

## **MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION**

Tuesday, December 3, 2019  
Maryland State Board of Education  
200 W. Baltimore Street  
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, December 3, 2019, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Brigadier General (BG) Warner Sumpter (Ret.); Ms. Jean Halle; Ms. Gail Bates; Mr. Clarence Crawford; Charles R. Dashiell, Jr., Esq.; Dr. Vermelle D. Greene; Dr. Justin M. Hartings; Dr. Rose M. Li; Dr. David Steiner; Ms. Noureen Badwi, Student Representative; and State Superintendent Dr. Karen B. Salmon. (Dr. Joan Mele-McCarthy and Mr. Michael Phillips; were absent.)

The following staff members were present: Elizabeth Kameen, Esq. Assistant Attorney General; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Amalie Brandenburg, Deputy State Superintendent, Office of Finance and Administration; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; and Dr. Miya T. Simpson, Executive Director, Office of the State Board.

President Sumpter called the meeting to order and opened with the Pledge of Allegiance.

President Sumpter recognized members of the Maryland Association of Boards of Education in attendance.

Dr. Salmon recognized local superintendents in attendance.

### **PUBLIC COMMENT**

- Sarah Rosen – *2016 Maryland Education Law MSDE/MIPA*
- Tia Knott – *Special Education and Mental Health*
- Brian Donlon – *Bridge Projects*
- Josh Mazer – *HPV Vaccine*
- Dr. James Fielder – *Teacher Preparation and Certification Regulations*
- Christopher Lloyd – *Teacher Preparation and Certification Regulations*

### **NEW BUSINESS**

#### ➤ ***Approval of Consent Agenda:***

General Sumpter called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for October 22, 2019

- Approved with amendments to the actions on pages 5 and 6 to reflect repeal and replacement of COMAR 13A.04.18 *Programs in Comprehensive Health Education* and COMAR 13A.04.05 *Education that is Multicultural*
- Personnel Actions
- Budget Adjustments – October and November 2019
- Career and Technical Education Four-Year State Plan

**ACTION:** Upon motion by Dr. Steiner and seconded by Ms. Bates, the State Board approved the Consent Agenda. (In Favor: 10; opposed: 0; abstained: 0)

## **RECOGNITION OF 2019 NASBE CIVIC ENGAGEMENT CHAMPION FOR MARYLAND**

*(Presenter: Dr. Karen B. Salmon, State Superintendent)*

The State Board recognized Ms. Michelle St. Clair, a social studies teacher at Loch Raven Technical Academy (Baltimore County Public Schools), who was selected as the 2019 NASBE Civic Engagement Champion. This award is an initiative created through partnership with the Frank Islam Institute for 21<sup>st</sup> Century Citizenship (FII) and the National Association of State Boards of Education (NASBE) to highlight the critical role middle school teacher’s play in helping students become active, responsible citizens.

President Sumpter and Dr. Salmon also recognized Mr. Bruce Lesh, MSDE Director of Social Studies, Science, and Disciplinary Literacy for his role in coordinating the application process for Maryland and working closely with the NASBE national committee in selecting the finalists.

Dr. Salmon acknowledged Ms. Christina Beyers, Community Superintendent for Baltimore County Public Schools, who was in attendance on behalf of Superintendent Dr. Darryl Williams to honor Ms. St. Clair.

## **REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION**

### ➤ ***Maryland 2018-2019 Report Card***

*(Presenter: Dr. Dara Shaw, Executive Director, MSDE Office of Research; Chandra Haislet, Director, Accountability and Data Systems)*

Dr. Shaw and Ms. Haislet presented Maryland’s 2018-2019 Accountability System Report Card data and results, provided a demonstration of the website, and shared the communication plan and materials the MSDE will use to support local school systems, superintendents, principals, teachers, parents, and stakeholders. Dr. Shaw noted that the school survey topic scores information reflects the statewide average of schools.

State Board members inquired about whether the survey includes all students, grades 5 –11. Dr. Shaw responded that all students are included to ensure that a range a responses is captured, and that instructional staff. Members also asked about the reasons for the differences in responses for students and educators, particularly around school safety and substance abuse, and why questions were phrased differently for each group. Dr. Shaw

explained that research shows that students have a better understanding of substance use and abuse (but not of supports and resources), and educators have a better understanding of supports and resources (but not use and abuse).

*ACTION: None. For information and discussion.*

➤ ***High School Graduation Task Force: Recommendations for Health Education and Technology Education***

*(Presenter: Dr. Carol Williamson, Chief Academic Officer)*

Dr. Williamson provided information on the Maryland High School Graduation Task Force recommendations for Health Education and Technology Education. Presently, students are required to earn one-half credit in health education and one credit in technology education for graduation. The Task Force recommends increasing the health education credit from one-half to one credit, and reducing the technology education requirement from one credit to one-half credit. Dr. Williamson also shared the rationale behind each recommendation.

State Board members inquired about the MSDE's support for districts. Dr. Williamson explained that the MSDE sets standards and provides a framework for districts/schools to use. Board members also expressed concerns around competing demands related to the technology education regulation and meeting needs.

The State Board agreed by consensus that the department should move forward with drafting the health education and technology education recommendations to be brought back to the Board for further consideration.

*ACTION: None. For information and discussion.*

## **ADJOURN TO EXECUTIVE SESSION**

Pursuant to § 3-305(b)(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Justin Hartings, seconded by David Steiner and with unanimous approval, the Maryland State Board of Education met in closed session on Tuesday, December 3, 2019 in Conference Room #1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick Building. All board members were present except for Michael Phillips and Dr. Joan Mele-McCarthy. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, and Elliott Schoen. The Executive Session commenced at 12:00 p.m.

At that time, the State Board approved three Opinions and two Orders for publication.

- *In the Matter of Outdoor Education Fees (Montgomery County Board of Education) – petition for declaratory ruling – Op. No. 19-39*
- *London S. v. Baltimore County Board of Education – residency – Op. No. 19-40*

- *Li Z. v. Montgomery County Board of Education* – magnet program admission – Op. No. 19-41
- *In Re: Baltimore City Appeal of Maintenance of Effort Determination* – request for reconsideration – OR19-21
- *Hailan W. v. Montgomery County Board of Education* - untimeliness – OR19-20

The Board deliberated on one case. It will be published at a later date.

- *Naldo Rozon, et al. v. Prince George 's County Board of Education* - petition for declaratory ruling

The Board approved the Anne Arundel County Board of Education request for an opinion of the Attorney General regarding compensation for local board members.

Counsel provided the Board with advice regarding the AELR process for regulations.

Dr. Salmon discussed with the board embargoed Countywide Kindergarten Readiness Assessment results.

President Sumpter discussed process for conducting the State Superintendent search with the Board.

The Executive Session ended at 1:40 p.m.

## **STATE SUPERINTENDENT’S REPORT**

### ➤ ***Curriculum Vetting***

*(Presenter: Tiara Booker-Dwyer, Assistant State Superintendent for Career and Technical Education)*

Ms. Booker-Dwyer provided an overview of the outcomes of the curriculum vetting process in school systems that have schools identified for comprehensive support and improvement (CSI). The presentation included: a discussion of the impact of high-quality curricula; how schools systems must demonstrate evidence that the curriculum aligns to the MSDE standards; the MSDE curriculum rubric, timeline, and report structure; and curriculum vetting examples from local school systems. Ms. Booker-Dwyer also provided an overview of next steps.

*ACTION: None. For information and discussion.*

### ➤ ***Update on Teacher Member Application Process***

*(Presenter: Sarah Spross, Assistant State Superintendent for Educator Certification and Program Approval)*

Ms. Spross provided an update on the application process and shared that the elected individual will be announced later this month.

State Board members inquired about the cost associated with the election process and the number of teachers that were eligible to vote. Ms. Spross shared that the cost was approximately \$38,000 and that 89,600 teachers were eligible to vote.

*ACTION: None. For information and discussion.*

## **NEW BUSINESS**

### ➤ ***Code of Maryland Regulations (COMAR)***

*(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)*

#### ▪ **COMAR 13A.08.01.03 *Lawful Absences (Permission to Publish)***

Request for permission to publish amendments to COMAR 13A.08.01.03 *Lawful Absences*. The proposed amendments define, update, and clarify the requirements for lawful absences, to include the legislative mandates of 2017 regarding lawful absences of pregnant and parenting teens.

*ACTION: Upon motion by Dr. Li and seconded by Ms. Halle, the State Board granted permission to publish the proposed amendments. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

#### ▪ **COMAR 13A.15 - .18 *Family Childcare, Child Care Center, Child Care – Letters of Compliance, and Large Family Child Care Homes (Permission to Adopt)***

Request for permission to adopt the proposed amendments to the regulations upon the release of the delay imposed by the Administrative, Executive, and Legislative Review (AELR) Committee. Based on public comments and additional corrections and clarifications identified as necessary by the OCC, changes were recommended regarding the following: denial of registration and revocation; basic health and safety, ADA and breastfeeding preservice training; staff health; advertisement; individuals living on the child care premises; admission to care; substitutes; and supervision.

*ACTION: Upon motion by Dr. Hartings and seconded by Dr. Steiner, the State Board granted permission to adopt the regulations, upon release of the delay imposed by the AELR Committee. (In favor: 9; Opposed: 0 – Dr. Li; Abstained: 0. Ms. Bates was not present.)*

#### ▪ **COMAR 13A.07.12 *Disqualification Criteria for Substitute Teachers (Permission to Adopt)***

Granted permission to adopt COMAR 13A.07.12 *Disqualification Criteria for Substitute Teachers*. The proposed regulation outlines the following with respect to disqualification criteria for substitute teachers: causes of disqualification; notice of

disqualification and right to appeal; disqualified substitute teacher database; and disqualification of a substitute who holds a Maryland Educator Certificate.

*ACTION: Upon motion by Ms. Halle and seconded by Mr. Crawford, the State Board granted permission to adopt the regulation. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

▪ **COMAR 13A.12.01-.02 Educator Licensure (Repeal and Replace - Permission to Publish)**

Ms. Spross provided an overview of the historical background and timeline regarding the regulation and an update on the recent action taken by the Professional Standards and Teacher Education Board. Ms. Spross explained that all regulations involving teacher certification or educator preparation programs must be approved by both the SBOE and the PSTEB prior to publication. On September 24, 2019, the SBOE granted permission to publish COMAR 13A.12.01-.07 *Educator Licensure*. That regulation is in the process of being published in the Maryland Register for public comment. On October 3, 2019, the PSTEB granted permission to publish an alternative version of COMAR 13A.12.01-.07 *Educator Licensure*. Legal Counsel has advised that two competing version of the same regulation cannot move forward simultaneously. There are two options:

- 1) The State Board may oppose COMAR 13A.12.01-.07 as submitted today with a majority vote.
- 2) The SBOE may grant permission to publish this revised version of COMAR 13A.12.01-.07, but must also vote to pull back and rescind the version which was granted permission to publish during the September 2019 meeting.

Dr. Hartings reiterated the need to be clear about the State Board's policy position and the expectation that educators in Maryland should be able to pass the required licensure exam(s), and that the Board supports a full-year residency requirement.

State Board members agreed to pull back the regulations to hear additional feedback from stakeholders and discussions during the legislative session. Dr. Salmon said she will be meeting with higher education groups/partners later in the month for further discussion.

*ACTION 1: Upon motion by Dr. Hartings and seconded by Dr. Steiner, the State Board rejected the PSTEB's proposed changes to COMAR 13A.12.01-.02 Educator Licensure and rescinded approval to publish COMAR 13A.12.01-.07 (previously approved for publication during the State Board's September 24, 2019 meeting). (In favor: 9; Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

*ACTION 2: Upon motion by Dr. Hartings and seconded by Mr. Crawford, the State Board voted to delay for further consideration. (In favor: 11; Opposed: 0; Abstained: 0). (In favor: 9; Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

▪ **COMAR 13A.07.14 Child Sexual Misconduct History (Permission to Publish)**

Requested permission to publish 13A.07.14 *Child Sexual Abuse and Sexual Misconduct History*. This is a new regulation regarding the child sexual abuse and sexual misconduct history review required by Md. Code, Education Article §6-113.2.

*ACTION: Upon motion by Mr. Dashiell and seconded by Dr. Greene, the State Board approved the withdrawal of the regulation. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

## **STATE BOARD MEMBER REPORTS AND COMMENTS**

- Ms. Halle provided an update on the recent meeting of the Strategy Committee.
- Dr. Greene reiterated a previous request for a gender breakdown of data provided to the State Board. She presented a motion to the State Board to have gender information disaggregated, particularly related to discipline and testing data.

*ACTION: Upon motion by Dr. Greene and seconded by Dr. Hartings, the State Board voted to have data presented to the State Board disaggregated by gender. (In favor: 9 Opposed: 0; Abstained: 0. Ms. Bates was not present.)*

- Dr. Greene requested an update regarding student discipline data. Dr. Salmon said it will be provided at the February State Board meeting.
- Ms. Badwi attended the Professional Learning Institute, sponsored by the Division of Early Intervention and Special Education Services, in November. She commented Dr. Franczkowski and her team for planning such an informative and well-run conference.
- Ms. Badwi also noted her attendance at the recent Student Leadership Conference.
- Dr. Greene was selected as the State Board representative on the NCEE Equity Committee, with Ms. Badwi serving as a back-up. Given this new appointment, Dr. Greene withdrew her from her role as the State Board's representative on the MSDE's Math Task Force. A new representative will be selected.

## **FUTURE AGENDA ITEMS/AGENDA PLANNING**

President Sumpter reviewed the tentative agenda items for the next meeting on **Tuesday, January 28<sup>th</sup>:**

- State Board Member Reports
- State Superintendent's Report
- Regulatory Actions

## **OPINIONS**

Ms. Kameen announced the following Opinions and Orders:

- *In the Matter of Outdoor Education Fees* (Montgomery County Board of Education) – petition for declaratory ruling – Opin. No. 19-39
- *London S. v. Baltimore County Board of Education* – residency – Opin. No. 19-40
- *Li Z. v. Montgomery County Board of Education* – magnet program admission – Opin. No. 19-41
- *In Re: Baltimore City Appeal of Maintenance of Effort Determination* – OR 19-20
- *Hailan W. v. Montgomery County Board of Education* – OR 19-21

## **ADJOURNMENT**

With no further business before the Board, the meeting was adjourned at 4:15 p.m.

Karen B. Salmon, Ph.D.  
Secretary/Treasurer

Date: January 28, 2020

**This is a summary of the information presented and action(s) taken. The video recording serves as the official record for each meeting. To access the [video recording](#) click on the meeting date of interest. [Meeting materials, Opinions, and Orders](#) are also publicly available.**

**The next meeting of the Maryland State Board of Education will be held on Tuesday, January 28, 2020** at the Nancy S. Grasmick State Education Building, 200 West Baltimore Street, 7<sup>th</sup> Floor Board Room, Baltimore, Maryland 21201.

Appropriate accommodations for individuals with disabilities will be provided upon request. Eight business days notice prior to the event is required. Please contact Charlene Necessary at (410) 767-0467 or TTY at (410) 333-6442 so arrangements can be made.

**MARYLAND STATE BOARD OF EDUCATION**  
**PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)**

1. Recorded vote to close the meeting.

Date: December 3, 2019

Time: 12:00 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Justin Hartings

Seconded by: Dr. David Steiner

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 2

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

- 1. To discuss: (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- 2. To protect the privacy or reputation of individuals concerning a matter not related to public business.
- 3. To consider the acquisition of real property for a public purpose and matters directly related thereto.
- 4. To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- 5. To consider the investment of public funds.
- 6. To consider the marketing of public securities.
- 7. To consult with counsel to obtain legal advice.
- 8. To consult with staff, consultants, or other individuals about pending or potential litigation.
- 9. To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- 10. To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- 11. To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- 12. To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- 13. To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- 14. Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)

Topic

Reason for closed-session discussion to topic

§ 3-305(b)(7)

Legal Counsel/Advice and Internal Board Management

To discuss with legal counsel four appeals from local boards of education; two draft orders of the State Board; one miscellaneous memo; obtain legal advice; and discuss one internal board management item.

*Thomas J. Dumpter*

4. This statement is made by \_\_\_\_\_, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 03, 2019 BOARD MEETING**

**I. Appointments Grade 19 and above:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Ellis, Lori	Education Program Specialist I, Leadership Development Specialist	21	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD
Morgan, Josh C.	Education Program Specialist I – Student Course Data Specialist	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology	TBD
Thunga, Ranjani K.	Education Program Specialist I – Education Data Quality Assurance Specialist	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Boyd, Judith	Academic Math Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	11/06/19
Brennan, Timothy	Library Media Specialist	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	11/06/19
Carrington, Karima	Teacher Supervisor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	11/06/19
Rich, George	GED Teacher Administrator	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	11/20/19
Spikes, Tiffany	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	TBD

Stevenson, Richard	Academic Resource Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	12/04/19
Shockley, John	Academic Resource Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	12/04/19

**III. Other Actions: Promotional**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Lori G. Ellis

**Position:** Education Program Specialist I, Leadership Development Specialist

**Division/Office:** Career and College Readiness

**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$63,925 - \$102,634

**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Educational Administration/Supervision, or education related field.

**EXPERIENCE:**

Four (4) years of professional administrative experience providing instructional leadership, supervising school-based professionals and/or leading school improvement initiatives is required.

**DESCRIPTION:**

This is a professional position with responsibilities for providing leadership, expertise, and guidance to local school systems and institutions of higher education in the implementation of research-based practices that foster the growth of effective teachers and leaders.

**QUALIFICATIONS:**

**Education:**

Nova Southeastern University (Fort Lauderdale, Florida) 2014 – Doctorate of Education in Educational Leadership

Loyola University (Baltimore, Maryland) 1996 – Master’s Degree in Curriculum and Instruction Science Content

Coppin State University (Baltimore, Maryland) 1985 – Bachelor’s Degree in Special Education and Early Childhood Education

**Experience:**

National Institute for School Leadership (NISL) (Washington, DC)

2016 – 2019: NISL National Leadership Coach

Prince Georges County Public Schools (Landover, Maryland)

2012 – 2016: Comprehensive Principal Induction Program Coordinator (Oxon Hill Staff Development Center)

2002 – 2011: Principal – Highland Park Elementary School

2008: Principal on Assignment – Central Office

2000 – 2002: Assistant Principal – Concord Elementary School

National Association of Elementary School Principals (Alexandria, Virginia)

2007 – 2014: Principal Coach and Facilitator

**EMPLOYMENT STATUS:**

New Hire



**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Josh C. Morgan  
**Position:** Education Program Specialist I – Student Course Data Specialist  
**Division/Office:** Assessment, Accountability, and Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$63,925 - \$102,634  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Master’s Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

**EXPERIENCE:**

Four (4) years of data collection, management and analysis experience. Experience in or affiliated with an education program is preferred; this experience to include providing technical assistance related to the collection of education related data. SAS (Statistical Analysis Software) is desired.

**DESCRIPTION:**

This is a professional position responsible for data collection, data management, data analysis, data reporting and local school system support within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Josh C. Morgan:

**QUALIFICATIONS:**

**Education:**

University of South Alabama (Mobile, Alabama) 2013 – Master’s Degree in Sociology, 2011 -  
Bachelor’s Degree in Sociology Anthropology

**Experience:**

Baltimore Clayworks (Baltimore, Maryland)

2019 – Present: Data Analyst/Front Desk Associate

Baltimore City Public Schools (Baltimore, Maryland)

2017 – 2018: Data Analyst, Special Education

Baltimore’s Promise (Baltimore, Maryland)

2016 – 2017: Data Analyst

Pennsylvania Department of Education, Northwest Tri-County Intermediate Unit (Edinboro,  
Pennsylvania)

2014 – 2016: Data Coordinator, Special Education

**EMPLOYMENT STATUS:**

New Hire



**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Ranjani K. Thunga  
**Position:** Education Program Specialist I – Education Data Quality Assurance Specialist  
**Division/Office:** Assessment, Accountability, and Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$63,925 - \$102,634  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Master’s Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

**EXPERIENCE:**

Four (4) years of data collection, management and analysis experience. Experience in or affiliated with an education program is preferred; this experience to include providing technical assistance related to the collection of education related data. SAS (Statistical Analysis Software) is desired.

**DESCRIPTION:**

This is a professional position responsible for data collection, data management, data analysis, data reporting and local school system support within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Ranjani K. Thunga:

**QUALIFICATIONS:**

**Education:**

Stevenson University (Owings Mill, Maryland) 2018 – Master’s Degree in IT Management and Business Administration Finance, Law & Customer Services

University of Madras (Chennai, India) 2002 – Bachelor’s Degree in Business Management Statistics (Accounting)

**Experience:**

Baltimore County Public Schools (Towson, Maryland)

2016 – Present: Fiscal Analyst and Tableau Developer and Tester (Internship BCPS)

2015 – 2016: Data Specialist

2014 – 2015: eLearning Facilitator/Tech. Liaison

Baltimore Neurosurgery and Spine Centre (Baltimore, Maryland)

2010 – 2014: Claim Specialist

Ayafina Inc. (Cockeysville, Maryland)

2005 – 2011: Manager and Customer Relations Specialist

Soru One Business Services, LLC

– 2004: Accounting Clerk - Intern

**EMPLOYMENT STATUS:**

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 03, 2019 BOARD MEETING**

**I. Appointments Grade 19 and above:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Afework, Sharon	Child Care Licensing Regional Manager MSDE	19	Office of the Deputy for Teaching and Learning, Division of Early Childhood	TBD
Brown, Victor	Accountant Manager II – Deputy Chief, Accounts Receivable Section	20	Office of the Deputy for Finance, Division of Business Services	TBD
Riley, Amber R.	Child Care Licensing Regional Manager MSDE	19	Office of the Deputy for Teaching and Learning, Division of Early Childhood	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Addendum

**III. Other Actions: Promotional**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>SALARY GRADE</u></b>	<b><u>DIVISION/OFFICE</u></b>	<b><u>DATE OF APPOINTMENT</u></b>
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**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Sharon Afework  
**Position:** Child Care Licensing Regional Manager  
**Division/Office:** Early Childhood  
**Salary Grade:** State Salary Grade: 19  
Annual Salary Range: \$56,165 - \$90,173  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Bachelor's Degree in child development, education, social work or psychology from an accredited college or university.

**EXPERIENCE:**

Five years of experience inspecting, licensing and monitoring child care centers, family day care homes and non-public nursery schools.

**NOTE:**

Possession of an associate's degree in early childhood development, teacher education, sociology or psychology and two year's work experience inspecting, licensing and monitoring child care centers, family day care homes and non-public nursery schools may be substituted for the Bachelor's degree.

**DESCRIPTION:**

This is a professional position serving as the Regional Manager of Region VI – Howard and Carroll Counties Office of Child Care responsible for providing directions, management, and supervision of child care regulatory and licensure activities and operations to ensure the protection of children in out-of-home childcare facilities and non-public nursery schools.

Sharon Afework

**QUALIFICATIONS:**

**Education:**

Central Connecticut State University (New Britain, Connecticut) 1991 – 126 college credits toward Bachelor's degree in Sociology

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

– 2019: Acting Child Care Licensing Regional Manager for Howard and Carroll Counties

2018 – present: Child Care Licensing, Supervisor

2005 – 2018: Child Care Licensing Specialist

Families First (Concord, California)

2000 – 2003: Parent Aide Program Coordinator

1999 – 2000: Transitional Housing Counselor

YWCA Sexual Assault Crisis Service (Hartford, Connecticut)

1997 – 1999: Child Advocate

Behavioral Consultants and Research Center (San Rafael, California)

1996 – 1999: Behaviorist/Teaching Assistant

**EMPLOYMENT STATUS:**

Promotional



**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Victor Brown  
**Position:** Accountant Manager II – Deputy Chief, Accounts Receivable  
**Division/Office:** Division of Business Services  
**Salary Grade:** State Salary Grade: 20  
Annual Salary Range: \$56,743 - \$96,197  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Bachelor's Degree in Accounting or a Bachelors with 30 credit hours in Accounting and related courses; including or supplemented by 3 credit hours in Auditing. Possession of a CPA is preferred.

**EXPERIENCE:**

Six years (6) of experience examining, analyzing and interpreting accounting systems, records and reports by applying General Accepted Accounting Principles. Three years (3) of required experience must be direct supervision of other professional employees.

**DESCRIPTION:**

The Accountant Manager II position serves as the Chief of the Accounts Receivable Section in the Division of Business Services and is responsible for providing leadership and administering technical assistance in planning, directing, and controlling accounts receivable, grant accounting, and related functions of the Accounting Branch. The position verifies transactions and prepares reports for management in accordance with Generally Accepted Accounting Principles (GAAP), federal regulations, and guidelines established by the Comptroller's Office and Department of Budget and Management (DBM).

Victor Brown

**QUALIFICATIONS:**

**Education:**

Rivers State University of Science and Technology (Port-Harcourt, Nigeria) 2004 – Master’s Degree in Business Administration (Marketing), 1998 - Bachelor’s Degree in Accounting, 1990 – Associates Degree in Banking/Finance

Frederick Community College (Frederick, Maryland) 2007 – Computerized Accounting Certificate

Community College of Baltimore County (Baltimore, Maryland) 2019 – Database Certificate

**Experience:**

Maryland Department of Public Safety (Baltimore, Maryland)

2018 – Present: Accountant Supervisor I

Maryland State Highway Administration (SHA) (Baltimore, Maryland)

2016 – 2017: Budget Analyst (Fiscal Services Administrator I)

Maryland Department of Aging (MDOA) (Baltimore, Maryland)

2012 – 2016: Accountant Advanced (Accounting Section supervisor)

Strayer University (White Marsh, Maryland)

2012 – 2014: Adjunct Professor (Business/Marketing)

Maryland State Retirement Agency (Baltimore, Maryland)

2007 – 2012: Accountant II (Banking Services/General Ledger)

Maryland School for the Deaf (MSD) (Frederick, Maryland)

2006 – 2007: Accountant I (Accounts Payable Supervisor)

Union Bank Plc (Nigeria)

1999 – 2003: Internal Auditor (Inspection Officer)

1994 – 1999: Budget/Management Support Officer

1985 – 1994: Branch Associate (Branch Operations)

**EMPLOYMENT STATUS:**

New Hire



**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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December 3, 2019

**BOARD LIST**

The following professional appointment is submitted for approval by the State Board of Education:

**Name:** Amber R. Riley  
**Position:** Child care Licensing Regional Manager  
**Division/Office:** Early Childhood Office of Child Care  
**Salary Grade:** State Salary Grade: 19  
Annual Salary Range: \$56,165 - \$90,173  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Bachelor's Degree in Child Development, education, social work or psychology from an accredited college or university.

**EXPERIENCE:**

Five years of experience inspecting, licensing and monitoring child care centers, family day care homes and non-public nursery schools.

**DESCRIPTION:**

This is a professional position serving as the Regional Manager of Region III – Baltimore County Office of Child Care responsible for providing direction, management, and supervision of child care regulatory and licensure activities and operations to ensure the protection of children in out-of-home childcare facilities and non-public nursery schools.

Amber R. Riley

**QUALIFICATIONS:**

**Education:**

Penn State University (Harrisburg, Pennsylvania) 1994 – Bachelor’s Degree in Elementary Education

**Experience:**

Maryland State Department of Education (Eldersburg, Maryland)

2019 - Present: Acting Regional Manager, Baltimore City

2018 – 2019: Licensing Supervisor

2002 – 2018: Child Care Licensing Specialist

**EMPLOYMENT STATUS:**

Promotional