

Open Work Session
Wicomico County Board of Education Quarterly Work Session
March 19, 2019

Dr. Donna Hanlin, Superintendent of Wicomico County Public Schools, and Mr. Don Fitzgerald, Chairman of the Wicomico County Board of Education, came before Council. Mr. Cannon said they have been busy working on their budget process, and he appreciates them being at the meeting. Dr. Hanlin passed out an Agenda, and said these items came from Council, with one additional item she added. Dr. Hanlin then introduced Board members Mr. Allen Brown, Ms. Ann Suthkowski, and Mr. John Palmer, and staff members Dr. Rick Briggs, Chief Academic Officer, Mr. Bruce Ford, Chief Finance and Operations Officer, Mr. Jesse Reid, Comptroller, and said Mr. Micah Stauffer is currently the Director of Secondary Education, but it was just announced that as of July 1st he will be replacing Mr. Ford as the Chief Finance and Operations Officer. She congratulated Mr. Stauffer, and said he is up for the challenge.

Dr. Hanlin said the first item on the Agenda that came from Council was public-private partnerships, and she will share what she can at this point in terms of public-private partnerships, and then Council can ask any additional questions, obviously, for any of the items. She said, in the truest sense of public-private partnerships, they think about financing models, and they are currently working with a consultant looking at a public-private partnership, or models for a public-private partnership to fund what they are thinking about doing in terms of a future performing arts high schools. She said Council has heard her talk about that, and they are currently getting ready to launch an ed spec to look at space requirements based upon the program for the school, so they are in conversations with that consultant, and also in conversations with the Education Foundation about their interest in potentially being that private entity in terms of the financing model for a future school. Mr. Cannon asked what she anticipates the cost would be to implement that, to which Dr. Hanlin responded, that is what they are examining. She explained, they start with an ed spec, they look at what the design is, and what would be the instructional program they want in the school. She said, as she has shared with Council before, she has some experience in this area in Washington County where they designed and opened the Barbara Ingram School for the Arts while she was there, which has been very successful. She said, in fact, she just took six staff members with her two weeks ago for a quick trip to Barbara Ingram so they could see for themselves, and Dr. Briggs has been there once before. She said she was just talking with someone on the Education Foundation last night; and an art school does not just benefit students who want to go specifically into the arts. She said, in fact, at the Barbara Ingram School for the Arts, only 50 percent of those students go on to arts colleges. She clarified, they all go on to higher education, but only 50 percent go on to study the arts in college, and it is a great opportunity for students to build the skills they need for careers in the 21st century. Mr. Cannon asked if there is a particular demographic that she knows of associated strictly with that trend, to which Dr. Hanlin responded, no, not necessarily. She said one of the things she really liked about the model in Washington County is that students are not selected based upon any academic requirement, but it is all based upon their interest and talent in the arts, and it is a grade 9 to 12 school. She reported, they cited several stories of middle school students who were not focused at all in middle school, were prone to fighting in middle school, but had an interest in the arts. She said they went to Barbara Ingram, have not had any issues, and are going on to college, so there are good success stories in that way. She said there will be more to come on that.

Mr. McCain asked if there was a major donor who made the performing arts school possible. He said it sounds like it was named after someone, to which Dr. Hanlin responded, Barbara Ingram was the wife of Vincent Groh, a business leader in Washington County who owned a lot of properties. She said he owned this particular property in downtown Hagerstown, and he donated the property. She said they

had to renovate the property, which she believes was under \$20 million dollars, but they used a public-private partnership to encourage investors. She said they worked with the Hagerstown Neighborhood Housing Authority to be their private entity to actually own the property, and there was a lease payment from the school system. Mr. McCain said they found a way to make it work, to which Dr. Hanlin responded, yes, they did, and there are different funding models, but that, certainly, worked for them.

Mr. McCain asked if there have been any conversations at all with Salisbury University because he knows they are looking at doing a new performing arts facility, and is there any way to link them somehow, to which Dr. Hanlin responded, yes. She said, as a matter of fact, she and Dr. Briggs met with two of the deans at Salisbury University, and she has an upcoming meeting with Dr. White to talk about a collaboration. She said they are more interested, as she understands it, in a performing arts center, the venue, and what could come of articulation between their organizations in terms of instructional programming and credit alignment. She said it was a great conversation. Mr. Cannon said it would be a great way for them to indoctrinate those students to go to Salisbury University. He then asked what the age group would be, to which Dr. Hanlin responded, grades 9 through 12, comprehensive high school. Mr. Cannon said those are prime candidates for Salisbury University. Dr. Hanlin said it is very exciting.

Dr. Hanlin continued, getting back to public-private partnerships in a more general sense, the Education Foundation is working very closely with them, and, as Council knows, they did some fundraising and provided tech packages for the prekindergarten classrooms this year. She said they are also the presenting sponsor for the Teacher of the Year banquet this year, so they are definitely a great partner, again, in a general sense. She said there are a lot of other examples, and she is sure staff could chime in with others, but one particular example is that they have an arrangement with Dell Computers. She explained, they purchase some of their technology from Dell, and in exchange they are funding professional development for them. She said it is not what they would typically think of, and is not just in their technology, but in what they see as their needs. She said Dell has a cadre of professionals who have expertise in all areas of education, and they provide funding for them based upon that agreement. Mr. Cannon asked if there are any limitations to what the school can or cannot do when they start getting involved with businesses for those types of contributions, to which Dr. Hanlin responded, not that come to mind. Mr. Ford then came before Council and said there are ethics requirements they must abide by. Mr. Cannon asked if they could not put the Ford logo on the back of all of the chairs in the classrooms, for example. He said he is dead serious, and then asked what is or is not allowed because they could use any opportunity at all to try to take advantage of it, to which Mr. Ford responded, that is a good question because one of the things they are looking at as an organization is the possibility of selling the rights to advertise on, perhaps, the County Stadium fence, or a sign. He said years ago M&T was instrumental in donating resources to purchase the sign at the County Stadium, which had their logo on it. He said they are looking at the potential of expanding that, and they have a committee that Mr. Paul Butler is involved with to help them put together a proposal to the Superintendent about expanding that, and, perhaps, having those kind of resources Mr. Cannon is talking about. Mr. Dodd asked if that would take away from different programs because he knows one of the high school's baseball program sells ads, and it goes to the program, to which Mr. Ford responded, no. He said the schools would still be able to do that, and they would not eliminate that. Mr. Dodd said they need that funding, to which Mr. Ford responded, absolutely, and they would maintain that.

Dr. Hanlin asked if this answers Council's questions because she can give other examples, but she knows Council is already aware of them, such as their partnerships with the Rotatory Club, and what is provided for them with the Community Foundation, and so forth, to which Mr. Cannon responded, he just did not know if it was a free for all, or if there were certain restrictions, but he had guessed there

were certain restrictions. Dr. Hanlin said they have proposals from different entities, and they work closely with their legal counsel to make sure they are not violating their own policies.

Dr. Hanlin said the next item is something they have been working a great deal on, which is providing services for their English Language Learners (ELL), so she is going to turn it over to Dr. Briggs to give Council some data, and talk to them a little bit about what they are working on. Dr. Briggs then came before Council, and said he will start with a quiz. He then asked how many languages Council would say the students in Wicomico County speak, to which there were several responses. Dr. Briggs said it is right around 32 right now, and the follow up question to that would be how many of their 15,000 students do not speak English as their first language, to which there were several guesses. Dr. Briggs said it is about 1,150, which is just under 8 percent of their students. He said the key part of that is that back in 2010 it was less than 400, and, as they sit here today, it is at about 1,150, so they can imagine the challenge it presents to their teachers and schools having this many students. Mr. Davis added, bus drivers too because he had to get an interpreter one time, to which Dr. Briggs responded, that is correct. He said it affects everything from bus drivers to their school offices because, when families come in to enroll, it presents quite the challenge, but it also adds great diversity to their schools. He explained, when he goes to Crown on a Saturday morning for his daughter's soccer game and he sees the Bennett kids of all nationalities playing together, and sees people who would not normally be interacting, but are sitting in the stands together cheering each other on, it creates a positive opportunity for them. He clarified, as a school system, it definitely presents some challenges, so in their budget for this year they have requested three additional staff members specifically focused on meeting the needs of the ELL population. He said they could probably use more than that, but that was a reasonable ask, and they feel like they can effectively utilize that. He said, at the same time, they are also internally reexamining how they are meeting the needs of these students because they have not really changed their model, as many of Council know. He said, if someone is a high school student who does not speak English as a first language, they go to Bennett, and for middle schoolers it is either Wicomico Middle or Bennett Middle. He said the student could live out in Mardela, but they need to come to Salisbury to receive ELL services. He said they are considering what that would look like if that did not happen, and if they were able to go to school with their neighbors. Mr. Dodd asked if they are in separate classes because of the language barrier, to which Dr. Briggs responded, no. He clarified, for portions of the day they have dedicated ELL classes for those students who are really struggling, or just beginning to learn the English language, but that is only for portions of the day. He said for the other portions they are, actually, in regular classes, which is another thing they are looking at. He said, if someone is in 9th grade and they enroll with them, they go to Bennett, and the student may not know that this is a pen and a piece of paper, but they get put in a biology class, and are expected to learn biology. He said he really feels like they are not setting their kids up for success, so they are looking at the possibility of some sort of newcomer's program where those students who are just learning the English language would receive intense services because right now they are not, and right now they are sitting in a general classroom. He said, despite some of their teachers' best efforts, it is tough to meet the needs of those students. Mr. Dodd said it has to be a struggle on those kids, to which Dr. Briggs responded, most definitely. He said they are exploring a number of different things, from the newcomer's program, to how they can best serve their students if they were involved in their home schools, and they have had some good meetings with community stakeholders. He said Mr. Cannon joined them when they met with the Haitian Creole leadership, and they have a follow up next week, so that dialogue continues, and he feels like they are making some progress. He said it is definitely an area of growth for their school system, and an area that, hopefully, they will be able to better help meet the needs of the kids.

Mr. Cannon said what is interesting is that this is a unique group of students who want to learn, but they are all so familiar with so many students who do not want to have anything to do with the school

system. He said they spend so much of their resources on kids who do not want to have anything to do with the school system, yet here is an issue where they have students who very much want to be a part of it, and excel in the process, so it is worthwhile. Dr. Briggs said he was actually talking with Dr. Hoy from Wor-Wic, and they have a program for parents and adults. He said maybe they could strengthen that partnership because they are dealing with the students, and maybe Wor-Wic could assist with the parents in the community who also want to learn the English language. He said they are looking to continue to strengthen that. Mr. Kilmer said the kids bring home a bunch of stuff that the parents have to read, and the parents have to be involved, so the more they can do to provide help, the better. He said even if the student speaks English but the parents do not, there is a barrier right there.

Dr. Hanlin introduced Mr. Vince Pavic, Director of Human Resources, and said the next two items really are his areas of responsibility. She said she will start off with the teacher status question where Council wondered about the number of teachers teaching subjects in which they do not have a degree, or not certified in that area, and how they are addressing this issue. She said, obviously, they want all of their teachers in their classrooms to be fully certified in the subjects they are teaching, but Council is probably aware there is a national teacher shortage, and Wicomico County is very much impacted by that shortage in spite of the fact they live close to teacher preparation programs. She said Maryland, as Council has probably heard her say, is an import State. She clarified, they import 60 percent of their teachers to Maryland from other States, so it creates a real dilemma for them, especially in areas that are critical shortage areas, and those are defined by the State. She said they are in close communication with Salisbury University about how many graduates they are graduating in the spring and in December, and in what areas so they can pursue those graduates to fill openings they may have. She clarified, however, when they cannot fill those areas, the law allows them to hire conditionally certificated employees. She said they can hire those employees, according to the law, for a two-year period, and they have the opportunity to renew that conditional certificate once, so a total of four years. She clarified, they only hire conditionally certified teachers if they have a degree and are close to achieving the status of being fully certified within that four-year period of time, and those are, basically, the conditions. Mr. Dodd asked if they are working on an education degree, but already have a bachelor's degree, to which Dr. Hanlin responded, they have an education degree in another area of certification. Mr. Pavic said the only thing he would add to that is, when he read today's Agenda, he saw "Number of Teachers Teaching in which they do not have a Degree," and he thinks Dr. Hanlin clarified that, but he will clarify it as well that they will not hire teachers without a degree. He said occasionally that will happen in their CTE programs because those are really specialized areas, but those are very minimal. He said they aim to hire those who have degrees and are far enough along towards their teaching certification that it is realistic for them to get it in the two-year period known as the conditional period. Mr. Kilmer asked if this includes people who, for example, majored in history in college, but are teaching math, to which Mr. Pavic responded, yes. Mr. Kilmer asked how many of those folks they have, to which Mr. Pavic responded, in total there are 22 right now throughout the system, but this data is not stagnant because they have teachers moving in and out. He said, of the 1,273 they have listed, there were 22 conditionals including those through the CTE program. He said a great majority of them are degreed, and, as was pointed out, may have a degree in history, but they need them to teach math because there is a shortage, and they may have had extra math classes in school and are very good at it. He said they are very careful about who they put in front of the classroom, so he thinks it is a little misleading to the public. Mr. Kilmer asked how they determine if someone is good for a situation like that, and if there are tests or an evaluation, to which Mr. Pavic responded, a lot of times there are conversations in their instructional leadership teams where people express an interest. He said they may cover a class period while someone is out sick, and they may say, for example, they were very good at chemistry when they were in school, and they think they want to try that, so then they contact their certification specialist to

figure out what they need to get certified. He said they have people who are dual certified, but maybe they did not get hired as a math or science teacher when they were hired ten years ago because there was not a need, but now there might be a need, and there might be an opportunity to slide them into another class, or whatever makes sense, and they try to work with their folks to do that. Dr. Hanlin added, it also may be that a principal is familiar with someone who is attempting to get a degree in a certain area, and they do not have an opening in that, but they have looked at their transcript and think they would do a good job, so they recommend they be hired conditionally. She said they work closely with them to make sure they have the support they need, and they receive constant reminders of how close they are, and how much more they need to do in order to achieve that fully certified status.

Dr. Hanlin said they are also constantly working on the teacher shortage issue across the State, and they have a lot of conversations about this at ESMC, the Eastern Shore Consortium, which is the Eastern Shore Superintendents Association, where they are constantly having conversations with Salisbury University and UMES about what they can do to increase the number of young men and women who are going into the field of education, and what they can do as a school system to support them when they are here because they want them to stay. She said they have recruitment fairs going on, which they started last year. Mr. Pavic said they actually expanded that, and they have a team at a fair right now in Virginia. He said they have some private contributors that believe in the teacher recruitment initiatives, and have donated a couple of thousand dollars for them to add to their roll so they can further expand their recruitment efforts. He said today they have a team of three folks who are at James Madison, and then they will hit Virginia State tomorrow. He said they will be attending 18 fairs this year as they have expanded their reach a little further south taking advantage of the teacher shortage Dr. Hanlin spoke of. He said the teacher shortage is a very real thing, so they are trying to capitalize on the southern portions of the Country where there are some opportunities to go down and steal some folks, but they are not losing site of the local areas either, including historically black colleges where they are continually trying to work on their diversity. He said they will be attending Morgan State and Bowie, as well as have their own fair this Saturday at James M. Bennett, which is something they started with a committee two years ago, and have broadened it. He said it has been such a great success that Worcester County jumped on and had their fair last week, so they jumped the gun on them a little bit, but it is high competition. He said, to the shortage in the school systems, in colleges and universities there has been a 35 percent decline in teacher enrollment across the nation in the last decade. He said, not to pick on Salisbury University, but, in years past, they were graduating 400 to 500 educators a year, and this coming May they are projected to graduate about 145 to 150, to which Dr. Hanlin added, most of which are elementary and physical education. Dr. Briggs said he had a meeting with Dr. Hanlin at Salisbury University, and it was an alarming number. He said the entire State of Maryland University System in total produced 4 physics teachers last year, so when Mr. Pavic talks about them having to go down south to reach out, they have to because Maryland is not producing enough. Mr. Hastings asked if that is a product of the Maryland University System not paying attention to the needs, or is the larger systemic issue of people not wanting to be educators given what they see on TV, or what they hear, to which Dr. Briggs responded, it is both. Mr. Pavic concurred that it is both, to which Dr. Hanlin added, but they have had some really productive conversations within the last couple of years with UMES and Salisbury University about just that. Dr. Briggs asked Dr. Hanlin to share a little bit about the Growing Their Own Program. Dr. Hanlin explained, they have a Teacher Academy of Maryland Program (TAM) in each one of their high schools so they are attempting to grow their own where they are encouraging young men and women, especially minorities, to go into education at an early age, and then they have articulated agreements with Wor-Wic and Salisbury University for them to continue in their degrees. Mr. Pavic said that program is in its third year, and they have approximately 30 students who are moving through and matriculating through that program. He said he and their certification specialist go in and meet with the

classes once a year to talk to them about how to get certified, what their high needs areas are, and answer any questions they have. He said it is one of the most fun things he does in his job because it is one of the few times he actually gets into the classrooms and interacts with the kids. Dr. Hanlin said one of the great things Salisbury University has done just in the last six months based upon TAM programs is that they have asked for all of the Eastern Shore Counties to provide them with names of candidates who are in the TAM program who may not necessarily get into Salisbury University, but, based upon their interest in teacher education programs, and the school's endorsement that they would be successful, they are going to take a risk on them. She said, again, there is good collaboration going on.

Mr. Cannon said they talked about the shortage of physics teachers specifically. He then asked if they would ever get to the stage of teleconferencing where there would be one physics teacher isolated in Baltimore, for example, who would literally be teaching physics to all of the other Counties, to which Dr. Hanlin responded, they have done that in the past, and are exploring it again. She said they also have a program called Admentum, which is an on-line education program being utilized right now in a calculus class at Parkside with teacher support in the classroom, so it is a real problem. Mr. Cannon said it seems impersonal, but, if they do not have teachers, they do not have them. Mr. Pavic said it will certainly take creative solutions like that, and he recently had a conversation with Dr. Ennis, Supervisor of School Improvement, about a webinar they are going to be participating in at the end of the month that looks at that very thing. He clarified, it will not be Baltimore County or Baltimore City because the other Maryland Counties have much worse problems than Wicomico in terms of the number of teachers, to which Dr. Hanlin added, Wicomico is, actually, below the State average in terms of conditionally certified teachers. Mr. Pavic said he pulled that data for the Eastern Shore, and just as an example, in 2017 Dorchester had 3.5 percent of their teachers were conditionals and Wicomico was around 1.7.

Dr. Hanlin said the next item was a question about whether they do drug testing with their employees. Mr. Pavic said they do it in a limited capacity under COMAR for their bus contractors, and the folks who are driving kids around because it is the law. He said they do not do pre-employment drug testing in any other capacity, which they could do, but it is an expense to do drug testing, especially with an organization their size. He said they looked at it a couple years ago, and the price tag to do pre-employment drug testing was so high. He said, when they start talking about random drug testing, they have negotiated agreements, and the unions would have to agree to that. He said they took it to the bargaining table in 2014, and he took it forward again in 2015, but there is no interest on the part of their unions to engage in random drug testing. He said they have a Board policy that deals with the folks they feel look or are acting like they are under the influence of something, but they have limited scope in how they can then get Ms. Miles and Safe Schools involved to get them out of the situation, and they still cannot drug test individuals. Mr. Cannon asked if they cannot drug test individuals because the union organization prohibits it, to which Mr. Pavic responded, the union contract does not allow for it. He said it is a mandatory subject of bargaining by law, but it is not a mandatory subject whenever they are talking about public safety, so that is how they get away with it with bus drivers because it is in the code that they have to be tested since they are transporting children around, so it is a requirement. He said, in a collective bargaining environment, they have to have an agreement to do it. Mr. Cannon asked if that is at the local level, or is it decided at the State level, to which Mr. Pavic responded, he bargains locally, but all collective bargaining rolls uphill, and, eventually, the Maryland State Education Association (MSEA) is behind it. He said it may have nothing to do with Wicomico County, or it may have everything to do with Wicomico County, but it may be a larger thing for MSEA to not want them to do it here. Mr. McCain said nobody in Maryland does it, to which Mr. Pavic responded, to his knowledge, there are a few Counties that have drug testing. He said, when he arrived in 2012, it was not in their bargaining agreements, and they have not been able to get it in. He said, of course, even if they bargain it in, there is still the expense of doing it. Mr. Cannon said a parent had asked him about this, and said

they do not have it at the Board of Education. He said the Administrators, unfortunately, are the target because parents do not understand that sometimes even their circumstances are compromised.

Dr. Hanlin said the next item is about how maintenance of effort (MOE) is calculated. Mr. Reid then came before Council, and passed out handouts to Council. He said, starting on page 59 in the Board of Education Budget Book, which is the page he passed out to Council today, they have a detailed written explanation of MOE, and the following page shows the actual calculation for FY20, and he would like to take a few minutes to briefly review this page. He said, per Maryland State Law Education Section 5-202, MOE is to be comprised of the greater of two calculations, which they have broken down as subsections 1 and 2, and he is going to begin with the first subsection, which is the minimum share from the foundation program. He said this is calculated by taking their local County wealth of \$4.294 billion dollars, and multiplying it by their local contribution rate of 0.664 percent, which comes out to the \$28.5 million they see on line 1. He said, again, per Maryland law, MOE is to be the greater of this amount, or the calculation under the second subsection, which starts with ii, and that begins by taking their student fulltime enrollment (FTE) for the current fiscal year times the local per pupil appropriation from the prior fiscal year. He said their local appropriation for FY19 was \$44.16 million dollars divided by their FY19 student enrollment of 14,341.25 students, which equals a local per pupil appropriation of the prior fiscal year of \$3,079.51. He said the law requires them to take this amount and multiply it by their current year enrollment, which as of September 30, 2018 was 14,367.75 students, which is an additional 26.5 students over the last year. He said that gets them to their minimum FY2020 MOE in the amount of \$44.245 million dollars. He said it is, essentially, last year's appropriation per student times this year's enrollment. Mr. Davis asked how they get 0.25 of a student, to which Mr. Ford responded, there are part-time students. He explained, they have several students who take only 1 or 2 credits, and then they have students who are enrolled halftime as well, so that is how they come up with those fractions.

Mr. Reed said, right now, per the calculation they see, the MOE is \$44.245 million dollars, and, again that is last year's appropriation per student times this year's enrollment. He said many years ago that would have been the end of the calculation, and it would have been the greater of the two amounts, the \$44.24 million, or the \$28.5 million; however, several years ago, they added an additional calculation under number 2 of subsection 2, which kicks in if the County's education effort for the current fiscal year falls below the Statewide five year moving average. He said education effort is calculated by taking the current year local appropriation of \$44.16 million dollars divided by their FY19 County wealth of \$4.16 billion to come to an education effort of 1.06 percent, which, as Council can see, is below the Statewide average of 1.29 percent, so that means this additional kicker is going to kick in because of that. He said that means they have to factor in the lesser of A, B, or C. He said letter A is the percentage increase in local wealth per pupil, which is simply calculated by taking the County's wealth divided by this year's FTE over last year's County wealth divided by last year's FTE, so \$289,000 per student versus \$290,000 last year per student representing a 3 percent increase. He said part B is the Statewide average increase in local wealth per pupil, which is 3.2 percent, and part C is a fixed rate per law in the Maryland Annotated Code of 2.5 percent, so the law dictates that they are to take the lesser of these three amounts, which is the 2.5 percent. He said this percentage increase gets applied to the per pupil local appropriation from the prior fiscal year which, as they calculated earlier, was \$3,079.51 to get a revised per pupil local appropriation of \$3,156.50. He said this amount times their current year enrollment of 14,367.75 students comes to \$45.35 million dollars, which is, of course, higher than the amount from subsection 1 of \$28.5 million, so \$45.35 million becomes the required MOE for FY2020, and that is an increase of \$1.7 million over the previous fiscal year. He said he is available for any questions Council may have.

Mr. Kilmer said, just to point out, Council increased MOE last year by \$500,000, so, in theory, if they would not have done that, this would be \$500,000 lower, to which Mr. Reed responded, yes.

Mr. Cannon said he has a question about the figures with the fulltime enrollment. He said those are not the same figures as what is in the budget, to which Mr. Reed responded, that is correct. Mr. Cannon said they are actually lower than what is in their budget projection, to which Mr. Reed responded, they cannot count the prekindergarten kids, so that is the majority of it. He said there is also a mix between Delaware students who are in Wicomico schools, and Maryland students who are in their schools, so they take the net of that, as well as a couple of other things they have to back out of that, such as evening high school. Mr. Cannon said they cannot count the pre-k kids, to which Mr. Reed responded, not this year. Mr. Ford said it is not that they cannot count them, but the State just will not fund them.

Dr. Hanlin said they want to talk about Kirwan Legislation. She passed out a handout, and said they have been, obviously, paying very close attention to the Governor's letter, and they want to go through this with Council. She said their finance staff created this spreadsheet showing the difference in the House Bill and the Senate Bill, and the recent action by the Senate that changed the proposed funding tied to the Legislation. She said she will go through it, show Council the difference between the two, and talk about what they stand to gain from what she will refer to as the bridge to Kirwan. She said, as Council knows, the work of the Kirwan Commission is continuing. She said they came out with their recommendations, but they have not come out with changes to the funding formula. She said the Legislature put forth Legislation that would be a bridge to Kirwan to jumpstart some of the initiatives the Commission felt were very important, and Council will see those on this spreadsheet. She said they will also see the funding that is coming from the State to support the County. She said, on the spreadsheet, they can see the House Bill and the Senate Bill, and they see Statewide and Wicomico's share. She said she will highlight Wicomico's share where it applies, and the first area is the Concentration of Poverty Grant, Section 5203. She said, from this Legislation in either version, in their budgets is \$1.2 million dollars from the State program that provides grants to schools that have at least 80 percent poverty, or 80 percent of students who are eligible for free and reduced meals. She said each one of those schools will receive approximately \$248,000, and they have five of those schools in Wicomico. She said that would cover a community service coordinator, and a health coordinator, but, if those positions already exist, they are allowed to use them for other wraparound services that address what she refers to as social, emotional, and behavioral issues of children, and that is the Concentration of Poverty Grant.

Dr. Hanlin said the next line is pre-k grants, and, in their case, they would receive just over \$2 million dollars in State funding based upon every 4-year-old full-day pre-k student who currently is enrolled as of September 30th of this year, and that is based upon the wealth equalization formula, so Wicomico County will receive more than Talbot County, for instance, but their amount is a little over \$2 million dollars based upon the number of full-day 4-year-olds who they currently provide pre-k for. Mr. Cannon asked, in looking at what was budgeted last year for pre-k, and what she was anticipating budgeting this year, is this a number that has to be added to whatever the County is already doing, to which Dr. Hanlin responded, this is what they will receive based upon what they are currently doing. She clarified, this is coming from the State, and not the County. She said, when she talks about the teacher's salary incentive grant, she will explain how that works locally, but all of this is coming from the State.

Dr. Hanlin said the next item is the Teacher Salary Incentive Grant Program, Section 3, and they would, according to what they understand, receive \$1.8 million dollars in State funding to local Boards if the Board provides a negotiated and funded average salary increase for teachers of at least 3 percent in FY20. She said, in other words, when they are at the bargaining table, if COLA and STEP equal at least a 3 percent increase, when they apply for this grant, they have to prove they have negotiated and funded that. She said on top of that they would get this additional \$1.8 million dollars, which is over 1.5 percent for their teachers. Mr. Dodd asked what the 3 percent cost total is, to which Mr. Ford responded, the total 3 percent was about \$1.8 million, so it would be a little bit over that, but that is off the top of his

head. Dr. Hanlin said they have been through their negotiations, and have ratified agreements, so would qualify. Mr. Cannon said, in the budget she had a 5 percent increase, but that was salary and wages, to which Mr. Ford responded, that was health insurance. Dr. Hanlin said the total figure for priority #2, recruiting and retaining, included health insurance, included unit 3 and 4, and funding the salary study completed for them. She said this is just teachers, and, in fact, the language in the law requires that a priority be given to first year, and the first five years of teaching just indicates a priority, but does not say they have to spend all of that additional funding, though it says it has to be a priority. Mr. Dodd said the Kirwan Commission is recommending increases for all employees, to which Dr. Hanlin responded, teachers. Mr. Dodd then asked if teacher's aides are included, to which Dr. Hanlin responded, not in this. Mr. Dodd said they recommended it, to which Dr. Hanlin again responded, not in this.

Dr. Hanlin said the next section is a mental health service coordinator, and all school systems will receive \$83,333 to fund this position pursuant to the Safe to Learn Act of 2018. She said special education is where they see the only difference, and it is significant, between the budget the House put forward, and the budget the Senate put forward. She said, according to the House, Wicomico County would receive about \$3.5 million dollars, but, according to the Senate, that is greatly reduced to \$859,000. She said any assistance in special education is greatly needed, so, obviously, the higher figure is more appealing, but they will see what happens when it goes to the Committee. Mr. Cannon said he does not understand all the dynamics of the General Assembly sometimes, and asked why it appears the House and Senate have such opposite perceptions on how they want to fund special education, to which Dr. Hanlin responded, she does not know specifically, unless that is just an area where they see they can greatly reduce the total budget for Kirwan at this point. Mr. Cannon said, as Dr. Hanlin said, it is pretty much all the same until they hit that one category. Dr. Hanlin asked her staff if anyone has any insight on that, to which Mr. Ford responded, they were looking for \$100 billion dollars. Dr. Hanlin said that is where they found it.

Dr. Hanlin said the next area is the Struggling Learner Grant, Section 6, and, in Wicomico's case, they would receive approximately \$680,000, which is a State allocation for the provision of what they call transitional supplement instruction for struggling learners. She clarified, this is specifically for kindergarten through grade 3 with students who are reading below grade level for additional academic support, one-on-one, small group tutoring, and those kinds of things.

Dr. Hanlin said she mentioned the teacher prep collaborative, and there are question marks there because they are actually to be written in collaboration with higher education in terms of grant proposals that will be funded based upon their judgement of the grant proposal, and they are looking at doing those grants regionally across the State. She said she had a very brief conversation where she mentioned to Dr. White that this was part of Kirwan, and she is sure they will have further conversations about the potential, especially in light of the previous conversation they had about recruiting teachers.

Dr. Hanlin said she wants to emphasize one more thing that is not on her handout, and that is Section 10 of the law that states that increases in local appropriations to County Boards of Education above MOE in 2020 are to be considered part of increased local funding required by the funding formulas to be determined by the Commission. She clarified, in other words, anything above MOE that is provided this year will be credit towards future requirements. Mr. Kilmer said Council does not know how much this Bill is going to cost the County this year, or how much is going to be provided from the State, to which Dr. Hanlin responded, the salary is the only piece that would be part of what she has proposed in terms of the \$800,000 above MOE. She said, for this year and next year, there would be no local requirement, and they still do not know what the actual Kirwan Legislation recommendations will be beyond that.

Mr. Cannon said all they did was criticize the Thornton Commission for years because it was initiated, but they did not have any way to fund it, and that is all they heard from everybody forever, so he is not so sure where this is going to land. He said this was a very concise breakdown, and they appreciate it.


Dr. Hanlin said the only other item she has is to emphasize how thankful she is to those of Council who had the opportunity to come to the State of the Schools event, and then handed out her Imagine 2022 booklet. She said she wants to talk about the emphasis she is placing this year on addressing the social, emotional, and behavioral issues of students. She said she is sure some of Council are aware they had some issues in their schools of late that have been in the media, so, obviously, they understand this needs to be a priority. She said, when Council sees her line item budget, they will note, especially under strategy 2, positions they believe will assist in that area with social workers, counselors, one additional school resource officer, and some others to assist in that area. She said the students coming to them today are quite different than students who were in school when some of them were in school a few years ago, and they are coming to them with a lot of needs they have to address at a very early age, and some of them are intense. She said she will be glad to answer any questions Council has, but she would like to emphasize that social media is not their friend from both a student and adult perspective. She said, obviously, a lot of what goes on between students happens on social media before they even enter their schools, but then they have to respond to it. She said adults who go on social media in response to that are not helping at all, so, when Council hears from parents, she encourages them to have the parent contact her because the best way to deal with the situation is directly with the parent and child at the school. She said they saw that firsthand with what went on at Salisbury Middle a few weeks ago. She said when Mrs. Gosnell took the opportunity to hold a parent meeting at the school for parents of the school, she took control of that situation. She said she took the opportunity to share accurate information with parents, asked for their support, and talked to them about the strategies that were in place for bringing more structure to the students who needed more structure at the middle school. She said sometimes they expect students in middle school to all of a sudden be able to have the structure of a high school, but that is not always the case, and, in fact, typically, not the case. She said Mrs. Gosnell did a great job of bringing more structure, especially to the 6th grade students who are in the school, and, at this point, things are under control. She clarified, her point is they are very much focused on addressing the needs of their students, and when they can do that by having meetings with parents, and working directly with the school, that is the most productive way of handling situations like that. She said she and Mr. Fitzgerald talked last night, and they are scheduling a retreat with the Board to talk about the parameters within which they work. She said, in terms of their own code of conduct, that has to be aligned with the Maryland Disciplinary Guidelines, so they will make sure the Board members understand those parameters, and can be well versed in communicating, and then will look at any policy decisions the Board may need to make in terms of how they can address some of these issues.

Mr. Davis asked how the teacher population compares to the student population in terms of demographics, to which Dr. Hanlin responded, it is below that. She then asked Mr. Pavic if he knows the percentage of minority staff, to which Mr. Pavic responded, they are just under 8 percent, which is a little bit higher than the National average. Dr. Hanlin said that is, obviously, something they are working on, and she believes they made some progress in that area of late. She said, frankly, minority candidates are not entering the field of education, so, when there are qualified minority candidates, they are all going to recruit them heavily because they understand the need to have a diverse workforce.

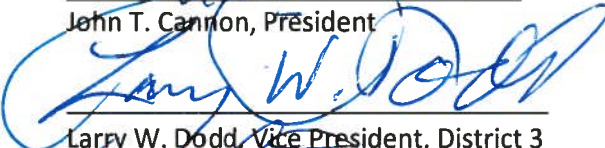
Mr. Kilmer said he knows Dr. Hanlin is just beginning working on what will happen at Mardela Springs with the high school. He said he has heard concerns from folks in the area that it may be moved out of the Mardela Springs area, and there is a lot of opposition to that, so, if she could clarify any rumors, that would be good, to which Dr. Hanlin responded, she would be happy to address that. She clarified, that is

not accurate, but it was one of four options that was presented first to the community, then to the School Building Commission, and then to the School Board. She said the Board listened loud and clear, as did she, that the community did not want option 4, which was to build a new school in a different area, so they selected option 3, which is a major renovation at the school. Mr. Cannon asked if it will be a replacement or renovation, to which Dr. Hanlin responded, it is not a replacement, it is a renovation, but a significant major renovation. Mr. Cannon asked if that changes the CIP, or is it reflected in the CIP, to which Mr. Ford responded, the original CIP was a projection based upon option 1 or 2. He said some of Council were at the hearing when Becker Morgan was utilized to present the feasibility study, and Mr. Davis was there when the four options were presented to the School Building Commission because he sits on the Commission representing Council. He said the third option was selected by the School Building Commission to put forward to the Board, and the Board accepted and approved the third option, which is a major renovation, and will cost an estimate of about \$72 million dollars versus what was originally submitted at approximately \$40 million. He said that has to go through the State Planning approval process first, so the CIP that will be submitted in 2021 will reflect that recommendation should the State approve this planning approval that is being submitted with this coming submission. Mr. Hastings asked what the timeframe is on that, to which Mr. Ford responded, 2023.


Mr. Cannon said they extended their CIP deadline because they are dovetailing it with the budget itself to make it look more realistic as a whole, and they are hoping everything stays pretty much the same, but they do not see any signs where it looks like anything would change dramatically, and they will try to keep everything in line with what the Board is looking for as well. There was no further discussion.



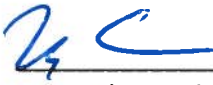
John T. Cannon, President




Larry W. Dodd, Vice President, District 3



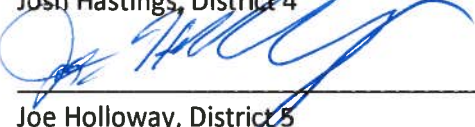
Ernest F. Davis, District 1




Marc Kilmer, District 2



Josh Hastings, District 4



Joe Holloway, District 5



William R. McCain, At-Large



Laura Hurley, Council Administrator