

From: [Kathleen V. Hanks](#)
To: [Jennifer Mallo](#)
Subject: Re: [External] Review data from MFax0506 04/30/2020 10:22
Date: Thursday, April 30, 2020 4:10:44 PM
Attachments: [image001.png](#)
[image002.png](#)

Hi,

Do not open. Thanks. just delete

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

From: Jennifer Mallo <Jennifer_Mallo@hcpss.org>
Sent: Thursday, April 30, 2020 4:09 PM
To: Kathleen V. Hanks <Kathleen_Hanks@hcpss.org>
Subject: Fwd: [External] Review data from MFax0506 04/30/2020 10:22

Can I open this? Or is it spam?

Jen
Jennifer Swickard Mallo
Howard County Board of Education Member
Direct 443-355-7043
Office 410-313-7194

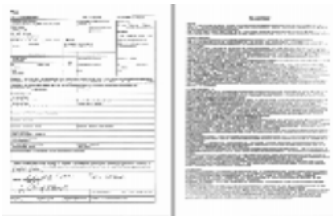
From: +1 (817) 747.0300 <team@bossentmgmt.com>
Sent: Thursday, April 30, 2020 4:00:47 PM
To: +1 (817) 747.0300 <billing@bossentmgmt.com>
Subject: [External] Review data from MFax0506 04/30/2020 10:22

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From: 346 273-0506
Pages: 2



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From: [Ebony Langford-Brown](#)
To: [REDACTED]
Cc: [Kathleen V. Hanks](#); [William J. Barnes](#); [Shawna Holden](#); [BoE Email](#); [Wendy P. Ryan](#)
Subject: Re: [External] Elementary school
Date: Thursday, April 30, 2020 4:18:01 PM
Attachments: [image001.png](#)

Thank you, [REDACTED]. I look forward to speaking with you tomorrow.

Best,
Ebony

Ebony Langford-Brown
Howard County Public School System
Executive Director
Curriculum, Instruction and Assessment
410-313-6665
ebony_langford-brown@hcpss.org



From: [REDACTED]
Date: Thursday, April 30, 2020 at 3:54 PM
To: Ebony Langford-Brown <Ebony_Langford-Brown@hcpss.org>
Cc: "Kathleen V. Hanks" <Kathleen_Hanks@hcpss.org>, "William J. Barnes" <William_Barnes@hcpss.org>, Shawna Holden <Shawna_Holden@hcpss.org>, BoE Email <boe@hcpss.org>
Subject: Re: [External] Elementary school

Hello, thank you for all of the forwarding to teach the correct staff. My cell phone is [REDACTED].

[REDACTED]

Sent from my iPhone

On Apr 30, 2020, at 3:11 PM, Ebony Langford-Brown <Ebony_Langford-Brown@hcpss.org> wrote:

[REDACTED],

I received the message that you sent to the Board of Education and have been asked to address your request. Are you able to provide a number where you can be reached during the day?

Best,
Ebony

Ebony Langford-Brown
Howard County Public School System
Executive Director
Curriculum, Instruction and Assessment
410-313-6665
ebony_langford-brown@hcpss.org

<image001.png>

From: "William J. Barnes" <William_Barnes@hcpss.org>
Date: Thursday, April 30, 2020 at 2:54 PM
To: "Kathleen V. Hanks" <Kathleen_Hanks@hcpss.org>, [REDACTED]
[REDACTED] Shawna Holden <Shawna_Holden@hcpss.org>, BoE
Email <boe@hcpss.org>
Cc: Ebony Langford-Brown <Ebony_Langford-Brown@hcpss.org>
Subject: Re: [External] Elementary school

Thank you for reaching out. I am copying Ebony Langford-Brown and she will contact you directly to address your concern.

Bill

Bill Barnes
Chief Academic Officer – Howard County Public School System
410-313-6688
@billjbarnes
<image002.jpg>

From: "Kathleen V. Hanks" <Kathleen_Hanks@hcpss.org>
Date: Thursday, April 30, 2020 at 2:37 PM
To: [REDACTED] Shawna Holden
<Shawna_Holden@hcpss.org>, BoE Email <boe@hcpss.org>
Cc: William Barnes <William_Barnes@hcpss.org>
Subject: RE: [External] Elementary school

Dear [REDACTED]

Thank you for contacting the Board of Education. By copy of this email, I am forwarding your concern to Mr. William Barnes, Chief Academic Officer. He or his designee will be in contact with you. Once again, thank you for your email.

Kind regards,

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

From: [REDACTED]
Sent: Thursday, April 30, 2020 1:36 PM
To: Shawna Holden <Shawna_Holden@hcpss.org>; BoE Email <boe@hcpss.org>;
Kathleen V. Hanks <Kathleen_Hanks@hcpss.org>
Subject: [External] Elementary school

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Dear Dr. Holden, Dr. Martirano, and Board of Education,

Please reconsider having daily check-ins for elementary school kids. One day a week for 15 minutes is not enough for them to see their teachers. It could be at the same time every day and provide a **clear structure for the day with links all in ONE MESSAGE.**

You are putting an undo burden on parents and young children to have to click through so many pages to find assignments. The assignments are great, but the emails are not. It is very confusing even for the tech savvy and for [REDACTED] to find all of the different little clicks. To have to keep checking email throughout the day and guide our students is confusing and cumbersome and distracting.

Again, the assignments are great, but elementary school kids need more hand holding than older children. MS and HS are getting much more teacher interaction with 45 minutes for each class per week. Please give more teacher interaction for our Elementary students. Parents want it, kids want it and teachers seem to as well.

I know that this is just week 1, so hopefully you will take constructive feedback.
Thank you,

[REDACTED]

From: [Micah Ali via National School Board Association](#)
To: [Sabina Taj](#)
Subject: [External] CUBE : Why are so many black-owned small businesses shut out of PPP loans?
Date: Thursday, April 30, 2020 4:41:29 PM

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CUBE

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Why are so many black-owned small businesses shut out of PPP loans?

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Micah Ali



Apr 30, 2020 4:41 PM

[Micah Ali](#)

"Experts say the differences in access, while not intended by the program's drafters or executors, are the results of social and economic inequities that must be taken into account by policymakers.

"There is a structural flaw in this program. It uses banks as middlemen. Any time you create a big program and give banks the ability to choose which customers it prioritizes, you're going to have disparities," said Mehrsa Baradaran, a law professor at the University of California, Irvine. "Credit disparities are where past injustices lead to present disparities."

This is a salient point that we must work to address. Redesigning institutional structures to work for all requires embracing equitable outcomes as a core principle value. How can we convince lawmakers in Washington D.C. of this fact?

www.nbcnews.com/business/business-news/...

Micah Ali
Board President/Chairman
Compton Unified School District
Compton, CA

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You are subscribed to "CUBE" as sabina_taj@hcpss.org. To change your subscriptions, go to [My Subscriptions](#). To unsubscribe from this community discussion, go to [Unsubscribe](#).

From: [Micah Ali via National School Board Association](#)
To: [Jennifer Mallo](#)
Subject: [External] CUBE : Why are so many black-owned small businesses shut out of PPP loans?
Date: Thursday, April 30, 2020 4:41:29 PM

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CUBE

[Post New Message](#)

Why are so many black-owned small businesses shut out of PPP loans?

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[Reply to Sender](#)

Micah Ali



Apr 30, 2020 4:41 PM

[Micah Ali](#)

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"There is a structural flaw in this program. It uses banks as middlemen. Any time you create a big program and give banks the ability to choose which customers it prioritizes, you're going to have disparities," said Mehrsa Baradaran, a law professor at the University of California, Irvine. "Credit disparities are where past injustices lead to present disparities."

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www.nbcnews.com/business/business-news/...

Micah Ali
Board President/Chairman
Compton Unified School District
Compton, CA

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From: [REDACTED]
To: [BoE Email](#)
Subject: [External] Re: QUESTIONS for your discussion on graduation
Date: Thursday, April 30, 2020 5:09:09 PM

! 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.

Thank you for your discussion at today's meeting. It sounds like you all heard the community.

We trust that the questions below will be answered in the communication that Martirano alluded to is coming out tomorrow. Details of dates and times for ceremony, as well as assuring the community that we can pick up our students' caps gowns, honor cords AND diplomas and final transcripts in the last week of May before these ceremonies. Not mailing to us until first give us opportunity to pick up in person and on time to assure our kids get this.

Not mentioned below but also affecting our seniors as well as underclassmen. .parents would appreciate clarity on how course grades will be calculated without final exams given that policy 8020 relies on finals as an element of the calculation. While I have been given the answer when I asked I will say again that this info would be appreciated in a community wide blast email to everyone.

Thank you for holding your employee Martirano to do better in this ...keep it up to see this through for our seniors.

[REDACTED]
On Apr 29, 2020 9:29 AM, [REDACTED] wrote:

Since the BOE will be discussing this Thursday and since Martirano and team are unable to understand on their own what to consider and as the BOE has power over your one employee here is what parents and seniors want to know. based on more input from community and maybe redundant but until it's answered.we will ask.
A lot of it comes down to transparency and communications which we know is a weak point in Martirano. Among other incompetencies.

So please help the community of seniors and their families.

Our students are livid and if Martirano cares at all then here is what needs to be addressed.
A little clarity goes a long way for our kids.

1) why did Martirano put out the senior survey and for a month act like he cared on their input to then do nothing in the end that even resembles an alternate solution in a socially distanced way? No creative solutions and worse yet . NO explanation on why couldn't come up with any creative solutions despite many available. Why did you tease and lie to our kids Martirano? Just ignored them in the end. With no explanation or respect for their feelings.

2) why was the graduation window moved back to June instead of late May? Doing this virtually the internet is 24/7 we are not dependent on any facility or physical plans so OWE AN EXPLANATION of why our students are being held longer to just finish this. Also this

gives no regard for other plans families already made for after the original grad window. But then again Martirano gives no regard for what people have going on in other situations and just expects them to flex at his whim so this is not new.

3) if you have to move this back to early June why spread over a week instead of all at once ? Our principals can lead this. The only conceivable reason we can think of is so Martirano can "appear" in each ceremony and bless us with the same canned speech and a new pair of socks. This does a disservice to thousands of students and only serves one person's ego. .is Martirano appearing more important than our students? No. Please just hold these in a condensed time frame if you must delay til early June no need to drag out the pain even more. Let our kids just move on.

4) how and when can we pick up caps gowns cords diplomas and transcripts? Our kids deserve all this in hand in the same timeframe as other classes..late May..and any virtual ceremony is even more useless if they don't have all this to close the loop, parents can take pictures etc. This can be handled at each school with safe social distance just like the meal distribution sites and no doubt parents would be willing to help out our principals with this.

5) please keep in mind that many students are relying on having diploma in hand in May as their next step is contingent on providing this. Such as military or job. So do not make it even harder by not making sure kids have their official record of graduation on time.

6) as to website things. . Will "programs " still be published listing names and honors as has been in past with live graduations? Will HCPSS update senior website to use a more appropriate picture instead of the mass of graduates which only serves as another slap in the face "hey kids, Martirano here, we decided to forego any creative solutions despite many options and to ignore your feedback so if you tune in online let this picture remind you what HCPSS will not do for you even in some modified socially distant fashion..thanks for your survey feedback but like surveys to your parents you had to know I was going to ignore it anyway with no explanations."

Thanks. We and our kids look forward to some fixes and clarity.on these.

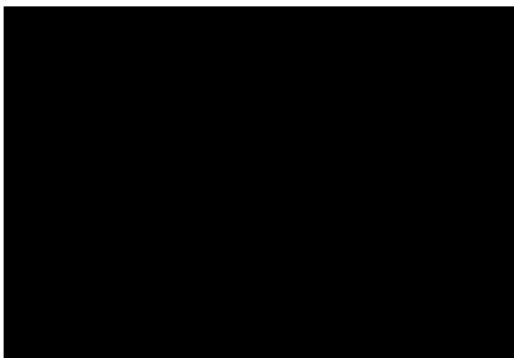


From: [Hanover Hills Elementary School](#)
To: [Sabina Taj](#)
Subject: "Shout-Outs" from our Fifth Grade Team!
Date: Thursday, April 30, 2020 5:30:26 PM
Attachments: [ATT00005.png](#)

"Shout-Outs" from our Fifth Grade Team!

We wanted to send this very special Fifth Grade Shout-Out as a way to connect with our students and families from afar. Please look for more staff "shout-outs" in the coming weeks.

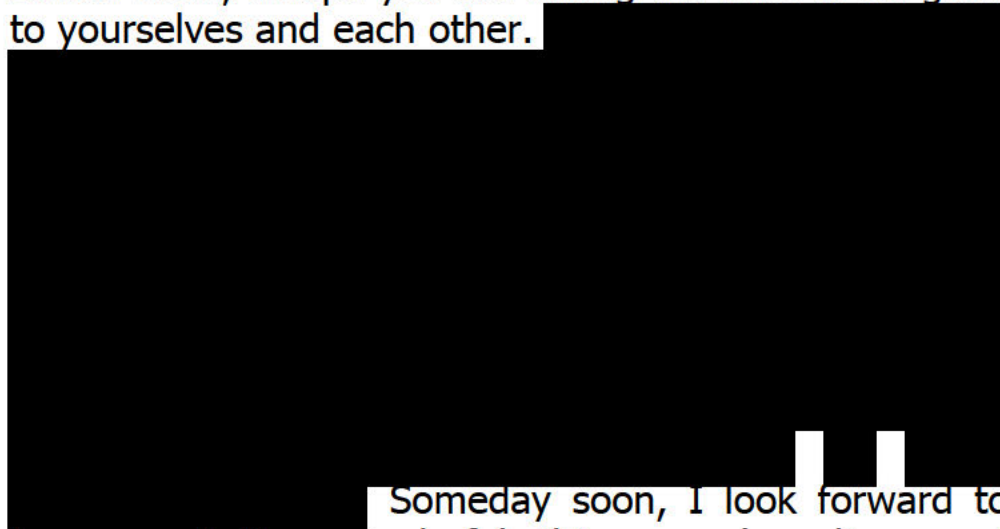
*"Shout-Outs" From Our
Fifth Grade Team!*



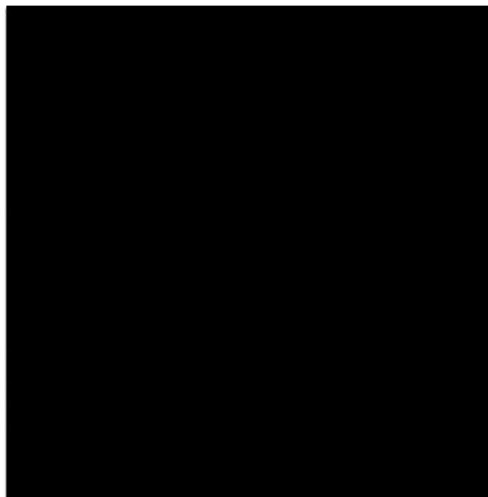
A Message From Mrs. Hupp (Fifth Grade Teacher, ITL):

Hello, HHES! During this time, I have been thinking about all of our husky families, especially our 5th

graders. You are truly ready for middle school! We started the first week of distance learning, and I want to say how proud I am of all of you for doing your best to complete and turn in activities. In addition to the online school work, I hope you are taking the time to be good to yourselves and each other.



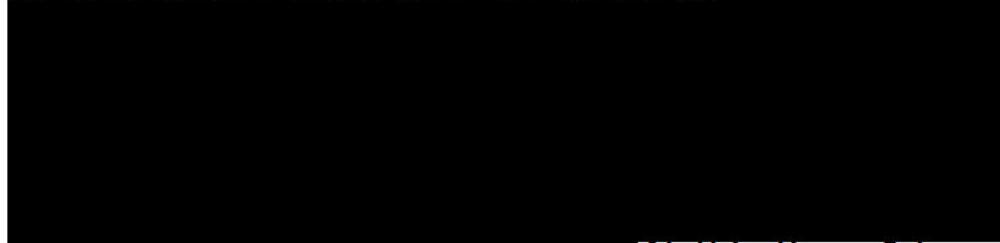
Someday soon, I look forward to hearing all the wonderful things you've discovered during our social distancing. Virtual hugs to everyone! Stay safe and be well!



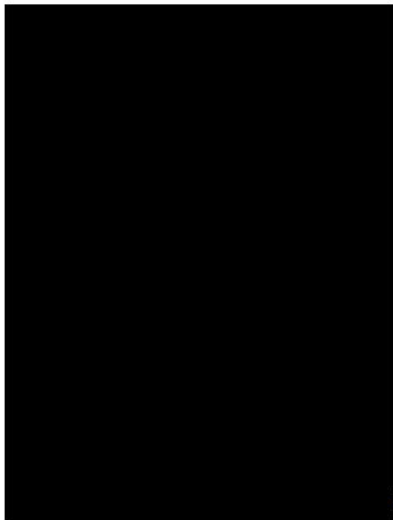
A Message From Ms. Gradishar (Fifth Grade Teacher):

Hello, Fifth Grade Huskies! I am thinking of you and miss you all. The memories of your stories and antics bring me joy in rough times. Thank you for trying your best in our first week of virtual learning. You have shown perseverance and adapted to new

circumstances. While you are all busy,



At this time, I know online learning is new, but try not to stress, be kind to yourself and take time to enjoy your time with family. I will do my best to support you as we wade through these uncharted territories. No matter what happens this year, I am so proud of all of you! You are the best fifth graders! Take care of yourself and each other in your family!

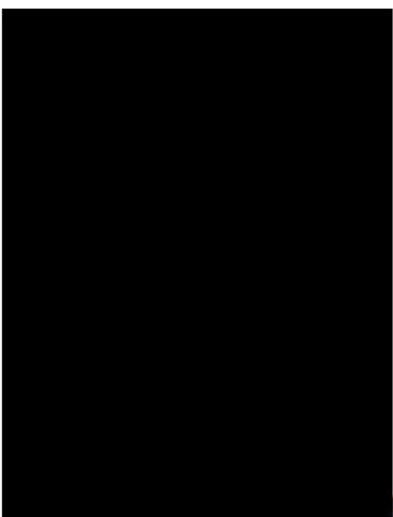


**A Message From Mrs. Wilson
(Fifth Grade Teacher):**

Hi, Huskies! I miss you soooo much! I hope you are staying safe and working hard on your distance learning tasks! I have been home adjusting to the new normal of teaching virtually.

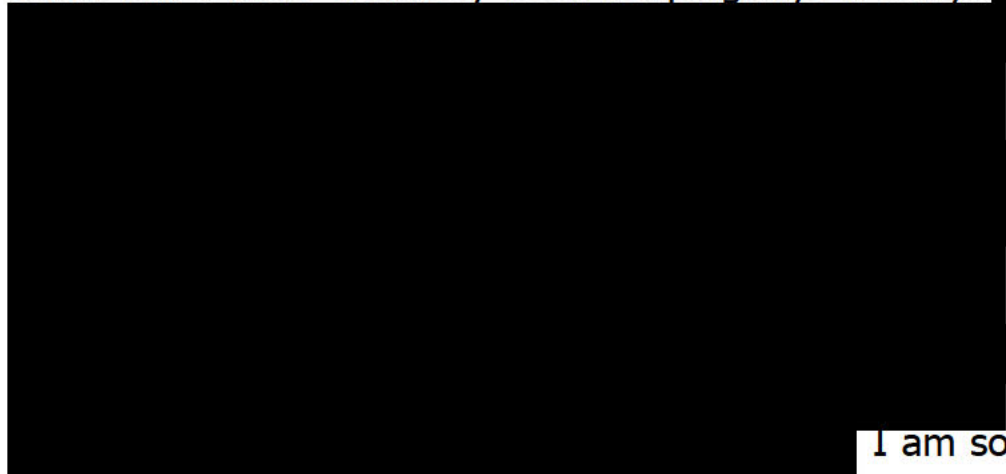


I encourage you all to find things at home that make you happy, wash your hands, and do the dab when you cough! Until we meet again. Xoxo

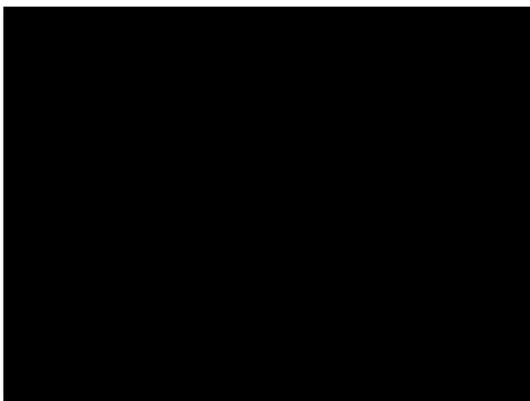


**A Message From Mr. Seiger
(Fifth Grade Teacher):**

Hi, Huskies! I miss you all so much. I hope that everyone is finding ways to stay safe and still have some fun. I have definitely been keeping myself busy.

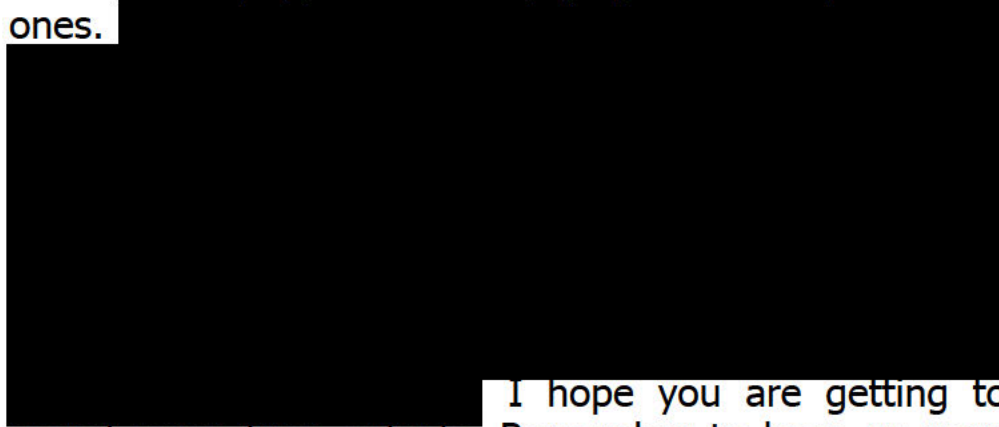


I am so excited I get to see my 5th graders virtually before they become middle schoolers! I miss you! Keep up the great work and keep showing those B.A.R.K. behaviors!

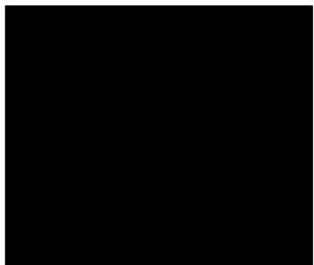


A Message From Mrs. Pendleton (Fifth Grade Teacher):

Hello, Husky Family! I miss you all so much and I can't wait to see your smiling faces again. I hope everyone has been staying safe and enjoying time with your loved ones.



I hope you are getting to spend some time outside. Remember to keep up your B.A.R.K. behaviors, wash your hands, help out your family at home and keep a positive attitude. I will see you all soon!



A Message From Ms. Braxton (Fifth Grade Paraeducator):

Let's begin with the joke of the day:

Knock, Knock. Who's there? Spell. Spell Who? "W-H-O!"

Ha Ha! What's up, Huskies! I hope everyone is doing well. I'm so happy I was able to virtually see most of you.



[REDACTED]

How about you? Are you finding new things to do to keep yourself busy? [REDACTED]

[REDACTED]

Especially to all my 5th grade students, I send a 'WOOT WOOT"! Take care Huskies and I'm forever rooting for you all!

Hanover Hills Elementary School | 410-313-8066

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From: [REDACTED]
To: superintendent@hcpss.org; [BoE Email](#)
Cc: [Mavis Ellis](#); [Vicky Cutroneo](#); [Kirsten Coombs](#); [Student Board Member](#); [Christina Delmont-Small](#); [Jennifer Mallo](#); [Sabina Taj](#); [Chao Wu](#)
Subject: [External] Class of 2020 Graduation Proposal
Date: Thursday, April 30, 2020 5:41:24 PM
Attachments: [Mount Hebron High School 2020 Graduation Proposal.docx](#)

! 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.

Good Evening Members of the Board,

[REDACTED] I am a senior at Mount Hebron High School in Ellicott City, Maryland. I am offering a proposal for this years graduation, and still vying for an in-person graduation ceremony amidst COVID-19. I think this can be safely achieved if we host this years graduation for all twelve schools at the UMBC Event Center in Baltimore County. I had been drafting this proposal early on in the school year between September- November, and it was approved by my principal Dr. Miller, but denied by the Central Office Coordinator. I have also been in previous contact with Ms. Tiffany Sun, in earlier months, who is the event coordinator for the Arena. Attached below is the quote estimate she provided me for hosting a graduation, as well as an essay to reinforce my thoughts. I believe we can still have a graduation ceremony, and with this venue we can implement safe practices to ensure the safety of fellow students, staff, and guests. The Class of 2020 has worked tremendously hard to bridge this milestone, this year has already been one we will never forget. It is our job to uplift our communities and our teens during this time, reminding them of our strength, and our resilience. What better way to do that than continuing with the ceremony? Let this moment, be one of the proudest in our lives, where we can all look back and say "It didn't stop us, we did it." Know that we will overcome this feat.

Thank you for considering my proposal,
May God Bless You All,

[REDACTED]

From: [REDACTED]
To: [Sabina Taj](#)
Cc: [Vicky Cutroneo](#); [Michael Martirano](#); [Mavis Ellis](#); [Jennifer Mallo](#); [Christina Delmont-Small](#); [Kirsten Coombs](#); [Chao Wu](#)
Subject: [External] High School graduation
Date: Thursday, April 30, 2020 5:45:48 PM

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Dear Ms Taj,

I am a parent of senior student at Long Reach High School.

i was very disappointed to hear the announcement about the "virtual" graduation. I was even more disappointed to read that this was in coordination with the senior students. I believe that nearly all of the students surveyed requested an actual in-person graduation, even if it was delayed. I fell like the students weren't "heard"! What's the point of asking them, if all along you just wanted to "get it done soonest" ie. meet some June deadline?

My son is very upset about the "virtual" graduation, in fact, he's not even interested in "attending". He **was** very excited to be with his friends and show off all of his graduation "bling" [REDACTED] that he has worked so hard to obtain and paid for out of his own money. (and hasn't received any of it, to include his cap & gown!)

For many students who aren't going to high school, this is the only graduation that they will ever have!

I strongly request that you reconsider and "think outside the box" like other schools nationwide. The Air Force Academy had the students sit in every other chair. A school in Pennsylvania is using a drive-in movie theater.

I understand that COVID 19 has been a very difficult challenge but i don't think waiting until the end of June or early July will dampen the enthusiasm of the students if they can graduate and be with their friends.

I appreciate your reconsideration of the matter.

Sincerely,

[REDACTED]

From: [REDACTED]
To: [Sabina Taj](#)
Subject: [External] Please Reconsider and Have A Traditional Graduation in the Summer
Date: Thursday, April 30, 2020 5:46:57 PM

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Good Afternoon:

My son [REDACTED] attends Long Reach High School where he is a senior. He was absolutely devastated that he would not be able to walk across the stage and have a traditional graduation. He has worked very hard in school. [REDACTED] He has been so sad this week upon learning that graduation was moved to virtual. Please consider moving graduation to the summer and giving all of the seniors the formal and traditional graduation they have worked so hard all of these years to be a part of. Thank you for your time.

From: [REDACTED]
To: [Jennifer Mallo](#)
Subject: [External] Please Reconsider and Have A Traditional Graduation in the Summer
Date: Thursday, April 30, 2020 5:49:57 PM

! 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.

Good Afternoon:

My son [REDACTED] attends Long Reach High School where he is a senior. He was absolutely devastated that he would not be able to walk across the stage and have a traditional graduation. He has worked very hard in school. [REDACTED] He has been so sad this week upon learning that graduation was moved to virtual. Please consider moving graduation to the summer and giving all of the seniors the formal and traditional graduation they have worked so hard all of these years to be a part of. Thank you for your time.

From: [REDACTED]
To: [Sabina Taj](#)
Subject: [External] Senior graduation and other celebrations
Date: Thursday, April 30, 2020 5:52:51 PM

! 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 Sabina,

I am writing today to encourage the Board and Mr. Martirano to rethink their decision and not have any celebrations for the class of 2020 virtual. We have turned the corner on this virus and new information is changing daily in favor of resuming activities. The class voted on this and it's my understanding that students voted overwhelmingly in favor of pushing the date back to hold live celebrations.

You must understand how difficult this is for kids to have not seen their friends for months. It is important to think creatively how to hold these events at the high school while adhering to the necessary guidelines. June will look even more favorably than today. Think positive and let's give the students a day for them to remember.

Thank you,

Sincerely

[REDACTED]

From: [REDACTED]
To: [Jennifer Mallo](#)
Subject: [External] Senior graduation and other celebrations
Date: Thursday, April 30, 2020 5:55:26 PM

! 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 Jennifer,

I am writing today to encourage the Board and Mr. Martirano to rethink their decision and not have any celebrations for the class of 2020 virtual. We have turned the corner on this virus and new information is changing daily in favor of resuming activities. The class voted on this and it's my understanding that students voted overwhelmingly in favor of pushing the date back to hold live celebrations.

You must understand how difficult this is for kids to have not seen their friends for months. It is important to think creatively how to hold these events at the high school while adhering to the necessary guidelines. June will look even more favorably than today. Think positive and let's give the students a day for them to remember.

Thank you,

Sincerely

[REDACTED]

From: [REDACTED]
To: [Michael Martirano](#)
Subject: [External] Seniors Deserve A Traditional In Person Graduation
Date: Thursday, April 30, 2020 6:03:11 PM

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Good Afternoon:

My son is a senior at Long Reach High School. He and his friends have worked very hard in school and were quite upset upon learning that they would not get the same opportunity to graduate on stage as I did and as you did. A virtual graduation will never allow these kids to get their true moment to shine. They deserve that. This should not be taken from them. Please consider postponing graduation until the summer and not proceeding with the virtual graduation. Thanks.

From: [Brittany Jacobs](#)
To: [BoE Email](#)
Subject: [External] No Classroom Cuts
Date: Thursday, April 30, 2020 6:15:29 PM

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Dear Board of Education Members,

Here in Howard County we are once again facing funding cuts to education. This is frustrating to hear as a resident, parent and educator. I am asking you to fight harder for our programs here in the county. Our county's population is expanding, and the needs of the school system continue to grow as well. Therefore, adequate funding is necessary. The programs you are currently looking at cutting provide the top notch education our children here in Howard County receive. It is unfortunate that we have to, year after year, fight a battle to keep our music education, GT, special education services, and technology enrichment when these programs are what make our school system world class and able to remain significant and culturally relevant on a global scale. So many other United States school systems cannot tout this accomplishment, but Howard County can and it would be a shame to lose this status due to our current budget issues.

I am imploring you to find cuts to the budget that will not result in a reduction in staffing. It would be psychologically damaging to our educators, who are working tirelessly through distance learning to ensure the highest quality education possible for our students, to lose their jobs at all, let alone in the midst of this pandemic. It would be devastating to our students, who are learning and growing by leaps and bounds in light of all the change and challenge in the world, to not have their teachers there for them, ready to get back to work in the classroom whenever we may be allowed to do so. Surely there can be other ways to save this money without job loss and negative impacts to instruction: delay the redistricting, cut MOI funding, or even freeze salaries. We must protect our students, educators, and programs.

Thank you for your consideration.

Sincerely,

Brittany Jacobs

Sent from my iPhone

From: [REDACTED]
To: [Sabina Taj](#); [Mavis Ellis](#); [Jennifer Mallo](#); [Christina Delmont-Small](#); [Kirsten Coombs](#); [Vicky Cutroneo](#); [Chao Wu](#); [Michael Martirano](#)
Subject: [External] 2020 HS Graduation
Date: Thursday, April 30, 2020 6:17:30 PM

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Good evening,

I'm emailing today to voice my concerns over the counties "Virtual Graduation" announcement. My son will be graduating from Long Reach High School, and had told me previously that he participated in a survey that was sent to all seniors, giving them the "choice" to:

1. Push the graduation back
2. Host graduation at each school - socially distanced
3. Virtual graduation

My understanding is that 92% of the respondents requested a "live" version of graduation, yet the decision was made to make all graduations virtual. It appears that the committee completely disregarded the survey responses of the 2020 seniors, including my son, and he is very upset that his opinion didn't count.

I understand that this is an unprecedented time in history, but drastic times call for drastic measures, and I feel that this "virtual" graduation was taking the easy way out. Please reconsider, and give the seniors SOMETHING to look forward to, by allowing them to celebrate their success with their friends and family.

Thank you,

[REDACTED]
[REDACTED]

From: [Jacobs, Noah](#)
To: [BoE Email](#)
Subject: [External] Support Our Teachers
Date: Thursday, April 30, 2020 6:17:58 PM

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Dear Board of Education Members,

Here in Howard County we are once again facing funding cuts to education. This is frustrating to hear as a resident and parent. I am asking you to fight harder for our programs here in the county. Our county's population is expanding, and the needs of the school system continue to grow as well. Therefore, adequate funding is necessary. The programs you are currently looking at cutting provide the top notch education our children here in Howard County receive. It is unfortunate that we have to, year after year, fight a battle to keep our music education, GT, special education services, and technology enrichment when these programs are what make our school system world class and able to remain significant and culturally relevant on a global scale. So many other United States school systems cannot tout this accomplishment, but Howard County can and it would be a shame to lose this status due to our current budget issues.

I am imploring you to find cuts to the budget that will not result in a reduction in staffing. It would be psychologically damaging to our educators, who are working tirelessly through distance learning to ensure the highest quality education possible for our students, to lose their jobs at all, let alone in the midst of this pandemic. It would be devastating to our students, who are learning and growing by leaps and bounds in light of all the change and challenge in the world, to not have their teachers there for them, ready to get back to work in the classroom whenever we may be allowed to do so. Surely there can be other ways to save this money without job loss and negative impacts to instruction: delay the redistricting, cut MOI funding, or even freeze salaries. We must protect our students, educators, and programs.

Thank you for your consideration.

Sincerely,

Noah Jacobs

From: [James R. LeMon](#)
To: [REDACTED]
Cc: [Sabina Taj](#); [Mavis Ellis](#); [Chao Wu](#); [Jennifer Mallo](#); [Kirsten Coombs](#); [Vicky Cutroneo](#); [Michael Martirano](#); [Christina Delmont-Small](#)
Subject: RE: FW: [External] Re: Our Seniors Deserve Better
Date: Thursday, April 30, 2020 6:48:21 PM
Attachments: [image001.png](#)

Good evening [REDACTED]

Thank you for reaching out again. Is possible for you to give me your phone number and I can all you to answer your questions? Please let me know.

Thanks again.

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
410-313-1255



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From: [REDACTED]
Sent: Thursday, April 30, 2020 6:22 PM
To: James R. LeMon <James_LeMon@hcpss.org>
Cc: Sabina Taj <Sabina_Taj@hcpss.org>; Mavis Ellis <Mavis_Ellis@hcpss.org>; Chao Wu <Chao_Wu@hcpss.org>; Jennifer Mallo <Jennifer_Mallo@hcpss.org>; Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Christina Delmont-Small <Christina_Delmont-Small@hcpss.org>
Subject: Re: FW: [External] Re: Our Seniors Deserve Better

Thank you for your email. I want to know if it is just a celebration or an in-person graduation ceremony later in the future? I thought I heard Ms. Cutroneo ask the same and Mr. Martirano confirmed it during today's meeting. Please confirm.

Thanks,
[REDACTED]

On Thu, Apr 30, 2020 at 6:14 PM James R. LeMon <James_LeMon@hcpss.org> wrote:

Good afternoon,

I am responding on behalf of our Superintendent, Dr. Michael Martirano, and I want to thank you for reaching out to share your thoughts and concerns.

It is important for us to acknowledge that everyone would prefer to have an in-person graduation ceremony. Graduation is truly a special occasion for our senior students, their families, and the community and we are all deeply saddened that the class of 2020 has been so deeply affected by this school closure. The impact that this unforeseen public health crisis has had on our nation and our community is unprecedented.

The virtual graduation ceremony is just one way to celebrate our seniors and there will be other opportunities as well. All HCPSS high schools including Homewood and Cedar Lane will hold a virtual senior awards ceremony to highlight the many accomplishments of its Class of 2020 and announce the recipients of school and community awards and scholarships. This is a wonderful opportunity to continue to recognize our seniors at the end of the school year during the traditional time.

However, as Dr. Martirano stated today in his remarks at the BOE meeting a virtual celebration does not preclude us from also holding an in-person celebration in the future. As we explained in the community email sent on April 27, every school will also host an in-person celebration/ceremony, to be scheduled at a later date. What that celebration/ceremony will look like at our schools has yet to be determined because we are currently unsure of when and where that may be able to occur.

HCPSS is doing everything that it can to celebrate and honor our seniors given these unforeseen circumstances, and HCPSS staff is actively engaged in creating a wonderful experience for our senior students while also accounting for the fact that we are still functioning in a worldwide emergency. We will be providing more detailed information regarding these senior recognition opportunities as we are able to make more concrete plans.

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

410-313-1255



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Begin forwarded message:

From: [REDACTED]
Date: April 30, 2020 at 5:17:11 PM EDT
To: Sabina Taj <Sabina_Taj@hcpss.org>, Mavis Ellis <Mavis_Ellis@hcpss.org>, Jennifer Mallo <Jennifer_Mallo@hcpss.org>, Christina Delmont-Small <Christina_Delmont-Small@hcpss.org>, Kirsten Coombs <Kirsten_Coombs@hcpss.org>, Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>, Chao Wu <Chao_Wu@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>
Subject: [External] Re: Our Seniors Deserve Better

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Mr. Martirano,

Why is it that some of them received replies on your behalf by Mr. LeMon to their emails and not all on this topic? Who determines whose email should be replied to or not?

On Tue, Apr 28, 2020 at 5:47 PM [REDACTED] wrote:

Hello,

Please do not rush and deprive our seniors of their rightfully earned graduation ceremony. Yes, these are unusual circumstances and we won't be able to do the traditional ceremony but giving up on innovative ideas and settling to a basic virtual graduation ceremony is not OK. I know several community members are working on different ideas and will be presenting it for review soon. In the meantime please be patient and open to new ideas.

Superintendent -- In your words, being thoughtful and not a rushed approach on distant learning is not applicable here?

Thank you,
[REDACTED]

From: [Hanover Hills Elementary School](#)
To: [Sabina Taj](#)
Subject: HHES Staff Appreciation Week: 5/4-5/8
Date: Thursday, April 30, 2020 7:10:05 PM

HHES Staff Appreciation Week: 5/4-5/8

Teachers and school staff play a very special role in the lives of our students and families! Every year, families are invited to recognize their outstanding teachers and school staff during National Teacher Appreciation Week.



Next week, May 4th through May 8th, is National Teacher Appreciation Week! While we are unable to celebrate our amazing staff in person, we would still like to show them **our appreciation virtually!** We need your help making next week memorable for our amazing staff! We hope you will join us in congratulating the HHES staff on their outstanding work and dedication to teaching your wonderful children. Although families can choose to express their gratitude in different ways, **we are inviting families to say “Thank You” in the following ways, beginning on Monday, May 4th.**



We love our staff! Please take a moment next week to send your child's teacher, as well as other important staff members, an email to say "Thank You"! We encourage your children to also write a letter or draw a picture to be included in your message. **For a letter template, please [CLICK HERE](#).** *Helpful Hint:* If you open the attached document in Adobe Acrobat Reader, you can use the text tool to type directly into the document.

All of our staff work so hard for our Huskies! When choosing staff members, **please don't hesitate to send emails to those that work hard in our building in other capacities** - such as our School Counselors, School Psychologists, School Nurse, special educators, school specialists, custodial staff, cafeteria staff, para-educators and front office staff. **For a list of staff email addresses, visit hes.hcpss.org.**



We are also asking students and families to send a photo message to our staff. Students are encouraged to take a photograph of themselves in the following ways. We will then share your photos with our staff in a special slideshow during our virtual staff meeting next week.

Here is what we need:

- **Make a sign, artwork, or sidewalk chalk design** that shares a message of appreciation for our Hanover Hills staff. Examples include:
 - “THANK YOU HHES STAFF!”
 - “WE APPRECIATE YOU!”
 - “WE MISS YOU!”
 - “#HUSKYPRIDE”
 - “THANK YOU FOR ... (Add a personal message, such as “having a lunch bunch with me...”, “helping me during...”, or “teaching me how to...”)
- **Take a picture of your student (or your whole family) with their design** and share it to the following Google folder: [HHES Staff Appreciation Student Pictures SY19-20](#) - **IF YOU ARE UNABLE TO LOAD TO THE GOOGLE FOLDER, PLEASE EMAIL YOUR PICTURES TO BOTH MR TODD AT troy_todd@hcpss.org, AND MRS. BRACKNEY AT alisha_brackney@hcpss.org. PLEASE REMEMBER TO LABEL YOUR PHOTO WITH YOUR CHILDS FULL NAME AND GRADE.**
- *Don't have a recent photo?* **Families may also choose to use an older photo of their child, and add a message of appreciation using text to the image. Husky gear encouraged!**
- **Please upload your picture to the google folder by Wednesday, May 6th. Any photo received after this date may not be included in the slideshow.**

Families may also choose to celebrate their child's teacher and other important staff in different ways. Whether it is simply an email of appreciation or virtual gift, **thank you for supporting and appreciating our AMAZING staff!**

Howard County Public Schools would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Howard County Public Schools directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

From: [Don Mu](#)
To: [BoE Email](#)
Subject: [External] Areas of Spending Optimization
Date: Thursday, April 30, 2020 8:33:36 PM

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Dear BOE Members:

Thanks for your hard work on the development and discussion about the 2021 budget. I am writing to you about my deep concerns about the 2021 budget and some suggestions to cut the cost based on my experience as a teacher before.

In principle, we all agree we should increase investment on education, however facing the current budget situation, we can't expect annual increase of the education budget as Dr. Martirano asked. Therefore we need to be fair, mindful and responsible for the money we spend. Here are the areas where spending has been increased significantly in the last several years and therefore should be reconsidered.

Special Ed:

Special ed is an important component of our education system and the school system has been consistently increasing the funding yearly with great emphasis. Considering how much fund has been allocated on the program and the percentage of the students among the population received, we need to balance the growth of the program and use the money appropriately with big picture in mind. Have we evaluated how our spending on each special ed program comparing to neighboring Montgomery, Baltimore, and PG counties? Is there a national standard or average number on how much spending on each special ed student? Is it the fact that unusual higher spending on special ed attracts more special need students enrolled in our schools that puts financial pressure on the majority of the student body, and other funding needs, such as teachers health fund? How do we strike a balance between the needs of majority of the students and much small number of the special ed students? Moreover there are students enrolled in special ed program are actually from other neighboring counties. Is there any way, schools can make sure the county tax money is rightfully used on the county residents who have paid the taxes? The increase of this area should pause and reflect the budge reality of county and HCPSS. In this difficult time the budget in this area has to be cut to reflect the reality.

Back Office and Administrative Cost:

There are many spending in this area can be cut. The most obvious cost is the installation of three high salaried administrative staff on diversity issue. Diversity is such an important role in HCPSS, and therefore it should be the primary responsibility of the superintendent Dr. Martirano. It is not a desirable situation that the superintendent stays behind this office and uses it as a front to shield him from his responsibility. He can do it on his own, not on a secondary role. The money can be spent on 4 more minority teachers or 10 more para-educators in classrooms to help minority students instead of three more back office staff sitting in their offices far away from students.

Additionally, travel and conference costs should be cut totally in the time of pandemics for the sake of well-being of the teachers and staff. So called training as perks and rewards can also be stopped.

Technology:

From what the HPCSS offers in its technology platform, there are way too many fancy programs that should be optimized. For example, a lot of programs in CANVAS are just various video games disguised as learning tools sold to the school in last several years. Kids especially in elementary schools do not need this way of learning because the most effective way of learning at their ages is using a pencil and a piece of paper to practise. The "fun" added in video games in young ages makes kids believing learning has to be fun, and if there is no fun in learning, then they would lose interest in learning. This is a harmful habit in forming. Because the hard the subjects in the higher grades, the less fun there will be, and then the less interest of study. [REDACTED] [REDACTED] With the ever increasing use of technology, we have not seen much increase of achievement of our education results comparing to the pencil and paper era, even ten years ago is proved that the use of technology has not increased the learning results of math, English and science. At least, we can and should cut some spending on purchasing and licensing these so called educational tools. In the basic learning stage, we need to have kids using their pencils and papers to learn the solid skills, instead of logging up more and more screen time sitting which is also not healthy.

Music Program:

Music is important to the development of students, however, it is a high cost initiative with instrument purchase and maintenance and other expenses. Comparing with other basic learning programs that would be considered essential, if we have to cut cost, it could be cut.

Also in the end, please ensure when communicating with the public, don't equal "not increase as much as requested" for a program to a "cut" on the program.

Thanks for your time and consideration of above points. I am not only speaking my own mind, many of my neighbors and community members share same thoughts as mine.

Thanks,
Don Mu

[REDACTED]

From: [Patrick J. Saunderson](#)
To: [REDACTED]
Cc: [Board Member's Email](#); [Michael Martirano](#); [Anissa Dennis](#); [Theo Cramer](#); [Kendra Johnson](#); [Ron K. Morris](#); [Jennifer R. Peduzzi](#); [Jason J. McCoy](#); [James R. LeMon](#); [Kathleen V. Hanks](#)
Subject: Re: [External] Our Seniors Deserve Better
Date: Thursday, April 30, 2020 8:36:10 PM

Good Evening, [REDACTED]

I am responding on behalf of our Superintendent, Dr. Michael Martirano, and I want to thank you for reaching out to share your thoughts and concerns.

It is important for us to acknowledge that everyone would prefer to have an in-person graduation ceremony. Graduation is truly a special occasion for our senior students, their families, and the community and we are all deeply saddened that the class of 2020 has been so deeply affected by this school closure. The impact that this unforeseen public health crisis has had on our nation and our community is unprecedented.

The virtual graduation ceremony is just one way to celebrate our seniors now, understanding that there will be another opportunity once it is safe to do so. All HCPSS high schools, including Homewood and Cedar Lane, will also hold a virtual senior awards ceremony to highlight the many accomplishments of the Class of 2020 and announce the recipients of school and community awards and scholarships. This will be another opportunity to highlight the accomplishments of our seniors at the end of the school year during the traditional time.

However, as Dr. Martirano stated today in his remarks at the BOE meeting, a virtual celebration does not preclude us from also holding an in-person ceremony/celebration in the future. As explained in the [community email](#) sent on April 27, each high school will plan an in-person ceremony/celebration to be scheduled at a later date. We are supporting our principals, in collaboration with seniors and senior planning workgroups, to plan a ceremony/celebration for students and families to engage in honoring our graduates.

HCPSS is focusing on celebrating and honoring our seniors given these unforeseen circumstances. HCPSS staff is actively engaged in creating a wonderful experience for our seniors while also accounting for the fact that we are still functioning in a public health crisis. We will be providing more detailed information regarding our senior recognition opportunities as we continue to finalize each event.

Sincerely,

Pat Saunderson

Pat Saunderson
Community Superintendent
Area 1 Schools
High School Initiatives

From: [REDACTED]

Date: April 28, 2020 at 5:47:48 PM EDT

To: Sabina Taj <Sabina_Taj@hcpss.org>, Mavis Ellis <Mavis_Ellis@hcpss.org>, Jennifer Mallo <Jennifer_Mallo@hcpss.org>, Christina Delmont-Small <Christina_Delmont-Small@hcpss.org>, Kirsten Coombs <Kirsten_Coombs@hcpss.org>, Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>, Chao Wu <Chao_Wu@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>

Subject: [External] Our Seniors Deserve Better

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Hello,

Please do not rush and deprive our seniors of their rightfully earned graduation ceremony. Yes, these are unusual circumstances and we won't be able to do the traditional ceremony but giving up on innovative ideas and settling to a basic virtual graduation ceremony is not OK. I know several community members are working on different ideas and will be presenting it for review soon. In the meantime please be patient and open to new ideas.

Superintendent -- In your words, being thoughtful and not a rushed approach on distant learning is not applicable here?

Thank you,
[REDACTED]