



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

WHEREAS, The Board of Education continues to close capital projects in a timely manner and to transfer the unencumbered balance to the appropriate account; and

WHEREAS, The Department of School Facilities has reviewed capital projects that may be closed effective May 1, 1983, providing the capitalization of \$22,929,430.71; now therefore be it

Resolved, That the superintendent be authorized to close, effective May 1, 1983, capital construction projects listed below and to transfer the local unencumbered balance totaling \$15,182.27, subject to final audit, to the Local Unliquidated Surplus Account, project 997 (balance before transfer \$150,613.24):

Project No.	School	Balance
* 105-05	Ridgeview Junior High	\$ -0-
107-01	Martin Luther King Junior High	-0-
* 406-18	Bethesda-Chevy Chase High	-0-
424-08	Walter Johnson High	-0-
427-09	Walt Whitman High	-0-
507-06	William H. Farquhar Middle	-0-
* 507-07	William H. Farquhar Middle	-0-
* 554-10	Gaithersburg Junior High	-0-
* 564-02	Area 3 Office	-0-
* 602-08	Winston Churchill High	-0-
* 605-04	Area 2 Office	-0-
* 755-07	Takoma Park Junior High	-0-
* 757-24	Montgomery Blair High	-0-
769-9	Oakland Terrace Elementary	-0-
* 779-07	Connecticut Park Elementary	-0-
* 785-05	Rocking Horse Road Elementary	-0-
* 787-12	Col. Joseph Belt Junior High	-0-
* 798-08	Springbrook High	-0-
* 816-02	Area 1 Office	-0-
* 911-07	Edward U. Taylor Learning Center	-0-
* 917-11	Lincoln Center	-0-
919-09	Educ. Services Center - Data Processing	-0-
* 919-13	Educational Services Center	-0-
* 987-03	County Service Park	-0-
* 999-32	Athletic Fields	-0-
999-05	Food Service Warehouse	50.14
* 999-36	Carpet Replacement	-0-
* 999-46	T.V. Studio Equipment	-0-
999-48	Computerized Fuel Pumps	11,255.70
* 999-54	Air-Conditioning Overhaul	-0-
* 999-56	Dimmer Panel	-0-
* 999-57	Floor Tile	-0-
999-59	Energy Conservation	-0-

999-61	Cooling Towers	3,876.43
	Total	\$15,182.27

\* Locally-funded Capital Improvements

and be it further

Resolved, That the county executive be requested to recommend approval to the County Council of these transfers.

Resolution No. 402-83                      Re: Dedication of Land for Public  
Street Olney Elementary School  
(Area 1)

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

WHEREAS, The Montgomery County Government has requested Board of Education approval of a public dedication of land and final record plat for the construction of First Avenue where it abuts our Olney Elementary School site; and

WHEREAS, Final approval and realignment of the new roadway includes certain easements for temporary slope grading, construction access, and sediment control adjacent to the school property; and

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

WHEREAS, The subject dedication and related easements will benefit the surrounding community and facilitate future school safety programming through the installation of a permanent barrier along the contiguous property lines; now therefore be it

Resolved, That the president and secretary be authorized to execute a deed conveying 254 square feet (.00583 acre) of land, along with the related temporary easements necessary for the construction of First Avenue, from our Olney Elementary School site to the Montgomery County Government in return for an approved safety barrier and full landscape restorations on school property.

Resolution No. 403-83                      Re: Utilities Easement - Redland  
Middle School (Area 3)

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

WHEREAS, The Washington Gas Light Company and Frederick Gas Light, Inc., have jointly requested a public utilities easement across the frontage of Redland Middle and the future Redland Elementary School

sites for the purpose of providing an additional pipeline for area gas service; and

WHEREAS, This secondary 6" pipeline will be installed to provide uninterrupted service to area customers while maintaining the current 4" pipeline which is to be discontinued upon completion of the project; and

WHEREAS, Washington Gas Light Company and Frederick Gas Light, Inc., will assume all liability for damages or injury resulting from the installation and future maintenance of the subject utilities; and

WHEREAS, All construction, full restoration, and future maintenance will be performed at no cost to the Board of Education and will, in fact, result in a negotiated fee to be paid to the school system in return for the subject property access; now therefore be it

Resolved, That the president and secretary be authorized to execute a permanent easement between the Board of Education and the Washington Gas Light Company and Frederick Gas Light, Inc., consisting of a twenty-foot wide area containing 14,618 square feet (.33556 acre) across the Redland Middle and the future Redland Elementary School sites, for the purpose of installing an additional 6" pipeline to serve the area gas customers; and be it further

Resolved, That a negotiated fee for \$3,215.96 (\$.22 per sq. ft.) be paid to the Board of Education for the permanent easement, said funds to be credited to the Rental of Property Account 32-108-1-13.

Resolution No. 404-83                      Re: Sanitary Sewer Easement - Cloverly  
Elementary School (Area 1)

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

WHEREAS, The Washington Suburban Sanitary Commission has requested a right-of-way and temporary construction easement across the Cloverly Elementary School site for the purpose of constructing a sanitary sewer line; and

WHEREAS, This sanitary sewer line will benefit both the school property and the New Hampshire Avenue/Briggs Chaney Road area residents by correcting an existing serious septic problem; and

WHEREAS, The Washington Suburban Sanitary Commission will assume all liability for damages or injury resulting from the installation and future maintenance of the subject improvements; and

WHEREAS, All construction, full restoration, and future maintenance will be performed at no cost to the Board of Education and will, in fact, result in a negotiated fee to the school system in return for the access rights; now therefore be it

Resolved, That the president and secretary be authorized to execute a permanent right-of-way and temporary construction easement from the Board of Education to the Washington Suburban Sanitary Commission at the former Cloverly Elementary School site, consisting of 1,210 square feet (.0278 acre) of permanent easement, for the purpose of constructing a sanitary sewer line along Briggs Chaney Road; and be it further

Resolved, That a negotiated fee of not less than \$145.20 be paid by the Washington Suburban Sanitary Commission for the permanent easement, said funds to be credited to the Rental of Property Account 32-108-1-13.

Resolution No. 405-83                      Re: Bid 108-83, Auto Mechanics and  
Body Repair Shop Equipment

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

WHEREAS, Funds have been budgeted for the purchase of auto mechanics and body repair shop equipment; now therefore be it

Resolved, That having been duly advertised March 17, 1983, the contracts for the furnishing of auto mechanics and body repair shop equipment under Invitation to Bid 108-83 be awarded to the low bidders meeting specifications as follows:

	Dollar Volume	Line Items	Awarded
Brodhead-Garrett Company Cleveland, Ohio	\$ 1,484	3	
B & R Associates Gaithersburg, Maryland	3,739	2	
Bel Welding Supply Company Hyattsville, Maryland	709	2	
Burch Tool Company Silver Spring, Maryland	891	3	
Kunkel Service Company Bel Air, Maryland	739	1	
J & M Supply Company, Inc. Arlington, Virginia	890	1	
Parent Metal Products, Inc. Philadelphia, Pennsylvania	786	2	
J. P. Scott & Son, Inc. Washington, D.C.	7,983	20	
Sears, Roebuck and Company Bethesda, Maryland	35,246	2	
Service Scaffold Company, Inc. So. Fallsburg, New York	1,802	3	
Snap-On Tools Corporation Hanover, Maryland	19,088	34	
Sun Electric Corporation Beltsville, Maryland	2,796	1	
Thompson & Cooke, Inc.			

Bladensburg, Maryland	1,015	4
Total	\$77,159	78

Resolution No. 406-83                    Re: Bid 115-83, Woodworking Shop  
Equipment

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

WHEREAS, Funds have been budgeted for the purchase of woodworking shop equipment; now therefore be it

Resolved, That having been duly advertised February 23, 1983, the contracts for the furnishing of woodworking shop equipment under Invitation to Bid 115-83 be awarded to the low bidders meeting specifications as follows:

	Dollar Volume	Line Items Awarded
Bernhardt & Associates, Inc. Lancaster, Pennsylvania	\$ 5,400	1
Brodhead-Garrett Company Cleveland, Ohio	5,606	5
Fries, Beall & Sharp Springfield, Virginia	185	1
Graves Humphreys Company Roanoke, Virginia	2,180	1
Noland Company Falls Church, Virginia	9,509	3
Thompson & Cooke, Inc. Bladensburg, Maryland	3,946	3
Total	\$26,826	14

Resolution No. 407-83                    Re: Bid 116-83, Auto Shop Equipment

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

WHEREAS, Funds have been budgeted for the purchase of auto shop equipment; now therefore be it

Resolved, That having been duly advertised February 28, 1983, the contracts for the furnishing of auto shop equipment under Invitation to Bid 116-83 be awarded to the low bidders meeting specifications as follows:

	Dollar Volume	Line Items Awarded
B & R Associates Gaithersburg, Maryland	\$ 225	1
BK+EL Welding Supply Co., Inc. Hyattsville, Maryland	166	1
Brodhead-Garrett Co. Cleveland, Ohio	3,918	4

Graves Humphreys Co. Roanoke, Virginia	1,056	1
Snap-On Tools Corporation Hanover, Maryland	130	1
Total	\$5,468	8

Resolution No. 408-83                    Re: Bid 132-82, Electronic Private  
Branch Exchange (EPABX)

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

WHEREAS, Funds have been budgeted for the purchase of two EPABX and associated equipment; now therefore be it

Resolved, That having been duly advertised March 22, 1983, the contract for the furnishing of EPABX and associated equipment, under Invitation to Bid 132-83 be awarded to the low bidder meeting specifications as follows:

	Dollar Volume	Line Items Awarded
Southern Pacific Communications Co., Columbia, Maryland	\$66,928	45

Resolution No. 409-83                    Re: Bid 135-83, Music Furniture

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

WHEREAS, Funds have been budgeted for the purchase of music furniture; now therefore be it

Resolved, That having been duly advertised March 23, 1983, the contract for the furnishing of music furniture under Invitation to Bid 135-83 be awarded to the low bidder meeting specifications as follows:

	Dollar Volume	Line Items Awarded
Wenger Corporation Owatonna, Minnesota	\$16,836	10

Resolution No. 410-83                    Re: Bid 128-83, Graphic Arts Equipment

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

WHEREAS, Funds have been budgeted for the purchase of graphic arts equipment; now therefore be it

Resolved, That having been duly advertised March 24, 1983, the contracts for the furnishing of graphic arts equipment for the period of April 29, 1983, through September 1, 1983, under Invitation to Bid 128-83 be awarded to the low bidders meeting specifications as follows:

	Dollar Volume	Line Items Awarded
American Printing Equipment		
Long Island City, New York	\$ 790	2
Brodhead-Garrett Company		
Cleveland, Ohio	5,287	6
John H. Burke & Company, Inc.		
Baltimore, Maryland	15,840	1
Graves Humphreys Company		
Roanoke, Virginia	5,661	2
Meeks Printing Supply		
Alexandria, Virginia	1,040	2
Mergenthaler Linotype Company		
Arlington, Virginia	20,904	1
National Plate Grainers, Inc.		
Gaithersburg, Maryland	845	1
Patton Printing Supplies, Inc.		
Gaithersburg, Maryland	15,395	9
E. H. Walker Supply Company, Inc.		
Rockville, Maryland	11,680	2
Washington Printing Supplies, Inc.		
Arlington, Virginia	391	2
Western Newspaper Litho Supply, Inc.		
Baltimore, Maryland	2,764	4
Total	\$80,597	32

Resolution No. 411-83                    Re: Bid 118-83, Office Furniture

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

WHEREAS, Funds have been budgeted for the purchase of office furniture; now therefore be it

Resolved, That having been duly advertised March 3, 1983, the contracts for the furnishing of office furniture for the period of April 29, 1983, through April 12, 1984, under Invitation to Bid 118-83 be awarded to the low bidders meeting specifications as follows:

	Dollar Volume	Line Items Awarded
Baltimore Stationery Company		
Baltimore, Maryland	\$ 22,777	9
Douron, Inc.		
Owings Mills, Maryland	56,014	6

Glover School & Office Equipment Company, Inc. Cockeysville, Maryland	34,891	9
Total	\$113,772	24

Resolution No. 412-83            Re: Utilization of a Portion of the FY  
1983 Appropriation for Projected  
Supported Projects for Adult Basic  
Education Special Project

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

Resolved, That the superintendent of schools be authorized to  
receive and expend, within the FY 1983 Appropriation for Supported  
Projects of \$300,000, a \$8,424 grant award from the Maryland State  
Department of Education under the Adult Basic Education Special  
Projects for the Survey of Competency-based Components in Adult  
Basic Education Programs in the following categories:

Category	Amount
02 Instructional Salaries	\$4,673
03 Instructional Other	3,440
10 Fixed Charges	311
Total	\$8,424

and be it further

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

Resolution No. 413-83            Re: Submission of an FY 1983 Grant  
Proposal for a Computer Support  
System

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

Resolved, That the superintendent of schools be authorized to submit  
an FY 1983 grant proposal to Montgomery County Interagency  
Coordinating Board/Office of Community Use of Schools to develop a  
Computer Support System; and be it further

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

Resolution No. 414-83            Re: FY 1983 Categorical Transfer  
Within the Career Education  
Incentive Project

On recommendation of the superintendent and on motion of Mrs.



Mr. Roscoe Nix thanked the Board of Education for the invitation to meet with them. Mr. Ewing indicated that he and Mr. Nix had discussed possible topics, and he had provided a list of nine items. He said that the Board was anxious to improve and continue to develop a good working relationship with the NAACP and other minority group organizations throughout the county. He thought they should find ways to assure that the school system and the minority community had good communication and opportunities to work on concerns together. They wanted to assure that black children got the education they wanted which was the kind of education they wanted for all children in Montgomery County.

Mr. Nix stated that they were concerned about academic achievement, what was happening in the classroom, and how this could be strengthened. He said that there was a need for more black students to be in gifted and talented programs. Mr. Ewing said that Mrs. Shannon had requested an update on the Black Action Steps which should be shared with community groups.

The superintendent asked staff to provide them with a report on the state grant to study this problem. Dr. Waveline Starnes explained that they had gathered data each year and had made a slight improvement. They were continuing to collect school data and were going to continue staff development activities. They had trained over 500 teachers on this issue. They were developing a pool of diagnostic thinking tasks for each grade level, and were analyzing data from the P.A.D.I. program. They were doing an in-depth study to determine whether the identification procedures were being used as they were designed. Their biggest hope was in the early identification program which was in Woodlin and Takoma Park Elementary Schools. Dr. Starnes reported that they were using Dr. Sylvia Johnson from Howard University as a consultant in this program. The superintendent asked for plans to extend the program if the new procedure appeared to be identifying students on a culture-free basis. Dr. Starnes replied that they would be moving into four schools in Area 1. They would begin with a summer program

and then move into the B-CC cluster with Rosemary Hills, North Chevy Chase, and Chevy Chase.

Mr. Ewing recalled that when the Board made its decisions about Blair High School and the B-CC area they had asked the superintendent to develop some plans for including gifted and talented programs in areas where they did not exist and for expanding existing programs. The Board had amended its budget to ask for additional funds for various improvements; however, they had not heard from the County Council regarding these funds.

Mr. Nix inquired about correlations between initiatives on the part of parents and enrollment in the gifted and talented programs. Dr. Starnes replied that black parents were not nominating their children as much as they would have hoped. Therefore, they were encouraging parents to be more knowledgeable about the program.

Mrs. Juanita Braddock stated that one of her concerns was that the title "gifted and talented" connoted a high achievement program. Dr. Starnes replied that they were just starting elementary school programs in the visual and performing arts; however, there were many ways for students to get additional programs at the secondary level.

Dr. James Moon remarked that the instruments for testing were very important, but the person behind the instrument was more important. He said that black students were often talented in one area and not another. He asked whether the instruments were measuring the overall talents of the student. Sometimes students were gifted in math but weak in reading, for example. Dr. Starnes replied that they were encouraging schools to look at talents in various areas. If a student was strong in math, that student should be placed in an appropriate program. Dr. Moon inquired about the numbers of black students in gifted and talented programs. Dr. Starnes said that there was a slight improvement in the figures, and out of a total population of 13 percent, 5.2 percent were in gifted and talented programs. She agreed to supply information on the percentage of these students who were identified by their teachers and reported that the total report would be available in May. Mr. Ewing indicated that this report should be shared with the NAACP and other groups.

Mr. Vernon Ricks commented that in Takoma Park there were a number of single parents. He wondered what they were doing to contact these parents about the availability of gifted and talented programs. Dr. Starnes explained that information was sent home about the program and conferences were held; however, she felt they were still doing an inadequate job of informing parents. Therefore, they were now working closely with all the schools in the Takoma Park area looking for gifted minority students. Mr. Ricks inquired about informing non-English speaking parents, and Dr. Starnes indicated they had worked with QIE and ESOL to get information to parents about gifted and talented programs.

Dr. Cronin asked whether a successful gifted and talented program was part of the evaluation of a principal. The superintendent explained that it was not a specific criteria but would be a factor in the overall evaluation of the principal.

Mrs. Eula Odom asked why the criteria for entry into gifted and talented programs differed from area to area. Dr. Starnes replied that there was one unified criteria published by the central office. She wondered whether Mrs. Odom was talking about some schools applying the criteria differentially. They were trying to assess the application of the criteria in their studies. Mrs. Odom said she knew of three instances where children did not qualify for entry into a program because they had moved to a different area. Mr. Ewing suggested that if the specifics could be brought to them the staff would look into this and see what could be done about it. It was important for them to recognize that while they had a single set of criteria they needed to develop and continue to improve on the tools for identifying students and assessing the effectiveness

of the program. He pointed out that MCPS was a big school system with a fragmented gifted and talented program. They had never had enough funds to have a countywide gifted and talented program for everyone. Mrs. Odom indicated that the area offices already have the information on the cases she mentioned.

Mr. Hanley Norment inquired about the elements included in the day and a half human relations training which in some respects was a replacement for H.R. 18. Mrs. Wilma Holmes, director of the Department of Human Relations, replied that a Board resolution had mandated this training and for the first two years they had had conventions. Last year they had used the "Common Experience" film as a means of looking at the perceptions of employees. This coming year they would use the same format, but the primary emphasis would be on hate/violence experiences and staff expectations for minority youngsters. The inclusion of hate/violence activities was in keeping with the Council's emphasis on this. Mr. Norment asked whether the school system officially included considerations of the handicapped in the definition of minority groups. He reported that he and others had attempted to monitor the human relations training, and in one high school the emphasis was on handicapped youngsters and no effort was made to deal with minority youngsters. Mrs. Holmes explained that the theme was multicultural which could include the rights of handicapped individuals; however, the emphasis was supposed to be on expectations for minority youngsters. Mr. Nix hoped that the program would not spend too much time on the Klan because the real problem facing youngsters was not with the Klan. Dr. Moon inquired about evaluation of the training. Mrs. Holmes explained that they had not really done a systematic evaluation other than reports from the facilitators and a follow-up during the year. Dr. Moon inquired about spending funds and not evaluating the success of the program. The superintendent replied that they had not done a formal evaluation; however, they had enough data to make major modifications in the program. For the first two years everyone came to a central location and after negative feedback, they had modified this to have programs in each job location. Mrs. Holmes added that evaluations were done at the conclusion of each workshop. She said she was surprised to hear of a school spending a day on the handicapped because every school was supposed to have a day on the "Common Experience." Mr. Norment explained that it was not the entire day but the bulk of the day.

Mr. Ewing remarked that the Board had not discussed the issue of human relations training lately. The Board had not assessed what was being done and had not given the superintendent and staff new guidance in this area. He said they had requested an update on the Black Action Steps and would be discussing this with the Minority Affairs Advisory Committee. He agreed that the Board needed to review and assess training in this area.

Mrs. Braddock noted that one of their concerns was bringing together Human Relations, Quality Integrated Education, and Staff Development. She felt that their questions could be answered if such a combined department existed. Mr. Ewing remarked that the

only instrument they had was the Black Action Steps which gave guidance to all of the various departments of the school system. He was not satisfied that they had used that tool to build a comprehensive strategy; however, he was not sure this should be done through an organizational change but rather through a strategy which showed what everyone had to do. He said that on May 2 they would be meeting with the Minority Affairs Advisory Committee and the Citizens Minority Relations Monitoring Committee and invited NAACP to attend as well. One of the things they were going to be talking about was the role, structure, and composition of the Board's committee.

In regard to discipline, Mr. Ricks inquired about the Board's policy in this area and whether statistics were being kept to show how the policy was being administered among the various ethnic groups. The superintendent reported that several years ago there was a complaint regarding the suspension of minority youngsters, and the Office of Civil Rights had investigated the situation and did not find the system at fault. Dr. Pitt said they did keep statistics by race and sex on suspensions, and this past year he and Dr. James Robinson had met to look at the statistics. The area superintendents were now getting a monthly report and were meeting with schools rather than waiting for a yearly report.

Mr. Nix commented that his organization supported discipline and at no time had supported disruptive behavior. However, in one school there was a situation regarding the black suspension rate that was of concern. Dr. Pitt indicated that they had started an in-school suspension program where the youngsters stayed in school and did their work. They felt that this program had been successful but funding had been a problem. Mrs. Odom said that in the school they had been speaking of 150 students had been suspended and 90 of those were black, but the black population of the school was only 30 percent. She felt that the key was implementation and enforcement of Board policies. She knew of several instances where black students had been assaulted by teachers and punitive actions had not been taken against staff.

Mr. Nix thanked the Board for the opportunity to meet with NAACP. He expressed his appreciation to Dr. Andrews for his cooperation and wished him well in his new career. Mr. Ewing hoped that NAACP would continue to give their views to the Board and share their criticisms. He knew that the Board members were eager to continue to work with NAACP to assure that all children were educated fairly and fully.

Re: Board/Press/Visitor Conference

The following individuals appeared before the Board.

1. Mrs. Jean Hubbell, Randolph Civic Association
2. Mrs. Phyllis Katz
3. Mrs. Sue Collins, Highland View PTA
4. Mr. Lawrence Brody

5. Mrs. Shirley Hakim Din, Fields Road PTA
6. Mrs. Luene Huffley
7. Mr. Mark Ehlrich, Between the Creeks Neighborhood Association

Re: Transfer of Former Randolph Junior  
High School Building and Grounds  
to Montgomery County Government

Mrs. Peyser moved and Dr. Cronin seconded the following:

WHEREAS, The Randolph Junior High School was closed effective July 1, 1980; and

WHEREAS, This facility was retained by the Board of Education to house students pending completion of the Wheaton High School and the Regional Vocational-Technical Facility capital project; and

WHEREAS, This project is scheduled for completion July 1, 1983; now therefore be it

Resolved, That the Randolph Junior High School building and site be conveyed to the county government as of July 1, 1983, subject to the approval of the state superintendent of schools; and be it further

Resolved, That the state superintendent of schools, State Interagency Committee for Public School Construction, and the County Council and county executive of Montgomery County be made aware of these actions.

Resolution No. 416b-83                      Re: Postponement of Proposed  
Resolution on Randolph Junior High  
School

On motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Mrs. Praisner, and Dr. Shoenberg voting in the affirmative; Dr. Greenblatt and Mrs. Shannon voting in the negative; Mrs. Peyser abstaining (Mr. Hirsch abstaining):

Resolved, That the proposed resolution on Randolph Junior High be postponed until May 10, 1983, and that the superintendent seek legal advice on the conveyance of the building.

Resolution No. 417-83                      Re: Personnel Report

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted unanimously:

Resolved, That the following appointments, resignations, and leaves of absence for professional and supporting services personnel be approved: (TO BE APPENDED TO THESE MINUTES).

Resolution No. 418-83                      Re: Extension of Sick Leave



sorrow at the death of Mr. Andrew W. Albert and extend deepest sympathy to his family; and be it further

Resolved, That this resolution be made part of the minutes of this meeting and a copy be forwarded to the family of the deceased.

Resolution No. 420-83                      Re: Death of Boyd I. Heckman,  
Classroom Teacher at Luxmanor  
Elementary School

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted unanimously:

WHEREAS, The sudden death on April 13, 1983, of Mr. Boyd I. Hackman, a classroom teacher at Luxmanor Elementary School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Mr. Heckman had been a teacher with Montgomery County Public Schools for more than twenty years and was highly respected by his colleagues as an effective and knowledgeable teacher; and

WHEREAS, Mr. Heckman was a cooperative staff member giving unselfishly of himself in time, energy, and services to students and staff; now therefore be it

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

Resolved, That this resolution be made part of the minutes of this meeting and a copy be forwarded to the family of the deceased.

Resolution No. 421-83                      Re: Death of Frederick M. Pirone,  
Special Education Teacher at  
Herbert Hoover Junior High School

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted unanimously:

WHEREAS, The death on April 14, 1983, of Mr. Frederick M. Pirone, a special education teacher at Herbert Hoover Junior High School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, In the more than eight years that Mr. Pirone had been a member of the staff of Montgomery County Public Schools, he exhibited an exceptional understanding and concern for his students; and

WHEREAS, Mr. Pirone possessed a wealth of experience and education which he shared with the students, faculty and staff; now therefore be it

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

Resolved, That this resolution be made part of the minutes of this meeting and a copy be forwarded to the family of the deceased.

Resolution No. 422-83                      Re: Death of Beatrice Quigg, Cafeteria  
Worker at Luxmanor Elementary  
School

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted unanimously:

WHEREAS, The sudden death on March 11, 1983, of Mrs. Beatrice Quigg, a cafeteria worker at Luxmanor Elementary School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Mrs. Quigg had been a loyal employee of Montgomery County Public Schools and a member of the cafeteria staff for more than five years; and

WHEREAS, Mrs. Quigg's pride in her work and her ability to work effectively with students, parent volunteers, and coworkers were recognized by staff and associates; now therefore be it

Resolved, That the members of the Board of Education express their sorrow at the death of Mrs. Beatrice Quigg and extend deepest sympathy to her family; and be it further

Resolved, That this resolution be made part of the minutes of this meeting and a copy be forwarded to the family of the deceased.

Resolution No. 423-83                      Re: Death of Marilyn M. Wanamaker,  
Music Teacher on Leave from Rock  
View Elementary School

On recommendation of the superintendent and on motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted unanimously:

WHEREAS, The death on April 23, 1983, of Miss Marilyn M. Wanamaker, a music teacher on leave from Rock View Elementary School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Miss Wanamaker had earned the respect of colleagues and students as an outstanding teacher during her more than eighteen years of service in Montgomery County Public Schools; and



Resolution No. 425-83

Re: Amendment to Agenda for April 28,  
1983

On motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Mrs. Praisner, Mrs. Shannon, and Dr. Shoenberg voting in the affirmative; Dr. Greenblatt and Mrs. Peyser being temporarily absent (Mr. Hirsch temporarily absent):

Resolved, That the Board of Education amend its agenda for April 28, 1983, to defer the item on an evaluation of the impact of the basic core of course offerings in the senior high school program.

Re: Staff Response to Title IX  
Committee Report

Mr. Ewing explained that the Board had discussed the report of the committee in January. The superintendent suggested that the committee might wish to comment on the staff response.

Ms. Irma Dobkin said the committee had met and had reviewed the staff response. Sex equity was a priority; however, the committee thought that until the Board listed it as a priority this would not be given as much respect as it needed. Mr. Ewing commented that the Board had committed itself to a series of meetings with the new superintendent to talk about priorities, and he assured the committee that he would raise this item for his consideration. Ms. Dobkin stated that one of their goals was that women should be hired and promoted, and they realized that this was now more difficult to implement. However, the statistics revealed that women had not moved up as quickly as they should. In addition, the committee had found it difficult to obtain information about supporting services employees. She suggested that they had to watch when a system could only provide information about professional personnel. She called attention to the MORE report on personnel which talked about equal employment opportunity for minorities but did not mention women. Dr. Cronin recalled that years ago he had attended a Board meeting when they talked about "equal capacities." He said it was important not to leave out "qualified." Dr. Shoenberg said he would add they had to look at how the judgments were made about a person and who had the opportunity to be qualified. He said they should concentrate on the training of people who interviewed potential employees. These individuals should see in entry levels that there was a fair representation of female candidates.

Ms. Dobkin reported they were exploring the possibility of the state Department of Education's developing a program for sex-free practices in interviewing and evaluating applicants. She said the committee had invited an attorney to make a presentation on equal employment opportunity audit. They were gathering data on areas

where women were underutilized in MCPS. They hoped to get help from the Mid-Atlantic Center for Sex Equity. She noted that the school system had to collect data for federal reporting, and she wondered why this data could not be converted to a format which would show trends. Dr. Cronin commented that several years ago he had requested and received computer printouts with this information which should be available to the committee. Ms. Dobkin indicated that the committee would need help in interpreting this data. Mr. Ewing thought the data could be made available; however, he thought there might be a problem in the extent to which they could have staff assistance to analyze the data.

Ms. Dobkin stated that the Department of Human Relations received a lot of information, and she thought that a summary of information could be made available to committees. She pointed out that their committee did not even know about the MORE reports until they were published. Mrs. Wilma Holmes, director of the Department of Human Relations, explained her office did try to respond to requests but was not staffed to provide information on a regular basis.

Mrs. Shannon commented that the missing piece was what they did after they had the data. It was up to the Board to determine what it wanted to do with the data and what commitment it wanted to make. Ms. Dobkin said that if institutional discrimination was established they had to decide who was going to be responsible for what. She felt they had affirmative action plans, but these plans have no clout. She said she was concerned not only about hiring and promotion but about the effects on students. In the early grades students believed they could be or do anything, but by high school the reality around them weighed much more heavily.

Dr. Cronin remarked that one of the disaster areas was the eighth grade course selection process. Mrs. Praisner agreed that they had to look at this with the area superintendents. Dr. Shoenberg said that they needed to integrate discussions of careers into the regular curriculum.

In regard to magnet programs, Dr. Cronin suggested that they needed affirmative action programs for the math, science, and computer magnets. In this way they would be sure that everyone had a good track into the magnet.

Mr. Ewing said that they really didn't have a disagreement with the recommendations of the committee. He thought that the extent of their progress was not as great as they would like but there was a resource problem. He asked what it was that they needed to do to make a more dramatic change. Mrs. Holmes replied that in employment it was slower and harder to do some of the things they would like to do. She thought that they had to be conscious of sex equity, and the big issue was the involvement and awareness of parents. Mr. Fred Evans thought they had to come to grips with the issue of priorities and develop timetables.

Dr. Shoenberg commented that one of the problems in having a human relations office was that it became their responsibility. He thought it had to be a school system action of some kind, owned by everyone. Dr. Cronin remarked that when he looked at the Black Action Steps responsibilities were spelled out, and he would like to see the committee develop its priorities. Mr. Ewing thought they ought to attempt to focus their activities on a few key areas given the shortage of resources. He asked the committee and staff for areas of focus and emphasis. Dr. Shoenberg wondered whether there was any way the human relations office could be reorganized to achieve these objectives. He hoped that the Board could discuss this in the future. Mr. Ewing thanked the committee and the staff.

Re: Board Member Comments

1. Mrs. Peyser reported that the Board had received copies of the report of the National Commission on Excellence in Education. She hoped that this could be scheduled as an agenda item in the near future.
2. Mrs. Peyser said there was a letter to the editor of the Washington Post written by Mr. Ewing attacking Mrs. Zappone, Dr. Greenblatt and her. She indicated that there was mention of the vote on the \$200,000 for the B-CC area which stated that she and Dr. Greenblatt had voted against it. She explained that there was never a vote on the \$200,000, but rather the vote was on a total package which included funds to operate two schools they felt were not needed. This had been stated for the record when the vote was taken. She hoped that Mr. Ewing would refrain from personal attacks and discuss issues.
3. Mrs. Praisner reported that she had had the opportunity to attend the Belt Follies. She commented that the closing of a school was never easy, but the Belt faculty showed her that it could be done with style and class. She complimented the principal, Ms. Gemberling, and the director, Mr. DeGraba.
4. Mrs. Praisner said she had also attended the Theatre Showcase at the Round House Theatre, and she would recommend that other Board members attend next year.
5. Mr. Ewing reported that seven of the eight Board members plus the superintendent, deputy, and Dr. Cody were in San Francisco for the National School Boards Association convention. They had the opportunity to spend over five hours discussing ways to assure the transition from one superintendent to another would go smoothly. The Board general counsel was also in attendance.
6. Mr. Ewing reported that the state Board of Education had upheld their decisions with regard to Rosemary Hills, Chevy Chase, and North Chevy Chase Elementary Schools and the B-CC area schools in

general. Board members differed over elements of that decision, but most of them were happy to see the issue finally put together. The reason was not because anyone had a sense of triumph but rather because it was important for them to get on with the business of education and instruction. His hope was that now they would look to the future and the opportunity to focus on education. The superintendent added that the state Board also approved Georgetown Hill, Lake Normandy, and Northwood. He believed that ended the state Board decisions on local Board decisions.

7. The superintendent reported that next week there would be a statewide conference on the improvement of instruction at the Adult Education Center at the University of Maryland. If Board members were interested in attending, he asked them to inform the staff.
8. The superintendent indicated that the Council's education committee would be meeting on Tuesday, at 2:30 p.m. Mrs. Praisner would attend. The full Council would be meeting on Friday, May 6, at 3 p.m.
9. Mrs. Praisner reported that everyone was invited to a reception on Sunday from 2 to 4 p.m. to honor Dr. Andrews. The reception would be held in the auditorium.

Resolution No. 426-83

Re: Executive Session - May 10,  
1983

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

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 May 10, 1983, 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, to consult with legal counsel, and to comply with a specific constitutional, statutory or judicially imposed requirement protecting particular proceedings or matters from public disclosure as permitted under Article 76SA, 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.

Resolution No. 427-83                    Re: Minutes of February 9, 1983

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

Resolved, That the minutes of February 9, 1983, be approved.

Mrs. Praisner assumed the chair.

Resolution No. 428-83                    Re: Minutes of February 10, 1983

On motion of Mr. Ewing seconded by Mrs. Peyser, the following resolution was adopted unanimously:

Resolved, That the minutes of February 10, 1983, be approved.

Mr. Ewing assumed the chair.

Resolution No. 429-83                    Re: Minutes of February 14, 1983

On motion of Mr. Hirsch seconded by Mrs. Praisner, the following resolution was adopted unanimously:

Resolved, That the minutes of February 14, 1983, be approved.

Resolution No. 430-83                    Re: Minutes of February 16, 1983

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

Resolved, That the minutes of February 16, 1983, be approved.

Resolution No. 431-83                    Re: Minutes of February 19, 1983

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

Resolved, That the minutes of February 17, 1983, be approved as corrected.

Resolution No. 432-83                    Re: Minutes of March 8, 1983

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

Resolved, That the minutes of March 8, 1983, be approved.

Re: New Business

Dr. Greenblatt moved and Mrs. Peyser seconded that the Board schedule a discussion of the report of the National Commission on

Excellence in Education and an analysis by the staff of how MCPS measured up to these recommendations. Dr. Shoenberg suggested that the Board discuss the proposal to increase graduation requirements at the same time.

Resolution No. 433-83                      Re: Highland View Sixth Graders

On motion of Dr. Shoenberg seconded by Mrs. Praisner, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Dr. Greenblatt, Mrs. Peyser, Mrs. Praisner, and Dr. Shoenberg voting in the affirmative; Mrs. Shannon abstaining (Mr. Hirsch voting in the affirmative):

Resolved, That at the April 28 meeting the Board reconsider the options available to sixth graders currently in that portion of the Highland View Elementary attendance area that has in the past articulated to Eastern.

Resolution No. 434-83                      Re: Highland View Sixth Graders

On motion of Dr. Shoenberg seconded by Mrs. Peyser, the following resolution was adopted with Dr. Greenblatt, Mrs. Peyser, Mrs. Praisner, and Dr. Shoenberg voting in the affirmative; Dr. Cronin, Mr. Ewing, and Mrs. Shannon voting in the negative (Mr. Hirsch voting in the negative):

Resolved, That students in the sixth grade in the Highland View attendance area that has in the past articulated to Eastern along with students in the Parkside portion of East Silver Spring be given the option of continuing at Eastern for the seventh grade.

Resolution No. 435-83                      Re: Parkside Area of East Silver  
Spring

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

Resolved, That those seventh graders living in the Parkside area of East Silver Spring (east of Colesville, south of 496, and north of Franklin) be given the opportunity to continue to attend Eastern in the eighth grade in September, 1983.

Resolution No. 436-83                      Re: County's Use of Closed Schools

On motion of Dr. Cronin seconded by Mrs. Praisner, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Mrs. Praisner, Mrs. Shannon, and Dr. Shoenberg voting in the affirmative; Dr. Greenblatt and Mrs. Peyser abstaining (Mr. Hirsch voting in the affirmative):

Resolved, That the Board schedule (on a future agenda) the general topic of closed schools which had no further educational use which were turned over to the county and leased by private schools.

Resolution No. 437a-83

Re: Initiation of Contraception Unit  
in Eighth Grade Health Curriculum

On motion of Mr. Ewing seconded by Dr. Cronin, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Mrs. Praisner, Mrs. Shannon, and Dr. Shoenberg voting in the affirmative; Dr. Greenblatt and Mrs. Peyser voting in the negative (Mr. Hirsch voting in the affirmative):

Resolved, That the Board consider as a new business item at an early meeting, preferably in May, the initiation of a contraception unit in the eighth grade health education curriculum.

Re: Announcement

Mr. Ewing announced that the Board had met in executive session from 11:30 p.m. to 12:50 a.m. on the issue of an early retirement system. Mr. Hirsch left the meeting at this time.

Resolution No. 437b-83

Re: Amendment to the Agenda

On motion of Mrs. Peyser seconded by Mrs. Praisner, the following resolution was adopted unanimously:

Resolved, That the Board of Education amend its agenda for April 28, 1983, to add an item on early retirement.

Re: Early Retirement Incentive Program  
Proposal

Dr. Cronin moved and Dr. Shoenberg seconded the following:

WHEREAS, Because of overall declining pupil enrollment and the resulting reduction in staffing, the concept of an Early Retirement Incentive Program has been considered by MCPS since 1977; and

WHEREAS, The 1982-84 negotiated agreements between the Board of Education and the Montgomery County Education Association and the Montgomery County Council of Supporting Services Employees contain sections to establish committees with the respective employee organizations to review reduction in force/early retirement options; and

WHEREAS, Discussion has been held with MCEA, MCCSSE, and MCAASP regarding Early Retirement Incentive Programs; and

WHEREAS, A joint MCEA-MCPS committee has met and developed a proposal for consideration by the Board of Education; and

WHEREAS, An Early Retirement Incentive Program would be cost effective, reducing the number of employees at higher salary levels, thereby reducing the cost to MCPS for salary and fringe benefit payments; and



Resolved, That the Early Retirement Incentive Program proposed by the superintendent and contained in attachment 5 to the memo of April 20, 1983, shall be effective May 1, 1983, for any job classification or field of instruction in which a reduction in force is projected by the superintendent; and be it further

Resolved, That this program will be effective for MCPS employees retiring during FY 84 (with the exclusion of the present superintendent of schools); and be it further

Resolved, That any early retirement incentive program that is adopted cover all MCPS employees equitably; and be it further

Resolved, That the status of an Early Retirement Incentive Program will be reviewed and evaluated by the Board of Education in coordination with the parties concerned and a determination made regarding continuation of the program beyond FY 84.

MONTGOMERY COUNTY PUBLIC SCHOOLS  
Retirement Incentive Program

Article 30--Procedures for Reduction in Professional Staff, Section E-2 of the 1982-1984 MCEA/MCPS agreement established a committee to study early retirement options. An eight member committee, with equal representation from MCEA and MCPS, was established in January. After extensive study and discussion, the committee developed a proposal for consideration by the Board of Education. The committee proposal recommends that the plans listed below be considered for a Retirement Incentive Program.

I. Eligibility

Any employee who is eligible during FY 1984 for early retirement under state and MCPS regulations (Current Requirements: Retirement System--25 years of services; Pension System--30 years of service or age 55 with 15 years of service), may request retirement under the following Retirement Incentive Program. Employees must meet the minimum requirement at date of retirement. This program is not in effect for those employees meeting eligibility at the conclusion of the FY 83 year and retiring July 1, 1984. The incentive payment for MSRS members will be based on creditable service earned under MSRS regulations. Employees eligible and approved for disability retirement may not participate in this Retirement Incentive Program.

II. Incentive for Early Retirement

- A. MCPS shall pay an incentive of equal once-a-year payments as indicated below to be paid out over as many years as he/she retired early.  
Employees retiring five years early shall receive 6/10s of

final salary

Employees retiring four years early shall receive 5/10s of final salary

Employees retiring three years early shall receive 4/10s of final salary

Employees retiring two years early shall receive 3/10s of final salary

Employees retiring one year early shall receive 2/10s of final salary

The determinant of the years retiring early and the basis of calculation for the incentive shall be the years of creditable service at the date of retirement.

B. Payment of Employee Benefit Plan

For those employees who are eligible for continued employee benefit plan benefits in retirement, the MCPS payment for the retiree's employee benefit plan will continue at the same rate as the last day of active status until the eligible date for normal retirement as defined by state and MCPS regulation but for no more than five years. At that time the payment will revert to the level paid by the Board of Education to all employees retired in that fiscal year.

III. Normal Retirement Incentive

Employees eligible for normal retirement (Current Requirements: Retirement System--minimum of age 60 or 30 years; Pension System--minimum of age 62 or 30 years) as of July 1, 1983, shall receive the same incentive as described in II.A. above for an employee retiring one year early providing they submit their intent to retire in writing no later than May 1, 1983, and file the required retirement forms no later than June 1, 1983.

IV. Program Conditions

- A. The program shall consider both the needs of the system and the individual retirees
- B. Should an employee become deceased before receiving full payment of contracted incentive benefits the remaining benefits shall be paid to the employee's designated estate or beneficiary
- C. Specified amounts of the incentive payments may be deposited in an approved tax-deferred annuity plan in accordance with the wishes of the retiree and IRS regulations
- D. Any employee wishing to participate in an early retirement plan must apply in writing according to a procedure and a deadline date to be established

V. Implementation and Review Committee

A. Composition

A six-member committee shall be established which will consist of three representatives, one from each organization, appointed by the president of that organization and three administrative representatives appointed by the MCPS superintendent.

B. Responsibilities

The committee shall

1. Review on a regular basis the implementation of the Retirement Incentive Program including the process and procedures utilized to implement the Retirement Incentive Program
2. Monitor and review questions relative to the Retirement Incentive Program and make recommendations as appropriate to the concerned parties
3. Report to the parties the status of the Retirement Incentive Program at the expiration of this program

VI. Appeal Procedures

Any allegation that challenges the interpretation or the administration of this Retirement Incentive Program shall be subject to the MCPS Administrative Complaint Procedure (#450-3).

VII. Duration of Program

- A. This Retirement Incentive Program shall begin July 1, 1983, and remain in effect through June 30, 1984
- B. All benefits described in this program shall be paid in full in the manner prescribed above.

Re: Item of Information

Board members received an item of information on Maintenance/Operations Pilot Test - Progress Report.

Resolution No. 437d-83            Re: Adjournment

On motion of Mrs. Praisner seconded by Mrs. Peyser, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting at 1:10 a.m.

President

Secretary

EA:mlw

