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BOARD OF EDUCATION
BALTIMORE COUNTY

PUBLIC BOARD MEETING
BROADCAST VIA MICROSOFT TEAMS

DECEMBER 7, 2021

Transcribed by:
Paul A. Gasparotti

<p style="text-align: right;">Page 2</p> <p>1 BOARD MEMBERS:</p> <p>2</p> <p>3 Makeda Scott, Outgoing Board Chair</p> <p>4 Julie C. Henn, Outgoing Vice Chair and</p> <p>5 Incoming Board Chair</p> <p>6 Cheryl E. Pasteur, Incoming Vice Chair</p> <p>7 Kathleen Causey</p> <p>8 Moalie S. Jose</p> <p>9 Erin R. Hager</p> <p>10 Russell T. Kuehn</p> <p>11 Lisa A. Mack</p> <p>12 Rodney R. McMillion</p> <p>13 John H. Offerman, Jr.</p> <p>14 Lily P. Rowe</p> <p>15 Christian Thomas, Student Member</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>	<p style="text-align: right;">Page 4</p> <p>1 Jean Milstein57</p> <p>2 Superintendent's Report.62</p> <p>3 Recruitment and Retention Bonus.73</p> <p>4 Chair's Report96</p> <p>5 Student Board Member's Report.97</p> <p>6 New Business, Action Taken in Closed Session 102</p> <p>7 New Business, Contract Awards. 102</p> <p>8 Unfinished Business, Board Policies. 163</p> <p>9 Update on the Cyber Attack 174</p> <p>10 Information. 208</p> <p>11 Board Committee Updates. 209</p> <p>12 Board Member Comments and Agenda Setting . . 210</p> <p>13 Announcements. 219</p> <p>14 Adjournment. 219</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>
<p style="text-align: right;">Page 3</p> <p>1 I N D E X</p> <p>2 Call to Order. 5</p> <p>3 Pledge of Allegiance/Silent Meditation 5</p> <p>4 Consideration of Agenda. 6</p> <p>5 Election of Board Officers 7</p> <p>6 Special Order of Business - Recognition of</p> <p>7 Mr. Brad Fisher14</p> <p>8 New Business, Personnel Matters.17</p> <p>9 New Business, Administrative Appointments. . .21</p> <p>10 Public Comment23</p> <p>11 Billy Burke, CASE25</p> <p>12 Cindy Sexton, TABCO28</p> <p>13 Dr. Bash Pharoan, CAEAC31</p> <p>14 Samantha Warfel, BCSC33</p> <p>15 John Clark, AFSCME.36</p> <p>16 Amy Adams39</p> <p>17 Carol Vidal42</p> <p>18 Sharon Saroff46</p> <p>19 Jennifer Baxter48</p> <p>20 Dr. Bash Pharoan.51</p> <p>21 Lloyd Allen53</p>	<p style="text-align: right;">Page 5</p> <p>1 PROCEEDINGS</p> <p>2 CHAIRWOMAN SCOTT: Good evening, this is</p> <p>3 Chairwoman Makeda Scott, I now call to order the</p> <p>4 meeting of the Board of Education of Baltimore</p> <p>5 County for Tuesday, December 7th, 2021. I invite</p> <p>6 you to recite the Pledge of Allegiance to the</p> <p>7 Flag to be led by Mr. Christian Thomas. We will</p> <p>8 then have a moment of silence in recognition of</p> <p>9 those who have served education in Baltimore</p> <p>10 County.</p> <p>11 (Pledge of Allegiance.)</p> <p>12 (Moment of silence.)</p> <p>13 Thank you, Mr. Thomas.</p> <p>14 MR. THOMAS: You're welcome.</p> <p>15 CHAIRWOMAN HENN: Tonight's Board of</p> <p>16 Education meeting is broadcast on line through</p> <p>17 Microsoft Teams and through BCPS TV, Comcast</p> <p>18 Xfinity Channel 73, Verizon FiOs Channel 34. In</p> <p>19 order to conduct this meeting, all voting items</p> <p>20 this evening will be done by rollcall vote.</p> <p>21 The first item on the agenda is the</p>

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1 consideration of the December 7th agenda.
 2 Dr. Williams, are there any additions or changes
 3 to tonight's agenda?
 4 DR. WILLIAMS: There are no additions or
 5 changes to tonight's agenda.
 6 CHAIRWOMAN HENN: Thank you,
 7 Dr. Williams. Hearing none, the agenda stands as
 8 presented.
 9 Earlier this evening the Board of
 10 Education met in closed session pursuant to the
 11 Open Meetings Act for the following reasons: To
 12 one, discuss the appointment, employment,
 13 assignment, promotion, discipline, demotion,
 14 compensation, removal, resignation or performance
 15 evaluation of appointees, employees or officials
 16 over whom it has jurisdiction, or any other
 17 personnel matter that affects one or more
 18 specific individuals; and seven, consult with
 19 counsel to obtain legal advice. The minutes of
 20 the closed session and information summary can be
 21 found on BoardDocs under this board meeting

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1 agenda date.
 2 The next item on the agenda is the
 3 election of board officers. At this time I will
 4 turn the meeting over to Dr. Williams.
 5 DR. WILLIAMS: In accordance with
 6 Section 3-2D-09 of the Education Article and
 7 Annotated Code of Maryland, and Board Policy
 8 8210, the first meeting in December is designated
 9 for the election of the board chair and vice
 10 chair. As provided by board policy, I am the
 11 Board's presiding officer for the election.
 12 In the absence of an elected chair,
 13 nominations are now open for the office of board
 14 chair. Are there any nominations? I recognize
 15 Ms. Rowe.
 16 MS. ROWE: I nominate Julie Henn.
 17 DR. WILLIAMS: Thank you, Ms. Rowe.
 18 Ms. Henn, do you accept?
 19 VICE CHAIR HENN: I accept the
 20 nomination. Thank you, Ms. Rowe.
 21 DR. WILLIAMS: Are there any comments

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1 from Ms. Henn or other board members about this
 2 nomination? We will receive them at this time.
 3 Hearing no comments, are there any further
 4 nominations for the office of board chair?
 5 Mr. Thomas?
 6 MR. THOMAS: I nominate Ms. Scott to
 7 board chair.
 8 DR. WILLIAMS: Ms. Scott, do you accept
 9 the nomination?
 10 CHAIRWOMAN SCOTT: Certainly,
 11 Mr. Thomas, thank you.
 12 DR. WILLIAMS: Are there any comments
 13 from Ms. Scott or other board members at this
 14 time? Ms. Scott?
 15 CHAIRWOMAN SCOTT: It has been my
 16 pleasure to serve as board chair with all of you
 17 wonderful board members. We've been storming,
 18 norming, forming, I may not have said it in the
 19 right order, but I am glad to have done so with
 20 you all, so thank you very much for all of your
 21 support and your service to BCPS. Thank you so

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1 much.
 2 DR. WILLIAMS: Thank you, Ms. Scott.
 3 Any other comments from board members? Thank
 4 you. Are there any further nominations for the
 5 office of board chair? Hearing no further
 6 nominations, as presiding officer I declare the
 7 nominations closed.
 8 The Education Transparency Act requires
 9 that any action of the Baltimore County Board be
 10 recorded by voice wrote or rollcall vote. As
 11 many as are in favor please say aye, those
 12 opposed please say no. Ms. Gover, please call
 13 the role for voting for Ms. Henn for the office
 14 of board chair.
 15 MS. GOVER: Ms. Rowe?
 16 MS. ROWE: Aye.
 17 MS. GOVER: Ms. Causey?
 18 MS. CAUSEY: Aye.
 19 MS. GOVER: Ms. Mack?
 20 MS. MACK: Aye.
 21 MS. GOVER: Mr. McMillion?

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1 MR. MCMILLION: Aye.
 2 MS. GOVER: Ms. Jose?
 3 MS. JOSE: No.
 4 MS. GOVER: Ms. Henn?
 5 VICE CHAIR HENN: Aye.
 6 MS. GOVER: Mr. Thomas?
 7 MR. THOMAS: No.
 8 MS. GOVER: Mr. Offerman?
 9 MR. OFFERMAN: No.
 10 MS. GOVER: Ms. Pasteur?
 11 MS. PASTEUR: No.
 12 MS. GOVER: Dr. Hager?
 13 DR. HAGER: Aye.
 14 MS. GOVER: Mr. Kuehn?
 15 MR. KUEHN: Yes.
 16 MS. GOVER: Ms. Scott?
 17 CHAIRWOMAN SCOTT: No.
 18 MS. GOVER: In favor is seven.
 19 DR. WILLIAMS: So Ms. Henn has received
 20 seven votes for the office of chair. At this
 21 time, Ms. Henn has been elected as Chair for the

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1 Board of Education for the 2021-2022 school year.
 2 (Applause.)
 3 At this time I will ask Ms. Henn to then
 4 conduct the election of vice chair.
 5 CHAIRWOMAN HENN: Thank you,
 6 Dr. Williams, thank you, board members, thank
 7 you, Ms. Scott. As chair, nominations are now
 8 open for the office of board vice chair. Are
 9 there any nominations? The chair recognizes
 10 Mr. Offerman.
 11 MR. OFFERMAN: I would like to nominate
 12 Cheryl Pasteur.
 13 CHAIRWOMAN HENN: Thank you, Ms. Pasteur
 14 is nominated. Are there further nominations for
 15 the office of board vice chair? Ms. Pasteur, did
 16 you accept the nomination?
 17 MS. PASTEUR: Yes, thank you,
 18 Mr. Offerman.
 19 CHAIRWOMAN HENN: Thank you. Are there
 20 further nominations for the office of board vice
 21 chair? Hearing no further nominations, the chair

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1 declares the nominations closed.
 2 Ms. Pasteur, would you like to comment
 3 on your nomination at this time?
 4 MS. PASTEUR: Just to say that I am very
 5 pleased to accept this nomination, thank you.
 6 CHAIRWOMAN HENN: Thank you,
 7 Ms. Pasteur. Would anyone else like to comment
 8 on the nomination of Ms. Pasteur for vice chair?
 9 Hearing none, all those who vote for Ms. Pasteur
 10 please say aye when the roll is called, all those
 11 opposed please say no. Ms. Gover, please call
 12 the roll.
 13 MS. GOVER: Ms. Rowe?
 14 MS. ROWE: Yes.
 15 MS. GOVER: Ms. Causey?
 16 MS. CAUSEY: Yes.
 17 MS. GOVER: Ms. Mack?
 18 MS. MACK: Aye.
 19 MS. GOVER: Mr. McMillion?
 20 MR. MCMILLION: Aye.
 21 MS. GOVER: Ms. Jose?

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1 MS. JOSE: Yes.
 2 MS. GOVER: Ms. Henn?
 3 CHAIRWOMAN HENN: Yes.
 4 MS. GOVER: Mr. Thomas?
 5 MR. THOMAS: Aye.
 6 MS. GOVER: Mr. Offerman?
 7 MR. OFFERMAN: Yes.
 8 MS. GOVER: Ms. Pasteur?
 9 MS. PASTEUR: Yes.
 10 MS. GOVER: Dr. Hager?
 11 DR. HAGER: Yes.
 12 MS. GOVER: Mr. Kuehn?
 13 MR. KUEHN: Yes.
 14 MS. GOVER: Ms. Scott?
 15 MS. SCOTT: Yes.
 16 MS. GOVER: Thank you.
 17 CHAIRWOMAN HENN: Thank you. I am
 18 pleased to announce that Ms. Pasteur has been
 19 elected as Vice Chair of the Board of Education
 20 of Baltimore County, congratulations.
 21 (Applause.)

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1 The next item on the agenda is a special
 2 order of business recognizing Mr. Steven Brad
 3 Fisher. At this time, could Mr. Fisher please
 4 join me and Dr. Williams at the front of the
 5 dais?
 6 Fellow board members, I move that the
 7 Board accept the following Resolution 2022-03 in
 8 recognition of Mr. Brad Fisher as follows:
 9 Whereas, Mr. Steven Brad Fisher has
 10 served the cause of public education in Baltimore
 11 County with honor and distinction since 2012; and
 12 Whereas, Mr. Fisher's professional skills
 13 as a para-educator in the Office of Professionals
 14 inspire and enrich the students, teachers and
 15 staff of Baltimore County Public Schools; and
 16 Whereas, in honor of Mr. Fisher's
 17 achievements, leadership and promise, he was
 18 named Baltimore County Office Professional of the
 19 Year for 2020-2021 and the Maryland Education
 20 Association's Education Support Professional of
 21 the year 2021-2022; and

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1 Whereas, Mr. Fisher's dedication to
 2 education and service through his student mentor
 3 program Boys to Men, a program designed to
 4 provide young male students with tools and
 5 strategies to be productive and kind citizens,
 6 exemplifies the impact of mentorship on the lives
 7 of his school community; and
 8 Whereas, Mr. Fisher's significant
 9 contributions to Shady Spring Elementary School
 10 and its community is his commitment to equity
 11 evidenced through school-wide black history and
 12 women's history month celebrations in which he
 13 has read and facilitated for all; and
 14 Whereas, in recognition of Mr. Fisher's
 15 work ethic, dedication to his school community,
 16 belief in success for all students, and
 17 impeccable character, therefore, be it
 18 RESOLVED, that the Board of Education
 19 herewith assembled in regular session on the 7th
 20 day of December in the year 2021, expresses to
 21 Mr. Steven Brad Fisher on behalf of the citizens

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1 of this county our deepest appreciation and
 2 gratitude for his service, and be it further
 3 RESOLVED, that the Board herewith extends
 4 it best wishes for his good health, happiness and
 5 continued success.
 6 May I have a second?
 7 MR. THOMAS: Second, Thomas.
 8 CHAIRWOMAN HENN: Thank you, Mr. Thomas.
 9 All in favor?
 10 (Chorus of ayes.)
 11 Any opposed?
 12 The Board is unanimous.
 13 Congratulations, Mr. Fisher.
 14 (Applause.)
 15 At this time I invite Mr. Fisher to
 16 please bring remarks. Thank you.
 17 MR. FISHER: Thank you so much for this
 18 honor. This week's virtue at Shady Spring
 19 Elementary is service, and I'm thankful and so
 20 privileged to serve my community of staff,
 21 students and their families. This is validation

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1 that what I and my fellow educational support
 2 professionals, what we do matters. I look
 3 forward to continuing this work and to expanding
 4 my work through professional development to
 5 provide access to peer growth for all ESPs. When
 6 we free up time, used efficiently, we have more
 7 time to build those strong relationships that
 8 sustain our practice.
 9 So again, thank you for your continued
 10 encouragement, it keeps my love for what I do
 11 alive. Thank you.
 12 (Applause.)
 13 CHAIRWOMAN HENN: Thank you, Mr. Fisher,
 14 and congratulations again.
 15 The next item on the agenda is personnel
 16 matters and for that I call on Ms. Anderson.
 17 MS. ANDERSON: Good evening. Good
 18 evening, Chairwoman Henn, Vice Chair Pasteur,
 19 Superintendent Williams and members of the Board.
 20 I would like the Board's consent for the
 21 following personnel matters: Retirements,

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1 resignations and leaves.

2 CHAIRWOMAN HENN: Thank you. Do I have

3 a motion to approve the personnel matters as

4 presented in Exhibits F-1 through F-3?

5 MS. MACK: So moved, Mack.

6 MR. OFFERMAN: Second, Offerman.

7 CHAIRWOMAN HENN: Thank you. Any

8 discussion? May I have a rollcall vote please?

9 MS. GOVER: Ms. Rowe?

10 MS. ROWE: Yes.

11 MS. GOVER: Ms. Causey?

12 MS. CAUSEY: Yes.

13 MS. GOVER: Ms. Mack?

14 MS. MACK: Yes.

15 MS. GOVER: Mr. McMillion?

16 MR. MCMILLION: Yes.

17 MS. GOVER: Ms. Jose?

18 MS. JOSE: Yes.

19 MS. GOVER: Ms. Pasteur?

20 MS. PASTEUR: Yes.

21 MS. GOVER: Mr. Thomas?

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1 MR. THOMAS: Yes.

2 MS. GOVER: Mr. Offerman?

3 MR. OFFERMAN: Yes.

4 MS. GOVER: Ms. Scott?

5 MS. SCOTT: Yes.

6 MS. GOVER: Dr. Hager?

7 DR. HAGER: Yes.

8 MS. GOVER: Mr. Kuehn?

9 MR. KUEHN: Yes.

10 MS. GOVER: Ms. Henn?

11 CHAIRWOMAN HENN: Yes. The motion

12 carries, thank you.

13 The next item on the agenda is

14 administrative appointments, and for that I call

15 on Dr. Williams.

16 DR. WILLIAMS: Good evening, everyone.

17 Madam Chair Henn and members of the Board, I am

18 bringing forward the following administrative

19 appointments for your approval: Assistant

20 principal at Catonsville Center for Alternative

21 Studies, and assistant principal at Milford Mill

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1 Academy.

2 CHAIRWOMAN HENN: Do I have a motion to

3 approve the administrative appointments as

4 presented in Exhibit G-1?

5 MR. OFFERMAN: So moved, Offerman.

6 MS. MACK: Second, Mack.

7 CHAIRWOMAN HENN: Thank you, any

8 discussion? May I have a rollcall vote?

9 MS. GOVER: Ms. Rowe?

10 MS. ROWE: Yes.

11 MS. GOVER: Ms. Causey?

12 MS. CAUSEY: Yes.

13 MS. GOVER: Ms. Mack?

14 MS. MACK: Yes.

15 MS. GOVER: Mr. McMillion?

16 MR. MCMILLION: Yes.

17 MS. GOVER: Ms. Jose?

18 MS. JOSE: Yes.

19 MS. GOVER: Ms. Pasteur?

20 VICE CHAIR PASTEUR: Yes.

21 MS. GOVER: Mr. Thomas?

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1 MR. THOMAS: Yes.

2 MS. GOVER: Mr. Offerman?

3 MR. OFFERMAN: Yes.

4 MS. GOVER: Ms. Scott?

5 MS. SCOTT: Yes.

6 MS. GOVER: Dr. Hager?

7 DR. HAGER: Yes.

8 MS. GOVER: Mr. Kuehn?

9 MR. KUEHN: Yes.

10 MS. GOVER: Ms. Henn?

11 CHAIRWOMAN HENN: Yes. The motion

12 carries. Dr. Williams?

13 DR. WILLIAMS: Sure. The first

14 appointment is Shandria M. Proctor as the

15 assistant principal at Milford Mill Academy. She

16 brings to us over 22 years of experience. Her

17 current potion is teacher of science at Milford

18 Mill. She's been a resource teacher in the

19 Office of Magnet Programs, the Office of Gifted

20 and Talented Education, as well as a teacher at

21 Woodlawn, and previous experience in Baltimore

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1 City Public Schools. She also was a member of
 2 our Aspiring Leaders program. Do we have her
 3 picture? Well, let's congratulate Ms. Shandria
 4 M. Proctor as the new assistant principal at
 5 Milford Mill. There she is.
 6 (Applause.)
 7 Thank you all. Our next appointment is
 8 David E. Shelton as the assistant principal at
 9 Catonsville Center for Alternative Studies. He
 10 brings to us over four years of experience in
 11 Baltimore County. His current position is
 12 teacher resource at Catonsville Center for
 13 Alternative Studies. He has served in previous
 14 positions in Baltimore City Public Schools and
 15 Prince George's County Public Schools.
 16 Congratulations, David E. Shelton, as the new
 17 assistant principal at the Catonsville Center for
 18 Alternative Studies.
 19 (Applause.)
 20 Thank you very much.
 21 CHAIRWOMAN HENN: Our next item is

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1 public comment. This is one of the opportunities
 2 the Board provides to hear the views and receive
 3 the advice of community members. The members of
 4 the Board appreciate hearing from interested
 5 citizens. As appropriate, we will refer your
 6 concerns to the superintendent for followup by
 7 his staff.
 8 The Board of Education will conduct the
 9 public comment portion of the meeting by allowing
 10 those who registered to speak to attend in
 11 person. Registration was open to the public one
 12 week prior to tonight's board meeting and was
 13 closed at three p.m. yesterday for anyone wishing
 14 to speak at this evening's meeting. Board
 15 practice limits to ten the number of speakers at
 16 a regularly scheduled board meeting. Speakers
 17 are selected randomly using an electronic
 18 selection process from all registrations received
 19 within the designated timeframe. Each speaker is
 20 allowed three minutes to address the Board. Of
 21 course if fewer than ten registrations are

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1 received, all those who registered will be
 2 permitted to speak. However, no speaker
 3 substitutions will be allowed.
 4 While we encourage public input on
 5 policy, programs and practices within the purview
 6 of this Board and this school system, this is not
 7 the proper forum to address specific student or
 8 employee matters, or to comment on matters that
 9 do not relate to public education in Baltimore
 10 County. We encourage everyone to utilize
 11 existing dispute resolution processes as
 12 appropriate. I remind everyone that
 13 inappropriate personal remarks or other behavior
 14 that disrupts or interferes with the conduct of
 15 this meeting are out of order.
 16 I ask speakers to observe the
 17 three-minute clock, which will let you know when
 18 your time is up. Please conclude your remarks
 19 when you hear the tone or see that time has
 20 expired. The microphone will be turned off at
 21 the end of your time, and it could be turned off

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1 if a speaker addresses specific student or
 2 employee matters, or is commenting on matters not
 3 related to public education in Baltimore County.
 4 If not selected the public may submit
 5 their comments to the board members via email at
 6 boe@bcps.org. More information is provided on
 7 the Board's website at bcps.org under board of
 8 education, participation by the public.
 9 I first call on our advisory and
 10 stakeholder group leaders to speak. Our first
 11 speaker is Mr. Billy Burke, with CASE. Good
 12 evening.
 13 MR. BURKE: Good evening, Chairwoman
 14 Mrs. Henn, Vice Chairwoman Mrs. Pasteur,
 15 Superintendent Dr. Williams and members of the
 16 Board. Congratulations on your appointments.
 17 Tonight I'd like to address the upcoming budget
 18 and the associated staffing needed to address
 19 BCPS's current needs.
 20 During the pandemic students have
 21 experienced trauma. We are seeing that show up

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1 in student behavior. On December 3rd
 2 Dr. Williams sent a message to Team BCPS
 3 outlining actions and meetings to support
 4 concerns about disruptive behavior, but there is
 5 an action that you the Board can do to support
 6 students, teachers and administrators. Align
 7 your budget requests with the appropriate
 8 staffing needed to support student behavior.
 9 Please increase the number of school
 10 psychologists, please increase the number of
 11 school counselors, please increase the number of
 12 pupil personnel workers, please increase the
 13 number of social workers, please increase the
 14 number of ESOL teachers, please increase the
 15 number of special education teachers, please
 16 allocate an IEP team facilitator or special
 17 education chairperson at every school. Please
 18 increase the number of para-educators, please
 19 allocate office professionals based on program
 20 needs, not just staffing ratios. Please allocate
 21 school administrators based on program needs and

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1 staffing ratios. Please solve the extra
 2 15-minute coverage crisis at the elementary level
 3 by allocating the appropriate number of special
 4 area teachers to allow for six specials per week
 5 as a systemic option. Please support innovation
 6 in the hiring of bus drivers. Please increase
 7 the pay and add benefits and representation for
 8 additional adult assistants.
 9 CASE is also troubled by the reports of
 10 increasingly threatening and dangerous behavior.
 11 I tell you this is weighing heavily on the hearts
 12 of administrators. They want to keep everyone
 13 safe. They want to provide appropriate
 14 discipline that is restorative, but the current
 15 law and COMAR greatly reduces school
 16 administrators' disciplinary actions. It's not
 17 acceptable that students and staff are being
 18 physically hurt. There must be an appropriate
 19 balance of mitigating the disproportionality of
 20 disciplinary action and identification for
 21 special education services, and keeping students

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1 and staff safe. As specific and effective way to
 2 create that balance is through appropriate
 3 staffing.
 4 It's important to fix the staffing
 5 crisis, but your first action must be to
 6 prioritize what staffing will create safe working
 7 and learning environments. Please focus your
 8 budget efforts on appropriate staffing. Thank
 9 you for the opportunity to speak this evening.
 10 CHAIRWOMAN HENN: Thank you. Our next
 11 speaker is Ms. Cindy Sexton, with TABCO. Good
 12 evening.
 13 MS. SEXTON: Good evening, Chairwoman
 14 Henn, Vice Chair Pasteur, Dr. Williams and
 15 members of the Board. The shortage of educators
 16 is a real national problem, it is in fact a
 17 crisis, not just for the teaching profession but
 18 for our society. Education is the foundation of
 19 all future endeavors, not only the academics but
 20 how to be a member of a community, and the
 21 shortage of educators means our students will not

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1 have access to all they need to succeed
 2 academically, civically, socially, emotionally,
 3 the list goes on. Our students in Baltimore
 4 County deserve to have this access.
 5 We can talk about the crisis of educator
 6 shortage, admire it, say how it is happening
 7 everywhere, wring our hands and remember when
 8 things were better, or we can take bold steps to
 9 address it, and we must take bold steps or else
 10 educators will continue to leave BCPS and the
 11 profession. There are so many factors working
 12 against school systems and educators, not the
 13 least of which is the national labor shortage and
 14 the great resignation which is affecting
 15 seemingly every industry.
 16 The goal must be to make BCPS the school
 17 district where people want to work. What does
 18 that look like? It looks like salaries and
 19 benefits that rise above those around us. It
 20 looks like support in the schoolhouse, educators,
 21 administrators, executive directors, central

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1 office administration, everyone doing what is
 2 best for students while supporting each other in
 3 a positive productive manner. It looks like us,
 4 Team BCPS looking at the root causes of some of
 5 the problems and addressing them.

6 We know the symptoms, behavior concerns,
 7 students not achieving, educator staffing
 8 shortages, low morale and so many more. So let
 9 us boldly look at what it will take to address
 10 and correct what we can. And yes, it will take
 11 money to address many of these factors. One
 12 Forbes article says that the simple solution to
 13 the labor crisis is to treat people right. I
 14 dare say educators would agree. What does that
 15 look like in the schoolhouse? Talk to us, ask us
 16 why we're leaving the profession. While many
 17 solutions do require money and more employees,
 18 there are certainly ideas and options that do
 19 not. We want to keep our students and we want to
 20 love teaching, and we do. It's the other stuff
 21 that takes our time and energy. As I have said

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1 numerous times, every single task is not a
 2 priority, there must be tasks we can take off the
 3 plates of our educators. In the meantime,
 4 please, no new initiatives, no more safe school
 5 online trainings, not another action team or
 6 anything else. Let the educators teach, and
 7 let's evaluate what is truly necessary and
 8 essential for our students. Thank you.

9 CHAIRWOMAN HENN: Thank you. Our next
 10 speaker is Dr. Bash Pharoan with the Central Area
 11 Education Advisory Counsel.

12 DR. PHAROAN: Congratulations, Ms. Henn
 13 and Ms. Pasteur. Good evening to all.

14 One Central Area Council is active to
 15 serve and advise the Board of Education. We had
 16 a good meeting on December 1st. Our speaker was
 17 Dr. Grim, he presented issues of transportation.
 18 About 12 people were on line and about 12 people
 19 or maybe more were face to face. Dr. Grim had
 20 the ability to answer multiple parents in the
 21 group. Myself and two other members, active

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1 members in the council are working on proposed
 2 amendments to the 1230. We like to use the
 3 Facebook for our meetings which is in accordance,
 4 concordance with 1230, we have some ideas to make
 5 it better.

6 I want to assure you again and again, as
 7 I did in the past, as long as I am chair of the
 8 Central Area, that vehicle, that tool would be
 9 used only to advertise for our activities.

10 Our next meeting in January and February
 11 will be in collaboration with the Northwest and
 12 the Southwest. My team and I very much welcome
 13 the idea of collaboration with other councils.
 14 The issues for the school system are really
 15 similar among the five councils. I think
 16 duplication is not a good idea.

17 Finally, I and my team recognize you,
 18 the Board of Education for the effort and the
 19 time you have been putting in. We really
 20 recognize you also for what you have done with
 21 the holidays. We wish you a happy holiday, a

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1 happy season, Merry Christmas, Happy New Year,
 2 Happy Hanukah, Happy Diwali. I would go to any
 3 religious holiday myself if I am invited. It is
 4 really a celebration of our diversity, our
 5 strength, and it's a happy time for everyone. So
 6 happy good time and we'll see you next meeting.
 7 Thank you.

8 CHAIRWOMAN HENN: Thank you. Our next
 9 speaker is Samantha Warfel with the Baltimore
 10 County Student Councils. Good evening.

11 MS. WARFEL: Good evening, it's great to
 12 see you all again. My name is Samantha Warfel
 13 and I am the president of the Baltimore County
 14 Student Councils.

15 I would like to begin my remarks tonight
 16 by reading aloud remarks written by myself and
 17 BCPS's vice president Claire Cabral with regard
 18 to our shared sentiments of concern and
 19 disheartenment amid school safety affairs that
 20 have ensued in recent weeks. Our organization
 21 has been and will continue to be one that

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1 steadfastly stands in solidarity with students
 2 threatened by acts of violence. In the month of
 3 December we have made plans that are aligned with
 4 the collective vision of safe inclusive school
 5 climates. Our general assembly meeting, one of
 6 our bimonthly whole county business meetings
 7 welcoming representatives from each secondary
 8 school, will feature workshops on mental health
 9 awareness during the holiday season, providing
 10 attendees with strategies to take back to their
 11 own student groups to alleviate heightened
 12 tensions during this time of year.

13 Additionally, the board of selected
 14 students composed of secondary student
 15 representatives from across the county will be
 16 meeting on December 13th to hold further
 17 discussions about school safety concerns and
 18 solutions to combat issues regarding school
 19 safety within their schools. We plan to partner
 20 with BCPS's central offices as well as Safe
 21 Schools Maryland.

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1 Further, I am here tonight to speak of a
 2 significant student concern, one regarding the
 3 voting rights provided to the student members of
 4 the board in Baltimore County and across the
 5 state of Maryland, the sole student on the Board
 6 that represents an overwhelming student
 7 population of over 111,000. I ask why a
 8 full-time student, a full-time board member,
 9 often times who sits in and even chairs
 10 committees, would not be entitled to full voting
 11 rights, the board members voted into their role
 12 by students, the largest stakeholder group that
 13 this Board concerns. And I understand that this
 14 act may seem daunting, especially to an adult
 15 sitting on this Board. And you know, when we
 16 ask, we understand that this is one that disrupts
 17 precedent. However, we the students ask you to
 18 listen to our reason.

19 The first steps in knowledge is to
 20 listen and then to be quiet and attentive, then
 21 to preserve it, then to put it into practice and

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1 then to spread it. This is a quote on page six
 2 of the Board of Education Handbook, and one that
 3 I believe speaks to not only your vision but our
 4 vision, and the desires of students when it comes
 5 to the team that leads us. Thank you so much for
 6 listening to us and I am so grateful to be here
 7 tonight. Thank you.

8 CHAIRWOMAN HENN: Thank you. Our next
 9 speaker is John Clark with AFSCME. Good evening
 10 and welcome.

11 MR. CLARK: Good evening, Superintendent
 12 Dr. Williams and board members, good to see you
 13 again, and congratulations to Ms. Henn and
 14 Ms. Pasteur on your elevations. My name again is
 15 John Clark and I'm a proud school bus operator
 16 with Baltimore County Public Schools for the last
 17 12 years, and I'm also a vice president of AFSCME
 18 Local 434, here with a mission and on behalf of
 19 President Brian Epps, where we represent all
 20 AFSCME workers who support the critical
 21 infrastructure of our school system.

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1 Today I come to express the position of
 2 AFSCME Local 434 in support of contract
 3 JBO-716-21, school bus and student safety
 4 initiatives. Many employees in the Office of
 5 Transportation are represented by AFSCME,
 6 including BCPS bus drivers and bus attendants.
 7 AFSCME supports the overall goal of this
 8 initiative which will improve study safety, I'm
 9 sorry, student safety as students embark,
 10 disembark and ride our school buses. By
 11 leveraging the new technology available through
 12 this contract, AFSCME employees can more
 13 efficiently and effectively perform our duties
 14 that support BCPS students and all other
 15 stakeholders while focusing on student safety.

16 While this is a great step forward in
 17 embracing technology to help increase the safety
 18 of our students, we must insure that contract
 19 JBO-716-21 also keeps our drivers and attendants
 20 safe as we perform our duties. That means
 21 mechanisms of accountability so that all who have

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1 a stake in the safety of students from
 2 administrators to drivers, and even the students
 3 themselves, must practice and promote a safe and
 4 healthy learning and working environment. Even
 5 that has taken on more significance as we battle
 6 the COVID-19 pandemic, with drivers and
 7 attendants having to protect students from a
 8 virus that they can't even see, sometimes being
 9 exposed to and even contracting COVID-19. Being
 10 unable to enforce policies like masking mandates
 11 and other safety protocols places a great burden
 12 on our drivers and attendants. We believe that a
 13 lack of support from the Board would greatly
 14 impact our ability to provide a safe
 15 transportation environment for our students. We
 16 look forward to a continuing discussion around
 17 contract JBO-716-21 and improving safety for all
 18 stakeholders in the BCPS system.

19 Considering the aforementioned, AFSCME
 20 encourages board members to vote in favor of
 21 contract JBO-716-21, school bus and student

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1 safety initiative. Thank you.

2 CHAIRWOMAN HENN: Thank you. Next is
 3 general public comment and our first speaker is
 4 Amy Adams.

5 MS. ADAMS: Good evening. I'm here to
 6 speak on two items on tonight's agenda and ask
 7 about a few items that don't appear on tonight's
 8 agenda.

9 First, the executive summary of
 10 enrollment report. I sent an email last week
 11 asking for clarification of the data and haven't
 12 received a response, nor has the document been
 13 edited. For September 30th, 2019, BCPS reported
 14 115,038 students. For September 30th, 2020, BCPS
 15 reported 111,084 students, but then corrected the
 16 number down to 109,654 in August for the Public
 17 Works efficiency report. Tonight's summary
 18 states that the September 30th enrollment is
 19 111,120 students and that BCPS added 36 students
 20 this year but is still down 3.4 percent overall.
 21 My question is, how do we know that this year's

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1 numbers are accurate when last year's numbers
 2 were corrected and then misreported in the
 3 summary?

4 Schools were held harmless for funding
 5 this year but if that isn't the case for next
 6 year, it's important that the numbers are
 7 accurate. An overestimation of 2,000 students is
 8 millions of dollars and a difference.

9 Second, contract JBO-716-21 was
 10 discussed at the committee meeting yesterday.
 11 Members brought up very good questions. As a
 12 reminder, this contract failed a year and a half
 13 ago. After doing research, I am perplexed as to
 14 why BCPS would enter a contract with a re-branded
 15 company whose previous CEO pled guilty to federal
 16 charges in Dallas. By re-branded I mean the
 17 address, telephone number and equipment are the
 18 same as the previous company and the president of
 19 both companies is the same person according to a
 20 Montgomery County inspector general's report from
 21 July 2019.

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1 Also in 2019, the Montgomery County
 2 Office of Internal Audit completed their
 3 financial compliance review of Bus Control of
 4 America. This report has not been made public
 5 despite the community's request. There are
 6 reports that Montgomery County has not received
 7 any revenue collected from the violations
 8 recorded on the stop arm cameras. Their contract
 9 started in July of 2016, five years, and no
 10 revenue.

11 If this company has failed in Dallas and
 12 Montgomery County, why does BCPS think it will be
 13 any different here? I am not opposed to the
 14 intent of this contract but I am concerned about
 15 the credibility of this company and how it will
 16 affect Baltimore County.

17 Two topics not on tonight's agenda that
 18 members of the community would like to see as
 19 standing items, academic reporting. For example,
 20 math results from the fall or failure rates from
 21 quarter one of in-person and virtual learning.

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1 The virtual data was discussed at the state board
 2 today, therefore it should be available, and the
 3 efficiency review update or progress report.
 4 We would also like to see a copy of the
 5 legislative priorities before they are sent to
 6 Annapolis, and we also are wondering how parents
 7 can ask questions for the virtual town halls that
 8 are occurring next week. Thank you.
 9 CHAIRWOMAN HENN: Thank you. Our next
 10 speaker is Carol Vidal.
 11 MS. VIDAL: Good evening, and
 12 congratulations to Ms. Henn and Ms. Pasteur.
 13 I spoke the last board meeting about my
 14 concerns related to decreased school instruction
 15 time. Evidence points to the time spent in
 16 instruction as a leading indicator of student
 17 success. Yet without any sort of acknowledgment,
 18 this Board voted for half days and sent
 19 notification to our community in the middle of
 20 the meeting showing that you had already made
 21 your decision and confirming that this Board does

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1 not always appreciate the feedback of parents.
 2 Parents in Baltimore County are concerned and we
 3 have many questions.
 4 I have started to turn some of those
 5 concerns into questions and I urge you to take
 6 notes and to demonstrate that you are willing to
 7 engage in followup. Thank you.
 8 One is, what are you doing to follow the
 9 research, and I'm willing to share scholarly
 10 citations that shows that less instruction time
 11 is linked to unmet educational outcomes, poor
 12 student health, higher mortality rates and more
 13 crime.
 14 I wish every board meeting, can you
 15 explain to parents like me why academic
 16 performance is so rarely discussed in your board
 17 meetings? Effective boards of education in
 18 highly regarded school districts across the
 19 United States discuss strategies to improve
 20 student academic performance. It is the single
 21 most important issue for boards overseeing public

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1 education. Why have you lost your focus on this
 2 fundamental issue?
 3 Three, how is the new math curriculum
 4 working? We request the curriculum committee to
 5 spend more than two minutes allocated at the last
 6 meeting to discuss academic performance in math.
 7 BCPS scores in math are really low, particularly
 8 as children will be entering future economies
 9 relying on workforce skill and STEM. Why is the
 10 Board not laser focused on improving the scores
 11 in our district?
 12 And fourth, parents are interested in
 13 the math scores from the fall as Amy said. When
 14 will they be discussed? The scores are important
 15 in holding this Board accountable for academic
 16 performance. And you know that over 4,000
 17 students left the BCPS system last year and they
 18 have not returned. Do you understand why they
 19 left public education? And beyond the response
 20 in a recent email, what is BCPS going to do about
 21 the constant disruptions in the classroom due to

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1 behavioral problems? How many lockdowns have we
 2 had this month? How is the kid who had to be
 3 flown by a helicopter due to a fight? Do we have
 4 a forward looking plan like having maybe more
 5 than eight behavioral specialists in our whole
 6 entire system? I know with licensed
 7 psychiatrists and I know that keeps kids in
 8 schools. You have so-called mental health days
 9 for teachers, yet these same days represent poor
 10 mental health for students. Why sacrifice,
 11 again, the wellbeing for children in favor of
 12 adults? Is there not a better way to insure the
 13 wellbeing of teachers that is not at the expense
 14 of the children?
 15 And finally, did you know that every
 16 time you close schools unexpectedly, working
 17 parents with a lower salary than teachers and
 18 much lower than the administration, have to plan
 19 for an extra day of childcare to keep their jobs?
 20 Please remember who your constituents are. Thank
 21 you.

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1 CHAIRWOMAN HENN: Thank you. Our next
 2 speaker is Sharon Saroff. Good evening.
 3 MS. SAROFF: Good evening. I am here
 4 again to bring to this Board my concerns about
 5 special education in Baltimore County. I
 6 continue to have these concerns because I
 7 continue to see poor decisions being made by the
 8 central office, and these poor decisions have
 9 significant impact years later.
 10 At the last board meeting I gave
 11 examples of how we are raising the bar and saying
 12 that students are making sufficient progress. I
 13 asked if 40 percent is sufficient progress. I
 14 would hope not but unfortunately it is. Students
 15 are actually being given As and Bs for making
 16 that percentage of progress. I've seen recent
 17 report cards. Students here in BCPS are actually
 18 being awarded high school credits for reading at
 19 40 to 50 percent of the fifth grade or lower
 20 level. How is this raising the bar? It looks
 21 like it's lowering the bar to me and I know other

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1 others feel that same way.
 2 I'd like to address transportation. I
 3 know that we have a shortage of drivers and
 4 buses. This shortage is negatively impacting
 5 decisions made by the central Office of Special
 6 Ed. If the Office of Transportation is not
 7 willing to take a student to the school that can
 8 completely implement an IEP then the Office of
 9 Special Ed allows that transportation office to
 10 nix that decision. Baltimore County is supposed
 11 to follow team decisions of special education
 12 teams, yet we are allowing transportation office
 13 to top those decisions and change where a child
 14 is going to go.
 15 I previously noted that students on
 16 virtual learning should be allowed if they have
 17 an IEP that's not addressed in general education.
 18 Last night I attended a focus group where I heard
 19 lots of parents saying the same thing that I'm
 20 saying, that students with IEPs who are not in
 21 gen ed should be allowed on the virtual platform.

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1 I have several clients right now who are not
 2 getting education at all because they're
 3 immunocompromised and they can't find a tutor.
 4 These are unacceptable decisions that are being
 5 made by the Office of Special Ed and this needs
 6 to change.
 7 CHAIRWOMAN HENN: Thank you. Our next
 8 speaker is Jennifer Baxter. Good evening.
 9 MS. BAXTER: Good evening. My name is
 10 Jennifer Baxter and I'm a veteran teacher at Deep
 11 Creek Magnet Middle School. The amount BCPS
 12 employees are paid is painful. Instructional
 13 assistants, cafeteria workers and bus drivers are
 14 paid far less than the starting wage at Target of
 15 \$15. When I began working for BCPS as a
 16 substitute teacher my family had to utilize a
 17 food pantry. If we want to attract and keep
 18 valuable employees we have to be willing to pay
 19 them.
 20 While I appreciate the fact that
 21 teachers can volunteer to do extra coverage for

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1 \$75 I am not eligible for the pay because my
 2 salary comes out of Title I funds. If the county
 3 is working towards equity, let them lead by
 4 example. I am working two jobs so I can pay for
 5 grad school, I am renting a room in a basement.
 6 That money is needed. Am I being penalized for
 7 working with some of our most needy population?
 8 Am I ineligible for the extra money for working
 9 with some of our most challenging students? This
 10 doesn't make sense and it's inequitable.
 11 Teacher workloads are untenable. We do
 12 not get enough time to complete the tasks
 13 expected every day. I spend a minimum of ten
 14 extra hours a week beyond my contractual hours
 15 calling parents, answering emails, completing
 16 forms, grading papers, et cetera, that do not
 17 fall under the category of lesson planning.
 18 The schools are becoming increasingly
 19 more dangerous. I have seen students running
 20 through the halls at breakneck speeds. I have
 21 broken up fights and they are becoming

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1 increasingly more violent. I have had a chair
 2 thrown at me. I have been repeatedly cussed out.
 3 I have literally been told by students that they
 4 don't care if I write them up or call the office
 5 because nothing will happen to them. I have
 6 literally had a student rip their face mask from
 7 their face, get two inches from my face and tell
 8 me to F off.

9 I'm high risk for multiple reasons. I
 10 wear a double mask, I've gotten the vaccine
 11 including the booster, I have done everything I
 12 can to avoid getting COVID but it takes a
 13 community to protect itself. If our student body
 14 cannot keep their masks up, COVID will spread.
 15 An increasing number of students are refusing to
 16 put their masks back up, others will put them up
 17 for a total of nine, yes, I counted, seconds,
 18 only to pull them right back down again. There
 19 does not seem to be a consequence for
 20 unacceptable behavior. The student that have
 21 been suspended to the Board seem to return with

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1 nothing but a slap on the wrist.

2 My daughter attends both Sollers Point
 3 and Overlea High Schools. Both schools have gone
 4 into lockdown as a result of gun threats. My
 5 daughter has expressed concern that these initial
 6 events are precursors to real ones, she fears
 7 that these are just test runs for a real event
 8 that will eventually come. As an educator, as a
 9 parent, I cannot simply look the other way.

10 CHAIRWOMAN HENN: Thank you. Our next
 11 speaker is Dr. Bash Pharoan.

12 DR. PHAROAN: Thank you, Board of
 13 Education, for a very special vote you did on the
 14 calendars. You recognized the importance of
 15 educating the public about Eid, Diwali, the rest
 16 of them, and that is different than all the
 17 boards that I attended since Dr. Berger was the
 18 superintendent. Just a piece of history: When I
 19 started with Dr. Berger in 1996, the school
 20 system was one color, one faith. And when I
 21 appealed for the Board of Education as I do in

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1 three minutes, two members used to turn their
 2 backs on me. That was a fact, I know their
 3 names. But many board members who finished their
 4 terms, they come and whisper in my ear, keep it
 5 up, it's a good fight. Michael Kennedy was one,
 6 Michael Collins was another one, Mr. Baruda was
 7 another one, and the list is long.

8 Our mission, our journey of equity,
 9 quality and fairness and inclusion is not really
 10 finished. I received the news that someone tried
 11 to snag a hijab from one student in BCPS. I
 12 honestly don't know if it is true but it's
 13 happening all over. So I'm not really a fan of
 14 any hijab no matter what religion it is, but it's
 15 a personal choice, and it's happening all over
 16 the country.

17 I did offer the curriculum committee and
 18 director my help in relation to stereotype
 19 islamophobia, I am still available for that, and
 20 I think this reported incident, allegation,
 21 et cetera, and what's happening out there is

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1 really a call for you the Board of Education, for
 2 Dr. Williams to make sure our curriculum
 3 represents the inclusion that you voted for in
 4 that calendar. No favoritism, no stereotype, no
 5 islamophobia, no hate against one religion, one
 6 ethnicity, one gender. You know, it needs to be
 7 done, and I ask you to include me because I am
 8 here and I think I'm a nice guy, you know, so it
 9 would be better than to be out there in the
 10 public, and for instance for care to be involved
 11 in it. So I am available, I'm yours. Thanks.

12 CHAIRWOMAN HENN: Thank you. Our next
 13 speaker is Lloyd Allen. Good evening.

14 MR. ALLEN: Good evening.
 15 Congratulations to Chair Henn and congratulations
 16 to Vice Chair Pasteur. Thank you, Board and
 17 Dr. Williams for your time.

18 I'm a high school special educators in
 19 mathematics here to speak to social-emotional
 20 support staffing. The National Association of
 21 School Psychologists issued recommendations in

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1 January 2013 in response to an acute event at one
 2 school nine years ago. NASP recommended back in
 3 2013 that schools hire school-based mental health
 4 professionals at the following ratios: Two
 5 school counselors and one psychologist for every
 6 500 students and a school social worker for every
 7 400 students. When staffed appropriately these
 8 roles positively impact student mental health
 9 throughout each building. This would be a better
 10 result than preventing crisis and having moderate
 11 staffing, which is better than having the role of
 12 reacting to crisis which would presumably be more
 13 common with inadequate staffing.

14 So how is BCPS doing according to NASP's
 15 metrics? By raw numbers using an estimated
 16 student population of 115,038 students current as
 17 of 2020 and increasing in each year for which
 18 data had been available when I looked, we should
 19 have 460 school counselors, 230 school
 20 psychologists and 287 school social workers.
 21 According to the 21-22 staffing plan we're

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1 budgeting for 345 school counselors, 104.7 school
 2 psychologists and 123 school social workers.
 3 That means that we are short 115 school
 4 counselors, the position that serves the greatest
 5 number of students and has the greatest chance of
 6 being part of proactively avoiding issues. We
 7 are short 125 school psychologists, making it
 8 more difficult for them to provide service to
 9 students and relegating them to roles directly
 10 related to special education. And we are short
 11 165 school social workers, who meet regularly
 12 with students who have a variety of identified
 13 needs but are also uniquely equipped to provide
 14 resources to students in acute crisis like during
 15 a pandemic.

16 It is true that social-emotional
 17 learning teachers have been introduced since
 18 NASP's plan and they are clearly vital parts of
 19 the social-emotional supports. Fortunately,
 20 we've made steady improvements in these areas.
 21 Extrapolating from the data since the 18-19

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1 school year, we will have the appropriate number
 2 of school counselors in 16 years, 2038; school
 3 social workers in 22 years, 2044; and school
 4 psychologists in 1,483 years, right around the
 5 year 3500. I don't know that any of those can be
 6 categorized as making appropriate progress.

7 I thank the Board for having approved
 8 the staffing of school nurses. The latest
 9 staffing plan reflects that every building should
 10 have a school nurse and some prior plans were not
 11 at that level. This year has been tiring and
 12 trying for school nurses, but can you imagine
 13 what it would have been like if you had not had
 14 that foresight?

15 Finally, these positions need to be over
 16 and above the present staffing for all positions.
 17 The first line of defense is and should be the
 18 teachers and instructional assistants and adult
 19 assistants developing deep relationships with
 20 appropriately small classes and appropriately
 21 small caseloads. As we go forward, please

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1 remember that it is much easier to retain, even
 2 to retain than retrain, and than to recruit.
 3 Thank you.

4 CHAIRWOMAN HENN: Thank you. Our next
 5 speaker is Jean Milstein. Good evening.

6 MS. MILSTEIN: Good evening. Last week
 7 I sat in a darkened classroom next to a student
 8 in crisis for the second day in a row. One
 9 thought kept running through my head, the kids
 10 are not all right and neither are we. It's been
 11 20 months since schools first shut down and
 12 around three months since we've been back in
 13 school buildings full time. When we came back in
 14 September I think most of us were hoping for
 15 business as usual; sadly, this year has been
 16 anything but.

17 Our students are relearning how to
 18 behave and exist within the school building.
 19 Many of them are struggling. They are struggling
 20 to sit still, to stay in classrooms, to stay off
 21 their screens and to stay engaged, both with the

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1 content and with each other. At the high school
 2 level, many are completely overwhelmed by the
 3 sheer number of people in the building, in their
 4 classrooms and in the hallways. At the same
 5 time, staff are stretched beyond breaking.
 6 Personally as a para-educator, lack of
 7 staffing has meant that my normally stable
 8 schedule has shifted four times since September
 9 in order to accommodate the hiring and on
 10 boarding of new staff. Each time I change
 11 classes I must quickly learn how to interact with
 12 these students, develop new strategies and learn
 13 new content. Right now my day often begins by
 14 figuring out which of the 30 to 34 students in
 15 the classes I support are absent so I can find
 16 the desk where I can sit. I then make note of
 17 where I am sitting just in case there might be a
 18 need for contact tracing, given that I am not a
 19 teacher of record and not on the seating chart.
 20 Multiple students that I support need
 21 breaks outside of the classroom or one-on-one

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1 assistance to stay on task and engaged, support
 2 that is especially important in their successful
 3 reentry in the school building. But there is
 4 only one of me and many of them, and try as I
 5 might, I can only be in one place at one time.
 6 Ideally some of this responsibility would fall to
 7 the additional adult assistants or IAs who work
 8 intensively with one or two students. However,
 9 as these individuals are to the smooth operation
 10 of the classroom, the pay for these positions is
 11 \$11.75 an hour with no benefits and little paid
 12 leave, so there is a dire shortage.
 13 So what would we need to be all right?
 14 Adequate staffing for one, so that the staff who
 15 do exist are not wearing multiple hats. Second,
 16 adequate pay, from substitutes to bus drivers to
 17 adult assistants in the classrooms, BCPS needs to
 18 pay an hourly rate that is competitive with other
 19 similar jobs so that we retain the staff that we
 20 recruit. Thirdly, BCPS desperately needs to
 21 address the workload for teachers; right now it

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1 feels like death by a thousand cuts, with
 2 trainings, SLOs and new curricula and
 3 initiatives.
 4 Finally as a whole, we need to take a
 5 deep breath and slow down. This whole adjustment
 6 process is overwhelming. The half days approved
 7 by the Board of Education are a welcome reprieve.
 8 Our students need us and our students need us at
 9 our best so they can be their best selves. Thank
 10 you.
 11 CHAIRWOMAN HENN: Thank you. That
 12 concludes our general public comment. The next
 13 item on the agenda is the superintendent's report
 14 and for that I call on Dr. Williams.
 15 DR. WILLIAMS: Good evening, everyone.
 16 UNIDENTIFIED SPEAKER: There's at least
 17 two more. My name was on the sign-in sheet.
 18 UNIDENTIFIED SPEAKER: Mine too.
 19 CHAIRWOMAN HENN: We have others signed
 20 up on the attendee list; however, all of the
 21 individuals who signed up to speak were called

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1 upon.
 2 UNIDENTIFIED SPEAKER: That's not
 3 correct. I have my email confirmation.
 4 (Chairwoman Henn and Ms. Gover conferred
 5 off the record.)
 6 CHAIRWOMAN HENN: We have three
 7 individuals signed up as attendees, not speaking.
 8 Dana Sandler, Christine Phillips and Daitini Webb
 9 were signed up as attendees, not as speakers, if
 10 you signed up as attendees only. It's a separate
 11 option on the sign up form to speak or just
 12 attend as an attendee.
 13 UNIDENTIFIED SPEAKER: Also, only seven
 14 people spoke.
 15 CHAIRWOMAN HENN: There was one
 16 individual who signed up to speak who did not
 17 attend who was also on the list. Thank you. I'm
 18 sorry, the instructions are on the web form and
 19 we unfortunately cannot allow exceptions,
 20 otherwise we'd have to allow those, and we
 21 haven't allowed those exceptions in the past for

<p style="text-align: right;">Page 62</p> <p>1 others who have signed up. If you have comments 2 you would like to submit to the Board using the 3 boe@bcps.org email address, they will be shared 4 with board members, they will be shared to the 5 board members directly over email. 6 UNIDENTIFIED SPEAKER: And documented on 7 BoardDocs? 8 CHAIRWOMAN HENN: No, the comments are 9 not posted to BoardDocs at this time. Okay. 10 The next item on the agenda is the 11 superintendent's report and for that I call on 12 Dr. Williams. 13 DR. WILLIAMS: Good evening, Board Chair 14 Henn and Vice Chair Pasteur, and members of the 15 Board. I'm pleased to present my 16 superintendent's report to the Board and to Team 17 BCPS. My report includes celebrations, 18 operational updates and evidence of our strategic 19 plan, The Compass, Our Pathway to Excellence, in 20 action my team and I will regularly update the 21 Board, our community and Team BCPS during this</p>	<p style="text-align: right;">Page 64</p> <p>1 As a system we continue with our efforts 2 to recover, rebuild and heal. While many would 3 like it to be business as usual, there are signs 4 that this year presents challenges that are 5 unprecedented. The Washington Post really noted 6 that this was supposed to be the back to normal 7 school year. However, shortages in staff are 8 creating chaos at a time when educators are 9 already struggling with public health 10 imperatives. The reality is that while we remain 11 steadfast in our focus on recovery, the rebuild 12 relies on tools and resources that are in short 13 supply, requiring us to do things differently to 14 meet the emerging needs of our students. Our 15 goal is to demonstrate our commitment to 16 supporting schools in a responsive, collaborative 17 and differentiated manner. Updates included in 18 this evening's report will include evidence of 19 these commitments. Next slide. 20 On Wednesday, December 1st, we hosted 21 our third principals leadership development</p>
<p style="text-align: right;">Page 63</p> <p>1 time of change. Our partnership is critical to 2 insuring high quality services to the students, 3 staff and families of Baltimore County. Next 4 slide please. 5 I'm so proud of all of our student 6 athletes who returned to play this year. Special 7 thanks to all of our players, coaches, athletic 8 directors, staff, family and community members 9 for your support and participation. Six of our 10 teams competed at the state level this season. 11 Please join me in congratulating the following 12 schools: Hereford High School girls cross 13 country state champions; Perry High School 14 cheerleading state championships, 4A second 15 place; and Hereford High School field hockey, 2A 16 state runner up. Next slide please. 17 The Hereford High School girls soccer, 18 2A state runner up; Dundalk High School football, 19 4A and 3A state runner up; Milford Mill Academy 20 football, 2A state runner up. We are so proud of 21 them and their achievements.</p>	<p style="text-align: right;">Page 65</p> <p>1 opportunity for school and system leaders. While 2 we know it is difficult for leaders to pull away 3 from schools and offices during this challenging 4 time, it is critical that we set aside time for 5 our personal and professional growth. This 6 month's training began with an overview of the 7 Blueprint for Maryland's Future law to provide 8 leaders with a summary of upcoming shifts in 9 anticipation of implementation. 10 Grounded in the Compass, our yearlong 11 professional development plan focuses on four key 12 areas, social-emotional wellness for staff and 13 students, accelerated learning for student 14 progress, increasing data literacy to support our 15 efforts, and collectively committing to a 16 standard of excellence. Following the Blueprint 17 presentation staff participated in breakout 18 sessions by level on these topics, and the 19 Blueprint for Maryland's Future presentation is 20 scheduled for the next board meeting. Next 21 slide.</p>

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1 So our schools continue to take
 2 proactive measures that foster safe, secure and
 3 supportive environments. Pandemic-related trauma
 4 experienced by families continues to manifest
 5 itself in an uptick of disruptive behaviors.
 6 We're not alone, school systems across the nation
 7 are facing similar challenges. In fact, the
 8 associate director of the Center For Childhood
 9 Resilience notes that the return to full-time
 10 in-person learning has resulted in a prolonged
 11 adjudgment period.
 12 Like you, I am troubled by the reports
 13 of increasingly disruptive behaviors that create
 14 added stress and exhaustion for staff and
 15 additional worry for families. There are no easy
 16 answers. However, we remain committed to working
 17 with all members of Team BCPS to tackle these
 18 issues. For example, when social media threats
 19 and community-based conflicts at times involving
 20 adults are carried into the school environment,
 21 it creates an additional hardship on schools and

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1 impacts our ability to provide a safe and
 2 supportive learning environment.
 3 Last week I shared with Team BCPS a list
 4 of actions and opportunities to help schools
 5 focus on teaching and learning, including
 6 upcoming live virtual town hall meetings by zone
 7 next week, deployment of central office staff to
 8 schools to address identified needs, the use of
 9 alternative education options for students in
 10 need of additional support, the BCPS student
 11 council led campaigns, upcoming Parent University
 12 presentations, Parent Teacher Association of
 13 Baltimore County meetings, and a multidistrict
 14 roundtable session where participants will
 15 collaborate and work together in January to
 16 identify innovative solutions.
 17 The nature of trauma means that there
 18 are no quick fixes to these challenges. We all
 19 need to work together to minimize distraction and
 20 problem solve to insure optimal learning
 21 environments for our students. Next slide

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1 please.
 2 Last month we shared our progress in
 3 resolving payroll, certification and benefit
 4 concerns brought forth by TABCO. Tonight I
 5 provide you an update on our progress.
 6 In the area of payroll, 167 items were
 7 received. To date 47 more have been resolved
 8 completely with an additional 39 in progress.
 9 Payroll continues to work collaboratively with
 10 human resources to resolve concerns and will
 11 continue moving through the remaining of the list
 12 as expeditiously as possible.
 13 Certification, 247 certification issues
 14 were moved forward. They all have been
 15 researched and those teachers contacted with the
 16 resolution and/or next steps. The certification
 17 team will continue to work directly with teachers
 18 requiring followup to documentation issues. The
 19 team resolved 32 additional issues last week.
 20 And benefits, 32 benefit issues were
 21 received. To date 20 items remain to be

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1 resolved. The Office of Benefits has prioritized
 2 open enrollment for our employees and return
 3 their attention to resolve the remaining item
 4 once the window closes on the 10th. Our goal is
 5 to resolve the outstanding items by the end of
 6 this month and I look forward to providing
 7 additional updates next month. Next slide.
 8 So during the principals leadership
 9 development meeting I shared with principals our
 10 mutual desire to gather their input regarding the
 11 upcoming budget. The survey asked principals to
 12 identify their top three priorities for fiscal
 13 year 23. Survey responses were solicited in
 14 three categories, school-based, centralized, and
 15 operating budget resources. 127 principals
 16 responded to the survey, representing 83
 17 elementary schools, 19 middle schools, 17 high
 18 schools and eight special schools and center.
 19 The survey link remains open for the remaining
 20 responders to provide input. Next slide.
 21 So the top three base resources

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1 identified by principals were, one, additional
 2 teachers to reduce class size, a total of 68;
 3 two, staff development teachers for professional
 4 learning, a total of 62; and three, student
 5 support assistants, 49. Based on this strong
 6 feedback from principals and as a part of the
 7 FY-23 budget, I will be including additional
 8 school-based resources for the Board's
 9 consideration. Next slide.

10 The top three centralized resources
 11 identified by principals were social workers, a
 12 total of 28; psychologists, 12; and three
 13 centralized resource teachers, 11. These
 14 requests are aligned with what staff has shared
 15 as their needs during school visits. Two of
 16 these positions will help to respond to the
 17 growing social-emotional needs of our students.
 18 Next slide.

19 In the area of operating budget base
 20 resources, 81 principals indicated that a higher
 21 pupil allocation was a priority. Additional

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1 questions in this category were open ended and
 2 resulted in a wide range of responses. 85 of our
 3 principals, of those responses, listed increased
 4 technology funding as a priority. Technological
 5 needs ranged from projectors to Promethean
 6 boards.

7 60 responses prioritized increased
 8 program funding. Many programs were identified
 9 including AVID, tutoring, advanced placement,
 10 Project Lead the Way, special education and
 11 behavior support. These identified technology
 12 and program needs are aligned with pending
 13 contracts and budget requests. So I want to
 14 thank our principals for providing this feedback
 15 to help inform my request on behalf of our
 16 students. Next slide.

17 Earlier this evening I referenced a
 18 recent Washington Post article related to staff
 19 shortages and the extraordinary efforts of staff
 20 across the nation to fill these gaps. The
 21 article quotes a Vermont superintendent as saying

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1 this is not a recovery year, this is a survival
 2 year. As your superintendent I can tell you this
 3 is real, we are not back to normal. On my weekly
 4 volunteer efforts to schools I too participate in
 5 hall duty, bus duty, lunch duty, and even class
 6 coverage as needed. I am not alone. Many
 7 members of central office also do this work and
 8 for school-based staff and those who work closely
 9 with schools, extra duties are part of their
 10 everyday reality. It is widely reported that
 11 this all hands on deck state has contributed to
 12 the great resignation and led many to consider
 13 leaving the profession. The federal government
 14 and the Maryland State Department recognized this
 15 hardship and permitted school systems to use
 16 Elementary and Secondary Emergency Relief Fund or
 17 ESER funding to provide additional compensation
 18 to school system staff. Some of our neighboring
 19 LEAs have taken this step.

20 As we work to make BCPS a premier school
 21 system it is important that we show our staff how

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1 much we appreciate them and their commitment to
 2 Baltimore County. With the Board's support I
 3 would like to provide a \$1,000 recruitment and
 4 retention bonus to all members of Team BCPS staff
 5 with the exception of myself in recognition of
 6 their tireless efforts on behalf of our students
 7 and families. It is our hope that the steps
 8 we're taking today as a system will help us
 9 provide greater support and recognition of our
 10 employees and build a stronger Team BCPS. Next
 11 slide.

12 We will continue to update the Board,
 13 our community and Team BCPS during these
 14 challenging times. Our partnership is critical
 15 to insuring a safe and successful year for all of
 16 our students. Thank you.

17 CHAIRWOMAN HENN: Thank you,
 18 Dr. Williams. The next item on the agenda is the
 19 chair -- Ms. Pasteur?

20 VICE CHAIR PASTEUR: Thank you,
 21 Ms. Henn. Based on Dr. Williams' report,

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1 specifically the last part, and in order to
 2 support BCPS's efforts to retain employees as a
 3 result of the issues presented by the pandemic, I
 4 move that prior to the end of the calendar year a
 5 \$1,000 one-time bonus be provided to all BCPS
 6 full-time employees excluding the superintendent,
 7 and that this amount be prorated as determined by
 8 the superintendent for BCPS employees who are
 9 less than 1.0 FTE.

10 CHAIRWOMAN HENN: Thank you,
 11 Ms. Pasteur. Do I have a second?

12 MS. ROWE: Second, Rowe.

13 CHAIRWOMAN HENN: I heard Ms. Rowe
 14 first, thank you. Any discussion? Mr. Kuehn?

15 MR. KUEHN: Thanks. I'd like to know
 16 like the overall cost of this, and does it
 17 interfere with any of the planned bonuses that
 18 are scheduled for bus drivers and other folks
 19 within, I think it's AFSCME, that we just agreed
 20 to provide some bonus money and pay increases and
 21 such. I'm trying to understand the entire

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1 financial picture here.

2 DR. WILLIAMS: I'm going to ask
 3 Mr. Sarris to come forward to give the total
 4 amount, but as to the second question, it does
 5 not interfere with what we're doing with the
 6 recruitment of our bus drivers and bus
 7 assistants.

8 MR. KUEHN: So it's on top of
 9 everything?

10 DR. WILLIAMS: Yes, sir. Mr. Sarris, if
 11 you can give us the rough amount?

12 MR. SARRIS: Yes. So this would cost
 13 just under \$18 million.

14 DR. WILLIAMS: Thank you.

15 CHAIRWOMAN HENN: Dr. Hager?

16 DR. HAGER: So does that mean the bus
 17 drivers would get a second bonus?

18 DR. WILLIAMS: Yes. I was answering the
 19 question, but in essence it does.

20 DR. HAGER: Thank you, I wanted to
 21 understand that. And then second, does that also

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1 include us, because if so I'd like to make a
 2 motion to exclude us as well.

3 MR. SARRIS: It was not included in my
 4 number but --

5 DR. HAGER: I just wanted to make sure
 6 that we were not getting the bonus, so I just
 7 wanted to make sure of that.

8 DR. WILLIAMS: The calculation did not
 9 include board members.

10 DR. HAGER: Thank you. I wanted to make
 11 sure that we were included in the not included,
 12 so thank you.

13 CHAIRWOMAN HENN: And I see Mr. Kuehn's
 14 hand up. I'll come back to you, Mr. Kuehn.
 15 Mr. Thomas?

16 MR. THOMAS: Thank you. So this would
 17 include full-time employees but not part-time
 18 employees?

19 DR. WILLIAMS: That is incorrect. The
 20 motion was 1,000 for full time and prorated based
 21 on what kind of FTEs.

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1 MR. THOMAS: Okay, thank you. I just
 2 wanted to make sure of that.

3 DR. WILLIAMS: Full-time employment
 4 equivalency.

5 MR. THOMAS: Okay, thank you,
 6 Dr. Williams, and thank you, Ms. Pasteur.

7 CHAIRWOMAN HENN: Board members, any
 8 other questions? Ms. Rowe?

9 MS. ROWE: Just to clarify, does this
 10 also include all of the staff at the charter
 11 school?

12 DR. WILLIAMS: We calculated all the
 13 staff of BCPS, the charter school is a part of
 14 BCPS, so yes.

15 MS. ROWE: Okay, thank you.

16 CHAIRWOMAN HENN: Mr. Kuehn?

17 MR. KUEHN: I'm going to have to just --
 18 bear with me. I think you said all full-time
 19 employees. That doesn't include any subs or
 20 anything along those lines?

21 DR. WILLIAMS: Substitutes are not

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1 full-time FTEs.

2 MR. KUEHN: Okay, I just want to

3 clarify.

4 DR. WILLIAMS: I'm sorry. Substitutes

5 are not full-time FTEs.

6 MR. KUEHN: Okay.

7 CHAIRWOMAN HENN: Yes, Mr. McMillion?

8 MR. MCMILLION: Additional adult

9 assistants, does that include those?

10 DR. WILLIAMS: Mr. Sarris?

11 MR. SARRIS: I did not include those in

12 the calculation, and they by definition would not

13 be included in the motion.

14 MR. MCMILLION: Because they're not BCPS

15 full-time employees?

16 MR. SARRIS: Yes, because they do not

17 represent an FTE in our budgeted staffing

18 allotment.

19 MR. MCMILLION: How much additional

20 money would it cost, Mr. Sarris, to cover those

21 people?

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1 MR. SARRIS: I would say about, let's

2 see, about 2.5 million.

3 DR. WILLIAMS: Let me make this

4 recommendation to the Board. One thing, let me

5 just say to the Board that I have been having

6 many conversations to look at the adult

7 assistants and a part of the budget process is to

8 look at the adult assistants and working with

9 ESPBC. So we're happy to go back and do that

10 calculation and provide some support for adult

11 assistants if that's the desire of the full

12 Board.

13 MR. MCMILLION: I would love to see that

14 go through.

15 CHAIRWOMAN HENN: Okay, Mr. McMillion,

16 did you have another question or were you good?

17 Okay, thank you. Yes, Ms. Causey.

18 MS. CAUSEY: I'm not sure, was there

19 another board member who had already put their

20 name in to ask a question? I think Mr. Thomas

21 was before me.

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1 CHAIRWOMAN HENN: I don't see anyone

2 else. Mr. Thomas, did you want to?

3 MR. THOMAS: Yes, I can go. So, if this

4 isn't answered at this time, that's certainly

5 fine, but who are the employees that are excluded

6 from this? I know it said not full time or not

7 prorated employees, but can you name some of the

8 positions that those would be?

9 MR. SARRIS: Well, lunch assistants,

10 kindergarten assistants, additional adult

11 assistants, substitutes, custodians.

12 MR. THOMAS: Okay, thank you. And

13 Dr. Williams, when you are presenting about the,

14 or looking at additional assistants, would you

15 also include the lunch assistants and the

16 custodians and substitutes possibly?

17 DR. WILLIAMS: I'm happy to look at

18 that, and Mr. Sarris and team would have to look

19 at what would that would cost. We're happy to do

20 that to make sure that we are keeping up and

21 filling those vacancies as well. The lunch

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1 assistants and kindergarten assistants are a

2 little bit different, just like substitutes when

3 we talk about full-time employees of Baltimore

4 County Public Schools. Hence, the board members

5 are not employees of the system, therefore they

6 would not be eligible. Even though I am an

7 employee of the system, I deliberately said do

8 not include me in that bonus.

9 MR. THOMAS: Right, and thank you for

10 explaining some of those position, I was not

11 familiar with the terminology that was being

12 passed around. But yes, I would like to see

13 this, Dr. Williams, this is awesome, and thank

14 you for bringing it forward, and thank you for

15 bringing the motion forward, Ms. Pasteur. Thank

16 you.

17 CHAIRWOMAN HENN: Thank you. Ms. Rowe

18 and then Mr. McMillion, unless you're ready,

19 Ms. Causey, or I can come back to you.

20 MS. ROWE: I don't know how much it

21 would cost to include some of those positions but

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1 my concern about excluding those positions is
 2 that those positions are already the lowest paid
 3 people we have in our school system, many who
 4 make less than \$15 an hour, and I would rather
 5 see everyone get a little less to make sure they
 6 get the same. So I don't know how we can do
 7 that, but I think that just because they're not
 8 an FTE doesn't mean they're not valuable, and our
 9 cafeteria workers, our custodians, all of those
 10 people are part of the community structure of our
 11 school system and I would not like to send a
 12 message that they are somehow less valuable, work
 13 harder. You know, these people we need them and
 14 we value them, and we already pay them less than
 15 a livable wage in this county, and I think that
 16 if we're giving out bonuses they should be first
 17 on the list.

18 DR. WILLIAMS: Ms. Henn, I would like to
 19 respond to that. I want to make sure that it is
 20 clear that we were not in no means trying to
 21 exclude any employee. We appreciate the

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1 feedback. The custodians are a part of our
 2 building services, they are part of our FTEs,
 3 we'll get some clarity if I'm misspeaking, but
 4 the whole goal is to make sure we want to
 5 acknowledge the work of all of our staff. We are
 6 happy to go back and look at the assistants and
 7 especially the adult assistants and any other
 8 assistants who are providing some support to
 9 Baltimore County. But I just want to make sure
 10 everyone knows, by no means are we trying to
 11 exclude anyone. The only person we're trying to
 12 exclude in this is Dr. Williams.

13 MR. SARRIS: And I may have confused the
 14 issue. I meant substitute custodians, not
 15 regular AFSCME members.

16 DR. WILLIAMS: Thank you, Mr. Sarris. I
 17 knew that, but thank you.

18 CHAIRWOMAN HENN: Thank you.
 19 Mr. McMillion had a question and then Ms. Causey.
 20 MR. MCMILLION: Mr. George clarified my
 21 question, thank you.

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1 CHAIRWOMAN HENN: Thank you.
 2 Ms. Causey?
 3 MS. CAUSEY: Thank you, Madam Chair. I
 4 just want to echo the comments of the board
 5 members around this very important proposal in
 6 terms of acknowledging the importance of every
 7 member of Team BCPS. And so what I would like to
 8 propose, I'm not going to do a formal motion yet
 9 because I would like to, number one, understand
 10 if there's consensus and from Dr. Williams, but I
 11 would like to table this until later in this
 12 meeting so that staff would have time to go and
 13 compile the information they need and then bring
 14 it back to us, put a document into BoardDocs,
 15 because I do think that -- we haven't received a
 16 document, is that correct, Dr. Williams, the
 17 Board didn't have a document in BoardDocs?
 18 DR. WILLIAMS: It is not in BoardDocs.
 19 MS. CAUSEY: Okay. So I think it might
 20 be helpful in order to make sure that we are
 21 being inclusive but also understanding the

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1 financial impact. So especially related to the
 2 additional AAs as Ms. Rowe pointed out, and other
 3 employees, so I'm just wondering if that's a
 4 motion I need to make or if there's consensus
 5 around doing that, because I do think it's
 6 helpful.

7 I do have a question, Mr. Sarris. How
 8 long after the Board's approval would staff be
 9 able to implement this and provide the bonuses to
 10 the employees?

11 MR. SARRIS: So what I would like to do
 12 is, because we'll be using ESER grant funds, is
 13 very quickly file an amendment to our current
 14 award so that we can reallocate the necessary
 15 funds. And my hope, it's contingent of course on
 16 MSDE's approval, we do have their verbal
 17 endorsement and their approval of something
 18 similar from Montgomery County so I don't expect
 19 that there would be any concerns, and my hope
 20 would be that perhaps within 30 days if all goes
 21 well, despite the fact that there's a holiday

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1 period there, that we might be able to disburse
 2 the funds, and not a lot of further calculations
 3 are required for the total amount. Last year we
 4 issued 21,600 W-2s. A good portion of those were
 5 for substitute teachers, so if we really end up
 6 just excluding substitute teachers, I don't think
 7 we'd be talking more than \$21 million, compared
 8 with the 17.8 that I originally calculated.

9 MS. CAUSEY: Thank you for that
 10 information. So, and where in the budget is this
 11 coming from?

12 MR. SARRIS: It's not coming from the
 13 operating budget, it will be coming from the
 14 special revenue budget where we budgeted the
 15 ESER II and ESER III, and state supplemental
 16 grants, all of which flow directly or indirectly
 17 from federal funds, the ARP.

18 MS. CAUSEY: Okay, so it wasn't
 19 allocated by Dr. Williams for any other --

20 MR. SARRIS: We have to change some
 21 priorities that are currently in the grant award.

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1 There are a number of projects that we'll have to
 2 reevaluate.

3 MS. CAUSEY: And my sense is that it is
 4 a priority to retain our hard working dedicated
 5 staff in every position, so I would just ask the
 6 chair if the consensus is to table it until later
 7 in the meeting to get a document that the Board
 8 can review.

9 CHAIRWOMAN HENN: Thank you, Ms. Causey.
 10 I believe the timing, and I'll ask Ms. Pasteur to
 11 read the motion again, the goal is to implement
 12 this by year-end, so -- and I'll ask Dr. Williams
 13 to speak to this, but it's my understanding that
 14 this is time sensitive for the Board to approve
 15 this in order to meet the goal of getting this
 16 bonus to our staff by year-end.

17 MS. CAUSEY: Thanks for that. I was
 18 just talking about tabling it until later in this
 19 meeting.

20 CHAIRWOMAN HENN: Dr. Williams, do you
 21 want to speak to that? Is that realistic for

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1 staff to be able to turn something like that
 2 around?

3 DR. WILLIAMS: I don't if staff -- I
 4 know they can turn it around during this meeting,
 5 because this meeting is scheduled to end at a
 6 certain time, so I will be mindful of the
 7 request. Again -- I'll just leave it at that.

8 CHAIRWOMAN HENN: Thank you.
 9 Ms. Pasteur?

10 VICE CHAIR PASTEUR: Yes. I just want
 11 to point out that this is coming from ESER funds
 12 and it is a very legitimate and prescribed way to
 13 use ESER funds in addition to what those of us
 14 who are on the audit committee read a report that
 15 talks about putting in funds for salaries,
 16 et cetera, et cetera, and not being able to
 17 sustain that. This is not one of those that
 18 needs to be sustained, this is a one-time thing
 19 at this point coming from a very specific source
 20 that is not impacting our regular operational
 21 budget.

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1 So whatever Mr. Thomas or anyone else
 2 has asked in terms of who should be included,
 3 certainly they can process that, they've named
 4 the names, Mr. Sarris gave a ballpark figure, but
 5 it is so minimal to the bottom line and coming
 6 out of that same fund, the ESER funds, so at some
 7 point we have to trust that the staff will do
 8 with due diligence and fidelity what has been
 9 asked, but this is one time so we do not have to
 10 worry about any later impact. Is that correct?

11 DR. WILLIAMS: Yes, that's correct.

12 VICE CHAIR PASTEUR: Thank you.

13 CHAIRWOMAN HENN: Thank you,
 14 Ms. Pasteur. And I have a question for
 15 Dr. Williams and then I'll come to you, Ms. Rowe.
 16 Dr. Williams, if the Board approves this as
 17 written tonight, is there anything that would
 18 preclude us from expanding and offering a bonus
 19 to additional groups beyond tonight, for instance
 20 at our next meeting or beyond?

21 DR. WILLIAMS: It will not. I will say

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1 to the team, I know a motion is on the floor, but
 2 there's a desire to look at all staff members as
 3 part of Team BCPS, including, you named some
 4 positions, and we are happy to move forward and
 5 look at what that will be and when. Again, it's
 6 my desire not to exclude anyone because everyone
 7 has been working hard. And once we receive the
 8 approval, and we have been asking these
 9 questions, to what Ms. Pasteur just said, at this
 10 point we can go forward and provide the bonuses,
 11 so we can look at all staff members, including
 12 those that you named and look at the actual cost,
 13 Mr. Sarris, and to move forward. I'd rather move
 14 forward because there's winter break coming, and
 15 the start of the calendar year, that's the kind
 16 of window that we wanted to provide that, before
 17 we lose any additional staff members based on the
 18 shortages and coverages and just what's been
 19 happening in our schools.
 20 CHAIRWOMAN HENN: Thank you. So we've
 21 had lengthy discussion. Ms. Rowe, and that will

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1 be the last comment before we vote, unless
 2 there's other concerns. Yes, Ms. Rowe?
 3 MS. ROWE: The question I have is, we
 4 have a lot of long-term subs in our system who
 5 are essentially fulfilling full-time positions
 6 and they show up every day that the full-time
 7 teachers do, and we actually really also need our
 8 subs. Is there a way to prorate the subs as
 9 opposed to just excluding them? Why are we
 10 excluding subs?
 11 DR. WILLIAMS: I believe we can look at
 12 our long-term subs as part of some type of
 13 prorated bonus for them.
 14 CHAIRWOMAN HENN: Thank you. Any last
 15 comments, questions, Mr. Kuehn?
 16 MR. KUEHN: So, I certainly support
 17 trying to support our employees. The concern
 18 that I have with this is I don't know what it's
 19 displacing, we're taking about \$21 million. And
 20 I know, I really appreciate what you said,
 21 Ms. Pasteur, about the one-time grant type monies

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1 that we spend and you know, taking care of our
 2 employees is important. But I'm concerned we're
 3 going to displace something that may also be
 4 important to us and I don't know what that is, so
 5 I'm challenged to actually support this, and it
 6 looks like it's going to pass regardless of
 7 whether I support it or not, but that is my
 8 concern, because I do not know it's going to
 9 displace at this point.
 10 DR. WILLIAMS: So let me help you with
 11 that. We've put in the ESER fund additional
 12 staff just like in the budget, we put in
 13 additional staff, we have vacancies. It's hard
 14 to fill even the additional FTEs that we put
 15 forth not only in our operating budget but also
 16 in the ESER funds. So in terms of replacing,
 17 we're not necessarily replacing. We want to
 18 maintain and encourage our folks to stay in their
 19 position in BCPS. And again, we have spent, the
 20 team and I have spent countless hours on this, so
 21 it's not necessarily replacing, we just have some

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1 vacancies that we are unable to fill because of
 2 the national shortage.
 3 And when we talked to our colleagues in
 4 nearby districts, they have done something
 5 similar, they may have gotten more money than
 6 Baltimore County, I don't know exactly their
 7 figures, but we've spent some time and effort on
 8 this. So that's where it's come, and it's
 9 aligned with our ESER fund, it's coming out of
 10 that as Ms. Pasteur shared. I hope that helps.
 11 CHAIRWOMAN HENN: Thank you.
 12 Mr. Offerman, did you have a question? No?
 13 Okay. Board members, are we good, are we ready
 14 to call the vote?
 15 DR. HAGER: Can you restate the motion
 16 please?
 17 CHAIRWOMAN HENN: Ms. Pasteur, would you
 18 read the motion?
 19 VICE CHAIR PASTEUR: Based on
 20 Dr. Williams' report, in order to support BCPS's
 21 efforts to retain employees as a result of issues

Page 94	<p>1 presented by the pandemic, I move that prior to</p> <p>2 the end of the calendar year a \$1,000 one-time</p> <p>3 bonus be provided to all BCPS full-time employees</p> <p>4 excluding the superintendent, and that this</p> <p>5 amount be prorated as determined by the</p> <p>6 superintendent for BCPS employees who are less</p> <p>7 than a 1.0 FTE.</p> <p>8 CHAIRWOMAN HENN: Thank you,</p> <p>9 Ms. Pasteur. Ms. Gover, may I have a rollcall</p> <p>10 vote please?</p> <p>11 MS. GOVER: Ms. Rowe?</p> <p>12 MS. ROWE: Yes.</p> <p>13 MS. GOVER: Yes.</p> <p>14 MS. CAUSEY: Yes.</p> <p>15 MS. GOVER: Ms. Mack?</p> <p>16 MS. MACK: Yes.</p> <p>17 MS. GOVER: Mr. McMillion?</p> <p>18 MR. MCMILLION: Yes.</p> <p>19 MS. GOVER: Ms. Jose?</p> <p>20 MS. JOSE: Yes.</p> <p>21 MS. GOVER: Ms. Pasteur?</p>	Page 96	<p>1 don't have a formal report for you this evening.</p> <p>2 However, I would like to acknowledge and thank</p> <p>3 board members and Makeda Scott for her service</p> <p>4 this past year as chair. She assumed her</p> <p>5 leadership role at a very difficult time, just a</p> <p>6 few weeks past the cyber attack on our system.</p> <p>7 Ms. Scott has led gracefully and has worked very</p> <p>8 hard in her role as chair forming an equity</p> <p>9 committee. She and I worked on a difficult</p> <p>10 procurement for board legal counsel. She has led</p> <p>11 on many committees, has worked with our Board</p> <p>12 which we know has been no easy task, and has</p> <p>13 worked with a number of us on a number of</p> <p>14 projects. So thank you, Ms. Scott, for your</p> <p>15 leadership, thank you for your willingness to</p> <p>16 continue to serve and thank you for your</p> <p>17 continued service on the Board. I know I speak</p> <p>18 for all of us when I say this, it was really</p> <p>19 appreciated.</p> <p>20 (Applause.)</p> <p>21 Next I would like to acknowledge and</p>
Page 95	<p>1 VICE CHAIR PASTEUR: Yes.</p> <p>2 MS. GOVER: Mr. Thomas?</p> <p>3 MR. THOMAS: Yes.</p> <p>4 MS. GOVER: Mr. Offerman?</p> <p>5 MR. OFFERMAN: Yes.</p> <p>6 MS. GOVER: Ms. Scott?</p> <p>7 MS. SCOTT: Yes.</p> <p>8 MS. GOVER: Dr. Hager?</p> <p>9 DR. HAGER: Yes.</p> <p>10 MS. GOVER: Mr. Kuehn?</p> <p>11 MR. KUEHN: Yes.</p> <p>12 MS. GOVER: Ms. Henn?</p> <p>13 CHAIRWOMAN HENN: Yes.</p> <p>14 MS. GOVER: Thank you.</p> <p>15 CHAIRWOMAN HENN: Thank you, the motion</p> <p>16 carries.</p> <p>17 DR. WILLIAMS: Thank you, Board. We can</p> <p>18 clap on that.</p> <p>19 (Applause.)</p> <p>20 CHAIRWOMAN HENN: Thank you. The next</p> <p>21 item on the agenda is the chair's report. I</p>	Page 97	<p>1 thank Ms. Cheryl Pasteur, and congratulate her on</p> <p>2 her election to vice chair. I am extremely</p> <p>3 excited to be working with Ms. Pasteur. I have</p> <p>4 worked with Ms. Pasteur on the budget committee</p> <p>5 and have just found it absolutely delightful and</p> <p>6 have enjoyed every minute that I've worked with</p> <p>7 her on that and in our roles on multiple</p> <p>8 committees as well as the legislative and</p> <p>9 governmental relations committee. I look forward</p> <p>10 to getting to work with her on a more regular</p> <p>11 basis in our new leadership roles, I consider</p> <p>12 myself very blessed, and I'm looking forward to</p> <p>13 work with her in this capacity. Congratulations,</p> <p>14 Ms. Pasteur.</p> <p>15 (Applause.)</p> <p>16 And that concludes my chair's report.</p> <p>17 The next item on the agenda is the student member</p> <p>18 of the board report, and for that I call on</p> <p>19 Mr. Thomas.</p> <p>20 MR. THOMAS: Thank you. Good morning,</p> <p>21 Madam Chair -- oh, good evening, Madam Chair,</p>

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1 Madam Vice Chair, board members, the public and
 2 students of BCPS. The Maryland General Assembly
 3 is upcoming and at the last legislative and
 4 governmental relations committee, which I had the
 5 opportunity to preside over, thank you,
 6 Ms. Pasteur, thank you, I presented a proposal
 7 rooted from student voice and student perspective
 8 that will be brought forth at the next Board of
 9 Education meeting. In brief, it includes
 10 language to make increasing the BCPS student
 11 member of the board's voting privileges to
 12 include, one, collective bargaining; two, the
 13 capital operating budgets; and three, school
 14 closures, openings and reopenings.

15 We the Board of Education need to
 16 recognize the student voice for what it is, the
 17 entire reason we are here, not just a partial
 18 reason, as we make decisions about our system.
 19 Students, especially student leaders, often hear
 20 that we are the future, we are the youth of the
 21 future, but we are the now. We need to stand up

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1 for that on this Board. We are the individuals
 2 that are facing impacts of issues with staffing.
 3 We are the individuals that are standing on bus
 4 stations every day waiting 30, 45, an hour, two
 5 hours, to just make it to school. Why are we not
 6 a conversation to combat these, or part of the
 7 conversation? Why shouldn't we be given a full
 8 seat at the table that should be our table? I am
 9 for board members to support this legislative
 10 priority and encourage our delegation to bring
 11 forth legislation at the next General Assembly to
 12 increase the presence of students on this Board
 13 by increasing the role of the only representative
 14 that they have the power to elect.

15 Board members, my successor deserves the
 16 right to be your equal on the Board, not an
 17 individual who could be forced out of certain
 18 closed session meetings if the Board was to so
 19 choose, not somebody who feels reduced to holding
 20 up a sign during capital budget votes for the
 21 disenfranchisement they face on budgetary

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1 matters.
 2 And speaking of my successor, SMOB
 3 applications are out now. BCPS tenth and 11th
 4 grade students all have the opportunity to apply
 5 to become the next student member of the
 6 Baltimore County Board of Education, what I can
 7 say is a pretty cool job. These applications
 8 will be reviewed by the Baltimore County Student
 9 Council selection committee and the applicants
 10 will go into an interview phase possibly to
 11 become SMOB finalists, and in March there will be
 12 an election where every single BCPS student grade
 13 six to 12, for the third year, will have the
 14 opportunity to vote for the student member of the
 15 board. You can learn more about this process by
 16 following all SMOB social media accounts, viewing
 17 the BCPS SMOB selection page, or going to
 18 bcps.org under the community and family
 19 engagement tab.

20 But although I'm talking about my
 21 successor, I'm not finished here on this Board

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1 just yet. Although it feels like these past five
 2 or six months on the Board have just flown by and
 3 there's only half of them left, there's still so
 4 much for me to accomplish and fight for on behalf
 5 of the 111,000 students I represent.

6 Now for some final remarks. All
 7 students and board members are invited to attend
 8 the second official Baltimore County Public
 9 Schools SMOB town hall on December 14th, 2021,
 10 with the title Spotlight on Inclusivity, Honoring
 11 Diversity and Building a More Welcoming System.

12 I want to give huge congratulations to
 13 Mr. Fisher. I personally had the opportunity to
 14 meet with him on my school visit to Shady Spring
 15 Elementary before tonight and he is an incredible
 16 man, and I am so honored to have him in our
 17 presence tonight, and I wanted to extend my deep
 18 appreciation for his dedication to the elementary
 19 school.

20 Lastly, congratulations to our new board
 21 leadership, Ms. Henn and Ms. Pasteur, let's give

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1 another round of applause.
 2 (Applause.)
 3 I would also like to thank the
 4 dedication and leadership of Chair Scott. This
 5 Board has entrusted the both of you with the
 6 power to lead, so lead us to greatness, lead us
 7 on a path dedicated to BCPS students, on a path
 8 in which students become our priority and which
 9 we are fighting for students, not with each
 10 other. Thank you.
 11 CHAIRWOMAN HENN: The next item on the
 12 agenda is action taken in closed session and for
 13 that I call on Mr. Brousaides.
 14 MR. BROUSAIDES: Good evening, Chair
 15 Henn. Nothing to report from closed session.
 16 CHAIRWOMAN HENN: Thank you,
 17 Mr. Brousaides. The next item on the agenda is
 18 contract awards and for that I call on Ms. Jose,
 19 chair of the building and contracts committee.
 20 MS. JOSE: Good evening, board members.
 21 The board building and contracts committee met

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1 Monday, December 6th, 2021. Items M-1, M-2, M-7
 2 to M-18 are being forwarded to the full Board for
 3 approval. Items M-3, 4, 5 and 6 come to the
 4 Board without any recommendation.
 5 CHAIRWOMAN HENN: Thank you, Ms. Jose.
 6 Do I have a motion to approve Items M-1, M-2, and
 7 then M-7 through 18?
 8 MR. OFFERMAN: So moved, Offerman.
 9 CHAIRWOMAN HENN: Thank you,
 10 Mr. Offerman. No second is needed since the
 11 recommendation comes from the committee. Any
 12 discussion? May I have a rollcall vote,
 13 Ms. Gover.
 14 MS. GOVER: Ms. Rowe?
 15 MS. ROWE: Yes.
 16 MS. GOVER: Ms. Causey?
 17 MS. CAUSEY: Madam Chair, if you could
 18 let me know if I can do this. I need to abstain
 19 from Number 8 and 9.
 20 CHAIRWOMAN HENN: We can record you as
 21 abstaining from those two.

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1 MS. CAUSEY: And then voting yes for the
 2 rest.
 3 CHAIRWOMAN HENN: Okay.
 4 MS. CAUSEY: Thank you.
 5 CHAIRWOMAN HENN: Ms. Causey abstains
 6 from 8 and 9.
 7 MS. GOVER: Ms. Mack? Mr. McMillion?
 8 MR. MCMILLION: Yes.
 9 MS. GOVER: MS. Jose?
 10 MS. JOSE: Yes.
 11 MS. GOVER: Ms. Pasteur?
 12 VICE CHAIR PASTEUR: Yes.
 13 MS. GOVER: Mr. Thomas?
 14 MR. THOMAS: Yes.
 15 MS. GOVER: Mr. Offerman?
 16 MR. OFFERMAN: Yes.
 17 MS. GOVER: Ms. Scott?
 18 MS. SCOTT: Yes.
 19 MS. GOVER: Dr. Hager?
 20 DR. HAGER: Abstain.
 21 MS. GOVER: Mr. Kuehn?

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1 MR. KUEHN: Yes.
 2 MS. GOVER: Ms. Henn?
 3 CHAIRWOMAN HENN: Yes.
 4 MS. GOVER: Thank you.
 5 CHAIRWOMAN HENN: And the motion
 6 carries. Ms. Jose?
 7 MS. JOSE: I would like to move Board's
 8 approval for contracts M-7 and M-8. These
 9 contracts were approved by the Board in July of
 10 2018 and May of 2018. This is just a name change
 11 since the company was merged or acquired by
 12 another company, so there's no change in
 13 modification of fee or length of the contract,
 14 just a name change.
 15 CHAIRWOMAN HENN: Thank you. Is there a
 16 second?
 17 MR. KUEHN: I'm sorry, I've got a
 18 question. Are you talking about 5 and 6?
 19 MS. JOSE: 7 and 8.
 20 MR. KUEHN: We already passed 7 and 8.
 21 MS. JOSE: Sorry, I meant 6 and 7.

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1 MR. OFFERMAN: No, we approved --
 2 MS. JOSE: 5 and 6.
 3 CHAIRWOMAN HENN: Ms. Jose, would you
 4 please state, restate your motion?
 5 MS. JOSE: I ask the Board's approval
 6 for contracts M5 and M-6.
 7 CHAIRWOMAN HENN: Thank you. Is there a
 8 second?
 9 MR. OFFERMAN: Second, Offerman.
 10 CHAIRWOMAN HENN: Thank you,
 11 Mr. Offerman. Is there any discussion?
 12 Ms. Causey?
 13 MS. CAUSEY: So am I to understand that
 14 Item 5, JMI-618-18, modification to Information
 15 Technology Staffing Services, and Item 6,
 16 JMI-614-18, modification to Technology Support
 17 Staffing Services, both of those are just name
 18 changes; is that correct?
 19 CHAIRWOMAN HENN: Ms. Jose, would you
 20 like to respond?
 21 MS. JOSE: Yes, the company was acquired

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1 by another company, it's a merger.
 2 MS. CAUSEY: Okay. I'm just curious why
 3 it didn't come out of the committee with a
 4 recommendation to the full Board?
 5 CHAIRWOMAN HENN: Mr. Kuehn?
 6 MR. KUEHN: I specifically asked that
 7 they be separated out because I'm going to be
 8 abstaining from voting for these so I couldn't
 9 have them all together. That is the reason why.
 10 CHAIRWOMAN HENN: The committee did not
 11 vote on these, Ms. Causey.
 12 MS. CAUSEY: Okay, thank you.
 13 CHAIRWOMAN HENN: So they come without
 14 recommendation.
 15 MS. CAUSEY: So it -- okay, thank you.
 16 CHAIRWOMAN HENN: Thank you. Is there
 17 any other discussion on M-5 and M-6? Hearing
 18 none, thank you. Ms. Gover, may I have a
 19 rollcall vote please?
 20 MS. GOVER: Ms. Rowe?
 21 MS. ROWE: Yes.

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1 MS. GOVER: Ms. Causey?
 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: Ms. Jose?
 8 MS. JOSE: Yes.
 9 MS. GOVER: Ms. Henn?
 10 CHAIRWOMAN HENN: Yes.
 11 MS. GOVER: Mr. Thomas?
 12 MR. THOMAS: Yes.
 13 MS. GOVER: I'm sorry. Mr. Offerman?
 14 MR. OFFERMAN: Yes.
 15 MS. GOVER: Ms. Pasteur?
 16 VICE CHAIR PASTEUR: Yes.
 17 MS. GOVER: Dr. Hager?
 18 DR. HAGER: Yes.
 19 MS. GOVER: Mr. Kuehn?
 20 MR. KUEHN: Abstain.
 21 MS. GOVER: Ms. Scott?

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1 MS. SCOTT: Yes.
 2 MS. GOVER: Thank you.
 3 CHAIRWOMAN HENN: Thank you, the motion
 4 carries. Ms. Jose?
 5 MS. JOSE: I would like to move the
 6 Board approve contract M-3, LKO-400-20,
 7 modification, Human Resources and Financial
 8 Management System Enterprise Software.
 9 CHAIRWOMAN HENN: Thank you, is there a
 10 second?
 11 MR. OFFERMAN: Second, Offerman.
 12 CHAIRWOMAN HENN: Thank you,
 13 Mr. Offerman. Is there discussion? Ms. Causey?
 14 MS. CAUSEY: So it did not come out of
 15 committee with a recommendation, and I'm curious
 16 as to the discussion and how that vote went, or
 17 there was not a vote taken.
 18 CHAIRWOMAN HENN: Do you have a specific
 19 question on that, and is staff available to
 20 answer any questions Ms. Causey might have on
 21 this contract? Mr. Sarris, good evening.

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1 DR. WILLIAMS: I just want to -- based
 2 on what the question was, I don't know if
 3 Ms. Jose can respond first and then Mr. Sarris.
 4 I thought there was some discussion about the
 5 vote during building and contracts.
 6 CHAIRWOMAN HENN: Yes. Ms. Causey,
 7 there was lengthy discussion about that, and the
 8 recording is available. I don't know that we can
 9 replay the meeting for us here, we don't have
 10 time to do that, but if you have a specific
 11 question on a contract that staff can address.
 12 MS. CAUSEY: So it says that it's for an
 13 increase of spending authority of over \$9 million
 14 for two years, which brings the total authority
 15 to \$22 million.
 16 MR. SARRIS: Correct.
 17 MS. CAUSEY: And I'm just getting that
 18 it wasn't -- since it's a modification, was the
 19 original contract a competitive procurement?
 20 MR. SARRIS: Yes, the original contract
 21 was issued by Baltimore County Government and, in

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1 2004. Both the school system and county
 2 government currently operate on the CRP system,
 3 and we cooperated in 2019 on a State of Michigan
 4 contract which was also competitively bid, and
 5 that's the contract that we are currently
 6 requesting be extended.
 7 MS. CAUSEY: Thank you, and I see that
 8 it includes Cloud licensing, so part of the
 9 increase is moving our infrastructure to the
 10 Cloud for security reasons, is that part of the
 11 reason for the increase?
 12 MR. SARRIS: Correct. And so last year
 13 we did just a one-year Cloud licensing fee
 14 because we wanted to evaluate the possibility at
 15 the time that we could somehow restore our
 16 servers, and during the past year it was
 17 determined that it would be more secure to remain
 18 on the Cloud, and so we need to have an
 19 additional Cloud service provision in our
 20 ongoing, in addition to our ongoing licensing
 21 fees for the software, which we've always had.

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1 MS. CAUSEY: Okay, thank you for that.
 2 And I believe, my final comment, that other board
 3 members had requested, Dr. Williams, a specific
 4 presentation on the technology plan that has been
 5 developing because of the ransomware attack, so I
 6 would just really appreciate having that so that
 7 the Board could have a sense of the overall plan
 8 instead of contracts coming forward. Okay, thank
 9 you.
 10 MR. SARRIS: You're welcome.
 11 CHAIRWOMAN HENN: Thank you. Mr. Kuehn
 12 and then Ms. Scott.
 13 MR. KUEHN: Mr. Sarris, we had a long
 14 discussion about this yesterday and you provided
 15 an answer which is that sheet you have in front
 16 of you.
 17 MR. SARRIS: Right.
 18 MR. KUEHN: Because I have been trying
 19 to make sense of it and this really helps,
 20 because it's tough to follow a big \$9 million
 21 increase, right? If you could just confirm,

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1 because I have some notes here and I'm trying to
 2 marry them all up, my notes aren't really that
 3 great, but if you could just confirm what we
 4 talked about yesterday, you said there's a Cloud
 5 fee of about \$1.1 million, a \$951,000 licensing
 6 fee for Cloud software, a transition amount of
 7 \$1.4 million, an upgrade amount of \$2.9 million
 8 because we're going to a new version of the
 9 software, and then a \$2 million annual
 10 maintenance fee going forward. Is that the
 11 breakout that we're looking at here?
 12 MR. SARRIS: Yes, and the transition to
 13 what the vendor calls their version four software
 14 and the associated one-time implementation cost
 15 are really the only change to our current fees,
 16 which remain constant for being on the Cloud and
 17 for the current licensing fees. So those
 18 one-time fees in '23 to '25 if we decide to
 19 upgrade to version four of the software would be
 20 the additional costs, the extent of the
 21 additional costs, plus the two-year extension for

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1 regular Cloud and software licensing.
 2 MR. KUEHN: Okay, and has that decision
 3 been made yet or is --
 4 MR. SARRIS: No. We have the
 5 opportunity to evaluate over this five-year
 6 period to determine what our future system
 7 infrastructure and software will be.
 8 MR. KUEHN: All right, thank you.
 9 CHAIRWOMAN HENN: Thank you. Ms. Scott?
 10 MS. SCOTT: Thank you. I was just
 11 curious, I just wanted to know how critical this
 12 is and if it's not approved, what would happen.
 13 MR. SARRIS: Well, this is pretty
 14 critical in order to get people paid this Friday
 15 and each Friday thereafter, and as I said, we and
 16 the county have been operating on this system
 17 since 2004. Even though the county has decided
 18 that they ultimately want to transition, they're
 19 still with the same vendor running in parallel
 20 until they can make their transition complete.
 21 So this has been, and it's also in addition to

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1 payroll, it's our hiring, recruiting, financial
 2 accounting, purchasing, budgeting -- let's see if
 3 there's anything that I left out. I'm sure
 4 there's something I've left out, but it basically
 5 is the primary platform for all our business
 6 services.
 7 MS. SCOTT: So if I could ask then, so
 8 if the Board doesn't approve this, then people
 9 won't get paid this Friday?
 10 MR. SARRIS: Correct, because this
 11 contract expires tonight.
 12 MS. SCOTT: Oh, and the committee knows
 13 this?
 14 MR. SARRIS: I think we --
 15 MS. SCOTT: Did that come up, were you
 16 all aware of this and it still came through
 17 unapproved from the committee, meaning people
 18 can't get paid? I guess I'm not understanding.
 19 MS. JOSE: It was separated out, it was
 20 easier to just bring it to the full board for
 21 discussion.

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1 MS. SCOTT: Okay.
 2 MR. SARRIS: And I think I also promised
 3 to provide this illustration, which I think was
 4 helpful to Mr. Kuehn at least.
 5 MS. SCOTT: Your response has been very
 6 helpful to me, thank you.
 7 CHAIRWOMAN HENN: Thank you. Dr. Hager
 8 and then Ms. Mack.
 9 DR. HAGER: We approved a version of
 10 this contract two months ago, though, right?
 11 MR. SARRIS: Correct. What we approved
 12 two months ago was, I think it was 535,000 for
 13 one additional year of consulting services. So
 14 since the cyber attack we're finishing our first
 15 full year of recovery and we believe that the
 16 recovery will need to continue for at least 12
 17 more months, and so that contract was just for
 18 consulting services, not licensing fees, Cloud
 19 services or any other aspects of this agreement.
 20 DR. HAGER: Thank you.
 21 CHAIRWOMAN HENN: Thank you. Ms. Mack?

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1 MS. MACK: Mr. Sarris, if not approving
 2 this keeps people from getting paid, is there a
 3 reason why it was just brought before building
 4 and contracts this week?
 5 MR. SARRIS: All our contracts, we try
 6 to present at least the month prior to
 7 expiration. In this case this has been a more
 8 complex negotiation and so this is as soon as I
 9 have been able to bring it to you.
 10 MS. MACK: And with having a new CIO
 11 coming on board, do we run the risk of extending
 12 this two years if that person wants to go in a
 13 different direction?
 14 MR. SARRIS: So this contract can be
 15 terminated for our convenience at any time with
 16 no penalty.
 17 MS. MACK: Okay, that's very helpful to
 18 know, thank you.
 19 MR. SARRIS: Sure.
 20 CHAIRWOMAN HENN: Thank you, Ms. Mack.
 21 Board members, other questions, discussion? No?

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1 Hearing none, Ms. Gover, may we have a rolcall
 2 vote please?
 3 MS. GOVER: Ms. Rowe?
 4 MS. ROWE: Yes.
 5 MS. GOVER: Ms. Causey?
 6 MS. CAUSEY: Yes.
 7 MS. GOVER: Ms. Mack?
 8 MS. MACK: Yes.
 9 MS. GOVER: Mr. McMillion?
 10 MR. MCMILLION: Yes.
 11 MS. GOVER: Ms. Pasteur?
 12 VICE CHAIR PASTEUR: Yes.
 13 MS. GOVER: Mr. Thomas?
 14 MR. THOMAS: Yes.
 15 MS. GOVER: Mr. Offerman?
 16 MR. OFFERMAN: Yes.
 17 MS. GOVER: Ms. Scott?
 18 MS. SCOTT: Yes.
 19 MS. GOVER: Dr. Hager?
 20 DR. HAGER: Yes.
 21 MS. GOVER: Mr. Kuehn?

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1 MR. KUEHN: Abstain.
 2 MS. GOVER: Ms. Henn?
 3 CHAIRWOMAN HENN: Yes.
 4 MS. GOVER: Thank you.
 5 CHAIRWOMAN HENN: Thank you, and the
 6 motion carries.
 7 Ms. Jose stepped out. Our next contract
 8 is M-4, JBO-716-21, School Bus and Student Safety
 9 Initiative. Board members, is there a motion
 10 regarding this contract?
 11 MR. OFFERMAN: I move to approve, to
 12 have the Board approve this contract.
 13 CHAIRWOMAN HENN: Thank you,
 14 Mr. Offerman. Is there a second?
 15 MS. JOSE: Second.
 16 CHAIRWOMAN HENN: Thank you, Ms. Jose.
 17 Any questions or discussion? Ms. Rowe?
 18 Microphone please?
 19 MS. ROWE: Over a year ago this Board
 20 voted this contract down because of the legal and
 21 ethical issues with the vendor. This year we're

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1 asked to vote for the exact same vendor with an
 2 expanded package of services, and we did not
 3 approve even the stop arm camera. I don't see
 4 how the public will trust us if we flip on a
 5 decision when nothing has changed.
 6 Following the excerpts from the IG of
 7 Montgomery County, Maryland, in 2018 the CEO FMS,
 8 a non-FMS business associate, the Dallas County
 9 school superintendent and the mayor pro tem of
 10 Dallas all pled guilty to crimes involving bribes
 11 and kickbacks paid to public officials in Dallas
 12 in exchange for favorable actions furthering FMS
 13 local business interests. These business
 14 interests mainly involved the implementation of
 15 the school bus stop arm camera enforcement
 16 program. Mr. Leonard was sentenced in May 2019
 17 to serve seven years in prison for what federal
 18 prosecutors described as, quote, the largest
 19 domestic public corruption case in history,
 20 that's page two.
 21 According to legal counsel for the

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1 dissolution committee of the former board of
 2 trustees of Dallas County Schools, the stop arm
 3 camera program suffered consistent losses during
 4 the fiscal years from 2012 to 2016. An
 5 independent forensic accountant determined that
 6 the stop arm camera program would not be
 7 effective as it was structured. Based on
 8 comments made during testimony before the council
 9 education committee on September 27, 2018, it
 10 appears that even after significant adverse
 11 information came to light, NCP and MCPS may have
 12 continued to rely on information provided by the
 13 vendor.
 14 An NCP employee commented during the
 15 education committee work session that the United
 16 States Department of Justice was, quote, aware
 17 and even blessed the takeover of Bus Patrol by
 18 FMS. OIG staff contacted the assigning
 19 prosecuting United States Attorney for the
 20 Northern District of Texas to ask whether the
 21 activities of Bus Patrol were blessed by the DOJ.

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1 In response, the prosecuting attorney wrote --
 2 CHAIRWOMAN HENN: That's time, Ms. Rowe,
 3 thank you.
 4 MS. ROWE: Okay. So there's more and
 5 I've emailed the Board the rest that I didn't
 6 have time to reference.
 7 CHAIRWOMAN HENN: Is there a -- I'll
 8 allow a particular question if you'd like staff
 9 to respond based on your comments.
 10 MS. ROWE: When there were two vendors
 11 that were brought forward, why did you choose the
 12 same vendor to take this contract that the Board
 13 failed to approve because of our objection to the
 14 vendor last time?
 15 CHAIRWOMAN HENN: Thank you.
 16 MR. SARRIS: So while an OIG report was
 17 cited, what I don't believe anybody has discussed
 18 or may even be aware of is that the Montgomery
 19 County Public Schools chief operating officer
 20 responded to the audit, or to the report by
 21 saying that there was extensive due diligence

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1 conducted by MCPS, the public schools, and the
 2 Montgomery County Police Department. We provided
 3 the due diligence and the review of other
 4 systems, and site visits and needs, and we're
 5 satisfied, let's see, and that the report
 6 highlights that the program comes at no cost to
 7 the county, and no operating funds to be used,
 8 and that -- let's see, excuse me -- and that
 9 ultimately we agree that the county should
 10 exercise good stewardship of taxpayer funds and
 11 insure that purchases are reasonable and
 12 necessary, and that the best product and services
 13 are received for the best price. And Montgomery
 14 County Public Schools therefor entered into an
 15 agreement after extensive due diligence to
 16 enhance and expand its school bus safety program.
 17 Based on a memorandum of understanding, that
 18 complies with administrative procedures and this
 19 program will go forward and has gone forward and
 20 continues to be in place at this time.
 21 So the reports that you cited really

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1 predate the contract that Montgomery County
 2 ultimately implemented and passed with due
 3 diligence, and our BCPS also applied the same due
 4 diligence, it was a competitive contract, we
 5 interviewed and scored two competitive proposals,
 6 and the most highest rated cost effective
 7 proposal is being presented here, and all of our
 8 due diligence and disclosures of no conflict of
 9 interest are all in order.
 10 DR. WILLIAMS: Madam Chair, if I could
 11 ask our guests to please introduce themselves for
 12 the full board.
 13 CAPTAIN BROWN: I'm Captain Brown from
 14 the police department. I oversee traffic
 15 division among other things.
 16 MR. WEST: Thank you. And I'll just say
 17 that in development of this request for
 18 proposals, the police department and Baltimore
 19 County Department of Budget and Finance was a
 20 partner in doing that, and so for this evening's
 21 questions we did invite Captain Brown as a

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1 partner, that he has been in the development of
 2 this contract.
 3 DR. WILLIAMS: And the person speaking
 4 is Mr. Kenny West, our assistant director.
 5 MR. WEST: Yes, thank you.
 6 CHAIRWOMAN HENN: Thank you, and
 7 welcome. Yes, Ms. Jose?
 8 MS. JOSE: Thank you, Ms. Henn. Last
 9 year I did not approve this contract because of
 10 the same conspiracy theories abounding. I like
 11 to make decisions based on facts, data, and not
 12 conspiracy theories in social media. I believe
 13 that the OIG report that Mr. Sarris just read to
 14 the Board, I also asked if there were any
 15 conflict of interest checks done prior to this
 16 Board approving it.
 17 This contract was approved by the
 18 Baltimore County Council in May of 2020, it came
 19 to the Board, I did not approve it. This is a
 20 joint MOU between Baltimore County Government,
 21 BCPS and Baltimore County Police Department.

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1 There are no hidden costs according to my notes
 2 that I took yesterday that BCPS would be
 3 encumbered with.
 4 And my question, though, is the
 5 conspiracy theory that keeps -- and this may also
 6 deal with you, Mr. Brousaides, because members of
 7 this Board sitting here, we're governing, and
 8 make these statements on the dais, does that open
 9 us up to any kind of liability?
 10 MR. BROUSAIDES: I think we're getting
 11 afield of this particular contract and should
 12 probably stick to that.
 13 MS. JOSE: So if you could explain to
 14 the Board about the joint MOU between Baltimore
 15 County Police Department, the county government
 16 and BCPS, and the due diligence that BCPS has
 17 done on this contract, so I could feel
 18 comfortable voting for this.
 19 MR. WEST: Thank you for that question.
 20 I will say that I certainly understand the
 21 concerns that have been brought forward and I

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1 think those concerns are realistic. I will say
 2 that as Mr. Sarris noted, many of those concerns
 3 predate important documents that the Montgomery
 4 County school system has issued and worked with
 5 the attorney general's office for Montgomery
 6 County. In other words, lessons have been
 7 learned from Montgomery County's original
 8 contracts.
 9 Our contract is markedly different from
 10 the initial Montgomery County contract. I will
 11 say that this particular vendor has been approved
 12 and is actually operating in a number of
 13 counties, those to include Carroll County, Cecil,
 14 Charles, Howard, Montgomery, Prince George's and
 15 Queen Anne's. And so Baltimore County has also
 16 in drafting this contract insured that it is at
 17 no cost and that there is a high level of
 18 transparency and oversight with regard to the
 19 ability for Baltimore County Government Budget
 20 and Finance and the police department to conduct
 21 regular audits of all transactions and to control

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1 the setup of how the money flows through the
 2 citations. So there is a high level of
 3 transparency and there's a high level of control
 4 that Baltimore County has.
 5 CHAIRWOMAN HENN: Thank you, Ms. Jose.
 6 Did you have another question?
 7 MS. JOSE: My question is to you,
 8 Mr. Police Officer, if you could explain how this
 9 benefits the Baltimore County Police Department.
 10 CAPTAIN BROWN: Well, basically it would
 11 make things safer in the county because
 12 traditionally with school bus violations to cite
 13 those violators it's pretty tough. First of all
 14 you have to be in the right place at the right
 15 time because chances are if people see a marked
 16 police car, people aren't going to see that. In
 17 addition, often times to go after the violator
 18 you don't want to violate the law yourself by
 19 going after them, so it's tough, it's a tough
 20 thing to enforce.
 21 And we already oversee two programs,

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1 automated enforcement programs in the county, we
 2 oversee the speed enforcement in school zones,
 3 half a mile from school zones. In addition we
 4 oversee red light cameras. So this is another
 5 feature, another automated enforcement that's
 6 going to make our jobs better, make the county
 7 safer for children and for everyone around school
 8 buses when their children are disembarking or
 9 embarking on a school bus.
 10 Just to give you some ideas of what we
 11 deal with, right now we have 36 school cameras,
 12 okay, we have 88 sites. So what we do, we move
 13 the cameras from site to site, and what we can
 14 see is how effective it is when the camera's
 15 there and when it's not there, okay? So
 16 traditionally we have a camera at a location
 17 based on complaints and when at first, we conduct
 18 analysis on crashes and when the camera is there
 19 a few months crashes go down drastically, to the
 20 point where they're down 60 or 70 percent. In
 21 addition, violations go down to probably a third

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1 of what they were when it started, and this is
 2 around school zones between the hours of 0600 and
 3 eight p.m., and we move them from location to
 4 location, so they've been very effective.
 5 In addition, red light cameras, we have
 6 ten locations in the county, they haven't pretty
 7 much moved for ten years, but they were placed in
 8 certain areas based on crashes, complaints, and
 9 they have been very effective. In fact, we
 10 changed vendors in I believe 2019 and one of the
 11 cameras was not at location for a year, so we saw
 12 crashes actually go up during that year, it was
 13 Security and Whitehead Road if you're familiar
 14 with that area.
 15 So they are very effective, this is
 16 another tool for us to target, you know, those
 17 violators, and it's only going to target the ones
 18 who are committing this infraction. I think we
 19 could all agree that this is something we all
 20 think is egregious, this isn't something like
 21 speeding going five miles over, we're talking

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1 about a school bus when it's stopped letting
 2 children off, this is a big deal.
 3 So like I said, we want to target this
 4 on a traditional basis and not to mention, you
 5 know, we have a lot of other things we're doing
 6 that we can set our sights on. In addition,
 7 right now since the pandemic, people are driving
 8 faster, we all know that. In May 2020 there was
 9 40 percent less cars on the road but there was 20
 10 percent more violations in speed, so people were
 11 driving faster, we had more violations with less
 12 cars. And then in addition since then, even
 13 though it's not the hundred percent traffic it
 14 was before, we're still seeing about five to ten
 15 percent higher on the amount of violations in
 16 speed zones as well as red light zones, so that's
 17 continuing to occur. People are driving
 18 distracted, people are doing a hundred other
 19 things while they're driving, they're not obeying
 20 signs. This year alone we're up in pedestrian
 21 crashes as well as bicycle crashes about 15

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1 percent. So it's another tool in our toolbox
 2 that can help with these problems of, you know,
 3 driver behavior, because at the end of the day it
 4 does change behavior, we've seen it many times.
 5 And what else did I have here? And also
 6 the technology that comes with the program is
 7 second to none, it really is, it does so many
 8 things for the -- because the camera's outside we
 9 kind of get the data, BCPS gets the data of
 10 anything going on inside, kind of like it is now
 11 because they have the cameras inside, so we see
 12 to that, so it's going to be the same
 13 relationship with regard to cameras inside and
 14 outside, it's going to be another tool for us to
 15 target those who are passing the school buses, so
 16 I think it's a great program and it's going to
 17 work out really well.
 18 MS. JOSE: Thank you.
 19 CHAIRWOMAN HENN: Ms. Mack?
 20 MS. MACK: I won't be supporting this
 21 contract and one of my major concerns has nothing

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1 to do with -- I mean, I have a very big concern
 2 about the question of the company involved, but
 3 my bigger concern is this is an after the fact
 4 effort and people are still going to be going by
 5 school buses and the potential for hitting a
 6 student as he or she steps off the bus, there's
 7 nothing in this technology to prevent that.
 8 And I'm sorry, I'm looking at you,
 9 Officer, and I'm not even going to ask a
 10 question, I'm just making a statement. The
 11 damage would already be done, because there's no
 12 arm that's actually going to come out and make
 13 people stop. Now I know the response could be if
 14 a person does it enough and they get tickets,
 15 they won't do it anymore, but the times that they
 16 do do it, it puts students' lives in danger, so I
 17 won't be supporting it. Thank you.
 18 CHAIRWOMAN HENN: Thank you.
 19 Mr. Offerman?
 20 MR. OFFERMAN: I agree with much of what
 21 you said but I don't see where it has any bearing

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1 on this. If we need additional contracts to do
 2 what you're saying, I understand that. This
 3 contract costs us nothing; is that correct?
 4 MR. WEST: That is correct.
 5 MR. OFFERMAN: Okay. I respect staff's
 6 due diligence and we cited not only their due
 7 diligence but the due diligence of Baltimore
 8 County and Montgomery County, and I'm going to be
 9 supporting this contract. And I agree
 10 wholeheartedly that we need to do more, that
 11 doesn't mean this is not going to be a help.
 12 We've had a police captain, again who I respect,
 13 tell us it's going to help. My tendency is to
 14 believe those people. Thank you.
 15 CHAIRWOMAN HENN: Thank you.
 16 Mr. Thomas, and then Mr. Kuehn.
 17 MR. THOMAS: Thank you, Chair Henn. I'm
 18 going to share a story with you all. I was
 19 driving to school about a few weeks ago and for
 20 the first time in my life, I'm a new driver, I
 21 got pulled over. Driving to school I made a

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1 U-turn by accident when there wasn't supposed to
 2 be a U-turn driving to school, and I can say I'm
 3 not going to make a U-turn on that road again
 4 driving to school. I've also accidentally not
 5 stopped with a bus, and so I can say from my
 6 experience that I will not be making those
 7 mistakes again, and I think that these cameras
 8 would certainly be an incentive for me not making
 9 those mistakes when my parents receive a bill in
 10 the mail for violating, for driving past a bus
 11 when it was stopped and loading students, so I
 12 disagree with your statement.
 13 I think yes, I mean, I think knowing
 14 these will exist in our county and looking out
 15 for them is going to make a big difference, and
 16 especially our new drivers as well, as I am one
 17 of those new drivers, still learning. I try not
 18 to violate traffic laws, so thank you.
 19 CHAIRWOMAN HENN: Thank you. Mr. Kuehn,
 20 and then Dr. Hager.
 21 MR. KUEHN: Thank you. Thank you for

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1 your time. I know we talked at length yesterday
 2 about this and one of my parting questions had to
 3 do with how this actually increases safety
 4 because of proactive measures do not exist, this
 5 is not a proactive stop of a child getting hit by
 6 a car. It may stop somebody in the future which
 7 is a deterrent, but I don't know what the proof
 8 or the data says about that, and that was one of
 9 my questions to you, Mr. West.
 10 I don't know, Captain Brown, if you have
 11 any understanding that in regards to these
 12 programs, and you have spoken to cameras that are
 13 around different parts of the county, but I'm
 14 concerned that this is just a revenue generating
 15 activity for the county, which is what it is, and
 16 it's to also, you know, also to outfit us for
 17 cameras, fine, but there's nothing proactive
 18 about it. And we even talked about public
 19 service announcements and messages. I don't want
 20 to wait for those public service announcements
 21 and messages. The county should be doing that

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1 now if this is a problem.
 2 So again, I understand Mr. Offerman's
 3 point that it's not costing us anything, let's
 4 just throw it out there, but when we're saying
 5 safety, safety, safety, this is bus safety,
 6 safety and safety, I'm not seeing the proactive
 7 activity, and I asked specifically about this a
 8 year ago and we discussed it briefly yesterday,
 9 that it wasn't approved by Maryland Department of
 10 Whatever, but why don't we take the step to get
 11 it in play. Like we are big, we've got a ton of
 12 buses out there, I would hope to spend our money
 13 on something that's going to stop accidents
 14 instead of just ticket people and then hope that
 15 they don't do it again, so I won't be supporting
 16 this either.
 17 CHAIRWOMAN HENN: Thank you.
 18 Mrs. Causey, and then I'll see if anyone else
 19 wants to chime in. Mrs. Causey?
 20 MS. CAUSEY: Dr. Hager can go first.
 21 CHAIRWOMAN HENN: Dr. Hager. Did you

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1 want to respond to Mr. Kuehn?

2 MR. WEST: I'd be happy to. Mr. Kuehn,

3 thank you for your question. We did discuss at

4 the committee meeting yesterday that the specific

5 clients that you're referring to, there is a

6 physical arm that will be attached to the school

7 bus that would come out from the bus during the

8 time that it is making a passenger stop. We did

9 look into that as best practices in the industry,

10 and the reason why that was not offered by any

11 one of the vendors who responded to the request

12 for information or the request for proposal is

13 because that is not legal in the state of

14 Maryland.

15 So the companies who provide that

16 equipment have refused to, or cannot provide any

17 data about whether that is effective and what

18 happens to the vehicles, including the vehicle

19 that could possibly hit it or the school bus, so

20 there's no data around whether or not that's

21 effective. Nor does MVA, or MDOT, the Department

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1 of Transportation does not approve that to be on

2 school vehicles.

3 To your point, though, that does not

4 preclude us from potentially working with our

5 partners to look into that. However, again, that

6 is not part of this scope, and I feel that this

7 will still be effective because of the points

8 that Captain Brown raised just a few minutes ago

9 regarding the presence of cameras, and people

10 knowing that cameras are on school buses does

11 change behavior.

12 So, I would be remiss if I did not speak

13 to the fact that this, while revenue generation

14 is a component of this proposal, is not it. The

15 reason why Baltimore County Public Schools owns

16 this contract is because it is regarding student

17 safety on school buses. Citations and ticket

18 revenue is secondary, students safety is primary.

19 There is a full suite of other software and

20 technology that Baltimore County gets improves

21 student safety, so one of the components is the

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1 community education piece. The actual goal of

2 this is to issue no citations. If that were

3 possible, and we all know with the red light

4 cameras and speeding cameras people will still do

5 that, the objective is to provide education.

6 Before the very first citation is issued, there

7 will be campaigns that are publicized, that is

8 directed by Baltimore County Schools, by the

9 police department, and we say here are the

10 campaigns that we want to go out and we work with

11 the vendor to determine the mode of

12 communication. Additionally, there are a set of,

13 I think Chief Hyatt has to make this decision,

14 about the length of time that there are warnings

15 issued, so forth, because the objective is to

16 educate the public.

17 So I don't disagree that, I understand

18 you want there to be something that may

19 physically come off a bus. That is not possible

20 at this time, but that doesn't take away from the

21 efficacy of the technology and the improvement

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1 that this contract yields.

2 CAPTAIN BROWN: Right, and he made some

3 very good points. The education part I think is

4 huge, and I know our current chief, Chief Hyatt

5 has made a big push on doing not only traditional

6 things. Like this last week we had a young

7 driver, new driver program, something that we had

8 never done, nobody does this, at Dundalk High

9 School, thanks for letting us use the lot by the

10 way, and it worked out very well. It was to

11 teach young divers some of the things that we all

12 learned in drivers ed years ago that they just

13 don't seem to teach anymore, and some of the

14 things that we commonly come across that

15 frustrate us, that people just don't pay

16 attention to, so I think there is another piece

17 that we could, you know, use to educate, I really

18 believe that. But again like Ken said, if we

19 have no citations and nothing, nobody getting

20 cited, that's a good thing, but I think, you

21 know, in the real world that's not going to be

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1 the case, but I appreciate your points.

2 CHAIRWOMAN HENN: Thank you. Dr. Hager?

3 DR. HAGER: Yeah, thank you all so much

4 for this discussion. I was honestly unsure

5 coming into this and I feel I have learned a lot

6 more from this discussion, so thank you all so

7 much.

8 So two questions. The PSAs are part of

9 the contract, that's part of kind of how we are

10 doing this?

11 MR. WEST: It's a requirement, and I

12 also just want to point out that is required in

13 the beginning and then it is continual.

14 DR. HAGER: Wonderful. And given that

15 they're outfitting our buses with this equipment,

16 if we were unhappy once we were doing these

17 audits and doing these constant checks and not

18 pleased with the service they're providing, how

19 difficult will it be to end this contract with

20 the materials they're giving us?

21 MS. WEST: In the contract it requires

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1 that we would give notice, and we have to come up

2 with an agreement. So we will come up with an

3 agreement at that point and they would terminate

4 access to the GPS functionality, terminate

5 access, the remote access to cameras and so

6 forth, but we would determine with the vendor a

7 transition date if we were having another company

8 come in to replace cameras, et cetera, and we

9 would then look at how we would continue the

10 connectivity for the cameras and so forth after

11 that, if we chose to do so.

12 DR. HAGER: Okay, thank you.

13 CHAIRWOMAN HENN: Thank you. Were you

14 next, Mr. Thomas? I think Ms. Causey was next

15 and then I'll come back. Okay, Mrs. Causey?

16 MS. CAUSEY: Thank you for the

17 discussion. So I have a question. Has the law

18 office reviewed all contract documents and the

19 memorandum of understanding and given its

20 approval?

21 MR. WEST: We have worked with the law

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1 office on the MOU. The MOU is actually in draft

2 format. However, that does not go to be signed

3 until after the RFP is approved by the Board.

4 MR. SARRIS: That's the standard

5 procedure, and I think we did provide the draft,

6 did we not?

7 MS. CAUSEY: Would it be appropriate for

8 the law office to answer that question?

9 DR. WILLIAMS: The answer was as part of

10 the process it will then go to the law office for

11 the MOU. I don't know if Ms. Howie has anything

12 else to add. She does not, okay.

13 MS. CAUSEY: So it's fair to say that it

14 has not been completely reviewed and approved by

15 the law office?

16 DR. WILLIAMS: What you have is the

17 draft MOU to provide more specificity regarding

18 the contract, and in that it does speak to the

19 educational component, because we knew there

20 would be questions, so we wanted to show the

21 draft of the MOU so board members were aware of

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1 what the intent of this contract, more

2 information about the working relationship with

3 the contractor, with the police and with

4 Baltimore County Public Schools. It does say

5 draft, it will be reviewed once we get an

6 approved contract, and then the law office would

7 review as we've done every MOU, and we reach

8 agreement and we have signatures.

9 MS. CAUSEY: Thank you. I'm holding

10 this up, I'm reading from a memorandum of

11 understanding from the Montgomery County,

12 Maryland Office of the Inspector General. County

13 officials relied at least in part on information

14 provided by a criminal conspirator in vetting FMS

15 and this program and they continued to rely on

16 vendor FMS/Bus Control-supplied information when

17 considering the future of the program.

18 I have an additional question.

19 Typically when the Board receives construction

20 contracts the Board will receive all of the bids

21 that were satisfactory and a comparison table

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1 with pricing, and was that done in this case?
 2 MR. SARRIS: I have the scoring criteria
 3 from the eight evaluators, but that's all
 4 I can provide.
 5 MS. CAUSEY: I'm just thinking with such
 6 concerns around the company and the whole process
 7 that that would be helpful for the Board to have
 8 received that.
 9 At the last meeting transportation
 10 stated that there are not radios in all buses and
 11 some bus drivers are not able to communicate to
 12 supervisors or the offices. What is the plan for
 13 installing radios?
 14 MR. WEST: The radios, that part of the
 15 project is being managed by our partners with
 16 information technology. It is a completely
 17 separate contract and that is well underway.
 18 MS. CAUSEY: What's the estimated
 19 completion date?
 20 MR. WEST: I don't have that information
 21 directly, I'd have to refer to one of our IT

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1 staff members.
 2 DR. WILLIAMS: I think we can provide
 3 that at a later time. Thank you.
 4 MS. CAUSEY: Thank you. I'm very
 5 concerned about safety but also about overtaxing
 6 the very, a department that's, you know, under a
 7 lot of pressure. Also from this report it says
 8 on page 12, so far the county has paid out over
 9 750,000 tax dollars for administrative and
 10 personnel expenses related to this program and
 11 has transferred over \$10 million in ticket
 12 revenue to the vendor. However, neither
 13 Montgomery County nor MCPS has received any
 14 ticket revenue and it is unknown when they will.
 15 I just have a number of concerns about
 16 this, also in prioritizing how we're using our
 17 staff time versus student safety, and to be able
 18 to have radios on the bus where the bus drivers
 19 can immediately call for assistance, I think it's
 20 more important, and I'm just concerned about the
 21 vendor, so thank you.

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1 CHAIRWOMAN HENN: Okay, Mrs. Causey,
 2 that's time.
 3 MR. WEST: I would say that's a very
 4 valid concern. I did want to point out that the
 5 contract in with Baltimore County is different
 6 from Montgomery County, so we've really not
 7 comparing apples to apples. For example, that
 8 report, and I don't know the date of that report,
 9 I would suspect it may have some age to it, but
 10 the contract for Baltimore County actually has in
 11 it that the police department as well as the
 12 Department of Budget and Finance will total their
 13 staff hours, their staffing hours in approving or
 14 rejecting the citations, their staff hours in
 15 insuring that the court dockets are processed and
 16 that the staff are going to court for the
 17 citations, they will total those hours and be
 18 reimbursed for them. So when we say it's no
 19 cost, the county actually is reimbursed for their
 20 costs just in managing the program.
 21 As far as staff hours for the Office of

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1 Transportation, the technology that comes with it
 2 also saves quite a bit of time. So I'll give you
 3 an example. The system comes with the ability to
 4 remotely access videos. We currently do not have
 5 the ability to remotely access while the bus is
 6 on the road, so if something were to happen and
 7 the Department of School Safety calls and says
 8 something is wrong on the bus, we would be able
 9 to tap into that bus while it's on the road and
 10 look at that.
 11 For example, when a school calls and
 12 says an incident occurred, we physically have to
 13 wait for the bus to get back to the lot, we go
 14 and retrieve the hard drive, we come to the
 15 office and we record the hard drive and then we
 16 send it to the school. We would be able to
 17 remotely access that and provide far better
 18 service to schools.
 19 It does come up with a tablet on the
 20 buses, so when we're talking about the stress the
 21 drivers feel when they're having to cover

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1 different routes and we're providing them a paper
 2 copy, we can still provide them a paper copy.
 3 However, that tablet would be able, we'd be able
 4 to send down a route that would give some level
 5 of turn by turn directions. The technology that
 6 comes with the system is actually moving us into
 7 current day technology that is standard in the
 8 industry.
 9 MS. CAUSEY: Thank you.
 10 CHAIRWOMAN HENN: Thank you, and I know
 11 some board members have asked questions and I'll
 12 come back to you. I haven't asked one and I have
 13 one to ask, so good evening, Mr. West.
 14 MR. WEST: Good evening.
 15 CHAIRWOMAN HENN: Do you have references
 16 available from school systems comparable to BCPS
 17 that could be provided to the Board with
 18 implementation similar to ours that, of at least
 19 say a year in duration with similar MOUs that
 20 could be provided?
 21 MR. WEST: I'm sure we can provide that.

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1 CHAIRWOMAN HENN: Is that something that
 2 was provided during the due diligence that was
 3 performed in looking into this vendor?
 4 MR. SARRIS: We do a reference check,
 5 but it would not include agreements from each of
 6 the other counties if that's what you're asking.
 7 CHAIRWOMAN HENN: Would you have the
 8 names of a couple of other systems, is that
 9 something you could provide of have available,
 10 the systems that are comparable ours that
 11 provided references?
 12 MR. SARRIS: I don't think I'm going to
 13 have it tonight.
 14 MR. WEST: I did go over the counties
 15 where Bus Control has been approved and is
 16 operating successfully and if I didn't, I can go
 17 over that again if you'd like.
 18 CHAIRWOMAN HENN: In terms of thinking
 19 through our implementation, ones that would be
 20 most similar to ours that have had the program up
 21 and running for some time, which would you say?

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1 MR. WEST: For our size, it would be
 2 Howard County, Prince George's County and then
 3 Montgomery County, especially with Montgomery
 4 County's current contract.
 5 DR. WILLIAMS: Just for clarity for the
 6 Board, Montgomery County is the largest school
 7 system, followed by Prince George's, followed by
 8 Baltimore County so maybe that will help, but
 9 thank you, Mr. West, for that response.
 10 CHAIRWOMAN HENN: Right, in Maryland.
 11 Just, we've heard a lot of things about
 12 Montgomery that have been negative experiences
 13 with them, so trying to get a balanced
 14 perspective on those systems that may have had
 15 the opposite experiences with them to balance out
 16 what other members have read and talk about the
 17 successes as well. So Mr. Sarris, you do have
 18 references?
 19 MR. SARRIS: I don't have references
 20 with me tonight, but let me look to see if I have
 21 it here.

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1 CHAIRWOMAN HENN: Ms. Pasteur and then
 2 Mr. McMillion.
 3 VICE CHAIR PASTEUR: Thank you,
 4 gentlemen. If I could jump in, as I look at the
 5 contract, it indicates that it has remotely
 6 accessible exterior and interior and I did just
 7 hear you allude to that, correct? So the
 8 interior, we've been talking about the exterior
 9 but I want to go to the interior cameras. So
 10 those interior cameras are going to pick up on
 11 what's going on from front to back on the bus?
 12 MR. WEST: So we do have interior
 13 cameras now. This project would upgrade those
 14 interior cameras so they become wide angle, they
 15 become high definition and they become remotely
 16 accessible. So we do have cameras now, but
 17 again, we have to physically go out to the bus,
 18 pull a hard drive. This project will come with
 19 the ability to tap into a bus so we can see it
 20 live and when we need to request a recording from
 21 last week, then we'll be able to do that

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1 electronically.

2 VICE CHAIR PASTEUR: So, I don't know

3 where I am with this contract, but I know where I

4 am with what goes on on a bus, and I do know that

5 unless you have to stop what you're doing in the

6 school and ride out and meet a bus where there

7 are fights going on and other things happening in

8 real time, the bus driver can't stop and if he

9 pulls over, and we all remember this, they can't

10 just pull over anywhere, that what starts on a

11 bus very often carries into a school building.

12 And while we are worried about what's

13 happening in our schools, know that we are

14 responsible for the door to door, door to door,

15 not just when they get to that building. So when

16 that drama starts at the bus stop and then on

17 that bus, everybody is now in harm's way, we have

18 a problem, and guess what? Eyewitnesses are not

19 eyewitnesses, okay? Everybody has a different

20 story and saw everything differently think from

21 their perspective. So my worry, and my plus

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1 about this contract are those cameras that are

2 giving you real time on that bus because again,

3 what often happens in that building started on

4 that bus, and you want to know what's real,

5 what's true, what's going on, and how to handle

6 those situations.

7 So I'm all over the place about the

8 whole thing, but just that you have real time

9 with those cameras, that's worth whatever, with

10 no money we're paying.

11 CHAIRWOMAN HENN: Thank you.

12 Mr. McMillion I believe had his hand up, and then

13 if there's anyone who hasn't asked a question,

14 and then I'll come back to you, Mr. Thomas, and

15 then Ms. Mack.

16 MR. MCMILLION: I've been engaged in

17 conversations since 18 months ago, yesterday and

18 today, and there's a continual phrase that keep

19 coming up that's school safety, and everybody

20 talks about school safety, but there's one topic

21 that nobody's mentioning and that's how much

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1 revenue is generated. You know, I'm looking for

2 something that's, you know, there's something

3 that's driving this and I'm just curious, and

4 Captain Brown, there's no disrespected intended

5 to you, but I'm curious. How much revenue do you

6 project will be generated the first year this

7 program is implemented?

8 CAPTAIN BROWN: Okay, I'm not the one to

9 project the revenue, but let me see here, I can't

10 remember the exact number, but I do know that

11 there was, like was said, there's money in there

12 to pay for our personnel, but as far as the

13 revenue, we are not really concerned with that.

14 We are the management of it, the ombudsman will

15 be OBF, Office of Budget and Finance, so I really

16 can't speak to that.

17 MR. MCMILLION: Okay. So there's going

18 to be \$11 million worth of equipment coming back

19 to BCPS; is that correct? Do you have a total,

20 do you have a number that's going to come back to

21 us from all the different equipment, the interior

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1 equipment, the exterior equipment, how much money

2 are we talking about that we're going to gain

3 from this?

4 MR. WEST: You're asking to monetize the

5 value of all the technology?

6 MR. MCMILLION: Yeah, the tablets that

7 each bus gets, the interior cameras with the wide

8 angles, the exterior cameras, you know, we're

9 gaining something from this, right, that's why

10 we're driving this, right, in addition to school

11 safety?

12 MR. WEST: I wouldn't be able to tell

13 you on the market how much all of that equipment

14 cost.

15 MR. MCMILLION: But this company is in

16 business to make money, correct? So if they're

17 giving us X numbers of millions of dollars of

18 equipment, they're projecting that they're going

19 to get that money back somehow, right, or they

20 wouldn't be in business.

21 MR. WEST: That's correct.

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1 MR. MCMILLION: Do we agree to that?
 2 MR. WEST: Yes.
 3 MR. MCMILLION: Okay, thank you.
 4 CHAIRWOMAN HENN: Thank you.
 5 Mr. Offerman?
 6 MR. OFFERMAN: I believe, correct me if
 7 I'm wrong, we are not, BCPS is not getting or
 8 involved with any of these funds, we are not
 9 paying for anything, we are expecting no direct
 10 revenue for BCPS. Is the money going to BCPS or
 11 is it going to Baltimore County?
 12 MR. WEST: The funds are directed
 13 directly to Baltimore County Government.
 14 MR. OFFERMAN: Okay, thank you. I'd
 15 also like to move the question please.
 16 CHAIRWOMAN HENN: Thank you. So the
 17 question has been moved. Okay.
 18 MR. BROUSAIDES: There needs to be a
 19 second and then you vote.
 20 MS. ROWE: Second.
 21 CHAIRWOMAN HENN: Second by Ms. Rowe.

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1 And then we vote on moving the question?
 2 MR. BROUSAIDES: Right, not debatable.
 3 CHAIRWOMAN HENN: Two-thirds is the
 4 requirement?
 5 MR. BROUSAIDES: Two-thirds.
 6 CHAIRWOMAN HENN: Thank you. Ms. Gover,
 7 may we have a rollcall vote, and we're voting on
 8 moving the question.
 9 MS. GOVER: Ms. Rowe?
 10 MS. ROWE: Yes.
 11 MS. GOVER: Ms. Causey?
 12 MS. CAUSEY: No.
 13 MS. GOVER: Ms. Mack?
 14 MS. MACK: Yes.
 15 MS. GOVER: Mr. McMillion?
 16 MR. MCMILLION: No.
 17 MS. GOVER: Ms. Jose?
 18 MS. JOSE: Yes.
 19 MS. GOVER: Ms. Pasteur?
 20 VICE CHAIR PASTEUR: Yes.
 21 MS. GOVER: Mr. Thomas?

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1 MR. THOMAS: Yes.
 2 MS. GOVER: Mr. Offerman?
 3 MR. OFFERMAN: Yes.
 4 MS. GOVER: Ms. Scott?
 5 MS. SCOTT: Yes.
 6 MS. GOVER: Dr. Hager?
 7 DR. HAGER: Yes.
 8 MS. GOVER: Mr. Kuehn?
 9 MR. KUEHN: Yes.
 10 MS. GOVER: Ms. Henn?
 11 CHAIRWOMAN HENN: Yes.
 12 MS. GOVER: In favor is ten.
 13 CHAIRWOMAN HENN: Thank you, the motion
 14 carries. Now we'll vote on the contract.
 15 Ms. Gover, may I have a rollcall vote?
 16 MS. GOVER: Ms. Rowe?
 17 MS. ROWE: Abstain.
 18 MS. GOVER: Ms. Causey?
 19 MS. CAUSEY: Abstain.
 20 MS. GOVER: Ms. Mack?
 21 MS. MACK: No.

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

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1 MS. GOVER: In favor is seven.
 2 CHAIRWOMAN HENN: So the motion carries.
 3 Thank you, Ms. Gover.
 4 MS. ROWE: Madam Chair, could we recount
 5 the vote please?
 6 MR. KUEHN: It didn't pass, it's six to
 7 six.
 8 MS. GOVER: In favor I had Ms. Jose,
 9 Ms. Pasteur, Mr. Thomas, Mr. Offerman, Ms. Scott,
 10 Dr. Hager and Ms. Henn.
 11 CHAIRWOMAN HENN: My vote was no.
 12 MS. GOVER: I'm sorry, my apologies. In
 13 favor is six.
 14 CHAIRWOMAN HENN: Thank you, so the
 15 motion fails. Thank you. So Ms. Jose, I believe
 16 that we've processed all the contracts, then?
 17 Thank you.
 18 The next item on the agenda in
 19 unfinished business, consideration of board
 20 policies, and for that I call on the policy
 21 review committee chair, Ms. Scott.

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1 MS. SCOTT: Thank you. Members of the
 2 Board, the policy review committee asks that the
 3 Board accept the committee's recommendations to
 4 amend the following board policies: Policy 8221,
 5 duties and responsibilities, board officers,
 6 chair, vice chair duties; Policy 8311,
 7 operations, meetings; Policy 8314, operations,
 8 meetings, agenda; and to accept the committee's
 9 recommendation to approve new Board Policy 8601,
 10 board member conduct, use of social media. These
 11 recommendations are presented to you on tonight's
 12 agenda as Exhibit N.
 13 CHAIRWOMAN HENN: Thank you. Do I have
 14 a motion to adopt the recommendation of the
 15 Board's policy review committee?
 16 MR. OFFERMAN: So moved.
 17 MS. SCOTT: Thank you. No second is
 18 needed since the recommendation comes from the
 19 committee. Is there any discussion? Ms. Causey?
 20 MS. CAUSEY: Thank you. First I would
 21 like to provide accommodation to the policy

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1 review committee staff, they have begun
 2 implementing recommendations from the Public
 3 Works Consulting recommendations and have started
 4 to increase transparency and accessibility with
 5 documents around the policies and the
 6 superintendent's rules that are on BoardDocs, so
 7 that is now much easier, more transparent for
 8 staff or parents to go on and review the policies
 9 and the accompanying superintendent's rules, so I
 10 just wanted to appreciate staff for their work
 11 around that.
 12 Also, there are some issues where I feel
 13 that some of these policies could be improved, so
 14 I will be abstaining, but I do appreciate all the
 15 work that the Board has done in improving these
 16 and strengthening these policies, so thank you.
 17 CHAIRWOMAN HENN: Thank you,
 18 Mrs. Causey. Any further discussion, board
 19 members? Mr. Kuehn?
 20 MR. KUEHN: Is this for all the policies
 21 or just the first one?

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1 CHAIRWOMAN HENN: All the policies.
 2 MR. KUEHN: Okay, I just, I do have a
 3 comment on Board Policy 8311. It talks about
 4 special meetings and I don't know if I'm missing
 5 something, but if there's an emergency, because
 6 it talks about we're not allowed to have, notice
 7 must be at least 72 hours before a special
 8 meeting can happen. I was just wondering if we
 9 need to have like some emergency exemption of
 10 some sort, if we got hit with for instance, God
 11 forbid, we got hit with another ransomware deal
 12 or something like that and Dr. Williams needed
 13 authority from us or something along those lines,
 14 do we need an emergency like provision here,
 15 that's my question, to have a special meeting?
 16 That's all.
 17 CHAIRWOMAN HENN: Thank you, Mr. Kuehn.
 18 Any comments, board members? Dr. Hager.
 19 DR. HAGER: If we make that
 20 modification, what would happen, does it go back
 21 to PRC if it's just a minor modification?

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1 CHAIRWOMAN HENN: We could vote to send
 2 it back to PRC for them to make that modification
 3 or we could have a motion to make it now if you
 4 have a suggested wording change, we could vote to
 5 modify it.
 6 MR. KUEHN: I don't, I was just
 7 concerned about it, that's all.
 8 CHAIRWOMAN HENN: Or we could, a third
 9 option would be we could do an emergency
 10 modification in that scenario.
 11 MR. KUEHN: Do other board members
 12 believe that this is necessary? I just thought
 13 of it when I was reading it, I don't know that it
 14 is.
 15 CHAIRWOMAN HENN: Ms. Rowe?
 16 MS. ROWE: So, I think that part of the
 17 reason for the 72 hours is because you have to
 18 make sure that all the board members have been
 19 fairly notified in advance enough to alter their
 20 schedules to attend meetings or then you run into
 21 problems of possibly either not having a quorum,

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1 or you have seven people who just decided to show
 2 up and make a decision with seven, so I think we
 3 need the 72 hours, but I cannot think of
 4 something that would happen in our school system
 5 that the superintendent and staff would not be
 6 able to handle for the duration of 72 hours until
 7 we met, because they're the entire operations of
 8 the school system. So the superintendent has
 9 such a wide latitude of authority to make
 10 decisions in emergencies that I just can't think
 11 of a situation, and I guess if the entire Board
 12 agreed to meet, I mean, Ms. Howie, if the Board
 13 wanted to meet sooner than 72 hours and had
 14 unanimous consent, could we do it or would it
 15 violate this policy?
 16 MS. HOWIE: It would violate the policy.
 17 MS. ROWE: So I guess we could add some
 18 language in four of special meetings that says,
 19 you know, says special meetings of the Board may
 20 be called by the chair at written request of
 21 seven board members, but if we had unanimous

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1 consent of all board members to meet sooner than
 2 72 hours, I think that would be something that's
 3 appropriate as long as the chair received written
 4 requests from all the board members we could meet
 5 sooner, I would think.
 6 MR. KUEHN: I'm not trying to derail
 7 this and I apologize if people think that's the
 8 case, it's not. I could -- like you said,
 9 Dr. Williams or the superintendent could handle
 10 operations. I just was concerned. I could go
 11 with that or just move on.
 12 CHAIRWOMAN HENN: It sounds like what
 13 Ms. Rowe is saying is if all board members agree,
 14 which could be by consensus to hold a special
 15 meeting within that timeframe, which would be an
 16 exception to the policy, but how would we handle
 17 that, and do we need it added to the policy to
 18 say if there was consensus to do it inside the 72
 19 hour window it should be added to the policy, in
 20 which case -- Mr. Offerman?
 21 MR. OFFERMAN: I have a couple concerns.

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1 First of all, as Ms. Rowe said, I agree.
 2 Dr. Williams has wide latitude to handle a wide
 3 variety of situations. I'm also concerned about
 4 the potential violation of the Open Meetings Act,
 5 because if we decide to have a meeting and we all
 6 decide tomorrow, how is the public supposed to
 7 know that, so I will be voting for the policy as
 8 is. Thank you.
 9 CHAIRWOMAN HENN: Thank you. Other
 10 comments, questions, discussion? Ms. Causey?
 11 MS. CAUSEY: Thank you. I just want to
 12 dovetail with Mr. Kuehn's concerns. In just the
 13 last 20 months we have had situations change
 14 overnight literally multiple times and we have
 15 also had the cyber attack and other issues where
 16 it would have been helpful to have more
 17 specificity around being able to call a special
 18 meeting. If there could just be a clarification
 19 of the Open Meetings Act violations that
 20 Mr. Offerman was speaking to, because I think
 21 that would guide any amendment or additional

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1 language that might need to be added so there
 2 will not be a violation of the Open Meetings Act.
 3 CHAIRWOMAN HENN: Ms. Causey, could you
 4 restate that? Are you asking for legal advice
 5 from counsel on the Open Meetings Act
 6 requirement?
 7 MS. CAUSEY: Yes, because agenda setting
 8 is an open meetings issue, but there are other
 9 issues that are closed or administrative, so is
 10 it something where an administrative meeting
 11 could be called that does not vote the Open
 12 Meetings Act if there were such an emergency that
 13 the board chair and the superintendent could do
 14 that, or the board chair could do that? I'm just
 15 trying to evaluate what the parameters are.
 16 CHAIRWOMAN HENN: Mr. Brousaides?
 17 MR. BROUSAIDES: Ms. Causey, I don't
 18 think we're going to be able to answer that
 19 question right now. Like you note, if the Board
 20 was going to meet in administrative session the
 21 Open Meetings Act wouldn't apply, but if the

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1 Board was going to meet to take some action that
 2 requires a public vote, then the Board would need
 3 to meet in open session and the Open Meetings
 4 Act, I forget the exact language, but it
 5 contemplates advance notice to the public, and
 6 I'd have to look into it further to see what the
 7 contours of any exception or limit to that would
 8 be.
 9 CHAIRWOMAN HENN: Thank you. Ms. Jose?
 10 MS. JOSE: Thank you. I think
 11 Mr. Brousaides answered my question. From having
 12 taken the LEA training, we would need to provide
 13 advance notice unless it's an admin session, and
 14 I think three years ago something similar was
 15 tried, to have a special meeting, and that was an
 16 OMA violation to have, so I remember that from
 17 2018.
 18 And like Dr. Williams, he can function.
 19 We are governing his operating, so I don't see
 20 any reason why we would need to meet in a short
 21 notice like that without notifying the public.

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1 CHAIRWOMAN HENN: Thank you. I just
 2 want to make a comment here. We're talking about
 3 emergency meetings and this may require legal
 4 advice beyond the scope of what we can discuss
 5 tonight, but I'm questioning whether they could
 6 fall under special meetings or could require an
 7 additional definition added to policy that could
 8 be added by the PRC at another time if we approve
 9 this as is, that would define the parameters for
 10 emergency meetings specifically and we don't
 11 necessarily need to visit this tonight if we
 12 approve it as is and ask the PRC to revisit
 13 emergency meetings. Does that sound like an
 14 acceptable path forward? Mr. Kuehn, does that,
 15 since you raised this issue?
 16 MR. KUEHN: Yeah, I'm fine with just
 17 voting, let's just vote. I'm sorry, it struck me
 18 as a possible need now and that's why I brought
 19 it up, and I think our discussion has informed us
 20 all, so I'm more than willing to just --
 21 CHAIRWOMAN HENN: It sounds like we have

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1 consensus to revisit emergency meetings
 2 separately and ask the PRC to look at that.
 3 Ms. Gover, may I have a rollcall vote on
 4 the three policies, 83 -- I'm sorry, 8221, 8311,
 5 8314 and 8601?
 6 MS. GOVER: Ms. Rowe?
 7 MS. ROWE: Yes.
 8 MS. GOVER: Ms. Causey?
 9 MS. CAUSEY: Abstain.
 10 MS. GOVER: Ms. Mack?
 11 MS. MACK: Yes.
 12 MS. GOVER: Mr. McMillion?
 13 MR. MCMILLION: Yes.
 14 MS. GOVER: Ms. Jose?
 15 MS. JOSE: Yes.
 16 MS. GOVER: Ms. Pasteur?
 17 VICE CHAIR PASTEUR: Yes.
 18 MS. GOVER: Mr. Thomas?
 19 MR. THOMAS: Yes.
 20 MS. GOVER: Mr. Offerman?
 21 MR. OFFERMAN: Yes.

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1 MS. GOVER: Ms. Scott?
 2 MS. SCOTT: Yes.
 3 MS. GOVER: Dr. Hager?
 4 DR. HAGER: Yes.
 5 MS. GOVER: Mr. Kuehn?
 6 MR. KUEHN: Yes.
 7 MS. GOVER: Ms. Henn?
 8 CHAIRWOMAN HENN: Yes.
 9 MS. GOVER: Thank you.
 10 CHAIRWOMAN HENN: Thank you, the motion
 11 carries.
 12 The next item on the agenda is the
 13 update on the cyber attack and for that I call on
 14 Dr. McComas and Mr. Corns. Good evening, and
 15 welcome.
 16 DR. MCCOMAS: It's been a while since I
 17 sat at this table. So good evening, Chair Henn,
 18 Dr. Williams, members of the Board. So we are
 19 here this evening, I'm Dr. Mary McComas, the
 20 chief academic officer, and I'm joined this
 21 evening by Mr. Jim Corns, our executive director

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1 of the Department of Information Technology.
 2 Could you go to the next slide please?
 3 We're in a unique position as a
 4 community because of the catastrophic cyber
 5 attack that we experienced, and so I want to take
 6 a moment here to acknowledge the words of Robert
 7 Collier, that in every adversity there lies the
 8 seed of an equivalent advantage. And as board
 9 members, parents and community members, you
 10 naturally want to understand where we are today
 11 and how we have continued to evolve our cyber
 12 security posture over the last year.
 13 It's December and we've just passed the
 14 anniversary and we're all working towards the
 15 winter break. Everyone is seeking that
 16 reassurance that our cyber security is not only
 17 restored but adaptively poised to respond to the
 18 constantly changing landscape of cyber threats
 19 and cyber security. We are presenting this
 20 evening where we have been, where we are and
 21 where we are going. Could you go to the next

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1 slide please?
 2 Approximately one year ago on
 3 November 24th, 2020, all of us were gathered as
 4 we are this evening in a board meeting and
 5 towards the very end of that meeting we started
 6 to experience a few glitches, and we were
 7 experiencing the beginning of a cyber attack.
 8 That attack impacted every aspect of Baltimore
 9 County Public Schools' system. Our staff
 10 immediately moved in to responding to that attack
 11 and worked tirelessly throughout that
 12 Thanksgiving weekend, and as a result we were
 13 able to restore instruction in just three
 14 instructional days due to the hard work of our
 15 staff. Next slide please.
 16 As we move on this evening and as
 17 Dr. Williams also shared in his earlier
 18 presentation, our frame for this year is really
 19 our direction of recovery, rebuilding and
 20 healing, and so we want to begin and we'll use
 21 the same frame as we talk about our update on our

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1 cyber security. At this time I'll hand it over
 2 to Mr. Jim Corns.
 3 MR. CORNS: If we could go to the next
 4 slide please? So BCPS needed to continue our
 5 work of educating students. This required our
 6 core services that we were using during the
 7 pandemic, so our first two restorations were
 8 actually access to Google Meet and Schoology,
 9 which were the primary way in which our students
 10 and staff were interacting with each other, as
 11 our top priority. This required a total shift in
 12 how we were handling our logins because of a
 13 compromise to the system internally, so we moved
 14 to a Microsoft login stance at that point.
 15 In addition, we also had to start to
 16 recover other core services and while we had
 17 teams working on each of these systems, we were
 18 coordinating a massive reimaging of teacher
 19 devices that was going on across the county, as
 20 well as working to restore and recover our
 21 financial systems. So in that process, again, we

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1 moved to a Microsoft login to assist us and at
 2 the time of the ransomware attack Baltimore
 3 County had about 1,500 onsite, I'll say servers.
 4 Those servers were virtualized so there were not
 5 1,500 physical devices. We're currently sitting
 6 at about 250 on site.

7 So then as we continued to move forward
 8 and started to restore our data from our backups,
 9 our first system that was prioritized was our SPS
 10 system which was for special education, so that
 11 we could begin services to the IEP and 504
 12 process. Next slide please.

13 So as we continued to recover, we moved
 14 through recovery and restoration and we continued
 15 to stand up key services and systems, but instead
 16 of locally creating them or recreating them, we
 17 favored moving our systems to the Cloud for a
 18 variety of reasons, predominantly the
 19 availability of vendor partners to be able to
 20 provide levels of security that are their stock
 21 in trade. So as we continued to move forward

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1 with that, we migrated to a variety of services,
 2 one of which was actually putting our main
 3 website into a full Cloud stance instead of
 4 having it locally hosted. We moved our BCPS One
 5 portal, which was the way that students were
 6 accessing instructional resources, and turned
 7 that into a Microsoft 365 All-Apps portal.

8 We continued reimaging devices but in
 9 order to expedite that process we made the image
 10 itself smaller and implemented Intune to host
 11 reimaging deployment of software so that we did
 12 not have to include that software with the
 13 initial imaging. And then with all of that work
 14 we had a huge volunteer pool from schools,
 15 student assistants, my staff, all came together
 16 to make sure that our teachers received a
 17 reimaged device in an expeditious manner so that
 18 they could continue the work of instruction. So,
 19 next slide please.

20 So as we rebuilt the system, we used the
 21 adage that with this system needing to be fully

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1 created, that we should rebuild it differently,
 2 to borrow a presidential phrase, we opted to
 3 build back better.

4 So once the most basic services were
 5 restored and teachers could engage in teaching
 6 and learning, we really started rebuilding in
 7 earnest. That rebuilding process took into
 8 account things that our previous system would
 9 have precluded because of the, in terms of cyber
 10 security it's referred to as the technical debt
 11 that we occurred, things that we had done over
 12 the course of years that precluded us from being
 13 able to employ certain aspects of cyber security
 14 that would allow us to move forward. So those
 15 are, you know, the workarounds that we might have
 16 put in place, or the things that would not
 17 necessarily have been best practice and built,
 18 but we had just incurred them over the last
 19 decade.

20 And so as the cyber attack wiped our
 21 slate clean and as catastrophic it was, the

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1 catastrophic event really gave us a starting
 2 point to rebuild. So some of those things that
 3 we were able to put in place, for example
 4 multifactor authentication for all staff. That
 5 multifactor authentication gives you three pieces
 6 of data that you actually have to have to be
 7 someone. That includes your user name, your
 8 password, something you know, and then something
 9 you have, which is either an app on your phone or
 10 a text message in your phone or, for some of our
 11 staff members we have been financially cognizant
 12 and allowed them to also utilize a desk phone to
 13 receive that multifactor call. It's very similar
 14 to the one you would use on your bank account,
 15 your iTunes account, your healthcare account.

16 We've enhanced our internal security to
 17 our data center with new firewalls. We have
 18 implemented those next generation firewalls at
 19 the, as a council of the Maryland State Cyber
 20 Security Group, we're using the same firewall
 21 stance that the state of Maryland is utilizing

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1 for most of their services. Our stance on where
 2 we're rebuilding servers that we need to have
 3 control of are actually in the Cloud, we're
 4 utilizing Cloud services to rebuild those
 5 exclusively.

6 Our password stances have now aligned
 7 with the National Institute for Standards in
 8 Technology or NIST, where we're encouraging or
 9 requiring a much longer password with a much
 10 heavier complexity rate, as well as, while
 11 sounding counterintuitive, removing the
 12 requirement to do timed incremental password
 13 updates, as NIST is recommending that higher
 14 complexity of your password coupled with
 15 multifactor authentication is a more secure
 16 stance for security.

17 And in addition to that, as the
 18 contracts come through we have enhanced our
 19 device protections with one of the most robust
 20 endpoint protections as well as a 24/7 monitoring
 21 process that is placed into that to monitor how

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1 we are working.

2 So, and it's just important to note that
 3 all these measures in addition to the security we
 4 already had has given us a better stance. We
 5 were attacked by career criminals, we were the
 6 victims of a crime, and so as with any crime, a
 7 burglary or any kind of break-in, we had
 8 substantial security but those criminals found
 9 ways to circumnavigate that, so we have
 10 positioned ourselves by learning from this attack
 11 to put a stronger posture in place, as well as
 12 making sure that in addition to those forms of
 13 attacks we have taken into account others. I
 14 became aware of the mitre attack vectors that
 15 resonate with any of our tech friends, just how
 16 incidents of compromise occur, how we work to
 17 understand each layer of security and how it
 18 prevents certain aspects of an attack. Next
 19 slide please.

20 So in addition to baking in our security
 21 in our rebuild, the rebuild process also creates

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1 a lot of efficiency, new methods, and those new
 2 methods were really fundamental to the way the
 3 system came back together. We have now a process
 4 by which we link parent accounts to student
 5 accounts so that when a parent goes to our new
 6 student information system or Schoology, we're
 7 actually using Microsoft and a product they're
 8 calling B to C, or Business to Customer, and
 9 we're utilizing that to allow end users to sign
 10 up with a personal account and link directly to
 11 their students in a way that is an efficiency to
 12 our schools, where our prior system had some very
 13 heavy concerns with being able to connect
 14 students and parents together, so that's a great
 15 time saver.

16 We've really looked at locally developed
 17 resources that required long-term support,
 18 constant updates to stay relevant, and hefty
 19 contractor fees in my department particularly,
 20 and we've moved away from that. We're really
 21 favoring low code, no code build, we're favoring

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1 Cloud-implemented systems, and we're looking to
 2 industry standard systems in order to make our
 3 system effective.

4 The predominant system that was impacted
 5 by the ransomware attack was our student
 6 information system that in the past prior to
 7 encryption was handwritten by local staff
 8 members, and that handwriting of a wildly
 9 complicated system of that nature was an
 10 untenable goal to keep up, and so what the
 11 ransomware really allowed us to do is pivot to a
 12 state of the art information system for our
 13 students that has much more flexibility, provides
 14 much greater resources from a company that that
 15 is their business. And so what that has allowed
 16 me to do with my staff is pivot them to interact
 17 with this system in order to build efficiencies
 18 and integrate moving forward. There's some
 19 really exciting stuff going on in that.

20 And as you know, my staff was actually
 21 working diligently on creating an RFP for the

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1 student information system prior to the
 2 ransomware attack and so we do, it's been a year
 3 but I'm able to at least smile about it, and a
 4 student information system is usually about an
 5 18-month install, we turned folks on in six days,
 6 so we are really focusing on integration instead
 7 of local creation. Next slide please.

8 So as our rebuild process continues, and
 9 it does continue, there are process that we're
 10 still working to implement and making sure that
 11 we are prioritizing things for our schools and
 12 for our staff that are the most needed at the
 13 time that they're needed, we're also working to
 14 heal this whole process. Again, we were attacked
 15 by criminals, and now we are working to get us to
 16 a feeling of safety and security around this, and
 17 so right now we are working to make sure that our
 18 families see the impact of our efforts.

19 So some of our recent restoration, we've
 20 returned service learning hours to the parent
 21 portal in Focus, but not just bringing back the

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1 number, we actually have a robust system by which
 2 you can see how a student earned a service
 3 learning hour. It allows the student service
 4 learning coordinator to input details about how
 5 they were earned and it is live and updated as
 6 soon as the input happens. So any parent that
 7 logs in to the parent portal that morning, if a
 8 student service learning coordinator had put in
 9 new hours, that parent will immediately see them.
 10 You used to have to wait for the quarter term to
 11 see it on the report card.

12 We're restoring details around the high
 13 school assessments. We have been working very
 14 diligently with our partners in the Division of
 15 Research, Accountability and Assessment or DRAA,
 16 to data that is coming out of the data warehouse
 17 and putting it back in the hands of families, and
 18 so we'll be looking towards the end of second
 19 marking period to have the availability of those
 20 high school assessments broken down into Focus so
 21 parents can see. And we did restore the access

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1 to Focus and Schoology so that parents could see
 2 both of those avenues as they log in, so
 3 Schoology where the grade books and assignments
 4 are located, and Focus where the attendance,
 5 historical grades, transcripts, report cards are
 6 located, as well as we have now an online
 7 registration system so that if you'd like to
 8 register your child for the first time in
 9 Baltimore County you can do it electronically and
 10 then bring the rest of your resources to the
 11 school so that they can be validated.

12 There is also the ability for you to do
 13 your opt out form for opting out of release of
 14 student data right on line. This portal gives us
 15 access to put forms in there. We're actually
 16 working with athletics right now to move all of
 17 the forms that athletics require into the Focus
 18 parent portal. Next slide please.

19 So for our employees, we worked with our
 20 staff to raise awareness around our protection.
 21 The idea of a fortress that's a monolithic wall

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1 with a very strong gate is not really a security
 2 posture that's really going to help us. When the
 3 bad actors aren't coming through the front door
 4 anymore, it really becomes something we have to
 5 be very thoughtful, and so we're leveraging
 6 Baltimore County to be more of a porcupine, I
 7 have an accent apparently, my staff laughs at me
 8 when I say porcupine, but a porcupine, which is
 9 many sharp quills to deter any attacks, so this
 10 multi-pronged focus on having dozens of ways to
 11 prevent individuals.

12 So on November 17th, Baltimore County
 13 rolled out full multifactor authentication. We
 14 are utilizing office logins and by securing that
 15 account, every other account that it is utilized
 16 to authenticate against is protected. We started
 17 that process with employee self service so that
 18 staff could see an immediate impact and protect
 19 their most secure piece of information, which is
 20 their W-2 and their pay stub. So like I said, on
 21 the 17th we rolled it out for everything, email,

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1 every login to Focus, every login to Schoology,
 2 all those are now supporting multifactor
 3 authentication.
 4 Our cyber hygiene training, we took our
 5 former student data compliance training and added
 6 a lot of components around things that we had
 7 already been messaging but we really redoubled
 8 that effort to talk about the impact of spam, the
 9 impact of things that you might be utilizing your
 10 device for. We also sent over the weekend right
 11 before Thanksgiving break, so the 18th and 19th,
 12 we sent out a spam phishing campaign. We sent
 13 out three distinct emails, they were fake emails,
 14 and it encouraged the staff member to click on a
 15 link to validate their account, it encouraged the
 16 staff member to change their password, or it
 17 offered a folder that advertised the salary
 18 scales for executive staff. So it's important to
 19 note that the vendor that we use is a vendor we
 20 currently use for our spam filtering, they offer
 21 these phishing campaigns for us. They use Found

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1 in the Wild phishing attempt emails and reused
 2 them for our purpose. So if someone gets a real
 3 phishing email, this vendor actually puts it into
 4 the template so that we can pick it. My staff
 5 and I chose the lowest concerning email and
 6 decided to go with those three.
 7 What we did, though, was if an
 8 individual clicked the link, they were taken to a
 9 landing page to discuss what actually just
 10 happened. You just clicked on a link, it was
 11 from a phishing email, so here are some things
 12 that could have happened from the result. The
 13 first thing was you could have initiated a new
 14 cyber attack, you could have compromised your
 15 credentials, you could have compromised
 16 information. And then at the end it, it left the
 17 staff member with a message that if we all do our
 18 part, we can all be safe.
 19 To date, we sent out to 21,468 staff
 20 members, which was the current slate of our
 21 employees at the time. We do have about 5,000

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1 individuals who have completed the safety
 2 training already, it's only been out for a little
 3 bit of time so those numbers will increase, and
 4 so we continue to work for awareness and training
 5 purposes.
 6 And I'm going to turn it back to
 7 Dr. McComas if we can have the next slide please.
 8 DR. MCCOMAS: Yes, thank you. So as we
 9 sit here one year later, fundamentally everyone's
 10 question is, can we prevent another cyber attack?
 11 And as we have discussed, the landscape of cyber
 12 threats is ever changing and therefore, our
 13 posture of security must be constantly evolving
 14 and changing as well. And while we cannot
 15 prevent attacks, what we can do is put strategies
 16 in place that do raise awareness, and that makes
 17 attacks more difficult to complete. We can and
 18 must make security a shared responsibility by
 19 every member of our community.
 20 We must have security as a requirement,
 21 it is no longer a convenience, and it must be a

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1 requirement no matter how inconvenient at times
 2 it might be for us, and ultimately we must
 3 provide security as an ongoing part of our budget
 4 process year upon year. I think in the end,
 5 based on what Mr. Jim Corns just said, I think we
 6 all need to remember to be the porcupine, right?
 7 So if we could go on to the next slide?
 8 Last but not least, we would like to
 9 take a moment to thank those partners who stood
 10 by us and helped us find our way through this
 11 process. First and foremost, all of you as
 12 members of our Board of Education who through
 13 your support we were able to expedite resources
 14 and acquisitions and communication to begin to
 15 immediately begin to address the needs of our
 16 community in this process. Our Baltimore County
 17 Government partners provide us resources through
 18 leveraging the Maryland Emergency Management
 19 Agency often referred to as MEMA. And of course
 20 the state of Maryland through their support and
 21 consultation with the Maryland Department of

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1 Information Technology and the Maryland
 2 Coordination and Analysis Center.

3 So with that, we conclude our update for
 4 this evening. Thank you. No applause?
 5 (Applause.)
 6 Thank you.

7 CHAIRWOMAN HENN: Thank you,
 8 Dr. McComas, thank you, Mr. Corns, for the
 9 outstanding presentation, that was terrific.
 10 Board members, are there any questions or
 11 comments? Ms. Mack and then Ms. Rowe.

12 MS. MACK: First of all, thank you to
 13 both of you for that information. Mr. Corns,
 14 thank you very much to you and your team, I know
 15 it must, it's probably been a really really tough
 16 year, so thank you.

17 Are there any systems that have not yet
 18 been restored that could impact student health
 19 and safety? For example if a student had any
 20 type of allergy, food, bee sting, something like
 21 that, would appropriate personnel have immediate

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1 access to that information?

2 MR. CORNS: So Ms. Mack, there is a
 3 process that we're working on right now to
 4 restore the food services system. That food
 5 services system does have a component in it which
 6 would do food allergies. There are two reasons,
 7 or there are two places where that data exists.
 8 We do have health alerts that can be accessed
 9 through our health system, but even regardless of
 10 the system's stance itself, there's another
 11 factor that's causing the food services
 12 conversation to be a little bit more complex, and
 13 it's that right now because we're not actually
 14 charging for school lunch, we only have to keep a
 15 count, and so our cafeteria managers are not
 16 actually needing to interact with they system in
 17 order to service students. So even if the data
 18 was in there, it's not being utilized right now
 19 to do the work of the cafeteria.

20 So we have a plan in place with food
 21 service, and so in DIT we always work with an end

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1 user or a process owner to figure out like when
 2 does this process need to be in place. And so
 3 food services identified that by the beginning of
 4 quarter four is a realistic timeframe to have
 5 their new product stood up and in place, not that
 6 we would begin charging students at that time,
 7 but it would be in place. So I hope I answered
 8 your question.

9 MS. MACK: You did, thank you.

10 MR. CORNS: And we work diligently with
 11 our Office of Health because my staff also helps
 12 support their system that the nurses involve
 13 themselves with, so we make sure that they have
 14 all the access that they need to do the work of
 15 tracking students.

16 MS. MACK: Thank you. And then my
 17 second question is, WYPR reported that through
 18 November 12th the cost of the ransomware attack
 19 is \$9.7 million. They also reported that BCPS is
 20 expecting \$2 million of the overall cost to be
 21 reimbursed by insurance. From which budget

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1 category is the remaining \$7.7 million coming?

2 MR. CORNS: So Ms. Mack, that number
 3 itself is an accurate number that we're reporting
 4 to the Board itself about what we've done. The
 5 caveat that I would put to it is this. For
 6 example, I brought a contract forward for Focus,
 7 it's about a million dollars a year, that's part
 8 of that number, right? By procuring Focus I
 9 diminished the number of contractors I need to
 10 support my handwritten software, so I balanced
 11 that budget at zero dollars for more resources.
 12 So while it looks like it's a response to the
 13 ransomware, it is also an efficiency in operation
 14 that we are moving forward with for our new
 15 student information system. So when we talk in
 16 those terms, we have been moving things from one
 17 way that we're doing business to another, and in
 18 many cases these transitions are not coming at a
 19 great deal of additional costs going forward, but
 20 we have been working with finance to make sure
 21 that if for example, with the recovery of the ERP

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1 system for example, there are funds that we've
 2 had to take advantage of, and I'm sure that
 3 Mr. Sarris could dig much deeper about how those
 4 funds are being reallocated, but we have not
 5 exceeded our allotment of funding to do this
 6 work.
 7 And what I've been making very
 8 diligently certain of is that when I bring a new
 9 system on that is under the bailiwick of DOIT, we
 10 are not asking for an additional funding source
 11 in order to bring that up. The only one you'll
 12 see in this budget request, for example, is
 13 Carbon Black, because it was an unanticipated
 14 expenditure previously, but other than that we've
 15 been trying to balance them out based on here's
 16 how much money it's going to cost and here's the
 17 thing that I can strategically abandon to make
 18 this happen.
 19 MS. MACK: So can I just understand what
 20 you're saying? You had the budget to do this
 21 work anyway, so the \$7.7 million is not coming

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1 out of any other budget.
 2 MR. CORNS: So that, the things that
 3 were underneath of my purview, I had the budget
 4 available within my office to do so. Other
 5 things that we're rebuilding are not out of my
 6 budget, so each one of those items, for example
 7 the transition in food service, they currently
 8 had an expenditure that they were working towards
 9 to procure their Heartland product and their
 10 transition over was able to be budgeted within
 11 their thing. So I know that that sounds very
 12 nebulous, but we've been working case by case to
 13 make sure that the dollars and cents line up with
 14 where the expenditure is going.
 15 MS. MACK: Thank you very much again for
 16 the presentation, and for those answers.
 17 MR. CORNS: Sure.
 18 CHAIRWOMAN HENN: Thank you, Ms. Mack.
 19 Ms. Rowe?
 20 MS. ROWE: Can you speak to some of the
 21 student information, did we recover all student

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1 information, what about like special education
 2 information, do we have all that or did we lose
 3 some of our data?
 4 MR. CORNS: Ms. Rowe, in each one of
 5 those instances there would be conversation about
 6 the data loss. I will tell you that in special
 7 education for example, we lost 24 days worth of
 8 data, so from the time of the attack to the time
 9 of the last good backup, we had about 24 days.
 10 That data was recreated through both notes,
 11 through chairpersons at schools. There are data
 12 sets that we would not necessarily be tracking
 13 normally or would not need to be tracked normally
 14 that I don't have access to. For example,
 15 individualized days absent last year, I don't
 16 have that piece of information, but I have totals
 17 of days absent that we were required to track by
 18 the state. So there are some instances where I
 19 may have lost some data but it has not been
 20 impactful to the business of the school system or
 21 the ability to report to the state.

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1 MS. ROWE: So is that how most of the
 2 data sets that were lost measured, as certain
 3 blocks of time?
 4 MR. CORNS: So the backups that we
 5 restored were about 24 days old, so that is the
 6 data set. We have some data sets that were not
 7 in as pristine shape and so we're working to
 8 rebuild those through various data set resources.
 9 That's a little more, I don't want to call it
 10 privileged, but kind of in the weeds as to where
 11 those are, so I'd be happy to take Dr. Williams'
 12 counsel as to how to address that, but at the end
 13 of it we're working diligently with all of our
 14 data owners to make sure that the data they have
 15 is the data that they need. And right now, one
 16 of the biggest works that we're doing is taking
 17 data that's in a format that it is in and
 18 translating it into a new format, like the HSA
 19 scores. They're in a format that takes a little
 20 bit of work to turn them into something useful in
 21 Focus, so that work is accomplished, or is being

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1 accomplished. That's why there's a rollout
 2 process for data.
 3 MS. ROWE: Okay. So then it sounds like
 4 what you're saying is we're able to provide
 5 students' transcripts for college that are,
 6 everything the students or parents may come to us
 7 and actually want for admissions or whatever, we
 8 can actually supply that data for them.
 9 MR. CORNS: Yes, we've been supplying
 10 transcripts through our schools as well as data
 11 for transcripts that were previously, previous
 12 students, so we've been able to provide an
 13 accurate transcript for students to enroll in
 14 college.
 15 MS. ROWE: Okay, thank you.
 16 MR. CORNS: Yes, ma'am.
 17 CHAIRWOMAN HENN: Thank you, Ms. Rowe.
 18 Hi, Mr. Corns.
 19 MR. CORNS: Hi, how are you?
 20 CHAIRWOMAN HENN: I'm great. This was a
 21 terrific presentation and it's a lot of good

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1 news, music to my ears for sure, you could have
 2 titled this The Silver Lining to the Cyber
 3 Attack, because as painful as it's been to get
 4 here, and I know it has been, this is a lot of
 5 good news in terms of where we are now and the
 6 evolution of our technology portfolio, and it's
 7 the direction that we needed to move in. Now
 8 granted, not at the pace that you were forced to
 9 move us in, but at the same time it's where we
 10 need to be. When I hear things like industry
 11 standards, and low code environment, and we're in
 12 the Cloud, and our backups in multifactor
 13 authentication, I take it all in and it's like
 14 Christmas and then it's like yes, this is where
 15 we need to be.
 16 My question is this, and I do have a
 17 question, if you had to ballpark what percentage
 18 our systems were local versus in the Cloud prior
 19 to the cyber attack versus where we are now,
 20 could you give a very rough estimate to quantify
 21 it for the Board to help everyone understand the

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1 significance of the effort here at play? Because
 2 it's just, I'm hearing this and it's like our
 3 applications have moved, our infrastructure has
 4 moved, it just seems the scope is hard to wrap
 5 your head around.
 6 MR. CORNS: Sure. So from an
 7 instructional standpoint, Ms. Henn, your question
 8 around how much stuff was local versus how much
 9 stuff was vetted in the Cloud, we had Schoology
 10 as a Cloud resource prior to the ransomware
 11 attack. We had some peripherals like Brain Pop
 12 and things of that nature, but our core portfolio
 13 of things that made the school system run were
 14 all on prem, student information system, special
 15 ed system, food services system, transportation
 16 routing system, all of those things were locally
 17 housed. I think the number that speaks to it is
 18 1,500 file servers, that's the real number that
 19 we had in place, and so now we have about 250.
 20 That includes the file server that we use for
 21 each school, so that takes 175 of them kind of

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1 right off the top. And so if you were to walk
 2 the Towson data center, there are two rows of
 3 servers, there's the county government's and
 4 there's ours, and ours are by in large not being
 5 utilized at this point, we're using Cloud
 6 resources to do that work.
 7 It was a migration of almost every
 8 system in Baltimore County. The one system we
 9 were unable to migrate off of our on prem was our
 10 facilities management system, the HVAC controls,
 11 and that requires on prem access. And so what I
 12 will say to the Board is this: Every server that
 13 my staff stands up comes across my desk. I make
 14 sure and safely inspect the reason why it is
 15 needing to be on prem, and if it doesn't pass the
 16 litmus test it doesn't go on prem, we put it as a
 17 Cloud-based resource.
 18 And just as an awareness, this is not,
 19 this rebuild that we've been speaking about, we
 20 have not kept it quiet when it comes to other
 21 CIOs in the state. We've done two things to the

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1 23 LEAs in the county, or in the state. We
 2 started off with a cautionary tale, and then we
 3 moved into a how to respond to a criminal attack
 4 of this size, and we've done presentations to the
 5 CIOs, we've done presentations to the Maryland
 6 State Safety Council about how to respond to
 7 this. We've been lauded on the speed at which
 8 we've recovered. This is a \$2 billion
 9 organization with the infrastructure that it
 10 takes to run a \$2 billion organization, and we
 11 are 12 months from a catastrophic cyber attack
 12 that caused us to have to rebuild everything, and
 13 at this point right now we can do business, we
 14 can educate students, we can pay individuals, we
 15 can generate transcripts in a much stronger
 16 posture than we've ever been.

17 CHAIRWOMAN HENN: And you've not only
 18 rebuilt from the same baseline, you've built
 19 entirely new starting with industry, you know,
 20 the best of the best in terms of industry
 21 standard, and how has that affected your

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1 staffing? You talk about going to Cloud
 2 operations that now require, or not require, but
 3 that now require integrations versus coding in
 4 house. Are you finding that you require
 5 different skill sets, are we developing our
 6 current staff for changes in their positions?

7 MR. CORNS: Sure. So I have an amazing
 8 staff, they are rock stars, to the person. And
 9 so we actually have, as I said, we reduced some
 10 of our contractors greatly, and still are
 11 maintaining the level of support needed for those
 12 kinds of programmatic changes. We've done some
 13 reorganization within one of my offices that does
 14 the integration, but we have rock star staff that
 15 are able to pick up a new toolbox and move on
 16 with that, and so everything that we work on now
 17 is all about taking two systems and making them
 18 work together in tandem, and we've had great
 19 success with the current staff that had skill
 20 sets that, you know, I mean, they're battle
 21 tested now. And so we've got a solid core team

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1 that are able to do the work of the system and
 2 again, we have made some great partnerships,
 3 especially with MCAC, the Maryland Center for, I
 4 can never remembers their name, but we've worked
 5 with Chip Stewart, the state's CISO, Chip and I
 6 actually had an anniversary call on the 24th, you
 7 know, and he was actually out on his actual
 8 anniversary and called me and said hey, it's
 9 Chip, happy anniversary as well. So we've made
 10 some really good inroads, and so we've taken
 11 advantage of all of the help and all the
 12 offerings, so that's where we stand today.

13 CHAIRWOMAN HENN: Terrific.

14 DR. WILLIAMS: Thank you, Mr. Corns, and
 15 Dr. McComas.

16 CHAIRWOMAN HENN: The next item on the
 17 agenda are information items, which include the
 18 September 30th enrollment, and that's under
 19 information in BoardDocs.

20 Board committee updates, we'll start
 21 with audit committee, Mr. McMillion?

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1 MR. MCMILLION: I have nothing to report
 2 on the audit committee currently.

3 CHAIRWOMAN HENN: Thank you. Budget
 4 committee is myself. I have no updates at this
 5 time.

6 Building and contracts is Ms. Jose. We
 7 approved the contracts that were brought up, she
 8 stepped out. Building and contracts met
 9 yesterday.

10 Curriculum committee, Ms. Pasteur?

11 VICE CHAIR PASTEUR: No updates.

12 CHAIRWOMAN HENN: Okay. Ms. Scott,
 13 equity committee?

14 MS. SCOTT: No updates.

15 CHAIRWOMAN HENN: Legislative committee,
 16 Ms. Pasteur?

17 VICE CHAIR PASTEUR: Yes, I sent a very
 18 in depth email out to all of you, you can read,
 19 so it's there for you to know that Dr. Hager
 20 offered a suggestion, she sent it to me this
 21 evening, Ms. Henn has one, and Mr. Thomas is

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1 going to tweet his, so you should get those in
 2 the next few days. Thank you.
 3 CHAIRWOMAN HENN: Thank you. Policy
 4 review, Ms. Scott?
 5 MS. SCOTT: We approved the policies, so
 6 no updates.
 7 CHAIRWOMAN HENN: Okay, thank you.
 8 Next is board member comments and agenda
 9 items for future board meetings, and if board
 10 members will raise their hand to be recognized?
 11 Ms. Rowe?
 12 MS. ROWE: I would really like to see
 13 academic achievement on at least some of our
 14 board meetings.
 15 CHAIRWOMAN HENN: Thank you, Ms. Rowe.
 16 Comments and agenda items for future board
 17 meetings. Ms. Mack?
 18 MS. MACK: I'd like to congratulate
 19 Chair Henn and Vice Chair Pasteur, and I'd also
 20 like to acknowledge that this is the 80th
 21 anniversary of the attack on Pearl Harbor and I

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1 hope that our BCPS students took time today to
 2 discuss that historic event and the impact it
 3 had.
 4 CHAIRWOMAN HENN: Thank you. Dr. Hager?
 5 DR. HAGER: So I have the honor or
 6 serving as a board member on our Baltimore County
 7 School Health Council. If you're not familiar
 8 with school health councils, they are a
 9 requirement from the state of Maryland, we have a
 10 state school health council and then each county
 11 has a local school health council. And we are
 12 meeting tomorrow and I'm hopeful that with our
 13 new leadership in the local school health council
 14 that we will have yearly board updates which is a
 15 common practice among school systems around the
 16 state, and perhaps even local school health
 17 council members could be added as one of our
 18 stakeholder groups, and I think we're in a good
 19 position to move the school health council
 20 forward, so thank you.
 21 CHAIRWOMAN HENN: Yes, Mr. McMillion?

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1 MR. MCMILLION: I think Ms. Pasteur had
 2 her hand up before I did.
 3 CHAIRWOMAN HENN: Go ahead, Ms. Pasteur.
 4 VICE CHAIR PASTEUR: I just want to
 5 thank everyone on the Board for your
 6 consideration and I look forward to the work as
 7 vice chair and the work that we need to do in
 8 working with Ms. Henn and Dr. Williams and the
 9 Board as has always been the case, so we can do
 10 the work that needs to be done here, so thank
 11 you.
 12 CHAIRWOMAN HENN: Thank you. Yes,
 13 Mr. McMillion?
 14 MR. MCMILLION: I've said for several
 15 months that we were in a recruitment and
 16 retention crisis and that we needed to take care
 17 of our workers that come to work every day and do
 18 their jobs. I'm extremely happy that
 19 Dr. Williams found the money to reward these
 20 people with a thousand dollar, I'm going to say
 21 bonus for lack of a better word right now.

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1 The agenda item I'd like to talk about,
 2 I mentioned it a month or so ago about moving the
 3 Board of Education meetings around the county to
 4 different places, so I would like us to talk
 5 about that. Thank you.
 6 CHAIRWOMAN HENN: Thank you. Mr. Kuehn?
 7 MR. KUEHN: I echo Mr. McMillion's
 8 suggestion to move these meetings around so we
 9 can reach other communities, I think that's
 10 important and past time to do it.
 11 The other thing I would like to add, and
 12 I'm going to make a request of Dr. Williams to
 13 speak directly about this, is to talk further
 14 about the energy usage of the entire system to
 15 fully understand what we're doing to minimize
 16 that on a go forward basis, so that everyone
 17 understands, you know, because we continually
 18 expand as we build new schools, and that we're
 19 making good decisions and being good stewards to
 20 reduce our dependence. Thank you.
 21 CHAIRWOMAN HENN: Thank you. Other

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1 comments and agenda items? Mr. Thomas?
 2 MR. THOMAS: Thank you, this is a board
 3 member comment, not an agenda item.
 4 CHAIRWOMAN HENN: Okay.
 5 MR. THOMAS: But I just wanted to state
 6 that I had the opportunity to attend some of the
 7 Baltimore County Student Council's committee
 8 meetings, I believe last night, and there was a
 9 lot of conversation about financial literacy in
 10 our schools, our financial committee had a great
 11 conversation about that, and so I just wanted to
 12 inform board members of that topic and maybe
 13 encourage you all to investigate financial
 14 literacy a little more.
 15 There was also a large conversation in
 16 the BCSC's environmental committee about
 17 environmental energy and also a possible, I was
 18 talking with some of the committee members about
 19 the possibility of discussing transportation in
 20 regards to the environment in BCPS, to possibly
 21 bring some things forward to the Board here.

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1 And lastly, I was at the student
 2 services committee and they had a great
 3 conversation about transportation, and so I'm
 4 excited to meet with Dr. Yarbrough soon to
 5 continue conversations about transportation and
 6 to possibly bring some of those student concerns
 7 to the Board as well.
 8 So I just wanted to recognize the great
 9 students on those committees for being so vocal
 10 and having such great advocacy in my time with
 11 them. Thank you.
 12 CHAIRWOMAN HENN: Thank you. Any other
 13 board members? Mrs. Causey?
 14 MS. CAUSEY: Thank you. I wanted to
 15 also appreciate the presentation on the cyber
 16 attack and all of the organizations that really
 17 pulled together to support the Board of
 18 Education, Dr. Williams and the whole school
 19 system, and part of my gratefulness is to the
 20 Maryland Association of Boards of Education who
 21 had the strategic foresight in July of 2020 to

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1 provide cyber insurance to all of the Maryland
 2 districts' board of education so when this attack
 3 happened, we had I believe it was same day
 4 expertise available, and also the funding that we
 5 knew through the insurance policy would be
 6 immediately available to support this.
 7 And again, to dovetail with
 8 Mr. McMillion's comments, I greatly appreciate
 9 the effort that the superintendent and the action
 10 the Board took to support it to provide a bonus
 11 to employees, because not only did our system
 12 survive the pandemic issues so far, but also the
 13 ransomware attack, and so every employee and
 14 part-time substitute deserves our thanks, so I
 15 appreciate that.
 16 I also for agenda items would like
 17 academic achievement. There's also been a number
 18 that have been discussed previously, but also I
 19 would like to see on the agenda a discussion of
 20 how the Board can be responsive to the BCPS
 21 community, the stakeholders. We have our

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1 bargaining units, leaders that come, other key
 2 stakeholders that come, parents, students,
 3 teachers that all come and provide input to the
 4 Board, ask questions of the Board, and it's been
 5 talked about before and I think we really need to
 6 have an agenda item for this Board to discuss
 7 what mechanisms we can use to become more
 8 responsive and accountable and transparent to
 9 everyone, because one of the Public Works
 10 recommendations, or one of the themes is lack of
 11 accountability and transparency, so I think
 12 that's very important.
 13 The other issue related to the cyber
 14 attack related to Public Works' recommendations
 15 is that many departments do not use key
 16 performance indicators, also the strategic plan
 17 needs to include those key performance
 18 indicators, so hopefully we'll have the history
 19 to be able to do that. Thank you.
 20 CHAIRWOMAN HENN: Thank you. Ms. Scott
 21 or Mr. Offerman, did you have anything?

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1 MR. OFFERMAN: Just one thing, and that
 2 is through all of this we need to keep our focus
 3 on the kids. The man that sat in this chair
 4 before me said that almost every time, and I
 5 think sometimes we get involved in other issues
 6 and we get involved in who can win whatever
 7 battle or concern, so that's what I wanted to
 8 say, thank you.

9 CHAIRWOMAN HENN: Thank you. Ms. Scott?
 10 No? Okay, thank you.

11 I would like to thank Dr. Williams for
 12 presiding over tonight's officer election, thank
 13 you, sir, and also to thank staff for your hard
 14 work in preparing for this board meeting but also
 15 all of our board meetings. Your efforts often go
 16 unrecognized and I wanted to share my
 17 appreciation for that because I know it's a lot
 18 of hard work that goes into preparing for these,
 19 and you just do a really outstanding job, so you
 20 need to hear it from us more often, so thank you.

21 Thank you to Ms. Pasteur, I look forward

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1 to working with you and Dr. Williams, and thank
 2 you to my fellow board members for supporting me
 3 in this first meeting as chair. I look forward
 4 to working with all of you this year, thank you
 5 for coming engaged and participating in the
 6 discussion. I thought it was a truly engaging
 7 meeting with a lot of good discussion. Thank you
 8 very much.

9 And with that, that leaves
 10 announcements. The last item on the agenda is
 11 announcements. The Board's next meeting will be
 12 held on Tuesday, December 21st at 6:30 p.m.

13 Thank you all for joining us tonight,
 14 the meeting is now adjourned. Have a good night,
 15 everyone, drive safely.

16 (Meeting adjourned.)

17
 18
 19
 20
 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 13th day of December, 2021.

14
 15 _____
 16 Paul A. Gasparotti
 17
 18
 19
 20
 21

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