

APPROVED
11-1992

Rockville, Maryland
February 10, 1992

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Monday, February 10, 1992, at 7 p.m.

ROLL CALL Present: Mrs. Catherine Hobbs, President
 in the Chair
 Mrs. Frances Brenneman
 Dr. Alan Cheung
 Mrs. Sharon DiFonzo
 Mr. Blair G. Ewing
 Mrs. Carol Fanconi
 Ms. Ana Sol Gutierrez
 Mr. Shervin Pishevar

Absent: None

Others Present: Dr. Paul L. Vance, Superintendent
 Mrs. Katheryn W. Gemberling, Deputy
 Dr. H. Philip Rohr, Deputy
 Mr. Thomas S. Fess, Parliamentarian

#indicates student vote does not count. Four votes are needed for adoption.

Re: INTERIM PLAN FOR RESTRUCTURING THE
 CENTRAL AND AREA OFFICES

Dr. Vance stated that the restructuring recommendation was a result of his budget reductions of over \$3 million in the central and area offices. He felt that the plan would support the achievement of their goals in implementing Success for Every Student. However, he believed that any further reductions would disrupt the ability of the units to offer meaningful service; and he pointed out that since June of 1990 these offices had been reduced by 18 percent. These reductions had occurred at a time when MCPS was growing by four to five percent each year. The plan was entitled "interim" to allow the opportunity for adjustments and modifications to the plan during the coming months. He stated that it was unfortunate that they had to use the budget to restructure the school system. He explained that the restructuring of MCPS could not be business as usual, and he pointed out that he did not plan to merely reshuffle the deck as far as personnel. He had asked Dr. Elfreda Massie, director of personnel, to assure a selection process that would identify the best candidates they had to offer. The personnel selection process would be open, fair, and based on merit.

Mrs. Gemberling and Dr. Rohr outlined the interim plans for their respective offices. Dr. Joseph Villani described the proposed plan for the area offices. Dr. Massie explained the plan for the Department of Personnel. Mrs. Carole Burger, director of

association relations, discussed procedures to be followed when positions were abolished and positions were established. Mr. Larry Bowers, budget director, described the contents of the notebook on restructuring that had been provided to the Board.

Board members requested the following information:

1. Mr. Ewing asked for the impact in the changes proposed for services to the learning disabled.
2. Mrs. Fanconi requested a list of activities that would be removed from the area offices. She was particularly concerned about the appeals process.
3. Mrs. Fanconi requested a timeline for the movement of employees, showing at what point the plan would be set in concrete.

Re: ADJOURNMENT

The president adjourned the meeting at 10:10 p.m.

PRESIDENT

SECRETARY

PLV:mlw