

PUBLIC
BOARD OF EDUCATION OF HARFORD COUNTY
MINUTES OF MONDAY, April 12, 2021

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 video teleconference on Monday, April 12, 2021. President Robinson called the meeting to order at 5:30 PM.

Board Members Present

All Board members were present in the virtual session for the roll call with the exception of Ms. Bailey and Dr. Phillips, who had connectivity issues.

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 COVID-19 crisis. The motion was seconded by Ms. Gauthier and approved in a voice vote 7/0. Ms. Bailey and Dr. Phillips were not present for the open session.

Pursuant to 3-305(b), (1) and (9), of the General Provisions Article of the Annotated Code of Maryland, and upon a motion by Dr. Bauer, seconded by Mrs. Karwacki, by unanimous vote of the Board 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 with the exception of Ms. Bailey. *Note, Dr. Phillips joined meeting after roll call.

Staff Present:

Dr. Sean Bulson, Superintendent
Eric Davis, Chief of Administration
Jeff Fradel, Director of Staff & Labor Relations
Deborah Judd, Assistant Superintendent of Business Services
Eric Clark, Director of Budget
BangTam Miller, Human Resources Staff and Labor Relations Specialist
Drew Moore, Director of Technology
Ben Richardson, Assistant Superintendent for Human Resources
Patrick P. Spicer, Esq., General Counsel
Yvonne Rallo, 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. Jeff Fradel, Director of Staff and Labor Relations, provided the Board with current negotiation updates. Mr. Fradel gave the Board a summary of the Harford County Education Association (HCEA) and the Harford County Education (ESP) signed tentative agreements. Mr. Fradel reviewed the agreement highlights and answered Board questions.

No formal action was taken by the Board.

Topic: Presentation of background/qualifications of persons recommended by the Superintendent for the following: Director of Staff and Labor Relations, Principal Pool and Assistant Principal Pool.

Reason for Closed Session: To preserve the privacy and confidentiality of information regarding the nominees.

Mr. Jeff Fradel, Director of Staff and Labor Relations, Ms. Deborah Judd, Assistant Superintendent of Business Services, Mr. Eric Clark, Director of Budget, Ms. BangTam Miller, Human Resources Staff and Labor Relations Specialist were excused from the closed session during this discussion.

Mr. Ben Richardson, Assistant Superintendent for Human Resources, made the Board aware that current Supervisor of Food and Nutrition, Mr. Gary Childress is retiring, and Kristen Sudzina, Assistant Supervisor of Food and Nutrition has been appointed as the new Supervisor of Food and Nutrition, effective June 1, 2021.

Mr. Richardson led a discussion and presentation regarding the candidate selection process and qualifications of Superintendent nominees for the following positions: Director of Staff and Labor Relations, Principal Pool and Assistant Principal Pool.

No formal action was taken by the Board.

Adjournment

With no further business, Dr. Bauer motioned to adjourn, seconded by Ms. Ricciardi, and with Board consensus, the closed session adjourned at 6:15 PM.

Business Meeting

Call to Order / Roll Call

President Robinson called the meeting to order at 6:30 PM. 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 limited 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 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 attached public comment notice dated April 12, 2021. The Audio Live Stream is available on HCPS.ORG/BOE/LIVESTREAM.

Adoption of Agenda

President Robinson called for a motion to adopt the agenda.

Motion, Second and Vote - Dr. Bauer made a motion to adopt the agenda. The motion was seconded by Mrs. Gauthier.

Amendment, Second and Vote - Dr. Bauer made a motion, seconded by Mrs. Gauthier, to amend the agenda by moving Item J: Presentation on Assessing Facility Utilization and Balancing School Enrollment, and moving it to earlier on the agenda: Item G. The motion passed by a unanimous voice vote of the Board members present.

Original Motion, Second and Vote – The agenda was adopted, as amended, by a unanimous voice vote 9/0.

Item A. Request to Waive, In Part, Provisions of Policy 22-0008-000 - Public Participation at Board Open Meetings or Public Hearings.

Motion, Second and Vote - Dr. Bauer made a motion 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 Ms. Karwacki and approved in a voice vote 9/0.

Item B. Board Member Comments

Board member comments were provided.

Item C. Public Comments

Speakers were virtually invited to the meeting to provide their comments for 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). Ms. Jillian Lader, Manager of Communications, called on individual speakers who had pre-registered to provide public comments at the Board meeting.

Item D. Consent Agenda

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

1. Affirmation of Monthly Contracts: March 2021
2. Contract Award: Underground Fuel Storage Tank Removal at Havre de Grace High School
3. Contract Award: Removal of Hazardous Material at Joppatowne High School
4. Contract Award: Video Surveillance Equipment for Joppatowne High School
5. Contract Award: Vex V5 Gateway Robotics Kits
6. Contract Award: Athletic and Physical Education Supplies
7. Contract Award: Weight Room Equipment for Joppatowne High School
8. Contract Award: Furniture and Equipment for Joppatowne High School
9. Minutes of Previous Board Meeting: March 22, 2021

Motion, Second and Vote - Dr. Bauer made a motion to approve the consent agenda. The motion was seconded by Ms. Gauthier and the consent agenda was approved in a voice vote of 9/0.

Item E. Update on Continuity of Learning

Superintendent Bulson introduced discussion of topics for the Continuity of Learning:

Mr. Yakoubou Ousmanou, Manager of Research and Program Evaluation, and Dr. Paula Stanton, Supervisor of Equity and Cultural Proficiency led the discussion of student survey results on perceptions of racism, implicit bias, and other forms of discrimination within Harford County Public Schools (HCPS) that was conducted. A background was provided regarding the genesis of the survey and the rolls played by former Student Member of the Board of Education (SMOB) of Harford County, Christian Walker, and current SMOB, Phoebe Bailey-Probst in this process. Dr. Bulson and his senior leadership team encouraged the administration of this survey and provided all the resources and support needed to successfully launch the survey; and pledged to use the findings of the survey to help address the issues of systemic racism, implicit bias, and other forms of discrimination in HCPS. Dr. Bulson shared that one of the goals is to continue studying how HCPS can take on these challenging conversations.

Mr. Phillip Snyder, Supervisor of Accountability reported out on a first quarter and second quarter report card grades and gave a comparison for both elementary and secondary grades during 2019-20 versus 2020-21 school years.

Ms. Becky Pensero, Coordinator of eLearning, discussed elementary and secondary school recovery efforts this spring and summer for students who have struggled to make progress during Covid. Summer programs will be offered for students in grades pre-k through 12 and will include both in person and virtual options. April 15, 2021 the summer course catalog will be available for parents to review on the www.HCPS.org website. Registration for the available courses will be available starting on May 10, 2021 and will run till May 24, 2021.

Ms. Mary Nasuta, Supervisor of Health Services, discussed the fourteen (14) day quarantine requirement after exposure, how the process works and current county transmission rates. Ms. Nasuta defined what outbreak and school-wide outbreaks are. The www.HCPS.org website has a dashboard that is updated with current school Covid data. Presently, Harford County is experiencing high transmission rates so HCPS will continue to adhere to the CDC guideline recommendation of 14-day quarantine after exposure, while transmission rates are high.

Please see archived video for full discussion.

Item F. Decision on Administrative and Supervisory Appointments

Mr. Ben Richardson, Assistant Superintendent for Human Resources sought Board approval of the proposed candidates.

Director of Staff and Labor Relations: Motion, Second and Vote – Dr. Bauer made a motion to approve the appointment of Dr. C. Mae Alfree to the position of Director of Staff and Labor Relations. The motion was seconded by Mrs. Gauthier. The motion was approved in a roll call vote of 9/0.

Principal Pool: Motion, Second and Vote – Dr. Bauer made a motion to approve the following four (4) candidates to be added to the Principal Pool: Ms. Jennifer Gasdia and Ms. Cheryl Shaw for elementary schools and Ms. Regina Jones and Mr. Marc Manzo for secondary schools. The motion was seconded by Mrs. Karwacki. The motion was approved in a roll call vote of 9/0.

Assistant Principal Pool: Motion, Second and Vote – Dr. Bauer made a motion to approve the following eleven (11) candidates to be added to the Assistant Principal Pool: Ms. Karrie Bandy, Ms. Megan Donnelly, Ms. Emily Heisey, Ms. Shandra Worthy-Owens, Ms. Kori Yekstat for elementary schools and Ms. Allison Benfield, Mr. Arcelius Brickhouse, Jr., Ms. Sara Collis, Mr. Jason Hall, Dr. Luis Lima, Ms. LaTonya Wilson for secondary schools. The motion was seconded by Mrs. Gauthier. The motion was approved in a roll call vote of 9/0.

Item G. Presentation on Assessing Facility Utilization and Balancing School Enrollment

No formal action was taken by the Board.

Item H. Decision on Capital Budget Transfer

Ms. Deborah Judd, Assistant Superintendent of Business Services, presented the proposed transfer of funds between capital projects. Ms. Judd sought approval from the Board to transfer three (3) completed and/or close to completion project balances of eight hundred fifty-one thousand nine hundred sixteen dollars and zero cents (\$851,916.00) to the Educational Facility Program and Major HVAC Repairs accounts, effective July 1, 2021. Mr. Cornell Brown, Assistant Superintendent for Operations joined Ms. Judd in answering the Board's questions regarding the projects. Mr. Brown recommended the Board approve bringing forward the presented transfers as amendments to the FY22 Capital Budget and the Capital Improvement Program for Harford County.

Motion, Second and Vote – Dr. Bauer made a motion to accept the Superintendent's recommendation to bring forward this transfer. The motion was seconded by Dr. Mueller. The motion was approved in a roll call vote of 9/0.

*Note: due to connection issues, Ms. Baileys vote was recorded via the Teams chat box.

Item I. Decision on proposed revisions to the Board's Office of Internal Audit Policy

Patrick P. Spicer, Esq., General Counsel led a discussion regarding Board policy entitled 22-0021-000 Office of Internal Audit. This policy sets forth the purpose of the Office of Internal Audit, as well as the function of the office and an overview of the duties and authority of the Internal Auditor. At the February 22, 2021, business meeting Mr. Spicer presented to the Board, proposed revisions to this policy. The proposed revisions include the definition of the position of Chief Auditor, as well as the responsibilities of the Chief Auditor as they relate to oversight of staff within the Office of Internal Audit. The proposed, edited policy was posted for public comment, and no comments were received.

Motion, Second and Vote - Dr. Bauer made a motion to accept the Superintendent's recommendation that the Board approve the proposed revised policy entitled 22-0021-000 Office of Internal Audit. The motion was seconded by Dr. Herold and approved in a roll call vote of 9/0.

*Note: due to connection issues, Ms. Baileys vote was recorded via the Teams chat box.

Item J. Presentation on revisions to the Board's Policy on Student Attendance

Patrick P. Spicer, Esq., General Counsel presented four (4) proposed revisions to current policy entitled 02-0001-000 Student Attendance to align with the Maryland State Department of Education (MSDE) definition requirements for reporting attendance. The changes are for reporting a full day, partial day, and absences as: present, partial day, tardy or early dismissal in order to align to MSDE definitions.

No formal action was taken.

Item K. Superintendent's Report

Superintendent's report was provided.

Dr. Bulson thanked the community for their feedback regarding balancing enrollment.

Dr. Bulson thanked Harford County Executive, Barry Glassman, and his entire budget team for recommending to fully fund the HCPS operational budget, making it the second year in a row for their support of this.

Dr. Bulson shared that Edgewood High School won the International Debate run by the San Cernin School in Pamplona, Spain in conjunction with their International Baccalaureate CAS (Creativity-Action-Service) project. They competed against fifteen other schools from countries around the world, including the runner up school Sotogrande International School from Spain, as well as United Arab Emirates, Ecuador, Pakistan, Lithuania, Qatar, India, Netherlands, Columbia, and Mexico. Students had to debate in the affirmative and the negative, "Are we living in a Dystopia?" A huge congratulations to the International Baccalaureate Juniors who participated, Luca Maler, NiaWebb, Ria Singh, Evelyn Joseph, and Vy Nguyen and to staff, Ms. Wiland and Mr. Dannenfels who helped prepare and prep.

Dr. Bulson announced congratulations to Board of Education of Harford County member, Ms. Patrice Ricciardi, for again being named to Maryland's Top 100 Women, by The Daily Record. Also, congratulations to Andy Renzulli, HCPS Supervisor of Science, who will be honored at the 10th annual Northeastern Maryland Technology Council (NMTC) Visionary Awards Gala on April 22, 2021. Mr. Renzulli is receiving the NMTC Leader Award for, "Consistent contribution to building the STEM- educated workforce and advancing our innovation and technology base in a public way that inspires others to help in accomplishing shared goals." This awards gala, the largest of its kind in Maryland is now in its tenth year.

Dr. Bulson made an appeal to participate this Wednesday, April 14, 2021, in the Balancing Enrollment

Community Education Forum. He shared that this is your opportunity to be apart of the process. A communication was sent April 8th and the links for the event were shared and posted on the HCPS website. He shared that additional information regarding this topic can be found under the "Community" tab on www.hcps.org.

Dr. Bulson announced that HCPS is working with the Harford County Sheriff's Office on a pilot program to install cameras on the buses to hold traffic violators accountable. A video regarding this program was sent to all emails in the HCPS mass communication system on April 9, 2021 and has been shared on the HCPS Facebook page, along with the Sheriff's Office.

Dr. Bulson shared a reminder that meal kit distribution will continue Fridays. You can visit the HCPS website for additional information including locations and times.

Dr. Bulson shared a reminder that applications for the blended virtual learning program are live and accessible on www.hcps.org. Applications received by April 20, 2021 will be given first consideration and approved by June 1, 2021 so be sure to get your application in as soon as possible as the sooner we know your interest the better.

Please see archived video for full report

Adjournment

With no further business and with Board consensus the meeting adjourned at 10:06 PM.

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

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



BOARD OF EDUCATION OF HARFORD COUNTY
NOTICE OF PUBLIC COMMENT PARTICIPATION
BUSINESS MEETING – April 12, 2021 – 6:30PM

The Board of Education of Harford County Business Meeting will be held on April 12, 2021 at 6:30PM with only Board Members, staff, and presenters in attendance virtually. The meeting will be streamed live *and* archived for later viewing on the HCPS [Website](#).

Public Comment Participation Call-In Process

Community members who wish to provide comments during the *Public Comments* segment of the Business meeting are required to register by completing this form [Public Comment Registration Form](#).

Registrations **must** be received by **9:00AM on Monday, April 12, 2021**. All fields on the registration form **must** be completed.

- First and Last name
 - Mailing Address
 - Email Address
 - Phone Number
1. Registered speakers will receive an email from HCPS with a Call-in Phone # and a Conference ID #.
 2. Registered speakers are required to call-in and enter the conference ID# at **6:30PM on Monday, April 12, 2021**.
 3. **Important: If you are unable to take your phone off mute, you may need to dial *6.**
 4. All speakers, regardless of affiliation, will receive 3-minutes per speaker. Speakers may be interrupted and be given notice when they have 30 seconds left. When speakers have reached their 3-minute mark, callers will be removed from the meeting.
 5. The Board has allotted two-hours for the *Public Comments* segment of the Business meeting.
 6. If you are admitted from the virtual lobby to the meeting within the two-hour time constraint, you will be placed on hold and greeted by an HCPS staff member when it is time to begin your public comment. Expected hold time may vary based on number of registered speakers. **The maximum wait time in the lobby is 30 minutes; should you be disconnected please call back.**
 7. Registration forms are limited to one (1) per person.
 8. In accordance with Board policy, if the number of speakers impede the ability of the Board to complete scheduled business, the Board reserves the right to reduce the amount of time allotted per speaker, or overall time allotted for public comment.
 9. The Board expects that all comments will be submitted with the decorum and respect appropriate to the conduct of public business.
 10. Topics such as personnel matters, pending appeals, specific student disciplinary matters or which constitute commercial solicitations are not permitted.
 11. Disparaging comments, personal attacks, and inflammatory remarks about specific schools or personnel are not permitted. Speakers who engage in these comments will be reminded of the rules and the Board reserves the right to remove the speaker from the call.
 12. All public comments submitted will be part of the records maintained by the Board office.

Speakers are reminded that public comments are considered public information and, as such, are subject to the Maryland Public Information Act.