



## Juvenile Services Education Program (JSEP)

JSEP Monthly Board Meeting  
Wednesday, October 4, 2023

<https://youtu.be/eZC04MxlGFU>

The meeting was streamed live and recorded  
for the public on YouTube.

### MINUTES

#### Members and Guests in Attendance

Chair Grace Reusing  
Secretary Sanjay Rai  
Dr. Tracy Durant  
Dr. Peter Leone  
Mr. Richard Stevenson III  
Ms. Sharon Merriweather  
Secretary Vincent Schiraldi

Superintendent Kimberly Pogue  
Mr. David Domenici

- I. Welcome and Roll Call – *Chair Grace Reusing*
  - Chair Reusing noted there was a quorum
- II. Approval of Minutes-
  - Approval of September 6<sup>th</sup> minutes- moved- Dr. Leone, second-Mr. Stevenson, Approved
- III. Public Comment: *No Public comment*
- IV. Superintendent Report - *Superintendent Pogue*
  - Full report attached.
- V. Staffing Update- Superintendent Pogue
  - Staffing Report Attached
  - Dr. Leone- what are we doing about BCJJC vacancies?-Superintendent Pogue- advertising with new groups nationwide, attending recruiting fairs, working with Johns Hopkins, working with HR and David to come up with more ways of recruiting, expanded advertising to the Frederick News Post
  - Do we have substitute teachers to provide math and science?- Superintendent Pogue- content certified teachers in the virtual schools stream, certified special education and other teachers in the school facilitate the instruction in the classroom
  - Are new hires eligible for the bonuses? Superintendent Pogue- yes and they get additional money if they are in a hard to fill location or hard to fill content areas
  - Mr. Maroney-how is the recruiting of school psychologists and social workers going? Superintendent Pogue- the school psychologist was posted and received no application, was re-posted and there are now applications. The site for bids on the contract for social workers, school counselors, and psychologists is open

for bids, but there have been none.

- Chair Reusing-Is there a sign on bonus for the school psychologist, is it ongoing and does it come out of our budget? Superintendent Pogue- The bonus is just for one year and it does come out of JSEP's budget
- Secretary Schiraldi- Over time what is going on with the vacancies? Do the bonuses help? Superintendent Pogue-there are still struggles in the same places, it might be too early to tell if the bonuses are making a difference. Progress is being made at Cullen and Cheltenham
- Secretary Schiraldi- Are we recruiting in PA for Cullen? Pogue—not at this time. We have added advertising in the Frederick News post to help with Cullen
- Dr. Leone-Millersburg, PA has a teacher education program that JSEP might look into. Backbone, Garrett, Green Ridge and WMCC have about a 5% vacancy rate; the rate for all the other facilities is 5 times that high. This reminds us of the importance of getting calendar and salary structures in place.
- Mr. Maroney agrees salaries need to be competitive with the counties.
- Secretary Rai-Math and science are important. Community college enrollment is down so they are hiring their people part time. Many of those people are looking for other jobs and we should tap that market.
- Secretary Schiraldi asked why Garrett is fully included in the staffing report but Noyes is just mentioned under CYDC. Superintendent Pogue- Garrett teachers are the certified teachers who are doing our virtual teaching.
- Mr. Stevenson- the Garrett teachers are teaching 5 subjects to upwards of 100 (individual) courses a day through GoGuardian. Mr. Stevenson will send the numbers to the board members.
- Chair Reusing- Are the virtual teachers teaching more than one class simultaneously? Superintendent Pogue- It depends on who is in their class. They teach the appropriate courses for the students in each class.
- Mr. Maroney- Please explain the procedure for ensuring the students in each facility have an IEP. Superintendent Pogue- For streaming classes all the IEPs are uploaded for the virtual teachers. In schools, once the reviewers are done the IEP must be distributed within 24 hours. The principal or special educator goes over it with the staff in the morning meeting and each teacher signs off that they received it and when it will be implemented in their classroom. The compliance monitor and special education coordinator make sure this is happening in each school. The principal is ultimately responsible for this process.

**VI. Blueprint Update- Superintendent Pogue**

- We have met with the AUB team to tweak our plan and will continue to work with them on implementation of our plan.

**VII. Subcommittee Report- Superintendent Pogue**

- The Credit Attainment Policy was updated to indicate that a student need not pass a final exam in order to pass a class. Their average must be a passing grade. This does not need a vote since it was a minor change.

**VIII. School Calendar Research- Mr. Domenici**

- DJS has started initial work to research the ramifications of changing teacher calendars/workdays to be similar to public school systems.. This sort of calendar would allow JSEP to hold teachers accountable for being in school when the students are there. Maryland School for the Deaf has a 10.5 month calendar with competitive salaries so there is state code that provides for this. More research needs to be done. Will meet with DJS leadership to determine next steps
- Mr. Maroney thinks it may be too late to do anything this legislative season.

**IX. Board Member Remarks and Comment- Chair Reusing**

- Chair Reusing-The December board meeting will be in person. The time may be adjusted for visiting classrooms.

**X. Chair Reusing entertained a movement for adjournment. Moved-Dr. Durant, seconded- Mr. Stevenson. Meeting adjourned.**

- 11/1/23 - <https://youtu.be/AVFZTK-pILc>
- 12/6/23 - [https://youtu.be/o\\_GtvD3bRQ](https://youtu.be/o_GtvD3bRQ)