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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC MEETING OF THE BOARD OF EDUCATION
BROADCAST VIA MICROSOFT TEAMS

MAY 4, 2022

Transcribed by:
Vivian Saxe

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1 **BOARD MEMBERS:**

2

3 Julie C. Henn, Board Chair

4 Rodney R. McMillion, Vice Chair

5 Kathleen Causey

6 Moalie S. Jose

7 Erin R. Hager

8 Russell T. Kuehn (Absent)

9 Lisa A. Mack

10 John H. Offerman, Jr.

11 Lily P. Rowe

12 Makeda Scott

13 Christian Thomas, Student Member

14

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4 Julie Henn 54

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6 Christian Thomas 55

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1 **PROCEEDINGS**

2 **CHAIRWOMAN HENN:** Good evening. This is

3 Chairwoman Julie Henn. I now call to order the

4 meeting of the Board of Education of Baltimore County

5 for Wednesday, May 4, 2022. I invite you to recite

6 the Pledge of Allegiance to the Flag to be led by Mr.

7 Christian Thomas. We will then have a moment of

8 silence in recognition of those who have served

9 education in Baltimore County.

10 (Pledge of Allegiance.)

11 (Moment of silence.)

12 **CHAIRWOMAN HENN:** Tonight's Board of

13 Education meeting is being held in person and

14 virtually and broadcast online through Microsoft Teams

15 and through BCPS TV, Comcast Xfinity Channel 73,

16 Verizon FiOS Channel 34. In order to efficiently

17 conduct this meeting, all voting items this evening

18 will be done by rollcall vote.

19 The first item on the agenda is

20 consideration of the May 4th agenda.

21 Dr. Williams, are there any additions or

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1 changes to tonight's agenda?

2 DR. WILLIAMS: I'm not aware of any

3 additions or changes to tonight's agenda.

4 CHAIRWOMAN HENN: Thank you. Hearing none,

5 the agenda stands as presented.

6 Earlier this evening, the Board met in

7 closed session pursuant to the Open Meetings Act for

8 the following reasons: 1, to discuss the appointment,

9 employment, assignment, promotion, discipline,

10 demotion, compensation, removal, resignation, or

11 performance evaluation of appointees, employees, or

12 officials over whom it has jurisdiction, or any other

13 personnel matter that affects one or more specific

14 individuals; 7, consult with counsel to obtain legal

15 advice; and 10, discuss public security, if the public

16 body determines that public discussion would

17 constitute a risk to the public or to public security,

18 including 1, the deployment of fire and police

19 services and staff; and 2, the development and

20 implementation of emergency plans. The Minutes of the

21 closed session and information summary can be found on

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1 BoardDocs under this Board meeting agenda date.

2 The next item on the agenda is personnel

3 matters. And for that I call on Ms. Anderson. Good

4 evening.

5 MS. ANDERSON: Good evening, Chairwoman

6 Henn, Vice Chairman McMillion, Superintendent Williams

7 and members of the Board.

8 I would like the Board's consent for the

9 following personnel matters: retirements,

10 resignations, leaves, deceased recognition of service.

11 CHAIRWOMAN HENN: Do I have a motion to

12 approve the personnel matters as presented in Exhibits

13 D-1 and D-4?

14 MS. MACK: So moved, Mack.

15 MR. OFFERMAN: So moved -- second, Offerman.

16 CHAIRWOMAN HENN: Thank you. Any

17 discussion?

18 May I have a roll call vote?

19 MS. GOVER: Ms. Rowe?

20 MS. ROWE: Yes.

21 MS. GOVER: Ms. Causey?

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1 MS. CAUSEY: Yes.

2 MS. GOVER: Ms. Mack?

3 MS. MACK: Yes.

4 MS. GOVER: Ms. Jose?

5 Mr. McMillion?

6 MR. MCMILLION: Yes.

7 MS. GOVER: Mr. Thomas?

8 MR. THOMAS: Yes.

9 MS. GOVER: Mr. Offerman?

10 MR. OFFERMAN: Yes.

11 MS. GOVER: Ms. Scott?

12 MS. SCOTT: Yes.

13 MS. GOVER: Dr. Hager?

14 DR. HAGER: Yes.

15 MS. GOVER: Mr. Kuehn?

16 Ms. Henn?

17 CHAIRWOMAN HENN: Yes.

18 MS. GOVER: Thank you.

19 CHAIRWOMAN HENN: Thank you. The next item

20 on the agenda is administrative appointments, and for

21 that I call on Dr. Williams.

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1 DR. WILLIAMS: Madam Chair Henn, Vice Chair

2 McMillion and members of the Board, I'm bringing

3 forward the following administrative appointments for

4 your approval. There are eight this evening.

5 Principal of Pine Grove Elementary School;

6 Assistant Principal at Colgate Elementary School;

7 Director of Social Emotional Support in the Department

8 of Social Emotional Support; Manager of Office of

9 Certification; Coordinator Elementary Mathematics in

10 the Office of Mathematics; Senior Supervisor, Design

11 Office of Facilities, Construction, and Improvement;

12 Senior Operations Supervisor, Office of Facilities;

13 and Supervisor, Application Administration and Support

14 in the Office of Enterprise Applications.

15 CHAIRWOMAN HENN: Thank you. Do I have a

16 motion to approve the administrative appointments as

17 presented in Exhibit E-1?

18 MS. MACK: So moved, Mack.

19 CHAIRWOMAN HENN: Thank you, Ms. Mack. Do I

20 have a second?

21 MS. CAUSEY: Second, Causey.

<p style="text-align: right;">Page 10</p> <p>1 CHAIRWOMAN HENN: Thank you, Ms. Causey. 2 Any discussion? May I have a roll call vote, please? 3 MS. GOVER: Ms. Rowe? 4 MS. ROWE: Yes. 5 MS. GOVER: Ms. Causey? 6 MS. CAUSEY: Yes. 7 MS. GOVER: Ms. Mack? 8 MS. MACK: Yes. 9 MS. GOVER: Ms. Jose? 10 Mr. McMillion? 11 MR. MCMILLION: Yes. 12 MS. GOVER: Mr. Thomas? 13 MR. THOMAS: Yes. 14 MS. GOVER: Mr. Offerman? 15 MR. OFFERMAN: Yes. 16 MS. GOVER: Ms. Scott? 17 MS. SCOTT: Yes. 18 MS. GOVER: Dr. Hager? 19 DR. HAGER: Yes. 20 MS. GOVER: Ms. Henn? 21 CHAIRWOMAN HENN: Yes.</p>	<p style="text-align: right;">Page 12</p> <p>1 prior experience in Brunswick County Public Schools, 2 and even Fairfax County Public Schools. 3 Congratulations, Michael S. Gifford. 4 (Applause.) 5 DR. WILLIAMS: Next, we have Kaylee M. Haupt 6 from Senior Project Engineer, Office of Facilities, 7 Construction, and Improvement to the Senior Supervisor 8 of Design in the Office of Facilities and Improvement. 9 She brings over five years of experience in Baltimore 10 County. Previously, she served as a Project Engineer 11 in the Office of Facilities, Construction, and 12 Improvement, and also prior experience at Burdette, 13 Koehler, Murphy & Associates over five years. So 14 congratulations, Kaylee M. Haupt. 15 (Applause.) 16 DR. WILLIAMS: Next appointment is Melvin C. 17 Jones from the Field Representative, Building Services 18 in the Office of Facilities Operations to the Senior 19 Operations Supervisor in the Office of Facilities 20 Operations. He brings over seven years of experience 21 in Baltimore County. Previously, he served as the</p>
<p style="text-align: right;">Page 11</p> <p>1 MS. GOVER: Thank you. 2 CHAIRWOMAN HENN: The motion carries. Dr. 3 Williams? 4 DR. WILLIAMS: Yes, thank you. Our first 5 appointment is Emily R. Dwivedi from Supervisor, 6 Elementary Mathematics in the Office of Mathematics to 7 the Coordinator of Elementary Mathematics in the 8 Office of Mathematics. She brings to us over 13 years 9 of experience in Baltimore County. Her previous 10 positions include a Teacher Resource in the Office of 11 Mathematics, Pre-K to 12, and a Classroom Teacher at 12 Owings Mills Elementary School. Congratulations, Ms. 13 Emily R. Dwivedi. 14 (Applause.) 15 DR. WILLIAMS: Our next appointment is 16 Michael S. Gifford from Teacher Resource at Featherbed 17 Lane Elementary to Assistant Principal at Colgate 18 Elementary School. He brings to us over eight years 19 of experience in Baltimore County. His previous 20 positions include Elementary Teacher at Lyons Mill 21 Elementary School, Halethorpe Elementary School, and</p>	<p style="text-align: right;">Page 13</p> <p>1 Building Operations Supervisor II at Johnnycake 2 Elementary School, Assistant Building Operations 3 Supervisor at Woodlawn High School, and prior 4 experience at Morgan State University Student Center 5 and FedEx Ground. Congratulations, Melvin C. Jones. 6 (Applause.) 7 DR. WILLIAMS: Our next appointment is 8 Valerie D. Lewis from Assistant Principal at Timber 9 Grove Elementary to Principal of Pine Grove Elementary 10 School. She brings over 22 years of experience in 11 Baltimore County. Previously, she served as a 12 Classroom Teacher at Woodhome Elementary, Randallstown 13 Elementary, Resource Teacher in the Office of Language 14 Arts, and Classroom Teacher at Woodhome, Winfield, and 15 Pleasant Plains Elementary School. Congratulations, 16 Principal Valerie D. Lewis. 17 (Applause.) 18 DR. WILLIAMS: Next appointment is Patricia 19 Mustipher from Coordinator in the Department of Social 20 Emotional Support to Director, Social Emotional 21 Support in the Department of Social Emotional Support.</p>

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1 She brings over 19 years of experience in Baltimore
 2 County. Previously, she served as a Social Worker in
 3 the Office of Special Education, and previous
 4 experience at the Board of Child Care, Strawbridge
 5 School, and ARC of Baltimore. So congratulations,
 6 Patricia Mustipher.
 7 (Applause.)
 8 DR. WILLIAMS: Next appointment is Carla
 9 Simmons (sic) -- sorry, Carla Simons from Supervisor
 10 of the Office of Certification to the Manager of the
 11 Office of Certification. She brings nine years of
 12 experience in Baltimore County. Previously, she
 13 served as a Human Resources Officer in the Office of
 14 Certification, Certification Analyst in that same
 15 office, and has prior experience in Baltimore City
 16 Public Schools over 10 years. Congratulations, Carla
 17 Simons.
 18 (Applause.)
 19 DR. WILLIAMS: And our last appointment is
 20 Antonette Webre from Senior Application Administrator
 21 in the Office of Enterprise Applications to

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1 Supervisor, Applications, Administration, and Support
 2 in the office of Enterprise Applications. She brings
 3 over two years of experience in Baltimore County.
 4 Previously, she served as a Student Information
 5 Reporting Analyst in the Department of Technology, and
 6 over 10 years of experience at the University of
 7 Baltimore. So congratulations, Antonette Webre.
 8 (Applause.)
 9 CHAIRWOMAN HENN: Okay. Thank you, Dr.
 10 Williams, and congratulations again to all.
 11 Our next item is public comment. This is
 12 one of the opportunities the Board provides to hear
 13 the views and receive the advice of community members.
 14 The members of the Board appreciate hearing from
 15 interested citizens. As appropriate, we will refer
 16 your concerns to the Superintendent for follow-up by
 17 his staff.
 18 The Board of Education will conduct the
 19 public comment portion of the meeting by allowing
 20 those who registered to speak to attend in person.
 21 Registration was open to the public one week prior to

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1 tonight's Board meeting and was closed at 3:00 p.m.
 2 yesterday for anyone wishing to speak at this
 3 evening's meeting.
 4 Board practice limits to 10 the number of
 5 speakers at a regularly scheduled Board meeting.
 6 Speakers are selected randomly using an electronic
 7 selection process from all registrations received
 8 within the designated time frame. Each speaker is
 9 allowed three minutes to address the Board. Of
 10 course, if fewer than 10 registrations are received,
 11 all who registered will be permitted to speak.
 12 However, no speaker substitutions will be allowed.
 13 While we encourage public input on policy,
 14 programs, and practices within the purview of this
 15 Board and the school system, this is not the proper
 16 forum to address specific student or employee matters,
 17 or to comment on matters that do not relate to public
 18 education in Baltimore County. We encourage everyone
 19 to utilize existing dispute resolution processes as
 20 appropriate. I remind everyone that inappropriate
 21 personal remarks or other behavior that disrupts or

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1 interferes with the conduct of this meeting are out of
 2 order.
 3 I ask speakers to observe the three-minute
 4 clock, which will let you know when your time is up.
 5 Please conclude your remarks when you hear the tone or
 6 see that time has expired. The microphone will be
 7 turned off at the end of your time, and it could be
 8 turned off if a speaker addresses specific student or
 9 employee matters, or is commenting on matters not
 10 related to public education in Baltimore County.
 11 If not selected, the public may submit their
 12 comments to the Board members via email at
 13 boe@bcps.org. More information is provided on the
 14 Board's website at bcps.org under Board of Education,
 15 Participation by the Public.
 16 I now call on our advisory and stakeholder
 17 group leaders to speak. Our first speaker is Cindy
 18 Sexton with TABCO. Welcome.
 19 MS. SEXTON: Good evening, Chair Henn, Vice
 20 Chair McMillion, Dr. Williams, and members of the
 21 Board.'

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1 Everybody appreciates teachers this week,
 2 right? Because it's Teacher Appreciation Week, of
 3 course. And thank you to all the educators. There
 4 aren't enough words to tell you how much you are
 5 appreciated. For all you do for our students every
 6 single day, know that it matters.

7 Well, the funny, but not really funny, thing
 8 is educators don't feel appreciated. They are leaving
 9 the profession at alarming rates, and there are not
 10 enough new teachers to fill the slots. But what does
 11 feeling appreciated look like? I have spoken many
 12 times about workload. This year's workload was even
 13 greater due to coverages, discipline concerns, and the
 14 emotional and mental health needs of our students.
 15 Not to mention their academic needs, which educators
 16 are always focused on.

17 What will it take for our educators to feel
 18 appreciated? Tonight, I'm going to focus on the
 19 money. For our educators, to keep them and to attract
 20 new ones to BCPS, we must, we must have a compensation
 21 package that goes beyond a 3 percent mid-year COLA and

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1 step.

2 On February 22nd, this Board unanimously
 3 supported a motion which read, in part, "To prioritize
 4 the increase in compensation for the employees." I
 5 ask you, this Board, to stand by your own motion to
 6 use the funds in the operating budget to take care of
 7 our people. We absolutely need a better package, and
 8 the money is there.

9 I know this means hard choices. As leaders,
 10 we face them every day. But it is a core value in the
 11 compass. A high-performing workforce is essential to
 12 BCPS becoming a world-class school system. We can't
 13 have that without our educators. And if we don't
 14 compensate them fairly, many won't stay, and that
 15 isn't okay, because our students need them.

16 If, as another core value also states,
 17 effective teaching is the most essential factor in
 18 student learning, then you simply must put the money
 19 there, as well. Without our educators, we don't have
 20 a system to teach our students. We need them, and we
 21 need to pay them.

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1 BCPS and TABCO negotiated for many hours
 2 around salary steps, COLA adjustment, salary scale
 3 restructuring, and more. Please honor that time and
 4 effort that went into those negotiations. Let's take
 5 care of our educators so they can take care of our
 6 students. Thank you.

7 CHAIRWOMAN HENN: Thank you. Next is
 8 general public comment, and our first speaker is
 9 Sharon Saroff.

10 Good evening.

11 MS. SAROFF: Good evening. I wonder if you
 12 guys are getting sick of seeing me here. At last
 13 month's Board meeting, I witnessed something very
 14 concerning with regards to special education. I saw
 15 the School Board members more concerned about the
 16 amount of money spent on non-public placements and
 17 saving money by bringing students back into the public
 18 school system. Special education placements should
 19 not be about money. They should be about whether or
 20 not the child's IEP can be best met in that school.
 21 Yes, we are supposed to make every effort to

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1 place a child in the least restrictive environment.
 2 But we also need to take into consideration, can that
 3 child's needs be met? I know many individuals in this
 4 county feel that the least restrictive environment
 5 means the general education classroom. But that's
 6 simply not true. Not all children with disabilities
 7 can be serviced in the general education environment.

8 Unfortunately, I have seen BCPS make
 9 placement decision based on that interpretation of
 10 least restrictive environment, the supposed
 11 willingness of the Office of Transportation to
 12 transport a child to a particular school. If a school
 13 has a similar alphabet soup program, such as CALS or
 14 SEL class, but not in that child's age group, or the
 15 Office of Special Education doesn't feel their needs
 16 can be serviced in a program like the VLP, because
 17 they require outside general education services. And,
 18 incidentally, we're providing speech and language
 19 services to students via virtual, because we simply
 20 don't have enough speech and language therapists.
 21 By making these bad types of bad placement

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1 decisions, BCPS has violated these students' rights to
 2 a free and appropriate public education. I also want
 3 to note that these bad decisions have impacted
 4 students in the Home and Hospital program more than
 5 any other year. The decision to not allow students
 6 with outside general education services to participate
 7 in virtual learning program has caused a severe
 8 shortage of tutors in Home and Hospital. The result
 9 is students who are not able to receive services or
 10 basic access to instruction for weeks and months. And
 11 how are we providing that compensatory service? E-
 12 learning in the summertime. How is that appropriate?
 13 We need to make better decisions, and we can.
 14 CHAIRWOMAN HENN: Thank you. Our next
 15 speaker is Belinda Lawson (phonetic). Ms. Lawson?
 16 Thank you. Our next speaker is Simone
 17 Valigus (phonetic).
 18 Okay. Amy Adams. Good evening.
 19 MS. ADAMS: Good evening, everybody. Our
 20 students are smart. They might not be very
 21 academically proficient right now, but they're

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1 observant. What's going on in our schools that every
 2 day there are fights? Some make the news. Some
 3 injure students, teachers, and staff. There are
 4 social media accounts for many middle and high-school
 5 schools that show videos of fights. You might shut
 6 one down, but the kids will set up a new one. Why?
 7 Are they crying out for attention? Our kids are not
 8 okay. They don't feel valued. They think they don't
 9 matter. Why? Perhaps because for two academic years,
 10 they watched the world react to the pandemic. Here in
 11 Maryland, their schools, clubs, rec and school sports
 12 were shut down. Bars, movies, and stadiums opened
 13 before the schools.
 14 When talking to the kids of all ages about
 15 what they think is going on in schools, they'll tell
 16 you. They're unwell. They're anxious to be back with
 17 their peers. They got used to inactivity, and it's
 18 hard to be motivated to work and join activities.
 19 Throughout this year, we've seen "an uptick in
 20 violence." There is a group of disruptive kids, many
 21 who have underlying issues, who are creating chaos.

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1 For the majority of kids who are in school to learn
 2 and grow socially, they feel like they don't matter.
 3 Why? Because the disruptive kids know that
 4 there are not many meaningful consequences. They can
 5 act out and carry on like nothing happened. They can
 6 bully their peers with no intervention. They can
 7 smoke pot in school. They can fight each other, or
 8 sexually assault their peers, and most likely not be
 9 arrested. They can use their phone without
 10 restriction during class.
 11 But to all the kids watching, something is
 12 happening, and they're anxious, distracted, scared,
 13 and feel invisible. The victims feel like they don't
 14 matter. I would love to hear the student member of
 15 the Board discuss this. I know he works very hard to
 16 connect with schools across the county. What are you
 17 hearing, and can you elevate their voice?
 18 At the last Equity Committee meeting, and
 19 the State Board meeting, BCPS presented three schools
 20 who are piloting, the Black Boy Joy & Genius Program,
 21 that serves students who are identified as at risk.

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1 It seems to be really successful for the kids, and
 2 that's fantastic. You know why it's working? Because
 3 those kids feel valued. Adults are working hard to
 4 spend time with them and connect them and mentor them.
 5 That's what our kids are craving.
 6 I hope that -- to make connections with
 7 school community, their peers and teachers. I hope
 8 this program can be replicated at many schools, and
 9 for more at-risk group, specifically girls, who have
 10 been involved in many incidents this year.
 11 Why is it when fights or a student death
 12 occurs at a school, only the principal addresses it?
 13 It would go a long way for Dr. Williams to release a
 14 statement to that community directly impacted.
 15 Acknowledge it, make those kids and staff feel seen
 16 and supported. Mental help is brought up frequently
 17 at meetings. This week is Children's Mental Health
 18 Matters. Where is all the SEL money going to help
 19 these kids? What are the outcomes of that spending?
 20 Why does things seem to be getting worse, when they
 21 should be getting better? Who's in charge of this

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1 effort, and why are we not hearing about the results?
 2 Can the Board please hold the staff accountable for
 3 this? Thank you.
 4 COUNCILWOMAN HENN: Thank you.
 5 (Applause.)
 6 COUNCILWOMAN HENN: Our next speaker is
 7 Darren Badillo.
 8 Good evening.
 9 MR. BADILLO: Evening. Good evening, Board.
 10 I'm here today to stand up for Baltimore County
 11 teachers, students, and concerned parents. As you
 12 just heard from the President of the Baltimore County
 13 Parent and Student Coalition, you know, violence in
 14 your schools have been escalating since the beginning
 15 of the year. And, currently, it's out of control. We
 16 have teachers scared to do their jobs, and I have two
 17 emails I would like to share. I'm not sharing any
 18 names of the schools, but I think it's important for
 19 you to hear this.
 20 This was in March. "Every week, we have
 21 students fight, and we have had several students fight

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1 this year where teachers got injured, as well. One
 2 teacher is currently out with a concussion. Keep in
 3 mind, we have students from ages 5 to 11 years old.
 4 Enough is enough. Teachers are stressed and anxiety
 5 riddled, just coming to do our jobs, due to issues
 6 just like this. It's not my administration's fault,
 7 as they're doing what they are told from above them.
 8 They try their best but are limited on what they're
 9 allowed to do. Students are not allowed to be
 10 suspended unless it involves injury or a student
 11 bringing a weapon to school. Where do we draw the
 12 line? It comes down to teachers teaching students
 13 right from wrong, and it starts in elementary schools.
 14 Teachers deserve respect and should not have to feel
 15 the way we do coming to do our work when we used to
 16 love our job." That was in March, and this is this
 17 past week.
 18 "I honestly do not think the public realizes
 19 what's going on in the buildings on a daily basis. I
 20 had a student flip desk, make threats, and throw a
 21 computer the other day out of anger, and that student

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1 was allowed to come right back to class with no
 2 consequences because my administration is not allowed
 3 to do anything, or they will get in trouble. It's
 4 really sad" -- "it's a really sad situation that I
 5 don't think many people are fully aware of, so I
 6 appreciate your desire to help and share, and that's
 7 why I'm sharing this today."
 8 Here's a clear message from a Baltimore
 9 County teacher who is crying out for help. Will you
 10 help her? I know we think about possible solutions.
 11 I know that Baltimore County Police are short, like,
 12 400 officers. Our SROs are limited. Mr. McMillion, I
 13 want to thank you for being in the community,
 14 listening to community residents' concerns. And Julie
 15 Henn, as well. And I'm thinking about a possible
 16 solution. Maybe it's time that we outsource our
 17 security needs to help our schools that are limited
 18 with SROs and high-crime areas. I know there's only a
 19 couple months left for school, but we can't wait until
 20 next year to address the issue and violence in our
 21 schools. It's time to act now. Please listen to this

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1 teacher. It's Teacher Appreciation Week. Let's show
 2 them that we really appreciate them by making
 3 decisions this week that's going to help them safe in
 4 schools and make them feel appreciated. Thank you.
 5 (Applause.)
 6 CHAIRWOMAN HENN: Thank you. Our next
 7 speaker is Lloyd Allen. Good evening.
 8 MR. ALLEN: Good evening. Good evening,
 9 Chair Henn, Vice Chair McMillion, Dr. Williams, and
 10 members of the Board. Thank you for the opportunity
 11 to speak tonight. Eid Mubarak and Happy Mother's Day.
 12 I'm asking you to keep retention and recruitment in
 13 mind as you finalize next year's budget. But I'm
 14 going to take a minute to get there.
 15 In the spirit of Mother's Day, my name is
 16 Lloyd Allen, and like my mother and her mother before
 17 her, I am a teacher. Teaching is in my blood. My
 18 Grandmother Ora (phonetic) rode her horse to teach
 19 from encyclopedias in a one-room schoolhouse in
 20 Upstate New York. And her daughter, Elizabeth, was a
 21 reading specialist 15 years before special education

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1 was a thing. With three boys attending public school,
 2 she was distressed that although we had two excellent
 3 elementary schools, and a stellar junior high, there
 4 was no high school. Catalina Foothills had to send
 5 all of our high school students to other districts
 6 and, as a district, pay tuition. Mom decided to do
 7 something about this and ran for a position on the
 8 elected School Board. The school district continued
 9 to grow. During her last term, she was elected as
 10 President of the School Board, and was able to get
 11 another elementary school built to relieve
 12 overcrowding.

13 Although she was able to lay the groundwork
 14 for the high school to be built, she and her caucus
 15 faced stiff opposition from budding career
 16 politicians. Three years after her final term ended,
 17 and we moved away, we flew back to Arizona so that mom
 18 could shovel the first spade full of earth for the
 19 groundbreaking for Catalina Foothills High School.

20 I miss Arizona. I miss having postcard-
 21 perfect sunsets every evening. This is the time of

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1 year that you can carefully pull down the ocotillo
 2 spears, trying not to get stuck by their spines, so
 3 that you can touch their flowers' nectar to your
 4 tongue. You'd think I'd be there now, teaching where
 5 my mother's name is inscribed on a brick in the
 6 foundation. However, when I finished my master's in
 7 education, I found that Catalina Foothills starting
 8 pay would be two-thirds of the starting pay that John
 9 Kriner of BCPS had shared with me at the recruiting
 10 fare at Ohio State. As much as I would love to return
 11 to my birthplace and honor my mother's work, Catalina
 12 Foothills' compensation did not support that choice.

13 As we examine how to interpret Mr.
 14 Olszewski's response to our budget proposal, please
 15 note that our educators are experts in their field,
 16 are a finite resource, and that especially the first
 17 years have choices about who they're going to work
 18 for. Looking at the personnel notes, we're also
 19 having second-year teachers vote with their feet. Are
 20 we compensating our teachers better than our fellow
 21 Maryland counties? How do our packages compare to

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1 Ohio, New York, Pennsylvania, and New Jersey, the
 2 places that we used to import teachers from, as they
 3 begin to see their own teacher shortages.

4 Dr. Williams, our staff members are not
 5 simply bodies. Please ensure that educators,
 6 especially our newer educators, are being compensated
 7 better than their regional peers for the survival of
 8 our system.

9 Now, I am old, and so, of course, I don't
 10 want our veteran teachers to be taken for granted.
 11 But for our system to be -- to survive, we need to
 12 out-recruit everyone else, and then continue to
 13 appropriately support our educators in all ways once
 14 they are hired. A 1.5 percent COLA will not -- thank
 15 you.

16 CHAIRWOMAN HENN: Thank you. Our next
 17 speaker is Jean Milstein. Good evening.

18 MS. MILSTEIN: Good evening, Dr. Williams,
 19 Chair Henn, Vice Chair McMillion, and members of the
 20 Board. I was recently involved in a lively discussion
 21 with special educators that centered around the

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1 position of additional adult assistant. In the school
 2 building, we can them AAs or Triple As. These staff
 3 members work one on one with students with significant
 4 needs in order to provide support and access to the
 5 curriculum. What these special educators want you,
 6 the Board of Education, to know is that the Triple A
 7 position is a skilled position, and Triple As deserve
 8 to be treated as such by the school system.

9 This position requires someone who works
 10 well with students and adults, who responds to
 11 instruction, and learns how to interact and support
 12 students with unique needs. It is a demanding job,
 13 both mentally and physically. Mentally, it requires
 14 patience and calm resolve. It requires the ability to
 15 read a non-speaking child and know when to prompt them
 16 to attend to the task at hand, and when to prompt them
 17 to take a break in order to forestall a meltdown. It
 18 also requires monitoring a child to keep them safe
 19 during a meltdown and helping them process afterwards.
 20 How is someone supposed to be able to be 100-percent
 21 present when they also work third shift in a different

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1 department in order to make ends meet because they
 2 make minimum wage?
 3 This job is also physically demanding.
 4 Depending on the needs of the child, AAs help out with
 5 tasks of everyday living. They help dress and feed
 6 students, transfer them into and out of adaptive
 7 equipment, and help them use the bathroom. How is
 8 someone able to be 100-percent present when they do
 9 not have county-provided health insurance, and have
 10 limited sick time? These staff members are vital in
 11 providing access to education to our most vulnerable
 12 and medically fragile students. These students need
 13 consistency and trust. So why are these employees
 14 considered temporary staff, with no direct path for
 15 advancement?
 16 The Board of Education has the ability to
 17 fix this. Provide professional development. Pay
 18 Triple As the wages that they deserve, and what will
 19 allow us to retain them. And maybe, just maybe, we
 20 could allow for paid time off for motivated Triple As
 21 to take the paraprofessional exam, so that we can grow

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1 our own paraeducators and beyond. Thank you.
 2 CHAIRWOMAN HENN: Thank you. Our next
 3 speaker is Carol Vidal. Good evening.
 4 MS. VIDAL: Good evening, Dr. Williams,
 5 President Ms. Henn and members of the Board. I'm here
 6 to talk, also, about my concerns related to school
 7 violence in BCPS. I appreciate the initiative that
 8 Dr. Williams shared with the news to create a student
 9 safety assistance program with trained staff in
 10 classroom management and de-escalation, dedicated to
 11 building relationships with the students, as well as
 12 the continued support from the SROs. But I'm
 13 concerned that this may not be enough. It's already
 14 May, and considering background checks and such, by
 15 the time those positions are filled, we will have
 16 exposed our students to another month and a half of a
 17 chaotic environment not conducive to learning.
 18 It may look like the fights we see in the
 19 news were unlucky, isolated episodes, but we know that
 20 middle and high schools are experiencing unprecedented
 21 numbers of fights, and don't have -- that don't make

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1 the news or the principal's email. In our middle
 2 school, we have had fights, a teacher and students
 3 injured, drug dealing, and hallways spelling of
 4 marijuana. At one point in the year, we even had a
 5 child from another school come in and sit in the
 6 classroom. This is not hearsay. This is actually
 7 happening. At one of the area advisory meetings on
 8 school violence, a parent of a high school student
 9 mentioned that her children do not drink water at all,
 10 all day, so they don't have to go to the bathroom
 11 because they are afraid of the fights, and they think
 12 that takes place in school bathrooms. A central
 13 office representative said that this probably was a
 14 perception and not the reality. But we hear our
 15 children say that this is happening, and not only in
 16 high school, also in middle school, where 12-year-old
 17 students are being invited to vape in the school
 18 bathroom.
 19 Most children at BCPS have never seen a
 20 fight or been offered drugs before attending school.
 21 Why is their first time in a K through 12 school

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1 building? I believe children are doing this inside
 2 the school building because they know they can't.
 3 It's really up to us, the adults, to build a culture
 4 where school is a protected space from weapons, drugs,
 5 fights, or sexual assault. There are simple steps
 6 that can be taken immediately. Children have been
 7 filming fights with their phones and posting them on
 8 social media. This gets attention from their peers
 9 and serves as a reward. What stops the school from
 10 limiting phone use?
 11 Some schools have algorithms to address
 12 violent behaviors where the last step is giving
 13 feedback to the teacher. That is not only not enough,
 14 but it makes the teacher's job impossible, and it
 15 doesn't affect the behavior of the child. These
 16 algorithms need to be looked at by experts.
 17 With COVID, many parents have been shut out
 18 of school buildings, and many families have lost the
 19 social contract with the schools. We need extra
 20 community engagement. Parents are willing to serve as
 21 hall monitors, engage with children who need extra

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1 help, or assist teachers. Why are they being shut out
 2 of the schools? Truly engaging the community, not
 3 just with a series of presentations on the programs
 4 adopted by the system, but with back and forth about
 5 ideas on how to keep our local schools safe would make
 6 a difference. I know it's hard to lose control when
 7 there's so much going on, but it's always best to be
 8 transparent, address issues upfront, and problem-solve
 9 in a collaborative way.

10 This Board has been discussing issues with
 11 (indiscernible) on different areas of the school
 12 system. I think this is affecting all areas, and it's
 13 a good chance for you all to work on making schools
 14 safer. Thank you.

15 COUNCILWOMAN HENN: Thank you. Our final
 16 general public comment speaker is Jenn Reedholm. Good
 17 evening.

18 MS. REEDHOLM: Good evening. I'm a parent
 19 of three students in the system, and I'm coming to
 20 speak to you today about teacher retention. As you
 21 know, overall enrollment across the school system has

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1 greatly decreased. When the school system is failing,
 2 parents are looking for alternative options, and our
 3 area has many to choose from. Public education should
 4 be the best option to choose from. Sadly, that's not
 5 the case in Baltimore County. Not only are parents
 6 pulling their kids, but teachers are leaving in mass
 7 numbers, as well. Is anyone really and truly looking
 8 into why teachers leave?

9 We can all agree that there are a lot of
 10 issues that need to be addressed. However, we must
 11 not forget the backbone of the schools are the
 12 teachers. When they feel unsupported, they -- and see
 13 that their grievances are falling on deaf ears,
 14 violence in school is increasing, does anyone honestly
 15 believe a teacher thinks it's worth it?

16 I graduated college with my teaching degree.
 17 I wanted to be a teacher because of the amazing
 18 teachers I had growing up. I loved working with
 19 children and fostering their wonder for the world,
 20 helping them develop critical thinking skills and
 21 watching them grow. When I started teaching, it was

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1 then I realized, back in the late '90s, how much was
 2 put on teachers, above and beyond the classroom. No
 3 one prepared me for how central administration will
 4 tell you how to run a classroom, but never step foot
 5 in one. No one prepared me for when they don't take
 6 the feedback on best practices from the front lines,
 7 the teachers. I got out early and found a job in
 8 Corporate America, and I didn't look back until I had
 9 my own children in the system now. And the great
 10 thing is that I can still teach as a substitute. I
 11 work with kids as a middle-school field hockey coach.
 12 I mentor with my Girl Scout troop and so much more.
 13 I'm so lucky.

14 I have seen teachers exiting the school
 15 system in mass numbers for the last two years. I
 16 fully expect large numbers again this year, and it's
 17 alarming, yet not surprising. With the lower student
 18 enrollment, I understand teachers may need to be
 19 shifted. Business-wise, this makes sense. What
 20 doesn't make sense is when teachers are pulled out of
 21 a school at random, just because a principal is told

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1 to reduce staff by X number of positions, and those
 2 decisions are based on feelings, rather than practical
 3 business sense.

4 A teacher is supposed to be guaranteed a
 5 comparable position. That's not happening. I've
 6 heard from a few teachers where this it not happening,
 7 and I know at least one seasoned tenured teacher with
 8 over 13 years' experience who's probably Baltimore
 9 County's best teacher in that field who may have no
 10 choice but to leave Baltimore County. Not only will
 11 this departure adversely affect the school, but it
 12 adversely affects the entire system, because we will
 13 lose this amazing teacher to another school system.
 14 Why are we not doing everything to keep our best
 15 teachers here, rather than kicking them to the curb?
 16 This also gives the teachers the perception that BCPS
 17 doesn't care about them, and it's just a numbers game.

18 If others are faced with the same scenario,
 19 they will likely look at other school systems and quit
 20 the profession altogether. Letting good teachers walk
 21 away is a mistake. BCPS is in crisis, and letting

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1 amazing teachers leave --

2 CHAIRWOMAN HENN: Thank you. Next is public

3 comment on Board Policy 5580, Bullying, Cyberbullying,

4 Harassment, or Intimidation. And our first speaker is

5 Sharon Saroff.

6 MS. SAROFF: One of the things that I think

7 Baltimore County needs to address in a policy

8 concerning bullying is whether or not administrators

9 are also bullying. One of the things that I've

10 experienced personally in the past with my own

11 students, and I have clients who are experiencing this

12 again this year, more so than ever, is feeling that

13 they are being bullied and forced to put their

14 students in unsafe situations by administrators and by

15 people in Central Office. And this is definitely, in

16 my opinion, not acceptable, and it needs to be put

17 into a policy. I should not hear from a client whose

18 child comes home with bruises or a head injury four

19 different stories from administrators on how that

20 happened. You need to not just address students. You

21 need to address administrators and people in your

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1 Central Office.

2 CHAIRWOMAN HENN: Thank you. Next, Darren

3 Badillo. Did he leave? No? Okay. Thank you. Okay.

4 The next item on the agenda is the report on

5 Board policies. This is the first reader for this

6 policy, and for that I call on Ms. Lily Rowe, chair of

7 the Policy Review Committee.

8 MS. ROWE: Sorry. I just lost my BoardDocs.

9 UNIDENTIFIED MALE SPEAKER: Ms. Rowe, where

10 are you?

11 CHAIRWOMAN HENN: Would you like me to

12 present on behalf of the committee, Ms. Rowe?

13 MS. ROWE: No, I have it. I just had to

14 bring --

15 CHAIRWOMAN HENN: Okay.

16 MS. ROWE: This is what happens when your

17 Windows close. Okay. Members of the Board, the

18 Policy Review Committee asks that the Board accept the

19 Committee's recommendation to amend the following

20 Board policies. Policy 2300, Purchasing, Purchases

21 for Minority and Small Business Enterprise --

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1 CHAIRWOMAN HENN: Ms. Rowe, we're on 5580.

2 Item G on the agenda?

3 MS. ROWE: I'm sorry. Sorry. Okay.

4 Members of the Board, the Policy Review Committee asks

5 that the Board accept this report of the Committee's

6 recommendation to amend Board Policy 5580, Students'

7 Conduct, Bullying, Cyberbullying, Harassment, and

8 Intimidation. This policy is presented to you on

9 tonight's agenda as Exhibit G.

10 CHAIRWOMAN HENN: May I have a motion to

11 accept the recommendation of the Board's Policy Review

12 Committee for Policy 5580?

13 MS. MACK: So moved, Mack.

14 CHAIRWOMAN HENN: No second is needed since

15 the recommendation comes from the Committee. Is there

16 any discussion? Hearing none, may I have a roll call

17 vote?

18 MS. GOVER: Ms. Rowe?

19 MS. ROWE: Yes.

20 MS. GOVER: Ms. Causey?

21 MS. CAUSEY: Abstain.

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1 MS. GOVER: Ms. Mack?

2 MS. MACK: Yes.

3 MS. GOVER: Ms. Jose?

4 Mr. McMillion?

5 MR. MCMILLION: Yes.

6 MS. GOVER: Mr. Thomas?

7 MR. THOMAS: Yes.

8 MS. GOVER: Mr. Offerman?

9 MR. OFFERMAN: Yes.

10 MS. GOVER: Ms. Scott?

11 MS. SCOTT: Yes.

12 MS. GOVER: Dr. Hager?

13 DR. HAGER: Yes.

14 MS. GOVER: Ms. Henn?

15 CHAIRWOMAN HENN: Yes.

16 MS. GOVER: Thank you.

17 CHAIRWOMAN HENN: Thank you. The motion

18 carries. The next item on the agenda is the

19 Superintendent's Report, and for that I call on Dr.

20 Williams.

21 DR. WILLIAMS: Good evening, Board Chair

<p style="text-align: right;">Page 46</p> <p>1 Henn, Vice Chair McMillion and members of the Board. 2 I am pleased to present my Superintendent's report to 3 the Board and Team BCPS. My report includes 4 celebrations, operational updates, and evidence of our 5 strategic plan, the compass our pathway to excellence 6 and action. 7 Last week was National Student Leadership 8 Week. Many thanks to all of our students who elevate 9 student voice in our schools. Please join me in 10 recognizing Nora Murray, BCPS program specialist, as 11 the Maryland Association of Student Council's Regional 12 Advisor of the Year. We can acknowledge Ms. Murray. 13 (Applause.) 14 DR. WILLIAMS: Ms. Murray was lauded for 15 increasing participation and diversity in student 16 leadership programs, establishing the new Baltimore 17 County Junior Council for middle-school students, 18 hosting several state-wide events, and implementing 19 implicit bias training for students. So 20 congratulations to Ms. Nora Murray. 21 (Applause.)</p>	<p style="text-align: right;">Page 48</p> <p>1 awareness. 2 Alicia Amaral Freeman, an English for 3 Speakers of Other Languages, so ESOL, teacher at 4 Franklin Elementary School is the 2022-23 Teacher of 5 the Year for Baltimore County Public Schools. Ms. 6 Freeman also teaches at Reisterstown Elementary and 7 the Chatsworth School. She has had an outstanding 8 career teaching in both Baltimore County and Baltimore 9 City Schools. Following a six-year career as a 10 Spanish and ESOL teacher in Baltimore City Schools, 11 Ms. Freeman worked as an admissions director and 12 principal before coming to BCPS in 2019. She earned a 13 bachelor's degree, both in women's study and in visual 14 arts, from Barnard College of Columbia University, and 15 a Master of Arts degree in teaching English to 16 speakers of other languages from Notre Dame of 17 Maryland University. "I am proud to work with 18 immigrant students and families," Ms. Freeman says. 19 "In them, I see my grandmother, a shame of her lack of 20 access to education, and my grandfather, a janitor in 21 a public school. I'm proud to be their granddaughter,</p>
<p style="text-align: right;">Page 47</p> <p>1 DR. WILLIAMS: Yes. Next slide, please. A 2 Dulaney High School senior, Miriam Talalay, has been 3 named Baltimore County's Young Woman of the Year by 4 the Baltimore County Commission for Women. 5 Congratulations, Miriam. We're so proud of you. Best 6 wishes to your next year at the University of Maine 7 Honors College. Congratulations, Miriam Talalay. 8 (Applause.) 9 DR. WILLIAMS: On Monday, May 2nd, Team BCPS 10 staff, students, and community members wore apparel 11 celebrating a college or university in honor of 12 National Decision Day. Seniors shared their college 13 or career plans with #BCPSdecisionday. 14 Congratulations to all of our seniors who have made 15 college and career decisions for the fall. Just a 16 reminder, prom and graduations are coming up soon. 17 Next slide, please. Thank you. May 1st 18 through the 7th is Children's Mental Health Awareness 19 Week. Our Mind over Matters theme is Mental Health 20 Matters. Join us in wearing green tomorrow, May 5th, 21 for Children's Mental Health Matters Day to raise</p>	<p style="text-align: right;">Page 49</p> <p>1 helping to cultivate this next diverse generation of 2 new Americans." Congratulations to our Teacher of the 3 Year, Alicia Amaral Freeman. Congratulations, Ms. 4 Freeman. 5 (Applause.) 6 DR. WILLIAMS: We have Mollie Kessel, Front 7 Office Secretary at Perry Hall High School, is the 8 2022-23 Office Professional of the Year for Baltimore 9 County Public Schools. Ms. Kessel began working for 10 BCPS in 2001, and she has served in office positions 11 at Sandy Plains Elementary, Sandalwood Elementary, and 12 Dundalk Middle School. Since 2015, she has been the 13 secretary for the Southeast Extended Day Learning 14 Program at Dundalk High School. She has been the 15 front office secretary at Perry Hall High since 2017. 16 From 2012 to 2014, Ms. Kessel left BCPS to do mission 17 work in Tanzania. While there, she opened an 18 orphanage that continues to operate. 19 In nominating Ms. Kessel to be honored, 20 Perry High (sic) High School special education 21 teacher, Adrienne Stanwood, wrote, "Mollie goes above</p>

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1 and beyond for the school and staff every day. She
 2 does her best to provide you with the tools needed to
 3 do your job, and is always looking for ways to help
 4 where she can. She frequently gives up her own time
 5 to help in the office when it's busy. She is a
 6 wonderful example of the dedicated and highly skilled
 7 team workers working in our offices across the
 8 county." So congratulations, Mollie Kessel, our ESP
 9 of the Year.
 10 (Applause.)
 11 DR. WILLIAMS: Teacher Appreciation Week is
 12 here. Please join us in saying a tremendous #teambcps
 13 thank you to all of our incredible teachers. We are
 14 truly grateful for your enthusiasm, expertise, and
 15 dedication. Let's acknowledge all of our teachers at
 16 BCPS. Thank you.
 17 (Applause.)
 18 DR. WILLIAMS: Now, we are still
 19 celebrating. Next slide. Let's hear it for our Team
 20 BCPS principals. Give your favorite principal a
 21 shoutout using the hashtag #thanksbcpsprincipals.

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1 Principals, we honor and appreciate and thank you for
 2 your leadership, your support of our students, and
 3 school communities. Your advocacy and passion and
 4 everything else that you bring to your work every day.
 5 Can we acknowledge our principals?
 6 (Applause.)
 7 DR. WILLIAMS: Next week is National Nurses'
 8 Week. Wednesday, May 11th, is National School Nurses'
 9 Day. Please join me in thanking our nurses for all of
 10 their help, support, and compassion in all that they
 11 do every day for our students and staff. May we
 12 acknowledge our nurses?
 13 (Applause.)
 14 DR. WILLIAMS: So we know our efforts to
 15 heal, rebuild, and recover must be ongoing. We are
 16 seeing signs of progress, as we adjust to the changing
 17 circumstances. We will continue to work together to
 18 respond to the ongoing needs of Team BCPS. While
 19 COVID-19 rates are much lower than they were in
 20 December and January, COVID-19 is still with us. As
 21 this fourth quarter brings back many well-deserved

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1 end-of-the-year celebrations for our students and
 2 families, we encourage staff and families to continue
 3 to take steps to protect themselves and others by,
 4 one, getting vaccinated and boosted; two, avoiding
 5 large, indoor crowded spaces to the extent possible.
 6 If you're in a large crowd indoors, consider testing
 7 yourself about five days after the event, and staying
 8 home and getting tested if you have symptoms of COVID-
 9 19. We all have to work together to remain healthy.
 10 Last month, I provided Team BCPS with
 11 details regarding our system response to emerging
 12 safety needs in our school communities. Our proactive
 13 plan includes grant-funded student safety assistance
 14 at the secondary level, enhanced community
 15 partnerships, revamp procedures to communicate
 16 outcomes related to bullying and harassment,
 17 investigations, an informal campaign to promote the
 18 use of the Maryland Center for School Safety,
 19 reporting tip line, increased understanding of the
 20 code of conduct, and greater consistency in the
 21 application of guidelines across schools, updated

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1 school staff, de-escalation strategies, training,
 2 revised bus infraction reporting process, expanded
 3 self-regulation support and strategies for students,
 4 the reimaged alternative education options for
 5 students in need of wraparound supports, and ongoing
 6 dialogue with neighboring school systems and our
 7 school communities for providing problem solving and
 8 feedback. I do encourage our families continue to
 9 work with their school principals to continue to talk
 10 with their classroom teacher, and to even visit our
 11 schools when there's questions about what's going on.
 12 We appreciate our partnerships with our parents, and
 13 we welcome them into our buildings.
 14 Therefore, our '23 operating budget
 15 prioritizes people and progress by addressing critical
 16 staffing, hiring and retention issues through
 17 increased targeted compensation. Nothing's more
 18 important to a student's achievement than having a
 19 great teacher, administrator, and supporting staff.
 20 So I'm committed to retaining our current staff and
 21 ensuring BCPS' ability to attract new employees. To

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1 that end, I have met with our union leadership to
 2 address these concerns and reiterate my commitment.
 3 Additionally, I have asked our fiscal team
 4 to explore potential options for additional
 5 compensation. We will continue working
 6 collaboratively with members of Team BCPS to enhance
 7 work conditions in the upcoming year, so I look
 8 forward to providing an update in the upcoming weeks.
 9 So thank you to our Board. We will continue to update
 10 our Board, our community, and Team BCPS during these
 11 changing times. Thank you.
 12 CHAIRWOMAN HENN: Thank you, Dr. Williams.
 13 The next item on the agenda is the Chair's
 14 Report. My remarks are brief, but it is Teacher
 15 Appreciation Week, and I don't think it can ever be
 16 said too much, thank you to our teachers. On behalf
 17 of the Board, you are the heart of our school system.
 18 You do so much for our students that goes unnoticed,
 19 but you are in our hearts, and these little things
 20 stay with our students for a lifetime. I always think
 21 of my first teachers this week, especially, and keep

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1 them in mind with every action that this Board takes.
 2 You are why we are here, because we know that taking
 3 care of you is the best thing we can do for our
 4 students, because you take care of them.
 5 One of our speakers said tonight that you
 6 are the backbone of our system, and to that I agree.
 7 But you are also the heart of our system, and we need
 8 to take care of you. And that is our pledge, my
 9 pledge, and my commitment to you, that only the money,
 10 as Ms. Sexton said today. It's a great line from the
 11 movie Jerry Maguire. "Show me the money," and we will
 12 go to bat for you and lobby to get you what you
 13 deserve, but also for the environment, the safety, and
 14 climate that you need to make BCPS the healthy, safe,
 15 desirable place to work. Because we know how much we
 16 need you. We know how much our students need you.
 17 Please know how much we appreciate you. Thank you.
 18 (Applause.)
 19 CHAIRWOMAN HENN: And our next item on the
 20 agenda is our Student Member of the Board Report. For
 21 that, I call on Mr. Thomas.

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1 MR. THOMAS: Thank you, Ms. Henn. Sorry, I
 2 have a bit of a sore throat right now. But good
 3 evening, Board members. From last month's Earth Day
 4 Expo at my high school, Eastern Tech, to 15 of our own
 5 BCPS schools being recertified as green schools,
 6 environmental clubs in so many of our middle schools
 7 and high schools around the county, as well as county-
 8 wide student organizations like the Baltimore County
 9 Student Council's Environmental Committee, students
 10 around the county are actively engaging with our
 11 environment and pushing for sustainable practices in
 12 our community.
 13 Earlier today, I actually had the
 14 opportunity to visit one of our recertified green
 15 schools, Stoneleigh Elementary School, where students
 16 were excited to show me their Save the World projects,
 17 projects where they had devised ways to stop pollution
 18 and littering and maintain a safe and sustainable
 19 world. Our young people, my peers, are motivated to
 20 see changes from our leaders related to environmental
 21 sustainability and protecting our environments.

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1 Inspired by them, I have worked with Dr. Williams, our
 2 Board Chair, and other Board Members to create and
 3 present the following resolution entitled The
 4 Environmental Sustainability Resolution, which reads:
 5 "Whereas, the Board of Education of
 6 Baltimore County Public Schools (Board) recognizes
 7 that there is significant opportunity to reduce and
 8 improve our environmental impact through sustainable
 9 practices, and whereas the Board also recognizes that
 10 opportunities exist within our own" -- "within our
 11 system to reduce our environmental footprint. And
 12 whereas, the Baltimore County Public Schools has set
 13 forth, as part of its strategic plan, the mission of
 14 establishing sustainable school facilities and
 15 encouraging student environmental stewardship,
 16 therefore be it resolved that the Board of Education,
 17 herewith assembled in regular session on the 4th day
 18 of May in the year 2022, shall create an energy
 19 management and sustainability stakeholder workgroup
 20 tasked with developing recommendations for a new Board
 21 policy on energy management and sustainability to be

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1 implemented by the Superintendent. And be it further
 2 resolved that from such policy, the energy management
 3 and sustainability rule shall contain fiscally sound
 4 implementation strategies that include, but are not
 5 limited to, reducing waste, preserving the existing
 6 natural environment, and transitioning towards clean,
 7 renewable energy sources. And be it further resolved
 8 that all future replacement and/or new school
 9 construction projects shall be considered for a
 10 maximum lead rating and/or to achieve a net zero
 11 school status, and be it further resolved that the
 12 Board encourages the Superintendent to expand and
 13 support green school programming, environmental
 14 extracurriculars, and environmental curricula in every
 15 BCPS school."
 16 CHAIRWOMAN HENN: Thank you, Mr. Thomas.
 17 Board members, may I have a motion to accept the
 18 resolution as presented by Mr. Thomas?
 19 MS. CAUSEY: So moved, Ms. Causey.
 20 MS. ROWE: Second, Rowe.
 21 CHAIRWOMAN HENN: Thank you, Ms. Causey, and

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1 Ms. Rowe. Any discussion?
 2 Hearing none, may I have a roll call vote,
 3 please?
 4 MS. GOVER: Ms. Rowe?
 5 MS. ROWE: Yes.
 6 MS. GOVER: Ms. Causey?
 7 MS. CAUSEY: Yes.
 8 MS. GOVER: Ms. Mack?
 9 MS. MACK: Yes.
 10 MS. GOVER: Ms. Jose?
 11 Mr. McMillion?
 12 MR. MCMILLION: Yes.
 13 MS. GOVER: Mr. Thomas?
 14 MR. THOMAS: Yes.
 15 MS. GOVER: Mr. Offerman:
 16 MR. OFFERMAN: Yes.
 17 MS. GOVER: Ms. Scott?
 18 Dr. Hager?
 19 DR. HAGER: Yes.
 20 MS. GOVER: Ms. Henn?
 21 CHAIRWOMAN HENN: Yes.

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1 MS. GOVER: Thank you.
 2 CHAIRWOMAN HENN: Thank you. The motion
 3 carries.
 4 MR. THOMAS: Thank you, all.
 5 CHAIRWOMAN HENN: Thank you, Mr. Thomas.
 6 MR. THOMAS: And that concludes my SMOB
 7 report.
 8 CHAIRWOMAN HENN: Thank you. The next item
 9 on the agenda is action taken in closed session. And
 10 for that, I call on Mr. Brousaides.
 11 MR. BROUSAIDES: Good evening. Earlier
 12 tonight, the Board met in closed session in its quasi-
 13 judicial capacity to render a decision in Appeal No.
 14 HE22-13. Now would be a good time to confirm the vote
 15 taken in closed session.
 16 CHAIRWOMAN HENN: Thank you. May I have a
 17 motion to approve the action taken in closed session
 18 on Hearing Examiner Case HE22-13 and authorize Ms.
 19 Gover to sign for those Board members not physically
 20 present?
 21 MS. ROWE: So moved, Rowe.

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1 CHAIRWOMAN HENN: Is there a second?
 2 MR. OFFERMAN: Second, Offerman.
 3 CHAIRWOMAN HENN: Thank you. Any
 4 discussion? May I have a roll call vote, please?
 5 MS. GOVER: Ms. Rowe?
 6 MS. ROWE: Yes.
 7 MS. GOVER: Ms. Causey?
 8 MS. CAUSEY: Abstain.
 9 MS. GOVER: Ms. Mack?
 10 MS. MACK: Abstain.
 11 MS. GOVER: Ms. Jose?
 12 MS. JOSE: Yes.
 13 MS. GOVER: Mr. McMillion?
 14 MR. MCMILLION: Yes.
 15 MS. GOVER: Mr. Thomas?
 16 MR. THOMAS: Yes.
 17 MS. GOVER: Mr. Offerman:
 18 MR. OFFERMAN: Yes.
 19 MS. GOVER: Ms. Scott?
 20 Dr. Hager?
 21 DR. HAGER: Yes.

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1 MS. GOVER: Ms. Henn?

2 CHAIRWOMAN HENN: Yes.

3 MS. GOVER: Thank you.

4 CHAIRWOMAN HENN: Thank you. Thank you, Mr.

5 Broussaires.

6 The next item on the agenda is contract

7 awards. And for that, I call on Ms. Jose, chair of

8 the Building and Contracts Committee.

9 MS. JOSE: Thank you, Ms. Henn. Members of

10 the Board, the Board's Building and Contracts

11 Committee met on Monday, May 2nd. Items L-1 through

12 L-26 are being forwarded to the full Board for

13 approval.

14 CHAIRWOMAN HENN: Thank you. Do I have a

15 motion to approve Items L-1 through L-26?

16 MR. OFFERMAN: So moved, Offerman.

17 CHAIRWOMAN HENN: No second is needed, since

18 the recommendation comes from the Committee. Any

19 discussion?

20 Hearing none, may I have a roll call vote?

21 MS. GOVER: Ms. Rowe?

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1 MS. ROWE: Yes.

2 MS. GOVER: Ms. Causey?

3 MS. CAUSEY: Recuse.

4 MS. GOVER: Ms. Mack?

5 MS. MACK: Yes.

6 MS. GOVER: Ms. Jose?

7 MS. JOSE: Yes.

8 MS. GOVER: Mr. McMillion?

9 MR. MCMILLION: Yes.

10 MS. GOVER: Mr. Thomas?

11 MR. THOMAS: Yes.

12 MS. GOVER: Mr. Offerman?

13 MR. OFFERMAN: Yes.

14 MS. GOVER: Ms. Scott?

15 MS. SCOTT: Yes.

16 MS. GOVER: Dr. Hager?

17 DR. HAGER: Yes.

18 MS. GOVER: Ms. Henn?

19 CHAIRWOMAN HENN: Yes.

20 MS. GOVER: Thank you.

21 CHAIRWOMAN HENN: The motion carries. Thank

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1 you.

2 Okay. The next item on the agenda is

3 Unfinished Business, consideration of Board policies,

4 and for that I call on the Policy Review Committee

5 Chair, Ms. Rowe.

6 MS. ROWE: Members of the Board, the Policy

7 Review Committee asks that the Board accept the

8 committee's recommendation to amend the following

9 Board policies: Policy 3200, Purchasing, Purchases

10 from Minority and Small Business Enterprises; Policy

11 3209, Purchasing, Purchasing Principles; Policy 3210,

12 Purchasing, Purchasing Guidelines; Policy 5100,

13 Enrollment and Attendance, Compulsory Attendance;

14 Policy 5120, Enrollment and Attendance, Attendance and

15 Excuses. The Policy Review Committee also asks the

16 Board to accept the new Board policy 5480, Services to

17 Students, Pregnant and Parenting Students. This

18 recommendation is presented to you on tonight's agenda

19 as Exhibit M.

20 CHAIRWOMAN HENN: Do I have a motion to

21 adopt the recommendations of the Board's Policy Review

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1 Committee?

2 MS. MACK: So moved, Mack.

3 CHAIRWOMAN HENN: No second is needed since

4 the recommendation comes from the Committee. Is there

5 any discussion? May I have a roll call vote, please?

6 MS. GOVER: Ms. Rowe?

7 MS. ROWE: Yes.

8 MS. GOVER: Ms. Causey?

9 MS. CAUSEY: Abstain.

10 MS. GOVER: Ms. Mack?

11 MS. MACK: Yes.

12 MS. GOVER: Ms. Jose?

13 MS. JOSE: Abstain.

14 MS. GOVER: Mr. McMillion?

15 MR. MCMILLION: Yes.

16 MS. GOVER: Mr. Thomas?

17 MR. THOMAS: Yes.

18 MS. GOVER: Mr. Offerman?

19 MR. OFFERMAN: Yes.

20 MS. GOVER: Ms. Scott?

21 MS. SCOTT: Yes.

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1 MS. GOVER: Dr. Hager?

2 DR. HAGER: Yes.

3 MS. GOVER: Ms. Henn?

4 CHAIRWOMAN HENN: Yes.

5 MS. GOVER: Thank you.

6 CHAIRWOMAN HENN: Thank you. The motion

7 carries.

8 The next item on the agenda is Information

9 Items, which include the revised Superintendent's

10 Rules 6400 and 6402, and minutes of the February and

11 March Southeast Area Education Advisory Council

12 meetings.

13 The next item on the agenda is Board member

14 comments and consideration of agenda items for future

15 Board meetings. Board members, please note that items

16 provided at past meetings have been received and are

17 being reviewed. Ms. Rowe?

18 MS. ROWE: I have no further items at this

19 time.

20 CHAIRWOMAN HENN: Thank you. Ms. Causey?

21 MS. CAUSEY: Thank you, Madam Chair. Are we

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1 doing agenda items now and then followed up with Board

2 member comments, or is this --

3 CHAIRWOMAN HENN: They're combined.

4 MS. CAUSEY: They're combined. Thank you.

5 CHAIRWOMAN HENN: Yes, ma'am.

6 MS. CAUSEY: So I just wanted to take a

7 moment to echo the appreciation that has already been

8 stated tonight related to our teachers. But, also,

9 our principals and our education support

10 professionals. It was ironic and, to me, that one of

11 the articles that we get a number of education

12 articles, and the title is School Support Staffers

13 Don't Make a Living Wage. Here's a Comparison by

14 State. And it just speaks to how, nationwide, there

15 is insufficient support for those employees that do so

16 much for our students and, as we heard here tonight in

17 public comment, that our own special educators also

18 believe the staff are skilled, compassionate, and

19 should be compensated, and supported with benefits in

20 a way that allows them to do their best for our

21 students, for the staff that they support. So while

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1 we congratulate Mollie Kessel, as Dr. Williams pointed

2 out, Education Support Professional of the Year, the

3 glue, as we all know, the office, front office

4 secretaries are, that it is unfortunate that this is

5 the article that I read today in Education Week.

6 But as our Chair, Ms. Henn, said, that this

7 Board has gone to bat, and will continue to consider

8 what we can do for our educators and our support

9 staff, and I appreciate Dr. Williams pointing out that

10 he has had recent discussions considering additional

11 compensation. That's very encouraging. So just know

12 that my heart is with all of you. And I hope that we

13 can continue to improve and do better. Thank you.

14 CHAIRWOMAN HENN: Thank you. Ms. Mack?

15 MS. MACK: Yes. Last week, I was able to

16 visit and interact with staff at Loch Raven Academy

17 and Lyons Mills Elementary. On Thursday, April 28th,

18 I was honored to attend BCPS' Teacher of the Year

19 awards assembly at Carver. Congratulations to the

20 nominees, the finalists, and as Dr. Williams

21 highlighted, the Teacher of the Year for 2022-2023,

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1 Ms. Alicia Amaral Freeman, who, as Dr. Williams said,

2 is an ESOL teacher at Franklin High School. Also

3 congratulations to Ms. Mollie Kessel, the 2022-23

4 Office Professional of the Year. And many, many

5 thanks to our teachers, our support personnel, and our

6 administrators, because you're who really matters in

7 this whole equation of what's important in schools.

8 Thank you.

9 CHAIRWOMAN HENN: Thank you. Ms. Jose?

10 MS. JOSE: Thank you, Ms. Henn. I would

11 like to thank all of our teachers, principals,

12 paraeducators, and staff in all of our schools. And,

13 also, Eid Mubarak to everybody who celebrates. For

14 the agenda item, I would like, as mentioned

15 previously, an update on the Board's corrective action

16 plan at the next meeting as an agenda item. Thank

17 you.

18 CHAIRWOMAN HENN: Thank you. Mr. McMillion?

19 MR. MCMILLION: The next Audit Committee

20 meeting is May 10th at 4:30. For those of you that

21 don't know, I taught in Baltimore County Public

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1 Schools for 35 years and 10 months. I've been out of
 2 the classroom for three and a half years. I have not
 3 forgotten what it's like to be in the classroom. I
 4 commend you for staying there. I know it's a very
 5 difficult job. And please, don't hesitate to reach
 6 out to me. You know, email me, and we'll talk if
 7 you've got an issue, and I'll listen to you, and I'll
 8 try to help resolve your issue. And I say that as
 9 genuinely and as sincerely as I'm sitting here right
 10 now. Thank you very much.

11 CHAIRWOMAN HENN: Thank you. Mr. Thomas?
 12 MR. THOMAS: Thank you. In honor of
 13 National Principal's Day, I'd like to thank Mrs.
 14 Hutchinson (phonetic), Mr. Tanner, and Ms. Anderson
 15 for all of the experiences I've had over the past 13
 16 years in BCPS. Ms. Hutchinson was my elementary
 17 school principal, Mr. Tanner my middle school
 18 principal, and Ms. Anderson my current principal. It
 19 was incredible to MC the BCPS Teacher of the Year
 20 event, and I want to extend my thanks to Boyende
 21 (phonetic), Ms. Charley-Greene, Dr. Williams for

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1 allowing me the opportunity to MC that event.
 2 And I am incredibly proud of our Teacher of
 3 the Year and all of our finalists. And, lastly, since
 4 our last Board meeting, I have visited Carver High
 5 School, Carver Center for the Arts, Milford Mill,
 6 Stoneleigh Elementary School, Deep Creek Middle,
 7 Middle River Middle, Westowne Elementary School,
 8 Scotts Branch Elementary School, Perry Hall High
 9 School, Hawthorne Elementary School, Dogwood
 10 Elementary School, and New Town Elementary School.
 11 And I'm excited to reach a max of 81 schools visited
 12 by the end of my term, which will include every single
 13 middle school and high school in the county. Thank
 14 you.

15 CHAIRWOMAN HENN: Thank you. Mr. Offerman?
 16 MR. OFFERMAN: Yes. I want to thank
 17 everyone who works for this system. And I recognize,
 18 as being a 37-year employee myself, how absolutely
 19 difficult it is, and it's gotten harder since I left,
 20 I'm sure. I would like to see for future
 21 consideration on a review of overall school safety

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1 processes that we have in place, and perhaps a look at
 2 what needs we have. Thank you.

3 CHAIRWOMAN HENN: Thank you. Ms. Scott?
 4 MS. SCOTT: Yes, thank you very much. I'd
 5 like to say that I am happy with our Equity Committee
 6 and how things are going. Thank you, Dr. Hager, for
 7 stepping in and chairing the Equity Committee meeting
 8 where it was discussed Black Boy Joy & Genius, it
 9 looks like at Pikesville Middle School. And it was
 10 also discussed at -- or it was reviewed, rather, Black
 11 Boy Joy & Genius at Southwest Academy. And I would
 12 like to share with everyone the important work that
 13 the Equity Committee is doing. We're looking at
 14 trends, and the different kinds of things that we're
 15 focusing on, and I would like to make a recommendation
 16 that some of those presentations that are in our
 17 Equity Committee and that our Equity Council has
 18 actually brought to us actually be brought to the
 19 Board to be shared with the Board members and the
 20 larger public. So that's my recommendation. Thank
 21 you.

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1 CHAIRWOMAN HENN: Thank you. Dr. Hager?
 2 DR. HAGER: I don't have any additional
 3 items for the agenda. I just want to say that on
 4 Teacher Appreciation Week, I truly appreciate all the
 5 wonderful BCPS teachers and staff who have taught and
 6 guided my children, and me, during our educational
 7 journeys through BCPS. And, in addition, I just
 8 wanted to say that I really enjoyed seeing all the
 9 smiling faces in prom pictures this prom season, and I
 10 hope that all of our BCPS students had, or will have,
 11 a wonderful and safe time at prom. And it's just
 12 wonderful to see this for the first time in two years.
 13 Again, all the smiling faces really made me very
 14 happy. That's all.

15 CHAIRWOMAN HENN: Thank you. The last item
 16 on the agenda is announcements. The Board's next
 17 meeting will be held on Tuesday, May 17, 2022, at
 18 6:30 p.m. The Board will also hold its fiscal year
 19 2024 capital budget public hearing on Wednesday, May
 20 18, 2022, at 6:30 p.m. More information to register
 21 for this virtual public hearing will be available on

1 the Board's Participation by the Public website.

2 Thank you for joining us tonight. The

3 meeting is now adjourned.

4 (Meeting adjourned.)

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1 TRANSCRIBER'S CERTIFICATE

2 I, Vivian Saxe, hereby certify that I

3 transcribed from audio file the proceedings to the

4 best of my ability in the foregoing-entitled matter;

5 and I further certify that the foregoing is a full,

6 true and correct transcript of the audio files

7 produced.

8 IN WITNESS THEREOF, I have subscribed my

9 name on May 10, 2022.

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Vivian Saxe

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