

**From:** [Kathleen V. Hanks](#)  
**To:** [J McCoy](#); [BoE Email](#)  
**Subject:** RE: [External] support Martirano's redistricting proposal (it should be more equitable)  
**Date:** Monday, October 14, 2019 5:58:10 PM

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Dear Mr. McCoy:

The Board is only receiving testimony regarding redistricting at [redistricting@hcpss.org](mailto:redistricting@hcpss.org). All Board members have access to that account. If you have not done so, please submit to that account. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: [kathleen\\_hanks@hcpss.org](mailto:kathleen_hanks@hcpss.org)

**From:** J McCoy <jtm52480@gmail.com>  
**Sent:** Saturday, October 12, 2019 4:47 PM  
**To:** BoE Email <boe@hcpss.org>  
**Subject:** [External] support Martirano's redistricting proposal (it should be more equitable)

School Board Members,

Though Dr. Martirano's redistricting proposal does not go far enough to address the educational inequities in Howard County, it is a start to address the impact of zoning policies in the county that helped create the housing and therefore educational inequities. I support the proposed redistricting plan by Dr. Martirano. The plan that Dr. Richard Kohn has proposed is much more equitable. Dr. Martirano's is just a start.

Remember, change is uncomfortable but this change is needed to begin to address the educational inequities caused by income and housing disparities. This is a good change that works towards developing much better prepared students who will face a more diverse world.

I hold the County Council responsible for creating this mess but HCPSS can help begin the remediate the inequities while the county takes on the work of addressing the housing and school capacity issues that they created.

Thank you,  
Jacky McCoy  
*Educator and Math Tutor*  
<https://www.changinglems.org/>

*"Freedom is doing what you were created to do!"*

**From:** [Alice Pham](#)  
**To:** [BoE Email](#)  
**Subject:** [External] Redistricting  
**Date:** Wednesday, September 18, 2019 8:35:50 AM

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I moved to Columbia 47 years ago. My husband and I moved here because of Rouse's dream to establish a community of mixed income, race, and other identities. The promise was fulfilled and I have enjoyed living here and seeing my daughters grow up in this environment. The school system has been a major part of the enriched environment they have enjoyed. However, current districting has become less enriching and equitable.

Unfortunately, as Columbia and Howard County grew, low income housing has not kept up in the new neighborhoods. Now those living in these new spaces seem to want to keep their neighborhoods exclusive. They assert that they don't want their children bused, but the bussing suggested is so minimal that I have to question their real intent, especially since some emails have leaked out telling people in these areas to be careful in the wording of their objections.

My children attended [REDACTED], and now my grandchildren attend [REDACTED]. They have all had or are having the best education I could hope for. Let's be honest: There is no school in Howard County where kids who are academically gifted cannot receive an extraordinary education. However, some of the students who struggle and might need extra help do not always receive what they need. In some cases the designation of being on FARM can be an adequate representation of their needs (although clearly not always nor only these students). When students with additional needs are districted into one school, the additional help they may need is lessened. This is one reason why school districting should take the number of these students into consideration and disperse them fairly.

Another reason for careful, equitable districting is that the standardized test scores that are often used in ranking schools reflects largely the educational level of the parents in any school district. While test scores don't affect the educational experience of the children of those parents who are doing so well, the fact is that these highly educated parents also contribute to their children's schools, enabling the addition of more enriching experiences in addition to those provided in the curriculum. The differences in how much parents contribute in "richer" neighborhood is sometimes as much as ten times that contributed in poorer neighborhoods. This situation exacerbates any other inequalities.

In response, Superintendent Martirano has drafted a redistricting plan that slightly alleviates the situation described above, yet parents in schools favored with lower FARM numbers and higher parent donations are complaining despite the slight difference his plan calls for. I urge the School Board to reexamine this plan, examine the plan proposed by Richard Kohn, and put together a genuinely equitable redistricting plan that will assure that in the future, all of our children in Howard County will have the same opportunity for the fine education and enriching activities we all want for our children. I moved to Columbia 47 years ago. My husband and I moved here because of Rouse's dream to establish a community of mixed income, race, and other identities. The promise was fulfilled and I have enjoyed living here and seeing my daughters grow up in this environment. The school system has been a major part of the enriched environment they have enjoyed. However, current districting has become less enriching and equitable.

Unfortunately, as Columbia and Howard County grew, low income housing has not kept up in the new neighborhoods. Now those living in these new spaces seem to want to keep their neighborhoods exclusive. They assert that they don't want their children bused, but the bussing suggested is so minimal that I have to question their real intent, especially since some emails have leaked out telling people in these areas to be careful in the wording of their objections.

My children attended [REDACTED], and now my grandchildren attend [REDACTED]. They have all had or are having the best education I could hope for. Let's be honest: There is no school in Howard County where kids who are academically gifted cannot receive an extraordinary education. However, some of the students who struggle and might need extra help do not always receive what they need. In some cases the designation of being on FARM can be an adequate representation of their needs (although clearly not always nor only these students). When students with additional needs are districted into one school, the additional help they may need is lessened. This is one reason why school districting should take the number of these students into consideration and disperse them fairly.

Another reason for careful, equitable districting is that the standardized test scores that are often used in ranking schools reflects largely the educational level of the parents in any school district. While test scores don't affect the educational experience of the children of those parents who are doing so well, the fact is that these highly educated parents also contribute to their children's schools, enabling the addition of more enriching experiences in addition to those provided in the curriculum. The differences in how much parents contribute in "richer" neighborhood is sometimes as much as ten times that contributed in poorer neighborhoods. This situation exacerbates any other inequalities.

In response, Superintendent Martirano has drafted a redistricting plan that slightly alleviates the situation described above, yet parents in schools favored with lower FARM numbers and higher parent donations are complaining despite the slight difference his plan calls for. For example, non-FARM students are being moved out of Hammond, which has a large percentage and will have an even larger percentage of FARM, while Oakland Mills is getting still more FARM students. If we have to fight, let's fight for real redistricting. I urge the School Board to reexamine this plan, examine the plan proposed by Richard Kohn, and put together a genuinely equitable redistricting plan that will assure that in the future, all of our children in Howard County will have the same opportunity for the fine education and enriching activities we all want for our children.

Alice K Pham  
[REDACTED]

**From:** [Scott Washington](#)  
**To:** [Michael Martirano](#)  
**Subject:** FW: [External] Oppose the delay of renovations to Talbot Springs ES and Hammond High School  
**Date:** Wednesday, September 11, 2019 4:20:43 PM

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Just an FYI....this is Richard Kohn.

Scott W. Washington  
Acting Chief Operating Officer  
Howard County Public School System  
410.313.5654 [p] [c]  
[Scott\\_Washington@hcpss.org](mailto:Scott_Washington@hcpss.org)

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

From: Kathleen V. Hanks  
Sent: Wednesday, September 11, 2019 4:01 PM  
To: Richard Kohn; BoE Email  
Cc: Scott Washington; Daniel Lubeley  
Subject: RE: [External] Oppose the delay of renovations to Talbot Springs ES and Hammond High School

Good Afternoon,

Thank you for contacting the Board of Education regarding the Superintendent's Proposed FY 2021 Capital Budget. Your email will be saved as written testimony for the public hearing process. Please note that written testimony is part of the public record maintained by the Board Office and is uploaded online to BoardDocs as part of the public hearing. A public hearing is scheduled for Thursday, September 19 at 7 p.m.

This is the beginning of the process for the Capital Budget, and the final budget will be approved in the spring. Once again, thank you for contacting the Board and providing valuable input.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: [kathleen\\_hanks@hcpss.org](mailto:kathleen_hanks@hcpss.org)

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

From: Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)>  
Sent: Tuesday, September 10, 2019 4:44 PM  
To: BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)  
Subject: [External] Oppose the delay of renovations to Talbot Springs ES and Hammond High School

Dear Board Member and County Council Representative,

The Superintendent's removal of Talbot Springs Elementary School and Hammond High School from the list of highest priority renovations/rebuilds is disgusting and vile. Perhaps he is trying to torpedo the arguments against redistricting by showing us what "separate but equal" looks like. But clearly, this proposal shows why we need to distribute poverty across the school system, and it shows that doing so is more urgent and more important than ever.

Segregation is only part of the Jim Crow politics that our Superintendent is thrusting upon us. The purpose for segregation is to hide the lower income students in a dilapidated building, not spend anything on teaching them

because no one will notice, cut program after program from their school, and of course smile and say “equity” over and over again. Don’t you know, it doesn’t need to be equal, just give them what they need, which for the poor is nothing, and call it “equity”.

The other option is desegregation, which will expose the cruel policies of this school system. Eventually, even the icy hearts of western Howard County’s white supremacists could melt, at least a few of them. It’s the only chance we have.

The road to equality passes through integration. You can’t get to equality or fairness without desegregation. Never in Howard County nor in the US has a school system improved education for the poor without desegregation. If the reaction to the meager suggestions of redistricting show us anything, it’s that isolated wealthy communities do not care about the poor, and they will absolutely oppose any attempt to educate disadvantaged students. We also know, the supporters of structural racism including the Superintendent have their supporters in the Board of Education and County Council. If you aren’t one of them, stand up and do what is right.

If either of these renovations is further delayed, I will advocate to at least redistrict these two attendance areas to decrease over crowding into those schools, and put higher income and politically influential neighborhoods into those schools. Actually doing that will be even less politically popular with the wealthy folks who matter than just rebuilding their school. They will never renovate a school in which poverty is concentrated. That much is clear.

Richard Kohn, Ph.D.



**From:** [Richard A. Kohn](#)  
**To:** [Kirsten Coombs](#)  
**Subject:** [External] Re: [BoE Email] - HCPSS Budget  
**Date:** Sunday, September 8, 2019 12:15:43 PM

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I'm sorry about the response to the old email. My email handler decided to repost it as new.

Rick Kohn

On Sep 8, 2019, at 12:08 PM, Tammy Spengler <[pranajoy7@gmail.com](mailto:pranajoy7@gmail.com)> wrote:

Kristen,

Absolutely not! I'm saying those teaching methods should be accessible to all students. And we should not be cutting programs to help the students who are behind in order to provide extra support to the ones who are ahead. Also, I do not fault the current administration for not putting enough administrators on the equity issue, but actual teachers and aides are needed. Please note this email chain is responding to something from years ago when Mr. Kittleman was County Exec. I don't even see the original email

Richard Kohn

On Mar 7, 2018, at 9:16 PM, Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)> wrote:

Mr. Kohn,

Are you saying cut our GT Resource Teachers? At RB & WLMS, these educators do amazing things with our students, which I know occurs at all of our schools. They work hard to identify students for these opportunities. These pullouts offer creative ways of teaching core subjects.

Kirsten Coombs  
Sent from my Board iPhone

On Mar 7, 2018, at 7:18 PM, Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)> wrote:

Ms Vaillancourt,

Thank you for the explanation. I support the emphasis on equity, but I have mixed feelings about cutting teachers, especially in the Title 1 schools, to pay for the equity administrator. How would it go over to cut GT pullouts? The GT students are doing fine, but we know it is the lower income students who get cut because it is less unacceptable.

Sent from my iPhone

On Mar 7, 2018, at 7:01 PM, Cynthia Vaillancourt <[Cynthia\\_Vaillancourt@hcpss.org](mailto:Cynthia_Vaillancourt@hcpss.org)> wrote:

I apologize for being dense- I am just not following the Spanish question. We are cutting something like 30 Spanish teachers - reassigning them to other positions, that become open as a result of normal turn over, or growth - the art and music teachers are already in the buildings on staff, but will have their schedules changed BACK to how they were before (and how the rest of the elementary schools operate). The total cost savings noted includes calculations for, I believe, an increase of 1.5 tech ed teachers to restore the tech instruction that was sacrificed for WL. The 2.6 cost savings for the suspension of wl in preK-6 is a net number that takes into consideration the other tweaks involved.

The positions included in the administration category have been changed via reassignments and returns to the classroom, but some of those savings have been offset by the new office for the Diversity and Inclusion office. All that detail is in there--- I am not sure whether the spread sheets you have posted here are the most current versions, or the pages from the budget book. If you have specific questions about particular positions, please let me know - or I can refer you to the public

information office.

I think you are trying to imply that we have increased fat in the Central Office while cutting positions in the schools. I don't think that is the case - but if you have specific positions you think should be cut - please identify them.

sincerely,  
Cindy V

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**From:** Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)>  
**Sent:** Wednesday, March 7, 2018 6:28 PM  
**To:** Cynthia Vaillancourt  
**Cc:** [akittleman@howardcountymd.gov](mailto:akittleman@howardcountymd.gov); [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov); BoE Email; Michael Martirano; Kevin Gilbert; Tammy Spengler  
**Subject:** Re: [BoE Email] - HCPSS Budget

Ms Vaillancourt,

I noted I the budgeted expenses that the lines with Administration in the title increased from last year's budget. 2018 is second last column, proposed is last column. If Admin was cut, where is that shown?

2nd question, why is Spanish more expensive than art, music, tech ed. These are usually expensive courses.

Thanks.

Rick Kohn

Sent from my iPhone

On Mar 7, 2018, at 5:42 PM, Cynthia Vaillancourt <[Cynthia\\_Vaillancourt@hcpss.org](mailto:Cynthia_Vaillancourt@hcpss.org)> wrote:

I am sorry, Mr. Kohn, I really don't know what you are asking.

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**From:** Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)>  
**Sent:** Wednesday, March 7, 2018 1:00 PM  
**To:** Cynthia Vaillancourt  
**Cc:** [akittleman@howardcountymd.gov](mailto:akittleman@howardcountymd.gov); [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov); BoE Email; Michael Martirano; Kevin Gilbert; Tammy Spengler  
**Subject:** Re: [BoE Email] - HCPSS Budget

Ms. Vaillancourt,

Thank you for your response. Why does the top line of the Expenditures in Superintendent's proposed budget show about a \$1 million increase under the title "Administration"? Has this been taken out? Also, Operating and Administration increased by \$3.5 million. Why is it so much more expensive to teach Spanish than music and art, or is it mainly recess that will be substituted?

Rick Kohn

<Screen Shot 2018-03-07 at 10.34.38 AM.png>

<Screen Shot 2018-03-07 at 10.38.36 AM.png>

On Mar 7, 2018, at 10:18 AM, Cynthia Vaillancourt  
<[Cynthia\\_Vaillancourt@hcpss.org](mailto:Cynthia_Vaillancourt@hcpss.org)> wrote:

Dear Mr. Kohn,

Thank you for your ongoing engagement with the HCPSS and advocacy for disadvantaged and immigrant students. As it happens, the Board HAS moved numerous administrators back into classrooms, and cut the school administration ranks deeply in order to maintain as many programs and services as possible.

All of that information was discussed in great detail during the budget work sessions and can be found on line on the HCPSS website.

The Board has directed the Superintendent to restore class sizes for the entire county as the first priority in the event additional funding becomes available. That would represent roughly \$5.9 mil. In the event additional funding beyond that were to become available, perhaps the World Language program previously offered at only 8 of our 41 elementary schools (not even ALL of our title 1 schools) could be reimagined in a way that it could serve more students in a more equitable way. As it is, the current program of 30 minutes per day for 5 days per week, for preK -5 graders cannot be sustained.

It continues to be a priority goal of the HCPSS to provide world language to elementary school students in Howard County. The suspension of the current program will help make it possible to get the HCPSS on firm financial footing so that a better, more equitable, program can be developed. In the mean time, all of the impacted students will be able to experience the full Art and Music curriculum that was reduced in order to fit the 30 minute per day language schedule. They will also have more access to tech ed.. and possibly even more recess.

I encourage you to be in touch with your county government representatives during the next portion of the county's budget process and let them know where your priorities lie.

Many thanks,

Cindy Vaillancourt

speaking as an individual board member.

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**From:** Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)>  
**Sent:** Wednesday, March 7, 2018 9:59 AM  
**To:** [akittleman@howardcountymd.gov](mailto:akittleman@howardcountymd.gov);  
[councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov); BoE Email; Michael Martirano; Kevin Gilbert  
**Cc:** Tammy Spengler  
**Subject:** [BoE Email] - HCPSS Budget



<b>Expenditures</b>					
Administration	\$ 12,210,506	\$ 12,342,223	\$ 13,582,729	\$ 13,240,748	\$ 14,204,273
Mid-Level Administration	56,055,050	58,497,662	59,654,568	62,488,043	62,425,700
Instruction	329,475,986	330,430,892	337,481,665	358,716,046	364,802,015
Special Education	91,193,981	93,423,761	98,652,503	104,727,030	109,405,224
Student Personnel Services	2,937,793	3,201,863	3,279,643	3,425,010	3,661,877
Student Health Services	7,103,773	7,728,496	7,890,221	8,235,796	8,973,884
Student Transportation	36,903,221	37,557,887	37,872,734	38,615,733	40,976,791
Operation of Plant	41,058,508	40,208,488	38,996,338	40,501,696	44,697,662
Maintenance of Plant	24,043,352	25,285,204	23,447,705	23,939,247	27,063,835
Fixed Charges	146,662,992	159,105,739	170,296,393	157,397,416	166,382,899
Community Services	5,939,741	6,568,390	6,477,624	6,973,670	7,174,528
Capital Outlay	81,264,060	79,881,981	84,324,861	66,111,849	80,638,633
Grant Programs	30,376,217	27,878,641	29,784,188	25,642,996	26,759,219
Grant Contingency	-	-	-	4,357,004	3,240,781
Operating and Administrative Costs	23,972,628	23,648,322	27,205,189	28,088,905	31,450,802
Claims and Claims Administration	117,529,717	129,027,371	130,651,966	133,024,153	139,239,106
Payments to Other Funds	2,238,497	2,227,495	2,214,814	2,180,000	2,221,000
Recovery of Fund Balance	-	-	-	18,800	-
Other	7,646,834	6,978,691	5,817,535	2,069,689	1,097,831
<b>Total Expenditures</b>	<b>\$ 1,016,612,856</b>	<b>\$ 1,043,993,106</b>	<b>\$ 1,077,630,676</b>	<b>\$ 1,079,753,831</b>	<b>\$ 1,134,416,060</b>

*Executive*

This schedule provides a summary of the programs included in the Executive section. Beginning in FY 2019, the budget detail for each program is presented by state category in addition to spend category. Highlights are presented based on significant changes to the total budget.

Program	Program Number	Actual FY 2015	Actual FY 2016	Actual FY 2017	Budget FY 2018	Superintendent Proposed FY 2019
Board of Education	0101	\$ 610,217	\$ 562,962	\$ 524,816	\$ 765,105	\$ 732,230
Office of the Superintendent	0102	831,798	780,905	1,319,169	1,041,778	1,566,286
Legal Services	0104	776,419	554,040	1,398,567	575,514	804,099
Diversity, Equity, & Inclusion	0106	-	-	-	-	406,550
<b>Executive Total</b>		<b>\$ 2,218,434</b>	<b>\$ 1,897,907</b>	<b>\$ 3,242,552</b>	<b>\$ 2,382,397</b>	<b>\$ 3,509,165</b>

**From:** [Kathleen V. Hanks](#)  
**To:** [BoE Email](#)  
**Subject:** Fw: FARM data request  
**Date:** Wednesday, September 4, 2019 12:21:18 PM

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Dr. Wu,

Please see the response below to your question.

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

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**From:** Renee Kamen <Renee\_Kamen@hcpss.org>  
**Sent:** Wednesday, September 4, 2019 12:18 PM  
**To:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>; Scott Washington <Scott\_Washington@hcpss.org>  
**Cc:** Daniel Lubeley <Daniel\_Lubeley@hcpss.org>; School Planning <SchoolPlanning@hcpss.org>  
**Subject:** FW: FARM data request

Hi Kathy: Mr. Kohn did not have access to un-redacted data. He downloaded the information posted on the website. He informed us that there was an "\*" he assumed a number (I don't recall the number used). There are a few important points to know about the data posted on the website:

- It is redacted.
- As noted on our website, the table shows the percentage of the student population participating in the Free and Reduced-Priced Meals (FARMs) and is not a count.

Please note, there is a Board memo sent about August 22 regarding his and another community member's plan and it notes several high-level concerns.

Thank you in advance,

-rmk

*-renée*

Renée M. Kamen, AICP, Manager  
School Planning  
Howard County Public School System  
[renee\\_kamen@hcpss.org](mailto:renee_kamen@hcpss.org)  
410.313.7184 (p)

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**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, September 04, 2019 9:21 AM  
**To:** School Planning <[SchoolPlanning@hcpss.org](mailto:SchoolPlanning@hcpss.org)>  
**Subject:** Fw: FARM data request

Hi,

Please let me know. Thank you!

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

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**From:** Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)>  
**Sent:** Wednesday, September 4, 2019 9:20 AM  
**To:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>  
**Subject:** Re: FARM data request

Kathy,

Thanks. I will check that.

Some people asked me how Richard Kohn obtained the FARM data by polygon. Can you ask IT people or OSP how did he get those data?

Thanks.

Chao

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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)  
Phone: 443-355-9990  
Web: [www.hcpss.org](http://www.hcpss.org)

On Sep 4, 2019, at 7:36 AM, Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)> wrote:

Good Morning,

It is in BoardDocs. This is confidential information as it is not suppressed. You must sign-in.

Here is the link:

<https://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BE8QX36B61BE&login>

Take care,

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

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**From:** Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)>  
**Sent:** Tuesday, September 3, 2019 11:23 PM  
**To:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>  
**Subject:** FARM data request

Kathy,

Is there any way the board member can get the FARM data by polygon in excel sheet or text format?

Thanks.

Chao

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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)

**From:** [David Clifton](#)  
**To:** [Chao Wu](#)  
**Subject:** Re: [External] Request: Help getting data  
**Date:** Wednesday, September 4, 2019 7:37:00 AM

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I also notice Richard Kohn of the progressive activism group Indivisible seems to have this FARM data as he used it to create his alternative maps, which you linked to and commented on in February.

Thanks,

David

On Sep 4, 2019, at 7:28 AM, David Clifton <[dmclifton@gmail.com](mailto:dmclifton@gmail.com)> wrote:

Without FARM rate by polygon I don't know how the community can evaluate plans or propose new options while taking FARM into account.

Thanks,

David

On Sep 3, 2019, at 11:18 PM, Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)> wrote:

David,

That will be cool. Here is the public data you can have.

<https://chaowu.org/2019/08/23/hcpss-student-number-by-polygons/>

If you need further data, you can request through [mpia.hcpss.org](http://mpia.hcpss.org). I believe FARM rate by polygon is not provided because of privacy concern.

Please let me know how I can help. I am using Python to do some analysis too.

Best regards,

Chao

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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)

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**From:** David Clifton <[dmclifton@gmail.com](mailto:dmclifton@gmail.com)>  
**Sent:** Tuesday, September 3, 2019 11:09:30 PM  
**To:** Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)>  
**Subject:** [External] Request: Help getting data

Dr. Wu,

I am working on a visualization tool for what different allocations of polygons in the redistricting would look like - my goal is to make it so that anybody can easily adjust polygon allocations, see how that impacts metrics like crowding levels at schools and FARMS ratios, and then easily share their proposed plans so that we can have more of a "crowdsourcing" option with the data. I want to make it easily accessible by using javascript based web UI tech to make it very simple for non-technical people to work with the data.

The piece I am missing is I need something like, for each polygon: polygon number, students in each grade, # of FARM for each grade, current/legacy HS mapping (this last I can do manually by looking at the existing maps if need be).

Is such data available that I can put it in? I know you are going through a variety of analyses so I am thinking perhaps you know how to get this data in simple csv or similar format.

Thanks,

David

**From:** [Renee Kamen](#)  
**To:** [Michael Martirano](#); [Karalee Turner-Little](#); [Jahantab Siddiqui](#); [Scott Washington](#)  
**Cc:** [Joan R. Fox](#); [Allison Hedden](#); [David W. Ramsay](#); [Daniel Lubeley](#); [Jennifer Bubenko](#); [Timothy D. Rogers](#)  
**Subject:** Richard Kohn Blog  
**Date:** Wednesday, August 14, 2019 9:13:54 AM

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Dr. Martirano:

Below is the link to the Richard Kohn's blog.

<https://howardcounty640805081.wordpress.com/2019/07/13/howard-county-plans-to-continue-bussing-students-to-keep-schools-segregated/>

Take care,

**-renée**

Renée M. Kamen, AICP  
Manager, Office of School Planning  
Howard County Public School System  
410.313.7184 (office)  
[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)



**From:** [Mavis Ellis](#)  
**To:** [Kathleen V. Hanks](#)  
**Subject:** Fwd: [External] Redistricting proposals  
**Date:** Tuesday, August 13, 2019 8:17:43 AM

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Please print and place in pony. Thanks

Sent from my iPad

Begin forwarded message:

**From:** Renee Kamen <[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)>  
**Date:** August 12, 2019 at 1:21:04 PM EDT  
**To:** Rick Kohn <[rickakohn@gmail.com](mailto:rickakohn@gmail.com)>  
**Cc:** School Planning <[SchoolPlanning@hcpss.org](mailto:SchoolPlanning@hcpss.org)>, Scott Washington <[Scott\\_Washington@hcpss.org](mailto:Scott_Washington@hcpss.org)>, Daniel Lubeley <[Daniel\\_Lubeley@hcpss.org](mailto:Daniel_Lubeley@hcpss.org)>, "Brian W. Bassett" <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>, BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>, "[councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)" <[councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)>, Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>  
**Subject: RE: [External] Redistricting proposals**

Mr. Kohn,

Please note the implementation procedures for boundary adjustments changed after the 2017 boundary process. Through the policy review process, the Board elected to modify several definitions, a standard by which the Board could initiate a boundary review, and update the implementation procedures to reflect the findings of the Board, which allowed for a longer Board process, a shortened AAC process, as well as reduced the AAC responsibilities. Another important change to the policy was collaboration between the Board and Superintendent on the scope of future boundary reviews, evident in the current review. The Board opted to elongate the Board's process by approximately 8 weeks. The result of this change, reduced the Superintendent's process by the same time. For your reference, below is information relating to the policy changes.

Board Redistricting Committee Charter, January 2018, please click [here](#).

Board Redistricting Committee Meeting Minutes, March – May, 2018, please click [here](#)

Board Report/Action on Board Redistricting Committee Recommendations, please click [here](#).

Board Report/Action on Policy 6010, please click [here](#) (November 2018), and [here](#) (February 2019).

Regarding concerns over survey access, the survey was made available from June 14, 2019 through August 1, 2019, approximately 7 weeks. In speaking with the consultant, the survey to submit plans allowed for a system-wide boundary plan(s), at every and all level(s). According to the consultant, a few submissions contained moves at all levels. The survey response required moved polygons, and the starting point of the submitted scenario so that the consultant was able to take in the scenario and analyze it as

intendent by the submitter.

If there were issues with the submission guidelines, or the survey itself, community members, including yourself, were more than welcome to reach out to staff. The Office of School Planning would have remedied the situation with the consultant. To my knowledge, our office has received no concerns regarding submission requirements/standards.

If you provided your email at the community meetings, you would have received an email that allowed you to fill out the post-survey, which contained process improvements suggestions. If you have not received this email, please check the spam filter of your in box. If you still cannot find it, please let me know and I can forward your email and request to the consultant, and they will resend the link.

Thank you in advance,

*-renee*

Renée M. Kamen, AICP, Manager  
School Planning  
Howard County Public School System  
[renee\\_kamen@hcpss.org](mailto:renee_kamen@hcpss.org)  
410.313.7184 (p)

---

**From:** Rick Kohn <[rickakohn@gmail.com](mailto:rickakohn@gmail.com)>  
**Sent:** Saturday, August 10, 2019 8:33 AM  
**To:** Renee Kamen <[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)>  
**Cc:** Hcpss Redistricting <[redistricting@hcpss.org](mailto:redistricting@hcpss.org)>; School Planning <[SchoolPlanning@hcpss.org](mailto:SchoolPlanning@hcpss.org)>; Scott Washington <[Scott\\_Washington@hcpss.org](mailto:Scott_Washington@hcpss.org)>; Daniel Lubeley <[Daniel\\_Lubeley@hcpss.org](mailto:Daniel_Lubeley@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)  
**Subject:** Re: [External] Redistricting proposals

Dear Ms. Kamen,

As you know, the website you cited which was open for a short time did not permit submission of school-wide redistricting plans. The school system solicited only input about individual polygons in an attempt to justify what they are doing or to consider piecemeal changes to the current plans. As a resident who is opposed to the widespread segregation by race and income that the current districts enforce, and the proposed plans exacerbate, I developed an example plan that shows it is quite easy to meet all of the criteria outlined in Policy 6010. The Office of Planning and Office of Superintendent are being dishonest when they

claim that they cannot develop such a plan even with all the resources at their disposal.

Sincerely,  
Richard A. Kohn, Ph.D.

On Aug 9, 2019, at 4:06 PM, Renee Kamen  
<[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)> wrote:

Dear Mr. Kohn:

Thank you for contacting the Office of School Planning regarding a redistricting proposal. It appears that much effort has been devoted to the development of an alternative boundary scenario. The boundary review process is much different than in past years and includes the use of a consultant. The consultant accepted alternative scenarios through August 1 via an online option (<https://www.hcpss.org/school-planning/boundary-review/#online-input>). I hope that you took advantage of this opportunity to submit your scenario via the mechanism offered. The consultant is analyzing the results of the general feedback survey as well as the alternative scenario submissions.

Please note the AAC responsibilities have changed in this process. The AAC did not take community input, nor develop alternative scenarios. For additional information on the AAC roles and responsibilities, please refer to the Boundary Review website at <https://www.hcpss.org/school-planning/boundary-review/#aac-meetings>.

I hope you remain involved through the remainder of the process. The Board of Education will be receiving public testimony after the presentation of the Superintendent's recommendation 8/20/19.

Thank you in advance,

**-renée**

Renée M. Kamen, AICP  
Manager, Office of School Planning  
Howard County Public School System  
410.313.7184 (office)  
[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)

---

**From:** Rick Kohn <[rickakohn@gmail.com](mailto:rickakohn@gmail.com)>  
**Sent:** Thursday, August 8, 2019 2:48 PM  
**To:** Renee Kamen <[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)>; Hcpss Redistricting <[redistricting@hcpss.org](mailto:redistricting@hcpss.org)>; School Planning <[SchoolPlanning@hcpss.org](mailto:SchoolPlanning@hcpss.org)>  
**Subject:** [External] Redistricting proposals

Greetings:

As you are probably aware, I have shown that it is feasible to meet all objectives of Policy 6010 including balancing enrollments with capacity, minimizing distance to schools, balancing demographics, minimizing small feeds, not moving most walking students, etc. If you would like to have the example districts I developed in spreadsheet form, please request them and make an email address available that can receive them. I can also meet to explain the methods and results. I can show objectively that the HCPSS is bussing students further than necessary to maintain a high level of segregation by race and income.

Members of the Office of School Planning, AAC, and the Superintendent have shown no interest in evaluating the districts I developed as examples. Thank you to the members of the Board of Education who have discussed these results with me.

Richard Kohn, Ph.D.  
<https://howardcounty640805081.wordpress.com>

**From:** [Vick](#)  
**To:** [Vicky Cutroneo](#)  
**Subject:** [External] Thank You & regarding meeting with R. Kohn  
**Date:** Thursday, August 1, 2019 5:43:42 PM

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Hello Vicky,

Thank you! For all the work, concern, caring, your availability and achievements as a BOE member. Your commitment and dedication to our students and schools is amazing. Pardon me but sometimes when you take your jacket off I wonder if there is going to be a big red S on your shirt for Super.

Sorry to bring this up with you but I've read about you meeting with Richard Kohn concerning his plans for redistricting.

Kohn's numbers are based on incorrect data which can lead to faulty conclusions. He is using projected attendance for 2020 in his latest "study". Projections for Howard County School attendance usually aren't accurate. In addition Kohn's latest plan converts 6% or more of High School walkers into bus riders.

Kohn (seems to) want to impose his vision of how schools should be redistricted. When questioned about issues with his proposals or statements made in his blog referencing Howard County Schools he may drop the conversations or make vague references (like not knowing the difference in school funding when the % of FARMS students change, to know how to keep funding maximized while working to even attendance). Am sorry, but if one can not or is not willing to support their statements or their studies it creates concern. I don't believe Kohn to be a bad person and think he wants to make a positive contribution, I do question some of his work.

Again I apologize, being on the BOE is more than tough enough.

Howard County puts our BOE in a terrible position of having to redistrict students to accommodate challenges both in school capacity and equity. We as a county haven't planned for, nor built schools to accommodate our growth. When schools are redistricted below the capacity that disallows residential building in that district, developers will take advantage. Yes I have a gift for the obvious.

During the last round of talking about redistricting the number of students in each polygon wasn't accurate. Looking at polygons on the map and the schools they are districted raises questions (polygon system seems like it might be due for a change but you'll know better) . You've driven the county to learn the roads and neighborhoods, I trust you to know and do what is best. At times it may be a comprise.

Again thank you very much. I apologize for bothering you. Couldn't let your meeting with Kohn go without saying something. My guess is you know most of this and take all things into consideration.

Please be well.

Best wishes,  
Vick

**From:** [Louise Green](#)  
**To:** [Jahantab Siddiqui](#); [James R. LeMon](#); [Monifa McKnight](#); [Kevin Gilbert](#)  
**Cc:** [Michael Martirano](#); [Carrie A. Slaysman](#)  
**Subject:** [External] FYI: Prof. Rick Kohn boundary adjustment plan  
**Date:** Friday, July 19, 2019 12:25:36 PM

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Hello all,  
Will follow up in several ways, but this additional reference on Prof Rick Kohn math models just came in. This was the version I mentioned in our meeting.  
Thanks for the time and good discussion yesterday, Louise

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**From:** Greg Fitchitt [<mailto:Greg.Fitchitt@howardhughes.com>]  
**Sent:** Wednesday, July 17, 2019 10:06 PM  
boundary adjustment plan

CDHC board members and friends,

Also as mentioned at the board meeting this evening, here is a [link](#) to the “boundary adjustment” analysis recently put forward by Richard Kohn. It is a fairly long read, but fascinating and compelling for anyone who cares about segregation in our Howard County schools.

This is an emotional issue that will be very controversial in the weeks and months to come. Mr. Kohn’s “Scenario 8” would mostly balance out the lower income families in Howard County throughout the high schools, without significant increases in travel time or distance. Unfortunately, the initial boundary adjustment studies put forward by HCPSS would redistrict to balance capacity, but leave the vast racial and socioeconomic disparities which exist in HoCo schools today largely untouched.

On one hand, it is hard to imagine why a plan like Mr. Kohn’s Scenario 8 would not be adopted. But I’m certain there will be vociferous opposition against it, with a plethora of explanations.

<https://howardcounty640805081.wordpress.com/2019/07/13/howard-county-plans-to-continue-bussing-students-to-keep-schools-segregated/>

FYI on a personal note, my children are districted to [REDACTED]. The FARMs (“Free And Reduced Meals”) student population percentage at [REDACTED] [REDACTED] under Kohn’s Scenario 8. I fully support this plan (or a similar one which would rebalance FARMs population), because a) I want my children to attend a diverse school, and b) I do not believe a move like this would negatively impact my home value. In fact I believe balancing FARM populations across Howard County will benefit both the quality of the schools and the value of housing across Howard County.

Please consider supporting a boundary adjustment plan which addresses educational equity and segregation here in Howard County. Talk to your friends and neighbors, your council members and your board of education representatives. Tell them that school quality is about much more than a ranking based on test scores on [www.greatschools.org](http://www.greatschools.org), and that students from privileged backgrounds actually benefit from learning in a diverse environment (here's one [article](#) on the subject).

Howard County has a chance to lead on this issue, not unlike Jim Rouse did in creating Columbia more than 50 years ago, creating an intentionally inclusive community.

**Greg Fitchitt | President, Columbia | The Howard Hughes Corporation**  
**Columbia Regional Office | 10480 Little Patuxent Parkway, Suite 400 | Columbia, MD 21044**

*New address effective 5/20/19:*  
**10960 Grantchester Way Suite 110**  
**Columbia, Maryland 21044**

410.964.5445 phone | [REDACTED] cell | 410.964.5409 fax

**From:** [Kathleen V. Hanks](#)  
**To:** [Richard Kohn](#); [opel@opeljones.com](mailto:opel@opeljones.com); [nbailey@howardcountymd.gov](mailto:nbailey@howardcountymd.gov); [Councilman Opel Jones](#); [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov); [BoE Email](#)  
**Subject:** RE: [External] Community and School segregation  
**Date:** Monday, July 15, 2019 1:02:44 PM

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Good Afternoon,

Thank you for contacting the Board of Education. The Board is not receiving input at this time regarding boundary review. However, I am providing the [link](#) to the website where it states how the community can be involved and share input with the Superintendent as he develops his recommendation. The Feasibility Study is the beginning of the process and is not the Superintendent's recommendation. The Superintendent's recommendation will be presented to the Board on Tuesday, August 20. Once that recommendation is received, the Board will begin receiving testimony and input from the community.

Again, thank you for your email, and we encourage you to be involved in the boundary review process.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: [kathleen\\_hanks@hcpss.org](mailto:kathleen_hanks@hcpss.org)

---

**From:** Richard Kohn <[richardakohn@gmail.com](mailto:richardakohn@gmail.com)>  
**Sent:** Monday, July 15, 2019 11:44 AM  
**To:** [opel@opeljones.com](mailto:opel@opeljones.com); [nbailey@howardcountymd.gov](mailto:nbailey@howardcountymd.gov); Councilman Opel Jones <[ojones@howardcountymd.gov](mailto:ojones@howardcountymd.gov)>; [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov); BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>  
**Subject:** [External] Community and School segregation

I posted a new blog item about the HCPSS redistricting options. I used high schools as an example to show that the proposed options will increase travel time to schools by an average of about 0.3 miles per student compared to sending students to the closest school, and will increase segregation by income. I also show example districts that completely integrate 10 out of 12 high schools for income demographics without increasing travel time to school compared to the Feasibility Study options. There may be important implications that the school system is segregating students by race and income level, when in fact it would be quite feasible to integrate the schools.

<https://howardcounty640805081.wordpress.com>



**From:** [Spicer, Karen](#)  
**To:** [Spicer, Karen](#)  
**Subject:** [External] Transition Team Delivers Report to County Executive Ball  
**Date:** Monday, January 28, 2019 6:06:18 PM



## Howard County Government News Release

Office of Public Information  
3430 Courthouse Drive  
Ellicott City, Maryland 21043

410-313-2022 / FAX 410-313-3390 / [www.howardcountymd.gov](http://www.howardcountymd.gov)

Scott Peterson  
Director of Communications  
[speterson@howardcountymd.gov](mailto:speterson@howardcountymd.gov)

January 28, 2019

**Media Contact:**

Scott L. Peterson, Director of Communications, Office of Public Information, 202-277-9412

## Transition Team Delivers Report to County Executive Ball

ELLICOTT CITY – The Transition Team appointed by Howard County Executive Calvin Ball delivered its transition report today. The 67-page document, prepared by more than 100 talented and forward-thinking leaders, studied and evaluated areas of county government with a focus on innovative opportunities to move the County forward. The Transition Team's report can be found at <https://bit.ly/2Hz5AZe>. Video of the event is available at <https://bit.ly/2FT0Rjr>.

"In a month and a half, more than 100 people came together in ten committees, reached out to departments, had meetings and dug deeply into what is going on in this county," said Senator Guy Guzzone, who chaired the Team. "Howard County is a great place, but greatness requires continual attention."

The Team identified more than 60 issue areas and offered suggestions for improving performance and services in many, including mental health, behavioral health, consumer affairs, land use, adequate public facilities, Ellicott City, and equity in education.

"The bottom line is an extraordinary breadth of work in an extraordinary short amount of time," said Guzzone.

"As your newly elected county executive, it was comforting to have so many respected community leaders come to help in this transition process," said Ball. "Each of these leaders put their best into drafting a report that provides some thoughtful considerations for making a great county even better. I don't recall a time when, in a month and a half, you have a transition team report to be able to move forward and help chart the course for the next chapter in our history."

**MEMBERS OF TRANSITION TEAM:**

-

**CHAIR**

Guy Guzzone, Senator, Maryland General Assembly

**STEERING COMMITTEE**

Martha Anne Clark, Owner, Clark's Elioak Farm

Kathleen Hetherington, Ed.D., President, Howard Community College

Daraius Irani, Ph.D., Vice President, Strategic Partnerships & Applied Research  
Towson University

Tonya Kennon, President & CEO, Howard County Library System

Darryll Pines, Ph.D., Dean of Aerospace Engineering at the Clark School, University  
of Maryland

Young Smith, President, League of Korean Americans-Howard County

Steven Snelgrove, President, Howard County General Hospital

Ken Ulman, President, Margrave Strategies

Nikki Highsmith Vernick, CEO, The Horizon Foundation

Beverly White-Seals, President and CEO, Community Foundation of Howard County

**ADMINISTRATION**

Chair - Candace Dodson-Reed, Chief of Staff, UMBC

Thomas Bundy, Esq.

Jill Marie Bussey, Esq.

Roger Caplan, President, Caplan Group

Jeremy M. Eldridge, Esq.

Jessica Feldmark, Maryland State Delegate

Jack Lewis, Communications Consultant

TJ Mayotte, VP, Cyber Resilience Leader, Synchrony

Rajan Natarajan, Ph.D., MBA, President and CEO, Global Alliant, Inc.

Margaret Ann Nolan, Esq., Co-Founder and Principal, Decision Point Strategy  
Group, LLC

Shahan Rizvi, IT Team Leader

Charley Sung, Esq.

Josh Tzucker, Esq.

Courtney Watson, Maryland State Delegate and Former Howard County Council  
Member

William Woodcock, Johns Hopkins University Applied Physics Laboratory

**CITIZEN SERVICES**

Chair - C. Vernon Gray, Ph.D., Former Howard County Council Member and Former  
Administrator, Office of Human Rights

Co-Chair - Alicia Altamirano, Esq., Community Activist

Co-Chair - Rev. Larry Walker, Deputy Pastor, Celebration Church and President,  
African American Community Roundtable

Darin Atwater, Community Activist

Erica Byrne, Executive Director, Voices for Children Inc.

Max Crownover, Ph.D., President, PFLAG Columbia - Howard County

Zainab Chaudry, Community Activist

Bitu Dayhoff, President, Community Action Council

Paige Getty, Senior Minister, Unitarian Universalist Congregation of Columbia and Co-  
Chair, PATH

Bob Gillette, President, Howard County Veterans Foundations, Inc.

Ainy Haider-Shah, Marketing Manager, Communications and PR, BD

Laura Howell, Executive Director, MD Association of Community Services

Lou Hutt, CPA, Esq., Managing Member and CEO, The Hutt Company  
Deeba Jafri, Community Activist  
Andrew Kanicki, Community Activist  
Ying Matties, Community Activist  
Niti Srivastava, Community Activist  
Rev. Robert Turner, Senior Pastor, St Johns Baptist Church and Community Organizer

### ***ECONOMIC DEVELOPMENT***

Chair - Alicia Jones-McLeod, Executive Director, Black Chamber of Commerce  
Nat Alston, Chair, Howard County EBOC  
Cathy Bell, Co-owner & Operator, McDonald's Franchises  
Warren Citrin, Founder, Raytheon Solipsys  
Barry Curtis, President, Best Fence, LLC  
Jetheda Hernandez, Economic Development Strategist & Entrepreneur  
Steve Hunt, Senior Director Facilities & Real Estate Operations  
Ira Levy, COO, Affiniti  
Lisa Liu, Past President, U.S.-China Association of Commerce  
Leonardo McClarty, CCE, President, Howard County Chamber of Commerce  
Steve Sass, Esq.  
Ed Trumbull, Vice President, ICF

### ***EDUCATION***

Chair - Mamie Perkins, HCC Board of Trustees and Former Acting Superintendent,  
HCPSS  
Lisa Davis, Director, Program Innovation and Student Well-Being, HCPSS  
Maura Dunnigan, Former Rouse Scholars Advisor, HCC and Legislative Director,  
Maryland General Assembly

Frank Eastham, Retired Chief Officer of School Management and Instructional  
Leadership, HCPSS  
Karina Fisher, Community Member  
Laura Johnson, VP of Communications, National Summer Learning Association  
Rick Kohn, Community Member  
Julia McCready, Former Music Teacher, HCPSS  
Thais Moreira, Ph.D., Medical Science Liaison, Allergan, Latin American Council, C  
Community Action Council  
Colleen Morris, President, HCEA  
Dawn Popp, Esq., President, Greater Elkridge Community Association  
Garnet Persons, Chief Executive Officer, E-Rate Elite Services, Inc.  
Nat Turner, President, NBT Consulting, LLC. and BOE Operating Budget Review  
Committee Member

### ***ENVIRONMENT***

Co-Chair - Grace Kubofcik  
Co-Chair - Mark Southerland, Vice President, AKRF and Chair, Environmental  
Sustainability Board  
Brooke A. Abercrombie, Workforce Manager, Howard EcoWorks  
Howie Feaga, Howard County President, Maryland Farm Bureau  
Josh Feldmark, Executive Director, Bike Maryland  
Ann Jones, Director, Partners for Open Space  
Tim Lattimer, Retired Diplomat  
Kevin McAliley, Chair, Wilde Lake Village Board of Directors

John Tegeris, Ph.D., President, Dayton Rural Preservation Society  
Ned Tillman, Principal, Sustainable Growth, LLC  
China Williams

### ***HEALTHCARE***

Chair - Clarence Lam, Senator, District 12, Maryland General Assembly  
Dr. Scott Berkowitz, Sr. Medical Director, Johns Hopkins Medicine and Associate  
Professor, JHU School of Medicine  
Lori Doyle, Public Policy Director, Community Behavioral Health Association of  
Maryland  
Dr. Chesahna Kindred  
Hannah Lee, Student  
Laurie Lundy, Addiction Recovery Advocate  
Audra Nixon, MPH, Health Advocate  
Deborah Rivkin, Vice President Government Affairs at CareFirst BlueCross BlueShield  
Rusty Toler, Senior Fellow, WISER  
LanLan Xu, Ph.D., Senior Research Associate, IMPAQ International

### ***HOUSING***

Chair - Ian Kennedy, Howard County Housing Board Commissioner  
Elizabeth Bobo, Former County Executive  
Paul Casey, Former President and Current Board Member, Downtown Columbia  
Housing Corporation  
Keith Gillan, President, Murn Properties  
Sherman Howell, VP, African American Coalition of Howard County  
Stacy Spann, Executive Director, Montgomery County Housing Opportunities  
Commission and Former Director, Howard County Housing Commission

### ***PLANNING, ZONING, & PERMITS***

Chair - Nina Basu, Esq., Principal, Basu Law Firm  
Ronald Brasher, President, Brasher Design  
André J. Gingles, Esq., Gingles, LLC.  
Rob Moxley, Security Development  
Amran Pasha, Local Entrepreneur  
Gregory Phillips, Real Estate Agent  
Al Romack, Manager, R&D, AM and IP, Automotive Supplier  
Jen Terrasa, Maryland State Delegate and former Howard County Council Member

### ***PUBLIC SAFETY***

Chair - Herman Charity, Retired HCPD  
Steve Bolen Ph.D., Former U.S. Intelligence, NASA and Air Force  
Lisa Meyers, Chief, Howard County Police Department  
Christine Uhlhorn, Chief, Howard County Department of Fire and Rescue Services

### ***PUBLIC WORKS***

Chair - Tom Coale, Esq., Former VP, Ellicott City Partnership  
Dale Chase, President, Local 3085 of AFSCME Council 67 - Department of Public  
Works  
Mary Catherine Cochran, Former Director, Patapsco Heritage Greenway and Founder,  
Preservation Howard County  
Fred Ducca, Ph.D., Director, Transportation Policy Group, National Center for Smart  
Growth at UMD

Anwar Hasan, Engineer, SVP, Louis Berger and Chairman, Maryland Higher Education Committee

Kimberly Kepnes, Resident, property and business owner on Main Street Ellicott City

Tony McGuffin, Resident of Ellicott City, former Main Street business owner, and community advocate.

Sharonlee Vogel, Vice-chair, Maryland Commission on Aging and Chairwoman, Senior Advisory Committee, Columbia Association

Natalie Ziegler, Owner, Carroll Mill Farm

###

Karen Spicer

Office of Public Information

Howard County Government

3430 Court House Drive

Ellicott City, MD 21043

410-313-2022 (office)

410-313-0538 (Direct)

410-313-3390 (fax)

<http://www.facebook.com/hocogov>

<http://twitter.com/hocogov>

**From:** [Laurie Liskin](#)  
**To:** [James R. LeMon](#)  
**Cc:** [Hector Garcia](#); [Alice Pham](#); [Michael Martirano](#); [Joanne Locke](#); [leandro.fazolini@sjerc.org](mailto:leandro.fazolini@sjerc.org); [Tammy Spengler](#); [Richard Kohn](#); [George Clack](#); [Kevin Gilbert](#)  
**Subject:** Re: [External] Re: November 27, 2018 Meeting Minutes  
**Date:** Tuesday, December 4, 2018 5:44:13 PM  
**Attachments:** [image001.png](#)  
[image001.png](#)

---

Hi James,

Thanks so much. I look forward to hearing from you after the holidays. Best wishes for a happy new year.

Laurie

On Mon, Dec 3, 2018 at 7:23 AM James R. LeMon <[James\\_LeMon@hcpss.org](mailto:James_LeMon@hcpss.org)> wrote:

Good morning Ms. Liskin,

Thank you for meeting with us last week and for also sharing your meeting minutes. We look forward to continuing the conversation regarding the items that were discussed at the meeting including hate/bullying/discrimination incident data, and the possible translation of policy 1070 into Spanish and other languages. I have also copied Dr. Kevin Gilbert (Director of Diversity, Equity, and Inclusion) so he is aware of the topics. We will be in touch with you after the holidays

Sincerely,

James LeMon

Executive Director of Community, Parent, and School Outreach

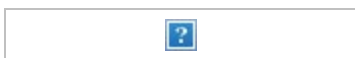
Division of School Management and Instructional Leadership

Howard County Public Schools

10910 Clarksville Pike

Ellicott City, Md. 21042

410-313-6607



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**From:** Hector Garcia <[hgarcia@firnonline.org](mailto:hgarcia@firnonline.org)>  
**Sent:** Sunday, December 2, 2018 12:40 PM  
**To:** Alice Pham <[alicekpham@yahoo.com](mailto:alicekpham@yahoo.com)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; James R. LeMon <[James\\_LeMon@hcpss.org](mailto:James_LeMon@hcpss.org)>; Joanne Locke <[joannelocke@gmail.com](mailto:joannelocke@gmail.com)>; [leandro.fazolini@sjerc.org](mailto:leandro.fazolini@sjerc.org); Laurie Liskin <[lliskin49@gmail.com](mailto:lliskin49@gmail.com)>  
**Cc:** Tammy Spengler <[tammy424@icloud.com](mailto:tammy424@icloud.com)>; Richard Kohn <[rkohn@umd.edu](mailto:rkohn@umd.edu)>; George Clack <[grclack@gmail.com](mailto:grclack@gmail.com)>  
**Subject:** [External] Re: November 27, 2018 Meeting Minutes

Wow! Laurie, you should get paid for this stuff! Great work, my apologies for not attending. [REDACTED] But you are always there for me and our community!

Also thank you so much for your contribution for our Holiday celebration. Over 50 families will join us, hope the immigration team comes visit.

December 29 at 6pm at the Bain center.

Hector J. Garcia, Jr.

CEO and Executive Director

FIRN

Foreign-born Information and Referral Network

410-992-1923

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**From:** Alice Pham <[alicekpham@yahoo.com](mailto:alicekpham@yahoo.com)>  
**Sent:** Saturday, December 1, 2018 5:31 PM  
**To:** Michael Martirano; [james\\_lemon@hcpss.org](mailto:james_lemon@hcpss.org); Joanne Locke; Hector Garcia; [leandro.fazolini@sjerc.org](mailto:leandro.fazolini@sjerc.org); Laurie Liskin  
**Cc:** Tammy Spengler; Richard Kohn; George Clack  
**Subject:** Re: November 27, 2018 Meeting Minutes

Well done Laurie. I'm glad you didn't mention the survey again. This way, it's all positive.

Alice

On Friday, November 30, 2018, 5:06:07 PM EST, Laurie Liskin <[lliskin49@gmail.com](mailto:lliskin49@gmail.com)> wrote:

Dear Dear Superintendent Martirano and Mr. LeMono,

It was a pleasure meeting with you both on Tuesday. Thanks for giving us so much of your time. I have written up the meeting minutes and attached them to this email.

As discussed, we think it would be very useful if the Board of Education published data every quarter on the number of bullying/hate/discrimination incidents at Howard County schools. This will serve to highlight the problems and promote productive dialogue about them.

We also talked about ways the Board of Education can disseminate information about Policy 1070 in the immigrant community to allay parents' concerns. Specifically, we talked about translating Policy 1070 FAQs into Spanish and possibly other languages. FIRN can disseminate the FAQs to its clients, and St. John Evangelist Roman Catholic Church, to its parishioners. The Indivisible Immigration Action Team offered to help with this and also to identify other foreign-born community organizations in Howard County who can distribute the information to their members.

Thanks again for meeting with us. I hope we can move forward with these items.

Laurie Liskin

Co-facilitator, Immigration Action Team, Indivisible HoCoMD



**From:** [Hector Garcia](#)  
**To:** [James R. LeMon](#); [Alice Pham](#); [Michael Martirano](#); [Joanne Locke](#); [Leandro.Fazolini@sjerc.org](mailto:Leandro.Fazolini@sjerc.org); [Laurie Liskin](#)  
**Cc:** [Tammy Spengler](#); [Richard Kohn](#); [George Clack](#); [Kevin Gilbert](#)  
**Subject:** Re: [External] Re: November 27, 2018 Meeting Minutes  
**Date:** Monday, December 3, 2018 10:57:22 AM  
**Attachments:** [image001.png](#)

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Thank you James, as always we are ready to contribute in any way we can!

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**From:** James R. LeMon <James\_LeMon@hcpss.org>  
**Sent:** Monday, December 3, 2018 7:23:22 AM  
**To:** Hector Garcia; Alice Pham; Michael Martirano; Joanne Locke; leandro.fazolini@sjerc.org; Laurie Liskin  
**Cc:** Tammy Spengler; Richard Kohn; George Clack; Kevin Gilbert  
**Subject:** RE: [External] Re: November 27, 2018 Meeting Minutes

Good morning Ms. Liskin,

Thank you for meeting with us last week and for also sharing your meeting minutes. We look forward to continuing the conversation regarding the items that were discussed at the meeting including hate/bullying/discrimination incident data, and the possible translation of policy 1070 into Spanish and other languages. I have also copied Dr. Kevin Gilbert (Director of Diversity, Equity, and Inclusion) so he is aware of the topics. We will be in touch with you after the holidays .

Sincerely,

James LeMon  
Executive Director of Community, Parent, and School Outreach  
Division of School Management and Instructional Leadership  
Howard County Public Schools  
10910 Clarksville Pike  
Ellicott City, Md. 21042  
410-313-6607



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**Cc:** Tammy Spengler <tammy424@icloud.com>; Richard Kohn <rkohn@umd.edu>; George Clack <grclack@gmail.com>  
**Subject:** [External] Re: November 27, 2018 Meeting Minutes

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Laurie Liskin  
Co-facilitator, Immigration Action Team, Indivisible HoCoMD

## Meeting Minutes: November 27, 2018

Attending: Superintendent Martirano, James LeMon, Alice Pham, Joanne Locke, Laurie Liskin

Thanks very much for a productive meeting. Below is a summary of our discussion.

Superintendent Martirano stressed that making Howard County schools a safe environment for foreign-born students is an important and personal issue for him. He is committed to ensuring that HCPSS does its part in the community to combat discrimination and to promote both acceptance and celebration of diversity.

The school system has established policies and programs to prevent bullying and to protect foreign-born students including:

- student circles where teacher engage children in discussions about challenges
- student story-telling
- training and retraining staff
- posting messages on the school website promoting positive school policies and denouncing hate speech
- recognizing contribution of different population groups throughout the year, e.g. Black History month, women's month, and Hispanic American month
- ???

The Indivisible team suggested several actions for the school district:

- Translate Policy 1070 FAQs into Spanish and other languages and disseminate through the community so parents know their children's immigration information is confidential and that ICE cannot make arrests in the schools. For Spanish-speaking families, FIRN and St. John Evangelist Roman Catholic Church can distribute this information to parishioners and clients. Indivisible can identify other community groups who could disseminate the information as well.
- Keep records of all immigration-based bullying and harassment, along with other incidents of bullying, in the school system and report the data quarterly.
- Implementing a survey among students to identify prevalence of harassment based on ethnicity, race, language, etc. The survey could be repeated annually to track change.
- Carrying out focus groups among minority students and making results public, again to draw attention to the problem and to the consequences for those affected.
- Incorporating into the classrooms positive information about immigrants both to celebrate their contribution to the United States and to dispel harmful myths and stereotypes.