

PUBLIC  
BOARD OF EDUCATION OF HARFORD COUNTY  
MINUTES OF MONDAY, December 21, 2020

*The information included here provides a summary of the agenda items presented and actions taken during the meetings of the Board of Education of Harford County. The video recordings of the meetings are the official record of the meetings and can be viewed at: <http://www.hcps.org/boe/livestream/>  
Informational reports are located at: <https://www.hcps.org/boe/boardmeetingschedules.aspx>*

Open Session

The Board of Education of Harford County met in open session via teleconference on Monday, December 21, 2020. President Robinson called the meeting to order at 5:30PM.

Board Members Present

All Board members were present in the virtual session for the roll call with the exception of Mrs. Gauthier, Dr. Phillips, and Ms. Bailey.

Motion, Second and Vote

Dr. Bauer made a motion to waive public comment in its entirety in light of the limited nature of this open session and the present logistical circumstances resulting from the COVID19 crisis. The motion was seconded by Dr. Mueller and approved in a voice vote 7/0. Mrs. Gauthier, Dr. Phillips, and Ms. Bailey were not present for the open session.

Pursuant to 3-305(b), (7),(8),(9) of the General Provisions Article of the Annotated Code of Maryland, and upon a motion by Dr. Bauer, seconded by Dr. Mueller, and in unanimous agreement of the members present, the Board of Education of Harford County met in closed session in a virtual fashion.

Closed Session

Board Members Present

All Board members were present during roll call with the exception of Ms. Bailey and Mrs. Gauthier.

\*NOTE: Mrs. Gauthier joined the closed session after roll call and was present for all motions.

Staff Present:

Dr. Sean Bulson, Superintendent  
Eric Davis, Chief of Administration  
Patrick Spicer, General Counsel  
Jean Mantegna, Assistant Superintendent for Human Resources  
Ben Richardson, Senior Manager of Human Resources  
Jeff Fradel, Senior Manager Staff and Labor Relations  
Bang Tam Miller, Human Resources Staff and Labor Relations Specialist  
Deb Judd, Assistant Superintendent Business Services  
Eric Clark, Director of Budget  
Adam Konstas, PK Law Group, Outside Counsel  
Teri Schmid, Administrative Assistant and Recording Secretary

The Board of Education met in closed session for the purposes of discussing:

Topic: Discussion and possible decision regarding parameters for negotiations with HCEA bargaining units.

Reason for Closed Session: To maintain confidentiality of potential parameters, if any, of negotiation with HCEA bargaining units and discussions related thereto.

Mr. Fradel led a discussion regarding the Harford County Education Association's (HCEA) compensation study findings and recommendations. A discussion followed with Board members and Mr. Fradel.

Motion, Second and Vote - Dr. Bauer made a motion to approve the Superintendent's recommendation that the Board implement a certain salary scale. The motion was seconded by Mrs. Gauthier and approved in a roll call vote 9/0.

Motion, Second and Vote - Dr. Bauer made a motion to approve the Superintendent's recommendation to adjust certain compensation scales for Harford County Education Association (HCEA) – Education Support Professionals (ESP) for the 2020-2021 year. The motion was seconded by Mrs. Gauthier and approved in a roll call vote 9/0.

\*Note outside counsel, Adam Konstas of PK Law Group was not present for the above discussion.

Topic: Consultation with counsel regarding legal advice and consultation with staff regarding pending litigation.

Reason for Closed Session: To preserve attorney-client confidentiality and to preserve the privacy and confidentiality of information regarding pending litigation.

Mr. Spicer introduced outside counsel, Adam Konstas of PK Law Group. Mr. Konstas led a discussion regarding pending litigation involving claims of discrimination and which is pending before the Maryland Commission of Civil Rights. The Board asked various questions and Mr. Konstas and other staff gave answers. No formal action was taken by the Board regarding this topic.

\*Note Ms. Judd and Mr. Clark were excused from the above discussion.

#### Adjournment

With no further business, Dr. Bauer motioned to adjourn, seconded by Dr. Herold, and with Board consensus, the closed session adjourned at 6:27PM.

#### Business Meeting

#### Call to Order / Roll Call

President Robinson called the meeting to order at 6:30PM. Roll call was taken and a quorum of the Board was confirmed. All Board members were present.

Ms. Gauthier read the following statement:

Due to COVID-19, this meeting will be conducted in a virtual fashion, with Board members, required staff and presenters in attendance via teleconference. There is no public access to the A. A. Roberty Building, 102 S. Hickory Avenue, Bel Air, MD 21014. The agenda and materials are available on [www.hcps.org](http://www.hcps.org) under Board of Education meetings. In light of the logistical/technological issues involved with allowing public comment, it is anticipated that the Board will vote to waive the requirement that the Board receive in-person public comment, and that, in substitution for in-person public comment, the Board will receive public comment as more fully described in the public comment notice. The Audio Live Stream is available on [HCPS.ORG/BOE/LIVESTREAM](http://HCPS.ORG/BOE/LIVESTREAM).

#### Adoption of Agenda

President Robinson called for a motion to adopt the agenda.

Motion, Second and Vote - Dr. Bauer moved to adopt the agenda. The motion was seconded by Mrs. Gauthier and adopted in a voice vote 10/0 (includes student member vote).

Item A. Request to Waive, In Part, Provisions of Policy 22-0008 - Public Participation at Board Open Meetings or Public Hearings.

Motion, Second and Vote - Dr. Bauer moved to waive, in part, provisions of Policy 22-0008-000 - Public Participation at Board Open Meetings or Public Hearings and to approve the Superintendent's recommendation regarding the same. The motion was seconded by Dr. Mueller and approved in a voice vote 10/0 (and 1 preferential affirmative student member vote).

Item B. Board Member Comments

Board member comments were provided.

Item C. Public Comments

Ms. Lader, Manager of Communications, called on individual speakers who had pre-registered to provide public comments at the Board meeting. Speakers were virtually invited to the meeting to voice their comments into the record. Public comment parameters were approved earlier in the evening (3 minutes per speaker/comment and a total amount of time allotted for public comments at two (2) hours).

Item D. Consent Agenda

President Robinson called for a motion to approve the consent agenda:

1. Monthly Personnel Report – November 2020
2. School/Organization Sponsored Project – Patterson Mill Middle and High School Husky Mascot Statue
3. Minutes of Previous Board Meeting: December 7, 2020
4. Contract Award: Interactive Panels (CARES ACT Funds)

Motion, Second and Vote - Dr. Bauer moved to approve the consent agenda. The motion was seconded by Mrs. Gauthier and the consent agenda was approved in a roll call vote 10/0 (includes student member vote).

Item E. Decision on Proposed 2021-22 HCPS School Calendar

The Board received a presentation from Ms. Jillian Lader, Manager of Communications on the proposed calendar for the 2021 – 2022 HCPS School Calendar. The Board had approved the members of the calendar committee at its August meeting in 2020. The committee met virtually on August 19, 2020 and reached consensus on a proposal for the Superintendent's review. The proposed calendar was presented during the Board of Education business meeting on September 21, 2020. Following the meeting the proposed calendar was posted on the hcps.org website for 60 days of public comment. On December 2, 2020, the calendar committee met for an additional virtual meeting to discuss feedback from the public and finalized a proposed 2021-2022 school calendar.

Motion, Second and Vote – Dr. Bauer moved to approve the Superintendent's recommendation to approve the proposed 2021 – 2022 school calendar as presented by the Calendar Committee. The motion was seconded by Dr. Mueller and the 2021-22 HCPS School Calendar was approved in a roll call vote 10/0 (includes student member vote).

Item F. Decision on Proposed New Board Policy 24-0007-000 Educational Equity

Mr. Patrick Spicer, Esq., General Counsel, led a presentation on the new proposed policy that requires each local school system in Maryland to adopt a policy which implements the provisions the Code of Maryland Administrative Regulations ("COMAR") regarding equity in education. The new policy was prepared by Mr. Spicer and Dr. Paula Stanton, Manager of Equity and Cultural Proficiency. The education equity focus areas are: Academic achievement and growth, Leadership and human capital, School climate and culture, and Educator and staff capacity.

Motion, Second and Vote – Dr. Bauer moved to approve the Superintendent’s recommendation to approve the proposed, new policy entitled 24-0007-000 Educational Equity. The motion was seconded by Mrs. Karwacki and approved in a roll call vote 10/0 (includes student member vote).

Item G. Decision on Guiding Principles

Mr. Cornell Brown, Assistant Superintendent of Operations introduced Ms. Kate Doiron, and Ms. McKay Larrabee, both of Flo Analytics who led a presentation on completing a review of existing facility capacities and developing efficient economical solutions to balance enrollment and meet the growing needs of HCPS. Ms. Ingrid Boucher, of Bloom Planning, the subcontractor of Flo Analytics explained as an initial step in the balancing enrollment study they are supporting the community engagement component of the study. They have interviewed 16 HCPS central office staff members and based on these conversations a draft of the guiding principles for the project was developed. The draft of guiding principles was presented to the Board for review and discussion. These guidelines will be the backbone for the executive and advisory teams as they weigh various scenarios and attendance area changes.

Motion, Second and Vote - Dr. Bauer moved to approve the Superintendent’s recommendation that the Board accept the presentation and approve the Guiding Principles for Assessing Facility Utilization and Balancing School Enrollment. The motion was seconded by Dr. Mueller and approved in a roll call vote 10/0 (includes student member vote).

Item H. Quarter One Student Performance Review

Dr. Susan Brown, Executive Director of Curriculum and Assessment, introduced the discussion on the student performance on academic and accountability measures as they relate to first quarter metrics. Mr. Phil Snyder, Supervisor of Accountability, presented the key findings from the data review of student enrollment, attendance, achievement on reading and mathematics assessments. The data was compared to the end of the first quarter in the 2019-20 school year where applicable. The data was also disaggregated by gender, race, and student service groups which include English Language Learners, students receiving free or reduced meals and students with disabilities. Mr. Buck Hennigan, Executive Director of Student Services, Mr. Mike O’Brien, Executive Director of Middle and High School Performance, Ms. Renee Villareal, Executive Director of Elementary Education all reported out on the key findings in their respective areas. Mr. Snyder shared a “Mental Health Supports” poster that was put together by people out in the field and not from the central office.

Item I. Superintendent’s Report

Superintendent’s report was provided.

Adjournment

With no further business and with Board consensus the meeting adjourned at 9:12PM.

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Sean W. Bulson, Ed. D.  
Superintendent of Schools and Secretary-Treasurer

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Jansen M. Robinson, Board President  
Board of Education of Harford County