



**Juvenile Services Education Program
(JSEP)**

<https://youtu.be/GtvD3bRQ>

**JSEP Monthly Board Meeting
Wednesday, December 6, 2023**

MINUTES

Members and Guests in Attendance

Ms. Sharon Merriweather
Mr. Richard Stevenson III
Chair Grace Reusing
Dr. Sanjay Rai
Ms. Hilma Munson
Mr. Peter Leone
Dr. Catherine Gammage
Ms. Mariam Spalding
Ms. Shelby Webb
Dr. Sohn Butts

Mr. Marc Schindler
Mr. Leonard Webb
Ms. Kimberly Pogue
Ms. Margi Joshi
Dr. Andrae Townsel
Dr. Tracy Durant
Dr. Lizann Miller
Ms. Nina Riggs
Ms. Jarren Jeffery
Ms. Jennifer Swiesh

- I. Welcome and Roll Call-*Chair Reusing*
 - Ms. Reusing called the role and noted that there is quorum.
 - Approval of Minutes- will need to be approved when the closed session minutes are added

- II. Public Comment: *No Public comment*

- III. Superintendent Report – *Superintendent Kimberly Pogue*
 - Full Report-attached. Welcome to Ms. Graham, our new special education teacher at Hickey
 - Leadership Presentation- Slides attached
 - Questions:
 - **Dr. Leone**- Thank you for the presentation. Do kids have access to books during non-school hours? Ms. Swiech-There have been book clubs in several facilities. The number of books students can take to the unit is facility dependent depending on the rules of the facility. With the new library system, RAs will be able to take students to the library and check out books when school is not in session
 - What are the opportunities for post-secondary students? Dr. Butts- The post-secondary students have the opportunity to complete industry recognized certificates and college programming. We have a limited number of VR headsets which allow exposure to a variety of industries and are working to procure more through the Perkins grant. Committed facilities allow students more time to explore certifications and move further toward a career path.
 - Do students know shortly after they get to a JSEP school how many credits they need for graduation? Ms. Jeffery-Through the use of the ILP students know where they are and what they need. Counselors meet with students to explain transcripts and graduation requirements.
 - **Ms. Reusing**- Thank you. What are the challenges your teachers face teaching in housing units? Would the education program in your school be able to teach by courses? Mr. Edwards- The challenges in teaching by unit is having middle school students and several different classes being taught by one teacher all at the same time. This is even difficult for the most efficient teacher. Education would be ready now for the change to single subject classes, the challenge would be for DJS. They did have single subject classes at Hickey a long time ago. Ms. Reusing asked Mr. Schindler to talk to Mr. Schiraldi about looking into the possibility of returning to single subject classes.
 - **Ms. Merriweather**-How often are we doing informal auditing and do we have corrective action plans? Mr. Parsley-Explained the framework and how ongoing monitoring is taking place. He has been working one-on-one with schools to ensure they stay compliant and all their reports are done correctly.
 - Ms. Pogue- If there are aspects of the JSEP program the board would like more information on, she can arrange for more in-depth presentations to the Board.

- IV. Staffing Update- *Superintendent Kimberly Pogue*
 - Full report attached
 - Upcoming Career Fair in March
 - Advertising across the state through many outlets
 - Most new hires coming as a result of references from current staff. Would like to entertain giving referral bonuses to staff

- V. Restructured work and pay schedules for JSEP school staff – *Chair Reusing*
 - Mr. Stevenson reviewed teacher survey.
 - 13 people were in favor of 10 month schedule depending on how that schedule would affect their pay and sick and annual leave
 - Some surveyed would like 12 month but with more days off and breaks during the school year
 - Others surveyed would like the 20 year retirement that some State workers have (as opposed to 30). JSEP teachers would like to earn 1.33 years toward retirement each year since they work a longer year than teachers in LEAs.
 - Mr. Schindler recapped work that has taken place so far on this issue, reiterating that it would be a heavy legislative lift and this would be a board decision as far as what direction to go. JSEP may need their own legislative person to make this work
 - Mr. Leone- it would make sense to do a legislative analysis to explore options and see if something could be

initiated this year. He made a motion for JSEP to hire a person to help with legislation

- Ms. Merriweather seconded
- Ms. Reusing- the superintendent can do this without a motion from the board.
- Mr. Stevenson reiterated that teachers may not be in favor of a 10 month school year depending on the negative affect to their salary and leave.
- Mr. Townsel- it would be helpful to him to know if this was something the Superintendent wanted before making any decisions. As a member of the board, he would not want to take any action that was not recommended by the superintendent
- Ms. Pogue- would need assistance to push through a large piece of legislation- in the areas of drafting it, finding sponsors, keeping up on changes to the legislation as it moves through, and being present in Annapolis when needed.
- Mr. Leone- need to know if it will work for teachers
- Ms. Reusing- following up on Mr. Leone's motion restated as – the board will pursue an avenue for Kim to do this and a workgroup for DJS to look at pay parity, regional pay scales, and 10 & 12 month contracts and support hiring someone in this role.
- Motion passed

VI. Old Business – *Chair Reusing*

- a. New Subcommittee- Since the last meeting Ms. Reusing discussed with Mr. Schiraldi and decided that there would just be one subcommittee to handle all committee work. That subcommittee already had DJS people, JMU representation, and board members. Mr. Schiraldi and Ms. Reusing will meet often to move initiatives forward
- b. In-person board meeting for this month needed to be canceled. Mr. Stevenson made a motion to have an in-person board meeting or retreat in March. Dr. Durant will not be able to attend. Ms. Reusing asked if we could go to Hickey. Ms. Pogue said yes. There will be a virtual option. Seconded by Ms. Merriweather. Motion passed.

VII. Other Board Remarks-

- a. Mr. Schindler- shout out to Ms. Pogue and her team for the presentation
- b. Mr. Schindler –one week from tomorrow Freedom Reads will be installing libraries on the living units at Cheltenham and Hickey and do a live performance at BCJJC and Cheltenham

VIII. Motion to Adjourn-Dr. Durant, Second-Dr. Leone