



stood at the state and county level on these studies. This could be a brief report to the Board.

Mr. Foo raised the issue of the number of uniforms provided to employees, particularly cafeteria workers. He was particularly concerned about the uniform to be provided to the security patrols because it was dark grey and did not clearly identify the wearer as an employee of MCPS. Dr. Cody requested that staff provide him and the Board with information on the status of the uniforms.

In regard to paychecks for supporting services employees, Mr. Foo raised a concern about checks lost in the mail and the plan for distribution to bus drivers on Friday, December 21. Dr. Cody explained the problems MCPS had been having with mailing checks and agreed to look into the question of providing additional hours for bus drivers to pick up their checks.

Mr. Foo called attention to the new provision in the contract for filling vacancies with "senior qualified" personnel. He said they were having problems with position descriptions being written so that they did not eliminate people who were not qualified. He was particularly concerned about a maintenance position which did not require a Class B driving license. Dr. Cronin asked that Personnel provide a report on job classification, and Mrs. Praisner asked for information on how these descriptions were reviewed and who participated in the review. Dr. Cody asked for additional information on the driving license issue.

Mr. Foo also cited a problem with forms clerical personnel were being asked to complete. He inquired about input from people actually using the forms and whether these forms were actually meeting needs for information. Dr. Pitt replied that normally forms were developed by a committee and field tested. Mr. Ewing requested information on the process and where the forms were actually field tested.

In regard to temporary employees, Mr. Foo called attention to provisions in the contract which called for the establishment of a permanent position after a temporary position had been in existence for a certain time. Mr. Ewing asked for a report on the numbers of temporary employees in the school system and where these positions were by department.

Mr. Foo noted that the Board and superintendent were in the process of selecting a new director of the Department of Human Relations and had placed an emphasis on human relations in the school system. He had found a great need for courses and seminars to make employees aware of other employees and sensitive to the needs of others. He thought that most programs were aimed at teacher/student relationships and not employee relationships. Mr. Ewing suggested that they give thought to using the start of the school year for some efforts to get whole staffs of a school together to emphasize working as a team. He commented that the teacher in the classroom was important, the school system could not function unless everyone

worked together.

Mr. Foo explained that there was a problem with no work/no pay days in October. While it was not true, there was a perception that teachers were being paid for these days. A proposal was made by MCCSSE that staff consider using these days for in-service for employees. Jewish employees could be given the option of taking this training during other holidays.

Dr. Shoenberg thanked Mr. Foo for having brought an extraordinarily rich group of topics to the Board. He felt that the time was well spent in discussion.

Re: Adjournment

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

President

Secretary

WSC:mlw