

APPROVED
21-1981

Rockville, Maryland
March 23, 1981

The Board of Education of Montgomery County met in regular session at the Educational Services Center, Rockville, Maryland, on Monday, March 23, 1981, at 7:40 p.m.

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

Mr. Joseph R. Barse*
Mr. Blair G. Ewing
Dr. Marian L. Greenblatt
Mrs. Elizabeth W. Spencer
Miss Traci Williams*
Mrs. Eleanor D. Zappone

Absent: Mrs. Suzanne K. Peyser

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

Re: Announcements

Mrs. Wallace announced that Miss Williams would be late because she had a speech to give. Mrs. Peyser was out of town on vacation, and Mr. Barse would be late.

Resolution No. 280-81 Re: Approval of Agenda - March 23,
1981

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

Resolved, That the Board of Education approve its agenda for March 23, 1981.

Re: Meeting with Montgomery County
Human Relations Commission

Mrs. Wallace welcomed members of the Montgomery County Human Relations Commission. Mr. Jim Mihalik, chairperson, stated that they would like to share some of the issues and concerns and discuss the climate in the county and in the Montgomery County Public Schools. Dr. James Cronin said that this year he had looked at the computer printouts from a salary viewpoint in terms of women and minority employees. He cited figures from the superintendency level to the teacher level. Mrs. Wallace asked whether he was using averages, and Dr. Cronin replied that he was. Mrs. Wallace pointed out that people were hired on the basis of experience and if there were differences in the salaries it would be based on the

dates on which they were hired or on the experience level. The superintendent explained that women had had lesser tenure than the white males. He thought that the figures cited by Dr. Cronin were correct but asked that he be provided with a copy of the study. Dr. Cronin said that one of the things they were suggesting for women was alternate types of work schedules and giving them credit for alternative work that could be done in the home.

Mr. Ewing suggested that as the data were analyzed it would be useful to include a sample of situations looking at tenure, gender, race, and the level of qualifications of the incumbents in the positions. The superintendent agreed that staff would look at this.

Ms. Sue Shoenberg stated that they knew that the Board did not create the attitudes which created discriminatory behavior but they asked the Board to take a leadership role to eliminate them. She said there were too few women as department heads because only 33 percent of the positions were filled by women. The superintendent pointed out that this was up from the 25 percent figure of two years ago. Ms. Shoenberg asked that they remove the sexist language from the steps for getting administrative internships, review older films, and make sure that all classes observed Women's Week. She felt that they had to make sure that pregnant girls knew the economic necessity for returning to school. She said that sexual harassment was still with them and in the extreme they had administrators making passes at women teachers or actually requiring sexual relations. She felt that they needed a uniform method of reporting crossing burnings and swastikas. She stated that discrimination against Jews was increasing and some Asian Americans were having difficulty in the school system. In addition, there was a concern about the lack of teachers who were Hispanic.

Ms. Shoenberg reported that there was a strong feeling that the new area configuration was not in the best interests of minorities. She said they needed some outreach and an attempt to increase teacher expectation of minorities. She supported that Board's pressure on the state to better prepare teachers to deal with minorities, and she noted the new methods of identifying gifted and talented students. She commented that it was disturbing to them that blacks were suspended for longer periods and more frequently. She also pointed out that 21 percent of the students in Special Education were black versus a countywide enrollment of 12 percent black. She felt that they had to work to retain those members of the staff who attend to human relations needs.

Mr. Ewing asked whether Ms. Shoenberg's comments about the perceptions about minorities came from the community forums. Ms. Shoenberg replied that they had come from the forums as well as the follow-ups of the forums. Mr. Ewing asked whether there was a perception that black/white relationships were deteriorating. Ms. Shoenberg said that it was particularly among students. It began at the elementary school and crystallized at the senior high

school.

Dr. Cronin added that in some schools there were areas by races. Mr. Ewing asked whether this was more pronounced in certain areas of the county. Mr. Mihalik replied that they did not have the statistics or data. Mrs. Zappone commented that when youngsters went from elementary schools to the junior high schools they frequently changed their friends. She asked whether they felt this was really a racial matter or being part of a larger group. Mrs. Sandra King-Shaw replied that it was partly due to their ages but it was sometimes aggravated by the class assignments. She pointed out that what started out as academic oftentimes became known as racial and cited the example of only black child in an advanced math class. Mrs. Zappone commented that she would not put every problem down as a racial problem, and she asked what the adults could do in a school. Ms. Shoenberg replied that teachers could arrange groups in a thoughtful manner. Dr. Cronin felt that they needed a program which could sensitize staff to the diverse cultures.

Mrs. Wallace pointed out they had mentioned an increase in anti-Semitism and noted that Jewish people were not considered to be a minority. She asked whether they saw any relationship between the fact that Jews were not considered to be a minority and the increase in anti-Semitism. Mr. Mihalik replied that Jews were becoming the larger target for hate and violence activities.

Mrs. Helga Butler stated that there was a major concern that QIE was not going as well as they would like it to, and the Rosemary Hills Cluster was a concern. She said that minority enrollment was going up and 21 schools had been identified as being racially imbalanced used the standard of 40 percent. She reported that for the first two years the Rosemary Hills Cluster had been a success but now it and the cluster schools were being given less attention.

They had fewer resources and rising numbers of whites were asking for transfers. She said that 41 white parents out of the 295 total school population asked in April, 1980, to have their children transferred out. She indicated that in October, 1980, a complaint was filed with the Department of Education asking them to investigate the situation. She pointed out that Brookview was around 70 percent minority and the minority population was rising at Takoma Park. She offered the Commission's help to solve the problem.

Mrs. Spencer suggested that every time they listed transfers out for one race they should give the figures for the other race as well as the transfers in. Mrs. Butler replied that there were 64 transfers and 41 were majority. Mrs. Zappone remarked that in going through the budget the cluster schools were certainly not operating at less than the average resource, and she felt they did well by these schools. The superintendent reported that he had received a letter from Woodlin which stated they had a higher minority percentage than Rosemary Hills and their staffing was less. He said that they were wrestling with the problem and if any member of the Human Relations Commission had a suggestion he would

be pleased to receive it.*

Mr. Ewing requested figures on what the staffing patterns had been together with the ratios in the Takoma and Rosemary Hills cluster schools over the last three years. Mrs. Spencer indicated that they needed a comparison of that with some other schools.

Dr. Cronin remarked that if they started looking at affordable housing they would see that more and more of the political, economic, and racial problems would be appearing in the downcounty areas. However, these were societal problems and not the school Board problems. He suggested that they needed a coalition to address this. Mrs. Butler stated that she did not mean to imply

* Mr. Barse joined the meeting at this point. that Rosemary Hills was not well staffed; however, there were parents leaving and parents complaining to the Department of Education.*

Mr. Alan Dean described the worsening situation in human relations on the national level. He said that there was an active recruiting effort going on in the county right now for Klan membership. He felt that most Montgomery County residents were unaware of all the hate group activity going on in the county. In the most recent incident they had discovered that the crosses that were burned had been put together professionally. He felt that what they were facing was not a local problem, it was a national problem.

Mr. Charles Hudson reported that he had personally experienced Klan activities in Georgia and would hate to see the country relate back to this. He felt that they had to unite against this because in the community there was an increase of hate activity against the Jews and suggested that they were going to have to fight this from all levels. Mrs. Wallace remarked that anti-Semitism was religious bigotry. She said that when a child was brought up in a Jewish household he was taught to hold up his head and say, "I am a Jew." She felt that until they could say these people were members of a minority group the hate would continue. She hoped that the commission would look into this. She also agreed that this was something that was a societal problem and that was unfortunate. She agreed that schools could not change all of the social ills of the county but they could make a start in the schools.

Mrs. King-Shaw called attention to House Bill 1001 which would seek to restrain people from burning crosses. She said they had to come up with ways to help principals understand that not reporting incidents of bigotry would not help. She felt it was important for principals to understand that they were not being held personally responsible. She suggested that children should be taught about the history of the Klan, and she thought that individuals should lobby to get the bill adopted. Mrs. Freda Mauldin reported that about three years ago they had started a network of neighbors, and when they learned of an activity they would contact someone in that neighborhood. Last year they responded to about 25 incidents; however, in the past months they had become aware of increased activity. She said that there was polarization and Klan activity

Resolution No. 282-81

Re: Approval of Revised
Curriculum--Fire Service Cadet
Program

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

WHEREAS, The school laws of Maryland specify that the county superintendent shall prepare courses of study and recommend them for adoption by the county Board (The Public School Laws of Maryland, Article 77, Section 4-205); and

WHEREAS, The school laws of Maryland also state that the county Board, on the written recommendation of the county superintendent, shall establish courses of study for the schools under its jurisdiction (The Public School Laws of Maryland, Article 77, Section 4-110); and

WHEREAS, Board of Education policy has resolved "that newly developed curriculum documents will be presented to the Board of Education for consideration approximately one month prior to the date on which approval will be sought and that the superintendent of schools may extend this period to allow further time for citizen reaction to curriculum documents dealing with sensitive topics...." (from Board Resolution No. 400-73, June 18, 1973); and

WHEREAS, The Program of Studies is the document which contains the prescribed curriculum elements, including instructional objectives, of all MCPS curriculum programs and courses (MCPS Regulation 345-1 Development and Approval of Curriculum and Supporting Materials); and

WHEREAS, Excellence in curriculum can be maintained only by continuing attention to the need for curriculum change; and
WHEREAS, The Council on Instruction, charged by the superintendent with considering recommendations for curriculum change, has recommended approval of the reallocation of credits for the four courses of the Fire Service Cadet Program; and

WHEREAS, The superintendent recommends that the Board approve the credit reallocation; now therefore be it

Resolved, That the Board of Education approve the revision of credit values for the Fire Service Cadet Program sequence of courses as presented to the Board of Education on February 23, 1981, for publication in the Program of Studies as part of the MCPS curriculum.

Resolution No. 283-81

Re: Approval of Revised Curriculum -
Speech

On recommendation of the superintendent and on motion of Mrs. Spencer seconded by Miss Williams, the following resolution was

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

Resolved, That the superintendent of schools be authorized, subject to County Council approval, to effect the following transfer within the FY 1981 Supportive Services Through P.L. 89-313 from MSDE:

Category	From	To
03 Instructional Other		\$ 116
05 Special Education	\$1,816	
09 Fixed Charges		1,700
Total	\$1,816	\$1,816

and be it further

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

Resolution No. 287-81 Re: Submission of an FY 1982 Proposal for a Staff Development Workshop in the Use of Volunteers in K-8 Mathematics Programs

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

Resolved, That the superintendent of schools be authorized to submit an FY 1982 grant proposal to the Maryland State Department of Education under ESEA, Title II for funds needed to conduct activities leading to more successful recruitment and use of volunteers in K-8 mathematics programs; and be it further

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

Resolution No. 288-81 Re: Submission of an FY 1982 Grant Proposal for Computer Literacy In-service Workshops

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

Resolved, That the superintendent of schools be authorized to submit an FY 1982 ESEA, Title II - Part B Basic Skills Improvement Program grant proposal to the Maryland State Department of Education for a Computer Literacy In-service Workshop; and be it further

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

Resolution No. 289-81

Re: Submission of an FY 1982 Proposal
for a Parent Involvement Summer
Workshop

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

Resolved, That the superintendent of schools be authorized to submit a proposal to the Maryland State Department of Education for an FY 1982 grant to provide a Parent Involvement Summer Workshop; and be it further

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

Re: Items of Legislation

Dr. Kenneth Muir, director of the Department of Information, reported that he and Mrs. Petzold were continuing to monitor activities in Annapolis. He said that if the Board wanted to take a position on H.B. 1001 a letter could be sent. Mrs. Wallace asked that the Board be provided with the actual wording on the bill.

Re: Board/Press/Visitor Conference

The following individuals appeared before the Board:

1. Mr. David A. Naimon
2. Mrs. Linda Berger, Cold Spring PTA
3. Mr. Goldstein, Fallsreach Civic Association
4. Miss Stephanie Roman
5. Miss Louise Williams
6. Mr. David Hughes
7. Mr. James Camp

Re: Executive Session

Mrs. Wallace announced that the Board had met in executive session with its attorneys from 9:30 p.m. to 10:45 p.m.

Re: Monthly Financial Report

The superintendent announced that because they had a warmer February they were now predicting about a \$150,000 decrease in the fuel oil deficit. He pointed out that given the supplemental appropriations they would have \$50,000 left over on June 30 if the Council approved the supplementals. He noted that over \$2 million of the supplementals was impact aid of which not one cent was projected. He had asked the MCPS financial staff to work with the Council financial staff. He said that last year they had spent dollars they did not have, and he would prefer not to do that this year.

Re: Board Member Comments

1. Mrs. Zappone reported that the data for the Metropolitan Boards spring meeting was Friday, June 5.
2. Miss Williams called attention to the Forensics Awards Ceremony which would be held on March 25 at Wheaton High School.
3. In regard to the information item on the preliminary plans for the data processing facility, Mrs. Wallace asked that Board members see the actual design for the Board's portion of the auditorium.

Resolution No. 290-81

Re: Executive Session - April 7,
1981

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

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

Resolved, That the Board of Education of Montgomery County hereby conduct its meeting in executive closed session beginning on April 7, 1981, at 9 a.m. to discuss, consider, deliberate, and/or otherwise decide the employment, assignment, appointment, promotion, demotion, compensation, discipline, removal, or resignation of employees, appointees, or officials over whom it has jurisdiction, or any other personnel matter affecting one or more particular individuals, and to comply with a specific constitutional, statutory or judicially imposed requirement protecting particular proceedings or matters from public disclosure as permitted under Article 76A, Section 11(a) and that such meeting shall continue in executive closed session until the completion of business; and be it further

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

Re: New Business

1. Dr. Greenblatt introduced the following which was seconded by Mrs. Zappone:

WHEREAS, Because of declining enrollment and limited resources the Board of Education continues to be in the process of closing many schools; and

WHEREAS, There will be a need for the county to sell some of these excess school properties; and

WHEREAS, County school children should reap the benefits of the sacrifices of their neighborhood schools; now therefore be it

Resolved, That the Board of Education urges the enactment of legislation by the Council or referendum which would amend the County Code to direct that the profits derived from the sale of Montgomery County Public School buildings and sites be kept in escrow and be applied to the MCPS capital budget, and that these funds would be in addition to any capital funds from the State Board of Public Works; and be it further

Resolved, That the Board of Education urges the enactment of legislation by Council or referendum which would amend the County Code to direct that school buildings, properties and sites which are sold, except for senior citizen housing, would be exempt from the Moderate Price Dwelling Unit Law in the Montgomery County Code, in order to keep potential new housing on these sites compatible with neighborhoods; and be it further

Resolved, That copies of this resolution be forwarded to the county executive, County Council, and civic associations.

2. Mr. Barse moved that the hearing on Leland/Kensington now scheduled for Monday, March 30, be postponed. There was no second.

3. Mr. Ewing moved that the information item on screening for gifted and talented be scheduled for Board discussion. Miss Williams seconded the motion.

Resolution No. 291-81 Re: Minutes of December 1, 1980

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

Resolved, That the minutes of December 1, 1980, be approved as amended.

Resolution No. 292-81 Re: Minutes of February 23, 1981

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

Resolved, That the minutes of February 23, 1981, be approved.

Re: Items of Information

Board members received the following items of information:

1. Reading/English Language Arts Curriculum (for future consideration)

2. Changes in Area Designation
3. Cold Spring Pathway
4. Impact of the Administration's Child Nutrition Cutbacks
5. Preliminary Plans for Data Processing Center (for future consideration)
6. Screening for Gifted and Talented

Re: Adjournment

The president adjourned the meeting at 11 p.m.

President

Secretary

EA:ml