

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
April 22, 2014

Maryland State Board of Education  
200 W. Baltimore Street  
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, April 22, 2014 at 9:08 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Ms. Linda Eberhart; Dr. S. James Gates, Jr.; Mr. Larry Giammo; Mr. Christian Hodges; Ms. Luisa Montero-Diaz; Mr. Sayed Naved; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Donna Hill Staton, Esq.; and Dr. Lillian M. Lowery, State Superintendent of Schools. Mr. James H. DeGraffenreidt, Jr. was absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristi Michel, Deputy State Superintendent for Finance and Administration; Dr. Jack Smith, Deputy State Superintendent for Teaching and Learning; Mr. Anthony South, Executive Director, Office of the State Board; and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness

## **CONSENT AGENDA**

Dr. Dukes reported that Mr. Hodges, Mr. DeGraffenreidt, Ms. Staton, Mr. Smith and Ms. Diaz are expected to arrive late to the meeting. She asked for a motion to approve the Consent Agenda.

Upon motion by Dr. Gates, seconded by Dr. Finan, the Board approved the Consent Agenda as follows: (In Favor – 7; Ms. Eberhart abstained on the personnel matter)

- Approval of Minutes of March 25, 2014
- Personnel (copy attached to these minutes)
- Budget adjustments for March, 2014
- Permission to Publish:

COMAR 13A.04.12 Program in Mathematics (AMEND)

COMAR 13A.04.14 Program in English Language Arts (AMEND)

## **ORAL ARGUMENT**

Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced the following persons:

Lori Branch-Cooper, Esq.  
Representing the Baltimore City Board of School Commissioners

v.

Keith Zimmerman, Esq.  
Representing Deborah Price

## **BALTIMORE CITY AGREED-ON MAINTENANCE OF EFFORT (MOE) WAIVER REQUEST**

Ms. Kameen explained that the Board is being asked to hold a public hearing on an Agreed Upon Maintenance of Effort (MOE) Waiver Request jointly filed by the City of Baltimore and the Baltimore City Board of School Commissioners. She explained that the city school system used an incorrect enrollment number to calculate the city's MOE and that the city appropriated an additional \$2,925,582 for Fiscal Year 2013. She further explained that the request seeks reduction in recurring costs to reduce the increased MOE funding level caused by the error.

Dr. Dukes introduced Andrew Kleine, Budget Director for the City of Baltimore and Victor De La Paz, CFO for the Baltimore City Public School System to provide testimony.

Mr. Kleine reported that the error will be corrected beginning in 2015.

Mr. De La Paz concurred with Mr. Kleine noting that BCPSS is "comfortable with this."

In response to questions by Mr. Giammo, Mr. Kleine reported that the error occurred in the winter of 2012 and was identified in June of 2013. He explained that this request is part of a larger agreement between the parties. Dr. Dukes reported that they are working with legal counsel on this matter.

Ms. Staton acknowledged and applauded the two groups for coming together and working on a collaborative solution.

No other parties had registered to provide comment.

Dr. Dukes said that the Board will discuss this matter during its Executive Session.

**COMAR 13A.03.02 GRADUATION REQUIREMENTS FOR PUBLIC HIGH SCHOOLS  
(AMEND) PERMISSION TO PUBLISH**

Dr. Dukes recommended that the Board grant permission to publish proposed amendments to COMAR 13A.03.02 Graduation Requirements for Public High Schools.

Dr. Jack Smith provided highlights of the proposed changes explaining that some of the revisions are technical and some are editorial. He reported on the following proposed changes:

- Mathematics courses added
- Dual enrollment tuition payment requirements updated
- Retest opportunities
- Reporting student performance
- Special education changes

He noted that the change in student reporting requirements was amended based on concerns expressed by the Board regarding the practice followed by some local schools systems in recording on student transcripts that students failed to pass the Maryland High School Assessment and noting that they had completed a Bridge Plan in that assessment area. Under the proposed new reporting requirements, it should only be noted on the student transcript that the High School Assessment requirement was successfully met.

In response to a question by Ms. Eberhart about the combined score option, Dr. Smith said that student transcripts will reflect the term "meeting the requirement." Ms. Eberhart requested that something be noted in the regulation to this intent and Ms. Kameen agreed to add language to the proposed regulation to include the combined score option.

In response to a concern expressed by Ms. Sidhu about tuition payments for college courses for Free and Reduced Meals (FARMS) students only, Dr. Lowery said that the term "free and appropriate education" refers to graduation requirements for K-12 curricula only. Dr. Dukes said, "We need further discussion about this. We can look at our legislative agenda for next year." In response to a question by Ms. Eberhart, Dr. Dukes said that tuition payments can be a local education agency (LEA) decision. Dr. Smith said that the law requires an MOU between the local school system and the local college and that the Department is currently collecting data on this issue.

Upon motion by Mr. Smith, seconded by Dr. Gates, and with unanimous agreement, the Board approved permission to publish the proposed amendments to COMAR 13A.03.02 Graduation Requirements for Public High Schools. (In Favor – 11)

**COMAR 13A.02.06, GENERAL FINANCIAL AID TO LOCAL SCHOOL SYSTEMS  
(AMEND) PERMISSION TO PUBLISH**

Dr. Dukes recommended the Board grant permission to publish proposed amendments to COMAR 13A.02.06 General Financial Aid to Local School Systems. She introduced Kathy

Oliver, Assistant State Superintendent, Division of Career and College Readiness, to discuss these amendments.

Ms. Oliver provided a historical background on state aid to LEAs for students enrolled full time in a public school "early college program." She explained that this amendment would establish regulatory authority for MSDE to recognize all registered public school students also enrolled full time in state-approved institutions of higher education and receiving both high school and college credit for college courses completed. She further explained that this will allow LEAs to claim full time equivalent (FTE) State Aid for those students.

Upon motion by Dr. Finan, seconded by Ms. Staton, and with unanimous agreement, the Board granted permission to publish proposed amendments to COMAR 13A.02.06 General Financial Aid to Local School Systems. (In Favor – 11)

**PSTEB PROPOSED AMENDMENTS TO  
COMAR 13A.12.04.02, ASSISTANTS IN ADMINISTRATION AND SUPERVISION AND  
COMAR 13A.12.04.02, SUPERINTENDENT**

The President introduced Jean Satterfield, Assistant State Superintendent, Division of Educator Effectiveness, to brief the Board on changes proposed by the Professional Standards and Teacher Education Board (PSTEB) to COMAR 13A.12.04.02 Assistants in Administration and Supervision and COMAR 13A.12.04.02 Superintendent. Dr. Dukes reminded Board members that if they have concerns regarding either or both of these proposals, the Board has the option of requesting a Joint Conference Committee with PSTEB to discuss its concerns.

Ms. Satterfield explained that these proposed changes allow superintendents to request certification for individuals serving in non-instructional administrative positions and requires that superintendents must have prior teaching experience. She noted that these are "minimum competencies."

In response to a question addressed to Dr. Lowery from Dr. Dukes regarding the Department's position on the proposed revisions, Dr. Lowery responded "We are pleased."

**CURRICULUM UPDATE: NEXT GENERATION SCIENCE STANDARDS**

The Superintendent called on Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability, to introduce the plan for implementation of the Next Generation Science Standards (NGSS) in Maryland.

Dr. Johnson reported that Maryland was the fourth of eleven states and the District of Columbia, to adopt the NGSS in June, 2013. He provided documents with an overview of the updated Maryland Planning and Implementation Timeline, an updated form provided to LEAs by MSDE, and the NGSS Assessment Main Messages.



Dr. Johnson reported that Maryland's Implementation Plan is "a living document" that will change over time and will be used to help structure and guide more detailed planning. He discussed Maryland's preliminary timeline for implementation of NGSS beginning with school year 2013-2014 through 2017-2018.

Dr. Johnson introduced Judy Jenkins, Director of Curriculum, and Mary Thurlow, Coordinator of Science Programs, to further discuss the NGSS standards.

Ms. Jenkins reported that all work done on this implementation plan was done collaboratively with input from all stakeholders and that written updates were provided to all LEAs on a regular basis. She noted that three regional workshops were held for representatives of institutions of higher education to outline NGSS and what this would mean for pre-service education. She said the workshops communicated the importance of science education beginning with the youngest students.

Ms. Thurlow thanked Board members for the support provided to the Lead Team. She reported on the first NGSS Annual Leadership Meeting and discussed a Priority Report completed by this group. She provided a survey released to all LEAs to determine their NGSS progress. Ms. Thurlow also distributed a list of critical Maryland stakeholders who will work on the implementation of NGSS and discussed the NGSS assessment main messages.

In response to a question by Ms. Staton, Ms. Thurlow said that the NGSS assessments will be very similar to the Maryland School Performance Assessment Program assessments. She said "students will be scientists. There has to be a shift in instruction."

Dr. Johnson reported that there are two summer conferences planned to roll out this system and standards to educators. He said, "We will introduce instructional shifts. The standards are all about engagement and exciting students about understanding science."

Ms. Sidhu noted the importance of funding of tools needed by teachers in the classroom. Dr. Lowery responded that technology affords labs that are online.

Dr. Gates congratulated the presenters and stated that, "NGSS are unlike any that have been created in this country starting with how do people learn."

Ms. Thurlow reported that all LEAs have begun to introduce NGSS through professional development (PD).

In response to a question by Ms. Eberhart, Dr. Johnson said that the workshops were held in conjunction with the certification team and that work is being done to make changes to teacher certification at the elementary school teacher level. Ms. Eberhart stressed the need for colleges to beef up science courses for elementary school teachers.

Ms. Eberhart expressed concern about the high cost of materials, science labs and professional development. Dr. Lowery agreed that assessing costs will be very important at the local level and that LEAs will have to examine how current funding can be used more effectively. Dr. Johnson said that quarterly surveys are being sent to LEAs to determine their funding needs.

In response to a question by Ms. Eberhart about testing, Ms. Thurlow said that there are three subcommittees working on testing at all three school levels and that subcommittee members will be gathering information from other states about this issue.

Dr. Dukes suggested that staff return to another Board meeting to answer additional questions expressed by Ms. Eberhart.

Ms. Thurlow provided an NGSS Implementation and Planning Document noting that the most important piece of this document is the ongoing statewide coordination and collaboration to support teachers, supervisors and administrators.

In response to a question by Ms. Staton regarding the preparation of other states for the NGSS, Ms. Thurlow said it is a timing issue with some states. Dr. Finan further explained that assessments are required within one year after standards are adopted and that some states are not prepared for assessments. Dr. Lowery noted that curricula are created by individual states since NGSS are merely standards.

Mr. Smith complimented the department for getting feedback. He said, “getting people to change – timing is key. We need to stress partnerships...use the same language and have everyone on board. We need to make sure that parents are aware.”

Dr. Lowery reported that representatives from other states call on Ms. Thurlow for her help due to the excellence of her work.

### **CURRICULUM UPDATE: COLLEGE, CAREER, AND CIVIC LIFE FRAMEWORK (SOCIAL STUDIES STANDARDS)**

Dr. Lowery asked Dr. Johnson to continue with an update on a new College, Career, and Civic Life Framework (Social Studies Standards—C3). He asked Judy Jenkins and Dr. Marcie Taylor-Thoma, Coordinator, Social Studies Programs, to assist him in providing this update.

Dr. Johnson explained that more than 20 national organizations convened a work group to produce a document that would serve as a guide for states and school districts to use in the review or development of social studies standards. He provided a list of those organizations and reported that this was a three-year statewide effort in which Maryland was a lead state. He reported on the objectives, principles and dimensions of the framework.

Ms. Taylor-Thoma talked about the collaborative work among the many divisions of the MSDE and acknowledged the work of Board member Guffrie Smith for his valuable assistance. She discussed the following dimensions of the framework:

1. Developing questions and planning inquiries
2. Applying disciplinary tools and concepts
3. Evaluating sources and using evidence
4. Communicating conclusions and taking informed action

In response to a question by Dr. Dukes, Dr. Taylor-Thoma provided an example of a question students may be asked to answer.

In response to a question by Mr. Hodges, Dr. Taylor-Thoma explained that action plans include service learning projects for the community. Mr. Hodges urged that students be able to choose their service learning projects and Ms. Taylor-Thoma agreed.

In response to a question by Dr. Gates, Ms. Taylor-Thoma said, "We spent a lot of time around how kids learn. Kids learn better through their own curiosity. There is a lot of research to support this framework."

Mr. Smith said, "We need to involve students to structure problems and become part of the solution. It is a different way of thinking - trying to get youth involved."

In response to a question by Ms. Staton, Dr. Taylor-Thoma said students can go online to get additional information about social studies. She said, "We need to provide access to students who don't have access." Ms. Staton cautioned not to be over-dependent on technology. Dr. Johnson said that Dimension 4 provides students the opportunity to work collaboratively with other students.

In response to another question by Ms. Staton, Ms. Jenkins assured her that all resources are developed around the principles of Universal Design for Learning (UDL).

In response to a question by Mr. Naved, Dr. Taylor-Thoma explained that there are many opportunities to connect to world languages and cultures through this framework.

In response to a question by Ms. Eberhart, Dr. Taylor-Thoma reported that states are developing performance-based assessments and that four webinars have been held on assessment issues. Dr. Johnson said, "It is important to get out with a framework before looking at assessments. We will come back in a month to change COMAR to align with the new framework and then look at assessments." Dr. Lowery said, "We do want to put timelines in but we need input from constituents."

Dr. Gates expressed concern about the need to set standards. Dr. Taylor-Thoma explained that the current Maryland social studies standards will not change dramatically, but that the way social studies is taught needs to change.

Dr. Johnson said that staff will work to address all concerns of the Board.

Dr. Smith said, "As we come to you with new regulations, we will include an underpinning of mind/brain science."

Dr. Dukes thanked the presenters and Board members for their valuable assistance in creating this framework.

## **EXECUTIVE SESSION**

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1) and (7), of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. Smith, seconded by Mr. Naved, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, April 22, 2014, in Conference Room 1, 8<sup>th</sup> floor, at the Nancy S. Grasmick State Education Building. All board members were present except Mr. DeGraffenreidt. In attendance were Dr. Lillian Lowery, State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Dr. Jack Smith, Chief Academic Officer; Penelope Thornton Talley, Esquire, Chief Performance Officer; John White, Chief of Staff; and Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Derek Simonsen were also present. The Executive Session commenced at 12:50 p.m. (In favor – 11)

The State Board approved five Opinions and three Orders for publication.

- *Anne Arundel County Council v. Anne Arundel County Board of Education* – declaratory ruling – Opin. No. 14-16
- *Harford County School Bus Contractors Association, et al. v. Harford County Board of Education* – elimination of bus routes – Opin. No. 14-17
- *K.J. v. Montgomery County Board of Education* – student transfer – Opin. No. 14-18
- *Charlene King v. Baltimore City Board of School Commissioners* – substitute teacher – Opin. No. 14-19
- *Michelle B. v. St. Mary's County Board of Education* – no trespass – Opin. No. 14-20
- *Bruce Washington v. Charles County Board of Education* – employee termination – Order No. OR14-01
- *Frostburg Bridge Program v. Allegany County Board of Education* – bus transportation – Order No. OR14-02
- *In the Matter of the Baltimore City MOE Waiver Request* – Order No. OR14-03

The Board deliberated five cases. They will be published at a later date.

- *Frederick Classical Charter School, Inc. v. Frederick County Board of Education* – commensurate funding
- *William Johnson v. Somerset County Board of Education* – principal transfer
- *Barry McGill v. Baltimore City Board of School Commissioners* – teacher termination
- *Nick Meyers v. Board of Education of Calvert County* – Petition for Declaratory Ruling
- *Deborah Price v. Baltimore City Board of School Commissioners* – teacher termination

### **Administrative Matter**

The Board received a short briefing from Penelope Thornton Talley on the Camp Achieve matter.



## **Internal Board Management**

Three internal board management issues were discussed: recruitment for Baltimore City School Commissioners; Board representation on the College and Career Ready Workgroup; and the Board retreat.

The session ended at 1:55 p.m.

## **RECONVENE**

The meeting reconvened at 2:05 p.m.

## **MILKEN NATIONAL EDUCATOR AWARD**

The Superintendent introduced Dr. Darla Strouse, Executive Director, Partnerships and Development, to present this year's Milken National Educator.

Dr. Strouse provided a background on the Milken Foundation noting that there have been fifty-eight Maryland recipients over the last twenty-one years.

She introduced Mr. Mark Miazga, an English teacher at Baltimore City College, noting that his classroom is, "a place where students understand what it means to be smart and think for themselves." She reported that he has taught for thirteen years and takes special interest in gifted and talented students as well as those who lag behind. She noted that over the last three years he has taught International Baccalaureate (IB) classes and that his students have received a score of 4 or above. She introduced his principal, the CEO of the Baltimore City Public School System and the English Chair from his school and provided a video of the award ceremony.

Mr. Miazga said that receiving this award was, "One of the greatest moments of my life. I have a job that I really do love. Every day I feel like -- today I can change the world! I try to make each student feel like the expert in the classroom. I am a symbol of all the great teaching that happens throughout the state."

Mr. Miazga's principal applauded his students' performances on IB assessments and stated that his is well worthy of this award.

Dr. Dukes said, "We add our gratitude for the work you do every day. We are your new best friends because you exemplify what happens in Maryland."

Photos were taken and commemorative awards were presented to Mr. Miazga.

## **ANNOUNCEMENTS**

The President acknowledged members of the Maryland Association of Board of Education (MABE) who were in attendance. She also announced that two Maryland schools, North Carroll High School in Carroll County and Travilah Elementary School in Montgomery County were recipients of the 2014 Green Ribbon Schools Award.

## **FRAMEWORK FOR STATEWIDE SCHOOL DISCIPLINE PLAN**

Dr. Lowery introduced Maria Lamb, Interim Assistant State Superintendent, Division of Student, School, and Family Support; and Walter Sallee, Interim Director, Student Services and Alternative Programs Branch, to provide an overview of the statewide plan to disseminate information and provide technical assistance to Maryland's LEAs in the area of school discipline.

Ms. Lamb noted that the Board studied this issue for four years and provided a summary of the Board's work. She distributed a chart listing the presentations to be made to the Board over the next several months which include:

- *Student Records Manual*
- Best practices in student discipline
- PBIS scale up
- A comparison of rates of school disciplinary actions for minority and special education students
- Maryland Guidelines for a State Code of Discipline.

She noted that new regulations will require LEAs to revise their discipline policies by next year.

Mr. Salle provided a depiction of a Framework for Statewide School Discipline Plan that will serve as a guide in the future. He said, "It is important to make sure schools are welcoming and safe."

In response to a request by Ms. Eberhart, Ms. Lamb said that quarterly or monthly reports with real time data of disciplinary actions will be provided to the Board throughout the year.

## **RACE TO THE TOP (RTTT) UPDATE**

Penelope Thornton-Tally reported that the Department has received some amendment approvals from the U.S. Department of Education (USDE) regarding certain RTTT projects. She introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, to provide an assessment of the current status of the MSDE's 54 RTTT projects.

Ms. Gable reported on the following projects:

- 9/27 Accessing and using state data-dashboards

- 4/3 Curriculum and formative assessment development
- 43/21 Develop online PD on educator instructional improvement content
- 17/32 Implement a test item bank system (TIBS)

In response to a question by Ms. Eberhart about linkages to LEAs on the blackboards, Zach Mangold, RTTT Project Manager, reported that large LEAs can load their information onto the blackboard and that they are working to enable all LEAs to do the same. Dr. Lowery noted that MSDE does not require LEAs to include their data but rather encourages them to share best practices. She said, "We now have a repository for them to share."

### **STATE BUDGET AND LEGISLATIVE UPDATE**

The Superintendent invited Kristy Michel and Dr. Michial Gill, Deputy Director for Governmental Relations, to provide a summary of the State budget and actions of the 2014 Maryland General Assembly.

Ms. Michel reported that MSDE did well in the Governor's FY 2015 State Budget noting that \$7.1 billion is earmarked for LEAs and that legislation was adopted to create special grants for LEAs with declining enrollments. She also reported that the budget includes \$4.3 million for a pre-kindergarten initiative. Ms. Michel said that the budget includes salary increases for state employees and the loss of more than 150 positions in state government.

Dr. Gill reported that the legislative office tracked more than 377 bills introduced in the 2014 General Assembly and that of the five departmental bills, three were enacted. He reported that a bill to expand pre-kindergarten in Maryland passed and that the establishment of an Early Childhood Advisory Council was approved. He reported on the following bills that were enacted:

- HB 428 Maryland Infants and Toddlers Program – Eligibility
- HB 653 Deaf Culture Digital Library
- SB 430 Regional Resource Centers and County Public Libraries – Funding
- HB 1001 Education – Federal Elementary and Secondary Education Act – Waiver Requests
- HB 1164 Common Core State Standards and Partnership for Assessment of Readiness for College and Careers (PARCC) Implementation Review Workgroup
- SB 676 Teachers and Principals – Performance Evaluation Criteria – Use of Student Growth Data
- HB 1388 State Department of Education – Assessment Report for Broadband Capabilities in Public Schools
- HB 265 Task Force to Study How to Improve Student Achievement in Middle School
- HB Task Force to Study Sports Injuries in High School Female Athletes

In response to a question by Ms. Eberhart about SB 503 Cardiopulmonary Resuscitation and Automated External Defibrillator Instruction – Graduation Requirement (Breanna's Law), Dr. Gill reported that all LEAs have these instructional programs integrated in their physical education or health classes.

Mr. Smith agreed to serve on the PARCC Implementation Review Workgroup. Dr. Lowery indicated that she would submit his name.

### **WAIVER REQUEST**

Dr. Lowery introduced William Cappe, Specialist in Communications, to report on the waivers of the school year calendar that were granted. She said, "Mr. Cappe has done amazing work with the LEAs."

Mr. Cappe reported that each waiver request was individually considered and that efforts and modifications made by the LEAs were taken into account. He reported that a total of 25 waiver requests were received which included all 24 LEAs and the SEED School of Maryland and reported that he received many calls from parents about school calendars.

Mr. Cappe discussed a waiver request from the Superintendent of Wicomico County Public Schools to waive the final day needed to complete the 180-day schedule which occurs on a Monday.

Upon motion by Dr. Gates, seconded by Mr. Smith, and with unanimous agreement, the Board approved the waiver request for the Wicomico County Public Schools. (In Favor – 11)

Dr. Dukes thanked Mr. Cappe for being so thorough.

### **MSDE COMMUNICATIONS PLAN**

Dr. Lowery introduced John White, Chief of Staff, to brief the Board on the new MSDE communications plan.

Mr. White discussed the rationale for why communication change is needed and elaborated on the following goals for the next two years:

1. Improve internal communications
2. Establish brand
3. Educate external audiences to strengthen support

Mr. White provided the objectives to meet those goals and discussed the analysis of the strengths, weaknesses, opportunities and threats to meeting those goals. Mr. White also discussed key actions to be taken and provided a metric to measure success over the next year.

Dr. Dukes thanked Mr. Hodges for his help in developing this plan.

Dr. Lowery stressed the need to tell the truth in all communications, regardless of its negative or positive effect, and noted that regional meetings will be held to disseminate this communication plan.



Dr. Smith reported that a discussion will take place on May 5, 7, 8 and 12 around the state to discuss the Teacher/Principal Evaluation (TPE) System as well as a fifth meeting to be held in Baltimore City. He said that the Board will be kept apprised of information gleaned from these meetings.

Mr. White reported that the Council of Chief State School Officers (CCSSO) will be bringing chiefs from around the country to Washington, D.C. to hold a panel discussion on the Common Core Standards.

### **PUBLIC COMMENTS**

Dr. Dukes explained procedures by which the Board hears public comments. The following individuals provided public comments:

1. Sherry McCannon – Physical education
2. Ray Shephard – Social studies standards
3. Brenda Wade – Camp Achieve 21<sup>st</sup> Century Community Learning Center
4. Malika Brown – Guilford Elementary/Middle School
5. Elaine Lindsay – Increased time for physical education
6. Charles Chester, Esq. – COMAR and physical education requirements
7. Kathryn Groth – Statewide Discipline Plan
8. Robert Rook – Social studies framework

### **CONSENT AGENDA VOTE**

Dr. Dukes reported that the vote taken on the Consent Agenda earlier in the meeting did not reflect a quorum for all actions on that agenda. She asked for a second vote on the motion to adopt the Consent Agenda.

Upon motion by Dr. Gates, seconded by Dr. Finan, the Board approved the Consent Agenda. (In Favor – 10; Ms. Eberhart abstained on the personnel matter)

### **OPINIONS**

Ms. Kameen announced the following Opinions:

- 14-16 *Anne Arundel County Council v. Anne Arundel County Board of Education* – petition for Declaratory Ruling (declared that local Board budgeting violates Education law)
- 14-17 *Harford County School Bus Contractors Association, et. al. v. Harford County Board of Education* – elimination of bus routes (affirmed the local board's decision)
- 14-18 *K. J. v. Montgomery County Board of Education* – change of school assignment (affirmed the local board's decision with one dissent)
- 14-19 *Charlene King v. Baltimore City Board of School Commissioners* – substitute teacher termination (affirmed the local board's decision)

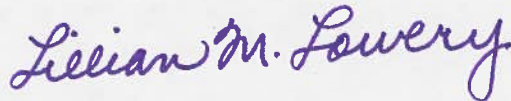
Ms. Kameen announced the following Orders:

- OR-14-01 *Bruce Washington v. Charles County Board of Education* – employee termination (dismissed as untimely)
- OR-14-02 *Frostburg Bridge Program v. Allegany County Board of Education* – bus transportation (dismissed as untimely)
- OR-14-03 *In The Matter of the Baltimore City MOE Waiver* – approved the waiver

**ADJOURNMENT**

With no further business before the Board, the meeting adjourned at 4:25 p.m.

Respectfully submitted,



Lillian M. Lowery, Ed.D.  
Secretary/Treasurer

Date: 5/20/14

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 22<sup>nd</sup> day of April 2014, at the hour of 12:35 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Juffie Smith

Seconded by: Sayed Naved

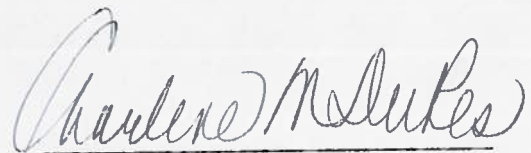
In Favor: 11 Opposed: 0 Member(s) Opposed: \_\_\_\_\_

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) To consider the investment of public funds.
- (6) To consider the marketing of public securities.
- (7) To consult with counsel to obtain legal advice.
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (I) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

The topics to be addressed during this closed session include the following:

1. Discuss 6 Legal Appeals.
2. Review 4 Draft Opinions.
3. Review 2 Draft Orders
4. Discuss the Agreed On MOE Waiver Request from Baltimore City
5. Discuss 3 internal Board management matters.

  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE April 22, 2014 BOARD MEETING**

**I. Appointments Grade 19 and above:**

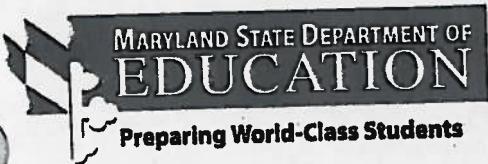
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bangura, Memuna S.	Education Program Specialist I, Policy and Accountability Specialist	21	Special Education/Early Intervention Services	TBD
Brice, Crystal N.	Field Director, Instruction and School Support Services	IEPP	Career and College Readiness, Juvenile Services Education	TBD
Gibson, Deborah M.	Coordinator, Guidance and Student Records	IEPP	Career and College Readiness, Juvenile Services Education	TBD
Long, Graham C.	Education Program Specialist I, Government and Social Studies Specialist	21	Curriculum, Assessment, and Accountability	TBD
Tucker, James	Database Specialist Supervisor, Education Accountability Database Administration	19	Curriculum, Assessment, and Accountability	TBD
Williams, Karla L.	Education Program Specialist I, Learning Management System Administrator	21	Curriculum, Assessment, and Accountability	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Evans, Martina D.	Financial Compliance Auditor II	15	Office of the State Superintendent/Audit Office	4/16/14







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State Superintendent of Schools

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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Memuna Sally Bangura  
**Position:** Education Program Specialist I, Policy and Accountability Specialist  
**Division:** Special Education/Early Intervention Services  
**Salary Grade:** State Salary Grade 21  
Annual Salary Range: \$59,355 – \$95,297  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related field.

**EXPERIENCE:** Four (4) years of professional administrative experience in or affiliated with special education or early intervention, experience coordinating or administering programs related to services for individuals with disabilities and their families is preferred.

**DESCRIPTION:**

This is a professional position responsible for the monitoring and accountability of local lead agencies and local school systems to ensure compliance and improve results for infants, toddlers, young children, and youth with disabilities and their families, birth to age 21.

**Qualifications:**

**Education:**

Walden University (Minneapolis, Minnesota) Expected 2014 – Doctorate in Special Education.  
Bowie State University (Bowie, Maryland) 2006 – Master’s Degree in Special Education; 1999 -  
Bachelor’s Degree in Psychology.

**Experience:**

Saint John’s Community Services (Washington, D.C.)

2012 – Present: Program Director of Education Services

District of Columbia Public Schools (Washington, D.C.)

2006-2012: Special Education Coordinator

District of Columbia Public Schools (Washington, D.C.)

2002-2006 Special Education Teacher

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Crystal Nicole Brice  
**Position:** Field Director for Instruction and School Support Services  
**Division:** Career and College Readiness  
Juvenile Services Education  
**Salary Grade:** State Salary Grade IEPP  
Annual Salary Range: \$91,817 - 107,666  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** Master's Degree or equivalent 36 post baccalaureate credit hours of coursework in Education or Education Administration/Supervision. Possession of or eligible for a Maryland Certificate with Administrator I and II endorsements.

**EXPERIENCE:** Three years of satisfactory Principal or administrative/ supervisory experience. Experience in a juvenile/alternative education program or in an education program providing services to an institutionalized population preferred. Experience in managing or administering a state-wide program is preferred.

**DESCRIPTION:**

This is a professional position serving as one of two principal assistants to the Juvenile Services Education Program Director providing leadership in the development and oversight of Maryland's Juvenile Services Education Program (JSE).



**Qualifications:**

**Education:**

College of Notre Dame (Baltimore, Maryland) Present – Ph.D. Candidate, Leadership for Changing Populations; 2000 – Master of Arts, Educational Administration; 1993 – Bachelor of Arts in English and Secondary Education.

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland)

- 2009 – Present: Coordinator – Extended Learning
- 2008 – 2009: Teaching and Learning-Bridge Plan for Academic Validation
- 2006 – 2008: Principal, Paul Laurence Dunbar Middle School

Baltimore County Public Schools (Baltimore, Maryland)

- 2005 – 2006: Assistant Principal, Woodlawn Pre-Engineering and Technology Center
- 2003 – 2005: Assistant Principal, Perry Hall High School
- 2002 – 2003: Magnet Resource Teacher, Office of Gifted and Talented and Magnet Programs
- 1993 – 2002: Secondary English Teacher/Magnet Coordinator

**Employment Status**

New Hire



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April 22, 2014

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Deborah Marie Gibson  
**Position:** Coordinator of Guidance and Student Records  
**Division:** Career and College Readiness  
Juvenile Services Education  
**Salary Grade:** State Salary Grade IEPP  
Annual Salary Range: \$87,773 - \$103,731  
**Effective Date:** TBD

JOB REQUIREMENTS:

**EDUCATION:** A Masters Degree in Education with a specialty in School Guidance or a related field; possession of or eligibility for a Maryland Administrator II or Principal Certificate preferred.

**EXPERIENCE:** Five years of satisfactory experience in school guidance and oversight of student records process in a K-12 environment. Experience as school administrator preferred.

DESCRIPTION:

This is a professional position providing leadership and management for the school guidance and student records components of the Juvenile Services Education Program (JSE).

**Qualifications:**

**Education:**

Bowie State University (Bowie, Maryland) 1999 – Master’s Degree in Guidance and Counseling.

University of Maryland (Baltimore, Maryland) 1992 – Bachelor’s Degree in Social Work.

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland)

2011 – Present: Director, Office of School Counseling and Guidance

2010 – 2011: Coordinator, Office of School Counseling and Guidance, Prevention and Intervention Services

Baltimore County Public Schools (Baltimore, Maryland)

2004 – 2010: Assistant Principal

1999 – 2004: Guidance Department Chair/Guidance Counselor, Randallstown High School

Baltimore City Department of Social Services (Baltimore, Maryland)

1992 – 1999: Social Worker, Child Protective Services Investigations and Foster Care Division

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Graham Colin Long  
**Position:** Education Program Specialist I, Government and Social Studies Specialist  
**Division:** Curriculum, Assessment, and Accountability  
**Salary Grade:** State Salary Grade 21  
Annual Salary Range: \$59,355 - \$95,297  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Education Administration/Supervision, Secondary Government or a closely related field. Maryland certification in Social Studies is required.

**EXPERIENCE:** Four years of professional work experience in teaching and curriculum development within an education setting. Experience in a Secondary Social Studies/Government education program preferred.

**DESCRIPTION:**

This is a professional position responsible for providing technical assistance to local school systems for developing effective initiatives for improving High School student performance in government and in related social studies programs.



Graham C. Long  
Page Two

**Qualifications:**

**Education:**

Towson University (Towson, Maryland) 2008 – Master’s Degree in Secondary Education, Social Studies; 2007 – Bachelor’s Degree in Economics and Political Science.

Maryland State Department of Education (Baltimore, Maryland) – Advanced Professional Certificate in Social Studies, Economics, and Political Science.

**Experience:**

Baltimore County Public Schools (Baltimore, Maryland)

2008 – Present: Social Studies Teacher, Catonsville High School

**Employment Status**

New Hire



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April 22, 2014

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** James Tucker  
**Position:** Database Specialist Supervisor, Education Accountability Database Administration  
**Division:** Curriculum, Assessment and Accountability  
**Salary Grade:** State Salary Grade 19  
Annual Salary Range: \$52,150 - \$83,726  
**Effective Date:** TBD

JOB REQUIREMENTS:

Education:

Bachelor's Degree in from an accredited college or university in Computer Information Technology, Management Information Systems, Computer Science or other information technology related field to include course work in database management systems.

Experience:

Three years of experience designing, developing, implementing, maintaining and controlling database management systems for computers in an Oracle environment.

DESCRIPTION:

This is a professional position responsible for supervising the database administration and development for the Education Accountability Section of the Division of Curriculum, Assessment, and Accountability.

**Qualifications:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 1993 – Master's Degree in Computer Science.

University of Maryland (Baltimore, Maryland) 1984 – Bachelor's Degree in Biochemistry.

**Experience:**

Oracle National Security Group (Redwood Shores, California)

2010 - 2013: Senior Principal Consultant

1999 - 2008: Senior Principal Consultant

Freedom Consulting Group (Columbia, Maryland)

2008-2010 Senior Database Administrator

Computer Sciences Corporation (Hanover, Maryland)

1997– 1998: Computer Scientist

University of Maryland (Baltimore, Maryland)

1997: Graduate Assistant

ACE \*Comm, Inc. (Gaithersburg, Maryland)

1996 - 1997: Senior Consultant

**Employment Status**

New Hire



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April 22, 2014

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Karla L. Williams  
**Position:** Education Program Specialist I, Learning Management System Administrator  
**Division:** Curriculum, Assessment, and Accountability  
**Salary Grade:** State Salary Grade 21  
Annual Salary Range: \$59,355 - \$95,297  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Instructional Technology and Computer Science, or a related field.

**EXPERIENCE:** Four (4) years of professional work experience in the technical administration of Learning Management Systems and complex web applications.

**DESCRIPTION:**

This is a professional position responsible for providing leadership and technical assistance for the instructional design, implementation, administration, and maintenance of the Maryland State Department of Education's (MSDE) statewide Learning Management System application.



**Qualifications:**

**Education:**

Walden University (Bonita Springs, Florida) Present – Ph.D. Candidate for Management Information Systems.

Georgetown University (Washington, D.C.) 1997 – Master’s Degree in Public Policy/International Affairs.

George Mason University (Fairfax, Virginia) 1990 – Bachelor of Arts in Foreign Languages.

University of Maryland (College Park, Maryland) 2009 – Completed 6 credits in Distance Learning.

**Experience:**

AP Ventures (Columbia, Maryland)

2011 – Present: IT Consultant, Senior Portal Developer, MSDE

District of Columbia Courts (Washington, D.C.)

2011 – 2011: IT Consultant, Moodle/Captivate

Clarity Consultants (Campbell, California)

2011 – 2011: Instructional Designer, Blackboard

Booz Allen Hamilton (Hanover, Maryland)

2010 – 2011: Associate, SharePoint Developer

Devry University (Oakbridge Terrace, Illinois)

2003 – 2013: Adjunct Online Professor

ai-Solutions, Inc. (Lanham, Maryland)

2008 – 2010: Project Engineer

Computer Science Corporation (Lanham, Maryland)

2007 – 2008: Infrastructure Test/Deployment Test Manager

National Foreign Language Center, University of Maryland (College Park, Maryland)

2006 – 2007: IT Planning Manager

SiloSmashers (Vienna, Virginia)

2004 – 2006: Senior Consultant

Xscion (McLean, Virginia)

2003 – 2004: Senior IT Consultant

INTARSYS, Inc. (Miami, Florida)

2001 – 2003: Project Manager/Analyst

Veridian (Fairfax, Virginia)

1991 – 2001: Senior Consultant

**Employment Status**

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE April 22, 2013 BOARD MEETING**

**I. Appointments Grade 19 and above:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Abrams, James C.	Human Resources Administrator II, Chief of Employee Relations	19	Office of Human Resources	TBD
Bossi, David B.	Information Technology Director III, Operations Manager	22	Office of Information Technology	TBD
Daley, Michelle E.	Education Program Specialist II, Comprehensive Planning Specialist	22	Student, Family, and School Support	TBD
Neill, Christy G.	Program Manager Senior I, MSDE Grant Program Initiatives	23	Office of the State Superintendent	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				

**III. Other Actions:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** James C. Abrams  
**Position:** Human Resources Administrator II, Chief of Employee Relations  
**Division:** Office of Human Resources  
**Salary Grade:** State Salary Grade 19  
Annual Salary Range: \$52,150 - \$83,726  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Bachelor's degree from an accredited college or university. A Master's degree or coursework in Human Resources, Business/Public Administration, or a related area, and/or PHR or SPHR certification is desirable.

**EXPERIENCE:** Four years of professional human resource experience that includes employee relations, policy formulation, employee recruitment and selection, job design/position classification, or other human resources related area. Experience supervising staff and experience working in a public sector human resources environment, preferably within a Maryland State agency, is highly desirable.

**DESCRIPTION:** This position reports to the Director for the Office of Human Resources in support of the overall mission of the agency and the implementation of effective human resources services and strategies. This is a professional position serving as the Chief of the Employee Relations Section responsible for providing effective human resources strategies and services in a fair and equitable manner; supervising assigned staff and managing activities associated with resolving employee and labor relations issues and providing quality employment services related to personnel transactions and timekeeping, leave management, FMLA, and administering health, retirement benefits and the performance management program.

**Qualifications:**

**Education:**

St. Mary's College of Maryland (St. Mary's City, Maryland) 1996 – Bachelor of Arts in Economics.

**Experience:**

Johns Hopkins Health System (Baltimore, Maryland)

2008 – Present: Human Resources Consultant

University of Maryland Baltimore (Baltimore, Maryland)

2005 – 2008: Employee Relations Specialist

Morgan State University (Baltimore, Maryland)

2004 – 2005: Employment Manager

St. Elizabeth Rehabilitation and Nursing Center (Baltimore, Maryland)

2002 – 2004: Human Resources Supervisor

Baltimore Gas and Electric Company (Baltimore, Maryland)

2000 – 2002: Human Resources Representative

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** David B. Bossi  
**Position:** Information Technology Director III, Operations Manager  
**Division:** Office of Information Technology  
**Salary Grade:** State Salary Grade 22  
Annual Salary Range: \$63,341 - \$101,708  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university in Computer Information Technology, Computer Science, Management Information Systems, or other information technology-related field. Additional Certifications such as Information Systems Security Professional (CISSP) preferred.

**EXPERIENCE:** Five year(s) of experience in information technology projects as a leader for deadline driven visible projects with two (2) years of the required experience including direct supervision of other professional employees. Experience in designing, creating and maintaining systems, policies, procedures and standards. Project management and Oracle experience is desired.

**DESCRIPTION:** This is professional management position, serving as the Operations Manager, responsible for specialized work to oversee the development, design, maintenance, operation, and support of the technology requirements and components of Race to the Top (RTTT) systems, and other Maryland State Department of Education (MSDE) systems and objectives.



**Qualifications:**

**Education:**

University of Maryland University College (Adelphi, Maryland) 2003 – Master's of Business Administration.

University of Baltimore (Baltimore, Maryland) 1997 – Bachelor's of Science in Business Management and Communications Information Technology.

**Experience:**

The WASAHAD Group (Wilmington, Delaware)

2013 – Present: Partner/Consultant

Information Technology and Business Management Consulting (Baltimore, Maryland)

2009 – 2013: Executive Information Technology and Business Management Consultant

Adecco Group North America (Melville, New York)

2005 – 2008: Vice President of Information Technology and Service Delivery

Ajilon Consulting North America (Towson, Maryland)

2000 – 2004: Vice President of Information Systems and Technology

1997 – 1999: Director of Information Technology

Electronic Data Systems (Plano, Texas)

1993 – 1997: Project Manager and Advanced Systems Engineer

1984 – 1993: Systems Engineer, Business Analyst, and Operations Manager

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Michelle E. Daley  
**Position:** Education Program Specialist II  
Comprehensive Planning Specialist  
**Division:** Student, Family, and School Support  
**Salary Grade:** State Salary Grade 22  
Annual Salary Range: \$63,341 - \$101,708  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or equivalent 36 credit hours of post-baccalaureate coursework in Education, Education Policy, or a related field.

**EXPERIENCE:** Five years of administrative or teaching experience in or affiliated with an educational program, including two years experience coordinating or administering an education program. Experience coordinating strategic planning for a local school system or educational organization and experience interpreting, implementing, and communicating education policies and procedures is preferred.

**DESCRIPTION:**

This is a professional position responsible for providing leadership and support to Maryland's Bridge to Excellence in Public Schools Program by providing technical assistance to local school systems in the development and implementation of local comprehensive Master Plans and assisting in the coordination, review and approval of comprehensive master plans.

**Qualifications:**

**Education:**

Morgan State University (Baltimore, Maryland) Expected 2015 – Doctor of Education in Urban Educational Leadership; 1992 – Bachelor's Degree in Telecommunication.

Coppin State University (Baltimore, Maryland) 2006 – Master's Degree in Adult and General Education; 1998 – Master's Degree in Special Education.

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2007 – Present: Education Program Specialist, Team Lead State Personnel Development Grant

2006 – 2007: Education Program Specialist, Special Education/Professional Development

Bowie State University (Bowie, Maryland)

2009 – 2010: Adjunct College Professor

Baltimore City Public Schools (Baltimore, Maryland)

2005 – 2006: Special Educator, Calverton Community Academy

2003 – 2005: Maryland School Assessment Coordinator, Brehms Lane Elementary School

Sylvan Partnership (Baltimore, Maryland)

2003 – 2005: Education Administrator

Howard County Public Schools (Ellicott City, Maryland)

2001 – 2003: Transition Specialist, Homewood Alternate School

2001 – 2001: Co-Administrator/Lead Teacher, Homewood Alternate School

2000 – 2003: Special Educator, Homewood Alternate School

The Children's Guild (Baltimore, Maryland)

1997 – 2000: Cooperative Education Coordinator

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Christy G. Neill  
**Position:** Program Manager Senior I - MSDE Grant Program Initiatives  
**Division:** Office of the State Superintendent  
**Salary Grade:** State Salary Grade 23  
Annual Salary Range: \$67,606 - \$108,557  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or 36 post baccalaureate credit hours of coursework in Education, Public Administration or a related field.

**EXPERIENCE:** Five years of administrative and/or management experience in an education or related program that is inclusive of grant administration, writing and management.

**DESCRIPTION:**

This is a professional position serving as the Maryland State Department of Education (MSDE) Grant Initiatives Manager responsible for providing expertise in designing, developing, and managing major grant program initiatives and for coordinating the pursuit, acquisition, and management of external funds from public and private sources.

**Qualifications:**

**Education:**

Eastern New Mexico University (Portales, New Mexico) 2009 – Master of Education in Professional and Technical Education, Pedagogy and Learning; 2007 – Bachelor of Science in Sociology and Psychology.

**Experience:**

New Mexico Institute of Mining and Technology (Socorro, New Mexico)

2011 – Present: Director of Strategic Planning and Resource Development, Academic Affairs

2010 – Present: Director of Academic Affairs, Special Projects

2010 – 2010: Coordinator, Center for Graduate Studies

2004 – Present: Director, Title V PPOHA

The Advisor, LLC (Albuquerque, New Mexico)

2009 – Present: Owner, Consulting, Training, and Development

Eastern New Mexico University - Ruidoso (Ruidoso, New Mexico)

2007 – 2008: Outreach Coordinator/Student Advisor

Eastern New Mexico University - Roswell (Roswell, New Mexico)

2000 – 2007: Assistant, Administration and Finance – Administrative Assistant, VPAA and Adjunct Instructor

**Employment Status**

New Hire



**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE APRIL 22, 2013 BOARD MEETING**

**I. Appointments Grade 19 and above:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Abrams, James C.	Human Resources Administrator II, Chief of Employee Relations	19	Office of Human Resources	TBD
Bossi, David B.	Information Technology Director III, Operations Manager	22	Office of Information Technology	TBD
Daley, Michelle E.	Education Program Specialist II, Comprehensive Planning Specialist	22	Student, Family, and School Support	TBD
Neill, Christy G.	Program Manager Senior I, MSDE Grant Program Initiatives	23	Office of the State Superintendent	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				

**III. Other Actions:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				



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State Superintendent of Schools

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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** James C. Abrams  
**Position:** Human Resources Administrator II, Chief of Employee Relations  
**Division:** Office of Human Resources  
**Salary Grade:** State Salary Grade 19  
Annual Salary Range: \$52,150 - \$83,726  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Bachelor's degree from an accredited college or university. A Master's degree or coursework in Human Resources, Business/Public Administration, or a related area, and/or PHR or SPHR certification is desirable.

**EXPERIENCE:** Four years of professional human resource experience that includes employee relations, policy formulation, employee recruitment and selection, job design/position classification, or other human resources related area. Experience supervising staff and experience working in a public sector human resources environment, preferably within a Maryland State agency, is highly desirable.

**DESCRIPTION:** This position reports to the Director for the Office of Human Resources in support of the overall mission of the agency and the implementation of effective human resources services and strategies. This is a professional position serving as the Chief of the Employee Relations Section responsible for providing effective human resources strategies and services in a fair and equitable manner; supervising assigned staff and managing activities associated with resolving employee and labor relations issues and providing quality employment services related to personnel transactions and timekeeping, leave management, FMLA, and administering health, retirement benefits and the performance management program.

James C. Abrams  
Page Two

**Qualifications:**

**Education:**

St. Mary's College of Maryland (St. Mary's City, Maryland) 1996 -- Bachelor of Arts in Economics.

**Experience:**

Johns Hopkins Health System (Baltimore, Maryland)

2008 -- Present: Human Resources Consultant

University of Maryland Baltimore (Baltimore, Maryland)

2005 -- 2008: Employee Relations Specialist

Morgan State University (Baltimore, Maryland)

2004 -- 2005: Employment Manager

St. Elizabeth Rehabilitation and Nursing Center (Baltimore, Maryland)

2002 -- 2004: Human Resources Supervisor

Baltimore Gas and Electric Company (Baltimore, Maryland)

2000 -- 2002: Human Resources Representative

**Employment Status**

New Hire



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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** David B. Bossi  
**Position:** Information Technology Director III, Operations Manager  
**Division:** Office of Information Technology  
**Salary Grade:** State Salary Grade 22  
Annual Salary Range: \$63,341 - \$101,708  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university in Computer Information Technology, Computer Science, Management Information Systems, or other information technology-related field. Additional Certifications such as Information Systems Security Professional (CISSP) preferred.

**EXPERIENCE:** Five year(s) of experience in information technology projects as a leader for deadline driven visible projects with two (2) years of the required experience including direct supervision of other professional employees. Experience in designing, creating and maintaining systems, policies, procedures and standards. Project management and Oracle experience is desired.

**DESCRIPTION:** This is professional management position, serving as the Operations Manager, responsible for specialized work to oversee the development, design, maintenance, operation, and support of the technology requirements and components of Race to the Top (RTTT) systems, and other Maryland State Department of Education (MSDE) systems and objectives.

David B. Bossi  
Page Two

**Qualifications:**

**Education:**

University of Maryland University College (Adelphi, Maryland) 2003 – Master's of Business Administration.

University of Baltimore (Baltimore, Maryland) 1997 – Bachelor's of Science in Business Management and Communications Information Technology.

**Experience:**

The WASAHAD Group (Wilmington, Delaware)

2013 – Present: Partner/Consultant

Information Technology and Business Management Consulting (Baltimore, Maryland)

2009 – 2013: Executive Information Technology and Business Management Consultant

Adecco Group North America (Melville, New York)

2005 – 2008: Vice President of Information Technology and Service Delivery

Ajilon Consulting North America (Towson, Maryland)

2000 – 2004: Vice President of Information Systems and Technology

1997 – 1999: Director of Information Technology

Electronic Data Systems (Plano, Texas)

1993 – 1997: Project Manager and Advanced Systems Engineer

1984 – 1993: Systems Engineer, Business Analyst, and Operations Manager

**Employment Status**

New Hire





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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Michelle B. Daley  
**Position:** Education Program Specialist II  
Comprehensive Planning Specialist  
**Division:** Student, Family, and School Support  
**Salary Grade:** State Salary Grade 22  
Annual Salary Range: \$63,341 - \$101,708  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or equivalent 36 credit hours of post-baccalaureate coursework in Education, Education Policy, or a related field.

**EXPERIENCE:** Five years of administrative or teaching experience in or affiliated with and educational program, including two years experience coordinating or administering an education program. Experience coordinating strategic planning for a local school system or educational organization and experience interpreting, implementing, and communicating education policies and procedures is preferred.

**DESCRIPTION:**

This is a professional position responsible for providing leadership and support to Maryland's Bridge to Excellence in Public Schools Program by providing technical assistance to local school systems in the development and implementation of local comprehensive Master Plans and assisting in the coordination, review and approval of comprehensive master plans.

**Qualifications:**

**Education:**

Morgan State University (Baltimore, Maryland) Expected 2015 – Doctor of Education in Urban Educational Leadership; 1992 – Bachelor's Degree in Telecommunication.

Coppin State University (Baltimore, Maryland) 2006 – Master's Degree in Adult and General Education; 1998 – Master's Degree in Special Education.

**Experience:**

**Maryland State Department of Education (Baltimore, Maryland)**

2007 – Present: Education Program Specialist, Team Lead State Personnel Development Grant

2006 – 2007: Education Program Specialist, Special Education/Professional Development

**Bowie State University (Bowie, Maryland)**

2009 – 2010: Adjunct College Professor

**Baltimore City Public Schools (Baltimore, Maryland)**

2005 – 2006: Special Educator, Calverton Community Academy

2003 – 2005: Maryland School Assessment Coordinator, Brehms Lane Elementary School

**Sylvan Partnership (Baltimore, Maryland)**

2003 – 2005: Education Administrator

**Howard County Public Schools (Ellicott City, Maryland)**

2001 – 2003: Transition Specialist, Homewood Alternate School

2001 – 2001: Co-Administrator/Lead Teacher, Homewood Alternate School

2000 – 2003: Special Educator, Homewood Alternate School

**The Children's Guild (Baltimore, Maryland)**

1997 – 2000: Cooperative Education Coordinator

**Employment Status**

New Hire



Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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April 22, 2014

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Christy G. Neill  
**Position:** Program Manager Senior I - MSDE Grant Program Initiatives  
**Division:** Office of the State Superintendent  
**Salary Grade:** State Salary Grade 23  
Annual Salary Range: \$67,606 - \$108,557  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** A Master's Degree or 36 post baccalaureate credit hours of coursework in Education, Public Administration or a related field.

**EXPERIENCE:** Five years of administrative and/or management experience in an education or related program that is inclusive of grant administration, writing and management.

**DESCRIPTION:**

This is a professional position serving as the Maryland State Department of Education (MSDE) Grant Initiatives Manager responsible for providing expertise in designing, developing, and managing major grant program initiatives and for coordinating the pursuit, acquisition, and management of external funds from public and private sources.

**Qualifications:**

**Education:**

Eastern New Mexico University (Portales, New Mexico) 2009 – Master of Education in Professional and Technical Education, Pedagogy and Learning; 2007 – Bachelor of Science in Sociology and Psychology.

**Experience:**

New Mexico Institute of Mining and Technology (Socorro, New Mexico)

2011 – Present: Director of Strategic Planning and Resource Development, Academic Affairs

2010 – Present: Director of Academic Affairs, Special Projects

2010 – 2010: Coordinator, Center for Graduate Studies

2004 – Present: Director, Title V PPOHA

The Advisor, LLC (Albuquerque, New Mexico)

2009 – Present: Owner, Consulting, Training, and Development

Eastern New Mexico University - Ruidoso (Ruidoso, New Mexico)

2007 – 2008: Outreach Coordinator/Student Advisor

Eastern New Mexico University - Roswell (Roswell, New Mexico)

2000 – 2007: Assistant, Administration and Finance – Administrative Assistant, VPAA and Adjunct Instructor

**Employment Status**

New Hire