

## MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, June 25, 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, June 25, 2019, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Justin M. Hartings, President; Ms. Stephanie R. Iszard, Vice President; Ms. Gail Bates; Mr. Clarence Crawford; Ms. Jean Halle; Dr. Rose M. Li; Mr. Michael Phillips; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, Student Representative; and State Superintendent Dr. Karen B. Salmon. (Dr. Vermelle Green, Dr. Joan Mele-McCarthy, and Dr. David Steiner 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 Hartings called the meeting to order and opened the meeting with the Pledge of Allegiance.

President Hartings welcomed members of the Maryland Association of Boards of Education (MABE) in attendance.

Mr. Awono introduced Noureen Badwi, who will serve as the 2019-2020 State Board student representative.

### PUBLIC COMMENT

The following individuals provided public comment:

- *Joann Boughman* – Teacher Preparation Programs
- *Tina Bjarekull* – Program Approval Regulations

### NEW BUSINESS

#### ➤ *Approval of Consent Agenda:*

President Hartings called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for May 21, 2019 Meeting
  - Approved with a spelling correction on page 4.

- Personnel Actions
- Budget Adjustments for May 2019

*ACTION: Upon motion by Ms. Bates and seconded by General Sumpter, the State Board approved the Consent Agenda. (In Favor: 8; opposed: 0; abstained: 0. Mr. Awono had not arrived.)*

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

- ***Maryland High School Graduation Task Force/Diploma Recommendations - Timeline***  
*(Dr. Carol Williamson, Chief Academic Officer/Deputy State Superintendent, Office of Teaching and Learning)*

Dr. Williamson presented the timeline for review and action on regulatory and study recommendations of the Maryland High School Graduation Task Force, which was convened in January 2018. The recommendations will result in implementation for students beginning with the incoming ninth grade class in the 2021-2022 school year.

Dr. Williamson provided an overview of the focus areas and related recommendations to include credit and program, diplomas and assessments.

State Board members discussed major decision points and related Kirwan Commission recommendations and the impact of the new testing legislation on the Maryland Comprehensive Assessment Program (MCAP). Dr. Hartings emphasized the need to be thoughtful and slower in taking action to effectively align (where/as appropriate) the work and recommendations of all groups/moving parts (Graduation Task Force, Kirwan Commission, MCAP, legislation, etc.)

*ACTION: None. For information and discussion only.*

- ***Federal Striving Readers Comprehensive Literacy (SRCL) Grant***  
*(Dr. Carol Williamson Chief Academic Officer/Deputy State Superintendent, Office of Teaching and Learning; Dr. Marcia Sprankle, Assistant State Superintendent, Division of Curriculum, Instructional Improvement and Professional Learning)*

Dr. Williamson and Dr. Sprankle provided an update regarding the implementation of the Federal SRCL grant, *Maryland's Keys to Comprehensive Literacy*, and a summary of activities occurring across the State supported through the grant funds. Maryland has been awarded \$45 million over three years through the Federal SRCL grant to advance literacy skills in the state from birth through grade 12. Presenters also explained the federal requirements and outlined the federal funding distribution.

State Board members inquired about implementation and monitoring, and requested future information on outcome data.

*ACTION: None. For information and discussion only.*

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

### ➤ **Committee Reports**

- *Kirwan Commission* – Dr. Salmon provided an update and shared that the funding formula workgroup has been established and members appointed. The full Commission is tentatively scheduled to resume in October with the final report due in December, 2019.
- *Online Learning Policy* – Ms. Halle provided a summary of the June 12<sup>th</sup> meeting, which included a summary of information presented to the committee and discussion of preliminary recommendations to be presented to the State Board.
- *Maryland Association of Student Councils (MASC)* – Mr. Awono shared that the MASC is working with the Maryland Center for School Safety to have student representation.

### ➤ **State Board Member Comments/Updates**

- Senator Bates shared that she recently attended the Southern Regional Education Board meeting, which focused on Education for Transforming the Work Force. She also had the opportunity to visit EGATE schools with department staff.
- Dr. Li introduced her student intern.
- General Sumpter thanked Dr. Salmon for the opportunity to accompany her on school visits and noted several observations and highlights of the visits.

## **STATE SUPERINTENDENT'S REPORT**

### ➤ ***Office of Compliance and Monitoring Update*** (Rick Henry, Executive Director )

Mr. Henry provided an overview of the Office and annual report, organized around four (4) areas of responsibility: 1) Graduation Rate Validation Review; 2) Nonpublic School Textbook Program Review; 3) Principal Evaluation System Review; and 4) Complaints, Waste, Fraud, and Abuse. Mr. Henry shared information about the types of allegations and disposition of cases to date. He noted that one positive outcome has been the sharing of best/effective practices across systems. Mr. Henry also introduced and thanked his staff.

State Board members commended Dr. Salmon and staff on their work and collaborative approach. Dr. Salmon shared that she has also received positive feedback from local districts acknowledging the value of the audit process in making improvements to their policies and systems.

*ACTION:* None. For information and discussion only.

➤ ***Md. Code Ann. Education Article §2-202 (SB 529/HB 87 – State Board of Education – Membership – Teacher/Parent Members)***

*(Dr. Karen B. Salmon, State Superintendent; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator, Certification, and Program Approval)*

Information and discussion pertaining to the implementation of recent legislation that increases the membership of the Maryland State Board of Education from 12 to 14 members, by adding one certified teacher who is actively teaching and one parent of a student enrolled in a public school. The MSDE is responsible for the following:

- Providing notice of a teacher member vacancy to:
  - all certified teachers who are actively teaching in the State, and
  - all teachers’ organizations representing teachers in the State for purposes of collective bargaining;
- Developing regulations pertaining to the election of the teacher member;
- Conducting elections in accordance with the regulations adopted by the MSDE; and
- Notifying the Maryland Parent Teacher Association (PTA) of a parent member vacancy.

Dr. Salmon shared that the MSDE will need to procure an online voting system to conduct the teacher election, noting the short timeline for securing a vendor and conducting a statewide election.

*ACTION: None. For information and discussion only.*

**EXECUTIVE SESSION**

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Ms. Bates, seconded by Dr. Li, and with unanimous agreement the Maryland State Board of Education met in closed session in Conference Room #1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick Building. All board members were in attendance except Dr. Vermelle Greene, Dr. Joan Mele-McCarthy, and Dr. David Steiner. 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 Derek Simonsen. The Executive Session commenced at 11:40 a.m.

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

- *P.G. and T.G. v. Montgomery County Board of Education* – bullying/sexual harassment of a student – Opin. No. 19-23
- *Andrew K. v. Baltimore County Board of Education* – school transfer – Opin. No. 19-24
- *Latin Schools of America, LLC v. Baltimore City Board of School Commissioners (II)* – denial of charter school application – Order No. OR19-07

- *In the Matter of Non-Recurring Cost Appeal: Baltimore County* – denial of non-recurring cost – Order No. OR19-08
- *Jennifer Hoover v. Montgomery County Board of Education* – request for reconsideration – Order No. OR19-09
- *Rosalia Huggins v. Baltimore City Board of School Commissioners* – request for reconsideration – Order No. OR19-10

Counsel updated the State Board on the response to the remand of *Shantell D. v. Baltimore City Board of School Commissioners*.

Amalie Brandenburg discussed Budget alignment procedures.

Dr. Salmon presented information on the Embargoed CREDO Report; Proposed Memorandum of Understanding with Massachusetts; The Jefferson School Investigation of Child Abuse; and Howard County School System Audit RFP Request.

At 1:00 p.m. all staff left the meeting. State Board members discussed the Superintendent’s evaluation.

The Executive Session ended at 2:15 p.m.

## **NEW BUSINESS**

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

*(Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)*

- ***13A.04.05 Education that is Multicultural (Repeal) and 13A.01.06 Educational Equity (Permission to Publish)***

Request for permission to repeal Code of Maryland Regulation (COMAR) 13A.04.05 *Education that is Multicultural* and publish new 13A.01.06 *Educational Equity*. Substantive changes were identified during the 30-day comment period which requires the regulatory action to be republished. The new educational equity regulations establish equity as a priority for the Maryland State Department of Education (MSDE) and all local school systems.

State Board members requested clarification of the “equity lens” definition as related to human resources and hiring and promotion *decisions* and shared concerns around the use of the word “decisions,” suggesting to replace it with “process.”

***ACTION:*** *Upon motion by General Sumpter and seconded by Mr. Awono, the State Board granted permission to repeal COMAR 13A.04.05 and publish COMAR*

*13A.01.06 as amended. (In Favor: 8; opposed: 0; abstained: 0. Mr. Phillips was not present.)*

▪ ***13A.12.01.07 Educator Licensure (Permission to Publish)***

Request for permission to publish the repeal and replacement of the COMAR 13A.12.01-.07 *Educator Licensure*. This regulatory language is aligned to the MSDE’s comprehensive plan to increase the rigor and accountability of educator certification and preparation programs in Maryland.

Ms. Halle inquired about the Evaluation section (G) of the regulation and suggested clarification of the language or changing “evaluation” to a “credential plan.”

*ACTION: Upon motion by General Sumpter, and seconded by Ms. Halle, the State Board granted permission to publish the repeal and replacement of the regulation, with amendments. (In Favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)*

▪ ***13A.07.06 Programs for Professionally Certificated Personnel (Permission to Publish)***

Request for permission to publish amendments to the COMAR 13A.07.06 *Programs for Professionally Certificated Personnel*. The amendments are being proposed to increase the rigor and accountability of educator preparation programs that lead to an initial Maryland license.

Board members discussed amending the language as appropriate and applicable to preparation programs at private institutions of higher education.

*ACTION: Upon motion by Ms. Bates, and seconded by General Sumpter, the State Board granted permission to publish the regulation, with amendments. (In Favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)*

▪ ***13A.04.18 Comprehensive Health Education Instructional Programs for Grades PreKindergarten – Grade 12 (Permission to Publish)***

Request for permission to publish the repeal of COMAR 13A.04.18 *Comprehensive Health Education Instructional Programs for Grades Prekindergarten – Grade 12*, and replace with new COMAR 13A.04.18 *Comprehensive Health Education Instructional Programs for Grades Prekindergarten – Grade 12*. The proposed amendments are the result of consultation with the Maryland Department of Health regarding sexually transmitted infections in Maryland’s youth and data regarding the sexual behavior of young people in the state. The proposed amendments resulted from stakeholder and local school system input and require skills-based health education with an emphasis on student safety, including mandates in Maryland statute.

*ACTION: Upon motion by Ms. Iszard and seconded by Mr. Crawford, the State Board granted permission to publish the repeal and replacement of the regulation. (In Favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)*

- **13A.05.05.02 School Counseling Program (Permission to Adopt)**  
Request for permission to adopt amendments to Regulation .02 *School Counseling Program* under COMAR 13A.05.05. The proposed amendments define, update, and clarify the requirements for school counseling programs to support and unify the role of school counselors in students' academic, career, and personal/social performance to enhance school success based upon the American School Counseling Association (ASCA) National Model.

*ACTION: Upon motion by Ms. Halle and seconded by Mr. Crawford, the State Board adopted the amendments to the regulation. (In Favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)*

- **COMAR 13A.05.05.04 School Psychology Program (Permission to Adopt)**  
Request for permission to adopt amendments to Regulation .04 *School Psychology Program* under COMAR 13A.05.05. The proposed amendments further define and clarify the role of the school psychology program to support the expanded role of school psychologists based upon the National Association of School Psychologists (NASP) guidelines.

*ACTION: Upon motion by Ms. Iszard and seconded by Ms. Bates, the State Board adopted the amended regulation.. (In Favor: 8; opposed: 0; abstained: 0. Mr. Phillips was not present.)*

- **COMAR 13A.04.07 Gifted and Talented Education (Permission to Adopt)**  
Request for permission to adopt amendments to Regulations .01—.04 and .06 under COMAR 13A.04.07 *Gifted and Talented Education*. The purpose of these amendments is to provide local school systems with direction for identifying students and developing and implementing the gifted and talented education programs and services needed to develop these students' full potential. These regulations establish the minimum standards for student identification, programs and services, professional learning, and reporting requirements.

*ACTION: Upon motion by Ms. Bates, and seconded by Dr. Li, the State Board adopted the amendments to the regulation. (In Favor: 8; opposed: 0; abstained: 0. Mr. Phillips was not present)*

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

The State Board discussed tentative agenda items for the June meeting(s):

- **Monday, July 22<sup>nd</sup>** – No meeting planned

- **Tuesday, July 23<sup>rd</sup> -**
  - Task Force on Student Discipline Regulations
  - Charter School Appeals Decisions
  - Student Transfers
  - State Superintendent's Report
  - Regulatory Actions

### **CLOSING REMARKS**

President Hartings shared that he will not seek re-election as State Board President when new officers are elected during the July meeting. He appreciates the support he has received from colleagues during his tenure and looks forward to continuing to work with everyone.

President Hartings recognized Vice President Iszard and Mr. Awono, whose terms on the State Board will expire on June 30, 2019. Ms. Iszard and Mr. Awono shared remarks and thanked colleagues and staff.

### **OPINIONS**

Ms. Kameen announced the following Opinions and Orders:

- *P.G. and T.G. v. Montgomery County Board of Education* – bullying/sexual harassment of a student – Opin. No. 19-23
- *Andrew K. v. Baltimore County Board of Education* – school transfer – Opin. No. 19-24
- *Latin Schools of America, LLC v. Baltimore City Board of School Commissioners (II)* – denial of charter school application – Order No. OR19-07
- *In the Matter of Non-Recurring Cost Appeal: Baltimore County* – denial of non-recurring cost – Order No. OR19-08
- *Jennifer Hoover v. Montgomery County Board of Education* – request for reconsideration – Order No. OR19-09
- *Rosalia Huggins v. Baltimore City Board of School Commissioners* – request for reconsideration – Order No. OR19-10

### **ADJOURNMENT**

With no further business before the Board, the meeting was adjourned at 4:06 p.m.

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

Date: July 23, 2019

***The information included here provides a summary of the agenda items presented and actions taken during the meeting of the Maryland State Board of Education. The video recordings of the meetings are the official record of the meetings and can be located at:***

***<http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2019.aspx>***

**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: June 25, 2019

Time: 11:40 a.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Ms. Bates

Seconded by: Dr. Li

Members in favor: 9

Opposed: 0

Abstaining: 0

Absent: 3

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) (1)	Personnel Matter	Performance evaluation.
§ 3-305(b) (7)	Legal Advice	Legal appeals.



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

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE June 25, 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>
Bart, Miriam	Education Program Specialist I, Assessment – Social Studies	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Caglayan-Guner, Esin	Education Program Specialist I, Assessment	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Cornelius, James D.	Chief Information Officer (Program Manager Senior III)	25	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Edgar, Valerie	Communications Director (Designated Administrative Manager Senior II)	24	Office of the State Superintendent, Chief of Staff, Office of Communications and Partnerships	TBD
Edwards, Scott G.	Education Program Specialist II, Nonpublic School Approval Specialist	22	Office of the Deputy for School Effectiveness, Division of Educator Certification and Program Approval	TBD
Elliott, Nicol A.	Education Program Specialist II, Lead Monitoring Specialist	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Oshityoye, Osh A.	Education Program Specialist II, Career & Technology Accountability Coordinator	22	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD
Rhymer, Danielle	Education Program Specialist I – Special Education Resource & Policy Specialist	21	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD

Tourtlotte, Luke A.	Education Program Specialist II, Nonpublic School Approval Specialist	22	Office of the Deputy for School Effectiveness, Educator Certification and Program Approval	TBD
Turlik, Michael A. Jr.	Education Program Specialist I, Assessment	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>
Grossman, Michael	Academic English Teacher	18	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	IEPP
Rivers, Thomas	School Guidance Counselor	18	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	IEPP
Williams, Jennifer	Academic English Teacher	18	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	IEPP
Joseph, Sharon	School Guidance Counselor	18	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	IEPP

**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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June 25, 2019

BOARD LIST

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

**Name:** Miriam I. Bart  
**Position:** Education Program Specialist I, Assessment – Social Studies  
**Division/Office:** Assessment, Accountability & Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$61,754 - \$99,644  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master’s Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university. Coursework or Certification in English/Language Arts or Mathematics or Social Studies/History preferred.

**EXPERIENCE:**

Four (4) years of administrative, teaching, or other professional work experience in or affiliated with an education program; experience including two years coordinating or administering an education program or services directly related to the position at the middle school or secondary level is preferred.

**DESCRIPTION:**

This is a professional position responsible for providing assessment leadership and technical expertise in the development of the Maryland Comprehensive Assessment Program (MCAP) which align to Social Studies Maryland standards for grades 6 through high school and will collaborate with curriculum staff to provide resources and profession development opportunities that improve educator’s understanding or the standards and assessments.

Miriam I. Bart

**QUALIFICATIONS:**

**Education:**

George Mason University (Fairfax, Virginia) 2007 – Master’s Degree in Curriculum and Instruction

Syracuse University (Syracuse, New York) 2002 – Bachelor’s Degree in Psychology & Graphic Arts Geography

**Experience:**

Anne Arundel Public Schools ( Annapolis, Maryland)

2011 – Present: Social Studies Teacher and Department Chair –Old Mill Middle School South

Loudoun County Public Schools (Leesburg, Virginia)

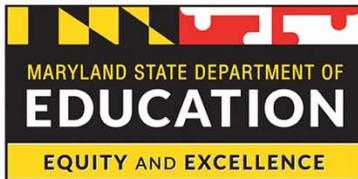
2006 – 2011: History, Civics & Economic Teacher – J. Lupton Simpson Middle School

Warren County Public Schools (Front Royal, Virginia)

2005 – 2006: US History Teacher – Warren County Middle School

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Esin Caglayan-Guner  
**Position:** Education Program Specialist I, Assessment – Three (3) Positions Secondary Mathematics 040307  
**Division/Office:** Assessment, Accountability, & Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$61,754 - \$99,644  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university. Coursework or Certification in English/Language Arts or Mathematics or Social Studies/History preferred.

**EXPERIENCE:**

Four (4) years of administrative, teaching, or other professional work experience in or affiliated with an education program; experience including two years coordinating or administering an education program or services directly related to the position at the middle school or secondary level is preferred.

**DESCRIPTION:**

This is a professional position responsible for providing assessment leadership and technical expertise in the development of the Maryland Comprehensive Assessment Program (MCAP) which align to English/Language Arts or Mathematics or Social Studies Maryland standards for grades 6 through high school and will collaborate with curriculum staff to provide resources and profession development opportunities that improve educator's understanding of the standards and assessments.

Esin Caglayan-Guner

**QUALIFICATIONS:**

**Education:**

University of Maryland (College Park, Maryland) 2006 - Master's Degree in Math Education

Bosphorus University (Istanbul, Turkey) 1994 – Bachelor's Degree in Teaching Mathematics

**Experience:**

National Cathedral School (Washington, D.C.)

2018 – Present: Long-term Math Substitute Teacher

K12, Inc. (Herndon, Virginia)

2014 – Present: Math Assessment Developer

Washington Waldorf School (Bethesda, Maryland)

2015 – 2016: Math Support Specialist

Elizabeth Seton High School (Bladensburg, Maryland)

2002 – 2009: Mathematics Teacher, Department Co-Chair

The Koc School Tepeoren Mahallesi (Istanbul, OC)

2001 – 2002: Mathematics Teacher

Marmara High School (Marmara Egitim Koyu, Istanbul, OC)

1994 – 2001: Mathematics Teacher

**EMPLOYMENT STATUS:**

New Hire



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

June 25, 2019

**BOARD LIST**

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

**Name:** James D. Cornelius  
**Position:** Chief Information Officer (Program Manager Senior III)  
**Division/Office:** Assessment, Accountability and Information Technology  
**Salary Grade:** State Salary Grade: 25  
Annual Salary Range: \$80,568 - \$129,354  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or 36 post baccalaureate credit hours of coursework in Computer Information Technology, Management Information Systems, Computer Science, a combination of Business and Information systems or a related field.

**EXPERIENCE:**

Six (6) years of professional experience with managing, designing, developing, implementing, maintaining and controlling information technology systems for multipurpose, multi-tasking operations. Three (3) years of the required experience must have included direct supervision of other professional employees.

**Note:** Two (2) additional years of experience as defined above can be substituted for a Master's Degree.

**DESCRIPTION:**

This is a professional position serving as the Chief Information Officer (CIO) for the Maryland State Department of Education responsible for providing strategy, leadership, and direction of MSDE's information technology resources and policies.

James D. Cornelius

**QUALIFICATIONS:**

**Education:**

Middlebury College (Middlebury, Vermont) 1999 – Master’s Degree in English

University of Wisconsin (Madison, Wisconsin) 1993 – Bachelor’s Degree in English

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2008 – Present: Program Manager Online Testing and Maryland Integrated Science  
Assessment

Open Learning Systems (San Francisco, California)

2007 – 2008: Founder/Chief Consultant

Oakland Unified School District (Oakland, California)

2005 – 2007: Assessment Tools Manager

Edusoft Houghton Mifflin (San Francisco, California)

2003 – 2005: Senior Data Integration Lead

Leadership High School (San Francisco, California)

2002 – 2003: Technology Coordinator

McKinsey & Company (San Francisco, California)

2000 – 2001: Training Coordinator

**EMPLOYMENT STATUS:**

Promotional



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Valerie B. Edgar  
**Position:** Communications Director (Designated Administrative Manager Senior II)  
**Division/Office:** Office of Communications and Partnerships  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$75,461 - \$121,164  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Bachelor's Degree from an accredited college or university.

**EXPERIENCE:**

At least two years of management level experience leading a communications office, which provided the applicant with the competencies and expertise described below under Essential Requirements.

**DESCRIPTION:**

This management service position, which reports to the Chief of Staff, is responsible for supervising the Maryland State Department of Education (MSDE) Office of Communications director leads communication and outreach efforts that keep internal and external stakeholders informed about State education policies, programs and new initiatives that effect Maryland schools, students, educators and communities we serve, as well as, advises and assists the Chief of Staff in the creation and implementation of major strategic communications initiatives of the Department.

Valerie B. Edgar

**QUALIFICATIONS:**

**Education:**

Towson University (Baltimore, Maryland) 1991 – Bachelor’s Degree in Mass Communications and Speech

**Experience:**

Maryland Department of Transportation State Highway Administration (Baltimore, Maryland)

1995 – Present: Director of Communications and Public Affairs Officer

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Scott G. Edwards  
**Position:** Education Program Specialist II, Nonpublic School Approval Specialist  
**Division/Office:** Educator Certification and Program Approval  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$66,231 - \$106,348  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related field.

**EXPERIENCE:**

Five years of professional work experience in education that must include experience in the application of regulations. Administration and/or supervisory experience in a special education setting desirable.

**DESCRIPTION:**

This is a professional position serving as lead technical specialist responsible for providing leadership, technical and legal expertise in all aspects of the approval of nonpublic educational programs, including those for students with disabilities who are unable to be educated in public schools.

Scott G. Edwards

**QUALIFICATIONS:**

**Education:**

Towson University (Towson, Maryland) 2016 – Master’s Degree in Human Resources Development – Educational Leadership

University of Baltimore (Baltimore, Maryland) 2008 – Master’s Degree in Applied Psychology Counseling

Concordia College (Bronxville, New York) 2000 – Bachelor’s Degree in Behavioral Sciences Education

**Experience:**

National Center on Institutions and Alternatives – Youth in Transition School (Windsor Mille, Maryland)

2016 - Present: Assistant Director of Education

Board of Child Care – Strawbridge School (Baltimore, Maryland)

2013 – 2016: Director of Vocational, Educational, and Community Services

2009 – 2013: Coordinator of IEP, Testing, and Academic Services

2006 – 2009: Special Educator

Bethlehem Lutheran Church and Christian Day School (Baltimore, Maryland)

1997 – 2006: Director of Youth Ministries/Middle School Teacher

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

BOARD LIST

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

**Name:** Nicol A. Elliott  
**Position:** Education Program Specialist II, Lead Monitoring Specialist  
**Division/Office:** Special Education/Early Intervention Services  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$66,231 - \$106,348  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a closely related field.

**EXPERIENCE:**

Five (5) years of professional administrative or teaching experience in or affiliated with special education or early intervention, experience coordinating or administering programs related to services for individuals with disabilities and their families is preferred.

**DESCRIPTION:**

This is a professional lead position responsible for the monitoring of local public agencies and local school systems to ensure compliance with the Individuals with Disabilities Education Act (IDEA) and the Code of Maryland Regulations (COMAR), and improve results for infants, toddlers, young children, and youth with disabilities and their families, birth through age 21.

Nicol A. Elliott

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Columbia Campus, Maryland) 1999 – Master’s Degree in Special Education

University of Maryland College Park (College Park, Maryland) 1991 – Bachelor’s Degree in Hearing & Speech Sciences

**Experience:**

Harford County Public Schools (Bel Air, Maryland)

2010 – Present: Coordinator Infants and Toddlers

Baltimore County Public Schools (Towson, Maryland)

2008 – 2010: Specialist Child Find and Preschool

2004 – 2008: Resource Teacher, Public Placement

2002 – 2004: Community-based Special Educator/Early Childhood Inclusion Teacher

1998 – 2002: Preschool Special Educator

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Osh A. Oshitoye  
**Position:** Education Program Specialist II, Career & Technology Accountability Coordinator  
**Division/Office:** Career and College Readiness  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$65,901 - \$106,348  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 hours of post baccalaureate course work in Educations, Educational Administration/Supervision, Public Administration, Information Management Systems, or in any related field.

**EXPERIENCE:**

Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including tow (2) years of experience in coordinating or administering an education program or services directly related to the position. Experience with SQL, business intelligence software, MS Excel and Access desired; administrative experience in an area related to accountability, information management, or a related field is preferred.

**DESCRIPTION:**

This is a professional position serving as the lead technical expert responsible for administering, managing, and monitoring the state Career and Technology Education (CTE) Accountability System and for providing leadership and coordination to Maryland school systems and community colleges regarding performance management and accountability.

Osh A. Oshitoye

**QUALIFICATIONS:**

**Education:**

University of Texas at Dallas (Richardson, Texas) 2005 – Doctorate Degree in Public Policy and Political Economy; 2000 - Master’s Degree in Applied Sociology; 1999 – Master’s Degree in Public Affairs

University of North Texas Health Science Center (Fort Worth, Texas) 2007 – Master’s Degree in Biostatistics

University of Dallas (Irving, Texas) 1993 – Bachelor’s Degree in English Literature

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist - Research Associate/Data Analyst

Maryland Department of Health and Mental Hygiene (Baltimore, Maryland)

2013 – 2015: Capacity Building Program Evaluator

Baltimore City Public Schools (Baltimore, Maryland)

2011 – 2013: Program Evaluator II/Project Manager

Measuring Impact Consulting & Prescriptive Choice Consulting (Wilmington, Delaware)

2006 – 2011: Principle Consultant

Nemours Health and Prevention Services (Newark, Delaware)

2007 – 2009: Senior Evaluation Scientist

Parkland Health and Hospital Systems (Dallas, Texas)

2005 – 2007: Evaluator (Part-Time)

Dallas Independent School District (Dallas, Texas)

2002 – 2007: Evaluation and Assessment Specialist

U.S. Department of Health and Human Services, Office of the Inspector General (Dallas, Texas)

2000 - 2002: Program Analyst

Blue Cross and Blue Shield of Texas (Richardson, Texas)

1991 – 2000: Medical Data Analyst

**EMPLOYMENT STATUS:**

Promotional



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Danielle Rhymer  
**Position:** Education Program Specialist I – Special Education Resources & Policy Specialist  
**Division/Office:** Early Intervention & Special Education Services  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$62,063 - \$99,644  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master’s Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Education related field.

**EXPERIENCE:**

Four (4) years of experience in coordinating or administering special education programs and related services for individuals with disabilities and their families is preferred.

**DESCRIPTION:**

This is a professional position responsible for Special Education policy development and review, product development, and cross-divisional technical assistance activities of the Division with public agencies to carry out federal and State regulations, maintain compliance, and participate in the Maryland State Performance Plan and Annual Performance Report.

Danielle Rhymer

**QUALIFICATIONS:**

**Education:**

Ball State University (Muncie, Indiana) 2018 – Master’s Degree in Special Education; 2013 – Bachelor’s Degree in Special Education

**Experience:**

Goodwill Education Initiatives (Indianapolis, Indiana)

2017 - Present: Manager of Student Services and Support

2015 – 2017: Special Education Coordinator

Indianapolis Public Schools (Indianapolis, Indiana)

2014 – 2015: Special Education Teacher

Bierman ABA and Autism Center (Westfield, Indiana)

2013 – 2014: Behavior Therapist

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Luke A. Tourtlotte  
**Position:** Education Program Specialist II, Nonpublic School Approval Specialist  
**Division/Office:** Educator Certification and Program Approval  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$66,231 - \$106,348  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related field.

**EXPERIENCE:**

Five years of professional work experience in education that must include experience in the application of regulations. Administration and/or supervisory experience in a special education setting desirable.

**DESCRIPTION:**

This is a professional position serving as lead technical specialist responsible for providing leadership, technical and legal expertise in all aspects of the approval of nonpublic educational programs, including those for students with disabilities who are unable to be educated in public schools.

Luke A. Tourtlotte

**QUALIFICATIONS:**

**Education:**

Loyola University (Baltimore, Maryland) 2010 – Master’s Degree in Educational Administration and Supervision

Towson University (Towson, Maryland) 2001 – Bachelor’s Degree in Physical Education

**Experience:**

Woodbourne School (Baltimore, Maryland)

2015 – Present: Director of Education

2009 – 2010: Administrative Internship

2001 – 2015: Physical Education Teacher

**EMPLOYMENT STATUS:**

New Hire



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

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June 25, 2019

**BOARD LIST**

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

**Name:** Michael A. Turlik Jr.  
**Position:** Education Program Specialist I, Assessment – Secondary Mathematics  
**Division/Office:** Assessment, Accountability, & Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$61,754 - \$99,644  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university. Coursework or Certification in English/Language Arts or Mathematics or Social Studies/History preferred.

**EXPERIENCE:**

Four (4) years of administrative, teaching, or other professional work experience in or affiliated with an education program; experience including two years coordinating or administering an education program or services directly related to the position at the middle school or secondary level is preferred.

**DESCRIPTION:**

This is a professional position responsible for providing assessment leadership and technical expertise in the development of the Maryland Comprehensive Assessment Program (MCAP) which align to English/Language Arts or Mathematics or Social Studies Maryland standards for grades 6 through high school and will collaborate with curriculum staff to provide resources and profession development opportunities that improve educator's understanding of the standards and assessments.

Michael A. Turlik, Jr.

**QUALIFICATIONS:**

**Education:**

Western Governors University (Salt Lake City, Utah) 2016 – Master’s Degree in Curriculum and Instruction

Kent State University (Kent, Ohio) 2010 – Bachelor’s Degree in Secondary Education

**Experience:**

Anne Arundel County Public Schools (Edgewater, Maryland)

2015 – Present: Mathematics Teacher - South River High School

Harford County Public Schools (Bel Air, Maryland)

2010 – 2015: Teacher – Fallston High School

**EMPLOYMENT STATUS:**

New Hire