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BOARD OF EDUCATION

BALTIMORE COUNTY

PUBLIC BOARD MEETING

HYBRID VIA MICROSOFT TEAMS

OCTOBER 12, 2021

Transcribed by:

Paul A. Gasparotti

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1 **BOARD MEMBERS:**

2

3 Makeda Scott, Board Chair

4 Julie C. Henn, Vice Chair (Absent)

5 Kathleen Causey

6 Moalie S. Jose (Absent)

7 Erin R. Hager

8 Russell T. Kuehn

9 Lisa A. Mack

10 Rodney R. McMillion

11 John H. Offerman, Jr.

12 Cheryl E. Pasteur

13 Lily P. Rowe (Absent)

14 Christian Thomas, Student Member

15

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1 **PROCEEDINGS**

2 **CHAIRWOMAN SCOTT:** Good evening, this is

3 Chairwoman Makeda Scott, I now call to order the

4 meeting of the Board of Education for Tuesday,

5 October 12th, 2021. I invite each to recite the

6 Pledge of Allegiance to the flag to be led by

7 Mr. 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 Thank you. Tonight's Board of Education

13 meeting is being held both in person and by phone

14 by board members and streamed on line through

15 Microsoft Teams and broadcasted through BCPS TV,

16 Comcast Xfinity Channel 73, Verizon FiOS Channel

17 34. In order to efficiently conduct this

18 meeting, all voting items will be done by

19 rollcall vote.

20 The first item -- excuse me. Yes, the

21 first item on the agenda is the consideration of

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1 the October 12th agenda. Dr. Williams, are there
 2 any additions or changes to tonight's agenda?
 3 DR. WILLIAMS: I am not aware of any
 4 additions or changes to tonight's agenda.
 5 CHAIRWOMAN SCOTT: Thank you. If none,
 6 hearing none, the agenda stands as presented.
 7 Earlier this evening the Board met in
 8 closed session pursuant to the Open Meetings Act
 9 for the following reasons: To one, discuss the
 10 appointment, employment, assignment, promotion,
 11 discipline, demotion, compensation, removal,
 12 resignation or performance evaluation of
 13 appointees, employees or officials over whom it
 14 has jurisdiction; or any other personnel matter
 15 that affects one or more specific individuals;
 16 and eight, spoke with staff, consultants or other
 17 individuals about pending or potential
 18 litigation. The minutes of the closed session
 19 and informal summary can be found on BoardDocs
 20 under this board meeting's agenda date.
 21 The next item on the agenda is personnel

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1 matters and for that I call on Ms. Anderson.
 2 MS. ANDERSON: Good evening, Chairwoman
 3 Scott, Vice Chairwoman Henn, Superintendent
 4 Williams and members of the Board. I would like
 5 the Board's consent for the following personnel
 6 matters: Retirement.
 7 CHAIRWOMAN SCOTT: Any questions?
 8 MS. ANDERSON: Resignations.
 9 CHAIRWOMAN SCOTT: Any questions? No.
 10 MS. ANDERSON: Leaves.
 11 CHAIRWOMAN SCOTT: Any questions?
 12 MS. ANDERSON: Certificated
 13 appointments.
 14 CHAIRWOMAN SCOTT: Questions? Thank
 15 you. Do I have a motion to approve the personnel
 16 matters as presented in Exhibits D-1 through D-4?
 17 MS. MACK: So moved, Mack.
 18 MR. OFFERMAN: Second, Offerman.
 19 CHAIRWOMAN SCOTT: Is there any
 20 discussion? May I have a rollcall vote please?
 21 MS. GOVER: Ms. Causey?

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1 MS. CAUSEY: Yes.
 2 MS. GOVER: Ms. Mack?
 3 MS. MACK: Yes.
 4 MS. GOVER: Mr. McMillion?
 5 MR. MCMILLION: Yes.
 6 MS. GOVER: Mr. Thomas?
 7 MR. THOMAS: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Dr. Hager?
 13 DR. HAGER: Yes.
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you.
 19 CHAIRWOMAN SCOTT: Thank you, the motion
 20 carries.
 21 The next item on the agenda is

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1 administrative appointments and for that I call
 2 on Dr. Williams.
 3 DR. WILLIAMS: Madam Chair, members of
 4 the Board, I bring forth the following
 5 administrative appointments for your approval:
 6 Assistant principal, Prettyboy Elementary School;
 7 assistant principal, Westchester Elementary
 8 School; human resources office, Office of
 9 Staffing; specialist, Title I in the Office of
 10 Title I; and supervisor in the Office of World
 11 Languages and ESOL.
 12 CHAIRWOMAN SCOTT: Thank you. Do I have
 13 a motion to approve the administrative
 14 appointments as presented in Exhibit E-1?
 15 MS. PASTEUR: So moved.
 16 MS. MACK: So moved, Mack. Second,
 17 Mack.
 18 CHAIRWOMAN SCOTT: Thank you. Any
 19 discussion? Ms. Gover, may I have a rollcall
 20 vote please?
 21 MS. GOVER: Ms. Causey?

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1 MS. CAUSEY: Yes.
 2 MS. GOVER: Ms. Mack?
 3 MS. MACK: Yes.
 4 MS. GOVER: Mr. McMillion?
 5 MR. MCMILLION: Yes.
 6 MS. GOVER: Mr. Thomas?
 7 MR. THOMAS: Yes.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: Yes.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: Yes.
 12 MS. GOVER: Dr. Hager?
 13 DR. HAGER: Yes.
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: Yes.
 18 MS. GOVER: Thank you.
 19 CHAIRWOMAN SCOTT: The motion carries,
 20 thank you.
 21 DR. WILLIAMS: So our first appointment

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1 is Tiffany Cole as the specialist in Title I in
 2 the Office of Title I, I believe we have a
 3 picture, there we are, thank you. We want to say
 4 welcome to Baltimore County Public Schools, she's
 5 coming from Baltimore City Public Schools. Her
 6 current job is the principal at Eutaw-Marshburn
 7 Elementary School. She served as a resident
 8 principal, educational associate, teacher
 9 instructional support and Title I specialist in
 10 Baltimore City Public Schools. She also served
 11 as a mathematics instructional support teacher at
 12 Samuel Coleridge Taylor Elementary School in
 13 Baltimore City as well as the classroom.
 14 Congratulations, Tiffany Cole. Let's acknowledge
 15 her.
 16 (Applause.)
 17 Our next appointment is Ashley B.
 18 McCarthy to supervisor in the Office of World
 19 Languages and ESOL. She brings to us eight years
 20 of service. Currently she serves as the
 21 specialist in the Office of World Languages as

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1 well as a resource teacher in the Office of World
 2 Languages. She also served as a Spanish teacher
 3 at Franklin Middle School, muy bueno. Welcome,
 4 Ms. McCarthy, congratulations.
 5 (Applause.)
 6 Next we have Jenna M. McRae as the
 7 assistant principal at Westchester Elementary
 8 School. She brings to us about seven years of
 9 experience. She was a classroom teacher at
 10 Catonsville Elementary School and at Woodholme
 11 Elementary School. Congratulations, Jenna M.
 12 McRae.
 13 (Applause.)
 14 Next we have Phong Nguyen as the human
 15 resources officer in the Office of Staffing.
 16 Welcome to Baltimore County Public Schools. He's
 17 coming from Prince George's County where he
 18 served as a human resources partner, human
 19 resources junior partner and human resources
 20 assistant, all in Prince George's County Public
 21 Schools. Welcome, Mr. Nguyen.

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1 (Applause.)
 2 Next we have Jeffrey L. Tessier as the
 3 assistant principal at Prettyboy Elementary
 4 School. He brings to us 16 years of experience
 5 where currently he served as the supervisor
 6 related services in the Office of Related
 7 Services. Previously he served as an assistant
 8 principal, principal, assistant principal,
 9 classroom teacher and special ed teacher, all in
 10 Baltimore County Public Schools.
 11 Congratulations, Mr. Tessier.
 12 (Applause.)
 13 That concludes the appointments.
 14 CHAIRWOMAN SCOTT: Great, thank you, and
 15 welcome to everyone.
 16 Our next item is public comment. This
 17 is one of the opportunities the Board provides to
 18 hear the views and receive the advice of
 19 community members. The members of the Board
 20 appreciate hearing from interested citizens. As
 21 appropriate, we will refer your concerns to the

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1 superintendent for followup by his staff.
 2 The Board of Education will conduct the
 3 public comment portion of the meeting by allowing
 4 those who registered to speak to attend in
 5 person. Registration was open to the public one
 6 week prior to tonight's board meeting and was
 7 closed at three p.m. yesterday for anyone wishing
 8 to speak at this evening's meeting. Board
 9 practice limits to ten the number of speakers at
 10 a regularly scheduled board meeting. Speakers
 11 were selected randomly using an electronic
 12 selection process from all registrations received
 13 within the designated timeframe. Each speaker is
 14 allowed three minutes to address the Board. Of
 15 course if fewer than ten registrations are
 16 received, all who registered will be permitted to
 17 speak. However, no substitutions will be
 18 allowed.
 19 While we encourage public input on
 20 policy, programs and practices within the purview
 21 of this Board and the school system, this is not

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1 the proper forum to address specific student or
 2 employee matters, or to comment on matters that
 3 do not relate to public education in Baltimore
 4 County. We encourage everyone to utilize
 5 existing dispute resolution processes as
 6 appropriate. I remind everyone that
 7 inappropriate personal remarks or other behavior
 8 that disrupts or interferes with the conduct of
 9 this meeting are out of order.
 10 I ask that speakers observe the
 11 three-minute time clock, which will let you know
 12 when your time is up. Please conclude your
 13 remarks when you hear the tone or see that time
 14 has expired. The microphone will be turned off
 15 at the end of your time, and it could be turned
 16 off if a speaker addresses specific student or
 17 employee matters, or is commenting on matters not
 18 related to public education in Baltimore County.
 19 If not selected the public may submit
 20 their comments to the board members via email at
 21 boe@bcps.org. More information is provided on

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1 the Board's website at bcps.org under board of
 2 education, participation by the public.
 3 So, we will first have our stakeholders
 4 speak, and our first stakeholder is Cindy Sexton,
 5 from TABCO.
 6 MS. SEXTON: Good evening, Chairwoman
 7 Scott, Dr. Williams and members of the Board.
 8 Since I began my role as TABCO president, I have
 9 continually brought the topic of educator
 10 retention to this Board. I have shared the costs
 11 of onboarding new educators and the money lost
 12 when an educator leaves the profession,
 13 especially in the middle of a school year.
 14 One common theme in the loss of these
 15 educators is the workload, and are we ever
 16 hearing about workload concerns this year. The
 17 overwhelming need is for increased staffing and
 18 filling the current vacancies, but we all know
 19 there is a national teacher shortage with no easy
 20 solution in sight.
 21 At the last board meeting TABCO board

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1 member Bev Folkoff spoke around the concerns of
 2 our school counselors. I'm also hearing
 3 regularly from special educators trying to
 4 complete documentation for comp services. They
 5 are being paid for work beyond their duty day but
 6 for many they want their time, time with family,
 7 time to decompress, time, an educator's most
 8 precious commodity.
 9 Our nurses are wearing many hats and
 10 serving our students but they too don't have
 11 enough time to safely and effectively do all they
 12 are being asked to do.
 13 Our classroom educators have large class
 14 sizes, and resource teachers, paraeducators and
 15 other support staff are being pulled for
 16 coverages and substituting. The problems
 17 compound, we all know this.
 18 We have had conversations with
 19 Dr. Williams and his cabinet about it and we
 20 know, again, there are no easy answers. But
 21 since I only have three minutes, I can't speak to

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1 all the concerns I've heard from all the members
 2 but they are calling, emailing and texting with
 3 all the challenges that this school year brings.
 4 I want to speak right now to our newest
 5 educators. This is a hard job. This job will
 6 simultaneously break your heart and fill your
 7 heart with overwhelming joy. We need you and we
 8 want you, and your students need and want you.
 9 Please don't give up. Reach out to your fellow
 10 educators, your TABCO building rep, me, BCPS has
 11 supports for you and TABCO has supports for you.
 12 Be sure to use all that's available.
 13 And to all of our educators, TABCO does
 14 hear your concerns. Our action teams and work
 15 groups are meeting regularly and then elevating
 16 concerns and solutions to BCPS leadership in
 17 regular meetings. We are all working to keep our
 18 educators because our students are so important.
 19 This year isn't easy because teaching isn't easy.
 20 A kindergarten teacher once said, I work harder
 21 and care more than I every thought possible.

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1 That's a teacher for sure, giving their all. But
 2 to all the educators out there, we know how hard
 3 this is, and thank you for all you do. Thank
 4 you.
 5 CHAIRWOMAN SCOTT: Thank you. Next is
 6 Mr. Billy Burke from CASE.
 7 MR. BURKE: Good evening, Chairwoman
 8 Scott, Superintendent Dr. Williams and members of
 9 the Board, thank you for the opportunity to speak
 10 on behalf of CASE.
 11 There are a few issues deeply impacting
 12 morale and the running of schools. Teacher
 13 vacancies, bus driver vacancies, additional adult
 14 assistant vacancies, substitute vacancies and
 15 special education staffing are at the core of
 16 most problems administrators are dealing with
 17 every day. Vacancies are negatively impacting
 18 instruction, vacancies are negatively impacting
 19 how long our children wait for the bus, vacancies
 20 are negatively impacting behavior, vacancies are
 21 causing longer than reasonable work hours.

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1 The current narrative is that BCPS is
 2 having a problem finding people to work. The
 3 actual narrative should be that BCPS is having
 4 trouble finding people to work for low wages.
 5 Raise the wages and the outcomes will change.
 6 AFSCME in Anne Arundel County is asking for a
 7 five dollar an hour raise for all of its
 8 employees and I think that actually happened
 9 today. You won't be able to stop AFSCME
 10 employees from leaving BCPS. And if we've
 11 learned anything during the pandemic, it's that
 12 AFSCME and ESPBC employees are the hidden
 13 lifeline of this organization.
 14 Board members often ask what they can do
 15 to help. Change how long it takes to make a
 16 decision. Change how long it takes to change or
 17 create a contract. We've got to stop doing
 18 things the way they've always been done. Raise
 19 the pay for teachers. Raise the pay for bus
 20 drivers and attendants. Raise the pay and
 21 provide benefits for additional adult assistants

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1 and make them part of the ESPBC. Provide an IEP
 2 facilitator or chairperson for every elementary
 3 school.
 4 BCPS spends over \$30 million a year in
 5 nonpublic placements. Our teachers and programs
 6 have the skills to serve those students but there
 7 are not enough teachers and case managers to
 8 provide the appropriate level of service.
 9 It might seem strange that as the
 10 executive director of CASE I'm pleading for
 11 improvements for other bargaining units, but if
 12 you improve things for these members, things will
 13 improve for CASE members and ultimately they will
 14 improve for students.
 15 One final thought: I've mentioned
 16 before that we need to support the emotional
 17 health of our employees, but don't misunderstand
 18 me. Staff learning how to take care of
 19 themselves and their students is important but it
 20 won't fix the problems we are having. Fixing the
 21 problems can't be placed on the backs of staff,

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1 fixing the problems will require structural
 2 change from the top, from you. Thank you again
 3 for the opportunity to speak.
 4 (Applause.)
 5 CHAIRWOMAN SCOTT: Thank you. Next is
 6 Mr. Bash Pharoan.
 7 DR. PHAROAN: Good evening to all. I'm
 8 Bash Pharoan, the chair of the Central Area
 9 Education Council. The Central Area Council had
 10 its monthly meeting Wednesday, October 6th, about
 11 14 persons attended, here is a summary. We
 12 discussed the BCPS needs for rebuilding some
 13 facilities, repairing others, maintaining others,
 14 and also the operational budgets are enormous,
 15 and that we are receiving from the state and the
 16 county not enough to meet the demands. Although
 17 our first task is to represent our central area,
 18 however I and the members of the Central Area
 19 Council believe that all BCPS area schools' needs
 20 must be met. We are all one team.
 21 The Central Area Council members are

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1 dedicated and energetic members, who are
 2 full-time employees and business persons. We
 3 have difficulties in implementing our duties
 4 because we have no access to the emails of
 5 teachers, parents, students. We have no
 6 resources. Therefore, our quality meetings are
 7 attended by a dozen at each time. The central
 8 area feels we can do better. The central area
 9 requests that the Board of Education to consider
 10 adding in the operational budget 2023 for the
 11 central area to have administrative support for
 12 emails, posters, coffee, orange juice, fruits,
 13 cookies for our meetings. We also ask that you
 14 would include a small amount but respectable
 15 honorarium for invited speakers, I think this is
 16 really bare minimum.
 17 We request that the Board of Education
 18 also explain to the public, to us and the public
 19 why our requests for the needs of all county
 20 schools are not really being met. I have been
 21 here for more than 20 years, it's the same story

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1 every year, and I really don't understand why our
 2 schools are not getting enough money for all our
 3 schools, I don't. Thank you.
 4 CHAIRWOMAN SCOTT: Thank you. Next is
 5 Ms. Julie Miller-Breetz, Gifted and Talented.
 6 MS. MILLER-BREETZ: Good evening, Chair
 7 Scott, board members, Dr. Williams and the BCPS
 8 community. It is my pleasure to speak to you
 9 tonight as the immediate past chair of the
 10 GT CAC. Dr. Zamira Simpkins, our new chair, has
 11 gotten our group off to a great start and hopes
 12 to be able to speak at a BOE meeting soon. We've
 13 already had our first two virtual meetings for
 14 the year and are actively planning more. Please
 15 look us up at bcpsgtcac@wordpress.com to find out
 16 more.
 17 As the saying goes, actions speak louder
 18 than words, and as someone who's been talking a
 19 lot over these last few years about the same
 20 things repeatedly, we are so excited we are
 21 finally seeing action on many fronts. We've

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1 advocated for over a decade for BCPS to institute
 2 the use of a cognitive assessment to increase
 3 objectivity and decrease underrepresentation in
 4 the identification of GT students, and that is
 5 finally beginning this November as part of the
 6 universal screening process. We've been pushing
 7 for BCPS to develop stronger acceleration
 8 procedures and with Dr. Williams' support there
 9 is now a group who is actively working on this.
 10 We are in conversations to examine if BCPS could
 11 expand eligibility for early kindergarten for
 12 those young children who are ready. There is a
 13 group actively working with the Office of
 14 Advanced Academics to forward space items in the
 15 AAPC handbook, something parents and group
 16 members have long thought necessary. It also
 17 aligns with Recommendation 1-4 made in the recent
 18 efficiency review to create the listings to
 19 existing procedural manuals and handbooks with
 20 hot links. We also have a group member who will
 21 be representing the GT CAC as part of the

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1 stakeholder groups that Dr. Williams is forming
 2 to respond to and work through the efficiency
 3 review.
 4 BCPS is also doing internal work as
 5 evidenced by its strategic improvement team on
 6 honors, AP, GT and IBE. We believe this kind of
 7 programmatic review is very important and have
 8 for years asked BCPS to perform both internal and
 9 external evaluations of the GT programs. Having
 10 measurable goals as designed by the SIT will be a
 11 step in the right direction and also responds to
 12 the efficiency review's recommendations that key
 13 performance indicators be created for the Compass
 14 goals. We see that on the strategic plan via
 15 dashboards there are metrics related to the goals
 16 for closing gaps between student groups and the
 17 AA GT program.
 18 Additionally, the September 16th equity
 19 committee meeting was spent almost entirely on
 20 the AA GT program and was truly excellent.
 21 Longstanding and complicated issues coalesced

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1 clearly while looked at through the equity lens.
 2 Issues with the overall numbers of students in
 3 GT, how to improve our presentation among student
 4 groups using cogent data to help inform future
 5 practices and curricular decisions were all
 6 discussed.
 7 Looking forward to the future we
 8 encourage BCPS to continue inviting and engaging
 9 with the GT CAC so we may continue the work that
 10 is necessary to make the AA GT program is working
 11 for all students. We ask that as BCPS looks to
 12 the future, it is also clear about how much work
 13 has already been done through the Office of
 14 Advanced Academics. The current support leader
 15 and the four resource teachers have a wealth of
 16 knowledge in classes that must be maintained to
 17 keep the AA GT program moving on the right path.
 18 Thank you for your time.
 19 CHAIRWOMAN SCOTT: Thank you. Next is
 20 general public comment and our first speaker is
 21 Ms. Sharon Saroff.

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1 MS. SAROFF: Good evening, everyone. I
 2 would like to discuss three important terms that
 3 are center pieces of special education. FAPE,
 4 free and appropriate public education. Free
 5 means that there is no cost to the family to
 6 receive services. Appropriate, what works for
 7 one student may not work for another. Public
 8 education, I think these two words speak for
 9 themselves.
 10 Second term, IEP, individual education
 11 plan. The accent here is on the word individual
 12 because the education plan needs to meet the
 13 unique needs of each child.
 14 LRE, least restrictive environment.
 15 This refers to the environment in which the
 16 services are provided. We tend to think it is
 17 best for all students to learn in person in the
 18 general education environment. However, we need
 19 to remember the focus of special education is the
 20 individual and where does that individual best
 21 learn without producing harmful effects.

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1 What I have seen and experienced during
 2 the first two weeks of the school year, BCPS has
 3 forgotten the meaning of these three important
 4 terms. Forcing a child into an environment that
 5 increases that child's anxiety is not providing
 6 FAPE. By not allowing students with disabilities
 7 into the virtual learning program we are not
 8 providing FAPE, and that's still happening.
 9 Providing instruction to students through work
 10 packets printed from Schoology while a child is
 11 quarantined is not providing FAPE. Requiring a
 12 student to attend general education class when
 13 they clearly are dealing with significant
 14 behavior and communication concerns is not
 15 providing FAPE. These are all examples of how
 16 BCPS is currently failing to provide FAPE.
 17 You need to take a long hard look at
 18 what this term truly is. You are in violation of
 19 FAPE and the civil rights of students with
 20 disabilities. I know this because there are
 21 complaints stacking up, I have been writing some

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1 of them with clients, and students are not
 2 receiving education as a result. This needs to
 3 be fixed. It needs to be fixed now. Thank you.
 4 CHAIRWOMAN SCOTT: Thank you. Next is
 5 Ms. Mary Taylor.
 6 MS. TAYLOR: Good evening, Board of
 7 Education members, thanks for the opportunity to
 8 be here this evening. I'm here as a
 9 representative of the Baltimore County Parent and
 10 Student Coalition, we're almost 5,000 parents and
 11 students strong and we're growing every day. I
 12 bring to you some of their most recent concerns.
 13 School violence and safety. We will be
 14 in attendance for the event tomorrow night and
 15 have sent in our questions. This is an immediate
 16 problem and for the safety of staff and students
 17 we would like to hear the action plan to address
 18 this immediately before it escalates to what we
 19 saw happen at Annapolis High School where two
 20 people were injured and seven people were
 21 arrested. School violence at BCPS is at an

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1 all-time high. Once again, this needs to be
 2 addressed immediately.
 3 Academics. We've taken the time to look
 4 at the highlight page for each of the 175 schools
 5 within BCPS. Many schools are reporting
 6 extremely low numbers of students who are meeting
 7 the 61 percent proficiency rate in English and
 8 math. What actions is the curriculum department
 9 taking to provide teachers with material and
 10 training that will effectively teach the majority
 11 of students and raise proficiency rates across
 12 all schools? Here is the data for two schools
 13 recently highlighted by the superintendent and
 14 the Board.
 15 For the year 2018-19 Deer Park Magnet
 16 Middle School had a 25 percent proficiency rate
 17 in English and a 12 percent proficiency rate in
 18 math. For Scotts Branch Elementary School in
 19 2018-19 they had a 13 percent proficiency rate in
 20 English and a 17 percent proficiency rate in
 21 math. So in these two highlighted schools, 75

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1 percent or more of kids are not at the 61 percent
 2 proficiency rate in English, and 83 percent or
 3 more are not at the 61 percent proficiency rate
 4 in math. That was data from before the pandemic.
 5 I can only imagine how the prolonged closure of
 6 schools affected our students' education. What
 7 is the action plan to address the very low
 8 proficiency rates?
 9 I would like to address bus issues.
 10 Students are not being picked up on time and they
 11 are -- we'd like to have this issue addressed,
 12 we're like to know what is going on to get all of
 13 our school kids to school on time consistently
 14 and reliably.
 15 And Dr. Hager, if our group could have
 16 your attention one evening, we certainly would
 17 like to talk to you about the nutritional lunches
 18 that they're serving our kids on a daily basis at
 19 school. We've had many complaints from parents
 20 about that. I understand we are having a food
 21 shortage at this moment but we certainly can

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1 improve the nutritional status of food that we're
 2 feeding our kids.
 3 So once again, I'd like to thank you all
 4 for the opportunity to speak this evening and we
 5 hope that we can have our questions addressed
 6 soon. Thank you.
 7 CHAIRWOMAN SCOTT: Thank you. Next is
 8 Allison Stewart.
 9 MS. STEWART: Good evening. My name is
 10 Allison Stewart. I speak on my own behalf with
 11 my fiance Brian Crow as well. Collectively we
 12 have six children who attend BCPS, one of which
 13 has an IEP and receives extensive special
 14 education support.
 15 It seems now that we risk the
 16 possibility of FBI investigation for even
 17 questioning your supposed authority over our
 18 children. We are ready to accept that
 19 consequence. BCPS leadership, leadership is
 20 failing our students and staff on many fronts.
 21 Firstly, safety. Children should not be

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1 forced to wear masks as it does more harm than
 2 good, as cited in JAMA's pediatric study dated
 3 June 30th, 2021. Masks also impair facial
 4 recognition that can have detrimental effect on
 5 socialization and communication. There is no
 6 scientific evidence to support your continuance
 7 of these so-called safety measures. Also
 8 troubling is the rise in violence equal to
 9 approximately 50 percent that has occurred this
 10 year in BCPS, to include physical altercations,
 11 sexual harassment and bullying.

12 Secondly, content. Children should not
 13 be taught to judge themselves or their peers
 14 based on the color of their skin but by the
 15 content of their connect. We demand a
 16 transparent curriculum that supports this.

17 Thirdly, money. Our school buildings
 18 should not be in disrepair as you hire what seems
 19 to be exponentially more administration. We need
 20 teachers, support staff, bus drivers and well
 21 trained additional adult assistants, not

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1 redundant bureaucratic positions that waste
 2 funding. Our teachers should not be struggling
 3 with limited resources when nearly half of our
 4 county annual budget is allocated for education.
 5 The overburdening teacher union and dysfunction
 6 of this Board has cast us into the stone age of
 7 education while promising to prepare our children
 8 for the modern world. As parents, we will not be
 9 silent. We will not be in fear of consequences
 10 for advocating for our children. We have been
 11 patient and understanding long enough. We are
 12 tired of the same excuses and response of we are
 13 working on it.

14 Every day when my children leave our
 15 home for school I tell them, make good choices.
 16 I instill respect for their teachers and peers.
 17 I encourage an effective communication. I expect
 18 their best every day. Dr. Williams, it is time
 19 you start living up to those standards as well.
 20 Instead of photo ops and accepting rewards, do
 21 your job. Solve these problems and show the work

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1 just as we expect our students to do in school.
 2 You have an abundance of local delegates and
 3 officials willing to provide insight but you seem
 4 to ignore their requests as well. As
 5 constituents we can make --
 6 (Microphone turned off.)
 7 (Applause.)
 8 CHAIRWOMAN SCOTT: Thank you. Next is
 9 Darren Badillo.
 10 MR. BADILLO: Good evening. My name is
 11 Darren Badillo, I'm a concerned father of two
 12 students who attend BCPS. I'm a deacon at my
 13 local church, a director of our youth mentorship
 14 program, and I'm running to be the next Baltimore
 15 County executive, and I work with a lot of
 16 children each week. They have many concerns and
 17 don't feel safe in the Baltimore County schools.
 18 This past week we had 200 students walk
 19 out of Patapsco High School on Friday because
 20 they felt their voices were not being heard and
 21 they wanted to get your attention and the

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1 public's attention, and they did. Yesterday we
 2 had a peaceful protest so that they can get their
 3 voices heard as well as their parents, and I'd
 4 like to share with you a couple things that they
 5 said to me. Some of the students mentioned that
 6 there's some sexual assaults happening in the
 7 school and they feel like they're not even being
 8 addressed. There's incidents of harassment,
 9 intimidation that are not being addressed.

10 I had a parent come up to me yesterday
 11 and say Darren, I drop my students off, my three
 12 girls at their bus stop every morning. Did the
 13 school not plan and look at that their bus stop
 14 is right in front of a registered sex offender?
 15 Do you guys think about that when you plan the
 16 bus stops?

17 And I just have a few questions for you
 18 guys. What are you going to do about the sexual
 19 assaults, intimidation, and address the concerns
 20 of the 200 students that walked out of Patapsco
 21 High School? How -- I want to ask you guys a

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1 question as a board. How do you rate your
 2 success? How do you rate if you're doing a good
 3 job or not? Because if it's by graduation rates,
 4 reading levels, math scores, you guys are
 5 failing. And I think it's time that you all need
 6 to humble yourselves and say we failed our
 7 students, we need help, we don't know what to do.
 8 And I know it might seem like you're doing a good
 9 job when your boss gets an award for doing a good
 10 job but I believe, Dr. Williams, you need to give
 11 that award back. You didn't deserve it. We need
 12 to do better, we need to come together, and if
 13 you guys can't do it, just come out and say hey,
 14 I can't do it, I need some help.

15 We have a lot of parents, we have the
 16 Baltimore Parent and Student Coalition that are
 17 here for the parents. We have youth mentorship
 18 programs. Yesterday we had to give literature to
 19 parents to tell them what to do if you're being
 20 sexually assaulted or harassed. Why are you guys
 21 not pushing these forms to the parents and

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1 telling them if you have an issue, fill it out,
 2 get it to the principal? I think it's time for
 3 you guys to step up, it's time for a change,
 4 you're not doing a good job. Dr. Williams, give
 5 that award back, you don't deserve it.

6 (Applause.)

7 CHAIRWOMAN SCOTT: Next is Rob
 8 Denkowski.

9 MR. DENKOWSKI: Thank you very much for
 10 having me this evening, I appreciate it. My job
 11 is I'm the father of a couple girls that go to
 12 Baltimore County schools. I'm concerned with
 13 some of the proposals that you have in terms of
 14 getting a vaccination shot in order to play
 15 sports, or being tested on a weekly basis.

16 If you look at the CDC and the report
 17 for COVID that was put out December 24th of 2021,
 18 there are over 752,000 adverse events, there were
 19 over 15,000 deaths that had occurred. I
 20 personally think those numbers are low because I
 21 happen to know about ten people that had adverse

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1 events from the shot and never went and contacted
 2 theirs. I know three people that actually got
 3 the first shot and had trouble with the second.
 4 Most of the people I know that have gotten the
 5 shot have gotten it because they felt pressured
 6 and bullied to get the shot, they didn't get the
 7 shot because they felt like it was a good shot to
 8 get, because it's new. I am not against vaccines
 9 at all, I believe in vaccines and I think they're
 10 very good for people in the long term, but this
 11 is a very new vaccine that's had many adverse
 12 effects. The potential harm that exists from it
 13 is little known, especially in the mid to long
 14 term.

15 What we do know is that children most
 16 likely have asymptomatic symptoms and they're
 17 usually very mild, and they have no issues from
 18 this at all. The presumed benefit of the shots
 19 are minimal, that's why the boosters are always
 20 needed. Even the Israeli prime minister said
 21 that the world is our laboratory. I don't want

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1 to be a Guinea pig, I don't want my kids to be
 2 Guinea pigs on this shot that we need to have.

3 Natural immunity from the infection is
 4 far more effective than the vaccine. Vaccinating
 5 children is not necessary to reach herd immunity
 6 after a year and a half almost of people having
 7 preexisting immunity from other coronaviruses and
 8 recovered from COVID-19 or having been
 9 vaccinated.

10 Drug companies and you here in Baltimore
 11 County have zero liability if something happens
 12 to my child. If something happens to my child
 13 from the shot my child becomes a statistic to you
 14 because you have no liability.

15 According to a Johns Hopkins study,
 16 so-called guard standards, there are 40 to 66
 17 percent of the people who get the RT-PCR test
 18 that are false negatives. The CDC even warns not
 19 to give the test to asymptomatic people. Sweden
 20 and Denmark have halted the Moderna vaccine along
 21 with Finland and Iceland because of heart

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1 inflammation.

2 The question I have for you, and I wish

3 I could take credit for this, is why do the

4 protected need to be protected from the

5 unprotected by forcing the unprotected to use

6 protection that the protected used in the first

7 place?

8 You know from 19 -- well, 2001 to 2010,

9 one-third of all drugs approved by the FDA had

10 major safety issues. Vaccines can be good. This

11 vaccine is way too new to be putting it on our

12 kids. The mental issues that they're going to go

13 through and the strain that they're going to go

14 through from --

15 (Microphone turned off.)

16 (Applause.)

17 CHAIRWOMAN SCOTT: Thank you. Next is

18 Mr. Bash Pharoan.

19 DR. PHAROAN: Thank you for the

20 opportunity. The chair of the calendar

21 committee, who is a fine professional, appeals

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1 the multiple bargaining units in the design of

2 the proposed calendar 22-23. The chair clearly

3 preferred the pre-Labor calendar and at the

4 calendar committee, which was this year, he

5 explained that he preferred the pre because of

6 some parents asked for it to help their children

7 get a head start on athletics and he stated that

8 before you in past meetings.

9 Let me tell you, this argument is an

10 empty chair argument and therefore, it is

11 irrational. I have been in Baltimore since 1974.

12 Everybody has said the end of summer vacation is

13 Labor Day. Both calendar proposals treat one

14 minority religion as the most favorite as

15 compared to the Muslim residents in this county.

16 This principle is really a violation to whom we

17 ask, the two professional development days when

18 only teachers are on duty are back to back within

19 one month of the year. This really begs the

20 question, if the two professional days/holidays

21 within one month, just to appease one minority

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1 religion, the question would be are they

2 beneficial to the education of our students? Ask

3 yourself, do students truly benefit from

4 professional two days within 30 days and both are

5 in the beginning of the year?

6 This is why I advocated in the past for

7 you to recommend starting post Labor Day all the

8 time, this way there is not discussion, there is

9 no issues, it's standardization, everybody knows.

10 I will finish my presentation about the calendar

11 in the next presentation during the public

12 comment. Thank you for listening.

13 CHAIRWOMAN SCOTT: Thank you. Next is

14 Kelly Kazinski.

15 MS. KAZINSKI: Good evening,

16 Superintendent Williams and board members,

17 community members, thanks for allowing me the

18 time to come in and address the Board, I really

19 appreciate it.

20 So without going into too much detail

21 about my own children's experience with BCPS, I

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1 would have to unfortunately just sum it up as not

2 good. In particular I have a son who is severely

3 dyslexic and over the last several years we have

4 met so many other kids like my son and have

5 learned that for each child there is a way that

6 they can be reached and taught so that they can

7 realize their full potential. And you know,

8 that's ultimately why we're all here, right,

9 we're all here to make sure that our kids get

10 what they need, and they need to know the basics,

11 the fundamentals, so that they can grow up and be

12 independent and be successful. BCPS spends

13 millions of dollars per academic year to place

14 children with special learning needs outside of

15 the public school system, and it gives me great

16 pause to think of all the kids who are not

17 included in this figure and who are not getting

18 the benefit of the learning environment and

19 teaching methods that they deserve to thrive.

20 As parents, my husband and I wonder how

21 many more millions of dollars are being spent on

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1 programs that are not designed to teach our kids
 2 the skills they need to be successful in the
 3 world. Our experience has shown us this is very
 4 often the case. So what is a parent such as
 5 myself to make of it when I hear the newest BCPS
 6 program to be piloted this year in middle schools
 7 called Stamp is to be focused on issues race and
 8 justice? So I'm trying, I'm trying to fathom
 9 truly how an institution created to teach our
 10 kids how to read, write, learn math and science,
 11 and clearly failing on all four of those scores,
 12 could possibly dedicate one dollar to any other
 13 issue other than those. These resources are
 14 valuable and we need them, so to do that outside
 15 of the role in which you all are intended it just
 16 boggles me, I don't understand.

17 From where I sit, it appears to me that
 18 BCPS has given up and thrown in the towel, and I
 19 remind you that that's not an option as a parent,
 20 I am here to tell you --
 21 (Microphone turned off.)

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1 (Applause.)
 2 CHAIRWOMAN SCOTT: Thank you. Next is
 3 the Mr. Jameel. Mr. Jameel.
 4 DR. JAMEEL: Peace and blessings, Madam
 5 Chair Scott, Dr. Williams, members of the Board
 6 and everyone present here today.
 7 Our Constitution by itself was not
 8 sufficient to define equal freedom for all, for
 9 ten amendments were made to the Constitution in
 10 1791, which is called the Bill of Rights. Our
 11 Pledge of Allegiance was first composed by a
 12 union army officer; by the way, he became a
 13 teacher afterwards in the New York City school
 14 system. Most schools -- sorry, most scholars
 15 believe that it was Francis Bellamy who
 16 recomposed it in 1892 and it was adopted in 1942.
 17 The words under God were added 47 years ago in
 18 1954. The Pledge as recited today declares
 19 indivisibility of our nation with liberty and
 20 justice for all. Yet the guarantee of such a
 21 pledge came only in 1964 when the Civil Rights

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1 Act made any discrimination illegal. The Voting
 2 Rights Act was passed a year later to enforce the
 3 15th Amendment, which outlawed discriminatory
 4 voting practices. And it was only 18 years ago
 5 that Roe versus Wade protected pregnant women's
 6 liberty to choose to have abortions. Respected
 7 board members, we are witnessing the attempts and
 8 the trends in removing the words under God,
 9 restricting or divorcing civil rights, voting
 10 rights, abortion rights. Such reversals of our
 11 democratic values that we hold is a threat to our
 12 democracy. This (unintelligible) president of
 13 1984 struggled with the assistance of colleagues
 14 for 33 years, a lifetime, to educate the BCPS
 15 Board about the divisiveness, inequality,
 16 injustice, discrimination and exclusion of the
 17 needs of Muslim students. Only one of their
 18 holidays was recognized as equal to two for the
 19 other minority three years ago. It is
 20 disappointing and demoralizing that we are
 21 witnessing the Board following the trend of

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1 reversals by rescinding that decision and denying
 2 inclusion, equal treatment and justice to Muslim
 3 students. We have been witnessing that there is
 4 only one presence for one minority for whom the
 5 two school day closings have been on autopilot
 6 for inclusion every year. The pursuit of liberty
 7 and justice must be equal for everyone. We
 8 request that the decision made three years ago be
 9 upheld and reinstate the closing of the schools
 10 on Eid-al-Fitr. Thank you for listening, God
 11 bless you all.
 12 CHAIRWOMAN SCOTT: Thank you. Next is
 13 Beverly Folkoff.
 14 MS. FOLKOFF: Good evening. My name is
 15 Beverly Folkoff. I am reading the remarks of
 16 Marcie Cooke, who is a teacher and the vice
 17 president of TABCO. We are here tonight speaking
 18 as individuals.
 19 Before sharing the calendar preference
 20 that I believe is best for our students, I want
 21 to implore you to reconsider the status of the

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1 Jewish holidays. Back in 1995 Jewish holidays
 2 became non-school days because they caused an
 3 adverse impact on our school system's operations.
 4 There was a large absence of educators and in
 5 some areas students. It was deemed unsafe to run
 6 schools and too costly to pay for so many
 7 substitute teachers.

8 In 2015 Governor Hogan mandated that
 9 schools open after Labor Day. BCPS had the
 10 shortest school day and it changed the Jewish
 11 holidays from days off to professional
 12 development days. These days were not supposed
 13 to include any required sessions that those of us
 14 observing the holidays would have to make up.

15 This was not the case this year. I
 16 personally missed a three-hour live PD session
 17 for the new geometry curriculum. Special
 18 educators were given this time to complete the
 19 compensatory service review of their caseloads.
 20 This is 13-and-a-half hours of time that they had
 21 to make up on their own. I know that BCPS

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1 offered compensation to make up the time, but
 2 then you're asking them to complete it outside of
 3 their duty day and take away time from their
 4 families.

5 In the 2015 policy review committee it
 6 was stated that you were willing to look for
 7 quantifiable data to be shared in three to five
 8 years. I was assuming this would be staff
 9 attendance rates. Do you have the absence rates
 10 of educators for the Jewish holy days? How many
 11 educators are missing out on PDs or time to work
 12 in their classrooms?

13 I know federal and state law does not
 14 support any acknowledgment of religion as a basis
 15 for closing schools, but our two biggest breaks
 16 are centered around the Christian holidays of
 17 Christmas and Easter. I am not one to complain
 18 without offering suggestions to fix the problem.
 19 It may not be well received but why not shorten
 20 spring break by two days, making those two days
 21 professional days, so that would be equitable to

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1 compensate for the Jewish holidays? We have had
 2 years in the past where spring break was just a
 3 four-day weekend, we could do so again.

4 As for my calendar preference, I prefer
 5 the pre-Labor Day start. Students get amped up
 6 for school around Memorial Day and by the end of
 7 August the summer has run its course and kids
 8 could benefit from being back in the routine
 9 structured school. As an educator, I appreciate
 10 having students back for a few days to start
 11 getting used to the policies and procedures of
 12 the classroom and then having a long weekend
 13 before getting into the swing of academics. It
 14 seems to me it would be more beneficial for our
 15 students to end school on June 14th rather than
 16 the 21st. In conclusion, I'm asking and
 17 advocating for a pre-Labor Day start for schools,
 18 a shortening of the spring break, and the full
 19 return of the Jewish holidays to days off. Thank
 20 you very much.

21 CHAIRWOMAN SCOTT: Thank you. Next is

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1 public comment on the proposed 2022-2023 school
 2 calendar, and our first speaker is Jeffrey
 3 Friedman.

4 MR. FRIEDMAN: Good evening, board
 5 members. My name is Jeff Friedman and I'm a
 6 veteran BCPS teacher. I'm here tonight kindly
 7 asking you to adopt a post-Labor Day calendar for
 8 the 22-23 school year and for every year moving
 9 forward. During the last board meeting I was
 10 disappointed that any time a board member asked a
 11 question or made an inquiry relating to a
 12 post-Labor Day start, it was quickly dismissed.

13 The calendar committee argued that
 14 starting earlier was necessary because student
 15 athletes report to school sooner. Since this is
 16 around August 15th, are they pushing to begin
 17 school then or do they want more academic
 18 pressure on athletes earlier? Our calendar is
 19 not constructed around sports schedules.

20 Next they stated there would be a need
 21 for childcare during the last week before Labor

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1 Day. Is the purpose of education to provide
 2 childcare or is it learning? No matter what,
 3 there's always a need for extra childcare both
 4 before the school year starts and after it ends
 5 because camps never start or end exactly before
 6 or after the school year.

7 In addition, it was stated that this
 8 extra week would be academically beneficial, yet
 9 no one could provide any data saying how starting
 10 in August actually benefits students. In fact
 11 the Maryland Task Force found no negative impact
 12 starting post-Labor Day, and yet these studies
 13 were also ignored.

14 They also stated that seven students
 15 were connected with 4-H activities at the State
 16 Fair. I go every year and visit the 4-H building
 17 and after reviewing many student projects likely
 18 from Baltimore County, this number must be in the
 19 hundreds or more. This is an important form of
 20 learning that they would either have to lose or
 21 miss school if we started earlier.

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1 Then was the concern about ending too
 2 late in June. I shared with you a calendar with
 3 180 student days beginning September 6th and
 4 ending June 12th. It includes all required COMAR
 5 holidays, BCPS priorities and staff professional
 6 development. Is June 12th too late to end
 7 schools?

8 I also reached out to many current and
 9 former colleagues via email and text to see how
 10 they felt. Knowing that morale is a concern
 11 within BCPS currently, I asked if it would help
 12 if we started post Labor Day and ended at a
 13 reasonable time in June every year. They were
 14 overwhelmingly in agreement. One said I 100
 15 percent believe a post-Labor Day start would help
 16 increase morale of staff; with everything going
 17 on, this was a necessity for staff and students.
 18 Another read 100 percent. And yet another, I do
 19 prefer an after Labor Day start.

20 There were also some other comments.
 21 Now that we have the extra 15 minutes, why are

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1 there more than 180 student days in the proposed
 2 calendars unlike other counties, is it to
 3 increase the 191 teacher day maximum? Instead,
 4 we can show appreciation by eliminating this
 5 practice.

6 Please also keep the religious holidays
 7 professional development days to avoid
 8 lengthening the year. In the last three
 9 pre-Labor Day calendars there were up to 185
 10 student days and close to 200 teacher days. This
 11 required teachers to report to work around August
 12 15th and still end mid June, which significantly
 13 cuts summer. I'm asking you to respect the much
 14 needed summer as is happening in surrounding
 15 counties and start after Labor Day annually.
 16 Please help improve morale by voting for a
 17 post-Labor Day start, a 180 day maximum student
 18 year and teacher PD days as they are now. Thank
 19 you.

20 CHAIRWOMAN SCOTT: Thank you. Our next
 21 speaker is Mr. Bash Pharoan.

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1 DR. PHAROAN: So as I said, the proposed
 2 calendar treats the Jewish holidays as a favorite
 3 one and denies all others. Eid-al-Fitr carries
 4 the same meaning as Yom Kippur. The dates of
 5 Eid-al-Fitr are Tuesday, May 3rd, 2022, and
 6 Friday, April 21st, 2023. Eid-al-Fitr is the
 7 feast of sacrifice as created by the Prophet
 8 Abraham. Muslim students and parents travel
 9 before and after Eid-al-Adha, which falls on
 10 Sunday 7/10/2022, and on Thursday 6/29/2023. The
 11 two Jewish and the Islamic holidays have the same
 12 meaning, same culture, family activities. Both
 13 minorities calibrate their holidays in a lunar
 14 year. Both are important for the social
 15 interaction and education of our students.

16 Rosh Hashanah is the Jewish new year.
 17 It has the same culture as the Hijri new year and
 18 also the Chinese or the Asian new year, the Hindu
 19 year and other holidays. This begs the question,
 20 why BCPS elevates one faith's new year and does
 21 not really celebrate the Muslim, the Asian, the

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1 Hindu or any other holidays. I always ask you
 2 for equality, always. Two equals two, one equals
 3 one, zero equals zero. And the people of
 4 Baltimore County basically ask you to honor their
 5 principles because really for almost 20 years I
 6 always hear and I support the principle of equity
 7 and equality.
 8 I left Syria 48 years ago. I had a
 9 house, a desk, lots of books, I could have been a
 10 millionaire. I came here for the freedom for
 11 whom we are, and I do not want to see my
 12 grandchildren being treated inferiorly. I ask
 13 you to treat the Muslim holidays equal to the
 14 Jewish holidays, zero equals zero, two equals
 15 two. Thank you.
 16 CHAIRWOMAN SCOTT: Thank you. Next is
 17 Mr. Jameel.
 18 DR. JAMEEL: Madam Chair Scott, I
 19 reiterate my blessings to all of you and everyone
 20 present. We are sensitive to the issue of
 21 inequality of treatment regarding closing of the

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1 schools on the religious holidays of the students
 2 of all faiths. Minority students who are Muslim,
 3 Hindu, Buddhist, Chinese, other than those of
 4 Jewish faith have to attend classes on their high
 5 holidays unless they accept penalty of imperfect
 6 attendance status, and also having to double up
 7 on their homework, makeup quizzes, tests, exams,
 8 and missing the athletics too. Having been an
 9 observer in the past calendar committees, we are
 10 no less sensitive to the dilemma and the
 11 challenges faced by the superintendent's calendar
 12 committee members when trying to juggle the
 13 variables to come up with a calendar.
 14 Two past serving members of the Board,
 15 Mr. Michael Kennedy and Mr. Nicholas Kemp had
 16 proposed a solution which we agreed to accept.
 17 They suggested to eliminate all Muslim holiday
 18 closings and instead approve two floating
 19 holidays that the students of their faith could
 20 take off on their high holidays, just as teachers
 21 can take off two personal days without having to

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1 shut down all the 170 schools affecting nearly
 2 112,000 students and nearly 8,500 staff members.
 3 Under such proposed policy, no homework, quizzes,
 4 tests or exams would be conducted on those days,
 5 which could be four, six or eight days in the
 6 entire year. Services of substitute teachers
 7 could also be utilized as necessary. Of course
 8 the calendar committee and the school principals
 9 would be given the dates of those holidays. Such
 10 policy would also meet the test of liberty and
 11 justice for all, as it is pledged every day as I
 12 mentioned in my last presentation.
 13 Unfortunately, such a proposal was shot
 14 down to maintain the status quo of one preferred
 15 minority by closing all schools for all the
 16 112,000 students. We are not in your shoes. You
 17 have chosen to volunteer your services, expertise
 18 and sacrifice your time to make sure that all
 19 students are treated as indivisible with liberty
 20 and justice, while providing quality education
 21 and equal treatment. We request that until such

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1 time that you choose this policy, the two
 2 rescinded, or one rescinded holiday closing for
 3 Muslims be reinstated. That will be a justice.
 4 Thank you and God bless you all.
 5 CHAIRWOMAN SCOTT: Thank you, and that
 6 concludes public comment.
 7 The next item on the agenda is the
 8 superintendent's report and for that I call on
 9 Dr. Williams.
 10 DR. WILLIAMS: Thank you. Good evening,
 11 Chair Scott and members of the Board. Tonight I
 12 will present an update on information shared at
 13 the last board meeting. Specifically I will
 14 provide celebrations, operational updates and
 15 next steps related to the Public Works
 16 operational efficiency review. My team and I
 17 will regularly update the Board, our community
 18 and Team BCPS during this time of change. Our
 19 partnership is critical to insuring high quality
 20 services to the students, staff and families of
 21 Baltimore County. I think we have some slides.

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1 As part of our continued efforts to
 2 recover, rebuild and heal we must acknowledge our
 3 current state, have frank dialogue about our path
 4 forward, and collaboratively create the climate
 5 and conditions necessary for collective healing.
 6 My team and I continue to meet with principals,
 7 visit schools, speak with staff and engage with
 8 union presidents and executive directors through
 9 weekly check-ins and monthly sessions. We also
 10 look forward to future opportunities to engage
 11 with the community. Our goal is to demonstrate
 12 our commitment to supporting schools in a
 13 responsive, collaborative and differentiated
 14 manner. Updates included in this evening's
 15 report will include evidence of these
 16 commitments. Next slide.
 17 Yes, Team BCPS joins the entire staff
 18 and state in congratulating Brianna Ross on being
 19 named Maryland Teacher of the Year.
 20 (Applause.)
 21 She represents not only the best of

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1 Baltimore County's teachers but the best of
 2 Maryland's educators and we are so proud of her.
 3 She epitomizes what it means to be a talented
 4 teacher, a dedicated professional, a lifelong
 5 learner and a caring compassionate counselor and
 6 friend to students everywhere. Ms. Ross, now in
 7 her sixth year of teaching, served as Deer Park
 8 social studies department chair, equity liaison
 9 and summer transition program coordinator. She
 10 has forged a reputation as a thoughtful and
 11 probing educator working to make lessons relevant
 12 in the lives of her students and asking them in
 13 return for a high level of analysis, creativity
 14 and out of the box thinking. She has been a
 15 strong advocate for her students, particularly
 16 students of color and for their success.
 17 Ms. Ross will compete for the national teacher of
 18 the year honors.
 19 She says, in my classroom I have created
 20 a culture that prioritizes building positive
 21 relationships and academic rigor above all else.

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1 This is what she wrote in her BCPS teacher of the
 2 year application essay. She also said, it is my
 3 mission to insure that when each of my students
 4 step into my space, they feel that they are part
 5 of a community that loves them, values who they
 6 are and will protect them no matter what. Taking
 7 care of my students will always be my first
 8 priority.
 9 Congratulations to Ms. Brianna Ross and
 10 the Deer Park Magnet Middle School community.
 11 Could we acknowledge them one more time please?
 12 (Applause.)
 13 Next slide please. Thank you. October
 14 is National Principals Month. It is my honor to
 15 bring attentions to our schoolhouse leaders and
 16 their dedication to our students, schools and
 17 communities. Board Chair Makeda Scott and I
 18 recorded a video to recognize and thank these
 19 talented and hard working administrators for the
 20 work they do to lead instructional programs,
 21 manage staff, build parent and community

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1 relationships, manage facilities and more. As a
 2 former high school and middle school principal, I
 3 can attest to the challenges and rewards of being
 4 a principal. However, I've never been a
 5 principal during a pandemic. I would like to
 6 take this moment to acknowledge the unique
 7 challenges our principals are facing as they
 8 implement new and shifting policies in response
 9 to a global pandemic. We are working every day
 10 to find ways to lighten the load, show
 11 appreciation and provide support to our leaders,
 12 because our students, staff and school community
 13 need them and respect them. If you have not done
 14 already, please take some time to thank your
 15 principals. So Board, let's thank our 176
 16 principals that we have in Baltimore County.
 17 (Applause.)
 18 Thank you. Next slide.
 19 Courtney Brown, the supervisor of mental
 20 health services for Baltimore County Public
 21 Schools has been honored by the National Alliance

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1 for Mental Illness Metropolitan Baltimore as the
 2 recipient of the Francis J. Lentz Mental Health
 3 Professional of the Year award for 2021. We are
 4 pleased that they have honored Courtney Brown
 5 with this well deserved award. She exemplifies
 6 our systemwide commitment to our students' mental
 7 health and social-emotional wellbeing. Her
 8 expertise, dedication and collaborative style
 9 greatly enhance the services we are able to
 10 offer. Congratulations to Courtney Brown. Let's
 11 clap. Thank you.
 12 (Applause.)
 13 So as we're moving forward with our
 14 published time limes and processes related to the
 15 operational efficiency review by Public Works LLC
 16 I am pleased to share that we have sent
 17 divisional workgroup invitations and posted
 18 stakeholder membership applications. We will be
 19 conducting facilitated training this week and
 20 during the week of October 18th as previously
 21 reported. Workgroup meetings will begin the week

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1 of October 25th. They will occur biweekly and be
 2 scheduled for 60 to 90 minutes in duration. All
 3 meetings will include published agendas and
 4 action notes. I'll share my next update on
 5 October 26th.
 6 On Friday, October 8th, I received a
 7 joint response to the Public Works LLC
 8 operational efficiency review from our union
 9 presidents and executive directors. Our unions
 10 which represent nearly 14,000 Baltimore County
 11 Public Schools employees identified five
 12 efficiency review recommendations they have
 13 prioritized as urgent and requiring immediate
 14 attention. The recommendations are closely
 15 aligned with the priorities that I outlined at
 16 the September 28th Board of Education meeting.
 17 We agree that the following items
 18 require our collaboration and immediate
 19 attention: One, address Office of Payroll,
 20 Office of Certification and Office of Benefit
 21 errors; mitigate the substitute crisis while

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1 seeking a permanent solution; streamline and
 2 improve the onboarding process; increase
 3 staffing; and full review and correction of all
 4 salary scales.
 5 Since the Board of Education meeting I
 6 have taken several action steps to resolve
 7 concerns, including committing to a full review of
 8 all salary schedules. Today I had the
 9 opportunity to speak with all union presidents
 10 and executive directors during our monthly
 11 scheduled UPED meeting, what we call UPED
 12 meeting, union president and executive director
 13 meetings, to discuss these priorities and provide
 14 an update on our ongoing efforts.
 15 As we move forward it is important that
 16 everyone has a voice in the process. We will
 17 continue to take a studied and balanced approach
 18 in this examination of this efficiency report and
 19 make sure that we are aligned with all
 20 recommendations with the Blueprint for Maryland's
 21 Future and our Compass, and review these plans

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1 with the stakeholder workgroups. I appreciate
 2 the advocacy and continued partnership of our
 3 union leadership, we are all part of Team BCPS
 4 and I look forward to working together to insure
 5 success of our system. Next slide please.
 6 As we stated before, some of our work is
 7 tied directly to budget cycles and hinges on
 8 position management. However, we are actively
 9 working to resolve operations concerns right now.
 10 We have committed to a salary study as I shared
 11 before for all unions. Our manager of staff
 12 relations will be leading this work in
 13 collaborations with union presidents and staff.
 14 We continue to host job fairs to attract high
 15 quality applicants. Most recently we have
 16 reached out to retirees and invited them to
 17 rejoin our workforce. We have engaged in
 18 conversations with human resource system experts
 19 and hope to bring forward a comprehensive
 20 approach for board consideration at an upcoming
 21 meeting.

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1 The Office of Transportation has worked
 2 diligently to insure that all schools receive
 3 timely communications about bus operations. To
 4 address the bus shortage we have partnered with
 5 our county executive's office to explore
 6 incentives to better attract and retain staff.
 7 We hope to announce the results of that
 8 partnership soon.

9 We look forward to our virtual town hall
 10 focused on safe and supportive environments
 11 tomorrow. This is the first of many
 12 conversations on this important topic. We have
 13 collected many questions from our community and
 14 will address them during the dialogue.

15 We are continuing to provide overtime
 16 compensation to all staff involved in contact
 17 tracing efforts. We're also hiring additional
 18 contracted nurses and/or contact tracers to
 19 support schools. And last slide.

20 We will continue to update the Board,
 21 our community and Team BCPS during these times,

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1 our partnership is very important, and I thank
 2 you for this time and this concludes my report.

3 CHAIRWOMAN SCOTT: Thank you,
 4 Dr. Williams. Okay, so the next item on the
 5 agenda is the board chair's report, and as I've
 6 been doing, I do have a video so once it's ready
 7 we can put that up.

8 But I would like to also echo some of
 9 what Dr. Williams said with Happy National
 10 Principals Month. Also, it's Hispanic Heritage
 11 Month from the 12th until October 15th, so I
 12 wanted to say, acknowledge Hispanic Heritage
 13 Month.

14 I also wanted to make sure that I
 15 congratulated Dr. Williams on his award from the
 16 NAACP of Baltimore County for excellence in
 17 education, so congratulations. Let's give him a
 18 hand.

19 (Applause.)

20 Dr. Williams acknowledges everybody
 21 else, so I wanted to make sure we acknowledged

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1 him as well.

2 So, is it ready? Okay, great, there we
 3 go.

4 (Video playing.)

5 Those kids were wonderful, I was so
 6 proud of them. I asked them what are some of the
 7 things that, some advice you would give us.

8 (Off record sounds.)

9 Uh-oh. I'm not sure what that was, but
 10 again, that was wonderful.

11 So, I would also like to congratulate
 12 the teacher of the year, Ms. Brianna Ross.
 13 That's also a wonderful accomplishment and we
 14 couldn't be prouder of her, so thank you all so
 15 much.

16 So next on the agenda is the student's
 17 report, Mr. Christian Thomas.

18 MR. THOMAS: Thank you, Ms. Scott. Good
 19 evening, Madam Chair, Superintendent Williams,
 20 board members, public and students of BCPS.
 21 I want to start off by again

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1 congratulating Dr. Williams on his excellence in
 2 education NAACP award from Baltimore County, if
 3 we could get a round of applause.

4 (Applause.)

5 Although sometimes the Board may not
 6 agree with Dr. Williams, although sometimes the
 7 public may not agree with Dr. Williams, he always
 8 has the focus on students at his heart and he's
 9 doing everything he can to make our school system
 10 better, so thank you, Dr. Williams, again.

11 I also want to congratulate Ms. Brianna
 12 Ross for the Maryland State Teacher of the Year
 13 award, I think that was incredible and I'm so
 14 happy to see Baltimore County represented up
 15 there.

16 Now to my report. Yesterday was one of
 17 the most incredible days I have had as student
 18 member of the board so far. I got to get outside
 19 of the walls of this boardroom and outside of the
 20 walls of my high school and visit one of our
 21 amazing schools, Patapsco High School and Center

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1 for the Arts. From the second I walked into the
 2 building I could feel the energy and creativity
 3 teeming from the walls. As many of us know,
 4 Patapsco was recently in the news for a student
 5 led demonstration about their advisory period. I
 6 want to take a minute to commend the students
 7 that took place in this and for Principal
 8 Rodriguez-Hobbs, and all the faculty that helped
 9 insure that the demonstration was appropriate
 10 while still encouraging students to speak up. I
 11 loved talking to Dr. Rodriguez-Hobbs about his
 12 plans after the demonstration and learning about
 13 the ways he intends to listen to what his
 14 students have, listen to what they're advocating
 15 for, and bringing all of it into considerations
 16 for future decisions. As a lead he encouraged
 17 student voice and although, to encourage student
 18 voice which makes the schools excellent places.

19 Like I said before, while at Patapsco I
 20 was blown away. I got to speak with so many of
 21 our students, one named Jennifer Lopez, in

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1 Patapsco's local music program, and had an
 2 incredible conversation about how she very well
 3 might be the next Jenny from the block. I was
 4 able to witness some individuals in their dance
 5 program in an actual dance studio with the bars
 6 and everything, and got to learn from some
 7 students in their graphic design art class as
 8 they told me about their art curriculum and
 9 showed me some of their work. I also got to see
 10 Patapsco's renovated library with an entire
 11 section dedicated to LGBTQ+ work and so much
 12 more, it was so inspiring to see.

13 But a conversation with one student
 14 really sticks out to me. Her name is (edited).
 15 When I went into her art class the period was
 16 just beginning, I walked around the room and
 17 asked some of the students to show me their work.
 18 First off, whoa, the freshmen in that class are
 19 so incredibly talented, they were flipping
 20 through their sketch books showing me some of
 21 their sketches from before and during class. But

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1 that one student had a blank page. After
 2 speaking with a nearby student I went over to her
 3 and asked to see some of her work and she said
 4 no, I'm not really that good at art. I was like
 5 what, you're here at an art magnet program, I
 6 want to see what you have to do.

7 And she was like yeah, I'm in the
 8 program but not because of art. I asked her then
 9 why is she in the program if she's not interested
 10 in art and she said you see, I'm a transgender
 11 student, and if I went to my home school I would
 12 have to spend every day getting bullied and
 13 harassed. That's one of our ninth grade students
 14 here in BCPS. She said if she went to her home
 15 school she would face the blunt of bullying and
 16 harassment. And I could relate to that, those
 17 were some of my same worries when I was going
 18 into high school, one of the reasons that I chose
 19 Eastern Tech. And even now thinking about where
 20 I should go for college, the question is always
 21 will I be included, will I be included for who I

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1 am, for my identity.

2 And this is today, this is now, today we
 3 have kids like (edited) in our school system
 4 applying to magnet programs to flee their home
 5 schools just for acceptance. We have students
 6 who are so afraid of being in an environment that
 7 they have received so much spite or violence,
 8 that they're applying for magnet programs, not
 9 for the academic excellence or a CTE program or
 10 to enjoy that program, but just not to go to
 11 their home school, and that shouldn't be the
 12 case. Our students should be applying for magnet
 13 programs because they want to actually
 14 participate in that program. We should be able
 15 to choose between a safe and inclusive school
 16 right in our community or a safe and inclusive
 17 school at a magnet program.

18 All of our schools should be safe and
 19 inclusive, and although I have seen some strides
 20 in this I think we could be doing more as a
 21 system, I think we could be doing more as a board

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1 of education to address that. I look at our
 2 agenda tonight and the things we're talking about
 3 aren't directly related to students. We could be
 4 focusing more on students, and not just the
 5 academic test scores, not just the data that we
 6 have for students, but for our students as a
 7 whole, for our students' mental health, for how
 8 our students feel in the school building. And
 9 that won't be easy, but like I said before, there
 10 have been strides in this direction and I can't
 11 wait to see the strides continue as we go
 12 forward.

13 So thank you again, Patapsco, for
 14 inviting me to your school, it was excellent. I
 15 can't wait to visit again soon, and go check out
 16 that library section, because I'm looking for
 17 some new reads. Thank you so much.

18 CHAIRWOMAN SCOTT: Thank you,
 19 Mr. Thomas.

20 So the next item on the agenda is action
 21 taken in closed session, and for that I call on

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1 Mr. Brousaides.

2 MR. BROUSAIDES: (Inaudible.)

3 CHAIRWOMAN SCOTT: Okay, thank you. The
 4 next item is contract awards and for that I call
 5 on Mr. McMillion, vice chair of the building and
 6 contracts committee.

7 MR. MCMILLION: Good evening. Members
 8 of the Board, the Board's building and contracts
 9 committee met Monday, October 11th, 2021. Items
 10 K-1 through K-9 are being forwarded to the full
 11 board for approval.

12 CHAIRWOMAN SCOTT: Thank you. Do I have
 13 a motion to approve Items K-1 through K-9?

14 MR. OFFERMAN: So moved, Offerman.

15 CHAIRWOMAN SCOTT: Thank you. No second
 16 is needed since the recommendation comes from the
 17 committee, is there any discussion? Yes,
 18 Mr. Offerman?

19 MR. OFFERMAN: Yes, I just have a
 20 concern, or not a concern but I have a question
 21 about the auditorium restoration project at

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1 Dulaney High, and then I was wondering if BCPS
 2 has or is involved with any kind of fire
 3 insurance, because I believe the damage there,
 4 wasn't that due to fire? Can anyone address that
 5 please?

6 CHAIRWOMAN SCOTT: Yes.

7 DR. WILLIAMS: Mr. Sarris?

8 MR. SARRIS: Yes. Mr. Offerman and
 9 members of the Board, the Board of Education is a
 10 member of the Maryland Association of Boards of
 11 Education group insurance pool, and so this is a
 12 covered event with a \$5,000 deductible.

13 MR. OFFERMAN: Thank you.

14 MR. SARRIS: Sure.

15 CHAIRWOMAN SCOTT: Thank you. Any other
 16 questions? Yes, Ms. Causey?

17 MS. CAUSEY: Thank you. First, I want
 18 to say that in this National Principals Month
 19 it's important to acknowledge the leadership of
 20 Dulaney High School, that they completely responded
 21 and limited the damage to this fire, so we want

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1 to commend the leadership of that school.

2 Also, we heard earlier from the CASE
 3 executive director about the length of contracts
 4 and you know, so they were addressing issues of
 5 supports for schoolhouse, so I just wondered, the
 6 date of the fire is September 13th and we're
 7 fulfilling this contract a month later, so I'm
 8 just curious what work has been done, has it been
 9 done by internal support staff, because I know
 10 there is work that has been done, so thankfully.

11 MR. SARRIS: Yes. So under our
 12 procurement regulations we immediately brought,
 13 we identified a vendor as soon as possible and
 14 proceeded on an expedited basis to bring this to
 15 the Board. Given the emergency circumstances we
 16 began work, we certainly haven't waited since
 17 September 13th to begin work, and the indications
 18 so far although the remediation is not complete,
 19 we think that it may well exceed \$150,000 and if
 20 so, we would come back to the Board when we have
 21 a firm estimate for that, and amend this exhibit

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1 to reflect that amount.

2 MS. CAUSEY: Thank you.

3 CHAIRWOMAN SCOTT: Ms. Mack, and then

4 Dr. Hager.

5 MS. MACK: Mr. Sarris, in answer to

6 Mr. Offerman's question you said that we have an

7 insurance policy but that we have a \$5,000

8 deductible, did I hear you?

9 MR. SARRIS: Correct.

10 MS. MACK: So are we going to get

11 reimbursed for these expenses?

12 MR. SARRIS: Yes.

13 MS. MACK: Oh, so this is just to pay it

14 out and get the work done, and then we reimburse,

15 it will be reimbursed, anything other than the

16 \$5,000 deductible?

17 MR. SARRIS: Correct.

18 MS. MACK: Okay, thank you.

19 MR. SARRIS: Sure.

20 CHAIRWOMAN SCOTT: Dr. Hager?

21 DR. HAGER: I wanted to talk for a

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1 moment about the technology product line contract

2 just because it's so large, and I just wanted to

3 dig a little bit deeper into it. So the

4 modification is more than double, or about double

5 the amount of the original contract, and the

6 description talks about continued purchase of

7 various hardware and software but it's an \$8.5

8 million modification, so could you tell us a

9 little bit more, kind of in lay terms about why

10 we need to approve an \$8.5 million modification

11 and specifically the line that says nonpublic

12 school purchases of technology equipment?

13 MR. SARRIS: Sure.

14 DR. HAGER: What nonpublic schools would

15 be getting more than \$1 million?

16 MR. SARRIS: Part of the ESSA I CARES

17 grant included a \$2.6 million set aside for the

18 52 eligible private schools who submitted a

19 proposal, and under the law BCPS is required to

20 administer those funds, procure them through our

21 system, and then make sure that they get to those

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1 nonpublic or private schools, so that's part of

2 our obligation under ESSA I.

3 DR. HAGER: I didn't know that, thank

4 you.

5 MR. SARRIS: Sure.

6 DR. HAGER: And could you tell us a

7 little bit more about the other \$7.4 million?

8 MR. SARRIS: Sure. It's fairly well

9 highlighted in the bullets, I think on page two.

10 The largest portion of the additional spending

11 relates to another federal grant through the

12 e-Rate program, for which we will continue to

13 provide hot spot capacity Internet access for our

14 students. We currently, we purchased a lot of

15 the hardware with our original \$750,000 broadband

16 grant back in 2020 and we've used some of the

17 other ESSA funds to continue paying that data,

18 monthly data capacity. And so this will allow us

19 to continue to do so. We do have some operating

20 funds and some Title I funds that are also

21 available, but the largest part of it is from

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1 that newly established e-Rate grant.

2 The next three items, the ClassFlow

3 software, the Lightspeed content software and

4 Safari media are both longstanding applications

5 that we've used here in the system, and so this

6 would be for annual renewals for those services.

7 We talked about nonpublic. And the last item,

8 which are Promethean audiovisual equipment,

9 that's something that much will, much inequitably

10 shall we say, dispersed, all the new schools have

11 the latest and greatest, and the renovated

12 schools of course, the replaced schools, but

13 there's 7,000 classrooms in the system and

14 they're all in, have various states of

15 audiovisual technology, and so we are putting

16 together a competitive bid to look at doing a

17 systemwide upgrade to bring all the classrooms up

18 to the current standard of new schools, but we do

19 have about 600,000 embedded in our IT budget and

20 schools purchase this equipment on their own out

21 of their own budget, they get sometimes

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1 donations, and so this will allow some purchasing
 2 capacity for schools and the Department of IT to
 3 use what funds we might have. Sometimes at the
 4 end of the year we will ask that the Board
 5 transfer funds to do some much needed AV
 6 upgrades, so that's pretty much the gamut.

7 DR. HAGER: I really appreciate that,
 8 thank you, and the Promethean boards I think are
 9 a wonderful thing, like you said, if we know
 10 they're inequitably distributed now.

11 The hot spots are a little concerning to
 12 me just because it seems like a temporary
 13 solution for a longstanding issue. The plan is
 14 temporary hot spots for children as opposed to
 15 what we're hearing from the county to insure
 16 Wi-Fi capability.

17 MR. SARRIS: Well, Mr. Corns can tell
 18 you the projects that he's worked on with the
 19 county, and of course the state has a longer term
 20 broadband initiative.

21 DR. WILLIAMS: I would just interrupt

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1 and just say, Dr. Hager, that's some of the work
 2 that we're looking at shared services that came
 3 out of our efficiency review. I appreciate your
 4 point and we will be able to provide some
 5 additional updates on that.

6 DR. HAGER: Thank you.

7 CHAIRWOMAN SCOTT: Yes, Ms. Mack?

8 MS. MACK: Mr. Sarris, there's a line in
 9 here that says the academic content of this
 10 contract was discussed at the curriculum
 11 committee on September 16th, and I guess this
 12 really is a question for Mr. Corns. Is included
 13 in this contract the, I wish I could remember the
 14 term.

15 MR. CORNS: Panels?

16 MS. MACK: Thank you, the panels, is
 17 that included in this contract?

18 MR. CORNS: Yeah, so some of it is,
 19 Ms. Mack, that is underneath the Promethean
 20 portion of it. As Mr. Sarris pointed out, we
 21 went back and made sure, and are making sure that

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1 we have adequately aligned the procurement
 2 process with the amount of spending that we want
 3 to put into this, so we're working on a
 4 competitive contract that would be above and
 5 beyond this one-year contract here for PEPPM. So
 6 the panels we talked about in curriculum
 7 committee, we are working diligently to get a
 8 better spending vehicle on that to be put in
 9 place. This contract will be, will provide us
 10 some initial start in that stopgap as we're
 11 getting a better contract vehicle like to do a
 12 larger scale move out, and my staff is already
 13 working on that.

14 MS. MACK: So I thought part, and I
 15 think Dr. Hager was getting to some of this, I
 16 thought some of the conversation that we had was
 17 the inequitable distribution of anything, that
 18 some schools as Mr. Sarris says have had
 19 Promethean boards, some purchased them, some have
 20 never had them, some use white boards. So I
 21 thought that these panels were going to be a

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1 replacement for Promethean boards.

2 MR. CORNS: So one manufacturer of black
 3 panels is Promethean.

4 MS. MACK: Okay.

5 MR. CORNS: And so this contract covers
 6 Promethean as a vendor so their flat panels would
 7 be covered here. It's not an interactive white
 8 board as though you're picturing with a
 9 projector, it's an actual flat panel with
 10 touchscreen ability, yes, ma'am.

11 MS. MACK: Right. And do you have a
 12 number for, included in this contract, how many
 13 of those flat panels is this paying for?

14 MR. CORNS: So with the \$2 million
 15 spending authority, that's probably about a
 16 thousand of them to start.

17 MS. MACK: And we haven't made a
 18 decision where they're going to go yet?

19 MR. CORNS: No, ma'am, we're still
 20 working on that planning. As we work to get
 21 these contract vehicles in place, that is part of

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1 the planning around how we would distribute.
 2 MS. MACK: So I presume that ClassFlow
 3 will work on the Promethean flat panels; will it
 4 also work on non-Promethean flat panels?
 5 MR. CORNS: Yes, ma'am, it's a web-based
 6 piece of software.
 7 MS. MACK: Okay, thank you very much.
 8 CHAIRWOMAN SCOTT: Any additional
 9 comments, questions? Yes, Ms. Causey?
 10 MS. CAUSEY: Thank you, Madam Chair. I
 11 have a question about this contract and another
 12 one if I could do them both at once.
 13 CHAIRWOMAN SCOTT: I'm sorry, we can't
 14 hear you.
 15 MS. CAUSEY: I had a question about this
 16 contract and then another one, so I'll just do
 17 them one at a time.
 18 So with this contract MWE-811-20, when
 19 we were at the Maryland Association of Boards of
 20 Education conference last week, State
 21 Superintendent Choudhury said that the MSDE has a

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1 vetted technology and materials list, and so I'm
 2 wondering are the, is the technology and the
 3 materials here, was the MSDE vetted list used as
 4 a resource?
 5 MR. CORNS: Ms. Causey, I haven't seen
 6 that list from the state superintendent.
 7 MS. CAUSEY: Well, it's already before
 8 he arrived, it's been available through the
 9 Maryland State Department of Education.
 10 CHAIRWOMAN SCOTT: I'm sorry, was this
 11 discussed in committee, Mr. McMillion?
 12 MR. MCMILLION: Not that I remember.
 13 CHAIRWOMAN SCOTT: Was this discussed in
 14 committee?
 15 MR. KUEHN: I don't know anything about
 16 this list so we didn't ask that question. We
 17 asked lots of other questions, so we, and I'm
 18 just curious, I'm sorry, I don't want to take
 19 your time, but the panels you were discussing, is
 20 that along with other Promethean boards and
 21 hardware that we currently use within the system,

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1 that's what this contract is talking about,
 2 right?
 3 MR. CORNS: It's the same vendor,
 4 Mr. Kuehn. It's a different technology. Most of
 5 our Promethean boards now are flat white panels
 6 with projectors. These are basically televisions
 7 with touch sensors in the front, same
 8 manufacturer.
 9 DR. SCRIVEN: So Ms. Causey, we would
 10 have to go and do some research and come back and
 11 give you an update on your question.
 12 MS. CAUSEY: Thank you. And also in
 13 response to Ms. Mack's question and Mr. Corns,
 14 you're developing an RFP, so does that mean that
 15 the products are potentially more expensive than
 16 what could be purchased later after the RFP comes
 17 out?
 18 MR. CORNS: No, ma'am. This is a very
 19 competitive contract for the quantity we'd be
 20 looking at.
 21 MS. CAUSEY: Okay. Well, I'm concerned

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1 that the Maryland State Department of Education
 2 resources were not utilized, and it's also been a
 3 recommendation that the contracts be split where
 4 they're not as complicated and unclear with
 5 several different vendors each providing
 6 different types of equipment, so that's a concern
 7 of mine.
 8 CHAIRWOMAN SCOTT: Thank you, time.
 9 Yes, Dr. Williams, did you want to --
 10 DR. WILLIAMS: No. Well, I was at the
 11 conference, I heard the comment. I'm not quite
 12 sure the question that was asked, but I will
 13 follow up with Dr. Scriven's point, and
 14 Dr. McComas, because there was some comment about
 15 curriculum and resources and technology, so we
 16 will be happy to follow up on that.
 17 For those who weren't there at the
 18 conference, the state superintendent really gave
 19 his vision about the work and how he is really
 20 changing MSDE, and he will be visiting schools
 21 and the school systems looking for best

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1 practices, and so I think I will have to go back
 2 to my notes, but I'm not quite sure of all the
 3 specificity that Ms. Causey shared, but I think
 4 that it's just a followup we need to do. We do
 5 collaborate definitely with the Maryland State
 6 Department of Education and other local school
 7 systems, we work with our specialists to look at
 8 what's appropriate for students, so that's just a
 9 followup.
 10 CHAIRWOMAN SCOTT: Thank you.
 11 Mr. Thomas?
 12 MR. THOMAS: Thank you. This is just a
 13 comment. I was going to say that the flat panels
 14 that are in question right now, are things that I
 15 use every day in my writing class. At the
 16 curriculum committee meeting we discussed how
 17 this would be a systemwide type initiative where
 18 we would have flat panels in all of our schools,
 19 and I think that would be an amazing asset. I
 20 remember being an elementary school student
 21 getting those Promethean boards with the

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1 projector and a white screen right in
 2 kindergarten my first day. And then I remember
 3 going to Stemmer's Run Middle School, my middle
 4 school, and not having Promethean boards and not
 5 having an interactive component. But this is
 6 going to be very innovative for our schools, it's
 7 going to be extremely beneficial to all of our
 8 students, and so I'm excited to see these
 9 platforms coming in, and as part of the contract
 10 under the Promethean \$2.5 million, I think it's
 11 going to be a good outcome, and I hope we approve
 12 this contract. Thank you.
 13 CHAIRWOMAN SCOTT: Thank you. Any other
 14 discussion? No? Okay. Ms. Gover, may we take a
 15 rollcall vote please?
 16 MS. CAUSEY: Excuse me, Madam Chair.
 17 Are we voting on all of them or just one at a
 18 time?
 19 CHAIRWOMAN SCOTT: We're voting on all
 20 of them. The motion was moved out of the
 21 committee for Items K-1 through K-9, so we're

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1 voting on all of them.
 2 MS. CAUSEY: Abstain.
 3 MS. GOVER: Ms. Mack?
 4 MS. MACK: Yes.
 5 MS. GOVER: 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. Pasteur?
 12 MS. PASTEUR: Yes.
 13 MS. GOVER: Dr. Hager?
 14 DR. HAGER: Yes.
 15 MS. GOVER: Mr. Kuehn?
 16 MR. KUEHN: Yes.
 17 MS. GOVER: Ms. Scott?
 18 CHAIRWOMAN SCOTT: Yes.
 19 MS. GOVER: Thank you.
 20 CHAIRWOMAN SCOTT: Thank you.
 21 So, the next item on the agenda is the

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1 update on the operational review for the Board of
 2 Education, so do we have the slide? Okay.
 3 So, taking a page -- taking a page out
 4 of, from staff with some of your presentations
 5 and your reviews, so yeah, we will be up first.
 6 So basically we were also reviewed and
 7 there was some feedback for us as a board, and so
 8 we also are wanting to be responsive as
 9 Dr. Williams has led with what the staff are
 10 doing and how they're working on this, so this is
 11 what we, the vice chair Ms. Henn and I put
 12 together, but this is a living breathing document
 13 and I'll just go into it.
 14 So one of the findings was the BCPS
 15 Board should adopt a civility policy, attend
 16 Maryland Association of Boards of Education, MABE
 17 team building workshops, the board chair should
 18 complete a parliamentary procedure course, and
 19 the board legal counsel should be required to
 20 earn a professional registered parliamentarian
 21 credential.

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1 So on August 24th, 2021, the Board
 2 unanimously adopted our board principles, which
 3 Mr. Thomas is holding up and I believe we each
 4 have one at our desk. Thank you, Ms. Causey, for
 5 holding yours up too, so yes, we all have that,
 6 so that was one of the things that we were to
 7 work on.
 8 And then based on board principles,
 9 develop a board civility policy at an upcoming
 10 PRC meeting, and we met at PRC and that's one of
 11 the things also that we are going to develop.
 12 And the board chair, myself, I have
 13 participated in two MABE sponsored parliamentary
 14 procedure workshops and I'm always exploring
 15 additional training resources. So that's one
 16 part.
 17 Another finding they had was the BCPS
 18 School Board should make updating its operating
 19 manual a high priority. On September 28th, 2021,
 20 the Board adopted the revised board handbook
 21 which was done by the committee, and it was a

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1 very good handbook and I think it's something
 2 that we all contributed to and can be proud of.
 3 Third, the BCPS Board should enlist MABE
 4 to conduct work sessions on board governance,
 5 with a goal of minimizing or eliminating
 6 micromanagement of staff, and to establish a
 7 topical yearly work session calendar. So based
 8 on this, seven board members attended the annual
 9 MABE conference from October 6th to the 21st,
 10 where as you heard, several members -- I'm sorry,
 11 October 6th to the 8th of 2021, and you've heard
 12 several of us speak -- thank you all for that by
 13 the way -- heard several of us speak about that,
 14 the conference, what we learned and how we're
 15 bringing that back here and working together on
 16 that. And then also, a yearly work session
 17 calendar was shared with board members at our
 18 retreat in August of 2021 with an opportunity for
 19 feedback and the Board will review potential
 20 resources through MABE because they have upcoming
 21 trainings and sessions.

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1 So our next step is that we're going to
 2 review additional recommendations and report them
 3 as they become available, because we wanted
 4 staff, everyone to know that we heard what was
 5 said, we see what we need to work on, and we are
 6 taking steps to work in that direction, so we
 7 also are holding each other accountable, and the
 8 next report will be November 9th of 2021, so
 9 thank you all for your time.
 10 Okay, so the next item on the agenda are
 11 information items, which include the Central Area
 12 Education Advisory Council meeting minutes of
 13 September 22nd, 2021, and the Southwest Area
 14 Education Advisory Council meeting minutes of
 15 September 20th, 2021.
 16 And the next item on the agenda is board
 17 member comments and consideration of agenda items
 18 for future board meetings. Board members, please
 19 note that items provided at past meetings have
 20 been received and are being reviewed. So we can
 21 go ahead and start, it looks like we will start

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1 with Ms. Causey.
 2 MS. CAUSEY: Good evening. I just
 3 wanted to dovetail with what has already been
 4 said tonight and to just sincerely congratulation
 5 Ms. Brianna Ross on her being awarded the
 6 Maryland Teacher of the Year. This is such a
 7 significant award and I think it should be
 8 pointed out that there are excellent educators
 9 and staff and leaders in every single school in
 10 our district, and especially it should be noted
 11 that in schools where there may be struggles,
 12 that there is still excellent, excellent
 13 educators and personnel at all levels that give
 14 their hearts and their all to their students, and
 15 I am very excited about her now being in the
 16 running for the National Teacher of the Year
 17 award. Everyone may remember that we have had
 18 one recently, recent in terms of the last five
 19 years, with Dr. Sean McComb, and so certainly
 20 Baltimore County Public Schools does have that
 21 talent and dedication here.

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1 I also want to appreciate the principals
 2 as a parent and also as a board member. I know
 3 the incredible and intense role that the
 4 principals play not only as the instructional
 5 leaders of their instructional team and the
 6 school, but also with all of the logistics and
 7 the management of the staff and all of the issues
 8 that go into addressing the students' needs
 9 throughout every day through the whole year.

10 I also want to acknowledge Hispanic
 11 Heritage Month, and with my own family members
 12 and having had the opportunity to visit a number
 13 of those countries, it's really incredible and
 14 it's nice to be able to focus on that.

15 I was, you know, really discouraged by
 16 the SMOB report because of, but I thank you for
 17 highlighting the student who applied to a magnet
 18 just to flee her harassment and intimidation at
 19 her home school. That's just heartbreaking,
 20 because we want every student to feel accepted in
 21 their school, in their home school close to their

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1 home, their neighbors, their community, and I
 2 will say that there has been work that has been
 3 done but there is much more needed, and so I
 4 appreciate you highlighting that, and thank you.

5 CHAIRWOMAN SCOTT: Thank you. Ms. Mack?
 6 MS. MACK: I've mentioned this before
 7 but I am very fortunate that every day I am able
 8 to see and hear students at area elementary
 9 schools playing outside at recess. We may be
 10 experiencing unprecedented times but these kids
 11 are having a great time just being kids and it's
 12 really really encouraging to see.

13 I also want to give a shout out to our
 14 school nurses. I know from speaking with many of
 15 you that your already busy days are so much
 16 busier because of COVID and I don't think that we
 17 acknowledge that enough. I'd like you to know
 18 that I appreciate your efforts and as we move
 19 into the budget cycle I will be advocating for
 20 additional resources to assist you in your
 21 efforts.

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1 Are we doing agenda items too, or are
 2 you coming back around?
 3 CHAIRWOMAN SCOTT: No, we're doing
 4 agenda items too.
 5 MS. MACK: For agenda items I would like
 6 an update on the almost 4,000 students who did
 7 not access education at all during the last
 8 school year. I would like to know how many of
 9 these students left the system, how many availed
 10 themselves of any summer learning and if
 11 available, how the remaining students are doing
 12 academically this year. Thank you.

13 CHAIRWOMAN SCOTT: Thank you.
 14 Mr. McMillion?
 15 MR. MCMILLION: Good evening again. I
 16 would like to share that the audit committee is
 17 going to meet one week from today at 4:30, so
 18 that's October 19th. October 20th is the ribbon
 19 cutting at Brookshire Elementary School at ten
 20 o'clock. On October 26th is the ribbon cutting
 21 at Colgate Elementary at 9:30. And there's also

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1 a ribbon cutting at Chadwick Elementary on
 2 October 28th, that's a Thursday.
 3 I know that the recruitment and
 4 retention of teachers and staff and custodians
 5 and bus drivers and groundsmen, it's a crisis,
 6 and we need, at one point I remember the number,
 7 I think it was 837, that was a couple weeks ago
 8 that we had 837 openings within, you know, 18,000
 9 employees. My concern, another concern I have
 10 are the people that we have working for us. We
 11 have a lot of good hard working people and I'm
 12 concerned that they're being overworked because
 13 of trying to cover for these openings that we
 14 have, and I'm really concerned that we're going
 15 to lose some of these people that we have that
 16 are coming to work every day and have for the
 17 last number of years, so I just, we've got to
 18 look out for those people that we have in
 19 addition to, you know, recruiting, and I might
 20 even go to the retired teachers job at Loyola on
 21 October 28th. Thank you.

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1 CHAIRWOMAN SCOTT: Thank you. Next is
 2 Mr. Thomas.
 3 MR. THOMAS: Thank you. I wanted to
 4 just say that going to the Maryland Association
 5 of Boards of Education conference last Wednesday,
 6 Thursday and Friday was an amazing experience. I
 7 never actually attended any professional
 8 development things before because I'm only 17,
 9 but being there and getting, being able to hear
 10 the workshops and being able to hear from our
 11 state superintendent and his strong leadership
 12 was absolutely incredible. Being able to
 13 interact with some of the members that were
 14 there, and interact with these SMOBs from
 15 throughout the state, learning from them, sharing
 16 experiences with them and talking about how we
 17 can enhance student voices in our respective
 18 counties. So I want to thank all the ones who
 19 attended this meeting for coming to the MABE
 20 convention, and I'll pass it on to Mr. Offerman,
 21 or Ms. Scott, and then Mr. Offerman.

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1 CHAIRWOMAN SCOTT: Mr. Offerman?
 2 MR. OFFERMAN: Yes. I would like at
 3 some point in the future, it doesn't have to be
 4 immediately, that we do get some kind of report
 5 on the violence or the perceived violence on
 6 Baltimore County campuses. You hear about it in
 7 the media, you hear from people who spoke
 8 tonight. I'm wondering if there's a way we can
 9 get some kind of quantitative look at this in
 10 terms of whether this is just a perception of a
 11 problem that, you know, is confirmed or not.
 12 In addition, after the first term I'd
 13 like to hear some kind of report on how our
 14 overall student attendance is going at some point
 15 also. Thank you.
 16 CHAIRWOMAN SCOTT: Thank you. Next is
 17 Ms. Pasteur.
 18 MS. PASTEUR: First I want to again
 19 congratulate Dr. Williams on the NAACP award. I
 20 want to say thank you to all of the principals.
 21 I also want to recognize and am very grateful for

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1 the contributions of our Latino Hispanic staff
 2 members and students and parents, and how they,
 3 what they add to our school system, thank you.
 4 To Brianna Taylor, I've seen her teach, she is
 5 most deserving of this ward, she is an incredible
 6 incredible teacher.
 7 Dr. Scriven, I've known you since you
 8 were just a toddler teacher so to speak, so
 9 congratulations, I am incredibly proud of you as
 10 you move on to be the papa bear in a school
 11 system running your own system. Awesome, I am
 12 incredibly proud of you.
 13 Let's see. For the board members, the
 14 legislative and governmental affairs committee
 15 will be meeting Thursday. If you have thoughts
 16 about what should go on this year's priority
 17 list, remember we put that together and then send
 18 it to our legislators.
 19 Curriculum meeting will be next
 20 Thursday, the 21st, two p.m. Make sure you get
 21 that time right because we changed it, it's now

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1 two p.m., so I hope to see you there.
 2 To any retirees out there listening,
 3 know that that information about our health
 4 packets is on its way out, correct, Dr. Williams,
 5 it's on its way out there. We've been waiting
 6 for a while to get that. And, okay, this one I
 7 can't read. So, Dr. Yarbrough, I'm waiting for
 8 that.
 9 CHAIRWOMAN SCOTT: That's time.
 10 MS. PASTEUR: Thank you.
 11 CHAIRWOMAN SCOTT: Thank you, that's
 12 time. Okay. Dr. Hager.
 13 DR. HAGER: I didn't prepare comments,
 14 this is my shortest Board of Ed meeting ever
 15 since I've been on the school board, which I do
 16 really appreciate that we're ending so early.
 17 Having said that, I do think we should insure
 18 there's a balance of content so that we can
 19 address things during board meetings, and address
 20 solutions to some of the issues that we're
 21 facing. I know we've briefly touched on bussing,

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1 teacher and staff recruitment and retention, the
 2 violence in schools. I know we're having a town
 3 hall about that, but just, I would like to see a
 4 little deeper content dive given that we did have
 5 such a short agenda tonight.
 6 As far as future agenda items, I know
 7 I've mentioned this before, it came up during
 8 public comment today, but with all the supply
 9 chain issues that are happening I know people are
 10 a little bit frustrated with the way that meals
 11 are looking and the options the kids are having,
 12 and given that we have a new food service
 13 director it would be great to have a discussion
 14 with that individual and hear more about how
 15 things are looking this school year.
 16 And then fall testing, I'm sure we're
 17 going to be hearing about soon, but that data
 18 should be coming in to see what that looks like.
 19 Thank you.
 20 CHAIRWOMAN SCOTT: Thank you.
 21 Mr. Kuehn?

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1 MR. KUEHN: Okay, I will try not to
 2 repeat anything that's already been said. So
 3 it's the season to start applying to college and
 4 it's an exciting time and it creates a tremendous
 5 amount of anxiety for parents and students.
 6 You're going to get through it, it's going to
 7 work out, so take a deep breath, plan, and don't
 8 miss any deadlines because they don't move, okay?
 9 So that's the first thing I would like to talk
 10 about. Check.
 11 For an agenda item topic coming up,
 12 today we talked about two contracts that were IT
 13 related with significant spend, one increased by
 14 \$8.5 million, the other one increased by I think
 15 \$3.5 million for a total of \$13 million. We
 16 spend a significant amount of money on IT to
 17 support the activities across this large system.
 18 What I would like to see happen is we actually
 19 sit down and talk about the IT planning and
 20 projects that we have in the pipeline so we fully
 21 understand what it is to pull the whole plan

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1 together, to understand what all this money is
 2 for.
 3 And I would like to thank the Baltimore
 4 Ravens for coming back and winning last night.
 5 Thank you very much, and that concludes my
 6 comments for tonight.
 7 CHAIRWOMAN SCOTT: Thank you, Mr. Kuehn.
 8 And for me, I think my chair comments
 9 pretty much summed it up but I would just like to
 10 echo everything that everyone said and look forward
 11 to, you know, working hard and moving forward.
 12 So with that being said, the last item
 13 on the agenda is announcements. The Board's next
 14 hybrid meeting will be Tuesday, well, it will be
 15 held on Tuesday, October 26th, 2021 at 6:30 p.m.
 16 Also, a special meeting of the Board has been
 17 added on Tuesday, April 26th, 2022 at five p.m.
 18 And with that, I thank you all for joining us
 19 tonight, and the meeting is now adjourned.
 20 (Meeting adjourned.)
 21

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1 STATE OF MARYLAND.
 2 BALTIMORE COUNTY: SS
 3
 4 I, Paul A. Gasparotti, a Notary Public in and
 5 for the State of Maryland, Baltimore County, do
 6 hereby certify that the foregoing is a true and
 7 accurate transcription of the recording to the
 8 best of my ability.
 9 I further certify that I am not of counsel to
 10 any of the parties nor in any way interested in
 11 the outcome of these proceedings.
 12 As witness, my hand and notarial seal this
 13 15th day of October, 2021.
 14
 15
 16 Paul A. Gasparotti
 17
 18
 19
 20
 21

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