

APPROVED
13-2000

Rockville, Maryland
April 11, 2000

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Tuesday, April 11, 2000, at 10:15 a.m.

ROLL CALL Present: Mrs. Patricia B. O'Neill, President
 in the Chair
 Mr. Stephen Abrams
 Mr. Kermit V. Burnett
 Mr. Reginald M. Felton
 Mrs. Beatrice B. Gordon
 Mrs. Nancy J. King
 Ms. Laura Sampedro, Student Board Member
Ms. Mona M. Signer
 Dr. Jerry Weast, Secretary/Treasurer

Absent: None

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

RESOLUTION NO. 220-00 Re: **CLOSED SESSION**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article* of the *Annotated Code of Maryland* 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 portions of its closed session on April 11, 2000, in Room 120 from 9:00 to 10:00 a.m. and 12:00 to 1:30 p.m. to discuss Human Resources appointments, Board Advisory Committee appointments, and the Equal Employment Opportunity and Sexual Harassment Report, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the Board of Education consult with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed session on April 11, 2000, to acquit its executive functions and to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the Open Meetings Act under Section 10-503(a) of the *State Government Article*; and be it further

Resolved, That these portions of the meeting continue in closed session until the completion of business.

RESOLUTION NO. 221-00 Re: **APPROVAL OF THE AGENDA**

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

Resolved, That the Board of Education approve its agenda for April 11, 2000.

RESOLUTION NO. 222-00 Re: **NATIONAL WEEK OF THE YOUNG CHILD**

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

WHEREAS, The first five years of life are when the future begins for children; and

WHEREAS, Early experiences in the home, child care setting, school, and community have a lifelong impact on a child; and

WHEREAS, Montgomery County recognizes that every county resident has a stake in the healthy growth, development, and education of all young children; and

WHEREAS, Montgomery County is developing a collaborative, community-wide early childhood initiative to assure that programs and services for young children and their families are effective; responsive to cultural diversity; family-focused and neighborhood-based; make a measurable, positive difference in children's well-being; and help young children prepare for school; now therefore be it

Resolved, That the week of April 9 through April 15, 2000, be proclaimed the National *Week of the Young Child* in Montgomery County.

RESOLUTION NO. 223-00 Re: **SECRETARIES WEEK**

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

WHEREAS, Secretaries' Week will be celebrated nationally the week of April 23 -29, 2000; and

WHEREAS, The Board of Education wishes to recognize publicly the competence and dedication of its staff of secretarial and clerical employees and express its appreciation for

their efforts in the effective, courteous, and economical operation of the Montgomery County Public Schools; and

WHEREAS, The Board of Education thanks its secretarial staff for their contributions to excellence in education; now therefore be it

Resolved, That Secretaries' Week be observed by the school system during the week of April 23 - April 29, 2000; and be it further

Resolved, That Wednesday, April 26, 2000, be designated as Secretaries' Day for the Montgomery County Public Schools.

RESOLUTION NO. 224-00 Re: **NATIONAL VOLUNTEER WEEK**

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

WHEREAS, A goal of *Our Call to Action* is to secure the commitment of the entire community to maintain quality education in Montgomery County by building partnerships among families, the community, business, and staff that promote and support initiatives to help all children succeed; and

WHEREAS, Every school in Montgomery County relies on volunteers to supplement and enrich programs for students; and

WHEREAS, Schools rely on both paid and volunteer staff to provide coordinated efforts to develop and manage school volunteer and partnership programs that serve staff and student needs; and

WHEREAS, Last year, 101 schools met the criteria and earned a citation of merit from the Maryland State Department of Education for an outstanding school volunteer program; and

WHEREAS, During the last school year more than 48,000 volunteers gave 2.3 million hours of service to staff and students and provided the equivalent hours of 1,080 full-time, 12-month employees; and

WHEREAS, If a dollar value were attached to the hours of service that volunteers provided, the sum would be more than \$26 million; and

WHEREAS, As volunteers share their time, energy, and experience in schools, they inspire the school and community to renew their commitment to success for every student; now therefore be it

Resolved, That the Montgomery County Board of Education express its appreciation to all volunteers and volunteer coordinators for their assistance, generosity of spirit, commitment to our schools and our young people, and outstanding contributions to the Montgomery County community.

Re: SUPERINTENDENT/BOARD COMMENTS

Dr. Weast reported that there was an excellent article on the reading program and new initiatives of the Montgomery County Public Schools published on Thursday, April 6, in the *Baltimore Sun*. The article, "Bellwether district for teaching reading," article featured Rosemont Elementary School, which won the 2000 Exemplary Reading Program Award from the State of Maryland International Reading Association Council, making this the sixth consecutive year that an MCPS school had earned the prestigious award.

Dr. Weast announced that dozens of high school students in MCPS would be able to conduct research in National Institutes of Health laboratories, thanks to two grants, totaling almost \$1.5 million, from the Howard Hughes Medical Institute.

Dr. Weast said the American University's Washington College of Law had agreed to form a partnership with John F. Kennedy High School as part of the college's Marshall-Brennan Fellowship, which is designed to teach constitutional rights and responsibilities in area high schools.

Dr. Weast informed the Board that Dr. Steven G. Seleznow, deputy superintendent for education, decided to retire from MCPS on July 1, 2000, after 25 years of dedicated service to the school system. Dr. Seleznow has dedicated his entire professional career to Montgomery County students as a teacher, principal, director and associate superintendent of school administration, and deputy superintendent. As deputy superintendent for education, Dr. Seleznow has provided leadership in reorganizing MCPS, implementing *Our Call to Action*, developing the operating budget, and building the system of shared accountability. His contributions and professionalism have made a lasting and positive impact on the school system. Dr. Seleznow will assume the position of research professor and special assistant to the dean of the Graduate School of Education and Human Development at George Washington University. He will lead and facilitate the MCPS workforce excellence project with the university. In this role, he will guide, develop, implement, and evaluate the job-embedded teacher development program and help the university bring its training resources and expertise back to MCPS. Board members offered their congratulations and best wishes to Dr. Seleznow.

Re: **PUBLIC COMMENTS**

The following people testified before the Board of Education:

	<u>Person</u>	<u>Topic</u>
1.	Robin Traywick	Home School Initiative
2.	Jerry Heupel	Stephen Knolls School
3.	Jill Lyons	Home School Initiative

Regarding the testimony of Ms. Traywick and Ms. Lyons on the home school initiative, the Board members asked the following questions:

4. Mrs. King asked to have the issues addressed raised in the testimony.
5. Mr. Burnett questioned the training of staff in the home school to deliver the same level of services received in a center.
6. Mr. Felton wanted the information when the consent item was before the Board.

Mr. Abrams asked the Superintendent to react to Mr. Heupel's suggestions on Stephen Knolls School.

Re: **SCHOOL RESOURCE OFFICERS**

Chief Charles Moose, Montgomery County Police Department, had proposed a School Resource Officer (SRO) Program for use in MCPS schools to increase security. The county executive supported this program and would recommend full funding for it to the County Council.

Dr. Williams stated that security was of great importance to members of the Board of Education, and the Board examined many ways to improve school security while maintaining the integrity of the educational program. There were many concerns and questions about adopting and implementing the SRO program, including:

1. **Curriculum**
 - \$ develop and test different activities regarding SRO curriculum
 - \$ determine how it will assist MCPS in closing the gap and raising the bar
2. **Duties and Responsibilities**
 - \$ school resource officer
 - \$ police supervisor
 - \$ school administrators
3. **Selection and Assignment of Officers**
 - \$ critical aspect: MCPS must have input
 - \$ ability and interests
 - \$ demonstrated knowledge and skills

4. **Training**
 - \$ officers
 - \$ administrators and security personnel

5. **Investigations and Questioning on School Property or at School Events**
 - \$ with or without principal authorization
 - \$ with or without contacting parents
 - \$ incident related to school and /or community
 - \$ danger to self or others
 - \$ danger of flight
 - \$ danger of destruction of evidence
 - \$ notification of administration

6. **More Issues**
 - \$ arrest procedures
 - \$ rule infractions or violation of law
 - \$ policy
 - \$ search and seizure
 - \$ administrative hearings
 - \$ access to student information
 - \$ police information

7. **Community Concerns**
 - \$ MCPS will establish a broad-based task force, including cluster representatives, PTA representatives, NAACP, and community leaders
 - \$ this task force will address concerns and determine the feasibility of an SRO program in MCPS

Re: SCHOOL RESOURCE OFFICERS

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was placed on the table:

WHEREAS, The Montgomery County Department of Police has requested in its operating budget funding for a school resource officer position for each of the county high school clusters; and

WHEREAS, The county executive supports this allocation and the implementation of the School Resource Officer Program in Montgomery County Public Schools; and

WHEREAS, This program warrants further study and consideration; and

WHEREAS, It is desirable to establish a broad-based task force to determine the feasibility of implementation; now therefore be it

Resolved, That the Board of Education authorize the establishment of a task force to address community concerns and determine the feasibility of a School Resource Officer Program for Montgomery County Public Schools.

Re: **DISCUSSION**

Mrs. O'Neill noted that the funds were not in the MCPS budget, but rather were in the budget of the Montgomery County Police Department (MCPD).

Ms. Signer had concerns about the program and was not convinced that MCPS needed the SRO program. Many of the school districts that use SROs do not have security teams. She asked if the task force would make a recommendation to the Board on whether to proceed with the SRO program. Dr. Williams replied that there would be recommendations provided for the Board's review and approval.

Ms. Signer noted that her approval of the green sheet to establish the task force was not tantamount to approval of the SRO program. She was concerned about the need to establish a formal process to evaluate the program's effectiveness. She wanted the task force to offer indicators to decide whether or not the program was successful. She asked what the difference was between community policing and SROs. Chief Moose explained that the community has adopted the philosophy of community policing to look at innovative strategies to reduce crime, the fear of crime, neighbor decay and social disorder. Having police officers in the schools to work with parents, students, and staff is all part of community policing. Ms. Signer wanted the task force to examine an ongoing oversight, not just an annual review.

Mr. Felton wanted to know the process to identify additional issues beyond the task force members. Dr. Williams replied that staff would use the PTA structure to receive input from the community through focus groups. Also, the task force would look at a written instrument to receive data from the community.

Mr. Felton noted that those that could be most directly affected by the SRO program may not participate early enough to be part of the decision-making process. He asked Chief Moose to share with the Board his experiences with the SRO program. Chief Moose replied that the program is a preventive measure, which prevents a real crisis. Young people are able to find someone to talk to and get information about the law and criminal justice issues.

Mr. Felton asked if crime decreased with the SRO program. Chief Moose replied that statistics vary, but intervention is more possible with SROs.

Mr. Felton asked if, since 70 percent of the MCPS security team are retired police officers,

there was a bridge between them and the county police. Also, he asked what parents' concerns were where there was an SRO. Chief Moose explained that school security personnel would not have the same relationship with the police department that an SRO would, since an officer would be in a position to provide information and feedback and interact with the community to improve relationships. Mr. Fred Evans, principal of Gaithersburg High School, responded that there must be broad-based community input prior to implementing a program. However, a police officer's presence in school in a collaborative and educational manner has resolved problems that could have been more serious.

Mr. Burnett asked what the advantage was of having an SRO in the school versus MCPS security. Chief Moose replied that the program was free to the public schools. Second, MCPS security does not have law enforcement powers, a connection with the present police workforce, receive weekly updates on the law, and training. SROs are there for relationships, knowledge, awareness, counseling, and education.

Mr. Burnett noted that SROs focus on the high schools, and he asked what the relationship with the SRO would be in the middle and elementary schools. Chief Moose replied that with the cluster orientation there are crossing guards at the elementary schools and DARE programs in the middle schools.

Mr. Burnett inquired about the actions taken by an SRO and/or administration that would result in different records for the child. Chief Moose answered that adults working together would make a determination the community could support.

Mrs. Gordon said she had talked with school personnel from different jurisdictions that had SRO programs, and there was an indication that it was a positive experience that helped students understand law enforcement. It also builds a better environment in the community. Mrs. Gordon hoped that the task force would explore and provide information about other jurisdictions similar to Montgomery County where SROs are used.

Mrs. Gordon wanted the task force to research how investigations and questioning on school property or school events, arrest procedures, and search and seizure are carried out at the present time. In other words, what MCPS does now in certain situations, what it is required to do, and what flexibility is utilized.

Mrs. Gordon asked how much time the task force would require to complete its work. Dr. Williams responded that it would take four or five months as it meant involving the whole community. Mrs. Gordon was concerned with a long timeframe because the Board would not have much time to consider the program, and then, if the Board approved a program, put it in place with all required components. Dr. Williams noted that continuous information would be sent to the Board. Mrs. Gordon requested that the task force include

students.

Mrs. King thanked Dr. Williams and Chief Moose for their presentations. There was concern in the community that the decision had been made to proceed with the program. She thought that a task force would address many of the community's concerns. She asked if one SRO would be effective in large high schools. Chief Moose replied that the task force would work with principals to look at that issue, and there would be flexibility in the program to address different issues.

Mrs. King remarked that every MCPS cluster is different and the SRO may have a different role within each high school. She asked Dr. Williams to keep the Board informed on a regular basis to build confidence.

Mr. Abrams commended Chief Moose for adding this program to the budget and for his communication with the school system. The SRO is a continuum of community policing. Overall, the collaboration between MCPS and MCPD is important as the schools are integrated into the greater community. The programs should be organized in a comprehensive manner, including the programs for crossing guards, DARE, and SROs.

Ms. Sampedro was concerned about an armed officer in the school. Chief Moose replied that police officers are armed, but the wearing of a uniform could be optional, depending on the function. Ms. Sampedro hoped there would be at least one student on the task force. Dr. Williams replied that there would be several students on the task force.

Mrs. O'Neill wanted the task force to be deliberate and thorough before bringing its recommendations to the Board. She noted that the task force must have a broad-based composition, including principals from all levels, the NAACP, the special needs community, Hispanics, Asians, and employee groups. Mrs. O'Neill hoped that Gaithersburg High School would be part of the discussion and covered by the guidelines. She thought communication and dialogue with the community were essential and could utilize community forums, questionnaires, and the news media.

RESOLUTION NO. 225-00 Re: **SCHOOL RESOURCE OFFICERS B AN AMENDMENT**

On motion of Mrs. Gordon and seconded by Mr. Abrams, the following amendment was adopted unanimously:

Resolved, That the task force issue reports monthly so that the Board has sufficient time and information to determine the viability of an SRO Program for Montgomery County.

RESOLUTION NO. 226-00 Re: **SCHOOL RESOURCE OFFICERS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution, as amended, was adopted unanimously:

WHEREAS, The Montgomery County Department of Police has requested in its operating budget funding for a school resource officer position for each of the county high school clusters; and

WHEREAS, The county executive supports this allocation and the implementation of the School Resource Officer Program in Montgomery County Public Schools; and

WHEREAS, This program warrants further study and consideration; and

WHEREAS, It is desirable to establish a broad-based task force to determine the feasibility of implementation; now therefore be it

Resolved, That the Board of Education authorize the establishment of a task force to address community concerns and determine the feasibility of a School Resource Officer Program for Montgomery County Public Schools; and be it further

Resolved, That the task force issue reports monthly so that the Board has sufficient time and information to determine the viability of an SRO Program for Montgomery County.

Re: **LUNCH AND CLOSED SESSION**

The Board of Education recessed from 12:55 to 2:35 for lunch and closed session.

** Mrs. King and Mr. Burnett temporarily left the meeting.

RESOLUTION NO. 227-00 Re: **PROCUREMENT CONTRACTS MORE THAN
\$25,000**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, 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:

1011.3 Office Papers

Awardees

Boise Cascade Office Products	\$	3,467
Lindenmeyer Munroe		352,472
Frank Parsons Paper Company, Inc.		23,914
RIS Paper Company, Inc.		36,950
Unisource		2,074,101
Xpedx		<u>116,001</u>
Total		\$2,606,905

1083.1 Professional Services for the Department of Global Access Technology B Extension

Awardees

April Consulting, LLC*		
Chesapeake Computer Engineering, Inc.*		
Compuware		
Mason Dixon Consulting and Services, Inc.		
Metro Technical Consulting, LLC		
Peace Technology, Inc.*		
Qualex Consulting Services, Inc.		
Total	\$	623,000

4061.1 Modular Computer Furniture B Extension

Awardees

Douron, Inc.*	\$	15,104
Kerpatrick, Inc.*		16,780
Landon Systems Corporation		41,439
Spectrum Industries, Inc.		<u>2,787</u>
Total	\$	76,110

4062.2 Musical Instruments, Furniture and Equipment

Awardees

Cornet Music	\$	3,172
Ideal Music Company		776
Keyboard World*		68,681
Lashof Violins		6,094
Midwest Musical Imports		7,523
Music Educator Supply		1,983
National Educational Music Company		6,536

	Peripole Bergerault, Inc.*		854
	Rhythm Band, Inc.		15,145
	S & H Manufacturing Company		350
	Southwest Strings		413
	Stageright Corporation*		1,400
	Washington Music Sales Center, Inc.		89,515
	Steve Weiss Music, Inc.		15,601
	Wenger Corporation		48,552
	Wrights Music Shed		<u>8,261</u>
	Total		\$ 274,856
4063.2	Art Supplies		
	<u>Awardees</u>		
	ABC School Supply, Inc.		\$ 4,393
	Elgin School Supply Company, Inc.		5,453
	Executive Business Products*		3,065
	J.L. Hammett Company, Inc.		16,768
	Integrity School Supplies*		23,682
	Interstate Office Supply Company*		1,463
	Jackmans, Inc.		2,691
	National Art and School Supplies	6,008	
	Pyramid School Products		110,357
	S & S Worldwide		1,280
	Sax Arts and Crafts		100,569
	Sheffield Pottery, Inc.		550
	Windtree Enterprises, Inc.		2,676
	Henry S. Wolkins Company*		<u>3,156</u>
	Total		\$ 282,111
4091.1	Art and School Papers		
	<u>Awardees</u>		
	Integrity School Supplies*		\$ 26,091
	J.L. Hammett Company, Inc.		5,905
	National Art and School Supplies	18,337	
	Paper People		1,713
	Pyramid School Products		226,267
	Sax Arts and Crafts		65,147
	Windtree Enterprises, Inc.		20,012
	Total		\$ 363,472
7081.1	Hand Held Calculators		

	<u>Awardee</u>	
	D & H Distributing Company	\$ 385,965
9012.1	Vehicle Glass Repair and Replacement	
	<u>Awardee</u>	
	Banner Glass, Inc.	\$ 35,500
9053.1	Recreation Systems Installation - Extension	
	<u>Awardees</u>	
	Arbor Recreation	\$ 21,700
	Taylor Sports and Recreation, Inc.	29,961
	West Recreation, Inc.	51,312
	Total	\$ 102,973
9054.1	Playground Equipment B Extension	
	<u>Awardees</u>	
	All Recreation	\$ 27,233
	Rapidan Resources, Inc.	1,905
	Triple J Construction, Inc.	10,370
	West Recreation, Inc.	176,561
	Total	\$ 216,069
9105.3	Cafeteria Disposable Supplies	
	<u>Awardees</u>	
	Acme Paper and Supply Company	\$ 248,679
	Calico Industries, Inc.	4,907
	Edward Don and Company	14,734
	S. Freedman and Sons	23,992
	Holt Paper and Chemical Company	59,996
	Kahn Paper Company, Inc.	271,166
	M & Q Plastic Products	8,929
	Webco Packaging, Inc.	1,260
	Total	\$ 633,663

9159.1	Metal Doors, Frames, Windows and Accessories for the Division of Maintenance B Extension	
	<u>Awardee</u> Metro Metal Services, Inc.	\$ 498,150
9180.1	Central Plant Replacements at William H. Farquhar Middle School	
	<u>Awardee</u> AMS American Mechanical Services of Maryland, Inc.	\$ 437,300
9183.1	Waste Compactor Replacements at Various Facilities	
	<u>Awardee</u> Big Stuff, Inc.	\$ 61,760
9184.1	Powered Telescopic Seating at Tilden Center	
	<u>Awardee</u> Modern Door and Equipment Sales	\$ 58,128
9185.1	Energy Conservation Lighting Retrofits for Various Elementary and High Schools	
	<u>Awardees</u> Congressional Electric, Inc.*	\$ 195,600
	Hunt Consulting, LLC	<u>180,000</u>
	Total	\$ 375,600
9187.1	Cooling Tower Replacement at Wheaton Woods Elementary School	
	<u>Awardee</u> Interstate Service Company	\$ 93,755
	MORE THAN \$25,000	\$7,125,317

* Denotes Minority-, Female-, or Disabled-owned Business

RESOLUTION NO. 228-00 Re: **ARCHITECTURAL FEE INCREASE B WHEATON HIGH SCHOOL**

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

WHEREAS, The Montgomery County Department of Permitting Services is requiring that a sprinkler system that meets current code be installed in the existing building as part of the addition to Wheaton High School; and

WHEREAS, Staff has negotiated an equitable fee increase with the architect for the additional architectural/engineering services required for this work; now therefore be it

Resolved, That the architectural services contract with Burt Hill Kosar Rittelmann Associates be increased by \$50,000 for additional professional architectural/engineering services for the Wheaton High School addition project.

RESOLUTION NO. 229-00 Re: **AWARD OF CONTRACTS B INDUSTRIAL HYGIENE AND ENGINEERING SUPPORT**

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

WHEREAS, It is necessary to appoint outside consultants to conduct feasibility studies of alternatives to comply with indoor air quality in existing facilities; and

WHEREAS, Funds for these services have been appropriated as part of the FY 2001 Capital Budget; and

WHEREAS, A Consultant Selection Committee, in accordance with procedures adopted by the Board of Education on July 14, 1998, identified Science Applications International Corporation (SAIC), M.A. Cecil & Associates, and Building Dynamics, LLC, as the most qualified firms to provide the necessary professional services; and

WHEREAS, Staff has negotiated an equitable fee for the necessary services; now therefore be it

Resolved, That the Board of Education approve a contract with the firms of SAIC, M.A. Cecil & Associates, and Building Dynamics, LLC, to provide professional services for industrial hygiene and building engineering evaluations for a fee not to exceed a total of \$150,000 per year.

RESOLUTION NO. 230-00 Re: **GRANT OF DEED AND AGREEMENT FOR THE TRANSFER OF ON-SITE SEWER FACILITIES AT WOODFIELD ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Abrams 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 Deed and Agreement for the transfer of on-site sewer facilities at Woodfield Elementary School, located at 24200 Woodfield Road in Gaithersburg; and

WHEREAS, The Board of Education, in the course of upgrading the sewer system on the school property, constructed an on-site sanitary sewer system to connect to a public system along Bush Hill Drive; and

WHEREAS, A portion of the sanitary sewer line lies in an easement that was dedicated to public use and recorded on April 2, 1979, in Plat Book No. 107 and Plat No. 12367; and

WHEREAS, A development adjacent to the Woodfield Elementary School property requires that WSSC take over 162 linear feet of the school's existing on-site system in order to provide service to the new development; and

WHEREAS, WSSC will be responsible for installation, maintenance, operation and repair of the transferred portion of the on-site system and shall also be responsible for repairing any damage to the school property arising out of WSSC's use, occupancy, and enjoyment of its easements and rights of way; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a grant of Deed and Agreement for the transfer of on-site sewer facilities consisting of 162 linear feet at Woodfield Elementary School.

RESOLUTION NO. 231-00 Re: **GRANT OF DEED OF EASEMENT AT JAMES HUBERT BLAKE HIGH SCHOOL**

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

WHEREAS, Bell Atlantic Maryland, Inc., has requested a grant of Deed of Easement at James Hubert Blake High School, located at 300 Norwood Road in Silver Spring; and

WHEREAS, The proposed Deed of Easement, which is configured in two separate parcels, one consisting of 350 square feet and the other consisting of 250 square feet for a total of 600 square feet, is necessary for the planned improvements to Norwood Road; and

WHEREAS, The Easement will not affect any land that could be used for school programming and recreational activities; and

WHEREAS, All construction, restoration and future maintenance will be performed without disruption to the instructional programming and at no cost to the Board of Education, with

Bell Atlantic Maryland, Inc., and its contractors assuming liability for all work; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a grant of Deed of Easement of 600 square feet to Bell Atlantic, Maryland, Inc., at James Hubert Blake High School.

** Mr. Burnett rejoined the meeting.

RESOLUTION NO. 232-00 Re: **AWARD OF CONTRACTS B REROOFING**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted Mr. Abrams, Mr. Burnett, Mrs. Gordon, Mrs. O'Neill, Ms. Sampredo, and Ms. Signer voting in the affirmative; Mr. Felton abstaining:#

WHEREAS, The following sealed bids were received on March 30, 2000, for roof replacements at Pine Crest Elementary School and the Randolph Depot, with work for Pine Crest Elementary to be completed over the spring break, and work for the Randolph Depot to begin immediately and be completed by June 30, 2000:

<u>Bidder</u>	<u>Amount</u>	<u>Estimate</u>
<u>Pine Crest Elementary School</u>		\$21,000
J. E. Wood & Sons Company, Inc.	\$ 23,584	
R. D. Bean, Inc.	35,700	
K. I. Construction Company	37,414	
Interstate Corporation	37,700	
Rayco Roof Service, Inc.	41,816	
<u>Randolph Depot</u>		\$75,000
J. E. Wood & Sons Company, Inc.	\$ 71,286	
R. D. Bean, Inc.	89,987	
Interstate Corporation	99,000	
Rayco Roof Service, Co.	112,688	
K. I. Construction Company	138,750	

and

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

WHEREAS, The low bids are within the combined staff estimate; and

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

Resolved, That contracts be awarded to J. E. Wood and Sons Company, Inc., for the reroofing of Pine Crest Elementary School and the Randolph Depot in the amounts of \$23,584 and \$71,286, respectively, in accordance with plans and specifications prepared by the Department of Facilities Management.

** Mrs. King rejoined the meeting.

RESOLUTION NO. 233-00 Re: **UTILIZATION OF FY 2000 FUTURE SUPPORTED PROJECT FUNDS FOR THE SHERWOOD CLUSTER HOME SCHOOL INITIATIVE**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 2000 Provision for Future Supported Projects a Maryland State Improvement grant award of \$12,500 from the Maryland State Department of Education, for a project to promote the inclusion of students with disabilities in the general education environment within the Sherwood Cluster, in the following categories:

<u>Category</u>	<u>Amount</u>
6 Special Education	\$11,654
12 Fixed Charges	<u>846</u>
Total	<u>\$12,500</u>

and be it further

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

RESOLUTION NO. 234-00

Re: **UTILIZATION OF FY 2000 FUTURE SUPPORTED
PROJECT FUNDS FOR THE HEAD START
EXTENDED YEAR AND CHILD CARE PROGRAM**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 2000 Provision for Future Support Projects, a grant award of \$83,357 from the Governor's Office for Children, Youth and Families and the Head Start Collaboration Office for the Head Start Extended-Year and Child Care Program in the following categories:

	<u>Category</u>	<u>Amount</u>
3	Instructional Salaries	\$47,309
4	Textbooks and Instructional Materials	625
5	Other Instructional Costs	4,800
9	Transportation	9,576
12	Fixed Charges	<u>21,047</u>
	Total	<u>\$83,357</u>

and be it further

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

RESOLUTION NO. 235-00

Re: **FY 2001 OPERATING BUDGET AMENDMENT:
REVISED ENROLLMENT PROJECTIONS FOR THE
2000-2001 SCHOOL YEAR**

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

WHEREAS, Enrollment projections for Grades K-12 have been revised for the 2000-2001 school year, requiring an increase in the FY 2001 Operating Budget of 14.6 classroom teacher positions at a cost of \$658,075; and

WHEREAS, Enrollment projections for special education have been revised for the 2000-2001 school year, permitting a reduction of 10.0 classroom teacher positions and 6.7 special education instructional assistant positions, and other funds for total savings of \$693,592; and

WHEREAS, The determination of required budgeted staffing for special education has been based on a model of program requirements as published in the FY 2001 Operating Budget Request (Appendix E-10 to E-15), as modified by specific facilities requirements consistent with the FY 2001 Capital Budget and FY 2001-2006 Capital Improvements Program; now therefore be it

Resolved, That the FY 2001 Operating Budget Request be amended to reflect revised enrollment projections; and be it further

Resolved, That the FY 2001 Operating Budget Request be increased to reflect an increase of 300 students in Grades K-12 by adding 14.6 teacher positions and by an increase in Category 3 Instructional Salaries of \$525,571, Category 4 Textbooks and Instructional Supplies of \$29,115, Category 12 Fixed Charges of \$103,389; and be it further

Resolved, That the FY 2001 Operating Budget Request be reduced to reflect a decrease in required staffing for special education due to revised enrollment projections by decreasing 10.0 classroom teacher positions and 6.7 special education instructional assistant positions, and by a decrease in Category 6 Special Education of \$567,946, and Category 12 Fixed Charges of \$125,646; and be it further

Resolved, That as a result of these changes in enrollment projections the Board of Education amends its FY 2001 Operating Budget Request by a total decrease of \$35,517 in the following categories:

<u>Category</u>	<u>From</u>	<u>To</u>
3 Instructional Salaries		\$525,571
4 Textbooks and Instructional Supplies		29,115
6 Special Education	\$567,946	
12 Fixed Charges	<u>22,257</u>	<u> </u>
Total	<u>\$590,203</u>	<u>\$554,686</u>

and be it further

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

RESOLUTION NO. 236-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Edward A. Clarke	Director, Montgomery County Police Training Academy	Director, Department of School Safety and Security

RESOLUTION NO. 237-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Darlene Merry	Acting Director, Department Of Staff Development	Director, Department of Staff Development

RESOLUTION NO. 238-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Gary Levine	Acting Director, Division of Operations and Technology	Director, Division of Operations and Technology

RESOLUTION NO. 239-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Thelma Monk	Acting Director, Division of Staffing	Director, Division of Staffing

RESOLUTION NO. 240-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
John Antonishak	Acting Coordinator, Department of Staff Development	Coordinator, Department of Staff Development

RESOLUTION NO. 241-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective May 1, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Claudia Nash Simmons	Project Manager, Aspen Systems Corporation	Coordinator, Head Start Unit

RESOLUTION NO. 242-00 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 12, 2000:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Donna K. Graves	Instructional Specialist, Department of Curriculum and Instruction	Coordinator, Special Initiatives, Department of Curriculum and Instruction

Re: **MONTHLY FINANCIAL REPORT**

Mr. Bowers reported that the projected financial condition through February 29, 2000, was based on program requirements and estimates made by primary and secondary account managers. At that time, there was a projected surplus in revenues of \$345,623 and a projected expenditure surplus of \$100,000. Staff would continue to closely monitor both revenues and expenditures.

Re: **RECRUITMENT AND HIRING FOR THE FY 2001
SCHOOL YEAR**

Dr. Weast invited the following people to the table: Dr. James Williams, deputy

superintendent for organizational development; Dr. Elizabeth Arons, director of human resources; and Dr. Thelma Monk, acting director of staffing.

Montgomery County Public Schools (MCPS) faces the third record hiring season for the upcoming school year. During each of the past two years, more than 1,100 teachers have been hired. For the FY 2001 school year, the hiring projection is 1,400 teachers because of academic initiatives, reduced class size, and enrollment growth. At the same time, the addition of grade levels at the three middle schools that opened this year will cause an increase in the number of voluntary transfers.

The Department of Human Resources is moving forward aggressively to ensure that all staffing needs for FY 2001 are addressed. Staffing plans include hiring for the initiatives outlined in the Board of Education Adopted FY 2001 Operating Budget: class size reduction K-2, staff development teacher positions, consulting teacher positions, Reading Recovery teachers, literacy teacher positions, staff development coaches, and other initiative positions.

For the third year, a streamlined voluntary-transfer process allows teachers to interview directly with principals at countywide job fairs held on four nights in May. Last year, principals and their staffs conducted more than 2,000 interviews, allowing for an improved match between vacancies and those teachers interested in transferring. The transfer process has been improved because of computerized changes. These changes include a resumé registry of transfer-seeking teachers for principals to review and an on-line registry of vacancies at each school. The average number of transfers each year is between 600-700 teachers.

The school system continues to benefit from very competitive salaries, excellent working conditions, and a relatively low turnover rate. Compared to the nationwide average of 10-15 percent, MCPS has remained at a turnover rate slightly below 6 percent for the last three years. It is anticipated that the 5-percent cost of living adjustment (COLA) will keep retirements at a minimum this year.

Since converting this past year to the new resumé-scanning process from hard-copy applications, the system has increased the applicant pool considerably over 1998-99. In February of this year, new resúmes totaled 1,100, in contrast to 650 in the same month of the previous year. The school system is receiving an average of 70 new resúmes daily, or approximately 1,400 resúmes per month during the recruitment season.

Nonetheless, shortages in particular fields of education continue to affect school districts statewide and nationwide. It is anticipated that the effects of these shortages will be felt at least through 2006, when the number of school-age children will peak at 54 million. At that point, the number of children attending public schools is expected to begin decreasing.

Another factor affecting the shortage areas is that this peak enrollment coincides with the time that a large portion of the current teaching corps will reach retirement age. Statewide, all school districts are experiencing shortages of qualified applicants in the fields of mathematics, physics, chemistry, technology education, foreign language (Spanish, French, and Latin), computer science, family and consumer sciences (previously home economics), reading, and all areas of special education.

Recruitment efforts are well under way to address shortages of candidates. Some of those efforts include expanded use of recruitment on the Internet, expanded traditional campus recruitment, job fairs, expanded partnerships with universities to increase candidates in Agrow-your-own@ programs, and the implementation of resumé scanning, which allows applicants to fax their resumé directly into a computerized database. Resumé from this database then can be e-mailed or faxed via computer directly to principals. Using Resumix software purchased through the Technology Innovation Fund grant, the Department of Human Resources can now process approximately 100 resumé daily. Acknowledgment cards are sent to candidates within 48 hours of receipt of the resumé, and the hiring process can begin immediately for candidates in critical shortage fields.

The superintendent of the Maryland State Department of Education has proposed a number of incentives recently to increase the number of students graduating in fields in which shortages exist. Some of the proposed incentives include a low-interest mortgage loan program for first-time home buyers and the elimination of a penalty on wages earned by teachers who return to work after retirement. Staff is monitoring closely legislation to support the proposed incentives and will update the Board as legislative actions are taken.

The Department of Human Resources has doubled the capacity of its partnership with George Washington University this year and has created new programs this year with Johns Hopkins University, Trinity College, and the University of Maryland. Currently, these partnerships are graduating approximately 100 candidates per year in Agrow-your-own@ programs. The goal is to continue to expand these partnerships to produce 300 candidates per year. Exploratory conversations have begun with American University, Howard University, and Bowie State University for new partnerships. Additionally, resources were realigned this year to create a position in the Department of Human Resources devoted to the expansion and coordination of student teachers.

The latest and most exciting effort to recruit teachers is the upcoming implementation of an MCPS Resident Teacher Program. This is an in-house program of seven courses (21 credit hours) designed to provide Maryland state teaching credentials for candidates who are filling critical needs in MCPS middle and high schools and who already possess the necessary subject-area course work. This new program will allow MCPS to partner for the first time with the National Institutes of Health to bring post-doctoral science researchers to the school system and train them within MCPS. This new training program has the

capacity for 40 newly hired teachers for FY 2001 and integrates strands of adolescent development with best practices in instructional methodology.

The school system will offer more than 800 open contracts by June 15 this year. As of April 1, the human resources specialists have offered 400 contracts. By May 1, it is expected that 600 contracts will be completed. In the past, the acceptance rate for these open contract offers has been 97 percent.

In addition to the normal recruitment and hiring schedule, the Department of Human Resources continues to expand its recruitment activities to address future needs and trends. Most of these efforts will be directed toward addressing the ever-increasing competition for teacher applicants, particularly in traditional areas of shortage, and maintaining/increasing the pool of applicants reflecting cultural diversity. Some of these outreach strategies include the following:

- ◆ advertising all vacancies on the World Wide Web
- ◆ expanding the recruitment abroad through the Spanish and Irish embassies
- ◆ scheduling an early special education job fair (held in March with 180 candidates interviewed)
- ◆ closely monitoring MCPS student teachers through the creation of a new database and through improved networking with colleagues across the Mid-Atlantic region
- ◆ sending recruitment letters to civic, religious, and community groups in culturally diverse areas of the county
- ◆ meeting with diverse community and school groups and attending local and national conferences for potential African American, Hispanic, and Asian candidates.

Factored into the overall hiring plan for this year are the positions of staff development teacher and consulting teacher. Hiring for those positions, which were advertised March 14, will be completed by this year's Job Fairs. Interest in these positions has been very active, from both inside and outside candidates.

Hiring is no longer a seasonal activity. MCPS began to hire for the FY 2001 school year in September 1999 and continues to view aggressive recruitment as a year-round activity. Principals report that the quality of teachers hired this past year was among the highest ever, and staff was confident that the coming year's hiring will exceed the quality expectations of the school system.

Re: **DISCUSSION**

Ms. Signer asked how the applications for this year were compared to last year and previous years. Dr. Arons replied that the number of applications had doubled from last year at this time. She believed that the COLA and salary increase made a tremendous

difference this year in attracting applicants.

Ms. Signer noted that turnover in employment was about 6 percent, which is below the national average. What reasons did people give when they left MCPS? Dr. Arons responded that she hears the reasons for not leaving, rather than for leaving, and that the COLA, salary, and benefits are strong attractions. The reasons for leaving are relocation, child care, and graduate work.

Ms. Signer asked for the racial/ethnic breakdown of those signing open contracts. Ms. Monk replied that 16 percent were African-American, 5 percent were Asian, 3 percent Hispanic, and the remainder were white.

Mr. Felton inquired if offers had been made to the 100 applicants who were bilingual. Dr. Arons replied that offers have been made to those applicants. Mr. Felton asked if there were issues of certification. Dr. Arons replied that last year there were 83 applicants who did not meet state-mandated requirements for certification, and that was a very low number. Mr. Felton asked for clarification of the MCPS practice regarding hiring teachers from adjacent districts. Dr. Arons replied that after July 15 the districts will not hire teachers from other jurisdictions.

Mr. Burnett asked what recruitment tool worked best. Dr. Arons answered the 5-percent COLA, but the resumé-scanning software has increased efficiency. Mr. Burnett was concerned about hiring more Asian and Hispanic teachers. Dr. Arons said that was a massive national recruitment issue, and MCPS must increase interest in teaching among local Asian and Hispanic students.

Mrs. King commended the school system for the training and support of new teachers and said that support encourages teachers to remain with MCPS. Dr. Arons noted that with the new teacher evaluation system, peer assistance would be available in the classroom for new teachers.

Mrs. Gordon asked where staff was in recruiting teachers in the areas in which there was a shortage of teachers. Ms. Monk answered that MCPS was doing very well, especially through word-of-mouth recruiting by staff. In the areas of shortage, staff recruits year around.

Mrs. Gordon noted that the Board has passed a requirement that elementary teachers must have 12 credits in both math and science. The Board had hoped that the school system would work with high education to include those requirements in their programs. Of the 500 teachers under contract, she asked how many of the elementary teachers met that requirement. Dr. Arons replied MCPS had not been successful at the university level to encourage them to add 12 credits of math and science. Sixty-six percent of teachers

come to MCPS without that requirement, and they are required to take the credits. Mrs. Gordon asked if that requirement was a detriment to hiring elementary teachers. Dr. Arons answered it was a factor.

RESOLUTION NO. 243-00 Re: **AMENDMENT OF THE AGENDA**

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

Resolved, That the Board of Education amend its agenda by placing the Item 8.0 (Transfer Policy: Implications of the *Eisenberg* Decision) before Item 7.0 (Baldrige in Education Initiative Status Report).

Re: **TRANSFER POLICY: IMPLICATIONS OF THE
EISENBERG DECISION**

Dr. Weast invited the following people to the table: Judith Bresler, Esquire, Reese and Carney, general counsel for MCPS, Patricia Brannan, Esquire, Hogan and Hartson, and Dianne Piché, Esquire, and William Taylor, Esquire, consultants.

On December 14, 1999, the Board of Education suspended its Student Transfer Policy. This decision followed a decision by the Fourth Circuit Court of Appeals that invalidated that part of the transfer policy that considered diversity as one of several criteria governing approval or denial of student transfer requests. At that time, the Board directed the superintendent to permit transfers for school year 2000-2001 based on the following circumstances: joining an older sibling in attendance at the requested school, continuation of non-home school pattern for students transitioning from elementary to middle school or from middle school to high school, or documented and unique hardship.

The United States Supreme Court recently declined to review the Fourth Circuit Court's decision, leaving intact the decision prohibiting the use of race/ethnicity as a factor to be considered in student transfer decisions. Although transfers for next year are being processed in accordance with the interim measures directed by the Board, the Board will need to take action by the fall of 2000 on a permanent amendment to or replacement of the previous student transfer policy. The Board's discussion today is intended to review the current status of transfers and the efforts under way to present alternatives to the Board in the coming months.

In addition, attorneys for the Board of Education have begun exploring practices being used by other school systems throughout the country to determine whether any might be suitable for MCPS or could be adapted to suit the demographics of Montgomery County. In January 2000, they also engaged the services of a consultant to research demographic data about MCPS, as well as other public sources, to determine whether there are

strategies, procedures, or criteria for voluntary student transfers that would effectively maintain or improve diversity within the schools of the district and would meet all legal standards. To assist the consultant with analysis, the attorneys for the Board identified and provided a number of documents to the consultant. These documents, which were submitted to the consultant on January 17, 2000, included extensive documentation on the history of the development of the current Quality Integrated Education Policy. On March 29, 2000, the consultant requested additional documents, including detailed statistical information. The consultant will continue work with the attorneys for the Board to assist in providing advice to the Board in the upcoming months on workable and legally sound alternatives for processing student transfer requests for the year 2001-2002.

Re: DISCUSSION

Mrs. O'Neill noted that the Board took its responsibilities very seriously, and it was unanimous to appeal the *Eisenberg* decision to the Supreme Court. Also, the Board was unanimous in December when it suspended the transfer policy for the coming year.

Mr. Abrams appreciated the briefing on the transfer policy since it was important for the community to understand where the school system was, what could and could not be done, and how the Board would proceed. The interim steps taken in December and narrow tailoring of the policy to eliminate or minimize the emphasis of race were sufficient to process transfer appeals until the transfer policy was reviewed and approved. However, there still were tools available to the Board to deal with concentrations of diversity. There is nothing that the court did that would preclude MCPS from creating circumstances of voluntary movement to adjust a school population. Also, there is nothing in the court's ruling to limit MCPS in using socioeconomic factors as a means to achieve diversity in the schools. The issue not addressed was the educational value of diversity. If schools are the place to prepare the workforce of the future, then learning to cooperate across racial/ethnic lines could be a compelling state interest.

Mrs. Gordon thought it was helpful to have clarification on the court's decision and the transfer policy. She asked how the school system might proceed with the use of socioeconomic information, not as it relates to an individual school, but as it would relate to an individual student, and whether or not a student would be precluded if parents were not willing to share that information. Mr. Taylor replied that they would look at socioeconomic information carefully in relation to privacy concerns.

Mrs. Gordon understood the connection between poverty and a student's success in school. While MCPS has done a good job of trying not to have schools significantly impacted by high-need students, she was concerned with accepting or rejecting students based on their parents' level of income, especially looking at past or old data.

Mr. Burnett was concerned about the use of socioeconomic identifiers, and he thought it

was the buzzphrase to achieve diversity in the schools. He wondered if the issue was poverty or lack of opportunity, and the school system must make sure it identifies exactly which one is applicable. He did not believe that moving a child from one school to the next based on the parents' income would create a better learning environment. However, what goes on inside the school would determine whether that child is successful or not. He understood the relationship between poverty and success in school, but he also knew that given the right circumstances, resources, and programs, children will be successful. As the Board looks at the parameters with the court's limitations, he wanted the Board to be careful in examining all issues and all remedies. Mr. Taylor stated that the issue was the lack of opportunity associated with poverty and the ensuing circumstances. Most school districts focus resources on impacted schools.

Mr. Felton noted the impact on school systems that do not consider race or move to a more diverse policy. If MCPS had isolated or segregated schools, would it be vulnerable to litigation? Ms. Brannan replied that the constitutional principle requiring that the Board not take action that would lead to racial isolation in schools is still on the books and embedded in federal law. She thought the Board's educational mission should be the guide on student assignments, and if choice or diversity is a goal that could be in a mission statement.

Mr. Felton asked for clarification on magnet schools. Ms. Bresler explained that the mission and purpose had evolved over time. Initially, they were set up to draw white students into high minority schools, primarily down county. Over the last 10 years, it has been clear that the elementary magnet programs have not had race as a factor in admission. The language immersion magnets decided admission by lottery. Therefore, any parent of any race could apply for any program. The secondary magnet programs are admission-driven based on grades, test data, and teacher recommendations, among others.

Mr. Felton asked Ms. Bresler to explain the transfer policy and the Board's goals for diversity. Ms. Bresler reported that the Quality Integrated Education (QIE), Long-Range Facilities Planning (LRFPP), and the transfer policies were interrelated in operation. The transfer policy was suspended in December. QIE is a statement of desired outcome and goals of the system, and those goals are still valid. However, the tools of implementation in the policy, such as transfers, might need modification. The LRFPP deals with school closings, boundaries, and siting and opening new schools, and one of the criteria in making decisions is the composition of the schools created by the change. That is still viable.

Mr. Felton asked about the research on high concentrations of poverty and if a school system could have a policy that would diffuse high poverty areas. Mr. Taylor replied that there would be strong educational support for such a policy.

Ms. Signer noted that there had been a great deal of speculation on how the court's decision would affect the boundary process. Ms. Bresler replied that it would not be affected.

Mr. Abrams referred to the privacy concerns raised by Mrs. Gordon that related to socioeconomic factors. On a voluntary basis, parents support the demonstration of hardship by submitting economic data.

Mrs. King thought it was important for the community to know that the Board was taking this issue seriously and exploring many options. She was concerned about the socioeconomic issue. Many people have been brought up in poverty and have done well in their adult lives. It could be insulting to people to be told that their children cannot do well because they are poor. The school system has to be very careful about procedural changes.

Mrs. O'Neill pointed out that many school systems are grappling with the same issue.

**Re: BALDRIGE IN EDUCATION INITIATIVE (MARYLAND
BIE-IN) STATUS REPORT**

Dr. Williams reported that in September 1999, MCPS endorsed the Maryland state application to participate in the Baldrige in Education Initiative (BiE-IN) sponsored by the National Alliance of Business. In October, Mrs. Gordon informed the Board of Education that Maryland had been accepted as one of the five BiE-IN states and that Montgomery County would active participate with other members of the Coalition in this effort to improve student achievement. In November, Dr. Weast was informed by the Maryland State Department of Education (MSDE) that Montgomery County would receive a \$100,000 grant for the first year of participation in the activities of the Coalition. In February 2000, the Board authorized receipt and expenditure of this grant.

The grant funds will be used to do the following:

- \$ Create a model for Baldrige-based performance excellence
- \$ Develop a systemwide initiative for Baldrige training and self-assessment at the leadership level
- \$ Develop a school-based initiative to improve teaching practices and student achievement results in five pilot schools

To implement the systemwide initiative, the following will be done:

- \$ Train the Board of Education, superintendent, and executive staff in the Baldrige criteria for performance excellence
- \$ Train selected business partners and internal staff as Baldrige examiners to assist staff in completing the Baldrige assessment of the MCPS system

- \$ Train a staff team as Acoaches@ for schools and offices that will use the Baldrige framework

Simultaneous to the systemwide efforts, school-based activities will include the following:

- \$ Implement and assess in these schools the Baldrige-based education model, which will include data analysis and teacher training
- \$ Focus on improving quality and productivity, increasing the achievement of all students, and closing the gap in student achievement by race and ethnicity

The strategies developed for providing teacher training and measuring results will evolve into model practices that can be replicated in other schools throughout the county.

On March 20 and 21, 2000, the MCPS Baldrige leadership team participated, along with the five other Coalition members, in a Maryland BiE-IN Orientation sponsored by the Coalition and the University of Maryland Center for Quality and Productivity. MCPS needs to broaden its base of participants in the development and roll-out of BiE-IN in MCPS and the community. This would entail adding key community and business leaders, teachers, administrators, parents, and students to the group of partners who are collaborating in this effort. To do this, staff is planning to convene a cross-functional team of parents, teachers, support staff, students, administrators, and business and community leaders to participate in a two-day awareness session entitled *High Performance Education Systems.*@ This session is an introduction to Baldrige and quality principles in education that have been field tested and offered nationwide to more than 10,000 educators and other stakeholders since 1993.

Re: **DISCUSSION**

Mrs. King enjoyed being part of the team, and every member of the team was open to changing the way business is done. She thought MCPS was on the right track.

Mrs. Gordon was convinced that BiE-IN will take the school system to the next level of student achievement. The more she has been involved and seen BiE-IN put into practice in classrooms, the more she was persuaded this was the right direction.

Mr. Felton thought the right culture had been developed to support BiE-IN. He suggested that Dr. Cheung (former Board member) might be interested in working with the school system as a former Baldrige examiner.

Mrs. Gordon asked for a timeline as BiE-IN moves forward with training.

Re: **FINAL LEGISLATIVE REPORT**

Mrs. Lois Stoner, legislative aide, reported that the 2000 session of the Maryland General Assembly started off with high hopes of additional funding for academic intervention programs for at-risk students, school transportation, and Abridge@ funding to meet local needs until a new system of school financing in Maryland has been put in place before FY 2003 based on recommendations of the Thornton Commission. Although limited funds were added to Supplemental Budget #2 by the Governor for academic intervention programs, the largest school funding increase comes in the form of a one-percent increase in teacher salaries in those jurisdictions that have negotiated at least a 4-percent aggregate increase for FY 2001. Included in the total cost of the bill are two kinds of additional funding for lower wealth counties, some of which may be used by those counties to make the 4-percent match for the teacher salary increase. The final resolution added \$1 million in hold harmless funding for counties that would lose APEX funds because of redistribution of wealth or decreased enrollment. Also added was \$16.5 million from a special retirement contribution reimbursement fund: \$9 million could be used as a transitional component to help meet the 4-percent match; the remainder would be added to the supplemental budget's academic intervention allocation.

Statewide school construction funds, including Paygo, exceed \$260 million, but the allocation will not be completed for several more weeks.

A major school funding issue surfaced early in the session when the Governor decided to include \$6 million for parochial and private school textbooks in his proposed budget. Despite a lengthy debate, the proposal to eliminate this line item was defeated quite easily in the Senate. The vote was much closer both in the House Appropriations Committee and on the House floor, but the provision remained in the budget with budget language restricting the procurement process and the allocation of funds. This House language, which was much more restrictive than the earlier Senate language, essentially remained in the final budget.

One other funding issue that surfaced half way through the session related to the amount of class-size reduction funding for which MCPS would be eligible in FY 2001. MCPS was the only local jurisdiction to receive funds in FY 2000; the issue was whether to receive second year funding of \$2.9 million in FY 2001 or remain at the first year funding level of \$1.4 million. The Governor's office had recommended the second year funding, although MSDE had included only the first year funding level in its published allocation to LEAs. With the help of a key senator and a key delegate on their respective education budget subcommittees, MCPS retained the higher level.

Based on community and school board interest, Delegate Cryor and Senator Ruben introduced companion bills that would have allowed students to possess portable phones on school property under limited conditions. The phones could not be used during the school day nor in other specified circumstances. Not all local boards in Maryland

supported this proposal so the sponsors responded to MABE's request that the bill become enabling only. Despite this amendment, the Senate EEA Committee, before which the bill was heard, rejected the proposal immediately with a surfeit of negative comments. The House sponsor withdrew her bill so it would not have the onus of committee defeat attached to it. She is considering the possibility of requesting a local bill next year for Montgomery County only.

Companion charter school bills were introduced this year that combined features of the 1999 session's two very different bills. After languishing for two months in the House Ways and Means Committee, the House bill was amended to conform to last year's bill, was passed, and sent to the Senate. Only last Friday did the Senate Committee decide to consider both bills. After a lengthy discussion, the Senate EEA Committee on a 6-4 vote agreed to study the issue during the interim by establishing a joint study committee with the House Ways and Means Education Subcommittee.

The ALivers@ bill also was held by the House Ways and Means Committee where the members considered various amendments to this proposal which would have required the discipline and discharge of noncertificated employees to be collectively bargained. After intense pressure from MSTA and AFSCME members, many of whom packed the hearing room repeatedly, the bill was sent to the Senate unamended where the Finance Committee held a hearing last Thursday. The committee chose not to act on the bill.

The local bill to include Home and Hospital Teachers in the teachers bargaining unit in MCPS was heard the same day. Mr. Kopp testified against both bills, and several Home and Hospital Teachers testified briefly on the local bill.

Despite many local boards' concerns last summer and fall that a surfeit of school safety bills would be filed, there was little action in this arena. A bill that would have required local boards of education to prepare and update school safety plans had a brief hearing and was speedily killed in the Ways and Means Committee. Clearly, legislators were aware that school systems have already implemented measures to assure student and faculty safety.

Despite their sponsorship by House and Senate leadership, the companion bills to establish the Judith P. Hoyer Early Child Care Education Enhancement Program to promote school readiness through development of high quality, comprehensive full-day early child care were very late to move on both sides. After Congressman Hoyer testified on behalf of the bills in late February, they languished in their respective committees for nearly a month. The Governor had included \$4 million in the original budget to begin establishing the centers, and \$3 million more for early childhood programs, including the MSDE work sampling assessment system which was added in Supplemental Budget #2. Local school boards are the only authorized grant applicants with local management

boards added as one of the participating agencies, where appropriate. A late-filed bill established the Judith P. Hoyer Blue Ribbon Commission to study the costs and funding availability for early child care. The companion bills providing early childhood literacy grants moved very late in both houses, but both bills did pass.

Several bills were amended to establish task forces to develop more background for advocacy in the areas that were the subject of the legislation. The Gifted and Talented mandate was turned into a task force with a broader based membership than the MSDE committee that issued a report on Gifted and Talented education in Maryland seven years ago. The advocates hope that the result will be more intensive implementation of gifted and talented programs and of teacher training in this area. The bill requiring the distribution of excess state lottery funds to public schools for computer software and hardware was amended into a task force in the House, but failed to move in the Senate. A very complex bill, sponsored by House and Senate leadership, with the goal of assuring that at-risk students are ready for college, was also converted into a task force. Provisions in the bill emphasized strategies needed to attract and retain teachers; revise teacher training; increased interventions for at-risk students; and strengthened the K-16 Partnership between MSDE and the Maryland Higher Education Commission. The bill would have required all public high school graduates in 2005 and beyond to complete core college preparatory programs.

Of the many scholarship bills introduced to encourage college students and career changers to enter teaching as a career, only the Administration's bill passed. The scholarship award for the Maryland Teacher Scholarships will increase from \$1,000 annually to \$2,000 for community college students and from \$3,000 to \$5,000 for those in four-year institutions.

Three of the four local bills filed by the Montgomery County Delegation and opposed by the Board passed during the final week of the session. The bill establishing the Montgomery County School Board Task Force was the first to cross the finish line, followed by the bill requiring a public hearing on an appeal of the superintendent's decision to change a bus route or bus stop, and, finally, on the last night of the session, the proposal requiring MCPS Home and Hospital Teachers to be added to the MCEA bargaining unit.

During the session, several legislators told staff that, because of the local courtesy policy, the Montgomery County Board of Education should not testify orally on any local bill that the Montgomery County Senate and House Delegations supported even though the Board had opposed the bill from the time that it was filed. One legislator even said that no written testimony should be submitted. Although there is little likelihood that a local bill in this posture would be killed by the General Assembly because of local courtesy, prohibiting a local agency from testifying seems very restrictive.

RESOLUTION NO. 244-00 Re: CLOSED SESSION RESOLUTION

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

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article of the Annotated Code of Maryland* 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 Tuesday, April 25, 2000, in Room 120 of the Carver Educational Services Center from 7:30 to 8:00 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*, consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the *State Government Article*; and review and adjudicate appeals in its quasi-judicial capacity and to discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) 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 March 27, 2000, by unanimous vote of members present, the Board of Education voted to conduct a closed session as permitted under the *Education Article* ' 4-107 and *State Government Article* ' 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed session on March 27, 2000, from 7:10 to 7:45 p.m. and 8:15 to 8:35 p.m. in Room 120, Carver Educational Services Center, Rockville, Maryland, and

7. Reviewed and/or adjudicated the following appeals: T-1999-90, 1999-45, T-2000-4, 2000-5, and 2000-7.
8. Consulted with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*.
9. Consulted with staff, consultants, or other individuals to consider the acquisition of real property for a public purpose and matters directly related thereto as permitted under Section 10-508(a)(3) of the *State Government Article*
10. Discussed matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*).

In attendance at portions of the closed sessions were: Steve Abrams, Larry Bowers, Judy Bresler, Fran Brenneman, Kermit Burnett, Reggie Felton, Bea Gordon, Dick Hawes, Nancy King, Frieda Lacey, George Margolies, Patricia O'Neill, Brian Porter, Glenda Rose, Laura Sampedro, Mona Signer, Roger Titus, Janice Turpin, Jerry Weast, and Mary Pat Wilson.

RESOLUTION NO. 245-00 Re: **MINUTES OF THE DECEMBER 14, 1999, BOARD MEETING**

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

Resolved, That the Board of Education approve the minutes of its December 14, 1999, meeting.

RESOLUTION NO. 246-00 Re: **MINUTES OF THE JANUARY 11, 2000, BOARD MEETING**

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

Resolved, That the Board of Education approve the minutes of its January 11, 2000, meeting.

RESOLUTION NO. 247-00 Re: **MINUTES OF THE FEBRUARY 3, 2000, BOARD MEETING**

On motion of Ms. Signer and seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve the minutes of its February 3, 2000, meeting.

RESOLUTION NO. 248-00 Re: **MINUTES OF THE MARCH 21, 2000, BOARD MEETING**

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

Resolved, That the Board of Education approve the minutes of its March 21, 2000, meeting.

RESOLUTION NO. 249-00 Re: **MINUTES OF THE MARCH 27, 2000, BOARD**

MEETING

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

Resolved, That the Board of Education approve the minutes of its March 27, 2000, meeting.

RESOLUTION NO. 250-00 Re: **BOARD APPEAL T-1999-90**

On motion of Mr. Burnett and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopt its Decision and Order in Appeal T-1999-90, a student transfer matter, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting to affirm.

RESOLUTION NO. 251-00 Re: **BOARD APPEAL 2000-5**

On motion of Mr. Burnett and seconded by Mr. Felton, the following resolution was adopted:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2000-5, a student suspension, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting to affirm.

RESOLUTION NO. 252-00 Re: **BOARD APPEAL 2000-7**

On motion of Mr. Burnett and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2000-7, a student expulsion, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting to affirm.

RESOLUTION NO. 253-00 Re: **APPOINTMENTS TO THE FAMILY LIFE AND HUMAN DEVELOPMENT ADVISORY COMMITTEE**

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

WHEREAS, COMAR 13A.04.18 requires that local education agencies have a citizens

advisory committee; and

WHEREAS, Montgomery County has had a Citizens Advisory Committee for Family Life and Human Development since 1970, consisting of representatives of various civic associations and religious groups, community members at large, and student representatives; and

WHEREAS, Membership on the committee is for a two-year term; now therefore be it

Resolved, That the following individuals be appointed to serve a two-year term, effective April 1, 2000, and ending June 30, 2002:

- Thokozile Moffat
- Myrna Bernstein
- Sadie Pointsett-White
- Deborah J. Cordis
- Kimberly Campbell
- Clara Assail
- Asian Abdelkarim
- Susan Peskowitz
- Nancy Newton
- John Carnell
- Eun Ki Lee

Resolved, That the following students be appointed to serve a one-year term, effective April 1, 2000, and ending June 30, 2001:

- Sharon Cantor
- Tracie Bains
- Ashleigh E. Jackson

RESOLUTION NO. 254-00 Re: APPOINTMENTS TO THE ADVISORY COMMITTEE ON CAREER AND TECHNOLOGY EDUCATION

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

WHEREAS, On September 26, 1977, the Montgomery County Advisory Council for Career and Technology Education was established by the Board of Education; and
WHEREAS, The members of the Montgomery County Advisory Council for Career and Technology Education are appointed by the Board of Education; now therefore be it

Resolved, That the following persons be appointed to serve a three-year term beginning

April 1, 2000, and ending June 30, 2003:

Dorothy M. Fitzgerald
Dorothy Gardner

Re: **NEW BUSINESS**

There was no new business introduced.

Re: **ITEMS OF INFORMATION**

The following information was available:

11. Items in Process
12. Legal Fees Report
13. Construction Progress Report

RESOLUTION NO. 255-00 Re: **ADJOURNMENT**

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

Resolved, That the Board of Education adjourn its meeting of, April 11, 2000, at 4:45 p.m.

PRESIDENT

SECRETARY

JDW:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

April 11, 2000

CLOSED SESSION	1
APPROVAL OF THE AGENDA	2
NATIONAL WEEK OF THE YOUNG CHILD	2
SECRETARIES WEEK	2
NATIONAL VOLUNTEER WEEK.....	3
SUPERINTENDENT/BOARD COMMENTS	4
PUBLIC COMMENTS	4
SCHOOL RESOURCE OFFICERS	5
LUNCH AND CLOSED SESSION.....	10
PROCUREMENT CONTRACTS MORE THAN \$25,000	10
ARCHITECTURAL FEE INCREASE B WHEATON HIGH SCHOOL	14
AWARD OF CONTRACTS B INDUSTRIAL HYGIENE AND ENGINEERING SUPPORT.....	15
GRANT OF DEED AND AGREEMENT FOR THE TRANSFER OF ON-SITE SEWER FACILITIES AT WOODFIELD ELEMENTARY SCHOOL.....	15
GRANT OF DEED OF EASEMENT AT JAMES HUBERT BLAKE HIGH SCHOOL.....	16
AWARD OF CONTRACTS B REROOFING	17
UTILIZATION OF FY 2000 FUTURE SUPPORTED PROJECT FUNDS FOR THE SHERWOOD CLUSTER HOME SCHOOL INITIATIVE	18
UTILIZATION OF FY 2000 FUTURE SUPPORTED PROJECT FUNDS FOR THE HEAD START EXTENDED YEAR AND CHILD CARE PROGRAM	18
FY 2001 OPERATING BUDGET AMENDMENT: REVISED ENROLLMENT PROJECTIONS FOR THE 2000-2001 SCHOOL YEAR.....	19
MONTHLY FINANCIAL REPORT	22
RECRUITMENT AND HIRING FOR THE FY 2001 SCHOOL YEAR	22
TRANSFER POLICY: IMPLICATIONS OF THE <i>EISENBERG</i> DECISION.....	27
BALDRIGE IN EDUCATION INITIATIVE (MARYLAND BIE-IN) STATUS REPORT	30
FINAL LEGISLATIVE REPORT	31
CLOSED SESSION RESOLUTION.....	34

REPORT OF CLOSED SESSION	35
MINUTES	36
BOARD APPEALS.....	37
APPOINTMENTS TO THE FAMILY LIFE AND HUMAN DEVELOPMENT ADVISORY COMMITTEE.....	37
APPOINTMENTS TO THE ADVISORY COMMITTEE ON CAREER AND TECHNOLOGY EDUCATION	38
NEW BUSINESS	39
ITEMS OF INFORMATION	39
ADJOURNMENT	39

