

# Board of Education of Anne Arundel County | October 11, 2021

Key: (I) Information (A) Action (R) Review

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Board Meetings are held in the Board Room of the Carol Sheffey Parham Building at 2644 Riva Road, Annapolis, MD 21401

Times for agenda items are intended as guidance only.

The Board may choose to change the order of agenda items to meet the needs of the Board. Unless changed by the Board, items occur in the order listed.

## Board Members

Melissa Ellis  
*President*

Dana Schallheim  
*Vice President*

Gloria D. Dent

Robert Silkworth

Corine Frank

Joanna Tobin

Michelle L. Corkadel

Bunmi Omisore

## Upcoming Meetings

### General Board Meeting

Wednesday, October 20, 2021  
6:00 pm  
Board Room

### Policy Committee

Tuesday, November 2, 2021  
3:00 pm  
Virtual

### Equity Committee

Tuesday, October 12, 2021  
11:30 am  
Virtual

### Budget Committee

Tuesday, October 19, 2021  
3:00 pm  
Virtual

### Board Workshop

Monday, October 18, 2021  
6:00 pm  
Board Room

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## 5:00 pm 1. Motion to Enter Executive Closed Session

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## 6:00 pm 2. Opening/Recognition

2.01 Invocation

2.04 Establish Agenda Order

2.02 Pledge of Allegiance

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## 6:15 pm 3. Public Comments

The Board will hear in-person and virtual public comment on agenda items during regularly scheduled meetings from up to a total of 10 speakers per agenda item of each meeting, prior to Board discussion of those items. Those wishing to provide live in-person or virtual public comment may register, space permitting, at [www.aacps.org/boardtestimony](http://www.aacps.org/boardtestimony). All speakers will be allotted 2 minutes. Written comments on agenda items can also be submitted through a form available at [www.aacps.org/boardtestimony](http://www.aacps.org/boardtestimony). The process for submitting such comments and comments on non-agenda items, which are only accepted in writing, can be found at [www.aacps.org/boardtestimony](http://www.aacps.org/boardtestimony).

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## 6:45 pm 4. Action Items (A)

4.01 FY22 Recurring Supplemental Operating Budget Request

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## 5. Motion to Enter Executive Closed Session (as needed)

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The following testimony was submitted for the October 11, 2021, meeting of the Board of Education. The “...” designation indicates the cutoff of testimony due to it exceeding the word the limit. The full version of such testimony has been provided to the Board.

**TESTIMONY SUBMITTED FOR ITEM 4.01 – Second Quarter Operating Budget Supplemental Request for FY2022**

1. I am asking the Board to look at ALL SUPPORT STAFF wages. We have TAs, custodial staff, food service staff who don't even make \$16 an hour. Why is a bus driver more valued than a TA or a Cafeteria manager? I understand the shortage and agree they should be paid a livable wage, but ALL your employees should be paid a livable wage. You now will have cafeteria managers (that have been employees for YEARS) making \$16/hour and a Bus driver making \$30/hour plus a \$2k bonus? Why is a bus driver more important than a cafeteria manager? Isn't their job just as important to daily school operations? This is not the way to do this. You are putting one class or employees on a pedestal. While the other class is, once again, forgotten about.

Jennifer Stanfield  
Glen Burnie

2. Arlotto's bus driver incentive should be to enact PHOTO IDs, and swipe like a bus pass, for children on buses and video onboard for everyone's safety. This should be where the funds go mostly, a \$500 sign on would be more reasonable, paid out after 3 months. If the children cannot behave and causes a driver to quit, incentive is irrelevant. Enforce the compliance of the state/county provided "courtesy" transportation, that has the same expectations as public transport that failure to abide by laws and policies in place to make everyone feel safe in their travels, then they shall be charged and in the case of minors the parents become involved and either monetary or disciplinary actions should be taken, (i.e., Community service, for the community inconvenience 10-20 hours per incident is even lenient)

Ken Brooks  
Glen Burnie

3. I have been a driver for 20 years. I first took this job because my son was young and I needed a job that would allow me to be there for him and be able to bring some money to the household. I was lucky because my husband had a government job and made good money and had insurance for us. Without that I wouldn't have been able to survive on what I got paid and no insurance. County wide insurance would be very helpful for a lot of drivers and attendance that doesn't have a wife or husband whose job has insurance. I continue to do this job because I love my students and my job. Thank you

Kimberly Wolfe  
Pasadena

4. I have been a teacher for AACPS for 20 years. I am writing to join in solidarity with the bus drivers in their fight for economic justice. I fully support Dr. Arlotto's efforts to provide a pay increase for them which should not just be in the form of bonuses but should be the beginning of an effort to provide living wages for drivers to ensure that they are able to support themselves and their families.

I also remind you that the bus drivers are not alone in this county in their fight for fair wages. For years, educator salaries in this county have lagged behind our counterparts in neighboring counties. Additionally, it is disgraceful that our school system has still not fully resolved the educator pay inequities that resulted from the Great Recession and the fiscal policies of County Executive Steve Schuh.

All school system employees from bus drivers and classroom teachers to custodians and school secretaries deserve to be well-compensated especially as we have more and more demands placed on us while also having to adapt to ever-changing work conditions due to the pandemic. I urge you as you develop the next education budget to prioritize providing competitive salaries for all employees not only out of respect and fairness but in order to ensure that we can continue to recruit and retain the best employees to meet the needs of all of the students of Anne Arundel County.

Kristina Korona  
Baltimore

5. I am Jorge Cordoba, ESOL teacher at Arundel HS. I am writing to join in solidarity with the bus drivers in their fight for economic justice. I fully support Dr. Arlotto's efforts to provide a pay increase for them which should not just be in the form of bonuses but should be the beginning of an effort to provide living wages for drivers to ensure that they are able to support themselves and their families.

I also remind you that the bus drivers are not alone in this county in their fight for fair wages. For years, educator salaries in this county have lagged behind our counterparts in neighboring counties. Additionally, it is disgraceful that our school system has still not fully resolved the educator pay inequities that have been in place for more than ten years.

All school system employees from bus drivers and classroom teachers to custodians and school secretaries deserve to be well-compensated especially as we have more and more demands placed on us while also having to adapt to ever-changing work conditions due to the pandemic. I urge you as you develop the next education budget to prioritize providing competitive salaries for all employees not only out of respect and

fairness but in order to ensure that we can continue to recruit and retain the best employees to meet the needs of all of the students of Anne Arundel County.

Jorge Cordoba  
Gambrills

6. As a longtime public educator, I write to stand in solidarity with bus drivers standing up for their worth and dignity, calling for safe work conditions and fair pay. It is unfortunate that the reason for increasing pay for bus drivers is only centering student well-being when bus drivers' well-being should be centered, as well. Everyone in our community feeling valued and included makes for a healthier ecosystem in which we are all a part of.

AACPS' strategic plan slogan of "all means all" often excludes stakeholders that aren't the students or families. This often leads to the exploitation of our labor under the guise of "doing it for the children." The stand that bus drivers are taking is just another iteration of under-compensation that many school employees have experienced, including custodians, secretaries, and classroom teachers.

As AACPS has claimed to be committed to equity and social justice, this is a reminder that economic justice is inextricably tied to all matters of equity and social justice, not only impacting our students but all stakeholders involved, including our bus drivers.

Hyo "Minna" Kim  
Millersville

7. Despite the Superintendent's assertions otherwise, the school bus problem is the "responsibility of AACPS," and "a situation of their own making" (<https://www.aacps.org/busletter>). The system's own 1/8/2020 consultant report reveals this fact (<https://www.aacps.org/transportation>):

"The number of contractor buses used by the district has increased...from 451 to 581 in 2018-19. This 29% increase has well outpaced the [9%] increase in the number of students eligible for transportation..."

"...52 percent of the [regular education] buses were more than half empty...there are more than 100 buses dropping off less than 10 students, each morning and each afternoon."

"The regular bus routes are a combination of historic stops not subject to any design build criteria such as: student information, addresses, walk distance to stop, or expected times of pickup and delivery."

The consultant "conservatively estimates" at least 5% of existing runs could be consolidated, saving \$2.48M annually.

What's the status of this report's many recommendations?

Rather than throw money at the problem, why not actually use the transportation system purchased back in 2015 to design bus routes based on policy guidance and other design build criteria such as walking distance to stops?

Why is it OK to ask elementary students to walk a mile to their school, but bused students cannot walk a tiny fraction of that distance to their bus stop? Hub stop alternative: buses 410 & 312; why not one stop at Indian Hills Swim Club & Magothy/Severn River MS, respectively?

Kurt Svendsen  
Arnold