

APPROVED  
29-2010

Rockville, Maryland  
October 12, 2010

The Board of Education of Montgomery County held a business meeting at the Carver Educational Services Center, Rockville, Maryland, on October 12, 2010, at 10:00 a.m.

Present: Mrs. Patricia O' Neill, President  
in the Chair  
Mr. Christopher Barclay  
Ms. Laura Berthiaume  
Ms. Shirley Brandman  
Dr. Judy Docca  
Mr. Michael Durso  
Mr. Philip Kauffman  
Mr. Alan Xie  
Dr. Jerry Weast, Secretary/Treasurer

Absent: None

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

RESOLUTION NO. 480-10 Re: **RESOLUTION FOR CLOSED SESSIONS**

On recommendation of the superintendent and on motion of Dr. Docca seconded by Ms. Berthiaume, the following resolution was adopted unanimously by members present:

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 closed sessions on October 12, 2010, in Room 120 from 9:00 to 10:00 a.m. and 12:30 to 1:30 p.m.; and be it further

Resolved, That the Board of Education of Montgomery County discuss the Human Resources Monthly Report as permitted under Section 10-508(a)(1) of the *State Government Article* with a subsequent vote in open session; and be it further

Resolved, That the Board of Education review the Equal Employment Opportunity Report, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the Board of Education of Montgomery County discuss collective bargaining negotiations and related matters, as permitted under Section 10-508(a)(9) of the *State Government Article* and Section 4-107(d)(2)(ii) of the *Education Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed sessions on October 12, 2010, to acquit its administrative functions and receive legal advice to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the *Open Meetings Act* under Section 10-508(a) of the *State Government Article*; and be it further

Resolved, That the meeting continue in closed sessions until the completion of business.

\*\* Mr. Durso was temporarily absent.

Re: **PLEDGE OF ALLEGIANCE**

“I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.”

RESOLUTION NO. 481-10      Re: **APPROVAL OF THE AGENDA**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its agenda for October 12, 2010.

\*\* Mr. Durso joined the meeting at this point.

RESOLUTION NO. 482-10      Re: **AMERICAN INDIAN HERITAGE MONTH**

On recommendation of the superintendent and on motion of Dr. Docca seconded by Mr. Barclay, the following resolution was adopted unanimously, as amended:

WHEREAS, The President of the United States has proclaimed “National American Indian Heritage Month” to be observed in November to recognize and celebrate the numerous contributions, accomplishments, and sacrifices of American Indians during our country’s history; and

WHEREAS, American Indians are noted for their vital role during World War II, when they served in the United States military as code talkers who were able to communicate sensitive military messages, which helped thwart enemy offensives, protected the homeland, and saved countless lives; and

WHEREAS, American Indians have strengthened the fabric our nation in their positions as entrepreneurs, spiritual leaders, scholars, members of the armed services and by their contributions in the fields of politics, law, education, medicine, science, business, family life, community service, and the arts; and

WHEREAS, American Indians continue to prosper and expand their influence on American society because of a rich legacy of caring for the people, the land, and the environment of

our great nation; and

WHEREAS, American Indians comprise a thriving presence in Montgomery County and add to the cultural mosaic of the community; now therefore be it

Resolved, That the Montgomery County Board of Education and the superintendent of schools hereby declare the month of November 2010 to be observed in Montgomery County Public Schools as “American Indian Heritage Month;” and be it further

Resolved, That the Montgomery County Board of Education and the superintendent of schools hereby declare the day after Thanksgiving as “American Indian Heritage Day.”

RESOLUTION NO. 483-10      Re:    **MONTGOMERY COUNTY PUBLIC  
SCHOOLS CHARITY CAMPAIGN – “MCPS  
CARES”**

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

WHEREAS, The needs of others have long motivated the generosity of the employees of Montgomery County Public Schools, who have contributed to charity campaigns organized in collaboration with the Montgomery County Government; and

WHEREAS, This year’ s charity campaign, “MCPS Cares,” gives employees the option of contributing to four worthy charities—the Montgomery County United Way, the Union Community Fund, the Community Foundation of Montgomery County, and the Montgomery Alliance; and

WHEREAS, The employee representative organizations—the Montgomery County Association of Administrators and Principals, the Montgomery County Business and Operations Administrators, the Montgomery County Education Association, and the Service Employees International Union Local 500—along with Montgomery County Public Schools, have formed a partnership to provide employees with four organizations through which they may direct their charitable contributions; and

WHEREAS, Last year Montgomery County Public Schools employees contributed approximately \$180,000 through the campaign, an especially generous response given the challenging economic times; and

WHEREAS, MCPS has created a new website to make it more convenient for employees to donate to other charities of their choice; now therefore be it

Resolved, That the period of October 25 through November 24, 2010, is hereby designated by the Montgomery County Board of Education as the period for participation in the Montgomery County Public Schools Charity Campaign; and be it further

Resolved, That all employees of Montgomery County Public Schools are encouraged to demonstrate their continuing generosity by donating to this campaign as a reflection of their commitment to addressing the needs of those less fortunate.

RESOLUTION NO. 484-10      Re:    **NATIONAL SCHOOL BUS SAFETY WEEK**

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

WHEREAS, October 18–22, 2010, has been designated as National School Bus Safety Week; and

WHEREAS, The members of the Board of Education and the superintendent of schools implemented a *Ride by the Rules* campaign to ensure each student has a safe, pleasant, and secure ride to and from school; and

WHEREAS, The standards of conduct on the school bus are as important to student success as they are in the classroom; and

WHEREAS, Each student riding a school bus should have a safe and secure environment that sets a positive tone for the day and fosters a high level of learning and success; now therefore be it

Resolved, That the Board of Education proclaim the week of October 18–22, 2010, as National School Bus Safety Week; and be it further

Resolved, That the Board of Education commits its continued support for the *Ride by the Rules* campaign during National School Bus Safety Week.

Re:    **PUBLIC COMMENTS**

There were no public comments.

Re:    **BOARD/SUPERINTENDENT COMMENTS**

Ms. Brandman reported that she represented the Board at community events, including the Down Syndrome Network of Montgomery County, which held its sixth annual Buddy Walk, Walk to School Day at East Silver Spring Elementary School, and Task Force on Mentoring.

Dr. Docca commented on the Old Towne Gaithersburg Naturalization Ceremony, Hispanic Democratic Club Awards, Community Bridges empowering young women, and Teacher of the Year.

Mr. Xie reported on the first meeting of the SMOB Council, and he announced a Town Hall meeting on October 18, 2010, at Richard Montgomery High School from 6 to 8 p.m.

Mrs. O' Neill commented that she attended a meeting of the Bethesda-Chevy Chase High School Lazarus Leaders, which conducts service projects.

Dr. Weast reported on the graduation rate rise to 90 percent. Performance remains high for MCPS on High School Assessments. MCPS students are top performers on Advanced Placement exams. MCPS earns praise for its Professional Growth System from the National Board for Professional Teaching Standards. And fifth graders went to see world-class National Philharmonic performances at Strathmore.

Re: **UPDATE ON ENROLLMENT AND CAPITAL IMPROVEMENTS PROGRAM (CIP)**

Staff provided an update on enrollment and the CIP with an overview of the demographic issues the school system is facing. At the table was Mr. Bruce H. Crispell, director, Division of Long-Range Planning.

This year, Montgomery County Public Schools enrollment has increased significantly for the third straight year. While the official enrollment count will not be available until the end of October 2010, the total is estimated to be 144,046, a 2,269 increase over the Fiscal Year (FY) 2009–2010 enrollment total of 141,777, and 6,301 more students than were enrolled in the FY 2007–2008 school year. The rapid upswing in enrollment is resulting in many new challenges in school facility planning. These challenges and corresponding recommendations will be addressed in my recommended FY 2012 Amendments to the FY 2011–2016 CIP, which will be released on October 28, 2010.

Re: **DISCUSSION**

Mr. Barclay noted that there were four areas where there is a concentration of 80 to 100 percent of Free and Reduced-price Meals (FARMS) students. Where are those communities? Dr. Weast stated that in 1999 there were two schools that had 81 percent FARMS, and now there are five schools. The most dramatic change is that there is a 60 to 80 percent FARMS rate in 20 schools. He volunteered to give the Board a list of those 25 schools. The areas with high FARMS must have differentiated instruction for those children in order to achieve better outcomes and increase graduation rates. Staff replied that the most highly impacted schools are Summit Hall, Broad Acres, Highland, Harmony Hills, and New Hampshire Estates elementary schools. Staff explained that these schools are nearest large rental apartments.

Mr. Barclay inquired about the determination of Title I schools based on poverty. Dr. Weast noted that there are finite funds for Title I schools. Mr. Barclay asked if there was data to illustrate the number of Title I schools in 1999 compared with the present. Dr. Weast volunteered to furnish that information. Mr. Barclay remarked that it does not change the fact that there may be schools that are not considered Title I school, but the reality is that if 30 percent or more of the population is getting FARMS, there are issues that have to be addressed in those schools.

The information that needs to be conveyed to the Council and public is that the level of poverty forces the school system to give added support to these children in order for them to be academically successful.

Ms. Berthiaume theorized about added students 10 or 15 years in the future and wondered where MCPS will get the funds to educate those students. When the county looks at planned housing, she asked, is there a correlation between these changes and the tax base? Dr. Weast thought it depended on economic policy; the district has been supportive of economic growth that brings jobs but not children. Slow growth does not increase the tax base. There has to be growth because the children are already here because of the birth rate and immigration into the system. The question is, how can MCPS achieve success for children who are highly impacted by poverty or language without the revenues.

Mrs. O' Neill noted that the Broad Acres community has a number of apartments. In the Harmony Hills community there are houses, but those houses that once had one family now have multiple families residing there. In many neighborhoods, it is not new developments but the turnover of existing dwelling with shared housing that is adding to the number of children

Dr. Docca asked about the housing proposed for the White Flint Sector. Dr. Weast thought it is scheduled to be retail space and high-end dwellings. According to the plan, there will be few students and more taxes. The Board should take an interest in the activities of the Planning Board, and the two groups should continue to meet together to discuss common goals.

Mrs. O' Neill pointed out that the Board is clear that there must be a school site within the White Flint Sector, and there are many challenges because of location and size. Furthermore, the "red zone" area is mature neighborhoods so where would the district build a high school in that area?

Ms. Berthiaume thought that communicating with the Planning Board to coordinate the infrastructure for the community is needed. Dr. Weast agreed, but the Board is looking at a long-range plan for the education of children. The difference in the mix of adults and children is significant.

Mr. Kauffman asked how the demographics and socioeconomics have changed in the non-focus areas over the last 12 years. Dr. Weast stated that there was not much of a change, and he volunteered to give the Board a printout of the data.

Ms. Berthiaume thought there was a need for eight elementary schools in the next six years. Ms. Berthiaume wanted to know where is the land, and where are we going to have seats for students. Staff commented that there will be more portables with planned asset replacements, such as HVAC and roofs. Mrs. O' Neill commented that there will be a continued need for both renovations and modernizations.

Ms. Brandman asked if the projections include the elementary school growth continuing into

the middle and high schools. Ms. Berthiaume commented on extrapolating the increased enrollment in elementary school into middle and high schools. Mr. Crispell remarked that the six-year forecast in the Capital Budget is year-by-year, but there is a long-term projection of 10 and 15 years for secondary schools.

Ms. Berthiaume commented on the coming emergency in housing elementary school students. She asked for a list of all of the school sites that MCPS owns that are not being currently used by MCPS, rented sites, and sites used by other entities. Dr. Weast thought it would be a good idea to include county and park land. Mrs. O' Neill remarked that the school system has reclaimed sites, including Northwood, North Bethesda, Sargent Shriver, Arcola, Belt, Newport Mill, and upcoming the former Broome site.

Mr. Barclay noted that the Board of Education has met with the Planning Board, and there is a need to schedule time with them as well as the County Council in order to review the needs of the school system. Furthermore, the Board of Education needs to be on top of the enrollment and facilities situation with possible solutions as opposed to being reactionary. The Council and public need to hear what the system is facing regarding enrollment, instruction, and facilities.

Ms. Berthiaume thought people need to appreciate the position of the Board and increasing enrollment and the needs of the students because it comes to a point where one more student cannot be added to a building. The Board needs to know where the trade-offs are.

Mrs. O' Neill added that there are schools that are at capacity, such as Bethesda-Chevy Chase High School' s science labs. The issue about funding is real on the operating and facilities budgets. According to the Kopp Commission, the state needed to add \$250 million worth of school construction for the next 10 years to catch up. However, the state increased funding, but Montgomery County never got its fair share of 17 percent of the school construction funds. Dr. Weast stated that the funding should be on a per-pupil basis. Mrs. O' Neill noted that the Board will be meeting with the Montgomery County Delegation, and school construction funds continues to be on the Board' s Legislative Platform.

Re: **LUNCH AND CLOSED SESSION**

The Board of Education recessed for lunch and closed session from 12:10 to 2:00 p.m.

RESOLUTION NO. 485-10      Re: **CONTRACTS OF \$25,000 OR MORE**

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

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

Resolved, That the Board of Education president and superintendent of schools be authorized to execute the documents necessary for these transactions; and be it further

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

001B8 900505/ GSS-MU- 08-492A-HF	Poly Liner Bags—Extension  <u>Awardee</u> Calico Industries, Inc. W.W. Grainger, Inc. Total	\$ 75,000 <u>225,000</u> \$300,000
03670 00058	Unleaded Gasoline—Extension  <u>Awardee</u> Truman Arnold Companies	\$721,875
GS-35F- 0094M	Information Technology Equipment, Software, and Services  <u>Awardee</u> Fig Leaf Software, Inc.	\$ 25,795
XX07-91 1731-69A	Poster Printer and Supplies—Extension  <u>Awardee</u> Audio Visual Innovations	\$ 75,000
4047.6	Flooring Materials—Extension  <u>Awardees</u> Capitol Building Supply Continental Flooring Company Total	\$ 11,762 <u>16,245</u> \$ 28,007
4081.7	Art Equipment—Extension  <u>Awardees</u> AFP Industries, Inc.* Diversified Educational Systems Glover Equipment, Inc. James Howard Company Pyramid Paper Company Satco Supply Sax Arts & Crafts Sheffield Pottery, Inc. Total	\$ 5,166 19,205 113,630 979 5,731 607 4,937 <u>25,143</u> \$175,398

4111.4	Overhead Door Installation and Repairs—Extension	
	<u>Awardee</u>	
	Rolling Doors of Maryland, Inc.	\$ 40,000
4260.1	Social Work Services for Students in Alternative Programs—Extension	
	<u>Awardee</u>	
	Family Support Center	\$222,400
7050.8	Photographic Equipment and Supplies—Extension	
	<u>Awardees</u>	
	Freestyle Sales Company	\$ 19,944
	Penn Camera Exchange, Inc.	81,894
	Service Photo Supply, Inc.	21,984
	W. B. Hunt Company, Inc.	<u>35,918</u>
	Total	\$159,740
7085.3	Information Technology Support and Integration Services	
	<u>Awardees</u> (See note)	
	Data Networks	
	Ease Technologies, Inc.	
	Net Results, Inc.	
	Ciber, Inc.	
	BellTech Logix	
	Total	\$200,000
7161.2	Wipes for Transportation Depots—Extension	
	<u>Awardee</u>	
	Acme Paper & Supply Company, Inc.	\$ 42,750
7202.1	Bulbs for Projectors	
	<u>Awardee</u>	
	Clinton Learning Solutions, LLC	\$202,300
9008.5	Glass and Glazing Materials—Extension	
	<u>Awardees</u>	
	Glass Distributors, Inc.*	\$ 1,578
	Hawkins Glass Wholesalers, LLC	30,974
	Sabic Innovation Plastics US, LLC	6,320

	Total Plastics, Inc.	<u>40,690</u>
	Total	\$ 79,562
9114.10	Canned Fruits and Vegetables—Extension	
	<u>Awardees</u>	
	Feesers, Inc.	\$ 11,256
	Foodco USA*	26,870
	H. Schrier & Company, Inc.	116,524
	PFG-Carroll County Foods, Inc.*	<u>364</u>
	Total	\$ 155,014
9183.4	Waste Compactor Replacements at Various Facilities—Extension**	
	<u>Awardee</u>	
	Big Stuff, Inc.	\$ 78,323
9426.1	Vehicle Oil Changing Services	
	<u>Awardee</u>	
	The Lube Center	\$ 27,000
9427.1	Recreation and Fitness Equipment Site Amenities	
	<u>Awardee</u>	
	Wausau Tile, Inc.	\$ 150,233
	<b>TOTAL PROCUREMENT CONTRACTS OVER \$25,000</b>	<b>\$2,683,397</b>

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

\*\* Planned Life-cycle Asset Replacement Bid (PLAR)

Note: Contract amounts will be based on individual requirements.

RESOLUTION NO. 486-10      Re:    **CONTRACT APPROVAL FOR BID NO.  
C06062 DIESEL FUEL – EXTENSION**

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

WHEREAS, Funds have been budgeted for and/or identified for the purchase of diesel fuel through Bid No. C06062; now therefore be it

Resolved, That having been duly advertised, the following contract will be awarded to the low bidder meeting specifications as shown below:

C06062 Diesel Fuel—Extension

Awardee

Mansfield Oil Company

\$8,137,500

RESOLUTION NO. 487-10 Re: **UTILIZATION OF THE FY 2011 PROVISION FOR FUTURE SUPPORTED PROJECTS FUNDS**

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

WHEREAS, The above-noted grants qualify for a transfer of appropriation from the Provision for Future Supported Projects, pursuant to the provisions of County Council Resolution No. 16-1374, approved May 27, 2010; and

WHEREAS, The above-noted projects do not require any present or future county funds; and

WHEREAS, Sufficient appropriation is available, within the Fiscal Year 2011 Provision for Future Supported Projects, to permit the above-noted transfers within state categories; now therefore be it

Resolved, That the superintendent of schools be authorized by the Montgomery County Board of Education to receive and expend \$2,663,625 within the Fiscal Year 2011 Provision for Future Supported Projects, as specified below:

Project	Positions*	Amount
<i>Individuals with Disabilities Education Act (IDEA)— Early Childhood Links</i>		\$ 75,500
<i>Individuals with Disabilities Education Act (IDEA)—Seamless Transition and School Completion</i>		44,564
<i>Individuals with Disabilities Education Act (IDEA)—Supporting Students with Emotional Disturbance</i>		62,000
<i>Individuals with Disabilities Education Act (IDEA)—Least Restrictive Environment (ages 6–21)</i>		98,572
<i>Individuals with Disabilities Education Act (IDEA)— Adequate Yearly Progress</i>		91,250
<i>Individuals with Disabilities Education Act (IDEA)— Alternate Maryland School Assessment</i>		29,954
Infants and Toddlers		44,316
Infants and Toddlers Individual Family Service Plan (IFSP) Extended Part C— <i>American Recovery and Reinvestment Act of 2009 (ARRA)</i>	6.6	854,160

Emotional Disabilities Cluster Model Project	.4	172,050
Judith B. Hoyer (Judy) Center—Silver Spring	1.5	202,988
Judith B. Hoyer (Judy) Center—Gaithersburg	1.5	322,000
Maryland Model for School Readiness		88,082
Title I—Part A		556,320
Learn and Serve America		<u>21,869</u>
Total	10.0	\$ 2,663,625

Positions\*

- .4 social worker
- .6 therapist
- 1.0 teacher
- 5.0 speech-language pathologist
- 2.0 program manager
- .5 secretary
- .5 parent community coordinator

and be it further

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

RESOLUTION NO. 488-10      Re:    **RECOMMENDED FY 2011 SUPPLEMENTAL APPROPRIATION FOR THE TEACHING AMERICAN HISTORY PROJECT**

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

Resolved, That the superintendent of schools be authorized to receive and expend, subject to County Council approval, a Fiscal Year 2011 supplemental appropriation of \$999,918 for the Teaching American History Program, *Unveiling History: Exploring America's Past*, in the following categories:

<u>Category</u>	<u>Amount</u>
1 Administration	\$ 31,099
3 Instructional Salaries	143,493
4 Textbooks and Instructional Supplies	56,850
5 Other Instructional Costs	756,996
12 Fixed Charges	<u>11,480</u>
Total	<u>\$ 999,918</u>

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. 489-10            Re:    **MONTHLY REPORT FROM THE OFFICE OF  
HUMAN RESOURCES AND DEVELOPMENT**

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

WHEREAS, The educators and others who are employed by Montgomery County Public Schools are key partners in the important work and numerous achievements of the school system; now therefore be it

Resolved, That the Board of Education approves the monthly Human Resources and Development Report with its listings identifying new employees, employee resignations, and other employee status updates; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting.

RESOLUTION NO. 490-10            Re:    **DEATH OF MR. JESUS MIRANDA, BUS  
OPERATOR I, SHADY GROVE SOUTH DEPOT**

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

WHEREAS, The death on August 8, 2010, of Mr. Jesus Miranda, bus operator with the Department of Transportation—Shady Grove South Depot, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, During the 12.7 years Mr. Miranda had worked for Montgomery County Public Schools, he constantly demonstrated exceptional ability as a bus operator; and

WHEREAS, He was respected by staff and students and greeted everyone in a friendly manner; now therefore be it

Resolved, That the members of the Board of Education and the superintendent of schools express their sorrow at the death of Mr. Miranda and extend deepest sympathy to his family; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting and a copy

be forwarded to Mr. Miranda' s family.

RESOLUTION NO. 491-10            Re:    **FINAL APPROVAL OF THE  
COMPREHENSIVE MASTER PLAN**

On recommendation of the superintendent and on motion of Ms. Brandman seconded by Dr. Docca, the following resolution was adopted unanimously:

WHEREAS, The General Assembly enacted Senate Bill 865, The Bridge to Excellence in Public Schools Act, on April 4, 2002, and on May 6, 2002, Governor Parris N. Glendening signed the Act into law; and

WHEREAS, The Act requires local school systems to submit annual updates of their five-year Comprehensive Master Plan to the Maryland State Department of Education by October 15, of each year, to include prior year revenues and expenditures with the annual update; and

WHEREAS, On June 28, 2010, the Board of Education approved Our Call to Action: Pursuit of Excellence—the strategic plan for Montgomery County Public Schools 2010–2015; and

WHEREAS, The strategic plan for Montgomery County Public Schools contains goals and strategies to promote academic excellence among all students and to eliminate performance gaps based on race, ethnicity, gender, socioeconomic status, language proficiency, or disability; and

WHEREAS, The strategic plan for Montgomery County Public Schools incorporates and embeds the five goals of the No Child Left Behind Act of 2001 and the six focus areas of the Bridge to Excellence in Public Schools Act; and

WHEREAS, The strategic plan is the cornerstone of Montgomery County Public Schools Comprehensive Master Plan; and

WHEREAS, Montgomery County Public Schools' update on the Bridge to Excellence in Public Schools Act—Comprehensive Master Plan fulfills all of the required components, including strategies and supporting documentation; and

WHEREAS, On July 26, 2010, the Board of Education took tentative action to approve Part II of the annual update to the Comprehensive Master Plan for 2010; now therefore be it

Resolved, That the Board of Education approve the updated Part I and Part II of Montgomery County Public Schools Bridge to Excellence in Public Schools Act—Comprehensive Master Plan for 2010; and be it further

Resolved, That Montgomery County Public Schools' staff submits the Comprehensive Master Plan to the Maryland State Department of Education on or before October 15, 2010, as required by the Bridge to Excellence in Public Schools Act.

**Re: WELLNESS IN MCPS**

Dr. Weast invited the following people to the table: Ms. Sylvia K. Morrison, director, Department of Instructional Programs; Mr. Eric A. Wilson, principal, Arcola Elementary School; Mr. William A. Epps, physical education teacher and wellness coach, Forest Knolls Elementary School; Ms. Jeanette Bravo, parent, Arcola Elementary School; Mrs. Marla R. Caplon, director, Division of Food and Nutrition Services; and Karen Baker, a representative from Kaiser Permanente.

The purpose of this presentation was to provide the Board of Education with an update about activities within Montgomery County Public Schools (MCPS) that promote the good health and well-being of MCPS students and staff. These activities support strategies and initiatives in *Our Call to Action: Pursuit of Excellence*, the strategic plan for MCPS. In particular, Goal 1: Ensure Success for Every Student; Goal 2: Provide an effective Instructional Program; and Goal 3: Strengthen Productive Partnership for Education, provide the foundation for MCPS wellness activities. MCPS is committed to creating and maintaining a school system that comprehensively supports the well-being of students and staff.

The commitment to the health and wellness of staff and students is not a new endeavor. In fact, over the past several years, the Board of Education has received information and engaged in discussions regarding public health issues related to childhood obesity in Montgomery County and the nation. In the last two decades, the number of overweight children and teens has more than tripled. Nationally, one in three children is either overweight or obese and has an increased risk of developing hypertension, elevated cholesterol levels, and Type II diabetes. The obesity epidemic is not limited to children; obesity in the adult population and the attendant health issues are growing concerns. Two out of every three adults in the U.S. struggle with issues related to weight. Causes for obesity can be attributed to a decrease in physical activity, changes in the food supply, food portion size, and the types of foods each of us chooses to eat.

MCPS continues to focus efforts on supporting a healthier population by providing nutrition education to students, staff, and parents. There is little question that dietary habits contribute to students' learning, achievement, and lifelong health and those habits are significantly influenced by what happens in school. Nutrition education, provided in the classroom and lunchroom, empowers students with the knowledge, skills, and foundation for developing healthy eating habits. The meals provided in schools and in nutrition education and physical education programs that are an integral part of the school day have been recognized nationally.

The Board of Education adopted Policy JPG *Wellness: Physical and Nutritional Health* in April 2006; and in July of that year, MCPS Regulation JPG-RA *Wellness: Physical and Nutritional Health* was implemented. These documents outline the systemwide commitment to healthy school meals and collaboration among the Division of Food and Nutrition Services (DFNS); physical education, curriculum, other classroom instruction; and the

community to support healthy eating and physical activity.

Additionally, there is recognition at the national level that wellness in the workplace is important to productivity and to the national economy. In 2008, Congress passed a resolution declaring the first week in April as “National Workplace Wellness Week.” The resolution is intended to encourage employers to invest in the health and wellness of their employees.

Efforts focused on improving lifestyle choices and health habits consider both MCPS students and staff. According to research studies outlined in the March 10, 2004, edition of the *Journal of the American Medical Association*, poor diet and physical inactivity comprise the second leading cause of diseases in adults. It has been determined that being overweight can greatly increase an individual’s risk of suffering from heart disease, stroke, many forms of cancer, and other ailments. In the workforce, poor health impacts human resources and employee productivity. With the continuing increase in health care costs, it is essential to keep employees healthy.

Fewer than 15 percent of Americans include in their diet the daily recommended servings of healthy foods; and fewer than 25 percent of Americans engage in recommended daily exercise. This is one of the main reasons that MCPS and Kaiser Permanente have partnered to develop a 12-week health and fitness competition called *MCPS on the Move*. The school system wants to create a supportive environment for staff to make and model healthy decisions. The goal of the *MCPS on the Move* program is to provide a friendly competition that emphasizes physical activity and healthy eating and results in long-term changes in lifestyle. This approach fosters a community committed to health and wellness. When individuals attempt to make changes in how they eat and the amount of physical activity in which they engage, they are more likely to be successful if others around them are engaged in making similar changes. It is hoped that this initiative will have long-term benefits for employees and the school system.

The school system anticipates expanding the *MCPS on the Move* competition and hopes to offer phase two of the program to middle school, high school, and central office staff members. MCPS will continue working toward creating opportunities for all employees to learn about and embrace healthy habits.

DFNS recently has employed a wellness specialist whose charge is to promote student health and well-being and provide information to parents. Additionally, this specialist will work closely with the Department of Instructional Programs and Employee and Retiree Service Center staff to promote an environment supportive of good health and wellness for staff. Clearly, there will be increasing emphasis on providing innovative programs, educational supports, and engaging activities to promote health and wellness for MCPS students, staff, and the community.

Re: **DISCUSSION**

Mrs. O’Neill thanked the staff and parent for the presentation, especially for Kaiser

Permanente' s partnership. She looked forward to the results of the 12-week competition. She thanked Ms. Bravo and Mr. Wilson for sharing their thoughts about the food program at Arcola Elementary School. She is impressed by the food and nutrition program for feeding children in the summer.

Ms. Brandman echoed Mrs. O' Neill' s comments. The adults in the building are serving as models for the children. It is important to say that Food and Nutrition Services does a wonderful job for families and students depending on the school system for a significant number of their calories. Since she has been on the Board, there has been tremendous progress in the food preparation and availability of fresh fruits and vegetables.

Ms. Berthiaume associated herself with Ms. Brandman' s comments, especially the staff modeling exercise and nutrition for students. It is clear that whom you associate with and what they are doing influences behavior. She thought it was important for the school system to educate children on good nutrition and a wise choice of foods.

Mr. Xie thanked staff on the presentation and noted that he has observed the changes and outcomes of better nutrition in the cafeterias.

Mr. Barclay joined his colleagues in their observations. He asked about the vegetarian options for students. Staff replied that there are meatless options in elementary school every day. In the middle and high schools, there are meatless options available, such as soy "chicken" nugget, veggie burgers, cheese dippers, pizza, and entrée salads. It is nice to have those items available, but they are not the most popular items.

RESOLUTION NO. 492-10            Re:    **CLOSED SESSION RESOLUTION**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Ms. Berthiaume, 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 closed session on Monday, October 25, 2010, in Room 120 of the Carver Educational Services Center to meet from 5:30 to 6:00 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article* and Section 4-107(d) of the *Education Article*; consult with counsel to obtain legal advice, as permitted under Section 10-508(a)(7) of the *State Government Article*; review and adjudicate appeals in its quasi-judicial capacity; consult with counsel to obtain legal advice, as permitted under Section 10-508(a)(7) of the *State Government Article*; and discuss matters of an administrative function outside the purview of the *Open Meetings Act* (Section 10-508(a) of the *State Government Article*); and be it further

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

RESOLUTION NO. 493-10      Re:      **REPORT OF CLOSED SESSION**

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

On September 27, 2010, by unanimous vote of members present, the Board of Education voted to conduct a closed session as permitted under the *Education Article § 4-107(d)* and *State Government Article §10-508(a), et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in a closed session on September 27, 2010, from 5:40 to 6:30 p.m. in Room 120 of the Carver Educational Services Center, Rockville, Maryland, and:

1. Reviewed and approved the Decisions and Orders for Appeals: T-2010-29, DCC-2010-30, 2010-26, 2010-29, 2010-30, 2010-31, 2010-32, and 2010-34.
2. Reviewed and considered the following appeals with a subsequent vote in open session in its quasi-judicial capacity outside the purview of the *Open Meetings Act* (Section 10-508(a) of the *State Government Article*): NEC-2010-31, T-2010-33, T-2010-34, 2010-35, 2010-36, and 2010-37.

In attendance at the closed session for appeals were Chris Barclay, Laura Berthiaume, Shirley Brandman, Judy Docca, Michael Durso (left the meeting at approximately 6:05 p.m.), Phil Kauffman, Patricia O' Neill, Alan Xie, Roland Ikheloa, Suzann King, Glenda Rose, Laura Steinberg, and Patrick Clancy. At 6:30 p.m., after the discussion of the appeals and Decisions and Orders, the meeting was adjourned.

RESOLUTION NO. 494-10      Re:      **MINUTES**

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

Resolved, That the Board of Education approve the minutes for the following meetings: August 26 (two sets), September 15, September 16, September 22, and September 27, 2010.

Re:      **PROPOSAL REGARDING BOARD AND  
COMMITTEE WORK PLANS**

Ms. Brandman, chair of the Ad Hoc Committee stated that at the conclusion of the August 26, 2010, work session, the Board of Education asked an ad hoc committee comprising Mrs. Patricia O' Neill, Ms. Laura Berthiaume, and herself to review and recommend work session topics for the full Board and its committees, using the processes agreed to as a result of the work session. At the work session, the Board articulated

defining characteristics for Board Work Topics that would comport with effort to establish disciplined processes and identify a limited set of significant topics to explore in depth each year. Specifically, the Board indicated that Board Work Topics should be strongly aligned with the school system's core values and strategic plan, and fit within the scope of the Board's authority and responsibilities. In addition, there was consensus that Board Work Topics should be topics that require deeper exploration as a platform for eventual decision making and/or problem solving and should reflect the ongoing work of the school system.

In presenting Board Work Topics, the Board desired ample opportunity for discussion and dialogue between the Board and the administration. The Board expects that the work session paper in advance of Board Work Topics should provide in-depth, well-researched background information from both internal and external sources and provide participants an opportunity for learning and sharing. The Board also agreed that each presentation would be guided by the following:

- 1) What are the key issues?
- 2) What are our policy options?
- 3) What decisions will need to be made?

Finally, the Board also agreed that topics selected should command majority interest, and the agenda-setting process would be used to schedule the Board Work Topics on the calendar based on staff capacity and the need for flexibility.

With this guidance, the ad hoc committee has met with staff to review the lists of possible topics that were generated by Board members and the administration. In reviewing the lists and using the new processes to guide the work sessions, the ad hoc committee was mindful of the significant time demands facing the Board in the next few months as the Board embarks upon a Superintendent Search, in addition to ongoing responsibilities. As a result, after deliberation and discussion, it was determined that it was advisable to do a trial run of a single Board Work Topic with extensive background material provided in advance to the Board and with the expectation of a longer and more in-depth conversation at the Board table culminating in specific action by the Board. This work session would be conducted using the criteria and processes described above. In addition, the work session paper would address the following: Are there policy implications arising from the presentation? What actions, if any, are expected of the Board? How do these issues align with current policies and regulations? Would existing policies and regulations need to be changed to accommodate recommendations arising from the work session?

The ad hoc committee recommends that there be one in-depth work session on the Literacy Curriculum on January 11, 2011. The Literacy Curriculum was selected because it was a topic proposed by the Board, as well as the administration, and it effectively met all the criteria outlined above. After the work session on literacy, the Board officers would solicit feedback from Board members and staff on the process and criteria used and fine tune them for the next work session. The full Board would then meet to select topics for future work sessions. Attached to the memo was staff's outline for the Literacy Work Topic. Board members were asked to review the proposed framework and offer any additional

questions for consideration or guidance to staff about information the Board would like to have available as literacy is addressed.

Although the ad hoc committee focused on one pilot topic for in-depth consideration, all of the topics proposed in advance of the August work session have been identified for follow-up. The attached document reflects the ad hoc committee's proposal for addressing these topics based on its work with Board and administration staff. Some of the topics have been assigned as part of the regular agenda-setting process (there was an agenda-setting meeting on September 21, 2010). While there is no expectation that these scheduled items would follow the in-depth process that would be used for the Board Work Topic discussion on literacy in January, they will be brought forward for Board consideration. Other topics are being recommended for referral to a Board committee for further consideration, and the remaining topics are being proposed for attention through a memo to the Board.

## **AD HOC COMMITTEE PROPOSAL REGARDING BOARD AND COMMITTEE WORK PLANS**

### **A. RECOMMENDED TOPIC CHOSEN FOR WORK SESSION ON JANUARY 11, 2011**

#### Literacy Curriculum

How are we supporting the development of literacy—not just reading comprehension but the ability to analyze information critically and to communicate effectively—orally and in writing?

- How well do we prepare our students?
- Do we have enough emphasis on critical thinking in our curriculum and instruction?
- What supports are in place for students who struggle at the secondary level?

This item is intended to provide a forum for discussing the complex national issue of adolescent literacy. The item will explore the issues specific to adolescent literacy such as the primacy of comprehension and strategic reading, as well as the multi-dimensional nature of the challenge as secondary schools endeavor to help all students achieve literacy skills required for college and career success. The implications of the new common core standards will be shared, and, if available, the state plan for new state assessments will be presented. The concept of the online, one-stop intervention/instruction shop where schools are able to effectively match student profiles with proven programs or practices to address learning issues also will be highlighted.

Board members will gain a deeper understanding of issues and both current and proposed strategies for attacking issues surrounding adolescent literacy in MCPS.

Questions that will guide the discussion include:

- What are the implications of Common Core Standards?

- How can you match individual student profiles with instructional and intervention practices and programs?
- What is the systemic approach toward supporting schools (particularly secondary) in literacy instruction?
- How can the successes at the elementary level serve as a foundation for the work at the secondary level; and can components of the elementary model be reimagined for secondary schools?
- What are the roles student engagement and technology play in adolescent literacy?

## **B. TOPICS ALREADY SCHEDULED FOR EXISTING BOARD MEETINGS**

1. Wellness in Montgomery County Public Schools--scheduled for October 12, 2010. The October 12, 2010, Board agenda includes an item, "Kaiser Wellness Initiative," that will be expanded to include wellness and nutrition initiatives for students and staff. More specifically, it will include information about meals programs and services, nutrition education, and *MCPS on the Move*.

This discussion is part of an ongoing conversation about healthy habits for life within the MCPS community. The October 12 item will focus on strategies and initiatives under way that promote good nutrition, physical activity, and general well-being of students, staff, and the general MCPS community. This item will explore the school meals program, which meets or exceeds all state and federal standards, and at the same time will include the broader topic of childhood nutrition. The Board discussion also will encompass matters of staff wellness and nutrition. MCPS and Kaiser Permanente have recently partnered to develop a 12-week health and fitness competition, *MCPS on the Move*, to help elementary school staff members reap the benefits of a healthy lifestyle through physical activity and healthy eating. The goal of *MCPS on the Move* is to reinforce a lasting exercise habit with a fun, friendly competition that emphasizes consistency over athleticism and increases the staff members' chances for success.

2. The Critical Importance of Parental Engagement—scheduled for February 8, 2011. The purpose of this item is to discuss the overarching vision for engaging parents in their child' s education in order to increase student academic achievement, as well as to discuss processes in place that are working toward this vision. With the continued diversification of the community, it is critical that there be a systemic network of interlinked strategies designed to optimize parental engagement. The presentation and discussion would provide the Board of Education and the community with an understanding of how innovation and equity are balanced to ensure that each school community has access to the programs and resources needed to effectively engage families in their child' s education.

The presentation will lead to a deeper understanding of the synergistic nature of the strategies employed and the overall vision for parental engagement. The Board of Education would receive a comprehensive overview of systemwide processes

being implemented to enhance parent engagement in schools and build the capacity of parents to support learning. Some examples include the Back-to-School Fair, Parent Academy, Study Circles, Principal's Toolkit, and *Ask MCPS* community outreach initiatives.

The main focus of the meeting will be how MCPS utilizes strategies and resources to create a welcoming environment for families in schools and offices. These strategies/resources include meeting the needs of individual school communities, offering support for families who speak different languages, utilizing innovative ideas for community outreach, and gathering parent feedback. Major themes are:

- Engagement
- Customer Service
- Cultural Responsiveness/Competency.

3. A Comprehensive Discussion on Technology—scheduled for March 8, 2011.

This item will engage the Board in an in-depth discussion about the technology systems and applications that are currently in place and the important role they play in transforming teaching and learning. Clearly, technology is evolving and changing rapidly and will continue to be an essential part of the district's efforts to prepare our children for college and the world of work.

Innovative technology solutions such as 21st Century interactive classrooms, *myMCPS*, and integrated Web 2.0 capabilities provide opportunities for increased collaboration within and across professional learning communities, save time for teachers and other staff, and provide access to key data to target differentiated professional development efforts and inform all stakeholder groups.

As we continue to face budget challenges, important decisions will confront the system about maintaining our technology infrastructure to enable the system to continue to support schools and students in teaching and learning.

4. College and Career Readiness—scheduled for March 28, 2011.

- Career clusters and vocational education.
- What is the vision for meeting the needs of students who will enter the workplace upon graduation? College and career readiness for students. Graduation Rates:
  - What are the actual numbers of MCPS graduates who need remediation? Is it focused on specific subjects?
  - How can we best address the concern? What steps can we take to ensure that more of our students are college ready without need for remediation?
- What are some national models that we might look at?

**C. POSSIBLE TOPICS TO BE CONSIDERED BY THE BOARD FOR WORK SESSIONS**

Race and Equity Discussion

- Update on actions to reduce disproportionate suspensions.
- Statistics on students who are suspended multiple times; ascertain whether there is any correlation among the multiple suspensions and any relation to academic achievement.
- Alternative methods of discipline.
- Breakdown by race and sex of the GPAs of our graduates.
- Disproportionate numbers of African American and Latino students in G/T, AP, Magnet, and Immersion programs. [SHOULD WE SAY NOT IN G/T, AP . . . ?]
- How to increase opportunities for equitable distribution of scholarships by school and NCLB subgroups; how to create more access and opportunities for receiving scholarships for traditionally underfinanced students.
- How to have more equity and less variance in services and results for students among career centers, guidance offices, and counseling centers.
- Hiring for Excellence and Equity—Transforming the selection and the orientation processes to ensure that every employee assumes 100 percent responsibility for the success of every student is the focus for the Hiring for Excellence and Equity project. This work is based on industry training that emphasizes the importance of bringing onboard, or “onboarding,” employees who share the organization’s core values, mission, vision, and goals. MCPS seeks to accelerate its reform work by reshaping our hiring and onboarding processes to hire new employees with a passion for the mission of MCPS.
- Leading for Equity—MCPS is committed to improving academic achievement for all students while simultaneously eliminating the achievement gap by race. MCPS also aspires to be a school system where student achievement is no longer predictable by race. In order to achieve this mission, MCPS is focused on keeping the commitment to equity at the front and center of efforts to build staff capacity.
- Equity Training and Development—Dramatic changes in the school system’s demographics and persistent disparities in student achievement based on race/ethnicity require changes in educational practices. The Equity Training and Development Team works with schools and offices to recognize the institutional barriers to student success and to replace them with equitable practices that will eliminate disparities in achievement.

**D. TOPICS REFERRED TO BOARD COMMITTEES FOR INITIAL WORK WITH STAFF BEFORE BOARD PRESENTATIONS****Special Populations Committee:**

1. Alternative Education
  - Alternative education for students who cannot achieve educational success in a traditional high school or middle school and/or who exhibit consistently disruptive behavior.
  - Plans and goals for improvement.
2. Examination of “Special Programs”

- Is the system successfully meeting the needs of GT students in their home schools, especially elementary and middle school?
- Are the various language immersion programs working?
- What is the best systemwide model for the IB program?
- Are the middle and high school consortia working?
- Are these programs working? What is needed to improve the results of the various programs to enhance students' achievement?

### 3. Special Education Issues

- How is the Home School Model working?
- How is hours-based staffing working?
- What is the vision for meeting the needs of children on the autism spectrum?
- Vision and performance of the special education system.

## **Fiscal Management Committee**

### 1. Staffing and Related Workplace Issues

- Succession planning for the superintendent and executive staff.
- Planning for a hiring freeze.
- What is the proper role and staffing for the Office of School Performance?
- What is the proper role and staffing for the Office of Shared Accountability?
- Are there different models we should review on how schools are staffed?
- Safety and Security (EFO) issues and enhancing school safety.
- Infrastructure and upgrades at CESC given the requirements of the digital age.

### 2. Environmental Stewardship

- Green schools: School construction/innovation, energy savings, and student environmental education.
- Continuing to reduce our carbon footprint: Increase use of recyclable goods or reusable goods; increase efficiencies by promoting use of digitized information; increase use of technology to streamline processes and decrease use of paper.

## **Strategic Planning Committee**

Middle School Reform—Given fiscal constraints, what makes the most sense as the next steps for Middle School Reform?

- What do our data show us?
- More of our middle schools are missing the accelerated AYP targets—what can and should we be doing in the next several years with respect to middle school?

## **E. MEMORANDUM OR BOARD UPDATE AS APPROPRIATE**

1. Update on Integrated Curriculum/Pearson Contract.
2. Professional Growth Systems—The teacher Professional Growth System, the first system to be developed, was implemented in 2000. Almost 10 years later, three systems are used to supervise, develop, and evaluate teachers, principals and

supervisors, and supporting services staff. As a process-oriented organization, it is our intent to review the three professional growth systems to determine opportunities for improvement across the three.

3. Career Lattice for Teachers—To expand professional opportunities for teachers' career planning, a Career Lattice has been created. A multistakeholder team designed a process that recognizes outstanding teaching and learning and compensates teachers for taking on more responsibility to increase student achievement and eliminate the achievement gap. The Career Lattice framework includes definitions of leadership responsibilities, processes for identifying and evaluating teacher leaders, and a compensation structure that is aligned with leadership responsibilities.
4. Career Pathways for Supporting Services—This strategy is intended to help supporting services employees identify career goals and obtain training and direction to attain those goals. The pathways will provide opportunities for employees to improve their knowledge and skills in critical hard-to-fill job areas that will enable employees to reach their career goals and fulfill organizational needs.
5. Professional Learning Communities Institute (PLCI) —The mission of the PLCI is to help school leadership teams improve student achievement and eliminate the achievement gap by establishing a professional learning community. Schools work to develop a PLC characterized by a focus on students learning, high-performing collaborative teams, effective parent outreach, and a commitment to continuous improvement. Teams study the beliefs, practices, strategies, processes, and tools that effective schools used to increase and sustain student achievement, while simultaneously eliminating the achievement gap between groups of students.

Re: **BOARD WORK PLANS**

Without objection, the Board of Education accepted the Ad Hoc Committee's recommendations.

Re: **COMMITTEE UPDATES (IF NEEDED)**

There were no committee updates.

Re: **NEW BUSINESS**

There was no new business.

Re: **ITEMS OF INFORMATION**

The following items were available:

1. Legal Fees Report

- 2. Construction Progress Report
- 3. Update on Contract Awards For On-Call Heating, Ventilation, and Air Conditioning Replacement Services and On-Call Construction Services

RESOLUTION NO. 495-10      Re:    **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Ms. Brandman seconded by Mr. Barclay, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting of October 12, 2010, at 3:10 p.m.

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
SECRETARY

JDW:gr

Resolution	Barclay	Berthiaume	Brandman	Docca	Durso	Kauffman	O'Neill	Xie
Comprehensive Master Plan	A	A	A	A	A	A	A	A

A = affirmative; N = negative; O = absent; AB = abstain

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