

## TENTATIVE MINUTES

## BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Wednesday, January 28, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 4:40 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Ms. Francesca Cirincione, Mrs. Phyllis E. Ettinger, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Sasiadek reminded Board member of upcoming functions including:

- ⌚ Coalition Rally in Annapolis, rescheduled to Monday, February 9, 2004.
- ⌚ Board of Education work session to discuss the FY 2005 Operating Budget, Tuesday, February 3, 2004. The meeting will take place at the ESS Building located on the Greenwood campus at 7:00 p.m.
- ⌚ BCPS Quarterly Recognition Awards Ceremony, Wednesday, February 4 at Cockeysville Middle School at 7:00 p.m.

At 4:45 p.m., Mrs. Ettinger moved the Board go into closed session to discuss personnel matters and to consider matters related to collective bargaining negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Ms. Murray and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

Mr. Hayden entered the room at 4:52 p.m.

At 5:35 p.m., Mr. Arnold moved to adjourn the closed session for a brief dinner recess. The motion was seconded by Mr. Walker and approved by the Board.

REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2005  
SUPERINTENDENT'S OPERATING BUDGET RECOMMENDATIONS

President Mr. James R. Sasiadek called the hearing to order at 7:15 p.m. In addition to President Sasiadek, the following Board members were present: Mr. Donald L. Arnold, Francesca Cirincione, Mrs. Phyllis E. Ettinger, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Joy Shillman, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools; staff members; as well as the media were present.

The following speakers addressed the Board:

1. Ms. Kelli Nelson, Parent and Chair, Baltimore County Interagency Coordinating Council – Current Infants and Toddlers (I/T) staff can no longer meet the overwhelming demands. She noted that the number of Baltimore County children and families served through the I/T Program continues to rise with a 20% increase in 2003 and the number of referrals increased 15% in 2003. Ms. Nelson stated the current request does not include any additional funds or staff for the I/T Program. The Council is requesting the Board of Education amend the proposal to include 4 FTE's. In addition to this request, the I/T Program will be seeking additional positions and resources from the health Department to support the continued needs in this area.
2. Ms. Cheryl Eisenhauer, Teacher at Wellwood International School – School system needs to increase compensation for all teachers so that it retains a quality teaching force and attracts teachers into the profession. Teachers have overwhelming workloads and an expectation to meet mandates requiring a wide range of skills, are constantly plagued with inadequate compensation for their work. Ms. Eisenhauer noted the following: a) Baltimore County teachers have a salary scale that is ranked 15<sup>th</sup>; b) Baltimore County teachers have a “bottom of the barrel” pension system that does not provide a livable income after 30 plus years of service, and; c) few highly qualified people are being drawn to the teaching profession because of its inadequate compensation.
3. Mr. Tom Dolina, Attorney for CASE – Stated that CASE appreciates efforts of the Board of Education to obtain and support the salary scale for CASE. He stated that salary adjustments reflect the goals that everyone wants to achieve to recruit and retain highly qualified employees. Mr. Dolina applauded Dr. Hairston, Board Members', and leadership. He agrees the budget is a good product but not a finished product. Mr. Dolina complimented Mr. Randy Grimsley, Executive Director of Human Resources, and his team in handling the negotiating process.
4. Mr. Benjamin Dubin, Baltimore County Disabilities Commission – Glad to see closed-captioning funding for Education TV. Mr. Dubin noted that ADA requires programs be accessible to those who are disabled. He asks that funding be secured, as necessary. Mr. Dubin stated BCPS should bring all schools up to ADA standards for students and parents. He was glad to see Greenwood campus bathroom renovations.

REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2005  
SUPERINTENDENT'S OPERATING BUDGET RECOMMENDATIONS (cont)

5. Ms. Jody Wallace, Parent of Carver Center Student – Asked the Board to keep the Carver Center renovation in mind and think about alternative ways to raise money. She was pleased to see the increase in salaries in the budget.
6. Ms. Sue Thompson, PTSA President and Parent of Carver Center Student – Carver Center is in need of an auditorium for the performing center. She requests this be added to the capital budget. Ms. Thompson noted that Carver Center is the only school in the county without an auditorium.
7. Ms. Kelly Scheel, Parent, Infants and Toddlers – Stated that staff is overloaded. There is no transition process at the end of Infants and Toddlers. She is requesting additional staff for Infants and Toddlers Program. Without additional staff, children will not receive quality, as well as quantity, service.
8. Ms. Shari Ossakow, Parent, Infants and Toddlers – Requested additional staff for Infants and Toddlers Program. Quantity of staff is extremely important to the children. Services provided were generally good, however, staff is overworked and a large number are being transitioned.
9. Ms. Sharon Bateman, Parent and Former Carroll County Special Education Teacher – Parents are better prepared to assist special education children through the system's special education program. Support for the special education program is really needed. Also requests increase in staffing for Infants and Toddlers Program. She stated Infants and Toddlers Program is a vital stepping-stone into school. Need to continue to make this a service to families and not a disservice.
10. Ms. Laura Maguire, Parent, Infants and Toddlers Program – Currently receiving services through the Infants and Toddlers Program. Without this program, she would have been a helpless and frustrated parent. She requests staffing the Infants and Toddler Program with highly qualified individuals. She asks the school system to continue to support the needs of babies and toddlers with special needs.
11. Ms. Karen Yarn, Chairperson, Advisory Committee for Gifted and Talented Education – Advisory committee is in support of teacher and school employee increases and the ever-rising health care costs. Requests the Board not to halt the progress of this program by cutting \$2.5 million from Special Programs. Delighted to see the Gifted and Talented policy put in place last year. However, to put an important policy, such as this, in place and not provide the funding necessary to ensure the continued success of the program could result in a loss of once-in-a-lifetime education opportunities for our students and teachers.
12. Ms. Yvonne Nelson, PTA Vice President, Edmondson Heights – Stated the library is great; however, the library is in need of a TV and other resources. The PTA raised \$1000 for an overhead projector. The school is also in need of the following: additional computers for students, a printer, furniture, earphones, computer mice, and two soccer goals. She stated the trailers are great but there is a need for shelves and storage areas. Also, the school nurse would like to upgrade the portable medical cart to standard.

REPORT OF THE PUBLIC HEARING ON THE PROPOSED FISCAL YEAR 2005  
SUPERINTENDENT'S OPERATING BUDGET RECOMMENDATIONS (cont)

13. Ms. Cheryl Bost, TABCO President – Requested the need to increase teachers' compensation if BCPS is going to attract and retain highly qualified teachers. She commended Dr. Hairston for taking the first step for including increases in the proposed operating budget. She encourages the Board to fully fund the proposed budget. She stated elected officials need to be accountable for funding education.
14. Ms. Sharon Mezei, Parent, Infants and Toddlers – Requested increased staffing for Infants and Toddlers Program. She feels it is not appropriate to outsource this program. She stated outsourcing service provided for a young population does not and will not work.
15. Ms. Jan Thomas, Parent and PTA Representative – Thanked the Office of Budget for their hard work and pleased with the new format of the budget book. She stated proposed budget appears to be aligned with the performance goals. She noted raises for school personnel must be implemented to retain and hire highly qualified employees. She welcomed the increase in per pupil allotment but sorry to see that the A&E Program was cut. Would like to see more data on programs funded by special revenues. Ms. Thomas expressed her concern to the Board for holding the hearing on a night when schools had been canceled. She stated that a last-minute change in the hearing's location might have limited public input.

Mr. Kennedy urged people who did not have a chance to speak to call or write to Board Members. He emphasized that the Board is still anxious to hear from the public.

The hearing was concluded at 8:01 p.m.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 8:05 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Francesca Cirincione, Mrs. Phyllis E. Ettinger, Mr. Thomas G. Grzynski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Steven Grabner, seventh grader at Pine Grove Middle School, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Sasiadek informed the audience of the previous sessions in which Board members had participated earlier in the afternoon.

SUPERINTENDENT'S REPORT

No items to report

PERSONNEL MATTERS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the personnel matters as presented on Exhibits A, B, C, D, and E. (Copies of the exhibits are attached to the formal minutes.)

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 2, 3, 5, 6, 7, and 8 (Exhibit F).

2. Database Reporting Tool Software Application Contract Amendment
3. Interior and Exterior Doors and Associated Millwork
5. Office of Science – Elementary Curriculum Materials and Equipment
6. Office of Science – PreK - 12 Curriculum Materials and Equipment
7. Paper: Dual Purpose (Copy, Laser Printers & Duplicators)
8. Supplies Contract: Interior and Exterior Paint

Item #1

Ms. Shillman asked if this amount would be including a part-time security guard at Catonsville Alternative School. Dr. Krempel responded it is an office position and not assigned to a specific school.

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved item 1.

1. Contracted Services: Security Guard Services

Item #4

Mr. Arnold asked if this contract would discontinue the need to print documents outside the school system. Mr. Gay responded this equipment would not go to the print shop nor assist in the printing needs of the school system. This equipment is for the technology education curriculum for students to learn how to operate, repair and work on this equipment. Ms. Gay stated the equipment would go into Sollers Point High School, Western School of Technology and Science, Overlea High School, and Kenwood High School.

Item #4 (cont)

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved item 4.

4. Graphic/Print Communications Equipment

Item #9

Mr. Kennedy commented on complaints received by him regarding equipment suitability. He asked we determine whether the equipment is suitable for the job at hand. Mr. Gay responded that items are identified by the Grounds Department as a need. He stated that Purchasing communicates with the actual users to determine the design and requirements of the equipment. He noted that no contract or bid was in place for this item. However, the State of Maryland already had a contract in place with this contractor. Therefore, BCPS is piggybacking off the contract with the State of Maryland.

On motion of Mr. Kennedy, seconded by Mr. Arnold, the Board approved item 9.

9. Toro Groundsmaster 4000D

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-2 (Exhibit G and H). The Board approved these recommendations. Mr. Arnold abstained from voting on exhibit G.

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- ⌚ The public rally in Annapolis to support full funding for the “Thornton” Bridge to Excellence in Public Schools Act has been rescheduled for Monday, February 9, 2004 from 6:00 p.m. to 8:00 p.m.
- ⌚ On Wednesday, February 3, 2004, the Baltimore County Board of Education will hold a work session to discuss the FY 2005 operating budget. The meeting will take place at the ESS Building located on the Greenwood campus at 7:00 p.m.
- ⌚ The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, February 10, 2004, at Greenwood. The meeting will begin with an open session at 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

Mr. Sasiadek reminded speakers to refrain from discussing any matters that might come before the board in the form of an appeal, as well as any personnel matters.

### STAKEHOLDER GROUPS

Ms. Meg O'Hare, Northeast Area Educational Advisory Council Chairperson, appreciated the Board attending the public works hearing to advocate for our children. She announced the next meeting of the Northeast Area Educational Advisory Council on Wednesday, February 4<sup>th</sup> at Seven Oaks Elementary School. The presentation will be on high school enrollment and the DeJong study. She enjoyed the STARLAB opening at Featherbed Lane Elementary School.

Ms. Cheryl Bost, TABCO President, announced the Thornton Rally rescheduled for Monday, February 9<sup>th</sup>. She noted that the rally plans have brought about a great interest in Thornton. Ms. Bost participated in several interviews to help educate people about the Thornton plan.

### PUBLIC COMMENT

Mr. Akbar Y. Ansari, Director, Baltimore County Muslim Council, stated he received input from people within the county who have requested that Muslim holidays be added to Baltimore County Public School system's calendar.

Mr. Bashar Pharan, request the Board add Muslim holidays to the school calendar.

### ADJOURNMENT

At 8:30 p.m., Mr. Arnold moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

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Joe A. Hairston  
Secretary-Treasurer