

APPROVED
50-1982

Rockville, Maryland
December 20, 1982

The Board of Education of Montgomery County met in special session at the Educational Services Center, Rockville, Maryland, on Monday, December 20, 1982, at 7:30 p.m.

ROLL CALL Present: Mr. Blair G. Ewing, President in the
Chair

Dr. James E. Cronin

Mr. Kurt Hirsch

Mrs. Marilyn J. Praisner

Mrs. Odessa M. Shannon

Dr. Robert E. Shoenberg

Absent: Dr. Marian L. Greenblatt

Mrs. Suzanne K. Peyser

Others Present: Dr. Edward Andrews, Superintendent of
Schools

Dr. Harry Pitt, Deputy Superintendent

Dr. Robert S. Shaffner, Executive
Assistant

Mr. Thomas S. Fess, Parliamentarian

Re: Announcements

Mr. Ewing announced that Mrs. Peyser was out of town and Dr. Greenblatt was at home with a sick child.

Re: FY 1984 Operating Budget

The superintendent presented his recommended FY 1984 Operating Budget in the amount of \$372,665,000, or an increase of 5.2 percent over last year's operating budget. He urged the members of the Board to adopt his budget request and to seek the support of parents and the community for public education in Montgomery County. Mr. Ewing called attention to the Board's calendar for budget consideration and asked the audience for their advice and support as the Board worked through its budget decisions.

Re: Discussion with the Montgomery
County Council of Supporting
Services Employees

Mr. Vincent Foo stated that the operating budget situation looked grim, and he was particularly concerned about the proposal to cut 131 FTE positions which might mean a loss of 200 to 300 employees. He recalled that in past years the superintendent had committed to not laying people off, but he did not know whether this could be done this year if the proposed budget were adopted. He noted that a recent MORE study had stated that the plant operations section had been cut too drastically, and he was alarmed that once again cuts had been made in the operation of plant and equipment.

Mr. Foo stated that they would work with the Board to impress on the county executive and County Council how important it was to come up with more funds. Mr. Ewing thanked MCCSSE for their support and reported that when the Board had met with MCAASP the suggestion was made that a coalition be formed involving people who did not have children in the schools. He thought that MCCSSE might be interested in participating in such a group.

In regard to the retirement/pension plan, Mr. Foo indicated that they had seen a trend that they did not like. The superintendent said that this item would be discussed by the Board on January 11 at 1:15 p.m. Mr. Foo asked about how the budget addressed the retirement issue. The superintendent explained that the budget had a line item in it on the unfunded accrued liability, and the consultant's report contained options on methods for paying back the UAL. Mr. Foo said that there were two retirement systems and half their people were in the state teachers system but maintenance, building services, bus operators, and cafeteria personnel were in the MCPS retirement system. About three years ago the state had changed its reporting system to participants, but MCPS had not followed suit. He asked that staff look into the possibility of changing to this very complete reporting system, and Mr. Ewing indicated that the staff would look into this and get back to MCCSSE.

In regard to training, Mr. Foo remarked that everyone was familiar with the "high tech" world of computers and word processing. With the shrinking of the school system, he was concerned about jobs for the people who had given most of their working life to the school system. These people would like training in such areas as word processing, and while MCPS did offer some training, he felt it was not enough. For example, 260 people applied for the word processing courses this fall and only 56 were accepted. He said that MCPS was offering other courses which he felt were not as helpful to the employee as word processing. Mr. Ewing agreed that this was a very important area for the staff to look at and review the status of enrollment in word processing courses.

Mr. Foo stated that they had been having problems with the Interagency Coordinating Board for several years now. He said they had negotiated a flat rate for certain services provided when the ICB contracted for the use of schools, but they had had more problems with that than anything else. He suggested that they have a meeting with the county executive and the County Council. He explained that the building services workers were supposed to secure the buildings when they were used in the evenings or on weekends; however, they were finding that a lot of cleaning had to be done because of groups using the facilities. Mr. Ewing agreed that they should look into this matter. Dr. Cronin asked whether it was possible to predict in advance what type of work would be required, and Mr. Foo replied that it was hard to predict because for a football game it might take two to four hours or more. Mrs. Praisner asked whether this issue had been raised at the ICB meetings, and the superintendent replied that the question had been

raised at the staff level. He explained that the purpose of this was to make schools available to the community at a reasonable cost, but there were differences in interpretation of the services required. He thought that this might be one piece of a larger round table discussion with the ICB. Mr. Ewing suggested that MCCSSE might be included in such a meeting.

Mr. Foo indicated that a month ago there had been articles on the great improvement in the reduction in vandalism in the school system. One of the groups not receiving credit for this reduction was the building service worker group. Another group involved in cutting down on vandalism was the security patrol group, but they did have a problem with the vehicles the men were asked to use. For example, they recently received "new cars." Their 1975 cars with mileage in the 80,000 mile range were substituted by 1972 cars with mileage in excess of 90,000 miles. Mr. Wyvon King, security, reported that the patrols averaged 50,000 miles per year per vehicle. The superintendent explained that they expected these cars to be driven around the buildings so there should not be new cars. This year they had looked at specifications for Bronco-type vehicles, but the vehicles were taken out of the budget. He noted that these people were driving all night, and they had to reconsider the decision to take the vehicles out of the budget or provide better vehicles for them. However, they should not be using "good" automobiles under these conditions. Mr. Ewing agreed that they should reexamine the situation during the budget process. In regard to temporary employees, Mr. Foo stated that this problem had been with them for many years. He called attention to one "temporary" employee who had been employed by the school system for 16 years. However, this individual did not receive fringe benefits. He felt that part-time employees should receive benefits and temporary positions should not be renewed more than twice. The superintendent explained that part-time people working more than 20 hours a week did receive benefits, and he had just recommended that a group of bus drivers receive benefits. He agreed to look into the situation raised by Mr. Foo.

Mrs. Jessica Dunkley, office employees, asked how the 56 people registered for the word processing course were selected. She suggested that school secretaries be allowed to take word processing courses during the day along with students at Einstein High School. Mr. Ewing asked that the superintendent look into this. Mrs. Dunkley also mentioned the problem of secretaries not having enough leadtime on the preparation of major reports. Mr. Foo noted that they had reduced from five to three areas and increased the number of bus operators. The new organization of the department of transportation is scheduled to go into effect in January, but the clerical staff is having difficulty in handling the workload. The superintendent commented that they were trying to have a new staffing pattern, but they did not have the final MORE study in Transportation. Dr. Richard Fazakerley, associate superintendent, explained that the January plan would call for an assistant to the area supervisor. The superintendent added that

part of the new organization was to work on the transportation safety record.

Mrs. Carolyn Carchedi, media and technology, explained that MCCSSE did not represent the health room aides, but there was a possibility that the county would be taking them out of the elementary schools which would create a problem for elementary school secretaries. Mr. Foo said that the Health Department controlled the aides, but if they were removed the MCPS staff would have to pick up the slack.

The superintendent explained that it was for this reason they were providing first aide training to school secretaries. In some instances they had transferred youngsters to schools which could provide health services. Dr. Shoenberg suggested that the Board take a look at the policy on administering medications.

Mr. King reported that they had an alarm system for over 200 buildings; however, they were having difficulty because repairs to the system were not done in a timely fashion and there were difficulties with schools on the energy computer. Mr. Ewing asked that the superintendent check into this. The superintendent suggested that the Board might want to review security measures for the schools, but this should be done in executive session.

Mr. John Green, building services, stated that the ICB flat rate of \$10 per hour continued to be a problem. He said there was a strong feeling among the building services staff that the ICB situation was a discriminatory move in a class action sense. The superintendent explained that what the ICB wanted to do was to take away all of the work from MCPS employees. He felt that they had saved work for their employees, but the building services workers thought their salaries had been cut. The superintendent added that the community coordinators had already started taking away work from MCPS employees. He explained that this was an honest effort to retain work for MCPS employees.

Mr. Robert Baker, maintenance, said he would like to discuss a morale situation in the Maintenance Division. He stated that employees were questioning the reason for the mandatory human relations training. They had asked why the school system was spending these funds when they thought the race issue was behind them, and then in February of each year they were told there were no funds to complete needed maintenance work. He pointed out the problem in using the same instructional materials for administrators and teachers and for maintenance people. He thought the school system should provide four-wheel drive vehicles for the security patrols, and he thanked Mr. Fazakerley for the training on new equipment that had been provided for employees. He also congratulated the Board on the appointment of Dr. Cary as the director of the Division of Maintenance.

Mrs. Martha Strombotne, food services, explained that these employees depended on maintenance, transportation, and building services for the food they provided to students. She said that they were going to do the best job they could in the light of

higher costs. Dr. Pitt reported that last week they had had an emergency situation in the Takoma Park area, and he praised the efforts of cafeteria, transportation, and building services personnel who had worked together to provide an emergency shelter.

Mr. Ewing said that he had suggested that the Post carry a positive story about the efforts that were made in the Takoma Park area. MCCSSE executive committee members provided the Board with their views on desired qualities for the new superintendent, and Mr. Ewing indicated that the Board would be back in touch with MCCSSE on the selection procedure.

Mr. Ewing reported that the Board had been invited to a meeting on January 4 which involved the larger school systems in Maryland. He urged Board members to attend if their schedules permitted and indicated that the absent Board members would be polled as to whether they could participate. Board members discussed their meeting calendar for the next several months. Mr. Ewing announced that the Board would recess to executive session on personnel matters.

Re: Adjournment

The president adjourned the meeting at 10:15 p.m.

President

Secretary

EA:mlw