

# **MONTGOMERY COUNTY BOARD OF EDUCATION JOINT POLICY AND COMMUNICATIONS COMMITTEES**

October 3, 2005

The meeting was called to order at 7:30 a.m. with the following people present: Sharon Cox (chair of the Policy Committee), Gabe Romero (chair of the Communications and Public Engagement Committee) Pat O'Neill, Charles Haughey, Roland Ikheloa, George Margolies, Glenda Rose (recorder), Stephanie Williams, Judy Bresler, Matt Tronzano, Laura Steinberg, Brian Porter, Robin Confino, and Sean Sedam.

The following items were discussed:

## **I. Board Office Staffing**

### **A. Personnel hiring Process:**

1. Ms. Bresler presented and reviewed the February 8, 1971 court decision that upheld the Board of Education's authority to hire its own staff. Ms. Bresler agreed with the judge's opinion and recommended that the superintendent should make a formal recommendation of the candidate to the full Board.

### **B. Personnel Performance/Evaluation Process**

1. Board staff presented the current BOE duties and responsibilities. Presently, the BOE's duties and responsibilities are outlined in the Board's Handbook. The Handbook describes the Board's major duties and responsibilities that are assigned to the Board by Board's own policies and by COMAR. The Handbook is neither a policy nor a regulation.
2. Committee members discussed and agreed that presently the Board has no clear process established for personnel decisions and that the hiring and evaluation of Board staff should follow MCPS established criteria and procedures.
3. MCPS staff shared that MCPS was beginning to work on a Professional Growth System for executive staff that was patterned after that for Administrative and Supervisory staff. Committee members expressed interest in establishing a similar system for the Board's executive staff.

## **II. Policy BNA and BNB Review**

- A. Ms. Bresler and Board staff presented the history of litigation regarding the Office of the Ombudsman and the rationale for creating policy BNA.
- B. Committee members reviewed both policies and agreed that both policy BNA and policy BNB should be combined into one.

- C. Both Committees directed Administration staff to prepare a draft policy for Committee review that addresses the concerns discussed during the meeting, as follows:
  - 1. Review the Purpose of both policy statements.
  - 2. Prepare separate "Issue" paragraphs for the Ombudsman and the Board Staff.
  - 3. Review and make recommendations for changes or updates for the Policy position and outcome statements.

### III. Miscellaneous Issues

- A. Policy Committee Quorum
  - 1. Mr. Margolies raised the concern that the Policy Committee could not take action in the absence of a quorum.
  - 2. Mrs. O'Neill requested the Policy Committee to continue work on reviewing both policy BNA and BNB with the Communications and Public Engagement Committee serving as the workgroup.
- B. Next Meeting
  - 1. The Communications and Public Engagement Committee will meet on October 19, 2005 at 4:00 p.m. to continue the work.
  - 2. Joint meeting of both committees will be scheduled in the future to conclude work on both policies.
  - 3. It was decided that to bring the issue to the Board table on October 11, 2005. The Communications and Public Engagement Committee will review its work and make recommendations to the Policy Committee regarding Policies BNA and BNB.

The meeting adjourned at 8:50 a.m.