

APPROVED
24-1998

Rockville, Maryland
June 22, 1998

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Monday, June 22, 1998, at 8:00 p.m.

ROLL CALL Present: Mrs. Nancy J. King, President
 in the Chair
 Mr. Blair G. Ewing
 Mr. Reginald M. Felton
 Mrs. Beatrice B. Gordon
 Ms. Mona M. Signer
 Ms. Debra Wheat
 Mr. Geonard F. Butler, Jr., Student Board Member-elect
 Dr. Paul L. Vance, Secretary/Treasurer

Absent: Dr. Alan Cheung
 Ms. Ana Sol Gutiérrez

or () indicates student vote does not count. Four votes needed for adoption.

RESOLUTION NO. 397-98 Re: **AGENDA**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its agenda for June 22, 1998.

Re: **PUBLIC COMMENTS**

The following people testified before the Board of Education:

	<u>Person</u>	<u>Topic</u>
1.	Senator Ida Ruben	Pensions
2.	Delegate Kumar Barve	Pensions
3.	Delegate John Hurson	Pensions
4.	Delegate Hank Heller	Pensions
5.	Sharon Cox	Pensions
6.	Leslie Fried	Kensington-Parkwood Elementary School
7.	Dylan Erwin	Accelerated Math
8.	Nancy Griffin, Jutta Ledu, Frieda Berg, Melanie Goldstein	Pensions
9.	Mark Simon	Pensions
10.	Bonnie Cullison	Pensions

- 11. Charles Wilkes Kensington-Parkwood Air Conditioning
- 12. Dave McIlwain Accelerated Math
- 13. Pam Moomau Kensington-Parkwood Air Conditioning
- 14. Wayne Whigham Pensions

RESOLUTION NO. 398-98 Re: **CONTRACTS FOR MORE THAN \$25,000**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Felton, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds have been budgeted for the purchase of equipment, supplies, and contractual services; now therefore be it

Resolved, That having been duly advertised, the following contracts be awarded to the low bidders meeting specifications as shown for the bids as follows:

MC8506 Tree Trimming, Removal and Disposal
 000079AA

Awardee

Asplundh Tree Expert Company \$ 100,000

1029.1 Weight Training Supplies and Equipment

Awardees

B.E. Fit, Inc.	\$ 235
Concept II, Inc.	1,695
DVF Sporting Goods Company	1,355
Fitness Resource	98,478
Heartline Fitness Products	183,359
Sports Stop, Inc.	24,267
Springriver Corporation	13,680
Wisthoff Industries, Ltd.	<u>17,744</u>
Total	\$ 340,813

1043.1 Band Uniforms for James Hubert Blake and Northwest High Schools

Awardee

De Moulin Brothers & Company \$ 61,248

4028.1	Two-Way Radios for the Division of Transportation and the Division of School Security <u>Awardee</u>	
	Business Radio Products	\$ 55,230 *
4031.1	Piano Tuning and Maintenance <u>Awardees</u>	
	Alpha Piano Company, Inc.	*
	Clark Piano Tuning	*
	Rich Amelang Piano Services	
	Total	\$ 53,740
7039.1	Milk, Milk Shake Mixes, Cottage Cheese, Yogurt and Juice <u>Awardee</u>	
	Cloverland/Green Spring Dairy	\$6,090,945
	MORE THAN \$25,000	\$6,701,976

* Denotes MFD vendor

RESOLUTION NO. 399-98 Re: **AWARD OF CONTRACTS - MONTGOMERY BLAIR MIDDLE SCHOOL #3/ ELEMENTARY SCHOOL #11**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids represent the first in a series of subcontracts that were bid as part of a construction management process for the Montgomery Blair Middle School #3/Elementary School #11 project:

<u>Low Bids</u>	<u>Amount</u>
<u>Concrete</u> Dance Brothers, Inc.	\$ 480,000
<u>Demolition</u> Interior Specialists, Inc.	770,000
<u>Electrical</u>	

C. T. Electrical Corporation	1,122,000
<u>Kitchen Equipment</u>	
Regional Restaurant Equipment Co., Inc.	132,770
<u>Mechanical</u>	
Ryco Associates, Inc.	2,945,000
<u>Site Work</u>	
AccuBid Excavation, Inc.	788,760
<u>Steel</u>	
Jarvis Steel and Lumber Company, Inc.	621,000
<u>Windows and Storefront</u>	
Engineered Construction Products, Ltd.	454,300

and

WHEREAS, Staff has verified that the subcontractors have made good faith efforts to obtain minority participation; and

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

WHEREAS, The low bids are within the estimates and sufficient funds are available to award the contracts; now therefore be it

Resolved, That contracts be awarded for the above-referenced subcontractors meeting specifications for the Montgomery Blair Middle School #3/Elementary School #11 project, in accordance with plans and specifications prepared by Grimm & Parker, P.C.

RESOLUTION NO. 400-98 Re: **AWARD OF CONTRACT - BETHESDA ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bid for asphalt paving represents the second in a series of subcontracts that were bid as part of a construction management process for the Bethesda Elementary School project:

<u>Bidder</u>	<u>Amount</u>
Hill & Jack Construction Corporation	\$ 173,600

and

WHEREAS, Hill & Jack Construction Corporation is a certified minority firm; and

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

WHEREAS, Although only one bid was received, it is within the estimate of \$190,000 and sufficient funds are available to award the contract; now therefore be it

Resolved, That a contract be awarded to Hill & Jack Construction Corporation for asphalt paving for the Bethesda Elementary School project, in accordance with plans and specifications prepared by Walton, Madden, Cooper, Robinson, Pones, Inc.

RESOLUTION NO. 401-98 Re: **AWARD OF CONTRACT - DISABILITY ACCESS IMPROVEMENTS AT WALTER JOHNSON AND WHEATON HIGH SCHOOLS**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids were received on June 9, 1998, for disability access improvements at Walter Johnson and Wheaton high schools, with work to begin immediately and be completed by August 15, 1998:

<u>Bids</u>	<u>Amount</u>
4-S Construction, Inc.	\$378,832
Keller Brothers, Inc.	451,500

and

WHEREAS, The low bidder, 4-S Construction, Inc., has completed similar work successfully; and

WHEREAS, The low bid is below the staff estimate of \$400,000; and

WHEREAS, 4-S Construction, Inc., is a certified minority firm; now therefore be it

Resolved, That a contract for \$378,832 be awarded to 4-S Construction, Inc., for disability access improvements at Walter Johnson and Wheaton high schools, in accordance with plans and specifications prepared by Murray & Associates, Architects.

RESOLUTION NO. 402-98

Re: **AWARD OF CONTRACT - SURFACE MOUNTED SWING DOOR OPERATOR SUPPLY AND INSTALLATION AT VARIOUS SITES**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bid was received on June 9, 1998, for surface mounted swing door operator supply and installation at Col. E. Brooke Lee and Gaithersburg middle schools and Connecticut Park Center, and unit price bids for additional doors needed on an emergency basis, with work to begin immediately and be completed by August 21, 1998:

<u>Bids</u>	<u>Amount</u>
Besam Automated Entrance Systems, Inc.	\$15,830

and

WHEREAS, Although only one bid was received, and it was below the staff estimate of \$17,250; and

WHEREAS, The low bidder, Besam Automated Entrance Systems, Inc., has completed similar work successfully; and

WHEREAS, Staff has verified that the contractor has made a good- faith effort to obtain minority participation; now therefore be it

Resolved, That a contract for \$15,830 be awarded to Besam Automated Entrance Systems, Inc., for surface mounted swing door operator supply and installation at Col. E. Brooke Lee and Gaithersburg middle schools and Connecticut Park Center in accordance with plans and specifications prepared by the Department of Facilities Management.

RESOLUTION NO. 403-98

Re: **AWARD OF CONTRACT - CARDEROCK SPRINGS ELEMENTARY SCHOOL REROOFING**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids were received on May 28, 1998, for the reroofing of Carderock Springs Elementary School, with work to begin June 22, 1998, and be completed by August 25, 1998:

<u>Bidder</u>	<u>Amount</u>
J. E. Wood & Sons Company, Inc.	\$ 71,880
Alliance Roofing & Sheet Metal, Inc.	91,671
PEC Construction, Inc.	92,900
Orndorff & Spaid, Inc.	94,844

and

WHEREAS, The low bidder, J. E. Wood & Sons Company, Inc., has completed similar work successfully for Montgomery County Public Schools; and

WHEREAS, The low bid is below the staff estimate of \$90,000; and

WHEREAS, The State Interagency Committee for Public School Construction will fund 50 percent of the eligible work for the Carderock Springs Elementary School reroofing as part of the state systemic renovation program; and

WHEREAS, Staff has verified that the contractor has made a good faith effort to obtain minority participation; now therefore be it

Resolved, That a contract for \$71,880 be awarded to J. E. Wood & Sons Company, Inc., for the Carderock Springs Elementary School reroofing in accordance with plans and specifications prepared by the Department of Facilities Management; and be it further

Resolved, That the contract be forwarded to the State Interagency Committee for Public School Construction for approval to reimburse Montgomery County Public Schools for the state eligible portion of the Carderock Springs Elementary School reroofing.

RESOLUTION NO. 404-98 Re: **ARCHITECTURAL APPOINTMENT - HERBERT HOOVER MIDDLE SCHOOL ADDITION**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services during the design and construction phases of the Herbert Hoover Middle School addition project; and

WHEREAS, Funds for architectural planning were programmed as part of the FY 1999 Capital Budget; and

WHEREAS, The Architect Selection Committee, in accordance with procedures adopted by the Board of Education on May 13, 1986, identified Einhorn Yaffee Prescott, Architecture & Engineering, P.C., as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for necessary architectural services; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with the architectural firm of Einhorn Yaffee Prescott, Architecture & Engineering, P.C., to provide professional architectural services for the Herbert Hoover Middle School addition project for a fee of \$392,390, which is 7.8 percent of the construction budget.

RESOLUTION NO. 405-98

Re: **ARCHITECTURAL APPOINTMENT - WHEATON HIGH SCHOOL ADDITION**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services during the design and construction phases of the Wheaton High School addition project; and

WHEREAS, Funds for architectural planning were programmed as part of the FY 1999 Capital Budget; and

WHEREAS, The Architect Selection Committee, in accordance with procedures adopted by the Board of Education on May 13, 1986, identified Burt Hill Kosar Rittelmann Associates as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for necessary architectural services; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with the architectural firm of Burt Hill Kosar Rittelmann Associates to provide professional architectural services for the Wheaton High School addition project for a fee of \$553,200, which is 7.4 percent of the construction budget.

RESOLUTION NO. 406-98

Re: **ARCHITECTURAL APPOINTMENT - ROCKVILLE HIGH SCHOOL FEASIBILITY STUDY**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services to conduct a design feasibility study of alternatives for the modernization of Rockville High School; and

WHEREAS, Funds for feasibility planning have been programmed as part of the FY 1999 Capital Budget; and

WHEREAS, The Architect Selection Committee, in accordance with procedures adopted by the Board of Education on May 13, 1986, identified Eddy & Eckhardt Architects as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for necessary architectural services; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with the architectural firm of Eddy & Eckhardt Architects to provide professional architectural services for the Rockville High School modernization feasibility study project for a fee of \$60,000.

RESOLUTION NO. 407-98

Re: **CHANGE ORDER OVER \$25,000 - LUCY V. BARNESLEY ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The manufacturer of the storm water management system specified for Lucy V. Barnesley Elementary School has declared bankruptcy due to substantive defects in their product's performance that have recently occurred; and

WHEREAS, The storm water management system had to be redesigned using different material and products; and

WHEREAS, The revised system is more complex and costly to install; and

WHEREAS, The project architect and staff have negotiated the additional cost with the general contractor; and

WHEREAS, Funds are available in the construction contingency fund for the additional costs; now therefore be it

Resolved, That a change order in the amount of \$142,000 be approved for the contract with Dustin Construction, Inc., for Lucy V. Barnsley Elementary School for costs associated with revisions to the storm water management plan.

RESOLUTION NO. 408-98 Re: **REDUCTION OF RETAINAGE - JAMES HUBERT
BLAKE HIGH SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The Gassman Corporation, general contractor for the James Hubert Blake High School project, has completed more than 80 percent of all specified requirements and requested that the 10 percent retainage, which is based on completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, Ulico Casualty Company, has consented to this reduction; and

WHEREAS, The project architect, Delmar Architects, P.A., recommends approval of the reduction; now therefore be it

Resolved, That the 10 percent retainage withheld from periodic payments to The Gassman Corporation, general contractor for the James Hubert Blake High School project, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining contract requirements and formal acceptance of the completed project.

RESOLUTION NO. 409-98 Re: **BETHESDA ELEMENTARY SCHOOL - RECORD PLAT**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, By County Council Resolution No. 13-843 on April 8, 1997, the Board of Education received approval of its petition to abandon a portion of Moorland Lane in connection with the assemblage of the existing Bethesda Elementary School site and adjacent Board-owned lots; and

WHEREAS, The Montgomery County Government requests a conveyance of 3,156.62 square feet for the new cul-de-sac on Moorland Lane and a conveyance of 1,980.20

square feet on Wilson Lane for a total conveyance of 5,136.82 square feet of land from the newly configured school site; and

WHEREAS, The land retrieved as a result of the road abandonment will be combined with the existing 4.86-acre school site and adjacent lots to increase the overall site size to 7.934 acres, including the right-of-way conveyances to the Montgomery County Government as reflected in the attached; and

WHEREAS, The Montgomery County Code requires that the road abandonment and assemblage of lots be evidenced by a plat to be recorded in the Land Records of Montgomery County; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a Record Plat assembling the abandoned portion of Moorland Lane with the existing Bethesda Elementary School site and adjacent Board-owned lots and conveying 5,136.82 square feet of land to the Montgomery County Government.

RESOLUTION NO. 410-98

Re: **JOHN POOLE MIDDLE SCHOOL - DEED AND CONFIRMATORY DEED**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education selected a 20.52-acre parcel of land as the site for construction of a new middle school to serve the Poolesville cluster, as reflected in the attachment; and

WHEREAS, By Deed of Gift dated January 23, 1997, and recorded among the Land Records of Montgomery County, the Commissioners of Poolesville conveyed the site at no cost to the Board of Education; and

WHEREAS, Subsequently, the Commissioners of Poolesville determined that part of the property described in the Deed of Gift was not intended to be conveyed to the Board and a parcel of ground intended to be conveyed by the Commissioners to the Board was inadvertently omitted from the conveyance as shown on the attached plan; and

WHEREAS, The Commissioners of Poolesville desire to correct the errors contained in the Deed of Gift to the Board; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a Deed and Confirmatory Deed of Gift conveying all of the land contained in the Deed of Gift dated January 23, 1997, back to the Commissioners of Poolesville, and

accept three parcels of land totaling 20.52 acres now comprising the John Poole Middle School site.

RESOLUTION NO. 411-98 Re: GRANT OF RIGHT-OF-WAY AT THOMAS S. WOOTTON

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The Washington Suburban Sanitary Commission (WSSC) has requested a grant of right-of-way at Thomas S. Wootton High School, located at 2100 Wootton Parkway in Rockville; and

WHEREAS, The proposed grant of right-of-way consisting of 7,604 square feet, and an adjacent temporary construction strip, ranging from 10 to 20 feet, is necessary to extend a sanitary sewer to serve increased development in the Rockville area; and

WHEREAS, All construction, restoration, and future maintenance will be performed without disruption to the instructional program at the school and at no cost to the Board of Education, with WSSC and its contractors assuming liability for all damages or injury and all work; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a grant of right-of-way of 7,604 square feet to the Washington Suburban Sanitary Commission at Thomas S. Wootton High School; and be it further

Resolved, That a fee of \$5,246.76 be paid to Montgomery County Public Schools by the Washington Suburban Sanitary Commission for the subject right-of-way.

RESOLUTION NO. 412-98 Re: ENERGY MANAGEMENT SYSTEM INSTALLATION AT FLOWER HILL AND LAKE SENECA ELEMENTARY SCHOOLS

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, Bids were received on June 8, 1998, for the energy management system installation at Flower Hill and Lake Seneca elementary schools from the following vendors:

<u>Bidder</u>	<u>Bid Amounts</u>	
	<u>Flower Hill E.S.</u>	<u>Lake Seneca E.S.</u>
Seibe Pritchett, Inc.	\$78,065.00	\$78,065.00

Engineered Services, Inc.	82,554.00	82,554.00
Control Systems Sales, Inc.	86,345.00	86,345.00

and

WHEREAS, The low bids are below the staff estimates of \$85,000 respectively, and the recommended contractor has completed similar work successfully for Montgomery County Public Schools; now therefore be it

Resolved, That the Board of Education award contracts to Siebe Pritchett, Inc., to install energy management systems at Flower Hill and Lake Seneca elementary schools, with work to begin on July 15, 1998, and be completed by October 15, 1998.

RESOLUTION NO. 413-98 Re: **AWARD OF CONTRACTS FOR MAINTENANCE PROJECTS AT VARIOUS SCHOOLS/FACILITIES**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids were received on May 20, June 3, and June 4, 1998, in accordance with Montgomery County Public Schools procurement practices, for chain link fence, gates, and backstop replacements at various school locations, carpet over carpet at various school locations, and exterior wall coating system modifications at various school locations, with work to begin on June 23, 1998, and to be completed by June 22, 1999, respectively; and

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

WHEREAS, The low bidders are below staff estimates, and the low bidders met specifications; now therefore be it

Resolved, That contracts be awarded to the low bidders meeting specifications for the projects and amounts listed below:

<u>PROJECT</u>	<u>AMOUNT</u>
Chain Link Fence, Gates and Backstops Various Schools (unit price bid) Low Bidder: Long Fence Co.	\$203,640
Carpet over Carpet Various Schools (unit price bid)	145,740

Low Bidder: Interiors Unlimited, Inc.

Exterior Wall Coating System Modifications 161,000
 Various Schools (unit price bid)
 Low Bidder: Moisture Protection Technologies, Inc.

RESOLUTION NO. 414-98 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE NATIONAL INSTITUTES OF HEALTH/MCPS SCIENCE EDUCATION SUPPORT PROJECT**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects \$102,541 from the National Institutes of Health for the National Institutes of Health/Montgomery County Public Schools Science Education Support project, in the following categories:

<u>Category</u>	<u>Positions*</u>	<u>Amount</u>
3 Instructional Salaries	1.0	\$ 73,164
12 Fixed Charges	—	<u>29,377</u>
Total	<u>1.0</u>	<u>\$102,541</u>

*1.0 Instructional Specialist, (C-D), 12 month

and be it further

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

RESOLUTION NO. 415-98 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE SEXUAL ASSAULT PREVENTION PROGRAM**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$22,830 from the U.S.

Centers for Disease control and Prevention through the Maryland State Department of Education for the Sexual Assault Prevention Program in the following categories:

<u>Category</u>	<u>Amount</u>
3 Instructional Salaries	\$15,300
4 Textbooks and Instructional Supplies	6,000
12 Fixed Charges	<u>1,530</u>
Total	<u>\$22,830</u>

and be it further

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

RESOLUTION NO. 416-98 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE BOWIE STATE UNIVERSITY PARTNERSHIP PROGRAM**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$17,000 from Bowie State University for the continuation of the Bachelor of Science degree partnership program with Montgomery County Public Schools (MCPS) in Organizational Administration, in the following categories:

<u>Category</u>	<u>Amount</u>
4 Textbooks and Instructional Supplies	\$ 300
5 Other Instructional Costs	<u>16,700</u>
Total	<u>\$17,000</u>

and be it further

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

RESOLUTION NO. 417-98

Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED
PROJECT FUNDS FOR THE WESTERN MARYLAND
COLLEGE MASTER'S DEGREE PROGRAM**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$16,000 from Western Maryland College for the implementation of a Master of Science in Elementary Education (science emphasis) partnership program for teachers and supporting services staff already certified in elementary education, in the following categories:

<u>Category</u>	<u>Amount</u>
3 Instructional Salaries	\$13,600
4 Textbooks and Instructional Supplies	700
5 Other Instructional Costs	500
12 Fixed Charges	<u>1,200</u>
Total	\$16,000

and be it further

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

RESOLUTION NO. 418-98

Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED
PROJECT FUNDS FOR THE PROJECT TEAM**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$13,447 from the Workforce Development Corporation under the Federal Job Training Partnership Act (JTPA) Title IIB for Project Team, a summer youth program for students with disabilities, in the following categories:

<u>Category</u>	<u>Amount</u>
6 Special Education	\$12,544
12 Fixed Charges	<u>903</u>
Total	\$13,447

and be it further

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

RESOLUTION NO. 419-98 Re: **RECOMMENDED FY 1998 CAPITAL BUDGET SUPPLEMENTAL APPROPRIATION FOR A RESUME SCANNING AND APPLICANT TRACKING SYSTEM**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to submit and, subject to approval by the county executive and County Council, to receive and expend an FY 1998 capital budget supplemental appropriation of \$582,570 for a resume scanning and applicant tracking system; and be it further

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

Resolved, That the county executive be requested to recommend approval of this resolution to the County Council.

RESOLUTION NO. 420-98 Re: **RECOMMENDATION TO SUBMIT AN FY 1999 GRANT PROPOSAL FOR FOSTERING INCLUSION IN GENERAL EDUCATION CLASSROOMS AND EXTRACURRICULAR ACTIVITIES**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to submit an FY 1999 grant proposal in the amount of \$54,570 to the Maryland Developmental Disabilities Council for Projects for Fostering Inclusion in General Education Classrooms and Extracurricular Activities; and be it further

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

RESOLUTION NO. 421-98 Re: **RECOMMENDATION TO SUBMIT AN FY 1999 GRANT PROPOSAL FOR HIGH SCHOOL IMPROVEMENT**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to submit an FY 1999 grant proposal in the amount of \$195,619 to the Maryland State Department of Education under the Federal Goals 2000 Educate America Act for the High School Improvement Program to provide enhanced professional development for secondary teachers; and be it further

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

RESOLUTION NO. 422-98 Re: **MASTER LEASE PURCHASE AGREEMENT**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

WHEREAS, The Board of Education entered into a three-year Master Lease/Purchase Agreement (MLPA) with First Union National Bank in November 1995; and

WHEREAS, The Internal Revenue Code of 1986 requires that the Board certify annually that it will limit any Qualified Tax Exempt Obligations to no more than \$10 million; now therefore be it

Resolved, That any present or future obligations entered into under the Master Lease/Purchase Agreement between the Montgomery County Board of Education, as Lessee, and First Union National Bank, as Lessor, in the calendar year ending December 31, 1998, are designated as Qualified Tax Exempt Obligations within the \$10 million limitation described within Section 265(b)(3) of the Internal Revenue Code of 1986, as amended (the "Code").

RESOLUTION NO. 423-98 Re: **FY 1999 OPERATING BUDGET CATEGORICAL TRANSFERS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

WHEREAS, The Board of Education adopted an FY 1999 Operating Budget of \$1,034,768,530 on June 16, 1998; and

WHEREAS, The Board of Education resolved on June 16, 1998, to request approval of categorical transfers; and

WHEREAS, The County Council understood that it may be necessary for the Board of Education to request categorical transfers as a result of receiving additional state aid; and

WHEREAS, The Board of Education has made other changes in the FY 1999 Operating Budget to carry out the spending affordability reductions made by the County Council and to make improvements to promote safe and secure schools, provide additional classroom and program support, and expand services to students with limited English proficiency; and

WHEREAS, Category 2 Mid-level Administration, Category 3 Instructional Salaries, Category 4 Textbooks and Instructional Supplies, Category 10 Operation of Plant and Equipment, Category 11 Maintenance of Plant, and Category 14 Community Services reflect shortfalls from the County Council categorical appropriation as a result of the Board of Education approved budget; and

WHEREAS, The required appropriations are available for transfer from Category 1 Administration, Category 6 Special Education, Category 9 Student Transportation, and Category 12 Fixed Charges; now therefore be it

Resolved, That the superintendent of schools be authorized, subject to the approval of the County Council, to effect the following transfers:

<u>Category</u>	<u>Description</u>	<u>To</u>	<u>From</u>
1	Administration		(\$75,000)
2	Mid-level Administration	\$332,059	
3	Instructional Salaries	2,272,612	
4	Textbooks and Instructional Supplies	587,563	
6	Special Education		(325,000)
9	Student Transportation		(200,000)
10	Operation of Plant and Equipment	50,000	
11	Maintenance of Plant	1,350,000	
12	Fixed Charges		(4,038,234)
14	Community Services	<u>46,000</u>	<u> </u>
	Total	<u>\$4,638,234</u>	<u>(\$4,638,234)</u>

and be it further

Resolved, That the county executive and County Council be given a copy of this resolution; and be it further

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

RESOLUTION NO. 424-98 Re: **APPOINTMENT OF MCPS EMPLOYEES' RETIREMENT AND PENSION SYSTEM INVESTMENT TRUSTEE**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The Board of Education by Resolution No. 344-95 authorized the establishment of a trust to be used for the purpose of funding the Montgomery County Public Schools Employees' Retirement and Pension System benefits; and

WHEREAS, The trustees are a committee composed of the chief financial officer; the director of management, budget and planning; the director of insurance and retirement; and the director of accounting; and up to, but no more than, three additional members to be appointed by the Board of Education; and

WHEREAS, The Board of Education by Resolution No. 484-96 appointed Mr. Theodore W. Urban; Mrs. Terri A. Gage; and Ms. LaVerne G. Kimball as trustees; and

WHEREAS, The appointed term of Mrs. Terri A. Gage as a trustee ends June 30, 1998; and

WHEREAS, Mrs. Gage has expressed a willingness to serve for an additional three-year term; now therefore be it

Resolved, That Mrs. Terri A. Gage be appointed as trustee for a three-year term ending June 30, 2001.

RESOLUTION NO. 425-98 Re: **PERSONNEL APPOINTMENT**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the following personnel appointment be approved effective July 1, 1998:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Frank Critton	Principal, Gorton HS Yonkers, NY	Principal, Wheaton HS

RESOLUTION NO. 426-98 Re: **PERSONNEL APPOINTMENT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the following personnel appointment be approved effective July 1, 1998:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Alfred Sklarew	Principal, Diamond ES	Principal, Somerset ES

RESOLUTION NO. 427-98 Re: **PERSONNEL APPOINTMENT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the following personnel appointment be approved effective July 1, 1998:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
John L. Burke	Elementary Principal Trainee, Gaithersburg ES	Principal, Wayside ES

RESOLUTION NO. 428-98 Re: **PERSONNEL APPOINTMENTS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the following personnel appointment be approved effective July 1, 1998:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Robert Cooley	Secondary Administrative Intern, Sherwood HS	Assistant Principal, Sherwood HS
Bernestine LeGrande	Secondary Administrative Intern, Magruder HS	Assistant Principal, Magruder HS
Edgar Malker	Secondary Administrative Intern, Roberto Clemente MS	Assistant Principal, John F. Kennedy HS

Erica Morse	Secondary Administrative Intern, Ridgeview MS	Assistant Principal, Ridgeview MS
Samuel Rivera	Secondary Administrative Intern, Wheaton HS	Assistant Principal, Wheaton HS
Angelia Saunders-Tyler	Secondary Administrative Intern, Quince Orchard HS	Assistant Principal, Quince Orchard HS
Robert Smeak	Secondary Administrative Intern, Farquhar MS	Assistant Principal, Farquhar MS
Linda Wanner	Secondary Administrative Intern, Blair HS	Assistant Principal, Blair HS
Darryl Williams	Secondary Administrative Intern, Blake HS	Assistant Principal, Blake HS

Re: MAINSTREAMING OF SPECIAL EDUCATION STUDENTS

Dr. Vance invited the following people to the table: Mr. Donald Kress, director of school administration; Dr. Mary Helen Smith, associate superintendent for the Office of Instruction and Program Development; Mr. James G. Fernandez, principal of Julius West Middle School; Ms. Laura Siegelbaum, principal of Beverly Farms Elementary School; Ms. Joan Karasik, member of the Superintendent's Advisory Committee on Special Education; Ms. Elizabeth Roth, chairperson of the Superintendent's Advisory Committee on Special Education; and Ms. Crystal Owens, graduate of Sherwood High School.

As the school system works to better understand the impact of mainstreaming special education students on schools and students, it is essential to acknowledge and consider classroom diversity as a whole. More than ever before, today's classrooms are filled with a wide range of learners from the general education population. In addition, unique student populations, such as students with ESOL needs, students with Section 504 plans, and students who receive special education services further impact class size and teachers' abilities to effectively educate all of their students. Federal and state laws mandate that all children with disabilities be educated in the least restrictive environment. That environment often is within the general education schoolhouse and classroom.

The purpose of the discussion was to consider the impact of mainstreaming on a range of issues, as well as to make recommendations regarding the process of mainstreaming special education students.

1. *What is mainstreaming and how does it differ from inclusion?*

Mainstreaming is the process of providing instruction, with appropriate accommodations and adaptations, to a special education student in a general education classroom. The admission, review, and dismissal (ARD) team, including the student's teacher, determines if the student has the required competencies for the class being considered for mainstreaming.

Inclusion is the practice of delivering a student's special education program within a regular education class irrespective of a child's ability to benefit directly from the instruction. Rather, the program is designed specifically for the student based only broadly on what is being taught.

2. *What kinds of supports are available in the classroom to support the teacher, the mainstreamed student, and the general education students?*

Special education staff works with the classroom teacher to review and determine the student's competencies regarding his ability to function in the general education class. Adaptations and accommodations are made for the student as necessary and modified through ongoing staff consultation.

3. *Is there an impact from mainstreaming on the academic achievement of both general and special education students?*

Mainstreaming affords special education students equal access to the curriculum, as required by law. General education teachers often have more extensive training in content areas than do special education teachers and may present the information in a more in-depth fashion. Special education teachers often are called upon to teach classes in several content areas due to the limited number of teachers in special education programs. Regular education teachers and principals report that the number of diverse learners with IEPs, Section 504 plans, and ESOL needs has a noticeable impact on teachers' abilities to meet the needs of all students they teach. Certainly the diversity of need and the complexity of the academic challenges these students bring to a class place additional responsibility on the classroom teacher and impact the amount of time available for instruction and attention to the class as a whole.

4. *What consideration is given to acknowledge class size?*

The impact of mainstreaming on individual class size is taken into consideration as staffing decisions are made. The Office of School Administration (OSA) has worked closely with DSE to develop staffing allocations for the 1998-99 school year. The number of Intensities 4 and 5 students and programs in each school was used as a factor in determining the

allocation of positions including those for quality integrated education, guidance counselors, reading teachers, etc. In addition, OSA and DSE collaboratively funded positions by leveraging each other's budgets to maximize staffing allocations to schools. OSA collects, on a monthly basis, a homeroom organizational plan.

5. *What is the system doing to address the numbers of special education students and programs located in individual schools?*

The Cluster Model presented to the Board of Education last fall is intended to minimize the impact of special education students and programs on schools by increasing the number of students who are educated in their home school, home school cluster, or home school tricluster. DSE and OSA are working closely with the Department of Planning and Capital Programming to ensure an equitable distribution of special education programs across MCPS, thereby eliminating an inordinate impact on an individual school.

6. *What kinds of supports might OSA and the Office of Instruction and Program Development (OIPD) provide to schools that have large numbers of mainstreamed Intensities 4 and 5 students?*

OIPD provides a variety of supports to schools to help address mainstreaming competencies for students. OIPD staff works directly with individual teachers and school teams to provide in-service training on co-teaching, team teaching models, developing appropriate classroom accommodations and adaptations, and other best practices techniques.

7. *What instructional training has or needs to be provided to school staff related to working with diverse populations of students in large classes?*

OIPD has recently produced *State of the Art: Toward Ensuring Classroom Success for Every Student*, a comprehensive reference for general and special educators that will assist teachers in providing instructional programs that address the needs of all students. OIPD divisions of Special Education Programs and Services, Early Childhood Services, and ESOL/Bilingual Programs continue to conduct a variety of in-service activities aimed at assisting general education staff in meeting the diverse needs of student learners.

8. *Has specific training been provided that focuses on the issues surrounding classroom discipline?*

Comprehensive behavior management training has been offered to 55 schools to date, with another 25 schools scheduled to be trained this summer. The training includes behavior management strategies, problem-solving skills, and conflict resolution. It is presented to school teams of up to 15 staff members. These teams train their colleagues and form the nucleus of crisis support units at their respective schools. This training not

only teaches crisis management, but also helps ensure better classroom discipline. Monitoring and feedback from schools having completed this training indicate significant decreases in discipline referrals and suspension rates, improved morale, and a sense of cohesiveness among staff members.

Re: **DISCUSSION**

Mrs. Gordon thanked the panel. Ms. Signer and she had forwarded a plan from Seattle School District that allocated resources according to the individual needs of the student and those resources follow that student wherever he or she was placed. She asked where the school system was in evaluating that model since it addressed the need for resources for special education students. Dr. Smith replied that staff has evaluated the Seattle plan as well as others, and many of those ideas would be incorporated into the FY2000 Operating Budget.

Mrs. Gordon asked if training was provided to school staff who work with diversified populations, and if the booklet, *State of the Art: Toward Ensuring Classroom Success for Every Student*, had been distributed to all teachers. Dr. Smith replied that staff had produced enough copies to distribute to everyone, and teachers would have it by the beginning of school in the fall.

Ms. Signer thanked the panel for their presentation. The Board had heard repeatedly that class size and staff training were the two most important ingredients in ensuring successful mainstreaming. She could not emphasize enough the importance of providing the resources to the school that had substantial numbers of special education students whether mainstreamed or not. The Seattle plan afforded a way to provide those resources. The white paper reported that OSA and OIPD work together to allocate additional staff based on the numbers of Intensity 4 and 5 students, and Ms. Signer thought that was an ad hoc way of allocating resources. The MCPS formula for educational load use to look at the numbers of special education students in a school; it no longer did that, but educational load was based strictly on the percent of students on free and reduced meals. That allocation plan did not work for a school such as Beverly Farms Elementary School. The Seattle plan allocates resources based on a multiplier and would provide substantially more resources to schools with high intensity special education students or high percentages of ESOL students based on the school's student population. Her expectation was that staff would develop a plan based on the Seattle plan.

Ms. Signer stated that the school system needed to provide the training to general education teachers so they were not afraid to accept special education students that were mainstreamed into their classrooms. The whole idea of class size was one of the underlying reasons why she introduced the resolution. She had heard repeatedly from teachers that when special education students were mainstreamed into large classes, it provided too much of a burden on the general education teacher. This was true not

because they may not have the training, but because the class was simply too large and the disabilities of those students in the classroom varied too widely. The school system had placed the teachers and students at a disadvantage, and she thought that staff needed to move very rapidly to address that issue. If there were substantial numbers of students who would be mainstreamed, it would be her expectation that staff would keep the class sizes in that school lower than it would otherwise. The school system cannot expect a successful environment under the present circumstances.

Mr. Felton thanked the panel for the presentation and the commitment on the part of teachers who find themselves with increasing numbers of students in the classroom. When he talked to parents and teachers, they report that they were overwhelmed, not just with mainstreaming, but because of more differentiated learning for all students. Staff replied that training to equip teachers with the tools they need in the classroom was essential.

Mr. Ewing thought the Superintendent should look at this issue when preparing budgets. If major changes were to occur in class size, the Board would need to request more funds. The Board had to face the fact that it would need to spend the money to train staff and reduce classes dramatically.

**Re: AIR QUALITY CONCERNS - KENSINGTON
PARKWOOD ELEMENTARY SCHOOL**

Dr. Vance invited the following people to the table: Mr. David G. Fischer, associate superintendent for the Office of Supportive Services; Mr. Joseph Lavorgna, director of the Department of Educational Facilities Planning and Capital Programming; Mr. William Wilder, director of the Department of Facilities Management; and Ms. Catherine Malone, principal of Kensington Parkwood Elementary School.

Mr. Fischer explained that there were concerns regarding the original ventilation design premise of Kensington Parkwood. Since then, the code had changed to increase the air circulation standards. Meanwhile, as Kensington Parkwood aged, the equipment was unable to continue to meet its modest design standards. Consequently, significant air quality concerns developed.

The following plan met the primary goal and could be accomplished with the resources currently appropriated by the County Council and approved by the Board of Education. An engineering consultant would be selected with staff and community involvement utilizing the MCPS architect/engineer selection procedures to design a supplemental ventilation system to have the building meet current code requirements. Initial estimates indicate that the cost of the supplemental ventilation system would be between \$250,000 and \$400,000 for the design and construction work. Approximately 50 percent, or \$125,000 to \$200,000, of this investment could be recovered by salvaging and reusing this

equipment when Kensington Parkwood was modernized. It was anticipated the design would be completed by September 1998. The project would be bid during the fall. However, since the construction work was anticipated to be very disruptive, the planned installation would not begin until June 1999. Funds from the FY 1999 Operating Budget appropriation for indoor air quality remediation had been targeted for this project.

This summer staff would remove carpeting, identify and repair any sources of building moisture leakage, maximize the performance of the existing ventilation system, and place dehumidifiers in each room in preparation for the 1998-99 school year. During this summer and throughout the 1998-99 school year, there would be a commitment of resources, oversight, and communication that would be implemented through a specific building management plan. This plan would be cooperatively undertaken by maintenance, school plant operations, and safety and environmental health staff, who would aggressively clean all furniture, equipment, and building surfaces to maintain air quality standards for school occupancy. Testing and assessments were planned throughout the year, and staff would continue to monitor the school to make sure that it remains acceptable for occupancy.

Staff believed the commitment to a plan of aggressive cleaning and maintenance during the 1998-1999 school year and the commitment to design and install a supplemental ventilation system during the summer of 1999 at Kensington Parkwood was a viable solution to address concerns until the planned modernization occurs in the 2002-03 school year.

Ms. Signer was glad to see that staff was addressing the air quality concerns at Kensington Parkwood Elementary School. She had heard from the community about this topic on a number of occasions. She asked for clarification on which air quality standards would the school system now be meeting. Mr. Fischer replied that the school system would be in compliance with the current code.

Ms. Signer affirmed that the school system would comply with the current code, not the original code that was in effect in 1965, and the community understood that fact. She thanked Mr. Wilkes for the time he had devoted to the air quality problem. She clarified for the parents in attendance at the meeting that when the Board adopted the budget, there was additional money for air quality concerns and there would be funds available for Kensington Parkwood Elementary School.

Mr. Felton thanked the Kensington Parkwood supporters, and he urged them to work within their community as well as other clusters.

Mr. Ewing pointed out that the estimated cost ranged from \$250,000 to \$400,000. He assumed that there would be a more specific estimate based on a plan. Mr. Fischer stated that estimate would be available within one month. Mr. Ewing asked what the trade off would be with this investment when the school was modernized. Mr. Wilder replied that

development of all MCPS students, and (2) there was a perception within MCPS that school psychologists were largely evaluated on how many children they test. He was interested in hearing the Superintendent's response to those issues. Dr. Vance replied there had been a number of efforts to alleviate the burden on school psychologists as testers and meet the legal obligation to test children. One model was to use psychometrists with the approval of the psychologist; however, there was little support for that concept. Even though there had been valiant efforts by school psychologists and support staff, testing demands had increased over the years.

If the school system were to adopt the recommendations of the Advisory Committee, Mr. Ewing thought there should be an assessment to determine the level of testing that was required by law and distinguish if, in fact, MCPS was doing more testing than necessary. If the demands for testing were based on legitimate requirements, an analysis would support the need for additional staff and funding.

Mr. Felton appreciated the recommendations of the Advisory Committee. There was a growing concern that the role of the school psychologist was changing. In collaboration with other school systems or professional organizations, Mr. Felton asked if there were innovative approaches other than to eliminate some tests or increase resources. Ms. Leshner replied that the comprehensive behavioral training program through Health and Human Services was providing some innovative ideas. Things to look at included the necessity for some testing and the use of different personnel for that testing.

Mrs. Gordon asked to what extent school psychologists administer tests that were not required by law or needed in an individual case, and could these tests be done by other school personnel. She was interested in the issue of psychometrists or special educators administering tests to alleviate the workload of school psychologists and to what extent can the recommendations of the Advisory Committee be carried out. Dr. Vance responded that he would provide more information to the Board.

RESOLUTION NO. 430-98

Re: **ANNUAL REPORT OF MENTAL HEALTH ADVISORY
COMMITTEE**

On motion of Mrs. Gordon and seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education accept the annual report of the Mental Health Advisory Committee.

Re: **AUDIT COMMITTEE'S RECOMMENDATIONS FOR THE PENSION PLAN**

Dr. Vance invited the following people to the table: Mr. Larry Bowers, Chief Financial Officer; Mr. Wes Girling, director of the Division of Insurance and Retirement; and Mr. Douglas Rowe, actuary from William Mercer.

Mrs. King briefed the Board on past actions. At the Board meeting on April 20, a motion was made by Ms. Signer to direct the Superintendent to bring to the Audit Committee options for dealing with the legislation that was passed in Annapolis this last session on the issue of our pension system. On June 2, staff came to the Audit Committee with a paper listing seven options. Committee members were given this paper a few days before the meeting, and at the meeting Committee members and Mr. Ewing were given the opportunity to ask questions about it from our staff members and the actuary. The Committee had three priorities in its determination of what was the right option: (1) that benefits parity be maintained among MCPS employees - the same level of benefit would be provided to state and local plan participation; (2) that benefits parity exist between MCPS employees and the Montgomery County government employees; and, (3) that no employee would receive a lower benefit than provided in the current plan. After much discussion and many questions, the Audit Committee members voted unanimously to approve Option C as the option that best met the criteria set forth. On June 4, 5, and 9, various staff people met with the leadership of the three unions to explain the Audit Committee's action. Also, staff followed up with many discussions and the sending of follow-up materials. The timing of this decision was determined by the General Assembly action in April. Originally, this issue was on the June 9 agenda but was put off so that staff could meet with the union leadership to discuss the options. Last week, she asked staff and the actuary to go over the numbers one more time to make sure that no employee would be hurt by this action. And, she was told, and she believed, that Option C was appropriate and no one gets hurt by it.

Re: **AUDIT COMMITTEE'S RECOMMENDATIONS FOR THE PENSION PLAN**

On motion of Mrs. Gordon and seconded by Ms. Signer, the following motion was placed on the table:

WHEREAS, The Montgomery County Public Schools Employees' Pension System was established effective January 1, 1980, to provide supplemental benefits to Montgomery County Public Schools employees who participate in the Maryland State Teachers' Pension System and full benefits to Montgomery County Public Schools employees not eligible to participate in the Maryland State Teachers' Pension System; and

WHEREAS, The Maryland State General Assembly has amended the benefit formula for State Teachers' Pension System participants effective July 1, 1998, and improved the pension benefits for participants; and

WHEREAS, The Board of Education approved a resolution directing its Audit Committee to analyze the impact on MCPS of changes to the Maryland State Teachers' Pension System, to compare provisions of the new Teachers' Pension System with the local plan, to explore the feasibility of offering a defined contribution retirement plan for retirees, and to make recommendations to the Board of Education on how to proceed with respect to the local plan; and

WHEREAS, The Board of Education Audit Committee has analyzed the impact of the State Teachers' Pension System changes on MCPS; and

WHEREAS, Options contemplated by the Audit Committee have been reviewed with bargaining units and the concerns of the bargaining units have been considered by the Audit Committee; and

WHEREAS, The Board of Education Audit Committee has concluded that any change to the MCPS Pension System should provide for benefit parity among MCPS employees, should provide for benefit parity between MCPS employees and Montgomery County Government employees, and should ensure that no MCPS employee receives a pension benefit that was lower than the benefit provided by the current Pension System; and

WHEREAS, The Board of Education Audit Committee has carefully reviewed a variety of options with staff and the pension plan actuary; now therefore be it

Resolved, That effective July 1, 1998, the Montgomery County, Public Schools Employees' Pension System be amended to provide benefits for all service prior to July 1, 1998, equal to the greater of 1) the existing pension system benefit or 2) 1.2 percent of average final compensation multiplied by years of credited service; and for all service after July 1, 1998, benefits equal to 1.4 percent of average final compensation multiplied by years of credited service; and be it further

Resolved, That employees be provided with the "vested" value of the supplemental benefit for all service prior to July 1, 1998; and be it further

Resolved, That effective July 1, 1998, employees in the Maryland State Teachers' Pension System be required to contribute two percent of covered earnings to the Maryland State Pension System, and employees in the Montgomery County Public Schools Employees' Pension System be required to contribute two percent of covered earnings to the MCPS pension system; and be it further

Resolved, That the superintendent of schools is authorized to amend the Montgomery County Public Schools Employees' Pension System plan document to reflect these changes.

Re: **DISCUSSION**

Mrs. King asked Mr. Bowers to go through what Option C offered. Mr. Bowers presented information of how staff responded to the criteria set out and then identified the budgetary issues. Option C provided all employees in both the Maryland State Teachers Pension System and those in the MCPS Pension System with accrued supplemental benefits through July 1, 1998. Staff focused on those employees who were in the pension system that was established in 1980 by the General Assembly. Option C brings non-state eligible employee benefits up to the new state level. Finally, Option C eliminated the supplemental plan after July 1, 1998. As a result of these changes, all MCPS employees in the Pension System, either if they were in the state plan or in the local plan, would receive benefits under the same formula. There would be one formula for the local-only plan that would be the same as the state plan, which would provide parity between MCPS employees who were in the local pension system and those who were in the state system. Also, this option provided parity with the new county government defined contribution plan. The net normal costs as a percent of pay for this option was 5.86 percent annually, which was similar to the 6 percent contribution made by the county. Finally, this option would provide a benefit that was at least as generous as that provided by the current plan.

Staff prepared an analysis that compared not only the initial benefits for retirees with 30 years of services in 2003, 2008, and 2018, but also the total benefits over a 30-year period for these employees. That analysis showed that the amount of benefit provided by the 2 percent employees' contribution and the amount that resulted from the employer's contribution. The columns were for the individuals who were in the state plan separated out between those contributions made by the state and those made by MCPS and the impact of each of those three scenarios, and the amount of the positive change in all the situations both for the state employers' contribution and the local employers' contribution. The benefits compared to the current plan grow over time, and this was due to the impact of the compound COLA that was approved as part of the legislation. That was an important change that was made from the simple COLA in the current plan to the compounding of the COLA. Over time that increased the benefits as compared to the current plan.

Those were the major changes as a result of the legislation and addressed those three criteria that were identified by the Audit Committee. Finally, the net annual cost of this plan was about \$157,000 a year to implement the recommendation that was being made by the Audit Committee.

Mr. Ewing spoke very strongly against this option and stated that he would propose that the Board postpone action on it. He regarded action on the resolution as a stunning departure from past practices of the Board of Education in a number of ways. The committee held closed meetings, but those meetings were subject to the Open Meetings Law. That did not invalidate the meetings, though it did raise questions about why those meetings were not open and announced to those people who were most heavily and directly affected – mainly the employees of the school system. Second, the committee had not sought the Superintendent's recommendation on this matter. That, too, was a stunning departure from past practice. He wanted to know what the Superintendent's position was on the recommendation of the Audit Committee.

Dr. Vance thanked Mr. Ewing for an opportunity to speak to the issue. First, he established the context for his remarks. The one thing the Superintendent was not prepared to do was to preside over the disintegration of the school system over any issue – be it a pension issue, a contract issue, or anything else.

He was very familiar with the recommendation of the Audit Committee through the members of the Audit Committee, and at least one other Board member, based on conversations. Those Board members felt very strongly that Option C was fair and provided equity to all its employees. So, what were his concerns? The Board heard testimony from each of our employees' organizations with the exception of MCCSSE. In terms of the impact of that in this county, while MCPS had not been threatened, the threat was implied that the contract that MCPS had just resolved with one union that provided for a higher level of inclusiveness and cooperation would go by the boards, and the school system would resort back to where it had been in the past – the traditional model. The principals' association had indicated that they wanted to sit down and dialogue over this matter further.

What was really telling to Dr. Vance was the testimony of not only of the members of the delegation, but in particular the testimony of Delegate Heller. Because he believed that of all the members of the delegation, Delegate Heller was the one who knew the most about this matter. He had talked with Delegate Heller earlier, and while Mr. Heller understands the situation and the Board's dilemma and the recommendation of the Audit Committee, he was of the opinion that he and several members of the delegation would want to meet with the Board's leadership to explain more fully their position on this matter. Failing that, there were no threats made but the implication was there, that there was the possibility of more legislation during the next general session. If it were not directly on this bill when it was up for review, then it would be on other bills where it would be possible to make it a part of those bills. While it cannot impose legislation upon the school system without the finances, because that would be unfunded mandate, the implications of this were rather obvious to Dr. Vance.

One thing Dr. Vance had done over the seven years that he had been Superintendent was to work on relationships with the private and political sectors. He had no intention of presiding over the disintegration of those relationships. There were four members on the Board who felt strongly about Option C, and they were going to vote for Option C.

His point was that he did not know what the problem would be with taking time to at least meet and discuss this matter further with representatives of the employees' organizations and representatives from Montgomery County. At this point in time, it could be Option C, it could be Option D, or it could be the 10 percent which they currently receive. Regardless of which plan it was, he opted for a process in the school system where employees and political allies in Annapolis felt as though the school system had been considerate enough to meet with them and consider their point of view. He was not suggesting that was going to change anyone's mind, but he thought the school system was entitled to that.

On July 1, the Board and all its members expect the Superintendent to maintain order and discipline and maintain a rigorous academic setting in our schools. He could not do that if he did not have the cooperation of the principals and the leadership of the employees' organizations. He thought that was a far more critical issue with him.

Mr. Ewing continued with his remarks. Another way in which this was a departure from past practice was that the Board normally granted to those Board members, who were unavoidably absent, a postponement to a time when they could be present. Both Ms. Gutiérrez and Dr. Cheung were unable to attend the meeting. They told Mr. Ewing that they wanted to participate. In the past, the Board had traditionally granted such requests. Another way in which this was a departure from past practice was that the Board had had no discussion as the Superintendent had indicated with key stakeholders, and those were not only the employee organizations and the people they represent, but also the state legislators.

Mr. Ewing thought it was very unusual that the Board was rushing, in his view, to judgment on this matter when there was no reason to do so since there was ample time. It was, of course, convenient to have all of this done prior to July 1, but the Board could always make retroactive adjustments. The state was doing that, and the school system could do that too. It was very clear to him that this proposal violated the intent of the legislature, because legislators said so. What did that mean? It means, as the Superintendent pointed out, risking good working relationships with the legislature, and no one needs to say how important that was. It risked action by the legislature to intervene and act directly in internal management matters of the school system much more frequently and in much greater detail than had typically been the case, at least with respect to the Montgomery County delegation in the past. That was not something the Board wanted to encourage, nor did the legislators really want to do that. But, they will. That was very clear. And, the Board can count on the fact that they would reverse the Board's decision.

The proposal risked, again, as the Superintendent had said, serious alienation of employees because of the lack of consultation and because of the very real reduction of the proposed improvement that the legislature sought. That was what the legislators stated they wanted to do. They did not want some other form of action, but wanted to improve things for teachers. The Board may find itself in disagreement with that, but that was what the legislature said in the law, and that was what the legislators told the Board was their intent. That was what teachers and other employees understood to be the case. They now feel betrayed by the Board of Education.

The most costly of the options which maintains the supplement and provided parity for those in the local system only costs in the neighborhood of \$4.7 to \$4.8 million. Much of this added cost had to do with increased liability in the system. Roughly, there was an estimate of about \$50 million there. Mr. Ewing was told that the school system could use roughly half of the gains from the growth in the pension fund, which was about \$66 million. So, the actual liability was \$50 million minus \$33 or \$17 million, and it could be paid over a period of 20 years. That means a slight increase in future years in the budget, but very slight. And, in fact, the school system could use more than fifty percent of that \$66 million if it changed in a modest way the actuarial assumptions. He was not suggesting that the school system should, but it ought to make clear that actuarial assumptions were assumptions. They were not facts, and they were not anything more than informed, well-educated guesses. So, the bottom line was that the most expensive of the options was affordable. It would not affect the FY99 budget and add very small amounts to future budgets.

The matter of the impact on the classroom had been said that somehow the Board was robbing the classroom. Who was in the classroom? What was the impact? What was it that was important to teachers? That they had inspiring, supportive leadership in schools. That they feel valued and appreciated by their employers, their students, and the parents of those students. All this added up to good teacher morale. What was the impact of this recommendation on teacher's and their morale? They saw a lack of appreciation and a lack of support from the Board of Education and a betrayal of promises made in the past. They saw some in the parent community failing to support them, and their morale was inevitably affected and lowered. Mr. Ewing knew about this sort of situation. He saw it in the federal government over the past 17 to 20 years since a series of presidents decided that the major target of reduction ought to be federal employees, their benefits, and their salaries. It leads to low morale. It leads to cynicism. It leads to a sense that the profession of government, or in the case of the school system of teaching, was increasingly unattractive. The Board cannot afford to let that happen. Over 30 years, the Board had deliberately and consciously improved salaries and benefits in order to attract and hold excellent staff. That had been the purpose. Once when he was Board president, the school system went to the County Council and asked for an increase in teachers' salaries that was not in the contract. The County Council was surprised to say the least. The Board did it because it thought it was important to make sure that it had the kind of

resources that would make it an attractive place for teachers. Why was that important? Because good teachers make good education. And, Mr. Ewing thought that was so clear that he was surprised that anybody would even suggest another approach.

There had never been, until this recommendation, an official position of the Board of Education that it should attempt equality with other county government employers and employee organizations. Since there are so many county government retirement plans, the Board trying to address parity and equity with those county plans was nonsense. It was utter nonsense. Option C, furthermore, leaves the ten percent supplement in the retirement system in place for fifteen percent of the people, but reduces, in effect, the benefits for the others. Mr. Ewing could not imagine why in the face of these arguments, the Board should insist on making a decision at this meeting. He could not understand it. It was not consistent with the way the Board had done business in the county in the past. It was not consistent with fair play and fair treatment of MCPS employees. It was not consistent with good management. It was not consistent with good teaching. It was not consistent with common sense.

Mr. Ewing was appalled at what the Board had in front of it, and what it might do. He urged the Board, whatever its inclination was concerning the adoption of this recommendation, to hear the Superintendent and to postpone action until such time as there can be some further consultation and a better understanding on the part of the employees, on the part of the legislature, and on the part of the public about what this issue means. There had been errors in the reporting in the newspapers about this issue. There had been errors in facts about this issue. Mr. Ewing was convinced that unless the Board was able to discuss the plan with MCPS employees and the legislature and with the public, it would find this decision overturned by others. And in the meantime, the Board would have many thousands of angry employees. Can the Board expect the school system to operate effectively under those circumstances? He did not believe it, and neither did the Superintendent since that was clear from Dr. Vance's remarks. Yet, the Board had this recommendation before it. Why would the Board do this? Why? Why would the Board take this on and argue without the Superintendent's position made known until this minute and move ahead? It was incomprehensible to him. It was incomprehensible to those in this room. It was incomprehensible to people throughout the county. Mr. Ewing urged the Board to postpone action. The Board would lose nothing, it would gain much.

Re: MOTION TO POSTPONE THE VOTE

On motion of Mr. Ewing and seconded by Ms. Wheat, the following resolution failed with Mr. Ewing and Ms. Wheat voting in the affirmative; Mrs. Gordon, Mrs. King, and Ms. Signer voting in the negative; Mr. Felton abstaining:

Resolved, That the Board of Education postpone its vote on the Pension Plan until such time as all Board members were present and until such time that the Board had the opportunity to discuss it further taking under advisement carefully what the leaders of the legislature and the Superintendent had said at this meeting.

Re: **DISCUSSION**

Mr. Felton had hoped that members of the Board would each have had an opportunity to comment before any additional motions were put forward. He was appalled for a different reason. What he believed the Board had dealt with a business issue which others had turned into a political and emotional issue. He thought that the criteria as established by the Audit Committee, in all fairness to the Audit Committee, had the clear intent that no employee would be harmed. Also, it was the intent of the Audit Committee that there was a dialogue with all stakeholders. That was specifically what the Audit Committee asked. That was specifically what was stated at the last Board meeting. The information given back to the Audit Committee was that those meetings had taken place. Members came to the meeting obviously to consider this action because that was the authority of the Board. It was simply a proposal on the table. But, he was appalled at the inference that it was an intent on the part of the Audit Committee to somehow bring injustice to employees. That was unacceptable to him as a member of this Board. Anyone could review any of the minutes of any Audit Committee meeting and that was not the intent of the Audit Committee. The intent of the Audit Committee was to take an opportunity provided to this community which would not adversely impact employees and, at the same time, provide additional funds to, what we had all stated -- teachers and administrators and parents -- to reinvest in the classroom. This did not take anything away from MCPS employees. What the employees believed had happened to them was not true. Because there was misinformation and miscommunication. Obviously, that created a degree of distrust, not only among union members, but also within the administration. That was why he was appalled. The school system would get through this because it had the kind of commitment to the community and, he believed, employees had that kind of commitment. He urged all employees not to let any issue be predisposed without the facts.

RESOLUTION NO. 431-98

Re: **AN AMENDMENT TO THE AUDIT COMMITTEE'S
RECOMMENDATIONS FOR THE PENSION PLAN**

On motion of Mr. Felton and seconded by Ms. Signer, the following amendment was adopted with Mr. Felton, Mrs. Gordon, Mrs. King, and Ms. Signer voting in the affirmative; Mr. Ewing voting in the negative:

Resolved, That the Audit Committee monitor the implementation of the revised pension plan and bring back to the Board, at the end of its first year, a full report and include recommendations, as necessary, to ensure a competitive plan.

Re: **DISCUSSION**

Mr. Ewing thought that the amendment would provide no relief in the anger and distrust on the part of the employees of the school system. Furthermore, it would be too late because a year from now this would have been undone by the legislature.

RESOLUTION NO. 432-98

Re: **AUDIT COMMITTEE'S RECOMMENDATIONS FOR THE PENSION PLAN**

On motion of Mrs. Gordon and seconded by Ms. Signer, the following motion was adopted with Mr. Felton, Mrs. Gordon, Mrs. King, and Ms. Signer voting in the affirmative; Mr. Ewing voting in the negative:

WHEREAS, The Montgomery County Public Schools Employees' Pension System was established effective January 1, 1980, to provide supplemental benefits to Montgomery County Public Schools employees who participate in the Maryland State Teachers' Pension System and full benefits to Montgomery County Public Schools employees not eligible to participate in the Maryland State Teachers' Pension System; and

WHEREAS, The Maryland State General Assembly has amended the benefit formula for State Teachers' Pension System participants effective July 1, 1998, and improved the pension benefits for participants; and

WHEREAS, The Board of Education approved a resolution directing its Audit Committee to analyze the impact on MCPS of changes to the Maryland State Teachers' Pension System, to compare provisions of the new Teachers' Pension System with the local plan, to explore the feasibility of offering a defined contribution retirement plan for retirees, and to make recommendations to the Board of Education on how to proceed with respect to the local plan; and

WHEREAS, The Board of Education Audit Committee has analyzed the impact of the State Teachers' Pension System changes on MCPS; and

WHEREAS, Options contemplated by the Audit Committee have been reviewed with bargaining units and the concerns of the bargaining units have been considered by the Audit Committee; and

WHEREAS, The Board of Education Audit Committee has concluded that any change to the MCPS Pension System should provide for benefit parity among MCPS employees, should provide for benefit parity between MCPS employees and Montgomery County Government employees, and should ensure that no MCPS employee receives a pension benefit that is lower than the benefit provided by the current Pension System; and

WHEREAS, The Board of Education Audit Committee has carefully reviewed a variety of options with staff and the pension plan actuary; now therefore be it

Resolved, That effective July 1, 1998, the Montgomery County, Public Schools Employees' Pension System be amended to provide benefits for all service prior to July 1, 1998, equal to the greater of 1) the existing pension system benefit or 2) 1.2 percent of average final compensation multiplied by years of credited service; and for all service after July 1, 1998, benefits equal to 1.4 percent of average final compensation multiplied by years of credited service; and be it further

Resolved, That employees be provided with the "vested" value of the supplemental benefit for all service prior to July 1, 1998; and be it further

Resolved, That effective July 1, 1998, employees in the Maryland State Teachers' Pension System be required to contribute two percent of covered earnings to the Maryland State Pension System, and employees in the Montgomery County Public Schools Employees' Pension System be required to contribute two percent of covered earnings to the MCPS pension system; and be it further

Resolved, That the superintendent of schools is authorized to amend the Montgomery County Public Schools Employees' Pension System plan document to reflect these changes; and be it further

Resolved, That the Audit Committee monitor the implementation of the revised pension plan and bring back to the Board, at the end of its first year, a full report and include recommendations, as necessary, to ensure a competitive plan.

Re: **BOARD/SUPERINTENDENT COMMENTS**

Mr. Ewing had heard that in February the school system stopped testing teachers. He asked if that was true, and, if so, why.

Ms. Wheat announced that this was her last meeting as the student member of the Board. She thanked all Board members and the staff from the Superintendent's and Board offices. Everyone had been very supportive, and it had been a great learning experience.

Ms. Signer expressed her pleasure in serving with Ms. Wheat on the Board. Time and again, she had been impressed with her contributions to the discussion. She wished her the best at the University of Maryland.

RESOLUTION NO. 433-98 Re: CLOSED SESSION RESOLUTION

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

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 sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a portion of its meeting on Wednesday, July 1, 1998, from 9:15 to 9:45 p.m. and Tuesday, July 14, 1998, from 8:30 to 10:00 a.m. and 12:00 to 2:00 p.m. to discuss personnel matters and other matters protected from public disclosure by law, to review and adjudicate appeals, and to address other issues including consultation with counsel to obtain legal advice; and be it further

Resolved, That these meetings be conducted in Room 120 of the Carver Educational Services Center, Rockville, Maryland, as permitted under Section 4-107, *Education Article of the Annotated Code of Maryland* and Section 10-508 of the *State Government Article*; and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

Re: REPORT OF CLOSED SESSION

On May 26, 1998, by the unanimous vote of members present, the Board of Education voted to conduct a closed session on June 9, 1998, as permitted under § 4-107, *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 June 9, 1998, from 10:00 to 11:00 a.m. and 1:00 to 1:55 p.m. The meetings took place in Room 120, Carver Educational Services Center, Rockville, Maryland.

The Board met to discuss personnel issues, legal services, arbitration award, and other legal matters with its attorney. The Board reviewed and adjudicated Appeals 1998-9 and 1998-13.

In attendance at part or all of the above closed sessions were: Elizabeth Arons, Larry Bowers, Ray Bryant, Geonard Butler, Alan Cheung, Blair Ewing, Reggie Felton, David Fischer, Ed Frantz, Kathy Gemberling, Bea Gordon, Ana Sol Gutiérrez, Pat Hahn, Roland Ikheloa, Nancy King, Don Kopp, Frieda Lacey, George Margolies, Brian Porter, Tom

Reinert, Glenda Rose, Ruby Rubens, Steven Seleznow, Mona Signer, Marshall Spatz, Paul Vance, and Ron Walsh.

RESOLUTION NO. 434-98 Re: **ALGEBRA READINESS FOR 8TH GRADERS**

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

Resolved, That the Board of Education direct the Superintendent to include algebra readiness for 8th graders in the scheduled discussion of the average student.

Re: **BEHAVIORAL CONTRACTS**

The following resolution was held until Ms. Gutiérrez was present:

Resolved, That the Board of Education schedule time to discuss the current guidelines or practices on the use of behavioral contracts and the impact of those contracts in preventing dropouts, including quantitative indicators of how the contracts are used.

RESOLUTION NO. 435-98 Re: **DIFFERENTIATED LEARNING**

On motion of Mr. Felton and seconded by Dr. Cheung, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education request the Superintendent to provide information to the Board regarding current guidance given to teachers as to differentiated learning.

Re: **NEW BUSINESS**

The following new business items will be voted on at the July 14 business meeting:

1. Ms. Gutiérrez moved and Mr. Ewing seconded the following:

Resolved, That the Board of Education schedule time to discuss the current guidelines or practices on the use of behavioral contracts and the impact of those contracts in preventing dropouts, including quantitative indicators of how the contracts are used.

2. Mr. Felton moved and Ms. Signer seconded the following:

WHEREAS, The Board of Education is a strong supporter of Service Learning as an important aspect of public education; and

WHEREAS, The Board of Education has established a minimum number of Service Learning hours as a prerequisite for graduation for all students; and

WHEREAS, A number of MCPS courses have been identified, which provide credit toward the Service Learning Requirement; and

WHEREAS, These identified courses require Service Learning projects as a natural outgrowth of the curriculum; now therefore be it

Resolved, That the Board of Education request the Superintendent to bring to the Board a report on the impact of the Service Learning Requirement on the curricula, and the additional training, guidance, and staff support currently provided to teachers and instructional assistants in the implementation of these new requirements through MCPS courses; and be it further

Resolved, That the Superintendent bring forth specific recommendations regarding any training, funding reallocations, staff realignments, and staff accountability necessary to ensure that the spirit and intent of the Service Learning requirements are successfully achieved by MCPS.

3. Mr. Ewing moved and Mr. Felton seconded the following:

WHEREAS, The Board of Education has reviewed standards for gifted and talented education, Grades K - 5; and

WHEREAS, There are further actions needed to ensure effective implementation of the gifted and talented policy; now therefore be it

Resolved, That the Board of Education directs the Superintendent of Schools to implement the draft math standards for gifted and talented elementary students, as broadly as possible this fall, with the expectation that gifted students will complete on average 1 ½ years of math per year beginning in kindergarten; and be it further

Resolved, That a like effort be made to implement science standards as broadly as possible this fall; and be it further

Resolved, That monitoring and evaluation of implementation of the gifted and talented policy be continued and intensified and that individual schools implementation scores be provided to the Board of Education at least annually; and be it further

Resolved, That the Superintendent identify as specifically as possible the materials, training, curriculum, and other resources needed still to implement the gifted and talented program throughout MCPS, so that the time lines for implementation can be either maintained or accelerated, with the expectation that implementation will begin to occur in every elementary and middle school in math and science in the fall of 1998, but could be accelerated more broadly if resources were available; and be it further

Resolved, That MCPS explore the development and publication of a brief booklet or set of guidelines primarily intended for parents, but also for teachers and administrators, on what parents ought to expect in every elementary and middle school in gifted and talented education.

RESOLUTION NO. 436-98

Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Ms. Signer and seconded by Ms. Wheat, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of June 22, 1998, at 10:50 p.m.

PRESIDENT

SECRETARY

PLV:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

June 22, 1998

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