

Ballot Nineteen

Mrs. Brenneman voted for Mrs. Brenneman
Dr. Cheung voted for Mrs. Fanconi
Mrs. DiFonzo voted for Mrs. Brenneman
Mr. Ewing voted for Mrs. Fanconi
Mrs. Fanconi voted for Mrs. Fanconi
Ms. Gutierrez voted for Mrs. Fanconi
Mrs. Hobbs voted for Mr. Pischevar
Mr. Pischevar voted for Mr. Pischevar

Ballot Twenty

Mrs. Brenneman voted for Mrs. Brenneman
Dr. Cheung voted for Mrs. Fanconi
Mrs. DiFonzo voted for Mrs. Brenneman
Mr. Ewing voted for Mrs. Fanconi
Mrs. Fanconi voted for Mrs. Fanconi
Ms. Gutierrez voted for Dr. Cheung
Mrs. Hobbs voted for Mr. Pischevar
Mr. Pischevar voted for Mr. Pischevar

Ballot Twenty-One

Mrs. Brenneman voted for Dr. Cheung
Dr. Cheung voted for Dr. Cheung
Mrs. DiFonzo voted for Mrs. Fanconi
Mr. Ewing voted for Dr. Cheung
Mrs. Fanconi voted for Dr. Cheung
Ms. Gutierrez voted for Dr. Cheung
Mrs. Hobbs voted for Mr. Pischevar
Mr. Pischevar voted for Mr. Pischevar

Mrs. Hobbs congratulated Dr. Cheung on his election to the vice-presidency.

Re: ANNUAL MEETING WITH THE MONTGOMERY
COUNTY COUNCIL OF SUPPORTING
SERVICES EMPLOYEES

Mr. Vincent Foo, president of MCCSSE, congratulated the new president and vice president of the Board. He commented that they all had to work together in these very difficult times. He noted that he would be retiring this year; therefore, this was his last annual meeting with the members of the Board.

Mr. Foo said that the first item they would like to discuss was the supporting services classification study which had been presented to the Board on December 10. MCCSSE did have some concerns about the study, particularly about having a more meaningful appeals process. He also hoped that the Board would follow the county precedent of not downgrading any employees. He pointed out that it had taken five or six years to get this study done, and he hoped that the Board would adopt the recommendations

of the study. The study went a long way in removing discrimination in pay between women and men in MCPS. A similar study had been done in 1988 for the county government, and they had implemented their study. He believed that the Board should move on this as rapidly as possible in light of the superintendent's budget, and he urged the superintendent to recommend to the Board the funds required to implement the study. He knew these were not the best of times to include extra funds in the budget, but these recommendations were long overdue. He noted that many court cases had come out of similar studies, and he hoped the Board would proceed with implementation. Adoption of the study would also put in place a new way of evaluating and classifying jobs. When the Board adopted the study, MCCSSE would do everything in its power to encourage the county executive and County Council to support the funding to end this pay discrimination.

Mrs. Hobbs pointed out that Board members had raised many questions regarding the classification study. After the Board received answers to those questions, they would revisit the study in January, possibly during a worksession on the operating budget. Ms. Gutierrez stated that it was her feeling that they did not have to adopt the study in its entirety. After receiving the answers, the Board might want to implement some priority recommendations. If the Board did go forth with adopting these recommendations, they would have to have good justification to defend these pay equity issues before the Council. While she had no doubt that the proposals for female employees were overdue, she had some concerns about other recommendations. She agreed that the classification study was a good one because it made classification a more objective process, but she did have some reservations about their overall bottom line recommendations. She would appreciate any comments MCCSSE might have about the recommendations down to individual positions.

Mr. Foo replied that they did have concerns about the appeals process and the results of the appeals, but they did not have time this evening to get into these. He did feel that some errors were made. He thought that they could get support at the Council level for pay equity issues. Mrs. Fanconi said that she had raised a question about the appeals process but had not received a response. Mr. Foo explained that employees were notified of their right to appeal and filled out a form, but employees were not privy to how they scored in the process.

It seemed to Mr. Ewing that the study was a good one although it did have some flaws. He hoped that the Board would go forward with it and that the Board would be able to sustain the funds to implement the study. He did not sense any lack of support on the part of the Board.

Mrs. DiFonzo asked if the study had presented any surprises to MCCSSE. Mr. Foo said there were two categories: instructional aides and bus operators. He was pleased about the recommendations for food services because these people had been at the bottom of the schedules and had always been overlooked about the extra time every one of them put in. He pointed out that food services personnel were all women, and he was delighted to see these recommendations for their classifications.

Dr. Cheung asked if they were concerned about resources to implement the recommendations. Mr. Foo agreed that they were and realized it would be an uphill battle to get the funding.

Mr. Foo stated that the next item was the budget crisis. He reported on the activities of MCCSSE with the county executive. MCCSSE was also participating with other county employee groups. This council of employee organizations was checking into every available resource to support the budget. He pointed out that on January 8 there would be a rally in Annapolis, and MCCSSE membership would be there in full force. Mr. Foo indicated that they had already met with members of the Montgomery County Delegation and would be meeting with them again. He chaired the Public Employees Council, and many of the counties were also suffering from the same budget cuts. A number of the counties had gotten together to form a coalition to lobby delegates about the need for new revenues. They were supporting an increase in the sales tax and an increase in the piggyback tax. They would be meeting with the leadership of the General Assembly in January. He wanted the Board to know that MCCSSE was working at both the county and state level to see what could be done to get proper funding for the school system.

Mr. Ewing had heard that Baltimore City might be willing to join with the Montgomery County Delegation to support a package of the sales tax and piggyback tax. Mr. Foo said that he, too, had heard this. Mrs. Hobbs asked if MCCSSE had heard about a "checkoff for education" on the state income tax form. Mr. Foo replied that he would prefer not to go that way. If these funds were earmarked for education, it might imply a cut in other funds for education. Mrs. DiFonzo reported that at the state PTA convention she had been on a panel which discussed this issue. There was no support for the idea because it could lead to checkoffs for other needs.

Mr. Foo thought that because 1992 was an election year the president might support giving additional funds to the states. Mr. Foo did not think that the fiscal situation would stay grim forever. He was hopeful that things would change, and he commented that it would be bad to lay off employees and find out they were receiving funds that could have kept these employees working.

Ms. Gutierrez inquired about the position of the state AFL-CIO on the piggyback tax. Mr. Foo replied that he did not know their position, but he thought that the state AFL would defer to the views of the individual counties. Some counties were in favor, but some on the eastern shore were opposed to an increase.

Mrs. Hobbs thanked MCCSSE for its lobbying and support efforts. Mr. Foo hoped that they would be successful in working with the county executive and County Council. Mrs. Fanconi added her commendation and expressed the hope that MCCSSE would continue to work with the Board.

Mr. Foo asked if members of his executive board had comments to make. He pointed out that at a recent conference they had been asked to make a presentation and apply for an innovative awards program sponsored by the Ford Foundation. Ms. Diane Davidson added that they had made a presentation on Article 26 which was career development. This article was considered to be model language by the AFL, and they were recommending it for all negotiated agreements. The program they wanted to nominate was the basic reading program. In the last five years 82 people from 24 different job classifications had participated in this program to learn to read and improve reading ability. If they did receive the grant, the program could be expanded to include basic math, life skills, and job skills. Originally the program had been cut in the recent budget actions, but another department was able to continue to support the program. Ms. Davidson pointed out that they typically thought of the lowest entry level positions as not having reading skills, but food services and building services were only two categories out of the 22 served by the program. She remarked that these employees had developed unbelievable coping skills to hide their lack of reading ability.

Ms. Gutierrez asked whether people had been turned away because of lack of space in the program. Ms. Davidson replied that no one had been turned away, but it was difficult to reach these people. Supervisors needed to be sensitized to look for these people and to encourage them to enroll in this very successful program. Ms. Gutierrez reported that the City of Gaithersburg had started a similar program of basic reading classes for Spanish-speaking adults.

Ms. Marty Strombotne reported that they were seeing a dramatic rise in the number of applications for free and reduced lunches. She said that at Gaithersburg they were working on a nutrition program for pregnant girls. She pointed out that cafeteria workers were an important part of the school system, and she urged the Board to support the pay equity study.

Ms. Marion Haupt said that bus drivers were concerned about the loss of activity buses. For some students, eliminating the activity buses was cutting their lifeline and enthusiasm for

school. If their parents worked, these students would drop after school programs and go home with nothing to do.

Mr. Dan Kostka said that the security assistants were aware of a safety and security study which was to be brought before the Board. He hoped that they would be permitted to address this issue when it came to the Board. Dr. Vance said that he had not seen the final report. Ms. Jessica Dunkley added that secretaries were concerned about being left alone in school offices because the school had to be kept open and there were people wandering in and out of the building. She personally had had a confrontation with some high school students who had entered her building. The school secretaries did not have alarms to push to call for help, and they were concerned about security.

In regard to pay equity, Ms. Dunkley reminded the Board that ten years ago they had brought this issue to the attention of the Board. Every year for a variety of reasons they had been told to wait for a pay equity study. In all of its recruitment efforts, MCPS displayed signs that it did not discriminate, but she felt that it did discriminate against female employees. She commented that ten years was a long time to wait, and some employees had been discriminated against for 20 or more years. She asked that the Board implement the plan on July 1, and end discrimination.

Mr. Gregg Harvey expressed his concerns about the security in CESC. They had had a recent theft in the building. He was expected to open all eight entrances to the building in the morning, but he was the only one on duty and could not be everywhere. He typically stayed at the north entrance to escort the women who came into the building before daylight. He suggested that only one entrance be opened until dawn which would help in building safety.

Mrs. DiFonzo expressed her thanks to the individual who delivered her Board packet to her home on a daily basis.

Mrs. Hobbs asked the opinion of MCCSSE leadership on several issues. One efficiency recommendation was to have maintenance workers report directly to the work site. The second recommendation had to do with more shift work so that work could be done when instruction was not taking place. Mr. Foo agreed to provide his comments to the Board in writing on these issues. Mrs. Fanconi hoped that they would continue to ask employees to send in their ideas for efficiency measures. Mr. Foo replied that employees would welcome the opportunity to submit suggestions. If they were to have a meaningful dialogue, they had to make sure everyone had input and that this input was valued and considered. After doing jobs for many years, employees did know ways of accomplishing work more efficiently. They had provided suggestions for the county's efficiency study,

but MCCSSE did not feel that their suggestions were really considered.

Ms. Gutierrez commented that participation of employees in improvements was a basic precept of TQM. If employees were asked for their suggestions and these suggestions were ignored, employees would not participate in the process. She suggested that they might want to do some piloting here to look at how MCCSSE's suggestions were offered and received. Mr. Foo pointed out that the in-house study and the Council study had touched on contracting out, and unions as a whole opposed contracting out and had done studies to show that contracting out did not pay. For example, some school systems had tried contracting out school bus transportation and found they did not save money and had encountered no end of trouble. If companies bid on providing services, they tended to bid low and costs escalated after the initial period of service or services were not as effective as promised. He hoped to have the opportunity to address this issue in detail if the matter came up for Board consideration.

Mrs. Hobbs complimented Mr. Foo on his strong and positive leadership of MCCSSE for the past 22 years. Mr. Pishavar remarked that in his 12 years of schooling in MCPS he had found the supporting services personnel to act more like parents to students from the cafeteria workers to the secretaries and bus drivers. He thanked MCCSSE for their efforts on behalf of students and wished them a happy holiday.

Re: EXECUTIVE SESSION

The Board met in executive session from 9:15 p.m. to 10:20 p.m. to discuss personnel and calendar issues. Mrs. DiFonzo left the meeting during the executive session.

RESOLUTION NO. 1098-91 Re: CHANGE IN COMPOSITION OF THE MENTAL HEALTH AND FAMILY LIFE ADVISORY COMMITTEES

On motion of Dr. Cheung seconded by Mrs. Fanconi, the following resolution was adopted unanimously:

Resolved, That the composition of the two committees be revised as following, deleting those sections indicated by ~~strikeout~~:

Mental Health:

"...four community representatives (~~one from each administrative area...~~)"

Family Life:

"...four students ~~(one from each area)~~
 ...eight community members at large ~~(two from each area)~~..."

RESOLUTION NO. 1099-91 Re: MEMBERSHIP ON THE BOARD'S AUDIT
 COMMITTEE

On motion of Dr. Cheung seconded by Ms. Gutierrez, the following resolution was adopted unanimously:

Resolved, That Mr. Shervin Pischevar be appointed as a member of the Board's Audit Committee through June 30, 1992; and be it further

Resolved, That Mrs. Carol Fanconi serve as chair of the Board's Audit Committee through November 30, 1992.

RESOLUTION NO. 1100-91 Re: MEMBERSHIP ON THE BOARD'S RESEARCH
 AND EVALUATION COMMITTEE

On motion of Dr. Cheung seconded by Ms. Gutierrez, the following resolution was adopted unanimously:

Resolved, That Mr. Blair G. Ewing be appointed as a member of the Board's Research and Evaluation Committee through November 20, 1992; and be it further

Resolved, That Mr. Ewing serve as chair of the Board's Research and Evaluation Committee through November 30, 1992.

Re: ADJOURNMENT

The Board president adjourned the meeting at 10:30 p.m.

PRESIDENT

SECRETARY

PLV:mlw