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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
TOWSON, MARYLAND

DECEMBER 17, 2019

Transcribed by:
Paul A. Gasparotti

Page 2	<p>1 BOARD MEMBERS:</p> <p>2</p> <p>3 Kathleen S. Causey, Board Chair</p> <p>4 Julie C. Henn, Vice Chair</p> <p>5 Moalie S. Jose (Absent)</p> <p>6 Russell T. Kuehn</p> <p>7 Lisa A. Mack</p> <p>8 Rodney R. McMillion</p> <p>9 John H. Offerman, Jr.</p> <p>10 Cheryl E. Pasteur</p> <p>11 Lily P. Rowe (Absent)</p> <p>12 Makeda Scott</p> <p>13 Omer Reshid, Student Member</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>	Page 4	<p>1 Dayana Bergman.40</p> <p>2 Public Comment on Policy 4009.43</p> <p>3 Public Comment on Policy 5560.49</p> <p>4 Public Comment on Policy 8340.55</p> <p>5 New Business, Actions Taken in Closed Session.61</p> <p>6 Report on FY 2021 CIP.62</p> <p>7 Board Committee Reports.67</p> <p>8 Curriculum.67</p> <p>9 Buildings and Contracts71</p> <p>10 Audit72</p> <p>11 Legislative and Government Relations. . . .74</p> <p>12 Policy Review76</p> <p>13 Information.78</p> <p>14 Announcements.79</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>
Page 3	<p>1 I N D E X</p> <p>2 Call to Order. 5</p> <p>3 Pledge of Allegiance/Moment of Silence 5</p> <p>4 Approval of Agenda 5</p> <p>5 Closed Session Meeting Items 6</p> <p>6 Selection of Speakers. 7</p> <p>7 New Business, Personnel Matters. 7</p> <p>8 New Business, Administrative Appointments. . . 8</p> <p>9 New Business, Board Policies10</p> <p>10 Advisory and Stakeholder Groups.13</p> <p>11 BCSC.13</p> <p>12 TABCO16</p> <p>13 Northeast AEAC.19</p> <p>14 BCABSE.22</p> <p>15 CTEAC24</p> <p>16 Public Comment27</p> <p>17 Julie Dyer.27</p> <p>18 Dr. Bash Pharoan.30</p> <p>19 Sharon Saroff32</p> <p>20 Deb Sullivan.34</p> <p>21 Jessie Jaeger. 37</p>	Page 5	<p>1 P R O C E E D I N G S</p> <p>2 CHAIRMAN CAUSEY: Good evening. I now</p> <p>3 call to order the meeting of the Board of</p> <p>4 Education of Baltimore County for Tuesday,</p> <p>5 December 17th, 2019. I invite you to rise and</p> <p>6 recite the Pledge of Allegiance to the Flag. We</p> <p>7 will then remain standing for a moment of silence</p> <p>8 in recognition of those who have served education</p> <p>9 in Baltimore County.</p> <p>10 (Pledge of Allegiance to the Flag.)</p> <p>11 (Moment of silence.)</p> <p>12 Thank you. The first item on the agenda</p> <p>13 is consideration of the December 17th agenda.</p> <p>14 Dr. Williams, are there any additions or</p> <p>15 changes to tonight's agenda?</p> <p>16 DR. WILLIAMS: There are no changes or</p> <p>17 additions to tonight's agenda.</p> <p>18 CHAIRMAN CAUSEY: Thank you. Hearing</p> <p>19 none, the agenda stands as presented.</p> <p>20 Earlier this evening the Board met in</p> <p>21 closed session pursuant to the Open Meetings Act,</p>

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1 for the following reasons: To one, discuss the
 2 employment, assignment, promotion, discipline,
 3 demotion, compensation, removal, resignation or
 4 performance evaluation of appointees, employees
 5 or officials over whom it has jurisdiction, or
 6 any other personnel matter that affects one or
 7 more specific individuals. Seven, consult with
 8 counsel to obtain legal advice. And nine, to
 9 conduct collective bargaining negotiations or
 10 consider matters that relate to negotiations.

11 The minutes of the closed session and
 12 informational summary can be found on our website
 13 at
 14 www.bcps.org/board/informational-summaries.html.

15 The next item on the agenda is new
 16 business, personnel matters, and for that we call
 17 forward Ms. Lowry.

18 Excuse me, Ms. Lowry, we're going to do
 19 the selection of speakers, but you can take a
 20 seat. This won't take long.

21 MS. HENN: Our first speaker this

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1 evening is Julie Dyer.

2 Our second speaker is Dr. Bash Pharoan.

3 Our third speaker is Sharon Saroff.

4 Our fourth speaker is Deb Sullivan.

5 Our fifth speaker is Jessie Jaeger.

6 Our sixth speaker is Dayana Bergman.

7 And there are no other speakers this
 8 evening.

9 CHAIRMAN CAUSEY: The signup cards were
 10 available to the public prior to the meeting for
 11 anyone wishing to speak at this evening's
 12 meeting. The Board practice limits to ten the
 13 number of speakers at a regularly scheduled board
 14 meeting. Each speaker is allowed three minutes
 15 to address the Board.

16 And now personnel issues with Ms. Lowry.

17 MS. LOWRY: Chairman Causey,
 18 Superintendent Williams and members of the Board,
 19 I would like the Board's consent for three
 20 personnel matters this evening, retirements,
 21 resignation, deceased recognition of service.

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1 CHAIRMAN CAUSEY: Do I have a motion to
 2 approve the personnel matters as presented in
 3 Exhibit E-1 through E-3?
 4 (Mr. McMillion raised hand.)
 5 Thank you. Do I have a second?
 6 (Mr. Offerman and Ms. Pasteur raised
 7 hands.)
 8 Thank you. Is there any discussion?
 9 All in favor, please raise your hands.
 10 (Show of hands.)
 11 The motion carries unanimously. Thank
 12 you.
 13 The next item is new business,
 14 administrative appointments, and we now call on
 15 Dr. Williams.

16 DR. WILLIAMS: Madam Chair and members
 17 of the Board, I would like to bring forth for
 18 your approval the following administrative
 19 appointment, specialist certified behavior
 20 analyst in the Office of Special Education
 21 Teaching and Learning.

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1 CHAIRMAN CAUSEY: Do I have a motion to
 2 approve the administrative appointment as
 3 presented in Exhibit F-1?
 4 (Moving member not visible on video.)
 5 Do I have a second?
 6 (Mr. Offerman and Ms. Pasteur raised
 7 hands.)
 8 All in favor, please raise your hands.
 9 (Show of hands.)
 10 The motion carries unanimously.

11 DR. WILLIAMS: So our Candidate is Megan
 12 Rich, would you please stand, specialist and a
 13 certified behavior analyst, Office of Special
 14 Education Teaching and Learning, welcome to
 15 Baltimore County Public Schools. She brings to
 16 us service in Baltimore City Public Schools as a
 17 behavior consultant; a clinical supervisor, board
 18 certified behavior analyst at Verbal Beginnings;
 19 board certified behavior analyst at South Lake
 20 Autism and Behavior Services; and therapeutic
 21 support staff in Pennsylvania Counseling Service.

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1 Tonight supporting her is fiance Brandon Spectims
 2 (phonetic), who is not here today, and her
 3 daughter Sadie Rich. Please stand, Sadie.
 4 Congratulations.
 5 (Applause.)
 6 CHAIRMAN CAUSEY: And welcome.
 7 Thank you. Our next item is new
 8 business, board policy. Members of the Board,
 9 the policy review committee asks that the Board
 10 accept this record of the committee's approved
 11 proposed changes to the following board policies:
 12 Policy 2310, organization charts; policy 4009,
 13 emergency closings, employee attendance; 5560,
 14 suspensions and expulsions; policy 8340, appeal
 15 before the Board of Education. These
 16 recommendations are presented to you on tonight's
 17 agenda as Exhibit G for first reader. Do I have
 18 a motion to accept a recommendation of the
 19 Board's policy review committee?
 20 (Ms. Mack raised her hand.)
 21 Thank you, Ms. Mack. No second is

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1 needed since the recommendation comes from the
 2 committee.
 3 Is there any discussion? All in favor,
 4 please raise your hands.
 5 (Show of hands.)
 6 Any opposed? The motion carries
 7 unanimously.
 8 The next item on the agenda is public
 9 comment. This is one of the opportunities the
 10 Board provides to hear the views and receive the
 11 advice of community members. The members of the
 12 Board appreciate hearing from interested
 13 citizens. As appropriate, we will refer your
 14 concerns to the superintendent for followup by
 15 his staff. While we encourage public input on
 16 policies, programs and practices within the
 17 purview of the school system and this Board, this
 18 is not the proper forum to address specific
 19 student or employee matters, or to comment on
 20 matters that do not relate to public education in
 21 Baltimore County. We encourage everyone to

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1 utilize existing dispute resolution processes as
 2 appropriate.
 3 I remind everyone that inappropriate
 4 personal remarks or other behavior that disrupts
 5 or interferes with the conduct of this meeting
 6 are out of order. I ask you to observe the
 7 three-minute clock which will let you know when
 8 your time is up. Please conclude your remarks
 9 when you hear the bell or see that your time has
 10 expired. The microphone will be turned off at
 11 the end of your time and it could be turned off
 12 if the speaker addresses specific student or
 13 employee matters, or is commenting on matters not
 14 related to public education in Baltimore County.
 15 If not selected, the public may always
 16 submit their comments to the board members in
 17 hard copy or via email at boe@bcps.org.
 18 I now call on our stakeholders to speak,
 19 and first this evening is Angela Qian from the
 20 Baltimore County Student Council's
 21 Superintendent's Student Advisory Council.

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1 Welcome.
 2 And congratulations on the wonderful
 3 concert. She was one of the members of the
 4 all-county honors band, orchestra and dance
 5 performance that was held last week at Morgan
 6 State University, so welcome.
 7 (Applause.)
 8 MS. QIAN: Thanks. Good evening,
 9 Chairwoman Causey, Superintendent Williams,
 10 Student Member of the Board Omer, and the Board
 11 of Education. My name is Angela, I serve as the
 12 Baltimore County Student Council president and I
 13 would like to update the Board on some student
 14 affairs.
 15 On November 18th, BCPS and private
 16 school climate advocates met with County
 17 Executive Johnny O. and former Delegate Steve
 18 Lafferty, now the chief officer of sustainability
 19 for Baltimore County, to discuss the development
 20 of a county sustainability plan. At our first
 21 meeting we held productive conversations with

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1 students from a diverse group of schools about
 2 what we saw that needed reform. I'll echo the
 3 point that we made at the meeting, that action
 4 begets action, particularly on matters of climate
 5 justice. I'm looking forward to our next
 6 meeting, which is tomorrow night, where we will
 7 continue our work.

8 Also, our environmental committee hosted
 9 a climate reality presentation for some BCPS
 10 executives to educate them on the issue of
 11 climate change that's so close to so many of our
 12 hearts. We discussed possible solutions and
 13 steps forward that the county can take to
 14 contribute to preserving our futures. We're
 15 really lucky to have our voices uplifted by the
 16 county government, and I urge the Board of Ed to
 17 do so as well.

18 Next we hosted a statewide workshop
 19 event at Perry Hall High School. We thank
 20 Dr. Williams for coming and supporting student
 21 leadership across Maryland, and hope he continues

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1 to foster an encouraging environment at BCPS
 2 where students can grow as leaders and as humans.

3 To that end, I encourage everyone who's
 4 listening to support students, no matter how
 5 little interaction you might have with them on a
 6 daily basis. Having a strong support system
 7 within the county benefits students and their
 8 families immensely.

9 Thanks also to the board members who
 10 attended the all-county honors concert.
 11 Supporting the arts is especially important in
 12 our age because all students are different, some
 13 express themselves through writing, some through
 14 sports, but many of them through art, so we're
 15 really grateful for your continued support.

16 I'd like to report to the Board,
 17 finally, that as always, everything you do is for
 18 us, the students. We want our students to feel
 19 safe, supported, and to have every opportunity
 20 possible to succeed. Thanks for your time.

21 CHAIRMAN CAUSEY: Our next speaker is

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1 from TABCO, president, Ms. Cindy Sexton. Good
 2 evening and welcome.

3 MS. SEXTON: Good evening, Chairwoman
 4 Causey, Vice Chair Henn, Dr. Williams, and
 5 members of the Board. Here I am again talking
 6 about teacher retention and the need for teachers
 7 to have more planning time, but I'm going to
 8 focus specifically on special educators tonight.

9 Nationwide, half of all schools and 90
 10 percent of high poverty schools have a shortage
 11 of special education teachers. It is the number
 12 one field with severe shortages. And while
 13 workload is an issue I hear about frequently,
 14 many of our special educators in BCPS are doing
 15 the work of two people, with required reports,
 16 testing, behavior supports and more that they are
 17 providing to their students. The time they put
 18 in is unsustainable and unrealistic.

19 So they're leaving the profession. 27
 20 since August 1st have resigned, our special and
 21 inclusion teachers, and over the past year more

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1 than 300 special ed teachers have left BCPS. And
 2 who bears the brunt of those teacher shortages
 3 and these teachers leaving the profession? Often
 4 it is our students in high poverty, high minority
 5 settings. We know the correlation between
 6 poverty and student achievement, and we know that
 7 effective teaching is the most essential factor
 8 in student learning, yet we haven't been able to
 9 connect the dots to keep our teachers in the
 10 profession.

11 So I recently read the following quote.
 12 Any real change implies the breakup of the world
 13 as one has known it, the loss of all that gave
 14 one an identity, the end of safety. And I ask
 15 that we consider how we can have a real change
 16 with regard to our special educators. The
 17 special ed world as we have always known it is
 18 not working for our teachers and our students.
 19 It is unsustainable and unrealistic to expect a
 20 special educator to be able to effectively case
 21 manage 25 students, and teach, and collaborate

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1 with general teachers, and attend IEP team
 2 meeting, and collect data, and create and monitor
 3 behavior charts documenting behavior sometimes as
 4 frequently as every ten minutes for each child,
 5 and do the myriad of other things teachers do
 6 daily.

7 Additionally, the safety of our students
 8 and staff is a concern. Special educators, as
 9 well as our general educators, are being expected
 10 to work with larger classes of students with
 11 greater needs with fewer supports, and often no
 12 effective school-wide discipline plan in place.
 13 The safe world, the one we've always known in
 14 BCPS that has given us our identity is
 15 unsustainable and unrealistic.

16 We know why teachers are leaving the
 17 profession. Ask us and work with us to create a
 18 new identity for our special educators, one where
 19 they have the time to effectively service their
 20 students, get their paperwork and reports done,
 21 and somehow have time for themselves as well.

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1 And I wish you all a happy holiday season,
 2 whatever your celebration or holiday may be.
 3 Thank you.

4 CHAIRMAN CAUSEY: Thank you. Our next
 5 speaker for the evening is from the Northeast
 6 Area Education Advisory Council, Mr. Thor
 7 Tryggvason. Good evening and welcome.

8 MR. TRYGGVASON: Good evening, board
 9 members. As a representative of the Northeast
 10 Area Education I'm here tonight to refresh your
 11 memories and put at the top of your task list to
 12 work together on a solution for the overcrowding
 13 of the Perry Hall area schools. You surely are
 14 aware of the acute need to expand schools in the
 15 area. Unfortunately, the county has seen fit to
 16 continue buildup in the area that actually hasn't
 17 got the school seats to accommodate an ever
 18 increasing population and therefore, the ever
 19 increasing pressure on the school system. With
 20 that increased pressure comes overcrowding in
 21 schools, trailers and overcrowded buses.

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1 Just to refresh your memories, let me
 2 remind you that Perry Hall Middle School was a
 3 school built in 1963 and then later expanded in
 4 1997 to accommodate 1,642 students. In the
 5 student enrollment count released in February
 6 2019 the total number of students was 1,925, this
 7 year is projected to be 1,940. Perry Hall Middle
 8 School is 42 percent bigger than the next middle
 9 school in the county system and to the best of my
 10 knowledge, that makes the school one of the
 11 largest schools in the county, larger than most
 12 four-year high schools.

13 We've had multiple reports of issues in
 14 the school this fall, bus overcrowding, assaults
 15 called in, fire alarms pulled, threats against
 16 the school and teachers. As I understand it,
 17 fighting in the school is almost a daily
 18 occurrence. Many of these issues can be traced
 19 to overcrowding.

20 The Maryland report card for Perry Hall
 21 Middle School puts it at an abysmal average score

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1 of 56.9 percent across academic achievement,
 2 academic progress, English proficiency and school
 3 quality rating, behind other schools like
 4 Hereford and Ridgely, but just ahead of
 5 Cockeysville, Pikesville and Parkville. I'm
 6 certain that that scoring can be attributed to
 7 overcrowding as well. It is obvious that
 8 something needs to be done.

9 Unfortunately, the Maryland General
 10 Assembly didn't approve the urgently needed
 11 funding for a new middle school in the northeast
 12 area last year, which calls for my presence here
 13 tonight. I know and I understand that there are
 14 many needs in the school system that need to be
 15 addressed after decades of slimming the budget
 16 down to nothing. There is urgency to replace
 17 Lansdowne, Dulaney and Towson High Schools due to
 18 aging and overcrowding, but do not forget that
 19 Perry Hall Middle School is one of the most
 20 overcrowded schools in the system and it is one
 21 of the largest by population, and we desperately

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1 need a new middle school and a new elementary
 2 school for the area as even more buildup is
 3 projected there.

4 We need a unified Board representing the
 5 BCPS students and faculty that will get
 6 construction funds necessary for the county from
 7 the county and the state for school buildup.
 8 BCPS' needs have been ignored for decades. The
 9 time for the Board to shine is now. Thank you
 10 and have a happy holiday.

11 CHAIRMAN CAUSEY: Thank you. Our next
 12 speaker for the evening is the Baltimore County
 13 Alliance of Black School Educators, Kyria Joseph.
 14 Good evening and welcome.

15 MS. JOSEPH: Greetings, Board Chair
 16 Causey, Vice Chair Henn, Superintendent
 17 Dr. Williams and board members. Happy holidays
 18 to each of you and your families.

19 BCABSE met in December to review three
 20 priority areas aligned to the National Alliance
 21 of Black School Educators. Our first priority

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1 area is recruitment and retainment of educators
 2 of color, especially males of color, which will
 3 involve professional development and training and
 4 support groups. Our second priority area will be
 5 educator recognition. This will involve
 6 celebrating the achievements of educators who are
 7 committed to closing the achievement gap and
 8 opportunity gap for students of color. And our
 9 third priority is legislative involvement,
 10 including engaging with board committees, and we
 11 are pleased to hear that there is new leadership
 12 for the curriculum committee which will involve
 13 more training and support for administrators and
 14 staff to enhance instructional leadership, which
 15 is also aligned to the focus area of our
 16 superintendent.

17 William James said, act as if what you
 18 do makes a difference, and it does. The work we
 19 are all engaged in does make a difference, our
 20 work will impact our students.

21 Winston Churchill once said success is

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1 not final, failure is not fatal, it is the
 2 courage to continue that counts. Let's continue
 3 to take courageous steps to close the achievement
 4 gaps for students of color. Thank you and happy
 5 holidays to all.

6 CHAIRMAN CAUSEY: Thank you. Our next
 7 speaker for the evening is from the Career and
 8 Technology Educational Advisory Council, Hailey
 9 Brennan and Ken Guttman. Good evening and
 10 welcome.

11 MR. GUTTMAN: Good evening. I'm Ken
 12 Guttman, chair of the Career and Technical
 13 Education Advisory Council. I want to report on
 14 one item and then introduce a former BCPS student
 15 home from college, Hailey Brennan.

16 So, the CTEAC committee is working with
 17 BCPS to identify where the jobs are going to be
 18 in the county in the next five years. Recently
 19 we had the agency known as DEWD, the Department
 20 of Economic and Workforce Development, present at
 21 our committee meeting. We learned about the nine

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1 market sectors expected to offer the most jobs in
 2 the region, and we also learned about the job
 3 connector tool kit. This was a good start to
 4 talking with this agency and we're going to
 5 continue to do so in the future.

6 Now our CTEAC committee leads annually
 7 the selection of scholarship winners known as the
 8 Marchioni scholarship, and we have an annual CTE
 9 recognition ceremony at SECU Arena. Two years
 10 ago, 2018, Hailey Brennan won the top award.
 11 She's back from the University of Maryland, and I
 12 invited her to speak with you this evening.
 13 Hailey?

14 MS. BRENNAN: Thank you. CTE has been a
 15 very important part of my success in college and
 16 pursuit of a career. The engineering and CTEAC
 17 programs that I took in high school improved my
 18 critical thinking and problem solving ability
 19 through hands-on activities. CTE also provided
 20 me with leadership opportunities in Skills USA
 21 and through work-based learning. Through

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1 guidance and mentoring in my CTE courses, I was
 2 able to discover my passion in mechanical
 3 engineering.
 4 I'm currently in my second year at the
 5 University of Maryland and honestly, the
 6 engineering courses are harder than I expected.
 7 However, it's because of the skills that I
 8 learned through my courses in CTE that have
 9 helped me to succeed. For example, in one of my
 10 classes at University of Maryland, we had to
 11 design and build an autonomous robot to complete
 12 various missions. We had to purchase and
 13 manufacture all of the parts, write the code and
 14 build to certain parameters. It was all because
 15 of the experiences I had in my CTE courses that
 16 helped our team complete the project and build a
 17 successful vehicle.
 18 There are many students like me, who
 19 were inspired by career and technical education
 20 classes in high school who are currently pursuing
 21 a career or degree related to CTE courses they

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1 took. These programs set students apart by
 2 giving them a head start with specific
 3 certifications and skills before they graduate
 4 high school. I'm so thankful for my CTE teachers
 5 and mentors for the foundations and opportunities
 6 they gave me in education for a lifetime.
 7 Thank you.
 8 MR. GUTTMAN: Thank you very much,
 9 Hailey.
 10 CHAIRMAN CAUSEY: Thank you very much.
 11 Now it is time for our individual public
 12 speakers, and the first speaker for the evening
 13 is Julie Dyer. Good evening and welcome.
 14 MS. DYER: Good evening, board members,
 15 Chairwoman Causey, Vice Chair Henn and
 16 Dr. Williams, thank you for allowing me this
 17 opportunity to speak with you tonight. My name
 18 is Julie Dyer and I have three students at
 19 Hampton Elementary.
 20 I am dissatisfied with the recent
 21 boundary study and the proposed boundary changes

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1 involving Hampton Elementary, and I am
 2 dissatisfied for two major reasons. The first
 3 reason is development. The boundary study does
 4 not take into account student yield from
 5 aggressive development that is taking place in
 6 Towson. All of the development currently taking
 7 place in this zone is done for Hampton. The
 8 boundary study does not take into account 650
 9 residences that are built or have been approved
 10 to be built in Hampton, or in Towson, which will
 11 be zoned for Hampton, so we will have a
 12 significant amount of students coming to Hampton
 13 naturally.
 14 The second reason that I am opposed to
 15 this is because the cafeteria and gymnasium at
 16 Hampton Elementary is not equipped to handle this
 17 level of student enrollment. Several years ago
 18 Hampton was at 180 percent capacity when the
 19 renovation was done. And despite asking for the
 20 funds to renovate the cafeteria and the
 21 gymnasium, they were not renovated. Therefore

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1 Hampton's cafeteria, at this time, is currently
 2 overflowing with children. There is no more room
 3 for children, so there will need to be additional
 4 shifts for students to eat their lunch.
 5 I'm asking for a meeting with my elected
 6 representative on the Board of Education,
 7 Kathleen Causey, to discuss alternatives to the
 8 plan. I think that there are alternatives that
 9 we can consider, alternatives that include
 10 incorporating additional schools to help provide
 11 relief to Pleasant Plains. I agree that Pleasant
 12 Plains needs assistance, and I agree that Hampton
 13 should be part of that relief plan. I am not
 14 here to say that we should not accept more
 15 students, because we should, we have some room
 16 and we should and we are willing to. But to add
 17 98 students to our enrollment next year, along
 18 with all of the population that you have coming
 19 in from the development that you're not
 20 considering as part of the boundary study is poor
 21 planning. There is a freight train of development

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1 students coming into Hampton and it's not being
 2 considered in the boundary study, and I consider
 3 that to be poor planning.
 4 (Microphone shut off.)
 5 CHAIRMAN CAUSEY: Thank you. Our next
 6 speaker is Dr. Bash Pharoan. Good evening and
 7 welcome.
 8 DR. PHAROAN: Merry Christmas, Happy New
 9 Year, Happy Hanukkah, happy holidays to all
 10 regardless of religion or faith.
 11 Do you know that all holidays are one
 12 and the same, all kids are happy, all parents
 13 love their kids, they are all the same. Bring
 14 them Santa, bring them gifts, whatever Santa's
 15 name is, bring them love and care, because it is
 16 all about the kids. Everyone loves their
 17 holidays. You may be Jewish, Christian, Muslim
 18 or others. You still feel the same way about
 19 your holidays. All holidays came from Abraham,
 20 kids and grands spread the wheat, and they called
 21 them different names, so be wise and treat all

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1 Abraham's kids the same, because truly, they all
 2 say and believe in the same, they just do not
 3 know that same is same. But you are the wise and
 4 educated, you are the wise and educated, you
 5 know. So Madison, Hamilton and more said we are
 6 the people, so love us all.
 7 Today I want to wish you a great
 8 holiday, and what I thought is that my sincere
 9 thoughts to the Board, that all of you would work
 10 together for our students, because 75 years ago,
 11 and one day, 19,000 American soldiers died for
 12 the Battle of the Bulge, they liberated Europe
 13 and liberated us, they liberated the whole world.
 14 Our battle today is really to bail out BCPS so
 15 that all BCPS public schools are blue ribbon
 16 schools, not just 26, so all our students are
 17 ready to meet the whole world.
 18 So with that, I ask you not to behave
 19 like India and the Middle East. We are far
 20 better than them, we are really far better than
 21 them, work together. And when you come next

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1 year, hopefully you leave party affiliation out
 2 and really truly focus on what Roger Hayden
 3 always said, it's all about the kids. And
 4 congratulations, I see you got the chair. Thank
 5 you. Happy holidays.
 6 CHAIRMAN CAUSEY: Thank you. Our next
 7 speaker for the evening is Sharon Saroff. Good
 8 evening and welcome.
 9 MS. SAROFF: Good evening. And I'm
 10 going to ask that you pardon the fact that I'm
 11 going to be blunt. Your special education system
 12 in the county is a mess, and I know I am not the
 13 only one that feels that way. It shouldn't be
 14 that parents, teachers, administrators and people
 15 like myself cannot get a straight answer out of
 16 the central office. When I ask a question, I
 17 should get the same answer if I ask it of more
 18 than one person in that office, but sometimes I
 19 don't even get an answer for weeks, months and
 20 years. I'm not exaggerating.
 21 It shouldn't be that the rules that the

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1 Office of Special Ed follows bear no resemblance
 2 to COMAR or the federal law IDEA. That's what's
 3 going on, folks, and again, I'm not exaggerating.
 4 It shouldn't be that the Office of
 5 Special Education actually looks for loopholes in
 6 the language of an IEP so that they can get
 7 around appropriately implementing it. That's
 8 happening. When I spend two-and-a-half hours in
 9 a central office IEP, I should not hear the
 10 answer no when I request data that they claim
 11 shows a child is improving and I know that that
 12 data proves otherwise.
 13 I am a former teacher and special ed
 14 director and I am very very appalled by what I
 15 have seen, especially this year, and I have
 16 worked with this county since 2004. I'm raising
 17 my voice because it need to be fixed, it needs to
 18 be fixed yesterday, and every person in this
 19 Board and in the audience knows that I would be
 20 willing to do everything I can to help fix it,
 21 but I can't do it alone.

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1 CHAIRMAN CAUSEY: Thank you. Our next
 2 speaker this evening is Deb Sullivan. Good
 3 evening and welcome.
 4 MS. SULLIVAN: Dr. Williams, Ms. Causey,
 5 Ms. Henn and the rest of the Board, thank you for
 6 this opportunity, and happy holidays I'll say in
 7 advance.
 8 One of my concerns this evening is the
 9 shredded documents after the Board had set the
 10 policy to cease the shredding. Once again, the
 11 water is mucky. Of course, we hear many excuses
 12 similar to what we've heard in the past such as I
 13 didn't understand the order, or the directions
 14 were just confusing, but we all know an order is
 15 an order, a regulation is a regulation. It seems
 16 like so many issues, other issues for those
 17 schools, sometimes rules were made to be broken,
 18 which is unheard of. I hope that you learn, and
 19 we learn the persons responsible for not
 20 following the order that Superintendent Ms. White
 21 had set in the fall of 2018.

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1 There is a whistleblower, but of course
 2 they're afraid to come forward. We hear this way
 3 too often, we hear it from teachers, we hear it
 4 from staff, we hear it from students. Now a
 5 source who well knows what the inner operations
 6 are with the school system is afraid to come
 7 forward. When will this end? We need to get to
 8 the source of the shredding, we need to get to
 9 the source of other Baltimore County Public
 10 School problems.
 11 These problems are contaminating our
 12 schools, and how can employees feel safe in
 13 divulging pertinent information when it comes to
 14 fixing the problems when currently, even under
 15 this new leadership, they feel the fear of
 16 retaliation? I just spoke to a teacher yesterday
 17 that, I was told that their principal disregards
 18 some of the discipline issues in the building,
 19 and parents are coming to the teachers and asking
 20 for advice. My advice to her was write a letter
 21 to the Board of Education, write a letter to the

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1 superintendent, and as a former parent of a
 2 student, I would file a police report if it's a
 3 violent act against my child, I would not stop
 4 until it got resolved.
 5 I'm asking this Board if there's any
 6 way, shape or form that you can come up with a
 7 plan where students and teachers and staff
 8 members do not feel penalized by revealing the
 9 sources and revealing the problems that are going
 10 on in the buildings. There should not be a fear
 11 of retaliation that someone's going to lose their
 12 job.
 13 I mean, rumor has it there was a leak on
 14 the Board over the last board meeting where none
 15 of us that follow you very fluently and
 16 religiously had no clue why there was an extended
 17 meeting. Funny how that hit the press
 18 immediately. There's issues that we have and if
 19 we can't fix the inner operations matters,
 20 we're --
 21 (Microphone shut off.)

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1 CHAIRMAN CAUSEY: Thank you. Our next
 2 speaker for the evening is Jessie Jaeger. Good
 3 evening and welcome.
 4 MS. JAEGER: As you can see, this is a
 5 puzzle piece, it's just one single piece. It is
 6 impossible to see what the picture is. Sure,
 7 given context you might be able to guess, but
 8 what prevents you from guessing incorrectly,
 9 what's at stake if you do guess wrong?
 10 This is what you have done with the
 11 Pleasant Plains capacity study by not looking at
 12 the big picture. Without all the pieces in your
 13 hand, you cannot solve the puzzle. The failure
 14 to look closely at the massive overcrowding
 15 situation in the entire Towson area
 16 comprehensively and holistically has prevented an
 17 opportunity for a true solution, and instead just
 18 wasted a lot of valuable time and resources.
 19 Moving 98 students to a school that is already at
 20 91 percent capacity immediately puts that school
 21 at 106 percent next year, without even taking the

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1 enormous developments that are well underway into
 2 consideration.

3 Hampton Elementary does not have the
 4 capacity in the cafeteria to be able to
 5 accommodate these proposed numbers. That means
 6 students will have to start lunch shifts at 10:30
 7 in the morning, only two hours after they ate
 8 breakfast, and leaving a gap of five-plus hours
 9 until they will get back home to eat again. Add
 10 this to even more long crowded bus rides, and
 11 it's safe to assume some of these young kids
 12 won't get to eat again until five p.m., all while
 13 being expected to learn and stay focused.

14 Hampton's gym won't be able to
 15 accommodate all the families who may want to come
 16 to events and programs. And I have to add, in
 17 the November 20th boundary study meeting,
 18 Mr. Propper suggested that Hampton had enough
 19 land to add relocatables. Surely, you already
 20 know that Hampton just had an addition to get rid
 21 of these relocatables, and I would also like to

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1 point out that that land Mr. Propper speaks about
 2 is a soccer field and a baseball field used by
 3 the community at large.

4 If you pull back to a perspective even
 5 further, you will see that there is a countywide
 6 epidemic of overcrowding. If you are going to
 7 conduct studies to try and fix this, you need to
 8 look at the bigger picture. You also need to use
 9 realtime statistics; using data that is over a
 10 year old and completely omitting incoming
 11 development is not even. Please stop moving the
 12 blatant overcrowding problem from one place to
 13 another. Let's put all the pieces of the puzzle
 14 out on the table and solve it together
 15 holistically. It is possible. I have been
 16 meeting with Councilman Wade Kach on the
 17 situation and I would like to know when BCPS will
 18 be on board. An awful lot of families are
 19 counting on you to do what is right. Thank you.

20 CHAIRMAN CAUSEY: Thank you. And our
 21 final public speaker for this evening is Ms.

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1 Dayana Bergman. Good evening and welcome.
 2 MS. BERGMAN: BCPS has followed the
 3 Board's directives on document destruction, that
 4 directive is still in place. That is the
 5 response that our press continues to receive. So
 6 as a parent that's been following this Board,
 7 last year's Board, the Board previous and the
 8 Board previous before that, and the one before
 9 that, what that means is that this current Board
 10 here directs very clearly what they want our
 11 school system to do.

12 So what I'm not happy about, Mama Bear
 13 is very upset, we're not going to blame the new
 14 guy, okay? We've gone through a lot, BCPS, okay,
 15 a lot, a lot of leadership changes, a lot of
 16 leadership changes, and Dr. Williams is the new
 17 guy. We're not going to keep this cloud over
 18 him, it's not fair, okay? That we're not going
 19 to do.

20 Our system is struggling right now, I'll
 21 give you an example. Our SRO officers wrote a

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1 letter to all our county leadership. We have a
 2 lot of children in special education and serious
 3 vacancies for our special education to implement
 4 these IEPs and keep our most vulnerable children
 5 that have severe challenges safe. Are you guys
 6 aware that our SROs only receive one year -- one
 7 hour, I'm sorry, once a year, one hour of special
 8 education training, okay? And we have special
 9 education children in elementary and our
 10 secondary schools, middle school and high school,
 11 okay? Issues like trying to get our qualified
 12 staff that work with our children, that serve as
 13 mentors in our community and build relationships
 14 is what we should be focused on. We should be
 15 focused on our children, okay?

16 The public wants to know what happened,
 17 yes, they do want to know what happened. Okay,
 18 address it, show transparency, but it's time to
 19 start moving forward because our system is in
 20 trouble right now, our children. Me and my
 21 husband decided to settle roots down here in

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1 Baltimore County because you guys had a great
 2 appealing education system when it came to
 3 special education, magnet programs, the different
 4 programs offered that surrounding jurisdictions
 5 did not offer, and we chose here, BCPS. And we
 6 have gone through such an interesting roller
 7 coaster, and enough is enough. I need everybody
 8 to be responsible, because the best thing we
 9 adults can do is model for our children what we
 10 expect out of them. So keep that in mind how
 11 important that is, it's time that we do better,
 12 because we could do better, and pay attention to
 13 what's important, our children and their
 14 education. Thank you.

15 CHAIRMAN CAUSEY: Thank you. This
 16 evening we also have given the opportunity for
 17 people to speak and make public comment on
 18 proposed changes to policies. For the first
 19 policy, 2310, administration, administrative
 20 operations and organizational charts, no one
 21 signed up to speak.

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1 On policy 4009, personnel, general
 2 emergency closings, employee attendance, we have
 3 three speakers that signed up, and the first one
 4 is Dr. Bash Pharoan.

5 DR. PHAROAN: Madam chair, do you want
 6 me to do all three at the same time, or --

7 CHAIRMAN CAUSEY: No, if we can do each
 8 policy separately, that's easier to put it in the
 9 minutes, and then those responses go back to the
 10 policy review committee.

11 DR. PHAROAN: Thank you. Good evening.
 12 I would like to talk about what's in between the
 13 words, not the policy exactly, exactly what's in
 14 between the words. Policy 4009, in the number
 15 178, talks about safe and proper administration
 16 for school system, address whether -- and as I
 17 expressed to you before, these are elastic words
 18 and I understand why they are there; however,
 19 because they are elastic, they could be overused
 20 and underused.

21 My concern is that the school system

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1 over the past 15-plus years that I have been
 2 attending Board of Education, and even before
 3 that when my kids were really much younger,
 4 closes for minor inclement weather, in my
 5 observation. I think an example of that, two or
 6 three days ago when the schools basically changed
 7 from two hours late to completely closed, and I
 8 looked through the window and my parking lot was
 9 really black, the grass was a little bit covered
 10 with white, and I really could not have an answer
 11 why.

12 Another concern is that the school
 13 system closes the whole system when only a small
 14 area of the county is affected, traditionally it
 15 is north Baltimore County but it could be
 16 sometime other areas, and I think the policy
 17 doesn't really address that.

18 Each time the school closes, that's less
 19 education. We already have a problem with
 20 properly educated students. We close a lengthy
 21 time in December, we have a long spring break, et

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1 cetera, and you add to that inclement weather, I
 2 think those will have negative effects on the
 3 outcome, which is really our students.

4 So I hope that you would take my general
 5 comments not exactly for the verbiage of the
 6 policy but the implications in its application in
 7 real life. Thank you.

8 CHAIRMAN CAUSEY: Thank you. Our next
 9 speaker for policy 4009 is Dayana Bergman, and
 10 then Ms. Sharon Saroff.

11 MS. BERGMAN: Okay. So emergency
 12 closing, what I've noticed that we have been
 13 dealing with lately is several changes on it in
 14 regards to the calendar. As you know, we used to
 15 have built-in weather days and we have a team
 16 hired at BCPS that goes out before our buses go
 17 out on the roads and stuff, and determines if we
 18 need to delay or close schools. They're the
 19 professionals that know our streets in Baltimore
 20 County and the roads that are traveled for our
 21 staff and students.

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1 So my concern is when you're making
 2 changes to emergency closing is, one, is that
 3 department a hundred percent involved? Two, is
 4 it being communicated with consistency across the
 5 board to parents and staff? And three, if we
 6 don't have built-in weather days like we did
 7 before, then how is our staff getting paid
 8 fairly? If they come in for a two-hour delay
 9 like recently happened, and then we have to make
 10 that whole staff come in a full day, are they
 11 getting paid for that full day that they were
 12 supposed to be like a holiday?
 13 I mean, there's a lot of things that's
 14 kind of making it difficult for us to retain our
 15 staff, and every supporting staff in BCPS if we
 16 do not provide consistency. And it's important
 17 that when we look at these emergency closures,
 18 that if we're asking staff and supporting staff
 19 to return back on a day that was going to be a
 20 day off paid holiday, then you think about that.
 21 I mean, think about that. Some people used to

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1 have paid days off, paid holidays off, now
 2 they're forced to work.
 3 So we want everybody out safe on the
 4 roads, but when you make changes, think about the
 5 domino effect it's having to our system and the
 6 inconsistency with, again, more changes happening
 7 to our system that's struggling. Thanks.
 8 CHAIRMAN CAUSEY: Thank you, and Ms.
 9 Sharon Saroff.
 10 MS. SAROFF: Good evening again. I'm
 11 going to kind of piggyback on what Dayana said,
 12 because I have a question. I looked at some of
 13 the things that were going on on social media
 14 yesterday because sometimes that's the only thing
 15 that parents find out, if they have access to the
 16 social media, because you can't get a straight
 17 answer from, if you listen to different media --
 18 I have BAL, I have YPR that I go to, and
 19 sometimes I don't get accurate information about
 20 school closings versus, or when we're two hours
 21 late.

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1 And the big question that I saw was,
 2 well, do we know, when are we going to know when
 3 the day off is approved to make up that time,
 4 when are we going to know that we no longer have
 5 President's Day or Easter Monday off? Are we
 6 going to know it two days before, a day before,
 7 are we going to know it in January? Because
 8 right now the answer is pending State Board
 9 approval. When are you going to have that
 10 approval? We need to build in the days, we need
 11 to have accurate communication to parents.
 12 Before we make changes in what we have
 13 policy-wise, we need to look at, is the current
 14 policy being effectively implemented, and my
 15 response to that is no. You're not communicating
 16 to me, the parent, effectively when you're
 17 closing the school or when you are opening two
 18 hours late, because if I get a different answer
 19 from different media, that's not effective. And
 20 when I get an answer of, well, we have to make a
 21 phone call to get board approval on whether or

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1 not President's Day is now going to be a day off,
 2 when are you making that phone call? That's what
 3 I have to say.
 4 CHAIRMAN CAUSEY: The next policy we
 5 have is policy 5560, conduct, suspensions and
 6 expulsions, and we have Dr. Bash Pharoan and Ms.
 7 Dayana Bergman and Ms. Sharon Saroff.
 8 DR. PHAROAN: Good evening again. This
 9 is a complex policy, it's obviously written by
 10 our legal department, and I believe it is good.
 11 However, my concern is that the policy does not
 12 really address the etiology of a wrongful
 13 behavior that leads to the suspension, at least I
 14 didn't clearly see it. So as a physician, I want
 15 to basically express to you that it's far more
 16 important for us in a policy like this to address
 17 the etiology of the problem, so this way we have
 18 a remedy for it.
 19 As you know, there are plenty of drug
 20 problems we have, we have special education, we
 21 have people who are growing up in broken

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1 families, et cetera, all these things really can
 2 affect, and just really suspending them without
 3 looking at the etiology may really not be proper.
 4 I didn't really see any preventive measures, so
 5 again, I'm really borrowing on my experience as a
 6 physician, it is better to have an ounce of
 7 prevention than to have a pound or a ton of cure.
 8 And last but not least, I would like
 9 really to impress on you for openness towards the
 10 public in relation to rates of suspensions, why
 11 they are done. As you know, I have been in this
 12 Board since 2004 almost at every meeting. I
 13 really have no easy access to know how much are
 14 our suspension rates, what's the etiology of that
 15 suspension, is it affecting people of minority
 16 more or less or the same, what's the etiology of
 17 it, et cetera, and I believe those are really
 18 important for the public to know, and I wish that
 19 you'd take them in consideration.
 20 CHAIRMAN CAUSEY: Thank you. Ms.
 21 Bergman.

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1 MS. BERGMAN: So policy 5560,
 2 suspensions and expulsion, I'm a little bit
 3 concerned. It gives the Board a chance to hear
 4 suspensions and expulsion, and parents can come
 5 forward to the Board and appeal that process.
 6 What I'm concerned about is if there's going to
 7 be something reversed, the people making that
 8 decision are not experts on how children are
 9 reprimanded in our education system.
 10 There's talk about restorative practice
 11 here. What about our special education students,
 12 do you know that some of our special education
 13 students don't have the social skills ability in
 14 order to effectively participate in restorative
 15 practices to restore that relationship? So if
 16 you have a small inclusion classroom, you have
 17 two students that don't have the social skills to
 18 get along, they don't have the skills to
 19 implement restorative practices and sometimes
 20 some of their behaviors are not because they're
 21 being bad, they're not bad kids, they just don't

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1 have the skills to problem-solve yet.
 2 So this is a lengthy policy, it goes
 3 into a lot of details, breaks down a lot of
 4 stuff, and I remind the Board again that policies
 5 are supposed to provide a directive to our
 6 superintendent, our school system so they can
 7 create the rules. When we have board members
 8 trying to create that and not providing that
 9 clear direction, it gets really complicated and
 10 you're going to come across a lot of issues that
 11 we see. Some of those issues we see principals,
 12 administrators in our school having a challenging
 13 time if they're new on how to handle students and
 14 their behaviors and try to help them resolve
 15 conflicts. Sometimes they have to do
 16 investigations, and when they do an investigation
 17 on a conflict, guess what, they make errors too
 18 because they're human. So this is a very complex
 19 part when a serious decision is made to suspend
 20 and do expulsions of a child because of their
 21 behavior, and you only give the child the

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1 opportunity to learn from their behavior.
 2 Again, it goes back to the best thing we
 3 adults can do for students is to model what we
 4 expect them to do and give them that opportunity.
 5 I still believe that the schoolhouse is not here
 6 to discipline children, that's the parents' job,
 7 so please respect that. Thank you.
 8 CHAIRMAN CAUSEY: The next policy up for
 9 public comment is policy -- oh, excuse me. Come
 10 on, Ms. Saroff.
 11 MS. SAROFF: This is a very complicated
 12 policy, suspensions and expulsions, and I agree
 13 that there are changes that need to be made, but
 14 before we start making changes, we must again
 15 look at how effective is our current policy and
 16 how we are enforcing it.
 17 I had a conversation with a parent this
 18 afternoon whose child has received suspensions
 19 for cutting three or more classes a day. Does
 20 that make sense? You're suspending my child
 21 because my child isn't attending class, and so

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1 you're keeping my child out of class, which is
 2 basically what they want to be doing anyway.
 3 That doesn't make sense.
 4 It's also not very consistent how we
 5 enforce the policies in our school system. I've
 6 had clients that were suspended for fights on the
 7 playground one day and the very next week they
 8 were not suspended, and then the day after
 9 they -- and then the very next week they were
 10 suspended again for the same fight with the same
 11 individual, okay? So we have two suspensions and
 12 one non-suspension, the same behavior. What kind
 13 of signal does that send? That's a mixed signal
 14 to me.
 15 We have situations where a school calls
 16 a parent and says come get your child. When the
 17 school does that, by COMAR and by federal law,
 18 they're supposed to provide a reason why I have
 19 to come and pick up my child for behavior
 20 purposes, and if they don't provide that in
 21 writing, guess what? I don't have to pick up my

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1 child, you're stuck with them.
 2 And there are a lot of instances, and
 3 that's what I was talking to my client about,
 4 where she gets phone calls at nine o'clock at
 5 night that her child is misbehaving and
 6 aggressive towards other students and staff in
 7 the building, but it's never written down so I
 8 can't do anything about it. So before you start
 9 changing the policy, again, look at how effective
 10 that policy is and how well it's being enforced
 11 because --
 12 (Microphone shut off.)
 13 CHAIRMAN CAUSEY: Thank you. So the
 14 next policy that's available for comment is
 15 policy 8340 and we have, and that is operations,
 16 appeal before the Board of Education, and we have
 17 Dr. Pharoan, Ms. Bergman and Ms. Saroff.
 18 DR. PHAROAN: I am requesting that the
 19 board members and the law office respond to my
 20 comments, please.
 21 Secrecy is a disease, it's like

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1 infection. There are times for secrecy, but
 2 there are times where secret things are kept
 3 where they should be out in the public, it would
 4 be more disease, more infection.
 5 I have been for a long long time more a
 6 believer every year with the school system that
 7 the public has the right to know. My comments
 8 are not really critique to our honorable two
 9 lawyers on my left. However, when Mr. Nussbaum
 10 presents a case 21-20 for your approval, as a
 11 taxpayer I don't want to know the name or the ZIP
 12 code or date of birth or SS number or the school,
 13 or even the zone of Baltimore County public
 14 Schools, but I really want to know what that case
 15 is all about. Is it about, because a male
 16 teacher harassed a female teacher, or maybe a
 17 student, or is it because a student was caught
 18 using drugs in the bathroom, or any of other
 19 scenarios?
 20 And by you as the Board of Education, if
 21 you informed us as the public to these items, we

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1 have not as public learned anything that
 2 specifically would relate to a patient, or a
 3 school employee, so it's really similar to HIPAA.
 4 I don't see any name or any condition or area,
 5 but if I told my friend so and so came in and
 6 tested positive for opioids, it could be anybody
 7 in the whole state of Maryland.
 8 So I think Sunshine is very much
 9 sanitizing in nature, I think the public needs to
 10 know. I think if we keep it secret the way it
 11 is, it's too much secrets and the public will be
 12 deprived of information that can be important in
 13 resolving issues or preventing them. Thank you.
 14 CHAIRMAN CAUSEY: Thank you. Ms.
 15 Bergman.
 16 MS. BERGMAN: Policy 8340 has a lot of
 17 new additions to it and again, all these details
 18 are concerning for a policy that's supposed to
 19 provide a directive on the rules. One of the
 20 concerns that I do have about this is
 21 understanding that our system has areas where we

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1 don't have a process, and I'll give you an
 2 example, truancy, the topic of truancy.
 3 Baltimore County doesn't have a truancy program,
 4 so if the superintendent or the superintendent
 5 designee makes a decision to move forward for a
 6 truancy case to go in front of a judge, there is,
 7 according to Maryland state law, there's an
 8 opportunity for the parent to contest that if it
 9 meets one of the requirements where truancy
 10 cannot be brought against for the child's
 11 absence, and that parent could appeal to the
 12 superintendent to get a waiver and come up with a
 13 plan of action to improve attendance for the
 14 child. And there could be different reasons, it
 15 could be a medical reason or the child is
 16 emotionally unavailable to participate in school
 17 and needs access to a different form of
 18 education.
 19 So we have gaps like that and because we
 20 have gaps like that, then we're talking about an
 21 appeal process, once again, with members that

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1 have been identified to have no legal background,
 2 and even including people that are there for
 3 support, like an advocate or representative, and
 4 the rights of the individual trying to appeal
 5 something is not fully known in this school
 6 system, so it gets really compromising for that
 7 person making the appeal.
 8 So, I would say be cautious when you're
 9 choosing language to add for policy on appeal
 10 processes, we just want to be fair for all
 11 parties involved, and make sure that those people
 12 that are presenting an appeal actually know their
 13 rights before going into something, and that is
 14 communicated in some shape or form in a written
 15 form, make sure that it's understood, because a
 16 decision is being revised when you appeal
 17 something of what was made, and you're going to
 18 come into certain situations that you're going to
 19 want appeals to come forward, and you're going to
 20 notice for such a large system that we have,
 21 there are areas that we have gaps, we still don't

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1 have a process. Thank you.
 2 CHAIRMAN CAUSEY: Thank you. And our
 3 final speaker on policy 8340 is Ms. Saroff.
 4 MS. SAROFF: I hate to say this, but
 5 this school system has not been known for its
 6 transparency. And I have said that out loud in
 7 the media, so I think everybody knows how I feel
 8 about transparency and lack thereof. We have to
 9 do a better job of communicating to the people,
 10 employees, stakeholders, parents, students, what
 11 our policies are and how we go about enforcing
 12 them. If I need to appeal a decision I need to
 13 know what that procedure is and not bits and
 14 pieces, and I shouldn't have to look on so many
 15 layers of computer in schoology, or any other
 16 place. I should be able to have them at my
 17 fingertips if I need them, and they're not. I
 18 can tell you from my experience with parents of
 19 doing 17 years of advocacy, that that's not the
 20 case.
 21 Again, before we make changes in a

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1 policy, look at how effective the current one is,
 2 and especially in this case we need to do a
 3 better job of communication and a better job of
 4 being open and honest with everybody we are
 5 dealing with, so that we can be fair when we're
 6 making a decision. And I'm going to include that
 7 staff has a right to know, parents have a right
 8 to know, students have a right to know, the
 9 public has a right to know what is going on in
 10 this system and we don't, and it's not simply
 11 from shredding papers. Look at the policy,
 12 explain it to everybody, and then go about
 13 changing it.
 14 CHAIRMAN CAUSEY: Thank you. That
 15 concludes our public comment portion of the
 16 evening. Our next item on the agenda is new
 17 business, action taken in closed session, and for
 18 that we call forward Mr. Nussbaum.
 19 MR. NUSSBAUM: Thank you, good evening.
 20 CHAIRMAN CAUSEY: Good evening.
 21 MR. NUSSBAUM: Earlier this evening the

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1 Board of Education considered a confidential
 2 student appeal in your quasi-judicial capacity.
 3 At this time it would be appropriate to confirm
 4 the action that was taken in that matter and it
 5 is in hearing examiner number 20-28.
 6 CHAIRMAN CAUSEY: Do I have a motion to
 7 approve the action taken in closed session?
 8 (Ms. Mack raised her hand.)
 9 Thank you, Ms. Mack. Do I have a
 10 second?
 11 (Ms. Pasteur raised her hand.)
 12 Thank you, Ms. Pasteur. Is there any
 13 discussion? All in favor, please raise your
 14 hand.
 15 (Show of hands.)
 16 The motion carries unanimously.
 17 MR. NUSSBAUM: Thank you, and the order
 18 is on the table for signatures. Thank you.
 19 CHAIRMAN CAUSEY: The next item on the
 20 agenda is a report on fiscal year 2021 county
 21 capital budget, and for that we call forward Mr.

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1 Ferris and Mr. Dixon to come and present, and Mr.
 2 Smith. Thank you very much.
 3 MR. SMITH: Chairwoman Causey, Vice
 4 Chair Henn, Dr. Williams and members of the
 5 Board, I am joined tonight by Mr. George Ferris
 6 and Mr. Pete Dixon to introduce the county CIP or
 7 capital improvement plan for FY 2021. This
 8 county request for FY 2021 is almost identical to
 9 the FY 2020 submission that the Board approved
 10 last year. The projects that were fully funded
 11 by the State last year have been removed from,
 12 and there is no change in the priority of other
 13 projects. For infrastructure improvement, new
 14 systemic projects have been added.
 15 As we said earlier tonight, this is the
 16 introduction of the county capital improvement
 17 plan for FY 2021. There will be a work session
 18 at the January 7th, 2020 board meeting, and the
 19 approval will be requested at the January 21st,
 20 2020 board meeting. At that time you will have
 21 an opportunity, as Dr. Williams has indicated

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1 previously, to provide your questions to him by
 2 Thursday, January 2nd in order for us to have the
 3 responses for the work session on January 7th.
 4 Tonight we are proposing the submission
 5 for introduction and you will have an opportunity
 6 over the next few weeks to review it and provide
 7 your questions. That is all we have, Madam
 8 Chair.
 9 CHAIRMAN CAUSEY: Board members? Mr.
 10 Kuehn?
 11 MR. KUEHN: Thank you very much for
 12 this. I just have one simple question. I'm
 13 looking at item 22, Lansdowne High School, and
 14 it's showing \$15 million of prior year funding
 15 for planning, county prior funding appropriation
 16 of \$15 million. My only question is, has
 17 planning for Lansdowne started yet?
 18 MR. FERRIS: Yes, we have started the
 19 design team selection, we have started preparing
 20 educational specifications and preliminary
 21 testing.

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1 MR. KUEHN: Thank you.
 2 CHAIRMAN CAUSEY: Other board members?
 3 We hear on a regular basis about issues,
 4 additional facilities issues. Mr. Smith, if you
 5 could just take a moment and bring us up to date
 6 on where we are with our ten-year capital plan,
 7 because we are making progress with that in terms
 8 of the RFP, and also, what are the timelines?
 9 MR. SMITH: Sure. As you know from
 10 discussions early in the year, we are embarking
 11 upon, in collaboration with our county partners,
 12 a multiyear capital improvement plan. In early
 13 November the RFP was posted and the process is
 14 underway. The teams meet regularly to monitor
 15 the timeline and the progression so that,
 16 Mr. Dixon at a later time will go through all
 17 those various steps, but that project is moving
 18 as well as possible, it's moving along as
 19 planned. We are going through the various steps
 20 of evaluation and at that time, it's now part of
 21 the procurement process on the county side, so

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1 we're working closely with them to ultimately get
 2 to a point where we can evaluate whatever those
 3 proposals are that are coming, and we will
 4 certainly continue to update the superintendent
 5 as well as the Board as that process moves
 6 forward, which will be, will help us planning for
 7 future capital improvement plans as we move
 8 forward.

9 CHAIRMAN CAUSEY: Thank you. Ms. Mack?
 10 MS. MACK: Mr. Smith, I know you said
 11 that Mr. Dixon would be answering specific
 12 questions, but based on your experience and based
 13 on things that have happened in the past, when
 14 could we realistically expect to have an approved
 15 ten-year capital plan? Best guess, I'm not going
 16 to hold you to it.

17 MR. SMITH: Professionally, I can't give
 18 you a date.

19 MS. MACK: Are we talking years?
 20 MR. SMITH: No, no. The process is
 21 underway. I mean, we have a process on the

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1 street. It's going to be in a couple phases, so
 2 I don't think it's going to be years before that
 3 happens. I think, you know, we are at it at some
 4 point. But you're not years, you're a year-ish
 5 away from that becoming a reality.

6 MS. MACK: That's a perfect answer,
 7 thank you.

8 CHAIRMAN CAUSEY: Thank you, Mr. Smith.
 9 And those, the projected timelines, the request
 10 timelines are available in the RFP that's already
 11 been out, and responses have come in, so we will
 12 be hearing more about that and that document is
 13 publicly available. Anyone else? All right,
 14 thank you very much, and again, Board members,
 15 there's an opportunity to submit questions and
 16 get them to the superintendent by January 2nd.

17 The next item on the agenda is board
 18 committee updates and I'll go around the room,
 19 and we can start with Ms. Mack for the curriculum
 20 committee.

21 MS. MACK: Thank you. Looking at the

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1 best way to maximize the talents of the people
 2 sitting around this dais, I am pleased to
 3 announce that beginning Thursday, Ms. Cheryl
 4 Pasteur will serve as the chair of the curriculum
 5 committee and I will serve as cochair.

6 I have enjoyed my time as chair and I am
 7 proud of my focus on kids combined with my focus
 8 on physical responsibility. I look forward to
 9 working with Ms. Pasteur and the rest of the
 10 curriculum committee. And finally, since this is
 11 our last meeting before the holiday, no matter
 12 what or who you celebrate, my wish for you is
 13 that you celebrate with those you love and those
 14 who love you. Thank you.

15 CHAIRMAN CAUSEY: And now from the new
 16 chair of the curriculum committee, Ms. Pasteur.

17 MS. PASTEUR: I want to first thank
 18 Ms. Causey for making the change and Ms. Mack for
 19 a year of pulling together through the data, you
 20 are the data queen, and I want to thank you for
 21 your leadership putting all of the numbers in

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1 perspective as we take a look at the children all
 2 over the county, you have been very very good and
 3 very thorough in doing that, and not just in
 4 District 1 but for the entire system. And I'm
 5 sure that has been a plus with Dr. McComas and
 6 all of the people who are in curriculum
 7 instruction.

8 And I look forward to, we're like a
 9 Kit Kat bar, so I look forward to us now taking a
 10 new step and we take some of those numbers and
 11 start talking about how we can remedy some of the
 12 ills and how we take the successes, of which
 13 there are many, and apply them. And I know
 14 Dr. McComas, said something that I think you said
 15 keeps you up at night, and it is so critical,
 16 what we do about our ESOL children, particularly
 17 those who are in middle and high school, because
 18 it's not only important to give them those
 19 language skills but to take care of the social-
 20 emotional need as well, and moving them out of
 21 their community goes against that.

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1 Special education, you know, I said a
 2 while ago that my dream is not who have to hear
 3 Mrs. Bergman and Mrs. -- God, why do I always
 4 mess up her name, and I love her so -- Sharon,
 5 listening to them talk about special ed, but to
 6 take a look at our special ed services and make
 7 sure that we are giving our students our best.
 8 And what goes with that, of course, even though a
 9 lot of people don't believe it, is what happens
 10 to our gifted and talented children. And for all
 11 of you, knowing that, from Ms. Mack,
 12 Mr. McMillion, Mr. Offerman, members of the
 13 curriculum committee with Dr. McComas, really
 14 thinking about taking the deep dive into our
 15 curriculum to make sure that our curriculum
 16 represents all of our children, represents the
 17 diversity in this system, and we are looking
 18 forward to doing that Kit and Kat, and that we
 19 are going to make a significant change with what
 20 Dr. Williams has coming. Because we are so
 21 excited, my main thing is so excited, that's so

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1 exciting to talk about what professional
 2 development, supporting our teachers and our
 3 parents, so that we are going to have that top
 4 notch system, so we're really looking forward to
 5 doing that, and making you feel good about your
 6 first year, and even better about your second
 7 year.
 8 So thank you again, Ms. Mack, for
 9 everything that you've done, and I look forward
 10 to the committee's work as we move forward with
 11 Dr. McComas and staff.
 12 CHAIRMAN CAUSEY: Thank you both very
 13 much. Next, Ms. Henn, chair of buildings and
 14 contracts.
 15 MS. HENN: Thank you, Ms. Causey. I'm
 16 very proud of the work of the buildings and
 17 contracts committee this year and would like to
 18 thank Ms. Rowe and Mr. McMillion for your support
 19 on the committee, as well as Mr. Dixon and
 20 Mr. Ferris for your work and the work of your
 21 teams in supporting the work of the committee.

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1 This has been a very productive and successful
 2 year as we've worked, as the Board has worked
 3 together with staff in ensuring our fiscal
 4 oversight of every taxpayer dollar that's
 5 entrusted to us for the maximum benefit for our
 6 students, and I think we've done an outstanding
 7 job of that, so I appreciate your support.
 8 We teach our students to think
 9 critically and I think as adults, we can model
 10 that same critical thinking when it comes to our
 11 spending, and looking at how we do so. We've
 12 challenged ourselves this year and I think it's
 13 resulted in some even better decisions on behalf
 14 of our students, and it's been a joy working with
 15 everyone this year. So that's my update for
 16 buildings and contracts. Happy holidays.
 17 CHAIRMAN CAUSEY: Thank you. Mr. Kuehn,
 18 from audit committee.
 19 MR. KUEHN: Thank you, Ms. Causey. On
 20 December 11th the audit committee met and we went
 21 over a few items, the first one being the fiscal

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1 year 20 fixed asset inventory report, that was
 2 discussed in the November 12th meeting and there
 3 was followup that occurred in the December 11th
 4 meeting. This is a presentation that we are
 5 expecting from Ms. Barr that will be provided to
 6 the board members once we receive that.
 7 The next item discussed was the fiscal
 8 year 21 budget request. The budget request was
 9 fairly flat, I think it was an increase of
 10 \$20,000 year over year.
 11 The next item that was discussed, or was
 12 a topic of discussion, was the CEP program.
 13 There will be information provided regarding the
 14 community eligibility provision program at the
 15 January 15th audit committee meeting in
 16 conjunction with the free and reduced
 17 verification results, so we look forward to that.
 18 The only other item of note has to do
 19 with the Fox 45 news report related to the
 20 alleged shredding of documents. The audit
 21 committee felt compelled to take action and we

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1 directed the Office of Internal Audit to begin an
 2 investigation in accordance with their standard
 3 investigation process. This is going to follow
 4 the typical investigations that they execute and
 5 they are going to undertake that as resources are
 6 available.
 7 So, the meeting adjourned at 6:35 p.m.
 8 and that was it. Thank you.
 9 CHAIRMAN CAUSEY: Thank you. And
 10 Ms. Pasteur, did you have an update for the
 11 legislative and government relations committee as
 12 we ramp up?
 13 MS. PASTEUR: Sure. We were to meet in
 14 Annapolis with MABE on Monday, but because of the
 15 snow it was cancelled. But we're getting a lot
 16 of feedback to be very clear that MABE is very
 17 supportive of Kirwan, our time is really getting
 18 right to that crunch point. I've had a number of
 19 people who've called me and asked for meetings
 20 with their organization because they want to
 21 support MABE, so that has been in the forefront

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1 for the government and legislation committee.
 2 We are about ready to start up the
 3 session. Mr. Bazemore will be very busy, we
 4 won't see much of him because he will be in
 5 Annapolis or in his car, but I want to thank you,
 6 Mr. Bazemore, for everything that you have done
 7 to keep us on the straight and narrow.
 8 And we certainly expect with the first
 9 two bills having to do with construction and with
 10 Kirwan, to have us in Annapolis and advocating
 11 for what's going on in Baltimore County. So know
 12 that it's an exciting time, and again, do not
 13 confuse our pots, there's the building and then
 14 there's Kirwan, so for all of you who think we
 15 are robbing Peter to pay Paul, click your heels,
 16 push back the curtain and come out of Oz, that is
 17 not so. We have an opportunity now to be able to
 18 advocate for our children and our school system
 19 to get what we need to support our teachers,
 20 support our children, so when they get to school
 21 on time to those beautiful schools, they will

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1 have top notch education and instruction. Thank
 2 you.
 3 CHAIRMAN CAUSEY: Thank you. And for
 4 policy review committee, the policy review
 5 committee met on December 9th. The minutes of
 6 the committee's December meeting are available
 7 for viewing on the school system's website, and
 8 the next meeting for the committee is scheduled
 9 for February 3rd.
 10 With all of the work on the operating budget and
 11 the capital budget, the policy review committee
 12 takes January off.
 13 I did want to mention some of the issues
 14 that we worked on, and again, the minutes and the
 15 video are available on our website, but we did
 16 talk about the cell phone policy update, and one
 17 of the important points that was discussed there
 18 is all of the focus groups that have been managed
 19 by the school system staff, we appreciate that
 20 work including everyone's voice in this issue, it
 21 is a system-wide issue, it impacts everyone, so

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1 that's very helpful to hear about that. Also the
 2 other issues related to the timeline of trying to
 3 develop a policy and pass a policy so that it
 4 could be communicated to the school system in
 5 advance of next year, so we're all working hard
 6 and we appreciate our staff working with us to
 7 get that accomplished.
 8 We also talked about policy 5460 related
 9 to student searches, we also discussed policy
 10 5500, code of student conduct, and we also
 11 discussed policy 5510, positive behavior, policy
 12 5520, student dress codes.
 13 And policy 2380, the policy review
 14 committee about five weeks ago asked our staff,
 15 two meetings ago, to draft for the first time
 16 policy 2380, a records information management
 17 policy. Currently we have a superintendent's
 18 rule 2380 but we do not have a comprehensive
 19 policy, so the policy review committee felt that
 20 was important to bring that forward, and they did
 21 bring forward a draft at the December 9th meeting

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1 but the policy review committee had a lot of
 2 discussion around it and sent it back to staff
 3 for some additional language to make it more
 4 comprehensive, so we look forward to discussing
 5 the revised policy 2380 at our February 3rd
 6 meeting.
 7 And that is it for committee updates, so
 8 thank you very much, and we will say happy
 9 holidays to everyone at this time.
 10 The next item is information and for
 11 that, there are items connected to BoardDocs for
 12 the public's review. The first one is revised
 13 superintendent's rule 3215, non-instructional
 14 services, purchasing, contract, execution. The
 15 next is revised superintendent's rule 3250,
 16 non-instructional services, purchasing, selection
 17 of design and construction consulting. There is
 18 also the much awaited superintendent's 100-day
 19 entry plan. There is the minority business
 20 employers and small business employers fiscal
 21 year 2019 annual report. There is a financial

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1 STATE OF MARYLAND SS:
 2 I, Paul A. Gasparotti, a Notary Public of the
 3 State of Maryland, do hereby certify that these
 4 proceedings were transcribed by me and this
 5 transcript is a true record of what's audible on
 6 the recording.
 7 I further certify that I am not of counsel to
 8 any of the parties nor an employee of counsel nor
 9 related to any of the parties nor in any way
 10 interested in the outcome of this action.
 11
 12 As witness my hand and notarial seal this 20th
 13 day of December, 2019.
 14
 15 My commission expires: September 3, 2022
 16
 17 _____
 18 Notary Public
 19
 20
 21

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1 report for the months ending October 2018 and
 2 October 2019, and a third-party billing annual
 3 report for the school year 2018 to 2019.
 4 A lot of good information is always
 5 there attached to BoardDocs.
 6 The next announcement is our next
 7 meeting is Tuesday, January 7th, here at
 8 6:30 p.m., and we just want to wish everyone
 9 happy holidays, a Happy New Year. We hope you
 10 get rest and relaxation with your families and
 11 friends. Thank you very much and good night.
 12 (Meeting adjourned.)
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