

Sayers, Margery

From: Renata Sanders <rarring3@jhmi.edu>
Sent: Saturday, February 22, 2020 1:09 PM
To: CouncilMail
Subject: Do not cut strings and GT

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

This is crucial for my kids development and overall!!!

Sent from my iPhone

Sayers, Margery

From: Barb Krupiarz <barbkrup@verizon.net>
Sent: Wednesday, February 19, 2020 10:04 PM
To: CouncilMail
Cc: BoE Email
Subject: Fwd: RE: [External] Maryland Public Information Act request - salary increases
Attachments: Krupiarz Response 19-150.pdf; HCEA-HCAA 10 year salary history.xlsx

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council members,

Attached is a HCPSS MPIA response from March 2019 regarding the history of teacher and ESP raises and step increases for your information.

Respectfully,

Barb Krupiarz

----- Forwarded Message -----

Subject: RE: [External] Maryland Public Information Act request - salary increases

Date: Thu, 21 Mar 2019 19:38:49 +0000

From: HCPSS MPIA Requests <MPIA_Requests@hcpss.org>

To: 'barbkrup' <barbkrup@verizon.net>

Ms. Krupiarz,

Please find attached the information requested on increases for HCEA and HCAA employees since 2010.

Thank you,

Danielle Lueking
Maryland Public Information Act Representative
Howard County Public School System

From: barbkrup <barbkrup@verizon.net>
Sent: Monday, March 11, 2019 10:18 AM
To: HCPSS MPIA Requests <MPIA_Requests@hcpss.org>
Cc: barbkrup@verizon.net
Subject: [External] Maryland Public Information Act request - salary increases

I am requesting any document that shows the increases for hcpss teachers and staff in the form of cost of living, step increases, or any percentage for each group as a whole (i.e., no individual increases) as negotiated by HCEA and HCAA. I am requesting it in an Excel spreadsheet from the years 2010 to the present negotiated agreement.

Thank you.

Barb Krupiarz

Sent from my Verizon, Samsung Galaxy smartphone



March 21, 2019

Barb Krupiarz

Response sent via email to barbkrup@verizon.net

Dear Ms. Krupiarz:

The Howard County Public School System (HCPSS) on March 11, 2019, received your request under the Maryland Public Information Act (MPIA) seeking “any document that shows the increases for hcpss teachers and staff in the form of cost of living, step increases, or any percentage for each group as a whole (i.e., no individual increases) as negotiated by HCEA and HCAA. I am requesting it in an Excel spreadsheet from the years 2010 to the present negotiated agreement.”

Responsive to this request, please find attached information on COLA and Step Increments for HCEA and HCAA positions since 2010. Please note the parameters/circumstances as indicated in the chart.

Pursuant to MPIA GP § 4-362, you are entitled to seek judicial review of this decision. You also have the option to refer any concerns regarding this decision to the Public Access Ombudsman pursuant to GP § 4-1B-01 *et seq.*

Please feel free to contact the Public Information Office at 410-313-6682 for further assistance.

Sincerely,

A handwritten signature in cursive script that reads "Danielle Lueking".

Danielle Lueking
Maryland Public Information Act Representative

HCEA HCAA Salary Increases-Howard County Public School System
2010-2019

| Year | COLA | Step Increment | COLA | Step Increment | COLA | Step Increment |
|----------|---------|----------------|-------------|----------------|--------|----------------|
| 2010 | 1.2 | N | Set Amt (a) | N | 1.20 | N |
| 2011 | 0.0 | Y (b) | 0.0 | Y (b) | 0.00 | Y (b) |
| 2012 | 0.0 | Y (c,f) | 0.0 | Y (c,b) | 0.00 | Y (d) |
| 2013 | 0.0 | Y (g) | 0.0 | Y (h) | 0.0 | Y (i) |
| 2014 | 0.0 | Y (j) | 0.0 | Y (k) | 0.0 | Y (l) |
| 2015 | 3.0 (n) | Y (m) | 3.0(n) | Y (m) | 3.0(n) | Y (m) |
| 2016 | 0.0 | Y(o) | 0.0 | Y(o) | 0.0 | Y(o) |
| 2017 | 2.0 | Y | 2.0 | Y | 2.0 | Y |
| 2018 (p) | 2.0 | Y | 2.0 | Y | 2.0 | Y |
| 2019 | N | Y (q) | N | Y (q) | N | Y (q) |

- (a) HCEAESP used equivalent of 1.2%
- (b) \$500 or equivalent increase for employees not increment-eligible
- (c) Half increment in FY 2012; other half delayed until FY2013
- (d) Half increment taken as \$1,200 increase for each FTE; other half increment delayed until FY2013
- (f) Small improvements to steps 1-3
- (g) Compression of scale to step 30 and adjustment of "seed" to \$41,230; including index adjustments.
- (h) 2% increase at the top of the scales
- (i) 2% increase at the top of the scales (\$1,957 for employees currently on step 16 and \$2,207 for employees currently on step 15), Scale retains 16 step
- (j) Compression of teachers' scale to step 29 with re-indexing, 0.8% COLA for employees going to and at the top of the "Other Certificated Staff" scale
- (k) Additional \$210,516 as a recurring cost divided as 1% COLA for employees at the top of the amount among all employees not at the top.
- (l) Additional \$24,380 as a recurring cost divided among employees going to and at the top of the scale, \$339/employee
- (m) 1/2 increment on 7/1/14, 1/2 increment on 6/30/15 paid in a stipend
- (n) plus an additional 1 % for employees at the top of the scale
- (o) Increment delayed until 12/24/2015
- (p) Negotiated 2018
- (q) increase of 1/2 step on 7/1/18 with second 1/2 step given 6/30/19

Sayers, Margery

From: Triny Paiz <trinypaiz@gmail.com>
Sent: Tuesday, February 18, 2020 7:16 PM
To: CouncilMail; Walsh, Elizabeth; Jones, Opel; Yungmann, David; Ball, Calvin B; Jung, Deb
Subject: HCPSS Budget-2020-2021 fiscal year.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dr. Ball and Howard County Council Members,

I urge you, as a voting resident of Howard County, to fully fund Dr. Martirano's budget for the school system for the 2020-2021 fiscal year.

Our beloved county is growing at an incredibly fast pace. The stresses placed on school system resources will also continue to grow. As the county grows, so too must our school system, which means more funding is needed to support our students and teachers. They can no longer be asked to do more with less.

Dr. Martirano's requested budget is not exorbitant nor unfounded, as it reflects an investment in the youth of Howard County. So many people who live here have been lifelong residents. I believe this is because Howard County truly is a wonderful place to live. Should not the county government wish to continue to invest in our children who will one day become the bright, responsible, well-rounded adults of our community?

Our school system is world class; able to compete on a global scale in so many ways due to our current enrichment programs like GT, technology and music. Forcing the Board of Education into a situation where they must make major cuts in spending, cut staffing, or increase class size year after year in order to allow our educators to receive adequate health benefits hurts our students and hurts our educators.

Please find a way to support our wonderful public school system and stop the avalanche of cuts to our schools. I support a fully funded budget for Howard County Public Schools.

Sincerely,

Trinidad paiz

Sayers, Margery

From: Jones, Opel
Sent: Tuesday, February 18, 2020 4:56 PM
To: Sayers, Margery
Subject: FW: Support for Special Education

From: Christia Dudek <STIASER@hotmail.com>
Sent: Tuesday, February 18, 2020 3:25 PM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>; Jones, Opel <ojones@howardcountymd.gov>; Rigby, Christiana <crigby@howardcountymd.gov>; Jung, Deb <djung@howardcountymd.gov>; Yungmann, David <dyungmann@howardcountymd.gov>; Ball, Calvin <cball@howardcountymd.gov>
Subject: Support for Special Education

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Afternoon,

I am a mother to two, non-verbal children who live in Howard County. My 4 year old, Landon has Autism and attends Bollman Bridge Elementary. My 2 year old Maverick is in the Infants & Toddler's program in HC (about to go through his assessments to determine eligibility for the RECC program). As a mother to two special needs children, it is disheartening to learn about the proposed budget cuts for the Special Education Program. Not only will this affect my children, but all of the other vulnerable children in HC. Please consider other areas to reduce the budget, the Special Education Program should be off-limits as these children need the most assistance to thrive. Howard County is supposed to be the best of the best, why is it other counties require more training and qualifications for their assistants than HC, who requires ONLY a high school diploma to work with our most complex students? If you replace the Student Assistants with part-time, minimum wage, high school diploma, contracted temporary employees there's going to be more turn-around and less qualified individuals working with our children.

I personally have to hire an advocate (\$100 an hour) to come with me to IEP meetings to ensure my child is getting the proper education that he deserves. My husband and I are fortunate that we can afford this extra cost, but it is still an extra burden to our budget as a family. How many other families cannot afford this help? Equity should include the legally protected class of students with disabilities. Special ed achievement gaps, graduation rates, and suspension rates are some of the worst in the County. Each year special education enrollment increases, but NO certified special education teachers are added! We do not have enough certified teachers to meet the needs of our kids and that is why they are quitting.

My children are young, we have a long road ahead of us. Please make the right decisions to protect the Special Education Program in Howard County.

Respectfully,
Christia Dudek

Sayers, Margery

From: Katie Kimble <kakimble1@gmail.com>
Sent: Friday, February 14, 2020 2:44 PM
To: CouncilMail; Walsh, Elizabeth; Jones, Opel; Rigby, Christiana; Jung, Deb; Yungmann, David; Ball, Calvin B
Subject: School Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello Howard County Council members,

I am writing to request that you fully fund the school system budget request from the school board. With the population growth in our county, we need to fund the school system so it can continue to be a great one, and one of the major reasons for people to live in our county. I realize that the board is requesting an increase in funds, but that increase is necessary in order to meet population growth, continue existing programs, and increase special education staffing, an area that is very understaffed.

I grew up in Howard County and benefited from a wonderful education and programs including its fantastic music program. If the school board's budget is not funded, one area of proposed cuts is in elementary music. Cutting the 3rd grade strings program would have a major impact on the county's music program and would most seriously impact the county's low income students. 3rd grade strings is the first opportunity for students to play an instrument in a school ensemble. It is where they learn many foundation skills that are then the basis of all future ensemble playing. Cutting it will set back the abilities of ensembles at the middle and high school level as students enter that level less prepared than in the past. It will also have the most impact on low income students for whom lessons at school on a free school instrument are the only opportunity to participate in playing an instrument. Parents with the ability will pay for their children to get private lessons and with no instruction for students who cannot afford private lessons outside school, the gap in music achievement between rich and poor students will increase. Music is an important part of our education system and so it is important that we take steps to ensure it is available to all students.

The increase in special education staffing is also of critical importance. The number of students with IEPs and 504s is increasing and the staffing needs to increase so teachers can adequately meet the needs of their students.

As a parent and county resident I hope you will choose to fully fund the school system budget request.

Thank you,
Katie Kimble

Sayers, Margery

From: Erhiuvie Abu <erhiuvie@gmail.com>
Sent: Friday, February 14, 2020 1:39 PM
To: CouncilMail; Walsh, Elizabeth; Jones, Opel; Rigby, Christiana; Jung, Deb; Yungmann, David; Ball, Calvin B
Subject: [Possible Scam Fraud]HCPSS Budget Cuts

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

WARNING: Your email security system has determined the message below may be a potential threat.

The sender may trick victims into passing bad checks on their behalf.

If you do not know the sender or cannot verify the integrity of the message, please do not respond or click on links in the message. Depending on the security settings, clickable URLs may have been modified to provide additional security.

Dr. Ball and Howard County Council Members,

I urge you, as a voting resident of Howard County, to fully fund Dr. Martirano's budget for the school system for the 2020-2021 fiscal year.

Our beloved county is growing at an incredibly fast pace. The stresses placed on school system resources will also continue to grow. As the county grows, so too must our school system, which means more funding is needed to support our students and teachers. They can no longer be asked to do more with less.

Dr. Martirano's requested budget is not exorbitant nor unfounded, as it reflects an investment in the youth of Howard County. So many people who live here have been lifelong residents. I believe this is because Howard County truly is a wonderful place to live. Shouldn't the county government wish to continue to invest in our children who will one day become the bright, responsible, well-rounded adults of our community?

Our school system is world class; able to compete on a global scale in so many ways due to our current enrichment programs like GT, technology and music. Forcing the Board of Education into a situation where they must make major cuts in spending, cut staffing, or increase class size year after year in order to allow our educators to receive adequate health benefits hurts our students and hurts our educators.

Please find a way to support our wonderful public school system and stop the avalanche of cuts to our schools. I support a fully funded budget for Howard County Public Schools.

Sincerely,

Erhiuvie Abu

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:32 PM
To: Sayers, Margery
Subject: FW: Please do not cut funding for HCPSS Music program

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Jennifer Galstad <jenn.galstad@gmail.com>
Sent: Monday, February 10, 2020 1:07 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: Please do not cut funding for HCPSS Music program

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Ms. Jung:

I am writing today to ask you to continue supporting the HCPSS music program with full funding and no further budget cut.

I have four children attending schools in HCPSS. We chose to settle down in HoCo in 2013 after nearly 20 years of moving across the globe as a military family. The kids have been thriving here, and all of my children were in the music program, with two still in the string program at Hammond Middle. The music teachers and the quality of the programs have been absolutely amazing. I believe this will have positive life long impact on my children.

The email I received today said the proposed budget cut contains: **cutting 21 Elementary Band/Strings positions** / Lowered Special Education Staffing / No new hires / Eliminating 36 MS GT positions / Increasing the class size.

This is simply unacceptable. HCPSS has already been too focused on academics only. On the other hand, the HCPSS music program has provided the students with a wonderful opportunity to learn and grow in addition to the basic academic skills. I am sure you agree with many benefits from music education - the exposures to music and the dedication and work ethics children learn from the orchestra and band participation are immeasurable.

Please vote against the proposed budget cut as it would mean a major set back in the HCPSS education.

Thank you very much,

Jennifer Galstad
Mother and Business owner, Howard County resident

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:29 PM
To: Sayers, Margery
Subject: FW: Against cutting funding for GT and Music programs

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

-----Original Message-----

From: Lin Zhou <lynnlz2002@yahoo.com>
Sent: Wednesday, February 5, 2020 11:00 AM
To: BoE Email <boe@hcpss.org>; superintendent@hcpss.org; CouncilMail <CouncilMail@howardcountymd.gov>; CouncilMail <CouncilMail@howardcountymd.gov>
Subject: Against cutting funding for GT and Music programs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To whom it may concern,

As a HCPSS parent, I am disappointed to found that the BOE is considering cutting funding for the GT/music program. We moved to howard county a few years ago because of the high reputation of HCPSS. GT and music program is really the guarantee of high quality education. The GT program keeps kids intellectually challenged at school. The music program develops grit, patience and team work of students. Cutting these two programs will have a detrimental effect on the education quality of HCPSS.

Dealing with budget deficiency is always challenging. Instead of cutting budget for the GT/music programs, shouldn't we be cutting money across the broad? In the time of hardship, everyone suffering the pain seems to be the only fair solution.

Thank you very much for your time!
Proud mom of two children
Lin Zhou Ph.D.

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:29 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Cecilia Haley <cecilia_haley@hcpss.org>
Sent: Tuesday, February 4, 2020 2:02 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

One huge problem within my school right now is the lack of reliable, available, properly-working technology. As an ELA teacher, I want my students to write often. This is critical to helping my students become comfortable communicating their ideas confidently and proficiently. Students need working computers to write with frequency and to receive timely feedback. Yet right now, the laptops available to students are literally falling apart. They are unable to stay charged; the laptop carts no longer work properly, keys are missing, software lags, and systems are incredibly slow. Consequently, I have had to greatly reduce my students' use of computers this year. This means less time for writing, less timely feedback, and much slower progress for my students.

Additionally, my passion is to help my students become lifelong, passionate readers. I prioritize reading and writing daily in my lesson plans. A key to helping students to develop a love of reading is getting books they WANT to read into their hands. However, this requires resources that are non-existent due to continuing budget cuts.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Cecilia Haley

cecilia_haley@hcpss.org

6221 Stratford Court

Elkridge , Maryland 21075

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:29 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Gabrielle Jacobson <gabrielle_jacobson@hcpss.org>
Sent: Tuesday, February 4, 2020 12:44 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I came to education after a 15-year career in PR & marketing. I'm now in my twelfth year as a special educator and my first as the Special Ed ITL at Hammond Middle School.

Middle school can be a difficult place on the best day, and when you've got even the mildest disability, learning can become a significant challenge, which often means that you begin to demonstrate negative and disruptive behaviors out of sheer frustration. It's our job as teachers to meet those challenging behaviors with compassion and redirection using pedagogically sound strategies. However, most educators haven't been trained to do that.

Unless you've actually walked in the shoes of a special educator, it's nearly impossible to appreciate what a typical day looks like for us. It's also nearly impossible to truly capture the depth of student needs in staffing formulas. What might make sense on paper doesn't actually make any sense when you're standing with both feet in the classroom.

As the team leader, I am called on the walkie-talkie to respond to a student crisis no less than three times a day. Administration, counselors and the school psychologist are also able to respond, however, there are many times when none of them are available. Our school psychologist is only in our building three days a week, and one of those is typically filled with IEP meetings. So on most days of the 17 weeks we've been in school, I do not have a formal lunch break. Until I met with HCEA last week, I was not even aware that I was eligible for a 50 minute planning period. I assumed that because I was a non-instructional ITL, planning time didn't apply to me. There hasn't been a day this year that I've worked, uninterrupted in my office for 50 minutes-unless of course you count working after-school hours. In neighboring counties, there are two or three people assigned to my same position. In Howard, only one.

What does that mean for me? It means that I am tired of apologizing to my three children and husband for not being home or emotionally available to them. I routinely work 70 hours a week and leave my heart on my desk, every single day. It means I work 12 hour days in the building, another two or three at night and at least 10 over the weekend. It means I've had to accept that I will never get it all done, I will never feel accomplished, I will never feel that I can be proactive. It means I take anti-anxiety medication and see a therapist.

As a new ITL, I've struggled mightily. There's no time to sit and chat with my peers during a lunch break. I received no formal training for this position. Sure, there was a generic team leader training about how to have hard conversations and build team morale, but nothing specific to the position about managing legal educational plans, or training staff, or navigating TieNet, or taking on administrative duties even though you're not an administrator, or conducting assessments or creating schedules or managing the timelines associated with IEPs.

I asked for a mentor and the Dpt of Special Ed assigned me a lovely woman who works across the County. But for her to provide real-time help, we'd have to meet outside of school several times a week, and I literally don't have the hours in the day for that. There's a Dpt of Spec Ed resource teacher who supports half of the middle schools in the County. When I get an email that says, 'let me know what I can do to help' I want to reply with, 'spending hours with me at

the beginning of the school year to walk me through even a fraction of the scenarios I encounter would have been a start.' So, please tell me how that's effective?

The Dpt of Spec Ed is woefully out of touch with what is happening at the school level. There is a culture among school-based staff to quietly take the increased workload, because experience has shown that they are not supported when they complain and we care too much about our students to quit. And that plays a large part in why I don't get lunch or planning, and why I put in 70 hour weeks.

Our current staffing formula doesn't account for the 40 minutes we spend with a student who can't bear to go to class because her grandmother died over the weekend; or the hour we spend de-escalating a student with Autism who is in a full-blown crisis after not winning a class prize; or the near constant prompting a student needs to complete the math warm-up; or the encouragement a student with severe depression needs to participate in a lab group; or the redirection two students with extreme ADHD need to complete the classwork; or the four hours it takes to complete a Woodcock-Johnson educational assessment and the other four hours it takes to write the report; or the hours of collaboration with the school psychologist about best practices for supporting students with debilitating OCD; or the 20 hours of writing Progress Notes each quarter. So when our county bases staffing needs exclusively on the service hours from student IEPs without considering individual student factors, or considering an acuity scale, I find it irresponsible.

When I am supporting our students in crisis, or our teachers who don't know how to support our students, I am not doing my required IEP paperwork. There are some ITLs who hide away in their offices and let their staff struggle through; I'm not that kind of person. I'd leave education before I'd do that.

What do I want? I want highly trained staff - it's useless to give me five additional paraeducators if they don't know anything. I'll take one who has been highly trained. Would you want a child who has severe dyslexia and autism to be supported by someone who could make more working at Chick-Fil-A and who knows nothing about either dyslexia or autism? Many of the children in crisis that I spend my days supporting got to that point because the staff members supporting them in class didn't have the skills or understanding to defuse the situation before it got to crisis level. A vicious cycle of ineffective staff and frustrated students feeling uncared for, depleted, unsuccessful and lost. Do parents really understand this? We should be ashamed.

I created my own support staff handbook because nothing existed from the County. The professional development they have received to date has been weak and so general as to be a waste of time. On Friday I received the following email from one of my support staff about what she'd be doing today, "I'll still plan to attend the ESP training Monday afternoon at Marriotts Ridge but not the Sp Ed Training on Adverse Childhood Experiences. Their last training on that subject was not helpful."

We come to school each day with enthusiasm, energy, optimism and motivation to make a difference in the lives of the students we care so much about.

If I could ask for two things right now, I'd ask that you would:

Provide Mental Health First Aid training to all HCPSS school-based staff through the Mental Health Association of Maryland; and I wish that you would

Fully staff each school with a psychologist (No more sharing psychologists between schools!), highly trained guidance counselors and a Social Worker.

I literally can't do enough to support my staff or the students in my building so that they feel successful, but I can tell you that your teachers and support staff are crying out for strong and influential school-based leadership, meaningful professional development and tools that they can use to actually support their students, and enough highly-trained staff to properly educate all of our students. Your school-based staff fights an uphill battle every single day to provide our best to our students, but we don't have what we need to win the battle and we know it.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

As the good teachers leave and as the Department of Special Education refuses to address the growing and changing student needs, our schools will start failing. More of our students will be failing. And then, in time, our County will start failing.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Gabrielle Jacobson

Special Ed Instructional Team Leader
Hammond Middle School

Gabrielle Jacobson

gabrielle_jacobson@hcpss.org

Maryland

Ellicott City, Maryland 21042

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:29 PM
To: Sayers, Margery
Subject: FW: HCPSS Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Andrea Aldrich <ankefauv@yahoo.com>
Sent: Tuesday, February 4, 2020 11:59 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: HCPSS Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Ms. Jung,

I am a resident, parent, and teacher in Howard County Public Schools. Many years ago, when I was offered a teaching contract in several other counties, I turned it down because I knew that Howard County was where I wanted to teach. As a music teacher, I saw firsthand, how the schools here are far superior to any county in Maryland. When my husband's job had him considering that we should relocate, I refused because I wanted my children to attend Howard County Public Schools. From a financial standpoint, we could own a similar house for much less money if we were to move to another county, but we live here for the top notch school system.

I am disheartened that our schools do not have the money to support smaller class sizes, adequate staffing for special education, instrumental music, technology, and gifted and talented programs just to name a few areas. I am frustrated that our county was able to open a new school almost every year between 1992-2007 and fund these programs but now we cannot fund either. Our county population continues to expand, but the money you are allocating is not keeping up to fund schools and the operational budget.

There are few things that need to happen as soon as possible. First of all, please make the builders do their share and pay to fund maintaining our current schools and building new ones. New schools and renovations need to occur now, not in 10 years from now. Second, if there is not enough money to fund our schools properly, then increase property taxes. I would rather pay more in taxes and keep our schools fully funded, than see the schools be shortchanged.

I am trusting you will do the right thing for the citizens of Howard County and support education in Howard County. I urge you, Dr. Ball, and the entire County Council to no longer overlook our county's growing needs and fully fund Dr. Martirano's original budget. Stop looking to our schools as a place where money can be saved. Howard County Public Schools are a critical part of the foundation of our county and for our county to flourish, our schools must flourish. By investing in our school system, our communities will reap benefits in Howard County for many years to come.

Thank you for your consideration,

Andrea Aldrich

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:27 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Karen Zepp <kzepp@live.com>
Sent: Saturday, February 1, 2020 7:42 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leaders,

We need your help. Our schools are in a daily struggle to meet the needs of our students, especially our most vulnerable.

I am a veteran elementary band and strings teacher at a Title 1 school that houses students of numerous needs. I cannot express to you the benefits playing an instrument has to our young children; I'm quite certain you are aware of what they are. For some of my students, band and strings is the only thing that brings them joy throughout the day.

I have the highest number of 3rd grade strings this year than I've ever had in my 17 years spending time recruiting, so that my program continues to grow. Now that I've successfully built that, I would be beyond disheartened to lose those students. I'm already losing dozens of

students in the redistricting plan that I didn't even know I'd be losing until the last minute. This has dealt me a heavy blow and hurt me deeply.

I am STRONGLY urging you to fully fund the budget for next year so our children can continue being impacted positively by the value of an arts education; do this not just for me but for others in my position, as well as the tech and GT teachers or any other teachers who may also be at risk of getting cut. It's the only right thing to do.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Karen Zepp
Bryant Woods Elementary

Karen Zepp
kzepp@live.com
5647 Harpers Farm Rd # A
Columbia , Maryland 21044

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:27 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Jackie Bryant <info@email.actionnetwork.org>
Sent: Saturday, February 1, 2020 6:11 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am an elementary band and strings teacher in HCPSS. It is my dream job. I waited nearly a third of my career to "make it" into Howard County and I am proud of be one of your educators. However, I see first hand the needs of our students. We don't have enough paraeducators or student assistants to cover all of our students with special education needs, especially students who need CAS. On days when staff call out, it's even worse.

I also worry about the proposed cuts to music, GT, technology, and other programs that are vital to the elementary school curriculum. These programs are the crowning jewel of HCPSS, and are why parents choose our school system for their children. Cuts made now to these programs because of a short-term budget decision will have a decades-long impact, and these

programs will never recover. The school system will never be what it is now if these programs are removed.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Jackie Bryant

jax7786@aol.com

1134 Circle Dr

Halethorpe, Maryland 21227

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:27 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Alyssa Pearson <alyssa_pearson@hcpss.org>
Sent: Thursday, January 30, 2020 11:26 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

If we lose these RST/MST positions, my goals as an educator are going to change significantly. I look up to my MST, Maria Merrill, so much! She is such an amazing leader with such a presence in our building and two others in the county. You would be taking away opportunities for aspiring math leaders. I have always wanted to work alongside John SanGiovanni and his math department. I have always wanted to assist my colleagues with teaching math and supporting students. However, if you take this position away, you are also taking away my goals as a math leader in this county. I have interned in this county and taught for six years and counting. I want to be able to grow in my teaching position and I have always aspired to become a Math Support Teacher. I was absolutely devastated last year when I found out that so many RST and MST positions were cut. My heart broke and I felt like I had

lost a sense of direction. I didn't know what to do, I didn't know what my goals were anymore. It has been a very frustrating year for me as I try to figure out what my future holds. Hearing this news that these RST/MST positions aren't in the budget was devastating. I can't lose hope and I can't just let my dreams of becoming a MST diminish. I want to become a MST in Howard County. I want these positions to be available. I want these support systems in place for teachers and for our students. These positions are so critical and I have seen the amount of good that has come from them, especially coming from a Title 1 school like ours (Laurel Woods Elementary). Please don't lose hope. Please do something to make sure that these amazing positions aren't done taken away from aspiring math and reading leaders like myself.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Alyssa Pearson

Alyssa Pearson
alyssa_pearson@hcpss.org
7119 SILVERLEAF OAK RD
ELKRIDGE, Maryland 21075

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:27 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Betsy Fetchko <betsy_fetchko@hcpss.org>
Sent: Wednesday, January 29, 2020 9:14 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Please fund our schools sufficiently, so that we can do our jobs!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Betsy Fetchko

betsy_fetchko@hcppss.org

3624 Joycin Ct

Ellicott City, Maryland 21042

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:26 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Sharon Williams <sharon_e_williams@hcpss.org>
Sent: Wednesday, January 29, 2020 8:38 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

[INSERT YOUR OWN STORY]

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Sharon Williams

sharon_e_williams@hcpss.org

7620 Woodpark Lane

Columbia, Maryland 21046

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:26 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Rachel Raful <Rachel_Raful@hcpss.org>
Sent: Wednesday, January 29, 2020 7:37 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a special educator working in the regional Primary Learner (PL) program. This year we have This is my tenth year teaching special education. For my entire career, I have been working with students with autism and extreme behaviors, first as a behavior intervention teacher at a comprehensive school with a self contained autism program, then at a separate public day school for students with significant behavior needs. I had not been seriously injured by a student until I came to Howard County Public Schools 3 years ago. I have seen peers be injured. I have had a concussion from a student who pushed me against a wall. I was alone in a room with him. I do not remember what happened between the time that he pushed me and when other staff entered the room. Not only was I injured, but I could not safely supervise this

student. He could have left the building. He could have thrown a chair (he had a history of doing this) and hurt me further or broken a ceiling tile and hurt himself. I was out for a week.

I also have had 2 staff members get concussions. On one occasion, a student without a history of aggressive behavior (who we later learned had not had his medication that morning), walked over to a staff member who was sitting on the floor, took her head between his hands, and head-butted her head-to-head. She was out for a week. In the second case, a student grabbed my staff member by the hair by her scalp, and head-butted her head-to-head multiple times. She was out for three months. At the end of last school year, I got positional vertigo from the same student doing the same thing to me. I had 6 days (including the weekend) between the end of the school year and the start of ESY. Time I wanted to spend taking my fairy tale obsessed five year-old to Dutch Wonderland. Time I wanted to spend taking him to the lake by my house and playing in our backyard. Instead, my husband and mom took turns watching him because I could not walk without getting so dizzy I would bump into walls. I could not safely drive for 2 weeks.

I still have scars on my face from where a student scratched me. I backed away from him the entire length of my room. Another adult was in my room, but she was not trained and did not know what to do.

My staff and I have had numerous trainings in Safety Care and protective strategies for working with aggressive students, but we cannot always use them if we are also trying to protect the other children around us. I have seen peers be injured. They have had their hair pulled, faces and arms scratched, and been bitten more than once. It may sound like I am a bad teacher. It may sound like my staff is lazy or undertrained. But we can only be in one place at a time. Everyone has to eat. And if we do not have enough support, we cannot adequately support our students and the peers they work with.

I have missed countless hours of lunch and planning to keep children safe. If I do not do this, my students will leave the room or even the building. My students will grab or scratch other students. Skipping this time is not a choice. I already work an hour outside of my contract day and missed planning and lunch time mean I stay even longer, missing even more time with my family.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Rachel Raful

Rachel Raful
Rachel_Raful@hcpss.org
Maryland
Highland, Maryland 20777

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:26 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Deanna Prather <info@email.actionnetwork.org>
Sent: Tuesday, January 28, 2020 7:53 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

My name is Deanna Prather. I have been teaching for 12 years. Of the 12 years, I have spent 8 of them in Howard County. Of the 12 years, I spent 11 teaching first grade, and this year, I am teaching third grade.

In first grade, I averaged 25 students a year. Per <https://www.hcpss.org/schools/enrollment-reports/> it states that the student/teacher ratio is 1:19. I HAVE NEVER HAD 19 students in my class. NEVER.

In third grade, I have 31 students. I have had those 31 students since day 1 of school year 2019-20. Per that same Howard County website, it states the third grade ratio is 1:25. I have 6

more students than what is stated. As an employee I understand every classroom needs 31 students and upon the registration of that 32nd student we would then gain another teacher. So let's do the math. We have 6 teachers. If each teacher has 31 students, and 1 more third grade student enrolls, that makes a total of 187 students. If we then divide this number by 7 (because now we have an additional teacher) that puts 27 students in 5 of the classrooms, and 26 students in 2 of the classrooms, and the ratio that the county claims, is still NOT MET. Do you think pasting that ratio for people to see is a bit misleading? I am now making it my priority to let every person know that the county is misleading and inaccurate with their presentation of numbers.

Now let's get to the heart of the issue. The county suggests classroom teachers should use small group instruction as best practice. I agree. The county also recommends having 3 reading groups. If I had three reading groups, I would have 10-11 students in a reading group. That IS NOT small group instruction, that is small CLASS instruction. I have 31 reading journals, 31 writing journals, 31 science journals, 27 math journals, and 59 science journal that my students work in on a daily basis. I imagine, that in order for students to achieve their best, they would need feedback. How would one person give feedback on daily basis? Let me tell you, one person CANNOT give feedback on a daily basis. One person can't even give feedback on a weekly basis. What the county is saying to me is that they don't value their students OR teachers.

Another "best practice" the county suggests is conferencing with students, in reading AND writing. I have done this one time this year. I met with each individual student to go over their reading responses, so that they could ask questions and I could give feedback. Take a guess at how long it took me. SEVEN DAYS! A whole week and a two additional days. In order for me to conference with those students. I had to give the rest of the class something to do, we call that busy work. Not instruction, but busy work. Work that may strengthen their skills, but ultimately keeps them busy so I can meet with their classmates. Loss of instruction for seven days, so that I can conference with students, is unacceptable. Is that the kind of education that makes us proud? Or are we not really worried about that? I should mention, those conferences were reading conferences. I only have 40 minutes to teach writing, so forget conferencing altogether for writing. It would take more than 2 weeks of writing instruction. So my question to you... how do you expect a teacher of 31 students to know their students as learners.

Some nights I come home and reflect on my day. What went well, what didn't. More often than not, I reflect on whether or not I spoke to every child in the room. I say good morning to every child that walks through my door. But there is more to a teacher/student relationship. How

does one person get to know 31 little people every single day? If that doesn't seem like a difficult task to you, its because you have never taught 31 8 year olds before. If you are an introverted, quiet child, you WILL get left in the dust. It is absolutely unfair to the kids. Its unacceptable for the county to think its ok for one adult to manage 31 8 year olds. And then, post on the world wide web that the county's ratio is 1:25. What a joke.

Lets now add some IEPs, 504s, and behaviors to the mix. Now, I am also charged with making sure IEP hours are being met, students are receiving their pull outs, instructional levels are being met...the list doesn't end.

Let's add the kids who need reading support. Now I have to make sure those students' needs are being met.

If we are being realistic, I have a total of 6 hours of planning, on a good week. I have to plan 9 lessons for each day (vocab, reading, 3 small groups, writing, 2 math, science). I can't plan all of those lessons in one hour. I also now have to find time to meet with the special educator, guidance counselor, reading support teacher and my own team. Let's not forget, I also have to prepare the lessons with materials.

Additionally, I have to grade. I guess the expectation is that my family time should be used to grade my students work. Another way to devalue me as an educator. It's one thing if I am choosing to take work home, it's another when it becomes the expectation.

This is out of hand. I will not continue to do this. My teaching philosophy is not this. It doesn't align with what I am faced with every single day. I should be able to meet all of my students needs. Not only some. Not only the loudest. Not only the low achievers. I should be able to meet the need of every single student that sits in front me.

Finally, as I reflect back to the start of this school year, I remember sitting in the staff pep rally and listening to Dr. Martirano talk. He seemed to be very concerned about the number of students who drop out and he compared reading to imprisonment. I believe he stated that if a child cannot read by the third grade, he/she has a much greater chance of dropping out and/or entering into the prison system. Now, if this is true, and we are truly concerned, how would ONE teacher be able to ensure that all of his/her students are reading efficiently by the end of the year? The answer to that is: they don't. The teacher can not effectively guide that many students, at 8 years old, to give them the tools they need to be successful. Therefore, I feel like the county wants to point fingers rather than helping solve problems. Its almost as if the

county wants us to feel bad that we (teachers) aren't reaching some of these students, but then pack our classrooms to the max.

I need to know that this will not continue. Parents need to know that a teacher/ student ratio that says 1:27 (if class sizes increase by 2 students) really means that it's quite possible for their child to sit in a classroom with 33 other kids, under the supervision of one adult. And if their school has enough enrollment to hire another teacher, it's quite possible their child's class still won't reach that ratio.

As a teacher, it is my opinion that no money should ever be budgeted until salaries of the true teacher/student ratios are determined. If the class is too big, then everything else is a waste. Class size should be the very first priority because that is where the student spends the most of their day and receives the majority of instruction. EVERYTHING else is a bonus. An intervention outside of the class doesn't work if a teacher can't teach properly inside of the class.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Deanna Prather

Deanna Prather
d18shoes@aol.com
9500 Glen Ridge Dr
Laurel - 20723 (\$5.99 - Delivery), Maryland 20723

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:26 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Sarah Ramstrom <info@email.actionnetwork.org>
Sent: Tuesday, January 28, 2020 4:58 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a fourth grade teacher at Laurel Woods Elementary School, a title 1 school, in Howard County. My class consists of 23 students, 7 of which have IEP's, 1 that has a 504, and 5 that are higher level ESOL students. Being that I am new to teaching ESOL students and that I am basically a first year teacher that was hire in the middle of the last schol year, I do not know what I would have done without the help of Kelli Byle and Maria Merrill, our MST/RST. They have both taught me so much in terms of how to better instruct these English Language Learners in both Math and ELA. Losing these two key members of our school community and classroom communities would have a highly negative impact on what teachers gain from professional developments with each of them every other week.

Another key to student success in my classroom is Special Education support. Laurel Woods is lacking special education support, especially during this time when we have 15-20 new incoming Special Education students/new referrals school wide.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Sarah Ramstrom

Sarah Ramstrom

s_ramstrom@yahoo.com

5002 Dorsey Hall Drive B5

Ellicott City, Maryland 21042

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:25 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Lizabeth Smull <Lizabeth_Smull@hcpss.org>
Sent: Tuesday, January 28, 2020 4:27 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I work in the classroom where students are struggling because of their disabilities and need the support of the Para Educator in the room. Sometimes there isn't time to reach everyone because of the size of the classroom.

We need you to act now. Educators and Para Educators are reaching a breaking point. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Lizabeth Smull

Lizabeth Smull
Lizabeth_Smull@hcpss.org
9465 catfeet court
columbia, Maryland 21045

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:25 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Antwaine Jenkins <antwaine_jenkins@hcpss.org>
Sent: Tuesday, January 28, 2020 3:56 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

There are several stories I could tell in an attempt to compel you to bring your attention to the budget concerns that are in our county currently. But the reality is that we need money, appropriately and sufficiently allocated in order to continue to provide high quality lessons and the attention our students need to compete globally with other countries. We cannot do this without money. Please consider us and address the lack of funds in crucial areas.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and and think of all of us who support our county's children.

Sincerely,
Antwaine Jenkins

Antwaine Jenkins
antwaine_jenkins@hcpss.org
20 Enchanted Hills Rd-Apt 201
Owings Mills, Maryland 21117

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:25 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Linda Donatich <linda_donatich@hcpss.org>
Sent: Tuesday, January 28, 2020 3:42 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

When I first started working for HCPSS as a full time employee in 2007, I was a student assistant in Special Education in a couple elementary schools for a few years. Then I was a Special Education Para-educator in an elementary school for a year, and now for the past ten years I have been a Special Education teacher in one of the Education Centers with high schoolers. Over the years my position has changed and the student population I work with has changed. However, one thing has not changed, the short-staffed, stressful, pressure-filled job environment. NO, I take that back! It has changed! It has become monumentally worse. Over the years, more has been asked of the special ed staff with fewer and fewer resources (staff and materials). Inevitably, something must 'give'. Staff are getting injured, stressed, stretched to the max (physically and mentally). It's been taken for granted too long that dedicated

Special Ed staff, who find this to be not just their job but their vocation, will 'put up with it'. But, believe it or not, special ed staff are just human, though many may seem to be super-human. If we really 'practice what we preach', as in January 27th ESP Winter Conference 'Committing to a Culture of Dignity: Leading as an Agent of Dignity, and follow and believe the 'Dignity Matters Pledge'; 'As agents of dignity, we recognize the importance of treating ourselves, each other, and the communities we serve in a way that honors their value and worth and the significant role they play in each others' lives'. ESP's must be paid justly, a budget must be created that supports us all for the benefit and success of our precious students.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Linda Donatich

linda_donatich@hcpss.org

9215 Marydell Rd

Ellicott City, Maryland 21042

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:25 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Catherine Koch <catherine_koch@hcpss.org>
Sent: Tuesday, January 28, 2020 3:06 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I have taught in Howard County for 10 years at the same Title I School. I have learned a lot in the time that I have been working here, but I struggle to bring my best self to work every day, based on the increased demands. Please fully fund the requests for increased general and special educator positions in our county. Replacing a special education teacher with a para educator, TE or SA simply puts staff that is not as well trained with our neediest students and is not a solution. We could reduce the number of staff members who do not work directly with students. It is great to have support for teachers, but if we have large class sizes with students whose needs are not met that is not a helpful way to allocate staff!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Catherine Koch

catherine_koch@hcpss.org

12 S Potomac St.

Baltimore, Maryland 21224

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:24 PM
To: Sayers, Margery
Subject: FW: HCPSS and Music Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Christy Smith <byusmiths@gmail.com>
Sent: Thursday, January 16, 2020 7:26 PM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: HCPSS and Music Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear County Council,

Greetings.

Please prioritize the Howard County Public School System budget. The budget must be funded at the necessary level requested by the Board of Education for all of our children to be educated at the level we expect.

Please keep the current proposed budget to fund music at the same level. Music is important to our family (with three students).

Regards,

Christy Smith

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:21 PM
To: Sayers, Margery
Subject: FW: HCPSS FY21 Operating Budget

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

From: Dexter Mannering <info@email.actionnetwork.org>
Sent: Tuesday, February 11, 2020 10:14 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb Jung,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

My fiance, is a special ed para for Guilford Elementary school. She is amazing at what she does and she loves teaching and caring for all of her students. Most days she is mentally and physically exhausted, although she doesn't express it much. Mostly due to the lack of bodies to obtain all that is need for her students. I can tell by her body language and how she express some concerns that she has with her current students. If the school was given more bodies for support, not only would her health be better, along with many other teachers, the students will get the support they need as well to succeed. In a title 1 school, not only is the education part a huge priority, so is the social emotional part. With a lot of students, not only do they need a teacher that teaches them well, but also someone who cares about if their getting fed at home

and if they have proper clothing to wear for the current season. More staffing would help with all of this, resulting in more students success and less teachers resigning and being burnt out.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Dexter Mannering

Dexter Mannering

d.mannering7187@gmail.com

9407 Merryrest Rd

Columbia, Maryland 21045

Sayers, Margery

From: Jung, Deb
Sent: Friday, February 14, 2020 1:06 PM
To: Sayers, Margery
Subject: FW: redistricting and school funding

Deb Jung
Council Chair, District 4
Howard County Council
3430 Court House Dr., Ellicott City, MD 21043
410-313-2001

Sign-up for my District Update [here](#).

-----Original Message-----

From: Tracie Schmidt <tr_schmidt@icloud.com>
Sent: Monday, January 6, 2020 10:58 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: Re: redistricting and school funding

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Ms. Jung,

Thank you for your reply.

I believe that all Ho Co property tax collected, which is collected both from residential and commercial properties, is used to fund the HCPSS. (I also understand that the amount of property tax for commercial properties, and businesses within, is determined in a different way than for residential properties.) I also understand that county revenue is generated in both progressive and regressive ways. I don't understand how the state affects county revenue other than revenue generated in Ho Co may not all come back to the county and can be distributed to other counties.

What has struck me as odd is this. Consider the 12 high school boundaries which each includes approximately 1,200 students. Several of these high schools are located in areas of the county with very little high density housing and very few commercial properties and businesses. Given the great benefit owning a home provides in both federal and state income tax reduction, I find it hard to believe that paying more in property tax in the residential and commercial sparsely populated areas of the county actually offsets the property tax and tax revenue generated in the other areas of the county with greater densities of residential properties, commercial properties, and businesses. A more regressive tax structure actually provides more benefit to areas of the county with wealthier families and fewer residential and commercial properties and businesses particularly given that the poverty rate in the county is only 22%.

As an aside. Last fall I attended the meeting in which the BOE and county officials provided information to the state legislators concerning the HCPSS. I asked a county employee, who presented information on county revenue generation and school funding, why there were so many large apartment buildings, located in areas without sidewalks or green open spaces, being built in Columbia and along the Rt. 1 corridor. I realized, and he verified, the obvious answer is to use

available space to generate revenue for Ho Co. That's when I began to wonder about the actual contribution to county revenue from property tax in different areas of the county.

The only reason I mention this point is that changing the narrative seems to always be a precursor to change. I believe that those who may pay more in property tax in Howard County receive a greater, disproportionate, undeserving share of the HCPSS budget and that their hoarding of resources creates an inequitable educational opportunity within the county. That being said, I haven't got the faintest idea how to help bring about change. I just attended a Common Cause information/training session on lobbying of state legislators and realized my approach of complaining was, not surprisingly, ineffective!

I do hope that development zoning is changed in the county so that high density, commercial, and affordable and subsidized housing units are no longer barred from certain areas of the county.

Enough said. Thanks for your time.

Happy New Year,

Tracie Schmidt
Hobbits Glen neighborhood

> On Dec 30, 2019, at 10:58 AM, Jung, Deb <djung@howardcountymd.gov> wrote:

>

> Hi Tracie, Thanks for reaching out with your question. HCPSS's operating budget, which funds teachers' salaries, supplies, and other annual expenses, comes directly from the Howard County general fund, which includes revenue from property taxes, income taxes, various County fees, and other sources. Annual County revenues are spent across the County on a variety of services, from schools to trash collection.

>

> Your question contains several public policy considerations. I don't have an analysis of revenue generation from a geographic perspective and the State controls most of the tax policy in the County. For most of the U.S., there is a mix of progressive (the percentage of tax increases relative to the taxpayer's ability to pay) and regressive (the inverse scenario) taxes. Distribution of services are not explicitly tied to either tax model but there are other factors that cause unequal distributions. That is where elected officials work to make sure that their constituents are fairly treated and represented.

>

> Deb Jung

> Council Chair, District 4

> Howard County Council

> 3430 Court House Dr., Ellicott City, MD 21043

> 410-313-2001 fr

>

>

> -----Original Message-----

> From: Tracie Schmidt <tr_schmidt@icloud.com>

> Sent: Monday, August 26, 2019 3:46 PM

> To: Jung, Deb <djung@howardcountymd.gov>

> Subject: redistricting and school funding

>

> [Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

>

>

> Ms. Jung,

>

> My family lives in Hobbits Glen. I have a son who graduated from Wilde Lake HS in May 2019 and a son who will be a sophomore there this fall. I applaud your position that Ho Co schools must be desegregated.

>

> I have been curious about the source(s) of school funding provided by the Howard County Council to the HCPSS. Can you tell me the total amount provided, the funding source(s), and the percentage of funding from each source?

>

> I often hear residents claim that because they pay more in property tax, they deserve a school with better educational opportunity. I have wondered what percentage of funds provided to the HCPSS actually come from property taxes and the amount of property tax coming from each region. Does the majority of property tax actually come from the more densely populated areas such as Columbia, the Rt. 1 corridor from Elkridge to Laurel, and the Rt. 40 corridor just west and east of Rt. 29?

>

> Sincerely,

>

> Tracie Schmidt

Sayers, Margery

From: Luis Otero <lotero@elmsliving.com>
Sent: Thursday, February 13, 2020 6:02 PM
To: CouncilMail
Subject: Howard County school budgets

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Howard County Council Members,

I urge you, as a voting resident of Howard County, to fully fund Dr. Martirano's budget for the school system for the 2020-2021 fiscal year.

Our beloved county is growing at an incredibly fast pace. The stresses placed on school system resources will also continue to grow. As the county grows, so too must our school system, which means more funding is needed to support our students and teachers. They can no longer be asked to do more with less.

Dr. Martirano's requested budget is not exorbitant nor unfounded, as it reflects an investment in the youth of Howard County. So many people who live here have been lifelong residents. I believe this is because Howard County truly is a wonderful place to live. Should not the county government wish to continue to invest in our children who will one day become the bright, responsible, well-rounded adults of our community?

Our school system is world class; able to compete on a global scale in so many ways due to our current enrichment programs like GT, technology and music. Forcing the Board of Education into a situation where they must make major cuts in spending, cut staffing, or increase class size year after year in order to allow our educators to receive adequate health benefits hurts our students and hurts our educators.

Please find a way to support our wonderful public school system and stop the avalanche of cuts to our schools. I support a fully funded budget for Howard County Public Schools.

Sincerely,

Sayers, Margery

From: Ball, Calvin
Sent: Thursday, February 13, 2020 2:11 PM
To: boe@hcpss.org; mavis_ellis@hcpss.org
Cc: CouncilMail; superintendent@hcpss.org; Sidh, Sameer; Sun, Holly; Jahantab Siddiqui
Subject: Letter to the BOE
Attachments: 20200213 Letter To BOE.pdf

Dear Chair Ellis and Members of the Board of Education,

Please find this letter attached regarding your dilation over the FY 2021 operating budget

Thank you for your attention to this matter.

Calvin Ball



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2013 Voice/Relay

Calvin Ball
Howard County Executive
cball@howardcountymd.gov

www.howardcountymd.gov
FAX 410-313-3051

February 13, 2020

Howard County Board of Education
10910 Clarksville Pike
Ellicott City, MD 21042

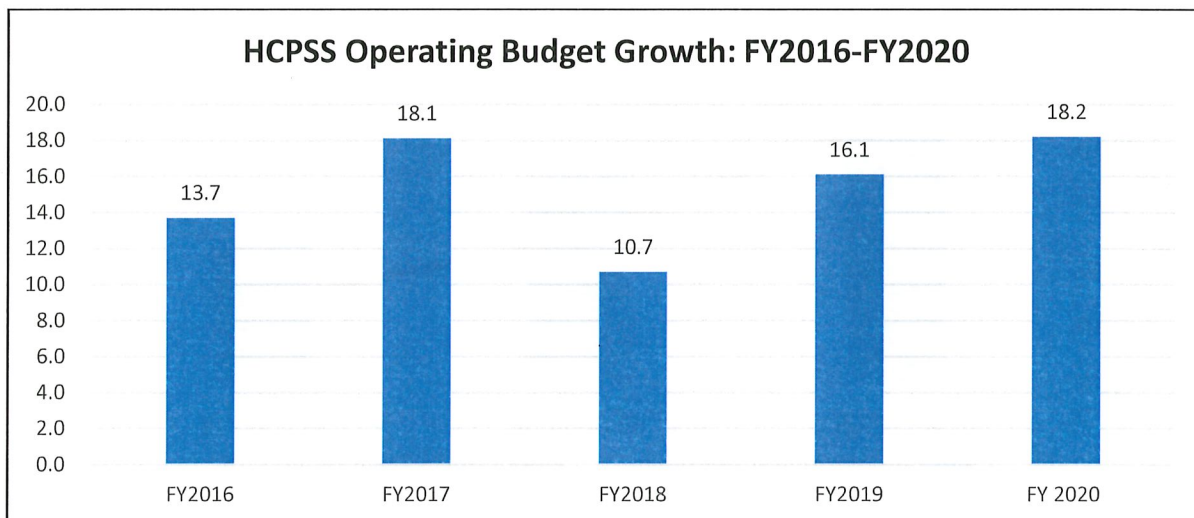
Dear Chair Ellis and Members of the Board of Education:

I want to thank you for your careful consideration of the Superintendent's FY2021 proposed budget. As you confront the many tough choices you will make during your budget process, I am hopeful that you will factor the County's broader budget outlook into your review of the Howard County Public School System (HCPSS) budget.

Provided below are key points of context that I am hopeful you will consider as you review the HCPSS budget. As the HCPSS budget comprises over half of the County's total operating budget, the decisions that you make will significantly impact the residents of our County.

- **Howard County has a long-standing record of funding education beyond its peers.**

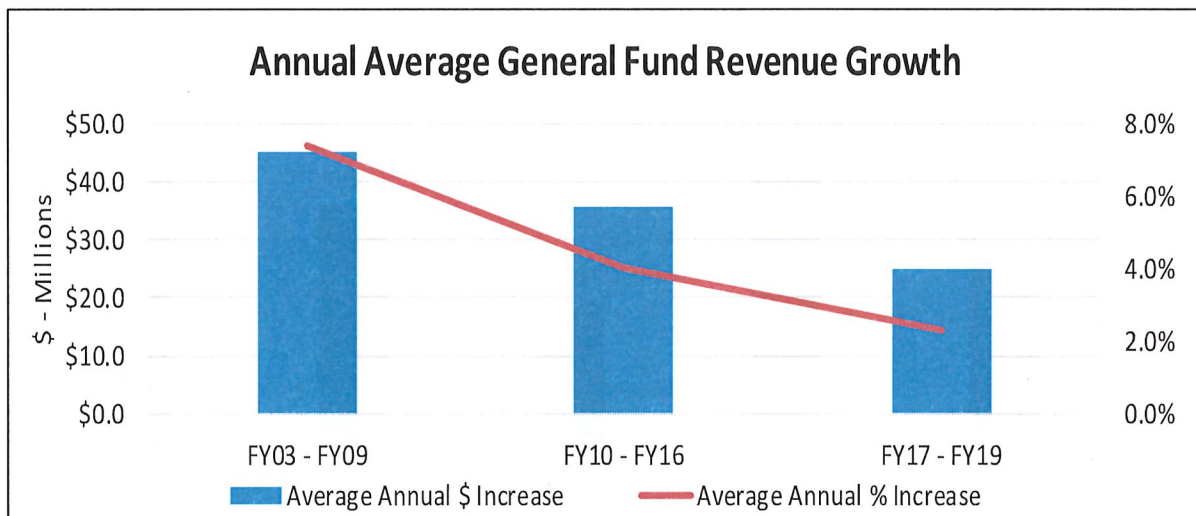
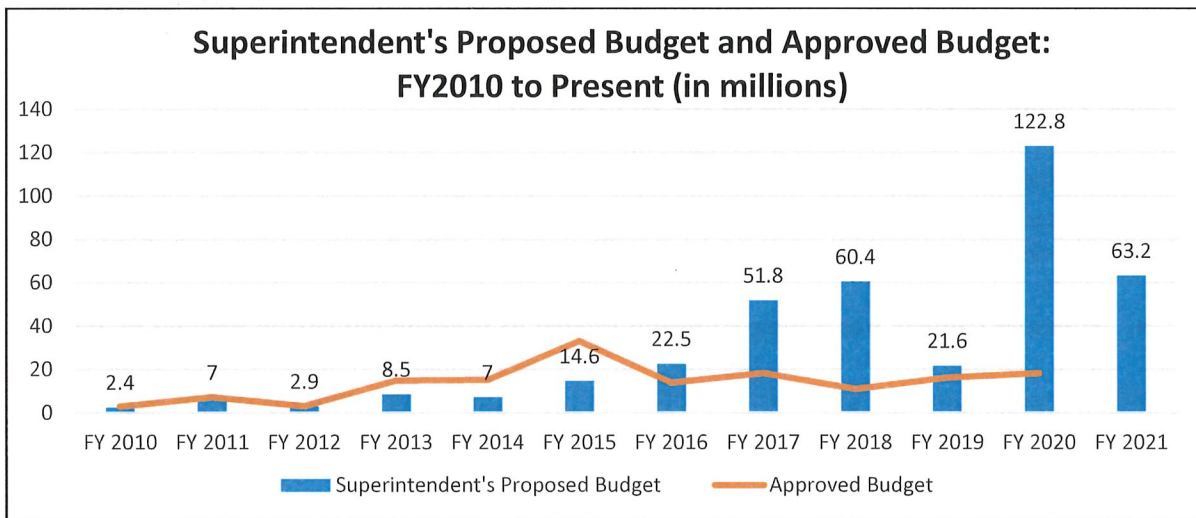
Howard County's position as one of the top school systems in the country is due in large part to our funding decisions. On a per pupil basis, Howard County's local spending ranks third amongst Maryland's twenty-four (24) jurisdictions, exceeding the statewide per pupil average by 41%. The approved FY2020 budget (\$18.2 million increase) exceeded prior funding trends, providing the largest increase in County funding in the past five (5) fiscal years.



- **The current proposed budget far exceeds what the County can afford.**

Despite our strong record of funding education, the current Superintendent’s proposed budget increases the County share of the HCPSS budget by \$63.2 million (\$54.2 million in recurring funds). This increase nearly doubles total revenue growth County-wide (\$36.5 million in FY2020), and is nearly equal to the amount of County funding growth to the HCPSS budget over the last four years combined.

Conversely, revenue growth is projected to slow. Over the past three (3) years, total revenue growth has averaged 2.3% (\$24.7 million per year), down from an average increase of 7.4% annually from FY2003 to FY2009, and 4.0% from FY2010 to FY2016. In the FY2020 Spending Affordability Advisory Committee (SAAC) report, it was projected that the County-wide gap between revenues and spending requests would reach \$275 million in the next six years without corrective actions.



- **Fulfilling a budget request that exceeds County total revenue growth would have significant consequences.**

To fulfill a budget request for HCPSS that exceeds total County-wide revenue growth, tough decisions would be required that could result in deep cuts to County services or tax increases. For example, if in FY2021 the County receives the \$36.5 million in revenue growth that was generated in FY2020, an HCPSS budget increase of \$54.2 million in recurring funds would require \$27.6 million in cuts to the County's 26 agencies, Howard Community College (HCC) and the Howard County Library System (HCLS). The \$27.6 million in cuts required to fund the current proposed HCPSS budget would equate to the cost of eliminating 450 police officers (94% of authorized sworn staff). As County Executive, I must balance priorities and ensure that the quality of all services provided by Howard County meet the needs of our residents.

| (\$ - Millions) | FY 2020 Budget | FY 2020 Alternative |
|------------------------------|----------------|---------------------|
| HCPSS - direct appropriation | 18.2 | 54.2 |
| Debt payments (mandated) | 9.9 | 9.9 |
| HCCC, HCLS & 26 agencies | 8.4 | (27.6) |
| Total | 36.5 | 36.5 |

To avoid deep cuts to services while funding the current proposed HCPSS budget, the County would be forced to increase taxes that support the County's General Fund. The two largest revenue sources for the General Fund are property and income taxes, which combined provide nearly 90% of all General Fund revenue. Currently, County income taxes are at the highest level allowed by the State, and the property tax rate is second highest in the State (see Appendix). Increases to either of these funding sources would exacerbate the already high tax burden passed onto Howard County residents.

As has been communicated to HCPSS staff, County revenue growth in FY2021 is anticipated to fall in line with recent historical levels. Howard County has traditionally struck the balance of funding education at levels that exceed peer jurisdictions, without major consequences for the provision of County services or the tax burden carried by our residents.

I am requesting that the BOE propose a budget that continues this tradition of supporting education while balancing the overarching interests of the County. Thank you for your attention to this matter.



Calvin Ball
County Executive

Cc: HCPSS Staff
Howard County Council

Appendix – Property and Income Tax Rates and Tax Burden by County

| County | Real Property Tax Rate | Income Tax Rate | Property and Income Tax Burden |
|----------------------|------------------------|-----------------|--------------------------------|
| Allegany | 0.9750 | 3.05% | \$2,406 |
| Anne Arundel | 0.9350 | 2.81% | \$5,784 |
| Baltimore City | 2.2500 | 3.20% | \$6,254 |
| Baltimore County | 1.1000 | 3.20% | \$4,958 |
| Calvert | 0.9370 | 3.00% | \$5,903 |
| Caroline | 0.9800 | 2.73% | \$3,269 |
| Carroll | 0.9800 | 3.20% | \$5,922 |
| Cecil | 1.0180 | 3.03% | \$4,399 |
| Charles | 1.1410 | 3.03% | \$6,345 |
| Dorchester | 1.0000 | 3.20% | \$3,223 |
| Frederick | 1.0600 | 2.96% | \$5,928 |
| Garrett | 1.0560 | 2.65% | \$2,805 |
| Harford | 1.0420 | 3.06% | \$5,398 |
| Howard | \$1.260 | 3.20% | \$9,123 |
| Kent | 1.0220 | 3.20% | \$3,974 |
| Montgomery | 0.9786 | 3.20% | \$7,606 |
| Prince George's | 1.0000 | 3.20% | \$5,453 |
| Queen Anne's | 0.8471 | 3.20% | \$5,544 |
| St. Mary's | 1.0000 | 3.20% | \$2,448 |
| Somerset | 0.8478 | 3.00% | \$5,147 |
| Talbot | 0.6411 | 2.40% | \$3,397 |
| Washington | 0.9480 | 3.20% | \$3,840 |
| Wicomico | 0.9320 | 3.20% | \$3,289 |
| Worcester | 0.8450 | 2.25% | \$3,273 |
| State Average | 1.0332 | 3.02% | \$4,820 |

Note: Tax burden was calculated based on median household income and median house value.

Sayers, Margery

From: Dana Keiner <dckeiner@yahoo.com>
Sent: Thursday, February 13, 2020 11:06 AM
To: CouncilMail; N'Guessan-Gbe, Darrell; Yungmann, David; Walsh, Elizabeth; Jones, Opel; Rigby, Christiana; Jung, Deb
Subject: Budget 2020-2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Dr. Ball and Members of the County Council,

I am writing in regard to the proposed FY 21 HCPSS budget. I support keeping the budget fully funded at the Howard County Board of Education's requested level.

The Board's budget proposal requests that staffing be kept at the current level. Cuts in para-educators and teacher supports have put significant pressure on our teachers and administration. Teachers have already been working extra, to meet student demands. Due to the lack of para-educators, students who need extra help are not receiving it. Important events such as the Spelling Bee and Rube Goldberg building project are not being held at our schools this year, because teachers do not have the time or energy to volunteer for these activities outside of school.

Furthermore, during the work sessions, the Board had floated plans to raise class size and further trim programs such as GT, technology and music. This is unacceptable to parents! Enough cuts! These programs are vital for our students' health, well-being, and academic success. I am so grateful that in the meeting this week, the Board agreed with Dr. Martirano's budget proposal to keep staffing at the current level and I am asking you to do the same.

We are in dire need to increase support staff at elementary levels, to meet the needs of our teachers and administration. Funding the school system in this county at the requested level stops the avalanche of cutting programs. Howard County should be dedicated to providing a robust educational foundation for our children, by addressing the revenue issue.

As a Howard County taxpayer, I request the County Executive go well past maintenance of effort to fund the HCPSS budget at this level. HCPSS has been running in the red to support programs for too many years. I understand that this problem was created before anyone took office, but it is the responsibility County Executives to fully fund the system for our children.

Please support keeping the budget funded at the requested level and increasing the support staff for our schools. Thank you for your time.

Dana Keiner

Sayers, Margery

From: Ashley Deadwyler-Jones <ashley.deadwyler-jones.rv31@statefarm.com>
Sent: Wednesday, February 12, 2020 10:42 AM
To: CouncilMail
Subject: Strings Programs in Howard County Public Schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To Whom it May Concern:

My husband and I moved our family to Howard County 6 years ago because of the outstanding schools and amazing programs in HCPSS. One of those programs was the Strings Music program for kids as early as 3rd grade. As a result of starting early, my 15 year old son is an amazing cellist who spends time volunteering and playing in local assisted living centers. He is also in the GT/Honors program at Reservoir with aspirations of becoming an engineer. I do believe his ability to start the strings at an early age assisted with his strong quantitative and analytic skills and it also bolstered his confidence to the moon!

I do hope that HCPPS will maintain our 3rd grade strings program as it has done wonders for my son and I believe it will continue to set us apart from other school systems throughout the country. Let's continue to maintain high standards and raise the bar for others rather than settle for lower standards.

Thank you,

Ashley Deadwyler-Jones, M.B.A., State Farm® Agent

12057 Tech Rd, Ste B
Silver Spring, MD 20904

phone: 301-273-3205

fax: 1-866-721-2366

email: ashley@ashleyinsureme.com

Website – Spanish: [En Espanol](#)

[Click Here to Register Your Policies and Accounts Online](#)

**INSURE YOUR
LOVE**

"You would give your life for your children, why not insure it for them"

<https://youtu.be/EwVFEWqbwY0>

If this communication is securities related, click [here](#) for additional disclosures

Sayers, Margery

From: Raza <ratalba.raza@gmail.com>
Sent: Tuesday, February 11, 2020 5:16 PM
To: boe@hcpss.org; CouncilMail
Subject: Sub pay for Para educator and Substitute Teachers!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Evening,

I would like to speak out as an advocate for substitute teachers and para educator subs in requesting a raise for us to be included in the budget. I would also like to request the Para educators get a bonus when they have completed 50 days like the substitute teachers. As currently the para educator subs are not getting any bonus and are paid less on top of that. I know substitute teachers who have informed me that they will not take a para sub job since it is less pay and not counted towards completing the 50 days for a bonus.

As we know that our substitute teachers and para educators are needed and appreciated so if we can show that in monetary ways that would be greatly appreciated!

I have confidence and faith that the board will address our concerns as subs since we are needed and they have over 400 open sub jobs daily.

If you have any questions or concerns please feel free to contact me!

I am located on 14376 Dorsey Mill RD, Glenwood MD, 21738.

Kind Regards,
Hope Raza

--
Hope Raza, MS, BS
Howard County Substitute
Email: ratalba.raza@gmail.com
Phone (C): 443-917-9467

Sayers, Margery

From: Dexter Mannering <info@email.actionnetwork.org>
Sent: Tuesday, February 11, 2020 10:14 AM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

My fiance, is a special ed para for Guilford Elementary school. She is amazing at what she does and she loves teaching and caring for all of her students. Most days she is mentally and physically exhausted, although she doesn't express it much. Mostly due to the lack of bodies to obtain all that is need for her students. I can tell by her body language and how she express some concerns that she has with her current students. If the school was given more bodies for support, not only would her health be better, along with many other teachers, the students will get the support they need as well to succeed. In a title 1 school, not only is the education part a huge priority, so is the social emotional part. With a lot of students, not only do they need a teacher that teaches them well, but also someone who cares about if their getting fed at home and if they have proper clothing to wear for the current season. More staffing would help with all of this, resulting in mor e students success and less teachers resigning and being burnt out.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Dexter Mannering

Dexter Mannering

d.mannering7187@gmail.com

9407 Merryrest Rd

Columbia, Maryland 21045

Sayers, Margery

From: Al <alingalls.trumpet@gmail.com>
Sent: Tuesday, February 11, 2020 8:44 AM
To: CouncilMail; Ball, Calvin
Subject: Do Not Cut HSCPSS Music Programs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council and Mr. Ball:

Good morning. As a long-time resident of Howard County and a parent of a Marriotts Ridge HS graduate who is a product of the HCPSS Music Programs, beginning with 3rd Grade strings at Manor Woods Elementary School I am disappointed that, again, there is a potential tactic to reduce the Elementary Strings music program at the 3rd grade level thereby eliminating 21 teaching positions from within the County. This will have a long-term negative effect to all the music programs from elementary through high schools across the County - as well as fine arts programs in general given the overall integration effects within arts related extra curricular activities and subject content across the County. Music is what enabled my daughter, who has a bit of a learning disability, to find ways to cope with and deal with her learning disability to later successfully become a National Honor Student and receive an outstanding scholarship for her undergraduate degree and she is now completing her Masters. All through the benefits she received by starting as a string player in 3rd grade!

I recognize that there is a budget deficit and that something must be done - but cutting programs in our school system is not the correct way to go about doing this. I am also concerned about potential cuts in support to our Special Education students.

Please assess other means for dealing with the historic overspending that has occurred and I implore you to not touch the HCPSS music curriculum at all.

Sincerely,
Alan M. Ingalls

Sayers, Margery

From: John Hintz <hintz.john@gmail.com>
Sent: Monday, February 10, 2020 11:31 PM
To: CouncilMail
Subject: funding for music, GT, and special education

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Dr. Ball and Howard County Council members,

I have heard recently that the Board will hold a work session tomorrow, at which they will discuss cutting funding to elementary band and strings, middle school GT, and special education programs, as well as other staffing/funding cuts. I have already written to ask the Board to reconsider this action, but am also writing to ask you to please consider instead a budget that fully funds these programs and supports the needs of our school system and our children.

I am an engineer and a musician, and I fully believe that music is a fundamental part of a well-rounded education. Howard County has world class programs, and cuts such as 3rd grade strings would have serious consequences on the quality of band and strings programs throughout all grade levels, as you are cutting the very beginning of a student's musical education. Further, the school system would no longer be able to support the current sectional model, removing individualized support from the children who need it the most, which is against the school system's stated mission of equity in education. These programs, as well as the GT, technology, and special education programs also at risk in the current budget discussions, are the sorts of programs that make HCPSS a top tier school system, and why I chose to start a family here. Again, I implore you to fight for our children and find a way to provide full funding for our school budget.

Thank you for your consideration,
-John Hintz

Sayers, Margery

From: Harry Guenther <hlguenther@hotmail.com>
Sent: Monday, February 10, 2020 11:15 PM
To: BOE@HCPSS.ORG
Cc: councilmail@howardcountymd.gov.
Subject: How playing an instrument benefits your brain

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Board Members,

My name is Harry Guenther, musician and former instrumental music instructor. It is my understanding that the Howard County Public School budget is before the Board of Education, and that there is a proposal to cut elementary instrumental music. I would like to impress on the board how important instrumental music is to the all around development of young students.

Music is math, music is science, music is language. Music helps develop skills in problem solving. Here is a little video from Ted Talks by Dr. Anita Collins, a neromucsical educator, which may help you understand what I am talking about.

<https://youtu.be/ROJKCYZ8hng>

After viewing this short vodeo, it is my hope that you will consider the importance of instrumental music in the Howard County Public Schools, and fully fund the elementary instrumental music.

Respectfully,

Harry L. Guenther

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

Sayers, Margery

From: Benjamin Denne <benjamin_denne@hcpss.org>
Sent: Monday, February 10, 2020 11:01 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Dr. Martirano's budget was conservative. There is a need for much more than he has asked. But it must be funded. Howard County is one of the wealthiest counties in the country. The success of the school system is a driving force in the real-estate market and a large contributor to the strength of our County.

We must work toward restoring per-pupil funding to the levels they were at 10 years ago. Our school system population has grown significantly in the last decade and the funding has not kept up.

It is necessary for the success of this school system for the Board of Education to request the full amount of Dr. Martirano's request from the County Council and the Council must raise the revenues necessary to fund this request. A decline in the success of our school system will be much more painful than a small tax increase.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Ben Denne

Benjamin Denne
benjamin_denne@hcpss.org
10812 Bird Song Pass
Columbia, Maryland 21044

Sayers, Margery

From: Kristina DiMonte <info@email.actionnetwork.org>
Sent: Monday, February 10, 2020 9:50 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Class rooms are under staffed and over populated with kids who require much more assistance than there is to go around in any given day. Between sick teachers or the average "personal" days! Coverage is so scarce.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Kristina DiMonte
kristina.dimonte@gmail.com
S. Colonial dr
Hagerstown, Maryland 21740

Sayers, Margery

From: Carla Connor <carla_connor@hcpss.org>
Sent: Monday, February 10, 2020 9:44 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

As a Kindergarten teacher, who works closely with Special Ed, I know how important it is to have a fully funded Special Education team. We are now at 25 per class and expected not only to support their social and emotional needs but to teach them to read, write and to gain number sense. Having 21 children in my class with 3 who have IEP's and having a possible 2 more than are now being tested is overwhelming when we are fully staffed. But now you are asking us to do this when you are taking away the very people we rely on to help and support us. We rely on them to help support our young children and to help us teach them the skills that they need. As general teachers we cannot again be expected to do more with less. Taking away our paras, increasing our class size and reducing our special education staff is unimaginable with the amounts of children who are coming in with behavior and academic deficiencies. Please do not put us on the chopping with so many children depending on us. Technology is very important and has already been reduced to barely nothing. You are not going to balance the budget on the backs of teachers who are leaving even when it is mid-year. Please find some other way to balance this budget but not by taking away our supports or increasing our class size that is serving no one child. We are better than this!!!!!!!!!!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Carla D. Connor

Carla Connor
carla_connor@hcpss.org
7459 Merrymaker Way
elkridge, Maryland 21075

Sayers, Margery

From: Debbie DiMonte <info@email.actionnetwork.org>
Sent: Monday, February 10, 2020 7:08 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

[INSERT YOUR OWN STORY]

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Debbie DiMonte

Debbie DiMonte
ddimonte4@gmail.com
504 Fairhill
Silver Spring, Maryland 20904

Sayers, Margery

From: Randhi Asbury <randhi_asbury@hcpss.org>
Sent: Monday, February 10, 2020 3:22 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a special education paraeducator at Guilford elementary school. I thoroughly love the students that I get to care for and teach everyday. I also enjoy working with all of Guilford's staff. Sometimes love is not enough though. On most days, I don't meet the hours that are required for the majority of my students that they are given on their IEP. There are days that I get kicked, punched, spit on and verbally assaulted but multiple students, even being safety care trained. When I'm in the middle of one student's situation, that means other children are not getting the support they need in the classroom or pulled out for special instruction. Many days I beat myself up for not giving my students all the support that is required on their IEP. I have to remind myself that it's not my fault and that we simply need more bodies in our building. The reason being is because of the lack of support that we have in our school. Every single staff member helps out when they can, but it's simply not enough. We , along with so many other schools in our county, need more positions added to our school. Not only is it important for us not to cut any of the funding that we currently have , we are of need of more positions. Our class sizes are growing, and so is the number of children that are in need of extra support. In order for our children, our future leaders, to succeed we need more staff, and more help in our classrooms. Our students matter and deserve the support that is needed for them to succeed.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely, a concerned parent and teacher of Howard County ,
Randhi Asbury

Randhi Asbury
randhi_asbury@hcpss.org
9407 Merryrest Rd
Columbia, Maryland 21045

Sayers, Margery

From: Matthew Jarvis <matthew_jarvis@hcpss.org>
Sent: Monday, February 10, 2020 3:10 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Cutting an already under-budgeted special education program should be a crime. These students are the ones among our population that need the most support and the proposed budget eliminates positions for staff to reach these learners. One might think that supporting special education means that cutting support on the other end of the spectrum is okay but the GT teachers are essential as well. Middle school can already be a volatile age for some students and by cutting gifted and talented teachers you risk these students growing bored and losing interest in school. For a school system that prides itself on being among the best, we risk destroying the far ends of the spectrum and will simply average out.

I am also a musician and, if anything, I feel that the music programs should be extended to younger grades, not eliminated. Music is its own language and affects students' growth in more ways than many other subjects. I feel that all people should play an instrument and by removing the opportunity we are doing a disservice to our students.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Matt Jarvis

Matthew Jarvis

matthew_jarvis@hcpss.org

4834 Red Hill Way

Ellicott City, Maryland 21043

Sayers, Margery

From: Melissa Waite <melissa_waite@hcpss.org>
Sent: Monday, February 10, 2020 3:06 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

Educators in Howard County are reaching a breaking point. We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable population.

I've worked at the same Title 1 school in Howard County for the past 10 years. I was nominated for Teacher of the Year in 2017-2018 and my colleague was nominated and won Teacher of the Year for the 2018-2019 school year (last year). This school year, she reached a breaking point and had to resign because of the conditions our teachers and students endure each day.

I grew up in Howard County and attended HCPSS for grades K-12. I returned to this county as both a resident and an employee because I believe in the core values of embracing empathy, diversity, and inclusion. However, these core values that we all hold true, need to be prioritized as we reflect and create a cohesive budget for our school system.

Families move from all over the state and country to have their children attend HCPSS. They pay more taxes, live in smaller homes, and make daily sacrifices so that their students are given the excellent education they expect and deserve as residents.

However, student needs are not all being met. Teacher and school needs are not always being met. We need additional qualified staffing for special education. Not only that, but we need additional intervention staffing for reading and math. If a student is below grade level in math, they never receive instruction on their instructional level. Grade level classroom teachers are charged with teaching grade level standards and no-one is staffed to meet these vulnerable students where they are academically. We know that research says academic struggles precede behavioral issues yet we are not staffing to address below grade level

students. We aren't meeting them where they are and closing the gap, nor are we staffed to arm families with resources for below grade level students in math. The gap gets wider and wider because of the lack of Tier 2 supports. Then special education and individualized education plans seem like the only option to help these most vulnerable students.

Math and Reading Support Teachers help ensure that all Howard County educators are educated in best teaching practices. These professional development staff members provide us with resources, strategies, and expertise in areas in order to close achievement gaps for our neediest populations of students at our Title 1 schools.

Smaller class size allows teachers to focus on building community in their classrooms. They allow teachers to get to know their students, provide a emotional and academic support system, and meet diverse needs through enrichments and reteaching. It allows for a richer quality of activities and lessons with increased opportunities for hands-on experiences. We need to create a work and learning environment where teachers and their students are valued by budget-makers. Where teachers feel confident that their efforts are not only appreciated but supported.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of the education that our children deserve and the environment that our teachers deserve.

Sincerely,
Melissa Waite

Melissa Waite
melissa_waite@hcpss.org
10109 Nicolson Road
Ellicott City, Maryland 21042

Sayers, Margery

From: Casey Sawyer <casey_sawyer@hcpss.org>
Sent: Monday, February 10, 2020 2:14 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I work in a title one school, and I see first hand the inequities in our system. Our students are very needy and our teachers work tirelessly, and go above and beyond, to provide quality instruction; quality instruction that they also tailor to the specific needs of all their different learners. Quality instruction that goes hand in hand with Professional development, PD that we get weekly from our MST's and RST's.

PD's that keep our teachers informed of best practices and held accountable to use them in the classroom. Best practices that give our students, our neediest population, that quality instruction. Our teachers are tired, our teachers are worn out. They often work with classes full of special education students, emotionally challenged students, at-risk students, and violent students. These teachers often work without support staff and the necessary resources. This is because special education is not staffed appropriately to meet the needs of our population. Taking into consideration our transient nature and that each year we get new students that join us at any given time. We are working with an at-risk population and should be staffed to reflect that. So please don't cut our MST's/RST's, don't hold back on hiring more Special Educators and support staff, and certainly don't increase class sizes. Listen to the people in the trenches. We are losing quality educators faster than ever because of these unsustainable conditions. Walk a day in our shoes. Give us more- don't take away!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Casey Sawyer
Reading Specialist

Casey Sawyer
casey_sawyer@hcpss.org
7335 Oakland Mills Road
Columbia, Maryland 21046

Sayers, Margery

From: Lauren Williams <info@email.actionnetwork.org>
Sent: Monday, February 10, 2020 11:52 AM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

I am breaking from the scripted letters we were asked to send to share how disappointed that I am in the current state of the proposed budget. When I testified before you earlier this year regarding my experience with special education in HCPSS, I was given advice to make sure that I come with solutions and clear, concise data. I was told that you hear people upset with you all day and that you wouldn't be able to digest my speech unless I came with solutions and compromise. I followed the directions and was shocked to see the proposed cuts to special education funding. I have learned that my voice was ignored. If you think that special education teachers will continue to endure cuts, you are absolutely mistaken. HCPSS has created a haven for people with disabilities and you have absolutely no choice but to fund it accordingly. It is impossible for me to meet the needs of my students as it is, and continued cuts are nearly laughable at this point. Believe me when I say, you will leave me (and countless others) no choice but to leave the profession if you continue to underfund and under-staff our programming. We can only watch our most vulnerable students struggle for so long before we can't take it anymore. It is out of our hands and into yours. You must find a way to give us the staff that we need for the students we have. Otherwise, we will begin to be considered a disgrace amongst the special education community. We are already headed in that direction. We have daily injuries to both students and staff, daily staff absences due to mental health concerns, and Guilford lost our teacher of the year due to your lack of funding and support. To those of you that have visited my school since my previous testimony and attempted to understand my daily life- thank you. I am counting on you to convince your colleagues that this is a non-negotiable issue. To those of you that have not put yourself in my shoes, I dare you to spend a day doing my job. To sit in your office far from children and make politically motivated and irresponsible financial decisions is a disgrace to your

community and the children that you serve. I am a voter and a member of this community. I am finally to the point of angry that our voices haven't been heard. I understand that you inherited a financial challenge. Rise to it. We can not get funding that you don't ask for. Your most highly educated and specialized staff members are finished with the current state of affairs. Make a change or lose us. It's that simple. We are counting on you.

Sincerely,

Lauren Williams

Special Education Teacher

Lauren Williams

laurenblake11@gmail.com

4045 Chariots Flight Way

Ellicott City, Maryland 21042

Sayers, Margery

From: Ariana Justice <info@email.actionnetwork.org>
Sent: Monday, February 10, 2020 11:12 AM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I'm a student teacher intern at Guilford Elementary School and I can't wait to teach in Howard County next year when I graduate, but these budget cuts are making me think twice. Even as a pre-service teacher I know how detrimental these cuts will be to our schools. We NEED these programs for our students, for our teachers, for our community. It's not right or fair that we take away these much needed programs. Already our special ed team is struggling from lack of resources. I see everyone in our school saying how we need more resources. If you want our students to succeed you will not make these budget cuts. If you want our community to flourish you won't make these budget cuts. If you believe in achieving equity in our schools you won't make these cuts.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Ari Justice
Future Teacher

Ariana Justice
arijustice@gmail.com
8307 Arden Dr.
Salisbury, Maryland 21804

Sayers, Margery

From: Kathleen V. Hanks <Kathleen_Hanks@hcpss.org>
Sent: Monday, February 10, 2020 10:19 AM
To: Amit Verma; BoE Email; Jaclyn Bryant; CouncilMail
Cc: Darin Conforti; Sandra Austin
Subject: RE: [External] No Cuts To Our Students SUPPORT for BAND and STRING

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Morning,

Thank you for contacting the Board of Education regarding the Superintendent's Proposed FY 2021 Operating Budget. Your email will be saved as written testimony for the public hearing process on the Superintendent's Proposed FY 2021 Operating Budget. 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, February 11, 2020, at BOE@hcpss.org. The Board's budget schedule is as follows:

- Tuesday, January 14, 2020, 1 p.m. - Work Session I
- Thursday, January 16, 2020, 7 p.m. - Public Hearing I
- Tuesday, January 21, 2020, 1 p.m. - Work Session II
- Tuesday, January 28, 2020, 1 p.m. - Work Session III
- Tuesday, January 28, 2020, 7 p.m. - Public Hearing II
- Thursday, January 30, 2020, 1 p.m. - Work Session IV
- Wednesday, February 5, 2020 1 p.m. – Work Session V
- Thursday, February 6, 2020 1 p.m. – Work Session VI
- Tuesday, February 11, 2020 Noon – Work Session VII
- Thursday, February 13, 2020, 3 p.m. - Adoption of Budget

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

Regards,

Kathy Hanks
Administrator
Board of Education
Phone: 410-313-7194
Fax: 410-313-6633
Email: kathleen_hanks@hcpss.org

From: Amit Verma <amit.akv3@gmail.com>
Sent: Friday, February 7, 2020 8:08 PM
To: BoE Email <boe@hcpss.org>; Mavis Ellis <Mavis_Ellis@hcpss.org>; Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Christina Delmont-Small <Christina_Delmont-Small@hcpss.org>; Jennifer Mallo <Jennifer_Mallo@hcpss.org>; Sabina Taj <Sabina_Taj@hcpss.org>; Chao Wu <Chao_Wu@hcpss.org>; Jaclyn

Bryant <Jaclyn_Bryant@hcpss.org>; councilmail@howardcountymd.gov
Subject: [External] No Cuts To Our Students SUPPORT for BAND and STRING

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Board Members,

Music is an integral part of our lives. There are countless examples of how learning music affects intelligence in students, but that is not music's only benefit. Music is an academic discipline available in schools in which students' simultaneously develop cognitive abilities, physical abilities, and social skills. This is particularly evident in the instrumental music classroom.

Through the studying of instrumental music and playing in ensembles, students learn countless lifelong skills that help them develop into intelligent, creative leaders.

The cognitive abilities of the students grow and expand the longer they study music. Furthermore, it has been proven that their test scores improve in the math and sciences.

Through reading music, students learn a new language that is significantly more complex than any other written language. They also improve their physical motor skills by honing their abilities at a piano or a variety of other instruments.

Students learn leadership, organization, dedication, and teamwork, and also develop an interactive awareness of what is occurring around them through ensemble playing.

All objective evidence points to the importance of instrumental music education in the schools.

The minimizing of music takes away an important tool in achieving students' success as adults. The importance of instrumental music education needs to be recognized so that programs are supported and the positive effects upon students will not be lost.

Please do not erode the quality of education we provide our students.

Regards,
Amit Verma

Quality Always Scores Let's Keep ours HIGH !

Sayers, Margery

From: Nadia Abdallah <abdallah.nadia@gmail.com>
Sent: Sunday, February 9, 2020 9:39 AM
To: CouncilMail
Subject: PLEASE FULLY FUND HCPSS STRINGS/BAND PROGRAMS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To Whom It May Concern,

I am writing to request that the board of education full funds HCPSS instrumental programs and especially third grade strings. I am a single parent of three beautiful daughters who have a very hands off father. It is a constant struggle financially and time wise to enroll my daughters in extracurricular activities. The third grade strings was the first opportunity both of my daughters had to be in activity outside of the normal course work. My middle daughter struggles with anxiety. When she played the Cello in third and then the clarinet, it has helped her tremendously to build self-confidence. My oldest started off with violin and changed to Saxophone in fourth grade. She is now in 7th grade and is still going strong. I can't thank Mrs. Jackie Bryant for her endless support and affirmations she gave my daughters. Especially with my oldest, she instilled a life-long love for music. My oldest daughter used music to get through some of her toughest moments. It is of utmost importance that our children these days have this opportunity to express themselves early on in their lives. A year and a half ago, we relocated to Carol County and they do not have strings/band offered in the third grade and it is a HUGE disappointment for my youngest daughter. I strongly ask to please fully fund the HCPSS strings/band program beginning with third grade. It is a life saver for our children.

Warm Regards,

Sayers, Margery

From: June Swinski <juneswinski@gmail.com>
Sent: Saturday, February 8, 2020 9:00 PM
To: CouncilMail
Subject: Where has the money gone?

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Please fund our education budget so the money goes to the teachers and programming. Why are we in this position again? Where is the insanely high amount of money you collect from our property taxes going? Why is there such a huge shortfall? Please tell me it's not the new courthouse.

Sincerely,

A tax payer who moved back to Howard County from Montgomery County because she loved the education and community she grew up in

Sent from my iPhone

Sayers, Margery

From: Stephanie Mummert <skmummert@gmail.com>
Sent: Saturday, February 8, 2020 1:28 PM
To: chao_wu@hcpss.org; vicky_cutroneo@hcpss.org; christina_delmont-small@hcpss.org; jennifer_mallo@hcpss.org; kirsten_coombs@hcpss.org; sabina_taj@hcpss.org; mavis_ellis@hcpss.org; CouncilMail; Ball, Calvin B; superintendent@hcpss.org
Subject: Please fully fund the superintendent's proposed budget for the special education department

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear board members, council members, Dr Martirano and Executive Ball,

I'm contacting all of you because I know you all have to work together to reach a final operating and capital budget for 2021.

Budget season is always difficult. I know the county is experiencing major growing pains as the student population is growing faster than the county can afford to build capacity. I understand the reality.

I come to you as a parent of a student who receives special education services. I know how hard the special educators and general educators work together every day to meet the needs of their kids. I will never forget watching multiple educators from the special education department beg the board and Dr Martirano through tears for more funding. After watching that impassioned testimony and after reading Dr Martirano's budget request, which correctly termed the funding of special education as an investment, I am absolutely floored that the board would go after this part of the proposed budget first to find a place for cost savings.

Yes, the special education department would still get a net increase in funding, but the superintendent's proposal was intended to help the special educators now, when they need it most. They have been working with far too low staffing numbers and working with less funding than they have needed for a very long time. This funding request is not excessive, it is catching them up after years of being overlooked.

If the whole board truly cares about treating their entire system of students leading with a lens of equity, this should be one of the last places you would look for a cost savings. Please reconsider the plan to cut the superintendent's planned funding for the special education department. They need that funding now, not a reduced amount or funding spread out over multiple school years.

Thank you for your time,
Stephanie Mummert
District 3

Sayers, Margery

From: Rashi Verma <rashi.rv5@gmail.com>
Sent: Friday, February 7, 2020 8:14 PM
To: boe@hcpss.org; mavis_ellis@hcpss.org; kirsten_coombs@hcpss.org;
vicky_cutroneo@hcpss.org; christina_delmont-small@hcpss.org;
jennifer_mallo@hcpss.org; sabina_taj@hcpss.org; chao_wu@hcpss.org; Jaclyn Bryant;
CouncilMail
Subject: No Cuts To Our Students SUPPORT for GIFTED and TALENTED TEACHERS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Board Members,

Gifted programming positively influences students' futures. Several longitudinal studies have shown that gifted programs have a positive effect on students' post-secondary plans.

Students who had participated in gifted programs maintained their interests over time and stayed involved in creative productive work after they finished college and graduate school.

Help in keeping the gifted child engaged in the learning process

This curriculum designed especially for the gifted student provides the best opportunity to grow his or her talents. Appropriate courses and projects that fit individual student interests allow a high level of commitment and achievement.

Please do not erode the quality of education we provide our students.

Thank you !

Regards,
Rashi Verma

Sayers, Margery

From: Rashi Verma <rashi.rv5@gmail.com>
Sent: Friday, February 7, 2020 8:13 PM
To: boe@hcpss.org; mavis_ellis@hcpss.org; kirsten_coombs@hcpss.org;
vicky_cutroneo@hcpss.org; christina_delmont-small@hcpss.org;
jennifer_mallo@hcpss.org; sabina_taj@hcpss.org; chao_wu@hcpss.org; Jaclyn Bryant;
CouncilMail
Subject: No Cuts To Our Students SUPPORT for BAND and STRING

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Board Members,

Music is an integral part of our lives. There are countless examples of how learning music affects intelligence in students, but that is not music's only benefit. Music is an academic discipline available in schools in which students' simultaneously develop cognitive abilities, physical abilities, and social skills. This is particularly evident in the instrumental music classroom.

Through the studying of instrumental music and playing in ensembles, students learn countless lifelong skills that help them develop into intelligent, creative leaders.

The cognitive abilities of the students grow and expand the longer they study music. Furthermore, it has been proven that their test scores improve in the math and sciences.

Through reading music, students learn a new language that is significantly more complex than any other written language. They also improve their physical motor skills by honing their abilities at a piano or a variety of other instruments.

Students learn leadership, organization, dedication, and teamwork, and also develop an interactive awareness of what is occurring around them through ensemble playing.

All objective evidence points to the importance of instrumental music education in the schools.

The minimizing of music takes away an important tool in achieving students' success as adults. The importance of instrumental music education needs to be recognized so that programs are supported and the positive effects upon students will not be lost.

Please do not erode the quality of education we provide our students.

Regards,
Rashi Verma

Sayers, Margery

From: Amit Verma <amit.akv3@gmail.com>
Sent: Friday, February 7, 2020 8:12 PM
To: boe@hcpss.org; mavis_ellis@hcpss.org; kirsten_coombs@hcpss.org;
vicky_cutroneo@hcpss.org; christina_delmont-small@hcpss.org;
jennifer_mallo@hcpss.org; sabina_taj@hcpss.org; chao_wu@hcpss.org; Jaclyn Bryant;
CouncilMail
Subject: No Cuts To Our Students SUPPORT for GIFTED and TALENTED TEACHERS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Board Members,

Gifted programming positively influences students' futures. Several longitudinal studies have shown that gifted programs have a positive effect on students' post-secondary plans.

Students who had participated in gifted programs maintained their interests over time and stayed involved in creative productive work after they finished college and graduate school.

Help in keeping the gifted child engaged in the learning process

This curriculum designed especially for the gifted student provides the best opportunity to grow his or her talents. Appropriate courses and projects that fit individual student interests allow a high level of commitment and achievement.

Please do not erode the quality of education we provide our students.

Thank you !

Regards,
Amit Verma

Quality Always Scores Let's Keep ours HIGH !

Sayers, Margery

From: Amit Verma <amit.akv3@gmail.com>
Sent: Friday, February 7, 2020 8:08 PM
To: boe@hcpss.org; mavis_ellis@hcpss.org; kirsten_coombs@hcpss.org;
vicky_cutroneo@hcpss.org; christina_delmont-small@hcpss.org;
jennifer_mallo@hcpss.org; sabina_taj@hcpss.org; chao_wu@hcpss.org; Jaclyn Bryant;
CouncilMail
Subject: No Cuts To Our Students SUPPORT for BAND and STRING

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Board Members,

Music is an integral part of our lives. There are countless examples of how learning music affects intelligence in students, but that is not music's only benefit. Music is an academic discipline available in schools in which students' simultaneously develop cognitive abilities, physical abilities, and social skills. This is particularly evident in the instrumental music classroom.

Through the studying of instrumental music and playing in ensembles, students learn countless lifelong skills that help them develop into intelligent, creative leaders.

The cognitive abilities of the students grow and expand the longer they study music. Furthermore, it has been proven that their test scores improve in the math and sciences.

Through reading music, students learn a new language that is significantly more complex than any other written language. They also improve their physical motor skills by honing their abilities at a piano or a variety of other instruments.

Students learn leadership, organization, dedication, and teamwork, and also develop an interactive awareness of what is occurring around them through ensemble playing.

All objective evidence points to the importance of instrumental music education in the schools.

The minimizing of music takes away an important tool in achieving students' success as adults. The importance of instrumental music education needs to be recognized so that programs are supported and the positive effects upon students will not be lost.

Please do not erode the quality of education we provide our students.

Regards,
Amit Verma

Quality Always Scores Let's Keep ours HIGH !

Sayers, Margery

From: Luis Otero <lotero@elmsliving.com>
Sent: Friday, February 7, 2020 6:19 PM
To: CouncilMail
Subject: Education

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello as a parent I am deeply concerned regarding the cuts you are trying to make just to meet your budget it is unfair to our future generation to do so I honestly believe that string band and GT programs that are in place now are very instrumental in preparing our children for the future I am opposed to the cuts as we get home tell our children to be the best that they can be at whatever they do long hours go into backing our children and teaching them how To prepare for life and their future many of them will continue and become musicians and many of them will earn scholarships to continue their education as stated before I am a palled that these are the cuts you intend to make for budget reasons

Sayers, Margery

From: Kimberly Arndt <kimberly_hughes@hcpss.org>
Sent: Thursday, February 6, 2020 6:19 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I have 5 students (out of 21) with special needs in my classes. Three of those students require more individualized attention and more one-on-one support from me, the special education teacher, and our support staff. When one student has an episode of defiance or elopes (runs out of the classroom or building) or begins throwing things and yelling, all students suffer. The child who needs extra assistance is taking resources and time from the other 4 in my classroom AND, if the incident plays out longer than the class period, from the students in the next class who cannot get their interventions, since the special education teacher is dealing with the child in crisis. I wish this was infrequent, but it is not.

Our special educators have mountains of paper work to do. As a general educator, I feel stressed thinking about the amount of documentation that is required for my position; a special educator's job has probably five-times as much paper work. It is impossible to teach, plan, deal with crises, meet with families for IEP meetings, and complete the necessary paperwork for the increasing number of students on their caseload.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Kimberly Arndt

Kimberly Arndt
kimberly_hughes@hcpss.org
11460 Little Patuxent Parkway
Columbia, Maryland 21044

Sayers, Margery

From: Kathleen V. Hanks <Kathleen_Hanks@hcpss.org>
Sent: Wednesday, February 5, 2020 4:02 PM
To: Lin Zhou; BoE Email; superintendent@hcpss.org; CouncilMail; CouncilMail
Cc: Darin Conforti; Sandra Austin
Subject: RE: [External] Against cutting funding for GT and Music programs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Afternoon,

Thank you for contacting the Board of Education regarding the Superintendent's Proposed FY 2021 Operating Budget. Your email will be saved as written testimony for the public hearing process on the Superintendent's Proposed FY 2021 Operating Budget. 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, February 11, 2020, at BOE@hcpss.org. The Board's budget schedule is as follows:

Tuesday, January 14, 2020, 1 p.m. - Work Session I Thursday, January 16, 2020, 7 p.m. - Public Hearing I Tuesday, January 21, 2020, 1 p.m. - Work Session II Tuesday, January 28, 2020, 1 p.m. - Work Session III Tuesday, January 28, 2020, 7 p.m. - Public Hearing II Thursday, January 30, 2020, 1 p.m. - Work Session IV Wednesday, February 5, 2020 1 p.m. - Work Session V Thursday, February 6, 2020 1 p.m. - Work Session VI Thursday, February 13, 2020, 3 p.m. - Adoption of Budget

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

Regards,

Kathy Hanks
Administrator
Board of Education
Phone: 410-313-7194
Fax: 410-313-6633
Email: kathleen_hanks@hcpss.org

-----Original Message-----

From: Lin Zhou <lynnlz2002@yahoo.com>
Sent: Wednesday, February 5, 2020 11:00 AM
To: BoE Email <boe@hcpss.org>; Superintendent <superintendent@hcpss.org>; councilmail@howardcountymd.gov;
councilmail@howardcountymd.gov
Subject: [External] Against cutting funding for GT and Music programs

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

To whom it may concern,

As a HCPSS parent, I am disappointed to find that the BOE is considering cutting funding for the GT/music program. We moved to Howard County a few years ago because of the high reputation of HCPSS. The GT and music program is really the guarantee of high quality education. The GT program keeps kids intellectually challenged at school. The music program develops grit, patience and teamwork of students. Cutting these two programs will have a detrimental effect on the education quality of HCPSS.

Dealing with budget deficiency is always challenging. Instead of cutting budget for the GT/music programs, shouldn't we be cutting money across the board? In the time of hardship, everyone suffering the pain seems to be the only fair solution.

Thank you very much for your time!

Proud mom of two children

Lin Zhou Ph.D.

Sayers, Margery

From: Lin Zhou <lynnlz2002@yahoo.com>
Sent: Wednesday, February 5, 2020 11:00 AM
To: BoE Email; superintendent@hcpss.org; CouncilMail; CouncilMail
Subject: Against cutting funding for GT and Music programs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To whom it may concern,

As a HCPSS parent, I am disappointed to found that the BOE is considering cutting funding for the GT/music program. We moved to howard county a few years ago because of the high reputation of HCPSS. GT and music program is really the guarantee of high quality education. The GT program keeps kids intellectually challenged at school. The music program develops grit, patience and team work of students. Cutting these two programs will have a detrimental effect on the education quality of HCPSS.

Dealing with budget deficiency is always challenging. Instead of cutting budget for the GT/music programs, shouldn't we be cutting money across the broad? In the time of hardship, everyone suffering the pain seems to be the only fair solution.

Thank you very much for your time!

Proud mom of two children

Lin Zhou Ph.D.

Sayers, Margery

From: Tim Reinhardt <tim_reinhardt@hcpss.org>
Sent: Wednesday, February 5, 2020 9:27 AM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

The budget needs to be fully funded. As the county council, board of ed., and superintendent have made difficult decisions over the past few years to cut costs, OUR STUDENTS are the ones paying the price. Larger class sizes mean poorer instruction. There are no two ways about it. We need smaller class sizes and more special ed. staff.

Howard County currently has a music program that is recognized on the national level as being robust and rigorous. Cutting 3rd grade strings and eliminating sectionals would do unimaginable damage to the health of our programs.

By cutting 3rd grade strings, you are not only delaying the students' education, along with all of the cognitive and behavioral benefits associated with learning an instrument, you are cutting many positions at the elementary level AND getting rid of specialized instruction (meaning a string specialist would be teaching band instruments and vice versa). Whereas teachers are qualified/certified to do this, you would still be making a decision that diminishes the quality of education for our students.

Sectionals are critical at the middle school level to teach the techniques of individual instruments, properly assess students, and give meaningful feedback. Teaching a band, orchestra or chorus is like teaching a math class where everyone shouts the answers to different math problems at the same time. It is impossible to individually assess students in a setting where you have a room full of 40-80 students.

There is a reason why Howard County boasts the best education in the state of Maryland, and it is because of the support that has been given to our students, our teachers, and our programs. Nobody should PLAN to move backwards.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Tim Reinhardt

tim_reinhardt@hcpss.org

6720 Monroe Ave.

Sykesville, Maryland 21784

Sayers, Margery

From: Joanne Topping <info@email.actionnetwork.org>
Sent: Wednesday, February 5, 2020 7:59 AM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I teach middle school math, and the district bought an online curriculum. But there aren't enough computer carts for me to get one when I need one. And when I do, there's a good chance that some of the computers aren't charging or are not going to let students log in or will have other technical issues. I don't even try to use the computers any more. I just print copies EVERY DAY, then we get told that the math team is using too many copies!

Our staffing situation is such that when a student is in CRISIS, teachers have been told, "there's no one available" when they call the office for help. That is unacceptable! If a student is in crisis, they need help immediately, and the other students deserve the opportunity to learn without the additional stress. As a professional, I want to do my job well, rather than try and do other people's jobs poorly because they aren't available!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Joanne Topping

Joanne Topping

jrtopping@gmail.com

8094 Woodloo Dr

Ellicott City, Maryland 21043

Sayers, Margery

From: Reena Dalsania <reena103@yahoo.com>
Sent: Tuesday, February 4, 2020 10:26 PM
To: CouncilMail
Subject: GT program

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

County council members,

My name is Reena, and my child participate in the HCPSS GT Program. The GT Program has been a meaningful part of my child's education because he can get enough academic challenge in classroom, help boost his self-esteem, allow him to become more social and it positively influence in his future. As you work on refining your proposed budget for next year, I request you please continue full funding of the GT Program. Thank you for your time and hard work!

Best regards,

Reena

Sayers, Margery

From: Cecilia Haley <cecilia_haley@hcpss.org>
Sent: Tuesday, February 4, 2020 2:02 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

One huge problem within my school right now is the lack of reliable, available, properly-working technology. As an ELA teacher, I want my students to write often. This is critical to helping my students become comfortable communicating their ideas confidently and proficiently. Students need working computers to write with frequency and to receive timely feedback. Yet right now, the laptops available to students are literally falling apart. They are unable to stay charged; the laptop carts no longer work properly, keys are missing, software lags, and systems are incredibly slow. Consequently, I have had to greatly reduce my students' use of computers this year. This means less time for writing, less timely feedback, and much slower progress for my students.

Additionally, my passion is to help my students become lifelong, passionate readers. I prioritize reading and writing daily in my lesson plans. A key to helping students to develop a love of reading is getting books they WANT to read into their hands. However, this requires resources that are non-existent due to continuing budget cuts.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Cecilia Haley

cecilia_haley@hcpss.org

6221 Stratford Court

Elkridge , Maryland 21075

Sayers, Margery

From: Gabrielle Jacobson <gabrielle_jacobson@hcpss.org>
Sent: Tuesday, February 4, 2020 12:44 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I came to education after a 15-year career in PR & marketing. I'm now in my twelfth year as a special educator and my first as the Special Ed ITL at Hammond Middle School.

Middle school can be a difficult place on the best day, and when you've got even the mildest disability, learning can become a significant challenge, which often means that you begin to demonstrate negative and disruptive behaviors out of sheer frustration. It's our job as teachers to meet those challenging behaviors with compassion and redirection using pedagogically sound strategies. However, most educators haven't been trained to do that.

Unless you've actually walked in the shoes of a special educator, it's nearly impossible to appreciate what a typical day looks like for us. It's also nearly impossible to truly capture the depth of student needs in staffing formulas. What might make sense on paper doesn't actually make any sense when you're standing with both feet in the classroom.

As the team leader, I am called on the walkie-talkie to respond to a student crisis no less than three times a day. Administration, counselors and the school psychologist are also able to respond, however, there are many times when none of them are available. Our school psychologist is only in our building three days a week, and one of those is typically filled with IEP meetings. So on most days of the 17 weeks we've been in school, I do not have a formal lunch break. Until I met with HCEA last week, I was not even aware that I was eligible for a 50 minute planning period. I assumed that because I was a non-instructional ITL, planning time

didn't apply to me. There hasn't been a day this year that I've worked, uninterrupted in my office for 50 minutes-unless of course you count working after-school hours. In neighboring counties, there are two or three people assigned to my same position. In Howard, only one.

What does that mean for me? It means that I am tired of apologizing to my three children and husband for not being home or emotionally available to them. I routinely work 70 hours a week and leave my heart on my desk, every single day. It means I work 12 hour days in the building, another two or three at night and at least 10 over the weekend. It means I've had to accept that I will never get it all done, I will never feel accomplished, I will never feel that I can be proactive. It means I take anti-anxiety medication and see a therapist.

As a new ITL, I've struggled mightily. There's no time to sit and chat with my peers during a lunch break. I received no formal training for this position. Sure, there was a generic team leader training about how to have hard conversations and build team morale, but nothing specific to the position about managing legal educational plans, or training staff, or navigating TieNet, or taking on administrative duties even though you're not an administrator, or conducting assessments or creating schedules or managing the timelines associated with IEPs.

I asked for a mentor and the Dpt of Special Ed assigned me a lovely woman who works across the County. But for her to provide real-time help, we'd have to meet outside of school several times a week, and I literally don't have the hours in the day for that. There's a Dpt of Spec Ed resource teacher who supports half of the middle schools in the County. When I get an email that says, 'let me know what I can do to help' I want to reply with, 'spending hours with me at the beginning of the school year to walk me through even a fraction of the scenarios I encounter would have been a start.' So, please tell me how that's effective?

The Dpt of Spec Ed is woefully out of touch with what is happening at the school level. There is a culture among school-based staff to quietly take the increased workload, because experience has shown that they are not supported when they complain and we care too much about our students to quit. And that plays a large part in why I don't get lunch or planning, and why I put in 70 hour weeks.

Our current staffing formula doesn't account for the 40 minutes we spend with a student who can't bear to go to class because her grandmother died over the weekend; or the hour we spend de-escalating a student with Autism who is in a full-blown crisis after not winning a class prize; or the near constant prompting a student needs to complete the math warm-up;

or the encouragement a student with severe depression needs to participate in a lab group; or the redirection two students with extreme ADHD need to complete the classwork; or the four hours it takes to complete a Woodcock-Johnson educational assessment and the other four hours it takes to write the report; or the hours of collaboration with the school psychologist about best practices for supporting students with debilitating OCD; or the 20 hours of writing Progress Notes each quarter. So when our county bases staffing needs exclusively on the service hours from student IEPs without considering individual student factors, or considering an acuity scale, I find it irresponsible.

When I am supporting our students in crisis, or our teachers who don't know how to support our students, I am not doing my required IEP paperwork. There are some ITLs who hide away in their offices and let their staff struggle through; I'm not that kind of person. I'd leave education before I'd do that.

What do I want? I want highly trained staff - it's useless to give me five additional paraeducators if they don't know anything. I'll take one who has been highly trained. Would you want a child who has severe dyslexia and autism to be supported by someone who could make more working at Chick-Fil-A and who knows nothing about either dyslexia or autism? Many of the children in crisis that I spend my days supporting got to that point because the staff members supporting them in class didn't have the skills or understanding to defuse the situation before it got to crisis level. A vicious cycle of ineffective staff and frustrated students feeling uncared for, depleted, unsuccessful and lost. Do parents really understand this? We should be ashamed.

I created my own support staff handbook because nothing existed from the County. The professional development they have received to date has been weak and so general as to be a waste of time. On Friday I received the following email from one of my support staff about what she'd be doing today, "I'll still plan to attend the ESP training Monday afternoon at Marriotts Ridge but not the Sp Ed Training on Adverse Childhood Experiences. Their last training on that subject was not helpful."

We come to school each day with enthusiasm, energy, optimism and motivation to make a difference in the lives of the students we care so much about.

If I could ask for two things right now, I'd ask that you would:

Provide Mental Health First Aid training to all HCPSS school-based staff through the Mental Health Association of Maryland; and I wish that you would

Fully staff each school with a psychologist (No more sharing psychologists between schools!), highly trained guidance counselors and a Social Worker.

I literally can't do enough to support my staff or the students in my building so that they feel successful, but I can tell you that your teachers and support staff are crying out for strong and influential school-based leadership, meaningful professional development and tools that they can use to actually support their students, and enough highly-trained staff to properly educate all of our students. Your school-based staff fights an uphill battle every single day to provide our best to our students, but we don't have what we need to win the battle and we know it.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

As the good teachers leave and as the Department of Special Education refuses to address the growing and changing student needs, our schools will start failing. More of our students will be failing. And then, in time, our County will start failing.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,
Gabrielle Jacobson
Special Ed Instructional Team Leader
Hammond Middle School

Gabrielle Jacobson
gabrielle_jacobson@hcpss.org
Maryland
Ellicott City, Maryland 21042

Sayers, Margery

From: Brittany Jacobs <info@email.actionnetwork.org>
Sent: Saturday, February 1, 2020 8:20 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

To Whom It May Concern:

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am writing to ask you to keep elementary instrumental music safe in HCPSS.

The music ensembles in this county are some of the strongest and most enriching in the country due to the high quality of our music educators and music classes.

Cuts to elementary music will have a profound effect on all levels of music in the county and will be devastating to the stellar level of musical experiences our students currently receive.

As a resident of Howard County and one of your constituents, I encourage you to act to keep elementary school instrumental programs intact by keeping third grade strings, and not cutting over 20 elementary instrumental positions.

We need you to act now. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Thank you for your time and consideration.

Sincerely,

Brittany Jacobs

Brittany Jacobs

brittanyplaysviola@gmail.com

7221 Wedding Ring Way

Columbia, Maryland 21045

Sayers, Margery

From: Karen Zepp <kzepp@live.com>
Sent: Saturday, February 1, 2020 7:42 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leaders,

We need your help. Our schools are in a daily struggle to meet the needs of our students, especially our most vulnerable.

I am a veteran elementary band and strings teacher at a Title 1 school that houses students of numerous needs. I cannot express to you the benefits playing an instrument has to our young children; I'm quite certain you are aware of what they are. For some of my students, band and strings is the only thing that brings them joy throughout the day.

I have the highest number of 3rd grade strings this year than I've ever had in my 17 years spending time recruiting, so that my program continues to grow. Now that I've successfully built that, I would be beyond disheartened to lose those students. I'm already losing dozens of students in the redistricting plan that I didn't even know I'd be losing until the last minute. This has dealt me a heavy blow and hurt me deeply.

I am STRONGLY urging you to fully fund the budget for next year so our children can continue being impacted positively by the value of an arts education; do this not just for me but for others in my position, as well as the tech and GT teachers or any other teachers who may also be at risk of getting cut. It's the only right thing to do.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Karen Zepp
Bryant Woods Elementary

Karen Zepp
kzepp@live.com
5647 Harpers Farm Rd # A
Columbia , Maryland 21044

Sayers, Margery

From: Jackie Bryant <info@email.actionnetwork.org>
Sent: Saturday, February 1, 2020 6:11 PM
To: CouncilMail
Subject: RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am an elementary band and strings teacher in HCPSS. It is my dream job. I waited nearly a third of my career to "make it" into Howard County and I am proud of be one of your educators. However, I see first hand the needs of our students. We don't have enough paraeducators or student assistants to cover all of our students with special education needs, especially students who need CAS. On days when staff call out, it's even worse.

I also worry about the proposed cuts to music, GT, technology, and other programs that are vital to the elementary school curriculum. These programs are the crowning jewel of HCPSS, and are why parents choose our school system for their children. Cuts made now to these programs because of a short-term budget decision will have a decades-long impact, and these programs will never recover. The school system will never be what it is now if these programs are removed.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Jackie Bryant
jax7786@aol.com
1134 Circle Dr
Halethorpe, Maryland 21227