

APPROVED
13-2010

Rockville, Maryland
April 26, 2010

The Board of Education of Montgomery County held a business meeting at the Carver Educational Services Center, Rockville, Maryland, on April 26, 2010, at 7:00 p.m.

Present: Mrs. Patricia O'Neill, President
in the Chair
Mr. Christopher Barclay
Ms. Laura Berthiaume
Ms. Shirley Brandman
Dr. Judy Docca
Mr. Michael Durso
Mr. Philip Kauffman
Mr. Larry Bowers, Acting Secretary/Treasurer

Absent: Mr. Timothy Hwang
Dr. Jerry Weast

or () indicates student vote does not count. Four votes needed for adoption.

RESOLUTION NO. 208-10 Re: **RESOLUTION FOR CLOSED SESSION**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the *State Government Article* of the *Annotated Code of Maryland* 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 closed session on April 26, 2010, in Room 120 from 5:30 to 7:00 p.m.; and be it further

Resolved, That the Board of Education of Montgomery County discuss the Human Resources Monthly Report and Appointments as permitted under Section 10-508(a)(1) of the *State Government Article* with a subsequent vote in open session; and be it further

Resolved, That the Board of Education of Montgomery County discuss collective bargaining negotiations and related matters, as permitted under Section 10-508(a)(9) of the *State Government Article* and Section 4-107(d)(2)(ii) of the *Education Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed session on April 26, 2010, to acquit its administrative functions and receive legal advice to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the *Open Meetings Act* under Section 10-508(a) of the *State Government Article*; and be it further

Resolved, That the meeting continue in closed session until the completion of business.

Re: **PLEDGE OF ALLEGIANCE**

“I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.”

Re: **APPROVAL OF THE AGENDA**

On recommendation of the superintendent and on motion of Ms. Brandman seconded by Dr. Docca, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its agenda for April 26, 2010.

RESOLUTION NO. 209-10 Re: **ASIAN PACIFIC AMERICAN HERITAGE MONTH**

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

WHEREAS, The United States Congress passed a resolution proclaiming the month of May as Asian Pacific American Heritage Month; and

WHEREAS, The Asian Pacific American community places a high premium on educational accomplishments as a pathway to further success; and

WHEREAS, Montgomery County Public Schools recognizes and honors our Asian Pacific American community who, by their hard work, vision, and achievements, are creating a better tomorrow for our students; and

WHEREAS, Asian Pacific Americans have contributed significantly to the growth and development of the country and our county through their distinguished leadership in many fields, including the sciences, medicine, education, law, government, religion, the arts, and the humanities; and

WHEREAS, Asian Pacific American students in the Class of 2009 had SAT scores that increased 28 points from 1,720 in 2008 to 1,748 in 2009, while the numbers of Asian Pacific American students in the Class of 2009 taking the test also increased from 1,294 in 2008 to 1,406 in 2009; now therefore be it

Resolved, That the Montgomery County Board of Education and superintendent of schools hereby declare May 2010 to be observed as “Asian Pacific American Heritage Month.”

RESOLUTION NO. 210-10 Re: **TEACHER APPRECIATION WEEK**

On recommendation of the superintendent and on motion of Ms. Brandman seconded by Dr. Docca, the following resolution was adopted unanimously by members present:

WHEREAS, Education is the process by which one generation passes on to the next generation the knowledge of “how to learn” as well as a zest and passion for the joy of learning itself; and

WHEREAS, Teachers open children’s minds to the magic of ideas, knowledge, and dreams; and

WHEREAS, Teachers work tirelessly to serve our children and communities with care and professionalism, filling many roles as listeners, explorers, role models, motivators, and mentors; and

WHEREAS, The Board of Education wishes to recognize publicly all of the ways that teachers contribute to the lives of children; and

WHEREAS, The Board of Education encourages families and schools to show teachers the appreciation they so richly deserve; and

WHEREAS, The Board of Education thanks its teachers for their contributions to excellence in education; now therefore be it

Resolved, That Teacher Appreciation Week be observed by the school system during the week of May 3–7, 2010; and be it further

Resolved, That Tuesday, May 4, 2010, be designated as Teacher Appreciation Day for Montgomery County Public Schools.

Re: **PUBLIC COMMENTS**

The following people made comments before the Board of Education:

<u>Person</u>	<u>Topic</u>
1. Alain Bangnam	Access to Technology
2. Jennifer Rojko	MCPS Web
3. Todd Pusey	Access to Technology
4. Osiel Tapasco	Access to Technology

Re: **BOARD/SUPERINTENDENT COMMENTS**

Mrs. O'Neill announced that Mr. Hwang was absent at this meeting since he had a speaking engagement in Annapolis.

Mr. Durso thanked the Board and staff for the flowers and words of encouragement during his recent absence. When he was at home, Terry Shima visited member of Japanese American Veterans Association, who visited schools, such as Springbrook. He detailed to interment of Japanese Americans during World War II. Through contact with him, Dr. Durso never detected bitterness; only his love for the United States.

Dr. Docca attended several events, which included:

1. Achieving Equity through Passion, Practice and Persistence workshops at Montgomery Blair High School with Ginny Gong as opening speaker;
2. Montgomery County Chapter of Delta Sigma Theta, celebrating their work, with the STEM recognizing Neelsville Middle School;
3. Volunteer and donor recognitions from Linkages for Learning at the Glenview Mansion;
4. Tour of Clarksburg at the cluster meeting;
5. *Mikado* at Montgomery Blair High School; and
6. NAACP Freedom Fund Banquet (she thanked Maryland State Senator Nancy King for scholarships and Ms. Brandman for her work and donations).

Ms. Berthiaume associated herself with Dr. Docca's remarks. She congratulated the MCPS finalists for *It's Academic*: James Hubert Blake, Rockville, and Quince Orchard high schools.

Mr. Barclay associated himself with Dr. Docca's comments. The cluster meetings were very productive, enabling a closer look and dialogue with the schools. He congratulated the NAACP Teacher of the Year Holly Pasquale and NAACP Principal of the Year Bertram Generlette.

Ms. Brandman joined her colleagues in their remarks. She congratulated the NAACP Scholarship winners. She also represented the Board at the MCPS Best of the Web Awards. Communication is an important part of education.

Mrs. O'Neill commented on the 40th anniversary of Earth Day with U.S. Trade Representative, Ambassador Ron Kirk, officials from SunEdison, and students at Francis Scott Key Middle School highlighting solar energy systems as an inexpensive and efficient way to provide power.

There was a moment of silence in memory of Brain Betts, former MCPS employee and principal in the District of Columbia.

Mr. Bowers commented on the partnership with SunEdison. Montgomery County Public Schools currently hosts more solar photovoltaic (PV) systems than any other school system in the mid-Atlantic region—eight schools with 1.1 megawatts of solar PV capacity. The PV systems have been financed, installed, and maintained by SunEdison. The school system is responsible for electricity costs, which are considerably lower than for conventional systems.

RESOLUTION NO. 211-10 Re: **CONTRACTS OF \$25,000 OR MORE**

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

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

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

RKS-9-8	Music Facility Equipment	
	<u>Awardee</u>	
	Wenger Corporation	\$ 34,766
40440.1	Security System Supplies and Equipment	
	<u>Awardees</u>	
	Alarmax Distributors, Inc.	\$117,827
	Graybar Electric Company, Inc.	<u>7,114</u>
	Total	\$124,941

4240.2	Gestetner 9002 Copier Supplies and Parts	
	<u>Awardees</u>	
	Capital Document Solutions*	\$ 49,288
	Ikon Office Solutions, Inc.	37,564
	Ricoh Americas Corporation	23,679
	Sharp Electronics Corporation	<u>322,080</u>
	Total	\$432,611
4292.1	Online Professional Development	
	<u>Awardee</u>	
	Maryland Public Television	\$178,574
4293.1	Marriott Foundation Partnership	
	<u>Awardee</u>	
	Marriott Foundation for People	\$ 30,000
4259.1	Instructional Software	
	<u>Awardee</u>	
	4 Learning, Inc.	\$ 90,000
9059.9	Developmental Activities Supplies and Equipment	
	<u>Awardees</u>	
	Cannon Sports, Inc.*	\$ 23,282
	Flaghouse, Inc.	4,409
	Gopher Sport	2,750
	S&S Worldwide	1,547
	School Specialty, Inc.	22,884
	Sport Supply Group, Inc.	35,696
	Sports Stop, Inc.	<u>16,640</u>
	Total	\$107,208
9063.10	Football Supplies and Equipment	
	<u>Awardees</u>	
	Anaconda Sports, Inc.	\$ 16,825
	Cannon Sports, Inc.*	5,219

Dixie Sporting Goods	10,455
Gilman Gear*	1,830
Marlow Sports, Inc.*	25,681
Riddell	78,039
Rogers Athletic Company	2,930
Sport Supply Group, Inc.	13,644
Sports Stop, Inc.	<u>7,391</u>
Total	\$162,014

9084.7 Physical Education Supplies and Equipment

Awardees

Ad Mats Corporation*	\$ 76,043
Aluminum Athletic Equipment Company	21,264
Baden Sports, Inc.	8,575
Bill Fritz Sports Corporation	10,551
Cannon Sports, Inc.*	42,270
Coast to Coast Sports	2,730
Deary's Gymnastics Supply	9,341
Dollamur	71,910
Eurosport	1,874
Flaghouse, Inc.	2,255
G. L. Sports	4,823
Gregg United Sports, Inc.	16,283
Marlow Sports, Inc.*	6,440
Medco Supply Company	4,127
M. F. Athletic Company	5,638
Power Systems, Inc.	3,750
Pyramid School Products	33,684
Resilite Sports Products, Inc.	32,294
S&S Worldwide	3,746
School Specialty	18,427
Soccer International, Inc.	30,806
Sport Supply Group, Inc.	335,438
Sports Imports, Inc.	46,078
Sports Stop, Inc.	28,033
Sports USA Jenco Enterprises*	1,800
The Athletic Equipment Source	<u>96,827</u>
Total	\$915,007

9137.1	Products for Summer Program—Extension	
	<u>Awardee</u> (See note)	
	Dori Foods, Inc.	
	Karetas Foods, Inc.	
	Sysco Food Services of Baltimore, LLC	
	Total	\$ 75,000
9340.4	Hot Mix Asphalt Replacement at Various Locations**	
	<u>Awardee</u>	
	Finley Asphalt & Sealing, Inc.	\$ 758,950
9424.1	Energy Management Automation System Upgrade at Various Locations	
	<u>Awardee</u>	
	Control Systems Sales, Inc.*	\$ 109,930
9694.1	Gymnasium Wood Flooring System Replacement at Neelsville Middle School and Stedwick Elementary School**	
	<u>Awardee</u>	
	Weyer's Floor Service, Inc.	\$ 104,526
9695.1	New Emergency Electrical Generating Systems at Germantown Elementary School, Highland Elementary School, and Woodlin Elementary School**	
	<u>Awardee</u>	
	Brandenburg Electric, Inc.	\$ 276,417
TOTAL PROCUREMENT CONTRACTS OVER \$25,000		\$3,399,944

* Denotes Minority-, Female-, or Disabled-owned Business

** Planned Life-cycle Asset Replacement Bid (PLAR)

Note: Contract amounts will be based on individual requirements

RESOLUTION NO. 212-10 Re: **MASTER LEASE FINANCING**

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

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

WHEREAS, Funds have been budgeted for the lease/purchase of classroom furniture through Bid No. 4114.3 in the amount of \$748,466; and

WHEREAS, Funds have been budgeted for the lease/purchase of a server storage and backup system through Bid No. USMSC 2007-12 in the amount of \$1,008,319; and

WHEREAS, Funds have been budgeted for the lease/purchase of a WebSMARTT license through Bid No. 165-97 in the amount of \$157,077; and

WHEREAS, The acquisition of classroom furniture, server storage and backup system, and WebSMARTT license through lease/purchase agreements has been reviewed by legal counsel; and

WHEREAS, Funds have been budgeted and awarded previously for the following items to be acquired through lease purchase financing already approved by the Board under the master lease purchase agreement:

	<i>Description</i>	<i>Amount</i>	<i>Term in Years</i>
	School buses	\$ 3,912,792	6
	Automated food packaging system	187,625	5
	Materials Management vehicle	168,166	5
	Transportation vehicles	132,902	5
and	Other vehicles and equipment	1,518,318	5
	Planned Life-cycle Asset Replacement equipment	43,018	5
	Copiers	140,930	5
	Technology Modernization	14,192,906	4
	Security vehicle	19,972	3

WHEREAS, Montgomery County Public Schools' funds were advanced for some of the previously budgeted and awarded items prior to closing; now therefore be it

Resolved, That the acquisition of classroom furniture through Bid No. 4114.3 in the amount of \$748,466 be through a lease/purchase agreement for a six-year term under the Master Lease Purchase Agreement with First Southwest Leasing Company; and be it further

Resolved, That the acquisition of server storage and backup system through Bid No. USMSC 2007–12 in the amount of \$1,008,319 be through a lease/purchase agreement for a four-year term under the Master Lease Purchase Agreement with First Southwest Leasing Company; and be it further

Resolved, That the acquisition of a WebSMARTT license through Bid No.165-97, in the amount of \$157,077 be through a lease/purchase agreement for a four-year term under the Master Lease Purchase Agreement with First Southwest Leasing Company; and be it further

Resolved, That the proceeds from the aforementioned financing be used to reimburse Montgomery County Public Schools' accounts to the extent that such equipment has been or will be acquired before closing; and be it further

Resolved, That the Board president and the superintendent of schools be authorized to execute the documents necessary for these transactions.

RESOLUTION NO. 213-10 Re: **HUMAN RESOURCES MONTHLY REPORT**

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

Resolved, That the Board of Education approve to Human Resources Monthly Report dated April 26, 2010.

RESOLUTION NO. 214-10 Re: **DEATH OF KARL J. SAVAGE, CLASSROOM
TEACHER, WALTER JOHNSON HIGH
SCHOOL**

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

WHEREAS, The death on April 7, 2010, of Mr. Karl J. Savage, classroom teacher at Walter Johnson High School, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, During the 9.7 years that Mr. Savage worked for Montgomery County Public Schools, he was a dedicated teacher and well respected by his colleagues, students, and parents; and

WHEREAS, He created a nurturing, learning environment for the students, teaching them that not only could they have an individual voice, but gain knowledge and insight from their peers; now therefore be it

Resolved, That the members of the Board of Education and the superintendent of schools express their sorrow at the death of Mr. Savage and extend deepest sympathy to his family; and be it further

Resolved, That this resolution be made a part of the minutes off this meeting and a copy be forward to Mr. Savage's family.

RESOLUTION NO. 215-10 Re: **APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 27, 2010:

Frank H. Stetson, currently acting chief of school performance officer, Office of School Performance, as chief of school performance officer, Office of School Performance.

RESOLUTION NO. 216-10 Re: **APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 27, 2010:

Chrisandra A. Richardson, currently acting associate superintendent, Office of Special Education and Student Services, as associate superintendent, Office of Special Education and Student Services.

RESOLUTION NO. 217-10 Re: **APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 27, 2010:

Khadija F. Barkley, currently acting principal, Roberto W. Clemente Middle School, as principal, Roberto W. Clemente Middle School.

RESOLUTION NO. 218-10 Re: **APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 27, 2010:

Edward K. Owusu, currently acting principal, Shady Grove Middle School, as principal, Shady Grove Middle School.

RESOLUTION NO. 219-10 Re: **APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2010:

M. Catherine Long, assistant principal, Watkins Mill Elementary School, as principal, Ritchie Park Elementary School.

** Ms. Berthiaume left the meeting at this point.

Re: **MCPS CAREERS**

Mr. Bowers invited the following people to the table: Mr. Sherwin A. Collette, chief technology officer, Dr. Susan F. Marks, associate superintendent, Office of Human Resources; Mr. Travis J. Wiebe, coordinator, Department of Recruitment and Staffing; Mr. Keith R. Jones, principal, Summit Hall Elementary School; and Mr. Fritz Christoph Gaetan, bus operator, Department of Transportation.

In support of Montgomery County Public Schools' (MCPS) ongoing efforts to increase the efficiency and effectiveness of business services, a new human capital and talent management system, MCPS Careers, has been implemented. Talent management refers to the continuum of human resource processes of attracting, recruiting, selecting, onboarding, developing, evaluating, recognizing, and retaining highly effective employees. MCPS Careers is a secure, web-based application designed to streamline processes, improve communication, reduce costs, and assist managers and current and potential employees with transparency and with equitable access to vacancies. This customized system standardizes the application process and provides increased information about position vacancies. Additionally, the system enhances communication to applicants, and gives employees resources to manage their career interests and to monitor application status from any computer with internet access. MCPS Careers has increased collaboration and resulted in aligned, paperless processes. This update provides information on the state-of-the-art technologies being deployed in MCPS and highlights the successful automation and streamlining of the hiring process.

There are a number of new features and enhancements planned for MCPS Careers. In future phases, other personnel processes will be streamlined using a new Human Resources Online (HRO) system. In collaboration with ERSC staff, OHR and OCTO staff members are developing a custom workflow system which will integrate with the MCPS Careers system to automate the processing of employee transactions. HRO will decrease the time needed to complete the hiring of new employees and the transfer of current employee data into the Human Resources Information System. HRO will provide the ability to monitor and measure the effectiveness of business processes and supply the flexibility to improve them without major system changes. This will enhance employee experience while improving operational efficiency.

MCPS Careers creates the ability to better monitor the effectiveness of hiring processes. Since initiating MCPS Careers, the system experiences an average of 18,500 hits a week with nearly 10,350 candidates who have applied and are being reviewed for positions. Due to the current hiring freeze, most of the inquiries are related to various job pools. However, having high quality, prescreened candidates in job pools when positions become available will assist the district in achieving its mission to ensure that the right people are in the right positions to support student achievement.

The improvements emphasize the district's focus on ensuring that every position in MCPS is filled with an employee of the highest quality. Particularly in these difficult economic times, our employees are our best strategy to continue meeting and exceeding the high standards we have established for our students and employees.

Re: DISCUSSION

Mrs. O'Neill stated that she was excited to know that MCPS has refined the hiring process. This process will make it easier for people to apply for positions, especially college students.

Mr. Barclay stated that the Fiscal Management Committee had a preview of this website and application process. However, he was concerned about the digital divide, those applicants without strong English skills, and people lacking computer literacy. How does the system deal with candidates with disabilities , such as deafness and blindness? Finally, he was excited by the process and the ease of hiring for project managers. Staff replied that there are efforts at the bus depots and food services to make sure employees have access to technology. Furthermore, anyone can come to Human Resources where there are computers in the lobby with staff to walk them through the process.

Re: HIRING FOR EXCELLENCE AND EQUITY

Mr. Bowers invited the following people to the table: Ms. Jody A. Leleck, chief academic officer, Office of the Deputy Superintendent of Schools; Dr. Susan F. Marks, associate superintendent, Office of Human Resources; Dr. Paulette L. Smith, principal, Cabin John Middle School; Ms. Bonnie L. Cullison, former president, MCEA; and Mr. Christopher W. Lloyd, vice president, MCEA.

As the nation experiments with educational reforms to improve student learning and close the achievement gap, there is consensus around the importance of one factor—the ability of the teacher to create effective learning experiences. At the core of the reform efforts in Montgomery County Public Schools (MCPS) is the importance of having a high quality employee in every position in the school system. *Our Call to Action: Pursuit of Excellence*, the district's strategic plan, reflects this notion in the milestones and data points of Goal 4: Create a Positive Work Environment in a Self-renewing Organization. MCPS, in collaboration with the three employee associations, has spent the last decade designing, implementing, evaluating, and improving the professional growth systems for all employees. The school system believes these efforts have contributed to the district's outstanding academic and organizational results. Our professional growth systems have been studied by private organizations, school districts, and highlighted in the media both nationally and internationally as models of district/employee association collaboration.

As we continue to address the achievement gap, particularly as it relates to racial and ethnic disparities, MCPS is intent on accelerating the creation of an organizational culture committed to excellence and equity. The Framework for Equity and Excellence

and the Board of Education's revised core values, added to the strategic plan in June 2009, clearly articulate that to foster an organizational culture that advances success for every student, the district must establish comprehensive support systems that promote high expectations, positive relationships, and cultural competence. The Hiring for Excellence and Equity Project is focused on transforming the selection and the orientation processes to ensure that every employee assumes 100 percent responsibility for the success of every student. This work is based on industry training that emphasizes the importance of bringing onboard, or "onboarding," employees who share the organization's core values, mission, vision, and goals.

Over the next two months, the members of the Selection Team and the Onboarding Team will continue to complete the deliverables and begin to phase in components of the hiring and onboarding processes.

The Selection Team recommends that the elements of Phase I Prescreening and the necessary training be developed prior to summer 2010. This would allow for a pilot of the new processes with some teacher candidates this summer. The elements of the other two phases will require additional time to develop. The target for readiness of a pilot with teacher candidates using all phases of the new selection process is late fall/early winter 2010–2011. Data collected during Phase I Prescreening with teachers will be used in the process design for hiring support professional staff, nonschool-based teacher level staff, and administrative staff.

The onboarding course will be mandatory for all new MCPS employees. The course is anticipated to begin in August 2010 and continue as needed throughout the school year as employees are hired. Quarterly sessions may be offered during 2010–2011, pending the number of newly hired candidates. Based on the feedback collected, the course will be evaluated and revised.

Additionally, work will continue on developing an evaluation process that will be used to determine the effectiveness of these protocols. The evaluation will link the selection and onboarding processes to employee competency and student outcomes, the ultimate measure of success.

Re: DISCUSSION

Dr. Docca thought the process was well done and paired with technology. However, performance assessment is not new, and it works well. Staff replied that there is value in seeing how person performs within a group.

Ms. Brandman stated that bringing people into an organization will add to the commitment and vision. However, it seems hard to cull out those inappropriate

candidates. The committee replied that they are in the process of developing rubrics to analyze each step, such as resume review, writing samples, etc. Furthermore, training will be done prior to implementation.

Ms. Brandman thought it was important for all employees to feel connected to the mission of the school system.

RESOLUTION NO. 220-10 Re: **CLOSED SESSIONS RESOLUTION**

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

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

Resolved, That the Board of Education of Montgomery County conduct closed sessions on Tuesday, May 11, 2010, in Room 120 of the Carver Educational Services Center to meet from 9:00 to 10:00 a.m. and 12:30 to 1:30 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*; consult with counsel to obtain legal advice while the Board reviews and adjudicates appeals in its quasi-judicial capacity; and to discuss matters of an executive function outside the purview of the *Open Meetings Act* (Section 10-508(a) of the *State Government Article*); and be it further

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

RESOLUTION NO. 221-10 Re: **REPORT OF CLOSED SESSION**

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

On April 15, 2010, by unanimous vote of members present, the Board of Education voted to conduct closed sessions as permitted under the *State Government Article* Section 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed sessions on April 15, 2010, from 9:00 to 10:00 a.m. and 12:45 to 1:40 p.m. in Room 120 of the Carver Educational Services Center, Rockville, Maryland, and

1. Unanimously approved the closed sessions minutes for February 17, February 22, March 9, and March 22, 2010.
2. Reviewed and considered the following appeals with a subsequent vote in open session in its quasi-judicial capacity outside the purview of the *Open Meetings Act* (Section 10-508(a) of the *State Government Article*): 2010-1, 2010-2, and 2010-4.
3. Reviewed the Quarterly Equal Employment Opportunity Report, as permitted under Section 10-508(a)(1) of the *State Government Article*.
4. Received legal advice to review appeals, as permitted under Section 10-508(a)(9) of the *State Government Article* and Section 4-107(d)(2)(ii) of the *Education Article*.
5. Discussed matters of an administrative function strategies regarding: (1) obtaining full funding for the operating budget given the dialogue with County Council and fiscal predictions, (2) funding from state and federal sources, (3) possible efforts to lower the costs for insurance coverage for employees, and (4) evaluating possible impact of current and future state and federal regulations which are outside the purview of the *Open Meetings Act* (Section 10-508(a) of the *State Government Article*).

In attendance at the closed sessions were Aggie Alvez, Christopher Barclay, Laura Berthiaume, Larry Bowers, Shirley Brandman, Patrick Clancy, Judy Docca, Brian Edwards, Tim Hwang, Roland Ikheloa, Phil Kauffman, Suzann King, Frieda Lacey, Jody Leleck, Patricia O'Neill, Glenda Rose, Laura Steinberg, Frank Stetson, Dana Tofig, and Jerry Weast.

Re: **NEW BUSINESS**

There was no new business.

RESOLUTION NO. 222-10

Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mr. Barclay seconded by Dr. Docca, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of April 26, 2010, at 9:15 p.m.

PRESIDENT

SECRETARY

JDW:gr

MONTGOMERY COUNTY BOARD OF EDUCATION

INDEX

April 26, 2010

ADJOURNMENT 16

APPOINTMENTS..... 10

APPROVAL OF THE AGENDA 2

ASIAN PACIFIC AMERICAN HERITAGE MONTH 2

BOARD/SUPERINTENDENT COMMENTS 3

CLOSED SESSIONS RESOLUTION 15

CONTRACTS OF \$25,000 OR MORE 5

DEATH OF KARL J. SAVAGE, CALSSROOM TEACHER, WALTER JOHNSON HIGH SCHOOL 9

HIRING FOR EXCELLENCE AND EQUITY 13

HUMAN RESOURCES MONTHLY REPORT 9

MASTER LEASE FINANCING..... 8

MCPS CAREERS 12

NEW BUSINESS 16

PLEDGE OF ALLEGIANCE 2

PUBLIC COMMENTS 3

REPORT OF CLOSED SESSION 15

RESOLUTION FOR CLOSED SESSION 1

TEACHER APPRECIATION WEEK 3