

**Open Work Session
March 21, 2017
Board of Education**

Dr. Donna C. Hanlin, Superintendent of Schools handed out the Report to the Community to County Council. Dr. Hanlin said the first item they have on the agenda is the Transportation Update. She said she knows that Councilmembers have over time asked questions specifically about how they award bus contracts. She said Mr. Hughes, Director of Transportation, is with them and will provide some information for Council that will give them a little better idea about how they make those decisions, trying to find a balance between supporting our local bus contractors and also being fiscally responsible. Mr. Hughes said he is going to give Council an aerial view of what they are doing in Transportation as it relates to operations. Dr. Hanlin said there was a concern where they stood in contractor versus county owned operation. Mr. Hughes said he provided a packet of information to Council in their packet and the last page of the packet provides a visual of how they stand within the County. He said of the 160 buses that they have operating in the County currently, 85% of that fleet is owned and operated by independent contractors around the County. He said the remaining 15%, 11% being routed school buses are owned and operated by the County, and then 4% of the fleet which represents about six spares are used for backups, field trips and things like that, again owned and operated by the County. The very first phase is a timeline of how the dynamics of contractor and County owned operations have changed since 2012. He said in 2013 they were thrust into owning and operating their first school bus contracts and school bus routes in this County. That was as a result of the Office of Legislative Auditors (OLA) who came down and made some recommendations. The Superintendent at the time took those recommendations, and they started out with two contracts. Since then, they have had several contractors surrender their contracts, a few were terminated, and one passed away. Back in 2012 they had 73 contractors. He said as they sit here today, they have 50 contractors. He said they lost 23 independent contractors over that course of time. Mr. Joe Holloway asked what were the suggestions from the Legislative Services Office. Mr. Hughes said the recommendation of the Legislative Services Auditors back in 2012 was the same recommendation they gave to a contractor operated school district around the State, and that is you need to evaluate the feasibility of a County owned and operated operation. He said that is a recommendation they put forth not only to this County, but to any County or school district around the State. He said that recommendation is pretty standard. Mr. Hughes said during that legislative audit they discovered that there were some fraudulent behaviors going on with one particular contractor, and the Superintendent at the time, heeded the recommendation of the Office of Legislative Auditors (OLA), and they assumed at least two of those particular contractors.

Mr. Cannon asked if the GPS units did not match their logs. Mr. Hughes said back in 2012 they were not fully implemented with GPS. They had purchased GPS and because of some concerns with contractors, they had not fully implemented all of the GPS systems. He said those GPS units stayed in the closet for about a year and a half. It was not until 2013 that the Board Superintendent decided that they were going to go full steam ahead with the GPS, and they changed the contract to incorporate GPS. They then installed those GPS units on all the school buses, and they currently have a

procedure in place. If there is a discrepancy in time and mileage manifest, they compare that to the GPS and the GPS overrules the time and mileage manifest. Mr. Dodd asked if the mini vans have GPS too, to which Mr. Hughes answered, yes, that is correct. Mr. Dodd said Mr. Hughes mentioned a discrepancy. He then asked is there anything that flags you to check it, to which Mr. Hughes responded, no, time and mileage reports are submitted three times a year, September 15; January 15; and April 15th. Mr. Hughes said many of them do not change drastically, but there are some changes. They have a policy in place that if the manifest increases or decreases by a quarter of an hour or four miles, the contractor is to submit a new manifest. He said that happens sometimes, sometimes it does not. They check those when a manifest in time and mileage report is submitted, and it is checked by GPS. Mr. Dodd asked if they also check to see if someone is driving too fast on their route, to which Mr. Hughes responded, they get those kinds of alarms as well. Typically, if that is the case, they contact the contractor and the contractor consults with their driver.

Mr. Hughes said one thing asked was the operating cost of their County owned operations. He said he went back and looked at what repairs, and how much it cost to operate 15% of their fleet. He said the pie chart shows how much it costs them to operate their buses. Mr. Hughes said the numbers that are in this particular data set are actually exact, as they went as recent as, Friday, March 17th. In operating the school bus, there are only two components, the vehicle itself and the human resource to drive that piece of equipment. For a minimum route, all of their contractors are guaranteed a minimum of 4.25 hours and 55 miles. He said typically they have those most of the time in the corporate limits of the City Salisbury, maybe up in the Delmarva area, but typically they have less than a dozen of those routes still out in the contractor world. Mr. Hughes continued, he said looking at a minimum route, the first column is a contractor with a brand new bus with no air conditioning. The second column is a contractor with an air conditioned bus. He said up to the right, the purple is how much the County can operate that same route for. He said looking from columns one through six total vehicle costs again is that piece of equipment. He said they have been fortunate as a County that they have been able to purchase the majority of their fleet using budget realignments, savings from cost avoidances, and things like that. He said that factor of 62/66/67 really is a non-issue for them because the majority of their school buses, they have been able to purchase out-right, pay cash for. He said he thought they did finance at least two and a half of those school buses that they currently have. Mr. Hughes said looking at the vehicle operation, that is current data. He was surprised himself when he ran the numbers and had it verified by their finance department. They currently can operate a school bus using the maintenance rate of thirty cents a mile. Mr. Davis asked why is that, to which Mr. Hughes said they attribute that to the majority of their buses are brand new. He said any big repairs are covered under warranty. Mr. Davis clarified that a contractor, when they get a new bus, he is operating under the same thing, because he is under warranty too. Mr. Hughes said they pay this year .834 a mile, but they are operating that same bus, same route for 30 cents a mile. He said that is based off of oil changes, bus washes, tire rotations, anything that cost them any money for that school bus is what is incorporated in that maintenance rate. Mr. Joe Holloway said you still have to buy buses, taxpayers are buying buses, you do not have that in the column. Mr. Hughes said that is the depreciation of \$94,000 over a 15-year period. Mr. Joe Holloway clarified, you can operate the bus for \$6,900 where it cost a

contractor \$20,000. Mr. Hughes said that is what they are reimbursing the contractor for. Dr. Townsend said every year for the life of the bus they pay the contractor \$18,585. Mr. Dodd said it cost \$20,000 for the contractor, and the County can do it at the Board of Education for \$7,000. Mr. Hughes said, they pay a contractor the full PDA for the life of the bus. This means when a contractor buys a bus, if they bought a bus today and put it in service, and with air conditioning, they would reimburse that contractor \$18,525 times 15 years. That equates to \$277,000 and some change, almost \$270,000 over the life of the bus. Mr. Dodd said it costs three times as much. Mr. Davis said \$18,000, the contractor is getting the first year, that is the bus payment. The contractor has to subtract from that to make the bus payment until the bus is paid off. He said after that five years he has to recoup that loss, so he has to take from his hourly rate to make that bus payment. Mr. Hughes said that is something the Office of Legislative Auditors pinned them for, not only them but other school districts around the State, when you have a contractor operation. Mr. Dodd said looking at this on paper it looks like it makes more sense for the Board of Education to do all of the bus routes. Mr. Hughes said it might make fiscal sense. They have been very adamant in their direction that they want to keep school bus contractors as a fabric of the school system. Mr. Dodd said he understands. He is just pointing that out, but he thinks Mr. Davis would have a better view of it than he does. Mr. Davis said if you look at the maintenance, say this contractor is getting \$48,000 a year regardless of what his maintenance is, that is all he is going to get from the Board. A contractor is not going to let a bus sit, that he does not have money for. That is the maintenance factor that they do not have in there and that is part of it. The audit is one-sided, as the audit does not look into the maintenance and what they have to do as a contractor. Mr. Hughes said they have not hired a mechanic, so when their bus tears up they go to the same shops that their contractors go to, J.G. Parks, Penn International, I.G. Burton, or wherever. They pay the same \$110.00 shop rate that their contractors do. He just simply looked at the numbers, took the numbers, put them on paper, and added and divided, and they came up with thirty cents a mile. Mr. Dodd asked if they had a program for that to figure this out, or you are doing it by hand. Mr. Hughes said when they get an invoice for repair, they put it into a spreadsheet and log that expense, per bus. Mr. Dodd said he did not know if they had a purchase program that they can buy to calculate their costs for them, to which Mr. Hughes, responded, no, they are still doing it bare boned. Mr. Cannon clarified that \$18,585 includes the PDA, to which Mr. Hughes said, that is a per vehicle allotment. He said that is a reimbursement for the contractor for the initial investment of making the purchase of the school bus. Dr. Townsend said and again for every year for 15 years. Mr. Cannon clarified that over a period of 15 years, the Board of Education pays about \$300,00, to which Mr. Hughes responded, \$277,685. Dr. Townsend said the cost of the bus is about \$100,000. Mr. Cannon said he guesses the PDA is a complicated formula. Mr. Hughes said it was a formula that was approved and sent down by the Maryland State Department of Education. He said it factors in the sales tax, as well as a 9 point some percent of return on the investment. He said he thinks it is like 16.67% over the cost of the bus, is how they get a PDA. Mr. Cannon said that is what everyone is having trouble with. They are seeing \$16,000 over here and \$18,000 over there, and they are asking what is causing that discrepancy. He said it cannot be the cost of the vehicle because it is the same vehicle. Mr. Hughes said they pay the PDA over the life of the bus. Mr. Cannon said he understands they have to, but he does not think everyone understands what it entails. Mr. Hughes said the ROI, the Return on

Investment, which is about 9% is factored in. He said that is a formula that was approved and adopted and passed down many years ago by the State Department of Education. He said the only thing they have done, is they went from a 10 year bus to a 12 year bus, to now a 15 year bus. Dr. Townsend said obviously to the advantage of the contractor, they are paying them that money year after year. Mr. Cannon clarified the Board of Education is paying them an ROI, and at the same time still paying them hourly, to which Mr. Hughes responded, yes, that is correct. Dr. Townsend also said, yes. Mr. Hughes said it is pretty much the only job, some would say, that they purchase the vehicle, and they then pay you to drive this vehicle as well as maintain that vehicle. Mr. Cannon added and guarantee a return and contract salary, He then asked if that was nine percent to which Mr. Hughes responded, yes, nine percent. Dr. Townsend said the sheet in the packet shows a minimum route. Mr. Hughes said this sheet is for a minimum route and if you look at the annual savings, the cost difference is about \$9,100 for a bus without air conditioning, and for a bus with air conditioning, about \$11,000, over the course of the bus, the total life, 15 years of that bus. Mr. Hughes continued, he said the average contract in the County is about five hours at 80 miles. He said, they did the same calculation, the only difference is that the annual difference of operating costs for that bus is about \$12,000 for a bus without air conditioning, and about \$16,500 for a bus with air conditioning. He said the numbers are the numbers, and certainly, he understands what Mr. Dodd is saying, but he strongly believes, as Director of Transportation, there is a value to having school bus contractors. He said he is not a proponent for the Board of Education assuming all of the bus runs. He said there are certain parts of this County, such as Willards that just would not be feasible to have buses sitting in Salisbury going to pick up children. He said he thinks there is a value for having school bus contractors as a part of their educational system. Mr. Dodd said it did not matter where the bus was sitting, it is still going to be the same mileage. Mr. Hughes said, those who are fiscally conservative would look at this and wonder why they are only 15% of their total fleet. Dr. Kathy Townsend said they are trying to hire contractors that are closest to their route.

Mr. Davis asked what is the stipend, to which Mr. Hughes responded, the stipend is something they provide their County employed drivers, and they did this because they realized about a year and a half ago over the Christmas break, the drivers who were off for two weeks due to schools being closed for the holidays, that when they attempted to apply for unemployment, they were denied. They found out that if you are an employee of a school system, you are ineligible to draw unemployment. They are ineligible to draw unemployment during the Christmas break, as well as during the summer months, because they get a check from the Board of Education. He said if that same driver drove for one of their contractors, they could draw unemployment during those periods of time. He said in order to be able to recruit and retain the workforce that they need to drive these buses, they went to the Superintendent, and he embraced them providing a stipend, one being \$3,000 a benefit stipend to offset these times when their employees are ineligible to draw unemployment because they work for the school system. They also provide a \$1,000 stipend where drivers can get \$500 per semester, if they do not miss more than two days of driving. If they do not miss more than two days, they are eligible for the stipend. If they miss one and a half days, they get a \$500 check in February, and then another \$500 check in June. Mr. Joe Holloway asked if that is a bonus for showing up to work. Mr. Hughes said a stipend, he

said even with the stipend he encourages them to look at the bottom number, as they are still under what they are reimbursing contractors. He said if you look at line #21 that stipend is included. Mr. Hughes said there is a nationwide shortage on bus drivers. He said they are fortunate that they have not experienced that shortage in this County yet. Mr. Joe Holloway then asked if they did that for other employees, that work in the cafeteria, those weeks at Christmas, do you give them a stipend also. Dr. Townsend said, no, they spread their pay out across the year, 24 pays. Mr. Joe Holloway clarified the cafeteria workers do not get paid for working those two weeks. Dr. Townsend said they get paid for working a certain number of days. Their contract is that they work 182 days. Mr. Hughes said their drivers only get paid if they work. He said if they do not work they do not get paid. Mr. Joe Holloway said, they get a bonus if they do work. Mr. Hughes said Mr. Joe Holloway says bonus, he says stipend. He said again, before he went to Dr. Townsend to do this, he polled or surveyed some of their contractors. Their contractors, in their effort to retain and recruit drivers to drive their buses, they have contractors who during those same weeks, or if there is a short week like a Spring break, or they only go to school for three days, they pay their drivers for a full week. They have some other type of incentive. Dr. Townsend said, some do. Mr. Hughes said some type of incentive to keep drivers driving their school buses. The Board of Education only pays drivers if they work. Mr. Davis said they have to pay that out of the \$19.61, you are also paying them \$16.90 an hour, plus you are giving them a \$4,000 bonus. Out of that \$19.61, he has to pay taxes, workers compensation for his drivers. Mr. Hughes said that is part of that 20% in line 26, that 20% is their workman's comp, all that kind of stuff. Mr. Davis said it is not coming out of that \$16.90 that you are paying your drivers an hourly rate, that is a separate line. Mr. Hughes said in your \$19.61 it includes 23% fringe factors, line 23. Your \$19.61 that they reimburse contractors for, it includes a 23% fringe factor so that you can take those administrative costs out of your reimbursement. Mr. Davis said he did not know that. He is glad that they are finding that out. Mr. Hughes said if you look at line 30, that fringe percentage is needed to support at least the \$15.00 that most contractors reimburse their drivers. Dr. Townsend said if you are interested, the 23 buses that were listed on the pie chart, they also gave Council a sheet that said what they are actually doing. Some are minimum routes, some are special education routes, some are spare buses, and some are handicapped accessible and some are not. Mr. Dodd said he is hearing that some of the teams cannot bring all of their players because there is no room on the buses. Mr. Hughes said they have a maximum capacity on their school buses. Some of the teams, like the football teams, when you are getting on the bus with shoulder pads and all of the accessory equipment becomes an issue. He said there are some schools, some of the larger schools with larger teams they request two buses. They always have to keep safety in mind. With track and field, they cannot have the back door blocked in the event there is an emergency. Mr. Dodd clarified that some games the children have to stay back, to which Mr. Hughes responded, or the school has to order another bus. The vans are busy transporting the students. He has five vans every day. Mr. Hughes said as long as the Athletic Director requests two buses, they make sure they provide them with that additional resource. Dr. Townsend said the vans are typically used to transport the students. Mr. Cannon said, based on the first page, it says School Year 2016-17, there were 53 contractors, to which Mr. Hughes responded, yes. Mr. Cannon said the chart says there are 111 contractors. Mr. Hughes clarified, buses, the chart reflects buses, some of the contractors have multiple buses. Dr. Townsend said they have 50 contractors and 160

buses. Mr. Hughes said on July 1st, they had 53 contractors. Since July 1st, three contractors have surrendered their contracts. Mr. Cannon said the trend is every year you are losing more and more contractors. Mr. Joe Holloway asked if they have people that want contracts. Mr. Hughes said they just had three interviews for open contracts, and of that pool, they had a very shallow pool, they had four existing contractors, Mr. Davis being one, came in to be interviewed for an additional school bus contract. Mr. Cannon said this is very detailed, and Council appreciates Mr. Hughes putting this information together.

Mr. Cannon said he noticed on their website an \$80,000 modification for Mardela Track, and he thought it was an extremely high number. He said he was curious and since the Board of Education was coming in within a couple of days, he put it on the agenda for discussion. He said there also was a modification for West Salisbury, but it was to a much lesser degree, and maybe some of it is consequential, but he did not remember what the amount was. Ms. Ashby said for the West Salisbury change modification it involved acceptance of Alternate No. 11, which was for automatic temperature controls. She said they also use that for their Energy Management System. This resulted in an added \$41,000, and on the other side there was a cost reduction to a previously accepted Alternate No. 7 for facilities maintenance database, so it resulted in an overall deduct for \$30,000, so the total contract modification was for \$11,000. Mr. Cannon said he remembered it being minimal. He said he thought that the Mardela Track was a bit more. Ms. Ashby said soils are complicated entities, and it is requiring the purchase of some additional sand to make sure the field is going to properly drain. She said they are talking about an 18" undercut currently, as well as modifications to the topsoil so that the sod will take. She said there are modifications to the subbase layer, the root zone layer, as well as the topsoil layer, to make sure that field is going to drain. The contractor reached out to several different supply people, and that was the best price they were able to get. They are verifying all tickets that are coming on site to make sure, and that is not even all of just the sand, that is mixing the sand with the original soil. They engineered with what the original recommendation was from the geotechnical engineer. Mr. Cannon asked if they do not take those things into consideration to make sure they are quite aware of what those soil types are, to which Ms. Ashby responded that the existing soils for the most part appear to be draining fine. She said when they go into it, what they learned is it is actually the roots of the grass that are assisting those soils in draining. She said once you disturb those soils, if you did not make modifications by adding additional sand, the sod will not take properly. This is a very tight schedule. She said they are trying to accomplish this so that the field is ready to play on at the beginning of the Fall sports season, which is why they integrated the use of the Bermuda sod into the base bid instead of an alternate. Mr. Cannon asked what the original contract was on the Mardela track, to which Ms. Ashby said it was not a contract at that point. She said the original budget request was for \$742,000, which was just for a track. Mr. Hall asked if they were engineering design errors, to which Ms. Ashby responded that she would not say it was a design error, it was more like an undiscovered condition. Mr. Hall said it is a mystery. Ms. Ashby said it is like when you open an existing wall, and you discover there is asbestos coated on a pipe, you could not predict that situation. You have to address the asbestos when you discover it. Mr. Hall asked if the engineers do any pre-research on this type of thing, to which Ms. Ashby responded, they do. They made certain assumptions based upon what the existing

drainage was happening. She said select fill, and when they really got into it they realized it was not going to be acceptable for that particular drainage situation. Mr. Cannon said that is over a 10% cost increase on the contract. Ms. Ashby said the track budget is \$1.5 million, which is the contract. Mr. Cannon said then it is a 5% increase. Mr. Cannon said he has never been a fan of that. He remembers they had the same problem with the connector where they were putting a road in, and they found out there was a dump right exactly where they were going to lay the road. Ms. Ashby said they can do borings in as many locations as possible, but you just cannot hit and discover everything that you are possibly going to get into when you are digging that far into the ground. Mr. Cannon said he thinks this is worthy of review. There is always an explanation for it, no discredit to anybody. Ms. Ashby said they have been reviewed by both the School Building Commission and the Board, and they do have civil engineers sitting on the School Board Commission as well.

Mr. Davis asked about the lights at Bennett at the tennis court, compared to what is at the football field. He asked why did they put the stadium lights on that tennis court. Why did they not put lights on the football field? Ms. Ashby said that was not an accepted alternate at the time of the contract award for James M. Bennett. She said she was not here at that time, but it was not part of the scope of work. Mr. Davis said since they put the lights at the tennis court, do they plan on playing tennis at night. Ms. Ashby said that was part of Phase I, she would have to go back and check. Mr. Davis said he understood that as nice as the track is at Bennett, they cannot have regional states there because it might go into the late hours, and they do not have the lights. Ms. Ashby said, yes, that is correct. Dr. Townsend said, it is extremely expensive and that was part of the reason the lights were not put in at Bennett from the original design. Mr. Davis asked why would they put them at the tennis court when they do not play tennis at night. He said to him they look like they are stadium like lights that could light that field up easily. He asked why would they put them at a tennis court and not use them at night, when they could have just as easily put them at the football field, for the track, as they could have had the regionals and so forth. Ms. Ashby said she would have to go back and look at the contract approval for the original Phase I that was done back in 2000.

Dr. Hanlin referred to the agenda and asked for an update on the Nominating Committee. Mr. Cannon said from Council's standpoint they have approved all of the appointments today. He said the Resolutions have been passed.

Dr. Hanlin said the last item on the agenda are two invitations. They are opportunities for Council to learn a little bit more about the work that they are doing in the school system. The first is on April 4th at 7:30 a.m. She said they have a Board work session where some of their staff will be presenting Kindergarten readiness assessment data. She said she believes they have touched on this briefly when they have been before Council before. A very important topic about an assessment that they give to their kindergarten students that really is a reflection on the whole community in terms of where the children are coming into kindergarten. She said a conversation that needs to be community wide, so they invite Council to that work session to hear the information. Dr. Hanlin said, the second item is on April 10th at 9:15 a.m. they are doing a demonstration on the importance of Technology and Instruction at Fruitland

Intermediate. She said board members are hoping that Council joins them. She said she knows they have seen their budget. There are some requests in the budget for some technology that they see as integral to their instructional program, so they invite Council to come and join them at that demonstration on April 10th.


Mr. Joe Holloway asked how they distribute the information on scholarships in the high schools to the students. Ms. Kim Miles came before Council. Mr. Joe Holloway said there has been some incidences in the past few weeks or months where he has had that question asked. Ms. Kim Miles said they use a program called Naviance, it is used throughout the state and other states beyond Maryland. There are pages for every school. The students have full access to Naviance beginning in the sixth grade and that is quite a familiarity by the time they are in high school. Parents have Naviance log-ins as well. Every scholarship to which they have any access or information is listed in there. Ms. Miles said students go in and pull up their school, everything comes up, and they decide what they want to apply for, pull the application up directly, and it gives them all of the links that they need. She said, as well, they encourage students to stay in face contact with their school guidance counselors in order to have that additional support. She said the electronic data is there and is accessible 24/7. Mr. Joe Holloway clarified for the parents and students, that is pretty much it. He said anybody else cannot get there, to which Ms. Miles said you have to have a school login to get into the program. Mr. Joe Holloway asked if the guidance counselors have interaction with the students, to which Ms. Miles responded, absolutely. She said having been in the high schools you can walk through any point in time, usually starting in October or November, you will see the announcements for colleges that are visiting, the announcement boards for which scholarships are due on which dates, lots of reminders. She said several of the counselors have school-based twitter accounts, calendars, Facebook calendars that give the deadlines, the reminders that go out to the parents, Sunday calls, lots of avenues for getting that information out there. Mr. Joe Holloway said he has heard complaints from people that want to give scholarships away say they are not getting responses. He asked if they were tracking how many of the scholarships that are available and how many are taken advantage of. Ms. Miles said she thinks they can get that information; she does not have that available today. She said as a parent of two who graduated in the not too distance past, 14 and 15, even being in the school system, it was like pulling teeth sometimes to get her children to fill out the application. She said she can understand the challenges that the families go through. They wish the problem was quite the opposite, that there were too many applicants for the money that is available. She said that happens in some of the scholarships, sometimes it depends on what is required of the scholarship sponsor, and sometimes students make a decision based on a decision on how much work they have to do in order to apply. She said certainly their counselors are in that system looking at what is available, making one on one contact, "I heard you may have an interest in this area, here is a scholarship that you may want to look into," then it is pushed as far as you can, and then it is up to the student to actually get it completed. Mr. Joe Holloway said one of the reasons this came up was the Bennett free tuition. He said that is supposed to be an avenue of last resort, as far as getting money to go to college, and through that he has heard complaints from people that have had scholarships to give away, but they do not have people applying for them. He asked why are they giving free tuition when people really are not applying for the monies already available. He said that is one of

the reasons he wanted to find out how you distribute those scholarships. He clarified that the Board of Education is doing all it can do. Ms. Miles said she thinks there are a lot of avenues where this information is being shared with students, and being shared with families. She said persons who have specific concerns with relation to lack of response, she would encourage them to contact their supervisor of guidance and counseling, Lori Bats, or contact herself and let them know, and they can start looking into it. Maybe it is very specific to a particular major or maybe it required a relative that had to be involved in a certain activity. There could be any number of reasons, but if the reason is on their end that it is not being communicated, then the Board of Education would want to rectify that. She said she did not think that to be the case because of the availability of the information as it exists currently. Mr. Joe Holloway said one of the reasons he hears is some of the scholarships are not large enough. He said it is not worth their time for a \$500 scholarship, but if you have enough \$500 scholarships to apply for, it will work out. Ms. Miles said, as a parent paying tuition for two, it all works. It is always very much valued. Mr. Joe Holloway said he was glad they are doing all they can to get it out there. Ms. Miles said they are open to other ideas as well. Mr. Dodd asked if the Board still keeps a book with the scholarships. Ms. Miles said, no, that was the hard copy version that they had prior to Naviance. The on-line record is a much broader distribution. She said the counselors, obviously, have a written record in their offices as a reference, but because of the availability of the information, a student can go to the County Library and log onto Naviance. They can do it from their cell phone at the appropriate time using it in the appropriate way. They can do it from their tablet or laptop; parents the same thing. Mr. Dodd asked if Council would be able to get a hard copy. Ms. Miles said she could check on that but, if she did not have a copy to give them, Naviance would have it. She said getting into Naviance, you can sort it by the due date, you can sort it by alphabetical order, and it is just pages and pages of information. She said she would say within the last six to eight weeks, they have probably had at least four to five scholarships that have been added. She said groups come to them and want to have this information shared. She said their rule is to get it out there, to push as far as they can push in the appropriate manner to get these students to apply, and then to wait to celebrate with them when they get the award. Mr. Joe Holloway said to give away a scholarship is an honorable thing to do for any group. He asked if there was any way to put this on a different system or have this system fixed so anyone can go on and look to see what scholarships are available. He said that might help to give these scholarships away. Ms. Miles said that might be something they could discuss further. She said obviously they want all children to have the opportunity to earn scholarships. She said they want to have that contact with their Wicomico County Public School students to move that forward, and also as far as the public venue, there are Community Foundation websites and that lists a large number of scholarships. She said they will see in Naviance those same scholarships, but they are out there publicly in the community foundations. Same type of system, very much one parallel to the other.

Mr. Cannon said he wanted to go back, Mrs. Hurley was kind enough to point out to him, and he wanted to make sure they have no loose ends on the Nominating Committee that was formed and everybody's role in that. He said once they appoint those nominees then that body then comes under the oversight of the Board of Education. He said this Commission will now have to meet, they will have to appoint a

Chair, a Vice Chair, they will have to then begin their process of the appointments that will come back to the County Council. It is not a case of whether the Council is now overseeing any responsibilities of this Commission, as that Commission has now been appointed, and it is the Board of Education that will be responsible to make sure that this committee is meeting, they are publicizing for applicants, and they will then choose those applications and then send those back to the County Council for final approval; it is all new. Dr. Townsend said she never heard that. Dr. Donna Hanlin said she knew the Administrator has the responsibility, and she guessed that is what Mr. Cannon is referring to. Mr. Cannon said Mrs. Hurley gave him pages 5-7 of the Senate Bill and it establishes where they go from here. He said it says within 60 days of a vacancy so it is not as crunched as they thought it might be in that sense. Dr. Townsend asked 60 days prior or post, to which Mr. Cannon said within 60 days of a vacancy, so 60 days afterwards. Mr. Kilmer said 60 days within, he said it seems like you operate 60 days before. Mr. Cannon said he is not saying they cannot. He is saying the lead way is more time, because initially he was thinking they would have to do it as soon as a person retired, they would have to have somebody in place and ready to go and that is not the case. Mr. Cannon said he wanted them to be aware of what their role is.

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March 21, 2017
Board of Education



John T. Cannon, President



Larry W. Dodd, Vice President, District 3



Ernest F. Davis, District 1



Marc Kilmer, District 2



John B. Hall, District 4



Joe Holloway, District 5



Matt Holloway, At-Large



Laura Hurley, Council Administrator