The Board of Education of Charles County held a regular meeting on December 10, 2019, at the Jesse L. Starkey Administration Building, 5980 Radio Station Road, La Plata, Maryland. The meeting convened executive session at 12:01 p.m. recessed at 1 p.m.; convened in open session at 1:05 p.m.; recessed at 2:16 p.m.; reconvened in executive session at 2:19 p.m. and recessed at 2:25 p.m.; resumed at 2:33 p.m.; recessed at 3:59 p.m.; reconvened at 4:30 p.m.; recessed at 5:45 p.m.; reconvened at 6 p.m. and adjourned at 6:32 p.m.

1. **BOARD MEMBERS PRESENT**

   Virginia McGraw, Chairman; Latina Wilson, Vice Chairman; Jennifer Abell; Tajala Battle-Lockhart; Elizabeth Brown; David Hancock, Jr.; and Michael Lukas; and DeJuan Woods, Jr., student Board member

   **BOARD MEMBERS ABSENT**

   None

   **STAFF MEMBERS PRESENT**

   Kimberly A. Hill, Ed.D., superintendent of schools
   Amy Hollstein, deputy superintendent of schools
   Michael Heim, assistant superintendent of supporting services
   Randy Sotomayor, assistant superintendent of fiscal services
   Linda Gill, executive director of schools
   Marvin Jones, executive director of schools
   Eric Schwartz, staff attorney
   Katie O'Malley-Simpson, director, communications
   Kessandra Stubblefield, executive assistant to the elected Board

   **OTHERS PRESENT**

   Faizaan Siddique, alternate student Board member, Westlake High School
   Jake Burgess, student liaison, Maurice J. McDonough High School
   Ian Herd, student liaison, La Plata High School
   Jordan Johnson, student liaison, North Point High School
   Krisha Marie Melchor, student liaison, St. Charles High School
   Chelsea Perez, student liaison, Maurice J. McDonough High School
   Christina Walker, student liaison, Henry E. Lackey High School
2. EXECUTIVE SESSION

Chairman McGraw opened the meeting at 12:01 p.m.

Vice Chairman Wilson moved, seconded by Mr. Lukas, that the Board meet in Executive Session as permitted by the Maryland Open Meetings Act, Sections 3-305 and 3-103 of the General Provisions Article to discuss:

(a) personnel matters, specifically concerning the Superintendent’s recommendations on certificated positions;
(b) negotiations, specifically information concerning setting parameters for negotiations with AFSCME;
(c) litigation update concerning a lawsuit filed against the Board;
(d) legal advice concerning the Open Meetings Act;
(e) administrative function matters concerning school administrator assignments and a meeting between the Board Chair and the NAACP; student and employee questions

The vote to go into executive session was unanimous.

Present: Chairman Virginia McGraw, Vice Chairman Latina Wilson, Jennifer Abell; Tajala Battle-Lockhart, Elizabeth Brown, David Hancock and Mike Lukas

Absent: None

Staff Members Present: Superintendent Kimberly Hill; Deputy Superintendent Amy Hollstein; Assistant Superintendent of Fiscal Services Randy Sotomayor; Assistant Superintendent of Supporting Services Michael Heim; Executive Director of Human Resources Nikki Majors; Director of Communications Katie O’Malley-Simpson; Staff Attorney Eric Schwartz

The executive session adjourned at 1 p.m.

3. PLEDGE OF ALLEGIANCE – LA PLATA HIGH SCHOOL’S NJROTC UNIT

Chairman McGraw opened the meeting at 1 p.m., followed by the Pledge of Allegiance.

4. RECOGNITION OF STUDENT STATE GOLF WINNERS

Chrystal Hunt, representative with the Board of Charles County Commissioners, Board members and Superintendent Kimberly Hill recognized student state winners.

5. SUPERINTENDENT’S UPDATE TO THE BOARD

Superintendent Kimberly Hill greeted the Board and shared highlights on the recently released 2019 Maryland Report Card; the Fresh Star Academy Advisory Board’s first
meeting; the collaboration of the Charles County Early Childhood Advisory Council (ECAC) and Charles County Public Schools (CCPS) to provide services to Charles County families with children ages birth through kindergarten; plans to reconvene the discipline review committee to focus on attendance, in-school suspension and uniforms; It’s Academic teams from La Plata and Westlake high schools placing first and second in the Charles County regional recognition; and the many things she is thankful for this holiday season, particularly the giving spirit of students, staff and members of the community.

6. CORRESPONDENCE/BOARD MEMBERS’ UPDATES

Mrs. Abell shared updates on the Maryland Association of Boards of Education’s (MABE) budget committee meeting, on which she serves. Highlights included an increase of 2.5 percent in MABE dues for 2021; a request for MABE salaries; and a request for more data from the APFO subcommittee to be use for suggested recommendations at the January meeting.

Mrs. Battle-Lockhart shared updates on the Business Management and Finance Committee meeting; the Career and Technology Education (CTE) open house at North Point High School and the legislative breakfast.

Mr. Lukas shared highlights on the Senior Citizens’ Thanksgiving dinner at Mt. Hope/Nanjemoy Elementary School; CTE open houses at North Point and the Robert D. Stethem Educational Center; the It’s Academic competition; various winter sports events; and art shows at Mary H. Matula Elementary School and Mattawoman Middle School.

Mr. Hancock shared highlights on a safety and security event at La Plata High School; a visit to Dr. Samuel A. Mudd Elementary School’s agricultural classroom; and the legislative breakfast.

Mrs. Brown shared highlights on MABE’s legislative committee meeting on discipline in schools; the Senior Citizens’ Thanksgiving dinner at Mt. Hope/Nanjemoy; the safety and security town hall; Dr. Mudd’s reading fest; College of Southern Maryland’s scholarship awards; a showing of “Frozen” at Westlake High School; the legislative breakfast; and volunteering and serving at a Thanksgiving dinner at Middleton Hall.

Vice Chairman Wilson shared highlights on the Senior Citizens’ Thanksgiving dinner at Mt. Hope/Nanjemoy; the safety and security town hall; the legislative breakfast; and the Education Association of Charles County (EACC) ice cream social. She congratulated Student Board member DeJuan Wood, Jr. his performance in a play at Thomas Stone High School.

Chairman McGraw also congratulated Student member Woods for his performance in a play at Thomas Stone High School. Other highlights shared were her attendances at a MABE Board of Directors meeting; a MABE Equity AdHoc Committee meeting and a MABE budget meeting. She congratulated Student liaison Jake Burgess for being selected as a Page for the Maryland General Assembly.
7. **EDUCATION ASSOCIATION OF CHARLES COUNTY (EACC) UPDATE**

Linda McLaughlin, president, shared highlights on the EACC and CCPS signed Memorandum of Understanding (MOU), which outlines eligible Unit II employees who will receive a mid-year, one-step progression as of Jan. 1, 2020; the Kirwan Commission hearing in Annapolis on Nov. 12; an overview to CCPS mentor teachers on Restorative Approaches; an ice cream social with the EACC and the American Federation of State, County and Municipal Employees (AFSCME); the Maryland State Education Association (MSEA) Early Career Education Summit on Nov. 23; the first meeting of the Fresh Start Academy Advisory Board; inspirational stories and concerns from teachers about their school administrators; and EACC’s legislative breakfast on Dec. 11.

8. **AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UPDATE**

Sarah Burch, AFSCME president, updated the Board on various meetings and town halls she has attended since becoming AFSCME president last December and she thanked those who have assisted her in her new role. Other highlights included an increase in AFSCME membership and the addition of two stewards.

9. **STUDENT BOARD MEMBER’S UPDATE**

Student Board member DeJuan Woods, Jr. shared highlights on the Student Member of the Board’s (SMOB) Advisory Council; encouraged students to become more involved; the Maryland Association of Student Councils Nov. 25 Fall Leadership meeting in Baltimore; the Charles County Association of Student Council’s (CCASC) second General Assembly meeting; and upcoming events including his planned visits to seven high school in CCPS. He listed his upcoming visits before and after winter break; hopes to visit middle schools in the fall; wished everyone a safe holiday season.

10. **DISPROPORTIONALITY IN SPECIAL EDUCATION UPDATE**

Amy Hollstein, deputy superintendent of schools, and Arden Sotomayor, Ph.D., director of special education, shared a PowerPoint highlighting the disproportionality in special education. Highlights included United States Department of Education regulations; 2017-2018 Charles County Data Summary; responses to identification; Charles County significant disproportionality data; response from schools; examples of root causes; schools’ efforts to address disproportionality; and reporting requirements.

A detailed question-and-answer session ensued.

Student member Woods asked for a future update on equity and restorative approaches to show the differences between African-American students versus all other races; and the approaches used for interventions versus suspensions.

Vice Chairman Wilson asked for a future update on students with disabilities versus those
without as it relates to the number of suspensions.

Mrs. O’Malley-Simpson asked for a motion for the Board to reconvene in executive session. MRS. ABELL MOVED, SECONDED BY VICE CHAIRMAN WILSON, FOR THE BOARD TO RECONVENE IN EXECUTIVE SESSION.

VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE LOCKHART, MRS. BROWN, MR. HANCOCK, AND MR. LUKAS. VOTING NO: NONE. ABSENT: NONE

11. **RECESS**

Chairman McGraw recessed the meeting at 2:16 p.m. The meeting reconvened at 2:33 p.m.

12. **PROJECT STATUS UPDATE**

Mike Heim, assistant superintendent of supporting services and Steve Andritz, director of planning and construction, referred the Board to the update posted to BoardDocs, which highlights projects underway throughout the school system.

A question-and-answer session ensued.

13. **CAREFIRST BLUE CROSS BLUE SHIELD HEALTH INSURANCE UPDATE**

Randy Sotomayor, assistant superintendent of fiscal services; Christeda Warner, benefits manager; Tricia Lehmann, CareFirst BlueCross BlueShield account executive; Donna Hase-CareFirst BlueCross BlueShield account manager; Charlene Hrivnak, CVS Health strategic account executive, and Stephanie R. Morrison, PharmD, BCPS, CVS Health-clinical advisor shared highlights from a PowerPoint on shared PowerPoints on CCPS Medical Enrollment July 2017, 2018 & 2019; health care cost drivers within CCPS; and the success of having a high percentage of CCPS claims paid within the network. Mr. Sotomayor and staff from both CareFirst BlueCross BlueShield and CVS Health commended CCPS for the implementation and success of the Wellness program. The program is a major factor in helping to keep health care premiums for employees from increasing.

A question-and-answer session ensued.

Following, a CVS Health staff shared a PowerPoint highlighting a review of prescription benefits; trends; contributors to trends and a prescription benefit financial summary.

Following a brief question-answer session, Chairman McGraw thanked them for the updates.
14. **LEGISLATIVE UPDATE**

Eric Schwartz, staff attorney, updated the Board on Substitute Teacher Regulation. His update is as follows:

At its December 3 meeting, the State Board of Education adopted a new regulation dealing with substitute teachers. The regulation requires MSDE to create a state database of “disqualified” substitute teachers. The disqualification criteria mirrors the disqualification for certificated teachers (i.e., subs could be disqualified for convictions for certain crimes including child abuse, crimes of violence, etc. or for failing to report child abuse), or if they resign after notified they are under investigation for misconduct involving students. Local school systems would have two responsibilities. First, we would have to check the state database for disqualification when we look to hire someone. Second, we would have to report to the state (similar to the requirement to report concerning certificated teachers) any time one of our subs should be disqualified. The substitute teacher would be allowed to appeal the disqualification at the state level. This regulation does not limit the school system’s ability to terminate a substitute teacher for any reason. Rather, the intent is to prevent individuals from moving to other school systems.

15. **UNFINISHED BUSINESS**

Mrs. Battle-Lockhart asked for the status of Board policy series 8000 and 9000; a follow-up on the town hall; and the status of the virtual math program. Chairman McGraw said her plans are to move forward with Board policies during work session scheduled in the New Year. Superintendent Hill said follow up to questions from the town hall are posted to the website. She also shared that she will first present the idea of school uniforms to the discipline review committee before updating the Board. Mrs. Battle-Lockhart asked Superintendent Hill her thoughts on “what are the top three things that are keeping CCPS from going from good to great?” Chairman McGraw asked if it is the will of the Board to proceed with this request. The Board agreed for staff to provide a future update on the virtual math program at Milton M. Somers Middle School.

16. **NEW BUSINESS**

None

17. **FUTURE AGENDA ITEMS**

Mr. Lukas asked for an update on Kirwan Commission funding to include delegates, commissioners, and other stakeholders.

The Board’s consensus was to do so.

Mr. Hancock added there is a need to share the information with the greater community.

Mrs. Battle-Lockhart asked for an update on allocations for teacher housing as discussed at the recent Economic Development Fall meeting. Mr. Lukas and Mrs. Abell said this topic
was discussed several times on various platforms. Mrs. Battle-Lockhart asked for a future update on the ASPIRE, STAY AND Fresh Start Academy to include how they are different; alike or similar.

The Board’s consensus was to provide the information in a Weekly Update. Student Board member Woods asked for an update on intervention strategies and implicit bias training. Chairman McGraw said those topics are already on the Board’s list of future updates.

18. **RECESS**

Chairman McGraw recessed the meeting at 3:59 p.m. The meeting reconvened at 4:30 p.m.

19. **RECOGNITION**

**Students:**
Quinten Echard, senior, Career Readiness, Westlake High School, Principal: Diane Roberts
Suki Aumavae, Grade 8, Personal Responsibility, Theodore G. Davis Middle School; Principal: Kim McClarin
Emmaline Ogungbesan, Grade 5, Academic Achievement, Billingsley Elementary School, Principal: Sabrina Robinson-Taylor
Genesis Rodriguez Batalla, Grade 5, Academic Achievement, Indian Head Elementary School, Principal: Shane Blandford
Genesis Zelaya Villalobos, Grade 5, Academic Achievement, Mt. Hope/Nanjemoy Elementary School, Principal: Nancy Seifert

**Employees:**
Scott Shuttleworth, instrumental music teacher, Westlake
Linda Breitinger, instructional resource teacher, Davis
Charles Ford, building service manager, Billingsley
Cynthia Asimenios, special education instructional assistant, Indian Head
Catherine Graff, pre-kindergarten teacher, Mt.Hope/Nanjemoy

20. **RECESS**

Chairman McGraw recessed the meeting at 5:45 p.m. The meeting reconvened at 6 p.m.

21. **PUBLIC FORUM**

Mr. Schwartz read aloud the rules for Public Forum.

Karl Grebe, parent of eighth-grade student at Milton M. Somers Middle School, spoke in support of families at the school; shared highlights of an incident where he said his son was “smacked in the back of the head” and “had his glasses broken.” He expressed
concerns that the student who hit his son “was not removed” from the school and administrators and principals have “too much leeway.”

**Linda McLaughlin**, EACC president, shared highlights on the causes of discipline; the need to incorporate socioemotional learning into the curriculum; student self-management; students’ inability to follow single or multi-step guidance, thus causing burnout for teachers and students. She spoke of the need to help students to master self-management in order for teacher to be able to teach content.

**Dawn Proctor**, parent of student at Gale-Bailey Elementary School, shared her daughter was assaulted on the bus by a male student. She said her daughter told the bus driver who informed school staff and the male student never received any discipline. She said she felt like she was “bullied by the vice principal when she called to inform school administration what happened to her daughter. She said the process was not followed in addressing this issue.

**Nancy Jean**, parent of two students at Somers, shared the “critical” need for parental involvement. She shared her concerns when trying to arrange visits to her sons’ classes at their school. She referenced the school policy on parental school visits and said the school climate is “not welcoming” of school visits.

**Tim Perrier**, parent, shared that his daughter was “sexually abused at Gale-Bailey by three boys 41 days ago” and no one has addressed the issue. He highlighted his concerns as “failure by the vice principal of the school; moving the “suspects” to the same classroom as the victims; and being told nothing can be done to the suspects because they are “juveniles.” He urged the Board to make the right decision.

**Chelsea Spencer**, parent, said her daughter, who is in kindergarten, was sexually assaulted by a boy on Friday at Indian Head Elementary School. She said her daughter was sent to recess, after having told staff she was “fine.” She said she met with the vice principal the following Monday and was told that the male student had been moved to a different class. Ms. Spencer said her child still sees boy during recess and in the cafeteria.

**Rhonda Thomasson**, parent, shared concerns about “lack of communication” between the school system and parents. She said parents should not have to find out about incidents visa social media and that she expects an email or a call when incidents occur.

**Seth Heisserman**, parent of six children; said, “Forty-one days ago terrible things happened to our children” at Gale-Bailey. He said he is passionately advocating for all children and has spoken to many about a “culture of failure to report sexual assault in CCPS.” He said their daughters “never received an offer for counseling” nor have the boys involved in the incident. He said, “As of Oct. 1, 2019, educators can be prosecuted for not reporting sexual assaults.”

**Deron Tross**, parent, said, “This county was founded in 1658 and is still operating like Mayberry.” He expressed concerns that the school system failed in the way it handled and
responded to some situations and asked administrators if they had learned anything from a previous sexual assault situation that occurred within the school system. He said he will deliver a thumb drive to the media and that everything he does from this point on “will be to expose and bring shame” to the school system.

22. **MINUTES**

**VICE CHAIRMAN WILSON MOVED, SECONDED BY MRS. ABELL, TO APPROVE THE NOVEMBER 12, 2019, EXECUTIVE SESSION MINUTES.**

VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE-LOCKHART, MRS. BROWN, MR. HANCOCK AND MR. LUKAS. VOTING NO: NONE. ABSENT: NONE.

**MR. LUKAS MOVED, SECONDED BY MR. HANCOCK, TO APPROVE THE NOVEMBER 26, 2019, EXECUTIVE SESSION TELEPHONE CONFERENCE MINUTES.**

VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. BATTLE-LOCKHART, MRS. BROWN, MR. HANCOCK AND MR. LUKAS. VOTING NO: NONE. ABSTAINING: MRS. ABELL

**MRS. ABELL MOVED, SECONDED BY MRS. BROWN, TO APPROVE THE EXECUTIVE SESSION AND REGULAR MINUTES OF NOV. 12, 2019, BOARD MEETING.**

Student opinion was affirmative for the regular minutes of Nov. 12, 2019.

VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE-LOCKHART, MRS. BROWN, MR. HANCOCK AND MR. LUKAS. VOTING NO: NONE. ABSENT: NONE.

**MRS. ABELL MOVED, SECONDED BY VICE CHAIRMAN WILSON, TO APPROVE THE EXECUTIVE SESSION MINUTES OF THE DECEMBER 2, 2019, TELEPHONE CONFERENCE.**

VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE-LOCKHART, MRS. BROWN, MR. HANCOCK AND MR. LUKAS. VOTING NO: NONE. ABSENT: NONE.

The Board did not vote on the minutes of the November 25, 2019, Legislative Breakfast.

23. **PERSONNEL**

**MRS. ABELL MOVED, SECONDED BY MRS. BROWN, TO APPROVE PERSONNEL RECOMMENDATIONS COVERING TWO CERTIFICATED APPOINTMENTS; TWO RELEASES WITHOUT PREJUDICE; ONE RELEASE WITH PREJUDICE; ONE RETIREMENT; ONE TERMINATION AND TWO LEAVES OF ABSENCE.**
VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE-LOCKHART, MRS. BROWN, MR. HANCOCK AND MR. LUKAS. VOTING NO: NONE.

24. **ADJOURNMENT**

MR. LUKAS MOVED, SECONDED BY MRS. BROWN, TO ADJOURN THE MEETING. VOTING YES: CHAIRMAN MCGRAW, VICE CHAIRMAN WILSON, MRS. ABELL, MRS. BATTLE LOCKHART, MRS. BROWN, MR. HANCOCK, AND MR. LUKAS. VOTING NO: NONE. ABSENT: NONE

Student opinion was affirmative.

Chairman McGraw adjourned the meeting at 6:32 p.m.

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CHAIRMAN

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SECRETARY

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DATE APPROVED/DATE SIGNED

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