

OFFICIAL MINUTES OF THE
BOARD OF EDUCATION OF HOWARD COUNTY
CLOSED MEETING

November 29, 2007

The Board of Education of Howard County met in closed session on November 29, 2007, at 3:00 p.m., in the Board Planning Room of the Department of Education, 10910 Route 108, Ellicott City, MD. A motion was made in public in the Board Room by Frank Aquino that the Board go into closed session pursuant to 10-508(a) of the State Government Article of the Annotated Code of Maryland to discuss a personnel issue and negotiations. The motion was seconded by Sandra French and approved (5/0). Persons present: Board members Diane B. Mikulis, Chairman; Frank J. Aquino, Vice Chairman; Lawrence H. Cohen; Sandra H. French; Ellen Flynn Giles; Janet N. Siddiqui (arrived 3:05 p.m.), and Sydney L. Cousin, Superintendent.

ITEMS CONSIDERED, ACTION TAKEN, AND RECORDED VOTES:

Also present: Mark C. Blom, General Counsel; Sue Mascaro, Chief Negotiator; Sandra Erickson, Deputy Superintendent; Ray Brown, Chief Operating Officer; and Mamie Perkins, Chief of Staff.

1. Negotiations – Ratification of the HCEA and HCEA/ESP Agency Fee Agency Fee Contract Addendum

Action: Mrs. Giles moved to approve the Contract Addendum reaffirming the parameters previously agreed to by the Board. The motion was seconded by Mr. Cohen and approved by the members of the Board (6/0).

Discussion ensued concerning details of the membership audit and its need for review by a Board representative. No official action was necessary.

2. Negotiations related to AFSCME agency fee

Mrs. Mascaro stated that AFSCME contacted her with interest in negotiating an agency fee and those negotiations are expected to begin in January 2008.

Action: Mrs. French moved to approve the parameters for negotiations with AFSCME. The motion was seconded by Mr. Aquino and approved by the members of the Board (6/0).

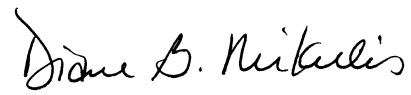
3. Termination of Teacher

Dr. Cousin recommended that the employment of a teacher be terminated based on willful neglect of duty and insubordination as further detailed in a letter to the teacher with further supplementation of the facts by Mr. Blom. The teacher did not request a hearing before the Board of Education following the notice of termination from the Superintendent.

Action: Mr. Cohen moved to accept the Superintendent's recommendation to terminate the teacher's employment. The motion was seconded by Janet Siddiqui and approved by the Board (6/1).

Adjourned: 3:31 p.m.

Submitted by:

A handwritten signature in black ink that reads "Diane B. Mikulis". The signature is written in a cursive style with a large initial 'D'.

Diane B. Mikulis, Chairman