

APPROVED  
6-1981

Rockville, Maryland  
January 26, 1981

The Board of Education of Montgomery County met in regular session at the Educational Services Center, Rockville, Maryland, on Monday, January 26, 1981, at 7:50 p.m.

ROLL CALL Present: Mrs. Carol F. Wallace, President in  
the Chair

Mr. Blair G. Ewing  
Dr. Marian L. Greenblatt  
Mrs. Suzanne K. Peyser  
Mrs. Elizabeth W. Spencer  
Miss Traci Williams\*  
Mrs. Eleanor D. Zappone

Absent: Mr. Joseph R. Barse

Others Present: Dr. Edward Andrews, Superintendent of  
Schools  
Dr. Harry Pitt, Deputy Superintendent  
Dr. Robert S. Shaffner, Executive  
Assistant

Re: Announcements

Mrs. Wallace announced that Mr. Barse was out of town because of a death in his immediate family, and Miss Williams would arrive later.

Resolution No. 68-81 Re: Approval of the Board Agenda

On motion of Mrs. Spencer seconded by Mr. Ewing, the following resolution was adopted unanimously:

Resolved, That the Board approve its agenda for January 26, 1981, with the deletion of the items on tax-sheltered annuities and legislation and with the shift of the executive session recess to 10 p.m.

Resolution No. 69-81 Re: Purchase of Land Adjacent to  
Gaithersburg Elementary School  
(Area 5)

On recommendation of the superintendent and on motion of Mrs. Spencer seconded by Mrs. Zappone, the following resolution was adopted with Mr. Ewing, Dr. Greenblatt, Mrs. Spencer, Mrs. Wallace, and Mrs. Zappone voting in the affirmative (Mrs. Peyser not voting):

WHEREAS, The Department of School Facilities has been contacted by an agent for Mr. and Mrs. N. E. Belt, owners of parcel P790 in the City of Gaithersburg, offering their property for sale to the Board of Education; and

WHEREAS, The acquisition of this half-acre parcel lying adjacent to our Gaithersburg Elementary School site, in conjunction with the anticipated use of city owned parcels P829 and P931 in the former Brooks Avenue corridor,

\* Miss Williams joined the meeting at a later time.

would allow for the effective use of approximately 1.3 additional acres of contiguous space for the proposed elementary school renovation program; and

WHEREAS, The proposed purchase price of \$25,000 falls within the range of appraisal estimates and would ultimately provide for the maximum development of available resources and land use alternatives for the addition of vital parking and outdoor recreation facilities; now therefore be it

Resolved, That the president and secretary be authorized to make settlement with Mr. and Mrs. N. E. Belt for the parcel described as P790 in the City of Gaithersburg, containing 24,774 square feet (.5687 acre) and its 10-foot-wide access easement, for the expansion of the Gaithersburg Elementary School site to 8.5271 acres; and be it further

Resolved, That the source of funds for the \$25,000 purchase price will be the Site Acquisition Account 991-91-140-0-01.

Resolution No. 70-81                      Re: Reduction of Retainage - Oakland Terrace Elementary School (Area 1)

On recommendation of the superintendent and on motion of Mrs. Spencer seconded by Mrs. Zappone, the following resolution was adopted with Mr. Ewing, Dr. Greenblatt, Mrs. Spencer, Mrs. Wallace, and Mrs. Zappone voting in the affirmative (Mrs. Peyser did not vote):

WHEREAS, Ernest R. Sines, Inc., general contractor for the P.E. Facility at Oakland Terrace Elementary School, has completed 99% of all specified requirements as of December 31, 1980, and has requested that the 10 percent retainage amount, which is based on the completed work to date, be reduced to 5 percent retainage; and

WHEREAS, The project bonding company, Fidelity and Deposit of Maryland, by letter dated January 14, 1981, consented to this reduction; and

WHEREAS, The project architect has recommended that this request for reduction in retainage be approved by letter dated January 15, 1981; now therefore be it

Resolved, That the contract's specified 10 percent retainage withheld from periodic construction contract payments to the Ernest R. Sines, Inc., general contractor for the P.E. Facility at Oakland

Terrace Elementary School, currently amounting to 10 percent of the contractor's request for payment to date, now be reduced to 5 percent with remaining 5 percent to become due and payable after formal acceptance of the completed project and total completion of all remaining contract requirements.

Re: Inspections of Oakland Terrace  
Elementary School P.E. Facility  
and Damascus Elementary School

Mrs. Spencer and Mrs. Peyser will inspect Oakland Terrace and Damascus Elementary Schools. The dates and times are to be determined.

Resolution No. 71-81

Re: Bid 52-81, Microscopes

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

WHEREAS, Funds have been budgeted for the purchase of microscopes; now therefore be it

Resolved, That having been duly advertised November 26, 1980, the contracts for the furnishing of microscopes for the period of January 27, 1981, through January 13, 1982, under Invitation to Bid 52-81 be awarded to:

Fisher Scientific Company, Chicago, Illinois  
Sargent-Welch Scientific Company, Springfield, New Jersey  
Science Kit, Inc., Tonawanda, New York,

low bidders meeting specifications.

Resolution No. 72-81

Re: Bid 63-81, Micrographic Equipment

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

WHEREAS, Funds have been budgeted for the purchase of micrographic equipment; now therefore be it

Resolved, That having been duly advertised December 3, 1980, the contract for the furnishing of micrographic equipment under Invitation to Bid 63-81 be awarded to:

Bell & Howell, Baileys Crossroads, Virginia,

low bidder meeting specifications.

Resolution No. 73-81

Re: Award of Contracts for Request  
for Qualifications 81-04,  
Contractual Programming Services

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

WHEREAS, There is a need to make major changes to the Payroll Computer Programs so as to discontinue withholding employee and employer portions of FICA (Social Security) taxes from sick leave and other eligible leave payments; and

WHEREAS, A transfer of funds needs to be approved for the use of contractual programming services; now therefore be it

Resolved, That freeze savings in Category 1, Object 1 salary are approved for transfer to Category 1, Object 2 in the amount of \$20,000 contractual; and be it further

Resolved, That having been duly advertised on November 26, 1980, the contracts for these contractual programming services under Request for Qualifications 81-04 be awarded to:

Ms. Judi Dombek, Gaithersburg, Maryland  
Computer Data Management, Inc., Beltsville, Maryland,

low bidders meeting the technical and business requirements of the Request for Qualifications.

Resolution No. 74-81                      Re: Award of Contract for the Lease  
Purchase of ROSCOE, On-Line  
Computer Programming Aid

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

WHEREAS, The Department of Management Information and Computer Services completed an evaluation of on-line programming products available today; and

WHEREAS, ROSCOE was selected as the product which best meets the needs of Montgomery County Public Schools; and

WHEREAS, ROSCOE is a proprietary product of the Applied Data Research, Inc.; and

WHEREAS, ROSCOE will reduce current costs for similar functions and will also reduce the capacity demands on the MCPS computer; and

WHEREAS, Funds have been budgeted for the lease purchase of ROSCOE; now therefore be it

Resolved, That the contract for the lease purchase of ROSCOE for five years for \$590 per month be awarded to:

Applied Data Research, Inc., Vienna, Virginia

Resolution No. 75-81

Re: Utilization of a Portion of the  
FY 1981 Appropriation for  
Projected Supported  
Projects-- Services for  
Seriously Emotionally Disturbed  
Students and Family

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

Resolved, That the superintendent of schools be authorized to receive and expend under the FY 1981 Appropriation for Supported Projects of \$500,000 an additional \$1,200 from MSDE through P.L. 94-142 for Services for Seriously Emotionally Disturbed Students and Family in Category 03, Instructional Other; and be it further

Resolved, That a copy of this resolution be sent to the county executive and the County Council.

Resolution No. 76-81

Re: FY 1981 Supplemental  
Appropriation for a Drug/Alcohol  
Referral Program

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted unanimously:

Resolved, That the superintendent of schools be authorized, subject to County Council approval, to enter into a contract with Montgomery County Health Department to conduct the drug/alcohol referral program through February 2, 1981, and be authorized to receive and expend under the Governor's Commission on Law Enforcement and Administration of Justice \$104,660 in FY 1981 in the categories below:

Category	Supplemental
02 Instructional Salaries	\$ 80,320
03 Instructional Other	4,300
09 Fixed Charges	20,040
Total	\$104,660

and be it further

Resolved, That the superintendent of schools be authorized to establish 4.0 Therapeutic Counselor positions (Grade 16, 12-month); and be it further

Resolved, That the county executive be requested to recommend approval of this resolution to the County Council and a copy be sent to the county executive and County Council.

Resolution No. 77-81

Re: Submission of an FY 1982 Proposal  
for a Grant to Develop a Title IX  
Compliance Model

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted with Mr. Ewing, Dr. Greenblatt, Mrs. Spencer, Mrs. Wallace, and Mrs. Zappone voting in the affirmative; Mrs. Peyser voting in the negative:

Resolved, That the superintendent of schools be authorized to submit an FY 1982 grant proposal for approximately \$127,215 to the U. S. Department of Education under the Women's Educational Equity Act Program, P. L. 96-369 to develop an ESEA Title IX Part C compliance model; and be it further

Resolved, That a copy of this resolution be sent to the county executive and the County Council.

Re: Monthly Financial Report

Mrs. Wallace welcomed Mr. Richard Fazakerley, the new associate superintendent for supportive services. The superintendent called attention to the revenue figures and noted that while they were expecting the federal funds they had not received them. On expenditures, he said they would be seeing the impact of the coldest winter in 100 years. He pointed out the deficit in legal fees and said there was a slight decrease in the projected deficit for transportation. They had a \$1.5 million shortage in fuel oil, and he indicated that, in summary, they had a \$3.4 million deficit. He reported that the Board had already approved a supplemental appropriation of \$1.2 million which was over at the County Council. He said that at some point they would be considering filling positions with substitutes.\*

Dr. Greenblatt asked where they would raise the \$.5 million needed, and the superintendent replied that it would come from a hiring freeze and hiring long-term substitutes. In addition, they might have to cut back on travel and had some materials money that had not been expended. Dr. Greenblatt pointed out that they had never received any differential from the County Council regarding the 1900 more students who had appeared, and she suggested highlighting this in the transmittal letter to the Council.

Mrs. Wallace recalled that Touche Ross that said the surplus should not be carried forward. The superintendent explained that normally it was used for the second year's budget, but they were proposing that it be used this year. Mr. Ewing asked whether the Council had been asked for the surplus, and the superintendent replied that they had.

Re: Board/Press/Visitor Conference

Mr. Roscoe R. Nix appeared before the Board.

Resolution No. 78-81

Re: Annual Resource Conservation Plan

On recommendation of the superintendent and on motion of Mr. Ewing seconded by Mrs. Spencer, the following resolution was adopted unanimously:

WHEREAS, The federal temperature restriction of 65~ for heating of offices and secondary schools was extended by President Carter on January 16, 1981; and

WHEREAS, It is desirable to maintain compliance with all federal requirements; and

WHEREAS, It is the objective of the Board of Education, superintendent, and staff to completely eliminate waste of energy in all MCPS facilities; and

WHEREAS, Each agency for which the County Council appropriates funds is required to provide an annual resource conservation plan; now therefore be it

\* Miss Williams joined the meeting at this point.

Resolved, That the superintendent of schools be authorized to submit the resource conservation plan to the County Council; and be it further

Resolved, That the superintendent of schools and the Board of Education, recognizing the importance of the elimination of waste in energy consumptions, do hereby endorse the plan and support its implementation.

Re: Minority Relations Monitoring  
Committee Annual Report for  
1979-80

Mr. John Smith stated that he was the cochairman of the committee, and Mrs. Gladys Young was the other cochairman. Mrs. Young said that several years ago the black community expressed concern over several instances of racial problems and on March 19, 1973, a 26-member citizens advisory committee was formed to make an in-depth study. The focus of the study was on six senior high schools and also included a sampling of other schools. In May, 1973, a contract was negotiated with a consulting firm, and on July 25, 1974, the findings were presented. The Board held work sessions and hearings, and the superintendent of schools submitted 26 action steps. One of these action steps recommended that a task force be established to monitor programs and problems. In 1976 the Black Action Steps were revised to 33 steps. One of the major responsibilities of the Minority Relations Monitoring Committee was to oversee the implementation of the Black Action Steps. She pointed out that the Board had eliminated one of the components of the steps which was H.R. 18, and it was their understanding that the Black Experience course was being recommended for deletion from the secondary school curriculum. She said they wondered how they

could maintain a good atmosphere with the elimination of H. R. 18 and the Black Experience course, and she said the committee urged the Board to take the responsibility to assure racial equity.

Mr. Smith indicated that he would limit his remarks to Action Step 12 on achievement. He said that the superintendent had been quoted in the Post as saying test scores were an important indicator of how

well the school system is performing. Mr. Smith said he would agree with a proviso that they would tell them how poorly the school system is providing for some students. He indicated that the executive summary of the MCPS test results that stated that the scores could generally be characterized as being stable at the high level of performance. He felt that this was a gross exaggeration if one examined the test scores for black and Hispanic students. From 1977 to 1980, Asians ranked first, whites second, Hispanics third, and blacks fourth. He thought that black students were in a severe crisis academically in this system, and he said it should also be a cause for alarm for Hispanics.

Mr. Smith reported that as blacks advanced grade levelwise their test scores went down. A school system report stated that black students improved on more subtests than any other group and yet the report concluded that none of the increases were significant in size. In summary the most serious problem in the testing program was the totally inadequate performance of black students. He said that the primary blame for this disaster must be placed on the shoulders of the Montgomery County Board of Education for failure to develop a strategy to attack the problem. He said that the school administration must be taken to task. Mr. Smith indicated that a significant number of teachers were responsible for the miseducation of black and minority students in MCPS. He also suggested that the role of the principal was key, and the committee was concerned about what they viewed as a lack of leadership on the part of the principals. The committee wanted to see principals acting as strong administrative leaders. The committee wanted instructionally effective schools with high and challenging academic achievement. They felt that these schools should be orderly without being rigid.

Mr. Smith concluded that not only were too many blacks and Hispanics failing, the system was failing in its responsibility to them. Mr. James L. Robinson stated that what they had in front of them was a 16- or 17-page paper which represented the report they were submitting to the Board. It was put together by Mrs. Andrea Bray, Mr. Fred Greene, Mr. Luis Emilio Leon, Mrs. Julia M Marsden, and himself. The report contained an introduction and what they had defined as the priority issues. They tried to build the report around the issues as they defined them. The last section was a set of recommendations. The purpose of the committee was to provide a committee to assist the school system to provide equal access to quality education. The report was drawn from a variety of sources, the monthly meetings of the committee, some structure school site visits, subcommittees working in conjunction with administrative staff, numerous contacts with people in the community, and

information supplied by staff offices. Mr. Robinson hoped that the nature of the report spoke to the concerns which all of them must have. He felt that the report was brief and concise and focused on specific issues.

Mr. Robinson said there were five priority issues in the paper. The first one was testing and test taking, and Dr. Donald Buckner headed the subcommittee. Mr. Robinson said that testing and test taking was a matter of concern to minority parents because the results of the tests determined their success during their academic career. He felt that test scores had been used against students as much as they were used for students. MRMC asked the subcommittee to determine if there is a difference in test scores based on race, whether the scores were increasing or decreasing, and whether schools were preparing students to do well on these tests.

Mr. Robinson said they had noted the array of tests involved and were focusing on the Maryland Functional Reading Test. It was determined that several of the questions were really not relevant to minority youngsters and involved such things as 4-H Club activities which were not part of the normal experience of urban youngsters. The Maryland Functional Reading Test results indicated that black students in Grade 9 had a failure rate four times that of white students. He felt that teachers experienced diminishing success in teaching black students. He commented that recognizing there was a discrepancy between test results the school system did have an obligation to do something with its reading program to give minority students higher competency. He said there was a fairly good emphasis on reading at the elementary school level but less emphasis on reading as youngsters moved into the junior high school. He emphasized that there was an urgent need for schools to be more sensitive to reading skills needs. He felt that the school system had not demonstrated the commitment for improving the skills of minority students.

Mr. Robinson stated that their second priority had to do with school discipline. Their position was that discipline was fundamental to the operation of any large organization, and the committee supported the notion of an orderly environment. The committee felt it was important to look at one troubling aspect which was suspensions. They had had access to the July 21, 1980, report which listed 3,283 behavior related suspensions for 1979-80. Two of every five suspensions involved black students which meant that 40 percent of the suspensions involved students making up a subset of 12 percent of the population. He said there was reason for them to be concerned about the manner in which suspensions occurred because not only were black students suspended more frequently but also they were subject to lags in the settlement of suspensions. He felt that the school system should take an in-depth look at suspensions.

Mr. Robinson said the third area involved counseling and guidance, and Mr. George Dines headed that group. He felt that providing

counseling and guidance for all students was one of the most important functions of the school system, and often the youngsters needing it most were the least likely to receive the help. They look at the issue of the number and location of black counselors, the ratio of students to counselors, cross-cultural counseling workshops, SAT scores and class standing of blacks, group counseling, and the teacher-adviser program. He said they had presented a number of recommendations. He indicated that there were no black counselors assigned to elementary schools; and if this information were correct, it was a serious omission. He said that some high schools were without black counselors, while several had two counselors assigned.

Mr. Robinson reported that the fourth area was curriculum development and revision. He said that the textbooks used in the school had been a point of concern because many of the books which had been purchased had been less than good for minority students. He commented that the primary technique of doing violence to the spirit of minority students has been to ignore them and their forbearers. The committee looked at classroom instructional materials and their development, the staffing for the Department of Instructional Planning and Development, and the content of the social studies curriculum. In discussions the staff did affirm their commitment to reflect the contributions of all people. However, the department in its staffing was not adequately representative of racial groups. Of 87 people performing this important function, only five were minorities. He said they had been told that the prospect for improving the staff distribution was not good in the foreseeable future because there was a limited turnover.

Mr. Robinson said that the fifth priority was extracurricular activities which was important to them. The data which they received indicated that black students were not represented in extracurricular activities in elementary, junior, and senior high school in proportion to their numbers. In some activities the rate was so low as to be shocking. One area where there was participation was in athletic and athletic-related activities. He said they did not take the position that athletics were not worthwhile, but they did take the position that when more than half the participation involves that activity and only 2 percent participated in publications and 1 percent in home-related arts that there was a serious problem. He also pointed out that from elementary school to high school participation diminished and almost disappeared by the time students got to high school. He commented that extracurricular activities were important to their youngsters in the scheme of the total school experience. He felt that the data were so striking that the school system should take an immediate look and corrective action.

Mr. Robinson stated that there was one final important area which was services to gifted and talented youngsters. He said that in August, 1980, a report was released which indicated that something was remiss. Blacks and Hispanics were very seriously

underrepresented in those schools which had gifted and talented programs. He said there was an effort to expand the range of participation of minority students, and identification procedures were put in place. However, the added criteria did not help out at all because minority students were still underrepresented. He complimented the school administration for making the study, but he felt it was a serious indictment of the manner in which this activity had been administered.

Mr. Robinson said the committee had several recommendations. In test taking, the importance of developing good test-taking skills should be emphasized beginning in middle/junior high schools. A budget should be provided for upgrading minority students in reading and mathematics. Resources for improving staff capabilities in these subjects should be made available. A system of monitoring student progress should be implemented to reduce the time lag for finding out the problem. Parents should be informed at the earliest possible time when students do not do well. The administration of the Maryland Functional Reading Test should be suspended. In regard to suspensions, a review of the regulations should be made before 1980-81 is over to determine why black students bear such a large proportion of the suspension burden. They questioned the effectiveness of the counseling provided to minority youngsters.

The committee recommended a post-graduation assessment with minority students within three months following graduation and beginning with the 1981 class.

Mr. Robinson said there was a need to improve minority staff representation in the curriculum department. He felt there should be people on the staff with a detailed and thorough knowledge of other cultures. In regard to extra-curricular activities, he said it would be a challenge to the school system to improve minority representation. Their recommendation was that a group of people from the faculty and students be designated to submit proposals to the Board to encourage participation of minority students in extracurricular activities. He said they needed to determine minority student participation in gifted and talented programs for the most recent year. He felt that they needed an explanation of whatever the shortfall was.

Mr. Robinson stated that the committee had concluded there were staff persons working with youngsters who did not have an adequate understanding of minority youngsters. They would like to see something other than the multiethnic activity used as the principal instrument for sensitizing people working with youngsters. They recommended that MCPS develop another approach and implement it prior to the 1981-82 school year, and the committee offered its help. In regard to the school budget, they were concerned about the need for more effective supports for black youngsters. They were recommending support of Title I and Head Start. Finally the committee would like to see that funds for the training of staff working closely with minorities not be reduced.

Mrs. Wallace thanked the MRMC committee members for their presentations and asked that the Board be provided with the names of the chairmen of each of the subcommittees. Mrs. Spencer called attention to the recommendations which did have budgetary impact. Dr. Buckner pointed out that they had recommended that the Maryland Functional Reading Test be stopped. He said that the county should ask the staff what there was to the test and what was behind the test because he believed that the state did not have the answers. He said that parents should know the progress of their youngsters as they moved through the grades. He understood there was an alternative to that exam, and he recommended that a diagnostic tool and a plan be developed. The superintendent reported that a question was raised with the state superintendent about the functional reading test, and he pointed out that the superintendent would be in Montgomery County on February 3. He said that other superintendents had some concerns about the validity of the test. He explained that the state Board of Education had adopted the test, but they could "un-adopt" it. Mrs. Wallace encouraged the members of the MRMC to attend the state superintendent's forum.

Mr. Ewing commented that the item on testing and test-taking skills proposed two kinds of items which could be dealt with by the Board in terms of budget. He asked for any additional information they might have. Mr. Smith replied that he had been talking about the test of academic progress. In 1980 black youngsters scored at the 28th percentile, and 72 percent of the students did better than they did. He said that they had to look at who was hurting most in the system and what kind of program could be developed to help that hurt. He felt that if white students were at the 28th percentile that the problem would be addressed. He thought there must be some creative ways of looking at the problem.

Mrs. Wallace agreed that they would discuss the Maryland Functional Reading Test when they had their second meeting with the MRMC. Mrs. Spencer requested that staff reactions to the report of the MRMC give a little thought as to how some of these recommendations could be implemented. In regard to testing, Mr. Ewing asked the committee to give the Board as much information as possible on what the Board might do specifically because they did have to adopt a budget by mid-February. He would appreciate it if the committee would communicate any further recommendations to the superintendent or Board president. Mrs. Wallace indicated that the evening of Thursday, April 2, had been set aside for the second meeting with the committee.

Re: Executive Session

Mrs. Wallace announced that the Board had met in executive session from 10:20 p. m. to 11:05 p. m. to discuss calendar items and personnel items. She stated that Miss Williams had had to leave the meeting because she was studying for final examinations.

Resolution No. 79-81

Re: Personnel Appointment

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Spencer, the following resolution was adopted with Mr. Ewing, Dr. Greenblatt, Mrs. Spencer, Mrs. Wallace, and Mrs. Zappone voting in the affirmative; Mrs. Peyser abstaining:

Resolved, That the following personnel appointment be approved:

Appointment	Present Position	As
Mr. Robert G. Cooney	National League of Cities Washington, D. C.	Director of Association Relations Department of Association Relations Office of the Superintendent of Schools Effective 2-2-81

Resolution No. 80-81                      Re: Personnel Appointment

On recommendation of the superintendent and on motion of Dr. Greenblatt seconded by Mrs. Zappone, the following resolution was adopted with Mr. Ewing, Dr. Greenblatt, Mrs. Peyser, Mrs. Spencer, and Mrs. Zappone voting in the affirmative; Mrs. Wallace abstaining:

Appointment	Present Position	As
Merrill E. Fisher	Acting Area Director for Educational Services Area 5 Administrative Office	Principal Martin Luther King JHS, Effective 2-2-81

Resolution No. 81-81                      Re: Revision of the Composition of the Minority Relations Monitoring Committee

On recommendation of the superintendent and on motion of Mrs. Spencer seconded by Mrs. Zappone, the following resolution was adopted unanimously:

WHEREAS, Carol Montemayer is no longer able to serve on the committee; and

WHEREAS, The Administrative Assistant for Student Affairs has submitted the name of David Mejia to serve as one of the student representatives on the Minority Relations Monitoring Committee; now therefore be it

Resolved, That the Board of Education appoint David Mejia to serve

on the Minority Relations Monitoring Committee, effective immediately.

Resolution No. 82-81

Re: Executive Session - February 10, 1981

On recommendation of the superintendent and on motion of Mrs. Zappone seconded by Mrs. Peyser, the following resolution was adopted unanimously:

WHEREAS, The Board of Education of Montgomery County is authorized by Article 76A, Section 11(a) of the Annotated Code of Maryland to conduct certain of its meetings in executive closed session; now therefore be it

Resolved, That the Board of Education of Montgomery County hereby conduct its meeting in executive closed session beginning on February 10, 1981, at 9 a.m. to discuss, consider, deliberate, and/or otherwise decide the employment, assignment, appointment, promotion, demotion, compensation, discipline, removal, or resignation of employees, appointees, or officials over whom it has jurisdiction, or any other personnel matter affecting one or more particular individuals, to consult with legal counsel, and to comply with a specific constitutional, statutory or judicially imposed requirement protecting particular proceedings or matters from public disclosure as permitted under Article 76A, Section 11(a) and that such meeting shall continue in executive closed session until the completion of business; and be it further

Resolved, That such meeting continue in executive closed session at noon to discuss the matters listed above as permitted under Article 76A, Section 11(a) and that such meeting shall continue in executive closed session until the completion of business.

Re: Board Member Comments

1. Mrs. Zappone read the following into the record:

Once again on January 13 this Board listed to abuse being heaped upon one of its members by another member. The chair did nothing to stem the tirade. In the past I have protested, recommended a censure motion, and most recently have left the table at the onset of such ill-mannered conduct. I will continue to leave the table during any future outbursts and recommend to other Board members that they also absent themselves at such times. It is inconceivable to me that a disagreement on issues can be allowed to degenerate to that level. I will not be a passive party to it. It is demeaning to this body; it is a source of embarrassment to our guests; and it is distasteful to the staff as well as an unwarranted misuse of their time. Montgomery County has much to be proud of in MCPS. This aspect of the way we conduct the county's education-related business is certainly out of step with our tradition and should not be tolerated.

2. Mrs. Spencer reported that the U.S. Office of Personnel

Management had awarded Mr. Blair G. Ewing the OPM Director's Award for Distinguished Service. He was cited for successfully achieving acceptance of the value of productivity programs as a tool in the personnel management process throughout the public sector. On behalf of the Board, Mrs. Spencer extended congratulations to Mr. Ewing.

3. In regard to the Board's meeting with the minority relations monitoring committee, Mr. Ewing hoped that as they received a response from staff that the staff would indeed follow up and give the Board the benefit of their views about those things that could be accomplished and what the options were. It seemed to him that given the Board's adoption of improving human relations as one of its priorities that the Board should make a substantial effort to be creative in their responses to the committee.

Re: New Business

1. Mrs. Peyser introduced the following which was seconded by Mrs. Spencer:

WHEREAS, The Congress of the United States, the Maryland State Legislature, and the Montgomery County Council open their business meetings with an Invocation; and

WHEREAS, It would be desirable for the Board of Education of Montgomery County to follow the precedent of the aforesaid legislative bodies; now therefore be it

Resolved, That the Board of Education business meetings be opened by interdenominational Invocations as a symbol of our commitment to asking the blessings of God on a free people; and be it further

Resolved, That such Invocations commence with the first all-day meeting in March.

2. Mrs. Spencer called attention to the items of information on classifications of A&S positions and clerical positions and area office staffing which had to do with the budget. The superintendent suggested that Board members place these items with their budget information. Mrs. Wallace requested additional information on the supporting services positions. She asked that these be broken out by different kinds of positions, and she felt that there were fiscal implications in the area office staffing as well. She thought there might be different salary lanes for various people in the area office, and she was not clear about the changes proposed.

3. Mrs. Wallace indicated that there had been many articles in newspapers about the amount of absenteeism on Inauguration Day. She thought it would be useful to have this information when they consider the matter four years hence; therefore, she requested information on the actual numbers of absentees, the percentages by

school, and leave information for staff. She also asked whether classes were uncovered because of the unavailability of substitutes. Mrs. Spencer asked that these statistics be identified by levels.

4. In regard to the item on abilities testing, Mr. Ewing felt that a substantial change should come before the Board. The superintendent explained that this year they were going to administer the test in Grade 3. Mr. Ewing asked that this be scheduled for discussion.

Resolution No. 83-81                      Re: Minutes of December 15, 18, and 22, 1980

On motion of Mrs. Spencer seconded by Mrs. Peyser, the following resolution was adopted unanimously:

Resolved, That the minutes of December 15, 18, and 22, 1980, be approved.

Re: Items of Information

Board members received the following items of information:

1. MDRE Payroll Study, Report of the Preliminary Survey
2. Recommendations Resulting from the Study of the Classification of Administrative and Supervisory Positions
3. Recommendations Resulting from the Study of Secretarial, Clerical, Aide, and Related Positions
4. Area Office Staffing
5. Abilities Testing

Re: Adjournment

The president adjourned the meeting at 11:20 p.m.

President

Secretary

EA: ml

