

MINUTES OF THE BOARD OF EDUCATION OF HOWARD COUNTY

August 14, 2008

The Board of Education of Howard County held a regularly scheduled meeting on Thursday, August 14, 2008, 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:

Frank J. Aquino, Chairman
Ellen Flynn Giles, Vice Chairman
Lawrence H. Cohen
Sandra H. French
Diane B. Mikulis
Adejire Bademosi, Student Member

Sydney L. Cousin, Superintendent, Secretary/Treasurer
Sandra Erickson, Deputy Superintendent
Patti Caplan, Director, Public Relations
Kathleen Hanks, Recording Secretary (afternoon session)
Arlene Conway, Recording Secretary (evening session)

Chairman Frank Aquino called the meeting to order at 4:03 p.m., and Evan Chow, Lime Kiln MS student and member of Boy Scout Troop #540, led the group in the Pledge of Allegiance.

Mr. Aquino welcomed Ms. Bademosi to her first BOE meeting as Student Member.

Public Forum

Ms. Dotty Moore, Chairperson for the Columbia Maryland Chapter, Continentals, Inc., Summer Youth Employment Program – 2008, provided information on the Continental Societies and the programs offered for low-income high school students to enable them to earn money to purchase school supplies and clothing for the next school term.

Approval of Agenda

The following change was made to the agenda:

Add to Item 5.A. – Administrative Transfers.

Action: Mrs. Giles moved to accept the agenda as modified. The motion was seconded by Mr. Cohen and approved by the members of the Board (6/0).

Superintendent's Report

Dr. Cousin reported that the school system operated summer instructional programs at 36 different schools this year. Administrators and other members of school system leadership were welcomed back this week, and New Teacher Orientation was also held with a focus on classroom management and effective teaching. HCPSS has hired 330 new teachers for the upcoming school year, and Dr. Cousin welcomed all teachers new to Howard County.

Dr. Cousin also reported that summer renovation and maintenance projects will be complete, and all schools will open on time.

Dr. Cousin announced that Mr. Robert Glascock, former Assistant Superintendent for Curriculum, Instruction, and Technology, is on loan to MSDE (Maryland State Department of Education) and will be missed. This change has provided an opportunity to consider the organization of the school system in his absence and other changes that have recently taken place.

Over the past several months, Sandy Erickson, Deputy Superintendent, and Dr. Cousin have taken deliberate steps to refine the school system's organizational structure in a way that not only addresses current needs but also positions the system for the future. The approach to addressing emerging needs of the school system is and will continue to be twofold:

- First, staff will continue to monitor the rapidly changing education, business, and technology environments and address emerging needs of the system through the reallocation of existing resources, where and whenever possible.
- Secondly, amidst this inevitable change, every effort will be made to provide stability by using the strong, capable leadership that currently exists within the school system.

Dr. Cousin reported that in June, the responsibilities of the Chief Business Officer were divided and assigned to a Chief Financial Officer and Chief Operating Officer. This change was made with an eye toward accountability and quality management. The division of

responsibilities allows for more focused oversight of financial and business operations and supports the implementation of budget-related initiatives recommended by the Board's Operating Budget Review Committee (OBRC).

As Chief Financial Officer, Mr. Ray Brown will spearhead these financial and budget initiatives. Dr. Terry Alban, the new Chief Operating Officer, has already begun to explore quality management business models.

Dr. Cousin also reported that the school system is at a critical juncture concerning technology. Executive Director of Instructional and Business Technology Tom Miller and Assistant Superintendent Robert Glascock have made significant progress in the past two years in bringing technology to the school system. They addressed pressing needs, established a structure for technology services, and provided the school system with a realistic technology plan. Dr. Cousin thanked them for their leadership in helping to identify the scope and complexity of current business and instructional technology needs. He also noted that the school system recognizes how important it will be for HCPSS to be on the cutting edge of technology in the future.

Members of the community have suggested that an organization the size of HCPSS needs a high-level leadership position in technology. That same recommendation was also received recently from Tom Miller, with agreement from staff. It has been decided that HCPSS create a new position of Technology Officer, which will report to the Chief Operating Officer, and to begin a national search to fill the position immediately.

Finally, Dr. Cousin reported on the establishment of a position of Chief Academic Officer to assume leadership of both School Administration and Curriculum, which is already functioning as the Division of Instruction. Several years ago, the leadership of both areas formed a collaborative, problem-solving group called the School Support Team. This team works to ensure a coordinated approach to school improvement and alignment of Central Office support to schools. The new organizational chart includes four chief positions (Chief of Staff, Mamie Perkins; Chief Operating Officer, Terry Alban; Chief Academic Officer, Linda Wise; and Chief Financial Officer, Raymond Brown). The addition of Chief Academic Officer is a natural next step to this successful approach, and Mrs. Wise is the perfect person to fill that position due to her broad experience as a classroom

teacher, school administrator, and Central Office administrator. This change will be effective August 18, 2008.

Dr. Cousin asked the public to join him in congratulating Mr. Brown, Dr. Alban, and Mrs. Wise on their new positions. He stated that the new organizational structure will serve the school system well and thanked both Mrs. Wise and Dr. Alban for accepting these positions.

Mr. Aquino expressed support for the changes and noted that they are in line with discussions that have taken place over the last few months. He stated that he is pleased with the focus on technology and also with the ability to leverage the expertise of Dr. Alban and Mr. Brown. In addition, Mr. Aquino stated that he is pleased with the budget sensitivity in that these changes do not involve the addition of any new positions in the budget.

Board Members' Reports

Mrs. Mikulis reported on a recent BRAC (Base Realignment and Closure) meeting she attended. Discussion involved resources needed, and areas that continue to need work in Howard County were identified as workforce development, transportation, and public safety. She noted that Mr. Ken Roey, Executive Director, Facilities Planning and Management, is the school system's representative on the BRAC taskforce. Mrs. Mikulis indicated that planning for BRAC is continuing in the right direction.

Mrs. French thanked Ms. Juliann Dibble, Facilitator, Professional Development Schools, and everyone involved in the New Teacher Orientation, which took place over four days and included a fashion show focused on proper work attire.

Mrs. French emphasized the importance of preparing effective teachers and substitute teachers as well. She encouraged those qualified to apply for substitute positions and noted that an orientation for effective substitutes will be held on Tuesday, August 19, 2008.

Ms. Dibble recognized committee representatives who helped plan the New Teacher Orientation and expressed appreciation for their work in making the event a great success.

Consent Agenda (Restricted) *Staff Personnel; Bids and Contracts; and Closed Meeting Minutes (Official and Confidential) for July 10, 2008.

The Closed Meeting Minutes were pulled due to the lack of a quorum of Board members present to approve the minutes.

Action: Mrs. Giles moved approval of the Restricted Consent Agenda, minus the minutes of the closed meeting of July 10, 2008. The motion was seconded by Mrs. Mikulis and approved by the members of the Board (5/0*)

Staff Personnel: Approved by the Board.

Resignations

<u>Name</u>	<u>School</u>	<u>Grade or Subject</u>	<u>Reason</u>	<u>Years in Howard County</u>	<u>Effective Date</u>
Allen, Kim	PMS	Reading	Relocation	7.0	06/12/08
Brown, Sarah	OMHS	Soc.Studies	Promotion-Carroll Co.	6.0	06/12/08
Burns, Jim	MWES	Tech. Ed.	Other Employment	27.0	06/12/08
Cain, Tanya	LOES	Elem Ed.	Other Employment	11.0	06/12/08
Clark, Rebecca	EMMS	Spec. Ed.	Teaching Overseas	3.0	06/12/08
Casper, Kelly	FES	Elem. Ed.	Relocation	10.0	06/12/08
DeGeorge, Kara	Fr. Leave	Elem. Ed.	Relocation	4.0	06/30/08
Denis, Veronica	PVMS	Math	Relocation	5.0	06/12/08
Dickenson, Kiersten	Fr. Leave	Music	Other Employment	8.0	06/30/08
Dixon, Andrea	HCMS	Soc. Studies	Relocation	3.0	06/12/08
Drummond, Cindy	Fr. Leave	CWE	Leave Expired	13.0	06/30/08
Felt, George	HoHS	Math	Relocation	3.0	06/12/08
Elznic, Lyndsay	PMS	Spec. Ed.	Relocation	1.0	06/12/08
Fox, Joyce	HOHS	Bus. Ed.	Relocation	12.0	06/12/08
Frilot, Michelle	GMS	English	Relocation	5.0	06/12/08
Gray, Yvonne	PVMS	Ind. Arts	Relocation	1.0	06/12/08
Gugliucciello, Veronique	CRS	Counselor	Other Employment	4.0	06/12/08
Harbom, Judith	MHMS	Spec. Ed.	Not Given	8.0	06/12/08
Isacco, Alexia	LRHS	English	Other Employment	10.0	06/12/08
Karlheim, Susie	Fr. Leave	Soc. Studies	Family Obligations	10.5	06/30/08
Klinefelter, Kelly	OMHS	English	Relocation	1.0	06/12/08
Kowalski, Michael	AES	Phys. Ed.	Relocation	5.0	06/12/08
Lee, Dana	LKMS	Math	Other Employment	3.0	06/12/08
McCombs, Linsey	ReHS	English	Relocation	4.0	06/12/08
McDonald, Laura	WLMS	English	Relocation	1.0	06/12/08
Park, Susie	WES	Sped. Ed.	Relocation	6.0	06/12/08
Peaper, Carrie	IES	Elem. Ed.	Family Obligations	9.0	06/12/08

Phillips, Susan	EMMS	Spec. Ed.	Relocation	3.0	06/12/08
Reidler, Celia	AHS	Science	Other Employment	10.0	06/12/08
Riley, Kim	ReHS	WLA	Promotion-Cecil Co.	3.0	06/12/08
Schachter, Jonathan	HWS	Spec. Ed.	None Given	5.0	06/12/08
Walker, Nicola	HaES	Elem. Ed.	Dissatisfied w/Work	4.0	06/12/08
Weaver, Jill	BBES	Elem. Ed.	Return to School	3.0	06/12/08

Contracts

Name	School	Grade or Subject	Place of Last Teaching Assignment	Step	Effective Date
Ahearn, Tierney	AES	PE	Private School	A-07	08/18/08
Atkins, Jennifer	WaES	ECE	HCPSS	C-11	08/18/08
Barksdale, Alicia	LWES	MUS	Private School	C-18	08/18/08
Beall, Timothy	RHHS	MUS	Queen Anne's Co.	A-07	08/18/08
Bengermino, Anne	BPES	GUI	HCPSS	C-13	08/18/08
Bhatia, Shitij	HWS	PE	--	A-01	08/18/08
Bickel, Christine	LRHS	HEA	Private School	C-08	08/18/08
Black, Nancy	WatES	ELE	Baltimore County	C-10	08/18/08
Bocchino, Jocelyn	MRHS/MHHS	ART	--	C-01	08/18/08
Bodmer, Kathryn	JHES	ECE	--	C-01	08/18/08
Boersig, Jodi	HWS	SCI	Private School	A-11	08/18/08
Brown, Lindsey	SJLES	ELE	--	A-01	08/18/08
Callaghan, Kevin	VES	ELE	Anne Arundel Co.	C-12	08/18/08
Carver, Vance	RHS	WLA(Fre/Ger)	Anne Arundel Co.	D-14	08/18/08
Clingan, Regina	OMMS	MAT	Baltimore County	B-08	08/18/08
Clopton, Cheryl	CRS	ELE	Baltimore County	D-14	08/18/08
Comstock, Melissa	CLES	ELE	--	C-01	08/18/08
Conwell, Kathleen	CDC	SPE	HCPSS – IA	A-08	08/18/08
Duvall, Stacey	MWMS	RDG	Baltimore County	C-07	08/18/08
Franks, Nicole	DMS	RDG SPE	Naperville, IL	C-08	08/18/08
Goetzinger, Julie	CLES	ELE	--	C-01	08/18/08
Guyer, Holly	BBES/FRESELE (Tech Ed)		Montgomery Co.	C-08	08/18/08
Herbert, Annie	RHS	RDG	Montgomery Co.	D-16	08/18/08
Holdsworth, Maureen	BWES	ELE	--	C-01	08/18/08
Johnson, Kimberly	LWES	RDG SPE	Camp Hill, PA	B-18	08/18/08
Kim, Kyong	GES	ECE	--	A-01	08/18/08
Kreitzer, Matthew	LRHS	SPE	Anaheim, CA	C-07	08/18/08
Leader, Beth	MHHS	DRA/ENG	HCPSS	A-04	08/18/08
Lindsey, Deirdre	AHS	SCI	Baltimore City	D-09	08/18/08
Lucas, Jessica	WavES	SPE	Fairfax, VA	D-13	08/18/08
Maerten, Rebecca	MHHS	WLA (Spa)	Carroll County	C-11	08/18/08
Manger, Sarah	HoHS	ART	Cambridge, MA	B-09	08/18/08
Manlove, Karen	CRS	ELE	Baltimore City	B-11	08/18/08
Milton, Arthur	PLES	ELE	Baltimore County	B-12	08/18/08
Morabito, Jennifer	WLMS	ENG	Baltimore County	C-09	08/18/08
Nath, Anjan	RBES/CCES	GT	Anne Arundel Co.	C-15	08/18/08
Newman, Christopher	HoHS	SCI	HCPSS – IA	A-06	08/18/08

Onorato, Erin	CRS	ELE	Anne Arundel Co.	A-04	08/18/08
Pendred, James	HaHS	SCI	Private School	A-03	08/18/08
Person, Alexandra	ELMS	ART	--	A-01	08/18/08
Petrini, Tyler	HoHS	WLA (Spa)	--	A-01	08/18/08
Rifkin, Lauren	TRES	RDG SPE	Baltimore County	C-15	08/18/08
Roche, Mary	GHS	ART	--	C-01	08/18/08
Sink, Jennifer	MHHS	SPE	Torrance, CA	C-08	08/18/08
Smelkinson, Debaorah	CRS	ELE	Baltimore City	C-09	08/18/08
Smith, Nancy	CRS	ELE	HCPSS - Sub	A-03	08/18/08
Summe, Kelly	PVMS	MAT	HCPSS	A-04	08/18/08
Terwilliger, Michael	HaHS	SPE	Private School	C-05	08/18/08
Turner, Rebecca	CRS	ELE	Prince Georges Co.	C-12	08/18/08
Van Wert, Jaclyn	RHS/MHHS	FACS	Prince Georges Co.	A-03	08/18/08
Washington, Georgette	MHHS	SPE	Private School	D-07	08/18/08
Weber, Lynsay	GES	ELE	--	A-01	08/18/08
Whiddon, Jennifer	LRHS	SST/RDG	Montgomery Co.	C-07	08/18/08
Wiedorn, Paul	WLHS	TE	Baltimore County	D-18	08/18/08
Wilson, Samantha	CHS	WLA (Spa)	Private School	A-02	08/18/08
Wright, Pamela	WLHS	PE	Baltimore County	B-18	08/18/08
Zaron, Nicholas	HoHS	BCMS	HCPSS – IA	A-02	08/18/08
Zinn, Jennifer	LWES	ELE	Anne Arundel Co.	C-06	08/18/08

Leaves of Absence

<u>Name</u>	<u>School</u>	<u>Subject</u>	<u>Grade or Reason</u>	<u>Years in Howard County</u>	<u>Effective Date</u>
Cohn-Gonzales, Andrea	Psy. Servs.	Psychologist	Childbearing	3.0	08/01/08
Davis, Christina	CRS	Kindergarten	Childbearing	6.0	08/18/08
Gerber, Lisa	PLES	Kindergarten	Childbearing	5.0	08/18/08
Glenn, Michelle	CLES	Elem. Ed.	Childbearing	13.0	08/18/08
Glushakow, Joanna	PLES	Spec. Ed.	Childbearing	2.0	08/18/08
Ladson, Pamela	MWMS	Soc. Studies	Childrearing	9.0	08/18/08
Rimmlinger, Kathleen	DRES	Music	Childrearing	11.0	08/18/08
Smith, Amy	WLHS	Soc. Studies	Childrearing	11.0	08/18/08
Smith, Julia	THES	Kindergarten	Childrearing	5.0	08/18/08

Retirements

<u>Name</u>	<u>School</u>	<u>Grade or Subject</u>	<u>Years in Howard County</u>	<u>Effective Date</u>
Jankiewicz, Kathleen	RES	Kindergarten	15.0	07/01/08
Plunkett, Roger	C.O.	Assistant Superintendent	31.0	08/01/08
Potter, Kathleen	WOES	Elem. Ed.	19.0	07/01/08

Bids and Contracts: Approved by the Board.

<u>Exhibit</u>	<u>Description</u>	<u>Amount</u>	
P-1	STUDENT TRANSPORTATION		
	Trans-White Inc.	59,504.94	
	J C Bus Co.	66,207.60	
	W. Daniels Transportation	66,207.60	
	Sameh R. Labib	68,670.00	
	MBG Enterprises	<u>187,974.00</u>	
	TOTAL AWARD	\$450,396.54	
P-2	STUDENT TRANSPORTATION		
	HOB Transportation	66,465.00	
	Tip Top Transportation	<u>83,025.00</u>	
	TOTAL AWARD	\$149,490.00	
P-3	CUSTODIAL PAPER PRODUCTS		
	Porters Supply, Co.	\$275,000	
P-4	REQUEST FOR PROPOSAL FOR SUPPLEMENTAL PHYSICAL, OCCUPATIONAL, AND SPEECH- LANGUAGE THERAPY SERVICES		
	Top Echelon Contracting, Inc.	\$40,000	
P-5	APPLE/MACINTOSH COMPUTER PARTS		
	Apple, Inc.	\$125,000 est.	
P-6	REQUEST FOR PROPOSALS FOR VOICE TELECOMMUNICATIONS SYSTEMS		
	Baltimore Sound Engineering, Inc.		
	Black Box Network Services		
	Inter-tel		
<u>Action</u>	<u>Description</u>	<u>Vendor/Agency/Contract</u>	<u>Amount</u>
PR-1	Classroom and administrative furniture	Baltimore Regional Cooperative Purchasing Committee, contract no. 2008- 01 Expires 12/31/2011	\$2,000,000/year

PR-2	Computers (Apple), printers and other Technology equipment and items	Maryland Education Enterprise Contract (MEEC) – various contract numbers per vendors Expires 6/30/2012	\$3,000,000/year
PR-3	Computers (Dell)	State of Maryland Hardware/Software Contract no. BPO 050B7800023 Expires 9/30/2012	\$1,000,000/year
PR-4	Materials of Instruction	Anne Arundel County Schools Contract no. 06CM-77 Expires 3/31/2011	\$540,000/year
PR-5	School and office supplies, Office machines, Technology equipment, and Science supplies	US Communities Government Purchasing Alliance School Supplies Contract no. 42595, expires 01/01/2010 Office Machines Contract no. 58795, expires 09/30/2010	\$1,000,000

Consent Agenda

Donations; School Construction Report; STEM Grant Approval; and Minutes of Regular Meetings of May 27, June 12, June 26, and July 10, 2008; and Board of Education/County Council meeting of June 17, 2008.

The minutes of July 10, 2008, were pulled due to the lack of a quorum of Board members present to approve the minutes.

Action: Mr. Cohen moved approval of the consent agenda as amended. The motion was seconded by Mrs. Giles and approved by a vote of 5/0/1, with Ms. Bademosi abstaining.

Donations: Approved by the Board.

Vision Program: Mr. David Godshalk, a closed circuit television valued at \$3000 designated for the students of HCPSS.

- Bushy Park ES: PTA, in the amount of \$1096, designated for the purchase of playground equipment and a picnic table for the play area.
- Clarksville ES: Safeway, in the amount of \$685.60, designated for student activities.
- Target, in the amount of \$308.96, designated for student activities.
- Ahold Financial, in the amount of \$4,304.14, designated for the purchase of audio-visual equipment, software and a computer.
- Manor Woods ES: Chris and Jill Dinoto, in the amount of \$580.50, designated for lunch for the Team 1 students and staff.
- Chick-fil-A, in the amount of \$500, designated for student awards and educational supplies.
- Stevens Forest ES: PTA, in the amount of \$800, designated for PBIS recognition and MSA testing materials.
- Ahold Financial, in the amount of \$2,550.68, designated for student incentives and activities.
- Waterloo ES: Target, in the amount of \$516.14, designated for the purchase of a laser-jet printer for student use.
- Bonnie Branch MS: Ahold Financial, in the amount of \$3,599.68, designated for PBIS recognition and student activities.
- Burleigh Manor MS: PTA, in the amount of \$2,306.56, designated for the purchase of student planners.
- Elkridge Landing MS: PTSA, in the amount of \$6865.24, (\$3,792.61) designated for the purchase of music materials and class activities, (\$1,623.22) designated to cover the cost of a bus for students participating in after school intramurals,

(\$747.40) designated for the purchase of materials for the related arts team, and (\$702) designated for the purchase of computer software and the Teachers Ease subscription.

Folly Quarter MS: Friends of Folly Quarter Music, in the amount of \$763.06, designated to help offset travel expenses to the middle school competition at Hershey Park.

Lime Kiln MS: Ahold Financial, in the amount of \$1227, designated for student activities.

Atholton HS: Boosters, in the amount of \$1027, designated for the tennis and lacrosse teams.

Marriotts Ridge HS: Boosters, in the amount of \$55,623.76, (\$51,183.76) designated for the following: a batting cage, track supplies, football equipment, wrestling equipment, lacrosse shorts, volleyball equipment, tournament fees, athletic awards and plaques, uniforms for the dance team and the POM squad, materials for the music program, newspaper printing, materials for several student clubs, and student agenda books, (\$3,440) designated for uniforms for the cross country team, and (\$1,000) designated for senior awards and assembly expenses.

PTSA, in the amount of \$1,000, designated for the purchase of academic recognition certificates and pins for the 9th, 10th and 11th grade students.

Ms. Mikyung Ha, in the amount of \$900, designated for the purchase of a mat light for wrestling competitions.

FY 2008 School Construction Monthly Report – Accepted by the Board.

STEM Initiative Grant - MSDE – Approved by the Board.

Minutes of Regular Meetings of May 27, June 12, and June 26, 2008; and Board of Education/County Council meeting of June 17, 2008 – Approved by the Board.

Administrative Appointments and Transfers*

Presenter: Mrs. Sandra Erickson, Deputy Superintendent.

Mrs. Erickson presented the following Administrative Transfers:

- Elementary: Ms. Lisa Booth from Principal, Running Brook ES, to Principal, Hollifield Station ES.
- Secondary: Ms. Karen Russo, Assistant Principal, Long Reach HS, to Assistant Principal, Glenelg HS.
- Central Office: Ms. Corinne Gorzo, Coordinator, Elementary Social Studies, to Coordinator, Teacher Development.

Mrs. Erickson presented the following Administrative Appointments for Board approval:

<u>Name</u>	<u>From</u>	<u>To</u>
William Barnes	MSA/HSA Resource Teacher, Office of Math, Baltimore Co. Public Schools	Coordinator Secondary Math
Meghan Senisi	Leadership Intern Wilde Lake HS	Assistant Principal Long Reach HS
Glenn Heisey	Principal Hollifield Station ES	Coordinator for Leadership Development
Razia F. Kose	Resource Teacher Alternative Education Programs	Cultural Proficiency Specialist
Denise Lancaster	Communications Facilitator, Speech-Language Pathology and Assistive Technology	Assistant Principal Waterloo ES

Troy Todd	Assistant Principal Waterloo ES	Principal Running Brook ES
Elizabeth Coe	Guidance Counselor Centennial HS	Assistant Principal River Hill HS

Action: Mr. Cohen moved approval of the Administrative Promotions. The motion was seconded by Mrs. Mikulis and approved by the members of the Board (5/0*).

Bridge to Excellence: MSA Results for Reading and Mathematics.

Presenters: Mrs. Sandra Erickson, Deputy Superintendent, and Dr. Terry Alban, Chief Operating Officer.

Mrs. Erickson expressed appreciation for the commitment of students, teachers, administrators, community members, and parents for enabling the school system to continuously reach impressive levels of performance. Several years ago, HCPSS decided to establish local targets and standards that exceeded the expectations of the state by striving for excellence in using a strategic improvement process known as PDSA. Much success has been obtained with this process, and Mrs. Erickson noted the following statistics:

- Overall, 91 percent of HCPSS students reached proficiency in reading and 86 percent in mathematics.
- ALL elementary schools met the Howard County standard of 70 percent proficient or advanced in BOTH reading and mathematics.
- ALL middle schools met the Howard County standard in reading. In mathematics, 15 middle schools met the county standard.

Dr. Alban noted that HCPSS will continue to celebrate student success but will also look at ensuring that each and every student is able to reach these benchmarks in reading and mathematics. All racial/ethnic groups are exceeding the school system's local target at the elementary level for reading. These positive trends show that HCPSS is achieving the Superintendent's vision of lessening the gap between racial/ethnic groups while maintaining excellent performance for all. Continued improvement is also being seen for students receiving special services.

Dr. Alban reported that impressive growth in performance on the MSA over four years was largest for Hispanic, African American, and

special services student groups. Students in Grades 4 and 5 demonstrated exemplary performance as EVERY student group met the local target of 70 percent at proficient or advanced in reading, a repeat performance for Grade 4 students. Those same Grade 4 students met the local target for the first time in mathematics in EVERY student group. Performance on the alt-MSA showed continued improvement in most student groups, and HCPSS students in all grades are performing at proficient or advanced at higher percentages than students around the state in both reading and mathematics.

Maintaining these high levels of performance for all student groups will continue to be the emphasis for HCPSS, as will the need to move all students to proficiency in reading and math. School-based staff members are becoming more focused on analyzing data at the individual student level to support growth and improvement. These efforts will intensify as HCPSS works to fulfill the vision of *No Child Left Behind*.

Congratulations were extended to Worthington ES, where 100 percent of all student groups achieved proficient or advanced in reading.

Ms. Cher Jones, Principal, Dunloggin MS, and several staff members from Dunloggin MS, presented statistics for Dunloggin MS and shared strategies used at the school to address Goal 2 and increase student achievement by fostering a safe and nurturing environment. It was noted that Dunloggin MS has improved performance on the MSA by 16 percentage points in reading and 12 percentage points in mathematics over the last five years.

Dr. Alban expressed appreciation to the HCPSS community for enabling all schools and students to accomplish so much and indicated that much more will be accomplished in the future.

Discussion:

Board members expressed appreciation to Dr. Alban and staff for their presentation.

Mr. Cohen commented on the importance of informing the public as well as the Board about what is working in schools and the achievements that are being made.

Mrs. Mikulis pointed out that the school system is not just looking at numbers but is constantly working towards success for all students. Mrs. Giles also commented that once achievement is reached, the school system continues to be vigilant in addressing schools based on their differentiated needs because achievement levels change each year.

Mrs. Erickson noted that the school system is pleased that the state has recognized that a school can be highly successful and not make AYP (Adequate Yearly Progress) in one category by just a few students. This new model is a recognition of what a school truly needs to do as opposed to categorizing all students under one label.

Mrs. Giles advocated for the use of growth models, and Mrs. Erickson stated that HSA data will be presented in a growth model.

Dr. Alban pointed out that AYP is an all or nothing proposition, and even if there are only five students in a group that are not making AYP, the school system is accountable.

Mr. Cohen asked about interventions at the middle school level in the area of math. Dr. Alban stated that math support teachers were provided in the last couple of years, and Dr. Clarissa Evans, Executive Director, Secondary Curricular Programs, stated that staff continues to look at intensifying efforts in the middle schools. More professional development is being provided for teachers, and the curriculum has been refined over time. Dr. Evans noted that the middle school schedule provides challenges in the amount of time available for mathematics instruction. Staff is developing additional models for intervention, taking advantage of core-plus time, and intensifying the work that is going on with after-school programs.

Dr. Evans stated that she would provide data to the Board on the number of MIST (Mathematics Instructional Support Teacher) positions in the middle schools.

2009 Legislative Issues

Presenter: Mr. Raymond Brown, Chief Financial Officer.

Key issues include:

- State Aid to Education
- State School Construction Funding

- Collective Bargaining – State Labor Relations Board
- Student Health and/or Fitness
- Local School Construction Funding

Mr. Brown focused on three statewide issues that the Board needs to be aware of now and begin to have conversations with elected state and local officials.

Thornton Funding

2007 Special Session Impact on Thornton Funding:

- The 2007 Special Session resulted in the restructuring of state aid to education by amending the “Thornton” Bridge to Excellence Act to:
 - Eliminate the Implicit Price/deflator (and any inflation factor) in FY 2009 and 2010 with return to CPI/IPF in 2011; and
 - Create supplemental “hold harmless” grants to ensure 1 percent growth in state aid.
- The Governor pledged to provide FY 2009 funding for GCEI.

Special Session and The Budget Outlook:

- The Special Session accomplished the broader objectives of increasing state revenues (sales and income tax rates) in order to sustain the budget (education/Medicaid/state agency costs).
- This is a short-term budget solution. In the long-term, the structural deficit reemerges.
- Therefore, the Governor and General Assembly passed legislation authorizing a “slots referendum” in November 2008.
- Without slots revenue in FY 2011 and beyond, other cuts may be adopted, taxes raised, or teacher retirement costs could be shifted from the state to local governments.

Thornton Funding in FY 2009:

- FY 2009 education aid increased by \$185 million over FY 2008 to more than \$5.3 billion – an increase of over 3.6 percent.
- **Howard -- \$13.3 million – an increase of 7.5 percent.** This increase follows increases of:
 - \$691 million in FY 2008;
 - \$466 million in FY 2007;
 - \$380 million in FY 2006; and
 - \$323 million in FY 2005.

Budget Challenges Ahead:

- Challenges going forward include:
 - The timing and magnitude of the return to an inflation factor;
 - Identifying and advocating for additional funding for local, state, and federal priorities;
 - The ever-present threat of new unfunded mandates, such as mandated expansion of physical education or prekindergarten;
 - Local funding (Maintenance of Effort floor);
 - Retiree health care costs; and
 - Student performance and accountability.

School Facilities Funding*School Construction Funding:*

- The "Maryland Consolidated Capital Bond Loan of 2008" provides \$333 million in state aid for public school construction and renovation projects in FY 2009 (**Howard -- \$18.3 million**)
- As always, local school system requests far exceeded available funds, totaling approximately \$870 million for FY 2009. (**Howard -- \$50.4 million**)

Public Schools Labor Relations Board

- The Maryland State Teachers Association (MSTA) unsuccessfully supported legislation (HB151 & SB850) to replace the State Board of Education with a Public School Labor Relations Board for purposes of deciding bargaining disputes and other personnel actions.
- A Closer Look at the Labor Relations Board Bill. A new board would:
 - Decide if a matter is a mandatory, permissive, or illegal subject for bargaining;
 - Determine issues concerning bad faith bargaining and unfair labor practices; and
 - Include five members, two of whom are from the list submitted by the various unions, and none of whom are based on any input from any local board of education or school system.
- The existing impasse resolution process would be repealed and replaced with a process that includes timelines for progression from negotiation to mediation, to fact-finding, and eventually to binding arbitration.

The timeline for submitting local legislation is September 23, 2008, with approval by sponsor by October 21, 2008. The upcoming Legislative Breakfast will be held on September 5, 2008.

Discussion:

Dr. Cousin pointed out that future funding is likely to be considerably less than the \$13 million received in the current fiscal year. Although the increase is welcome, the reality is that increases are much below what has been received in the past. He emphasized the difficulty in making budget decisions based on these funding levels.

Discussion.

Mrs. Giles pointed out that the availability of state funds is precarious.

Mrs. French commented on the Public Schools Labor Relations Board (which has had various names and acronyms over the last 15 years), and the Board has opposed that repeatedly when voting on specific bills.

Mr. Aquino stated that the Board will be sharing their positions on bills that are important to education and the school system. He anticipates that the Board will carry their position on the Public Schools Labor Relations Board forward from last year, but the issue is still worthy of further discussion. Mrs. French noted that this bill also deals with educational issues and the value of education for students, how education is delivered, and the expectations for employees being effective in providing that education. She stated her opposition to bringing in a third party that would not understand all of the educational issues.

Mr. Aquino noted that Governor O'Malley will be visiting two Howard County public schools on September 5, 2008, which will provide an opportunity to impress upon him the need for additional funds. Another opportunity to discuss issues will be available during the Legislative Breakfast. Mrs. Giles pointed out that the school system is aware that there will be advocacy from other county entities over a diminished availability of funds. She noted the importance of being able to show how funds are being used and the effects they are having on the value of services that are being delivered throughout the school system.

Mrs. French pointed out that Howard County does not have the funding flexibility that most other counties have. She expressed concern that the Board may be politically pressured into taking a position on slots. Traditionally, the Board's position has been nonpartisan, with only providing information on where the needs for funding are and what would be done with funding to improve student education. She commented that the Board does not have transfer tax authority and stated that the responsibility to determine how to obtain and allocate funds does not belong to the Board of Education.

Mrs. Mikulis noted the importance of providing legislators with an understanding of how Thornton monies were spent and the differences the funding has made in educational success in Howard County. In addition, she emphasized the need to make a strong case for what is also needed for the school system on the capital side of the budget.

Facilities Needs Assessments (Middle Schools)

Presenters: Mr. Ken Roey, Executive Director, Facilities Planning and Management; Ms. Jessica Mailhot, Project Manager, Gilbert Architects, Inc.; and Mr. Jim Whitaker, President, Facility Engineering Associates, Inc.

Mr. Roey provided background information regarding the facility assessment. He noted that the methodology used to conduct the middle school assessment was the same used previously at the high school level and is currently being used at the elementary level.

Ms. Mailhot and Mr. Whitaker also provided more detailed information related to the assessment.

Overview of Results (Program)

- Middle schools have significant variance, but only two are greater than 10 percent less in relationship to 1994 educational specifications.
 - Some schools have significantly more support space than required by the educational specifications.
 - Deficiencies vary from related arts to academic areas to support spaces.
- Usable teaching stations vary from 34-48 for a 662 capacity school.
 - Current methodology is based on 34 teaching stations.

Overview of Results (Structure)

- Maintenance program has been extremely effective.
 - Deferred maintenance valued at \$12.6 million total for the 18 middle schools.
 - Future middle school renovations may favor a more selective approach to systemic improvements.
- All buildings can continue to serve present function for an extended period of time.

Investment Needs (Maintenance)

- Total requirements of approximately \$150 million over 20 years at the middle and high school level.
 - Approximately \$10 - \$14 million sustained annual funding required in roofing, other systemic, and repair of building lines.
 - FY 2008 funding was approximately \$9 million; FY 2009 funding was approximately \$10.5 million
 - FY 2009 capital budget cut \$3.5 million from the other systemic request.

Next Steps

- Complete assessment of remaining elementary schools.
 - Currently in process for completion in early 2009.
- Integrate all maintenance requirements into a single prioritized database.
- Use complete results in development of FY 2011 capital budget.

Mr. Roey pointed out that the middle schools are in overall excellent condition as compared to the high schools. Although the middle schools are in excellent condition, the school system has a significant deferred maintenance backlog, and there will be significant needs in the future. There will be some challenges in ensuring that schools are in the best shape possible with some constrained funding possibly going into the future.

Discussion:

Mr. Cohen pointed out that the report states that "All buildings can continue to serve present function for an extended period of time." He expressed appreciation to the effectiveness of the maintenance department in keeping the school system's buildings in good shape and also noted the continuing need for funding to address building issues.

In response to Mrs. Mikulis, Ms. Mailhot stated that differences in elementary school capacities will present challenges, but part of the task is to give each school a fair look compared to the capacity level and correct number of necessary teaching stations. Mrs. Erickson pointed out that they are not trying to compare all schools to a new school with regards to educational specifications.

Mrs. Mikulis asked if any changes are anticipated in the stated capacities of middle schools based on this report. Mr. Roey responded that some recommendations are anticipated, possibly including some capacity changes. He indicated that a recommendation to the Board for discussion will most likely be needed.

Mrs. Giles also emphasized that the report states that "All buildings can continue to serve present function for an extended period of time."

Dr. Cousin reiterated many of the previous comments and observations. He pointed out that the study contains a lot of detailed information for every middle school in the county as a result of exhaustive research that went into the conclusions. He pointed out that all of the middle schools highest categories were excellent.

Dr. Cousin noted the major cost of roofing projects and discussed the absolute importance of keeping roofs in good repair in order to also keep buildings in the very best condition.

Mr. Aquino advised the public that all documents in the Feasibility Study are available on BoardDocs, through www.hcpss.org (Board of Education page).

Deed of Easement with Howard County at Mt. Hebron HS*

Presenter: Mr. Bruce Gist, Director, School Construction.

Mr. Gist presented for Board approval an easement with the Howard County Department of Public Works (DPW). This is a standard easement that has been approved by the Board in the past and simply allows the DPW to maintain the installation of the water line.

Action: Mrs. Giles moved acceptance of the recommendation for an easement agreement with Howard County Public Works for Mt. Hebron HS. The motion was seconded by Mr. Cohen and approved by the members of the Board (5/0*).

Easement Agreement with the Columbia Association for the Construction of a Parking Lot at Running Brook ES

Presenter: Mr. Bruce Gist, Director, School Construction.

Mr. Gist provided details on the easement, which allows the school system to construct 50 additional parking spaces at Running Brook ES. This easement was approved by the Columbia Association on July 24, 2008.

Discussion:

Mr. Gist stated that construction has begun and should be completed no later than October 1, 2008. Mr. Roey and Mr. Gist met with the school community and administrators about concerns regarding construction during the school year. Staff provided assurance that activities that might affect the learning environment would be curtailed until a better time.

Mrs. Mikulis pointed out that this has been a long time in coming and thanked staff for their persistence in this matter.

Action: Mrs. Giles moved acceptance of the easement agreement with the Columbia Association for the construction of a parking lot at Running Brook ES. The motion was seconded by Mrs. Mikulis and approved by the members of the Board (5/0*).

Board Committee Procedures

Presenter: Mrs. Giles, Vice Chairman, Board of Education.

Mrs. Giles explained that in a previous Board action, a Board committee for Audit Management was approved; and in most recent action by the current Board, authorization was given for the formation of committees to deal with Policy and Legislation. Slight revisions have been recommended to address consistency with committees, provisions for meetings to address how committees would operate, and how minutes would be posted.

Discussion:

The following procedures were noted:

- o Committee leadership will choose its own Chair, with no restrictions on term limits, which would be at the discretion of the membership.
- o Specifics on responsibility for committee meeting minutes will be worked out by individual committees. (Board staff will not be required to attend committee meetings.) A chart has been prepared for consideration in an effort to facilitate the recordation of minutes.
- o Committee meeting minutes will be approved at a regular meeting of the committee.

Action: Mrs. Giles moved acceptance of the BOE Committee Procedures for Audit, Legislative, and Policy; the Internal Auditing Office Charter; and the Legislative Protocols. The motion was seconded by Mrs. Mikulis and approved by the members of the Board (6/0).

Board members thanked Mrs. Giles for her role in developing the procedures and related documents.

Policy 6020 – School Construction Program – Charter for Policy Review/Revisions Committee

Presenter: Mr. Bruce Gist, Director, School Construction.

Mr. Gist reported on the establishment of the Superintendent's Committee Charters for the review of Policy 6020. He pointed out that the committee will need to work on the following:

- Updating the policy from its current configuration of 1990.
- Separating the Office of School Construction from the Office of School Planning.
- Considering the many recommendations and data from the Gilbert Study in refining the language of the School Construction policy.
- Considering the current educational specifications and the effects and interaction they have on this policy.

Discussion:

Board members commented on the positive aspects of revising this policy. Mrs. French expressed her preference for the term "relocatable

classrooms" rather than notably negative terms currently being used and stated that many teachers have positive opinions of relocatable classrooms.

Policy 6070 – Closing of Schools – Charter for Policy Review/Revision Committee

Presenter: Mr. Ken Roey, Executive Director, Facilities Planning and Management.

Mr. Roey presented the charter for Policy 6070 and noted that similar to the previous policy presented, it has not been revised since 1990. Key elements that the committee will focus on will be looking at the criteria for closing of schools, as well as the process used.

Discussion:

Board members discussed issues related to enrollment numbers regarding the use of percentages of capacity, considering the wide range of capacities in the elementary and middle schools.

Mrs. French voiced her opinion that building capacity is now driving educational capacity, when ideally it should be the reverse. Dr. Cousin pointed out that HCPSS is trying to make all buildings the best they can be for the delivery of the educational program. Keeping buildings as flexible as possible has always been a goal.

Mrs. Giles emphasized that this policy deals with closing schools, and use of a building should be a consideration when looking at the effectiveness of space utilization. She noted the need to look at various options. She stated that decisions should be based on what it takes to educate children and also to look at the efficient use of properties where buildings are already in place.

Policy 7080 – Transfer of Administrators Policy 7090 – Administrative Transfer of Teachers – Charter for Policy Review/Revisions Committee

Presenter: Mrs. Linda Wise, Assistant Superintendent, School Administration.

Mrs. Wise presented the charter to review both Policy 7080 and Policy 7090 regarding the administrative transfer of teachers. This

policy was last reviewed in 1994, and the committee will be directed by Mr. Dan Michaels, Administrative Director for Secondary Schools.

Discussion:

Mrs. French expressed concern about whether or not the committee would be ready by October 20, 2008. Mrs. Wise assured the Board that staff could meet that deadline, which also has some flexibility, and additional time can be granted if necessary.

Recess: The meeting was recessed by the Chairman at 6:11 p.m. and reconvened at 7:35 p.m.

Public Forum

Ms. Julie Reybold spoke about Policy 9260 – Student Search and Seizure in relation to an incident that took place during a recent high school graduation ceremony and the level of authority allowed to principals.

Mr. Kendall Morton, Glenelg HS teacher, spoke about his concerns with Policy 8020 – Grading and Reporting: High School. He asked for the Board's assistance in revising this policy, as he strongly believes that the current policy is not in the best interest of students, their education, or their future success.

Board members noted that Policy 8020 was recently revised and because the revision merely involved a minor edit, no new ideas were brought forth. Mrs. French pointed out that if the Board wants to review the entire grading issue, a committee would have to be formed, and she expressed her support in this matter. Mrs. Giles noted that this policy was extensively revised in 2005. Mrs. Erickson noted that the Board has already approved their policy revision schedule for this year, so it would be necessary to ask staff to review Policy 8020 again.

Mrs. Zarreen Quraishi, parent, expressed concern that certain policies are not being followed consistently from school to school. She noted in particular the dress code policy and issues related to students engaged in altercations.

Appointment – PTA Council of Howard County (PTACHC)

Ms. Cindy Haller, Executive Vice President of PTACHC, stated that PTACHC is looking forward to a great year and working collaboratively with staff and the Board.

Appointment – Community Advisory Council (CAC)

Written testimony was provided to the Board regarding activities and concerns of the CAC, as well as the various communities CAC represents.

Public Hearing – FY 2010 Capital Budget and FY 2011-2015 Capital Improvement Program (CIP)

There was no one present at the public hearing to address the Board.

Pre-Development Work Session – FY 2010 Capital Budget and FY 2011-2015 Capital Improvement Program

Presenter: Dr. Sydney Cousin, Superintendent.

Dr. Cousin noted that funding issues with the upcoming capital budgets were discussed earlier in the meeting. Because of projects that have been deferred and because of the rising costs of construction projects, the school system is facing a dilemma of needs not being met at the level of funding requests. There is special concern about systemic renovation projects which, if not funded, will have an impact on the operating budget as well as the capital budget. The systems in those buildings need to be addressed, especially the roofing systems and heating and air conditioning systems. The real dilemma is finding adequate funding to meet the needs of the school system without continually deferring projects. Deferrals will eventually catch up in one form or another in terms of maintenance issues, etc.

Dr. Cousin noted that although a good report on the status of middle schools was received, there are still annual operating costs associated with maintaining schools in their present condition. A substantially larger sum of money will also be needed for capital improvements of those facilities as well.

Discussion:

Dr. Cousin stated that discussion of these issues at this time of the year is in many ways premature. Staff will be coming back to the Board frequently during the budget cycle to discuss individual projects in detail.

State submittal of the capital budget is due October 6, 2008. Budget pages will be provided for Board approval during the first week of October for submission to the state. The new state capital funding numbers are \$251 per sq. ft., which is an increase of \$10 per square foot from the 2009 number. Approximately five years ago, the state formula was approximately \$150 per sq. ft. for new construction. Renovation dollars are also rapidly increasing.

Dr. Cousin noted that the past excise tax yielded over \$40 million. Sunset provisions were built into that legislation, but if that legislation were still available, it would go a long way towards addressing the issues that the school system faces in relation to funding.

Board members discussed various issues regarding past and future dilemmas related to finding sources of funding for capital projects in addition to educational programs.

Dr. Cousin reported that the school system recently held a meeting with the Department of Planning and Zoning (DPZ) and discussed the Route 1 corridor development and the need for reserving future school sites. There is possibly a need for two elementary schools and a middle school as a result of revitalization efforts in the Route 1 corridor, which will be determined as development proceeds. He noted the importance of taking advantage of opportunities for site acquisition as soon as possible.

Dr. Cousin also stated that discussions have occurred regarding possible modifications to site size requirements, given the change in environment in the county and the shortage of school sites based on the criteria currently being used. Even with modifications, an elementary school site requires 15 acres, and middle school sites require 25 acres. He noted the importance of thinking realistically about the needs of the schools versus the needs of providing community open space.

Scheduling Board Meetings and Other Activities

By consensus, the Board agreed to schedule appeals for Wednesday, August 28, 2008, and Tuesday, September 9, 2008.

Adjournment – The meeting was adjourned by the Chairman at 8:10 p.m.

Information Item

Food and Nutrition Service Financial Report

*Under Section 3-701 of the Education Article of the *Annotated Code of Maryland*, the Student Member may not vote on these matters. Passage of a motion by the Board on these matters requires the affirmative vote of four (4) Board members.