

**County Council of Howard County, Maryland**

2017 Legislative Session

Legislative Day No. 7

**Resolution No. 58 -2017**

Introduced by: The Chairperson at the request of the County Executive

A RESOLUTION setting forth the Fiscal Year 2018 Operating Budget for the Howard County Board of Education.

Introduced and read first time May 1, 2017.

By order Jessica Feldmark  
Jessica Feldmark, Administrator

Read for a second time at a public hearing on May 15, 2017.

By order Jessica Feldmark  
Jessica Feldmark, Administrator

This Resolution was read the third time and was Adopted\_\_\_, Adopted with amendments , Failed\_\_\_, Withdrawn\_\_\_, by the County Council on May 24, 2017.

Certified By Jessica Feldmark  
Jessica Feldmark, Administrator

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1           **WHEREAS**, the County Executive has proposed a Fiscal Year 2018 general fund  
2 expense budget for the Board of Education containing:

3           County funding of ~~\$572,244,625~~ 572,871,655

4           County funding includes \$1,517,396 1,322,296 in non-recurring costs that will be  
5           excluded from the subsequent budget year maintenance of effort calculation if approved  
6           by the State Department of Education.

7           State funding of                   \$238,613,960

8           Federal funding of                 \$370,000

9           Other funding of                    \$7,250,669

10          Total general fund expense budget of ~~\$818,479,254~~819,106,284; and

11  
12          **WHEREAS**, all restricted funds included in the Fiscal Year 2018 budget for the Board of  
13 Education total ~~\$302,602,790~~ 260,627,547; and

14  
15          **WHEREAS**, debt service for the Board of Education is paid directly by the County  
16 government and for Fiscal Year 2018 totals \$55,944,513; and

17  
18          **WHEREAS**, OPEB for the Board of Education beyond PAYGO amount is paid directly  
19 by the County government and for Fiscal Year 2018 totals \$10,606,000; and

20  
21          **WHEREAS**, the major categories set forth in this resolution are the same categories  
22 contained in the Board of Education's budget request to the County.

23  
24          **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County,  
25 Maryland this 24<sup>th</sup> day of May, 2017 that the Fiscal Year 2018 budget of the Board of  
26 Education is divided into major categories as attached hereto and incorporated herein.



**BOARD OF EDUCATION BUDGET  
FISCAL YEAR 2018  
General Fund Expense Budget by Major Categories**

<b>Major Categories</b>	<b>General Fund Budget</b>
Administration	\$13,115,283 <u>13,240,748</u>
Mid-Level Administration	\$62,423,198 <u>62,488,043</u>
Instruction <u>Instructional Salaries</u>	\$358,716,046 <u>345,966,464</u>
<u>Instruction Textbooks &amp; Supplies</u>	\$9,640,536
<u>Other Instruction Costs</u>	\$3,109,046
Special Education	\$104,727,030
Student Personnel Services	\$3,425,010
Student Health Services	\$8,233,896 <u>8,235,796</u>
Student Transportation	\$38,610,033 <u>38,615,733</u>
Operation of Plant	\$40,501,696
Maintenance of Plant	\$23,866,687 <u>23,939,247</u>
Fixed Charges	\$157,040,856 <u>157,397,416</u>
Community Services	\$6,973,670
Capital Outlay	\$845,849
<b>Subtotal</b>	<b>\$818,479,254<u>819,106,284</u></b>

<b>Restricted Funds</b>	
School Construction	\$93,671,000 <u>65,266,000</u>
Food and Nutrition	\$13,897,700
Print Services	\$1,457,362 <u>1,307,362</u>
Information & Network Technology Services	\$15,609,510 <u>14,233,887</u>
Health and Dental	\$144,869,462 <u>132,824,842</u>
Workers' Compensation	\$2,765,406
Grants	\$30,000,000
Glenelg Wastewater Treatment Plant	\$232,350
Jim Rouse Theatre	\$100,000
<b>Subtotal Restricted Funds</b>	<b>\$302,602,790<u>260,627,547</u></b>
<b>Other Expenses Paid By County</b>	
Debt Service	\$55,944,513
OPEB	\$10,606,000
<b>Subtotal Other Expenses Paid By County</b>	<b>\$66,550,513</b>

<b>Total General Fund Expense Budget Plus Restricted Funds Plus Other Expenses</b>	<b>\$1,187,632,557</b> <del>1,146,284,344</del>
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Amendment 1 to Council Resolution No. 58-2017

BY: Chairperson at the request  
of the County Executive

Legislative Day No. 8  
Date: May 24, 2017

Amendment No. 1

*(This amendment increases County funding to the Board of Education and clarifies that certain funding are non-recurring costs that will be excluded from certain maintenance of effort calculations.)*

1 On page 1, in line 3, strike “572,244,625” and substitute “572,871,655”

2  
3 On page 1, after line 3, insert:

4 “County funding includes \$1,517,396 1,322,296 in non-recurring costs that will be excluded  
5 from the subsequent budget year maintenance of effort calculation if approved by the State  
6 Department of Education.”.

7  
8 On page 1, in line 7, strike “818,479,254” and substitute “819,106,284”.

9  
10 On page 1, in line 10, strike “302,602,790” and substitute “260,627,547”.

11  
12 On page 2, in the chart titled “General Fund Expense Budget by Major Categories”:

13 1. In the row titled “Administration”, strike “13,115,283” and substitute “13,240,748”;

14 2. In the row titled “Mid-Level Administration”, strike “62,423,198” and substitute  
15 “62,488,043”;

16 3. In the row titled “Instruction”:

17 a. Strike “Instruction” and substitute “Instructional Salaries”;

18 b. Strike “358,716,046” and substitute “345,966,464”.

19 4. After the row titled “Instruction Salaries” insert 2 rows as follows:

20 “Instruction Textbooks & Supplies \$9,640,536

21 Other Instruction Costs \$3,109,046”;

22 5. In the row titled “Student Health Services”, strike “8,233,896” and substitute “8,235,796”;

23 6. In the row titled “Student Transportation”, strike “38,610,033” and substitute “38,615,733”;

- 1 7. In the row titled "Maintenance of Plant", strike "23,866,687" and substitute "23,939,247";
- 2 8. In the row titled "Fixed Charges", strike "157,040,856" and substitute "157,397,416";
- 3 9. In the row titled "Subtotal", strike "**818,479,254**" and substitute "**819,106,284**".

4  
5 On page 2, in the chart titled "Restricted Funds":

- 6 1. In the row titled "School Construction", strike "93,671,000" and substitute "65,266,000";
- 7 2. In the row titled "Print Services", strike "1,457,362" and substitute "1,307,362";
- 8 3. In the row titled "Information & Network Technology Services", strike "15,609,510" and
- 9 substitute "14,233,887";
- 10 4. In the row titled "Health and Dental", strike "144,869,462" and substitute "132,824,842";
- 11 5. In the row titled "Subtotal Restricted Funds", strike "302,602,790" and substitute
- 12 "260,627,547"; and
- 13 6. In the row titled "**Total General Fund Expense Budget Plus Restricted Funds Plus Other**
- 14 **Expenses**", strike "**1,187,632,557**" and substitute "**1,146,284,344**".
- 15

ADOPTED as amended 5/24/17  
FAILED \_\_\_\_\_  
SIGNATURE Jessica Feldman

Amendment 1 to Amendment No. 1 to Council Resolution No. 58-2017

BY: Chairperson at the request  
of the County Executive

Legislative Day No. 8  
Date: May 24, 2017

Amendment No. 1 to Amendment No. 1

*(This amendment changes the amount of funding that is considered nonrecurring costs to be \$1,322,296.)*

- 1 On page 1, in line 4, strike "1,517,396" and substitute "1,322,296".

ADOPTED  
FAILED  
SIGNATURE

5/24/17

*Jessica Feldman*



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**Sayers, Margery**

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**From:** LINDA Wengel <lwengel@msn.com>  
**Sent:** Tuesday, May 02, 2017 10:26 PM  
**To:** CouncilMail  
**Subject:** Budget for Para-Educators

I will admit this request is personal in a way but surely is for the good of the many media specialists in elementary schools whose para-educators are about to be eliminated. My daughter, a media specialist at Centennial Lane Elementary, lost her specially trained para-educator this past year because of the job freeze imposed last year. Her ability to do her job which in addition to teaching weekly classes for all k-5 students, includes serving as the technology resource for the entire school, was only possible because of the generosity of parent volunteers. Not all schools will have the luxury of recruiting volunteers, and both the media specialists, many of whom have double Master Degrees, and their students will be adversely affected by this budget cut.

As I watched the work session last Friday, I was truly taken aback by the effects of budget cuts being suggested in this wealthiest of counties. I hope the Council can find a way to increase the HCPSS funding. Thank you, Linda Wengel

Sent from my iPad



**Sayers, Margery**

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**From:** Gene Daniller <genedaniller@gmail.com>  
**Sent:** Tuesday, May 02, 2017 7:32 PM  
**To:** Kittleman, Allan; CouncilMail  
**Cc:** Sheri  
**Subject:** Investing in kids = smart money

Mr. Kittleman,  
Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you,

Gene and Sheri Daniller

Funding Available - FY 2018 Exec Proposed Budget (\$ in millions)		Accurate #
FY17 savings based on estimated spending vs budget (CR54-2017, HCPSS-requested transfer)	14.1	14,060,000
FY18 savings from zero-based budgeting and early retirement (BOE requested budget, page 31)	5.9	5,880,152
FY18 County funding increase from FY17 budget	10.0	10,000,000
FY18 State funding increase	3.5	3,503,498
FY18 Board sources (use of Fund Balance, etc.)	(3.4)	(3,412,100)
<b>Total</b>	<b>30.1</b>	<b>30,031,550</b>

Where the \$ Goes - FY2018 Exec Proposed Budget (\$ in millions)		
Fully fund collective bargaining result - COLA	11.6	11,597,753
Fully fund collective bargaining result - Steps	<u>10.7</u>	<u>10,681,619</u>
Subtotal collective bargaining results	<b>22.3</b>	<b>22,279,372</b>
Special education additional funding to fully fund BOE FY18 request	<b>2.2</b>	<b>2,190,558</b>
BOE-identified priority items (primarily in Instruction):		
Diversity Co-ordinator position (1 FTE) - salaries [to move to category 2 in amendment]	0.1	117,000
ES paraeducators (52 FTE) - salaries	1.2	1,248,000
Library media paraeducators (20 FTE) - salaries	0.5	480,000
Other BOE-identified priority positions (20.5 FTE) - salaries	1.0	1,008,462
Associated benefits for BOE-identified new positions [to move to fixed charges in amendment]	<u>1.3</u>	<u>1,317,164</u>
Subtotal BOE-identified initiatives	<b>4.2</b>	<b>4,170,626</b>
Other priorities in Instruction -TBD [to move to fixed charges in amendment]	<b>1.0</b>	<b>1,029,374</b>
Community Services additional funding to fully fund BOE FY18 request	<b>0.1</b>	<b>83,936</b>
Other (fixed charges)	<b>0.3</b>	<b>277,684</b>
<b>Total</b>	<b>30.1</b>	<b>30,031,550</b>

Administration  
hand-outs

- Note**
- Projections didn't include potential FY18 mid-year savings (previously, HCPSS identified mid-year savings of \$14.1M in FY17, \$8.7M in FY16, and \$4.3M in FY15 during fourth quarter transfer requests)
  - Proposed expenditures didn't include significant funding increase requested by HCPSS to fix a reported significant Health Benefit Fund structural deficit. Not only the County didn't have the requested resources (\$33M increase) to fix an issue developed over years under the oversight/management of HCPSS, but also it requires a feasible and sustainable multi-year plan involving all placeholders to address this HCPSS issue and prevent it from occurring again in the future.

from  
5/4/17.  
work session

Exec Proposed vs FY17 Budget		Exec Proposed vs FY17 Est.		Where the money goes (between FY17 Est. and FY18 Exec Proposed Budget)				
\$ Change	%	\$ Change	%	cola	steps	HCPSS savings	Priority/Adj.	Note
220,956	1.7%	370,956	2.9%	192,851	178,105			
1,366,243	2.2%	1,576,243	2.6%	1,019,829	916,414	(360,000)		
6,454,066	1.8%	14,354,156	4.2%	6,461,151	6,060,005	(3,367,000)	5,200,000	Support multiple BOE-added initiatives (up to \$4,170,626) and other needs. BOE initiatives include: diversity co-ordinator (\$117K), paraeducator positions (\$1.7M for salaries), other board priorities and associated benefit cost.
5,753,788	5.8%	5,753,788	5.8%	1,931,852	1,631,378		2,190,558	Fully fund BOE request on special education
122,981	3.7%	122,981	3.7%	70,809	52,172			
305,414	3.9%	305,414	3.9%	159,886	145,528			
(349,247)	-0.9%	50,753	0.1%	26,611	24,142			
(3,622,745)	-8.2%	477,255	1.2%	224,368	252,887			
(735,229)	-3.0%	364,771	1.6%	180,998	183,773			
556,141	0.4%	(13,503,859)	-7.9%	1,264,612	1,166,997	(2,152,152)	(13,783,316)	FY17 budget level plus minor increase
39,983	0.6%	189,983	2.8%	48,916	57,131		83,936	Fully fund BOE request on community serv.
(21,043)	-2.4%	28,957	3.5%	15,870	13,087			
10,091,308	1.2%	10,091,398	1.2%	11,597,753	10,681,619	(5,879,152)	(6,308,822)	

ie past several years under the management of the school system w/o involvement of current administration.

feasible and sustainable plan involving all placeholders to address the issue and prevent the situation occur again in the future.

ed \$14M savings; in FY16 transfer, the HCPSS identified \$8.7M savings; in FY15, the HCPSS identified \$4.3M savings)

Operating Budget

As of 4/12

Expenditures by Category		FY 2015 Actual	FY 2016 Actual	FY 2017 Budget	FY 2017 Estimate (BOE transfer)	FY 2018 BOE Request	FY2018 HCPSS-provided above MOE scenario	FY2018 Exec. Proposed
1	Administration	12,210,506	12,342,223	12,894,327	12,744,327	13,593,602	12,641,458	13,115,283
2	Mid-Level Administration	56,055,050	58,497,662	61,056,955	60,846,955	64,343,208	60,042,024	62,423,198
3,4,5	Instruction	329,475,986	330,430,892	352,261,980	344,361,890	366,515,617	342,661,642	358,716,046
6	Special Education	91,193,981	93,423,761	98,973,242	98,973,242	104,727,030	99,226,526	104,727,030
7	Student Personnel Services	2,937,793	3,201,863	3,302,029	3,302,029	3,537,157	3,344,649	3,425,010
8	Student Health Services	7,103,773	7,728,496	7,928,482	7,928,482	8,758,667	8,265,632	8,233,896
9	Student Transportation	36,903,221	37,557,887	38,959,280	38,559,280	40,312,822	39,787,849	38,610,033
10	Operation of Plant	41,058,508	40,208,488	44,124,441	40,024,441	45,376,778	44,367,522	40,501,696
11	Maintenance of Plant	24,043,352	25,285,204	24,601,916	23,501,916	27,867,238	25,632,246	23,866,687
12	Fixed Charges	146,662,992	159,105,739	156,484,715	170,544,715	189,481,732	176,688,329	157,040,856
14	Community Services	5,939,741	6,568,390	6,933,687	6,783,687	6,973,670	5,914,803	6,973,670
15	Capital Outlay	802,462	816,263	866,892	816,892	934,201	885,178	845,849
	<b>Total</b>	<b>754,387,365</b>	<b>775,166,868</b>	<b>808,387,946</b>	<b>808,387,856</b>	<b>872,421,722</b>	<b>819,457,858</b>	<b>818,479,254</b>
	Excluding Fixed Charges	607,724,373	616,061,129	651,903,231	637,843,141	682,939,990	642,769,529	661,438,398
			8,336,756		21,782,012			23,595,257

Note:

1. The above cost details does not include school-requested significant investment to fix a structural imbalance in the HCPSS health fund that was created over the years. Not only the County does not have the funding to fix an issue brewed over several years, but also the structural imbalance in the health fund needs a multi-year plan.
2. The above cost details also does not include potential year end savings that the HCPSS may identify during FY18 (e.g., in FY17 mid-year transfer, HCPSS identified savings of \$10 million).



FY18 Capital Budget

Comparison of BOE Requested as of 2/23/17 and Scenario as of 3/21/17

**FY 2019-2027 Long-Range Master Plan**

Board of Education Requested

(In Thousands)

February 23, 2017

Project	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Waverly ES Renovation/Phase II Addition	1,500	-	-	-	-	-	-	-	-
New ES #42	6,132	-	-	-	-	-	-	-	-
Talbot Springs ES Renovation	15,800	9,200	-	-	-	-	-	-	-
Oakland Mills MS Renovation	18,828	6,000	-	-	-	-	-	-	-
New HS #13	10,950	35,250	27,200	36,500	25,325	-	-	-	-
New ES #43	-	5,380	20,166	22,125	8,124	-	-	-	-
Ellicott Mills MS Addition	-	-	-	-	544	5,404	-	-	-
Hammond HS Renovation	-	-	-	-	2,800	25,748	17,099	15,099	11,099
New ES #44	-	-	-	-	-	5,380	23,099	17,906	9,410
New ES #45	-	-	-	-	-	-	-	5,380	15,166
<b>Systemic Renovations/Modernizations</b>	<b>27,300</b>	<b>26,657</b>	<b>37,703</b>	<b>23,822</b>	<b>42,775</b>	<b>40,661</b>	<b>42,694</b>	<b>44,829</b>	<b>47,070</b>
Roofing Projects	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Playground Equipment	300	300	300	300	300	300	300	300	300
Relocatable Classrooms	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Site Acquisition & Construction Reserve	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Technology	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
School Parking Lot Expansions	600	600	600	600	600	600	600	600	600
Planning and Design	300	300	300	300	300	300	300	300	300
Barrier Free	200	200	200	200	200	200	200	200	200
<b>TOTALS</b>	<b>\$ 95,410</b>	<b>\$ 97,387</b>	<b>\$ 99,969</b>	<b>\$ 97,347</b>	<b>\$ 94,468</b>	<b>\$ 92,093</b>	<b>\$ 97,792</b>	<b>\$ 98,114</b>	<b>\$ 97,645</b>

**FY 2019-2027 Long-Range Master Plan**

(In Thousands)

Scenario as of 3/21/17

Project	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Waverly ES Renovation/Phase II Addition	3,000	-	-	-	-	-	-	-	-
New ES #42	8,132	-	-	-	-	-	-	-	-
Talbot Springs ES Renovation	3,000	15,800	9,200	-	-	-	-	-	-
Oakland Mills MS Renovation	-	3,000	18,828	6,000	-	-	-	-	-
New HS #13	3,300	10,950	35,250	27,200	35,500	25,325	-	-	-
New ES #43	-	-	5,380	20,166	22,125	8,124	-	-	-
Ellicott Mills MS Addition	-	-	-	-	544	5,404	-	-	-
Hammond HS Renovation	-	-	-	-	2,800	25,748	17,099	15,099	11,099
New ES #44	-	-	-	-	-	5,380	23,099	17,906	9,410
New ES #45	-	-	-	-	-	-	-	5,380	15,166
<b>Systemic Renovations/Modernizations</b>	<b>49,322</b>	<b>30,471</b>	<b>15,557</b>	<b>32,389</b>	<b>59,911</b>	<b>40,661</b>	<b>42,694</b>	<b>44,829</b>	<b>47,070</b>
Roofing Projects	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Playground Equipment	300	300	300	300	300	300	300	300	300
Relocatable Classrooms	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Site Acquisition & Construction Reserve	-	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Technology	5,500	5,500	5,500	7,500	7,500	7,500	7,500	7,500	7,500
School Parking Lot Expansions	-	600	600	600	600	600	600	600	600
Planning and Design	300	300	300	300	300	300	300	300	300
Barrier Free	200	200	200	200	200	200	200	200	200
<b>TOTALS</b>	<b>\$ 79,554</b>	<b>\$ 75,621</b>	<b>\$ 99,615</b>	<b>\$ 103,155</b>	<b>\$ 138,280</b>	<b>\$ 128,042</b>	<b>\$ 100,292</b>	<b>\$ 100,614</b>	<b>\$ 100,145</b>

Difference \$ (15,856) \$ (21,766) \$ (354) \$ 5,808 \$ 43,812 \$ 35,949 \$ 2,500 \$ 2,500 \$ 2,500

- Waverly ES Renovation/Phase II Addition Realigned cash flow to FY19
- New ES #42 Realigned cash flow to FY19
- Talbot Springs ES Renovation Delayed project one year
- Oakland Mills MS Renovation Delayed project two years
- New HS #13 Delayed project one year
- New ES #43 Delayed project one year
- Systemic Renovations/Modernizations Several HVAC/RTUs delayed one or two years
- Site Acquisition & Construction Reserve Removed project request from FY19
- Technology Increased request each year
- School Parking Lot Expansions Removed project request from FY19



FY18 Capital Budget

Comparison of BOE Requested as of 2/23/17 and Scenario as of 3/21/17  
(In Thousands)

Project	BOE Requested 2/23/2017			Scenario 3/21/2017			Difference of Total FY18 Request	Explanation of Difference
	State Contribution	Local Bonds	Total FY18 Request	State Contribution	Local Bonds	Total FY18 Request		
Wilde Lake MS Replacement School	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	
Patuxent Valley MS Renovation	-	1,500	1,500	-	1,500	1,500	-	
Swansfield ES Renovation/Addition	157	4,250	4,407	157	4,250	4,407	-	
Waverly ES Renovation/Phase II Addition	2,061	16,835	18,896	2,061	15,335	17,396	(1,500)	Realigned cash flow to FY19
New ES #42	2,908	17,750	20,658	2,908	15,750	18,658	(2,000)	Realigned cash flow to FY19
Talbot Springs ES Renovation	-	3,000	3,000	-	-	-	(3,000)	Delayed project one year
Oakland Mills MS Renovation	-	3,000	3,000	-	-	-	(3,000)	Delayed project two years
New HS #13	-	3,300	3,300	-	1,000	1,000	(2,300)	Delayed project one year
Systemic Renovations/Modernizations	9,768	16,982	26,750	9,768	3,800	13,568	(13,182)	Several HVAC/RTUs delayed one or two years
Roofing Projects	-	-	-	-	-	-	-	
Playground Equipment	-	560	560	-	250	250	(310)	Request Reduced
Relocatable Classrooms	-	1,500	1,500	-	1,500	1,500	-	
Site Acquisition & Construction Reserve	-	2,000	2,000	-	-	-	(2,000)	Request Eliminated
Technology	-	5,000	5,000	-	5,000	5,000	-	
School Parking Lot Expansions	-	600	600	-	-	-	(600)	Request Eliminated
Planning and Design	-	300	300	-	-	-	(300)	Request Eliminated
Barrier Free	-	200	200	-	-	-	(200)	Request Eliminated
<b>TOTALS</b>	<b>\$ 14,894</b>	<b>\$ 78,777</b>	<b>\$ 93,671</b>	<b>\$ 14,894</b>	<b>\$ 50,385</b>	<b>\$ 65,279</b>	<b>\$ (28,392)</b>	

Dr. Martians  
handout

# POLICY

# SNAPSHOT

BY LAURA GOE and LAUREN MATLACH | SEPTEMBER 2014

## Supercharging Student Success: Policy Levers for Helping Paraprofessionals Have a Positive Influence in the Classroom

With nearly a million paraprofessionals working in elementary and secondary schools (Bureau of Labor Statistics, 2013), ensuring they are well prepared and supported is essential to their and their students' success. Paraprofessionals work closely with classroom teachers to support students from special populations and are typically supervised by a general or special educator.

Because paraprofessionals often work with students who have a disability, are falling behind in critical skills, or are English language learners, it is important that they have the instructional and management skills needed to support these special populations. In addition, because of the widespread implementation of new college- and career-ready standards, paraprofessionals may require additional support to help students learn more rigorous content in new ways. When properly prepared and supported, paraprofessionals can be valuable, if not essential, members of the school community and can offer multiple benefits to students, teachers, and parents.

In this Policy Snapshot, we summarize existing research about the instructional contributions of paraprofessionals to student learning and behavioral outcomes, as well as their noninstructional contributions. We also identify important state policy considerations for preparation, supervision, professional development, and career development for paraprofessionals and for teachers working with paraprofessionals.

This Policy Snapshot provides information that governors, state legislatures, state boards of education, and state education agencies may wish to consider when designing and implementing policies related to paraprofessionals. To help states make informed policy decisions, we also include practical examples of paraprofessional programs and policies as well as other resources. However, we do not endorse any of the policies or programs featured.

### Who Is a Paraprofessional?

Paraprofessionals (also referred to as paraeducators or teaching assistants) are support staff members who work directly with students under the supervision of classroom teachers, special educators, or administrators. Paraprofessionals may perform a variety of duties, including the following:

- Providing instructional or one-on-one support
- Modifying materials
- Monitoring hallways, study hall, and recess
- Meeting with teachers and other staff as appropriate
- Collecting performance data on students
- Implementing teachers' academic lesson plans or behavior management plans
- Providing personal care and assistance (U.S. Department of Education, Office of Special Education Programs, n.d.)



## What Does Research Say About the Contributions of Paraprofessionals?

Research suggests that paraprofessionals can positively influence student learning when they are placed in appropriate roles and provided with adequate preparation and ongoing supervision. Multiple studies have found that students who received one-on-one or small-group tutoring or instruction from paraprofessionals improved their reading performance more than students in control groups who did not receive similar support (Bingham, Hall-Kenyon, & Culatta, 2010; Brown, Morris, & Fields, 2005; Vadasy, Sanders, & Tudor, 2007).

In their review of the literature, Causton-Theoharis, Giangreco, Doyle, and Vadasy (2007) found numerous studies demonstrating that paraprofessionals can improve the reading skills of students who are at risk or who have learning disabilities. The authors found commonalities across the studies. In these studies, paraprofessionals did the following:

- Implemented research-based reading approaches and received extensive training on the approaches used
- Received explicit training in behavior management
- Provided supplemental, rather than primary, instruction to students
- Were monitored and given ongoing feedback about their instruction by general and special education teachers

Upon review, there also is evidence of noninstructional contributions made by paraprofessionals. Paraprofessionals may do the following:

- Enable teachers to spend more time with individual students in small groups (Alborz, Pearson, Farrel, & Howes, 2009).
- Reduce teacher stress (Alborz et al., 2009).
- Increase the teacher's job satisfaction (Alborz et al., 2009).
- Facilitate key connections "between parents and teachers, parents and community services, students and teachers, students and their parents, and students and their peers" (Chopra et al., 2004, p. 219; Rueda, Monzó, & Higareda, 2004; Wenger et al., 2004).
- Make school culture less alienating for students (Genzok, 1997; Rueda et al., 2004; Wenger et al., 2004).

Experts in the field also have expressed concern related to the overreliance on paraprofessionals in schools and districts and have made the following suggestions:

- **Place Paraprofessionals Strategically.** To avoid overreliance on paraprofessionals, Giangreco, Doyle, and Suter (2012) recommend reviewing current roles of paraprofessionals and considering potential alternatives. In some cases, hiring additional special education teachers, assigning paraprofessionals to a teacher rather than to an individual student, or increasing opportunities for teachers to plan and collaborate may more effectively meet students' needs (Giangreco, Broer, & Suter, 2011; Giangreco et al., 2012).

- **Recognize That Paraprofessionals Are Not Substitutes for Teachers.** An unintended consequence of employing paraprofessionals is that the general education teacher may become less engaged with students who are assigned to a paraprofessional (Carter, O'Rourke, Sisco, & Pelsue, 2009). Students with disabilities often are those with the highest needs, and one of the primary concerns, both of paraeducators and of other experts, is that the paraprofessional can become viewed as the primary instructor for students with individualized education programs (IEPs) (Fisher & Pleasants, 2012; Giangreco et al., 2011).
- **Beware of Potential Drawbacks of Assigning a Paraprofessional to One Student.** Research suggests that students with disabilities working one-on-one with a paraprofessional can be less-engaged academically, experience fewer interactions with their classmates and teachers, and exhibit higher rates of challenging behavior (Carter et al., 2009; Causton-Theoharis & Malmgren, 2005). In addition, paraprofessionals assigned to one student may be more likely to feel isolated or burned out (Giangreco, Broer, & Edelman, 2002; Giangreco, Edelman, & Broer, 2001).

## Strategies for Talent Development Policies That Support Paraprofessionals

Recent policy trends have placed a greater focus on talent development reforms for both teachers and administrators. Lessons learned from these reforms, combined with research on paraprofessionals, suggest the following strategies may help ensure that paraprofessionals are prepared to support teachers in the classroom. When crafting policy and guidelines related to paraprofessionals, consider the following four strategies:

### 1. **Establish Selection Criteria and Onboarding Procedures for Hiring Paraprofessionals.**

Through policy and guidance, states can help ensure that paraprofessionals have the basic knowledge and skills needed to perform their duties prior to entering a classroom.

**Set Hiring Criteria.** The Elementary and Secondary Education Act (ESEA), as reauthorized by the No Child Left Behind Act (2002), requires paraprofessionals to have completed at least two years of study at an institution of higher education, obtained an associate's or higher degree, or passed a state or local academic assessment of knowledge and skills in assisting with instruction. An exception is made for paraprofessionals who serve only as translators or who only conduct parental involvement activities; these individuals must have a secondary school diploma or its equivalent but do not need to meet other requirements (ESEA, 2002).

**Require an Orientation.** After hiring paraprofessionals, provide them with orientation to their work site. Typically conducted by the supervising teacher or administrator, orientations should include a school tour; introductions to key people in the school; orientation to the location of supplies and technology; a review of school and classroom policies, procedures, and rules; access to IEPs; and instruction on how to read and interpret IEPs (Causton-Theoharis et al., 2007). Planned orientations can signal value and respect for paraprofessionals while providing useful, practical information that paraprofessionals will need to do their job well (Giangreco et al., 2001).

2. **Clarify the Role of the Paraprofessional.** Research suggests that many paraprofessionals and their supervising teachers and administrators are unclear about the duties and expectations of paraprofessionals (Ratcliff, Jones, Vaden, Sheen, & Hunt, 2011). States can clarify roles through standards and job descriptions.

**Adopt, Adapt, or Create Standards or Competencies.** Performance standards or competencies articulate expectations for paraprofessionals in clear and accessible language. These standards should serve as the backbone of evaluations, job postings, and feedback conversations. For example, the Connecticut State Department of Education's Guidelines for Training and Support of Paraprofessionals (2012) includes the following:

- A series of matrices that provide differentiated responsibilities, knowledge competencies, and skills for performance based on the paraprofessional's level of experience
- Role-specific competencies for paraprofessionals working in birth to age 3 early education and paraprofessional job coaches
- Standards for teacher and provider supervisor competencies
- Roles of principals
- Sample evaluation tools
- Paraprofessional job descriptions
- Recommendations to help districts create their own handbooks for paraprofessionals

**Provide Model Roles and Responsibilities.** States can provide examples of what paraprofessionals should and should not be expected to do and help districts to differentiate between the roles of paraprofessional, general education teachers, special educators, administrators, and substitutes. For example, the Montana Office of Public Instruction's resource guide (2012) defines *paraprofessional*, includes relevant excerpts from statutory language, and outlines the roles and responsibilities for school administrators, special education and Title I professionals, general educators, paraprofessionals, and substitutes.

3. **Foster Conditions for Proper Supervision and Development of Paraprofessionals.** States can set policies and requirements to help ensure that paraprofessionals receive adequate supervision and actionable feedback from supervisors as well as receive the initial and ongoing professional learning to continually improve their practice.

**Provide Districts With Guidance and Support.** Creating a culture of respect and collaboration can help paraprofessionals feel valued and decrease the likelihood of turnover (Ghere & York-Barr, 2007). State education agencies, through guidance and support, can encourage district and school leaders to recognize the contributions of paraprofessionals. Professional learning should emphasize how teachers and districts can support the contributions of paraprofessionals, integrate paraprofessionals into school teams, solicit feedback and suggestions from them, and create a collaborative team approach to education that acknowledges and values every team member's contribution.

#### Key Resource

In her article *Maximize Paraprofessional Services for Students With Disabilities*, Nancy French (2002) offers 20 suggestions for special educators to help them become more effective managers and increase the effectiveness of paraprofessionals.

Source: <http://www.ldonline.org/article/6184/>

**Require Preservice Development or Require Districts to Provide Professional Learning to Teachers.** Frequently, special education teachers believe they are not as prepared as they need to be for supervising and directing the activities of paraprofessionals and indicate that they have little or no preservice training in this area (Drektrah, 2000; French, 2001; Wallace, Shin, Bartholomay, & Stahl, 2001). States should collaborate with teacher preparation programs to revise preservice requirements for teacher candidates to include instruction on supervising paraprofessionals. State and district professional development also should address supervisory practices for current teachers already in the field. In a study by Wallace et al. (2001), teachers, administrators, and paraprofessionals identified the following teacher competencies as important for teachers who direct the work of paraprofessionals:

- Communication with paraprofessionals
- Planning and scheduling
- Instructional support
- Modeling for paraprofessionals
- Public relations
- Training
- Management of paraprofessionals

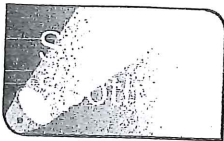
**Set a Maximum Number of Paraprofessionals Assigned to One Special Educator.** Reducing the number of paraprofessionals assigned to a special educator will allow special educators more time to plan and supervise paraprofessionals and collaborate with classroom teachers (Suter & Giangreco, 2009).

**Offer Professional Learning Opportunities, Set Professional Learning Requirements, or Offer Guidelines Related to Professional Learning.** As noted earlier, initial and ongoing professional learning opportunities are key to ensuring that paraprofessionals have the skills and knowledge needed to effectively perform their roles; yet studies suggest paraprofessionals do not feel they have sufficient preparation or expertise (Breton, 2010; Giangreco et al., 2001). Through direct assistance, requirements, or guidelines, states can help ensure paraprofessionals engage in job-embedded professional learning that is directly relevant to their roles and responsibilities.

The Council for Exceptional Children's Special Education Paraeducator Common Core Specialty Set for PSPC may provide states with a resource from which to begin drafting guidelines or professional learning plans. In addition, although research on paraprofessionals' learning needs is limited, states may want to consider that paraprofessionals frequently cited the following topics as training needs:

- Assistive technology
- Disability-specific paperwork
- How to address student behavioral, emotional, and social challenges
- Indicators of abuse and neglect
- Physical or occupational therapy
- Rights and responsibilities of families and children related to learning needs
- Rules, procedural safeguards, and programs related to behavior management
- Speech therapy services (Breton, 2010; Carter et al., 2009)





**Rhode Island statutes provide requirements related to the qualifications, initial training, and ongoing professional development of paraprofessionals.**

**Standards and Guidelines.** The Rhode Island Department of Education (RIDE) provides standards and indicators that apply to all paraprofessionals. In addition, the state offers differentiated guidelines for the following:

- Paraprofessionals working with students who have English as a second language
- Paraprofessionals working under the supervision of a classroom teacher with students with speech/language impairments
- Paraprofessionals who support students with behaviors that interfere with learning and/or relationships
- Paraprofessionals assisting with community-based instruction
- Paraprofessionals who support students with diverse academic needs

**Qualifications.** All newly hired paraprofessionals must meet the NCLB requirements. In addition, all paraprofessionals must participate in a state-approved preapproved employee training program. Although RIDE sets the minimum qualifications, districts may set more stringent requirements.

**Initial Training.** Paraprofessionals must participate in a state-approved pre-employment program that provides instruction on the Rhode Island Standards for Teacher Assistants. For example, the fall 2014 Teacher Assistant Training Program by The Education Exchange provides training on RIDE standards for teacher assistants; school policy and procedures; instructional skills; work in the inclusion classroom; behavior management and positive behavioral supports; collaboration and communication skills; and confidentiality, professional ethics, and diversity. This session is coupled with a required field experience.

**Professional Learning.** State statute requires that paraprofessionals engage in ongoing professional development as a condition of continued employment but do not specify a number of hours. In 2012-13, Educational Collaboratives and RIDE offered paraprofessional networks. These networks enabled paraprofessionals to network with other paraprofessionals across the districts and engage in paraprofessional-specific professional learning three times per year.

**Compensation.** According to the Bureau of Labor Statistics, the annual mean wage of paraprofessionals in Rhode Island in 2013 was the second highest in the nation (\$31,460).

Sources: <http://www.bls.gov/oes/current/oes259041.htm>  
<http://webservice.rilin.state.ri.us/Statutes/title16/index.htm>  
[http://www.ride.ri.gov/Portals/0/Uploads/Documents/Teachers-and-Administrators-Excellent-Educators/Teacher-Assistants/May2014\\_TA\\_Flyer.pdf](http://www.ride.ri.gov/Portals/0/Uploads/Documents/Teachers-and-Administrators-Excellent-Educators/Teacher-Assistants/May2014_TA_Flyer.pdf)  
<http://www.ride.ri.gov/TeachersAdministrators/OtherToolsInformation/TeacherAssistants.aspx>

**The Pennsylvania Department of Education's Training and Technical Assistance Network offers training materials on its website focused on paraprofessionals:**

- Training for Teachers and Special Educators—This turn-key set of materials is designed to be delivered as professional development to the general educator, special educator, and paraprofessionals who work together. The content focuses on “roles and responsibilities of team members, communication and problem-solving, and learning to support students in the classroom” (Pennsylvania Department of Education, 2010, para. 1). Materials include slide presentations with trainer notes, slide handouts for participants, and activity handouts.
- Online Training Series for Special Education Paraprofessionals—These online trainings cover a variety of topics. Paraprofessionals can earn in-service training hours for viewing the materials with a group of their peers if districts and intermediate units allocate time to do so, or they can view the materials on their own. Topics of trainings vary, ranging from how to support students with specific disabilities to creating positive classrooms to supporting students in reading and mathematics.

Sources: <http://www.pattan.net/category/Resources/Instructional%20Materials/Browse/Single/?id=505b0eba0c1c44c05500008>  
[http://pattan.net-website.s3.amazonaws.com/images/2014/06/19/PARA\\_OnlineTrng0614.pdf](http://pattan.net-website.s3.amazonaws.com/images/2014/06/19/PARA_OnlineTrng0614.pdf)



4. **Support or Provide Recognition and Reward Programs.** Research suggests that paraprofessionals often feel undervalued and underpaid, which may contribute to high rates of paraprofessional turnover (Fisher & Pleasants, 2012; Ghere & York-Barr, 2011; Malen et al., 2011). Although states and districts may not be able to increase paraprofessional salaries, they can demonstrate appreciation for the contributions of paraprofessionals through statewide recognition, conferences, and rewards programs as well as through support for the career development of paraprofessionals.

**Provide Recognition and Rewards.** States can develop recognition programs similar to those for teachers and school leaders. For example, the Connecticut State Department of Education and the School Paraprofessional Advisory Council award an Anne Marie Murphy Paraeducator of the Year award annually. In Minnesota, Governor Dayton proclaimed the week of January 12, 2014, as Paraprofessional Recognition Week, and the Minnesota Department of Education released suggested strategies for recognizing paraprofessionals' contributions. Each year, the Nebraska Department of Education and Project PARA cosponsor a paraeducator conference and present one paraeducator with the Nebraska Paraeducator of the Year award. Keeping in mind that paraeducators often see compensation as a sign of perceived value (Giangreco et al., 2001; Malen et al., 2011), states also can provide suggestions on how districts can integrate paraprofessionals into performance-based compensation models and other salary reforms.

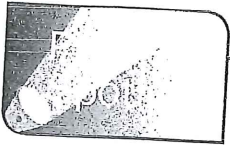
**Support Career Development of Effective Paraprofessionals.** Providing opportunities for effective paraprofessionals to become teachers can help fill high-need positions within a district and support the career development of the paraprofessional. Multiple "grow-your-own" programs exist across states. These programs have had varying success, but limited research shows that effective paraprofessionals can successfully transition into the role of classroom teachers (Hunt, Kalmes, Haller, Hood, & Hesbol, 2012; Tejwani, Nakamoto, Hoffman, & Flaherty, 2013). Given the needs for greater diversity in the teaching force and more bilingual teachers, much literature focuses on transitioning bilingual paraprofessionals to roles as bilingual teachers. Research suggests that the inclusion of financial assistance, academic advising and support, and social components, such as cohort classes and meetings and family supports, can be important to ensuring bilingual paraprofessionals' success in transition to teaching programs (Bernal & Aragon, 2004; Bonner, Pacino, & Stanford, 2011; Rintell & Pierce, 2003).

#### Did you know?

Multiple states offer "grow-your-own" or tuition assistance programs for paraprofessionals.

Programs include the following:

- ☛ Arizona: Grow-Your-Own-Program Paraprofessional Tuition Assistance
- ☛ Illinois: Grow Your Own Illinois
- ☛ Massachusetts: Paraprofessional Teacher Preparation Grant Program
- ☛ Utah: Paraeducator to Teacher Scholarship Program



## The California School Paraprofessional Teacher Training Program

In 1990, the California legislature established the California School Paraprofessional Teacher Training Program (PTTP), which provides opportunities for effective school paraprofessionals to become certified classroom teachers in K-12 schools.

**Eligibility.** Interested paraprofessionals must provide verification that they meet the qualifications of a paraprofessional according to NCLB. They also must obtain a Certificate of Clearance, which is the same character and identification clearance required of student teachers and other certificated staff prior to working in schools.

**Financial Support.** Paraprofessionals accepted into PTTP receive up to \$3,500 in annual financial assistance. However, tuition and fees at public systems of higher education in California greatly exceed this amount, requiring substantial financial commitment from paraprofessionals.

**Typical Certification Path.** Once accepted into PTTP, paraprofessionals complete degree and subject matter requirements and complete an internship program. After receiving a teaching certificate and graduating from PTTP, the PTTP graduate enters the Beginning Teacher Support and Assessment program, an induction program that supports the educator for the first two years of employment. In addition, PTTP graduates who received certification in special education also receive support and professional development from the Special Education Local Plan Area.

**Funding.** The legislature initially allocated funding in local assistance funds for program implementation, plus some funding was added to the budget of the Commission on Teacher Credentialing to administer the program. Throughout the years, the PTTP has expanded and contracted based on budgetary changes. In 2008-09, PTTP became funded as a Tier III program, which gave districts and county offices of education the opportunity to use funds for a different purpose. Then, in 2013-14, legislation changed school finance funding into a tiered system through the local control funding formula, which gives even more flexibility to districts.

**Program Impact.** Since its initial implementation, PTTP has produced more than 2,200 fully credentialed program graduates. Throughout the years, PTTP has expanded and contracted based on budgetary changes. The program also has recruited a diverse teacher candidate pool. In 2010-11, PTTP enrolled 858 paraprofessionals, 54 percent of whom identified themselves as minority group members and 45 percent of whom reported being fluent in a second language.

However, the new, more flexible funding streams have made it more challenging for the Commission to collect data and monitor implementation. The future of PTTP is unknown; proposed legislation seeks to end the program.

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## I WANT TO LEARN MORE!

**National Resource Center for Paraeducators (NRCP).** The NRCP's mission is to “address policy questions and other needs of the field, provide technical assistance, and share information about policy questions, management practices, regulatory procedures, and training models that will enable administrators and staff-developers to improve the recruitment, deployment, supervision, and career development of paraeducators.” For more information, visit <http://www.nrccpara.org/>.

**National Clearinghouse for Paraeducator Resources.** This site, run by the Center for Multilingual, Multicultural Research, lists sites and articles related to paraeducator pathways into teaching. For more information, visit <http://www.usc.edu/dept/education/CMMR/Clearinghouse.html>.

**The PAR<sup>2</sup>A Center.** Located at the University of Colorado–Denver, the PAR<sup>2</sup>A Center serves as a national research and development center that explores training and supervision for paraprofessionals and their impact on employment conditions and student achievement. For more information, visit <http://www.paracenter.org/researchers/bibliography/paraeducator-career-ladder-programs/>.

For more examples or information on this topic, please e-mail [gtlcenter@air.org](mailto:gtlcenter@air.org). Laura Goe is a senior research and technical assistance expert at the Center on Great Teachers and Leaders. Lauren Matlach is a technical assistance consultant for the Center on Great Teachers and Leaders.



HCDC 2016 Hospital Tracking Log  
as of 5/4/2017

TransDate	Transp	Inm #	Min	Hosp/ER	Adm?	Medical Category	Chief Complaint	Rtn Date	#DaysOut	CumTotal	Comments
12/28/15	C	86436		HCGH	Y	Internal	R/O Bowel Obstruction	1/6/16	9	9	
2/7/16	A	87744		HCGH	Y	Cardiovascular	SOB, Chest Pain	2/15/16	9	18	
2/13/16	A	87752		HCGH	Obv	Internal	Vomiting,blood, hx ot	2/15/16	3	21	
3/7/16	C	87714		HCGH	N	Injury	Laceration rt thumb	3/7/16	1	22	
3/23/16	A	87597		HCGH	Y	Internal	r/o uti, urinary retention	4/12/16	20	42	
3/20/16	A	88088		HCGH	N	Neurological	Seizure	3/21/16	2	44	
3/27/16	A	86384		UMST	Y	Injury-Self inflicted	Self inflicted wound	3/28/16	2	46	
3/31/16	C	86384		HCGH	N	Mental-ER	Court ordered eval	4/1/16	2	48	
4/8/16	C	88276		HCGH	N	Internal	DVT	4/9/16	2	50	
4/2/16	C	88244		HCGH	Y	Alcohol/Drug	ETOH withdrawal, DT's	4/8/16	7	57	
4/9/16	A	88266	M	HCGH	Y	Alcohol/Drug	Hypotensive, Heroin OD	4/12/16	4	61	
4/20/16	C	88313		HCGH	N	Internal	R/O urinary obstruction	4/20/16	1	62	
4/21/16	C	88064		HCGH	N	Internal	R/O blood clot R V E	4/21/16	1	63	
4/29/16	A	88230		HCGH	Obs	Cardiovascular	Syncope or collapse	5/1/16	3	66	
5/16/16	A	88532		HCGH	N	Cardiovascular	Chest pain	5/16/16	1	67	
5/30/16	C	88708		HCGH	N	Alcohol/Drug	Heroin OD	5/31/16	1	68	
5/30/16	C	88704		HCGH	Y	Respiratory	Asthma, URI	6/1/16	2	70	
6/6/16	C	86991		HCGH	N	Injury	Rt thumb laceration	6/6/16	1	71	
6/8/16	C	88766		HCGH	Y	Oral surgery	Peritonsillar abscess	6/13/16	6	77	
6/16/16	C	88843		GBMC	Y	Dermatology	Cellulitis	6/16/16	1	78	
6/19/16	C	88846		HCGH	N	Cardiovascular	SOB	6/19/16	1	79	
6/22/16	C	88881		HCGH	N	Pregnancy	Vaginal bleeding	6/22/16	1	80	
7/8/16	A	89015		HCGH	Y	Cardiovascular	Hypotension, leg wound	7/11/16	4	84	
7/12/16	C	89015		HCGH	N	Cardiovascular	Hypotension, Dehydration	7/12/16	1	85	
7/12/16	C	89015		UM	N	Cardiovascular	Hypotension, Dehydration	7/13/16	2	87	
7/22/16	C	88983		HCGH	N	Injury	R/O torn retina	7/23/16	2	89	Transferred to JH
7/23/16	C	88983		JH	N	Injury	Visual disturbance	7/24/16	2	91	
7/24/16	A	89065		HCGH	Y	Cardiovascular	SOB, dizziness	7/27/16	4	95	Released
8/10/16	A	89213	M	HCGH	Y	Neurological	Seizures	8/15/16	6	101	

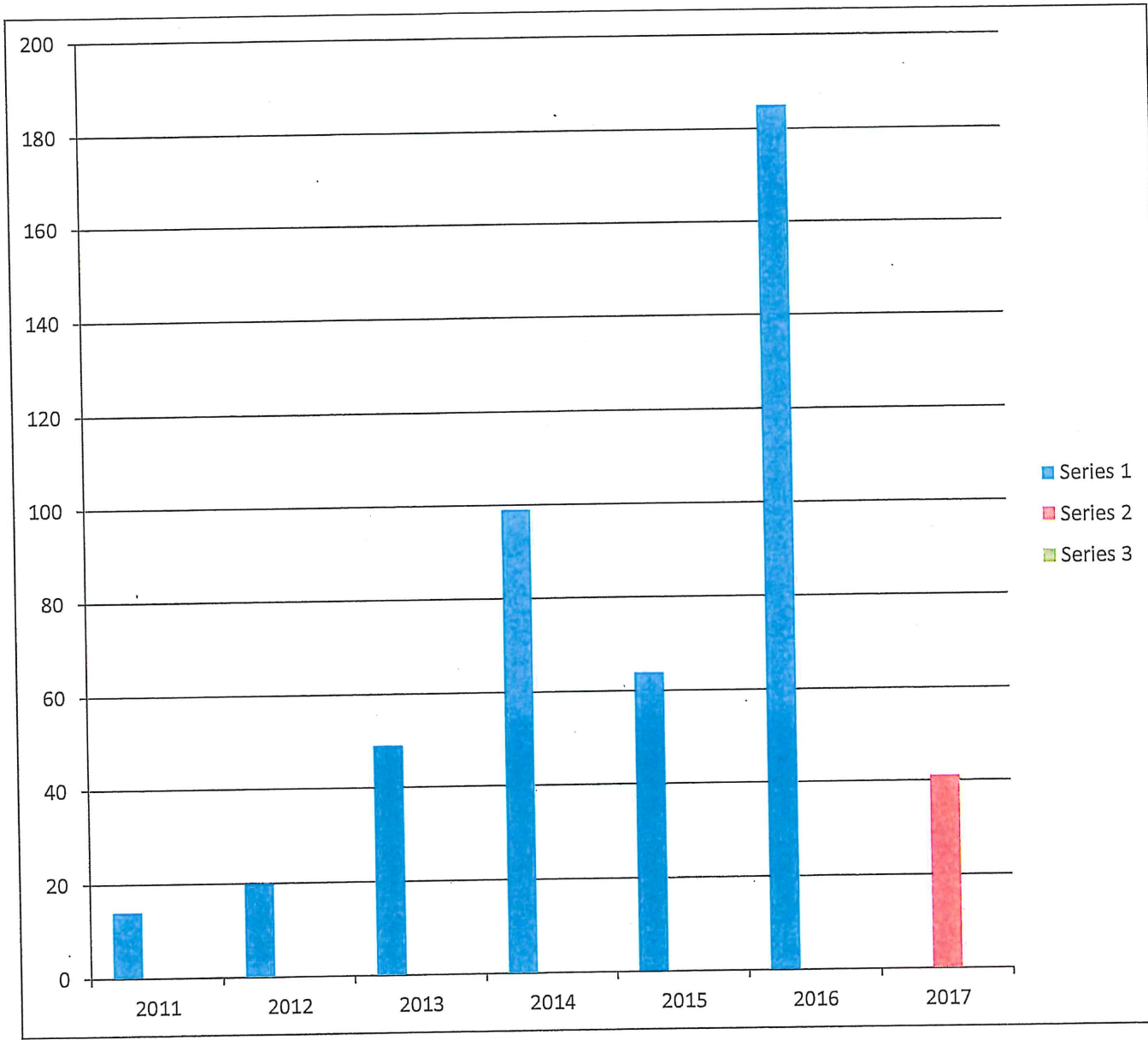
Type of Transport: A - 911 Ambulance, C - Car, TA - Transport Ambulance, AA - Air Ambulance

HCDC 2016 Hospital Tracking Log  
as of 5/4/2017

TransDate	TranspB	Inm #	Min	Hosp/ER	Adm?	Medical Category	Chief Complaint	Rtn Date	#DaysOut	CumTotal	Comments
9/1/16	C	89349		HCGH	y	Pregnancy	Spotting, ABD pain	9/4/16	4	105	
9/4/16	C	89349		HCGH	N	Pregnancy	Abd pain	9/4/16	1	106	
9/4/16	A	89460		HCGH	N	Cardiovascular	Chest pain, SOB	9/5/16	2	108	
9/13/16	C	89531		HCGH	N	Cardiovascular	Uncontrolled HTN	9/13/16	1	109	
9/29/16	A	89709		UMST	Y	Injury	GSW	1/10/17	102	211	
10/8/16	A	89791		HCGH	Y	Alcohol/Drug	Seizures ( detox)	10/23/16	16	227	
10/8/16	C	89881		HCGH	N	Alcohol/Drug	Seizures (detox)	10/9/16	2	229	Released
10/13/16	C	87597		HCGH	Y	Internal	UTI	10/17/16	5	234	Released
10/25/16	C	89410		HCGH	N	Injury	Laceration on forehead	10/26/16	2	236	
11/2/16	C	89950		HCGH	Y	Injury	R/O compartment synd.	11/8/16	7	243	
11/12/16	A	89931		HCGH	Y	Pregnancy	Labor and delivery	11/18/16	7	250	
11/26/16	A	89606		HCGH	M	Neurological	Seizure	11/26/16	1	251	
1/9/17	C	89709		HCGH	Y	Internal	Bowel Obstruction	1/11/17	3	254	
1/10/17	C	89709		HCGH	N	Internal	Ostomy Complication	1/11/17	2	256	
2/7/17	A	90666		HCGH	N	Pregnancy	Vaginal Bleeding/cramp	2/7/17	1	257	
2/28/17	A	90908		HCGH	Y	Injury	GSW	3/8/17	9	266	
3/2/17	A	90114		HCGH	N	Injury	Swelling of face	3/2/17	1	267	
3/9/17	C	90640		HCGH	N	Injury	Sexual Assault	3/9/17	1	268	
3/10/17	C	90908		Kernan	Y	Injury	GSW	3/17/17	8	276	
3/25/17	C	90640		HCGH	N	Injury	Sexual Assault	3/25/17	1	277	
3/29/17	A	89308		HCGH	Y	Internal	R/o Guillain-Barre syndrm	4/1/17	3	280	
4/13/17	C	90753		HCGH	N	Injury	r/o fx - arm injury	4/13/17	1	281	
4/16/17	C	91286		HCGH	N	Internal	Vaginal bleeding	4/17/17	2	283	
4/18/17	C	91290		HCGH	Y	Alcohol/Drug	ETOH Withdrawal	4/20/17	3	286	
4/21/17	C	91290		HCGH	Y	Alcohol/Drug	ETOH Withdrawal	4/24/17	4	290	
4/28/17	C	89709		UMMS	Y	Internal	Surgery		0	290	still at hosp
5/3/17	C	90791		UMMS	Y	Pregnancy	Labor & Delivery		0	290	still at hosp

Mode of Transport: A - 911 Ambulance, C - Car, TA - Transport Ambulance, AA - Air Ambulance

# Howard County Department of Corrections Hospital Coverage Days



**2017 is the number of hospital coverage days as of today May 4<sup>th</sup>, 2017**

**Sayers, Margery**

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**From:** China Williams <china\_22@hotmail.com>  
**Sent:** Friday, April 21, 2017 3:15 PM  
**To:** CouncilMail  
**Subject:** HCPSS needs more than a 1.1% funding increase

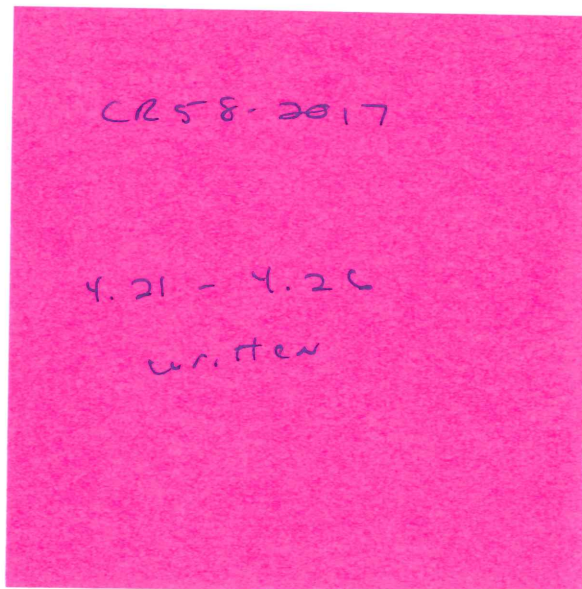
Dear County council:

I am very upset to learn that County Executive Kittleman is planning on increasing funding for HCPSS by a measly 1.1% (\$10 million). This doesn't cover normal cost increases (inflation alone is 2.4%) and it does not address the costs of an expanding school population. The Superintendent's budget requested a 3.5% increase (\$30.2 million). For context Baltimore County's school system requested a budget increase of 8%.

The amount that the Superintendent has requested seems in line with costs of an expanding school population but the concern is that she is not transparent and that the money will be spent in the central office instead of the classroom. Kittleman has the power to direct funds to specific categories, which he says he will do. But he has not allocated enough to meet the need. HCPSS spends \$14k/pupil per year and the system is expected to take on 1000 additional children in 2018 - this would require at a minimum a \$14 million increase.

Please increase the school budget to the requested amount (an additional \$30.2 million) and direct it towards the classroom and the students.

Thank you, China Williams  
3425 Huntsmans Run  
Ellicott City, MD 21042



## Sayers, Margery

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**From:** Kathryn Deutch <info@actionnetwork.org>  
**Sent:** Friday, April 21, 2017 7:41 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** PLEASE READ... Investing in kids = smart money

Allan Kittleman,

I write to you not only as a Howard County educator, but as a life long resident and product of our school system. Howard County thrives when our children have everything they need to become contributing citizens. I would not be the well-rounded person I am today without our school system's amazing staff. That's why I'm writing. We (educators, students, parents) need the resources to carry on Howard County's legacy. The legacy of being one of the best counties in America to learn and grow up in. It's clear that families move here specifically for our school system. We attract families that value education. Let's show them, and future residents, that we still have those values. That we aren't going to short change our county's future.

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Kathryn Deutch  
kdeutch@hotmail.com  
6301 Bright Plume  
Columbia, Maryland 21044





**Sayers, Margery**

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**From:** Diana Forbus <dsforbus@gmail.com>  
**Sent:** Tuesday, April 25, 2017 11:31 AM  
**To:** CouncilMail  
**Subject:** HCPSS - Diversity Coordinator

Dear Howard County Council Members:

My name is Diana Forbus, and I live in Mary Kay Sigaty's district.

While I may not yet have children in Howard County Schools, I am a product of HCPSS (K through 12) and am writing to voice my support of expanding the budget for Howard County Schools in the hopes that it will provide adequate resources for students, buildings, teachers, and staff. I am concerned that a lack of funding will eliminate the much-needed Diversity Coordinator position.

Supporting our schools is an important step towards being the kind of community we aspire to be.

Thank you for your time.

Diana Forbus

## Sayers, Margery

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**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Tuesday, April 25, 2017 8:01 AM  
**To:** Lorena Hiep; CouncilMail; BoE Email; Kittleman, Allan  
**Subject:** RE: [BoE Email] - MAINTENANCE OF EFFORT ONLY!!

Dear Ms. Hiep:

Thank you for contacting the Board of Education regarding the Board of Education's Requested FY 2018 Operating Budget. Your email will be saved as written testimony for the public hearing process. Please note that written testimony is part of the public record maintained by the Board Office and is uploaded online to BoardDocs as part of the public hearing.

The public is able to submit written testimony until 4:30 p.m. on Tuesday, May 23, 2017, at [BOE@hcpss.org](mailto:BOE@hcpss.org). The Board's budget schedule is as follows:

- April 20, 2017 7:30 p.m. Board of Education Public Hearing
- April 24, 2017 7 p.m. County Council Public Hearing
- April 27, 2017 7:30 p.m. Board of Education Work Session
- April 28, 2017 8:30 a.m. County Council Work Session with Board of Education
- May 25, 2017 9 a.m. Adoption of FY 2018 Operating & Capital Budgets and FY19-23 Capital Improvement Program Request

Once again, thank you for contacting the Board and providing valuable input.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** Lorena Hiep [mailto:[lorenahiep@gmail.com](mailto:lorenahiep@gmail.com)]  
**Sent:** Monday, April 24, 2017 5:39 PM  
**To:** councilmail@howardcountymd.gov; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; akittleman@howardcountymd.gov  
**Subject:** [BoE Email] - MAINTENANCE OF EFFORT ONLY!!

Please stand up for the students and staff of HCPSS, and the taxpayers of Howard County!

Do not give Foose money that she can spend at will. This Superintendent has proven over and over that she cannot be trusted, and is still not forthcoming with how she has spent money you have given in the past.

Please fund Maintenance of Effort only until this Superintendent provides answers to questions and listens to our elected Board about OUR priorities!

Thank you,

Lorena Hiep  
6485 Empty Song Rd.  
Columbia, MD 21044

**Sayers, Margery**

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**From:** Cathy Melvin <cathy.melvin21@gmail.com>  
**Sent:** Monday, April 24, 2017 9:09 PM  
**To:** CouncilMail  
**Subject:** Howard County Education Budget

Hello,

I am sorry that I could not attend the meeting tonight. I have already contacted Allen Kittleman and called his office. I would just like to tell you that, 2 years ago Dr. Foose eliminated my job as a Media Para Educator, a job that I had been doing for 19 years. There was never one day that I was not busy helping everyone in the entire school....staff, students, front office staff. Our Media Specialist is so overworked right now, between, testing, computers, teacher and student computer problems, printers...there is hardly any time to bring classes in for book check outs or book talks. It would be wonderful if the budget could put these jobs back in the Media Centers. The Kindergarten Para's were also eliminated but class sizes increased. They need those Para's back also.

I just want to make sure you knew about us when the budget is discussed.

Thank you

Cathy

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Cathy Melvin



## Sayers, Margery

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**From:** Cynthia Freeman <Cynthia\_Freeman@hcpss.org>  
**Sent:** Monday, April 24, 2017 8:36 PM  
**To:** CouncilMail  
**Subject:** Renovation of Talbott Springs Elementary School

Good evening,

My name is Cyndi Freeman and I am the Kindergarten Instructional Team Leader at Talbott Springs Elementary School. I have been teaching at Talbott Springs for 7 years now after teaching previously in Baltimore County and Harford County. I am writing to address my support for the renovation and expansion of Talbott Springs Elementary School.

Talbott Springs Elementary was constructed in 1972. It has not had a full renovation in its 45 years of existence. It has had a couple of additions in 1999/2000 and 2008 to bring it up to standards to provide educational programs. These have included adding the gym and all-day kindergarten space. Talbott Springs is currently well above capacity, with 501 students attending a school designed to hold 377. Kindergarten no longer has use of the previously designed kindergarten space as full-day PreKindergarten has taken over this area of the building. The four Kindergarten classes are in the much smaller previously first grade pod area. There is not enough room to adequately implement parts of our curriculum including learning centers where children explore through play and develop very important social and verbal skills, as well as movement breaks during learning activities. We also have a severe lack of storage in our current classrooms which has lead to the storage of many of our materials and furniture in an empty room we will lose soon do to overcrowding. Then we have no idea where we will store these materials so we can easily access them throughout the year.

The design of the open classrooms is a design that has been out of date for many years and rightly so. The pod area is very noisy and distracting to our young learners, many of whom are experiencing school for the first time. They don't have the skills needed to tune out what is happening in the other rooms that they can see and hear.

The lack of bathrooms is another issue at Talbott Springs for several reasons. First, the current kindergarten classrooms do not have bathrooms in them. This causes the students to have to leave the learning area and go down the hall unsupervised to use the bathrooms. At the beginning of the school year, this is very difficult as the students do not have the independence and self control needed to do this successfully. Also, with only one paraeducator for 4 classes, it is not feasible for her to assume the responsibility for taking the students to the bathroom as their needs arise. Thus we have 4 classes of kindergarten taking bathroom breaks as a class for at least the first few months of school

until routines and behaviors can be established. This takes time away from the important instruction throughout the day. Second, we only have 3 student bathrooms with 3 -4 stalls each for the whole school (3 boys and 3 girls rooms). There is often a line at the bathrooms which again takes away from precious instructional time.

It is my hope that the budget will allow for the renovation of Talbott Springs in the very near future. Our school is a place where our students enjoy coming and learning. Our staff want what is best for the students which includes a proper learning environment with adequate space for all students. I am proud to say I teach at Talbott Springs, as are most of our staff members, and our students and parents share our pride. Let's give them a school facility to be proud of as well.

Sincerely,

Cynthia Freeman

Talbott Springs Elementary

Kindergarten Instructional Team Leader

**Sayers, Margery**

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**From:** Sigaty, Mary Kay  
**Sent:** Monday, April 24, 2017 8:17 PM  
**To:** CouncilMail  
**Subject:** Fwd: IMPORTANT Information From OMCA's Education Committee Chair

This came to me today.

Mary Kay Sigaty  
Howard County Council Member  
District 4  
410-313-2001

Begin forwarded message:

**From:** Oakland Mills Community Association <[manager@oaklandmills.org](mailto:manager@oaklandmills.org)>  
**Date:** April 24, 2017 at 1:23:25 PM EDT  
**To:** [mksigaty@howardcountymd.gov](mailto:mksigaty@howardcountymd.gov)  
**Subject:** IMPORTANT Information From OMCA's Education Committee Chair  
**Reply-To:** [manager@oaklandmills.org](mailto:manager@oaklandmills.org)

Having trouble viewing this email? [oaklandmills.org](http://oaklandmills.org)



**Please Voice Your Support**  
**For Funding for Renovations at**  
**Talbott Springs ES and Oakland Mills MS**



**A Message From:**

**Jonathan Edelson**

**Vice-Chair, Oakland Mills Board of Directors,  
Chair Oakland Mills Education Committee**

[jledelson.omca@gmail.com](mailto:jledelson.omca@gmail.com)

**PLEASE lend your support and your voice either in person or by writing to the Howard County Council members. Complete renovation and modernization to Talbott Springs Elementary School and Oakland Mills Middle School is much needed and long overdue.**

Tonight I will be testifying on behalf of the Oakland Mills Board of Directors and the OMCA Education Committee at the Howard County Council's FY18 Capital Budget Hearing. The testimony is in support of funding in the County's FY18 Capital Budget for renovations at Talbott Springs Elementary School and Oakland Mills Middle School.

A copy of my testimony is attached. Click [HERE](#).

The first item is a funding request for the complete renovation and expansion of Talbott Springs Elementary School. Talbott Springs was constructed in 1972 and has not had a full renovation in its 45 years of existence. Despite a couple of additions (in 1999/2000 and 2008) the school is well above capacity with much needed educational and physical infrastructure renovations.

In addition, we support the full renovation of Oakland Mills Middle School, as indicated in the County Executive's capital budget. OMMS has only had one renovation in its 45 years, and the facility lags behind those middle schools built or renovated recently. Both Oakland Mills Middle School and Talbott Springs Elementary School face a number of programmatic, systemic, and physical upgrades.

**PLEASE SHOW YOUR SUPPORT.**

**ATTEND** tonight's hearing which will be held at the County Office Complex, 3430 Court House Drive, George Howard Building, Ellicott City, 20144 in the Banneker Room at 7:00 p.m.

**TESTIFY IN PERSON** tonight using this [LINK](#).

**TESTIFY IN WRITING** to all Council members at:  
[councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)

If you have any questions or would like to discuss this please email me at



[jledelson.omca@gmail.com](mailto:jledelson.omca@gmail.com)

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Oakland Mills Community Association, 5851 Robert Oliver Place, Columbia, MD 21045

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Sent by [manager@oaklandmills.org](mailto:manager@oaklandmills.org) in collaboration with

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## Sayers, Margery

---

**From:** Kirsten Coombs <kcoombs1209@gmail.com>  
**Sent:** Monday, April 24, 2017 6:09 PM  
**To:** CouncilMail  
**Subject:** HCPSS Budget FY 18

Chairman Weinstein & Council Members,

My apologies for not appearing in person tonight, but I am limiting some of my activity due to a leg injury. Your chairs are comfortable, but not that comfortable.

My testimony is on behalf of myself as an individual.

At Battle of the Books Friday night, an elementary Media Specialist told me that she was told by her Principal that parents could handle her duties. While we have a broad volunteer base, HCPSS should not be relying on parents to act as staff. At Wilde Lake Middle, our Media Specialist supports almost 600 students and more than 75 staff. She does an amazing job, but in order for the Media Center to be open every period, parents have to volunteer. That is true in most of our middle and secondary schools. Where is the equity of access in schools that have fewer volunteers? Books, computers and other resources are restricted due to this decision. The change in media secretary and paraeducator staffing has never made sense to me, as these staff members add a lot to building success without adding a huge payroll burden. While other counties may not have as many support staff, I'd offer that it's a difference that has led to our success.

Which leads me to our need for a Diversity Coordinator. As a member of the Board, I am disappointed that HCPSS is so reactive to racial incidents. A Diversity Coordinator could develop proactive professional development, coordinate student voice circles and involve parents at the building level, just to name a few ideas. Developing a "cookbook" for incident & crisis response would also allow for transparent communications to occur so parents, staff & students have an understanding of standard protocol.

Thank you for your support of our schools.

Kirsten Coombs

## Sayers, Margery

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**From:** Lorena Hiep <lorenahiep@gmail.com>  
**Sent:** Monday, April 24, 2017 5:39 PM  
**To:** CouncilMail; boe@hcpss.org; Kittleman, Allan  
**Subject:** MAINTENANCE OF EFFORT ONLY!!

Please stand up for the students and staff of HCPSS, and the taxpayers of Howard County!

Do not give Foose money that she can spend at will. This Superintendent has proven over and over that she cannot be trusted, and is still not forthcoming with how she has spent money you have given in the past.

Please fund Maintenance of Effort only until this Superintendent provides answers to questions and listens to our elected Board about OUR priorities!

Thank you,  
Lorena Hiep  
6485 Empty Song Rd.  
Columbia, MD 21044

## Sayers, Margery

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**From:** Charles Scudder <cescudder@yahoo.com>  
**Sent:** Monday, April 24, 2017 5:06 PM  
**To:** CouncilMail  
**Cc:** jledelson.omca@gmail.com; William.R.McCormack@verizon.net; Cgthomas65@verizon.net; kdwisni@yahoo.com; jledelson.omca@gmail.com; lynn.s.engelke@gmail.com; judyray16@yahoo.com; verchinski@yahoo.com  
**Subject:** Talbott Springs and Oakland Mills Middle renovations

My name is Charles Scudder, and my family has lived at 9556 Wandering Way since 1988. Both of our children attended Talbott Springs Elementary and OM Middle Schools in the 1990's. I was TSES PTA president for a part of this period, and my wife, Laurie, was on the PTA exec committee at OMMS. We were both actively involved with the OMHS Booster Club. We are writing in support of two Howard County Public School projects within the County Executive's proposed Capital Budget, the complete renovation and expansion of Talbott Springs Elementary School and Oakland Mills Middle School.

We remember fighting in the 90's for remodeling and equity in the older schools, and TSES was often ignored, or so it seemed. At the time, our schools had the highest percentage of children from low-income families, and for a time at least, the only majority minority school in the county. We were always left behind when it came to fund-raising due to our demographics, and often lost battles over redistricting, as more students from low-income, transient, and section 8 housing were moved to our school with very little resistance from the local population, most of which were from the same background and had no real voice in the matter. From what we have read and witnessed, it appears this hasn't changed all that much in the last 20 years.

I recall testifying against redistricting at one point that the best thing TSES had going for it was our diversity – we wouldn't trade it for anything, but would love to share the benefits with the rest of the county.

In some ways it's surprising that we are still fighting for these equity battles, and in other ways it's not. In politics, it always seems as if it's the most needy who are unable to raise the voices required to get the services they deserve. It's time to turn this around, and see to it that the 'mature', 'classic', 'retro' schools, such as TSES and OMMS, which dominate the original Columbia neighborhoods are brought up to modern standards so that all of the county's children can start their educations with the same physical plant advantages that only seem to exist in the newer developments with the luxury-home-neighborhoods surrounding them.

Thank you.  
Charles and Laurie Scudder



## Sayers, Margery

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**From:** Lindsay Cox <lindsay.m.cox@gmail.com>  
**Sent:** Monday, April 24, 2017 5:08 PM  
**To:** CouncilMail  
**Subject:** Support for funding for renovations to Talbott Springs ES and Oakland Mills MS

Hello,

I am writing in support of the funding for renovations at Talbott Springs ES and Oakland Mills MS. I am a parent of two young girls in the Oakland Mills neighborhood.

Talbott Springs was constructed in 1972 and has not had a full renovation in its 45 years of existence. Despite a couple of additions (in 1999/2000 and 2008) the school is well above capacity with much needed educational and physical infrastructure renovations.

OMMS has only had one renovation in its 45 years, and the facility lags behind those middle schools built or renovated recently. My two girls will attend Oakland Mills Middle School in a few years and they should not have to attend a school that is so out-dated and in such great need of repairs and updating.

Please support the programmatic, systemic, and physical upgrades of these two schools in my neighborhood. Thank you so much.

~Lindsay Cox`  
9546 Pamplona Rd.

## Sayers, Margery

---

**From:** Jessica Mahajan <jessica.mahajan@gmail.com>  
**Sent:** Monday, April 24, 2017 4:30 PM  
**To:** CouncilMail  
**Subject:** I support renovations for Oakland Mills schools

Dear Howard County Council,

As a resident of Oakland Mills, I support the full funding of the complete renovation and expansion of Talbott Springs Elementary School because it is well above capacity and long overdue for a renovation.

I also support the full renovation of Oakland Mills Middle School which, because of its age, is quickly falling behind those middle schools built or renovated recently.

My children attend SFES and we know what a difference a renovated space has made for the staff and students there. Oakland Mills is a great village and our children and educators deserve a high quality school that meets the standards in education, indoor environmental quality, accessibility, and safety that are found throughout Howard County.

Thank you for your time and attention.

Sincerely,  
Jessica Mahajan  
9471 Maera Ct  
Columbia, MD 21045  
865-765-2218

**Sayers, Margery**

---

**From:** Heather Urner <heather.urner@yahoo.com>  
**Sent:** Monday, April 24, 2017 10:50 AM  
**To:** CouncilMail  
**Subject:** Re: Official Testimony

Good Evening All,

My address is 10212 Hickory Ridge Rd Apt 203 Columbia MD 21044.

I'm a Hickory Ridge, Howard County, Running Brook parent. After attending the continuing APFO 101 for parents meeting, I feel so much. I feel like the removing contingencies for roll over allocations is a step, I feel like since 1992 for (Adequate Public Facilities Ordinance) APFO's creation and only now a comprehensive review, that is nowhere near enough, we need more of proactive review, every two years. I feel that High Schools, Police, the Hospital, Fire House facilities need to be counted in the figures, take cues from Prince George's County, Montgomery County. Do not shelf the threshold, reduce the 115% this year, not in 2018, reduce it to 110%, charge true cost, only getting \$3,000-\$6,000 to fill a seat that cost \$22,000, is nowhere near enough, have impact fees, extend the pause, 4 years is not enough, as mentioned at the most recent planning board meeting where public testimony was provided, for the school system to catch up to growth of developers is unreasonable, counties have legal right of pauses 6-8 years, where it is in no way a "taking" or infringing on one side in doing so. Parents, children, families of Howard County desire to speak up on our connected

common thread, the children, and should be able to. Our local figures should be in contact with each other, each board's motions have impact if not at first glance seen or understood to each other and all the more reason to effectively show transparency, to each other and the public it is not a punishment but a way to strengthen the words and trust in Choose Civility. Our community, our county we are growing because of the good that we have done. I've seen how we want to maintain our AAA Bond rating. Putting our children first, giving them the programs to grow, the school facility space to move and grow, the teachers to give them the education to grow, the programs that might be required to give them properly created and accurate delivered individual program to grow, (expanding AP, strengthening ARL and non-college options, BSAP, and programs removing the educational gap, enhancing teachers support for behavioral understanding for students with and without IEPs). We all have a part, we all want to be the hero, and we can all be a part of the answer. I know that in a perfect world all the good stuff to maintain our schools and beyond would be available. I know that we are in 2017 and in that awareness I know that I want you to put our children, our future, on your mind with every regulations in your hands and seeing what is worth funding for staff in offices away from the children and what is taking away from the teachers themselves and the children's full scope. Our children deserve all, to receive a budget that clearly marks that we are funding the money to grow them, to grow their lives. They deserve that their parents speak for them. They deserve to know that their local government representatives



are there to want to know parents' concerns and to act on concerns recognizing they are valid, they are not empty words. Thank you.

Heather Urner

**Sayers, Margery**

---

**From:** Heather Urner <heather.urner@yahoo.com>  
**Sent:** Sunday, April 23, 2017 7:53 PM  
**To:** CouncilMail  
**Subject:** Official Testimony

Good Evening All,

I'm a Hickory Ridge, Howard County, Running Brook parent. After attending the continuing APFO 101 for parents meeting, I feel so much. I feel like the removing contingencies for roll over allocations is a step, I feel like since 1992 for (Adequate Public Facilities Ordinance) APFO's creation and only now a comprehensive review, that is nowhere near enough, we need more of proactive review, every two years. I feel that High Schools, Police, the Hospital, Fire House facilities need to be counted in the figures, take cues from Prince George's County, Montgomery County. Do not shelf the threshold, reduce the 115% this year, not in 2018, reduce it to 110%, charge true cost, only getting \$3,000-\$6,000 to fill a seat that cost \$22,000, is nowhere near enough, have impact fees, extend the pause, 4 years is not enough, as mentioned at the most recent planning board meeting where public testimony was provided, for the school system to catch up to growth of developers is unreasonable, counties have legal right of pauses 6-8 years, where it is in no way a "taking" or infringing on one side in doing so. Parents, children, families of Howard County desire to speak up on our connected common thread, the children, and should be able to. Our local figures should be in contact with each other, each board's motions have impact if not at first glance seen or understood to each other and all the more reason to effectively show transparency, to each other and the public it is not

a punishment but a way to strengthen the words and trust in Choose Civility. Our community, our county we are growing because of the good that we have done. I've seen how we want to maintain our AAA Bond rating. Putting our children first, giving them the programs to grow, the school facility space to move and grow, the teachers to give them the education to grow, the programs that might be required to give them properly created and accurate delivered individual program to grow, (expanding AP, strengthening ARL and non-college options, BSAP, and programs removing the educational gap, enhancing teachers support for behavioral understanding for students with and without IEPs). We all have a part, we all want to be the hero, and we can all be a part of the answer. I know that in a perfect world all the good stuff to maintain our schools and beyond would be available. I know that we are in 2017 and in that awareness I know that I want you to put our children, our future, on your mind with every regulations in your hands and seeing what is worth funding for staff in offices away from the children and what is taking away from the teachers themselves and the children's full scope. Our children deserve all, to receive a budget that clearly marks that we are funding the money to grow them, to grow their lives. They deserve that their parents speak for them. They deserve to know that their local government representatives are there to want to know parents' concerns and to act on concerns recognizing they are valid, they are not empty words. Thank you.

Heather Urner

I would love to ask you for greater funding for our schools, but I can't because no tax payer or Board of Ed member knows how our money is being spent.

I looked at this year's proposed budget document and found the following FTE staff to secretary numbers in Central Office:

Office of the Superintendent - 3, executive assistants - 3  
Staff Relations - 3.3, secretaries - 2  
Temporary Services - 1 (mgr), secretaries - 2  
Human Resources - 13, secretaries - 9  
Central Office Instruction - 57, secretaries - 27

In the Central Office, it seems secretaries have secretaries. Let's not forget about all the contractors we have running around central office and former employees with retirement benefits now on contract.

The Teachers for Tomorrow program was used as a success in the evaluation to renew the Superintendent's contract. However, we don't have the money to pay for the program 2 years after signing the MOA with McDaniel college.

- The MOA was signed in secret in 2015 by the Board Chair with the administration claiming that it was "an initiative that did not require Board of Education adoption."
- After asking for months, this Board was finally told that there is a little over \$100,000 for a current class of 11 freshmen that will cost over \$500,000 to fund for all 4 years. How could we possibly add 12 more students for another cohort when we don't have the money for the current class?
- Our Superintendent, who holds an MBA, was asked if she had a plan to fund this program and her response was to ask Board members what they were doing to fundraise for it. Even if they were fully informed about this program, how could they possibly raise hundreds of thousands of dollars? This is a budget award winning administration. Why is there no plan for a program that is contracted to cost millions of dollars or was it just for a resume?



The current Board also expressed concern over the professional photographer on staff when money was being cut in the classroom. The Superintendent responded that it was her job to determine how the budget is allocated and requested that the Board simply give her a percentage to cut in the communications department. When they did, her response was to cut school websites and livestreaming for graduation – things important to the community.

This leads me to question what other programs exist and where money is allocated for which the Board and the public have no knowledge or input. Until there is transparency and accountability in this administration, we cannot trust that our money is being spent the way our elected Board of Education members and community want. I would love to advocate for increased funding for money that goes directly to the classroom, for special education, for the diversity coordinator, for English Language learners, and for closing the achievement gap. However, I have no confidence that it will go to places where the Board, educators, parents, and tax payers believe it should go.



# Board of Education Approves FY2018 Operating and Capital Budget, and FY2019-2023 Capital Improvement Program Requests

Posted: **February 24th, 2017**

The Howard County Board of Education last night approved an Operating Budget Request for the 2017–2018 school year (Fiscal Year 2018) totaling \$872.4 million. The amount requested represents a net increase of \$3.5 million over the Superintendent’s budget request and \$64.0 million over the amount funded for the FY 2017 school year.

The Board added a total of \$4.17 million to its request including the costs to add 93.5 new positions to the budget. New positions added to the budget included 52.0 para-educator positions, 20.0 media para-educator positions, 15 high school media secretary positions, 2.0 behavior specialist positions, a 1.0 reading specialist position, a 0.5 Robinson Nature Center teacher position, a 1.0 Diversity Coordinator, a 1.0 attorney for the Board, and a 1.0 budget analyst/auditor for the Board. Funding was also added to support summer school and intramural programs.

To offset these additions, the Board cut approximately \$662,000 from the proposed budget. The impact of the Board’s cuts included a reduction in funding for school system legal fees; and the elimination of funding for school websites, live video streaming of commencement ceremonies, student music performances and other events (with the exception of Board meetings), an annual staff retirement celebration and service milestone recognitions. Additional reductions were made in contracted services and supplies in communications, human resources, and accountability and continuous

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improvement programs including cuts to suspend the Gallup student strength and staff engagement initiatives.

The Board also approved an FY 2018 Capital Budget Request totaling \$93.7 million, a 2019–2023 Capital Improvement Program Request totaling \$484.6 million, and a 2018–2027 Long Range Master Plan of \$963.9 million.

The Capital Budget request includes funding for a renovation at Patuxent Valley Middle School, scheduled for completion in August 2017; additions at Swansfield and Waverly elementary schools, scheduled for completion in August 2018; renovations at Oakland Mills Middle and Talbott Springs Elementary schools, scheduled for completion in August 2020; and construction of New Elementary School #42, scheduled to open in August 2018. Additional funding is allocated for relocatable classrooms and upgrades to technology and playground equipment.

The Board will submit its budget requests to Howard County Executive Allan H. Kittleman by mid-March.

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## Howard County Public School System

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Ellicott City, MD 21042

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**Howard County Public School System  
Teachers for Tomorrow (T4T)  
Five Year Program Modeling For Two Cohorts**

School Year	Fundraising Needs	Projected Expenses* (12 student cohort)	Projected Capital Reserve Balance
2016	\$ -	\$ -	\$ 276,225
2017	\$ -	\$ (169,400)	\$ 106,825
2018	\$ 300,000	\$ (338,800)	\$ 68,025
2019	\$ 300,000	\$ (322,000)	\$ 46,025
2020	\$ 300,000	\$ (322,000)	\$ 24,025
2021	\$ 175,000	\$ (168,000)	\$ 31,025
Total Funds Required	\$ <u>1,075,000</u>		

The above schedule provides a modeling scenario for two cohorts to complete the program and join HCPSS as a full time employee:

- \* The first 11 student cohort began in school year 2017, the second would begin in school year 2018 for a total of 23 students attending McDaniel College.
- \* Annual per student cost of \$14,000 covers tuition, books, transportation, and other costs including one time costs
- \* Projected expenses through 2021 reflect the tuition rate established in a Memorandum of Understanding (MOU) with McDaniel College.
- \* The 2016 balance reflects the seed funding set aside for T4T initially as well as additional funds donated through February 2017. Any future funds donated would offset the funds required to complete the commitment to the first two cohorts of students.

## **Teachers For Tomorrow**

### **Accounting for Teachers for Tomorrow ( T4T)**

The Teachers for Tomorrow initiative is accounted for as a special project in the Board's Restricted Fund, similarly to the way grants, special projects and designated donations are currently handled. Donations made to Teachers for Tomorrow are designated for that purpose and made payable to the Howard County Public School System (HCPSS). Funds received for Teachers for Tomorrow are held and only used for this purpose. The HCPSS is a non-profit governmental unit with a federal tax identification number of 52-6000968.

Governmental units are covered under the Internal Revenue Code Section 170 (c) which makes it clear that "charitable contribution" includes a contribution or gift to a state, possession of the United States or political subdivision of any of the foregoing, or the United States, or the District of Columbia, but only if the contribution or gift is made exclusively for public purposes. Therefore, donations to the HCPSS for Teachers for Tomorrow, (like all other donation to HCPSS) qualify as a charitable contribution for the donor.

The HCPSS is not considered a 501 (C) (3) corporation as defined in the Internal Revenue Code. IRS Code 501(C) (3) corporations are primarily charitable organizations as well as non-profit. Nonetheless, as outlined above, donations made will qualify as a charitable contribution for tax reporting purposes. The HCPSS issue letters of acknowledgement to donors that meet IRS requirements for tax reporting.

### **Health Insurance Coverage Available to T4T Students**

In accordance with the Memorandum of Understanding with McDaniel College for the T4T program, T4T Students are eligible to enroll in the lowest cost HCPSS HMO plan. The current average claims cost for 18-22 year olds in this plan is \$248 per year with annual administrative fees totaling \$674 per enrolled student. The first cohort had 6 students enroll in the plan. The total administrative and claims costs incurred to cover these students for the first year are \$1,839. These costs are currently accounted for in the HCPSS Health and Dental Fund. Cohort 1 projections assume 6 students continue in the plan for all four years. Cohort 2 projections assume all 12 students enroll in the plan for all four years.

### **T4T Student Summer Internships**

In accordance with the Memorandum of Understanding with McDaniel College for the T4T program, HCPSS employment or paid internship opportunities will be offered to T4T students after completion of their freshman year. Eight students in the cohort have verbally agreed to work for HCPSS this upcoming summer. Since nothing is finalized, there is no further information to be shared at this time.



Howard County Public School System  
 Teachers for Tomorrow  
 Total Expenditures by Fund

Fund	Fiscal Year	Expense	Amount
T4T Project - Restricted Fund	2016	Student Fingerprints/Background Checks	580
T4T Project - Restricted Fund	2017	Student Supplies	360
T4T Project - Restricted Fund	2017	Student Transportation	1,910
T4T Project - Restricted Fund	2017	Meeting Costs	172
T4T Project - Restricted Fund	2017	Textbooks	9,722
T4T Project - Restricted Fund	2017	Workshop Wages - Staff Working on T4T	603
T4T Project - Restricted Fund	2017	McDaniel Enrollment Fee	1,100
T4T Project - Restricted Fund	2017	McDaniel Fall Semester Fee	66,000
T4T Project - Restricted Fund	2017	McDaniel Spring Semester Fee	66,000
			\$ 146,446
Technology Fund	2017	Laptops	\$ 13,640
Health and Dental	2017	Health Insurance	\$ 5,546

Note:

In accordance with the Memorandum of Understanding with McDaniel College for the T4T Program, HCPSS will provide each T4T student with a laptop at the beginning of their freshman year at McDaniel College. The students in Cohort 1 each received an Apple Air laptop from the HCPSS Technology Office. These costs are currently accounted for in the HCPSS Technology Fund. This is a one time cost that has been included in the projected costs for T4T.

In accordance with the Memorandum of Understanding with McDaniel College for the T4T Program, the T4T students are eligible to enroll in the lowest cost HCPSS HMO plan. The current average claims cost for 18-22 year olds in this plan is \$248 per year with annual administrative fees totaling \$674 per enrolled student. The first cohort had 6 students enroll in the plan. The total administrative and claims costs incurred to cover these students for the first year are \$1,839. These costs are currently accounted for in the HCPSS Health and Dental Fund. This is a recurring cost that has been included in the projected costs for T4T.

Howard County Public School System  
 Teachers for Tomorrow  
 Estimated Annual Expenditures

Expense	Cohort 1 Actual Year One Total	Cohort 1	Cohort 2
		Projected Annual Per Student Amount	Projected Annual Per Student Amount
Student Supplies	\$ 420	\$ 35	\$ 35
Health Insurance	5,550	463	922
Student Transportation	1,910	160	160
Meeting Costs	172	15	15
Textbooks	10,800	900	900
Workshop Wages - Staff Working on T4T	600	50	50
McDaniel Fall Semester Fee	72,000	6,000	6,000
McDaniel Spring Semester Fee	72,000	6,000	6,000
	<b>\$ 163,452</b>	<b>\$ 13,623</b>	<b>\$ 14,082</b>

Estimate Used To Project Cost

<b>\$ 14,000</b>	<b>\$ 14,000</b>
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One time Costs	Total Amount	Per Student Amount	Per Student Amount
Student Fingerprints/Background Checks	\$ 660	\$ 55	\$ 55
McDaniel Enrollment Fee	1,200	100	100
Laptops	14,880	1,240	1,240
	<b>\$ 16,740</b>	<b>\$ 1,395</b>	<b>\$ 1,395</b>

Estimate Used To Project Cost

<b>\$ 1,400</b>	<b>\$ 1,400</b>
-----------------	-----------------

Students are eligible to enroll in the lowest cost HCPSS HMO plan. The current average claims cost for 18-22 year olds in this plan is \$248 per year with annual administrative fees totaling \$674 per enrolled student. The first cohort had 6 students enroll in the plan. The total administrative and claims costs incurred to cover these students for the first year are \$1,839. These costs are currently accounted for in the HCPSS Health and Dental Fund. Cohort 1 projections assume 6 students continue in the plan for all four years. Cohort 2 projections assume all 12 students enroll in the plan for all four years.

Howard County Public School System  
 Teachers for Tomorrow  
 Projected Costs for Two Cohorts

Projected Costs for Current Cohort

Semester	Description	Projected Expenses
August 2016	One Time Costs	\$ 15,400
August 2016	Tuition, books etc..	\$ 77,000
January 2017	Tuition, books etc..	\$ 77,000
August 2017	Tuition, books etc..	\$ 77,000
January 2018	Tuition, books etc..	\$ 77,000
August 2018	Tuition, books etc..	\$ 77,000
January 2019	Tuition, books etc..	\$ 77,000
August 2019	Tuition, books etc..	\$ 77,000
January 2020	Tuition, books etc..	\$ 77,000
		<b>\$ 631,400</b>

Projected Costs for Second Cohort

Semester	Description	Projected Expenses
August 2017	One Time Costs	\$ 16,800
August 2017	Tuition, books etc..	\$ 84,000
January 2018	Tuition, books etc..	\$ 84,000
August 2018	Tuition, books etc..	\$ 84,000
January 2019	Tuition, books etc..	\$ 84,000
August 2019	Tuition, books etc..	\$ 84,000
January 2020	Tuition, books etc..	\$ 84,000
August 2020	Tuition, books etc..	\$ 84,000
January 2021	Tuition, books etc..	\$ 84,000
		<b>\$ 688,800</b>

Projected Cost to Matriculate Two Cohorts **\$ 1,320,200**

**Howard County Public School System**  
**Teachers for Tomorrow**  
**Budget to Actual as of 2/28/17**

**Revenues**

Date	Donor	Amount
5/13/2015	Board designated seed funds	\$ 275,000.00
11/16/2016	Individual donor	40.00
11/23/2016	BrightMinds Foundation donation	610.00
1/18/2017	Individual donor	50.00
1/18/2017	Anonymous	500.00
1/18/2017	Individual donor	25.00
		\$ 276,225.00

**Expenses**

Date	Expense	Amount
6/16/2016	Fingerprints/Background Checks	\$ 580.25
8/24/2016	McDaniel Fall Semester fee	66,000.00
8/24/2016	McDaniel Enrollment fee	1,100.00
9/1/2016	Supplies	75.79
9/6/2016	Student transportation	250.00
9/12/2016	Meeting costs	51.64
10/7/2016	Fall Textbooks	5,834.59
10/10/2016	Supplies	250.00
10/24/2016	Student transportation	1,660.00
11/30/2016	Supplies	11.92
12/16/2016	Workshop Wages - staff working on T4T	602.84
2/1/2017	Supplies	2.98
2/1/2017	McDaniel Spring Semester fee	66,000.00
2/3/2017	Supplies	19.20
2/6/2017	Meeting costs	120.00
2/7/2017	Spring Textbooks	3,886.98
		\$ 146,446.19
Remaining Balance		\$ 129,778.81

HCPSS  
FY 2018 Potential Budget Cuts

At the request of the county budget administrator, the school system is providing potential budget cuts to bring the FY 2018 request to a maintenance of effort level of funding by the county. The list below provides options to reach within \$4.2 million of the requested goal. Potential cuts requiring negotiation have various scenarios detailed on a separate schedule. This schedule reflects the scenario identified. However this does not reflect any predetermined or desired outcome by management. It simply reflects associated costs should this scenario be implemented.

Potential Reduction Description	Potential Reduction Amount	FY 2018
		\$ 872,421,722
Defer all Equipment purchases (ONE-TIME COSTS)	<u>(803,200)</u>	
		(803,200)
<i>Reduce all restored from FY17 Revised Approved budget</i>		
Reduce all restored Supplies-General	(723,831)	
Reduce all restored Travel-Conferences	(39,580)	
Reduce all restored Travel-Mileage	-	
Reduce all restored Wages-Temporary	(188,187)	
Reduce all restored Contracted-Consultant	<u>(246,520)</u>	
		(1,198,118)
<i>Reduce all increased from the FY17 Approved budget</i>		
Reduce all increased Supplies-General, excluding ES #42	(762,216)	
Reduce all increased Travel-Conferences	(59,947)	
Reduce all increased Travel-Mileage	(16,102)	
Reduce all increased Wages-Temporary	(42,780)	
Reduce all increased Contracted-Consultant	<u>(55,900)</u>	
		(936,945)
<i>Reduce other non-essential items</i>		
Defer the purchase of supplies for ES #42 to FY 2019 (ONE TIME COSTS)	(1,119,502)	
Transportation contracts out to bid, estimated savings as of 2/28/2017 per David Ramsay	(326,160)	
Reduce 1.0 Bus Router new position request	(61,077)	
Eliminate parochial (community) transportation	(709,643)	
Eliminate Workshop Wages not protected by negotiated agreement	(2,357,590)	
MOI reductions of 20%	(480,271)	
Eliminate lunch/recess monitors	(824,999)	
Increase Class Size **	<u>-</u>	
		(5,879,242)
<i>Reduce employee health contribution based on Fund 13 reductions</i>		
Reduction in GF contribution to the HD Fund, based on benefit credit reduction for enrolled employees to \$1	(2,943,602)	
Reduction in GF contribution to the HD Fund, based on benefit credit reduction for non-enrolled employees to \$1	(955,904)	
Reduction in GF contribution to the HD Fund, based on cutting 100% of Virgin Health Miles incentives	<u>(900,000)</u>	
		(4,799,506)
<i>Reduce technology chargebacks based on Fund 11 reductions</i>		
Reduction in technology chargebacks related to the deferral of new training for technology staff.	(137,000)	
Reduction in technology chargebacks related to the deferral of 50% of restored and increased software, hardware, and contracted labor.	(534,825)	
Reduction in technology chargebacks related to the deferral of 50% of supplies increase.	(218,065)	



HCPSS  
FY 2018 Potential Budget Cuts

Reduction in technology chargebacks related to deferral of equipment and increase to equipment repair	(120,300)	
<hr/>		(1,010,190)
<i>Reduce all Board additions</i>		
1.0 BOE Attorney and 1.0 BOE Budget Analyst/Internal Auditor	(192,788)	
35 positions - 20.0 Media Paraeducators, 15.0 Media Secretaries	(1,313,577)	
1.0 Reading Specialist	(85,743)	
0.5 Teacher Robinson Nature Center	(44,818)	
52.0 Elementary Paraeducators	(1,951,602)	
2.0 positions - 2.0 Behavior Specialists	(216,333)	
1.0 Cultural Diversity Coordinator	(141,803)	
All non-position expenditures; wages, etc.	(223,962)	
<hr/>		(4,170,626)
<i>Reductions requiring negotiation</i>		
Adjustment to cost-sharing of health benefits.* Options include an increase to the employees' share by a flat percentage across both groups, or increasing both groups to the same rate of cost share. (Effective January 1, 2018)	(3,196,500)	Increase all to 20%
Furlough day(s) (includes FICA and retirement, as well as ISF chargebacks for savings related to furlough of ISF employees)	(8,473,807)	3
Cut the COLA systemwide; 2% is included in the Board of Education's Request. The full 2% COLA could be cut, reduced by 1%, or cut by 0%.	(11,597,753)	2%
Cut the step increase systemwide; a full step increase is included in the Board of Education's Request. The increment could be deferred 100%, deferred for 50% of the year, or funded with a 0% deferral.	(10,681,619)	100%
Reduction in Internal Service Funds contributions/chargebacks related to COLA adjustment (Health, Technology, Print, Workers' Compensation)	(101,781)	
Reduction in Internal Service Funds contributions/chargebacks related to step adjustment (Health, Technology, Print, Workers' Compensation)	(114,577)	
<hr/>		(34,166,037)
General Fund potential reductions		(52,963,864)
<b>General Fund Approved</b>		<b>\$ 819,457,858</b>
<hr/>		
<b>Total Budget Based upon County Maintenance of Effort Funding Only</b>		<b>\$ 815,212,566</b>
<b>Amount Over MOE After Reductions</b>		<b>\$ 4,245,292</b>

\* Current negotiated cost-sharing provides that employees pay 13% or 15% based upon hire date. Savings are calculated by independent actuary.

\*\* School Administration does not currently recommend class size adjustments as a cost savings strategy because it compromises instruction.

Data is not currently available to determine cost savings should class size adjustments be considered.



**Oakland Mills Community Association**  
**The Other Barn • 5851 Robert Oliver Place**  
**Columbia, MD 21045**  
410-730-4610 • oaklandmills.org

April 24, 2017

**TO: Howard County Council Members**

**FROM: Oakland Mills Board of Directors**  
**Jonathan Edelson, Board Vice-Chair and Education Committee Chair**

**SUBJ: **REVISED** Testimony in support of Funding for Talbott Springs Elementary and Oakland Mills Middle School Renovations**

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Good evening, my name is Jonathan Edelson and I reside at 6144 New Leaf Court in Columbia. I am Vice-Chair of the Oakland Mills Board of Directors and Chair of the Oakland Mills Education Committee. I am testifying on behalf of the Oakland Mills Community Association. I would like to begin by thanking our County Council for holding tonight's hearing and for funding important efforts within the Oakland Mills Community.

I am testifying in support of two Howard County Public School projects within the County Executive's proposed Capital Budget. We are concerned the Administration has opted not to allocate any funding towards these projects in the proposed Executive's FY18 Capital Budget. This includes funding that was removed from the Planning and Design capital project that would authorize a feasibility study for Talbott Springs ES. While we understand the Council is limited in its ability to restore funding; we want to lend our voice and ongoing support for our Oakland Mills schools in the hopes the Administration and school system will collaborate together and identify the funds necessary to move forward with the feasibility study as quickly as possible. We further lend our support for the OMMS and TSES projects and hope that if programmed for FY19, that these projects will not continue to be delayed.

Talbott Springs Elementary was constructed in 1972. It has not had a full renovation in its 45 years of existence. It has had a couple of additions in 1999/2000 and 2008 to bring it up to standards to provide educational programs. These have included adding the gym and all-day kindergarten space.

Talbott Springs is currently well above its capacity, with 501 students attending a school designed to hold 377. This requires that entire grades attend school in 11 portable classrooms outside the building. This also required a redistricting of about 100 children from Talbott Springs to Stevens Forest several years ago, which put the newly-renovated and expanded Stevens Forest above capacity and requires an entire grade at Stevens Forest to be in portables at a newly-renovated facility.

Additionally, much of Talbott Springs' learning environment is still partially open classrooms, which is an educational infrastructure that dates back to the 1970s and has been abandoned in all recent school

construction and renovation. Through discussions with the Talbott Springs PTA and administration, I have learned that many aspects of the school are out of date, from the aforementioned capacity and learning space configuration to the physical plant. Many other schools have been constructed or renovated since the core of the Talbott Springs facility was constructed in 1972. The Oakland Mills Community Association believes that students at Talbott Springs and throughout Oakland Mills deserve modern, state of the art learning facilities and we respectfully and strongly encourage the County Council to support capital funds for a full modernization of Talbott Springs and a facility that can house all of its students within its walls.

We also support the full renovation of Oakland Mills Middle School, as indicated in the County Executive's capital budget. While Oakland Mills Middle does not have capacity issues like those of our elementary schools, it has had only one renovation in its 45 years, and the facility lags behind those middle schools built or renovated more recently.

Complete renovation of Talbott Springs Elementary and Oakland Mills Middle is much needed and long overdue. Each facility faces a number of programmatic, systemic, and physical upgrades. Thank you for your consideration. Oakland Mills looks forward to our continued partnership as we work to revitalize our community and continue to improve our County.

**Sayers, Margery**

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**From:** karenlgray@verizon.net  
**Sent:** Wednesday, April 26, 2017 1:17 PM  
**To:** CouncilMail  
**Cc:** Sandy Kutner Cederbaum; Jonathan Edelson  
**Subject:** Support for renovations at Talbott Springs and Oakland Mills Middle Schools

Dear Howard County Council Members,

I am requesting that money be found to fund a feasibility study for renovations at Talbott Springs Elementary School. The school is well over capacity; full grades of students are housed in portable classrooms and others in outdated open classrooms. A significant number of students have been transferred to Stevens Forest Elementary, which is also over capacity, and to which the students must walk almost a mile, rather than practically across the street to Talbott Springs. The need for expansion and renovation is urgent and palpable.

I also support renovations for Oakland Mills Middle School, which is also in need of updating.

Schools in Oakland Mills face many challenges, including large percentages of low-income, minority, and foreign-speaking students. It is particularly important that these school be up-to-date and able to handle the capacity in order to meet these challenges.

Please do what you can to move these essential renovations along.

Thank you,

Karen Gray  
5951 Camelback Lane  
Columbia, MD 21045  
410-730-7941

## Sayers, Margery

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**From:** Bruce Cummings <info@actionnetwork.org>  
**Sent:** Wednesday, April 26, 2017 12:08 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Bruce Cummings  
pittsburgh81083@outlook.com  
9324 Kenbrooke Court  
Laurel, Maryland 20723





**HOWARD COUNTY**  
PUBLIC SCHOOL SYSTEM

Renee A. Foose, Ed.D.  
Superintendent  
410-313-6674

**Superintendent's Testimony**  
**Howard County Council Budget Hearing – Monday, April 24, 2017**

Good evening, Chairperson Weinstein and members of the Council.

The school system greatly appreciates the strong support we have historically received from our county government leaders. That strong support is the reason why our schools continue to set a standard for excellence in our state and nation, why our students consistently rank among the top on many measures of achievement, and why so many businesses and residents choose Howard County. Not only is a great school system the cornerstone of a strong community, it is the engine that drives economic growth in our county.

Each year, our system must have the resources to fully prepare each Howard County child for success. Investment in education is critical both to our children's future and the continued financial prosperity of our entire county. The Board of Education's requested budget reflected the funding to ensure that each and every child in our school system graduates well prepared for college or a living-wage career. The county executive's budget cut the Board's requested budget by \$53.9 million. Before we discuss the impact of these cuts, I'd like to share again the factors that contribute to the large increase in the school system's request for FY 2018.

The most significant impact to the school system's budget is a structural budget deficit due primarily to the teachers' pension shift from the state to the local school boards. The state made this shift to local school systems and local governments with no corresponding funding to provide for these costs. For FY 2018, the school system must budget \$22.4 million to meet this cost.

Pre-kindergarten education has a proven track record in giving students a strong start. Our system is mandated to provide Pre-K education for over 1,300 students at a cost of \$13.9 million in FY 2018. However, these students are excluded from the county and state maintenance of effort funding, increasing the structural budget deficit to more than \$36 million.

Howard County still has the fastest growing student enrollment in Maryland. We have also experienced increases in the population of students who face poverty, homelessness, disabilities, and language barriers. Nearly one in five students is eligible for Free and Reduced Meals – an increase of more than 40 percent in just the last five years. The future of these children – and that of our entire county – depends on our success in preparing them with the skills to build a prosperous life.

Funding is needed for the additional staffing and specialized services that help these students thrive. Rapid enrollment growth and increasing student needs bring significant added costs to the school system, which are yet another cost that is not included in Maintenance of Effort funding. The FY 2018 budget request includes \$8.4 million to meet enrollment growth, bringing the total unfunded mandates in the school system's budget to \$44.7 million.

Our teachers and staff are the backbone of our school system. Our continued success depends upon maintaining and attracting top-notch employees. The school system's budget includes \$22.3 million to honor negotiated salary increases and \$36.2 million to honor negotiated employee benefits.

I understand the great challenge you face in balancing the needs of the entire county. The school system will provide the best educational program possible given the funding provided. However, it is important to acknowledge the short- and long-term impact of funding levels that fall short of school system needs. The Executive's Proposed Budget cuts \$32.4 million in funding for employee health insurance, pensions and other fixed charges; \$8.9 million for operations and building maintenance; \$7.8 million for textbooks and other instructional supplies; \$1.7 million for pupil transportation, and \$3.1 million in other support.

The school system will be forced to defer essential maintenance, reduce funding for health insurance payments and other required charges, postpone purchases of new textbooks and instructional supplies, and shelve important initiatives for improving the instructional program. In addition, these cuts will require staffing and supply reductions in custodial, grounds, office and other areas that directly impact the quality of the learning environment. The cumulative impact of these cuts will inevitably compromise the high standards that our community expects and Howard County children deserve.

The Board's Capital Budget Request totaled \$93.6 million and reflected funding to meet the many capital needs of a growing school system. The County Executive's budget cut \$34.6 million from this request which will defer a number of new construction projects, major renovations, and most HVAC system replacements included in the request.

We are asking the county to continue its commitment to investing in a world class school system. This commitment will require the funding needed to maintain class sizes, ensure well-maintained school buildings, and a high quality learning environment.

I want to pledge my commitment on behalf of the school system to working collaboratively with you and others to protect the education of our students and the quality of our community's schools. As Superintendent, I am committed to ensuring that all decisions are made with our students' best interests as the top priority.

Thank you for the strong support and commitment that you have always provided to our schools and students. We look forward to working with you, as we have in the past, to ensure that our system has the resources necessary to provide the world-class education that every Howard County child deserves.

Renee A. Foose, Ed. D.  
Superintendent

Chairman Weinstein, Dr. Ball and members of the County Council,

As you know, I am Bess Altwerger, member of the Board of Education. However, I am speaking tonight as an individual Board member with the support of the majority of my colleagues.

While I fully concur with the testimony of our Board Chair, Cindy Vallaincourt, and strongly support funding for a Diversity Coordinator, I will limit my remarks tonight to one specific area of the budget that I fervently believe requires additional funding in order to optimize teaching and learning in our classrooms. That area is the Category of Instruction.

Although I greatly appreciate County Executive Kittleman's stated commitment to honoring the negotiated agreements with our collective bargaining units, a comparative analysis between the Board's budget request and the County Executive's appropriation indicates a serious shortfall in this Category if we are to fully fund the negotiated agreements, as well as fund the paraprofessional positions added to the 2018 Budget by the Board of Education.

As you well know, the previous Board approved an increase in class sizes due to the fiscal constraints of the FY 2017 budget. At the same time, they dramatically cut paraprofessional and high school media secretary positions. The result of these two simultaneous actions was to create unacceptable burdens on our classroom educators who work diligently to meet the diverse needs of our students, including many with IEPs and 504s. Kindergarten teachers who work with our youngest students were severely shorthanded, sharing a single para with at least one or two other classrooms. Special education teachers who work with our most needy and vulnerable students have struggled to provide them with the education they deserve and must receive by law. Our library media specialists have attempted to fulfill multiple responsibilities to their entire school staff and all of the students while keeping libraries open and accessible throughout the day. The level of stress that this situation has created for our teachers, is matched only by that of the remaining paraprofessionals who were expected to fill all the numerous roles for which they might not have been experienced nor trained. In many schools, administrators were left with no choice but to shuffle paras around from one classroom to another like pieces on a chess board, regardless of their experience and expertise. But, make no mistake, the students paid the highest price for increased class sizes and decreases in individual and small group support from capable and caring adults.

For all these reasons, the current Board of Education voted to restore paraprofessional positions to the more acceptable and reasonable level of 2014. I urgently request that you fully restore funding to the Category of Instruction and join the Board in making teaching and learning our highest priority.



Mavis Ellis &lt;mavisellis@gmail.com&gt;

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**County Council Budget Hearing.**

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**Mavis Ellis** <mavisellis@gmail.com>  
To: "mavisellis@gmail.com" <mavisellis@gmail.com>

Mon, Apr 24, 2017 at 6:04 PM

Subject: County Council Budget Hearing.

Good Evening,

My name is Mavis Ellis, member of the Howard County Board of Education speaking as an individual.

This evening I am speaking in support of the diversity coordinator position. Howard County is becoming even more diverse than it was at its inception, it's students are facing increasing issues of racial intimidation, harassment, and bullying. Our staff as well have reported experiencing these same issues. So though on the one hand Howard County Public Schools are some of the best in the nation, but we have individual students and groups of students who don't feel safe mentally or physically in our schools. We can do better.

I must admit that quite a number of individual parents have emailed me the support of the diversity coordinator position as well as groups like the OBRC, the NAACP, the Council of Elders and the African American Roundtable. We all ask that you hear our voices and fund this position.

Tonite I am also requesting you fully fund programs that help to close the achievement gap for students of color and provide a opportunities for all students to have access to innovative programs. I am speaking of the Black Student Achieve Program BSAP and the Mathematics Engineering and Science Achievement program MESA. Initially the Superintendent's budget significantly cut funding for those programs and the Board reinstated most of it. I ask this council to continue your support of our neediest students.





**Oakland Mills Community Association**  
**The Other Barn • 5851 Robert Oliver Place**  
**Columbia, MD 21045**  
410-730-4610 • oaklandmills.org

April 24, 2017

**TO: Members of the Howard County Council**

**FROM: Oakland Mills Community Association,  
Jonathan Edelson, Board Vice-Chair and Education Committee Chair**

**SUBJ: FY18 Capital Budget Testimony in Support of Funding for Talbott Springs  
Elementary School and Oakland Mills Middle School Renovations**

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Good evening, my name is Jonathan Edelson and I reside at 6144 New Leaf Court in Columbia. I am Vice-Chair of the Oakland Mills Board of Directors and Chair of the Oakland Mills Education Committee. I am testifying on behalf of the Oakland Mills Community Association. I would like to begin by thanking our County Council for holding tonight's hearing and for funding important efforts within the Oakland Mills Community. I am testifying in support of two Howard County Public School projects within the County Executive's proposed Capital Budget.

The first is the complete renovation and expansion of Talbott Springs Elementary School. Talbott Springs Elementary was constructed in 1972. It has not had a full renovation in its 45 years of existence. It has had a couple of additions in 1999/2000 and 2008 to bring it up to standards to provide educational programs. These have included adding the gym and all-day kindergarten space.

Talbott Springs is currently well above its capacity, with 501 students attending a school designed to hold 377. This requires that entire grades attend school in 11 portable classrooms outside the building. This also required a redistricting of about 100 children from Talbott Springs to Stevens Forest several years ago, which put the newly-renovated and expanded Stevens Forest above capacity and requires an entire grade at Stevens Forest to be in portables at a newly-renovated facility.

Additionally, much of Talbott Springs' learning environment is still partially open classrooms, which is an educational infrastructure that dates back to the 1970s and has been abandoned in all recent school construction and renovation. Through discussions with the Talbott Springs PTA and administration, I have learned that many aspects of the school are out of date, from the aforementioned capacity and learning space configuration to the physical plant. Many other schools have been constructed or renovated since the core of the Talbott Springs facility was constructed in 1972. The Oakland Mills Community Association believes that students at Talbott Springs and throughout Oakland Mills deserve modern, state of the art learning facilities and we respectfully and strongly encourage the County Council to support capital funds for a full modernization of Talbott Springs and a facility that can house all of its students within its walls.



We also support the full renovation of Oakland Mills Middle School, as indicated in the County Executive's capital budget. While Oakland Mills Middle does not have capacity issues like those of our elementary schools, it has had only one renovation in its 45 years, and the facility lags behind those middle schools built or renovated more recently. Complete renovation of Talbott Springs Elementary and Oakland Mills Middle is much needed and long overdue. Each facility faces a number of programmatic, systemic, and physical upgrades.

Thank you for your consideration. Oakland Mills looks forward to our continued partnership as we work to revitalize our community and continue to improve our County.

HCPSS Budget Testimony to County Council, April 24, 2017

Leslie Kornreich, Lkornreich@verizon.net

Those who do not learn from history are doomed to repeat it. Wise words, which I hope you take to heart tonight and in the coming days as you consider how to handle the HCPSS part of the county budget.

Again this year, HCPSS presented the county executive with a budget request for dozens of millions of dollars more than they knew the county could provide. Again, the county executive has increased his offer of several million dollars over Maintenance of Effort funding, enough to cover teacher negotiated agreements, and fully fund instructional needs and special education for a growing number of students.

Given this information, how does HCPSS justify cutting directly to those categories first? How do they justify cutting paraeducators and media support staff and materials of instruction, when the money from the county was directed to those areas specifically?

HCPSS's irresponsible actions on the budget last year prompted audits by the state Office of Legislative Audits, Financial and Performance Audits legislated by yourselves, and a School System Budget Review Committee formed by the council in the absence of one having been suspended by the Board of Education the previous year. These are unprecedented actions taken by the council to provide needed oversight missing from the Board of Education. Last fall, the community rallied to elect 3 new BOE members. Since then, we have discovered that the problem lies in the superintendent's office.

The Board of Education can only pass a responsible budget with clear answers and specific information from the HCPSS budget staff. Again this year the Board of Education has received non-responses to its questions to staff about the budget. Again specific questions about where the money is going are met with responses that insinuate that Board members do not have a right to the information they seek to pass a responsible budget. Only you can ensure HCPSS spends the money, as directed, only for instruction, special education, and teachers and support staff.

For the last two years, HCPSS has made its budget cuts to hurt students, teachers, and support staff first. They can do this because they know that at the end of the fiscal year, when they have not spent the money in the categories directed originally by the county executive, they can move that money to different categories to spend before the end of the fiscal year. They can do this because you allow it. The only way to keep the money spent for instruction and special education and teacher negotiated agreements is for you to say to HCPSS that there will be no money transferred at the end of the fiscal year. And if they intend to ask for such a transfer, they must provide the most detailed accounting of every dime spent in every instruction-related category to that date. If you are not satisfied with the information they provide, you cannot approve allowing HCPSS to transfer money.

There's another saying: Fool me once, shame on you. Fool me twice, shame on me. Fool me three times – well, let's not go there this year.

4/24/17

Chairman Weinstein and Members of the County Council,

I come to you tonight to testify about the HCPSS budget on behalf of Together We Will Howard County, an organization of 1200 members who reside or work in Howard County. I also have two children in HCPSS schools, in fifth grade and ninth grade.

I am here to request that the position of Diversity Coordinator be funded. Specifically I am asking you to place enough funds in the mid-level administration category for this position, about \$150,000.

Last year the Board of Education created the position of Diversity Coordinator. However, when the County Executive didn't fully fund the requested education budget, the position ended up on the cutting room floor.

And then the current school year happened. It has been particularly traumatic for minority group students, with numerous major racial incidents and who knows how many other major and minor micro-aggressions that don't even get reported. We feel very strongly that we need this position now more than ever.

We can only assume that you have also seen news reports and heard from school personnel about the heart-wrenching activities that go on in our schools as listing them now would leave no time for any other testimony. It is not just the victims of these actions that have taken notice, two countywide initiatives were started as a result of what was happening in HCPSS, OneHoward and Stand Up Howard. Both these initiatives were designed to start hard conversations about race and diversity within our community and to create a space where we could figure out how to improve tolerance and acceptance.

HCPSS should not be turning a blind eye to those actions that made these other public discussions necessary. HCPSS needs to take this issue of racial discrimination and diversity more seriously by leading the way in looking at how to improve the education experience for all students.

Now we are at school budget time again. The \$572.2 million that the County Executive has proposed creates a \$53.9 million shortfall in what was requested by HCPSS. That's a huge gap and we are very worried that yet again the Diversity Coordinator will not be funded.

In the light of all the events that have taken place in this past school year plus the very general need we have for a Diversity Coordinator in a county where 60% of the student body is minority and African American children are 8 times as likely to enter the discipline pipeline, it is imperative that the funding take place for a Diversity Coordinator.

A Diversity Coordinator could look into hiring practices and work to ensure that our students see themselves represented in the people who are teaching them. This would be a win-win for all students and for the community at large as a focus on education makes our County of choice that much stronger.

There will always be tough decisions to make and we do not envy those choices you will need to make in the coming weeks, however the Diversity Coordinator should not even be a consideration of where a cut can be made. Currently, the make-up of our student body is American Indian/Alaskan 0.2% Asian 21.2% Black/African American 22.8% Hawaiian/Pacific Islander 0.1% Hispanic/Latino 10.4% White 39.1% Two or more races 6.2%

In case you didn't add as quickly as I spoke, that means that we have a 60% minority student body (and that doesn't even count our Jewish students who have faced many incidents of anti-semitism this school year). And currently, only 11% of our teachers are minority. This position will be a champion for 60% of our student body and improve the experiences of all our students. Don't leave 6 out of 10 students voiceless in the current climate.

On a personal note, if you would permit me a bit: I was tidying the teenager's room while he was on band trip. He's in 9th grade now and in his treasured possession spot, he still has the good behavior note from his 3rd grade teacher, Mr. Biskey, the first male teacher he had. He still visits him. These things matter. They are impactful.

Curriculum gaps. The oft-most cited problem my son has. Surprise, it started with the American Revolution and the War of 1812 where I had already given him the British perspective, which of course didn't quite fit with what he was being taught in his American classroom. It goes on and on, a wish to more fundamentally learn about Martin Luther King Jr, Malcolm X and the civil rights movement from an African-American perspective rather than from a white one. The list goes on. Hiroshima and Nagasaki, from a Japanese perspective. He believes he'll never get that in his school, that he has to search these things out for himself. But it doesn't have to be this way.

You have a chance to say yes to funds for the Diversity Coordinator so that our young students can see themselves reflected in their teachers. It's a simple thing that could be so powerful. Out of a budget of \$572 million, the \$150,000 necessary to fund this position is not even a drop in the bucket, but its potential for impact is immeasurable.

<http://www.baltimoresun.com/news/maryland/howard/columbia/ph-ho-cf-diversity-coordinator-0225-20160218-story.html>

<http://www.baltimoresun.com/news/maryland/investigations/bs-md-school-segregation-series-howard-20170325-story.html>

<https://www.nytimes.com/2017/04/20/opinion/where-did-all-the-black-teachers-go.html?action=click&pgtype=Homepage&clickSource=story-heading&module=opinion-c-col-left-region&region=opinion-c-col-left-region&WT.nav=opinion-c-col-left-region&r=1>

<https://www.usnews.com/news/education-news/articles/2017-04-05/drop-out-risk-plummets-for-black-students-who-have-one-black-teacher>

Testimony of Rev. Janelle Bruce, Esq.  
on behalf of People Acting Together in Howard County (PATH) ~ April 24, 2017

Good evening, my name is Rev. Janelle Bruce and I am a leader in PATH, People Acting Together in Howard. I would like to acknowledge all of the leaders in PATH and HCEA here tonight, many of whom spend their day preparing our children in Howard County to become the next leaders of our community.

As you know, PATH listened to over 1,400 parents, students, and educators about their hopes and concerns in Howard County to form the PATH United Agenda. We are proud to say that after committing to work with PATH, the Board of Education included many of these priorities in their budget recommendations. Specifically, they stand with the community in working to restore the nearly 90 paraprofessional positions that have been cut over the past 4 years and to hire a new coordinator of Diversity and Inclusion to manage training, curriculum, and incidents of racism. We're pleased that our new Board members are committed to the priorities of the community, and we need you to make those commitments a reality in this budget. We urge you to work with them to find the necessary funding to ensure our schools continue in excellence.

It's hard to believe we're still asking for the budget to fully fund our Diversity and Inclusion Coordinator Position. With the recent developments in our nation, state and county, the need for a Diversity and Inclusion Coordinator is even greater today than it was before and must be prioritized! There was a time when racism was reserved for the home and now people, including students feel emboldened to engaged in hateful acts, remarks and racial slurs.

We must ensure that our minority students whether Black, Latino, African, Asian, Muslim, Jewish or Caribbean are protected and feel safe in their classrooms! Our youth are also tired of seeing the hatred within their schools. In fact, an interfaith group of teens who are Christian, Muslim, Jewish & Unitarian Universalist have been meeting the last few months to learn about one another's faiths so they can build their own system of allies within Howard County Schools. While this is commendable, students shouldn't have to meet to determine how they'll protect and defend one another against racist and hateful acts, school should be a safe environment for all!

I'm tired of hearing little children and teenagers, within my church, who look like me tell me they've been called the "N Word" at school or at practice and nothing is done about it! Not only did we hear these stories over and over during our listening sessions, but one of my African American students, Michael, recently told me after the Presidential election, white students began using the "N word" so much that he stopped speaking up. The look on his face was one of hopelessness when he described how tired he was of having to address it every day and as the only black student in some of his classes, having to address it alone. I fully understood when he said he was tired, but at fifteen, he shouldn't be tired from dealing with racism in school, he should be tired from homework or staying up chatting with his friends too late.

I'm tired of hearing students who previously wore their hijabs say they're afraid to wear them now because they'll be called a terrorist or have it ripped off! I'm tired of my fellow Jewish clergy having a new story about one of her Jewish children being tormented for being Jewish every time I see her! I'm tired of hearing minority children saying there's no point in fighting,



it's not like they're doing anything about this. The Diversity and Inclusion Coordinator has been supported by the community, supported by the Superintendent, previously voted on unanimously by the Board of education and yet it still may not be funded?! This is unacceptable, it must be funded!

Regarding our Paraprofessionals – they are critical educators who were cut from Kindergarten classes, Media Centers, and Special Education classrooms. Hundreds of students told us how they needed more attention, while hundreds of educators told us how they were overstretched because of the paraprofessional cuts. With rising class sizes in our county, it is critical to have trained people who work hands-on with our young people! Imagine having 30...4 and 5 year olds and losing an adult who previously helped you manage them!

The monetary investment is minimal compared to the huge dividends for students and in terms of retention and educator satisfaction. If we want to keep the best educators in Howard County their needs must be supported! If we want to continue to produce students that excel and lead the nation, we must ensure our students' needs are met!

Community members have spoken and the Board of Education has listened. We want our Diversity and Inclusion Coordinator and we want our Paraprofessional positions restored in this budget!! We owe it to our children and we owe it to our educators!

Thank you.

## TESTIMONY IN FAVOR OF FUNDING DIVERSITY COORDINATOR POSITION

John L. Caughey (Emeritus Professor of American Studies, UMCP)

5344 Racegate Run, Columbia, (Howard County) Maryland 21045 443-472-2104

Good evening. My name is John Caughey and I've have been a resident, a voting resident, of Howard County for 18 years and a professor at the University of Maryland College Park for 38 years. A remarkable characteristic of both the United States and Howard County is cultural diversity. It is also a notable characteristic of my American Studies Department. We study diversity and we embody diversity. A majority of our graduate students and our faculty are from minority groups – with African American, Latina, Asian American, International, as well as White American faculty and students. Together we study the cultural diversity of the United States with a variety of methods. We attend to the difficulties of diversity including racism, prejudice, discrimination, hate crimes and other forms of injustice. We also attend to the successful strides this society has made to accommodate diversity and to benefit from diversity. How much we have learned doing this together as a diverse department! How much we have learned about each other and from each other! Exploring diversity can be a wonderful educational opportunity with a multitude of benefits for students and educators.

This is what I want for the Howard County Public School System. A good diversity coordinator will help our schools alleviate the difficulties of diversity including the ignorance, misunderstandings, and micro-aggressions that have become all too common. A diversity coordinator will also help the school system take advantage of the educational benefits of diversity. The coordinator will assist the school system in producing culturally literate students who get along well with each other and who will become Howard County citizens who understand and value cultural differences and who know how to work together to make this county flourish.

It's great to have a Diversity Coordinator position on the books. But without funding the position is useless. I urge you to fund this position which will be a truly important benefit to Howard County. Thank you!

**Testimony presented at Ho Co Public Hearing on April 24, 2017 for Education  
Capital and Operating Budget in favor of funding position of Coordinator for  
Diversity and inclusion**

**Name: Joy Patricia Martin**

**Address: 5344 Racegate Run, Columbia, MD 21045.**

I am here today to urge Mr. Kittleman, and each of you council members to fully fund the position of Coordinator for Diversity and Inclusion.

I have never engaged in local issues before. However, this past year, along with the rash of hate incidents in our community, has been a game-changer for me.

My husband and I moved to Howard County as THE place to raise our bi-racial daughter who graduated high school eight years ago. In a university application essay she wrote, "Oakland Mills High is a uniquely diverse place that produces students with a deep sense of inclusion and justice. My friends were Haitian, Filipino, African-American, Japanese, Mormon, Baha'i, Jewish, Muslim, and Unitarian. . . . At Oakland Mills, affinity groups formed naturally, but there was a fluidity and ease between people of different races and classes." No doubt, my daughter had an wonderfully eye-opening and thought-provoking experience.

Now ... fast forward to the wrenching moments last November, when our students told a very different story – of hate incidents, bullying, and daily torment. One student turned to Mr. Elijah Cummings and other officials and pointedly asked, "What are you going to do about it"?

Hiring a Diversity Coordinator would be one concrete response. . . .

1. to expand cultural proficiency training of teachers and staff,
2. to deal with not just racial and religious, but all other discriminatory acts, and . . .
3. to make our hiring practices and curriculum better reflect the diversity in our country.

Yes, you have competing budgetary concerns. But . . . in terms of "bang for your buck", please consider how our students would benefit if we hire a coordinator with vision, expertise, and leadership to address issues of diversity and discrimination.

Our children's world is becoming increasingly interconnected. We have to move forward, not backward into provincialism and intolerance. When we really get to know the "other", we find that they are more like us than not! I want our students, like my daughter, to see our differences not as something to fear or ridicule but as something enriching and to be celebrated. Thank you!

Dear County Executive and Members of the County Council:

My name is China Williams and I moved to Howard County in July specifically for the schools. We love it here. My son attends Triadelphia Ridge Elementary and he is doing great. His classes are interesting and challenging and the music education is superb. Please keep it this way by adequately funding the public schools. There is a lot of criticism of the school's proposed budget and the relationship that the superintendent has with the school board but please do not use the budget as leverage in this power struggle. It will only hurt the children.

HCPSS spends \$14k/pupil per year and the system is expected to take on 1000 additional children in 2018. This would require at minimum a \$14 million increase but the county executive has proposed only a \$10 million increase. That simply isn't enough to accommodate growth much less normal cost increases.

The public, the board and even the county council may not know every inch of this budget but the proposed amounts are not far-fetched. For the 2018 budget, non-county funding – from state and other sources -- has remained flat. Between 2016 and 2017, these revenue sources increased by about \$13 million. That is not the case for 2017 to 2018, state funding has increased by only \$3 million and other sources have declined. It is a moral imperative for the county to make up the difference. If the county can't sustain this extra burden, then it is the responsibility of the elected officials to amend school funding in the state budget for next year. But lack of budget priorities at the state level should not be passed on to Howard County children.

HCPSS budget has increased an average of \$36.1 million since 2013. While the proposed school budget is a larger increase than this average, the County Executive's counter-offer of an additional \$10 million is uncharacteristically low – the lowest in his career as county executive. Why so low now when other sources stagnating or declining?

In the school's proposed budget the largest expenditure increase is in instruction with a \$14 million increase. Since 2013, HCPSS's average increase in instruction has been \$11 million per year. It is a reality that costs rise and enrollment is increasing and funding must follow suit. From a bird's-eye view of the school's budget, the numbers support the right priorities – increases in classroom spending. These numbers are based on HCPSS's previous and current budgets assembled in the spreadsheet that I've provided.

There may be other conflicts but do not use the budget process to resolve these issues. Our children and the health of the school system should not bear the consequences of adults' conflicts.





**Sayers, Margery**

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**From:** Octavia Cutsail <info@actionnetwork.org>  
**Sent:** Thursday, April 20, 2017 5:46 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Octavia Cutsail  
ocutsail@gmail.com  
5670 Ridge Rd  
Mount Airy, Maryland 21771

## Sayers, Margery

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**From:** Lisa Katzen <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 9:42 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Lisa Katzen  
Resident and educator

Lisa Katzen  
lisaakatzen@gmail.com  
9841 Rainleaf Court  
Columbia, Maryland 21046

## Sayers, Margery

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**From:** Judy Young <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 7:16 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Judy Young  
jyoung11650@gmail.com  
5477 Bright Hawk Ct  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Holly Cullum <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 7:09 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Holly Cullum  
hollycullum@gmail.com  
9019 Saffron Lane  
Silver Spring, Maryland 20901

## Sayers, Margery

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**From:** Lisa Cramer <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 7:00 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Lisa Cramer  
ru02leese@yahoo.com  
8705 Cardinal Forest Circle  
Laurel, Maryland 20723



## Sayers, Margery

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**From:** Denise Adams <denisefadams@live.com>  
**Sent:** Wednesday, April 19, 2017 1:57 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Denise Adams  
denisefadams@live.com  
1144 Sykesville Road  
Sykesville, Maryland 21784

## Sayers, Margery

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**From:** Brandon Kovalski <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 10:17 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Brandon Kovalski  
Bkovalski25@hotmail.com  
8352 Montgomery Run Rd  
Ellicott City, Maryland 21043

## Sayers, Margery

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**From:** Meron Girma <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 9:04 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Meron Girma  
meron.girma@gmail.com  
11764 Lone Tree Court  
Columbia, Maryland 21044

## Sayers, Margery

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**From:** Molly Michaelson <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 8:50 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

We need the county's education budget fully funded. In recent years, our county has seen a decrease in teacher morale and an increase in student misbehavior. Many of the issues are due to classrooms being too crowded. We need a staff increase to support the increasing demands on our educational system. Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,  
Molly P. Michaelson

Molly Michaelson  
molly815@gmail.com  
8466 Kings Meade Way  
Columbia, Maryland 21046

## Sayers, Margery

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**From:** Marisa Willman <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 8:34 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Marisa Willman  
marisa095@gmail.com  
10546 Cross Fox Lane  
Columbia, Maryland 21044



## Sayers, Margery

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**From:** Gregory Walsh <gwalsh1@umbc.edu>  
**Sent:** Wednesday, April 19, 2017 8:05 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Gregory Walsh  
gwalsh1@umbc.edu  
9684 Horsham Drive  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Donna Tafuri <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 8:04 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

I work as a kindergarten paraeducator in special education. We are so short on teachers and staff that many students are not getting the services required by their IEP's. It may look that way on paper, but when in the classroom I know that their hours are not met. We just need more staff,

I also see how teachers struggle to teach classes that have 20++ students. Many students are on different learning levels and some need individual attention. If there were more paras, we could help out with pulling more smaller groups. We just need more staff.

I just really worry that so many of these students could be much further along and wonder if they will ever catch up. This is really an injustice for this generation. We need more staff

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Donna Tafuri  
donnatafuri@gmail.com

6336 Woodcrest Drive  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Lisa Carl <lisa\_carl@hcpss.org>  
**Sent:** Wednesday, April 19, 2017 7:40 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Lisa Carl  
lisa\_carl@hcpss.org  
646 North Bend Road  
Baltimore, Maryland 21229

## Sayers, Margery

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**From:** Michelle Hyde <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 7:35 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Michelle Hyde  
peolahyde@hotmail.com  
8827 Doves Fly Way  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Gina Doyle <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 6:27 AM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Gina Doyle  
gnorrisdoyle@gmail.com  
1106 Wild Goose Ct  
Westminster, Maryland 21157



## Sayers, Margery

---

**From:** Lee-Anne Boyce <lboyce11@verizon.net>  
**Sent:** Wednesday, April 19, 2017 6:09 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Lee-Anne Boyce  
lboyce11@verizon.net  
7931 Innkeeper Drive  
Severn, Maryland 21144

## Sayers, Margery

---

**From:** John Bowen <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 6:06 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

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Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

John Bowen  
oldmanbowen@gmail.com  
5143 Montgomery Road  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Janet Waksmunski <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 6:06 AM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Janet Waksmunski  
janetwax1@gmail.com  
9405 tall window way  
Columbia , Maryland 21046

## Sayers, Margery

---

**From:** Samantha Filipiak <info@actionnetwork.org>  
**Sent:** Wednesday, April 19, 2017 6:06 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

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Thank you for your service,

Samantha Filipiak  
smfilipiak@hotmail.com  
5831 Richardson Mews Square  
Halethorpe, Maryland 21227

## Sayers, Margery

---

**From:** Kathleen Maclaughlin <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 11:33 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Kathleen Maclaughlin  
katie.maclaughlin@gmail.com  
9529 White Spring Way  
Columbia, Maryland 21046

**Sayers, Margery**

---

**From:** Pam Riley <tigger@teachers.org>  
**Sent:** Tuesday, April 18, 2017 10:59 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Pam Riley  
tigger@teachers.org  
8001 Cocan Way  
Elkridge, Maryland 21075



## Sayers, Margery

---

**From:** Megan Bainbridge <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 10:35 PM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Megan Bainbridge  
megan.bainbridge@gmail.com  
638 1/2 Plymouth Rd  
Baltimore, Maryland 21229

**Sayers, Margery**

---

**From:** Dawn Trotter <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 7:37 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Dawn Trotter  
dwnltrtr@hotmail.com  
833 Glen Allen Dr  
Baltimore, Maryland 21229

## Sayers, Margery

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**From:** Michaeline Van Reenan <vanreenan6@comcast.net>  
**Sent:** Tuesday, April 18, 2017 7:37 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Michaeline Van Reenan  
vanreenan6@comcast.net  
6012 Kennard Court  
Sykesville, Maryland 21784

**Sayers, Margery**

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**From:** Meyers, Jeff  
**Sent:** Tuesday, April 18, 2017 7:00 PM  
**To:** Schoolbudgetreview  
**Subject:** School Budget Review Committee - April 27 meeting

The April 18 meeting did not occur due to a lack of a quorum.

The next meeting of the Committee is scheduled for April 27 at 6:30 p.m.

In addition to the items on the agenda for April 18, Ms. Giles suggests that Committee members review the HCPSS categorical transfer request, which is posted here:

[http://www.boarddocs.com/mabe/hcpssmd/Board.nsf/files/AL5MM65B121C/\\$file/04%2006%202017%20FY2017%20Categorical%20Budget%20Transfer%20BR.pdf](http://www.boarddocs.com/mabe/hcpssmd/Board.nsf/files/AL5MM65B121C/$file/04%2006%202017%20FY2017%20Categorical%20Budget%20Transfer%20BR.pdf)

The April 18 agenda is here:

[http://cc.howardcountymd.gov/School\\_System\\_Budget\\_Review\\_Committee](http://cc.howardcountymd.gov/School_System_Budget_Review_Committee)

Thanks

Jeff

## Sayers, Margery

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**From:** Julie Wentz <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 6:35 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Julie Wentz  
delilah924@yahoo.com  
4 Winesap Ct Apt H  
Catonsville, Maryland 21228

**Sayers, Margery**

---

**From:** Tasha Brison <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 6:29 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Tasha Brison  
tabrison@gmail.com  
307 Shannon Forest  
Glen Burnie, Maryland 21060



## Sayers, Margery

---

**From:** Sofia Satchell <ronsofia@msn.com>  
**Sent:** Tuesday, April 18, 2017 6:06 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Sofia Satchell  
ronsofia@msn.com  
5479 Dephinium Court  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Jennifer Smith <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 6:02 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most. People move to Howard because of the school system's reputation, especially in regard to meeting the needs of students with disabilities. In order to maintain our sterling reputation, we need County Executive Alan Kittleman to fully fund the budget request for our schools. Investing in Howard County's youth is a wise investment.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,  
Jennifer A. Smith

Jennifer Smith  
murmurapothecary@gmail.com  
1158 Elm Road  
Halethorpe, Maryland 21227

## Sayers, Margery

---

**From:** Lisa Toohey <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 5:38 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,  
Lisa Toohey

Lisa Toohey  
lisa\_toohey@yahoo.com  
6261 Deer Season Run  
Columbia, Maryland 21045

## Sayers, Margery

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**From:** Jennifer Watters <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 3:58 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Jennifer Watters  
jwatters07@gmail.com  
3321 Roscommon Drive  
Glenelg, Maryland 21737

## Sayers, Margery

---

**From:** Rebecca Doring <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 3:51 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Education is the best investment you can make.

Allan Kittleman,

Mr. Kittleman,

I write to you as a public educator in Howard County, Maryland. I understand the pressures of balancing a budget. I know money is thin, and it's difficult to imagine where it will come from year after year. That is why I write to you today. I want to remind you how imperative it is to invest in education.

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Rebecca Doring

Rebecca Doring  
rcebersole@gmail.com  
68 Bryans Mill Way  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Erika Chavarria <info@actionnetwork.org>  
**Sent:** Tuesday, April 18, 2017 3:49 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Erika Chavarria  
morenita1623@yahoo.com  
10925 Shadow Lane  
Columbia , Maryland 21044



## Sayers, Margery

---

**From:** Rose Collins <info@actionnetwork.org>  
**Sent:** Thursday, April 13, 2017 3:41 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Rose Collins  
rosecollins2013@gmail.com  
9540 Canterbury Riding  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Rose Collins <info@actionnetwork.org>  
**Sent:** Thursday, April 13, 2017 3:39 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Rose Collins  
rosecollins2013@gmail.com  
9540 Canterbury Riding  
Laurel, Maryland 20723

## Sayers, Margery

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**From:** Nikolai Jenkins <info@actionnetwork.org>  
**Sent:** Monday, April 10, 2017 3:48 AM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Please fully fund the Board of Education budget. The welfare of all of our students and growing communities depends on a properly staffed school system. The needs of our students cannot be met without our paraeducators and media assistants. All of our students are at risk if the ESOL para positions are discontinued. Our special education paras understand and need to focus on the specific needs of the needs of the special ed students. The ESOL paras understand and need to focus on the specific needs of our growing community of English language learners. It would be a disservice to all of our students, teachers and communities to lose these invaluable positions.

Nikolai Jenkins  
nbjenkin@gmail.com  
7500a beach road  
Singapore, 199581

**Sayers, Margery**

---

**From:** Paul Jenkins <info@actionnetwork.org>  
**Sent:** Friday, April 07, 2017 2:25 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Please fund, keep ESOL positions

Allan Kittleman,

Please fully fund the Board of Education budget. The welfare of all of our students and growing communities depends on a properly staffed school system. The needs of our students cannot be met without our paraeducators and media assistants. All of our students are at risk if the ESOL para positions are discontinued. Our special education paras understand and need to focus on the specific needs of the needs of the special ed students. The ESOL paras understand and need to focus on the specific needs of our growing community of English language learners. It would be a disservice to all of our students, teachers and communities to lose these invaluable positions.

Paul Jenkins  
jenkinspaul87@gmail.com  
7852 Bruton dr apt A  
Glen Burnie, Maryland 21060

**Sayers, Margery**

---

**From:** Angela Mezzomo <info@actionnetwork.org>  
**Sent:** Friday, April 07, 2017 1:31 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Angela Mezzomo  
mezzomoang@aol.com  
103 Mulberry Ave  
Pasadena, Maryland 21122

## Sayers, Margery

---

**From:** Rachael Schultz <rachschultz@comcast.net>  
**Sent:** Friday, April 07, 2017 12:46 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Our students deserve to be in a well-funded school. No question.

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Rachael Schultz  
rachschultz@comcast.net  
7903 Rustling Bark Court  
Ellicott City, Maryland 21043



## Sayers, Margery

---

**From:** Natalia Steinbach <info@actionnetwork.org>  
**Sent:** Friday, April 07, 2017 8:24 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Natalia Steinbach  
nataliajenkins@gmail.com  
117 Jefferson Ave, Apt 8  
Brooklyn, New York 11216

## Sayers, Margery

---

**From:** Susan Ericksen <info@actionnetwork.org>  
**Sent:** Friday, April 07, 2017 8:20 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Susan Ericksen  
sericksen@aol.com  
2910 Tulip Way  
Manchester, Maryland 21102

## Sayers, Margery

---

**From:** Danielle Callender <madamecallender@aim.com>  
**Sent:** Thursday, April 06, 2017 8:14 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Danielle Callender  
madamecallender@aim.com  
5694 April Journey  
Columbia, Maryland 21044

**Sayers, Margery**

---

**From:** Kathryn Ivey <kathyivey@comcast.net>  
**Sent:** Thursday, April 06, 2017 11:06 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Kathryn Ivey  
kathyivey@comcast.net  
1756 Theale Way  
Hanover, Maryland 21076

**Sayers, Margery**

---

**From:** karen jablon <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:39 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

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Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

karen jablon  
kjabajab@yahoo.com  
2373 BALLARD WAY  
ELLCOTT CITY, Maryland 21042

## Sayers, Margery

---

**From:** Brian Donoughe <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:18 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Brian Donoughe  
bdonoughe@gmail.com  
6171 ClearSmoke Court  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Jennifer Smith <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:12 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

People move to Howard County because it boasts one of the best systems in the state. Staying number one requires more than just a commitment by excellent teachers, we need the money requested by the board.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Jennifer Smith  
murmurapothecary@gmail.com  
1158 Elm Road  
Halethorpe, Maryland 21227



## Sayers, Margery

---

**From:** Karen Joyce <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:10 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Karen Joyce  
kajoyce25@gmail.com  
7898 James Avenue  
Ellicott City, Maryland 21043

**Sayers, Margery**

---

**From:** Arnita Clemons <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:02 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Arnita Clemons  
arnitadmoore@yahoo.com  
2712 Theresa Lane  
Lansdowne, Maryland 21227

## Sayers, Margery

---

**From:** Dawn Trotter <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 7:21 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Dawn Trotter  
dwnltrtr@hotmail.com  
833 Glen Allen Dr  
Baltimore, Maryland 21229

## Sayers, Margery

---

**From:** Carol Spaulding <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 6:50 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in the support staff that is crucial to making our schools run smoothly will pay dividends in our community for many years. As a paraeducator, I believe that I make a huge difference in the education of students who need extra focused help. Our media needs paraeducators to keep the books in order and help students utilize the resources our schools have to offer. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Carol Spaulding  
caspauld@aol.com  
8625 Jennifer Ct  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Tiffany Wendt <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 3:31 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Tiffany Wendt  
tiffwendt@yahoo.com  
8293 Elko Drive  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Charles Jenkins <cotojo@comcast.net>  
**Sent:** Thursday, April 06, 2017 1:12 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Please fully fund the Board of Education budget. The welfare of all of our students and growing communities depends on a properly staffed school system. The needs of our students cannot be met without our paraeducators and media assistants. All of our students are at risk if the ESOL para positions are discontinued. Our special education paras understand and need to focus on the specific needs of the needs of the special ed students. The ESOL paras understand and need to focus on the specific needs of our growing community of English language learners. It would be a disservice to all of our students, teachers and communities to lose these invaluable positions.

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Charles Jenkins  
cotojo@comcast.net  
4961 Bonnie Branch Rd  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Helen Barnatny <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 11:14 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores and will hopefully continue to keep all of our support staff to help all kids in all of our classrooms and media centers.

The ESOL paraeducator is a specialized position. The needs of ESOL students are different from the needs of special education students. Both paras are greatly needed and each has its own niche of support for students. Many ESOL paras, including myself learned English as a second language. Many of us have multi-cultural families or have lived in other countries. This perspective is critical to understanding the needs of our English language learners, to helping them and to promoting cultural proficiency and diversity in our schools and communities. Loss of this position would be a great disservice to ALL students, teachers, and communities.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Helen Barnatny  
Barnatny@gmail.com  
4961 Bonnie Branch Road  
Ellicott City, Maryland 21043



**Sayers, Margery**

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**From:** Laurie Anderson <laurieandmark3@verizon.net>  
**Sent:** Thursday, April 06, 2017 8:50 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Laurie Anderson  
laurieandmark3@verizon.net  
6509 Greenmount Drive  
Elkridge, Maryland 21075

## Sayers, Margery

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**From:** Erika Chavarria <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:17 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Erika Chavarria  
morenita1623@yahoo.com  
10925 Shadow Lane  
Columbia , Maryland 21044

**Sayers, Margery**

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**From:** Aimee Kandelman <info@actionnetwork.org>  
**Sent:** Thursday, April 06, 2017 8:07 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Aimee Kandelman  
amk716@gmail.com  
6907 Meadowlake Rd.  
New Market, Maryland 21774

## Sayers, Margery

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**From:** Barbara Lokitis <sblokitis@comcast.net>  
**Sent:** Thursday, April 06, 2017 5:02 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Barbara Lokitis  
sblokitis@comcast.net  
9230 Winding Way  
Ellicott City MD, Maryland 21043

**Sayers, Margery**

---

**From:** Lissa Bell <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 8:03 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Support the Board of Ed's Budget

Allan Kittleman,

I'm writing to ask you to fully fund the Board of Education's budget request for Howard County Public Schools.

This is my tenth year as a teacher in Howard County. I'm proud to be part of this excellent public schools system. I have been dismayed, however, in recent years to see growing class sizes and shrinking staffing. We're moving in the wrong direction.

Please support that the budget proposed by our elected Board of Education - a budget that respects the hard work and expertise of employees and begins to re-establish adequate staffing levels so that HCPSS can continue to be a "destination" County for those who want the best education possible for their children. Our kids deserve it.

Please fully fund the Board of Education's request.

Thank you,

Lissa Bell  
fernmug@yahoo.com  
4003 Quintana Street  
Hyattsville, Maryland 20782

## Sayers, Margery

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**From:** Lisa Cramer <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 7:28 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Lisa Cramer  
ru02leese@yahoo.com  
8705 Cardinal Forest Circle  
Laurel, Maryland 20723

## Sayers, Margery

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**From:** Thomas Bowen <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 7:18 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Thomas Bowen  
twb399@yahoo.com  
648 Regester Ave  
Baltimore, Maryland 21212



## Sayers, Margery

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**From:** Holly Cullum <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:35 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Holly Cullum  
hollycullum@gmail.com  
9019 Saffron Lane  
Silver Spring, Maryland 20901

**Sayers, Margery**

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**From:** Sharon Gregory <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:32 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Sharon Gregory  
sgreg0304@gmail.com  
5611 Gulf Stream Row  
Columbia, Maryland 21044

## Sayers, Margery

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**From:** Jessica Westendorf <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 5:00 PM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Jessica Westendorf  
jebwestendorf@gmail.com  
8504 wild wing way  
Columbia , Maryland 21045

**Sayers, Margery**

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**From:** Alexander Livieratos <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 2:09 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Alexander Livieratos  
aleclivi@gmail.com  
3250 Saint Johns Lane  
Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Susan Ericksen <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 1:48 PM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Susan Ericksen  
sericksen@aol.com  
2910 Tulip Way  
Manchester, Maryland 21102

**Sayers, Margery**

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**From:** Mabrooka Chaudhry <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 1:40 PM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Mabrooka Chaudhry  
akoorbam@gmail.com  
7842 OLD FARM LANE  
ELLCOTT CITY, Maryland 21043

## Sayers, Margery

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**From:** Judith Fox <speedmommy8691@verizon.net>  
**Sent:** Wednesday, April 05, 2017 11:35 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students.

I recently attended a dinner at my church where the minister commented on the reason why he is so happy that he was able to move to Howard County. It wasn't because it is convenient to Baltimore and Washington or that it has one of the lowest rates of unemployment, not even the fact that the median income for Howard County residents is one of the highest in the nation. It was because of the schools, specifically for the Special Education program that has made a significant difference in his son's life.

As a special educator in this county, I am proud to say that I have made a difference in many of the student's lives. In order to provide the kind of services that Howard County students should receive, I have spent my own money to buy supplies for the students. I'm not alone. Many teachers pay out of pocket for materials for their students.

I understand the position, you as County Executive are in, trying to keep taxes down for the constituents, but so many of those constituents moved here and raised their children in Howard County because they heard about the fabulous school system.

I have taught for Howard County Public Schools for almost forty years. I have seen this county school system grow and mature into the fine educational organization it is.



Please fully fund the Board of Education's request, so that we can continue to provide the kind of education to ALL of the students in Howard County that keeps us number one in the state.

Thank you for your service,

Judith Fox

speedmommy8691@verizon.net

5328 Sunnyfield Court

Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** David Young <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 10:35 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

David Young  
youngbrother11@gmail.com  
901 Village Gate Drive  
Mount Airy, Maryland 21771

**Sayers, Margery**

---

**From:** Sarah Ports <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 10:06 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Sarah Ports  
greenwood.sarah83@gmail.com  
4608 Mews Drive  
Owings Mills, Maryland 21117

## Sayers, Margery

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**From:** Kelley Hatcher <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 9:29 AM  
**To:** plemlle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,  
Kelley Hatcher

Kelley Hatcher  
kellbell\_65@yahoo.com  
7113 Berwyn Lane  
Elkridge, Maryland 21075

**Sayers, Margery**

---

**From:** Laurie Anderson <laurieandmark3@verizon.net>  
**Sent:** Wednesday, April 05, 2017 9:28 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Laurie Anderson  
laurieandmark3@verizon.net  
6509 Greenmount Drive  
Elkridge, Maryland 21075

## Sayers, Margery

---

**From:** Melissa Mooney <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 9:07 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

I was assigned to our Media for a period to help since there is not an assistant. The media is a mess. Books do not get checked in. Children come to check books out and there is no one to do it for them. Teachers need assistance with technology that is failing and there is no one to help them. Our specialist is pulled in every direction while trying to keep up, teach classes and run yearbook along with Lego League. PLEASE support the budget to bring back much needed help across the board in our school system.

Paras support students, teachers and staff. We sub, we cover duties and all of this on top of our job assignment.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most. I hope they continue to do so.

Our county is growing every year. So, too, should your commitment to students, staff and education. Please fully fund the Board of Education's request.

Thank you for your service,

Melissa Mooney  
happycrabmd@gmail.com  
13894 Forsythe Road  
Sykesville, Maryland 21784

**Sayers, Margery**

---

**From:** Katie Coffey <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 8:59 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,  
Katie Coffey

Katie Coffey  
kcoffey312@gmail.com  
5635 Columbia Road  
Columbia, Maryland 21043



## Sayers, Margery

---

**From:** Jennifer Corn <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 7:48 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Jennifer Corn  
jentrail40@aol.com  
1729 Florence Rd  
Mt Airy, Maryland 21771

## Sayers, Margery

---

**From:** Karen Hoge <karenronhoge@verizon.net>  
**Sent:** Wednesday, April 05, 2017 7:17 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Karen Hoge  
karenronhoge@verizon.net  
7891 Rockburn Drive  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Mark Hahn <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 7:11 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Mark Hahn  
mxh5891@hotmail.com  
9406 Granite Hill  
Columbia, Maryland 21046

**Sayers, Margery**

---

**From:** Elizabeth Campbell <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 7:00 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Elizabeth Campbell  
liz.a.campbell@gmail.com  
6450 Greenfield Road  
Elkridge, Maryland 21075

## Sayers, Margery

---

**From:** Donna Tafuri <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:51 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

I am a Special Ed Para in K and 1. There are so many students that are not on grade level. Some have IEP's and some do not. If there were more para's, we could pull students to reinforce what the teachers are teaching. There is NO WAY a teacher can teach over 20 students in a class room and at the same time help those that are struggling without Para's.

I see many student with IEPs, not actually receiving the hours of instruction their IEPs require. If you look at the schedules on paper, they are. But if you actually sit in the classrooms and observe, they are not. We need more para's.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Donna Tafuri  
donnatafuri@gmail.com  
6336 Woodcrest Drive  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Karen Federline <kbfed@comcast.net>  
**Sent:** Wednesday, April 05, 2017 6:16 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Karen Federline  
kbfed@comcast.net  
8120 Brightridge Ct  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Cathy Melvin <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:15 AM  
**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Thank you for everything you have done for our County. I called and left this message with your office a few weeks ago, but I will write also. Please take a hard look at the Board of Educations budget numbers. They have put back the Media Assistant and Kindergarten Para Educators jobs, back in the budget after Dr. Foose removed them 2 years ago. I would love my job back and my grandchildren need those paraeducators in their school. Even if you do not fully fund the budget and just state that you want the money used for these jobs, so many would benefit from it.

Thank you for your service.

Cathy Melvin

Cathy Melvin  
cathy.melvin21@gmail.com  
2542 melba road  
Ellicott city, md, Maryland md



## Sayers, Margery

---

**From:** John Bowen <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:08 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

John Bowen  
oldmanbowen@gmail.com  
5143 Montgomery Road  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Jamie Daniller <info@actionnetwork.org>  
**Sent:** Wednesday, April 05, 2017 6:07 AM  
**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail  
**Subject:** Investing in kids = smart money

Allan Kittleman,

Investing in our children will pay dividends in our community for many years. The Board of Education's budget honors commitments made to employees, and restores support staff to help kids in our kindergarten classrooms and media centers.

Further, the Board has reined in central office expenditures and put money back in the classroom where it is needed most.

Our county is growing every year. So, too, should your commitment to students. Please fully fund the Board of Education's request.

Thank you for your service,

Jamie Daniller  
jdaniller@gmail.com  
3016 Button Bush Lane  
Laurel, Maryland 20724

## Sayers, Margery

---

**From:** Corey Andrews <coreymichaelandrews@gmail.com>  
**Sent:** Sunday, March 05, 2017 7:34 PM  
**To:** Kittleman, Allan; CouncilMail; Weinstein, Jon; Ball, Calvin B; Sigaty, Mary Kay; Terrasa, Jen; Fox, Greg  
**Cc:** boe@hcpss.org; Sonny Ali; Dhaval Shah  
**Subject:** YDHC Statement on the FY18 HCPSS Budget  
**Attachments:** YDHC Statement on HCPSS Budget.pdf

County Executive Kittleman and Councilmembers,

The executive board of the Young Democrats of Howard County has taken a position in support of fully funding the Howard County Public School System's FY18 budget. Our statement is attached. It is important that this request is fulfilled to honor our obligations to students, teachers, and the community.

Thank you,

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Corey M. Andrews  
President, Young Democrats of Howard County  
[coreymichaelandrews@gmail.com](mailto:coreymichaelandrews@gmail.com)  
[cacoreya@yahoo.com](mailto:cacoreya@yahoo.com)

# Young Democrats of Howard County

## Statement on the Howard County Public School System Budget Request

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The Young Democrats of Howard County urge Howard County Executive Allan Kittleman and the Howard County Council to support and fully fund the Howard County Board of Education's FY2018 budget request. This request fulfills our obligation to teachers by restoring dozens of support staff positions and by honoring negotiated salary increases. Teachers are the backbone of our school system.

Additionally, this budget would provide for the hiring of a Coordinator for Diversity and Inclusion. In a time of uncertainty for our most vulnerable students, it is essential that we provide additional training and education for the staff that work in our schools. It is essential that *all* students feel safe and comfortable in school. And it is essential that *all* students are provided equity and opportunity in the classroom. We must honor our commitment to provide a safe learning environment for every child in Howard County.

We realize that the County Executive will have to make sacrifices in order to fully fund this budget. But the Howard County Public School System is the engine that makes Howard County run. Our school system has consistently been rated as one of the most important factors in our high standard-of-living. Many young families moved here because of the excellence of our schools, and we have a duty to continue providing every child in this county a quality public education. Please fulfill that duty by fully funding the Howard County Board of Education's FY2018 budget request.

**Corey M. Andrews**

**President, Young Democrats of Howard County**

MKS  
JF  
MS

2/27/2017

To: Mary Kay Sigaty, County Council District 4  
George Howard Building  
3430 Courthouse Drive  
Pike  
Ellicott City, MD 21043  
410-313-2001

From: Sabrina Yousuf  
River Hill High School  
12101 Clarksville  
Clarksville, MD 21029  
410-313-7120

Dear Mrs. Mary kay Sigaty,

Hello my name is Ms. Sabrina Yousuf and I attend River Hill High School. I live in District 4 of Howard County, where you are the County Council Member. I am writing to urge you to vote no for budgets cuts in the Howard County Public School Systems.

At River Hill high school we enjoy the school supplies, the teachers, and the extracurricular activities. If you agree to cut the budget, then we will lose some of these things. Supplies are important to us because not every child can afford to buy their own. If the school system supplies it, then every child will have the advantage as the next. The teachers are also important to us. We have some of the best teachers who teach every subject that we have. We also have a special education teacher for the children that are less fortunate than most. It is nice to have one teacher ratio to about 15-20 students. If you cut the budget then I am confident that we will have fewer teachers. Furthermore, If we have fewer teachers than there will be more students per classroom to one teacher. We will end up having fewer faculty members to help educate the next generation. Lastly, extracurricular activities are nice to have as well. Extracurricular activities are always the first to get erased when there are budget cuts. I like soccer and volleyball. I like that there is an option for us to have sports. Having education all day would be tiresome. Sometimes, sports and group events help us students make friends and have a social life within school. This is important as well because it helps us open up and talk to each other. If there are budget cuts then the extra activities will be cut and then the students will not have a group gathering experience to look forward too. Lastly, the extracurricular activities also help us find out what we are good in. Besides education, some students have a talent in sports and high school will expose that talent.

Mrs. Sigaty, these are some reasons why I feel you should not vote for budget cuts within the Howard county public school system. Budget cuts will only hurt the students' success rates and eliminate some of the important things we have.

Thank you for your time and consideration of this topic.

Sincerely,



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