

**MINUTES OF THE
BOARD OF EDUCATION OF DORCHESTER COUNTY
April 21, 2022**

The minutes reflect the business actions of the Board of Education of Dorchester County taken at its regular, monthly business meeting held on April 21, 2022. To view documents referenced in these minutes, please visit our website www.dcps.k12.md.us and look for links to the Board.

REGULAR MINUTES

CLOSED SESSION ACTION

On Thursday, April 21, 2022, at 4:00 p.m., at the Dorchester Career and Technology Center, 2465 Cambridge Bypass, Cambridge, Maryland, the Board of Education held a Closed Session meeting to discuss personnel, negotiations, legal matters, and administrative functions.

Present were Board Members: Laura H. Layton, President; Sheri R. Hubbard, Vice President; Michael D. Diaz, LeOtha N. Hull, Susan V. Morgan, and W. David Bromwell, Superintendent. Also, in attendance were Regina Teat, Director of Leadership & School Improvement; Michael Collins, Director of Curriculum & Assessment; Kirk Howie, Director of Student Services; Beth Wilson, Director of Operations; Tim Brooke, Comptroller; and Rochelle Eisenberg, Attorney.

A motion was made by Ms. Hubbard, seconded by Mr. Hull, and unanimously carried to go into Closed Session, pursuant to Section 3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the appointment, employment, assignments, promotion, discipline, demotion, removal, resignation, termination of an employee, or performance evaluation of appointees, employees, officials over whom this public body has jurisdiction; or any other personnel matter that affects one or more specific individuals; to consult with counsel to obtain legal advice and to consult with staff, consultants, or other individuals about pending or potential litigation, to conduct collective bargaining negotiations or consider matters that relate to the negotiations, and administrative functions.

APPROVAL OF MINUTES

A motion to approve the minutes of the Closed Session of March 17, 2022, was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

Personnel, negotiations, legal matters, and administrative functions were discussed in closed session:

- The Board discussed personnel items.
- The Board discussed administrative assignments.
- The Board discussed employees on administrative leave.
- The Board discussed COMAR.
- The Board discussed negotiations issues.
- The Board discussed administrative functions.

ADJOURNMENT

There being no further business a motion to adjourn the Closed Session at 5:37 p.m., was made by Dr. Morgan, seconded by Mr. Diaz, and unanimously carried.

REGULAR SESSION

The Regular Session of the Board of Education convened on April 21, 2022, at 6:00 p.m., at the Dorchester Career and Technology Center.

Present at the meeting were Board Members: Laura H. Layton, President; Sheri R. Hubbard, Vice President; Michael D. Diaz, LeOtha N. Hull, Susan V. Morgan, and W. David Bromwell, Superintendent. Also, in attendance were Regina Teat, Director of Leadership & School Improvement; Michael Collins, Director of Curriculum & Assessment; Beth Wilson, Director of Operations; Kirk Howie, Director of Student Services; Tim Brooke, Comptroller; and Rochelle Eisenberg, Attorney.

2.0 Regular Session

2.01 Pledge of Allegiance

2.02 Approval of the Amended Regular Session Agenda for April 21, 2022

A motion to approve the amended Regular Session Agenda for April 21, 2022, to include: 4.08 American Reading Company; 4.09 Approval of Purchase of i-Ready Diagnostics in Mathematics from Curriculum Associates, 4.10 Firewall Purchase E-Rate, 4.11 Performance Matters Analytics & Assessment Annual Subscription/Maintenance and Support Renewal, 4.12 Installation (labor) Contract for Replacement of the Roof System at Choptank Elementary School, 4.13 Material Contract for Replacement of the Roof System at Choptank Elementary School, 4.14 Cambridge-South Dorchester High School Fire Alarm System Replacement and Campus Mass Notification System Installation Contract – Contract Termination, and 4.15 Cambridge-South Dorchester High School Fire Alarm System Replacement and Campus Mass Notification System Installation Contract – Contract Award, in the Consent Agenda was made by Dr. Morgan, seconded by Mr. Hull, and unanimously carried.

2.03 Calendar

Mr. Bromwell reviewed upcoming dates and events.

2.04 Legislative Update

There was no Legislative Update.

2.05 National School Board Association (NSBA) Reports

Dr. Susan Morgan and Ms. Sheri Hubbard attended the National School Board Association (NSBA) Conference and shared information from the sessions they attended.

Dr. Morgan attended several sessions on Relationships between the Boards and the Superintendents. They stressed transparency and keeping each other informed. One Board in particular answered a question on what sorts of information their Superintendent made sure they received. The member laughed and said everything. The Superintendent relays information on any incidents in the schools, as well as supplying them with data on student progress monthly. They also work on the budget, both present and for the next year at each meeting. The Superintendent and the Board make sure the community is informed and talked about how they communicate. Another session dealt with making education fun. The teacher from Canada offered a multitude of suggestions and showed some ways in which students can become engaged with their subject. Another very useful session was on Trauma informed schools. The presenter talked about relationally responsive schools work well with traumatized kids. The presenter talked about ACEQ scores (Adverse Childhood Experiences Quiz) and how important it is to look at ways to respond to these children other than retraumatizing them, and about moving from discipline punishment to behaviorally responsive action. This requires being more open, listen to students and understanding that you bring with you all the baggage you picked up when you were growing up. Another session was on rural school systems and preparing their graduates for life. They looked at their students to decide what they needed from school to make them ready for enrollment, employment, or enlistment. Rappahanock VA, has two academics where students can leave with certification. One is Health Science: Nursing Assistants, etc., and Agricultural Science: Veterinary Tech and Farming Education track. They arrived at this by asking the community what it needed for its children.

Ms. Hubbard spoke on and shared handouts from the following sessions: Board and Superintendents Roles and Responsibilities, Rural School Systems, Working Together for a Behavior & Mental Health Support Program, MABE's session on Education Equity, which she showed the difference between equity and equality, and a session on dealing with negative individuals. She stated if anyone would like copies to contact her and she will provide them.

2.06 Comments from the Student Board Representatives

Rip Cornish, Student Board Alternate for C-SDHS, presented a PowerPoint and reported:

- Men's Lacrosse Team has won several games so far and have been playing together as a team.
- Women's Lacrosse Team has seen progress from the beginning of the season and are growing as a team.
- Baseball Team has won multiple games this season and are playing much better than last year.
- Softball Team is playing very well and has numerous wins this season.
- Outdoor Track Team has had several first-place finishes at our home invitational and at meets within the Bayside.
- Cambridge- South Dorchester Interact Club completed a school cleanup to celebrate the coming of Spring.
- Congratulations to Lilly Higdon who received the Cambridge Rotary Club's "Fall Student of the Semester" Award.

- C-SDHS PBIS Students of the Month – March
 - Shane Fenton – English
 - Isabel Hughes – Fine Arts
 - Takorie Demby – World Language
 - Raschid McMillian – Social Studies
 - Logan Criss - Mathematics
 - Emma Robinson – P.E.
 - Aniyah Reid - Science
 - Grace Bradley, Tech/Media

Brooke Blades – Viking Way Student of the Month
- The ninth grade Accelerated Biology class had the opportunity to go on a field trip to Horn Point and learn about oystering and meet professionals in the field. Additionally, they had fun canoeing and walking the trails.
- PBIS provided students with a field trip to the movie theater to award students that have good attendance habits in school. This occurred during the half-day on Thursday.
- Thanks to all the Spring coaching staff for volunteering their time to make a difference in the lives of students at C-SD.
- Thank you to everyone that participated in and supported the Senior Class Play.
- Special thanks to Mrs. King the senior class guidance counselor for spending endless amounts of time preparing the senior class for success after high school.
- Seniors have about a month until they graduate, so their high school career is almost over.

Joshua Gravenor, Student Board Representative for NDHS, presented a PowerPoint and reported:

- SAT Day was held, and 147 juniors and seniors attended.
- April 21 – Chesapeake College Senior Interest.
- Thirty-three community members attended the Annual Paint & Dip Night.
- Report cards have been sent home. April 4th was the start of the 4th marking period.
- NDHS students assisted with the Easter Children’s Activity event.
- April 14th – Students half-day/Staff Professional Development.
- March was Women’s History Month and Social Workers Appreciation Month.
- April was Autism Awareness Month.
- Congratulations to Mr. Phil Albert who is DCPS’s Teacher of the Year.

- Students received CPR/AED trainings.
- The Senior Chorus Festival was held.
- Fifteen NDHS students participated in the All-Shore Music Concert.
- PBIS Winners – T’Tyana Maradiaga and Alexis Lednum.
- PBIS March Staff Winners – Carol Hubbard and James Bailey
- NDHS National Honor Society elected new officers.
- Prom Committee made over \$2,000 in tickets sales.
- Mentorship Club have met their mentees for the first time.
- Kindness Club decorated a new bulletin board showing Mental Health, Ramadan, and Autism Awareness Month.
- April 1 - Warwick Elementary/NDHS Basketball PBIS visit
- Curstin Carpenter hit the first home run of the 2022 season.
- All Spring athletes met the GPA requirements.
- NDHS National Honor Society held a Blood Drive.
- NDHS held their Grand March and Prom
- Chesapeake dual enrollment registration was held.

2.06 Comments from the Public

Linda Barnes, DE representative for secondary teachers, asked that the Board table the proposed School Calendar for SY 22-23, which has been out for public comment, until they have data to make an informed decision. Ms. Barnes stated that this calendar has thirteen early dismissal days for students which causes attendance issues, teachers don’t feel they have enough time to teach, advance placement programs and CTE programs will be impacted, and parents of elementary students will have childcare issues.

Dr. Theresa Stafford thanked the Board for moving forward with IXL. She thanked Student Services for providing a host of supports for our most vulnerable students to assure they are getting the best experiences. Dr. Stafford congratulated Ms. Wilson on her retirement and requested that Mr. Bromwell make his leadership team look more representative of our school system. She asked that Mr. Bromwell take this opportunity with Ms. Wilson’s retirement to recruit actively minority candidates. She stated she is still hearing the same comments from teachers and the community about discipline that she heard two years ago. It is time for us to stop talking about what is, what was, and start putting action plans together to come to solutions.

She stated that it has come to her attention that there are a number of students failing Art at one of the secondary schools because they are not able to purchase sketch pads. She asked the Board to find funding to purchase the sketch pads for these students, and to reevaluate the placements of the weapons detection systems. Dr. Stafford stated that she was not aware the proposed School Calendar for SY 22-23 had been posted for Public Comment. She conveyed that transparency issue. Dr. Stafford asked Mr. Bromwell to have the Maryland Association of Boards of Education (MABE) present the Roles and Responsibilities of the Board members before the elections are held.

2.07 Instructional Update – Multi-Tiered Support System (MTSS)

Dr. Michael Collins, Director of Curriculum and Assessment; Ms. Regina Teat, Director of Leadership and School Improvement; and Mr. Kirk Howie, Director of Student Services, presented a PowerPoint on the Multi-Tiered Support System (MTSS).

3.0 Consent Agenda

A motion to approve the Consent Agenda for April 21, 2022, was made by Ms. Hubbard, seconded by Mr. Hull, and unanimously carried.

3.01 Personnel Items for April 21, 2022 – approved by Consent Agenda.

A. Appointments – Administrative (Action Item)

Laura Aberg, Supervisor of Reading/Language Arts Instruction
Central Office
Effective: July 1, 2022

Michael Collins, Director of Operations
Central Office
Effective: July 1, 2022

Anna Howie, Supervisor of Career and Technology Education
Dorchester Career and Technology Center
Effective: July 1, 2022

B. Appointments – Certificated (Action Item)

Sarah Blaylock, School Psychologist
Central Office
Effective: July 2022

Ashley Hayden, Therapeutic Support Program School Social Worker
Central Office
Effective: July 2022

Timothy Shores, Art Teacher
Maple Elementary School
Effective: August 2022

Ashley Smith, Early Childhood Education Teacher, TBD
Effective: August 2022

3.02 Approval of Minutes – Regular Session Minutes of March 17, 2022 – approved by Consent Agenda.

3.03 Additional Grants Acceptance

Approved request to include the donation, totaling \$1,000 in the FY 2022 Operating Budget:

- Donation from the Dorchester Center for the Arts for \$1,000.00 to be used for the mural a NDLA.

3.04 Soliant Contract – Speech Teleservices – Emergency Approval

Approved the Soliant contract in the amount of \$30,000.00 for speech language services at Sandy Hill Elementary School.

3.05 American Reading Company

Approved the purchase and payment to American Reading Company in the amount of \$80,450.00.

3.06 Approval of Purchase of k-Ready Diagnostics in Mathematics from Curriculum Associates

Approved the contract with Curriculum Associates in the amount of \$84,265.00 for the purchase of i-Ready Diagnostics and Instruction in Mathematics.

3.07 Firewall Purchase E-Rate

Approved the E-Rate purchase of new firewalls and five years of licensing and support through Alliance Technology Group for \$75,438.75.

3.08 Performance Matters Analytics & Assessment Annual Subscription/Maintenance and Support Renewal

Approved the annual subscription/maintenance and support fees for PowerSchool Performance Matters Analytics and Assessment Renewal in the amount of \$73,583.44 pending final FY'23 budget approval.

3.09 Installation (labor) Contract for Replacement of the Roof System at Choptank Elementary School (CES)

Awarded the installation for Choptank Elementary School (CES) roof replacement contract to Apex Business Solutions of Ocean City, MD in the amount of \$1,117,453.74 for the installation labor of the Base Bid Cold Applied System contingent upon budget approval.

3.10 Material Contract for Replacement of the Roof System at Choptank Elementary School (CES)

Awarded the material for Choptank Elementary School (CES) roof replacement contract to The Garland Company of Cleveland, OH in the amount of \$665,436.00 in the Base Bid Cold Applied System contingent upon budget approval.

3.11 Cambridge-South Dorchester High School Fire Alarm System Replacement and Campus Notification System Installation Contract – Contract Termination

Approved to terminate for convenience the contract to ARK Systems, Inc. of Columbia/Ocean City, MD in the amount of \$1,262,224.00.

3.12 Cambridge-South Dorchester High School Fire Alarm System Replacement and Campus Notification System Installation Contract

Awarded the contract to ARK Systems, Inc. of Columbia/Ocean City, MD in the amount of \$1,316,433.00 for the Cambridge-South Dorchester High School fire alarm system replacement and campus mass notification system.

4.0 Items for Board Action

4.01 Proposed 2022-2023 Calendar of Dorchester County Board of Education Meetings

Motion to approve the proposed 2022-2023 Calendar of Dorchester County Board of Education Meetings was made by Dr. Morgan, seconded by Mr. Hull, and unanimously carried.

4.02 School Calendar Changes for SY 21-22

Motion to approve the revisions to the 2021-2022 School Calendar was made Ms. Hubbard, seconded by Mr. Diaz, and unanimously carried.

4.03 School Calendar for SY 2022-2023

The Board tabled this item until the May Board of Education Meeting. The School Calendar for SY 2022-2023 will be reposted for public comment. School messenger will be sent.

4.04 First Read – New BOE Policy 420.06 Students: Admission Requirements; Student Registered Sex Offender; Entry of School Property

Motion to accept first read of New BOE Policy 420.06 Students: Admission Requirements; Students Registered Sex Offenders; Entry of School Property was made by Dr. Morgan, seconded by Ms. Hubbard, and unanimously carried.

4.05 First Read – New BOE Policy 430.08 Students: Student Attendance; Pregnant and Parenting Policy

Motion to accept first read of New BOE Policy 430.08 Students: Student Attendance; Pregnant and Parenting Policy was made by Mr. Hull, seconded by Dr. Morgan, and unanimously carried.

4.06 First Reading – HealthSmart Elementary (K-5) Health Curriculum

Motion to accept first read of the HealthSmart Elementary (K-5) Health Curriculum was made by Dr. Morgan, seconded by Mr. Diaz, and unanimously carried.

4.07 First Reading – HealthSmart Middle School (6-8) Health Curriculum

Motion to accept first read of the HealthSmart Middle School (6-8) Health Curriculum was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

5.0 Items for Information

5.01 Appropriations and Expenditures Report

Presented by Mr. Tim Brooke, Comptroller, for information.

5.02 Quarterly Grant Balances Report

Presented by Mr. Tim Brooke, Comptroller, for information.

5.03 Capital Projects and Quarterly Technology Purchases Reports

Presented by Mr. Tim Brooke, Comptroller, for information.

6.0 Other Business

6.01 Board Comments

- Susan Morgan thanked everyone for attending the meeting. She stated that the current school board is very different from the previous one. This Board works together, that looks at the whole system, not just the financial end. We heard all that you said at the last meeting about behavior issues in our schools. That has been a concern of hers since she came on the Board, and that hasn't changed. As you will note from the earlier presentation tonight on the Multi-Tiered Support System (MTSS), the county is working to introduce the administration to working on the issues of students doing

poorly in academics as well as behavioral issues. New programs are introduced routinely in school systems and often they are only partially successful. We must work together to make sure this new system is successful. For that, DCPS needs the help of the parents and/or guardians to work with them on this. A school can only do so much without the help of the students' family and the community at large. Please help us help our students.

- LeOtha Hull thanked the student board representatives for their presentations and sharing what is going on in their schools. He always looks forward to hearing what they are doing in their schools. He thanked those who spoke during the public comments segment assured them the Board will take the comments into consideration. It takes all of us working together if we are going to continue to move our school system forward.
- Mike Diaz agreed with Dr. Morgan that the MTSS presentation was very informative. He stated DCPS must make sure that there is total buy-in from every single person working in those school buildings all the way up to the top. That is the only way fidelity will work and be brought out and change will occur. He always enjoys hearing from the community. With the School Calendar being deferred for a month, he hopes that the community watching will take advantage and send their comments in. He thanked everyone for their hard work and the students speaking on behalf of their schools.
- Sheri Hubbard thanked everyone who attended virtually or in person. She thanked the Student Board Representatives for their information. She was very impressed with the MTSS presentation, and she has high hopes for how well this is going to benefit our system. She hopes there is buy-in from all sources. As others have said, if we all work together then we can do what is best for the students. She announced that anyone who would like copies of the material she presented earlier in the meeting from the NSBA Conference to see her after the meeting.
- Laura Layton thanked the Student Board Representatives for their presentations. She conveyed that she attended the Dorchester Retired Personnel Luncheon and heard remarks from the County Council candidates and School Board candidates, and it was very refreshing to hear the ideas that came out in that session. She wished all the candidates had been represented. She commended John Condon for receiving State awards in both Cross Country and Track and Field. She is very concerned about the violence in the community, it breaks her heart to hear another student, or a past student, has been killed in violence. We must figure out a way to reduce or eliminate this problem, it's not a problem we can solve at this table, it is a problem the community and everybody has to deal with. She is excited about the weapons detection system, but the concern she heard tonight about the location of the systems is not the first one she has heard. She indicated that there are people in the community who would like to either donate money, cars, boats, or something else, to DCPS. She proposed that DCPS investigate forming a foundation for our public schools. She is aware that Ms. Wilson has done some groundwork on this but is not sure how far it has gotten. She congratulated Phil Albert, NDHS teacher, for being selected the Teacher of the Year. She is happy to see school activities resume - the prom and other

social events. It is refreshing to see some semblance of normality in our schools and our daily life.

6.02 Announcements from the Superintendent

Mr. Bromwell thanked everyone who attended tonight's meeting and those who have watched our livestreamed event, and reported on the following:

- Since the announcement of masks being optional within DCPS now approaching two months, our positive COVID numbers have dwindled from 3-0 daily.
- A cooperative letter was sent from DCPS and the County Council to our legislative representatives expressing our concerns with the Blueprint formula. We feel it is unfair in its present format and places an unfair tax burden on our community.
- NDHS and C-SDHS seniors and staff of the class plays, thank you, it was wonderful that we were able to have these events for our community.
- He thanked the impassioned speakers this evening for their attendance and effort.
- Thank you, Executive Team, for the MTSS presentation this evening on our school data.
- Registration is ongoing now and we are starting to design our teacher needs for our secondary schools. Just a note, DCPS must remain fiscally responsible for classes to run. We cannot run programs which are consistently not having proper enrollment. This happens with AP classes and DCTC classes consistently each year where very difficult decisions need to take place.
- Please be aware that DCPS is in partnerships with Talbot and Caroline counties with their CTE programs to see that our students can be registered for their class of choice. Again, we need CTE completers from our students.
- He is looking forward to all the end of year activities for our schools for May and June, and for our students and community.

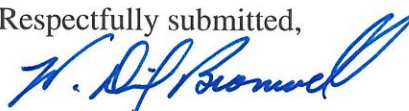
Again, thank you and stay safe.

7.0 Adjournment

7.01 Adjourn

A motion to adjourn the regular meeting at 7:51 p.m., to go into closed session to discuss personnel was made by Ms. Hubbard, seconded by Dr. Morgan, and unanimously carried.

Respectfully submitted,



W. David Bromwell
Secretary