The Board of Education of Montgomery County met in special session at
the Carver Educational Services Center, Rockville, Maryland, on
Monday, January 6, 1986, at 8 p.m.

ROLL CALL   Present: Dr. James E. Cronin, President
                          in the Chair
                         Mrs. Sharon DiFonzo
                         Mr. Blair G. Ewing
                         Dr. Jeremiah Floyd
                         Mr. John D. Foubert
                         Mrs. Marilyn J. Praisner
                         Dr. Robert E. Shoenberg
                         Mrs. Mary Margaret Slye

               Absent: None

        Others Present: Dr. Wilmer S. Cody, Superintendent of Schools
                         Dr. Harry Pitt, Deputy Superintendent
                         Dr. Robert S. Shaffner, Executive Assistant
                         Mr. Thomas S. Fess, Parliamentarian

                         Re: PRESENTATION OF SUPERINTENDENT'S FY 1987
                              OPERATING BUDGET

Dr. Cody presented his proposed FY 1987 operating budget in the
amount of $473,758,088.

                         Re: ANNUAL MEETING WITH MONTGOMERY COUNTY
                              ASSOCIATION OF ADMINISTRATIVE AND
                              SUPERVISORY PERSONNEL

Dr. Robert Anastasi, president of MCAASP, expressed his
organization's objection to the "bonus plan" which was included in
their agreement with the Board of Education. He stated that the
bonus plan was a blight on an otherwise excellent negotiated
agreement, and he indicated that they would welcome an open agreement
to discontinue the bonus immediately. MCAASP suggested that these
funds, approximately $41,000, be used to hire a specialist in
personnel for the recruitment of minorities.

Dr. Cody asked if they had given consideration to working toward
establishing clear criteria for the process by which staff were
selected for the bonus. Dr. Anastasi replied that they would prefer
to scrap this because they did not believe they could have criteria
that would avoid causing a morale factor. Dr. Cronin said that the
Board would take this request and discuss it.

Board members and staff discussed experiences with bonus plans and
reward systems in both the public and private sectors. Dr. Cronin
once again assured members of MCAASP that the Board would take their
request under consideration.

Dr. Anastasi noted that they had several questions about the proposed policy on AIDS but they had not had the time to prepare a statement as an organization. They had questions about not using the Department of Employee Assistance as an administrative tool. Dr. Cody explained that the Board would be considering this at the January 14 meeting and hoped that MCAASP could submit their comments prior to his final recommendation to the Board.

Dr. Cronin asked if there were any questions about policies of the Board. Dr. Gabe Massaro commented that their early involvement in the budget process was very helpful, and Dr. Cody explained that this year he had created a budget review committee with executive staff and principals. Dr. Cody recalled that some principals had mentioned there not being enough funds available to attend professional conferences, and this year he was proposing an increase in that account.

Dr. Tom Warren recalled that several weeks ago at a Board meeting they had discussed getting further clarification of excused absences for students. Dr. Cody indicated that they would come up with some guidelines and said that Dr. Pitt would be getting together a group of principals to work on this. Mrs. Praisner pointed out that on the E2 Policy Mr. Foubert would have a new recommendation, and she wondered whether it had been shared with the principals. Dr. Pitt explained that they did not believe the paper could be acted upon on the 14th; therefore, they would have time for the principals to react to the proposal.

Dr. Jerry Marco inquired about the temperature settings in the schools. In response to another inquiry, Dr. Cody explained that the Board would be discussing the area study on January 14. Dr. Anastasi requested that MCAASP be provided with full copies of the study rather than the executive summary.

Dr. Cronin thanked the members of MCAASP for their presentation and the issues they had raised.

                          Re: ADJOURNMENT

The president adjourned the meeting at 10:30 p.m.

                          President

                          Secretary

WSC:mlw