

**MINUTES OF THE
BOARD OF EDUCATION OF DORCHESTER COUNTY
October 20, 2022**

The minutes reflect the business actions of the Board of Education of Dorchester County taken at its regular, monthly business meeting held on October 20, 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, October 20, 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; Kirk Howie, Director of Student Services; Mike Collins, Director of Operations; Tim Brooke, Chief Finance Officer, and Rochelle Eisenberg, Attorney.

A motion was made by Mr. Diaz, seconded by Ms. Hubbard, 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:

APPROVAL OF MINUTES

A motion to approve the minutes of the Closed Session of September 15, 2022, was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

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

- The Board discussed the appointments and assignments of certificated and non-certificated employees, transfers, award of tenure, FMLA's, resignations, dismissal of employees, disciplinary actions, and finalizing CFO salary.
- The Board discussed the upcoming litigation.
- The Board discussed the Ethic Panel.
- The Board discussed matters relating to bargaining with the DASA, DE-Teachers, and DE-ESP bargaining units.
- The Board discussed matters relating to administrative functions: DCPS Strategic Planning, Work Sessions, and MABE Committee Assignments

ADJOURNMENT

There being no further business a motion to adjourn the Closed Session at 5:09 p.m., was made by Dr. Morgan, seconded by Mr. Hull, and unanimously carried.

REGULAR SESSION

The Regular Session of the Board of Education convened on October 20, 2022, at 6:00 p.m., at the Dorchester Career and Technology Center, 2465 Cambridge Bypass, Cambridge, Maryland.

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; Kirk Howie, Director of Student Services; Mike Collins, Director of Operations; Tim Brooke, Chief Finance Officer; Rochelle Eisenberg, Attorney; Avlynn Bennett, Student Board Member from North Dorchester High School; and Katelyn Masden, Student Board Member from Dorchester Career and Technology Center. [Student Representatives participate in the regular session; however, all student comments are unofficial and non-binding in accordance with Board Policy.]

2.0 Regular Session

2.01 Pledge of Allegiance

2.02 Approval of the Regular Session Agenda for October 20, 2022

A motion to approve the Regular Session Agenda for October 20, 2022, was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

2.03 Calendar

Mr. Bromwell reviewed upcoming dates and events.

2.04 Comments from the Student Board Representatives

Rip Cornish, Student Board Representative for C-SDHS was absent. Avlynn Bennett and Katelyn Masden presented his PowerPoint and reported in his absence:

- Maryland Application Spirit Week, October 3-7, 2022.
- Shared information on the C-SDHS Football and Soccer Games.
- The Gentlemen's Club visited the National African American Museum in Washington, DC.
- Rip Cornish, C-SDHS Board representative presented at the MABE Annual Conference in Annapolis, MD.
- C-SDHS students visited Stevenson University.
- The C-SDHS Class of 2025 had a fundraiser on October 6, 2022.

Avlynn Bennett, Student Board Representative for NDHS presented a PowerPoint and reported:

- NDHS students and staff volunteered for the Ironman Triathlon.
- NDHS Band marched in the Sharptown Parade.
- Christopher Newport University and McDaniel College visited NDHS.
- NDHS has a newspaper - "*Bubba's Bulletin.*"
- Golf Bayside Championships were held at the Hyatt Regency.
- NDHS Volleyball is undefeated, 12-0 and ranked number 1 in the region.
- NDHS Cross Country ranked number 2 in the region.
- NDHS staff had a Professional Development Day on September 21, 2022.
- Some NDHS staff attended a Special Education Law Seminar.
- Dr. Sabedra was selected for NFHS Athletic National Book Study Workshop.
- Mr. John Prekrel is the new Envirothon Sponsor.
- Ms. Tabita Enciu is the new Mu Alpha Theta Sponsor.
- NDHS auditions for the Fall play, *Artifice*, have begun.
- NDHS participated in the Evacuation Drill to Shiloh Camp.
- Student make-up picture day was October 19, 2022.
- Avlynn Bennett is the new Yearbook Editor.
- PBIS staff and coaches met.
- 427 students were eligible to participate in the FallFest Event.
- All AVID students are using physical 3-inch binders this year for organization.
- AVID 10th grade students took the PSAT during school.
- NDHS AVID will be touring the University of Maryland College Park on November 10.
- Senior Officers meet weekly to plan for Senior Year events.
- Money for College Night was October 29, 2022.

- Senior make-up portraits were October 7, 2022
- College Application Week was October 17 – 21, 2022. Participating – Salisbury University, Swarthmore, Chesapeake College, and Stevenson University.
- College Spirit Week Celebration.
- NDHS Cheerleaders performed at the Navy Game on October 22, 2022.
- NDHS Fall Play will be held on November 17 & 18, 2022.

Katelyn Masden, Student Board Representative for DCTC presented a PowerPoint and reported:

- Ms. Budd and Ms. Ewing's classes had the opportunity to hear from Sports Clips professionals from both Cambridge and Easton locations when they paid a visit to their classrooms. Students learned about income potential, the application process and the educational opportunities provided by the franchise.
- Cosmetology students in Ms. Ewing's class visited Pleasant Day and performed mini manicures for clients.
- Seniors in the Teacher Academy began their internships.
- Owen Jorette and Landon Abey are now ASE Certified in Inspection Maintenance and Minor Repairs.
- Owen Jorette and Zach Sacona passed the ASE Certification Test for Diesel Engines.
- Brooks McDuffie (C-SDHS), Gavin Whitman (NDHS), and Tyler Tyson (C-SDHS) passed two of their ASE Certification exams.
- Medical Services and Homeland Security students designed their own Corsi Cubes, a do-it-yourself air purifier that can aid in reducing airborne viral particles like COVID-19 and Flu in homes, schools, and offices.
- The American Welding Society Student Chapter of the Dorchester Career & Technology Center visited the General Refrigeration Company in Delmar, DE, for a tour, meeting, and dinner.
- DCTC staff participated in Unity Day.
- Nia White and Ja’Kira Jones were selected as DCTC’s Student of the Month for September
- Homeland Security and Emergency Preparedness students worked to analyze fingerprints to identify them as an arch, loop, or whorl. They then identified minutiae points, which are what makes each print unique to a person.

2.05 Comments from the Public

Theresa Stafford thanked Mr. Howie for the productive Educational Equity Task Force. She expressed her concern regarding the locations of the DCPS Strategic Planning Community Meetings. She feels there are too many African American students in the community during school hours and they should be in school.

3.0 Consent Agenda

A motion to approve the Consent Agenda for October 20, 2022, was made by Ms. Hubbard, seconded by Mr. Hull, and unanimously carried.

3.01 Personnel Items for October 20, 2022 – approved by Consent Agenda.

A. Appointments – Certificated (Action Item)

Milagros Pabon Cabrera, Spanish Teacher
North Dorchester High School
Effective: August 22, 2022

3.02 Approval of Minutes – Regular Session Minutes of September 15, 2022 – Approved by Consent Agenda.

3.03 Approval of the Work Session Minutes of October 13, 2022 – Approved by Consent Agenda

3.04 Second Read/Approval of BOE Policy 422.01 Students: High School Program; High School Graduation Requirements

Approved BOE Policy 422.01 Students: High School Program; High School Graduation Requirements.

3.05 Second Read/Approval BOE Policy 450.01 Students: Student Conduct/Discipline; Student Behavior Interventions

Approved BOE Policy 450.01 Students: Student Conduct/ Discipline; Student Behavior Interventions.

3.06 Obligation and Payment to the High Road School of Anne Arundel County - 1

Approved payment to the High Road School of Anne Arundel County in the amount of \$41,828.00 for a nonpublic placement.

3.07 Obligation and Payment to the High Road School of Anne Arundel County - 2

Approved payment to the High Road School of Anne Arundel County in the amount of \$43,342.00 for a nonpublic placement.

3.08 Additional Grants Acceptance

Additional Grants Acceptance

Approved to include the Maryland Department of Agriculture grant, totaling \$11,000.00 in the FY 2022 Operating Budget:

- Maryland Department of Agriculture grant for \$11,000.00 to be used for indoor gardens at MES, SDS, and NDMS

3.09 BrightStar Contract – CNA – Emergency Approval

Approved the BrightStar Contract for a CNA in the amount of \$38,500.00.

4.0 Items for Board Action

4.01 Appointment of FY23 Board Negotiating Teams for DE-Teachers, DE-ESP, and DASA Contracts

Motion to approve the BOE assigned negotiating Teams for DE-Teachers, DE-ESP and DASA:

DASA: Michael Collins (Chief Negotiator), Tim Brooke, Jeff Grafton, and Kirk Howie

DE-Teachers: Michael Collins (Chief Negotiator), Jodi Colman, Jeff Grafton, Tim Brooke, and Jerome Stover

DE-ESP: Michael Collins (Chief Negotiator), Regina Teat, Jeff Grafton, Tim Brooke, Lisa Peters, and Pat Murphy

was made by Ms. Hubbard, seconded by Mr. Diaz, and unanimously carried.

4.02 VMware Workspace ONE for Education Annual Renewal

Motion to approve the annual subscription and support for Workspace ONE in the amount of \$34,290.00 was made by Mr. Hull, seconded by Ms. Hubbard, and unanimously carried.

4.03 Ellen Abramson Contract

Motion to approve the contract with Ellen Abramson for coaching/modeling for teachers & administrators to support academic, social, and emotional learning in pre-kindergarten classes was made by Dr. Morgan, seconded by Mr. Hull, and unanimously carried.

4.04 First Read – Review of BOE Policy 100.03 Board of Education: Board Policy; Role of the Board

Motion to accept the first read of BOE Policy 100.03 Board of Education: Board Policy; Role of the Board was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.05 First Read – Review of BOE Policy 100.06 Board of Education: Board Policy; Diversity Awareness

Motion to accept the first read of BOE Policy 100.06 Board of Education: Board Policy; Diversity Awareness was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.06 First Read – Review of BOE Policy 100.08 Board of Education: Board Policy; Nondiscrimination Policy

Motion to accept the first read of BOE Policy 100.08 Board of Education: Board Policy; Nondiscrimination Policy was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.07 First Read – Review of BOE Policy 190.03 Board of Education: Meeting Agendas and Procedures; Agenda Distribution

Motion to accept the first read of BOE Policy 190.03 Board of Education: Meeting Agendas and Procedures; Agenda Distribution was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.08 First Read – Review of BOE Policy 450.09 Students: Student Conduct/Discipline; Harassment, Intimidation, Bullying and/or Discrimination

Motion to accept the first read of BOE Policy 450.09 Students: Student Conduct/Discipline; Harassment, Intimidation, Bullying and/or Discrimination was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.09 First Read – Review of BOE Policy 473.01 Students: Extra-Curricular Activities; Non-Discrimination

Motion to accept the first read of BOE Policy 473.01 Students: Extra-Curricular Activities; Non-Discrimination was made by Ms. Hubbard, seconded by Mr. Hull, and unanimously carried.

4.10 Furnish and Install New Media Center Shelving and Furniture at Choptank Elementary School, Hurlock Elementary School, and Mace’s Lane Middle School

Motion to award the furnishings contract to Douron Corporate Furniture of Owings Mills, MD, in the amount of \$187,564.00 for new shelving and furniture for Choptank, Elementary School, Hurlock Elementary School, and Mace’s Lane Middle School was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

4.11 Furnish and Install New Media Center Floorcoverings for Choptank and Hurlock Elementary School

Motion to award the floor-covering contract to Value Carpet One of Salisbury, MD, in the amount of \$31,905.32, for Choptank Elementary School and Hurlock Elementary School was made by Ms. Hubbard, seconded by Mr. Hull, and unanimously carried.

4.12 Design Services for HVAC Replacement Projects at Choptank Elementary School, Vienna Elementary School, and South Dorchester PreK-8

Motion to award the design contract for the HVAC projects at Choptank Elementary School, Vienna Elementary School, and South Dorchester PreK-8 to Copland and Macht/Gipe Engineers Inc. from Baltimore and Easton, MD, in the amount of \$1,026,700.00 was made by Mr. Diaz, seconded by Ms. Hubbard, and unanimously carried.

5.0 Items for Information

5.01 The Wellness Center MOU

Mr. Kirk Howie, Director of Student Services, presented the Memorandum of Understanding (MOU) with The Wellness Center

5.02 Appropriations and Expenditures Report

Presented by Tim Brooke, Chief Financial Officer

5.03 Capital Projects Reports

Presented by Tim Brooke, Chief Financial Officer

5.04 Quarterly Grant Balances

Presented by Tim Brooke, Chief Financial Officer

6.0 Other Business

6.01 Board Comments

- LeOtha Hull thanked the Student Board Representatives for their wonderful school presentations. He always looks forward to hearing what is going on at their schools. He commended Rip Cornish for his presentation at the MABE Annual Conference. He thanked those who participated tonight in the work that was presented. The Board is here to make sure our schools move forward in the very best way and are safe for our students and staff. As he says - there is strength in unity – if you work together, you can accomplish a lot.

- Susan Morgan shared an interesting twist on the Serenity Prayer by Angela Davis:

I am no longer accepting the things I cannot change. I am changing the things I cannot accept.

Think about things in your life that you can't accept. See if there are ways to change them. It might be difficult, it certainly won't be easy, and in the end the change you make might be very small, but it's a beginning.

Children need to feel that they can change things, that they can learn things regardless. They should know that class work might be hard, some may see it as insurmountable, but with encouragement and some assistance, they need to know that they can persevere, and they can master it.

Always let your child know that you believe in them. If they bring home poor grades, sit with them, ask them what they feel they got wrong. Work with them. Education provides the means to improve a child's self-esteem and ability to engage with society in a successful manner. Make sure your child takes advantage of it, don't let them throw it away. Thank you for coming tonight

- Mike Diaz thanked the Student Board Representatives and the Directors. He stated that with Halloween coming up he urged the parents to check their children's Halloween candy. He was made aware that an adult was arrested at our football game in the last month for leaving the stadium and trying to force himself back in and not going through the proper protocol. DCPS has these events to support the schools and the teams. He stressed that this type of thing will not be tolerated. Parents and children all need to follow the rules when you go to these events, if you don't you will not be allowed in.
- Sheri Hubbard commended the Student Board Representatives for their presentations. She gave a shout-out to all DCPS employees for trying to provide our students with the very best possible education they can get. We want the very best for our students.
- Laura Layton thanked the Student Board Members for their presentations and all the work they put into them. Ms. Layton stated the Board will be having more Student Board Members participation in the Board meetings. She commended Rip Cornish for a very impressive presentation at the MABE Annual Conference. The Board is very interested in data and are looking at every aspect of the data from our schools and our students. DCPS does not want to lose the aspect of the individual student. We need to look at each student and find their needs. We need to look at each teacher. Teachers are people and they have needs also. It is important that we concentrate on the individual students, and the individual teachers as well as the data that we produce from their work. She stated that DCPS is about to start having public meetings on the DCPS Strategic Plan for the next 5-years. Meeting notices will be coming out. She encourages the community to participate in the meetings.

6.02 Announcements from the Superintendent

Mr. Bromwell thanked those in attendance and those who viewed our livestreamed event.

- He was glad to view the Student Board of Education (SBOE) Representatives presentations tonight. He stated that the BOE members will be calling on the SBOE representatives with questions at BOE meetings for their student opinions.
- He thanked the public speaker this evening for the public comment.
- He thanked those who attended the BOE open public work session. The BOE members will be doing more of these events in months to come, with the next one scheduled for Thursday, November 10, 2022, at 4:00 p.m., at the Central Office.
- Congratulations to our DCPS schools and community who participated in the Unity Day Celebration wearing orange. Unity Day is an annual event occurring during National Bullying Prevention Month that promotes joining together to create healthier communities through kindness, acceptance of difference, and inclusion.
- He thanked C-SDHS, DCTC, our administrative teams, law enforcement, Mr. Hauge, and Dr. Collins for their efforts to make C-SDHS outdoor Homecoming Event safe for all, and next week's game as well.
- November 8, 2022, is election day where our community can be a part of what you feel is important for this BOE, our county, state, and federal government. Please do your part in acknowledging what direction you wish to take in our government.
- DCPS strategic planning process begins on October 27, 2022, at the NDHS campus for the NDHS and NDMS community. It is open to anyone in the Dorchester County community, and we look forward to our many meetings throughout the county as your voice is important to this plan and our future Blueprint planning process.
- Parents, please continue to communicate with your child's home school on any issues you may be having as the end of Term I is close - communication and daily school attendance are keys to student success.
- Recently, concerns were brought to DCPS' attention about possible mold in a school building. DCPS immediately took action and followed our operations protocols involving investigating the concern and next steps. He reported that those findings found NO mold in our school building in question and the results were evaluated by Roger Harrell for the DCHD. He as well as the MDSHD deemed our building safe for daily activities.
- He continues to encourage all families to complete the Free and Reduced Meals forms. This can aid their student in the college application process down the road.
- He thanked Mr. Melvin Russell, who is involved in the Dorchester County Gun Task Force, and he looks forward to DCPS continuing to collaborate to keep our schools and community safe.

- Please remember that if you see a principal, please thank them for all they do for their school and DCPS - October is Principals month.

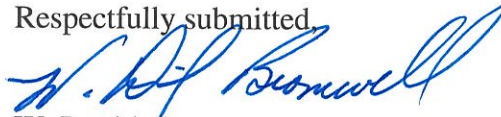
Thank you and stay safe.

7.0 Adjournment

7.01 Adjourn

There being no further business, a motion to adjourn the regular meeting at 7:15 p.m., was made by Ms. Hubbard, seconded by Dr. Morgan, and unanimously carried.

Respectfully submitted,



W. David Bromwell
Secretary