

RESOLUTION NO. 189-97 Re: **ITEM OF LEGISLATION**

On recommendation of the superintendent and on motion of Mrs. King seconded by Ms. Prager, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education oppose HB 1362 *Education, Public Schools, Authorizing Cellular Telephones*, which would permit a public school student to have and use a cellular phone inside a car on school property.

RESOLUTION NO. 190-97 Re: **ITEM OF LEGISLATION**

On recommendation of the superintendent and on motion of Mrs. King seconded by Ms. Prager, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education oppose HB 1405 *Education, Teachers, Elections Days*, which would require primary and general election days to be designated as planning days for teachers in those counties where public schools are closed on election days.

RESOLUTION NO. 191-97 Re: **ITEM OF LEGISLATION**

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

Resolved, That the Board of Education oppose HB 1385 *Education, Lawful and Excused Absences*, which would require principals to excuse students from attending school on days when standardized tests, including state-mandated tests, are administered if a parent has submitted a written authorization prior to the test.

RESOLUTION NO. 192-97 Re: **COUNTY COUNCIL BILLS**

On recommendation of the superintendent and on motion of Ms. Signer seconded by Mrs. King, the following resolution was adopted with Dr. Cheung, Mr. Felton, Ms. Gutiérrez, Mrs. King, Ms. Prager, and Ms. Signer voting in the affirmative; Mrs. Gordon voting in the negative:

Resolved, That the Board of Education support bills pending before the County Council that would prohibit, with certain exceptions, the sale, transfer, manufacture, repair and possession of firearms or munitions within 100 yards of schools, including parking lots and school grounds.

Re: BOARD/SUPERINTENDENT COMMENTS

Ms. Signer commended Mr. Wilder for his responsiveness to community concerns.

Ms. Gutiérrez reported that she participated with the Governor's Task Force on School Size, and she will provide the Board with the information given to the attendees. The task force spent time and discussed separately all grade levels and the impact of school size on achievement. This is the manner in which the Governor will use input for consideration of capital projects. The view of the groups was that there should be multiple use of schools, schools should be the center of the community, and schools should be built in a way that fosters multiple use.

Mrs. Gordon reported that she has been appointed to the Lieutenant Governor's Committee on System Reform Initiative. She has also been appointed to State Superintendent Grasmick's Advisory Committee on High School Assessment. Both of these appointments resulted from nominations made by the Maryland Association of Boards of Education (MABE). While we do not always agree with MABE, it certainly affords benefits to the Board by its participation in the organization.

Ms. Prager announced that Debbie Wheat and Adam Brenneman were the two candidates for the student member of the Board of Education. The election will take place on April 30, 1997.

Mr. Felton had the opportunity to meet with the Greater Olney Civic Association where they honored Ms. Mills and Ms. West for the second year in a row. He and Dr. Vance also attended a town meeting forum with representatives from the county government and Montgomery College.

RESOLUTION NO. 193-97 Re: RECOGNITION OF LINDA BURGIN

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

WHEREAS, Linda Burgin, since July 7, 1986, has served as one of two representatives of the Board of Education in the capacity of Citizen Member of the Interagency Coordinating Board for the Community Use of Public Facilities (ICB); and

WHEREAS, Linda Burgin's distinguished service on the ICB, including her terms as Chairman of the ICB from 1988 to 1993, is in keeping with her long commitment to the students and parents of the Montgomery County Public Schools, as evidenced by her leadership role in local PTA's and the Montgomery County Council of PTA's; and

WHEREAS, The meeting of March 12, 1997 will be the last of Linda Burgin's long tenure on the ICB; now therefore be it

Resolved, That the Board of Education hereby express its gratitude to Linda Burgin for her years of service and wish her well in her future efforts on behalf of the children and youth of Montgomery County.

RESOLUTION NO. 194-97 Re: **RECOGNITION OF JANICE LINDSAY**

On motion of Mrs. King and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, Janice Lindsay, since July 1, 1988, has served as one of two representatives of the Board of Education in the capacity of Citizen Member of the Interagency Coordinating Board for the Community Use of Public Facilities (ICB); and

WHEREAS, Janice Lindsay's distinguished service on the ICB is in keeping with her long commitment to the students and parents of the Montgomery County Public Schools, as evidenced by her leadership role in local PTA's and the Montgomery County Council of PTA's; and

WHEREAS, The meeting of March 12, 1997 will be the last of Janice Lindsay's long tenure on the ICB; now therefore be it

Resolved, That the Board of Education hereby express its gratitude to Janice Lindsay for her years of public service and wish her well in her future efforts on behalf of the children and youth of Montgomery County.

Re: **BOARD ACTION AREAS FOR 1997 AND 1998**

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

WHEREAS, It is the policy of the Board of Education to establish, with the advice of the superintendent of schools, its priorities for the school system; and

WHEREAS, The members of the Board of Education, superintendent of schools, and executive staff met on January 10 and 11, 1997, to refine and develop the Board's actions areas for 1997-1998; now therefore be it

Resolved, That the Board of Education approve the following action areas to guide and to focus the Board's efforts during 1997 and 1998:

Success for Every Student

Maintain high standards and continue to improve academic achievement for all students. Identify and implement effective strategies for improving the performance of students who have not achieved the high standards for success in MCPS. Identify and assess the needs of the on-level or "average" student. Adopt long-range plan to address large classes and consider alternative instructional practices such as block scheduling to promote effective teaching.

Program Outcomes

Continue to review and develop curriculum to align instruction with what students should know upon completion of high school while narrowing the achievement gap among students of different races and ethnic groups. Continue to improve programs and program outcomes for all students with special attention to the following areas: special education, early childhood, limited English proficiency, social studies that include all world cultures, and innovative/signature programs at secondary level.

Safety and Security

Continue implementation of the superintendent's safety and security plan, including funding, legislative action, training efforts, mediation and more security personnel. Enhance and expand alternative programs. Pay special attention to programs to address violence, alcohol and drug abuse, and other disruptive behavior.

Technology

Ensure the full implementation of Global Access and technological innovations. Assess their utilization and effectiveness.

Strengthen Partnerships and External Relations

Define the types of relationships MCPS desires to establish and institutionalize effective relations with parents, students, employees, community and business leaders, elected and appointed officials, media, and the general public. Assume a more pro-active approach at both the state and national levels so as to position MCPS to be a decision maker on educational policy.

Employee Training/Staff Development

Strengthen staff development, renewal and leadership with an emphasis on Success for Every Student, Global Access, and testing. Improve training efforts targeted to employees who are new, who have changing roles, who provide support services, and who need retraining.

Communication

Develop and implement strategies for more effective internal and external communications with MCPS' many constituencies.

Continuous Improvement and Management Initiatives

Explore means to improve policy, accountability, strategic and long-range planning, and management initiatives, with identified efficiencies and savings.

Student Assessment

Explore new methods for student assessments and measuring student achievements, including measurement of SES outcomes. Place emphasis on national and state testing, the Maryland School Performance Plan, portfolio assessments, reports of results and collection of data via SIMS.

Budget Strategy and Resource Development

Develop a strategy for effectively articulating MCPS' needs to the county and state governments throughout the year, not just at budget season, and to identify new sources of revenue to augment appropriations.

RESOLUTION NO. 195-97

Re: **AN AMENDMENT BOARD ACTION AREAS FOR 1997 AND 1998**

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

Resolved, That the Board of Education amend the Board Action Areas for 1997 and 1998 to read:

Continuous Improvement and Management Initiatives

Explore means to improve policy, accountability, strategic and long-range planning, and management initiatives, with identified efficiencies and **continued cost** savings **where appropriate**.

RESOLUTION NO. 196-97

Re: **AN AMENDMENT BOARD ACTION AREAS FOR 1997 AND 1998**

On motion of Mrs. Gordon and seconded by Mrs. King, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education amend the Board Action Areas for 1997 and 1998 to read:

Success for Every Student

Maintain high standards and continue to improve academic achievement for all students. Identify and implement effective strategies for improving the performance of students who have not achieved the high standards for success in MCPS. **Raise expectations for the “average” student and provide program delivery that ensures that all students have the opportunity to reach their potential.** ~~Identify and assess the needs of the on-level or “average” student.~~ Adopt long-range plan to address large classes and consider alternative instructional practices such as block scheduling to promote effective teaching.

Re: **AN AMENDMENT BY MS. PRAGER TO THE BOARD ACTION AREAS FOR 1997 AND 1998 (Failed)**

On motion of Ms. Prager and seconded by Mrs. Gordon to delete social studies in the Action Area of Program Outcomes failed with Mrs. Gordon and Ms. Prager voting in the affirmative; Dr. Cheung, Mr. Felton, Ms. Gutiérrez, Mrs. King, and Ms. Signer voting in the negative.

RESOLUTION NO. 197-97 Re: **AN AMENDMENT BOARD ACTION AREAS FOR 1997 AND 1998**

On motion of Ms. Signer and seconded by Ms. Gutiérrez, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education amend the Board Action Areas for 1997 and 1998 to read:

Employee Training/Staff Development

Strengthen staff development, renewal and leadership with an emphasis on Success for Every Student, Global Access, and ~~testing~~ **student assessment**. Improve training efforts targeted to employees who are new, who have changing roles, who provide support services, and who need retraining.

RESOLUTION NO. 198-97 Re: **BOARD ACTION AREAS FOR 1997 AND 1998**

On motion of Mrs. King and seconded by Mrs. Gordon, the following motion was adopted unanimously by members present:

WHEREAS, It is the policy of the Board of Education to establish, with the advice of the superintendent of schools, its priorities for the school system; and

WHEREAS, The members of the Board of Education, superintendent of schools, and executive staff met on January 10 and 11, 1997, to refine and develop the Board's actions areas for 1997-1998; now therefore be it

Resolved, That the Board of Education approve the following action areas to guide and to focus the Board's efforts during 1997 and 1998:

Success for Every Student

Maintain high standards and continue to improve academic achievement for all students. Identify and implement effective strategies for improving the performance of students who have not achieved the high standards for success in MCPS. Raise expectations for the "average" student and provide program delivery that ensures that all students have the opportunity to reach their potential. Adopt long-range plan to address large classes and consider alternative instructional practices such as block scheduling to promote effective teaching.

Program Outcomes

Continue to review and develop curriculum to align instruction with what students should know upon completion of high school while narrowing the achievement gap among students of different races and ethnic groups. Continue to improve programs and program outcomes for all students with special attention to the following areas: special education, early childhood, limited English proficiency, social studies that include all world cultures, and innovative/signature programs at secondary level.

Safety and Security

Continue implementation of the superintendent's safety and security plan, including funding, legislative action, training efforts, mediation and more security personnel. Enhance and expand alternative programs. Pay special attention to programs to address violence, alcohol and drug abuse, and other disruptive behavior.

Technology

Ensure the full implementation of Global Access and technological innovations. Assess their utilization and effectiveness.

Strengthen Partnerships and External Relations

Define the types of relationships MCPS desires to establish and institutionalize effective relations with parents, students, employees, community and business leaders, elected and appointed officials, media, and the general public. Assume a more pro-active approach at both the state and national levels so as to position MCPS to be a decision maker on educational policy.

Employee Training/Staff Development

Strengthen staff development, renewal and leadership with an emphasis on Success for Every Student, Global Access, and student assessment. Improve training efforts targeted to employees who are new, who have changing roles, who provide support services, and who need retraining.

Communication

Develop and implement strategies for more effective internal and external communications with MCPS' many constituencies.

Continuous Improvement and Management Initiatives

Explore means to improve policy, accountability, strategic and long-range planning, and management initiatives, with identified efficiencies and continued cost savings where appropriate.

Student Assessment

Explore new methods for student assessments and measuring student achievements, including measurement of SES outcomes. Place emphasis on national and state testing, the Maryland School Performance Plan, portfolio assessments, reports of results, and collection of data via SIMS.

Budget Strategy and Resource Development

Develop a strategy for effectively articulating MCPS' needs to the county and state governments throughout the year, not just at budget season, and to identify new sources of revenue to augment appropriations.

RESOLUTION NO. 199-97

Re: **ESTABLISHMENT OF LABOR PARTNERSHIP COUNCILS TO FUNCTION BETWEEN CONTRACT NEGOTIATIONS**

On recommendation of the superintendent and on motion of Ms. Prager seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education of Montgomery County desires to maintain a positive working relationship with the organizations representing all of our employee groups; and

WHEREAS, The federal government has initiated the concept of labor partnership councils in its relationship with federal employees with some success; and

WHEREAS, Employee organization representatives have indicated an interest in further exploring the possibility of an ongoing labor partnership council relationship with MCPS; and

WHEREAS, By its very nature, the development of a labor partnership council is best accomplished in cooperation with representatives of the various labor organizations representing employees in Montgomery County Public Schools; now therefore be it

Resolved, That the Board of Education authorizes and requests that the Board president and vice president pursue the concept of a labor partnership council with the Montgomery County Public Schools employee organizations; and be it further

Resolved, That if this group is able to agree on the development of such a structure, the labor partnership council should be established no later than January 1998.

RESOLUTION NO. 200-97

Re: **FY 1998 FEES FOR SUMMER SCHOOL, ADULT EDUCATION, PARENT RESOURCE CENTERS, AND GENERAL EDUCATION DEVELOPMENT PROGRAMS**

On recommendation of the superintendent and on motion of Mrs. King seconded by Ms. Prager, the following resolution was adopted unanimously by members present:

WHEREAS, In FY 1992, the Board of Education established an enterprise fund for summer school, adult education, Parent Resource Centers, and the GED programs, and approved fees for non-enterprise fund programs; and

WHEREAS, Summer teaching costs are lower than prior years due to the elimination of extended year employment; now therefore be it

Resolved, That for FY 1998 the Board of Education decrease the summer school enterprise fund fees by \$25 for elementary and middle school courses (from \$210 to \$185) and by \$35 for high school core and non-core classes (from \$175 and \$185, to \$140 and \$150 respectively); and be it further

Resolved, That the amount requested from the County Council as a general fund contribution for summer school for FY 1998 be reduced by \$50,000 (from \$300,000 to \$250,000); and be it further

Resolved, That the non-enterprise summer school fee structure be maintained at the FY 1997 level; and be it further

Resolved, That the adult education fee be increased by \$14 from \$74 to \$88 for a 10-week session, maintaining the \$14 registration fee, and that the fees be prorated based on the number of hours a class is held; and be it further

Resolved, That computer lab fees be increased to more appropriately cover maintenance, repair, and replacement costs; and be it further

Resolved, That the fee structure for the Parent Resource Centers and General Education Development program be maintained at the FY 1997 level.

RESOLUTION NO. 201-97 Re: **PROCUREMENT CONTRACTS MORE THAN \$25,000**

On recommendation of the superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, 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:

54-97 Groceries and Staples

Awardees

Carroll County Foods	\$ 121,990
Dori Foods, Inc.	86,231
Interstate Gourmet Coffee Roasters, Inc.	11,354
Karetas Foods, Inc.	307
Princess Ann Products	160,293
PYA/Monarch, Inc.	36,944
Smelkinson SYSCO	<u>98,121</u>
Total	\$ 515,240

92-97 Musical Instruments, Furniture and Equipment

Awardees

Goodden's Music Educator Guide	\$ 1,419
Ideal Music Company	3,455
Kunkel Piano and Organ Company	29,651
Lashof Violins	666
Victor Litz Music Center	637
Marching Music Limited	106
Northeast Music, Inc.	1,866
Peripole-Bergerault, Inc.	32,727 *

Ralon Music Company, Inc.	19,625	*
Rhythm Band, Inc.	15,917	
S & H Manufacturing Company	360	
Suzuki Musical Instruments	990	
Sweetwater Sound, Inc.	10,483	
Washington Music	95,043	
Steve Weiss Music	28,200	
Wenger Corporation	34,452	
West Manor Music	2,881	
The Woodwind and The Brasswind	6,574	
Wrights Music Shed	<u>4,950</u>	
Total	\$ 290,002	
94-97 Motor Vehicles, Trucks and Vans		

Awardees

Central Truck Center	\$ 17,113
Curtis Chevrolet	56,285
District International Trucks, Inc.	135,540
Ourisman's Rockmont Chevrolet	78,747
Sheehy Ford, Inc.	<u>27,167</u>
Total	\$ 314,852

95-97 Industrial and Technology Education - Hand Tools

Awardees

L.A. Benson Company	\$ 5,426	
Brodhead-Garrett	9,344	
Diamond Tool Company	18,157	*
J. Fegely, Inc.	22,366	
Flojay Industrial Supply Company, Inc.	4,069	*
Frederick Trading Company	1,076	*
Ikor Company, Inc.	109	
Midwest Technology Products and Services	541	*
Miller Ventures Ltd., T/A/ Bay Fasteners	8,446	
Mouser Electronics	4,858	
Omnitron Electronics	3,193	
Rutland Tool and Supply Company, Inc.	377	
Satco Supply	11,486	
Sears Industrial Sales	2,423	
Snap-On Tools	5,051	

Wharton Supply Inc. of Virginia	<u>3,587</u>
Total	\$ 100,509

97-97 Industrial and Technology Education - Lumber

Awardees

Allied Plywood Corporation	\$ 4,970
MacLea Architectural Wood Products	1,861
Mann and Parker Lumber Company	26,261
O'Shea Lumber Company	28,714
Pikesville Lumber Company	28,498
Rex Lumber Company	<u>6,830</u>
Total	\$ 97,134

228-97 Systems Contract for Office Supplies

Awardee

Boise Cascade Office Products	\$ 336,928
-------------------------------	------------

307-97 Processed Cheese

Awardee

PYA/Monarch, Inc.	\$ 107,200
-------------------	------------

308-97 Frozen Foods, Fish and Eggs

Awardees

Carroll County Foods	\$ 69,779
Continental Foods, Inc.	59,635
PYA/Monarch, Inc.	<u>15,238</u>
Total	\$ 144,652

309-97 Uniforms for Food Services

Awardees

Angelica Image Apparel, A Div. of Angelica Corporation	\$ 1,511
---	----------

Hanover Uniform	10,650
S & H Uniforms	<u>20,051</u>
Total	\$ 32,212

MORE THAN \$25,000

\$1,938,729

RESOLUTION NO. 202-97

Re: **AWARD OF CONTRACT - MONTGOMERY BLAIR HIGH SCHOOL**

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

WHEREAS, The following sealed bids represent the seventh in a series of subcontracts that were bid as part of a construction management process for the Montgomery Blair High School replacement project:

<u>Low Bids</u>	<u>Amount</u>
<u>Sound Wall</u>	
JTE, Inc.	\$ 819,000
<u>Premanufactured Casework and Millwork</u>	
<u>Communications System Technology Center Casework</u>	
Diversified Education Systems, Inc.	40,659
<u>Media Center and Balance of Casework</u>	
Steel Products, Inc.	1,479,779
<u>Energy Management Systems</u>	
Barber-Coleman Pritchett, Inc.	729,472
and	

WHEREAS, Details of the bid activity are available in the Department of Facilities Management; and

WHEREAS, The low bids are within the estimates and sufficient funds are available to award the contracts; now therefore be it

Resolved, That contracts be awarded for the above-referenced subcontractors meeting specifications for the Montgomery Blair High School replacement project for the bids and amounts listed.

RESOLUTION NO. 203-97

Re: **AWARD OF CONTRACT - EAST SILVER SPRING
ELEMENTARY SCHOOL REROOFING**

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

WHEREAS, The following sealed bids were received on February 27, 1997, for the reroofing of East Silver Spring Elementary School, with work to begin June 23 and be completed by August 1, 1997:

<u>Bidder</u>	<u>Amount</u>
J. E. Wood & Sons Co., Inc.	\$147,800
R. D. Bean, Inc.	171,570
AEO Construction Co., Inc.	177,224
Alliance Roofing & Sheet Metal, Inc.	190,028
Rayco Roof Services, Inc.	204,067
Orndorff & Spaid, Inc.	219,802
Kalkreuth Roofing & Sheet Metal, Inc.	235,000
PEC Construction, Inc.	252,800

and

WHEREAS, The low bidder, J. E. Wood & Sons Co., Inc., made a significant error in their bid tabulation and has asked to withdraw their bid; and

WHEREAS, Legal counsel from Reese and Carney has advised staff that state procurement statutes allow low bidders who can demonstrate significant errors in their proposals to withdraw a bid without penalty; and

WHEREAS, The second low bidder, R. D. Bean, Inc., has completed similar work successfully for Montgomery County Public Schools; and

WHEREAS, The second low bid is below the staff estimate of \$175,000; and

WHEREAS, The State Interagency Committee for Public School Construction will fund 50 percent of the eligible work for the reroofing of East Silver Spring Elementary School as part of the state systemic renovation program; now therefore be it

Resolved, That a contract for \$171,570 be awarded to R. D. Bean, Inc., for the reroofing of East Silver Spring Elementary School, in accordance with plans and specifications prepared by the Department of Facilities Management; and be it further

Resolved, That the contract be forwarded to the State Interagency Committee for Public School Construction for approval to reimburse Montgomery County Public Schools for the state eligible portion of the reroofing of East Silver Spring Elementary School.

RESOLUTION NO. 204-97 Re: **AWARD OF CONTRACT - CASHELL ELEMENTARY SCHOOL REROOFING**

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

WHEREAS, The following sealed bids were received on February 27, 1997, for the reroofing of Cashell Elementary School, with work to begin June 23, 1997, and be completed by August 1, 1997:

<u>Bidder</u>	<u>Amount</u>
PEC Construction, Inc.	\$296,700
Alliance Roofing & Sheet Metal, Inc.	317,815
Rayco Roof Services, Inc.	329,680
AEO Construction Co., Inc.	352,557
Orndorff & Spaid, Inc.	403,980
K. I. Construction, Inc.	407,550
J. E. Wood & Sons Co., Inc.	411,500

and

WHEREAS, The low bidder, PEC Construction, Inc., defaulted on a contract for a neighboring school district and did not disclose that information on prequalification questionnaire; and

WHEREAS, Legal counsel from Reese and Carney has advised us that PEC Construction, Inc., is not a responsible bidder; and

WHEREAS, The second low bidder, Alliance Roofing & Sheet Metal, Inc., has completed similar work successfully for Montgomery County Public Schools; and

WHEREAS, The second low bid is below the staff estimate of \$320,000; and

WHEREAS, The State Interagency Committee for Public School Construction will fund 50 percent of the eligible work for the reroofing of Cashell Elementary School as part of the state systemic renovation program; now therefore be it

Resolved, That a contract for \$317,815 be awarded to Alliance Roofing & Sheet Metal, Inc., for the reroofing of Cashell Elementary School, in accordance with plans and specifications prepared by the Department of Facilities Management; and be it further

Resolved, That the contract be forwarded to the State Interagency Committee for Public School Construction for approval to reimburse Montgomery County Public Schools for the state eligible portion of the reroofing of Cashell Elementary School.

RESOLUTION NO. 205-97 Re: **GRANT OF DEED TO MONTGOMERY COUNTY GOVERNMENT AT STONE MILL ELEMENTARY SCHOOL**

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

WHEREAS, The Montgomery County Government requested a Deed of Dedication at Stone Mill Elementary School, located at 14323 Stonebridge View Drive, in order to extend Stonebridge View Drive in connection with the completion of the Stoneview residential development; and

WHEREAS, The land dedication, consisting of 227 square feet, will benefit the school and community and not adversely affect any land anticipated to be utilized for school purposes; and

WHEREAS, All construction and restoration will be performed without disruption to the instructional program at the school and performed at no cost to the Board of Education, with the Montgomery County Government and its contractors assuming liability for all damages or injury and all work; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a Deed of Dedication at Stone Mill Elementary School conveying 227 square feet of land to extend Stonebridge View Drive.

RESOLUTION NO. 206-97 Re: **UTILIZATION OF FY 1997 FUTURE SUPPORTED PROJECT FUNDS FOR THE GOVERNOR’S GIFTED AND TALENTED DEVELOPMENT PROGRAM**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1997 Provision for Future Supported Projects a grant award of \$71,700 from the

Maryland State Department of Education, under the Governor's Gifted and Talented Development Program, in the following categories:

<u>Category</u>	<u>Amount</u>
2 Instructional Salaries	\$ 37,000
3 Other Instructional Costs	31,740
10 Fixed Charges	<u>2,960</u>
Total	<u>\$ 71,700</u>

and be it further

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

RESOLUTION NO. 207-97

Re: **UTILIZATION OF FY 1997 FUTURE SUPPORTED PROJECT FUNDS FOR THE MCPS OUTDOOR EDUCATION PROGRAM**

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

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1997 Provision for Future Supported Projects a grant award of \$4,758 from the Chesapeake Bay Trust for the Montgomery County Public Schools Outdoor Education Program, in the following categories:

Category	Amount
2 Instructional Salaries	\$1,332
3 Other Instructional Costs	3,318
10 Fixed Charges	<u>108</u>
Total	<u>\$4,758</u>

and be it further

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

* Ms. Prager left the meeting at this point.

RESOLUTION NO. 208-97 Re: **MONTHLY PERSONNEL REPORT**

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

Resolved, That the Board of Education approve the report dated March 11, 1997.

RESOLUTION NO. 209-97 Re: **PERSONNEL APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective March 12, 1997:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Linda W. Fiore	Assistant Principal, Gaithersburg HS	Principal, Poolesville MS

RESOLUTION NO. 210-97 Re: **PERSONNEL APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective March 12, 1997:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Julie A. Bader	Acting Supervisor, Child Find/Early Childhood Disabilities	Supervisor, Child Find/ Early Childhood Disabilities

RESOLUTION NO. 211-97 Re: **PERSONNEL APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective April 1, 1997:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Lori-Christina Webb	Director, Museum Magnet Project, District of Columbia Public Schools	Coordinator, Division of Equity Assurance and Compliance

RESOLUTION NO. 212-97 Re: **RESOLUTION FOR CLOSED SESSION**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the Education Article of the Annotated Code of Maryland and Title 10 of the State Government Article 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 Monday, March 24, 1997, at 7:30 to 8:00 p.m. to discuss personnel matters and other matters protected from public disclosure by law, to review and adjudicate appeals, and to address other issues including consultation with counsel to obtain legal advice; and be it further

Resolved, That these meetings be conducted in Room 120 of the Carver Educational Services Center, Rockville, Maryland, as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and Section 10-508 of the State Government Article; and be it further

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

Re: **REPORT ON CLOSED SESSION**

On February 11, 1997, by the unanimous vote of members present, the Board of Education voted to conduct a closed session on February 24, 1997, as permitted under Section 4-106, Education Article of the Annotated Code of Maryland and State Government Article 10-501.

The Montgomery County Board of Education met in closed session on February 24, 1997 from 7:30 to 8:00 p.m. The meeting took place in Room 120, Carver Educational Services Center, Rockville, Maryland.

The Board met to discuss personnel issues and legal matters with its attorney. The Board reviewed and adjudicated Appeal No. 1996-41.

In attendance at part or all of the closed sessions were: Betsy Arons, Larry Bowers, Alan Cheung, Blair Ewing, Reggie Felton, David Fischer, Katheryn Gemberling, Bea Gordon, Ana Sol Gutiérrez, Pat Hahn, Nancy King, George Margolies, Rachel Prager, Glenda Rose, Steven Seleznow, Mona Signer, Mary Helen Smith, Roger Titus, and Paul Vance.

RESOLUTION NO. 213-97 Re: **BOE APPEAL 1996-41**

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

Resolved, That the Board of Education adopt its Decision and Order in BOE Appeal 1996-41, a grade matter, reflective of the following vote: Dr. Cheung, Mr. Ewing (present when the appeal was adjudicated), Mr. Felton, Mrs. Gordon, Mrs. King, Ms. Signer, and Ms. Prager voting to affirm the superintendent's decision; Ms. Gutiérrez had a dissenting opinion.

Re: **ITEMS OF INFORMATION**

The following items were presented to the Board for information:

1. Items in Process
2. Update on Status of Student Services Learning, Class of 1997
3. Construction Progress Report
4. Monthly Financial and Year-end Projection as of January 31, 1997

The Board recessed for lunch and closed session from 11:45 a.m. to 1:45 p.m.

Re: **PUBLIC COMMENTS**

The following people appeared before the Board:

	<u>Name</u>	<u>Topic</u>
1.	B. J. Mills	Sherwood Boundaries
2.	Yolanda Pruitt	Sherwood Boundaries
3.	Rick Chapman	Sherwood Boundaries
4.	Kerry LeBoyer	Sherwood Boundaries
5.	Linda Gilixon	Sherwood Boundaries

RESOLUTION NO. 214-97

Re: **FACILITIES ALTERNATIVE (Sherwood Cluster Boundaries)**

On motion of Mrs. King and seconded by Mr. Felton, the following resolution was adopted with Dr. Cheung, Mr. Felton, Ms. Gutiérrez, Mrs. King, and Ms. Signer voting in the affirmative; Mrs. Gordon voting in the negative:#

Resolved, That the Board of Education request an alternative of Option 4 as revised:

1. Divide Zone 11 (Hallowell) into a northern half (11N) which will remain at Brooke Grove Elementary School and a southern half (11S) which will be reassigned to Olney Elementary School beginning in September 1997.
2. Divide Zone 17 (Norbeck Grove) into a southern half (17A) which will be reassigned from Olney Elementary School to Greenwood Elementary School and a northern half (17B) which will be reassigned from Olney to Belmont elementary schools.
3. Reunite Zone 11N and 11S in 2001-02 at Olney Elementary School. Also in 2001-02, reassign Zone 20 from Greenwood Elementary School to Brooke Grove Elementary School and determine the reassignment of some Belmont Elementary School students to Greenwood Elementary School.
4. Determine the viability of Sherwood #6 in the winter of 1998-99 in conjunction with the redistribution of middle school students between Rosa Parks and Farquhar middle schools. If school enrollment projections do not support the construction of Sherwood #6, then reassignment of elementary school students into "all" adjacent clusters should be considered, including Magruder which was prohibited this year.

Re: **UPDATE ON OUTCOME J OF SES PLAN**

Dr. Vance invited the following people to the table: Dr. Mary Helen Smith, associate superintendent for the Office of Instruction and Program Development; Dr. Raymond Bryant, director of the Department of Special Education; Dr. Frieda Lacey, director of the Division of Equity Assurance and Compliance; and Ms. Linda Randall, reading specialist at Highland Elementary School.

Dr. Smith stated that MCPS continues to monitor the identification of African-American students in special education programs, especially learning disabled (LD) and seriously emotionally disturbed students (SED). As the result of monitoring over the past five years, staff has added the category of mildly mentally retarded (MMR) to those being monitored. Staff has sought the input of internal and external groups and has a partnership with the Office for Civil Rights. Over the past year, new indicatives have been developed for

prevention and intervention as well as continuing successful programs to address the overrepresentation of African-American students in LD, SED, and MMR.

Dr. Bryant announced that staff has a profound commitment to this issue, staff is making progress, and there are ideas for the future.

Dr. Lacey stated that the report would cover: (1) data analyses, (2) intervention/prevention initiatives, (3) monitoring activities, and (4) partnership efforts.

DATA ANALYSES

On December 10, 1996, the Board of Education received the "Fifth Annual Report on the Systemwide Outcome Measures of the Success for Every Student Plan." The data indicate that special education enrollments for all groups are small. Countywide, less than four percent of all students are learning disabled and less than one percent of all students are in the SED and MMR categories.

The percentage of students identified as LD has declined since 1990-91. The largest six-year decline is by African American students from 6.5 to 5.5 percent. There has been little change in African-American students identified as SED, and the percentage remained the same (1.5) for the past two years. There has been an increase in the number of African-American students identified as MMR. This disability category has been added to the *Success for Every Student Plan* annual report for monitoring by MCPS.

INTERVENTION/PREVENTION INITIATIVES

Program for Students with Serious Emotional Disturbance/SED Unit. Since last year, the SED Unit continued to be involved with initiatives and best practices that have an impact on the coding of students as SED and services for students experiencing behavioral difficulties in school. Six schools have been identified and trained in implementing the *Portfolio Assessment for Students Experiencing Significant Emotional and/or Behavioral Difficulties* and the *Referral Procedures Prior to Coding Students Seriously Emotionally Disturbed*. It is anticipated that this initiative will be in all schools in September 1997. Comprehensive Behavior Management Intervention training occurred in 25 schools this past summer (July - August 1996).

Grant Proposal for Early Intervention. In an effort to address the overrepresentation issue, MCPS, in conjunction with the University of Maryland, developed a grant proposal to provide more equitable placements in special education. The underlying assumption is that if early reading failure is corrected by implementing early intervention strategies, it does not have to result in subsequent coding and placement in special education programs. The purpose of this three-year grant, if funded, is to validate the four-phase model of assessment and instruction with respect to the representation of African-American children in special education.

MONITORING ACTIVITIES

Advocacy Review Committee (ARC). A committee has been established by Mrs. Katheryn Gemberling, deputy superintendent of schools, to review cases of African-American students identified during the 1995-96 school year as SED or MMR. The committee is comprised of a broad representation of MCPS staff and stakeholders in addressing the issue of overrepresentation within special education. Although the ARC is in its initial stage, the goal of the committee is to review the cases of students recently coded as SED or MMR for the purpose of making recommendations for corrective action on extraordinary cases and ultimately writing a comprehensive report to the deputy superintendent of schools of patterns and trends that will help to define operational guidelines for future assessment and identification.

PARTNERSHIP EFFORTS

Update on the Partnership Agreement Between the Office for Civil Rights and Montgomery County Public Schools. On September 11, 1995, OCR notified the superintendent that the department would be conducting a review of MCPS to determine whether the school district's procedures and practices for the referral, identification, evaluation, and placement of students as MMR, SED, or LD in special education programs are discriminatory. As an outcome, in spring 1996, a Partnership Agreement Between the OCR and MCPS was signed. In the letter, OCR states the following: "We laud the District's efforts thus far in carrying out the partnership agreement. It is apparent that much thought and effort has been expended by District staff, and the initiatives described by the District's report appear to address the issue of minorities in special education more than adequately."

Other Productive Partnerships. A goal of the *Success for Every Student Plan* is to strengthen productive partnerships of families, community, business, and school staff that promote and support initiatives to help all children. The Department of Special Education has been involved in a myriad of activities that support this goal and Outcome J efforts. Activities include participation in the NAACP Youth Summit II Conference, presenting at regional and state NAACP conferences, providing an update to African-American Parents/Community Education Consortium on Outcome J initiatives, and presenting to the Board of Directors of Montgomery SUCCESS, Inc. Additionally, there has been extensive outreach by the department to ensure that African-American parents and families are informed of mediation/due process rights and special education program options and that parents are actively involved in the decision-making process when special education services are being considered for their children.

Ms. Randall reported on the Early Intervention for Reading Committee (EIRC). The EIRC was established in spring 1996 as an early intervention initiative to support Outcome J. The purpose of the committee is to examine factors that contribute to the overrepresentation of African-American males as LD; identify early intervention strategies and programs to address academic needs of children "at-risk" for reading failure and/or

“at-risk” for learning disability eligibility; and develop specific criteria for referrals to Educational Management Teams and screening Admission, Review and Dismissal committees. Realizing that at-risk children are prime targets for learning disability classrooms because of repeated reading failure, the committee examined successful intervention models and programs that prevent reading difficulties and subsequent referrals for special education services. The committee made the following recommendations:

- ! Standardize referral practices for Educational Management Teams
- ! Standardize training for teachers in effective reading programs
- ! Implement the Early Intervention Program, Reading Recovery

The Board members made the following comments or asked the following questions:

1. Reading Recovery does work and the skills gained are long lasting. The students who are involved continue to be extremely successful. (Mrs. Gordon)
2. Data usage is important because the school system needs to manage by fact as well as document results. Staff may want to look at the detailed rate of change for each year to assess improvement. (Dr. Cheung)
3. The staff should come forward with proposals for the Board on how this program can be expanded throughout the school system by training staff and meeting the needs of as many children as possible. (Ms. Signer)
4. Reading Recovery has proven itself. Three out of four children show positive results in a 12 - 16 week program. Is MCPS only using Reading Recovery for African-American students and only for Outcome J related activities? There was a request for a draft proposal to aggressively expand Reading Recovery throughout the elementary schools. (Ms. Gutiérrez)
5. Programs like this exist because people are committed, but programs also require resources. (Mr. Felton)

* Ms. Prager rejoined the meeting at this point.

RESOLUTION NO. 215-97

Re: **TENTATIVE ACTION ON POLICY GBA (WORKFORCE DIVERSITY)**

On recommendation of the superintendent and on motion of Mrs. Gordon seconded by Dr. Cheung, the following resolution was adopted unanimously by members present:

WHEREAS, In 1973, a policy on the Equal Employment Opportunity Officer (GBA) was adopted; and

WHEREAS, In 1987, a policy on Affirmative Action (GEG) was adopted; and

WHEREAS, On July 12, 1994, an analysis of all human relations policies was presented to the Board of Education; and

WHEREAS, The demographic changes in MCPS have created an increasingly multicultural learning and working environment; and

WHEREAS, MCPS fully recognizes the importance of having a diverse workforce; and

WHEREAS, The Board of Education has demonstrated its commitment to fairness and equal opportunities in MCPS policy and in providing a positive work climate for all staff members; and

WHEREAS, At other educational institutions, equal employment and affirmative action issues are contained in one policy; and

WHEREAS, The recommendation is to combine Policy GBA, *Equal Employment Opportunity Officer*, and Policy GEG, *Affirmative Action*, into one policy, GBA, *Workforce Diversity*; now therefore be it

Resolved, That the Board of Education take tentative action to adopt Policy GBA, *Workforce Diversity*, as shown; and be it further

Resolved, That the Board of Education take tentative action to rescind existing Policy GBA, *Equal Employment Opportunity Officer*, and Policy GEG, *Affirmative Action*.

Workforce Diversity

A. PURPOSE

1. To reaffirm and strengthen the Board's commitment to equal employment opportunities for all persons in conformity with applicable law
2. To assure the recruitment, employment, training, promotion, and retention of qualified staff without discrimination, while making efforts to provide for diversity based on race ethnicity, and gender if there is evidence of significant underrepresentation of a particular group that may suggest past employment practices that adversely affect the current opportunities of individuals based on race, ethnicity or gender
3. To enrich the educational experiences of all students by providing exposure to adults from many backgrounds reflecting the pluralistic nature of the community, thereby providing settings for education that promote

understanding of diversity and contribute to the quality of the exchange of ideas inherent in the educational setting

B. ISSUE

The Board of Education is committed to nondiscrimination in employment. In addition, the Board of Education acknowledges the educational benefits of student exposure to a diverse workforce as it promotes an understanding of diversity and enriches the exchange of ideas.

The Board has demonstrated this commitment by designating the director of the Department of Human Relations as the equal employment opportunity (EEO) officer. The Department of Human Relations occupies a unique position in the organization of Montgomery County Public Schools in that its responsibilities include the resolution of human relations issues in cooperation with other staff members wherever they may arise throughout the school system. There is a need to demonstrate to the community the priority which the Board and the superintendent attach to the solution of human relations issues in our schools. In addition, it is essential that the Board and the superintendent be kept fully apprized of developments and concerns in the areas of human relations, both general and specific, as these matters arise, so that appropriate and prompt action can be taken.

C. POSITION

1. The Board of Education will comply fully with all applicable federal, state, and local nondiscrimination laws with regard to equal employment opportunities.
2. The Board of Education forbids any illegal discrimination in any MCPS personnel policy or practice in conformity with applicable law, including the recruitment, employment, assignment, training, promotion, retention, and transfer of employees.
3. The Board of Education will continue to encourage the diversity of the workforce in order to provide a more enriched educational experience to its students.
4. The Board of Education will respond to significant underrepresentation on the basis of a particular race, ethnicity or gender within appropriate MCPS job categories, where it exists and where it may reflect past employment

practices that adversely affect the current opportunities of individuals based on race, ethnicity or gender.

D. DESIRED OUTCOMES

The MCPS employment process will be free of illegal discrimination. MCPS will enrich the educational experience of its students by seeking diversity among employees working with students. MCPS will address to the extent possible any significant underrepresentation which may suggest past employment practices that adversely affect the current opportunities of individuals based on race, ethnicity, or gender, if such underrepresentation exists within the MCPS system.

E. IMPLEMENTATION STRATEGIES

The Board directs the superintendent of schools to:

1. Continue to implement procedures to investigate and address any allegations of discrimination in any aspect of the employment process
2. Maintain an Equal Employment Opportunity Officer to aid in enforcement of MCPS equal employment policies to enforce the nondiscrimination policies and procedures
3. Monitor the diversity of the workforce by appropriate categories and, if significant underrepresentation of a particular group is found in any area of hiring, assigning, recruiting, promoting, training, or transferring, take appropriate action
4. Provide training to personnel on fair employment practices whenever possible
5. Develop outreach programs to promote recruitment efforts in significantly underrepresented communities. It is further expected that administrators and supervisors will be responsible for promoting diversity and for providing appropriate support for underrepresented members of staff
6. Work to ensure that the requirements for any MCPS position shall be directly related to performing its responsibilities effectively
7. Ensure that any committee giving input to decisions regarding hiring and promotion is diverse to the extent possible

8. Implement a process to ensure that individuals with disabilities are provided reasonable accommodations in testing and hiring procedures, training, and in employment in accordance with Policy GBH and Regulation GBH-RA
9. Implement and publicize this and other non-discrimination policies and related regulations, and make them readily available to all employees and other interested parties

C. REVIEW AND REPORTING

1. This policy will be reviewed on an on-going basis in accordance with the Board of Education review process.
2. The superintendent will give the Board of Education an annual report regarding progress in achieving the intent of this policy.
3. The Board and the superintendent shall meet with the director of the Department of Human Relations quarterly in executive session to review the current status of human relations issues relating to personnel.

Re: **A MOTION MS. GUTIERREZ FOR RECONSIDERATION
(Failed)**

On motion of Ms. Gutiérrez and seconded by Dr. Cheung to reconsider the tentative action on Policy GBA failed with Dr. Cheung, Mr. Felton, and Ms. Gutiérrez voting in the affirmative; Mrs. Gordon Mrs. King, Ms. Prager, and Ms. Signer voting in the negative.

Mrs. King assumed the chair.

RESOLUTION NO. 216-97

Re: **FY 1998 OPERATING BUDGET NON-RECOMMENDED
REDUCTIONS**

On motion of Mr. Felton and seconded by Ms. Signer, the following resolution was adopted with Mr. Felton, Mrs. Gordon, Mrs. King, Ms. Prager, and Ms. Signer voting in the affirmative; Dr. Cheung and Ms. Gutiérrez voting in the negative:#

Resolved, That the Board of Education amend the list of non-recommended reductions previously sent to the county executive and identify additional non-recommended reductions as an option to meet spending affordability guidelines to replace the unfunded accrued liability.

Mr. Felton assumed the chair.

RESOLUTION NO. 217-97

Re: **NON-RECOMMENDED REDUCTIONS TO MEET SPENDING AFFORDABILITY GUIDELINES**

On motion of Ms. King and seconded by Mrs. Gordon, the following motion was adopted with Mr. Felton, Mrs. Gordon, Mrs. King, Ms. Prager, and Ms. Signer voting in the affirmative; Dr. Cheung and Ms. Gutiérrez voting in the negative:#

Resolved, That the Board of Education replace the reduction of the unfunded accrued liability totaling \$3,559, 437 and amend the non-recommended reductions as an option to meet spending affordability guidelines by identifying the following reductions:

1.	Reduce staff development funds	\$ 200,000
2.	Reduce summer program and curriculum development activities	300,000
3.	Staff special education programs closer to state COMAR ratios	244,600
4.	Alternative programs for disruptive	109,600
5.	Student behavioral intervention pilot	97,900
6.	Elementary instructional support teachers	185,800
7.	Special education resource room teachers	235,000
8.	Instructional assistants in Grades K-3	240,600
9.	Eliminate expansion of all-day kindergarten	288,600
10.	Eliminate additional support for MCPS Education Foundation	85,900
11.	Revised student assessment program	200,000
12.	Update student and business systems for Year 2000	500,000
13.	Reduce transportation for special programs	150,000
14.	Consolidate school support operations	100,000
15.	Require I.B. students to pay testing fees	55,000
16.	Reduce non-contractual release time for teachers	160,337
17.	Office of School Administration support for schools	165,000
18.	Reduce expansion of middle school reading teachers	116,100
19.	Reduce funds for activity buses	75,000
20.	Reduce funds for gifted and talented program support	50,000

RESOLUTION NO. 218-97

Re: **REVISIONS TO BUDGET REVIEW COMMITTEE CHARTER**

On recommendation of the superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

WHEREAS, The Budget Review Committees process has been in effect for the past two years; and

WHEREAS, The process has been effective in providing the superintendent and the Board of Education with input from the community about operating budget issues; and

WHEREAS, The Budget Review Committees have provided recommendations for improvements to the budget review process; and

WHEREAS, The superintendent provided members of the Board of Education with proposed changes to the Budget Review Committee Charter on January 21, 1997; now therefore be it

Resolved, That the Board of Education approve the revised Budget Review Committee Charter.

CHARTER FOR BOARD BUDGET REVIEW COMMITTEES

ARTICLE I. MISSION. The Montgomery County Board of Education (the Board) hereby establishes a budget review committee -- comprised of parents, students, representatives of businesses and community organizations, and staff -- to review and analyze in-depth the current year's operating budget so as to reach informed judgments that will serve as the premise to recommendations to be made to the Board and superintendent as to the following year's operating budget request.

ARTICLE II. ORGANIZATION AND SCOPE. The budget review committee will fulfill its charge, in part, through the work of subcommittees. The number of budget review subcommittees shall be recommended by the committee and determined by the superintendent, in consultation with the Board. Each year, the committee shall be given by the superintendent a specific target for reduction.

ARTICLE III. CHARGE. The budget review committee shall identify issues and make recommendations, of both a general and specific nature, on matters that impact on the budget and expenditures. In pursuit of this task, the committee shall identify regulatory or policy restraints that impede achieving maximum efficiencies and economies, while mindful of extant laws and negotiated agreements, and shall also identify comparative data and measurements from other school districts pertinent to budget issues before the Board. To accomplish this, the committee shall be charged with

- * identifying critical services and programs that should continue to be funded, either at the same or expanded level
- * identifying duplication of effort or services
- * identifying programs or services that should be eliminated or reduced
- * identifying efficiencies and economies that can be achieved in programs or services
- * identifying programs and services that merit being addressed through an

- inter-agency approach, across agency budgets
- * identifying areas for cost containment and cost shifting (e.g. to employees, parents, users)
- * identifying potential areas for generating revenue (e.g. enterprise funds and fees) within the limit of the law

ARTICLE IV. BOARD AUTHORITY. Notwithstanding the foregoing charge, the ultimate responsibility, pursuant to Section 5-101 of the Education Article of the Annotated Code of Maryland, rests with the Board of Education, upon advice of the superintendent, to prepare an annual budget according to categories established in law. Moreover, the Board of Education is vested with the authority to determine areas of critical need that remain underfunded absent additional appropriations. Nothing in this charter shall be read to diminish in any way the statutory and policy-making authority of the Board of Education. The committee is advisory in nature only.

ARTICLE V. ACCESS TO INFORMATION. The committee shall have reasonable access to and be provided, upon request of the superintendent's designee, existing documents, studies, reports, and published data pertinent to the issues under consideration. However, undue staff time and resources should not be utilized to create or re-format data. In this regard, the superintendent shall designate a staff liaison for the committee, who shall serve as a conduit for such requests and who shall orient committee members and guide the work of the committee.

ARTICLE VI. MEMBERSHIP. The membership of the committee shall be comprised of individuals whose names shall be solicited -- from students, parents, community organizations, and businesses -- by the superintendent no later than early May of each year. The term of those appointed by the superintendent shall be for two years for adults and one year for students; provided, however that one who has served previously is eligible to serve again and that initial appointments shall be staggered, with both one- and two-year appointments, to ensure continuity. The committee shall select its chair (or co-chairs) from among its members. Subcommittee members shall be appointed by the committee chair, in consultation with the superintendent or designee. Subcommittee membership shall include committee members and other individuals who the committee chair feels may contribute experience, expertise, or a balancing point of view.

ARTICLE VII. MEETINGS. Meetings of the committee shall be upon call of the chair or a majority of its members. Although, by agreement of the committee and subcommittees, meetings may be held during the summer months, during this time MCPS staff supporting the committee and subcommittees shall gather the documents, data, and information needed and requested, with a timeline for completing any staff analyses to be guided by the chair, in consultation with committee members.

ARTICLE VIII. INTERIM REPORT. The committee shall develop tentative recommendations to be incorporated into an interim report to be issued annually no later than September 15. The committee shall meet once tentative recommendations have been reached in subcommittees to come to consensus on their recommendations in an effort to avoid overlap, duplication, and inconsistency; provided, however, that the committee shall not be precluded from making a final recommendation that, in some manner, conflicts with a second recommendation emanating from another subcommittee.

ARTICLE IX. ANNUAL REPORT. The committee shall issue an annual report--comprising recommendations, findings, and analyses--no later than October 15, to be published and disseminated widely by the superintendent to the community-at-large.

ARTICLE X. MEETING WITH THE BOARD. The committee shall be invited to appear before the Board on an evening set aside for this purpose no later than January (separate and apart from the formal operating budget hearings), to present its recommendations and to engage in a dialogue with Board members.

Re: EARLY RETIREMENT INCENTIVE PLAN (Failed)

On recommendation of the superintendent and on motion of Ms. Gutiérrez seconded by Dr. Cheung, the following resolution failed with Dr. Cheung and Ms. Gutiérrez voting in the affirmative; Mr. Felton, Mrs. King, and Ms. Signer voting in the negative; Mrs. Gordon and Ms. Prager abstaining:

WHEREAS, On April 22, 1985, the Board of Education approved an Early Retirement Incentive Plan from July 1, 1985, to June 30, 1987; and

WHEREAS, The Board of Education has subsequently extended the Early Retirement Incentive Plan, most recently through July 1, 1996; and

WHEREAS, The Board of Education's FY 1998 operating budget request assumes savings resulting from an early retirement incentive program; and

WHEREAS, MCPS staff has surveyed potentially impacted employees and analyzed a variety of options to achieve savings; and

WHEREAS, The finance, global access, and supportive services budget review committee recommended that the Early Retirement Incentive Plan be reopened to employees eligible for early retirement on July 1, 1997; and

WHEREAS, Early Retirement Incentive Plan options have been reviewed with all three bargaining units; now therefore be it

Resolved, That the Early Retirement Incentive Plan be adopted as follows:

Eligibility

The Early Retirement Incentive Plan will be offered to employees eligible for early retirement as defined by the Maryland State Teachers' and/or Montgomery County Public Schools employees retirement or pension systems who retire effective July 1, 1997.

Plan Design

The ERIP payment is related to the number of years an employee retires early as follows:

- 1 year early -- 20 percent of final salary in 1 payment
- 2 years early -- 30 percent of final salary in 2 annual payments
- 3 years early -- 40 percent of final salary in 3 annual payments
- 4 years early -- 50 percent of final salary in 4 annual payments
- 5 years early -- 60 percent of final salary in 5 annual payments

In addition, health plan costs to the individual are supplemented at the active health rate until normal retirement age is attained; and be it further

Resolved, That benefits only will be paid by this plan if the threshold number of retirees needed to achieve savings, by bargaining unit, is reached. The threshold for MCCSSE is 16 retirees; MCEA is 34 retirees; and MCAASP is 9 retirees; and be it further

Resolved, That in the event the threshold is not met, employees who elected to retire will be notified that the early retirement incentive plan benefit will not be paid, and will be given an opportunity to withdraw their applications for retirement.

Re: **NEW BUSINESS**

The following resolution was introduced by Ms. Gutiérrez and seconded by Dr. Cheung:

WHEREAS, On September 8, 1994, the Board of Education, by Resolution No. 626-94, established a Subcommittee on Long Range Planning, subsequently renamed the Subcommittee on Long Range and Strategic Planning by Resolution 630-95; and

WHEREAS, By Resolution No. 838-94, the Board resolved that the subcommittee be comprised of three members of the Board; and

WHEREAS, On December 10, 1996, the Board reappointed Mr. Blair Ewing to the subcommittee to serve along with two members--Nancy King and Bea Gordon--appointed in prior years; and

WHEREAS, Ana Sol Gutiérrez has been attending meetings of the subcommittee and participating alongside of its members for over one year; and

WHEREAS, The Board desires to expand the membership of the subcommittee on a one-time basis to include an additional member; now therefore be it

Resolved, That Ana Sol Gutiérrez be appointed to serve as a member of the Subcommittee on Long Range and Strategic Planning until November 30, 1999.

RESOLUTION NO. 219-97

Re: **ADJOURNMENT**

On recommendation of the superintendent and on motion of Mrs. King seconded by Dr. Cheung, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of March 11, 1997, at 5:00 p.m.

PRESIDENT

SECRETARY

PLV:gr

MONTGOMERY COUNTY BOARD OF EDUCATION
SUMMARY SHEET
MARCH 11, 1997

APPROVAL OF AGENDA	1
ITEM OF LEGISLATION	1
COUNTY COUNCIL BILLS	2
BOARD/SUPERINTENDENT COMMENTS	3
RECOGNITION OF LINDA BURGIN	3
RECOGNITION OF JANICE LINDSAY	4
BOARD ACTION AREAS FOR 1997 AND 1998	4
ESTABLISHMENT OF LABOR PARTNERSHIP COUNCILS TO FUNCTION BETWEEN CONTRACT NEGOTIATIONS	9
FY 1998 FEES FOR SUMMER SCHOOL, ADULT EDUCATION, PARENT RESOURCE CENTERS, AND GENERAL EDUCATION DEVELOPMENT PROGRAMS	10
PROCUREMENT CONTRACTS MORE THAN \$25,000	11
AWARD OF CONTRACT - MONTGOMERY BLAIR HIGH SCHOOL	14
AWARD OF CONTRACT - EAST SILVER SPRING ELEMENTARY SCHOOL REROOFING	15
AWARD OF CONTRACT - CASHELL ELEMENTARY SCHOOL REROOFING	16
GRANT OF DEED TO MONTGOMERY COUNTY GOVERNMENT AT STONE MILL ELEMENTARY SCHOOL	17
UTILIZATION OF FY 1997 FUTURE SUPPORTED PROJECT FUNDS FOR THE GOVERNOR'S GIFTED AND TALENTED DEVELOPMENT PROGRAM	17
UTILIZATION OF FY 1997 FUTURE SUPPORTED PROJECT FUNDS FOR THE MCPS OUTDOOR EDUCATION PROGRAM	18
MONTHLY PERSONNEL REPORT	19
PERSONNEL APPOINTMENTS	19
RESOLUTION FOR CLOSED SESSION	20
REPORT ON CLOSED SESSION	20
BOE APPEAL 1996-41	21
ITEMS OF INFORMATION	21
PUBLIC COMMENTS	21
FACILITIES ALTERNATIVE (Sherwood Cluster Boundaries)	21

UPDATE ON OUTCOME J OF SES PLAN	22
TENTATIVE ACTION ON POLICY GBA (WORKFORCE DIVERSITY)	25
FY 1998 OPERATING BUDGET NON-RECOMMENDED REDUCTIONS	29
REVISIONS TO BUDGET REVIEW COMMITTEE CHARTER	30
EARLY RETIREMENT INCENTIVE PLAN	33
NEW BUSINESS	34
ADJOURNMENT	35