

4. Patty Sorensen, Stedwick
5. Meg Clute, Stedwick

RESOLUTION NO. 404-93 Re: FY 1993 CATEGORICAL TRANSFER WITHIN
THE STATE AID FOR VOCATIONAL-
TECHNICAL EDUCATION PROGRAM

On recommendation of the superintendent and on motion of Mrs. Fanconi seconded by Mrs. Brenneman, the following resolution was adopted unanimously#:

Resolved, That the superintendent of schools be authorized to effect an FY 1993 categorical transfer of \$3,148 within the state aid for vocational-technical education program, funded by the Maryland State Department of Education (MSDE), in the following categories:

<u>Category</u>	<u>From</u>	<u>To</u>
2 Instructional Salaries	\$ 915	
3 Other Instructional Costs		\$3,148
10 Fixed Charges	<u>2,233</u>	<u> </u>
Total	<u>\$3,148</u>	<u>\$3,148</u>

and be it further

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

RESOLUTION NO. 405-93 Re: AWARD OF CONTRACTS FOR VARIOUS
MAINTENANCE PROJECTS

On recommendation of the superintendent and on motion of Mrs. Fanconi seconded by Mr. Abrams, the following resolution was adopted unanimously#:

WHEREAS, Sealed bids for various maintenance projects, funded from Planned Life-cycle Asset Replacement (PLAR) and Mechanical Systems Rehabilitation capital projects, were received on April 6 and May 5 and 11, 1993, in accordance with MCPS Procurement Practices, with work to be completed between July 1, 1993, and September 1, 1993; and

WHEREAS, Details of the bid activity are available in the Department of Facilities Management; and

WHEREAS, The low bids are within the budget estimates, the low bidders meeting specifications have completed similar projects successfully, and funds have tentatively been approved by the

and

WHEREAS, Because of the variable scope of services that may be required, each respondent submitted unit prices based on a hypothetical model; and

WHEREAS, The unit prices are reasonable and in line with industry standards, and the recommended vendor has performed satisfactorily in the past; now therefore be it

Resolved, That a level-of-services agreement in accordance with unit costs stipulated in the Request For Proposals be awarded to Biospherics, Inc., for a cost not to exceed \$250,000; and be it further

Resolved, That the agreement be contingent upon final action by the County Council on the FY 94 Capital Budget for asbestos abatement.

RESOLUTION NO. 407-93 Re: ACCEPTANCE OF BEL PRE ELEMENTARY SCHOOL

On recommendation of the superintendent and on motion of Mrs. Gordon seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That having been duly inspected on May 13, 1993, the addition to Bel Pre Elementary School now be formally accepted, and that the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

RESOLUTION NO. 408-93 Re: NAME FOR THE NEW QUINCE ORCHARD ELEMENTARY SCHOOL #7

On recommendation of the superintendent and on motion of Mr. Abrams seconded by Ms. Gutierrez, the following resolution was adopted unanimously:

WHEREAS, A committee representing the Quince Orchard Elementary School #7 community has submitted three names for the new school, in accordance with MCPS Policy FFA, Policy on Naming Schools, and the codicil to that policy, adopted April 17, 1990, requiring that schools be named for women or minorities; and

WHEREAS, The names of distinguished women and minorities were considered, and a vote was taken to determine the favored name; now therefore be it

Resolved, That the Quince Orchard Elementary School #7 officially be named the Thurgood Marshall Elementary School.

RESOLUTION NO. 409-93 Re: AMENDMENT TO THE FY 1994 CAPITAL
BUDGET REQUEST

On recommendation of the superintendent and on motion of Mrs. Fanconi seconded by Mr. Abrams, the following resolution was adopted unanimously#:

WHEREAS, State action has provided additional bond capacity in the FY 1994 Capital Budget; and

WHEREAS, Additional funding is required for capital projects in accordance with the Board-adopted FY 1994 Capital Budget; and

WHEREAS, The following action is in accordance with the advice of legal counsel that only the Board of Education may increase a capital budget appropriation request; now therefore be it

Resolved, That the FY 1994 Capital Budget appropriation be increased for Current Modernization (\$1,049,000), Damascus Middle School #2 (\$290,000), Gaithersburg Middle School #2 (\$100,000), Burtonsville Elementary School Modernization (\$75,000), Relocatable Classrooms (\$100,000), and Roof Replacements (\$100,000); and be it further

Resolved, That the county executive be requested to recommend these amendments to the FY 1994 Capital Budget.

RESOLUTION NO. 410-93 Re: PERSONNEL APPOINTMENTS

On recommendation of the superintendent and on motion of Mr. Abrams seconded by Mr. Sims, the following resolution was adopted unanimously:

Resolved, That the following personnel appointments be approved:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Frederick S. Evans	Principal Parkland MS	Principal Gaithersburg HS Effective: 7-1-93
Terrill R. Meyer	Principal Poolesville Jr/Sr HS	Principal Thomas S. Wootton HS Effective: 7-1-93
Elizabeth Bouve Johnson	Acting Coord. Secondary PE & Athletics	Coord., Secondary PE & Athletics Div. of Health, PE, and Athletics Grade N Effective: 7-1-93

Re: REPORT OF THE COMMISSION ON THE
LONG-RANGE NEEDS OF HUMAN
RELATIONS, AND STAFF RESPONSE

Dr. Vance introduced Mrs. Jean Mallon and Dr. George Thomas, co-chairs of the Commission on the Long-range Needs of Human Relations.

Mrs. Mallon felt that the report was easy to read and concise, and she would only emphasize the point that there really was a need for a Department of Human Relations. This department needed to be proactive and everything needed to begin, and situations had to be dealt with, at a grass-roots level. Also, each particular unit, be it administrative or a school unit, should have their own committees made up of their various groups. These committees would deal with the issues that were important to them and find the areas that needed to be worked on through resolution. The department should also be in strong alignment with the Office of School Administration because these people would be working with directors in terms of developing programs. The department also needed to broaden views about human relations to include multicultural and other issues such as gender equity, sexual harassment, etc.

Dr. George Thomas added that the accomplishment of the commission would not have been possible without a very effective, diverse commission of 35 members. They met often and answered every section of the superintendent's charge. Dr. Thomas mentioned that the group was sub-divided into three subcommittees which dealt with relevant laws, the devolving human relations in the MC schools, as well as comparative systems. He complimented Mr. Clements who assisted the commission and Dr. Lancaster. Dr. Thomas informed the Board that the commission was always cognizant of the budgetary constraints, and their recommendations might have been more extensive if they had not been aware of monetary considerations. Dr. Thomas reiterated Mrs. Mallon's comment that the Department of Human Resources was needed and that the superintendent should be authorized to develop a comprehensive and accountable program of human relations with the proper staff work done by the director to see that it was in place.

Mrs. Gemberling suggested that executive staff would review the staff response to the recommendations. She called attention to the attachment which included budget implications, anticipated implementation dates and staff responsibility allocation.

Dr. Elfreda Massie stated that the first recommendation was that the department develop and implement human relations training programs on the laws, policies, and regulations pertaining to these issues for administrative and supervisory personnel. Staff

agreed that training activities should be coordinated by the Department of Human Relations working closely with the systemwide training unit, legal services, and other appropriate offices. This would be consistent with the rationale to focus on training and resolution at the local level. The second recommendation also deals with training. She pointed out that the second recommendation included securing training from other governmental agencies and private organizations. She reported that collaboration was already underway with county government, the college, and business to identify joint efforts at training opportunities, and they believed this could be expanded upon. Again, the Department of Human Resources would coordinate the training along with the systemwide training unit.

Dr. Rohr reviewed recommendation 3 which stated that the superintendent review and recommend revisions to Resolution #60-79 to provide maximum flexibility for the accomplishment of the objectives for all professional and supporting services staff. Local units have expressed interest in incorporating training and programs into their management plans, and to plan for specific outcomes to meet SES goals. At issue was not the training requirement, but rather the content and the actual days the training would occur.

Mrs. Gemberling continued review with recommendation 4 and 5. Recommendation 4 dealt with the creation of a position, or someone with legal expertise, to deal with compliance with federal, state, and local mandates. The staff recommended that additional study be given to this recommendation. Mrs. Gemberling commented that the OSAE commission had suggested additional legal representation within that office. They felt that with legal services being under review, this should not be dealt with in isolation. The current EEO position could also be expanded to include ADA, 504, and sexual harassment policy issues. They would also expect the same kind of expertise and background that a compliance officer would have. In recommendation 5, the superintendent was asked to direct a review of existing practices for responding to and resolving EEO and other human relations complaints and to consider changes to streamline the process. The effectiveness of getting a complaint processed was mainly in knowing where to go. Therefore, they were providing brochures to communicate to the employees, students, parents, and the community at large.

Dr. Hiawatha Fountain presented recommendation 6 which was the reporting of the director to the superintendent. He said that the involvement directly with the superintendent's office assured the continuing commitment and accountability at this level. The director provided the expertise necessary to formulate relevant policies and implement plans in compliance with applicable laws and regulations. They also agreed with recommendation 7 which stated the superintendent develops policies which mandate

establishing human relations committees in every school/unit, inclusive of staff, parents, students, and community members. They believed that revitalizing human relations committees would enable them to be more responsive to the local needs. The issues and solutions would be developed by the affected individuals, and plans that came from the schools might have more credibility.

Dr. Joseph Villani remarked that recommendation 8 dealt with OIPD's review and revision of curriculum to include multiculturalism. They agreed, and the process of curriculum review in the Council on Instruction did include an examination of the multicultural dimensions of the proposed program. The director of the Department of Human Relations was a member of the Council on Instruction. It was clear from the recommendation that they needed to do a better job in communicating to the public what it was they were doing with multicultural education, and they had already taken some steps to begin that process.

Dr. Phinnize Fisher said they also agreed with the ninth recommendation that the superintendent establish a new organizational structure for the department. The attached organizational chart reflected a continued commitment to the importance of human relations. The three advocate positions would report directly to the director of human relations, with portions of their time assigned to the Office of School Administration in order to assist in the prevention of and the resolving of the school problems and community conflicts. The compliance officer position would facilitate improved communications with MCPS and outside counsel and would provide the additional support needed at this point. She continued that they also agreed with recommendation 10 because a comprehensive human relations program was essential and vital to the implementation to the Success for Every Student plan. This plan would include measurable outcomes and would be shared with the Board.

Mrs. Gemberling explained that the organizational chart was a budget version of the model recommended by the commission. The difference was that staff was not prepared to add a separate legal counsel at this time, until legal services was reviewed comprehensively. She noted that the Compliance Officer position was upgraded from an EEO position.

Mrs. Fanconi reminded the chair that when the agenda was amended earlier that this item would be shortened and would not go into lengthy discussion of it tonight. She complimented the commission and highlighted areas she wished to have more specific response to when the item is brought up for discussion again. She specifically commented to Dr. Fountain her disappointment that Section 504 was listed as one of the laws and regulations, and yet Students with Disabilities were not mentioned anywhere in the document. She hoped that when the document returned to the

table the unit's role with that population would be defined. On multicultural education she spoke about a student group at B-CC called Student Coalition against Racism. She felt they had very strong recommendations about what they thought was missing in the curriculum, and she would like to see OIPD contact the group and meet with them about the curriculum. She would also like the mediation before litigation emphasized in greater detail, and she would like a better description. The report did not tell her how prevention and settling on a lower level would happen. Mrs. Fanconi also addressed a question to the superintendent. The positions of the human relations advocates have been advertised, and clearly the report had recommendations of what might be included in their positions. She asked if the Board would need to take action before appointing the personnel.

Dr. Vance replied that the positions have been advertised and the applications could be held until the Board took further action. Given the Board's modifications, the job descriptions might have to be changed.

Mrs. Fanconi observed that several times there were references to measurable outcomes, but nothing was listed. She felt it was important when reports came to the Board there should be definition of outcome measures. She would like to see this added when the item was returned to the table.

Ms. Gutierrez said she would submit her questions for response, and she also urged the superintendent not to fill the vacant positions until all questions had been answered. Mr. Ewing hoped that the budgetary implications would be examined with some care because, while the organization could operate with no additional funding, he wondered whether it would operate optimally. The expenses involved in communicating to the schools, teachers and staff could be substantial, and if there was an urgent need to make certain that people understood the mission of the department, communication had to be effective. He hoped that the issue would be addressed with care in terms of how to get it done and what it might cost. The department would need to be proactive, and that implied costs to communicate.

In reference to recommendation 4, Mr. Ewing said that they should look at all options including expanding their own in-house legal staff as well as placing a person in human relations. He remarked that he was confused about the staff response recommendation 9 and asked for a clarification prior to the future discussion.

Ms. Brenneman mentioned that she liked the idea of a proactive approach recommended by the commission. She had questions about the outcomes and the effectiveness of these outcomes. She would like to know how these outcomes would be assessed.

Dr. Vance asked members to submit questions in advance which would save time prior to returning to discussion on this item.

Dr. Cheung referred to recommendation 7 and questioned how the department would deal with confidentially issues. He wanted to know their responsibility and liability concerning the confidentiality. He asked whether the existing human relation positions and the proposed advocate positions were the same grade. Mrs. Gemberling replied that the grade had been changed to N which was an upgrade. Dr. Cheung was concerned that these positions were upgraded and the Board had not been brought into that discussion, and he requested a response from staff. He thanked staff and the commission for their efforts in preparing the report.

Re: BOARD/SUPERINTENDENT COMMENTS

1. Mr. Sims extended his appreciation to Mr. Mike Michaelson, the administrative assistant for student affairs, who was celebrating 35 years with the school system. Mr. Sims felt that it was appropriate for the public to be aware of all the great work that is done by the Office of Student Affairs and by Mr. Michaelson and Ms. Campbell. Mr. Michaelson had made a difference in the lives of student leaders for all of those years, and for 15 years of his 35 he has had to deal with 15 SOBs or Students on the Board. Mr. Sims remarked this was one SOB that said that Mr. Michaelson's work was greatly appreciated.

2. Mrs. Brenneman commented that two weekends ago many Board members spent a lot of time going to a lot of different events. They had attended the women's fair at Montgomery College, the African-American Festival of Excellence, the ESOL Awards, the ACAMP awards, and the Jewish Social Services 100th anniversary. At the Jewish Social Services they welcomed some recent Russian immigrants who were learning their new language and about what life in America was all about. She said it was just a wonderful weekend, a very typical weekend here in Montgomery County and a slice of life about what Montgomery County was all about. She also congratulated Jason Minkoff who was elected Mr. Sherwood High School last Friday night.

3. Mrs. Fanconi drew the Board's attention to the 1993 Youth Spring Conference Report circulating in their packets. It was an excellent report and contained many things that the Board might want to follow up. One thing they were able to do was bring a diverse cross section of students to give their points of views on what they felt were the major problems that various elected bodies should address, not only the Board but the County Council in helping them deal with the pressures that society placed on all youngsters. She planned to follow up with a memo to ask for various information. Ms. Gutierrez felt it was a very impressive presentation and would suggest that the Board might want to

WHEREAS, The Board of Education of Montgomery County is authorized by the Education Article of the Annotated Code of Maryland and Title 10 of the State Government Article to conduct certain meetings or portions of its meetings in closed session; now therefore be it

Resolved, That the Board of Education of Montgomery County hereby conduct a portion of its meeting in closed session beginning on May 24, 1993, at 9:30 p.m. and June 10, 1993, at 12:30 p.m. in Room 120 of the Carver Educational Services Center, Rockville, Maryland, to discuss personnel matters, negotiations, pending litigation, matters protected from public disclosure by law, and other issues including consultation with counsel to obtain legal advice as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and State Government Article 10-501; and be it further

Resolved, That such portion of its meeting shall continue in closed session until the completion of business.

RESOLUTION NO. 412-93 Re: MINUTES OF APRIL 14, 1993

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

Resolved, That the Board of Education approve its minutes of April 14, 1993, as corrected.

RESOLUTION NO. 413-93 Re: MINUTES OF MAY 5, 1993

On recommendation of the superintendent and on motion of Mr. Ewing seconded by Mrs. Brenneman, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its minutes of May 5, 1993.

Re: REPORTS ON CLOSED SESSIONS - MAY 11
AND 17, 1993

On April 26, 1993, by the unanimous vote of members present, the Board voted to conduct a closed session on May 11, 1993, as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and State Government Article 10-501.

The Montgomery County Board of Education met in closed session on Tuesday, May 11, 1993, from 9 a.m. to 10:05 a.m. and from 12:50 p.m. to 1:30 p.m. The meetings took place in Room 120 of the Carver Educational Services Center, Rockville, Maryland.

The Board met to discuss the FY 1994 budget situation, the monthly personnel report, the legal services report, and an appointment to the Ethics Panel and negotiations. Actions taken in closed session were confirmed in open session.

In attendance at the closed sessions were: Melissa Bahr, Carrie Baker, Fran Brenneman, Alan Cheung, Blair Ewing, Carol Fanconi, Thomas Fess, Katheryn Gemberling, Bea Gordon, Zvi Greismann, Ana Sol Gutierrez, Marie Heck, Elfreda Massie, Brian Porter, Philip Rohr, Jon Sims, Paul Vance, Joseph Villani, and Mary Lou Wood.

The Montgomery County Board of Education met in closed session on Monday, May 17, 1993, from 7:30 p.m. to 7:40 p.m. The meeting took place in Room 120 of the Carver Educational Services Center, Rockville, Maryland.

The Board met to secure the advice of legal counsel on a pending law suit. In attendance at the closed session were: Stephen Abrams, Carrie Baker, Fran Brenneman, Alan Cheung, Jeff Crew, Blair Ewing, Carol Fanconi, Thomas Fess, Katheryn Gemberling, Bea Gordon, Ana Sol Gutierrez, Marie Heck, Philip Rohr, Jon Sims, Paul Vance, and Mary Lou Wood.

RESOLUTION NO. 414-93 Re: SAFETY AND SECURITY ISSUES

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

Resolved, That the Board of Education approve the following new business items dealing with safety and security issues:

1. Resolved, That the Board of Education address the issues of legislation in the comprehensive safety and security plan with a view to reaffirming or changing their position.
2. Resolved, That the Board discuss methods by which they could ascertain the success of their efforts in safety and security.
3. Resolved, That the Board have a review of the role and weight given to safety and security considerations in prioritization of schools for modernization.
4. Resolved, That a list of specific security modifications be developed which could be done apart from major modifications in existing facilities.
5. Resolved, That the Board of Education receive an item of information updating the Board on the staffing of the proposed safety and security plan by gender and ethnicity.

6. Resolved, That the Board of Education receive an item of information on the existing design criteria that relate to security issues.

RESOLUTION NO. 415-93 Re: SUSPENSION DATA AND EARLY INTERVENTION

On motion of Mrs. Fanconi seconded by Ms. Gutierrez, the following resolution was adopted unanimously:

Resolved, That as an item of information or as an addition to a safety and security update the Board receive information on how they were handling suspensions, a numerical tally of the suspensions, how many students were suspended for four or five days and how many were expelled (using the existing incident database), the increase in suspensions, a profile of the students, the impact on principals and the specialists in the field offices, and whether or not there needed to be some administrative changes in the process of dealing with suspension; and be it further

Resolved, That the Board receive a recommendation from the superintendent on what would be needed to study early intervention efforts on the present student population.

Re: A MOTION BY MR. SIMS ON SAS DAY
(FAILED)

The following motion by Mr. Sims failed of adoption with Dr. Cheung, Mrs. Gordon, Ms. Gutierrez, and Mr. Sims voting in the affirmative; Mr. Ewing and Mrs. Fanconi voting in the negative; Mr. Abrams and Mrs. Brenneman abstaining:

Resolved, That the Board of Education discuss SAS day and its future role in MCPS.

Re: SCHOOL IMPROVEMENT PLANS

On May 11, 1993, Mr. Ewing moved and Dr. Cheung seconded the following:

Resolved, That the Board of Education schedule time to review and discuss its own expectations about what ought to be in school improvement plans given that such plans were critical to the success of the Success for Every Student Plan and the new policy on the education of students with disabilities.

Re: A MOTION BY MRS. FANCONI TO AMEND
THE PROPOSED RESOLUTION ON SCHOOL
IMPROVEMENT PLANS (FAILED)

A motion by Mrs. Fanconi to amend the proposed resolution on school improvement plans by deleting "and discuss its own expectations about what ought to be in" failed with Mr. Abrams, Mrs. Fanconi, Mrs. Gordon, and Mr. Sims voting in the affirmative; Mrs. Brenneman, Dr. Cheung, Mr. Ewing, and Ms. Gutierrez voting in the negative.

RESOLUTION NO. 416-93 Re: A SUBSTITUTE MOTION BY MR. EWING ON
SCHOOL IMPROVEMENT PLANS

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

Resolved, That the Board of Education requests the superintendent to review with the Board his plans for what ought to be in school improvement plans given that such plans were critical to the success of the Success for Every Student Plan and the new policy on the education of students with disabilities.

RESOLUTION NO. 417-93 Re: MEDIATION PROCEEDINGS FOR SPECIAL
EDUCATION PLACEMENTS

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

Resolved, That the Board of Education at its earliest possible convenience schedule a session to discuss informal mediation proceedings for the special education placement program; and be it further

Resolved, That the superintendent contact the National Association of State School Boards and other national organizations to see what their recommendations might be.

Re: NEW BUSINESS

Mrs. Brenneman moved and Mr. Abrams seconded the following:

Resolved, That the Board of Education discuss ability grouping including heterogenous and homogenous grouping.

RESOLUTION NO. 418-93 Re: CHEMATHON

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

WHEREAS, Nearly a decade ago a number of Montgomery County chemistry teachers created, in cooperation with University of Maryland chemistry professors, Maryland's "Chemathon," a competition among high school chemistry students in Maryland and in the Washington, D.C. metro area; and

WHEREAS, Governor William Donald Schaefer has recognized Chemathon with a proclamation commending its creators and participants; and

WHEREAS, Chemathon has grown and expanded, offering students challenging opportunities to solve problems, balance equations, produce electric current with chemicals, grow a crystal, build an electric battery, and develop a creative poster utilizing a chemistry theme; and

WHEREAS, The Chemathon has encouraged the interest and participation of many students in this important area of science over the years; now therefore be it

Resolved, That the Board of Education commend Montgomery County Public Schools chemistry teachers, chemistry students and University of Maryland professors who have made Chemathon possible through their commitment and involvement; and be it further

Resolved, That the Board of Education congratulate those MCPS schools and students who participated in this year's Chemathon; be it further

Resolved, That the Board of Education enthusiastically endorse the Chemathon program and encourage all schools in MCPS to participate in the future; and be it further

Resolved, That copies be made available of this resolution to Mr. John Hudson, Rockville High School, chemistry teacher, one of the founders of this program, and to all chemistry teachers in other high schools.

RESOLUTION NO. 719-93 Re: ADJOURNMENT

On recommendation of the superintendent and on motion of Mrs. Fanconi seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting at 9:25 p.m. to a closed session.

PRESIDENT

SECRETARY

PLV:roz