

NUMBER: 41-1990
STATUS: APPROVED
PLACE: ROCKVILLE, MARYLAND
DATE: OCTOBER 22, 1990
TEXT:

October 22, 1990

RESOLUTION NO. 625-90 Re: FY 1991 CATEGORICAL TRANSFER WITHIN
THE PROVISION FOR FUTURE SUPPORTED
PROJECTS

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cronin, the following resolution was adopted unanimously#:

RESOLVED, That the superintendent of schools be authorized to effect within the FY 1991 Provision for Future Supported Projects the following categorical transfer in accordance with the County Council provision for transfers:

CATEGORY	FROM	TO
1 Administration	\$ 8,259	\$
3 Other Instructional Costs		6,700
7 Student Transportation		8,259
10 Fixed Charges	6,700	
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TOTAL	\$14,959	\$14,959

and be it further

RESOLVED, That copies of this resolution be transmitted to the county executive and the County Council.

RESOLUTION NO. 626-90 Re; FY 1991 SUPPLEMENTAL APPROPRIATION
AND CATEGORICAL TRANSFER WITHIN THE
SUBSTANCE ABUSE PREVENTION PROJECT

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cronin, the following resolution was adopted unanimously#:

RESOLVED, That the superintendent of schools be authorized, subject to County Council approval, to receive and expend an FY 1991 supplemental appropriation of \$99,657 from the United States Education Department through the Maryland State Department of Education under the Drug-Free Schools and Communities Act of 1986 and the Omnibus Drug Act of 1988 to continue activities in year three of the MCPS Substance Abuse Prevention Project in the following categories:

CATEGORY	AMOUNT
02 Instructional Salaries	\$69,290
03 Other Instructional Costs	8,539
07 Transportation	3,341
10 Fixed Charges	18,487

TOTAL	\$99,657

WHEREAS, Pitney Bowes Corporation has offered to provide the necessary equipment through a four-year lease/purchase arrangement at preferred financing; and

WHEREAS, The Board of Education has determined that it is in the public interest to obtain the inserting equipment through a lease/purchase arrangement with Pitney Bowes Corporation subject to cancellation in the event of nonappropriation; and

WHEREAS, Pitney Bowes Corporation has agreed to provide the inserting equipment in accordance with the lease/purchase terms and nonappropriation condition set forth in the bid specifications; now therefore be it

RESOLVED, That the Board of Education of Montgomery County award Bid No. 33-91, for inserting equipment and financing to Pitney Bowes Corporation, totalling \$59,300.16, for the acquisition and the four-year lease/purchase of inserting equipment in accordance with the terms and conditions of the bid specification; and be it further

RESOLVED, That the Board of Education president and the superintendent of schools be authorized to execute the documents necessary for this transaction.

RESOLUTION NO. 638-90 Re: REDUCTION OF RETAINAGE - WHETSTONE
ELEMENTARY SCHOOL

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

WHEREAS, Patrick Quinn, Inc., general contractor for Whetstone Elementary School, has completed 90 percent of all specified requirements, and has requested that the 20 percent retainage, which is based on the completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, The Hartford Accident & Indemnity Company, has consented to this reduction; and

WHEREAS, The project architect, Grimm & Parker, recommended this request for reduction be approved; now therefore be it

RESOLVED, That the 10 percent retainage withheld for periodic payments to Patrick Quinn, Inc., general contractor for Whetstone Elementary School, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining requirements and formal acceptance of the completed project.

RESOLUTION NO. 639-90 Re: REDUCTION OF RETAINAGE - STEDWICK
ELEMENTARY SCHOOL

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

WHEREAS, C. K. S., Inc., general contractor for Stedwick Elementary School, has completed 95 percent of all specified requirements, and has requested that the 10 percent retainage, which is based on the completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, Fidelity & Guaranty Insurance Company, has consented to this reduction; and

WHEREAS, The project architect, Fox, Hanna Architects/Planners, recommended this request for reduction be approved; now therefore be it

RESOLVED, That the 10 percent retainage withheld from periodic payments to C. K. S., Inc., general contractor for Stedwick Elementary School, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining requirements and formal acceptance of the completed project.

RESOLUTION NO. 640-90 Re: WALT WHITMAN HIGH SCHOOL NEW
BUILDING

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

WHEREAS, On October 18, 1990, the following bids were received for the construction of Walt Whitman High School new building:

BIDDER	BID AMOUNT
1. Donohoe Construction Company	\$18,851,000
2. Regina Construction Corporation	19,083,530
3. Dustin Construction, Inc.	19,093,000
4. Glen Construction Company, Inc.	19,100,300
5. Centennial Contractors, Inc.	19,119,000
6. Triangle General Contractors, Inc.	19,195,000
7. OMNI Construction, Inc.	19,230,000
8. L. F. Jennings, Inc.	19,324,890
9. The Gassman Corp.	19,357,000
10. Henley Construction Co., Inc.	19,637,339
11. Tiber Construction Company	19,690,000
12. Cam Construction Co., Inc.	19,741,500
13. D. Kemanash & Assoc., Inc.	19,811,000

14. Kenbridge Construction Co., Inc.	20,432,000
15. A. S. McGaughan Co., Inc.	23,940,000

and

WHEREAS, The low bid is below the staff estimate of \$21,500,000;
and

WHEREAS, Donohoe Construction Company is presently completing two capital projects satisfactorily for Montgomery County Public Schools; now therefore be it

RESOLVED, That a \$18,851,000 contract be awarded to Donohoe Construction Company, for the construction of Walt Whitman High School's new building in accordance with plans and specifications prepared by Grimm & Parker, Architects; and be it further

RESOLVED, That \$2,025,000 in residual funds be returned to Montgomery County Government through the disappropriation process and that the county executive be requested to recommend to the County Council approval of this action.

RESOLUTION NO. 641-90 Re: CHANGE ORDERS OVER \$25,000

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

WHEREAS, The Department of School Facilities has received change order proposals for various capital projects that exceed \$25,000;
and

WHEREAS, Staff and the project architects have reviewed these change orders and found them to be equitable; now therefore be it

RESOLVED, That the Board of Education approve the following change orders for the amounts and contracts indicated:

ACTIVITY 1

Project:	Burning Tree Elementary School
Description:	During the demolition work, additional asbestos-containing material was discovered in areas that were enclosed in masonry walls. This unanticipated condition could not be determined until the walls were removed.
Contractor:	Donohoe Construction Company
Amount:	\$129,003

ACTIVITY 2

Project: Briggs Chaney Middle School

Description: During the review of the building permit drawings, the county code authorities directed us to change the design of the fire separation walls for the cafeteria area. This change was precipitated by a new code regulation that was not imposed until after the bids were received for Briggs Chaney.

Contractor: The Gassman Corporation

Amount: \$79,480

RESOLUTION NO. 642-90 Re: REPLACEMENT AND INSTALLATION OF LIGHTING FIXTURES AT VARIOUS SCHOOLS

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

WHEREAS, Sealed bids were received on October 8, 1990, for the replacement and installation of lighting fixtures at Brown Station and Kensington-Parkwood elementary schools, Carl Sandburg Center, and Parkland Middle School in accordance with MCPS Procurement Practices; and

WHEREAS, Details of the bid activity are available in the Department of School Facilities; and

WHEREAS, The low bids are within budget estimates, and sufficient funds are available to award the contracts; now therefore be it

RESOLVED, That contracts be awarded to the low bidders for the projects and amounts listed below:

PROJECT	AMOUNT
Replacement and Installation of Light Fixtures Brown Station and Kensington-Parkwood Elementary Schools and Carl Sandburg Center LOW BIDDER: Savage Electric	\$24,999
Replacement and Installation of Light Fixtures Parkland Middle School LOW BIDDER: Bethesda Armature	89,571

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RESOLVED, That having been duly inspected on October 8, 1990, Cresthaven Elementary School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 646-90 Re: ACCEPTANCE OF E. BROOKE LEE
INTERMEDIATE SCHOOL

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

RESOLVED, That having been duly inspected on October 15, 1990, E. Brooke Lee Intermediate School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 647-90 Re: ACCEPTANCE OF RONALD MCNAIR
ELEMENTARY SCHOOL

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

RESOLVED, That having been duly inspected on October 22, 1990, Ronald McNair Elementary School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 648-90 Re: ACCEPTANCE OF OLNEY ELEMENTARY
SCHOOL

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

RESOLVED, That having been duly inspected on October 16, 1990, Olney Elementary School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 649-90 Re: ACCEPTANCE OF WESTBROOK ELEMENTARY
SCHOOL

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

RESOLVED, That having been duly inspected on October 16, 1990, Westbrook Elementary School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 650-90 Re: PERSONNEL APPOINTMENT

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. DiFonzo, the following resolution was adopted with Mr. Chang, Dr. Cronin, Mrs. DiFonzo, Mr. Goldensohn, Mrs. Hobbs, and Dr. Shoenberg voting in the affirmative; Mr. Ewing voting in the negative:

RESOLVED, That the following personnel appointment be approved:

APPOINTMENT	PRESENT POSITION	AS
Merrill E. Fisher	Principal Damascus HS	Supervisor of Secondary Instruc. (3 yr. Rotating) Area 4 Admin. Office Grade Q Effective: 1-25-91

RESOLUTION NO. 651-90 Re: PERSONNEL APPOINTMENT

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cronin, the following resolution was adopted unanimously:

RESOLVED, That the following personnel appointment be approved:

APPOINTMENT	PRESENT POSITION	AS
Rebecca K. Newman	Principal Mark Twain School	Supervisor of Secondary Instruc. (3 yr. Rotating) Area 3 Admin. Office Grade Q Effective: 1-25-91

RESOLUTION NO. 652-90 Re: PERSONNEL APPOINTMENT

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cronin, the following resolution was adopted unanimously:

RESOLVED, That the following personnel appointment be approved:

APPOINTMENT	PRESENT POSITION	AS
Robert L. Felton	Acting Asst. Principal Longview School	Coordinator of Mentally Retarded Programs Dept. of Special Ed. & Related Services Grade N Effective: 10-23-90

RESOLUTION NO. 653-90 Re: PERSONNEL APPOINTMENT

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cronin, the following resolution was adopted unanimously:

RESOLVED, That the following personnel appointment be approved:

APPOINTMENT	PRESENT POSITION	AS
Leroy J. Tompkins	Acting Coordinator of Student Testing DEA	Coordinator of Student Testing DEA Grade N Effective: 10-23-90

RESOLUTION NO. 654-90 Re: PERSONNEL APPOINTMENT

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

APPOINTMENT	PRESENT POSITION	AS
Jody L. Silvio	LD Initiative Facilitator Areas 3 & 4 Admin. Offices	Asst. Supervisor of Spec. Ed. & Pupil Services Areas 3 & 4 Admin. Offices Grade M Effective: 10-23-90

Re: ROLE AND RESPONSIBILITIES OF
ATHLETIC DIRECTORS

Dr. Shoenberg reported that the Board had received a number of communications from the athletic directors about the nature of their job and some of the problems associated with it. The Board wanted an opportunity to have this discussion. At the same time, the Board was conscious that some of the issues here were also involved matters dealt with in the context of the negotiated agreement. They were going to have to be careful that they did not get into issues that might compromise that process.

Mr. William Kyle, coordinator of secondary physical education and athletics, introduced Mr. Brady Blade, B-CC High School; Pete Menke, chair of the Athletic Directors Association; Sue Amos, Kennedy High School; John Brown, Damascus High School; Edward Masood, director of the Division of Health and Physical Education; and Pat Barry, coordinator of secondary physical education and athletics. Dr. Pitt said that staff was asked to develop a paper, and it was not an opinion paper.

Mr. Menke stated that as a teacher and coach for 28 years he had seen many changes take place. The athletic program of today was vastly different. Years ago the athletic programs were very limited in number, and the coaches were all teachers in the school. With the advent of Title IX, all programs had seen a tremendous expansion in terms of numbers of athletes and the number of teams. Now the athletic directors were supervising over 60 paid positions plus a large number of volunteers. The average program included 33 teams, and their budgets had expanded from a few thousand dollars to \$90,000 or more.

Mr. Menke said their jobs often began at 6 a.m. and ended at 11 p.m. However, they were still teaching up to three periods a day. Over half of the athletic directors were classroom teachers and not physical educators. Most of their time was consumed by the hiring and supervision of coaches who did not teach in the school in which they coached. His school had twice as many outside coaches as coaches in the building. This created many problems especially in the area of communications. As the principal's designee, they were responsible for advertising, interviewing, selecting, monitoring, and evaluating coaches and sponsors. Sometimes they had to terminate the employment of the coach which involved comprehensive observation and documentation.

Mr. Menke commented that their jobs were interesting and challenging. They were teachers, administrators, maintenance workers, purchasing agents, accountants, peace makers, and diplomats. The money paid for the athletic director fell very short. At the present time, coaches earned \$12.75 an hour, and a resource teacher earned \$20.16 an hour. He said the athletic directors earned at a rate of \$5.35 an hour. Today 12 coaches

made more in one sports season than the athletic director made in the entire year. Since 1980, the pay of the coaches had almost tripled while the AD compensation had increased by less than one half. The AD pay had gone up about \$115 while the coaches had averaged \$300 per year. Next year the coaches would receive an 8 percent increase and the AD would receive 3.6 percent.

Mr. Menke reported that in Fairfax County the athletic director had been a full-time position for at least ten years. In Ohio, Pennsylvania, and much of Virginia, the job was a full-time position. MCPS principals supported the idea of making the position full-time. In the last few years, a number of the athletic directors had resigned for many reasons including stress, money, and time inequities. He and the other athletic directors believed that a change was needed now. They proposed making the position a 12-month one with no teaching and an appropriate pay scale.

Dr. Cronin pointed out that in July, 1990, they had received a memo from Mr. Menke which specified four options which differed from the plan proposed this evening. Mr. Menke replied that they had changed their views. Dr. Shoenberg noted that they had proposed a scale, and he wondered how this compared to the salary of the principals. Dr. Pitt said he would provide this information to the Board.

Mr. Ewing asked whether their proposal was similar to the scale for the resource teachers or somewhat higher than that. Mr. Brown replied that they had started off with the E schedule for 12-months and compared the time requirements for the people on the E schedule. They had found a difference of 494 hours for the AD position and had multiplied that by the stipend rate of \$12.75 which equalled \$6,298. They were proposing a 12-month E scale plus \$7,500. Once this was built into the scale, there would be no more supplement, and the salary would be matched with the teacher increases. Mr. Brown said the Board had a handout comparing the athletic director and the football coach. In 1980 the football coach was making 62 percent of the athletic director's allocation. In 1990, the football coach was making 120 percent of what the athletic director was making. If they went back to the 62 percent rule, the athletic director would receive a supplement of \$7,445.

Dr. Shoenberg pointed out that the football coach was teaching five periods, and the athletic directors taught three periods with one exception. He asked how many classes they were teaching in 1980. Mr. Menke replied that they were teaching four classes.

Mrs. DiFonzo asked if they were talking about this in terms of being an athletic director and not a director of student activities. Mr. Brown replied that it was correct. They did not know what was involved in the proposal for directing student

activities. Mr. Menke felt this could be another full-time position depending on what types of jobs were put into that category. Mrs. DiFonzo recalled that about four or five years ago an athletic director had approached her with this suggestion which she had turned over to the then-superintendent, but she had not heard anything about that suggestion until she received the superintendent's paper for this meeting.

Mr. Ewing inquired about the average amount of time athletic directors devoted to their jobs. He knew that there were Saturday hours, and he wondered what their typical work week looked like and how it compared to other positions. Mr. Menke replied that it was second to only that of the principal, and sometimes they put in more hours than the principal. He reported to work at 6 a.m. and on non-game days he left around 5 p.m. On a game day he stayed up to 11 p.m. and some activities ended at 9 or 9:30 p.m. It varied from sports season to sports season. On Saturdays they worked from six to twelve hours as well.

Dr. Pitt recalled that they had added the position of assistant athletic director to relieve some of the pressure. Mr. Menke replied that these people did help a lot. Ms. Barry said these positions were added as part of affirmative action in 1975. At that time the positions were to direct female activities, but now it was a full-time position that could be filled by males or females. Mr. Menke added that the situation varied from school to school, and in another year the stipend for the assistant director would be within \$100 of the stipend for the athletic director. He commented that the directors were working on using the talents of those individuals for the benefit of the overall program which had not been the case in the beginning. However, this was yet another position to be supervised by the athletic directors.

Dr. Shoenberg asked whether the athletic directors felt an obligation to attend each and every athletic contest. Mr. Blade replied that he did not. In any event, it would be impossible to attend all activities. He used the assistant athletic director as much as possible. However, because of possible problems with crowd control, he attended every away football and basketball game. He knew the B-CC students, and if there was a problem he could be right there to control the situation. He did attend almost all the major sporting events. At B-CC, girls' soccer and field hockey were big sports, and as athletic director, he wanted to be there. In addition, he did attend other sports as needed to evaluate coaches. Mr. Menke added that the students wanted to see the athletic director when they were competing.

Mrs. DiFonzo said she had heard lots of youngsters talk about the athletic directors. Students knew these people in large measure because of the classes taught by the athletic directors. She asked what would happen if the athletic director did not teach any classes. Mr. Menke replied that if they put it in that

context they could say the same thing about a counselor or the principal. It was not necessary for the athletic directors to make contacts with young men and women by teaching them. For example, Churchill had 1,800 students, and he taught only a small fraction of these students in his three classes. He said that the important thing was to be a part of what the students were doing. He said that the other half of education was the extracurricular activities programs.

Mrs. DiFonzo asked about how well they got to know the youngsters who were playing sports. Mr. Brown replied that they got to know students rather well through the booster club and different activities. They knew the poms, the cheerleaders, and members of the SGA because they came to the athletic directors to plan activities. Mr. Blade added that the AD coordinated the pep rallies. He interacted with students, coaches, and parents. The AD was involved with every facet of the athletic program. Mr. Menke commented that the most difficult part of his decision to become an athletic director was leaving the coaching ranks. It seemed to him that the coach had the best opportunity to get to know students.

Mrs. DiFonzo asked about the male/female ratio in the assistant AD positions. Ms. Berry replied that there were 17 males and four women. Mr. Menke explained that the biggest problem was finding women who wanted to take the position. It was also difficult to find qualified women to coach. Mrs. DiFonzo said that if they followed the proposal, the AD would not be teaching. She asked why it would be necessary to continue to get the AD from the ranks of the teaching profession as opposed to going out to folks in business. Mr. Blade thought that to do the job properly they needed people with a background in MCPS policies. Ms. Amos added that all of them were once coaches in the county. They had to understand what it took to coach to do their job as the athletic director. Mr. Menke reported that prior coaching experience was a requirement for the job of athletic director. Most of the athletic directors had been teaching for more than 18 years and had coached for many, many years.

Dr. Cronin remarked that the associate ADs were ways to move up in the ranks to become an AD. If their proposal were adopted, the top scale would be \$79,000. He thought there ought to be a lot of women who were prepared to do the job for \$79,000. He inquired about affirmative action steps they were taking to make sure the ranks were beginning to fill with qualified women. Mr. Kyle said that they were encouraging everyone to look at the position, and the assistant role did help prepare people to become ADs. Ms. Barry commented that Ms. Amos was the assistant at Magruder and had been encouraged to apply for the position at Kennedy. Dr. Cronin said he would like to see some numbers about the women in the assistant ranks and what might be a plan to fill the AD ranks with equal representation.

Dr. Cronin pointed out that one of the issues they got into was the overlap between principals and this. He could hear a reaction from the principals about the creep upwards and wondered what argument they could give the principals. Mr. Menke thought the principals would support their request because they understood what the AD's job entailed. He said the principals had voted to support the request to move the position to full time. Dr. Shoenberg pointed out that the principals had voted to support the concept of a full-time student activities position.

In regard to management of money, Mr. Ewing asked whether anyone else in the high schools had the responsibility for as much money from as many diverse sources as the AD. Ms. Amos replied that there was no one. Mr. Ewing asked whether this was recognized in their position description, and Mr. Menke replied the description simply indicated that they handled money. Mr. Ewing asked whether they were bonded, and Mr. Blade replied that they were not. It seemed to Mr. Ewing that this was a substantial responsibility which wasn't fully recognized and had grown dramatically. He said that the Board had to be careful not to engage in negotiations here. However, it seemed to him they could think about what they might do next. He thought it would be worthwhile to take a look at a series of issues. These would include the following: (1) student activities director and what it would entail in terms of time and responsibility and what activities it would include or not include, (2) comparative data about what jurisdictions of like size did, going beyond the Maryland jurisdictions, (3) development of some findings of fact that people could agree upon, and (4) recommendations for action in terms of some options. MCEA would need to be involved in such an analysis. It seemed to Mr. Ewing that they could do that without engaging in negotiations per se, but it might take negotiations later on to resolve any of these issues. He thought this would be a useful next step.

Mrs. Hobbs asked if they only had EYE days for the senior high school athletic workshop. Mr. Menke replied that the contract guaranteed them 16 days of EYE, and the people selected to go to the workshop received additional time. Mrs. Hobbs asked whether they would be able to accomplish all of their duties as a 10-month employee with no teaching assignments and just the days for the workshop. Mr. Menke thought they could have an on-going workshop with part of the athletic directors assigned at the end of the fall season to develop the next year's fall schedule, another group at the end of the winter season, and another group at the end of the spring season. They would still have to have a small group pull it all together. The development of the schedules along with the seasons would bring them in line with the rest of the state.

Mr. Goldensohn said they were now 10-month employees with 16 EYE days and a teaching load of three or four classes. If they

eliminated the teaching, they would gain those hours a day plus preparation time for those classes. He presumed that their salary proposal was an increase from what they were receiving now. If they became 12-month employees, the EYE days would disappear. Therefore, they would have additional workdays and additional time during the school day. He asked what would use up this time. Mr. Menke replied that they would develop schedules as the year went on. There would be other activities within the building. Mr. Goldensohn asked what they would do with the days in the summer beyond the 16 EYE days that they currently received. There would be about a 20-30 days difference in the summer when they had not worked previously. Mr. Menke replied that most of the athletic directors would be eligible for 26 leave days. The pre-season football occurred in mid-August; therefore, there were not that many additional days.

Dr. Cronin thought they did not understand the question raised by Mrs. Hobbs. She was suggesting 10-month, no teaching, and no workshop. Mr. Menke agreed that he had not understood her question.

Dr. Shoenberg thanked staff and athletic directors for the information they had provided the Board.

RESOLUTION NO. 655-90 Re: POOLESVILLE HIGH SCHOOL SPECIAL
PROGRAM

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

RESOLVED, That the Board of Education grant the superintendent approval to proceed with the detailed planning to prepare for the initiation of an environmental education program tentatively effective September, 1991 at Poolesville High School.

RESOLUTION NO. 656-90 Re: PROPOSED POLICY ON DISABLED
EMPLOYEES

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

RESOLVED, That the Board of Education request the superintendent to develop for its consideration a proposed policy that would provide a process for appropriate placement in other positions of employees who have become partially disabled, are unable to perform in their present positions, but could perform in other positions.

Re: STATEMENT ON BOARD RETREAT

Dr. Shoenberg reported that the Board had received some comments on the papers drafted at the Board retreat this summer. He had appointed a small committee which had made editorial corrections and a major change in the rewording of the Issue 2 statement. He was also proposing a substitute statement on the section on the organization of instruction. Board members reviewed the papers and suggested some further changes.

In regard to the statement on special populations, Dr. Cronin made the following statement for the record:

"Lest anyone think that by saying, 'eliminate certain terms and labelling,' that students who are handicapped or in need of special services would lose those, we are talking about to a large degree the detrimental effect of labels rather than the servicing of students in need."

Mr. Ewing expressed his reservations about the section of the paper dealing with special populations. Dr. Shoenberg suggested that Mr. Ewing write up his remarks and submit them as an addendum which Dr. Shoenberg would consider endorsing. He said that the Board was generally satisfied with most of the statements on the retreat. The controversial issue was the Issue 2 statement, and Mr. Ewing would be preparing a minority statement. He would be formally transmitting the statements along with the attachments to the Board as it would be constituted after December 1 for their consideration.

Re: BOARD MEMBER COMMENTS

1. In regard to the information item on the annual report on child abuse and neglect, Mr. Ewing thought that the Board should spend some time learning more about what was going on in this arena. From 1984 to 1990, the number of MCPS referrals for abuse and neglect of children doubled. It was matched by the increase countywide, and clearly this was a major problem. He felt that the Board need to know what was going on and how well MCPS was handling it because it was a difficult experience for teachers and counselors to deal with these issues.

2. Mr. Chang reported that MCR was planning to have a forum for Board of Education candidates on October 24, at 10 a.m., at Watkins Mill High School.

3. Dr. Cronin asked about the superintendent's intention regarding the studies on the ICB and new teacher induction. Dr. Shoenberg replied that the new teacher induction program had been discussed by the Board and reference had been made to the study. The ICB study was requested by the Board, and it was the Board's

responsibility to decide what it wanted to do with it. He hoped that the report could be scheduled for discussion at the December all-day meeting.

RESOLUTION NO. 657-90 Re: EXECUTIVE SESSION - NOVEMBER 13,
1990

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. DiFonzo, the following resolution was adopted unanimously:

WHEREAS, The Board of Education of Montgomery County is authorized by Section 10-508, State Government Article 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 November 13, 1990, 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 and to comply with a specific constitutional, statutory or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter as permitted under the State Government Article, Section 10-508; 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.

RESOLUTION NO. 658-90 Re: MINUTES OF AUGUST 30, 1990

On recommendation of the superintendent and on motion of Mrs. Hobbs seconded by Mr. Goldensohn, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Mr. Goldensohn, Mrs. Hobbs, and Dr. Shoenberg voting in the affirmative; Mr. Chang and Mrs. DiFonzo abstaining:

RESOLVED, That the minutes of August 30, 1990, be approved.

RESOLUTION NO. 659-90 Re: MINUTES OF SEPTEMBER 24, 1990

On recommendation of the superintendent and on motion of Mr. Goldensohn seconded by Mr. Chang, the following resolution was adopted unanimously:

RESOLVED, That the minutes of September 24, 1990, be approved.

RESOLUTION NO. 660-90 Re: BOE APPEAL NO. 1990-23

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

RESOLVED, That the Board of Education adopt its amended Decision and Order in BOE Appeal No. 1990-23, a transfer matter.

Re: ITEMS OF INFORMATION

Board members received the following items of information:

1. Quarterly Change Order Report
2. Fuel Prices
3. Annual Report of the 1989-90 Child Abuse and Neglect Referrals
4. Residency and Tuition Review Committee Annual Report
5. The Relationship Between the Interagency Coordinating Board and the Montgomery County Public Schools
6. New Teacher Induction Program in MCPS: An Evaluation Study

Re: ADJOURNMENT

The president adjourned the meeting at 11:05 p.m.

PRESIDENT

SECRETARY

HP:mlw