13 MS. GOVER: Ms. Henn?

14 VICE CHAIR HENN: Yes.

15 MS. GOVER: Mr. Muhumuza?

16 MR. MUHUMUZA: Yes.

17 MS. GOVER: Mr. Offerman?

18 MR. OFFERMAN: Yes.

19 MS. GOVER: Ms. Pasteur?

20 MS. PASTEUR: Yes.

21 MS. GOVER: Mr. Kuehn?

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1 MR. KUEHN: Yes.

2 MS. GOVER: Dr. Hager?

3 DR. HAGER: Abstain.

4 MS. GOVER: Ms. Scott?

5 CHAIRWOMAN SCOTT: Yes.

6 MS. GOVER: Favor is ten, abstention is

7 two.

8 CHAIRWOMAN SCOTT: Thank you, the motion

9 carries. Okay.

10 The next item on the agenda is the

11 reopening of schools, and for that I call on

12 Dr. Williams.

13 MS. GOVER: Ms. Scott?

14 CHAIRWOMAN SCOTT: Oh yes?

15 MS. GOVER: Excuse me. We added new

16 business, contract award, that would go first.

17 CHAIRWOMAN SCOTT: Oh, okay.

18 MS. GOVER: And that information has

19 been uploaded to BoardDocs.

20 CHAIRWOMAN SCOTT: Thank you, I just

21 have to recycle here so that I can look at --

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1 okay. Yes, so it looks like the next, Item G in
 2 is the new business, contract award.
 3 DR. SCRIVEN: Mr. Sarris?
 4 MR. SARRIS: Yes, this is George Sarris,
 5 and we have a contract modification of an
 6 existing contract MBU-527-19, for broker
 7 services. This contract modification will
 8 provide for an expansion of broker services to
 9 include preparation of federal reporting required
 10 by the Affordable Care Act.
 11 Approval is requested to increase
 12 contract spending by \$85,000, with one awarded
 13 vendor approved by the Board in August 2019.
 14 CHAIRWOMAN SCOTT: Okay. Thank you for
 15 that, Mr. Sarris. Are there any questions
 16 regarding this contract?
 17 MS. JOSE: Ms. Scott, I have a question.
 18 CHAIRWOMAN SCOTT: Yes, I'm sorry, who
 19 was that?
 20 MS. JOSE: Ms. Jose.
 21 CHAIRWOMAN SCOTT: Ms. Jose, yes.

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1 Please go ahead, Ms. Jose.
 2 MS. JOSE: Mr. Sarris, this contract
 3 that's required for your ACA filings, this is
 4 something that BCPS could have done but because
 5 of all the resources, like you mentioned being
 6 diverted towards W-2s, this is something you need
 7 help with and there is a time limit for this,
 8 right, it's a time sensitive contract?
 9 MR. SARRIS: That's correct. We would
 10 normally be doing this ourselves but given that
 11 we are still working on the recovery and
 12 restoration of our ERP system and in the
 13 immediate present we're still finalizing all of
 14 our work on W-2s, which probably will continue
 15 through this week, and so because that project
 16 has taken all of our resources, we have proposed,
 17 we have solicited a proposal from an existing
 18 vendor to process, to both file the reports
 19 required with the IRS, as well as issuing the
 20 individual employee notifications, the 1095 forms
 21 verifying that the employees have been provided

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1 health care as required by the Affordable Care
 2 Act.
 3 MS. JOSE: Okay, thank you, Mr. Sarris.
 4 So this is required for all BCPS employees for
 5 their IRS tax filing?
 6 MR. SARRIS: Yes.
 7 MS. JOSE: All right, thank you.
 8 CHAIRWOMAN SCOTT: Thank you, Ms. Jose.
 9 It looks like we have a question from Mr. Kuehn.
 10 Mr. Kuehn?
 11 MR. KUEHN: Thank you, Ms. Scott.
 12 Mr. Sarris, I was just going to ask, what does
 13 this broker or this service provider normally do
 14 every year?
 15 MR. SARRIS: So this provider brokers
 16 the life insurance policy that the Board provides
 17 for every employee, as well as the various life
 18 insurance, additional option life insurance
 19 policies for both employees and retirees. They
 20 also have worked, they work directly with
 21 Baltimore County government on brokering and

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1 assisting in the management of the health care
 2 program for county government, which of course is
 3 the same health care program that BCPS employees
 4 access, and so for that reason in particular,
 5 they have a lot of expertise in the health care
 6 field and in this case with the associated
 7 filings under affordable care, and that made them
 8 well positioned to help us in this unusual
 9 circumstance.
 10 MR. KUEHN: Okay. And the expectation
 11 based on the description that I'm seeing here is
 12 that they will produce the 1095, IRS Form 1095
 13 with all the information for each employee, and
 14 is this saying that this will be completed by
 15 April 1st?
 16 MR. SARRIS: Yes. The typical deadline
 17 for this is March 1st and we have applied for an
 18 extension for filing the W-2s, as we've informed
 19 the Board and the public. And that extension if
 20 granted would also move this deadline from
 21 March 1 to April 1.

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1 MR. KUEHN: Okay, and is this going to
 2 be mailed or is it going to be available on line,
 3 or both to our employees?
 4 MR. SARRIS: We have always mailed these
 5 directly to employees. I doubt that it will be
 6 on line because I don't believe we've fully
 7 recovered the features of the employee self
 8 service system, but I am not sure of that.
 9 MR. KUEHN: Okay. Thanks.
 10 MR. SARRIS: You're welcome.
 11 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.
 12 Next we have Ms. Causey.
 13 MS. CAUSEY: Thank you, Madam Chair.
 14 Good evening, Mr. Sarris. So, is this contract
 15 being brought to us because although we have a
 16 contract, this is a modification of that
 17 contract?
 18 MR. SARRIS: Correct, it modifies both
 19 the scope and the amount of the contract, because
 20 although we have an informal relationship with
 21 this company in our work with county government

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1 on coordinating health care, our only official
 2 relationship is for the life insurance brokerage,
 3 and so we are asking to amend the contract by the
 4 amount of 85,000, as well as to include the ACA
 5 reporting and 1095 statements under this amended
 6 scope of work and contract.
 7 MS. CAUSEY: Okay, thank you. And I
 8 know that that was a finding in the legislative
 9 audit, so I appreciate the work and the
 10 corrective action that's being taken.
 11 I do just have one other question
 12 because it was recommended that we amend policies
 13 and procedures to establish specific criteria for
 14 contract modifications, and I wonder if your
 15 office was contributing to that in order to have
 16 a more formal process?
 17 MR. SARRIS: Yes, we are, we've modified
 18 our procedures accordingly, and this is an
 19 example of that effort.
 20 MS. CAUSEY: Thank you. And the final
 21 question is if it's related to the ransomware

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1 attack, can this additional spending be submitted
 2 for reimbursement from cyber insurance?
 3 MR. SARRIS: Yes, we will add this to
 4 the regular report that we make to the Board on
 5 the total costs of ransomware and we will, the
 6 costs, the remaining cost that were not provided
 7 by the previously approved vendors will be paid
 8 by BCPS, and then we'll submit those for
 9 consideration for the remaining portion of our
 10 policy coverage.
 11 MS. CAUSEY: Thank you, and I appreciate
 12 all the extra effort because this ransomware
 13 attack was just really catastrophic, as the
 14 superintendent has said, so thank you very much.
 15 MR. SARRIS: You're welcome.
 16 CHAIRWOMAN SCOTT: Thank you,
 17 Ms. Causey. Next we have Ms. Mack.
 18 MS. MACK: Yes. Good evening,
 19 Mr. Sarris. Mr. Sarris, the Board has received
 20 numerous emails from employees who have not been
 21 able to access their health benefits although the

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1 payments for those benefits are coming out of
 2 their paycheck. Will those issues be resolved
 3 before this broker can begin to produce the 1095s
 4 required by the Affordable Care Act? What will
 5 they be certifying, that the employee has, that
 6 the employee is paying for insurance, that the
 7 employee is accessing insurance, that the
 8 employee has signed up for insurance, what will
 9 they be certifying?
 10 MR. SARRIS: So the critical component
 11 here is that under the Affordable Care Act,
 12 employers of our size must provide or must offer
 13 health insurance to 95 percent of employees or be
 14 penalized, and so what we're doing here is
 15 twofold. We are filing the certification with
 16 the IRS to indicate that we meet that 95 percent
 17 threshold or exceed it, and then we provide
 18 separate notices to employees by which we are
 19 telling them that these benefits were provided.
 20 And this gives the employees an option, well,
 21 advice, so that if they wish to contest that, if

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1 they say I'm not being provided coverage and BCPS
 2 is not following federal laws, then they provide
 3 an independent accounting board for our filing as
 4 well, you know, as information for their own
 5 individual tax filings in which they're required
 6 to indicate whether they are, you know, provided
 7 coverage. Because otherwise, you know, there are
 8 other deductions for which they can reclaim if
 9 they're paying these themselves rather than
 10 through an employer provided plan.

11 So there's lots of issues here, none of
 12 which really relates to your other question about
 13 accessing the benefits, and this will not aid or
 14 improve employee access to providers. I don't,
 15 that is, I'm not aware of any employees who have
 16 not been able to access their coverage. I think
 17 that that will be an issue to raise separately
 18 with human resources, who manages the health care
 19 plan details.

20 MS. MACK: Okay. And my second
 21 question, Mr. Sarris, is what is the emergency

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1 nature of this, why did this not go through the
 2 regular building and contracts process to be
 3 discussed there and then brought to the Board as
 4 part of a package of contracts?

5 MR. SARRIS: Because of the federal
 6 deadlines that we've discussed. Early this month
 7 as we worked through our work plan to issue the
 8 W-2s, it became apparent that we would not be
 9 able to simultaneously meet that requirement
 10 while, as well as the Affordable Care Act
 11 requirement, so we decided to seek the help of an
 12 appropriate consultant and wanted to get them
 13 working as soon as possible because of the
 14 April 1 deadline.

15 MS. MACK: And my last question is going
 16 to piggyback on Mr. Kuehn's. I don't know if
 17 everybody is experiencing mail delays, but we get
 18 mail very intermittently. Are we sure that by
 19 trying to meet an April 1st deadline that we
 20 would even be able to provide employees with
 21 enough time to file their taxes by April 15th?

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1 MR. SARRIS: We believe so. We
 2 obviously have never outsourced this service, but
 3 I believe that the, because we wanted to
 4 establish a long-term deadline which we hope to
 5 improve upon, we selected this date. But yes,
 6 the answer is we believe that everybody will be
 7 able to file their returns in a timely manner.

8 MS. MACK: Thank you.

9 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.
 10 It looks like next we have Mr. McMillion.

11 MR. MCMILLION: Yes, Mr. George, just a
 12 couple quick questions. I'm trying to understand
 13 the W-2 process. So traditionally the W-2s, we
 14 receive the W-2s, the employees in their hand by
 15 January 29th; is that correct?

16 MR. SARRIS: They have to be mailed by
 17 the end of January.

18 MR. MCMILLION: So then we extended it
 19 to March 1st, correct?

20 MR. SARRIS: Correct.

21 MR. MCMILLION: Now we've extended it to

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1 April 1st, correct?

2 MR. SARRIS: No. The W-2, we're still
 3 planning to issue W-2s by March 2nd, but the
 4 affordable care deadline is always 30 days after
 5 the W-2 deadline, and so we have been told that
 6 if our request for an extension on filing W-2s is
 7 granted, that an additional extension will be
 8 included for the Affordable Care Act filing. So
 9 we are meeting the March 2nd deadline for W-2s
 10 and then the next deadline will be the April 1st
 11 deadline for 1095s, so two separate items and two
 12 separate deadlines.

13 MR. MCMILLION: So you don't see an
 14 issue with employees getting their W-2s by the
 15 March 2nd deadline?

16 MR. SARRIS: No. We met today, we meet
 17 every day, and we believe that we are going to
 18 accomplish that goal.

19 MR. MCMILLION: Outstanding. And I'd
 20 just like to point out like Ms. Mack said about
 21 the mail service, it's really really slow over in

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1 my area, and I know some employees that were to
 2 get their checks, their hand-cut checks, or not
 3 hand-cut checks but their checks, and they waited
 4 several weeks, into almost like three weeks to
 5 get those checks, so thank you very much.

6 MR. SARRIS: We're very concerned about
 7 the mail delivery, we've encouraged everybody to
 8 sign up for direct deposit which has served us
 9 well during this crisis. And unfortunately, we
 10 deal with employees every day who are seriously
 11 inconvenienced by the failure of the postal
 12 service.

13 MR. MCMILLION: Thank you.

14 CHAIRWOMAN SCOTT: Thank you for that,
 15 Mr. McMillion. Were there any other questions in
 16 regard to the item being added? Okay. So then,
 17 I would like to know, do I have a motion to
 18 approve Item G, MBU-527-19, broker services?

19 MS. PASTEUR: So moved, Pasteur.

20 CHAIRWOMAN SCOTT: Do I have a second?
 21 (Multiple voices.)

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1 I think it was seconded by Mr. Offerman.
 2 Okay. Ms. Gover, may we take a rollcall vote
 3 please?

4 MS. GOVER: Ms. Rowe?
 5 MS. ROWE: Yes.
 6 MS. GOVER: Ms. Causey? 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: Yes.
 14 MS. GOVER: Ms. Henn?
 15 VICE CHAIR HENN: Yes.
 16 MS. GOVER: Mr. Muhumuza?
 17 MR. MUHUMUZA: Yes.
 18 MS. GOVER: Mr. Offerman?
 19 MR. OFFERMAN: Yes.
 20 MS. GOVER: Ms. Pasteur?
 21 MS. PASTEUR: Yes.

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1 MS. GOVER: Mr. Kuehn?
 2 MR. KUEHN: Yes.
 3 MS. GOVER: Dr. Hager?
 4 DR. HAGER: Yes.
 5 MS. GOVER: Ms. Scott?
 6 CHAIRWOMAN SCOTT: Yes.
 7 MS. GOVER: Thank you, in favor is 12.
 8 CHAIRWOMAN SCOTT: Thank you. Okay.
 9 So the next item on the agenda is the
 10 reopening of schools, and for that I call on
 11 Dr. Williams.

12 DR. WILLIAMS: So good evening,
 13 Chairwoman Scott, Vice Chair Henn and members of
 14 the Board. This evening the design team will
 15 provide a brief update on reopening focusing on
 16 the revised CDC guidelines, and Dr. Scriven will
 17 be able to provide an update at that end of the
 18 presentation about another topic, so with that I
 19 would like to turn it over to our design team,
 20 starting with Dr. Zarchin, I believe.

21 DR. ZARCHIN: Thank you, Dr. Williams,

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1 good evening.
 2 As you've heard, on February 12th the
 3 CDC issued the operational strategy for K-12
 4 schools through phased mitigation. That document
 5 includes metrics, now called indicators, and
 6 thresholds that we follow. As you can see, the
 7 first indicator is total new cases per 100,000
 8 persons in the past seven days. That is for
 9 Baltimore County. The two there is a reminder
 10 that if there are two indicators that are
 11 different levels, the higher level is always
 12 selected for the level of transmission. The
 13 second indicator is the percentage of NAATs that
 14 are positive during the past seven days, and the
 15 NAATs is a nucleic amplification test, that's a
 16 new test that we are using now, or the county is
 17 using and the state. Next slide please.

18 Actually, Mr. Corns, if you could go
 19 back, I want to provide an update. So as of last
 20 night, last week we were in the high transmission
 21 area; we have dropped, this is good news, to the

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1 substantial transmission, with 95 new cases per
 2 100,000 residents. The percentage of NAATs that
 3 are positive during the past seven days is 4.19.
 4 So again, if you look, that's in the low
 5 transmission area, but again, you always take the
 6 higher of the two to determine which level of
 7 transmission, so we are in the orange level right
 8 now. Thank you, Mr. Corn, could you go to the
 9 next slide please?
 10 The absence of in-person educational
 11 options may disadvantage children from low
 12 resource communities. This may include a large
 13 representation of students of color, English
 14 language learners and students with disabilities.
 15 K-12 schools should be the last settings to close
 16 after all other mitigation measures in the
 17 community have been employed, and the first to
 18 reopen when they are safe to do so. Schools
 19 should be prioritized for reopening and remaining
 20 open for in-person instruction over nonessential
 21 businesses and activities. Next slide please.

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1 Lower susceptibility and incidence among
 2 younger children compared to teenagers suggests
 3 that young students, for example in elementary
 4 schools, are likely to have less risk in
 5 in-school transmission due to in-person learning
 6 than older students in middle and high schools.
 7 The CDC stresses that we prioritize in-person
 8 learning over extracurricular activities
 9 including sports and school events to minimize
 10 the risk of transmission in schools and to
 11 protect in-person learning. Next slide please.
 12 As we have planned our reopening as
 13 outlined in the CDC guidelines, we will continue
 14 to follow the five mitigation strategies to
 15 provide safe in-person learning. We have seen
 16 these time and time again, but the five
 17 mitigation strategies have been and will continue
 18 to be use of face coverings, social distancing,
 19 hand hygiene and respiratory etiquette, cleaning
 20 and disinfecting, and contact tracing in
 21 collaboration with the local health department.

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1 Next slide please.
 2 At this time I would like to welcome
 3 Dr. Boswell-McComas.
 4 DR. MCCOMAS: So good evening, everyone,
 5 thank you for the opportunity, Dr. Zarchin.
 6 So I'm going to share with you the new
 7 CDC guidelines as they relate to athletics
 8 specifically. And as you can see on the screen,
 9 the CDC recommends that when the community
 10 transmission is in the high red zone, as
 11 Dr. Zarchin explained, that athletics and
 12 extracurricular activity should be conducted
 13 virtually. With the substantial transmission or
 14 the orange zone as Dr. Zarchin just updated,
 15 that's where we are currently, athletics and
 16 extracurricular activities are recommended to
 17 occur only if they can be held outdoors with
 18 physical distancing of six feet or more.
 19 As you know, we have our return to play
 20 committee, and they have reviewed the spectator
 21 configurations and determined that not enough

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1 staff would be available to monitor events and
 2 the committee continues to recommend that we do
 3 not have spectators at this point.
 4 So I will be followed by Ms. Byers.
 5 Thank you.
 6 MS. BYERS: Thank you, Dr. McComas, and
 7 good evening. Next slide please. Thank you.
 8 So the BCPS reopening plan included two
 9 weeks of modified student schedules. Originally
 10 it was the week of February 22nd and the week of
 11 March 8th. Due to the motion that was passed on
 12 February 9th, 2021, elementary and secondary
 13 schools will now have three weeks when student
 14 schedules will need to be modified, and so we
 15 wanted to provide an update on that.
 16 This week our elementary schools
 17 modified student schedules so there would be time
 18 in the building for teachers to plan and prepare
 19 for students to return on March 1st. Our staff
 20 did come back yesterday and it was exciting to
 21 have them back in our buildings. They got right

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1 to the work of preparing their classrooms for
 2 students' return. This week they will also be
 3 participating in professional learning with their
 4 school nurse regarding the implementation of
 5 those mitigation strategies that Dr. Zarchin
 6 referenced.

7 The week of March 8th will be modified
 8 in order to prepare for our students who will be
 9 returning in Phase III. That impacts students in
 10 grades three -- sorry -- that impacts students in
 11 grades three through 12. The week of March 15th
 12 will have a modified student schedule in order to
 13 prepare for the return of our students in grades
 14 six and nine. And then finally, the week of
 15 March 22nd will have a modified student schedule
 16 in order to prepare for the return of all other
 17 students on April 6th. Specific information for
 18 our staff and our families regarding the schedule
 19 for those weeks, the weeks of March 8th, 15th and
 20 22nd, will be forthcoming.

21 And at this time I believe I am turning

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1 it over to Dr. Scriven.

2 DR. SCRIVEN: So thank you, Ms. Byers.
 3 So before -- go ahead, Dr. Williams.

4 DR. WILLIAMS: With this update I just
 5 want to share a comment. So thank you, design
 6 team members for presenting this update, and we
 7 are closing our presentation and will take
 8 questions of course. But I just wanted to
 9 acknowledge our student who are working
 10 diligently and the pleasure I have in visiting
 11 classrooms, particularly just to see how our
 12 students are adjusting. But I also want to
 13 acknowledge our staff, our staff is needed for
 14 our students as we begin to open. We have
 15 recognized that there is anxiety about the return
 16 of staff and students.

17 In our human resources office we have a
 18 process and our team members are following the
 19 guidelines. In addition, we recognize that there
 20 is a new normal. What we have done, we need to
 21 insure that our staff members are being heard and

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1 feel that their questions are being answered. I
 2 have charged human resources under the leadership
 3 of Ms. Lowry to get additional personnel to
 4 assist with this process. It was just Sunday,
 5 Ms. Lowry and Dr. Scriven and I had two sessions
 6 just to talk through some of the things that we
 7 were seeing and I'm so appreciative of their
 8 time, particularly over the weekend, but I asked
 9 them to look at the additional resources. So as
 10 we prepare to receive our students, we also need
 11 our staff, our teachers, our administrators, our
 12 assistants, office staff, transportation,
 13 building services, grounds workers, cafeteria
 14 workers, the list goes on, and as we process
 15 these requests we need to increase that personal
 16 touch.

17 This also means our supervisors and
 18 administrators will be involved and consulted.
 19 Every case is different and situations may
 20 require a team effort. So we are seeking to be
 21 more personal and communicative and this will be

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1 our approach as we move forward, again,
 2 understanding there's anxiety, but to really
 3 build more personal touch with our staff.

4 Now Dr. Scriven, would you give an
 5 update at this time?

6 DR. SCRIVEN: Yes, sir, and I will be
 7 extremely brief. We have, and when I say we, the
 8 Office of Facilities along with myself, have been
 9 meeting consistently with the Office/Department
 10 of Recreation and Parks with respect to on
 11 boarding their programs. We are looking at
 12 outside usage first; due to the ransomware we
 13 have had to implement a new approval process.
 14 There was some dialogue on Monday where we were
 15 trying to set a timeline of when this process
 16 would be in full action for implementation.
 17 Principals are currently, and administrators are
 18 currently being trained now on the new approval
 19 process and tentatively, there was an April 5th
 20 date that was given with respect to when we felt
 21 we would be up and running and all the kinks

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1 would be worked out.

2 We have collaboratively made a decision

3 that because we are now in orange and there is

4 substantial transmission, but that is a go for

5 outdoor facilities to move forward or outdoor

6 activities to move forward, effective March 1

7 elementary fields and also middle school fields

8 will be open to Rec and Parks. There will be a

9 communication that will be going out. We have

10 another meeting with Rec and Parks tomorrow

11 afternoon as there is more logistics that we have

12 to work out at the high school level.

13 So right now our first phase is figuring

14 out, giving access to the outside. Then we will

15 progressively start looking at a phased-in

16 approach for the indoor activities, before and

17 after care, day care, and their 100-plus programs

18 that they offer at over 140 sites.

19 So that's my update, and we'll continue

20 to keep you updated as we continue the

21 partnership with the Department of Recreation and

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1 Parks. So thank you for that, and I'll turn it

2 back over to you, Dr. Williams, or Madam Chair.

3 DR. WILLIAMS: Yes, so at this time I

4 would like to turn it back over to Chairwoman

5 Scott, so thank you design team. Chairwoman

6 Scott?

7 CHAIRWOMAN SCOTT: Thank you very much

8 for that presentation. It looks like we have

9 some questions, first it is from Mrs. Cheryl

10 Pasteur.

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

12 Ms. Scott and Dr. Williams, I'm just going to be

13 open and say that I really wanted to make some

14 comments tonight about our teachers and bus

15 drivers and custodians and cafeteria folks, and

16 our social emotional personnel and administrators

17 in our schools, along the lines of making sure

18 that we are respecting them and the work that

19 they do, and respecting them in terms of what

20 they give our students. So I had actually jotted

21 down some things that I wanted to talk about,

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1 maybe make into a motion.

2 One of the things is thinking that, and

3 now I'm going to what Dr. Williams just said, so

4 I've amended what I was going to say and I'd like

5 to make a motion, because one of the things that

6 I think is sorely missing is hearing his voice

7 about his commitment in terms of the human

8 resource office in terms of seeing our cases as

9 separate cases and having that face-to-face time,

10 those phone conversations, those virtual

11 conversations as people sent in documentation as

12 we return.

13 So Ms. Scott, if I may, and I just

14 fiddled with this, so wait a minute, I'm going to

15 read it and then I'll fiddle some more and send

16 it out. May I make a motion please in light of

17 Dr. Williams comments?

18 CHAIRWOMAN SCOTT: Yes, you may. If you

19 could put it in the chat also, that would be

20 great.

21 MS. PASTEUR: Yes, I'm going to do that

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1 because it's kind of long.

2 I move that the Baltimore County Public

3 School Board support the superintendent's

4 decision to support the human resources office's

5 efforts to review and respond in a personal

6 manner any school staff member or related staff

7 member, which includes but not limited to

8 teachers, custodians, cafeteria personnel,

9 administrators and social emotional support

10 personnel who submit a medically documented

11 request for accommodation short or long term, by

12 providing additional human capital to that end.

13 Okay. All right, that's long. And may

14 I speak to that real quickly.

15 CHAIRWOMAN SCOTT: Well, we need a

16 second. Is there a second?

17 MS. ROWE: Second, Rowe.

18 MS. PASTEUR: Thank you.

19 CHAIRWOMAN SCOTT: Yes, please speak to

20 your motion.

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

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1 Without those people we don't have a school
 2 system, and they need to here the voice at the
 3 top say just the things that Dr. Williams said.
 4 We can say it, other people in the system can say
 5 it, but it is just important, it's critical for
 6 our staff and our schools particularly, anybody
 7 who is connected -- did I leave out bus drivers,
 8 I hope not -- anybody who comes in contact with
 9 our children to know that they are loved, that
 10 they are appreciated, that they are special and
 11 that they will be heard, that we don't do
 12 blanket, that case by case means that we are
 13 listening to them case by case. So I do
 14 appreciate the notion that Dr. Williams will do
 15 whatever he needs to do, move people around,
 16 contract or whatever, so our staff feel good
 17 about being a part of our family as we embark on
 18 reopening. Thank you.
 19 CHAIRWOMAN SCOTT: Thank you for that,
 20 Ms. Pasteur, and it looks like Ms. Causey would
 21 like to speak to the motion, followed by

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1 Ms. Rowe. Oh, Ms. Causey, you said Ms. Rowe can
 2 go before you, okay. Ms. Rowe, are you ready?
 3 MS. ROWE: Yes. I just wanted to speak
 4 to the motion that, I fully support this motion,
 5 and I have read through the TABCO MOU and I see
 6 that in Section 5.M it says, the parties agree
 7 that the Board will not issue blanket denials for
 8 requested ADA accommodations and will engage in
 9 an interactive process with the employee
 10 requesting ADA accommodations to insure the
 11 employee's safety and wellbeing. ADA
 12 accommodations shall be considered for staff who
 13 provide medical documentation supporting a
 14 medical condition placing an employee at high
 15 risk of severe consequences form coronavirus as
 16 identified by the CDC. ADA accommodations may
 17 include remote work or staggered work schedules.
 18 And this MOU was approved with TABCO, between the
 19 school system and TABCO, and so I do think that
 20 if the superintendent requires additional staff
 21 in order to make this happen, that this Board

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1 absolutely should support him with whatever he
 2 needs to insure that our employees have the most
 3 flexibility they can possibly have.
 4 CHAIRWOMAN SCOTT: Okay. And I just
 5 wanted to ask because that was a lot, was that a
 6 motion, Ms. Rowe?
 7 MS. ROWE: No. I'm supporting
 8 Ms. Pasteur's motion, but I wanted to speak to
 9 that section.
 10 CHAIRWOMAN SCOTT: Got it, okay, thank
 11 you for that. And Ms. Causey?
 12 MS. CAUSEY: Thank you, Madam Chair.
 13 Thank you, Ms. Pasteur, for your comments and
 14 also for your motion. I also, I just dovetail
 15 everything you said about so many of our staff
 16 involved in this very important work during these
 17 challenging times.
 18 My question is, could staff address the
 19 CDC's flexibility for teachers and staff to be
 20 provided opportunities to telework and/or
 21 continue in virtual instruction, not having to go

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1 through ADA, but related to COVID specifically,
 2 if staff could speak to their understanding of
 3 that and how Ms. Pasteur's motion would support
 4 that?
 5 DR. WILLIAMS: So Ms. Causey, as we
 6 shared before, it's case by case. However, this
 7 evening we do have Ms. Lowry and her team that
 8 should be able to respond at this time, so
 9 Ms. Lowry and team?
 10 MS. LOWRY: Thank you, Dr. Williams. I
 11 do have three team members with me this evening,
 12 they're members of our HR operations staff who
 13 work directly with our employees concerning ADA
 14 accommodation requests, personal medical issues
 15 and leave requests. And because of the specialty
 16 nature of their work, I wanted to be able to
 17 include them this evening in the discussion, so I
 18 have Ms. Basheera James, the director of employee
 19 dispute resolution; Ms Assata Peterson, manager
 20 of employee absence and risk management; and
 21 Ms. Kashina Shields, she's the acting EEO

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1 officer. So we will attempt to address the
 2 questions and concerns that you have as to our
 3 abilities this evening.
 4 Ms. Causey, I want to make sure I
 5 understand your question, and that was what was
 6 the ability for, or flexibility for employees to
 7 be able to telework without an accommodation, is
 8 that correct, without an ADA accommodation?
 9 MS. CAUSEY: Correct, without an ADA
 10 accommodation, but with a COVID-related need,
 11 whether it's their health where they're able to
 12 do their work remotely without being subject to
 13 increased risk of transmission. We've also
 14 received emails from staff saying because of
 15 their health, they are contraindicated from
 16 getting the vaccine that would provide
 17 protection, and so therefore they would prefer to
 18 find a way to use their talents, their devotion,
 19 and not have to take leave and not have to
 20 resign. So I'm curious about the flexibility
 21 that is in the CDC guidelines from 2012, excuse

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1 me, from February 12th, and maybe if someone
 2 could read that and just clarify what is the
 3 position of the administration on that.
 4 And also, in terms of the schoolhouse
 5 leadership, the principals, are they included in
 6 this interactive process where they may find,
 7 they may say yes, this staff person can do this
 8 remotely and still contribute their talents to
 9 the schoolhouse. So I'm just curious more about
 10 the specifics of that process.
 11 CHAIRWOMAN SCOTT: I'm sorry, excuse me,
 12 Ms. Causey. Are you speaking to the motion?
 13 Because that's what we're voting on now, it's
 14 been moved and seconded.
 15 MS. CAUSEY: Yes.
 16 CHAIRWOMAN SCOTT: I'm not sure how this
 17 applies to the motion.
 18 MS. CAUSEY: Well, Ms. Pasteur made a
 19 motion about HR working with our staff and so I'm
 20 asking a question related to that.
 21 CHAIRWOMAN SCOTT: I want to make sure

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1 we finish processing the motion first and then we
 2 can ask other questions, so yes, Ms. Lowry, if
 3 you could respond as it relates to the motion as
 4 presented?
 5 MS. LOWRY: Well, I believe as it
 6 relates to Ms. Pasteur's motion, if I'm
 7 understanding the motion correctly, Ms. Pasteur
 8 is supporting providing additional staff in order
 9 to be able to have a very direct one-on-one
 10 interaction with each individual employee that
 11 would then be requesting either an ADA
 12 accommodation or some level of accommodation due
 13 to their personal health concerns. Am I correct?
 14 CHAIRWOMAN SCOTT: Okay, yes. So,
 15 members, we need to speak to the motion because
 16 we need to process the motion, and then we can
 17 speak about other things. It looks like the next
 18 question related to the motion is coming from
 19 Mr. Kuehn.
 20 MR. KUEHN: Thank you, Ms. Scott.
 21 Ms. Pasteur or, and/or Dr. Williams, as I review

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1 this motion it seems to just speak to adding
 2 resources to human resources, in essence kind of
 3 expanding the staff to meet the requests we
 4 believe that may come from employees; is that
 5 correct?
 6 MS. PASTEUR: Yes. I'm going with what
 7 Dr. Williams said, because the issues that we
 8 have looked at, Mr. Kuehn, that have come to us,
 9 are about either the length of time to get a
 10 response or the feeling that no one is really
 11 hearing what their needs are, and so we certainly
 12 have to start with staff to be able to assess the
 13 documentation that teachers and other staff
 14 members will be sending in, so yes.
 15 MR. KUEHN: Okay. I don't necessarily
 16 oppose it. I guess, Dr. Williams, with the
 17 timeline of return literally being upon us with
 18 teachers going back to the classrooms and setting
 19 things up and getting prepared for children to
 20 arrive, do you even have time to add staff to do
 21 this? What steps would you take to actually do

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1 this?

2 DR. WILLIAMS: So we will find the time.

3 The staff has been working to address questions.

4 We are taking a slightly different approach that

5 sometimes there still may be some additional

6 questions from staff or an application may be

7 incomplete, and so we will find the time. And in

8 discussions with Ms. Lowry, we need some

9 additional bodies to help with that, because I

10 think just requesting some information or

11 requesting accommodations without someone

12 potentially following up may be not the approach

13 we want to take.

14 And again, HR, the team that's present

15 as you heard from Ms. Lowry, Ms. James,

16 Ms. Patterson and Ms. Shields, have been working

17 diligently, I don't want them to not feel that

18 they have not, but I just think as we are closing

19 the loop with additional requests or information

20 that is incomplete, we just need additional

21 individuals to support our staff. And so I don't

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1 know if Ms. Lowry wants to add any specifics

2 regarding what she's seeing in HR as the acting

3 chief of HR.

4 MS. LOWRY: Dr. Williams, what I would

5 share is that, you know, these are definitely

6 unprecedented times, and that as I have said

7 before at all of the meetings, we do understand

8 that our staff, we have people that are scared,

9 and they're trying to figure out what are some

10 viable options for them because they don't feel

11 comfortable returning. And the ADA accommodation

12 request, it's very difficult to force everything

13 into that box, and what our staff has to do is if

14 the ADA accommodation cannot be applied, then

15 what else is available that could be a better

16 alternative for this employee based upon their

17 needs, because we also have to make sure that we

18 are following the guidelines and the outline of

19 the law both federal and at the state level. So

20 I would like to extend the opportunity for either

21 Ms. James or Ms. Peterson or Ms. Shields to chime

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1 in here to just kind of give you a real quick

2 summary of what it is that they do, because I

3 don't want anyone to have the impression that

4 someone is sitting behind a desk and getting

5 papers in and looking at it and saying stamp it

6 yes or stamp it no, because that is not what is

7 happening. And I speak with them and see them

8 throughout the week, sometimes multiple times

9 throughout the day, and when they have to turn

10 someone down because they don't qualify for the

11 ADA accommodations, it has been gut wrenching for

12 many of them to deal with this process this year,

13 because it is personal, and it is personal for

14 them as well. So I would just like to extend a

15 few minutes to them to interject, to offer some

16 of their thoughts based upon what they have heard

17 this evening and some of the questions.

18 Ms. James?

19 MR. KUEHN: I'm sorry, Ms. Lowry, is

20 this pertinent to the motion that we're working

21 on right now? I'm not trying to cut you off.

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1 CHAIRWOMAN SCOTT: Yes, we do, thank you

2 for that, Mr. Kuehn, but we do need to process

3 the motion.

4 MS. LOWRY: Sure.

5 MR. KUEHN: Ms. Scott, I have no further

6 questions at this time. Thank you.

7 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.

8 Next we have Ms. Mack.

9 MS. MACK: Yes. I don't know if this is

10 to Dr. Williams, to Ms. Lowry or to Ms. Pasteur,

11 but are the people that we are talking about

12 hiring, are we looking to fill these positions

13 with temporary staff or permanent HR staff? And

14 to Mr. Kuehn's point, if we pass this motion

15 tonight, when would we expect these people to be

16 assisting all of the people who are working so

17 hard in HR now?

18 MS. LOWRY: So Ms. Mack, we have reached

19 out to a retiree to get her on board as a

20 temporary employee. We have also shifted some

21 staff from both our Office of Investigations as

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1 well as staffing to support the EEO office with
 2 the ADA accommodations, as well as Ms. Peterson
 3 serves as a resource for the office since that
 4 was her role previously and she's now moved over
 5 as the manager of employee absence and risk
 6 management, but she still does serve as a
 7 resource for them.

8 If we were to hire anyone at this point,
 9 we would probably be looking to hire someone on a
 10 temporary basis, and it would depend upon a
 11 variety of factors as far as we would probably
 12 have to find more support staff if we were unable
 13 to find someone who had the background, knowledge
 14 and experience working with ADA.

15 MS. MACK: So just one quick followup.
 16 These are unprecedented times, as everyone has
 17 said, but would you even need Board approval at
 18 this point for these temporary positions?

19 MS. LOWRY: No.

20 MS. MACK: So whether or not this motion
 21 was made, you based on Dr. Williams and your

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1 conversations over the weekend, you could move
 2 forward anyway with filling the positions the way
 3 they need to be filled to help you get all of
 4 these requests filled?

5 MS. LOWRY: We could hire a temporary,
 6 not, we don't have an FTE to move towards this,
 7 but we would be able to hire a contractual person
 8 for a period of time, yes.

9 CHAIRWOMAN SCOTT: Okay, thank you for
 10 that, Ms. Mack. Next it looks like we have
 11 Ms. Henn.

12 VICE CHAIR HENN: Thank you. So my
 13 questions are along the lines of Ms. Mack's. I
 14 certainly support the spirit and the intent of
 15 this motion but I'm questioning the practicality
 16 and what decision the Board really needs to make
 17 here, because as Ms. Mack said, this can move
 18 forward without our approval, and we do vote on
 19 personnel items, we vote on budget allocation
 20 transfers if one is necessary, so my question is
 21 what approval is needed from us? This certainly

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1 is a feel good motion and I support the spirit
 2 and intent, but I'm not understanding why this is
 3 necessary.

4 MS. PASTEUR: Can I speak to that,
 5 Ms. Scott, or do I need to wait?

6 CHAIRWOMAN SCOTT: Ms. Henn, was that a
 7 question directed towards Ms. Pasteur?

8 VICE CHAIR HENN: It's to Ms. Lowry as a
 9 followup to Ms. Mack to understand the necessity
 10 of this.

11 MS. PASTEUR: But it's my motion.

12 CHAIRWOMAN SCOTT: Yes, if it was to
 13 Ms. Lowry, if you could respond briefly, and
 14 Ms. Pasteur, you will have the opportunity to
 15 respond as well.

16 MS. PASTEUR: Thank you.

17 MS. LOWRY: Sure. Ms. Henn, I would
 18 imagine that Dr. Williams may want to ask if he
 19 could reallocate funds then for these temporary
 20 employees.

21 VICE CHAIR HENN: Sure, and the Board

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1 votes for that allocation, so I'm just asking
 2 about the practicalities of supporting the
 3 superintendent's work. We certainly support the
 4 superintendent's work, we support him in his
 5 efforts to provide human resources with whatever
 6 they need, but we vote on those decisions
 7 separately. So my concern, and we may need
 8 advice from counsel on this, is if we take
 9 action, does that preclude individual actions
 10 from being taken in future decisions?

11 CHAIRWOMAN SCOTT: I didn't mean to cut
 12 you off, Ms. Henn, but I would still like
 13 Ms. Pasteur to speak to her motion.

14 VICE CHAIR HENN: I would love to hear
 15 from Ms. Pasteur. However, I was not finished
 16 speaking.

17 CHAIRWOMAN SCOTT: Okay, please go
 18 ahead, please continue.

19 VICE CHAIR HENN: No, I'd like to hear
 20 from Dr. Williams as well after Ms. Pasteur.

21 CHAIRWOMAN SCOTT: Okay. Ms. Pasteur,

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1 please go ahead and address Ms. Henn's issues.
 2 MS. PASTEUR: Thank you. Since I've
 3 been on the Board we have voted on motions saying
 4 things that have truly sort of stepped at the
 5 edge of the how, so I can, and I'm often saying
 6 we're the what, so I can certainly appreciate the
 7 sentiment behind Ms. Henn's question as well as
 8 Ms. Mack's. Is this necessary? Well, it had not
 9 come up. As I said, I was going to bring it up,
 10 and I appreciate that Dr. Williams brought it up
 11 tonight, because we do get a wide range of emails
 12 that go right to this and the feelings of the
 13 staff.
 14 So it's not a feel good, I'm not a warm
 15 and fuzzy kind of feel good person. To me it is
 16 about nuts and bolts, we need to move. If you
 17 talk about Mr. Kuehn's comments, we need to move
 18 expeditiously because we are moving forward. Now
 19 in my mind, I'm pretty much thinking there are
 20 enough people on staff that could be just sort of
 21 moved around as I think Ms. Lowry pointed to and

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1 Dr. Williams, but Ms. Lowry mostly, so I really
 2 was not even thinking about encumbering any more
 3 financial encumbrance, I'm thinking about moving
 4 people to move forward. We do have people in our
 5 system who have related services, so we can do
 6 just as Mr. Kuehn has said, Ms. Mack has said, we
 7 can be expeditious, we don't have time to wait.
 8 And given it's not come up -- and you
 9 know, I'm fine, I'm the one that always says I
 10 don't like making motions, that I think civilized
 11 people should be able and professionals should be
 12 able to do this without a motion, but we love
 13 motions so I made a motion, and so there it is.
 14 But I'm looking at as a longtime staffer having
 15 been in my past the fact that we can move people
 16 around to get this done, because our staff
 17 members who deal with our children deserve this.
 18 CHAIRWOMAN SCOTT: Thank you,
 19 Ms. Pasteur.
 20 VICE CHAIR HENN: Madam Chair, I'm
 21 sorry. As a followup, could we get advice from

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1 counsel regarding my comment regarding whether
 2 this action would supersede any decisions that
 3 the Board is required to vote on in terms of
 4 personnel approvals, in terms of budget
 5 allocation transfer approvals, things that we are
 6 required to vote on?
 7 CHAIRWOMAN SCOTT: Yes, if counsel could
 8 advise, please, because we have other members who
 9 haven't spoken yet who have quite a few
 10 questions. Mr. Brousaides, are you there?
 11 MR. BROUSAIDES: Yes. A vote on this
 12 would not affect, would not have any potential
 13 effect for future votes.
 14 CHAIRWOMAN SCOTT: Thank you,
 15 Mr. Brousaides.
 16 VICE CHAIR HENN: Thank you for that, so
 17 would this have any effect --
 18 CHAIRWOMAN SCOTT: I'm sorry, Ms. Henn,
 19 you went out. So it looks like next we have
 20 Dr. Hager.
 21 MS. HENN: Madam Chair, I keep getting

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1 cut off for some reason, I'm not -- (inaudible,
 2 static) -- yes, I was muted. My -- (inaudible,
 3 static).
 4 CHAIRWOMAN SCOTT: I'm sorry, Ms. Henn,
 5 we're getting a lot of feedback, I can't hear
 6 you.
 7 VICE CHAIR HENN: I'm asking what the
 8 practical impact of approving this motion would
 9 be given that Dr. Williams can move forward
 10 without the Board's approval, if he could comment
 11 on that.
 12 CHAIRWOMAN SCOTT: I heard you that
 13 time. Go ahead, Dr. Williams. Dr. Williams?
 14 DR. WILLIAMS: I'm sorry. Ms. Henn,
 15 Vice Chair Henn, would you repeat that please? I
 16 didn't know that was directed to me, but go
 17 ahead.
 18 VICE CHAIR HENN: Thank you,
 19 Dr. Williams. I was asking what approval you
 20 need from the Board in order to provided HR with
 21 the resources they need. So if, I understand the

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1 spirit of the motion, I support it, I'm
 2 questioning what you need from the Board because
 3 we certainly support you in your work, and I'm
 4 not understanding why we need a motion to support
 5 you in doing your job. Thank you.
 6 DR. WILLIAMS: So I would yield to
 7 anything that legal counsel wants to raise, but I
 8 will just simply say that based on all the work
 9 that we're doing with reopening and the cyber
 10 attack, as we continue to do the work we may need
 11 additional support, just like there was a
 12 contract, so at this point we were simply
 13 providing an update about how to continue this
 14 work and do this work slightly different, which
 15 means we were moving folks around, looking at
 16 contracted individuals, so tonight was simply an
 17 update and that's what I provided, but I wanted
 18 to make sure that we cover that piece because
 19 there were some loose ends that the design team
 20 wanted to present tonight. So there may be a
 21 time in which later on this month or this year, I

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1 may have to circle back and we may need to look
 2 at some additional personnel matters, but at this
 3 point we are looking at what we have control over
 4 and so simply tonight was just providing an
 5 update, that's what my team and I presented to
 6 the Board.
 7 VICE CHAIR HENN: And thank you for that
 8 update. My question was specifically to
 9 Ms. Pasteur's motion and understanding, because
 10 we certainly don't want to cross into your lane
 11 with regards to staffing, so I wanted to
 12 understand the reason why board approval is being
 13 sought for providing HR with the resources they
 14 need to respond to staff requests for
 15 accommodations, if there's anything you would
 16 like to add.
 17 CHAIRWOMAN SCOTT: Okay, it looks like
 18 next we have Dr. Hager.
 19 DR. HAGER: I was actually going to ask
 20 the same thing of Dr. Williams, and so he already
 21 answered it. But I do share the prior board

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1 members' concerns about the practicality and
 2 whether or not this is necessary given that
 3 Ms. Lowry mentioned that she has already been
 4 shifting staff around and bringing on temporary
 5 staff. I just don't want to, you know, slow down
 6 the pace by adding in something new if they're
 7 already trying to fill their own capacity to
 8 insure that they meet the needs of the staff. So
 9 I guess I'm on the fence, but all of my questions
 10 have been answered, so thank you.
 11 CHAIRWOMAN SCOTT: Thank you, and lastly
 12 we have Mr. Offerman, who would like to speak to
 13 the motion.
 14 MR. OFFERMAN: I would like to move the
 15 question.
 16 MS. JOSE: Second, Ms. Jose.
 17 CHAIRWOMAN SCOTT: Okay.
 18 MS. CAUSEY: Madam Chair, I have already
 19 typed in the chat that I have an amendment.
 20 CHAIRWOMAN CAUSEY: Okay.
 21 Mr. Brousaides, how does that work? Ms. Causey

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1 typed in the chat before the question was moved,
 2 an amendment.
 3 MR. BROUSAIDES: Yes. Good afternoon,
 4 Madam Chair. Looking at the amendment that's
 5 typed into the chat, it appears to be more
 6 appropriately a separate motion than an amendment
 7 to Ms. Pasteur's motion.
 8 CHAIRWOMAN SCOTT: Okay. So Ms. Causey,
 9 are you making, because I hadn't stated it yet,
 10 so it looks like this is actually a second
 11 motion.
 12 MS. CAUSEY: So I will follow the
 13 guidance of legal counsel and I'll make a
 14 separate motion.
 15 CHAIRWOMAN SCOTT: Okay, thank you. So
 16 the question has been moved and so now we can
 17 vote on moving the question to vote. Ms. Gover,
 18 if we could take a rollcall vote please?
 19 MS. GOVER: Ms. Rowe?
 20 MS. ROWE: Yes.
 21 MS. GOVER: Ms. Causey?

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

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1 MS. GOVER: Thank you, it was unanimous.
 2 CHAIRWOMAN SCOTT: Okay, thank you. So
 3 now we can vote on the motion as stated by
 4 Ms. Pasteur, I will restate it. Ms. Pasteur
 5 moves that the BCPS Board support the
 6 superintendent's decision to support the human
 7 resources office's effort to review and respond
 8 in a personal manner any school staff member or
 9 related staff member which includes but not
 10 limited to teachers, custodians, cafeteria
 11 personnel, administrators and social emotional
 12 support personnel who submits a medically --
 13 sorry, I lost track -- medically documented
 14 request for accommodations short or long term, by
 15 providing additional human capital to that end.
 16 And who was the second on that?
 17 MS. ROWE: Ms. Rowe.
 18 CHAIRWOMAN SCOTT: Thank you for that,
 19 Ms. Rowe. And now, Ms. Gover, if we could do a
 20 rollcall vote on the motion?
 21 MS. GOVER: Ms. Rowe?

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

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1 MS. GOVER: Ms. Scott?
 2 CHAIRWOMAN SCOTT: Yes.
 3 MS. GOVER: It's unanimous in favor.
 4 CHAIRWOMAN SCOTT: Thank you for that.
 5 Yes, I do want to get on to our other questions,
 6 but Ms. Causey had a motion to make?
 7 MS. CAUSEY: Thank you, Ms. Scott. Yes.
 8 I was going to make a motion that accommodations
 9 are not limited to those approved by the ADA but
 10 aligns with the flexibility addressed in the
 11 February 12th, 2021 guidance from CDC for
 12 teleworking and virtual instruction. Where
 13 appropriate, consult with principals who address
 14 staffing needs year round and may have creative
 15 solutions to meet student needs and staff issues.
 16 CHAIRWOMAN SCOTT: Okay. Is there a
 17 second?
 18 MS. ROWE: Second, Rowe.
 19 CHAIRWOMAN SCOTT: Okay.
 20 MS. CAUSEY: If I could speak to my
 21 motion, Madam Chair?

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1 CHAIRWOMAN SCOTT: Yes, you may.
 2 MS. CAUSEY: So it is not clear to me in
 3 the MOU or in the presentation that there are
 4 options and that flexibility is being considered,
 5 and that the ADA standard is not the standard
 6 that CDC is using, so I wanted clarification from
 7 staff around those issues.
 8 CHAIRWOMAN SCOTT: Okay, so are you
 9 speaking to your motion or are you asking a
 10 question of staff?
 11 MS. CAUSEY: Yes, I am speaking to my
 12 motion. I think it's important for our teachers
 13 and employees to be able to utilize their talents
 14 where possible if it can be done remotely rather
 15 than have to take leave or resign or retire, and
 16 the CDC guidelines are less stringent than the
 17 ADA. So my question to staff is, do they have a
 18 separate process or they're creating it
 19 currently, so that they're not just relying on
 20 ADA?
 21 CHAIRWOMAN SCOTT: Okay, could staff

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1 please answer that?
 2 DR. WILLIAMS: Ms. Lowry?
 3 MS. LOWRY: Yes. There is not a
 4 separate process through HR that would provide
 5 that level of flexibility to, for a teacher to
 6 work remotely that is not directly related to a
 7 medical condition that would be then approved
 8 through ADA.
 9 CHAIRWOMAN SCOTT: Okay. So it looks
 10 like there's a question in regards to your
 11 motion. Ms. Jose?
 12 MS. JOSE: Thank you, Ms. Scott. My
 13 question will be for the board counsel, since
 14 this specifically goes into operations and talks
 15 about ADA, I want to see the legality of the
 16 Board voting for something like this, if we could
 17 get his opinion please. Thank you.
 18 CHAIRWOMAN SCOTT: Mr. Brousaides, are
 19 you there?
 20 MR. BROUSAIDES: Yes. It's an
 21 interesting question and I'm unclear at the

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1 moment whether Ms. Causey is making a motion or
 2 asking a question of staff, and that staff just
 3 responded to that, which may obviate the need for
 4 further discussion on legalities. So based on
 5 the response from Ms. Lowry, I would ask
 6 Ms. Causey whether that addressed her concerns
 7 and whether her motion remains pending as a
 8 result.
 9 CHAIRWOMAN SCOTT: Ms. Causey?
 10 MS. CAUSEY: Thank you, Mr. Brousaides
 11 and Madam Chair. No, my concerns are not
 12 addressed, it is still unclear that there is an
 13 avenue that is consistent with the CDC guideline.
 14 So one, if staff could re --
 15 CHAIRWOMAN SCOTT: So your motion is --
 16 (unintelligible, multiple speakers) -- asking a
 17 question.
 18 MS. CAUSEY: Yes.
 19 CHAIRWOMAN SCOTT: So it's a motion that
 20 you followed up with a question, okay, certainly.
 21 MR. BROUSAIDES: Madam Chair, if I could

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1 speak to Ms. Jose's question a little further
 2 based on Ms. Causey's comment?
 3 CHAIRWOMAN SCOTT: Yes please,
 4 Mr. Brousaides.
 5 MR. BROUSAIDES: It seems that the end
 6 result of this motion if it was approved by the
 7 Board would basically be doing away with the ADA
 8 accommodation process, and providing it appears a
 9 rule that for lack of a better word, an employee
 10 requesting an accommodation would be granted even
 11 if it wouldn't meet ADA reasonable accommodation
 12 standards. So that's my concern with this, and I
 13 would encourage staff to weigh in if they are
 14 seeing it the same way.
 15 CHAIRWOMAN SCOTT: Okay.
 16 MS. CAUSEY: So I appreciate that
 17 reflection and I certainly don't want to, the
 18 Board to take action that's not legally prudent,
 19 but what I have not heard is staff or the
 20 superintendent reflect flexibility that is in the
 21 CDC guidance. I know that our principals work on

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1 staffing, they work on it year round, they've had
 2 to work on staffing in the continuity of learning
 3 very abruptly, they've have to work on staffing
 4 with the fall virtual semester, and now they're
 5 working on, I see this as a segue to them working
 6 on staffing for reopening to in person. And the
 7 CDC guidance, and staff can confirm this, does
 8 not limit flexibility to those meeting the ADA
 9 requirements.

10 So for instance, I believe it's Howard
 11 County, the Board approved where if there is a
 12 staff that's pregnant or nursing, that they would
 13 be able to have their assignment modified or
 14 remain teaching or working remotely, so that they
 15 do not have to resign or, you know, it's not
 16 covered by the ADA. So there are other examples
 17 of other districts that have made specific
 18 accommodations related to COVID that protected
 19 teacher or staff occupations, but also we want
 20 our talented folks to be able to contribute and
 21 that's what I'm not hearing, that there's any

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1 flexibility or that principals who are involved
 2 in staffing, they may have a solution but it's
 3 not being brought to their attention because it's
 4 going directly to HR, so I'm just trying to work
 5 on some --

6 CHAIRWOMAN SCOTT: Well, we need to
 7 also, because we have such a full agenda to get
 8 to, so I really want members to be aware of the
 9 time because we do need to move on, and I want to
 10 make sure that all board members have equal time
 11 in speaking and asking their questions. So it
 12 looks like we have a question from Mr. Kuehn?

13 MR. KUEHN: So, thank you, Ms. Scott.
 14 Ms. Causey, we spoke about this ad nauseam in
 15 previous meetings when we talked about the ADA,
 16 and not trying to modify it with our own
 17 directives. So I'm confused as to why this
 18 language is being used to expand the ADA somehow.
 19 I can't support it because I don't even
 20 understand what you're asking for at this point,
 21 and I truly believe that we've had this

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1 discussion previously and we need to move on, so
 2 I will not be supporting this motion. Thank you.

3 MS. CAUSEY: So Mr. Kuehn --
 4 CHAIRWOMAN SCOTT: I'm sorry, excuse me,
 5 Ms. Causey, Dr. Hager is waiting patiently and
 6 she --
 7 MS. CAUSEY: Okay.
 8 CHAIRWOMAN SCOTT: So I want to make
 9 sure we get to everyone. Dr. Hager?

10 DR. HAGER: I agree with Mr. Kuehn that
 11 we have debated this before and I brought this up
 12 las time, but I just flicked through the CDC
 13 guidance and on the list is obesity which, 43
 14 percent of U.S. adults have obesity; type two
 15 diabetes, ten percent; pregnancy is on the list;
 16 but smoking is also on the list, so this motion
 17 would imply that if a teacher is a smoker then
 18 they could potentially not have to return to a
 19 classroom as well. So I just think that the list
 20 is very long and it could include a lot of
 21 different folks, and I think the approach HR is

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1 taking on a case-by-case basis is a good one. I
 2 get that the pregnancy issue is much more
 3 complicated, but I think going with the CDC
 4 guidance includes this longer list of diseases
 5 that include a lot of Americans, and it really
 6 concerns me that it could really lead us to a
 7 position where as we talked about at our previous
 8 meeting, we would have just a limited number of
 9 people available to be in the school building.
 10 So because of that, I also will not support it.

11 CHAIRWOMAN SCOTT: Okay, great. Were
 12 there any other questions directed to the actual
 13 motion?

14 MS. ROWE: Yes, Ms. Scott, I have
 15 several.

16 CHAIRWOMAN SCOTT: Ms. Rowe, I'm sorry,
 17 I thought yours were directed to reopening, I
 18 apologize. Yes, Ms. Rowe?

19 MS. ROWE: I have a question for
 20 Ms. Lowry. Ms. Lowry, in the HR office, if
 21 somebody requests some sort of flexibility in

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1 their work assignment, currently if they don't
 2 have some sort of an HR reason, does the HR
 3 office have procedures and a license to be able
 4 to offer that kind of flexibility in the same way
 5 that another employer might? So for instance, if
 6 a teacher comes to you and says I don't have any
 7 students attending in person in my classroom and
 8 I have a family member with a health condition,
 9 can I teach virtually, does the school system
 10 allow the office of HR and principals the
 11 flexibility to make the decision to allow that
 12 teacher to attend virtually, or would you need
 13 some sort of board approval, as I believe this
 14 motion would provide, to give you the flexibility
 15 to be able to make those decisions where it might
 16 be possible to make those decisions?

17 MS. LOWRY: So Ms. Rowe, the way that I
 18 would respond to that is no. Currently our
 19 principals are not involved in that level of
 20 decision making. When someone is presenting to
 21 us the exact case that you just presented, it is

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1 typically going through the EEO office requesting
 2 an ADA accommodation. And again, we are
 3 reviewing each of those on a case-by-case basis
 4 to determine whether or not if we can't offer
 5 exactly what the employee has requested, is there
 6 another accommodation that would be a more
 7 appropriate accommodation that could be provided
 8 without creating an undue hardship at the school
 9 level that would create a hardship for the, what
 10 they need to do as far as delivery of instruction
 11 at the school level. Because again, there are a
 12 number of things that go into what a staff member
 13 does at the school that is beyond just the direct
 14 instruction, and so there has to be a
 15 conversation with the supervisor to understand
 16 what the assignment is and we have to then
 17 understand what the responsibilities are related
 18 to that job for that employee before we can make
 19 that decision.

20 You have made the comment earlier about
 21 not making blanket decisions and this is one

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1 example where you can't just make that blanket
 2 decision without engaging in that conversation
 3 with the supervisor, whether it be the principal
 4 or in an office, to really understand the scope
 5 of responsibility for that employee related to
 6 their job. And I mean, that's at this point the
 7 best that I can offer to you.

8 I think, again, this is, it's HR
 9 operations but it also is delving into ADA with
 10 the guidelines that we are required to follow
 11 that come from the EEOC, and so --

12 DR. WILLIAMS: I'm sorry, Ms. Lowry, let
 13 me just add to what you just shared that, you
 14 just said it, this is the HR operations. We
 15 shared that supervisors and principals may be
 16 contacted to understand a little bit about the
 17 job and for the HR office to determine
 18 accommodations. But I want to keep in mind that
 19 as we are bringing back small groups of students,
 20 we also want to make sure that we have the
 21 appropriate staff and just to clarify, you know,

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1 staff members are needed. We are reopening, or
 2 opening schools, and so we are working with our
 3 partners to say yes, we need more than just the
 4 classroom teacher, we need others in order to run
 5 a school. So I would think yes, there's
 6 conversations that are happening, but also to
 7 bring back students we have to have the staff and
 8 we're looking at how to reopen a school with the
 9 number of students that we have. And I think
 10 what Ms. Lowry just said, the operations of HR to
 11 look at every case, to look at the circumstances
 12 with the documentation, with whatever
 13 accommodations can be made, but it has to be
 14 funneled through that office.

15 MS. ROWE: So --

16 CHAIRWOMAN SCOTT: Thank you for that.
 17 Ms. Rowe, did you have additional questions?
 18 Yes, but we need to process this motion.

19 MS. ROWE: I understand. So
 20 Dr. Williams, is it your contention, then, that
 21 even though other boards around the state have

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1 made similar motions and passed this, that our
 2 school system cannot have the same flexibility
 3 with our teachers and staff as other school
 4 systems around the state?
 5 DR. WILLIAMS: No, I'm not saying that.
 6 It's my understanding that these other school
 7 systems are looking at the ADA accommodations
 8 keeping in mind what the CDC is saying, but as
 9 Dr. Hager, the list continues on. But I think
 10 what we are saying is we want to really make sure
 11 our staff knows why it was approved, why it
 12 wasn't approved, but looking at what other
 13 possibilities are there, that's the work of the
 14 HR office and that's what Ms. Lowry described. I
 15 think the other school systems are using, like
 16 they're supposed to be using, the guidelines for
 17 ADA accommodations as the guidance, with the
 18 understanding that we do look at the CDC and
 19 that's why it becomes case by case and really
 20 looking at the specifics of the individual and
 21 the work space that is the normal work space and

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1 whatever accommodations can be made.
 2 Because in terms of our phase in, we are
 3 actually looking at small groups of students as
 4 indicated by the CDC, so I think Ms. Lowry in
 5 talking with her, there may be cases where the
 6 usual class size would be reduced based on those
 7 families that opted to have in-person learning.
 8 So it's going to be the operations of HR to look
 9 at these cases and to work with the staff.
 10 MS. ROWE: Okay, thank you. I have no
 11 further questions.
 12 CHAIRWOMAN SCOTT: Thank you for that,
 13 Ms. Rowe. All right, so I think it's now time
 14 for us to process the motion, so Ms. Causey's
 15 motion is that accommodations are not limited to
 16 those approved by ADA but aligned with the
 17 flexibility addressed in February 12th, 2021
 18 guidance from CDC for teleworking and virtual
 19 instruction. Where appropriate, consult with
 20 principals who address staffing needs year round
 21 and may have creative solutions to meet students'

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1 needs and staff issues. And that was seconded by
 2 who?
 3 MS. ROWE: Ms. Rowe.
 4 CHAIRWOMAN SCOTT: Ms. Rowe seconded,
 5 okay. Thank you for that, Ms. Rowe. And now,
 6 Ms. Gover, could we take a rollcall vote please?
 7 MS. GOVER: Ms. Rowe?
 8 MS. ROWE: Yes.
 9 MS. GOVER: Ms. Causey?
 10 MS. CAUSEY: Yes.
 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: No.
 17 MS. GOVER: Ms. Henn?
 18 VICE CHAIR HENN: No.
 19 MS. GOVER: Mr. Muhumuza?
 20 MR. MUHUMUZA: I'm going to abstain.
 21 MS. GOVER: Mr. Offerman? Ms. Pasteur?

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1 MS. PASTEUR: No. Sorry.
 2 MS. GOVER: Thank you. Mr. Kuehn?
 3 MR. KUEHN: No.
 4 MS. GOVER: Dr. Hager?
 5 DR. HAGER: No.
 6 MS. GOVER: Ms. Scott?
 7 CHAIRWOMAN SCOTT: No.
 8 MS. GOVER: Favor is two, the motion
 9 fails.
 10 CHAIRWOMAN SCOTT: Thank you for that,
 11 Ms. Gover. All right.
 12 And moving on, I want to make sure we
 13 have all the questions for reopening. It looks
 14 like there was a reopening question that we had
 15 from Ms. Rowe, Ms. Mack and then Mr. McMillion.
 16 Ms. Rowe?
 17 MS. ROWE: Yes, thank you, Ms. Scott.
 18 I'm not sure who this question goes to, it might
 19 be Ms. Lowry, but my question is, if a staff
 20 member is denied some sort of alternative working
 21 arrangements either through ADA or any other

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1 means, what is the appeal process that they have
 2 to go through if they disagree with the decision
 3 made by the HR office, do they appeal to the
 4 Board or is there some other process?
 5 MS. LOWRY: Okay, I'm going to allow
 6 Ms. James to respond to that. Ms. James?
 7 MS. JAMES: Good evening. There is no
 8 appeal process. However, an employee is always
 9 welcome to assert their rights and again, the
 10 FMLA is in place for them. I understand that
 11 most individuals do not want to take leave, but
 12 that is another option for them to again remain
 13 employed to utilize time. A sick leave bank is
 14 also another alternative. But they are also
 15 welcome to, again, file a complaint with the EEOC
 16 if they feel as if we have discriminated against
 17 them on the basis of their disability. And then
 18 again, the ADA is very narrowly construed, so
 19 that is the remedy or that is the avenue that
 20 someone can exercise their rights if they feel as
 21 if we discriminated against them in our decision

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1 making.
 2 MS. ROWE: So are you saying that if the
 3 staff member wants alternative working
 4 arrangements because of COVID for any reason, ADA
 5 or not, that they don't have the right to appeal
 6 to this Board?
 7 MS. JAMES: I can't speak on the rights
 8 of appealing to the Board, I'm only speaking as
 9 far as the legality of your question. I think
 10 your board attorneys would be able to answer that
 11 for you. I'm only speaking as to the appeal
 12 rights that they would have if they are denied an
 13 ADA accommodation.
 14 MS. LOWRY: Ms. Rowe, they would be able
 15 to appeal, it would go to Ms. Huey through that
 16 normal process, and essentially it's the appeal
 17 that they're filing, to get to your point, is not
 18 agreeing with our decision. So from Ms. Huey,
 19 they would then be able to appeal, and then that
 20 appeal would then go to the Board.
 21 MS. ROWE: Okay. So where, is there a

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1 place on our website where that appeal process
 2 and the documents required to file such an appeal
 3 are available to our employees? Because since
 4 the ransomware attack, I have not seen our appeal
 5 procedures posted anywhere.
 6 MS. LOWRY: Okay. Let me look into that
 7 and I can remedy that, but I believe that the
 8 appeal policies are on the site.
 9 CHAIRWOMAN SCOTT: All right. It looks
 10 like we have a reopening question from Ms. Mack.
 11 MS. MACK: Yes, this question is for
 12 Dr. Williams. Dr. Williams, Dr. Karen Salmon
 13 announced today that the state will require two
 14 hours and 40 minutes of math test and four hours
 15 and 40 minutes of ELA testing. Obviously you
 16 didn't make the rule, but how is BCPS given the
 17 limited number of hours that students, or days
 18 that students are even going to be able to be in
 19 the classroom with the hybrid schedule, how are
 20 we going to accommodate this?
 21 DR. WILLIAMS: Well, Ms. Mack, I'm sorry

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1 I missed the announcement from Dr. Salmon today
 2 but it is a board meeting day. So I will save my
 3 understanding, and I'm sure Dr. Wheatley-Phillip
 4 can add, or Dr. McComas, that the assessment that
 5 you described does not have to be all in one, so
 6 it doesn't have to be in one setting of two
 7 hours, the format is still questionable what that
 8 would look like, whether it's paper and pencil or
 9 electronic or digital, and I believe this is
 10 going to be field testing because this is a new
 11 assessment. I will then see if
 12 Dr. Wheatley-Phillip needs to add anything or
 13 clarify something I shared.
 14 DR. WHEATLEY-PHILLIP: Thank you so
 15 much. Good evening, Dr Williams as well as
 16 Ms. Mack. We actually met with a few teams today
 17 to review some of the information in putting
 18 together information internally for us to discuss
 19 the status of the testing. And so some of that
 20 information because it was recently released, the
 21 team did speak to. So our team is putting

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1 together a document to really provide additional
 2 information in terms of what it would look like.
 3 We had an extensive conversation today with the
 4 academic team and Dr. Boswell's team in terms of
 5 whether all of the things that we have to think
 6 about and consider as we look at the testing
 7 windows that are available, some of it has been
 8 extended, some of it looked at different
 9 scenarios, so we are internally talking with
 10 teams about all of the things we have to consider
 11 and we hope to be able to come back and have some
 12 additional information as this is a fluid process
 13 and it continues to change. We'll have more
 14 information for school teams. Thank you.

15 MS. MACK: I just have a follow-up
 16 question to that. Do LEAs have the option of
 17 appealing this or because as was said today, we
 18 have to move forward with the testing?

19 DR. WHEATLEY-PHILLIP: I have not heard
 20 from the teams that the option of an appeal has
 21 been offered. I just know that they had talked

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1 about team linking the accountability and
 2 assessment and testing only in ELA and math in
 3 grades three through eight and high school, and
 4 extending the window, but in terms of that we
 5 have not explored that.

6 MS. MACK: And are we designating any
 7 testing that we have planned to do?

8 DR. WILLIAMS: Ms. Mack, let me just
 9 respond to that. That's the state requirement,
 10 the state board will have to make a decision if
 11 anything is waived or changed. And as
 12 Dr. Wheatley-Phillip, you know, we have to look
 13 at, like every other LEA, look at our process and
 14 see how best we can meet this need, so we'll be
 15 happy to follow up. I'm sorry, you were asking
 16 another question.

17 MS. MACK: Are we -- I mean, typically
 18 we do like measures of academic progress, math
 19 testing. Are we doing that or are we not doing
 20 that this year given the time constraints?

21 DR. WHEATLEY-PHILLIP: Given the time

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1 constraints I think we're looking specifically at
 2 the MCAP assessments because the math assessments
 3 we do look at not only the fall but do look at a
 4 spring piece, and in light of the fact that we've
 5 been in a virtual setting you have to really
 6 think about the needs of children and is this the
 7 best setting once they return to, you know, have
 8 them then be faced with a number of different
 9 assessments. So based on the state guidelines we
 10 were looking at those assessments that are
 11 required by the state.

12 MS. MACK: Well, I fully support that,
 13 so thank you. And I do have one other question
 14 that has nothing to do with testing.

15 Will the Board be provided on an ongoing
 16 basis of the number of students who have chosen
 17 each cohort, and can we get that information by
 18 advisory area like the southwest advisory area
 19 and by grade?

20 DR. WHEATLEY-PHILLIP: So we hear you,
 21 thank you for that request. I believe

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1 Dr. Williams can answer in terms of that, but I
 2 know the design team looks at a number of
 3 different types of data, and in terms of how that
 4 information could be reorganized to meet your
 5 request, you know, that's something the design
 6 team could certainly take a look at.

7 DR. WILLIAMS: Yes, thank you,
 8 Dr. Wheatley-Phillip, we can discuss that with
 9 the design team and your team about that data and
 10 how to look at it, so we will be happy to have
 11 further conversations.

12 CHAIRWOMAN SCOTT: Thank you,
 13 Dr. Williams. Next it looks like we have a
 14 question or a comment from Mr. McMillion.

15 MR. MCMILLION: Actually, I see
 16 Dr. Hager has a reopened question; can we have
 17 her take care of that.

18 CHAIRWOMAN SCOTT: Oh yes, certainly.
 19 Go ahead, Dr. Hager.

20 DR. HAGER: Hi, thank you. I want to
 21 mention Mr. Scriven who spoke a while ago when

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1 the presentation was being made, and thank him
 2 and the team for clarifying the efforts that are
 3 happening around Rec and Parks. This was
 4 something that came up today and I heard some
 5 rumors about essentially postponing youth rec and
 6 parks courts, so I just want to clarify with
 7 Mr. Scriven, it sounded like from your comments
 8 and your update that the fields will be available
 9 for Rec and Parks activities for youth starting
 10 on March 1st; is that correct?

11 DR. SCRIVEN: Yes, ma'am, that will be
 12 for elementary and for middle. We have another
 13 meeting tomorrow to talk about high school,
 14 there's a lot of more logistics that's tied into
 15 high school so we just have to discuss how that's
 16 going to work, but elementary and middle are a
 17 go.

18 DR. HAGER: Thank you so much, I really
 19 appreciate that clarity. And then I have a
 20 question for the team.

21 So I have been staring at these original

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1 metrics before and with the more recent ones, and
 2 I do have to comment that I personally got
 3 confused with the metrics with the number of new
 4 cases per 100,000 over a seven-day period. And
 5 just given that out of the four metrics, the two
 6 original metrics and these two newer ones, three
 7 out of the four have us in the best or second
 8 best category for reopening, lowest risk or lower
 9 risk, and then we have this one metric that's
 10 putting us way off to the side in the red and the
 11 orange areas. Has anyone on this team explored
 12 that a little bit further with the city health
 13 department or just to kind of understand what's
 14 happening there? Because I worry that it's
 15 guiding a lot of our decision making when three
 16 out of the four metrics have us looking really
 17 good, so I just wanted to know if anyone's
 18 followed up with anyone about that with.

19 DR. WILLIAMS: So Dr. Hager, thank you
 20 for that. We have throws conversations with our
 21 COVID-19 task force which as you well know,

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1 Dr. Chen is from the health department, and those
 2 are the questions that we're asking. So we are
 3 having those conversations, and I want to just
 4 turn to Dr. Zarchin because we keep in contact
 5 with Dr. Branch and his team, but I don't know,
 6 Dr. Zarchin, anything you want to add. You know,
 7 every time we meet, Dr. Chen presents the
 8 research and the data, Deb Somerville, she
 9 presents the research and what we're doing as a
 10 system, but I just want to see if Dr. Zarchin
 11 wants to add any additional comments at this
 12 time.

13 DR. ZARCHIN: I'm happy to. So we are
 14 paying close attention to the CDC metrics. We
 15 have not received any guidance from the
 16 Department of Health that we should be looking at
 17 other indicators as primary indicators, we can
 18 look at them as secondary.

19 The good news is it continues to drop,
 20 so Deb Somerville, who I believe is on the call,
 21 she sent an email to me as I think we were

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1 starting the meeting and the numbers have
 2 actually dropped a little bit since even last
 3 night, so that's really good news. We're still
 4 in the orange zone because of that total new
 5 cases per 100,000, but that has dropped down to
 6 85 from 95 yesterday, so that's great news.

7 The big piece that we're taking from the
 8 CDC guidance is that the focus is on in-person
 9 learning and you know, we've talked about
 10 extracurricular activities, we all know they're
 11 greatly important to the well rounded development
 12 of our students. However, that's where a lot of
 13 the transmission can take place and we want to be
 14 careful and honor what their recommendations are.
 15 So right now we've moved from what they were
 16 recommending when we were in the red a week ago
 17 as virtual, now we're in outside six-foot social
 18 distancing, which is great progress, we're
 19 pleased with that, and we're going to continue
 20 monitoring the numbers, but we don't want the
 21 extracurriculars to get in the way of in-person

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1 learning.

2 DR. HAGER: So I kind of hate to ask

3 this question because I'm afraid of your answer,

4 but how is this going to impact the activities

5 that are already happening in schools?

6 DR. ZARCHIN: Well, at this point I

7 think that's a discussion we probably need to

8 have in this meeting. I know when we talked

9 probably a month ago and Dr. Branch was in the

10 meeting, the numbers were much higher, his

11 recommendation was no athletics, and the vote was

12 to move forward. So I want to just bring it to

13 everyone's attention, we are so close, you know,

14 to being in an area where we can continue and get

15 a little closer to what we knew as normal, but we

16 don't want a spike and that's our fear right now.

17 We're so close, we just want to follow the

18 guidelines, get kids safely back into class, and

19 we don't want anything to get in the way of that.

20 DR. HAGER: Okay, thank you for that.

21 And I just want to double check that the written

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1 comments or questions of board members about

2 reopening are in fact published on BoardDocs for

3 the public to see. Can someone clarify that,

4 either Tracy or Dr. Williams? Anyone?

5 MS. MACK: I can clarify that because

6 I'm looking at them.

7 DR. HAGER: Someone asked me recently

8 for access for access to some of the question, so

9 I think there's a lot of really great questions

10 and answers available for the public on that list

11 as well about reopening. So those are my only

12 questions, thank you.

13 CHAIRWOMAN SCOTT: Thank you, Dr. Hager.

14 It looks like there is a question from

15 Mrs. Pasteur and I know, Mr. McMillion, you were

16 ahead of Ms. Pasteur.

17 MR. MCMILLION: That's okay, her and

18 Ms. Causey can go, I see these other questions.

19 I'm okay, I'm patient.

20 CHAIRWOMAN SCOTT: Okay. Go ahead,

21 Ms. Pasteur.

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1 MS. PASTEUR: All right, this is very

2 quick. We haven't spoken about vaccinations and

3 maybe I'm speaking to the Board, but at Monday's

4 MABE meeting the question did come up and as a

5 result, Karen Yoho, who is our current president

6 didn't of MABE, sent out questions that one of

7 the counties had, and I found it, one of the

8 questions very interesting as well as the

9 answers. And the question was, have we as a

10 board been working with our delegates, council

11 people, et cetera, because what we've discovered

12 going, and Mr. Baysmore can attest to this going

13 around the room, is that a number of the counties

14 are just doing a fabulous job with the

15 vaccinations, some of them small of course, but

16 it opened that door, and Baltimore City came in

17 to say they're almost having none.

18 But it certainly opened the door, and so

19 I'm going to speak to and have already started

20 speaking to some, my councilperson and delegate

21 to see if collectively we can't make a difference

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1 for our teachers, our schools, et cetera. And I

2 just would like to point that out to the Board

3 and if you'd like to see the questions, I will be

4 more than happy to send them to you because

5 they're very interesting, but maybe that's

6 something we can do as a group. Thank you.

7 CHAIRWOMAN SCOTT: Thank you for that,

8 Ms. Pasteur, and yes, we have quite a few

9 questions, but we have such an agenda to get to

10 so I just want to remind members of the time.

11 Let's see, who was next? It looks like we have

12 Ms. Causey. Ms. Causey?

13 MS. CAUSEY: Thank you, Madam Chair. So

14 I wanted to, I appreciate all the comments that

15 have happened and all of the work that's being

16 done by staff and staff is here tonight, and the

17 schoolhouse staff and our office of nutrition and

18 transportation and everyone, we know it's another

19 new year starting for our students and I just

20 appreciate that.

21 I did want to dovetail with Dr. Hager in

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1 speaking to answers regarding reopening
 2 questions. I had brought up at the last meeting
 3 about Cohort D and it was said that it would be
 4 responded to but there was not a response. So
 5 I'd like to understand, board members that have
 6 questions in board meetings that are not answered
 7 in board meetings, they should be included in
 8 those weekly updates or those reopening questions
 9 that are published.

10 So Dr. Williams, is staff able to
 11 discuss Cohort D, especially given the numbers
 12 that are really becoming so much better in terms
 13 of lower transmission rates?

14 DR. WILLIAMS: Let me answer your first
 15 question. We can circle back, because we did say
 16 that questions and the answers to the reopening
 17 plan would be posted, so we will follow up on
 18 that. And there's no Cohort D at this time.
 19 We're looking at students returning next week in
 20 our phased-in model, but that's all we can say at
 21 this time.

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1 MS. CAUSEY: Okay. And given the state
 2 superintendent's guidance to have all students
 3 attend in person as much as possible, including
 4 up to five days a week, and other districts are
 5 increasing their student days to four days of
 6 instruction, what metric numbers or what
 7 logistics does Baltimore County Public Schools
 8 need to meet in order to consider four days of
 9 instruction?

10 DR. WILLIAMS: So right now we are
 11 looking at a plan with the phase in. I'm aware
 12 of some of the smaller districts or nearby
 13 districts that may be increasing the number of
 14 days, they may have had students in before and
 15 had to close or not at all. Right now we want
 16 to, we need to proceed with our plan and again,
 17 as we start to see the metrics looking better for
 18 us, just like anything, we will be looking at our
 19 plan.

20 But keep in mind, earlier we just had
 21 conversations about staff and ADA accommodations,

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1 and so again, right now we're looking at Phase I
 2 and Phase II, and Phase III eventually, and as we
 3 continue to monitor the metrics, I'm sure we will
 4 be looking at some different ways to support our
 5 students. And it also may mean, what we may do
 6 as I have been talking to staff about once we
 7 start bringing back students, there's some
 8 additional support that we want to provide in
 9 looking at long-term down the road in terms of
 10 our summer program.

11 MS. CAUSEY: Thank you. The next
 12 question I have related to the graduation
 13 timeframe; has that been determined yet?

14 DR. WILLIAMS: So the team is working on
 15 the graduation. Again, the vendors, we're at the
 16 mercy of our vendors that we've used before but
 17 as soon as we are able to finalize, as we shared
 18 before when this topic came up, we should be able
 19 to provide some updates to the Board and then
 20 make some announcement to the public. We are
 21 working with our graduation coordinators and

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1 principals to look at some feasible options, so
 2 we want to look at Plan A and Plan B.

3 MS. CAUSEY: Thank you. And the only
 4 thing I would say to that is it seems that it
 5 might have been earlier than usual, but given the
 6 lost days for the ransom attack, the latest start
 7 that we've had for the school calendar, and just
 8 the opportunity for our senior class to be
 9 together as much as they can before they
 10 graduate, I would hope that graduations would not
 11 be sooner than usual but in fact be later than
 12 usual. Thank you.

13 CHAIRWOMAN SCOTT: Thank you for that,
 14 and we have Mr. Kuehn.

15 MR. KUEHN: Thank you, Ms. Scott. I
 16 would like to start with some questions about
 17 sports. Could somebody please move to the slide
 18 that shows the discussion around sports, and I'd
 19 like to like ask Dr., I think it's Dr. Zarchin,
 20 I'm sorry if I'm massacring your name. I'm not
 21 clear based on what this says as to whether or

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1 not we're going to be having sports. Can you --
 2 you know, I thought I saw it said back to
 3 virtually, this is the wrong slide by the way,
 4 that our sports would not be in person, so I need
 5 clarification on that first, please.
 6 DR. ZARCHIN: So based on where we are
 7 right now, and we are not on the -- is this the
 8 slide you wanted?
 9 MR. KUEHN: Yes, so I see we are in the
 10 orange zone so we are going to have sports held
 11 outdoors?
 12 MR. ZARCHIN: Correct.
 13 MR. KUEHN: Okay. So with that being
 14 the case, what sports are we not going to have at
 15 this point in time?
 16 DR. ZARCHIN: Based on where we are, the
 17 recommendation is outdoors with six feet of
 18 social distancing, so anything that could not be
 19 done outdoors, the recommendation is it's on hold
 20 until we get to the yellow rate of transmission.
 21 MR. KUEHN: Okay. Can you explain what

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1 it would take us to get to the yellow?
 2 DR. ZARCHIN: So the yellow, right now
 3 we're at an 85 per 100,000 cases. For the
 4 yellow, which is moderated transmission, it's
 5 between 10 and 49, and that's the higher of the
 6 two indicators. The percent of the NAATs
 7 testing, we're in a good spot there, we've got to
 8 get the total cases per un100,000 down. And it's
 9 continued to drop each week, and even in the last
 10 day we've seen a noticeable drop from 95 to 85.
 11 MR. KUEHN: Yes, I believe there has
 12 been significant drops across the entire country,
 13 so you know, I thought that we were in a better
 14 position than what I'm seeing here. So what I'm
 15 hearing is indoor, and indoor for fall is, is
 16 that badminton and volleyball that would be
 17 restricted?
 18 DR. MCCOMAS: Badminton, volleyball and
 19 cheerleading, Mr. Kuehn, are our indoor fall
 20 sports, and Mr. Sye, unless I misquoted
 21 something, please correct me.

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1 MR. SYE: No, you're correct.
 2 MR. KUEHN: Okay, thank you.
 3 CHAIRWOMAN SCOTT: Thank you for that,
 4 Mr. Kuehn.
 5 MR. KUEHN: I have a few more questions,
 6 I'm sorry. Just to clarify something, I was
 7 flipping through the comments and one of the
 8 things that I'm looking at talks about Phase IV,
 9 which shows 85,000 students returning on
 10 April 6th, and in a hybrid situation you only
 11 have 24 in-person days, and seniors will actually
 12 only be in class 12 days. Is that accurate,
 13 Dr. Williams?
 14 DR. WILLIAMS: So Phase IV, there are
 15 two parts. There's the grade six and nine on, if
 16 I have my design team -- let me ask the design
 17 team to give the dates.
 18 MS. BYERS: Six and nine return on
 19 March 22nd and grades three through five, grades
 20 seven through eight, and grades 10 through 12
 21 return on April 6th.

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1 DR. WILLIAMS: Yes, thank you.
 2 MR. KUEHN: Okay. So just to clarify,
 3 we have designed this return so that our seniors
 4 will literally only have 12 days in the school?
 5 CHAIRWOMAN SCOTT: I think that's time.
 6 MR. KUEHN: I would like an answer,
 7 thank you.
 8 CHAIRWOMAN SCOTT: Yes, if you could
 9 answer Mr. Kuehn's question please?
 10 DR. WILLIAMS: So we designed the phased
 11 in, yes, so I don't know if there's 12 days from
 12 April 6th until when seniors are done, but as you
 13 shared, yes, there is a phased in and we can
 14 provide the number of days. I'm not looking at a
 15 calendar to provide that, but we can follow up.
 16 CHAIRWOMAN SCOTT: Thank you. And I
 17 just want to remind members, this is not the only
 18 item on the agenda. We have quite a few other
 19 items to get to on the agenda and I want to make
 20 sure that we have ample time to discuss those, so
 21 I just would ask that everyone please keep that

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1 in mind as we go forward. So Mr. McMillion, you
 2 had a question or a comment?
 3 MR. MCMILLION: Yes. If we're done with
 4 these others, I have a motion I would like to
 5 make, okay? I move that BCPS temporarily modify
 6 our current athletic academic eligibility
 7 requirements for high school and middle school
 8 student athletes to a 1.00 GPA and not more than
 9 two Es, to expire on June 30th, 2021, effective
 10 immediately upon MSDE and MPSSAA approval.
 11 MS. CAUSEY: Second, Causey.
 12 MS. ROWE: Second, Rowe.
 13 CHAIRWOMAN SCOTT: Okay, Mr. McMillion,
 14 could you please put that in the chat?
 15 MR. MCMILLION: I emailed it to
 16 everybody yesterday afternoon so everybody has
 17 it, and I sent it to Mr. Brousaides a couple
 18 minutes ago, but I will type it in chat if you
 19 want it in chat.
 20 CHAIRWOMAN SCOTT: Okay, thank you for
 21 emailing it to all of us so that we have that.

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1 Okay, would you like to speak to your motion?
 2 MR. MCMILLION: Yes. I accept full
 3 responsibility for writing a general motion two
 4 weeks ago that contributed to the denial by the
 5 state, I accept full responsibility for that.
 6 Anybody that knows me, it was not my
 7 intention to give students that have done nothing
 8 in the classroom a reward of being able to play
 9 athletics, that's not what I'm about. I want to
 10 give students, the student that is struggling,
 11 that is having difficulty sitting in front of a
 12 computer for six hours, that maybe some days
 13 doesn't have Internet connection, I want to give
 14 that individual the opportunity.
 15 So a 1.0 would be a straight D average.
 16 Allowing two Es would mean that if a student has
 17 the two Es he must have two Cs to balance that
 18 out to get to 1.0. In my new motion it has a
 19 timeframe to it and it has a standard to it, and
 20 I think that that will contribute to it meeting
 21 the state requirements. Thank you.

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1 CHAIRWOMAN SCOTT: Okay, thanks for
 2 that, Mr. McMillion. I would like to restate
 3 your motion so that it can be the property of the
 4 assembly. Mr. McMillion moves that BCPS
 5 temporarily modify our current -- sorry, my chat
 6 was moving up, I'll start over again.
 7 Mr. McMillion moves that BCPS temporarily modify
 8 our current athletic academic eligibility
 9 requirements for high school and middle school
 10 student athletes, 2.0 GPA and not more than one E
 11 to 1.0 GPA and not more than two Es, to expire on
 12 June 30th, 2021, effective immediately upon MSDE
 13 and MPSSAA approval. And that was seconded by, I
 14 heard two voices.
 15 MS. ROWE: You can let Ms. Causey have
 16 it.
 17 CHAIRWOMAN SCOTT: And it was seconded
 18 by Ms. Causey, okay, thank you for that.
 19 Mr. McMillion spoke to his motion and it looks
 20 like we have quite a few questions.
 21 Mr. Offerman, do you have a comment?

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1 MR. OFFERMAN: No. I would like to move
 2 the motion.
 3 MS. JOSE: Second.
 4 CHAIRWOMAN SCOTT: Okay, I'm sorry,
 5 Mr. Offerman, you said you want to move the
 6 question, could you repeat that again please?
 7 MR. OFFERMAN: I would like to move the
 8 question.
 9 CHAIRWOMAN SCOTT: Okay, and was there a
 10 second?
 11 MS. JOSE: Second, Ms. Jose.
 12 CHAIRWOMAN SCOTT: Okay. The question
 13 has been moved and seconded to end debate, so we
 14 can vote on that. Ms. Gover, if you can take a
 15 rollcall vote please?
 16 MS. GOVER: Ms. Rowe?
 17 MS. ROWE: Yes.
 18 MS. GOVER: Ms. Causey?
 19 MS. CAUSEY: No.
 20 MS. GOVER: Ms. Mack?
 21 MS. MACK: No.

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1 MS. GOVER: Mr. McMillion?
 2 MR. MCMILLION: No.
 3 MS. GOVER: Ms. Jose?
 4 MS. JOSE: Yes.
 5 MS. GOVER: Ms. Henn?
 6 VICE CHAIR HENN: Yes.
 7 MS. GOVER: Mr. Muhumuza?
 8 MR. MUHUMUZA: No.
 9 MS. GOVER: Mr. Offerman?
 10 MR. OFFERMAN: Yes.
 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: No.
 17 MS. GOVER: Ms. Scott?
 18 CHAIRWOMAN SCOTT: Yes.
 19 MS. GOVER: Favor is six, opposed is
 20 six.
 21 CHAIRWOMAN SCOTT: Okay, so that means

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1 debate does not end, so it looks like there was a
 2 question from, going in order, going next to
 3 Ms. Causey, Ms. Causey, it looks like you had a
 4 comment and a question?
 5 MS. JOSE: Actually, Ms. Scott, I was
 6 before Ms. Causey.
 7 CHAIRWOMAN SCOTT: Oh, I do apologize,
 8 you are right, Mr. Offerman and then it was
 9 Ms. Jose, yes, so Ms. Jose, then Ms. Causey.
 10 MS. JOSE: Thank you. I would like to
 11 hear from Dr. Williams on this motion, as well as
 12 from Dr. McComas if we could, thank you.
 13 DR. WILLIAMS: Sure, thank you,
 14 Ms. Jose, and I know we have Dr. McComas as well
 15 as Michael Sye. So, I believe extracurricular
 16 activities are very important, we've talked about
 17 students being well rounded and they should be a
 18 part of any program. However, I have to put my
 19 superintendent hat on, educator's hat on and dad
 20 hat on, I have three kids that participate in
 21 athletics. I think our schoolwork is the

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1 priority. Our current standard speaks to a grade
 2 point average equal or greater than 2.0 and no
 3 more than one failing grade. That is the least
 4 we can expect from our student athletes. I
 5 believe we have to focus on that phrase, student
 6 athlete, and I disagree with changing our
 7 standards.
 8 Last time board members referenced hope
 9 and I think we need to focus on our student
 10 athletes who are progressing through towards
 11 graduation, and my hope is to prepare our
 12 students to be college and career ready and to be
 13 well rounded students, and so my feeling is that
 14 the standard that we have, 2.0 or greater and no
 15 more than one failing grade is the standard that
 16 we want to continue for our student athletes.
 17 And just knowing what students must do and to
 18 manage the work of practice and games and
 19 schoolwork, it has to be that balance, and so I
 20 have been talking to our team about this. I
 21 really have to say we should keep our standard

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1 and not change our standard for these two
 2 upcoming seasons, but Dr. McComas, anything you
 3 want to share?
 4 DR. MCCOMAS: No, Dr. Williams, I
 5 support everything you just said, and I'll yield
 6 my speaking opportunity to Mr. Sye, as he works
 7 most directly with our athletic directors and the
 8 return to play committee, so Mr. Sye, if you
 9 would like to add any comment, now is your
 10 opportunity, thank you.
 11 MR. SYE: Yes, thank you, Dr. McComas,
 12 and Board. I won't be long and again, I'll
 13 piggyback off of what Dr. Williams has stated.
 14 Our students have a problem right now and the
 15 kids are struggling academically for various
 16 reasons as it relates to virtual instruction and
 17 COVID. As stated by our student board member
 18 Mr. Muhumuza last time, and I'm paraphrasing,
 19 allowing student athletes to participate in
 20 sports is not going to help them when they're
 21 currently struggling academically. So in my

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1 opinion, we should be discussing what kind of
 2 supports we can put in place to offer our
 3 students to address the issues of the failing
 4 grade, because at the end of the day it's not the
 5 sport that's going to fix this current problem.
 6 In addition, modifying this rule will
 7 only cause additional concerns with the upcoming
 8 fall season, because academic standards will be
 9 lower than what they normally are. Parents will
 10 also challenge this as there will be still
 11 students excluded from interscholastic sports and
 12 many will want to know the justification for a
 13 1.0 and no more than two failing grades. I am
 14 not sure what the outcome of this motion will be,
 15 but I do realize the importance of athletics, I
 16 do realize the impact it has on our kids and I do
 17 realize it saves our kids, but so does education,
 18 and while I know that many may not agree with
 19 this, as a leader and educator I must support
 20 this.
 21 So as I close out, and I will be really

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1 quick with this, I wanted to share something with
 2 you. Over the past five months Dr. Williams has
 3 asked leadership to look at various topics of
 4 interest in BCPS to include the school system,
 5 and eligibility was one of them. During this
 6 journey that is currently still going on right
 7 now, we have looked at data, other school
 8 systems, NCAA requirements and other factors.
 9 Recently we wanted to hear from our student
 10 athletes to get a perspective regarding
 11 eligibility. We interviewed many students
 12 randomly selected from BCPS high schools and I
 13 believe that this response by one of our BCPS
 14 students sums up the importance of this rule.
 15 The question was, do eligibility
 16 requirements impact how you approach your
 17 academic/schoolwork? This was the response, and
 18 I quote: Yes, it does, because I always know if
 19 I'm doing my best in the classroom I don't
 20 deserve to be on the field, because everything
 21 starts in the classroom. That's why we're called

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1 student athletes, we are students first.
 2 So I wanted to share that with you
 3 because that is one of our own students in
 4 Baltimore County speaking to the importance of
 5 the rule and how it supports them academically to
 6 reach the goals that they have. So again, in
 7 closing, I would like to thank you for giving me
 8 this opportunity to speak about the eligibility
 9 question.
 10 CHAIRWOMAN SCOTT: Thank you so much for
 11 that, Mr. Sye. It looks like I had skipped over,
 12 and I apologize, Josh Muhumuza.
 13 MR. MUHUMUZA: Yes, thank you, Madam
 14 Chair, no problem. And first and foremost I want
 15 to just recognize Mr. McMillion for his passion
 16 for athletics, and I've talked to him on numerous
 17 time about how we can improve the access to
 18 extracurriculars, he's been a proponent for that,
 19 and I have tremendous respect for him, but this
 20 is one of the things that I have to disagree
 21 with, and I really don't think it's beneficial to

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1 our students, and it's not respectful to our
 2 values as educators and leaders in our
 3 educational system, but I've already talked about
 4 this the last meeting.
 5 I guess my question is going to go to
 6 counsel now, and even Ms. Howie. The Board has a
 7 policy or rule, 6702, and I'm reading from page
 8 three under the academic eligibility, high school
 9 academic eligibility, which says: Students are
 10 academically ineligible if they have less than a
 11 2.0 grade point average with no more than one
 12 failing, incomplete or medical grade in the
 13 preceding quarter. I guess, how is it possible
 14 we can make a waiver without -- let me rephrase.
 15 Can we make a waiver if we still have an
 16 outstanding policy, is that appropriate, or does
 17 the policy allow us to make this waiver, because
 18 I didn't see language in the policy that allows
 19 us to make such waivers.
 20 MR. BROUSAIDES: Well, Mr. Muhumuza,
 21 Eric Brousaides here. It's the Board's policy

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1 and the Board could through this motion create an
 2 exception to it.
 3 MR. MUHUMUZA: Okay. And so it's fine
 4 without having to create any new language to
 5 this?
 6 MR. BROUSAIDES: The policy doesn't
 7 prevent this motion from going forward.
 8 MR. MUHUMUZA: Okay. Thank you for
 9 that, and that was the only clarification I
 10 needed.
 11 The only thing I can say is that
 12 athletics are one of the programs we provide to
 13 students to allow them to succeed in school, to
 14 provide positive incentives, and it's a passion
 15 that many students have, and allows them to go
 16 onto college, but with those who go onto college
 17 and continue their sports, academics is still at
 18 the forefront, and I'm just going to cite the
 19 GPAs -- sorry, I'm out of time.
 20 CHAIRWOMAN SCOTT: Thank you. Okay,
 21 next we have Ms. Causey. Ms. Causey?

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1 MS. CAUSEY: Yes, thank you, Madam
 2 Chair. I appreciate all the comments that have
 3 been made and I know Mr. Sye and his commitment
 4 to student athletes, but let's be clear. This is
 5 not a regular year, there is nothing about this
 6 year that's regular or typical. People have had
 7 waivers for all kinds of things and it is well
 8 documented that exercise actually improves
 9 academic achievement. And for our students that
 10 are feeling isolated and depressed and not
 11 engaged in their schoolwork, engaging in exercise
 12 with their peers is going to be in and of itself
 13 an improvement for their academics. So this is
 14 not just about students engaging in athletics,
 15 it's about helping students to do the best they
 16 can in a very difficult time.
 17 I have a question for, I believe it's
 18 Mr. Sye. The motion states effective
 19 immediately, but I wanted to see whether we
 20 needed to make it retroactive so that students
 21 that had already registered but were denied

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1 because of their grades, do we need to make this
 2 retroactive to February 12th?
 3 MR. SYE: Yeah, I believe you would need
 4 to, if those kids that originally came out and
 5 then were told that they couldn't come out would
 6 then be allowed to come back out, if that makes
 7 any sense.
 8 MS. CAUSEY: So should I make an
 9 amendment to make it retroactive to
 10 February 12th, Mr. Brousaides?
 11 MR. BROUSAIDES: Yes, you would need to
 12 make an amendment to include that retroactive
 13 language.
 14 MS. CAUSEY: Okay, thank you. I make a
 15 motion to amend Mr. McMillion's motion to make it
 16 retroactive to February 12th.
 17 CHAIRWOMAN SCOTT: Is there a second?
 18 MS. ROWE: Second, Rowe.
 19 CHAIRWOMAN SCOTT: All right. If you
 20 could put that again in the chat so that I can
 21 restate it? All right. And as Ms. Causey is

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1 putting in the chat I will restate it and then we
 2 will process the amendment to the motion.
 3 Ms. Causey, are you putting it in the chat? Oh,
 4 there it is. Thank you. So Ms. Causey made an
 5 amendment to the motion or, yes, Ms. Causey made
 6 a motion to amend Mr. McMillion's motion
 7 retroactive to February 12th, and it was seconded
 8 by Ms. Rowe. Are there any questions on
 9 Ms. Causey's amendment? Okay, if not, it's been
 10 moved and seconded. Ms. Gover, could we vote on
 11 Ms. Causey's amendment please?
 12 MS. GOVER: Ms. Rowe?
 13 MS. ROWE: Yes.
 14 MS. GOVER: Ms. Causey?
 15 MS. CAUSEY: Yes.
 16 MS. GOVER: Ms. Mack?
 17 MS. MACK: Yes.
 18 MS. GOVER: Mr. McMillion?
 19 MR. MCMILLION: Yes.
 20 MS. GOVER: Ms. Jose? Ms. Jose?
 21 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: Yes.
 6 MS. GOVER: Ms. Pasteur?
 7 MS. PASTEUR: Yes.
 8 MS. GOVER: Mr. Kuehn?
 9 MR. KUEHN: Yes.
 10 MS. GOVER: Dr. Hager?
 11 DR. HAGER: Yes.
 12 MS. GOVER: Ms. Scott?
 13 CHAIRWOMAN SCOTT: No.
 14 MS. GOVER: In favor is nine.
 15 CHAIRWOMAN SCOTT: Okay. Now the vote
 16 is on the motion as amended, so again, the motion
 17 is, I'm going to restate the full motion, that
 18 BCPS --
 19 MS. CAUSEY: Ms. Scott, I wasn't done
 20 with my comments.
 21 MR. MCMILLION: There's actually several

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1 other people also.
 2 CHAIRWOMAN SCOTT: Okay. So before we
 3 vote on the motion, then, we need to process the
 4 comments, okay. So our next comment is
 5 Ms. Pasteur.
 6 MS. PASTEUR: Thank you. Mr. McMillion
 7 and I had a good time talking about this and so I
 8 too like Mr. Muhumuza said, I know his heart and
 9 I know I have a sense of the kind of AD he was.
 10 My concern is two Es, I know it does the math and
 11 balances out here, that the person has to have
 12 two Cs, but the person would still have two Es.
 13 And I worry about who, I heard someone make a
 14 comment about this is going to help spur on their
 15 academic prowess, but who's going to do that for
 16 them? There's nothing that indicates that they
 17 have to do a study hall or they have to have a
 18 tutor, that they have to pull those grades up
 19 while they are working, and so what they have,
 20 the chance of it happening is that they fall into
 21 a greater abyss while they are doing that.

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1 Now silly me, because I don't know the
 2 athletics programs in this way, I've been through
 3 intramurals so they can go out and have these
 4 opportunities. Mr. McMillion just chuckled
 5 nicely, kindly, but again, I'm worried about
 6 those academics. And I just made it akin to
 7 Antonio Brown, who's a grown man with a lot of
 8 talent who had one waiver too many and had to
 9 live with Tom Brady, because he thinks for the
 10 rest of his life he will be given waivers and
 11 getting a bye in life, and I see nothing that is
 12 going to make these children do better. Thank
 13 you.
 14 CHAIRWOMAN SCOTT: Thank you,
 15 Ms. Pasteur. Next we have Ms. Mack. Ms. Mack?
 16 MS. MACK: Thank you, Ms. Scott, I'm
 17 sorry, I was muted. I would normally not support
 18 a motion that could negatively impact educational
 19 outcomes for kids, but, and it's a big but, this
 20 motion has an end date, which I appreciate.
 21 Ms. Causey said it and I'll reiterate

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1 it, this has been an unprecedented year, and I
 2 know firsthand over the last two weeks, I am
 3 typically somebody who loves to learn and can
 4 usually learn in any setting, but I am going
 5 through a certification process that requires 40
 6 hours of online training and I am barely holding
 7 on, because I find so many other things that I
 8 could get involved with instead of paying
 9 attention, and I have to wonder if this is not
 10 also impacting our students who in another year
 11 would have the grades that they need.
 12 And I guess my final comment is, what if
 13 a student who has never been able to participate
 14 in sports in previous years gets the opportunity
 15 this year and is so spurred on by the opportunity
 16 to be a member of a team, that that becomes the
 17 impetus for his or her improving academically,
 18 and I, that might be a reach, but you know, it
 19 could be the exposure that a student needs to
 20 understand that he or she needs to keep it all
 21 together in order to do well academically and be

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1 able to play sports, so I do support this motion.
 2 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.
 3 Next we have Mr. Kuehn.
 4 MR. KUEHN: Thank you, Ms. Scott. I
 5 voted against Mr. McMillion's previous motion
 6 about this because we are here to educate our
 7 children, and academics come first in my mind. I
 8 appreciate that Mr. McMillion came back and put,
 9 you know, some thought on requirements so that
 10 children have to at least be passing because a
 11 1.0, which is a D, is passing, and after feedback
 12 from various people in the community, I'm
 13 realizing that it's more complicated than that,
 14 that children that have IEPs and 504s which have
 15 not been met where we have failed them, this puts
 16 them in a position, an untenable position where
 17 they're challenged to even perform, you know,
 18 basically at this point.
 19 So I'm going to support this motion and
 20 you know, it's a challenge for me to support it
 21 but I will support it because it is limited to

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1 the end of this year, and because we're in a
 2 pandemic, and our kids will actually be able to
 3 go to a field even if they're not allowed in the
 4 school because they have to wait until April 6th,
 5 so thank you very much, I will be supporting this
 6 motion.
 7 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.
 8 And next it looks like we have Dr. Hager.
 9 DR. HAGER: Yeah, and I am more an
 10 academic person than an athletic person, but I
 11 keep speaking to athletics, which is fine because
 12 I think they're wonderful as well. But I do want
 13 to say that the connection between sport and
 14 academics is not linear, it tends to be more
 15 cyclical, and so for some kids they strive to
 16 improve their grades so they can play sports, and
 17 there are some kids who play sports and that
 18 structure that's in place, even outside of
 19 whether there are study hall opportunities or
 20 other things in place, but having a coach and
 21 having a time to be at practice and all those

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1 structures can also really support academic
 2 success as well, and so for so many reasons I am
 3 supporting this motion, and I do appreciate the
 4 modifications that Mr. McMillion made to it, but
 5 I do think it would be good for our students.
 6 That's all I have.
 7 CHAIRWOMAN SCOTT: Thank you, Dr. Hager.
 8 Ms. Rowe?
 9 MS. ROWE: Yes, I support this motion, I
 10 support the modifications that Mr. McMillion
 11 made, and I support it for all the reasons
 12 everyone else has stated but also for another
 13 reason. We talk about it a lot and this is our
 14 opportunity to do it, and that is to speak to the
 15 whole child. When I was in high school I had a
 16 very traumatic childhood, very traumatic
 17 childhood and I lived for one thing, marching
 18 band. And if I had to go through high school
 19 living through this pandemic and they took me out
 20 of band, I can tell you right now, my grades
 21 would have fell into the toilet, and nothing

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1 short of putting that horn back in my hands would
 2 have made my grades come up. And I would hate to
 3 see children who did well, that keeping them out
 4 of a sport is putting them into so much
 5 depression they can't perform, because we have a
 6 high poverty rate in our county and in our school
 7 system and that means a high trauma rate. And so
 8 if we're talking about the whole child, then we
 9 have to consider the fact that whether we like it
 10 or not, some of these kids keep their academics
 11 up for the sports or for band or for whatever
 12 else it is they're doing that gives them life,
 13 because they're not academics, they're just doing
 14 it because, so I think that we need to not set
 15 them up to fail in this respect.
 16 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe.
 17 It looks like we have a comment from Ms. Henn.
 18 VICE CHAIR HENN: Thank you, Madam
 19 Chair. I'd like to offer an amendment to the
 20 motion on the floor, if I may.
 21 CHAIRWOMAN SCOTT: Yes, I think we have

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1 one amendment, so yes, we can have at least two
 2 amendments, yes.
 3 VICE CHAIR HENN: Thank you. I move to
 4 insert following the end of the current motion, I
 5 further move that BCPS provide eligibility
 6 reports to each high school and middle school of
 7 students meeting the requirements.
 8 CHAIRWOMAN SCOTT: Is there a second?
 9 Okay.
 10 VICE CHAIR HENN: And I can put that in
 11 the --
 12 MS. CAUSEY: Second, Causey.
 13 VICE CHAIR HENN: And I can put this
 14 into the chat.
 15 CHAIRWOMAN SCOTT: So this was a second
 16 amendment, now I guess I would --
 17 VICE CHAIR HENN: I would --
 18 CHAIRWOMAN SCOTT: Sorry, excuse me, if
 19 I could just ask Mr. Brousaides, this appears to
 20 be a second amendment, I mean, excuse me, a
 21 second motion. Mr. Brousaides, would you weigh

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1 in on that?
 2 MR. BROUSAIDES: Could Ms. Henn repeat
 3 her proposed amendment?
 4 VICE CHAIR HENN: Yes, grammatically
 5 it's a new sentence, but I can rewrite it if it
 6 needs to be combined. It states, I further move
 7 that BCPS provide reports of all eligible
 8 students to high schools and middle schools.
 9 CHAIRWOMAN SCOTT: Yeah, that sounds
 10 like, the spirit of it sounds like a new motion.
 11 VICE CHAIR HENN: Then I can rephrase
 12 it, because it is adding to the current motion,
 13 to indicate that an eligibility report be
 14 provided to high schools and middle schools to
 15 assist athletic directors in implementing the
 16 motion.
 17 CHAIRWOMAN SCOTT: Mr. Brousaides, would
 18 you weigh in please?
 19 MR. BROUSAIDES: I think it's
 20 sufficiently germane, it's reaching the edges of
 21 needing to be in a separate motion, but I think

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1 it's sufficiently pertinent to the motion to
 2 constitute an amendment.
 3 I would just point out, I'm seeing that
 4 Dr. McComas is saying that this is something that
 5 in her view doesn't need to be a motion, and
 6 maybe staff can speak to that.
 7 CHAIRWOMAN SCOTT: Yes, Dr. McComas,
 8 could you please speak to that, are you saying
 9 it's operations?
 10 DR. MCCOMAS: Yes, thank you. I just
 11 wanted to provide clarity and certainly Mr. Sye
 12 can add to it if need be. The fact that we have
 13 an eligibility standard requires us to analyze
 14 and look at the students who meet that criteria
 15 so it is an inferred task within the motion, so
 16 were it to be a standalone motion is really
 17 redundant, because in order for us to identify
 18 who are the students that meet the criteria we
 19 have to be able to identify students and look at
 20 that, so I don't know if Mr. Sye has anything
 21 else he would like to add to that or clarify if

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1 in any way I've misspoken.
 2 VICE CHAIR HENN: And I have one
 3 followup to that, Madam Chair, if I may?
 4 CHAIRWOMAN SCOTT: Yes, please.
 5 VICE CHAIR HENN: Thank you, and thank
 6 you, Dr. McComas. It's my understanding that
 7 athletic directors are having to do a lot of
 8 manual effort to determine eligibility, so the
 9 intent of my motion is to provide them with
 10 assistance from central office to be able to
 11 provide these reports. Given that they have
 12 already begun this process and will now need to
 13 revisit eligibility, and anything we can do to
 14 assist them would be helpful. Thank you.
 15 CHAIRWOMAN SCOTT: Right.
 16 DR. WILLIAMS: Madam Chair, Darryl
 17 Williams. That's the work of operations, and
 18 actually you heard Mr. Sye speak to the system
 19 improvement team looking at eligibility, and
 20 they're looking at aspects of eligibility even at
 21 the middle school level, so I will go back to

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1 what Dr. McComas just shared earlier. Thank you.
 2 CHAIRWOMAN SCOTT: Okay.
 3 VICE CHAIR HENN: Madam Chair, may I ask
 4 a clarifying question quickly?
 5 CHAIRWOMAN SCOTT: Yes.
 6 VICE CHAIR HENN: Do we have the
 7 capability to provide these eligibility reports
 8 to our athletic directors?
 9 MR. SYE: So I can respond to that. We
 10 do have the ability, but I will be very
 11 transparent. In light of the ransomware attack
 12 we did struggle initially to get the original 2.0
 13 with one failing grade reports in. We were able
 14 to overcome that, but now to go back and now have
 15 to change the requirements within the system,
 16 that is going to be something that's going to be
 17 a little more detailed and is going to have to be
 18 run through DOIT to get that report up and
 19 running. I do believe we have the ability to do
 20 it but I don't think it's just an easy fix in
 21 terms of getting those reports out. We will do

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1 everything that we can as it relates to this
 2 matter, but I don't want you to think the report
 3 is going to come out tomorrow, because it's not.
 4 VICE CHAIR HENN: Thank you, Mr. Sye, I
 5 appreciate that. And again, my intention is not
 6 to present more burden on central staff but
 7 merely to drive an efficient process and rather
 8 than having ADs manually do this on their own if
 9 there's something we can do centrally. I
 10 understand the limits due to the ransomware
 11 attack, so I certainly appreciate the efforts.
 12 And Madam Chair, should I restate my
 13 motion? And I was in the process of putting it
 14 in the chat, I would still like to make it.
 15 CHAIRWOMAN SCOTT: Certainly. I thought
 16 you had put it in the chat. Yes, if you could
 17 restate it and put it in the chat please, thank
 18 you.
 19 VICE CHAIR HENN: Thank you. So it is,
 20 I further move that eligibility reports be
 21 provided to all middle and high schools.

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1 CHAIRWOMAN SCOTT: Okay, now, this is a
 2 motion or this is a --
 3 VICE CHAIR HENN: It is an amendment. I
 4 move to amend the current motion by inserting, I
 5 further move that eligibility reports be provided
 6 to all middle and high schools.
 7 CHAIRWOMAN SCOTT: And where are you
 8 inserting it in the motion?
 9 VICE CHAIR HENN: At the end of the
 10 motion, Madam Chair.
 11 CHAIRWOMAN SCOTT: Okay, so you're
 12 adding it to the end of the motion, okay. Okay.
 13 All right. So, I see, so you're adding it to the
 14 end, not inserting, okay, and it was seconded by
 15 Ms. Causey, so I will restate it. Ms. Henn would
 16 like to add at the end an amendment, to further
 17 move that eligibility reports be provided to all
 18 middle and high schools. Okay. So if amended,
 19 I'll read the full motion, because we've had
 20 quite a bit of discussion.
 21 UNIDENTIFIED SPEAKER: Madam Chair, I

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1 move the question on the amendment.
 2 UNIDENTIFIED SPEAKER: Second.
 3 CHAIRWOMAN SCOTT: Okay, it's been moved
 4 and seconded and we can go ahead and vote on
 5 that. Ms. Gover, if you can take the rollcall
 6 vote please?
 7 MS. GOVER: I'm sorry, can I confirm the
 8 second?
 9 CHAIRWOMAN SCOTT: I think it was
 10 Ms. Rowe.
 11 MS. GOVER: Thank you. 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? Ms. Henn?
 20 VICE CHAIR HENN: Yes.
 21 MS. GOVER: Mr. Muhumuza?

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1 MR. MUHUMUZA: Yes.
 2 MS. GOVER: Mr. Offerman?
 3 MR. OFFERMAN: Yes.
 4 MS. GOVER: Ms. Pasteur?
 5 MS. PASTEUR: Abstain.
 6 MS. GOVER: Thank you. Mr. Kuehn?
 7 MR. KUEHN: Yes.
 8 MS. GOVER: Dr. Hager?
 9 DR. HAGER: Yes.
 10 MS. GOVER: Ms. Scott?
 11 CHAIRWOMAN SCOTT: No.
 12 MS. GOVER: In favor is nine.
 13 CHAIRWOMAN SCOTT: Okay, so the
 14 amendment passes --
 15 (Unintelligible, multiple speakers.)
 16 MS. GOVER: That was to move the
 17 question.
 18 CHAIRWOMAN SCOTT: Oh, I'm sorry, we
 19 were moving to move the previous question, I
 20 apologize. That passed to move the question, so
 21 now the question is on the motion as amended.

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1 MS. GOVER: No, it's on Ms. Henn's
 2 amendment.
 3 CHAIRWOMAN SCOTT: Oh, that's right, we
 4 moved the question, so now we're voting on the
 5 amendment.
 6 MS. GOVER: Yes, ma'am.
 7 CHAIRWOMAN SCOTT: Okay.
 8 MS. GOVER: Ms. Rowe?
 9 MS. ROWE: Yes.
 10 MS. GOVER: Ms. Causey?
 11 MS. CAUSEY: Yes.
 12 MS. GOVER: Ms. Mack?
 13 MS. MACK: Yes.
 14 MS. GOVER: Mr. McMillion?
 15 MR. MCMILLION: Yes.
 16 MS. GOVER: Ms. Jose? Ms. Henn?
 17 VICE CHAIR HENN: Yes.
 18 MS. GOVER: Mr. Muhumuza?
 19 MR. MUHUMUZA: Abstain.
 20 MS. GOVER: Mr. Offerman?
 21 MR. OFFERMAN: Yes.

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1 MS. GOVER: Ms. Pasteur?
 2 MS. PASTEUR: Abstain.
 3 MS. GOVER: Mr. Kuehn?
 4 MR. KUEHN: I'll abstain from this.
 5 It's already passed.
 6 MS. GOVER: Dr. Hager?
 7 DR. HAGER: No.
 8 MS. GOVER: Ms. Scott?
 9 CHAIRWOMAN SCOTT: No.
 10 MS. GOVER: Favor is six.
 11 CHAIRWOMAN SCOTT: Okay.
 12 MS. GOVER: So it fails.
 13 CHAIRWOMAN SCOTT: So the amendment
 14 fails, all right. And so we did process the
 15 first amendment, this was the second amendment,
 16 so the second amendment fails.
 17 So now I believe everybody has had
 18 discussion on the original motion and so we now
 19 need to process that.
 20 I have not spoken yet and I would just
 21 like to ask Mr. McMillion a clarifying question

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1 on the motion. I see that you're saying that
 2 it's to expire on June 30th, 2021 so -- or maybe
 3 this is for staff, but what sports would that
 4 cover? I think you all had said earlier, but it
 5 would cover like the spring sports?
 6 MR. SYE: Yes, it would cover this fall
 7 and then subsequently the spring season that
 8 follows. I have a question as well, but that's
 9 what it would cover.
 10 CHAIRWOMAN SCOTT: Okay, because I guess
 11 what I was wondering is what would that mean for
 12 children who play sports that aren't included in
 13 that timeframe, like would there be sports that
 14 would not be included and then how would that be
 15 fair to those children, then, who didn't have the
 16 ability to play based on their GPA, sports maybe
 17 that they wanted to participate in?
 18 MR. SYE: Well, that's what I was saying
 19 earlier. You're still excluding kids, it's just
 20 a matter of the bar being lower, so there are
 21 still going to be parents that are going to

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1 question this motion to the Office of Athletics
 2 and to the Board itself because the kid has a .9
 3 GPA or a .8 GPA, but still has struggles at home
 4 regarding COVID and learning virtually and all
 5 the other things that we've discussed in this
 6 meeting. So it just moves the goalposts, you're
 7 still going to have these parents whose kids are
 8 just being, aren't going to meet that requirement
 9 but have the same struggles.

10 CHAIRWOMAN SCOTT: Okay. So I guess
 11 what I'm trying to figure out is that take away
 12 the GPA, but children who for all intents and
 13 purposes would be able to participate in spring
 14 sports and then when the new year started, then
 15 those same children or other children would not
 16 be able to participate any longer, so that is in
 17 a sense excluding certain groups of children. So
 18 that's my concern, because then, and then also
 19 children who would have opportunities to play and
 20 then if they don't get their GPAs up then would
 21 be, once this expires, would then be put off

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1 whatever team they were on, which could also have
 2 an impact. And then also, I just see questions
 3 that could arise around parents, you know, this
 4 is something that their child did and enjoyed and
 5 really did well, and then you know, maybe it did
 6 get their grades up, but then maybe it wasn't up
 7 to a 2.0 and then having -- it just seems like
 8 it's a can of worms.

9 But also, I was wondering, Mr. Sye, if
 10 you could say, what impact do we think this would
 11 have on children who have been working hard to
 12 keep their grades up who look at playing sports
 13 as a privilege and then having, if this were to
 14 go in, what would that mean for those children
 15 who've been working hard keeping their grades up,
 16 doing well, I just wonder if someone could speak
 17 to that, what impact that would have on those
 18 students?

19 MR. SYE: That's a great question. I
 20 don't want to speak for the kids because
 21 everybody feels differently, no different than

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1 what I discussed about us interviewing kids
 2 regarding eligibility, but I know that many kids
 3 have discussed that this is a privilege and not a
 4 right, and they feel very strongly about the
 5 academic requirements and what it has done for
 6 them in terms of getting them prepared for real
 7 life in terms of having a standard and having to
 8 meet it. That is the one interesting thing that
 9 has come out of our eligibility committee, to see
 10 that our kids do believe that it's important, our
 11 kids do believe that we should have that because
 12 it's only going to make them better. So while I
 13 can't tell you what each kid feels individually,
 14 I can tell you some of the kids that we
 15 interviewed did feel strongly about the rule, and
 16 they also thought that we should be putting some
 17 things in place to try to help those kids that
 18 are struggling regarding the rule.

19 CHAIRWOMAN SCOTT: Okay, and then my
 20 last question is how would this impact, I guess
 21 if we were to play against another team,

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1 wouldn't, or couldn't that mean that a game could
 2 be forfeited because we have ineligible players
 3 who didn't meet the academic requirements or
 4 state requirements? I guess I just wonder if
 5 that could have an impact on a win.

6 MR. SYE: No, at this point in time with
 7 the amendment that Mr. McMillion has put forth,
 8 this should not have any impact regarding
 9 forfeiture or anything like that. Currently as
 10 it is right now we're only, we're scheduled, let
 11 me say that, to compete against only schools
 12 within Baltimore County because we're not
 13 traveling outside of our district as it relates
 14 to COVID. So as of right now it would be an
 15 internal thing that we're doing, and if we did
 16 move to the point where we were competing against
 17 teams outside Baltimore County in state
 18 competition, it wouldn't have an impact.

19 CHAIRWOMAN SCOTT: Okay. Thank you for
 20 that.

21 DR. WILLIAMS: Madam Chair, if I may add

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1 that I think Dr. McComas wants to make a comment.
 2 DR. MCCOMAS: Oh, thank you so much,
 3 Dr. Williams. I actually wanted to make sure
 4 Mr. Sye got a chance to add comments, so I was
 5 really doing that for an opportunity to speak
 6 again, so thank you, Dr. Williams, for taking
 7 care of staff.
 8 MR. SYE: No, so I appreciate that. My
 9 question is short and to the point. When we talk
 10 about this amendment to the policy and with the
 11 expiration date of, I think Mr. McMillion said
 12 June 30th, how is this going to impact the fall
 13 season of 2021? Again, fourth quarter grades
 14 impact eligibility for the next quarter. If a
 15 kid shows up with a minimum of a 1.0 with one
 16 failing grade and then the new GPA, the original
 17 policy kicks back in July 1, we're going to have
 18 a lot of kids that are probably going to be
 19 missing the bar because they've been aiming low.
 20 CHAIRWOMAN SCOTT: Thank you for that.
 21 So I think that it's time we do need to process

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1 this motion, so Ms. Gover, if we could take a
 2 rollcall vote, please, on Mr. McMillion's motion
 3 as amended?
 4 MS. GOVER: Ms. Rowe?
 5 MS. ROWE: 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? Ms. Henn?
 13 VICE CHAIR HENN: Yes.
 14 MS. GOVER: Mr. Muhumuza?
 15 MR. MUHUMUZA: No.
 16 MS. GOVER: Mr. Offerman?
 17 MR. OFFERMAN: Yes.
 18 MS. GOVER: Ms. Pasteur?
 19 MS. PASTEUR: No.
 20 MS. GOVER: Mr. Kuehn?
 21 MR. KUEHN: Yes.

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1 MS. GOVER: Dr. Hager?
 2 DR. HAGER: Yes.
 3 MS. GOVER: Ms. Scott?
 4 CHAIRWOMAN SCOTT: No.
 5 MS. GOVER: In favor is eight.
 6 CHAIRWOMAN SCOTT: Okay, so the motion
 7 carries as amended, it will be retroactive to
 8 school February 12th. Okay. Thank you for that.
 9 And so moving on to the next agenda
 10 item, the next agenda item is the recommendation
 11 for in-person board meetings and for that I call
 12 on Dr. Zarchin. Oh, I'm sorry, was there another
 13 comment?
 14 MR. MCMILLION: Yes, Ms. Scott, this is
 15 Mr. McMillion, I have another comment.
 16 CHAIRWOMAN SCOTT: Oh yes,
 17 Mr. McMillion, sorry, I didn't see you there.
 18 MR. MCMILLION: Thank you. Can we go
 19 back to the athletic slide please, Dr. Zarchin?
 20 On the second item, our return to play committee
 21 with no spectators, can we briefly talk about

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1 that as a Board, and is there any way we can
 2 negotiate this and come to an agreement? And I
 3 understand the importance of chaperones, I
 4 understand that, but is there any way that we can
 5 negotiate this with paid security or some way to
 6 negotiate this so that parents, at the minimum a
 7 few parents can see their kids play? Thank you.
 8 DR. MCCOMAS: I'll get it started,
 9 Mr. McMillion. You know, as you are well aware,
 10 Mr. McMillion, as the chaperones requirement,
 11 particularly if you're at a high school where you
 12 have multiple events happening at the same time,
 13 and you fully understand how we typically have
 14 teachers serve as duty assignments to come and
 15 help with the chaperoning.
 16 We have explored some of the security
 17 companies, as I also know you're well aware of
 18 how challenging it is to try to prevent someone
 19 who's not supposed to be joining a game to join,
 20 and some of those companies have not made it
 21 through the economic impact of the pandemic. And

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1 I don't know if Mr. Sye would like to add any
 2 more, because I know he's been involved in direct
 3 conversations with our safety team around trying
 4 to secure additional security.

5 MR. SYE: So thank you, Ms. McComas. So
 6 again, I understand your concern and many of the
 7 parents' concern as it relates to attending their
 8 children's athletic events. I wish just as many,
 9 as many of these guys do, that we could do it,
 10 but right now we're just currently understaffed.

11 Ms. McComas just talked to you about
 12 some of the challenges. We have five companies
 13 that offer security, and I believe all but two
 14 folded and they're probably two of the smaller
 15 ones. And when you have 24 high schools with
 16 nine sports this season going along with multiple
 17 games on campus, it's just almost impossible.

18 Again, you know as well as I know that
 19 it takes a village, and the village isn't there
 20 because school's not in. We won't have teachers
 21 back to assist, we don't have security to assist,

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1 and there's one athletic director with multiple
 2 events going on.

3 Just some other little notes. We have
 4 346 contracted coaches; 108 decided not to come
 5 back because of COVID. So we're having some of
 6 the same struggles that the system as a whole in
 7 our department, and we had 17 athletic trainers
 8 and only nine came back. So again, we're trying
 9 to work through all this, it's really been a
 10 challenge. And we want the parents, and again,
 11 we believe it's just initially until we get
 12 teachers back in the building and start to get
 13 them to come to assist us, but as of right now I
 14 think it's going to just be a situation where we
 15 can't provide the safest environment for our
 16 student athletes.

17 CHAIRWOMAN SCOTT: Mr. Sye, thank you
 18 for that. And I just wanted to ask board
 19 members, are these questions related to reopening
 20 or still to sports? I mean, we are on the same
 21 subject, so it looks like we have Dr. Hager.

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1 DR. HAGER: I think Ms. Jose was ahead
 2 of me.

3 CHAIRWOMAN SCOTT: Oh, I think I had you
 4 before Ms. Jose but that's fine. Ms. Jose, if
 5 you're there?

6 MS. JOSE: Yes, I am. I just want to
 7 make a comment that this Board just spent over an
 8 hour talking about sports and not enough time
 9 talking about curriculum and instruction. The
 10 pandemic has exposed the kids that we are failing
 11 and I have not seen that much passion about the
 12 racial inequities our system is facing and how
 13 our kids are failing. We're bringing them back,
 14 we're going to give them standardized testing
 15 which they're not equipped to do, and we don't
 16 spend time, the leadership keeps mentioning that,
 17 but we just spend over an hour debating the
 18 sports motion. So I'm just disappointed and it's
 19 almost ten o'clock, so I really would like to
 20 move along for the interest of time. Thank you.

21 CHAIRWOMAN SCOTT: Thank you, Ms. Jose.

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1 Yeah, okay. Dr. Hager?

2 DR. HAGER: My comment is to
 3 Mr. McMillion's question, and I did include this
 4 in my written comments based on some questions I
 5 had received from several teachers who have
 6 children who are playing sports and who felt that
 7 by having to return to school and teach in person
 8 but then not be allowed to walk outside their own
 9 building and watch their child play soccer, they
 10 didn't feel that that was right. So is there any
 11 way that a person with a BCPS badge would be
 12 allowed to watch as a spectator, who's a teacher
 13 or staff member who's physically in there working
 14 for us could potentially be a spectator, or is it
 15 a hard line in the sand, no spectators?

16 MR. SYE: If you're asking me right now
 17 it's a hard line in the sand, but obviously the
 18 Board has some say in this. The reality of it is
 19 that we're understaffed, I don't know how else to
 20 say it. If you were to talk to any one of the 24
 21 athletic directors, if you speak to the

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1 principals at the schools, they have some major
 2 concerns regarding providing a safe environment
 3 as it relates to the CDC and the COVID guidelines
 4 that we have of protecting our student athletes,
 5 the gates as a result of money, social distancing
 6 in the stands. I mean, the list goes on and on,
 7 and not having the trainers. Again, I want to
 8 bring parents back, I want the kids to see their
 9 parents in the stand, but at what cost.

10 Again, and I'm saying this with all
 11 sincerity, this is initially, when we start
 12 returning to play which is scheduled tentatively
 13 right now for March 5th, and that's, you know,
 14 depending on warm weather, and we've only been in
 15 practice for four days out of the amount of days
 16 we had the ability to do this. We want to get
 17 them back but we need help, we can't do it with
 18 one athletic director and the coaches responsible
 19 for the kids on the field. We need our staff to
 20 help us get through this. And as soon as we get
 21 the teachers back in the building and start

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1 getting them developed in terms of what it takes
 2 to help us run these games, then we can
 3 definitely look at, you know, having parents, you
 4 know, what the county exec said in terms of one
 5 parent per kid and that kind of stuff, and try to
 6 institute some of those things. But right now
 7 I'm just being very honest with you as it relates
 8 to our ability to not have security, not have
 9 teachers, only one AD, and then trying to put X
 10 amount of parents inside of a gymnasium or inside
 11 of a stadium, it's pretty close to impossible.

12 CHAIRWOMAN SCOTT: All right, thank you
 13 for that. Next, it looks like we have a question
 14 from Mr. Muhumuza.

15 MR. MUHUMUZA: Yes, thank you.
 16 Dr. Williams, with, I know that the announcement
 17 on testing was made, but I was curious to know,
 18 what is the discussion with BCPS regarding finals
 19 and other end of the year examinations,
 20 especially for high schoolers and especially for
 21 those graduating?

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1 DR. WILLIAMS: I think that's the, as
 2 you mentioned, the announcement about testing,
 3 that's something we're going to have to look at
 4 as well, the logistics around that. When you're
 5 talking about the end of the year, are you
 6 talking about seniors or just in general?

7 MR. MUHUMUZA: Well, no, I think the
 8 testing was concerning, if I'm not mistaken it
 9 was concerning like state and federal
 10 standardized test ing. I'm talking about like
 11 final exams for like each course, the ones that
 12 count towards the GPA and how that's counted up
 13 for high schoolers mainly.

14 DR. WILLIAMS: So as
 15 Dr. Wheatley-Phillip talked about, we're going to
 16 have to look at all of that, because it's going
 17 to be a scheduling piece that we will have to
 18 look at. I'm not able to provide any additional
 19 information about the exams at this time.

20 MR. MUHUMUZA: Okay. Yeah, and that was
 21 just my one question, the others have been asked

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1 and answered by other board members.

2 CHAIRWOMAN SCOTT: Thank you. Next it
 3 looks like we have a question from Mr. McMillion.

4 MR. MCMILLION: Yeah, real quick. For
 5 those that know me, I'm a proactive kind of guy.
 6 I don't want the athletic directors out there
 7 facing spectators by themselves. Anybody that
 8 knows me, I did this 25 years, I managed
 9 realistically, I'm not exaggerating this, a
 10 couple thousand events, home school events.
 11 There's going to be spectator issues. There's
 12 going to be people that want to see their sons
 13 play high school football. So you're going to
 14 put the athletic director in that situation by
 15 himself. There's somehow we can work this out,
 16 whether we talk to Chief Hyatt, these school
 17 resource officers are going to be in buildings
 18 with 40 percent of kids in the building. Is
 19 there any way that, and I know their schedules
 20 come into play, is there any way that we can
 21 schedule the resource officers to come in in the

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1 afternoon to help supervise some of these
 2 activities? We cannot put these athletic
 3 directors out there to manage the game activities
 4 and do crowd control, and there's going to be
 5 people show up that want to watch. Thank you.

6 CHAIRWOMAN SCOTT: Thank you for that,
 7 Mr. McMillion. And it looks like members have
 8 used their time for speaking, thank you for that,
 9 Mr. Brousaides, and it looks like there's a
 10 follow-up question from Ms. Jose. Please go
 11 ahead.

12 MS. JOSE: Ms. Scott, I'll yield my
 13 time, mine would be board opening, so thank you.

14 CHAIRWOMAN SCOTT: Okay. So if we could
 15 please move on, and I just apologize to our
 16 public who have joined in to hear all the agenda
 17 items and we have not gotten to those yet, we are
 18 severely behind time, so if we could move on to
 19 the next agenda items.

20 MS. CAUSEY: Ms. Jose -- excuse me,
 21 Madam Chair, this is Ms. Causey. I had a comment

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1 after Mr. McMillion, but I would like the --

2 CHAIRWOMAN SCOTT: It looked like you
 3 had used up your time, that was why I said that.

4 MS. CAUSEY: Well, I think other board
 5 members have used up their time as well, but --
 6 (unintelligible, multiple speakers) -- they asked
 7 a question and I think I should be able to answer
 8 it.

9 CHAIRWOMAN SCOTT: (Unintelligible,
 10 multiple speakers) -- everybody has a chance to
 11 talk. We have exhausted this, we have eliminated
 12 in. We need to move on, may we please move on?
 13 We have other agenda items that are equally as
 14 important, so I'm asking the Board if we could
 15 please on so that we can process our agenda. We
 16 have very important items to get to, and we have
 17 the public who are watching, our stakeholders who
 18 are wanting to have information given to them,
 19 that they expect us to be a functioning board,
 20 that we can move past one agenda item. So I'm
 21 asking board members if we can please move on to

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1 the next item on the agenda, which is the
 2 recommendation for in-person board meetings,
 3 which is extremely important, and I venture that
 4 a lot of people would like to hear about that.

5 So I would just, you know, ask
 6 Dr. Williams if we could move on to that, and for
 7 that I call on Dr. Zarchin if he is available,
 8 please.

9 DR. WILLIAMS: Dr. Zarchin?
 10 DR. ZARCHIN: Yes, I am available and
 11 happy to start.

12 CHAIRWOMAN SCOTT: Thank you.

13 DR. ZARCHIN: So at the beginning of the
 14 school year facilities management, school safety,
 15 health services, and we reached out to the
 16 Baltimore County Department of Health to come up
 17 with recommendations for board meetings, a hybrid
 18 board meeting. We have revised those
 19 recommendations and I just want to go through the
 20 list of recommendations for the board meetings.
 21 So social distancing and masks would be

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1 required. As part of facilities work, they have
 2 gone through and made sure that filters are
 3 changed as required. The duration of meetings
 4 would be recommended to be as brief as possible
 5 with these hybrid meetings. Congregating would
 6 be not supported before and after the meetings.
 7 And because of ventilation, the atrium, we would
 8 prefer not being used.

9 As far as board members at the dais, it
 10 would be no more than half the board members
 11 seated at the dais for meeting and we would have
 12 to spread out beyond that dais. Seating would be
 13 limited, and the board room at this point when we
 14 reached out to our partners in Baltimore County,
 15 we are still under a ten person per in-building
 16 meeting limit right now. That may change with
 17 the metrics changing, we're still waiting to hear
 18 back on that.

19 So the other piece would be staff and
 20 speakers. The recommendation is that they attend
 21 virtually to keep the numbers down and maintain

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1 social distancing.

2 Also, eating before, during and after

3 meetings would be discouraged or not recommended,

4 and hallway and bathroom use would be limited to

5 insure social distancing.

6 So that is the recommendation for hybrid

7 board meetings. The other piece is it would be

8 important to know in advance what board members

9 are attending those meetings so we can plan

10 accordingly.

11 CHAIRWOMAN SCOTT: Okay, is that the end

12 of the presentation?

13 DR. ZARCHIN: Yes, it is, thank you.

14 CHAIRWOMAN SCOTT: Thank you. It looks

15 like we have questions from board members,

16 starting first with Ms. Jose.

17 MS. JOSE: Thank you, Ms. Scott.

18 Dr. Zarchin, when you talk about time limits,

19 what is the time limit? Because just going by

20 this, this board meeting has been going on for eh

21 past four or five hours. So what is the time

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1 limit you talk about, are you talking about the

2 location, is that going to be in Greenwood where

3 we usually have our meetings?

4 And you know, I also find this a pit

5 troubling because we are starting schools and

6 bringing our teachers and kids back and yet we

7 have all of these restrictions for 12 board

8 members, so I don't think that's fair, but if you

9 could answer the question on time limits, thank

10 you.

11 DR. ZARCHIN: Sure. So basically what

12 we want to limit it to is the essential time

13 needed in that room. The board room would be

14 needed because of technology needs so that is why

15 we selected the board room. As far as the

16 difference between schools and the Board, schools

17 do not have the same standards for meeting,

18 there's a different expectation, and as I

19 mentioned, the ten-person limit is likely to

20 change, or I expect that it would change as the

21 numbers come down, but at this point we have not

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1 received word that that minimum would be lifted.

2 MS. JOSE: So when you say ten persons,

3 Dr. Zarchin, does that include staff as well,

4 Tracy and other staff that are critical for

5 having this meeting live?

6 MR. ZARCHIN: Yes, it would.

7 MS. JOSE: So that would be less than

8 half of the board members would be able to attend

9 in person. Would we be open to having public

10 comment in person?

11 DR. ZARCHIN: Not at this time, no.

12 MS. JOSE: All right, thank you.

13 DR. ZARCHIN: You're welcome.

14 CHAIRWOMAN SCOTT: Next it looks like we

15 have a question from Mr. Kuehn.

16 MR. KUEHN: Thank you, Ms. Scott.

17 Dr. Zarchin, Ms. Jose asked most of the questions

18 that I had, but just to clarify, in the room we

19 currently meet in, you're saying that only ten

20 people could be there for the meeting time,

21 everyone else has to be virtual?

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1 DR. ZARCHIN: That's correct, and that's

2 not due to social distancing but because of the

3 county restriction for maximum numbers of folks

4 for a meeting at this time. Again, I expect that

5 will change in time, but right now when we

6 reached out to our partners in Baltimore County

7 we did not get an answer that that had changed

8 yet.

9 MR. KUEHN: Okay. And with that just to

10 reiterate, there would be no public allowed,

11 correct?

12 DR. ZARCHIN: Correct.

13 MR. KUEHN: All right, thank you.

14 DR. ZARCHIN: You're welcome.

15 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.

16 Next is Ms. Causey.

17 MS. CAUSEY: Thank you, Madam Chair, and

18 I just would want to say that there were a lot

19 more issues that I would have liked to address in

20 reopening, including teachers and so forth, but

21 having a limit of two minutes --

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1 (Unintelligible, multiple speakers.)
 2 MS. CAUSEY: I'm sorry, excuse me?
 3 CHAIRWOMAN SCOTT: We've moved on past
 4 that, we're now discussing the returning the
 5 Board, so if your question is related to that,
 6 please go ahead.
 7 MS. CAUSEY: My understanding is I have
 8 two minutes, so the question that I have,
 9 Dr. Zarchin, thank you for preparing this, we
 10 were told that by having the board meetings in
 11 the meeting room that we would have some
 12 additional functionality to the Microsoft Teams,
 13 including the raise your hand, the hand feature.
 14 Would we also have additional functionality so
 15 that we could have call in from the public and
 16 our stakeholders?
 17 DR. ZARCHIN: So I can't speak to that.
 18 I know that the plan was to have a large panel
 19 facing the Board, that that would be available.
 20 The call in, I know there would be a video stream
 21 or live stream. I don't know about the

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1 opportunity to have a call in.
 2 MS. CAUSEY: Is there someone from
 3 technical staff that can address that question?
 4 DR. SCRIVEN: Mr. Corns, do you have a
 5 response to that question at this time or is that
 6 something we're going to have to circle back and
 7 give an update on?
 8 MR. CORNS: Dr. Scriven, we could do
 9 call in from the board room to bring individuals
 10 in as we've done in the past when we were still
 11 there.
 12 MS. CAUSEY: So that it would increase
 13 the engagement and transparency for our public by
 14 being able to have all of our stakeholders and
 15 then the ten persons from the public; is that
 16 correct?
 17 DR. ZARCHIN: I'm not sure if that was
 18 directed to me or Mr. Corns.
 19 MS. CAUSEY: I was just trying to
 20 clarify what he was saying.
 21 MR. CORNS: I mean, Ms. Causey, the

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1 engagement of the call in feature would allow for
 2 presentation of public comment.
 3 MS. CAUSEY: Great, thank you. The next
 4 thing is I will plan to attend and I appreciate
 5 you putting this together. Do we need to make a
 6 motion to approve this or can we do it at the
 7 next meeting, does the Board need to provide any
 8 preference or direction?
 9 DR. ZARCHIN: I think at this point it's
 10 what you'd like to do, I don't know if that needs
 11 a vote. We're ready to begin with this plan.
 12 MS. CAUSEY: Okay, thank you. I'll just
 13 wait until other board members have an
 14 opportunity to speak. Thanks.
 15 DR. ZARCHIN: Thank you.
 16 CHAIRWOMAN SCOTT: Okay, thank you.
 17 Mr. McMillion?
 18 MR. MCMILLION: Not me.
 19 CHAIRWOMAN SCOTT: Not you, okay.
 20 Ms. Mack?
 21 MS. MACK: Dr. Zarchin, thank you for

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1 this information. If I'm doing the count
 2 correctly, and I'm looking over my computer, we
 3 would have Dr. Williams, the board chair, the
 4 vice chair, and then in addition would it be four
 5 other people at the dais? Because you said six
 6 board members, so it would be six board members,
 7 Dr. Williams; is that correct?
 8 DR. ZARCHIN: Six total at the dais.
 9 MS. MACK: So five board members and
 10 Dr. Williams.
 11 DR. ZARCHIN: Correct.
 12 MS. MACK: Then we have Tracy, board
 13 counsel, school counsel, that takes us up to
 14 nine; is that correct?
 15 DR. ZARCHIN: I believe so, yes.
 16 MS. MACK: And I imagine we would have
 17 somebody from your department there as we
 18 typically do at board meetings. So is it
 19 possible that other board members could join the
 20 meeting from the room where we would typically
 21 take a dinner break?

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1 DR. ZARCHIN: As long as we have the
 2 technology to do that, but that would be another
 3 question for Mr. Corns, but yes, that would be
 4 fine. Mr. Corns?
 5 MR. CORNS: Dr. Zarchin, the only
 6 concern we would need to have with that is that
 7 the board members gathered in that room would
 8 have to be around one camera to preclude
 9 feedback, so the ask would be to spread the board
 10 members throughout the building in different
 11 office areas or different rooms so that we'd have
 12 one for each, to limit the amount of echo or
 13 feedback that we would get from multiple devices.
 14 And Ms. Mack, the only other add that I
 15 would put is there would be technical staff in
 16 the board room as well to run the meeting itself.
 17 MS. MACK: So I mean, it sounds to me
 18 like practically speaking, at least half the
 19 board members will have to join virtually. Am I
 20 thinking incorrectly?
 21 DR. ZARCHIN: I'm sorry, can you repeat

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1 that?
 2 MS. MACK: Just doing the math and then
 3 with Mr. Corns pointing out that IT staff would
 4 be in there also, it sounds to me like at least
 5 half the board members have to plan to join bored
 6 meetings virtually.
 7 DR. ZARCHIN: At this point until the
 8 maximum number is lifted, that is the case.
 9 MS. MACK: Okay. Well then, I guess
 10 what I'd like to talk about is how that's going
 11 to be rotated and I don't know that we need to do
 12 it tonight, but it is a question that I would
 13 have. I'm finished, Ms. Scott.
 14 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.
 15 It looks like we have Ms. Rowe.
 16 MS. ROWE: Yes. So maybe this seems a
 17 little bit obvious, but our meetings last longer
 18 than the three-hour period that you stated last
 19 time, and we're jumping through a lot of hoops to
 20 try to attend in person, but our entire
 21 constituency is still going to be attending

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1 virtually along with all the staff who attend
 2 virtually, along with half of the Board. How is
 3 any of that and jumping through hoops to do that
 4 different than what we're doing now, except that
 5 now we can actually work through our whole agenda
 6 in the same timeframe that we would normally if
 7 we were meeting all in person, but now we're
 8 going to cut our meetings down to only three
 9 hours and not finish the workload that we
 10 normally finish, so that some of us can be in the
 11 same room together but none of our constituents
 12 can. I don't see how the benefit outweighs the
 13 risks and the complications of doing this.
 14 CHAIRWOMAN SCOTT: Okay, thank you,
 15 Ms. Rowe. And I didn't want to overlook anyone.
 16 Were there any additional questions or comments
 17 that I missed? Okay.
 18 VICE CHAIR HENN: I had one, Madam
 19 Chair, I just put it in the chat.
 20 CHAIRWOMAN SCOTT: Okay, yes. Please go
 21 ahead, Ms. Henn.

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1 VICE CHAIR HENN: Thank you. Just for
 2 my own clarification and to follow up on
 3 Ms. Rowe's question, it was my understanding from
 4 Dr. Zarchin's comments that we are not under a
 5 specific time limit, although it's suggested that
 6 we keep business to that which is essential; is
 7 that correct?
 8 DR. ZARCHIN: That is correct, yes.
 9 VICE CHAIR HENN: Okay, so the three
 10 hours does not apply.
 11 DR. ZARCHIN: No. We've looked at it
 12 again and gotten feedback. What we want to do is
 13 focus on what's essential and needed and try to
 14 keep it to that.
 15 VICE CHAIR HENN: Thank you. And as far
 16 as you're concerned, then board members, all 12
 17 could, assuming the technology is in place, we
 18 could all be in person if we were scattered
 19 throughout Greenwood, let's say, if we all wanted
 20 to be in the same physical building but in
 21 separate spaces apart?

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1 DR. ZARCHIN: I don't see where that
 2 would be a problem.
 3 VICE CHAIR HENN: Okay. And I'd defer
 4 to Mr. Corns, but we've asked him enough
 5 questions on this topic, so thank you,
 6 Dr. Zarchin.
 7 DR. ZARCHIN: You're welcome.
 8 CHAIRWOMAN SCOTT: Okay. Were there any
 9 additional questions before we move on to the
 10 next item on the agenda?
 11 DR. HAGER: I'm sorry, I have a
 12 question. This is Erin Hager. I asked last time
 13 about the committee meetings. I just want
 14 clarification, is this just about our full Board
 15 of Ed meetings or also our different committee
 16 meetings?
 17 DR. ZARCHIN: So this is specific to the
 18 board meetings.
 19 DR. HAGER: Okay, thank you. That's all
 20 I had.
 21 CHAIRWOMAN SCOTT: Thank you, Dr. Hager,

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1 and Ms. Causey, you have a question?
 2 MS. CAUSEY: Yes, thank you. I move
 3 that the Board adopt these recommendations for
 4 future hybrid board meetings at the next
 5 scheduled board meeting.
 6 CHAIRWOMAN SCOTT: Could you put that in
 7 a chat please, and is there a second?
 8 MR. MCMILLION: I have a question before
 9 I second that.
 10 CHAIRWOMAN SCOTT: I don't know that we
 11 can discuss it without it being seconded.
 12 Mr. Brousaides, can we discuss a motion before
 13 it's properly seconded?
 14 MR. BROUSAIDES: It should be seconded.
 15 MR. MCMILLION: Then I'll second it, Rod
 16 McMillion.
 17 CHAIRWOMAN SCOTT: Okay. Ms. Causey,
 18 could you please put the motion in the chat so
 19 that I can state it, and then we can discuss it
 20 please. Okay, so Ms. Causey has made a motion to
 21 move that the Board adopt the recommendations

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1 presented for future hybrid board meetings
 2 starting with the next meeting, and that was
 3 seconded by Mr. McMillion.
 4 So yes, Mr. McMillion, you can go ahead
 5 with your question.
 6 MR. MCMILLION: I just wanted to clarify
 7 the next meeting, so we're talking about
 8 March 9th, starting this March 9th, correct?
 9 CHAIRWOMAN SCOTT: Ms. Causey, could you
 10 speak to your motion?
 11 MS. CAUSEY: Yes, that's correct.
 12 MR. MCMILLION: Thank you.
 13 CHAIRWOMAN SCOTT: Okay. Are there any
 14 additional questions or can we process this
 15 motion? Okay. Hearing no additional questions,
 16 Ms. Gover, could we take a rollcall vote please?
 17 MS. GOVER: Ms. Rowe?
 18 MS. ROWE: No.
 19 MS. GOVER: Ms. Causey?
 20 MS. CAUSEY: Yes.
 21 MS. GOVER: Ms. Mack?

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1 MS. MACK: Yes.
 2 MS. GOVER: Mr. McMillion?
 3 MR. MCMILLION: Yes.
 4 MS. GOVER: Ms. Jose? 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: No.
 18 MS. GOVER: Favor is seven, opposed is
 19 four, one absent.
 20 CHAIRWOMAN SCOTT: Okay, favor is seven?
 21 I just wanted to make sure I had that correct,

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1 Ms. Gover.
 2 MS. GOVER: That's correct.
 3 CHAIRWOMAN SCOTT: Okay, so let's see,
 4 the motion then carries. All right.
 5 Were there any additional questions or
 6 anything in regards to this agenda item? Okay.
 7 All right, so then moving on, the next
 8 item is the consideration of the superintendent's
 9 proposed fiscal year 2022 operating budget, and
 10 for that I call on Dr. Scriven and Mr. Sarris.
 11 DR. SCRIVEN: Yes, thank you, Madam
 12 Chair. We are coming before the Board this
 13 evening seeking approval on the proposed FY-2022
 14 superintendent's budget for Baltimore County.
 15 Mr. Sarris and team are available to field any
 16 additional questions.
 17 There have been documents that have been
 18 provided to give an overview of the motions which
 19 were made by the Board at our last meeting, or
 20 our last work session I should say, so at this
 21 time I want to turn it over to you, Madam Chair

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1 and the board members, for any clarifying
 2 questions that you may have of our team prior to
 3 seeking your approval.
 4 CHAIRWOMAN SCOTT: Thank you for that.
 5 It looks like we have a question in the chat from
 6 Ms. Jose.
 7 MS. JOSE: Thank you, Ms. Scott.
 8 Dr. Scriven and Mr. Sarris, if you could tell how
 9 much the amended budget, is that still at MOE or
 10 has it gone up above MOW, and what is the dollar
 11 amount? I think I remember seeing 71 million,
 12 but I may be wrong, is that accurate, or what is
 13 the overall budget pegged at now?
 14 DR. SCRIVEN: Yes, Mr. Sarris, could you
 15 be so kind just to go over the two additional
 16 documents, or the one-pager which gives a
 17 summation of the motions and subsequently how
 18 those amendments have impacted the overall
 19 budget?
 20 MR. SARRIS: Yes. So there were six
 21 amendments approved by the Board on the 16th.

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1 The total net increase is 71.6 million, which is
 2 13.7 percent above maintenance of effort, and
 3 that includes a 3.5 million reduction to pay for
 4 increased school budgets and the increased family
 5 engagement proposal.
 6 MS. JOSE: Ms. Scott, I have a motion if
 7 I could.
 8 CHAIRWOMAN SCOTT: Yes, Ms. Jose?
 9 MS. JOSE: Thank you. I move to amend
 10 the proposed budget to increase the Baltimore
 11 County Student Council budget allocation under
 12 family community engagement from \$30,427 to
 13 \$50,000.
 14 CHAIRWOMAN SCOTT: Okay, is there a
 15 second to Ms. Jose's motion?
 16 VICE CHAIR HENN: Second, Ms. Henn.
 17 CHAIRWOMAN SCOTT: And Ms. Jose, could
 18 you please put your motion in the chat so that I
 19 can properly restate it?
 20 MS. JOSE: Yes, ma'am.
 21 CHAIRWOMAN SCOTT: Thank you. Okay. So

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1 the motion has been stated by Ms. Jose, I move to
 2 amend the proposed budget to increase the
 3 Baltimore County Student Council's budget
 4 allocation under family community engagement from
 5 \$30,427 to \$50,000, and it was seconded by
 6 Ms. Henn. Ms. Jose, would you like to speak to
 7 your motion?
 8 MS. JOSE: No, the motion is pretty self
 9 explanatory.
 10 CHAIRWOMAN SCOTT: Thank you. Okay. It
 11 looks like we have a question on the budget --
 12 oh, you have a question on the budget, not the
 13 motion, okay, thank you for that. Are there any
 14 questions on the motion?
 15 MS. ROWE: Ms. Scott, I have one.
 16 CHAIRWOMAN SCOTT: Okay, I think you
 17 came after Mr. Muhumuza. Mr. Muhumuza, is your
 18 question or comment on this motion?
 19 MR. MUHUMUZA: Yes.
 20 CHAIRWOMAN SCOTT: So Mr. Muhumuza and
 21 then Ms. Rowe. Was that you, Ms. Rowe, I

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1 believe?

2 MS. ROWE: Yes.

3 CHAIRWOMAN SCOTT: Okay, thank you. Go

4 ahead, Mr. Muhumuza.

5 MR. MUHUMUZA: Yeah. I fully support

6 this motion. Being SMOB this year and also an

7 executive board member on the County Student

8 Council last year, I've heard not only from

9 students but from the advisors themselves about

10 how at times the budget, there's not enough funds

11 in the budget to do a lot of activities or

12 events, and that means that we can't bring every

13 student, so there's not that equity because

14 we're, the student council has been trying to

15 promote equity, increase opportunities to schools

16 that usually are not participating, but with our

17 funds, especially with transportation and things

18 dealing with, miscellaneous things dealing with

19 renting venues and student lunches, there is

20 usually not enough funds. And although 50,000,

21 they said might not fully fund all the programs

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1 those students want to engage in, it helps and it

2 makes sure that next year's budget, there is

3 still funds there, and the student council is now

4 looking for funds elsewhere. That's my only

5 comment.

6 CHAIRWOMAN SCOTT: Thank you for that,

7 Mr. Muhumuza. And next is Ms. Rowe.

8 MS. ROWE: Yes. I have some questions

9 for staff about this budget item. I would like

10 to know what the money in this budget item is,

11 the money that's currently there, what types of

12 things is it spent for, and what additional

13 things would be provided by additional money?

14 CHAIRWOMAN SCOTT: Yeah, if staff could

15 address that for Ms. Rowe please? Is there staff

16 available?

17 MR. SARRIS: Is the question about the

18 student council item?

19 MS. ROWE: Yes, the student council.

20 That's the motion, right, so the student council

21 budget allocation under family community

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1 engagement, that is 30,427 and Ms. Jose has moved

2 to increase to \$50,000. I would like to know

3 what the money that is currently there is spent

4 for and what the additional money would be spent

5 for.

6 MR. TANTLEFF: I'm not intimately

7 familiar, but I think they used it for travel,

8 and I think Mr. Muhumuza really mentioned a

9 number of the things they do and they would do

10 with that increased budget, but it's to, you

11 know, support the councils to get together and do

12 different events, supplies, but to get into more

13 detail than that we would have to get back to you

14 unless someone on the call has more intimate

15 details.

16 MR. DICKERSON: Mr. Tantleff, this is

17 Michael Dickerson. Ms. Rowe, what Mr. Muhumuza

18 and Mr. Tantleff have stated is true. There are

19 often times that Ms. Nora Murray had to work with

20 colleagues in the communications department to

21 see if they can help with funding some of the

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1 activities that she tries to help the students

2 do. I think often times the students don't get

3 to take as many members to events or have to

4 curtail the types of events they can look to take

5 part in because there's not the budget there that

6 they would like to have.

7 MS. ROWE: So does this support every

8 student council in every school or is there like

9 a centralized -- I'm not entirely familiar with

10 how student council works.

11 MR. TANTLEFF: So there's a Baltimore

12 County Student Council and obviously there are

13 members from the middle and high schools, they're

14 even looking at starting to engage some fourth

15 and fifth graders, I believe. But for the

16 purpose of your question, yes, students from all

17 schools are represented at the middle and high

18 school level, but there's a central Baltimore

19 County Student Council.

20 MS. ROWE: So about how many students

21 does this amount of money support?

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1 MR. TANTLEFF: I don't have that answer
 2 readily available.
 3 MS. ROWE: Like less than a hundred,
 4 more than a thousand probably, ball park?
 5 MR. MUHUMUZA: May I answer that?
 6 MS. ROWE: Sure.
 7 MR. MUHUMUZA: I don't have the exact
 8 figures, but how the Baltimore County Student
 9 Council works, especially for their events, what
 10 we do is we invite a group of students from each
 11 middle and high school. Obviously it's not going
 12 to be all because a lot of the high schools, some
 13 of them don't participate, or like I mentioned
 14 earlier, there's not enough money in the budget
 15 to pay for transportation, to provide for food,
 16 because a lot of the events we're providing
 17 students with meals, and just other things like
 18 supplies they have to buy, there's not enough for
 19 that. I don't have the exact figures, some
 20 events I think go over a hundred, but I would
 21 have to follow up on that.

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1 MS. ROWE: What's an example of an
 2 event?
 3 MR. MUHUMUZA: So for example, the
 4 previous, I'm going to give an example from the
 5 previous student board member. How the elections
 6 used to work, they would have a SMOB convention
 7 where they meet at a high school, each high
 8 school and middle school would have to bring two
 9 voting delegates to vote for the new student
 10 board member, and they would ask the candidates
 11 questions and then they'll do the voting.
 12 Obviously the voting has changed now, but there's
 13 still the elections, they have the general
 14 assembly where they elect new officers, they pass
 15 legislation that pertains to students and
 16 advocacy, they have workshops where there's
 17 mental health work, there's workshops concerning
 18 mental health, concerning climate change,
 19 concerning numerous things and advocacies. And
 20 they invite pretty much all student councils, but
 21 obviously not all schools are able to make them,

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1 or attend some.
 2 MS. ROWE: Okay. I think the Board
 3 actually, some members actually attended an event
 4 like this when there was a student board member
 5 election, so it was like roughly that number, it
 6 almost filled an auditorium, a small auditorium.
 7 MR. MUHUMUZA: Yeah.
 8 MS. ROWE: Okay, that answers my
 9 question. Thank you.
 10 CHAIRWOMAN SCOTT: Thank you for that.
 11 Were there any additional questions? It looks
 12 like -- well, we haven't heard from Ms. Henn yet,
 13 so Ms. Jose, Ms. Henn can go and then you can go.
 14 VICE CHAIR HENN: Thank you, Madam
 15 Chair, Ms. Jose can go. My question is on
 16 another item on this agenda item.
 17 CHAIRWOMAN SCOTT: Oh, sorry, I thought
 18 it was on the motion.
 19 VICE CHAIR HENN: My apologies, thank
 20 you.
 21 CHAIRWOMAN SCOTT: Ms. Jose?

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1 MS. JOSE: No, I have nothing. We can
 2 vote, thank you.
 3 CHAIRWOMAN SCOTT: Okay, great. All
 4 right. So since there are no additional
 5 questions, Ms. Gover, if we could take a rollcall
 6 vote please?
 7 MS. GOVER: Ms. Rowe?
 8 MS. ROWE: Yes.
 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: I can't vote.
 21 MS. GOVER: Oh, I'm sorry.

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1 Mr. Offerman?
 2 MR. OFFERMAN: Yes.
 3 MS. GOVER: Ms. Pasteur?
 4 MS. PASTEUR: Yes.
 5 MS. GOVER: Mr. Kuehn?
 6 MR. KUEHN: Yes.
 7 MS. GOVER: Dr. Hager?
 8 DR. HAGER: Yes.
 9 MS. GOVER: Ms. Scott?
 10 CHAIRWOMAN SCOTT: Yes.
 11 MS. GOVER: Thank you.
 12 CHAIRWOMAN SCOTT: Thank you, the motion
 13 carries. Okay. And so now I will go, it looks
 14 like there's questions on the budget so I'm going
 15 in order like I see it, it looks like it's
 16 Ms. Henn and then Ms. Causey.
 17 VICE CHAIR HENN: Thank you, Madam
 18 Chair. I have a question regarding one of the
 19 Board's amendments that's reflected on the
 20 summary as an increase; however, the motion was
 21 to reallocate funds, and this was to increase the

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1 per pupil allocation to schools, if someone could
 2 address that?
 3 MR. SARRIS: Yes. Ms. Henn, on the
 4 summary you will note item four, this should be
 5 done by reducing funds from other areas of the
 6 budget, and then below are the board reductions
 7 of 3,510,729, which we hope captured the essence
 8 of your motion.
 9 VICE CHAIR HENN: I'm sorry, Mr. Sarris,
 10 I'm looking for that.
 11 MR. SARRIS: There's a Word document I
 12 might be able to share. Well, I guess I don't
 13 know that I can do that, I'm not, I may not have
 14 that control.
 15 MR. TANTLEFF: It's titled Board
 16 Proposed Budget Amendments, February 16th, 2021.
 17 VICE CHAIR HENN: So this is in one of
 18 the documents that's attached to BoardDocs, or
 19 this is a different document?
 20 MR. SARRIS: Yes, this is --
 21 DR. SCRIVEN: George, I believe this

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1 maybe a different document that you're
 2 referencing.
 3 VICE CHAIR HENN: Right, I'm not seeing
 4 that in what was provided.
 5 DR. SCRIVEN: And Tracy, if possible,
 6 can we upload that to BoardDocs? That is a
 7 document that we did not attach.
 8 MS. GOVER: Dr. Scriven, let me locate
 9 that first, thank you.
 10 DR. SCRIVEN: Okay. Ms. Henn, is there
 11 any other clarity you need around that question?
 12 VICE CHAIR HENN: My concern is that the
 13 motion was not to increase the proposed budget
 14 but rather to reallocate, so the document FY-2022
 15 BCPS summary by initiative with board amendments,
 16 seems misleading to indicate that it is an
 17 increase, when in fact the Board approved a
 18 reallocation, so the overall net, in other words,
 19 it's a net neutral amendment rather than a 3.3
 20 million increase, which isn't reflected on this
 21 document, nor in the overall change to the

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1 proposed budget of the 71-and-a-half million.
 2 MR. SARRIS: So Ms. Henn, if we look at
 3 the landscape document entitled FY-2022 BCPS
 4 budget by performance goals, and we go all the
 5 way over to the right-hand column, the first two
 6 numbers are the per pupil change that you, that
 7 the Board approved, and the family engagement
 8 proposal, and then the reduction of 3,510,000
 9 equals those two, those first two items, so it is
 10 a zero sum impact.
 11 VICE CHAIR HENN: Okay. I would like to
 12 ask a follow-up clarification question.
 13 CHAIRWOMAN SCOTT: Okay, yes, please do.
 14 VICE CHAIR HENN: Thank you, Madam
 15 Chair. Could you, Mr. Sarris, please clarify
 16 which columns you see those as being offset?
 17 MR. SARRIS: Yeah. It's the column, the
 18 furthest column to the right, which is
 19 incorrectly titled FY-21 proposed, but it is, it
 20 should be FY-22 change, I guess is the heading of
 21 that column.

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1 VICE CHAIR HENN: Okay, I see that
 2 amount listed under that FY-21 proposed as well
 3 as a non-salary?
 4 MR. SARRIS: Yes.
 5 VICE CHAIR HENN: It's not listed as a
 6 decrease in either of those, it appears to be an
 7 increase, unless I'm reading it incorrectly.
 8 MR. SARRIS: Well, I'm reading it as a
 9 balance entry. Are you -- so you see there's two
 10 increased amounts and an amount in parentheses,
 11 and those are a net zero change to the proposed
 12 budget?
 13 VICE CHAIR HENN: We may be looking --
 14 oh, I do see that, under subtotal academics?
 15 MR. SARRIS: I'm looking at a document,
 16 a landscape document, FY-2022 --
 17 VICE CHAIR HENN: Performance goals,
 18 yes.
 19 MR. TANTLEFF: Ms. Henn, do you see in
 20 the bottom of the learning accountability
 21 results, it's four mandated reductions, and if

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1 you look to the right it's 3,510,729?
 2 VICE CHAIR HENN: Yes.
 3 MR. TANTLEFF: That's the sum of the two
 4 reduction initiatives that Mr. Sarris mentioned,
 5 the 175,000 plus the per pupil increase.
 6 VICE CHAIR HENN: Thank you,
 7 Mr. Tantleff. So that is reflected, then, in the
 8 net change over the superintendent's proposed?
 9 MR. TANTLEFF: Yes.
 10 VICE CHAIR HENN: Okay, thank you very
 11 much, I appreciate your time, gentlemen, thanks
 12 for that clarification. That's all, Madam Chair.
 13 CHAIRWOMAN SCOTT: Thank you. Next we
 14 have a question, it looks like from Ms. Causey.
 15 MS. CAUSEY: Thank you, Madam Chair, I
 16 have a couple comments and then some questions.
 17 I just want to state the Board just received
 18 these final budget documents from staff this
 19 afternoon, so that's why there is some
 20 reevaluating of them and asking for
 21 clarifications. This time crunch could have been

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1 avoided if we were allowed to do board motions at
 2 earlier work sessions.
 3 That being said, the Office of
 4 Communications, was that corrected for the
 5 removal of the chief communications officer?
 6 MR. TANTLEFF: The budget book was
 7 correct, that was the total communications
 8 office, and if you compare the FY-20 budget
 9 versus the FY-21 budget, you would see a
 10 \$200,000-plus reduction in that office. It's not
 11 apparent in the 22 budget book, though, because
 12 you see FY-20 actuals and that position was
 13 vacant for most of the year, that's why it
 14 appeared to be flat, but the position did come
 15 out in FY-21, or it got reclassified.
 16 MS. CAUSEY: Thank you. And at the last
 17 meeting there was policy that was written that
 18 speak to the Board needing to approve
 19 organizational changes at a certain level, so I
 20 would request that all organizational changes for
 21 per that policy are provided to the Board in the

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1 weekly updates that have occurred in the past 18
 2 months. Dr. Williams, is that something that
 3 staff can provide?
 4 CHAIRWOMAN SCOTT: So Ms. Causey, is
 5 that a motion or are you just asking if that's
 6 something that --
 7 MS. CAUSEY: It's just a request.
 8 CHAIRWOMAN SCOTT: Okay.
 9 DR. SCRIVEN: Yes, Ms. Causey, if you
 10 can just pose that as a question for us and email
 11 it, we will definitely generate a response.
 12 MS. CAUSEY: Okay. And we had also
 13 discussed board members' questions in board
 14 meetings being tracked by staff and followed up
 15 on, but I will send that email.
 16 Next, could I ask staff to go through
 17 each of the additions, particularly add 15
 18 minutes to school day, the increase is listed as
 19 27 million, and just kind of break that down
 20 please?
 21 MR. SARRIS: Sure.

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1 DR. SCRIVEN: Go ahead, Mr. Tantleff.
 2 MR. TANTLEFF: Okay. Which document are
 3 you looking at, Ms. Causey?
 4 MS. CAUSEY: On these four columns.
 5 MR. TANTLEFF: What's that?
 6 MS. CAUSEY: The one-page summary that
 7 has four columns, it's not really clear which
 8 edition.
 9 MR. TANTLEFF: What's the title of it?
 10 MS. CAUSEY: Fiscal Year 2022 BCPS
 11 Budget By Performance Goals.
 12 MR. TANTLEFF: Got you. Well, the --
 13 MR. SARRIS: The benefit portion of that
 14 is separate from the salary portion, right?
 15 MR. TANTLEFF: Yeah. So I'm just
 16 getting the file loaded properly, yes. So the 27
 17 million does not include approximately \$2 million
 18 in benefits, which you can see is a couple lines
 19 down in the \$9.4 million line item, that includes
 20 the difference of benefits for all the
 21 initiatives that the Board added, so the

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1 15-minute initiative is TABCO, ESPBC, AAs,
 2 et cetera, and includes the two percent COLA that
 3 the Board added, and that's what it came out to,
 4 27.6 million plus the associated fringe benefits
 5 which in this case ended up, the initiative in
 6 total was 29,898,909.
 7 MS. CAUSEY: Did you say that includes
 8 the additional COLA?
 9 MR. TANTLEFF: Yes.
 10 MS. CAUSEY: Okay, so then that's not
 11 specific to the 15 minutes a day?
 12 MR. TANTLEFF: Well, it's the value of
 13 the 15 minutes based on the salaries that will be
 14 in effect next year, which would include the two
 15 percent COLA. I mean, it's a very small percent
 16 of it.
 17 MS. CAUSEY: But it's not, so it's not
 18 clearly just the 15 minutes per day?
 19 MR. TANTLEFF: No, it's the value of
 20 next year's salaries calculated to 15 minutes,
 21 but next year's salaries now have an extra two

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1 percent, so we just incorporated everything
 2 together into that initiative for the 15 minutes
 3 based on next year's salaries.
 4 MS. CAUSEY: Okay, and how many
 5 personnel does that impact?
 6 MR. TANTLEFF: I don't have that off the
 7 top of my head, but it would probably be in the
 8 neighborhood of 12,000 people.
 9 MS. CAUSEY: And so if the two percent
 10 COLA is not approved by the county, that number
 11 for the 15-minute day actually goes down; is that
 12 correct?
 13 MR. TANTLEFF: Yes, it would go down by
 14 several hundreds of thousands of dollars.
 15 MS. CAUSEY: I would request that that
 16 be clarified in separate line items in the budget
 17 so that it's clear to the county when it goes
 18 over to them.
 19 MR. TANTLEFF: Okay.
 20 CHAIRWOMAN SCOTT: Thank you,
 21 Ms. Causey.

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1 MS. CAUSEY: I just want to say I had a
 2 number of other things to discuss but I only had
 3 two minutes.
 4 CHAIRWOMAN SCOTT: Okay, thank you, it
 5 look like we have next Ms. Mack.
 6 MS. MACK: Yes. My question is around
 7 the line item and I'm looking at the document
 8 FY-2022 BCPS Budget by Performance Goals, and my
 9 question is around the teaching positions for
 10 enrollment growth. In the superintendent's
 11 proposed budget he was seeing a gain of 6.9
 12 million by not filling those 122.3 positions.
 13 Under the Board proposed budget, that \$6.9
 14 million is shown there again and to the best of
 15 my knowledge, I don't believe there were any
 16 motions that touched that, so I'm wondering why
 17 that is not carried over into the far right
 18 column, the \$6.9 million reduction.
 19 MR. TANTLEFF: It's not a change. The
 20 far right column is the changes that the Board
 21 made last meeting, so you can see for that item

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1 the Board proposed budget matches the
 2 superintendent proposed budget so the change is
 3 zero. The sum of the columns on the right,
 4 71.593 is the total cost of the initiatives
 5 netting out the reductions that were mandated in
 6 the last meeting.

7 MS. MACK: Okay, thank you,
 8 Mr. Tantleff, and then I have one more quick
 9 question. In the motion that I made for the 35.6
 10 increase, that's under statement supportive
 11 environment, the school counselor social workers.
 12 When I calculated that, I calculated it at 1.99
 13 million and I see that you have it here as 1.728
 14 million. Are the additional monies found
 15 somewhere else or did I just over calculate?

16 MR. TANTLEFF: Well, that's the -- I
 17 don't know for sure what was in your calculation,
 18 but we calculated it fresh based on current
 19 salaries, that does not include the fringe
 20 benefits.

21 MS. MACK: That's my question, so where

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1 are the fringe benefits?

2 MR. TANTLEFF: So similar to what we
 3 were just saying on the 15 minutes, the one line
 4 item, can you see benefit costs?

5 MS. MACK: I do, yes, the salaries and
 6 positions and health care, OPED and FICA?

7 MR. TANTLEFF: Yes. So do you see to
 8 the right, 9,439,064? That was how much benefits
 9 increased for the sum of all of the initiatives.

10 MS. MACK: Okay, thank you for
 11 clarifying that. I just wanted to make sure.

12 MR. TANTLEFF: Sure.

13 MS. MACK: I have no further questions.
 14 Thank you for your work on this.

15 MR. TANTLEFF: Thank you.

16 CHAIRWOMAN SCOTT: Thank you, Ms. Mack.
 17 Next it looks like we have Ms. Jose.

18 MS. JOSE: Dr. Hager, if she's quick,
 19 can go before me, and then I can go after her.

20 CHAIRWOMAN SCOTT: Okay. Dr. Hager?

21 DR. HAGER: Yes, this feel like, again,

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1 a process question because I'm still learning.
 2 So there is a footnote that says that
 3 placeholders for board-mandated budget
 4 reductions, the line items to be reduced are to
 5 be determined. Is that normally how the budget
 6 is written, that the reductions are not part of
 7 the board approval process, so we don't know
 8 where the reductions are coming from?

9 MR. TANTLEFF: Well, that would not be a
 10 typical situation. I can't think of us having
 11 been given that as an amendment in the last
 12 several years. So the Board mandated that we
 13 needed to cut \$3.5 million but there was not
 14 enough time to identify where those dollars are
 15 coming from, so we spread it throughout the
 16 budget, and then Dr. Williams and staff will need
 17 to determine where those reductions will actually
 18 come from, so that could happen in time for the
 19 county executive's budget and we could work with
 20 the budget office there to reduce the dollars, or
 21 if it was not identified until after next year

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1 started, and depending on what the change was, it
 2 might require a BAT that we mentioned before, a
 3 budget appropriation transfer, but it was simply
 4 not having enough time to identify reductions of
 5 that magnitude, we had to just put a placeholder
 6 in and spread it throughout the budget.

7 DR. HAGER: So tonight we will approve
 8 this budget and then the reductions will happen
 9 at some point down the road, and assuming we
 10 never have another ransomware attack, then next
 11 year we can start the process earlier so this
 12 doesn't happen next year, is that usually what
 13 you expect?

14 MR. TANTLEFF: Well, you would get the
 15 full budget book earlier. The rest of the
 16 process has pretty much stayed on time, just the
 17 delay of the two weeks or so in getting the full
 18 budget book, that was the net effect of the
 19 ransomware.

20 DR. HAGER: Okay, all right. Thank you
 21 very much.

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1 CHAIRWOMAN SCOTT: All right, it looks
 2 like next would be Ms. Jose.
 3 MS. JOSE: Yes, thank you, Ms. Scott,
 4 and I would like to thank Dr. Williams and all of
 5 the staff that have worked to diligently and hard
 6 on this budget, thank you on behalf of the Board.
 7 I am going to move that, I move to adopt the
 8 superintendent's proposed FY 2022 operating
 9 budget as amended by the Board of Education.
 10 CHAIRWOMAN SCOTT: Okay. Is there a
 11 second?
 12 MR. MCMILLION: Second, Rod McMillion.
 13 CHAIRWOMAN SCOTT: Second is Rod
 14 McMillion, and thank you, Ms. Jose, for putting
 15 it in the chat. Ms. Jose made a motion to adopt
 16 the superintendent's proposed FY-2022 operating
 17 budget as amended by the Board of Education and
 18 it was seconded by Mr. McMillion. Are there any
 19 questions on the motion to adopt the budget? It
 20 looks like there's a question from Ms. Causey.
 21 Yes, Ms. Causey?

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1 MS. CAUSEY: Madam Chair, I believe
 2 Ms. Jose has the opportunity to speak to her
 3 motion.
 4 CHAIRWOMAN SCOTT: Ms. Jose, did you
 5 want to speak to your motion?
 6 MS. JOSE: No, it's pretty self
 7 explanatory, we've been working on this for three
 8 years, you know, the budget process. I don't
 9 have anything to say, the motion is pretty self
 10 explanatory.
 11 CHAIRWOMAN SCOTT: Thank you.
 12 Ms. Causey, did you have a question on the
 13 motion?
 14 MS. CAUSEY: Yes, I did. At the prior
 15 work session the board members had asked for
 16 specification for funding opportunities,
 17 including the state superintendent's CARES Act
 18 announcement of \$16 million, the Kirwan
 19 legislation that passed, what opportunities are
 20 there, and other CARES funding that may come from
 21 the federal government, and I didn't see that in

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1 the weekly update.
 2 CHAIRWOMAN SCOTT: I'm sorry, so --
 3 MS. CAUSEY: So I'm asking staff, is
 4 there solutions that would --
 5 CHAIRWOMAN SCOTT: I'm sorry, are you
 6 speaking to the motion proposed, because that's
 7 what we're processing, is Ms. Jose's motion.
 8 MS. CAUSEY: Yes. I would like to have
 9 this information before I decide to vote, so I
 10 didn't see it in the weekly updates and I'm
 11 asking a question of staff.
 12 CHAIRWOMAN SCOTT: Okay. I'm not sure
 13 how this related to the motion, so you're asking
 14 about the weekly updates that you asked a
 15 question that you didn't get an answer to, or --
 16 I'm just not seeing how that --
 17 MS. CAUSEY: Ms. Scott, I'm happy to
 18 answer you, but I do not want this to take up my
 19 time, so I asked the question of staff.
 20 CHAIRWOMAN SCOTT: Okay, I don't want to
 21 take up your time either. I guess what I'm

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1 thinking is that maybe perhaps that question
 2 could be asked after we process the motion
 3 perhaps, and so I just wanted to make sure that
 4 everybody had the opportunity to speak to the
 5 motion or if they had questions.
 6 MR. SARRIS: Madam Chair, could I
 7 just -- I believe I did answer Mrs. Causey's
 8 question last week, but I don't believe that we
 9 prepared a written response, so I will try to
 10 offer some clarification, that the CARES Act
 11 which is significant, and I believe Dr. Williams
 12 addressed this as well, is limited funding for
 13 about just two-and-a-quarter years, and so
 14 because most of these programs are not one-time
 15 programs, we have not supplanted the budget
 16 proposal at this time with any possible grant
 17 funds.
 18 The Kirwan Bill has moved forward but I
 19 think as Mr. Tantleff mentioned last week, the
 20 impact in the next two years is not significant,
 21 and we won't begin to see any operating budget

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1 impacts beyond some restrictive programs like
 2 concentration of poverty grants for several more
 3 years.
 4 And the third item that we addressed was
 5 the governors \$1.5 billion emergency COVID
 6 related funding, and those proposals were
 7 primarily social service oriented and did not
 8 include education. The one grant that the
 9 governor has proposed for FY-2022 is a \$19.2
 10 million tutoring grant for which we don't have
 11 any programmatic guidance yet from MSDE and when
 12 we get that, we'll be able to come back to the
 13 Board with a description of how it affects
 14 programs and a budget amendment to appropriate
 15 it.
 16 MS. CAUSEY: Thank you, and just to be
 17 clear, that the master agreements with our five
 18 bargaining units have not concluded. What is the
 19 timing for bringing those agreements to the Board
 20 for approval?
 21 DR. SCRIVEN: We would have to defer to

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1 HR and Ms. Lowry on that and I'm not sure she has
 2 the appropriate staff, but Ms. Lowry, could you
 3 respond to that?
 4 MS. LOWRY: Sure. Typically when we are
 5 finalizing those, they can't be finalized until
 6 we have the final from the county as far as the
 7 budget is concerned, because if there are
 8 compensation issues that are raised with regard
 9 to the master agreements, they have to be
 10 adjusted accordingly based on what's determined
 11 at the county executive level with regard to the
 12 budget, so that would be typically the end of May
 13 when you would get those finalized master
 14 agreements.
 15 MS. CAUSEY: Okay. And then the summer
 16 school funding, has that been increased for this
 17 summer? We had talked about recovery for our
 18 students and exploring programs, I know there was
 19 a program last summer, and I don't believe that
 20 that's been addressed yet, so how is that
 21 reflected in the budget this year, and/or what

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1 could come from CARES funding?
 2 DR. WILLIAMS: So Ms. Causey, I shared
 3 before, we're looking at providing that kind of
 4 support through the summer, which would be a part
 5 of the grant funds that Mr. Sarris referenced.
 6 MS. CAUSEY: Thank you. I'm finished
 7 and yield my time. Thanks.
 8 CHAIRWOMAN SCOTT: Okay. Now let's see.
 9 I want to make sure I get everybody in order. It
 10 looks like Ms. Rowe?
 11 MS. ROWE: Yes. So I don't think it's a
 12 secret to anyone that for a very long time I have
 13 been dissatisfied with the entire budget process,
 14 and the more I learn about this budget process by
 15 going through it, the more I realize that the
 16 dissatisfaction has a lot to do with the idea
 17 that this Board has more control over the budget
 18 and spending and how money is actually spent than
 19 we really do, and that has a lot to do with how
 20 the General Assembly has set up these 13
 21 categories and how all of that works. And I have

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1 actually seriously considered abstaining from
 2 this budget simply because it almost seems
 3 pointless, but since this Board has managed to
 4 find a way to increase schoolhouse budgets, that
 5 seems like a significant thing to me, so I will
 6 be supporting the budget. That's all I have to
 7 say.
 8 CHAIRWOMAN SCOTT: Thank you, Ms. Rowe.
 9 Okay, were there any other questions or comments?
 10 Okay. If not, Ms. Gover, could we have a
 11 rollcall vote please on the motion?
 12 MS. CAUSEY: Excuse me, Madam Chair.
 13 CHAIRWOMAN SCOTT: I'm sorry, is that
 14 Ms. Causey?
 15 MS. CAUSEY: Yes.
 16 CHAIRWOMAN SCOTT: Okay, yes, go ahead,
 17 Ms. Causey.
 18 MS. CAUSEY: I was just reserving my
 19 time for any other board members that had
 20 comments before we make the vote. And Ms. Rowe's
 21 comments are well taken, so my question is to the

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1 superintendent. When the Board votes on the
 2 budget, the operating budget, we're voting on the
 3 exact specifications, we are not voting on just
 4 13 categories, and is that the superintendent's
 5 understanding, and that if there are programmatic
 6 changes or as in policy organizational changes at
 7 certain levels, the Board needs to be presented
 8 with those recommendations and provide an
 9 approval, so that really the Board is voting on
 10 the program, and the specific funding and the
 11 specific personnel, as many motions were made to,
 12 not just on the 13 categories.

13 So I'd just like to understand from the
 14 superintendent his perspective on that,
 15 especially related to policies.

16 MS. JOSE: Point of order, Ms. Scott.
 17 This has nothing to do with the motion on the
 18 floor, this seems like a lack of understanding of
 19 the budget process and should be addressed
 20 separately. This is Ms. Causey's what, fifth or
 21 sixth budget on the Board? It's not a question

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1 that needs to be processed now if it could wait.

2 CHAIRWOMAN SCOTT: Okay. All right. Is
 3 it related to the motion that I guess we were
 4 trying to process, so Ms. Causey, is that a
 5 question that you perhaps could ask later,
 6 because it sounds like it's an operational type
 7 of question.

8 MS. CAUSEY: No, it's not operational.
 9 It's directly related to the motion and whether I
 10 will vote for it, because like Lily Rowe, having
 11 been on this Board for five years and gone
 12 through the budget cycles, and also gone through
 13 the budget allocation transfers that happen at
 14 the end of the year, millions of dollars of time
 15 is taken from special ed, and --

16 CHAIRWOMAN SCOTT: Okay.

17 MS. CAUSEY: -- that is a fact, when in
 18 fact the Board --

19 CHAIRWOMAN SCOTT: All right --
 20 (unintelligible, multiple speakers.)

21 MS. CAUSEY: -- the operating budget.

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1 CHAIRWOMAN SCOTT: All right. So staff,
 2 is there a question in there, because we would
 3 like to process this motion. So if staff could
 4 answer Ms. Causey's question so that she could
 5 better process the motion so that we can vote, we
 6 can move on.

7 DR. WILLIAMS: So I'll respond and then
 8 I'll ask Dr. Scriven or Mr. Sarris to respond.
 9 Last year's budget and the focus has always been
 10 on schools and providing the supports to schools.
 11 Unfortunately we were at a maintenance of effort,
 12 which meant there had to be some extreme measures
 13 made to be the maintenance of effort budget that
 14 we're currently in. And as Ms. Causey shared the
 15 policy, any organization change based on policy
 16 will be presented to the Board as outlined in the
 17 policy, so we will continue to focus on the needs
 18 of our students, the needs of our schools if we
 19 have the appropriate funding, but Dr. Scriven,
 20 Mr. Sarris, any additional comments?

21 DR. SCRIVEN: No, Dr. Williams, we would

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1 yield and we are under the direction of your
 2 vision, so there's nothing that we would add to
 3 that, sir.

4 MS. CAUSEY: Thank you, Dr. Williams, I
 5 appreciate that, and I would also point out that
 6 in the budget cycles you are my third
 7 superintendent, so your perspective is vital and
 8 your commitment to --

9 CHAIRWOMAN SCOTT: All right, it looks
 10 like that is the timer that just went off.

11 MS. CAUSEY: Excuse me. I was replying
 12 to Dr. Williams, and I just appreciate that it is
 13 the collaboration and the work between the
 14 superintendent and his team and the Board that
 15 will make any operating budget effective. Thank
 16 you.

17 CHAIRWOMAN SCOTT: Thank you,
 18 Ms. Causey. Okay. So with that, Ms. Gover, if
 19 we could take a rollcall vote please so that we
 20 can process the motion.

21 MS. GOVER: Ms. Rowe?

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

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1 MS. GOVER: Thank you.
 2 CHAIRWOMAN SCOTT: Okay, so it looks
 3 like the motion carries.
 4 VICE CHAIR HENN: Madam Chair?
 5 CHAIRWOMAN SCOTT: Yes, Ms. Henn?
 6 VICE CHAIR HENN: Thank you. I had a
 7 related motion but had opted to allow the
 8 previous motion to process. May I produce it at
 9 this time? It's on the current agenda item.
 10 CHAIRWOMAN SCOTT: Okay, yes.
 11 VICE CHAIR HENN: Thank you. Dr. Hager
 12 asked in her comments about starting the budget
 13 work earlier, and I agree that this effort needs
 14 a sustained commitment from the Board, and would
 15 like to make the following motion: I move to
 16 establish a standing board budget committee
 17 supported by the superintendent's designated
 18 staff to provide year round focus on allocating
 19 resources equitably for all students.
 20 MS. CAUSEY: Second, Causey.
 21 CHAIRWOMAN SCOTT: Okay, and Ms. Henn,

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1 if you could please, please put that in the chat.
 2 VICE CHAIR HENN: Yes, ma'am, thank you.
 3 CHAIRWOMAN SCOTT: And then I will
 4 properly restate the motion. Okay. So Ms. Henn
 5 made a motion, Ms. Henn said, I move to establish
 6 a standing board budget committee supported by
 7 the superintendent's designated staff to provide
 8 year round focus on allocating resources
 9 equitably for all students, and it was seconded
 10 by Ms. Causey.
 11 Okay. Ms. Henn, would you like to speak
 12 to your motion?
 13 VICE CHAIR HENN: Thank you, Madam
 14 Chair, only briefly. The Board has discussed
 15 this motion previously and I believe we've all
 16 seen, having gone through a number of budget
 17 cycles now, the amount of work that is involved
 18 and the amount of time and attention that a
 19 budget of this magnitude requires and the
 20 importance of such. So I affirm my previous
 21 stance that we need a dedicated group to focus on

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1 budget-related issues and ask for your support of
 2 this motion at this time. Thank you.
 3 CHAIRWOMAN SCOTT: Thank you for that,
 4 Ms. Henn. It looks like there is a question from
 5 Ms. Jose.
 6 MS. JOSE: Yes, real quick. Since this
 7 is not related to the budget, can the student
 8 member vote on this? Because Ms. Henn has
 9 brought this motion at least a couple of times to
 10 the Board and I believe because it is a
 11 procedural motion to establish a standing
 12 committee of the Board, just like when I made the
 13 motion for the equity committee, I believe the
 14 student member voted on it.
 15 So the question is for Mr. Brousaides,
 16 does this require seven votes? Thank you.
 17 MR. BROUSAIDES: Yes -- hello, I'm
 18 sorry, I was distracted. The student member can
 19 vote on this motion.
 20 MS. JOSE: Thank you, Mr. Brousaides.
 21 CHAIRWOMAN SCOTT: Thank you for that,

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1 and it looks like we also have a question from
 2 Mrs. Pasteur. If somebody could mute, I keep
 3 hearing music.
 4 MS. PASTEUR: Thank you, Ms. Scott. I
 5 guess my question is to Ms. Henn. We've had
 6 discussions about the standing committee and my
 7 question is in creating a standing committee, I
 8 certainly hear her concerns and the amount that
 9 goes into putting this together and it would be
 10 under the auspices of a staff person. But I
 11 still am unclear about how forming the budget
 12 committee, and I'm sure she has it in her head,
 13 is going to impact what we do with our students,
 14 how we move the system forward. I just would
 15 like to hear some of that, what kinds of plans
 16 are in your mind, Ms. Henn, in terms of what the
 17 role, what the duties and responsibilities would
 18 be in fact, how they would be laid out for such a
 19 standing budget committee, just as we've done for
 20 the equity that went back to policy and we could
 21 see the rollout, curriculum we could see the

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1 rollout, et cetera. Can you help me with that
 2 please?
 3 VICE CHAIR HENN: Sure. Madam Chair,
 4 may I respond to Ms. Pasteur?
 5 CHAIRWOMAN SCOTT: Yes please.
 6 VICE CHAIR HENN: Thank you. So one
 7 primary goal of this committee, and my motion
 8 specifically states that it would be supported by
 9 the superintendent's designated staff, is to
 10 facilitate a closer working relationship between
 11 the Board and staff on the budget year round, so
 12 that we can have questions answered about
 13 specific areas of concern by staff, and to work
 14 with staff on our motions, so that we don't have
 15 these marathon sessions and board members are
 16 left scrambling trying to do what they feel is
 17 right and makes sense. So working together with
 18 staff, this really is intended to be a
 19 collaborative effort just as all of our
 20 committees function, they are collaborative
 21 efforts between the Board and the staff that

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1 support us and this is to, it will provide
 2 professional development, one, for board members
 3 to better understand our budget because it is
 4 complex, we work with it one time a year, not
 5 year round, and we have a lot of questions and we
 6 need greater comprehension and greater
 7 communication, and have these conversations.
 8 This is to facilitate those conversations year
 9 round, and I hope that answers your questions,
 10 Mrs. Pasteur.
 11 MS. PASTEUR: Thank you, Ms. Henn. I
 12 agree that one year, trying to do this every
 13 year, it gives me a headache and makes for a lot
 14 of reading which is important reading. I'm still
 15 not clear and I would just be far more
 16 comfortable, as you know, if I maybe understood
 17 even with the budget committee was connected with
 18 the audit, but just understanding what the
 19 monthly work, the ongoing work of that committee
 20 would be in tandem with staff. Maybe
 21 Mr. Williams or someone on staff could answer

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1 that for me.
 2 VICE CHAIR HENN: May I respond to that
 3 briefly, Madam Chair?
 4 CHAIRWOMAN SCOTT: Yes.
 5 MS. MACK: So I found it, even though
 6 this was an unusual year and the budget required
 7 so much work from staff, which I truly
 8 appreciate, chunking that out into sections was
 9 very helpful in managing the work, at least for
 10 me personally, so in terms of a monthly agenda, I
 11 can see this committee focusing on particular
 12 areas of the budget each month throughout the
 13 cycle and doing a deep dive into those areas, so
 14 this is services, C&I, schools budget, and really
 15 gaining a better understanding and mastery of the
 16 budgets that we are entrusted to oversee, and
 17 making this process by year end so much more
 18 easier because we've been through it.
 19 And board members, like any committee,
 20 would be welcome to participate, so hopefully
 21 that helps. I envision a monthly agenda. One

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1 way that that could be organized would be around
 2 sections of the budget to focus in on those and
 3 you know, any other areas of focus the board
 4 members would be concerned about, and working
 5 closely with our equity committee because that's
 6 going to drive a lot of the conversations, I'm
 7 sure. Does that help, Mrs. Pasteur?
 8 MS. PASTEUR: Do I have any time left
 9 out of my two minutes? I need to see it, it is
 10 very different from what we have. I can hear
 11 what you're saying, and you know that I embrace
 12 the whole notion of the budget and us having
 13 conversations beforehand, I would just like to
 14 see it. Thank you.
 15 CHAIRWOMAN SCOTT: Thank you for that.
 16 Next it looks like we have a question from
 17 Ms. Causey. Ms. Causey?
 18 MS. CAUSEY: Thank you. I thought I
 19 heard someone else speaking, is it someone else's
 20 turn?
 21 CHAIRWOMAN SCOTT: No, I called your

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1 name, you're next, it was Ms. Pasteur and then
 2 you.
 3 MS. CAUSEY: Thank you, Madam Chair. I
 4 did just want to say, there are a number of
 5 issues that per my opinion we did not really
 6 process as much as we should have in terms of the
 7 operating budget. We have talked a great deal
 8 about teachers and the importance and staffing
 9 and all of the different offices, but we did not
 10 have any conversations about where are we in
 11 compensating our employees in terms of
 12 recruitment and retention, so those are the sorts
 13 of conversations that could be had in a budget
 14 committee.
 15 The other issue is input from our
 16 advisory councils, also reviewing policies to
 17 make sure that those are being addressed and also
 18 if they need to be improved. Also, just like our
 19 other committees, board members would contribute
 20 their specific talents, interests and expertise,
 21 and just like our equity committee which was

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1 founded without prior notice, without a
 2 guideline, but yet it has become a very very
 3 important committee and it's driving a lot of
 4 mission critical work. So I would suggest to
 5 board members that this is something that is very
 6 important, and even moving forward from this
 7 month with this operating budget, there's
 8 additional consideration that's going to need to
 9 be done based on county executive's funding,
 10 based on additional bargaining unit issues, so
 11 the work on the budget continues, and this is
 12 going to be a really organized way to process
 13 that.
 14 CHAIRWOMAN SCOTT: Okay. Thank you for
 15 that, Ms. Causey. Were there any additional
 16 questions?
 17 MS. MACK: I had a question, Ms. Scott.
 18 CHAIRWOMAN SCOTT: Oh yes, Ms. Mack?
 19 MS. MACK: I just, actually it's a
 20 comment, it's not a question. I would just like
 21 to say that my approach to the budget this year

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1 was somewhat bifurcated based on fact that we did
 2 receive information at different times. But
 3 where I see the value of a budget committee is
 4 where I kind of ran out of time and ran out of
 5 steam. When we look at each one of these line
 6 items, I think it would be helpful as the year
 7 rolls along to understand where we as a school
 8 system are compared to other school systems, and
 9 I know the Office of Internal Audit provided some
 10 of that data, but I had just begun to dig into
 11 some additional data.
 12 And I think if we as a committee are, or
 13 the committee would bring it back to the full
 14 Board we would have a better understanding of
 15 where we are as far as to Ms. Causey's point,
 16 where are we? You know, we're 12th out of 24
 17 LEAs for paying our teachers, which puts us right
 18 in the middle, but then when you look at
 19 compression and where that puts us, that's a
 20 whole different game. When we look at our
 21 central office costs compared to other LEAs,

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1 there's some very big ah-ha moments there, and I
 2 think if that was done over the course of 12
 3 months instead of whatever, six weeks, I think it
 4 would be a better end product. Thank you.

5 CHAIRWOMAN SCOTT: Thank you for that,
 6 Ms. Mack. And I just have a question for
 7 Ms. Henn. I just wasn't clear, and I think it
 8 may have, you may have stated it, but I just
 9 wanted to know if you could restate it, how this
 10 committee will be any different than the audit
 11 committee.

12 VICE CHAIR HENN: Sure, thank you, Madam
 13 Chair. So this committee's charter and focus
 14 would be entirely separate from the audit
 15 committee. Several members, Ms. Mack, Ms. Causey
 16 addressed specific areas that it could address,
 17 allowing us to do a deeper dive into budget
 18 areas, areas of concern, working specifically
 19 with our fiscal staff in understanding this.
 20 Tonight we discussed the reallocations and how
 21 after the Board had approved those amendments to

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1 the budget staff would need to go back and find
 2 where to make those reallocations. Ideally that
 3 would not be a task that they would have to do,
 4 that would be an ongoing conversation with the
 5 committee and with the entire Board to talk about
 6 these priorities year round.

7 This is too large of a budget to focus
 8 on just at, you know, budget time. It's a
 9 conversation that we need to have on an ongoing
 10 basis, it needs to be focused, it needs to be
 11 inclusive of all board members, and it's entirely
 12 separate from the focus and mission of the audit
 13 committee.

14 CHAIRWOMAN SCOTT: Okay, thank you for
 15 that. It looks like we have a question or
 16 comment from Ms. Rowe.

17 MS. ROWE: Yes. I can see the benefit
 18 of this committee. If it does absolutely nothing
 19 else it would do two things. It would allow
 20 board members to gain an understanding of the
 21 budget that cannot be gained in a short period of

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1 time, but more importantly than that it would
 2 allow the public to gain an understanding of the
 3 budget, because I don't think the public fully
 4 realizes that we pass a budget, but then how the
 5 money is spent is however the school system wants
 6 to spend it within those 13 categories, and then
 7 at the end of the year we are asked to approve
 8 BAT transfers for however money was under spent
 9 or over spent within those 13 categories, but
 10 that is how the General Assembly set it up. And
 11 so I think that where a huge part of the
 12 misunderstanding comes in is that this Board and
 13 the public do not know how the money is moving
 14 around within each of the 13 categories different
 15 from how it was passed in the budget.

16 So I think that a committee could go a
 17 long way towards taking the time to actually
 18 unpack those things so the people could
 19 understand the statutory authority of this Board
 20 and what authority this Board has and doesn't
 21 have, and exactly how that fits in so when the

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1 community is advocating for this, that or the
 2 other thing, they know which public body they
 3 need to go advocate to.

4 CHAIRWOMAN SCOTT: Okay. Thank you for
 5 that, Ms. Rowe. Next we have Mr. Kuehn.

6 MR. KUEHN: Thank you, Ms. Scott, I'll
 7 try to be brief. One question that I have, we
 8 have been talking about the operating budget and
 9 that's what we just passed, but there's also a
 10 capital budget. Is your understanding, Ms. Henn,
 11 that both the capital budget and the operating
 12 budget would be reviewed and better understood
 13 within the confines of the budget committee?

14 VICE CHAIR HENN: May I respond, Madam
 15 Chair?

16 CHAIRWOMAN SCOTT: Yes please.

17 VICE CHAIR HENN: Yes. That's my short
 18 answer, Mr. Kuehn, yes, that would be within the
 19 purview as well.

20 MR. KUEHN: Okay, great. And just to
 21 kind of, you know, make a comment on this, these

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1 budgets take staff, you know, a tremendous amount
 2 of time and energy to make and pull together, so
 3 we, there are little, this is one of the key
 4 things that we do as a board and understanding,
 5 you know, if you put your priorities, you're
 6 spending money on your priorities, so it's very
 7 that we fully understand where the money goes as
 8 a board, as an organization. So I fully support
 9 this, I think it's a great idea, I think we'll
 10 all learn a lot, because it takes a significant
 11 amount of time to understand the process behind
 12 all of this and all the spending that we do.
 13 Thank you.
 14 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.
 15 Okay, are there any additional questions or are
 16 we ready to vote on Ms. Henn's motion?
 17 VICE CHAIR HENN: Madam Chair, may I
 18 make one last comment briefly?
 19 CHAIRWOMAN SCOTT: Yes, uh-huh.
 20 VICE CHAIR HENN: Thank you. I just
 21 wanted to clarify that this motion is not

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1 intended to create a lot of additional work for
 2 staff, I'm very sensitive to that, and this is
 3 not to create work, create deliverables for
 4 staff. We have plenty of work, you know, my
 5 vision for this committee is to work with what
 6 we've been given, and that is plenty to get this
 7 committee going and to work from. So I am
 8 sensitive to limited resources and staff time,
 9 and I didn't want board members to misconstrue
 10 the motion in that yes, the committee would be
 11 supported like our other committees by
 12 superintendent's staff, but more of a
 13 conversation rather than to be too resource
 14 intensive or heavy on requests in terms of staff
 15 time. Thank you.
 16 CHAIRWOMAN SCOTT: Thank you for that.
 17 Okay. And, all right, are we ready for the
 18 rollcall vote, Ms. Gover?
 19 MS. GOVER: Ms. Rowe?
 20 MS. ROWE: Yes.
 21 MS. GOVER: Ms. Causey?

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1 MS. CAUSEY: Yes.
 2 MS. GOVER: Ms. Mack?
 3 MS. MACK: Yes.
 4 MS. GOVER: Mr. McMillion?
 5 MR. MCMILLION: Can you please come back
 6 to me? Thank you.
 7 MS. GOVER: Yes, sir. Ms. Jose?
 8 Ms. Henn?
 9 VICE CHAIR HENN: Yes.
 10 MS. GOVER: Mr. Muhumuza? Mr. Offerman?
 11 MR. OFFERMAN: No.
 12 MS. GOVER: Ms. Pasteur?
 13 MS. PASTEUR: I abstain.
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Dr. Hager?
 17 DR. HAGER: Yes.
 18 MS. GOVER: Ms. Scott?
 19 CHAIRWOMAN SCOTT: Abstain.
 20 MS. GOVER: Mr. McMillion?
 21 MR. MCMILLION: Yes.

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1 MS. GOVER: Favor is seven, opposed is
 2 one, abstention is two, and two absent.
 3 CHAIRWOMAN SCOTT: Okay, thank you. So
 4 it looks like the motion passes. Okay. Thank
 5 you for that.
 6 All right. And so we can move on now,
 7 and I think we really got a lot done today, so
 8 considering the lateness of the hour, I just
 9 would like to make a motion to move items J, K
 10 and L to the March 9th meeting. Is there a
 11 second?
 12 MS. MACK: So moved, or second, Mack.
 13 MR. KUEHN: Third, Kuehn.
 14 CHAIRWOMAN SCOTT: Thank you. All
 15 right. Ms. Gover, may we do a rollcall vote
 16 please?
 17 MS. CAUSEY: Excuse me, Madam Chair.
 18 Can you just state for the record what those
 19 items are, the agenda items that you're moving.
 20 CHAIRWOMAN SCOTT: Yes, in BoardDocs, J,
 21 K and L, so that's the committee updates, and

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1 then K is the Southeast Area Educational Advisory
 2 Council student count 2020 report, update on key
 3 school legislation, and then consideration of
 4 agenda items for future board meetings, so if you
 5 have your BoardDocs up you will be able to see it
 6 under J, K and L.
 7 MS. CAUSEY: So we're not going to have
 8 agenda setting requests?
 9 CHAIRWOMAN SCOTT: No, I have that moved
 10 to the next meeting. It has been moved and
 11 seconded, so now we are taking a rollcall vote
 12 since it is 11:16 at night, so Ms. Gover, if you
 13 could take the rollcall please?
 14 MS. GOVER: Ms. Rowe?
 15 MS. ROWE: Yes.
 16 MS. GOVER: Ms. Causey?
 17 MS. CAUSEY: No.
 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? Ms. Henn?
 2 VICE CHAIR HENN: Yes.
 3 MS. GOVER: Mr. Muhumuza? 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: Yes.
 11 MS. GOVER: Ms. Scott?
 12 CHAIRWOMAN SCOTT: Yes.
 13 Thanks, so it looks like it passes,
 14 thank you.
 15 MS. CAUSEY: Madam Chair, I have a
 16 motion, Ms. Causey.
 17 CHAIRWOMAN SCOTT: Well, we voted for
 18 the meeting to basically come to an end, so you
 19 want to make a motion now?
 20 MS. CAUSEY: Yes.
 21 CHAIRWOMAN SCOTT: Okay. Let me ask

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1 legal counsel, is it appropriate since we voted
 2 to basically move the items, and go to the end
 3 for members to make motions?
 4 MS. CAUSEY: We have not adjourned, so
 5 that's why I thought it would be appropriate.
 6 MS. ROWE: Point of order. Madam Chair,
 7 on what agenda item would Ms. Causey's motion
 8 pertain?
 9 CHAIRWOMAN SCOTT: I'm not sure, that's
 10 why I'm trying to get legal counsel.
 11 MS. CAUSEY: It was related to the
 12 budget committee, relating to the budget.
 13 CHAIRWOMAN SCOTT: Okay.
 14 MR. KUEHN: I thought we were in
 15 announcements now.
 16 CHAIRWOMAN SCOTT: Yeah, we're in
 17 announcements now.
 18 MS. ROWE: We're no longer there.
 19 MS. CAUSEY: Okay, so I have --
 20 CHAIRWOMAN SCOTT: So we can do it, you
 21 can do it at the next meeting because now we're

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1 in announcements and so we need to, I need to go
 2 ahead on to that.
 3 MS. CAUSEY: I'm sorry, Madam Chair. I
 4 put things in the chat and then I wait to be
 5 acknowledged, but then things happen before I get
 6 acknowledged and so I would like the opportunity
 7 to say --
 8 CHAIRWOMAN SCOTT: Ms. Causey, please.
 9 Mr. Brousaides, are you there?
 10 (Unintelligible, multiple speakers.)
 11 MR. BROUSAIDES: Yes, I am here, and if
 12 it's a budget-related motion, then the time for
 13 that has passed.
 14 CHAIRWOMAN SCOTT: Thank you, so now
 15 we're in announcements, and the last item on the
 16 agenda is announcements, and so the announcement
 17 is that the Board's next meeting will be held
 18 virtually on Tuesday, March 9th, 2021 at
 19 6:30 p.m.
 20 So I thank you for joining us tonight
 21 and the meeting is now adjourned. Thank you. I

1 hope everyone has a good evening.
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 4th
13 day of March, 2021.
14

15 _____
16 Paul A. Gasparotti
17
18
19
20
21

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