

MINUTES OF THE BOARD OF EDUCATION OF HOWARD COUNTY

July 13, 2006

The Board of Education of Howard County held a regularly scheduled meeting on Thursday, July 13, 2006, at 4:00 p.m., in the Board Room of the Department of Education, located at 10910 Route 108, Ellicott City, Maryland. The following were present:

Joshua Kaufman, Chairman
Diane Mikulis, Vice Chairman
Patricia Gordon
Mary Kay Sigaty
Courtney Watson
Wossen Ayele, Student Member

Sydney L. Cousin, Superintendent, Secretary/Treasurer
Sandra Erickson, Deputy Superintendent
Raymond Brown, Chief Operating Officer
Patti Caplan, Director, Public Relations
Florence Jackson, Recording Secretary

Chairman Joshua Kaufman called the meeting to order at 4:04, and Mr. Ayele led the group in the Pledge of Allegiance.

Public Forum

Ms. Jane Chambers, parent, spoke about her children with special education needs. She requested support of a program to place students with significant needs in community preschools.

Christine and Gerard Fay, parents, spoke about the need for a process to review grade changes. They also mentioned problems with communication and ability to use the services of the Ombudsman.

Mrs. Linda Turner, parent, stated that children with learning disabilities are overlooked. She feels her child is being underserved, and issues are ongoing.

Mr. Thomas Phillips, student, Oakland Mills HS, read a poem he had written about his childhood and his interest in musical instruments.

Mr. Nick DiSena, student, Oakland Mills HS, read a special poem about a sad time in his life.

Approval of Agenda

Dr. Cousin noted the following changes to the agenda:

Add: VII. F. Right-of-Entry Agreement.

Add: VIII.C. Administrative Appointments.

Action: Mrs. Watson moved approval of the amended agenda. The motion was seconded by Ms. Gordon and approved by the Board 5-0. The student member supported the motion.

Superintendent's Report

Dr. Cousin introduced Mrs. Min Kim, Coordinator, Equity Assurance/Human Relations, who welcomed visitors from the cultural exchange program. Mrs. Kim said that twenty-four students and four of their English teachers are here for three weeks from the Republic of Korea. The students and teachers thanked the Board of Education and HCPSS for this wonderful experience.

Dr. Cousin also spoke about the following areas he is involved in:

- The impact of the Base Realignment and Closure (BRAC) on Howard County. This will involve not only the school system but other aspects of community life.
- Teachers in curriculum writing workshops are using laptops, and this has proved to be a productive way of having the workshops.
- Student Information Management System (SIMS) continues to be monitored and improvements are looking positive.
- Renovations are in progress throughout the county.

Student Member's Report

Mr. Ayele noted that the Howard County Association of Student Councils (HCASC) is assembling committee members for next year. There will be a meeting of all the Student Government Association advisors and Executive Board presidents of all the schools. Planning is ongoing for next year and attempts are being made to bring more middle schools into HCASC.

Student Representative's Report

There were no student representatives to address the Board.

Consent Agenda

Staff Personnel; Bids and Contracts; Teaching American History Grant-USDE; Donations; Minutes of Regular Meetings of May 25, and June 8; Board of Education/County Council Meeting of June 7; Closed Meetings both Confidential and Official of June 13, June 20, and June 27; Right-of-Entry Agreements.

Mr. Kaufman asked to pull the Audit Committee meeting minutes.

Ms. Sigaty asked to pull the Teaching American History Grant, Donations, and Right-of-Entry Agreements.

Action: Mrs. Watson moved approval of the amended Consent Agenda. The motion was seconded by Mrs. Mikulis and approved by the Board 5-0. The student member supported the motion.

Action: Mrs. Mikulis moved approval of the Audit Committee meeting minutes of June 28, 2006. The motion was seconded by Ms. Gordon and approved 2-0.

Staff Personnel – Approved by the Board. (See attachment.)

Ms. Sigaty noted the good example of the partnership between the Howard County government and the school system by creating storm water bioretention areas as laboratories for students at two middle schools.

Action: Ms. Sigaty moved approval of the Right-of-Entry Agreements. The motion was seconded by Mrs. Mikulis and approved by the Board 5-0.

Bids and Contracts - Approved by the Board.

	Description	Amount
P-1	Service and Preventive Maintenance Food Service Mechanical Equipment Total Kitchen Care, LLC	\$ 81,384
P-2	Student Transportation First Student Transportation, Inc.	\$277,899

Donations

The Advanced Program and Fine Arts department has received a donation of two upright pianos and one baby grand piano valued at approximately \$12,000 from the Corporation of the Presiding Bishop Church.

- St. John's Lane Elementary: Wal-Mart Foundation, in the amount of \$1000 designated for Mrs. Ping, Grade 1 teacher, as the recipient for the Teacher of the Year award.
- Northrup Grumman, in the amount of \$1000 designated for the purchase of math and science materials.
- Giant, in the amount of \$1468.55 designated for spelling materials to support the 6+1 Writing Traits Program.
- Burleigh Manor Middle: PTA, in the amount of \$502.74 designated for reimbursement for Assets in Motion books for advisories.
- Giant, in the amount of \$1122.33 designated for the purchase of technology supplies.
- Ellicott Mills Middle: Giant, in the amount of \$1291.51 designated for staff development.
- Folly Quarter Middle: Friends of Folly Quarter Musicians, in the amount of \$1377.03 designated to supplement transportation costs for the band students to attend the Hershey Park Band Festival.
- Northrup Grumman, in the amount of \$1000 designated for science materials.
- Lime Kiln Middle: PTA, in the amount of \$863.00 designated for a computer to be used by students in the GT program.
- Giant, in the amount of \$2547.92 designated for computers to be used by students in the Media Center.
- Mayfield Woods Middle: Giant, in the amount of \$749.75 designated for student activities.
- Atholton High: PTSA, in the amount of \$1000 designated for class night activities.
- Drama Boosters, in the amount of \$500 designated for the purchase of storage containers.
- Boosters, in the amount of \$1685 designated for the purchase of track uniforms and bumper stickers.
- Centennial High: Northrup Grumman, in the amount of \$1000 designated for science materials.

PTSA, in the amount of \$1826.76; \$500 designated to supplement the cost of the GT Mentor Program luncheon; \$1326.76 designated for the purchase of mini DV camcorders.

Boosters, in the amount of \$6837; \$5212 designated for band and color guard uniforms; \$1000 designated for the Math Team and the It's Academic Team.

Long Reach High: Giant, in the amount of \$772.10 designated for school activities.

River Hill High: PTSA, in the amount of \$1621.00; \$921 designated for a staff appreciation luncheon; \$700 designated for a motivational speaker who addressed the students during an assembly.

Giant, in the amount of \$3325.45 designated for the purchase of technology materials.

Wilde Lake High: Giant, in the amount off \$2424.91 designated for student activities.

Northrop Grumman, in the amount of \$1000 designated for MESA organization activities.

Wilde Lake Community Association, in the amount of \$500 designated for the Speech and Debate Team.

Ms. Sigaty questioned where the donation of pianos will be used. Mr. Robert Glascock, Assistant Superintendent said he will find out.

Action: Ms. Sigaty moved approval of Donations. The motion was seconded by Mrs. Mikulis and approved by the Board 5-0.

Ms. Sigaty asked for more information on the Teaching American History Grant. Dr. Mark Stout, Coordinator, Secondary Social Studies, explained that this is the third time the grant has been applied for. The grant is designed to train teachers, teaching of content, and teaching of history to make it more engaging.

Action: Ms. Sigaty moved approval of the Teaching American History Grant. The motion was seconded by Mrs. Watson and approved by the Board 5-0. The student member supported the motion.

Physical Education Grant Report

Presenter: Ms. Jackie French, Instructional Facilitator, Physical Education/Dance.

Ms. Sigaty asked for more information on the data collection process. Ms. French said the data collection was more of a tool to determine the success of an activity. For example, teachers had to learn strategies to disseminate the pedometers, and discovered they could get faster over time. Ms. Sigaty noted that physical education was hard to capture in the wellness policy. Ms. French said that at the high school level county assessments have been developed, and staff looks at each year to see if they need to make adjustments.

Mrs. Mikulis questioned writing assignments during physical education class. Ms. French explained that the principals make the decisions on how to integrate writing into the instruction, and school goals are supported.

Dr. Cousin said that staff will be coming back with alternative ways to provide physical education classes.

Distribution of Community Materials

Mr. Kaufman gave background information on the policy for distributing materials in the Friday folders.

Dr. Cousin noted that new rulings qualify any patriotic activity access to use the backpack distribution system. The recommendation to the Board is to go back to the original recommendation, which is Option D. Mrs. Erickson explained that Option D establishes an opt-out procedure that permits parents to opt-out from receiving any community information. Parents who choose to opt-out would still receive information from the school system, PTAs, and Boosters.

Mrs. Mikulis raised the question about approved lists. Mrs. Caplan explained that the list would be organizations that meet the criteria. Dr. Cousin noted that materials have to be consistent and cannot discriminate. Individual schools cannot make the decision what to handout.

Mr. Kaufman pointed out, as an example, that while an organization may have non-profit status, the school system is not obligated to distribute information that would be along the lines of hate speech.

Judy Bresler, Esq., Reese and Carney, said there is some screening through Public Information. If it is going to cause disruption to the operation of the school, the material is not required to be distributed. Another situation is whether it is age appropriate. What can go out at the high school level may not be approved for distribution at the elementary school level.

Ms. Sigaty asked Ms. Bresler, if there should be problems, can this Option be discontinued. Ms. Bresler said the Board always has this option. Ms. Sigaty then asked if Option D increases the amount of staff time. Mrs. Erickson said it will take a little more time, but the input of the principals on the committee will be considered.

Mrs. Watson asked about Option C and how this option is considered more work for staff. Mrs. Erickson said schools can set deadlines but that does not mean people will follow the rules. Ms. Bresler felt that it is better for schools to have open forum and few restrictions. As far as the distribution mechanism, it is probably less burdensome to use an existing system instead of creating a new system. Opting out maybe the exception.

Mrs. Watson recommended Option D based on new regulations which changes the Board's original decision and opens up the forum to other patriotic forums, with the stipulation that if problems occur, the Board can revisit the option. The recommendation was seconded by Ms. Gordon and approved by the Board 5-0.

Administrative Appointments

Athletic and Activities Managers

Mrs. Erickson read the following Athletic and Activities appointments:

Name	From:	To:
Michael Senisi	Teacher HCPSS	Athletics and Activities Manager Atholton High School
Jean Vanderpool	Teacher Centennial High School	Athletics and Activities Manager Centennial High School
John Davis	Teacher Glenelg High School	Athletics and Activities Manager Glenelg High School
Joe Russo	Teacher Hammond High School	Athletics and Activities Manager Hammond High School
Michael Duffy	Teacher Mount Hebron High School	Athletics and Activities Manager Howard High School
Joe Thomas	Teacher Long Reach High School	Athletics and Activities Manager Long Reach High School
Eugene Brown	Teacher Carroll County	Athletics and Activities Manager Marriotts Ridge High School
Regina Prevosto	Teacher Oakland Mills High School	Athletics and Activities Manager Mt. Hebron High School
Chuck Struhar	Teacher Long Reach High School	Athletics and Activities Manager Oakland Mills High School

Ken Klock	Teacher Reservoir High School	Athletics and Activities Manager Reservoir High School
Emerson Lloyd	Teacher River Hill High School	Athletics and Activities Manager River Hill High School
Vince Parnell	Teacher Howard High School	Athletics and Activities Manager Wilde Lake High School

Action: Mrs. Mikulis moved approval of the Athletic and Activities Appointments. The motion was seconded by Mrs. Watson and approved by the Board 5-0. The student member supported the motion.

Maryland School Assessment

Presenter: Dr. Terry Alban, Director, Student Assessment and Program Evaluation.

Dr. Alban said that the Howard County Public School System has much to celebrate with the results of the 2006 Maryland School Assessment. Dr. Alban noted that in every grade more than 70 percent of HCPSS students scored at proficient or above in reading and mathematics.

In addition to exceeding the proficiency standards established by the state of Maryland, every elementary and middle school met or exceeded the rigorous local standard of 70 percent of students scoring at or above proficient in reading. Every elementary school and most middle schools met the local standard in mathematics, an area where much progress was made and scores increased significantly.

Dr. Alban also pointed out that since 2004, nearly one-third or more of HCPSS students have scored at the advanced level in both reading and mathematics across Grades 3 to 8. This is markedly greater than the percent of students statewide that are scoring at the advanced level.

Mr. Tom Saunders, Principal, Elkridge Landing MS, reported on the strategies used at Elkridge Landing MS to improve student performance. In 2004, 41.5 percent of Elkridge Landing eighth graders scored at proficient or above in mathematics. In 2006 that number rose to 81 percent. Equally impressive was the increase in the percent of students scoring at the advanced level, which rose from 8.2 percent to 41.9 percent.

Elkridge Landing eighth graders improved performance in reading as well, with 86.1 percent scoring at proficient or above in 2006 compared to 68.1 percent in 2004. The percent of students scoring at the advanced level in reading rose from 18.8 percent to 41.7 percent.

Ms. Sue Pope, Mathematics Instructional Support Teacher, Harper's Choice MS, highlighted the practices and programs that lead to the school's impressive improvement

in mathematics. A total of 57.8 percent of sixth graders scored at proficient or above in 2004, compared with 77.3 percent in 2006. The percent of seventh graders scoring at proficient or above increased from 60.5 to 65.2, and the percent of eighth graders from 46.3 to 65.6. Harper's Choice also registered significant gains in the percent of students scoring at the advanced level.

Discussion:

Board members thanked staff for all their efforts to reach these goals.

Mrs. Mikulis noted that elementary school teachers were expecting students' reading ability to improve due to all-day kindergarten but mathematics also went up. Mr. Robert Glascock, Assistant Superintendent, Curriculum and Instruction, said staff is making adjustments to the current curriculum in expectation of students coming into grades at more proficient levels.

Ms. Sigaty asked about the goals for next year. Mrs. Erickson said that there are challenges, not only school by school, but also with English language learners and special education students. She added that they will also listen to the administrators and teachers as to which strategies work. Dr. Cousin noted that staff will work aggressively to meet the challenges. He also thanked the Board for their support of programs which are funded by the budget.

Policy 2700 - State and Local Testing Protocol & Responsibility

Presenters: Dr. Terry Alban, and Ms. Portia White, Coordinator, Testing.

Board members asked questions regarding:

- Language and definition.
- Compliance issues.

Mr. Kaufman said this policy is scheduled for a Public Hearing at the Board meeting on August 17, 2006.

Policy 2411 - Research Projects

Presenters: Dr. Terry Alban, and Mr. Julian Katz, Coordinator, Research and Program Evaluation.

Board members asked questions regarding

- Action research.
- Definition.
- Research by staff.

Mr. Kaufman noted that this policy is scheduled for a Public Hearing at the Board meeting on August 17, 2006.

Policy 11500 - Civility Policy

Presenter: Mrs. Sue Mascaro, Director of Staff Relations.

Mrs. Mascaro presented an overview of the new civility policy. The proposed policy affirms the importance of civil conduct in meeting the system's goals. It establishes standards for acceptable behavior and sets expectations that individuals will resolve issues cooperatively. Board members remarked that the policy would serve as the linchpin for achievement of the system's goal to provide a safe and nurturing educational environment. The public hearing on this policy is scheduled for the Board meeting of August 17, 2006.

Discussion:

Mr. Kaufman said he was very pleased to see this policy, and noted that this policy states what the expectations are as a school system. It was important for us to take a leadership position on this issue.

Ms. Gordon said she sees this as a blueprint of what is expected of students. She asked how the school system and community will get the message. Mrs. Mascaro said January is the target date for implementation and to get training out to staff. Mrs. Watson added that it gives Board members the tools that are needed when interacting with parents.

Mr. Kaufman requested a change in wording. He also requested, in implementation procedures, mentioning the services of the ombudsman.

Mrs. Mikulis asked how this will be communicated to community members. Mrs. Watson suggested that staff will consult with Public Information to make a focus for the next school year.

Policy 2911 – Religion and Religious Materials

Action: Mrs. Watson moved approval of Policy 2911 – Religion and Religious Materials. The motion was seconded by Ms. Gordon and approved by the Board 5-0. The student member supported the motion.

Report on Policy Development and Adoption

Presenter: Ellen Miller, Specialist, Policy and Charter Schools.

Discussion:

Mrs. Watson said 15 policies have been reviewed this year. She asked if this pace is appropriate. Mrs. Miller said it should not be too problematic. Mrs. Watson asked to keep in mind that in going to seven Board members there will be a policy committee, which may hasten the review cycle. Mrs. Miller said the schedule being presented to the Board reflects a six-year cycle.

Ms. Sigaty said she would like to look at Policy on Policies to determine if it is working well for the Board. Mrs. Mikulis noted she liked the section on Objectives for FY 2007 and added to keep new Board member development.

Recess: The Chairman recessed the meeting at 6:35 p.m. and reconvened at 7:30 p.m.

Public Forum

Dr. Ralph Hinde, parent, stressed that children should be able to attend preschool in their own community. He noted problems with long, hot bus rides, medical problems, and problems setting up schedules.

Mrs. Debbie Engle, parent, requested that the Board consider designing a pilot program for students with disabilities to attend their neighborhood preschool. She feels that full inclusion in a typical classroom setting will be the best environment for her son's needs. She questioned why the school system supports full inclusion, but only beginning at age five.

Mrs. Mindy Spak, parent, spoke about her child with Downs Syndrome. She expressed her interest in wanting her child to have the same environment and opportunities as other children. She requested that parents have the opportunity to choose which environment will be best for their child.

Mrs. Joy Johnson, parent, spoke about her two sons with autism. She asked Board support for a pilot program that places students with significant needs in typical preschools, and to include the typical preschool in the full continuum of service for all students with disabilities.

Mrs. Alisa Chernack, parent, asked the Board to consider the provision of special education, speech, occupational, and physical therapy services in the inclusive preschool setting.

PTA Council of Howard County

Mrs. Mary Jane Barbato-Grauso, president, spoke about the importance of communication in today's world. She noted that the PTA Council is disappointed with the lack of communication regarding updates on the Student Information Management System (SIMS), and lack of response to questions submitted to staff and the Board.

Board members suggested a date be identified when the entire Board and the PTAC Executive Committee can meet and discuss how to improve communication.

Dr. Cousin suggested that he attend PTA Council meetings on a regular basis to communicate ongoing issues. He assured Mrs. Grauso that there is no reason why the school system would not want to communicate with PTA Council.

Citizens Advisory Committee

Mrs. Rose Dennison, Chairman, noted the following recent activities of CAC:

- New member packets being assembled.
- Recruiting and encouraging diversity of membership.
- Membership meeting, with new member orientation, is on August 22 at 7:00 p.m.
- Recruiting people to participate on policy committees.
- Focusing on implementation of the new wellness policy.
- Interested in technology and wants to stay involved in the communication process and update.
- Will look into the backpack weight issue.

Feasibility Study

Presenters: Mr. Ken Roey, Executive Director, Facilities; Mr. Joel Gallihue, Manager, School Planning; Mr. David Drown, Director, Transportation.

Mr. Gallihue reported that this is the second year of using a feasibility study. The purpose of the study is to tie the Capital Improvement Plan and the redistricting efforts with more focus on long-range planning. Success can be measured in a more predictable CIP with minimal redistricting. This is the first step in the formulation of the FY 2008 Capital Improvement Program (CIP). He noted the following steps in the process:

- Conduct feasibility studies.
 - Board of Education sets direction.
 - Attendance Area Committee comments and reviews.
- Superintendent presents redistricting plan to the Board.
- Board approves boundary line adjustments.
- Assessment process.

Desired Outcomes

- Board of Education
 - Review and comment on the plan.
 - Set direction for adjustments.

Goals

- Manage program risk.
- Stability of plan from year to year is important.

- Spend small amounts of planning and engineering dollars while assessing whether short-term projection swings become long-term trends.

Planning Assumptions

- Changes in enrollment projections.
 - Decrease of 337 elementary students projected in 2010 in Western Region.
 - Major drivers are:
 - Actual kindergarten enrollments.
 - Single-family, detached dwelling yields.
- Other factors outside the Western Region.
 - Delay in Turf Valley development plans.
- Projection methodology consistent with 2005.
 - “Chasing” the most recent projection can be risky.
- Changes to building structures affecting capacity.
- Managing risk.

Overview (Base Plan)

- Change in baseline capacities.
 - Ten elementary schools capacity rating changed.
- Changes in Capital projects.
 - Triadelphia Ridge 2010 addition eliminated.
 - Running Brook 2008 addition eliminated.
- Suggested additional redistricting in 2007
 - Glenwood MS to Folly Quarter MS.
 - North Chatham sending to Centennial.

Conclusion

- Base plan minimizes program risk.
- Alternate plan addresses weaknesses in base plan but increases program risk.

Discussion:

Ms. Gordon asked about managing the high FARM population with the opening of the new Northeastern elementary school. Mr. Drown said the majority of the FARM population is being moved from St. John’s Lane ES into the new school. Ms. Gordon suggested that programs be in place to alleviate the pressure that the FARM population would cause.

Mrs. Watson noted that the projections shown in the Western Region have a 3% error rate at the elementary level; though, a large portion was due to kindergarten projections. She asked what the impact of the full-day kindergarten was. Mr. Drown said not all schools had full-day programs. She then asked if staff adjusts the yields based on the previous year or is it an average. Mr. Drown said a five-year average is taken.

Mrs. Watson then asked what is the impact of the rapidly increasing housing prices based on our long-term projections. Mr. Drown explained that this is being seen not only in the west but the east as well and gave the Emerson area as an example. Mrs. Watson noted that there could be an increase in yields if there is additional housing brought in for BRAC.

Mr. Kaufman questioned the prediction out for the next five years. Mr. Drown said there is a downward trend. Mr. Kaufman emphasized that serious thought needs to be given to land acquisition, and Mrs. Watson agreed and added that the school system needs to be aggressive about it in the coming year. She would like to see sites identified in the east in light of the development of Town Center and BRAC.

Mrs. Mikulis said more students are coming in at sixth grade at Cradlerock School than in kindergarten through grade five. She asked staff to look at this situation to determine the options and implications of creating boundary lines to make Cradlerock truly a K-8 school. Ms. Sigaty noted the importance of also determining if the K-8 school is performing as intended.

Mrs. Mikulis also mentioned the 2.8 percent feed from Folly Quarter MS to Marriotts Ridge HS. Mr. Drown indicated that beginning this year, rising 9th grade students from the Folly Quarter MS feed into Marriotts Ridge HS are given the option to open enroll at River Hill HS.

Ms. Sigaty said there is a recommendation to delay the middle school in the west two years longer from 2011 to 2013, and it would open at 53.2 percent capacity. To leave the small feed from Folly Quarter MS is irresponsible given that the recommendation is to continue to delay construction of the new middle school. Mr. Kaufman noted that it is more likely that an addition will be built at Mount View MS, and from a fiscal perspective it would make more sense to redistrict out of Mount View after construction of the addition. Ms. Sigaty also noted the change in capacity at Triadelphia Ridge ES and asked if the modular conversion is still needed or can it be incorporated elsewhere.

Mrs. Watson said Policy 1675 talks about Board setting goals. In redistricting the Board has to approve the recommendation. She requested that staff return to earlier goals and apply those goals to this year's process and provide direction to the Board.

Mr. Kaufman asked staff to be able to justify one of the polygons which has students being bused past two schools to get to their districted school. He also noted that he did not think the elementary and middle schools in the west looked appropriately districted. Ms. Sigaty asked staff to look at the FARM data associated with moving students from Bryant Woods ES to Running Brook ES. She felt that the data did not look justified based on the FARM statistic.

Mrs. Mikulis asked staff what the impact would be of realigning the five school regions with the six APFO regions. She noted that planning would be easier if schools could be grouped according to regions where they serve the students.

Mrs. Watson stated that the lines could be redone, but it is a complicated process. Mr. Kaufman said he feels that for now the focus should be on the capital budget. Dr. Cousin added that these boundaries were set when there were 34 schools, and now there are 72. Staff will be providing recommendations on the implications of getting this done.

Board Audit Committee Quarterly Report

Presenter: Mr. John Connors, Auditor.

Ms. Gordon said the Audit Committee Quarterly Report is clear, and the Board needs to vote on audit committee procedures and responsibilities.

Mr. Kaufman noted that these reports should be available to the public, and this should be stated in the report. Mr. Connors said they will be available to the public when finalized.

Ms. Gordon pointed out, with the Board growing to seven members in December, there should be another audit committee member. The new member will be nominated in January, but the first quarterly meeting will not take place until March.

Mrs. Mikulis said that the scope of the position has increased the workload of the auditor, and the Board needs to review the work plan.

Action: Mrs. Watson moved approval of the proposed changes to Audit Committee Procedures and Responsibilities. The motion was seconded by Ms. Gordon and approved by the Board 4-0 with Ms. Sigaty abstaining. The student member supported the motion.

Scheduling

Board members discussed items to be scheduled.

Adjournment: The Chairman adjourned the meeting at 9:30 p.m.

Information

Food and Nutrition Service Monthly Report
Noncertificated Retirements
Summary of the Accomplishments of Class of 2006
Policy 2050 – Attendance – Implementation Procedures

Attachment – Staff Personnel.

Approved – September 7, 2006

BOARD OF EDUCATION OF HOWARD COUNTY

Board Agenda Item

TITLE: STAFF PERSONNELDATE: JULY 13, 2006**OVERVIEW:**

The following personnel items are recommended for approval.

RECOMMENDATION/FUTURE DIRECTION:

Resignations

Name	School	Grade or Subject	Reason	Years in Howard County	Effective Date
Altland, Curtis	PVMS	Spec. Ed.	Relocation	5.0	06/15/06
Armstead, Sophia	Fr. Leave	Elem. Ed.	Family Obligations	5.0	06/30/06
Balmages, Lisa	JHES	Music	Personal	3.0	06/15/06
Barry, Alicia	LRHS	Drama	Other Employment	5.0	06/15/06
Bengermino, Elizabeth	Fr. Leave	Counselor	Leave Expired	15.0	06/30/06
Berlin, Carolyn	ELMS	Spec. Ed.	Relocation	6.0	06/15/06
Berman, Jillian	Fr. Leave	Spec. Ed.	Other Employment	10.0	06/30/06
Bestwick, Elizabeth	Fr. Leave	Elem. Ed.	Leave Expired	10.0	06/30/06
Blades, Regan	Fr. Leave	Spec. Ed.	Leave Expired	6.0	06/30/06
Bluth, Sarah	CRS	Music	Other Employment	7.0	06/15/06
Bork, Janet	BBES	Elem. Ed.	Relocation	9.0	06/15/06
Brown, Maureen	Fr. Leave	Elem. Ed.	Leave Expired	6.0	06/30/06
Burke, Michelle	Fr. Leave	Elem. Ed.	Leave Expired	6.0	06/30/06
Byers, Amy	BBES	Elem. Ed.	Dissatisfied w/Assign.	2.0	06/15/06
Cangialosi, Lisa	Fr. Leave	Rdg. Spec.	Leave Expired	11.0	06/30/06
Carbone, Amanda	Fr. Leave	Elem. Ed.	Leave Expired	6.0	06/30/06
Chapman, Cassandra	BMMS	Spec. Ed.	Personal	20.0	06/15/06
Connell, Jennifer	Fr. Leave	Elem. Ed.	Leave Expired	12.0	06/30/06
DePasquale, Beth	Fr. Leave	English	Family Obligations	5.0	06/30/06
Dibble, Donna	HCMS	Reading	Personal	1.0	06/15/06
Dillon, Ellen	Fr. Leave	Elem. Ed.	Leave Expired	11.0	06/30/06
Dobson, Jessica	WLHS	Spec. Ed.	Relocation	3.0	06/15/06
Drew, Jennifer	WLHS	Forg. Lang.	Relocation	3.0	06/15/06
Dunnigan, Maura	Fr. Leave	Pre-K	Leave Expired	17.0	06/30/06
Ensor, Amy	RHHS	Science	Other Employment	2.0	06/15/06
Ewusiak, Sherah	MHMS	Phys. Ed.	Relocation	4.0	06/15/06
Fagan, Beth	IES	Spec. Ed.	Relocation	5.0	06/15/06
Feissner, Paul	CMS	Music	Return to School	5.0	06/15/06
Ford, Angela	TSES	Spec. Ed.	Personal	3.0	06/15/06
Foster, Virginia	HOHS	Science	Relocation	2.0	06/15/06
Gianni, Eleanora	WLMS	Ind. Arts	Other Employment	1.0	06/15/06
Gibbs, Candace	Fr. Leave	S. Studies	Relocation	5.0	06/30/06
Gibbs, Kimberly	BSES	Spec. Ed.	Other Employment	3.0	06/15/06
Gilmartin, Megan	Fr. Leave	OT	Leave Expired	7.0	06/30/06
Giordano-Pentony,Christi	Fr. Leave	Elem. Ed.	Leave Expired	5.0	06/30/06
Hall, Leslie	GCES	Elem. Ed.	Other Employment	7.0	06/15/06
Harris, Maureen	Fr. Leave	S. Studies	Leave Expired	9.0	06/30/06
Heath, Janet	Fr. Leave	Wk. Study	Leave Expired	5.0	06/30/06
Herrera, Heather	Fr. Leave	Forg. Lang.	Leave Expired	5.0	06/30/06
Hollencamp, Marisa	OMHS	Math	Personal	3.0	06/15/06
Horn, Donna	Fr. Leave	Kindergarten	Leave Expired	16.0	06/30/06
Horton, Carolyn	CDC	Audiologist	Personal	1.0	06/15/06
Huey, Amy	Fr. Leave	Elem. Ed.	Leave Expired	12.0	06/30/06
Humphreys, Wendy	CHS	Drama	Other Employment	4.0	06/15/06

Hutchinson, Amy	FES	Elem. Ed.	Relocation	12.0	06/15/06
James-Williams, Vivian	HAMS	English	Relocation	13.0	06/15/06
Jensen, Nicole	SJES	Elem. Ed.	Prom. Oth. Co.	7.0	06/15/06
Kapp, Nancy	CCES	GT Resource	Relocation	13.0	06/15/06
Kennedy, Robert	HOHS	Math	Return to School	2.0	06/15/06
King, Belinda	CRS	Music	Relocation	6.0	06/15/06
Koza, Suzanne	Fr. Leave	Forg. Lang.	Leave Expired	6.0	06/30/06
LaGreca, Kathleen	Fr. Leave	Phys. Ed.	Leave Expired	6.0	06/30/06
Lawskey, Lauren	PMS	English	Relocation	3.0	06/15/06
Leader, Beth	ReHS	Drama	Personal	3.0	06/15/06
Lemmon, Bettina	CHS	Spec. Ed.	Relocation	3.0	06/15/06
Lewis, Lisa	GHS	English	Relocation	9.0	06/15/06
Linton, Kathryn	Fr. Leave	Spec. Ed.	Leave Expired	8.0	06/30/06
Lopez, Gale	PVMS	Math	Relocation	4.0	06/15/06
Lunn, Teresa	HCMS	Science	Relocation	6.0	06/15/06
Luther, Erin	TRES	Elem. Ed.	Personal	3.0	06/30/06
Manzon, Leslie	Fr. Leave	Spec. Ed.	Leave Expired	12.0	06/30/06
Marshall, Michelle	HAHS	Math	Relocation	3.0	06/15/06
Marty, Erica	WVES	Spec. Ed.	Relocation	4.0	06/15/06
McCollum, Lisa	GHS	Spec. Ed.	Relocation	5.0	06/15/06
McElhenny, Melanie	Fr. Leave	Spec. Ed.	Leave Expired	9.0	06/30/06
Mellon, Leona	Fr. Leave	GT	Leave Expired	7.0	06/30/06
Mergler, Lori	WVES	OT	Relocation	3.0	06/15/06
Meyers, Gretchen	HAMS	Spec. Ed.	Relocation	18.0	06/15/06
Mohsberg, Carol	PMS	Principal	Other Employment	10.0	06/30/06
Mueller, Andrea	AES	SLP	Other Employment	1.0	06/15/06
Pappafava, Amy	OMMS	English	Dissatisfied w/Pay	3.0	06/15/06
Pastine, Allison	ReHS	Counselor	Other Employment	9.0	06/30/06
Patterson, David	On Loan	Fac. Spec. Ed.	Other Employment	19.0	06/30/06
Perlin, Katherine	Fr. Leave	SLP	Leave Expired	6.0	06/30/06
Perrone, Nicholas	ELMS	Science	Relocation	5.0	06/15/06
Piazza, Kimberly	Fr. Leave	English	Family Obligations	14.0	06/30/06
Poole, Elizabeth	Fr. Leave	Elem. Ed.	Leave Expired	10.0	06/30/06
Reinhardt, Allison	Fr. Leave	Spec. Ed.	Other Employment	4.0	06/30/06
Rinehart, Karen	Fr. Leave	Elem. Ed.	Leave Expired	15.0	06/30/06
Robinson, Blair	OMMS	S. Studies	Personal	1.0	06/15/06
Robinson, Lisa	WLHS	Spec. Ed.	Personal	4.0	06/15/06
Schinkai, Gretchen	Fr. Leave	Spec. Ed.	Leave Expired	5.0	06/30/06
Schieken, Jaime	ReHS	Math	Personal	1.0	06/15/06
Scott, Lisa	Fr. Leave	S. Studies	Leave Expired	12.0	06/30/06
Shank, Anita	CES	Kindergarten	Relocation	6.0	06/15/06
Sigmon, Jennifer	CCES	Music	Personal	5.0	06/15/06
Smiley, Vaneta	ELMS	Spec. Ed.	Relocation	1.0	06/15/06
Smith, Mary	DMS	Media Spec.	Personal	12.0	06/15/06
Spangler, Jamie	CRS	Spec. Ed.	Relocation	2.0	06/15/06
Stauffer, Karena	ELMS	Science	Personal	5.0	06/15/06
Stephens, Amy	OMMS	Music	Return to School	3.0	06/15/06
Stewart, Mark	LRHS	Science	Return to School	2.0	06/15/06
Stiller, Karen	Fr. Leave	Elem. Ed.	Leave Expired	15.0	06/30/06
Summonte, Jennifer	LWES	Spec. Ed.	Other Employment	6.0	06/15/06
Taylor, Barbara	Fr. Leave	SLP	Leave Expired	6.0	06/30/06
Tomczak, Kim	OMMS	Spec. Ed.	Relocation	3.0	06/15/06
Valenti, Jill	CHS	Science	Relocation	2.0	06/15/06
Walker, Holly	Fr. Leave	GT	Leave Expired	6.0	06/30/06
Williamson, Robert	BBMS	Phys. Ed.	Relocation	9.0	06/15/06
Wolinski, Charles	AHS	Science	Other Employment	7.0	06/30/06

Contracts

Name	Grade or Effective School	Subject	Place of Last Teaching Assignment	Grade/Step	Effective Date
Alperin, Elyse	GCES	STH	Anne Arundel County	D-15	7/03/06
Beasley, Candace	SES	SPE (Infant-3)	Baltimore County	C-03	8/22/06
Basile, Nicole	HoHS	SCI	Prince Georges County	A-04	8/22/06
Berlin, Beth	DOES	SLP	--	C-01	8/22/06
Biggs, Shannon	Unassigned	ELE	Baltimore County	C-05	8/22/06
Boggs, Matthew	Unassigned	MUS	--	A-01	8/22/06
Bradley, Lori	HaHS	SCI	--	A-01	8/22/06
Burns, Jerry	ARL	TM	Military/Work Experience	A-08	8/22/06
Carr, Lauren	HaHS	MAT	--	A-01	8/22/06
Carter, Marion	WLMS	TE	North Carolina	A-12	8/22/06
Charalampous, Constantin	RHS	ESOL	--	A-01	8/22/06
Chase, Sue	LRHS	SCI	Anne Arundel County	B-14	8/22/06
Cohon, Donna	HaHS	MAT	--	A-01	8/22/06
Collins, Rachelle	PVMS	SCI	Howard County	E-02	8/22/06
Connolly, Kathleen	Unassigned	SPE (1-8)	--	A-01	8/22/06
DeCaro, Ellen	DMS	FCS	--	A-01	8/22/06
Duncheskie, Denise	ELMS	SCI	Private School	A-03	8/22/06
Edmond, Kathleen	Unassigned	ELE	--	A-01	8/22/06
Emery, Jarrett	BBMS	PHE	--	A-01	8/22/06
Emond, Katherine	Unassigned	ELE	--	A-01	8/22/06
Estes, Alissa	Unassigned	ELE	--	A-01	8/22/06
Evans, Farah	MRHS	GUI	Private School	C-05	8/22/06
Feeley, Deborah	SJLES	SPE (1-8)	Howard County – IA	A-04	8/22/06
Foreman, Susan	Unassigned	SPE (1-8)	Baltimore County	C-09	8/22/06
Friedman, Megan	Unassigned	ELE	--	C-01	8/22/06
Friel, Lindsay	Unassigned	SPE	--	A-01	8/22/06
Gaffney, Caldwell	RHS	FLA	Private School	A-02	8/22/06
Gardner, Julie	Unassigned	SPE (1-6)	--	A-01	8/22/06
Gilroy, Kelly	GCES	SPE (1-6)	--	A-01	8/22/06
Gnagey, Andrew	WLMS	FLA	--	A-01	8/22/06
Gorkiewicz, Megan	HCMS	SCI	Baltimore City	A-04	8/22/06
Grafton, Tim	MWMS	MED	--	C-01	8/22/06
Haavik, Lorien	OMHS	MAT	--	A-01	8/22/06
Hall, Nate'	WLHS	SCI	Baltimore County	A-05	8/22/06
Hallowell, Margaret	MHMS	MAT	--	C-01	8/22/06
Heeneey, Kathleen	Unassigned	SPE (6-Adults)	Private School	D-15	8/22/06
Henry, Kerridwen	Unassigned	ELE	Gloucestershire, England	C-06	8/22/06
Hollis, Marianela	AHS	GUI	Benton, Louisiana	C-09	7/03/06
Huck, Kelly	EMMS	ENG	--	C-01	8/22/06
Humphrey, John	BBMS	MUS	Anne Arundel County	B-09	8/22/06
Imphong, Amy	Unassigned	ECE	Montgomery County	A-04	8/22/06
Irby, Jennifer	Unassigned	ELE	--	A-01	8/22/06
Jackson, Vanya	Unassigned	ELE	Montgomery County	A-04	8/22/06
Jacques, Eric	GMS	SCI	--	C-01	8/22/06
Janelli, Keith	BBMS	SCI	--	A-01	8/22/06
Johnson, Stephanie	Unassigned	ELE	--	C-01	8/22/06
Kaur, Harjeet	GHS	MAT	Pittsburgh, PA	D-03	8/22/06
Kesler, Johanna.	RHS	MAT	--	A-01	8/22/06
Kew, Claire	EMMS	FLA	--	D-01	8/22/06
Kim-Munroe, Jung	Unassigned	ELE	--	C-01	8/22/06
Lazaris, Chirstina	Unassigned	SPE (1-8)	--	B-01	8/22/06
Lee, Kevin	MHMS	GUI	Baltimore County	C-06	8/22/06
Levenson-Smith, Rebecca	Unassigned	SPE (6-Adults)	Private School	C-09	8/22/06
Lewis, Charmain	Unassigned	ELE	North Carolina	A-08	8/22/06
Lipscomb, Lolanda	LRHS	MED	Howard County – IA	C-06	8/22/06
Madden, Lindsay	MVMS	MAT	Anne Arundel County	A-03	8/22/06

Margolis, Lara	AHS	SCI	Edcouch, Texas	C-03	8/22/06
Marquette, Gail	MVMS	MAT	Calvert School	C-14	8/22/06
Marsh, Tiffany	DMS	GUI	--	C-01	8/22/06
Malt, Richard	Unassigned	SST	--	A-01	8/22/06
McArdle, Erin	HHS	ENG	Baltimore County	C-09	8/22/06
McKay, Rebecca	Unassigned	SST	Wicomico County	A-03	8/22/06
Moore, Carrie	Unassigned	SPE (K-3)	--	C-01	8/22/06
Nass, Susan	HSES	STH	Howard County – IA	C-11	7/03/06
Oates, Kimberly	Unassigned	SPE (1-8)	Prince Georges County	B-09	8/22/06
Page, Robyn	LKMS	RDG	Montgomery County	C-06	8/22/06
Parsons, Jennifer	HHS	FLA	Lindon, Utah	A-02	8/22/06
Pauletta, Deborah	RBES	GUI		C-01	8/22/06
Pauley, Joanna	Unassigned	ELE	--	C-01	8/22/06
Pegals, Amy	Unassigned	ELE	--	A-01	8/22/06
Petre, Kristen	GHS	ENG	Pittsford, New York	C-04	8/22/06
Pozen, Barbara	Unassigned	SPE (1-Adults)	Hawaii	D-13	8/22/06
Prada, Michael	MRHS	SCI	Baltimore City	C-03	8/22/06
Radhe, Karin	HaHS	FLA	--	A-01	8/22/06
Reif, Mary	Unassigned	ECE	Howard County-IA	A-06	8/22/06
Rhine, Luke	RHS	TE	Millville, NJ	B-04	8/22/06
Rosenblatt, Rachel	Unassigned	ELE	--	C-01	8/22/06
Rothberg, Joanna	Unassigned	SPE	New York	A-05	8/22/06
Schade, Erin	Unassigned	ELE	Fairfax	C-07	8/22/06
Schettig, Julia	AHS	CDR	Private School	B-05	8/22/06
Seale, James	CHS/MHHS	TE	Howard County	E-07	8/22/06
Sherow, Brittany	MHHS	MAT	--	A-01	8/22/06
Stedman, James	Unassigned	ELE	--	D-01	8/22/06
Stewart, Tricia	WLMS	SPE	Anne Arundel County	A-10	8/22/06
Stone, Jaime	WLMS	MAT	Baltimore City	C-08	8/22/06
String, William	LRHS	MUS	Calvert County	B-09	8/22/06
Summers, Sydney	Unassigned	ELE	--	A-01	8/22/06
Suriani, Jennifer	AHS	MAT	--	C-01	8/22/06
Tack, Amanda	CMS	SCI	--	A-01	8/22/06
Tagget, Sara	MHHS	MAT	Private Industry	C-06	8/22/06
Taylor, Melissa	RHS	FLA	--	C-01	8/22/06
Urszuy, Diane	Unassigned	SCI	Baltimore County	C-15	8/22/06
Watt, Patricia	FQMS	SCI	--	C-01	8/22/06
Werking, Jennifer	ART	RHHS	--	A-01	8/22/06
White, Robin	RHS	MAT	Baltimore City	A-08	8/22/06
Wood, Juan	ARL	TM	Baltimore County	B-15	8/22/06
Woofter, Jessica	Unassigned	SST	Baltimore County	A-02	8/22/06
Yeargin, Adam	BBMS	MED	--	C-01	8/22/06

Leaves of Absence

Name	Grade or School	Subject	Reason	Years in Howard County	Effective Date
Ansley, Elizabeth	GES	Elem. Ed.	Childbearing	5.0	08/22/06
Avis, Jodi	HAHS	Business Ed.	Childbearing	3.0	08/22/06
Benson, April	FQMS	Science	Childbearing	3.0	08/22/06
Castro, Aileen	RES	Art	Personal	11.0	08/22/06
Cignatta, Amy	FES	Elem. Ed.	Childrearing	3.0	08/22/06
Cozzo, Therese	FRES	Spec. Ed.	Childrearing	2.0	08/22/06
DeRosa, Anne	MVMS	Forg. Lang.	Childrearing	3.0	08/22/06
Doulgas, Shannon	MWES	Elem. Ed.	Childrearing	5.0	08/22/06
Drummond, Lisa	WFES	Elem. Ed.	Childrearing	2.0	08/22/06
Dutton, Gregory	WLMS	S. Studies	Study	3.0	08/22/06
Gill, Kristin	SJES	Elem. Ed.	Childrearing	5.0	08/22/06
Hampshire, Tammy	GES	Elem. Ed.	Childbearing	4.0	08/22/06
Hines, Christina	WOES	Elem. Ed.	Childrearing	7.0	08/22/06
Jefferson, Megan	RBES	Elem. Ed.	Childrearing	5.0	08/22/06

Jones, Karen	Psy. Servs.	Psychologist	Study	4.0	08/22/06
Kelly, Kerry	WLHS	Science	Childrearing	4.0	08/22/06
Lee, Deanne	ReHS	S. Studies	Childbearing	6.0	06/15/06
Nalepa, Mary	Psy. Servs.	Psychologist	Childrearing	9.5	08/22/06
Nichols, Kristen	RBES	Counselor	Childrearing	4.0	08/22/06
Posner, Eric	BSES	Music	Study	3.0	08/22/06
Proffitt, Antoinette	MHHS	Counselor	Personal Illness	3.0	06/30/06
Rohrer, Lindsay	CRS	Hlth. Ed.	Childbearing	6.0	08/22/06
Skinner, Courtney	GES	Spec. Ed.	Childbearing	7.0	08/22/06
Speace, Jennifer	GMS	Reading	Childbearing	7.0	08/22/06

Retirements

<u>Name</u>	<u>School</u>	<u>Grade or Subject</u>	<u>Years in Howard County</u>	<u>Effective Date</u>
Adkins, Sandra	WLHS	Music	29.5	07/01/06
Alston, Shirley	MVMS	Science	21.0	07/01/06
Berlin, Mary	GHS	Math	22.0	07/01/06
Boonshaft, Marcia	CMS	Rdg. Specialist	5.0	07/01/06
Bowman, Susan	WFES	Rdg. Specialist	15.8	07/01/06
Clark, Betsy	FRC	Spec. Ed.	17.0	07/01/06
Clark, Judith	CLES	Elem. Ed.	21.0	07/01/06
Cook, Andrea	PMS	Reading	31.2	07/01/06
Dickman, Barbara	GCES	Elem. Ed.	22.7	07/01/06
Dowell, Janet	CES	Media	28.0	07/01/06
Glasgow, Patricia	GHS	Math	26.0	07/01/06
Heck, Michael	HAHS	Asst. Principal	19.0	07/01/06
Jackson, Richard	WLMS	Phys. Ed.	35.0	07/01/06
Johnson, Glenn	C.O.	Director, Transportation	24.0	07/01/06
Keer, Gertrude	HOHS	Science	28.0	07/01/06
Messer, Debra	HAHS	GT Resource	27.0	07/01/06
Moody, June	HES	Elem. Ed.	30.0	07/01/06
Patttillo, Sylvia	HAHS	Principal	19.0	07/01/06
Phillips, Carol	AES	Elem. Ed.	31.0	07/01/06
Rossetti, Linda	FRC	Spec. Ed.	19.0	07/01/06
Ruckert, Michael	GHS	Health Ed.	27.0	07/01/06
Ryan, Sally	MWES	Art	18.0	07/01/06
Schwalm, Jack	CES	Music	34.9	07/01/06
Shea, Mary	ELMS	English	18.0	07/01/06
Sidhom, Patricia`	HCMS	Rdg. Specialist	30.5	07/01/06
Smith, Holly	IES	Asst. Principal	27.0	07/01/06
Spinola, Joseph	PVMS	Industrial Arts	33.0	07/01/06
Stevens, David	On Loan	Science	31.0	07/01/06
Strebe, John	MHHS	Math	31.0	07/01/06
Strother, Pinkie	OBMS	Art	32.0	07/01/06
Terrill, Nancy	Fr. Leave	Music	19.9	07/01/06
Warfield, Judy	SFES	Elem. Ed.	21.7	07/01/06
Zoulias, Nicholas	MWMS	Science	31.5	07/01/06