

APPROVED
17-1996

Rockville, Maryland
March 25, 1996

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Monday, March 25, 1996, at 8:00 p.m.

ROLL CALL Present: Ms. Ana Sol Gutiérrez, President
in the Chair
Mr. Stephen Abrams
Mr. Blair G. Ewing
Mr. Reginald Felton
Mrs. Beatrice B. Gordon
Mrs. Nancy King
Mr. Charles McCullough

Absent: Dr. Alan Cheung

Others Present: Dr. Paul L. Vance, Superintendent
Mrs. Katheryn W. Gemberling, Deputy
Mr. Larry A. Bowers, Acting Deputy

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

RESOLUTION NO. 229-1996 Re: **BOARD AGENDA**

On recommendation of the superintendent and on motion of Mr. Felton seconded by Mr. McCullough, the following resolution was adopted with Mr. Ewing, Mr. Felton, Mrs. Gordon, Ms. Gutiérrez, Mrs. King, and Mr. McCullough voting in the affirmative; Mr. Abrams abstaining.

Resolved, that the Board of Education approve its agenda for March 25, 1996.

Re: **PUBLIC COMMENTS**

The following people appeared before the Board of Education with comments:

1. Paula Lawrence.
2. Nick D'Ascoli
3. Phyllis Parks Robinson
4. William Pritchard
5. Maureen Koseff
6. Lee Anne Gerrick
7. Claren Holmes
8. Lawrence Jacobs

- 9. Deborah Hein
- 10. Sherman Funk
- 11. Michaela McNichol
- 12. Glen Jones
- 13. Ken Goodman
- 14. Rev. Ken Ehrke
- 15. Judy Teates

RESOLUTION NO. 230-1996 Re: **PROCUREMENT CONTRACTS MORE THAN \$25,000**

On recommendation of the superintendent and on motion of Mr. Abrams seconded by Mr. McCullough, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds have been budgeted for the purchase of equipment, supplies, and contractual services; and

WHEREAS, Funds have been budgeted for the five-year lease/purchase of a relational database management system for the Office of Global Access Technology; now therefore be it

Resolved, That a relational database management system be lease/purchased under the Master Equipment Lease/Purchase Agreement; and be it further

Resolved, That having been duly advertised, the following contracts be awarded to the low bidders meeting specifications as shown for the bids as follows:

1201 Word Processing/Spreadsheet and Database Software for Instructional Use

Awardees

Data Systems Integration, Inc.	\$ 21,832 *
Kunz, Inc.	<u>4,971</u>
Total	\$ 26,803

87-93 Fresh Produce - Extension

Awardee

Lexington Produce Company	\$ 260,000
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79-94 Maintenance and Repair of Fleet Vehicles - Extension

Awardees

Atlantic Transportation	\$ 12,500
District International Trucks, Inc.	12,500
General Automotive Servicercenter	12,500
Light Truck Service Company, Inc.	<u>12,500</u>
Total	\$ 50,000

51-96 Athletic, Cheerleader and Pom Pon Uniforms

Awardees (Please see note below)

Anaconda-Kaye Sports, Inc.	
Athletic House	
Indoor Sports, Inc./dba Grand Slam USA	
Marlow Sports, Inc.	
Sports Extra, Inc.	
Team Distributors	
Total	\$ 90,000

70-96 Lease/Purchase of a Relational Database Management System through the Master Lease Program

Awardee

Oracle Corporation	\$ 739,846
MORE THAN \$25,000	\$1,166,649

* Denotes MFD vendors

RESOLUTION NO. 231-1996 Re: **GRANT OF RIGHT-OF-WAY AT CEDAR GROVE ELEMENTARY SCHOOL**

On recommendation of the superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously by members present:#

WHEREAS, The Washington Suburban Sanitary Commission (WSSC) has requested a grant of right-of-way at the Cedar Grove Elementary School site, located at 24001 Ridge Road in Germantown; and

WHEREAS, The proposed grant of right-of-way, consisting of 12,768 square feet along the frontage of the school, with a 10-foot wide temporary construction easement on the east side of the right-of-way, is necessary to construct a water main to provide additional water pressure and transmission capacity in the Cedar Grove and Damascus areas; and

WHEREAS, All construction and restoration will be performed at no cost to the Board of Education, with WSSC and its contractors assuming liability for all damages or injury; and

WHEREAS, Construction and restoration will not adversely affect any land anticipated to be utilized for school purposes and would benefit the community by allowing for improved water pressure and water transmission; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a grant of right-of-way of 12,768 square feet to the Washington Suburban Sanitary Commission at Cedar Grove Elementary School; and be it further

Resolved, That a fee of \$3,192 be paid to Montgomery County Public Schools by the Washington Suburban Sanitary Commission for the subject right-of-way.

RESOLUTION NO. 232-1996 Re: **UTILIZATION OF FY 1996 FUTURE SUPPORTED PROJECT FUNDS FOR THE ASTRONOMY PROJECT AT MONTGOMERY BLAIR HIGH SCHOOL**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1996 Provision for Future Supported Projects a federal grant award of \$4,666, from the Space Telescope Science Institute, on behalf of the National Aeronautics and Space Administration, for the Astronomy Project at Montgomery Blair High School, in the following categories:

<u>Category</u>	<u>Amount</u>
2 Instructional Salaries	\$4,200
3 Other Instructional Costs	130
10 Fixed Charges	<u>336</u>
Total	<u>\$4,666</u>

and be it further

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

RESOLUTION NO. 233-1996 Re: **UTILIZATION OF FY 1996 FUTURE SUPPORTED PROJECT FUNDS FOR THE INTENSIVE VOCATIONAL ENGLISH AND SKILLS PROGRAM**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1996 Provision for Future Supported Projects a grant award of \$71,119 from the Maryland Department of Human Resources, Community Services Administration, Office of Refugee Affairs, under the Refugee Act of 1980, for the Intensive Vocational English and Skills Program, in the following categories:

	<u>Category</u>		<u>Amount</u>
2	Instructional Salaries	\$	57,964
3	Other Instructional Costs		8,460
10	Fixed Charges		<u>4,695</u>
	Total	\$	<u>71,119</u>

and be it further

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

RESOLUTION NO. 234-1996 Re: Utilization of FY 1996 Future Supported Project Funds for Maryland School Performance Assessment Program Materials

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1996 Provision for Future Supported Projects a grant award of \$19,533 from the Maryland State Department of Education, under the Hawkins-Stafford Elementary and Secondary School Improvement Amendments of 1988, for the Chapter 2 State's Discretionary Funds, for Maryland School Performance Assessment Program materials used by students during testing, in the following category:

<u>Category</u>	<u>Amount</u>
3 Other Instructional Costs	\$ <u>19,533</u>
Total	\$ <u>19,533</u>

and be it further

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

RESOLUTION NO. 235-1996 Re: **PERSONNEL APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 22, 1996:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
E. Moreno Carrasco	Assistant Principal, Wilde Lake at River Hill High School	Assistant Principal, John F. Kennedy High School

RESOLUTION NO. 236-1996 Re: **PERSONNEL APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 9, 1996:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Donna Shimoda- Hollingshead	Assistant Principal, Good Counsel High School	Assistant Principal, Seneca Valley High School

Re: **ANNUAL REPORT OF THE MENTAL HEALTH
ADVISORY COMMITTEE AND SUPERINTENDENT'S
RESPONSE**

Dr. Vance invited the following people to the table: Ms. Brenda Souto, chairperson; Ms. Agnes Leshner, member of the committee; and Mr. Anthony J. Paul, coordinator of Programs for Students with Serious Emotional Disturbance and liaison to the committee.

Mr. Paul presented the recommendations of the committee. This summer ten pilot schools from across MCPS participated in the second session of the summer training. This extensive training program will continue during the current academic year, and the summer participants will work with members of the SED Unit to train their colleagues. Through these efforts, pilot schools will work to establish safe and secure learning environments within their school through implementation of a consistent school-wide best practices plan. The committee strongly recommends that this highly successful program be further expanded in two significant ways:

1. A move should be made to make this training required in all schools within MCPS as soon as possible. This will help more educators become skilled in effective behavior management tied to effective instructional practices. The in-service training will help to increase the competence of educators in identifying and dealing with children in class and in the school. Such a commitment would bring extensive positive outcomes to staff, students and families at only minimal costs. The cost of this program is quite modest relative to the projected benefit.
2. This program should be extended to professionals in the community who work with MCPS students. It would greatly enhance interagency collaboration, facilitate the exchange of ideas and resources, and improve the skills of a wide variety of service providers. This group would include professionals from Montgomery County Department of Health and Human Services as well as professionals from private agencies, all of which would increase the assistance effort offered to special populations. Community professionals could be incorporated into ongoing staff training efforts at no additional cost to the school system. This training would greatly enhance interagency collaboration, facilitate the exchange of ideas and resources, and improve the skills of a wide variety of service providers.

Ms. Souto stated that schools receiving training indicate successful outcomes which include: reduction in referrals to special education; decrease in disproportionate representation among African American students who are identified for special education services; and increased student success by improved attendance, improved academic performance, and reduced suspensions.

Ms. Leshner added two other areas of improvement: additional efforts on providing early intervention and prevention services to students experiencing emotional and/or behavior problems, and forming more partnerships with service providers.

Mr. Felton thanked the committee and added that there were two areas of concerns: (1) the disproportionality of African-American students identified, and what specifically ties training directly to reduced identification; and (2) parent advocacy, and where that falls in the list of priorities? Mr. Paul responded that training is geared to the entire building where all staff and disciplines react the same way by setting up an environment that is

preventative and proactive. Skills are taught for early intervention and prevention methods. All children have consistent boundaries, standards, and predictability and, thereby, take risks to change their behaviors. Ms. Souto added that parents must be encouraged to look at mental health issues and warning signs concerning their children.

Regarding behaviors and preventative measures, Mrs. Gordon commented that if there is consistency and high expectations, it will benefit all students. She hoped that the focus was particularly on elementary-level students because the more a behavior is experienced the more difficult it is to change. She asked if there was anything in place to facilitate the recommendation about training and collaboration involving professionals in the community. Mr. Paul reacted that he is liaison to the Board's committee and the superintendent's representative on Mental Health Advisory to the County Council, and that interrelationship between those groups is helping to establish interagency collaborations.

Mr. Ewing stated that the recommendations were good ones and the superintendent's response was appropriate. He hoped that the Board will be able to support the training efforts more fully in future budgets. Mr. Ewing requested the specific costs for both of the committee's recommendations as well as specific data depicting successful outcomes and research in early intervention.

Ms. Gutiérrez asked about linkages for learning and the approach of working closely with interagency groups in support of children. After a meeting with the Education Committee regarding federal cuts, it is clear there needs to be a focus on what are the impacts and how those cuts affect each other. She asked for information on the training model and the cost drivers. Mr. Paul explained the training model is a trainer/trainer model. The SED Unit with three instructors intensively trains personnel in 25 schools: six different school staffs are trained for three weeks. Those trained are eight people for elementary schools, ten for the middle schools, and twelve from the high schools. The training encompasses thirty intensive hours through the whole continuum from preventing/proactive to responsive. The training is provided to a broad spectrum of staff from a school. After being trained, that staff person trains the balance of the school staff.

Re: **REVIEW OF BOARD OF EDUCATION ADVISORY COMMITTEES**

Dr. Vance invited the following staff to the table: Ms. Ruby A. Rubens, staff assistant/ombudsman to the Board of Education; Dr. Pam Splaine, coordinator of the Policy and Records Unit; Ms. Shirley Levin, chair of the Advisory Committee on Minority Student Education; and Ms. Brenda Souto, chair of the Mental Health Advisory Committee.

Ms. Rubens stated the committees have a great deal of expertise among the members, and the Board was not getting the full potential and effectiveness of that expertise. The Board's advisory committees play a valuable role in practices, programs, and policies.

The review of the advisory committees will include the charges, composition of the committees, and the mechanisms for recruiting and reporting to the Board.

The Board of Education currently has eight advisory committees: (1) Advisory Council for Career and Technology Education, (2) Advisory Committee on Counseling and Guidance, (3) Advisory Committee on Family Life and Human Development, (4) Medical Advisory Committee, (5) Mental Health Advisory Committee, (6) Advisory Committee on Minority Student Education, (7) Advisory Committee on Technology Usage, and (8) Advisory Committee on Title IX Gender Equity.

Ms. Rubens called a meeting of committee representatives and liaisons and posed questions regarding advisory committees such as composition, mission/charge, recruitment/outreach, reports, formal Board policy process, and efficiency/effectiveness. Recommendations from this meeting included: (1) improve recruitment/outreach for applicants; (2) provide press announcements to committee members and where possible use E-mail; and (3) report to the Board with a written annual report.

Dr. Splaine reported that the Board has suggested using advisory committees when policies are developed. The chairs and liaisons will be given an opportunity to comment on all tentative policies. A dialogue has started with the committees on the development of policies. The major concern is communication: when are the policy topics scheduled and what is the Board interested in? The office responsible for policies will send agendas to the committees and serve as a contact for response to any inquiries on topics or timing.

Ms. Levin feels strongly that advisory committees have an important role in apprising the Board of Education in areas of expressed interest. Recruitment is an ongoing problem as is attendance. The lead time for her committee has not been sufficient for any timely and thoughtful responses. Ms. Souto agreed that lead time is a problem when dealing with a large advisory committee.

Ms. Gutiérrez thanked staff for pulling together the excellent recommendations. She was pleased with the recommendations some of which the Board has been struggling with for years. The committees certainly have a wealth of expertise in commenting on proposed policy as well as what policies are needed. By engaging the committees in substantive discussions on policy, the committees' recruitment and attendance may improve.

Mr. Ewing thought the review was excellent and suggested ways in which the expertise of the committees could be more useful to the Board. He was pleased with the suggestion that committees be involved in the formal policy process and issues that the Board should be addressing. Mr. Ewing suggested that the charges/missions of the advisory committees be reviewed by the both committees and the Board to clarify expectations.

Mrs. Gordon was pleased that the dialogue with advisory committees had begun. The timeliness of activity is important since advisory committees should offer advice on event-based topics and not just through an annual report. Since the advisory committees have expertise across a wide range of topics, Mrs. Gordon stressed that appropriate advisory committees be asked for input on policies, whether they have deletions, corrections, modifications, or no change. Mrs. Gordon asked for a list of all advisory committees' meeting dates in the event the Board has a suggestion. Mrs. Gordon advised that the Board must look at the composition of its advisory committees to ensure community input. She pointed out that the charges as well as the committees themselves need to be reviewed from time to time to assure that the Board has input on essential subjects.

Mr. McCullough asked if the student organizations are contacted for perspective advisory committee members. Ms. Rubens stated the Students Affairs Office is contacted for the names of potential committee members. Mr. McCullough asked the committee chairs to comment on the effectiveness of the role and impact of student committee members. Ms. Levin was emphatic that students are crucial as committee members because they are aware of what is happening in the schools. Ms. Souto stated that it is another learning experience for students.

Mr. Felton commented on the value of the committees and clarified that they are advisory. He encouraged the committees to be proactive as part of the annual report and point out areas that should be addressed. Mr. Felton would like to see a plan for how the administration will engage the advisory committees in policy review, particularly at the time policy is being developed.

Ms. Gutiérrez though the advisory committees could be effective when the budget is prepared. If suggestions or recommendations for improvements have budgetary implications, the Board needs to respond.

Re: ANNOUNCEMENT

Ms. Gutiérrez acknowledged that there were many individuals who could not be seated in the Board Room and were watching the proceedings on television monitors in the auditorium or the cafeteria. Board members were aware of the interest among the community in the next agenda item.

Re: **FINAL ACTION ON POLICY ON HUMAN RELATIONS
(ACA)**

On recommendation of the superintendent and on motion of Mr. McCullough seconded by Mr. Abrams, the following resolution was placed on the table:

WHEREAS, A general policy on Human Relations was adopted in 1969 and amended in 1972; and

WHEREAS, On July 12, 1994, an analysis of all human relations policies was presented to the Board of Education; and

WHEREAS, On April 11, 1995, the Board of Education had its first discussion of the revised policy and requested further review; and

WHEREAS, The policy was updated and revised using input from a wide range of community members; and

WHEREAS, On January 11, 1996, the Board of Education took tentative action to adopt amended Policy ACA and the policy subsequently was sent out for public comment; and

WHEREAS, Over 150 written comments on the policy were received from individuals, organizations, and members of the faith community; now therefore be it

Resolved, That the Board of Education take final action to adopt revised Policy ACA as shown on draft.

RESOLUTION NO. 237-1996 Re: **AN AMENDMENT TO HUMAN RELATIONS
POLICY ACA**

On motion of Mr. Ewing and seconded by Mr. Abrams, the following resolution was adopted with Mr. Abrams, Mr. Ewing, Mr. Felton, Mrs. Gordon, Ms. Gutiérrez, and Mrs. King voting in the affirmative; Mr. McCullough abstaining:

Resolved, That the Board of Education amends the Human Relations Policy ACA at Purpose, 2. to read:

To affirm that MCPS will not condone acts of disrespect, insensitivity, bias, harassment, verbal abuse, physical violence, or illegal discrimination toward any person. **However, it is not the policy of the Board of Education to advocate, encourage, promote, or endorse any particular race, color, gender, religion, ancestry, national origin, marital status, age, or sexual**

orientation, including homosexuality. (Footnote: This language is consistent with the language of the Montgomery County Code, § 27-1.)

Re: AN AMENDMENT BY MR. ABRAMS TO THE HUMAN RELATIONS POLICY ACA (FAILED)

On motion of Mr. Abrams and seconded by Mrs. King, to amend the policy by adding “culturally” before “diverse” in line 26 failed with Mr. Abrams voting in the affirmative; Mr. Ewing, Mr. Felton, Mrs. Gordon, Ms. Gutiérrez, Mrs. King, and Mr. McCullough voting in the negative.

Re: AN AMENDMENT BY MR. ABRAMS TO THE HUMAN RELATIONS POLICY ACA (FAILED)

On motion of Mr. Abrams and seconded by Mrs. Gordon, to amend the policy by adding “physical appearance” after “marital status” in line 67 failed with Mr. Abrams, Mr. Ewing, Mrs. Gordon, and Mrs. King voting in the affirmative; Mr. Felton, Ms. Gutiérrez, and Mr. McCullough voting in the negative.

RESOLUTION 238-1996 Re: AN AMENDMENT TO HUMAN RELATIONS POLICY ACA

On motion of Mr. Ewing and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education amends the Human Relations Policy ACA at Commitments, b)(1) to read:

MCPS will educate children to succeed in a global community by helping them to develop an awareness and **understanding of** the achievements, problems, and aspirations of all people.

For the record, Mr. Ewing requested that the following dialogue be included in these minutes:

Mr. Abrams: On line 129, what does that mean? What is the requirement of the provision that reads: “MCPS will promote a diverse representation on task forces, committees, commissions, and other advisory bodies.”? What is included in diverse representation?

Dr. Lancaster: Out of discussions with Board committees, there has been some concern expressed yearly about the balance -- racial and gender -- on

all kinds of committees and representative groups in MCPS. This was introduced in order to encourage that kind of movement from the Board's perspective.

Mr. Abrams: My specific question with regard to this provision is that there may be a conflict with the Ewing amendment, if the term used here is "will promote diverse representation." My question is, what is included within the terminology of diverse within the meaning of this policy statement, because it seems to me it is inconsistent with what the policy does not do in accordance with the Ewing amendment. That is where I need the clarification. I am asking a question from staff: Given the amendment that was included which was taken out of the Human Relations Policy for the county, what does the term "diverse representation" mean within the context of the Human Relations Policy, and what is the requirement to promote diverse representation given the various categories that have been included by our addition?

Dr. Lancaster: When this was introduced, the categories that were more prominent in designing this were racial and ethnic.

Mr. Abrams: But, we have now included sexual orientation. Is there a requirement to promote sexual orientation representation in order to comply with the "diverse representation" directive of this provision?

Mr. Johnson: I guess I read it, Mr. Abrams, as not an affirmative action for sexual orientation but in line with the nondiscrimination provisions that the Board has agreed to. Simply, that we will have and will do whatever we can to have diverse representation.

Mr. Abrams: But, that is not "we will promote."

Mr Felton: Would the word encourage change the meaning?

Mr. Johnston: It may. The issue is what is embraced within diverse representation. I do not read anything in this to say that you have to have on a particular task force gay representatives. I do not think that under the provisions of the policy as worded, you could now discriminate against someone who was picked on the basis of their sexual orientation.

Mr. Abrams: I just wanted to get clarity as to what was intended. The fact that nothing in here is intended under the terminology "promote diverse representation" that would require an affirmative action with regard to sexual orientation for representation. I read the word promote differently, and that

is why I am curious as to how you come to that conclusion, but I will accept it.

RESOLUTION 239-1996

Re: **AN AMENDMENT TO ADD GLOSSARY FOR THE HUMAN RELATIONS POLICY ACA REGULATIONS**

On motion of Mr. Ewing and seconded by Mr. McCullough, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education in adopting Policy ACA, the Board directs the superintendent to complete necessary regulatory revisions and include in those an updated glossary to take into account the Board's actions including the addition of diversity and such other terms as may be appropriate.

RESOLUTION NO. 240-1996

Re: **HUMAN RELATIONS POLICY ACA**

On recommendation of the superintendent and on motion of Mr. McCullough seconded by Mr. Abrams, the following resolution was adopted with Mr. Abrams, Mr. Ewing, Mr. Felton, Mrs. Gordon, Ms. Gutiérrez, and Mr. McCullough voting in the affirmative; Mrs. King abstaining.

Resolved, That the Board of Education adopt as amended the following Human Relations Policy ACA:

Human Relations

A. PURPOSE

1. To expect all MCPS staff, parents, and students to take positive steps to promote in every possible way the improvement of human relations within the school system
2. To affirm that MCPS will not condone acts of disrespect, insensitivity, bias, harassment, verbal abuse, physical violence, or illegal discrimination toward any person. However, it is not the policy of the Board of Education to advocate, encourage, promote, or endorse any particular race, color, gender, religion, ancestry, national origin, marital status, age, or sexual orientation, including homosexuality¹

¹This language is consistent with the language of the Montgomery County Code, §27-1.

3. To establish and maintain productive and harmonious working and learning environments for staff and students
4. To assure that good human relations remain a continuing priority

B. ISSUE

As MCPS has become increasingly diverse, proactive steps must be taken to advance an environment of high expectations and mutual respect. MCPS should reaffirm its commitment to preparing all students to live and work in a global multicultural world and to fostering an atmosphere where all members of the community feel they are an integral part of the educational process. Staff, student, parent and community input and interagency collaboration must be critical factors in fulfilling this commitment.

C. POSITION

1. Definition

Human relations are the personal and group dynamics that promote respect for the rights and integrity of each individual and recognition of the value of each group as an important part of the community. Positive human relations are a vehicle to promote access, equity, and equality of opportunity for all.

2. Commitments

a) Promote atmosphere of respect and nondiscrimination

Each MCPS employee shall be responsible for establishing and maintaining an educational atmosphere in which students and staff can develop attitudes and skills for effective, cooperative living, including:

- (1) Respect for the individual regardless of economic status, intellectual ability, race, color, national origin, religion, gender, age, marital status, sexual orientation, or disability
- (2) Respect for cultural and language differences
- (3) Respect for personal rights of others

- (4) Respect for the right of others to seek and maintain their own identities with dignity
- b) Provide training and education for cross-cultural communication and understanding
 - (1) MCPS will educate children to succeed in a global community by helping them to develop an awareness and understanding of the achievements, problems, and aspirations of all people.
 - (2) MCPS will provide opportunities for staff, students, parents and community members to become more aware of human relations concerns in the school and community and become actively engaged in working together to resolve those concerns.
 - (3) MCPS will contribute to national efforts to improve international understanding and cooperation by helping to reconcile group differences and by fostering understanding of the various cultures of the world.
- c) Provide equality of opportunity
 - (1) MCPS shall continue to promote a diverse workforce by making every effort to maintain a school system free of prejudice and illegal discrimination in all aspects of employment.
 - (2) MCPS will promote diverse representation on task forces, committees, commissions, and other advisory bodies.

D. DESIRED OUTCOMES

- 1. Every school and unit will demonstrate an atmosphere that promotes understanding, respect, and positive interaction among all individuals and groups.
- 2. MCPS will be free of illegal discriminatory barriers to educational and employment opportunities based on race, color, national origin, religion, gender, age, marital status, sexual orientation, or disability.

E. IMPLEMENTATION STRATEGIES

1. Curricula, programs, instructional materials, and training shall continue to be examined, revised, and designed as necessary, to provide all staff and students with the knowledge, skills, attitudes, and behaviors to exercise positive interpersonal and group relations. Instructional materials used in the schools will accurately portray the history, contributions, and culture of the diverse ethnic groups in our society.
2. All administrators and supervisors will implement, coordinate, and assess human relations activities and programs for students, staff, and parents.
3. Staff will create schools, classrooms, and offices that are inclusive, bias-free, and provide a welcoming climate for all.
4. Internal mechanisms for the prompt resolution of human relations concerns and complaints of discrimination will be maintained to ensure that individuals have a right to redress.

F. REVIEW AND REPORTING

1. An update on the progress in implementing this policy will be presented to the Board of Education every two years.
2. This policy will be reviewed on an ongoing basis in accordance with the Board of Education's policy review process.

Re: BOARD/SUPERINTENDENT COMMENTS

Mr. Ewing stated that the Long-range and Strategic Planning Subcommittee is moving ahead on the Future Search Conference. He asked that the subcommittee have the opportunity to bring to the Board periodic updates and recommendations through September. The conference is September 19, 20, and 21, and Board members need to put those dates on their calendars. The Board members are encouraged to submit ideas the conference might address.

Mr. Felton commented that at a recent Board meeting the Board was briefed on systemwide training. The Research and Evaluation Committee has met and will present a plan to the Board regarding systemwide training.

Mr. McCullough told the Board that elections for the student Board member were in full swing. There will be a meet the candidates video taped on March 27, 1996. There will

also be a candidates forum. MCSMOB has had its fifth meeting and in May they will go before MABE to ask for affiliation with that organization.

Ms. Gutiérrez reminded the Board and the public that the legislature was still in session. There were serious pending issues that will have an impact on local boards. It was very important that the PTAs and community members stay informed and, if possible, testify in support of issues that impact MCPS. The operating budget is before the County Council, and there will be a series of public hearings. She encouraged the public to participate and help the Board advocate for public education in Montgomery County.

RESOLUTION NO. 241-1996 Re: **CLOSED SESSION - APRIL 10, 1996**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the Education Article of the Annotated Code of Maryland and Title 10 of the State Government Article to conduct certain meetings or portions of its meetings in closed session; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a portion of its meeting on Wednesday, April 10, 1996, at 9:00 a.m. and 12 noon. to discuss personnel matters, matters protected from public disclosure by law, and other issues including consultation with counsel to obtain legal advice; and be it further

Resolved, That these meetings be conducted in Room 120 of the Carver Educational Services Center, Rockville, Maryland, as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and State Government Article 10-501; and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

Re: **REPORT ON CLOSED SESSIONS - MARCH 13, 1996**

On February 26, 1996, by the unanimous vote of members present, the Board of Education voted to conduct a closed session on March 13, 1996, as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and State Government Article 10-501.

The Montgomery County Board of Education met in closed session on March 13, 1996, from 9:00 to 10:00 a.m. and 12:45 to 2:20 p.m. The meeting took place in Room 120, Carver Educational Services Center, Rockville, Maryland.

The Board met to discuss personnel issues, negotiations, and legal matters with its attorneys. Board members reviewed and adjudicated Appeals 1995-46, 1995-47, T-1996-1, and 1996-4.

In attendance at part or all of the closed session were: Stephen Abrams, Larry Bowers, Judy Bresler, Ray Bryant, Blair Ewing, Reggie Felton, David Fischer, Kathy Gemberling, Bea Gordon, Ana Sol Gutiérrez, Roland Ikheloa, Nancy King, Frieda Lacey, George Margolies, Elfreda Massie, Charles McCullough, Brian Porter, Glenda Rose, Ruby Rubens, Steve Seleznow, Mary Helen Smith, Roger Titus, Paul Vance, and Joe Villani.

RESOLUTION NO. 242-1996 Re: **BOE APPEAL NO. T-1996-1**

On motion of Mr. Felton and seconded by Mr. Abrams, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adopt the Decision and Order in BOE Appeal No. T-1996-1, a student transfer matter.

RESOLUTION NO 243-1996 Re: **BOE APPEAL NO. 1996-4**

On motion of Mr. Felton and seconded by Mr. Abrams, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adopt the Decision and Order in BOE Appeal No. 1996-4, a personnel matter.

Re: **PROCEDURE FOR NEW BUSINESS**

On motion of Mr. Felton and seconded by Mrs. Gordon, the following resolution was put on the table:

WHEREAS, Current Board policy allows for a member to place an item before the Board through a motion and second under the "new business" portion of its business meeting, with a majority of the Board approving such motions at a subsequent meeting in order for the item to be scheduled on a future agenda; and

WHEREAS, Current Board policy allows Board members to make such motions with no advance notice to their colleagues and provide little clarity as to their intent or the need for such a motion to be adopted; and

WHEREAS, The Board is often asked to vote on an item of new business lacking critical information as to its import; and

WHEREAS, The past year has seen a proliferation of new business items that has resulted in additional items waiting to be scheduled on future agendas, frequently after a lapse of considerable time; and

WHEREAS, Many items of new business could be effectively addressed by a request for information, an analysis or evaluation of current practice, or a policy recommendation from the superintendent without the need to schedule time on the Board's agenda; now therefore be it

Resolved, That the Board of Education establish a new procedure for handling of items of new business that would require all Board members desiring to introduce an item of new business to provide the following information to the maximum extent possible:

1. the general subject matter;
2. the specific issue or concern to be addressed;
3. the problem, if any, that the member hopes to resolve;
4. any pertinent policy, administrative regulations, the office, department, or external stakeholder that would be affected by this issue;
5. the funding/cost implications, if relevant, and if known;
6. whether the matter is time sensitive and, if so, when the item should be addressed to be timely;
7. the names of individuals whose comments and input should be solicited to clarify the issue; and
8. any external implications, including political and legislative, of which the Board should be cognizant.

and be it further

Resolved, That the staff director design a format which can be informally and easily used by Board members;

and be it further

Resolved, That any Board member seeking to introduce an item of new business shall submit a form containing the above information no later than the convening of the business meeting at which a motion is to be made, with copies to be provided to all members, the superintendent, and staff director.

Re: **A MOTION BY MR. EWING TO AMEND THE
PROCEDURE FOR NEW BUSINESS (FAILED)**

On motion of Mr. Ewing and seconded by Mr. Abrams, the amendment to replace “require” with “encourage” failed with Mr. Ewing, Ms. Gutiérrez, and Mr. McCullough voting in the affirmative; Mr. Felton, Mrs. Gordon, and Mrs. King voting in the negative; Mr. Abrams abstaining.

Re: PROCEDURE FOR NEW BUSINESS (FAILED)

On motion of Mr. Felton and seconded by Mrs. Gordon, the following resolution failed with Mr. Felton, Mrs. Gordon, and Mrs. King voting in the affirmative; Mr. Abrams, Mr. Ewing, Ms. Gutiérrez, and Mr. McCullough voting in the negative:

WHEREAS, Current Board policy allows for a member to place an item before the Board through a motion and second under the “new business” portion of its business meeting, with a majority of the Board approving such motions at a subsequent meeting in order for the item to be scheduled on a future agenda; and

WHEREAS, Current Board policy allows Board members to make such motions with no advance notice to their colleagues and provide little clarity as to their intent or the need for such a motion to be adopted; and

WHEREAS, The Board is often asked to vote on an item of new business lacking critical information as to its import; and

WHEREAS, The past year has seen a proliferation of new business items that has resulted in additional items waiting to be scheduled on future agendas, frequently after a lapse of considerable time; and

WHEREAS, Many items of new business could be effectively addressed by a request for information, an analysis or evaluation of current practice, or a policy recommendation from the superintendent without the need to schedule time on the Board's agenda; now therefore be it

Resolved, That the Board of Education establish a new procedure for handling of items of new business that would require all Board members desiring to introduce an item of new business to provide the following information to the maximum extent possible:

1. the general subject matter;
2. the specific issue or concern to be addressed;
3. the problem, if any, that the member hopes to resolve;
4. any pertinent policy, administrative regulations, the office, department, or external stakeholder that would be affected by this issue;
5. the funding/cost implications, if relevant, and if known;

6. whether the matter is time sensitive and, if so, when the item should be addressed to be timely;
7. the names of individuals whose comments and input should be solicited to clarify the issue; and
8. any external implications, including political and legislative, of which the Board should be cognizant.

and be it further

Resolved, That the staff director design a format which can be informally and easily used by Board members;

and be it further

Resolved, That any Board member seeking to introduce an item of new business shall submit a form containing the above information no later than the convening of the business meeting at which a motion is to be made, with copies to be provided to all members, the superintendent, and staff director.

Re: SCHOOL UNIFORMS

The following motion that was made by Mrs. King and seconded by Mr. Abrams was withdrawn by Mrs. King and Mr. Abrams

Resolved, That the Board of Education schedule time to discuss school uniforms.

Re: OPEN FORUM ON SPECIAL EDUCATION (FAILED)

On motion of Mr. Ewing and seconded by Ms. Gutiérrez, the following resolution failed with Mr. Ewing, Ms. Gutiérrez, and Mr. McCullough voting in the affirmative; Mr. Abrams, Mr. Felton, Mrs. Gordon, and Mrs. King voting in the negative:

Resolved, That the Board of Education schedule an open forum for the community concerning issues in special education including but not limited to such matters as student placement, costs, staffing, services within and outside MCPS, and future directions of special education services. Direct the Board staff to develop a format, agenda, and list of invitees including special education parents as well as advocacy groups and staff and come back to the Board with a specific plan after having consulted with the superintendent and staff.

RESOLUTION NO. 244-1996 Re: IMPLEMENTATION OF MATH/SCIENCE POLICY

On motion of Ms. Gutiérrez and seconded by Mrs. King the following resolution was adopted with Mr. Abrams, Mr. Ewing, Ms. Gutiérrez, Mrs. King, and Mr. McCullough voting in the affirmative; Mrs. Gordon voting in the negative; and Mr. Felton abstaining:

Resolved, That the Board of Education schedule an update on the implementation of the math/science policy especially in view of the new science standards.

Re: NEW BUSINESS

Mr. Ewing moved and Mr. Felton seconded the following:

Resolved, That the Board of Education ask the superintendent to develop a resolution recognizing the 30th Anniversary of Head Start at its April 10, 1996, meeting.

Mr. Ewing moved and Mr. Abrams seconded the following:

Resolved, That the Board of Education schedule time to discuss and the superintendent prepare an assessment of the impact of the Adequate Public Facilities Ordinance, Annual Growth Policy and the results in regard to overcrowding of schools, failure to build schools, and modernization of schools.

Mr. Ewing moved and Ms. Gutiérrez seconded the following:

Resolved, That the Board of Education request that the superintendent make a recommendation for Board approval regarding the applications for magnet programs from parents of students in the Prince George's County part of Takoma Park.

Mr. Ewing moved and Mr. Felton seconded the following:

Resolved, That the Board of Education ask the superintendent to develop a resolution recognizing Interages' 10th anniversary.

Mr. McCullough moved and Mr. Ewing seconded the following:

Resolved, That the Board of Education schedule time to consider supporting MCSMOB's endeavor to become an affiliate of MABE.

Ms. Gutiérrez moved and Mr. Abrams seconded the following:

Resolved, That the Board of Education schedule time to discuss and take possible action as to Board's participation in the Maryland Association of Boards of Education and to consider possible resolutions for proposing at the MABE annual meeting in September to address the manner in which legislative positions are taken.

Resolution No. 245-1996

Re: **ADJOURNMENT**

On recommendation of the superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of March 25, 1996, at 12:30 a.m.

PRESIDENT

SECRETARY

PLV:gr

MONTGOMERY COUNTY BOARD OF EDUCATION
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