

APPROVED
23-2011

Rockville, Maryland
September 22, 2011

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Wednesday, September 22, 2011, at 7:05 p.m.

Present: Ms. Shirley Brandman, Vice President
in the Chair
Dr. Judy Docca
Mr. Philip Kauffman
Mrs. Patricia O'Neill
Dr. Joshua Starr, Secretary/Treasurer

Absent: Mr. Christopher Barclay
Ms. Laura Berthiaume
Mr. Michael Durso
Mr. Alan Xie

The Board of Education met with the Executive Board of SEIU Local 500 and discussed the following topics:

- Workplace English Program
- Report on Support Staff to Teacher/Administrator Positions
- Elected SEIU Representatives to School Leadership Teams
- What can we do together to remain united as employee unions and the Board of Education?

There was an update on the **Workplace English Program**. SEIU staff reported on the continuation and increase in the face-to-face classes. Overall, the participants are very pleased with the program, and supervisors are reporting that communication is better with the employees. It was reported that the program builds confidence and allows employees to seek promotions.

SEIU distributed a chart titled, ***Supporting Service Employees Hired as Teachers and Supervisory Personnel***. Support staff has received advanced education through tuition reimbursement and university partnerships. SEIU staff pointed out that the career ladder provides employees with a chance to rise within the MCPS ranks.

The **Elected SEIU Representatives to School Leadership Teams** have been successfully implemented in 37 pilot schools for the 2010-11 school year. This pilot is at all levels and the participants demonstrated leadership, such as (1) act as liaisons with school staff, (2) participation in the School Improvement Plan, (3) help with developing schedules

and calendars, (4) identify support staff for committees and school-wide planning, (5) solicit input from staff, (6) assist the union in planning and conducting meetings, and (6) work with school leadership to address concerns or interests of support staff.

What can we do together to remain united as employee unions and the Board of Education?

It was pointed out that the economic climate in the county is not good for added compensation, such as steps or COLAs for MCPS employees. There is a call to refine and define the message on the true state of the school system. Since MCPS is still getting good student results, the County Council sees no urgency for an appropriate investment or increased resources for academic achievement and remuneration for the employees.

The meeting adjourned at 8:40 p.m.

PRESIDENT

SECRETARY

JPS:gr