

APPROVED
13-1999

Rockville, Maryland
March 22, 1999

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Monday, March 22, 1999, at 8:45 p.m.

ROLL CALL Present: Mr. Reginald M. Felton, President
in the Chair
Mr. Geonard F. Butler, Jr., Student Board Member
Mr. Kermit V. Burnett
Mrs. Beatrice B. Gordon
Mrs. Nancy J. King
Mrs. Patricia O'Neill
Ms. Mona M. Signer
Dr. Paul L. Vance, Secretary/Treasurer

Absent: Mr. Stephen Abrams

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

Re: **ANNOUNCEMENT**

Mr. Felton announced that Mr. Abrams was absent due to illness.

RESOLUTION NO. 192-99 Re: **CLOSED SESSION RESOLUTION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, 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 portion of a closed session on March 22, 1999, in Room 120 from 7:00 to 8:30 p.m. to adjudicate and review an appeal, which is a quasi-judicial function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*), and to discuss a personnel appointment of the Ombudsman/Staff Assistant, as permitted under Section 10-508(a)(1).

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

RESOLUTION NO. 193-98

Re: **APPROVAL OF THE AGENDA**

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

Resolved, That the Board of Education approve its agenda for March 22, 1999.

RESOLUTION NO. 194-99

Re: **ARAB AMERICAN HERITAGE MONTH**

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

WHEREAS, Montgomery County Public Schools takes great pride in its ethnic diversity and actively seeks and values the contribution of people of all races and ethnicity; and

WHEREAS, The contributions of Arab Americans have been invaluable to the success and richness of Montgomery County Public Schools and its communities; and

WHEREAS, In Montgomery County Public Schools, Arab Americans continue to be a highly valued presence by adding a distinctive and much appreciated touch to the cultural mosaic of our public schools; and

WHEREAS, With pride in their ethnic heritage and with great love for the ties that bind the rich and diverse community that is Montgomery County Public Schools, Arab Americans have added to the strength and diversity of our school system; and

WHEREAS, Increased knowledge of and respect for all ethnic groups continue to be crucial to the well being of the students and staff of Montgomery County Public Schools; now therefore be it

Resolved, That on behalf of the Superintendent, staff, students, and parents of Montgomery County Public Schools, the members of the Board of Education hereby declare the month of April 1999 to be observed as "Arab American Heritage Month."

Re: **ITEMS OF LEGISLATION**

Dr. Vance invited Mrs. Stoner to the table, and she made the following remarks about legislation.

HB 6/SB 632 - Maryland After School Opportunity Act - House bill as amended passed House establishing an executive Board and advisory committee charged to develop a comprehensive plan for after school programs with \$ 10 million to be included in FY 2001

budget; no action on the Senate bill.

HB 9 - Quality Teacher Incentive act of 1999 - Ways and Means Education Subcommittee considering amendments to direct mentoring grants to high risk schools with specific characteristics; applies three-year probationary period only to teachers, but working on other changes to this section; changes National Board grant to \$ 1,000 from 10 percent of salary; delays tax credit for unreimbursed tuition payments for one year; Governor has said he will not fund this bill.

HB 10 - Commission on Education Finance, Equity and Excellence - Passed House with membership amendments MCPS requested, including changing local Board president to local Board member and adding chief financial officer of a local school system.

HB 34 - State Aid for Education - School Operating Support Grants - Reduced statewide grants for FY 2000 and 2001 to total \$20 million or \$51 per pupil in FY 2000 and \$25 million or \$63 per pupil in FY 2001; passed the Ways and Means Subcommittee and second reader on the House floor.

HB 116 - Public Charter Schools -Ways and Means Subcommittee has eliminated the Advisory Committee, and put responsibility for converting a public school on the local Board's policy; if Board does implement the ratio of staff and parent support must be 67%, changed the amount of funding to the basic current expense level (now \$3900) though no provision to revert to the school system if a pupil leaves; and made a variety of clarifying amendments.

HB 187/SB 137 - Maryland Learning Success Program - Public School Class Size Reduction Assistance - Ways and Means Committee deleted Mathematics Component and added effort amendments proposed by Prince George's County regarding the requirement for 2 percent only of provisional, certified teachers or the grant will be reduced; Senate was considering the same amendments.

HB 189/SB 131 - Maryland Teacher Scholarships - Passed Senate amended to include students already in college and graduate programs; increases the annual scholarship to \$4,000 from \$3,000 and specifies renewal terms; although both budget committees dropped funding for next year; governor intends to restore funding for the teacher scholarships next year; HOPE scholarship funding will be delayed.

SB 15 - Teachers' Retirement and Pension systems - Reemployment of Retired Teachers - Passed Senate amended to deleted the 12-month requirement unless the teacher took early retirement, and require county boards to notify the State Retirement Agency of teachers who qualify; the retiree must be reemployed as a classroom teacher in a reconstitution eligible school or in a critical shortage area.

SB 269/HB 377 - Instructional Materials in Nonvisually Accessible Media - Passed Senate with amendment limiting electronic version to textbooks for literary subjects and for nonliterary subjects when software is available and compatible with the Braille; Ways and Means Subcommittee amended the House bill identically.

HB 697 - Taxing authority and Fiscal Accountability - Ways and Means Committee unfavorable with direction to the new task force to study the issue.

HB 701 - Noncertificated Public School Employees - Ways and Means Committee gave an unfavorable.

HB 907/SB 391 - School Safety Act of 1999 - JPR Committee gave Senate bill a favorable report with technical amendments although it is still being held; no action on House bill.

HB 431 - Estates and Trusts - Limitation Period for Refund Claim - House Judiciary amended by reducing time period from 12 to 8 years for filing claims rather than killing the bill.

HB 489/SB 698 - Suspension and Expulsion - Behavior or Mental Health Assessment - Ways and Means Subcommittee gave the House bill an unfavorable vote with directive for summer study; no action on Senate bill.

HB 868 - Maryland Meals for Achievement Pilot - Passed Ways and Means Committee with a caveat that it is the intent of the committee that funds for this program be provided by the tobacco tax.

HB 1066, HB 1113, HB 1167 - Public School Holiday - Martin Luther King, Jr Day - House Ways and Means Committee gave an unfavorable to HB 1066 that changed election day status and passed HB 1167 that made Martin Luther King, Jr., Day a holiday and amended President's Day onto that bill as a holiday.

RESOLUTION NO. 195-99 Re: **EMERGENCY COUNTY COUNCIL BILL 10-99**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mrs. King, the following resolution was adopted with Mr. Burnett, Mr. Butler, Mr. Felton, Mrs. Gordon, Mrs. King, and Mrs. O'Neill voting in the affirmative; Mrs. Gordon and Ms. Signer abstaining:

WHEREAS, Emergency County Council Bill 10-99, "Spending Affordability - Operating Budget - Amendments," would allow the County Council to amend the resolution establishing spending affordability guidelines for the operating budget approved in October and increase the guideline by up to 8%, rather than 1%, over the previously approved

guidelines; and

WHEREAS, This bill would permit the Council to recognize increases in revenue which become apparent after adoption of the annual operating budget guidelines or are not fully accounted for when the guidelines are adopted; and

WHEREAS, The effect of this will be to foster and allow the majority of the Council to adopt budgets more responsive to the needs of Montgomery County as revenues allow; now therefore be it

Resolved, That the Board of Education strongly supports Emergency Bill 10-99, "Spending Affordability - Operating Budget - Amendments;" and be it further

Resolved, That this resolution be sent to the County Executive and County Council and communicated widely, including to the media, that the Board testify in support of this bill at the public hearing, and that the Superintendent of Schools use any authorized means to convey the Board's position on this emergency bill.

FOR THE RECORD: Ms. Signer stated that she abstained because the voters of Montgomery County spoke to this issue during the last election.

Re: **PUBLIC COMMENTS**

The following people testified before the Board:

- | | <u>Person</u> | <u>Topic</u> |
|----|---------------|------------------|
| 1. | John Hoven | Gifted Education |

** Mrs. King temporarily left the meeting at this point.

RESOLUTION NO. 196-99 Re: **AWARD OF CONTRACT - BETHESDA ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

WHEREAS, The following bid represents the eleventh in a series of subcontracts that were bid as part of a construction management process for the Bethesda Elementary School project:

<u>Bidder</u>	<u>Amount</u>
<u>Final Cleaning</u>	
Marathon Cleaning, Inc.	\$4,450
Bright Light Shine	5,500

and

WHEREAS, The current aggregate minority business participation for the subcontracts bid to date is 12.2 percent; and

WHEREAS, The low bid is below the consultant's estimate of \$7,000 and sufficient funds are available to award the contract; now therefore be it

Resolved, That a contract in the amount of \$4,450 be awarded to Marathon Cleaning, Inc., for the final cleaning for the Bethesda Elementary School project, in accordance with plans and specifications prepared by Walton, Madden, Cooper, Robinson, Pones, Inc.

RESOLUTION NO. 197-99 Re: **AWARD OF CONTRACT - WINSTON CHURCHILL HIGH SCHOOL**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids represent the first in a series of subcontracts that were bid as a part of a construction management process for the Winston Churchill High School modernization project:

<u>Bidders</u>	<u>Amount</u>	<u>Consultant's Estimate</u>
<u>Asbestos/Hazardous Materials Abatement</u>		
Delaware Cornerstone Builders, Inc. (Asian-owned, MDOT certified)	\$ 348,200	\$ 805,000
<u>Fire Protection</u>		
Kennedy Fire Protection	525,000	573,500
<u>Masonry</u>		
George Moehrle Masonry, Inc. (Submitted 14 percent, female-owned, MDOT certified, minority participation)	2,640,000	2,938,677

Rough Carpentry/Doors, Frames, and Hardware

Hancock and Albanese, Inc. (Female-owned, MDOT certified)	957,000	994,548
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Site Concrete

AMA Construction Company, Inc. (Hispanic-owned, MDOT certified)	267,000	274,668
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Structural Steel/Miscellaneous Metals

S. A. Halac Iron Works, Inc. (Submitted 11.5 percent, African- American owned, MDOT certified, minority participation)	1,475,000	1,414,280
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and

WHEREAS, The aggregate of the bids is within the consultant's overall estimate and sufficient funds are available to award the contracts; and

WHEREAS, The aggregate minority business participation for the subcontracts bid to date is 33.9 percent; now therefore be it

Resolved, That contracts be awarded for the above-referenced subcontractors meeting specifications for the Winston Churchill High School addition project, for the bids and amounts listed, in accordance with plans and specifications prepared by Duane, Cahill, Mullineaux and Mullineaux

RESOLUTION NO. 198-99

Re: **AWARD OF CONTRACT - TAKOMA PARK MIDDLE SCHOOL**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

WHEREAS, The following low bids represent the ninth in a series of subcontracts that were bid as part of a construction management process for the Takoma Park Middle School project:

<u>Bidders</u>	<u>Amount</u>	<u>Consultant's Estimate</u>
<u>Final Cleaning</u>		
Apex Facilities Support Services	\$ 8,791.65	\$30,935.00
 <u>Seed and Sod</u>		
Mid-Atlantic Turf, Inc.	43,500.00	30,958.00

and

WHEREAS, The current aggregate minority business participation for the subcontracts bid to date is 28.36 percent; and

WHEREAS, The aggregate of the bids is within the consultant's 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 Takoma Park Middle School project, in accordance with plans and specifications prepared by Grimm and Parker, P.C.

RESOLUTION NO. 199-99 Re: **CONTINUATION OF ENGINEERING SERVICES CONTRACT - NETWORK SYSTEMS DESIGN**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

WHEREAS, Engineering services are required to design and administer the installation of the CATV and building-wide data/communications network systems for new and modernized schools; and

WHEREAS, An engineering consultant was selected in accordance with Board of Education policy for the selection of architectural and engineering services in FY 1997; and

WHEREAS, The engineer has agreed to hold the negotiated price for another year; and

WHEREAS, Staff has recommended that the current contract be extended; now therefore be it

Resolved, That the Board of Education extend the contract with the firm of Von Otto & Bilecky, P.C., for CATV and data/communications network engineering design services for

a period of one year for the following amounts:

Elementary Schools	\$ 7,500 per school
Middle Schools	14,680 per school
High Schools	18,350 per school

RESOLUTION NO. 200-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE MARYLAND SCHOOL PERFORMANCE ASSESSMENT PROGRAM MATERIALS**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$19,533 from the Maryland State Department of Education, under the Hawkins-Stafford Elementary and Secondary School Improvement Amendments of 1988, Title VI Discretionary Funds, for the Maryland School Performance Assessment Program in the following categories:

<u>Category</u>	<u>Amount</u>
4 Textbooks and Instructional Supplies	\$14,533
5 Other Instructional Costs	<u>5,000</u>
Total	<u>\$19,533</u>

and be it further

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

RESOLUTION NO. 201-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE FUN WITH DNA SUMMER BIOTECHNOLOGY PROGRAM AT THE THOMAS EDISON HIGH SCHOOL OF TECHNOLOGY**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That in accordance with the resolution from the Montgomery County Public Schools Educational Foundation, Inc., the Board of Education accept this award to the foundation from the Howard Hughes Medical Institute; and be it further

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$26,000 from the Howard Hughes Medical Institute, through the Montgomery County Public Schools Educational Foundation, Inc., for the Fun with DNA summer biotechnology program for middle school students at Thomas Edison High School of Technology in the following categories:

	<u>Category</u>	<u>Amount</u>
3	Instructional Salaries	\$19,145
4	Textbooks and Instructional Supplies	2,700
5	Other Instructional Costs	2,623
12	Fixed Charges	<u>1,532</u>
	Total	<u>\$26,000</u>

and be it further

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

RESOLUTION NO. 202-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE MEDICAL ASSISTANCE PROGRAM**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects additional funds of \$480,251 from the U.S. Department of Education via the Maryland State Department of Education for the Medical Assistance Program in the following categories:

	<u>Category</u>	<u>Positions</u>	<u>Amount</u>
6	Special Education	6.9*	\$434,106
12	Fixed Charges	—	<u>46,145</u>
	Total	<u>6.9</u>	<u>\$480,251</u>

*6.9 Special education teacher (A-D 10 month)

and be it further

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

RESOLUTION NO. 203-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE PROJECTS UNDER THE INDIVIDUALS WITH DISABILITIES EDUCATION ACT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects additional grant funds of \$86,057 from the U.S. Department of Education under Part B of the Individuals with Disabilities Education Act, via the Maryland State Department of Education, for the Individuals with Disabilities Education Program (\$60,057), the Parent Information and Training Center (\$16,000), and the Functional Behavior Assessment Project (\$10,000), in the following categories:

<u>Category</u>	<u>Positions*</u>	<u>Amount</u>
6 Special Education	2.2	\$ 68,891
12 Fixed Charges	—	<u>17,166</u>
Total	<u>2.2</u>	<u>\$ 86,057</u>

*2.2 special education instructional assistants (Grade 11, 10-month)

and be it further

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

RESOLUTION NO. 204-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE PARENTING RESOURCE AND SUPPORT PARTNERSHIP PROJECT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$324,345 from the U.S. Department of Education via the Montgomery County Child Care Connection, the recipient agency for a Parental Assistance Program grant authorized under Title IV of the

Goals 2000: Educate America Act, P.L. 103-227, for a fourth year for the Parenting Resource and Support Partnership Project, in the following categories:

<u>Category</u>	<u>Amount</u>
1 Administration	\$ 7,880
3 Instructional Salaries	290,954
5 Other Instructional Costs	2,234
12 Fixed Charges	<u>23,277</u>
Total	<u>\$ 324,345</u>

and be it further

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

RESOLUTION NO. 205-99 Re: **RECOMMENDATION TO SUBMIT AN FY 1999 GRANT PROPOSAL FOR THE SCHOOLS FOR SUCCESS/GOALS 2000 YEAR V GRANT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Butler, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to submit an FY 1999 grant proposal in the amount of \$199,115 to the Maryland State Department of Education for the *Schools for Success/Goals 2000 Year V Grant*; and be it further

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

** Mrs. King rejoined the meeting at this point.

Re: **STATUS REPORT OF THE HONORS/AP WORKGROUP**

Dr. Vance invited the following people to the table: Dr. Steven Seleznow, associate superintendent for school administration; Dr. Mary Helen Smith, associate superintendent for instruction and program development; Mrs. Ruth Sernak and Mr. John Smith, co-chairs of the honors/advanced placement work group; Ms. Patricia Gafford, English resource teacher, Walter Johnson High School; and Mr. Joseph Monte, resource counselor, Albert Einstein High School.

In September 1997, Dr. Vance commissioned an Honors/Advanced Placement (H/AP) Work Group to review the policies, practices, and status of enrollments in H/AP courses. This initiative was in response to a growing interest in the availability and status of H/AP courses and, more specifically, the pattern of H/AP course enrollment by race and ethnicity. Members of the Board of Education also requested that a substantive review take place. The resulting work group was charged with providing recommendations that would enhance the preparation and support of students for rigorous studies as well as promote equity of access to H/AP courses.

For almost a decade since the landmark report by Dr. Edmund W. Gordon, MCPS had worked to ensure equity of access to advanced level courses. Although there was progress in this area, the fact still remained that African American and Hispanic students, in particular, were not enrolled in H/AP courses to the degree for which they were capable. The difficult and sensitive issues that affected enrollment in H/AP classes were ones that school systems throughout the country had grappled with. In the spirit of continuous improvement, MCPS studied these issues in order to address the problems. The Success for Every Student Plan provided academic milestones, and MCPS has begun to make preparation for the Maryland State Department of Education (MSDE) High School Improvement Program.

The goal of improving enrollment in H/AP by race and ethnicity remained a critical objective in the Success for Every Student Plan, recently endorsed in a revised and updated form by the Board. In establishing the work group, every effort was made to ensure that the work group membership would be comprised of multiple stakeholders including teachers, administrators, parents, concerned citizens, and business members. The work group used the *1990 Gordon Report, A Study of Minority Student Achievement* and the *1994 Committee Report on Student Grouping Practices* as important resources for this study. The recommendations from both of these reports remained valid.

The work group viewed the H/AP issue through a variety of lenses and with great attention, concern, and deliberation. It reviewed MCPS documents that outline H/AP policies and practices. Concurrently, the work group benchmarked with neighboring jurisdictions and researched national trends in H/AP education, discovering in the process that individual school systems are dealing with similar H/AP issues. Nonetheless, the group's research efforts yielded no comparable national information on the progress of other systems' reviewing and refining their H/AP efforts in a manner similar to MCPS. In this regard, MCPS remains unique in attempting to identify and address issues related to the stubborn problems associated with race and ethnicity.

Two conflicting patterns emerged in the local school findings. First, Department of Educational Accountability (DEA) data indicated progress for all racial and ethnic groups over the past decade in increasing the numbers of students taking H/AP courses.

However, interviews with the 21 high school principals or their designees, as well as several student, parent, and teacher focus groups, generated contrasting data. Second, the issues that emerged from interviews and the focus groups revealed the complexity of the charge regarding equal opportunities for all students in preparation for, access to, and success in H/AP courses. What initially appeared to be a high school issue evolved into a complex set of pre-K-12 instructional concerns. Interview and focus group responses suggested deeper and more complex issues that indicated inconsistent application of admission policies and practices across the county.

As a result of the conflicting viewpoints and this contrasting data, the work group searched additional research and data collection. This new information forced the group to contend with the serious and dramatic factors that needed to be addressed in order to move from exclusive to inclusive H/AP course enrollment. Included among these factors were the implications of the interrelationship between race and ethnicity, academic preparation, nurturing and support, and ultimately academic success for all students.

Although it was too early to articulate specific recommendations, it would be framed in the following areas:

- Planning and delivery of effective pre-K-12 instructional program
- Equity among schools and races/ethnic groups
- Nurturing and support of students pre-K-12
- Examination of the structures of middle and high school instructional programs

The work group continued to review the data in order to set priorities for recommendations that would be presented to the Board of Education by the end of the school year. A teacher response group was invited to a meeting in April to review the work to date and provide suggestions for recommendations. Additionally, all secondary principals had the opportunity to review the information.

The work group activities to date included:

- a review of the MCPS policies on H/AP
- an examination of MCPS student course enrollment in 1997-98
- an examination of 1987-98 longitudinal data (Grades 3-12) regarding preparation and performance indicators that lead to H/AP enrollment
- an analysis of focus group discussions conducted with selected staff, students, and parents
- an analysis of interviews with 21 high schools principals or their designees and nine randomly selected middle school principals or their designees
- a review of the relevant literature

The Honors/AP Workgroup advised the Board that their recommendations would be brought to the Board at the beginning of the summer.

Re: **DISCUSSION**

Mr. Felton thanked the work group on behalf of the Board for the presentation. The issues identified were related to student achievement in general as well as the education of gifted and talented students. He thought there would be specific recommendations that could be implemented in the interim, and he asked if there were two or three basic recommendations that would enable schools to have a system of open enrollment and identification of honors/advanced placement students. Dr. Seleznow replied that there were a number of things that could be done, such as nurturing and encouraging of students. The data had been presented to high school principals to increase their understanding and awareness so that they could set high expectations and encourage students to enroll in honors classes. Another issue was the articulation from middle school to high school, and how decisions were made for honors programs. Finally, the process must be consistent, fair, and inclusive. Mr. Felton asked what specific action the Board or staff should take to ensure that those actions were taken. Dr. Seleznow stated that the courses and students would be monitored by staff. Mr. Smith thought parents should be involved so that they knew the options available for their children. Dr. Seleznow added that the process must allow students to see honors/advanced placement courses as an option, and the gatekeepers to those courses must be more consistent and fair.

Mr. Butler thought there was a deeper issue than test results and statistics involved in the disparity in honors classes. He believed that there was a psychology discouragement in the minds of African American and Hispanic students. This goes very deep into the culture, and MCPS must find a way to combat those perceptions. Also, he wanted to know why some students did not select honors when they had the ability to succeed.

Mrs. King thought that the scheduling process bewildered parents, and it was difficult for them to know what subjects their children should take. Counselors were helpful, but parents have to know the right questions to ask. The school system had some work to do in educating parents. Another issue was students were not encouraged to take the final exam.

Mrs. Gordon was disappointed with the progress of the workgroup to date. The work group was commissioned in September 1997. That amount of time constituted some student's entire high school career. She thought it was very important to give parents the information they needed to support their children. But, the reality was that there were MCPS gatekeepers who made decisions about what some students can do and what some students cannot do. She was pleased that Mr. Smith believed that every student should have the opportunity to take honors or advanced placement courses since, at the present

time, those opportunities were not afforded to students. While enrollment may be disproportionate for African American and Latino students, she knew it was not afforded for many white students, as well. She found that problematic because students work up or down to expectations. When teachers tell students and parents that their children should not take these courses because they would not be successful, the school system sends a horrendous message, especially in light of success for every student. The message should be clearly communicated that no student who demonstrated an interest in an honors or advanced placement course, regardless of test scores, would be denied the opportunity to at least try the course. In the schools where the students were afforded that opportunity, those students were successful based on the expectations of the educators. She would like to see the message go out from her, and hopefully other Board members, that no student would be denied access to any program, and that students should not be discouraged from enrolling in honors or advanced placement courses, and then not discouraged to take the exam.

Mrs. O'Neill described how her daughter was encouraged to take advanced placement courses, and that opened the dialogue within the family. She thought it was important to give students the confidence to enroll in honors/advanced placement courses. Parents must be educated to the availability of the courses and the importance of those courses for the college-bound student. She had heard that there were gatekeepers and the standards for admission were not equal across high school clusters. The school system must encourage students to participate in these courses.

Ms. Signer was troubled by the gatekeepers and the entrance into honors and advanced placement courses. When her son filed out his schedule for 9th grade, he was told by his counselor and teachers not to take more than two honors classes in high school because he should not overload his schedule. When she looked at the figures in the report, it was alarming to find the following statistics. Those students taking one honors course were evenly distributed among whites, Asians, African Americans, and Hispanics. However, as the number of honor and advanced placement courses increased, the disparity was greater with four or more courses (35.9% of Asians, 6.1% of African American students, 26.5% of white students, and 6.7% of Hispanic students). If the school system believed that college success was tied to rigorous high school courses, the enrollment data was a disservice to African American and Hispanic students.

Ms. Signer asked why the participation rate in taking the advanced placement exam was so low in MCPS. Ms. Sernak replied that some students took several honors or advanced placement courses, and those students chose not to take all of the exams. Mr. Monte stated that in MCPS the teacher must sign off that the student was prepared for the exam.

When participation rates increase in honors and advanced placement courses, Ms. Signer had heard that the courses were not as rigorous. Dr. Smith stated that colleges accept

MCPS students for their rigorous academic backgrounds. Mr. Monte stated that the advanced placement curriculum test was standard throughout the country.

Mr. Burnett thought that parent knowledge of the process and course sequence for students was paramount regardless of race, especially in the Black and Hispanic communities. It was a disgrace to have children identified for gifted and talented curriculum in elementary school and not have classroom space. They may give up when the opportunity was available in high school because the opportunity was not there in elementary school. The report revealed that teachers of honors courses stated that there was not a systematic approach to support students, and it was difficult to determine appropriate support. Mr. Burnett believed what made a student successful was appropriate support, and that was the teacher's responsibility. There should be uniformity for those applying for courses. He asked why 62 percent of students who received "C" in honors/advanced placement were not notified. Staff needed better training to work with all the children in MCPS.

Mr. Felton asked for interim measures prior to the final recommendations of the Workgroup that would address the Board's concerns regarding Honors/AP courses.

RESOLUTION NO. 206-99

Re: **ETHICS POLICY**

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

Ethics

A. PURPOSE

To promote the highest level of ethical conduct on the part of all persons associated with MCPS; to ensure the highest public confidence in the impartiality and independent judgment of Board of Education members and school employees; and, to provide guidance for MCPS personnel concerning ethics-related matters

B. ISSUE

Chapter 257 of the 1983 Laws of Maryland authorizes local boards of education to adopt appropriate provisions concerning conflicts of interest, financial disclosure, and lobbying to help ensure the highest public confidence in the impartiality and independent judgment of Board members and school employees.

C. POSITION

1. Definitions

Words in this policy have their normal accepted meanings except as set forth below:

- a) *Business entity* means any corporation, partnership, sole proprietorship, joint venture, incorporated association; or firm, institution, trust, foundation, or other organization, whether or not operated for profit.
- b) *Compensation* means any money or thing of value received or to be received by any person covered by this policy from an employer for service rendered.
- c) *Doing business with* means having or negotiating a contract that involves the commitment, in a single or combination of transactions, of \$5,000 or more of school system funds during a calendar year, or being subject to the authority of the school system, or being registered as a lobbyist in accordance with Section B.4. of this policy.
- d) *Employee* means any person employed by the Montgomery County Public Schools, except that full- and part-time teachers are exempt from financial disclosure provisions by Maryland law (State Government Article, Section 15-601).
- e) *Employer* means any person paying or agreeing to pay compensation to another person for services rendered.
- f) *Financial interest* means:
 - (1) Ownership of any interest as the result of which the owner has received within the past 3 years, is receiving, or is entitled to receive in the future in excess of \$1,000 annually; or
 - (2) Ownership, or the ownership of securities of any kind representing or convertible into ownership, of more than 3 percent of a business entity
- g) *Gift* means the transfer of any service or thing of more than nominal value, regardless of form, without adequate and lawful consideration.

Gift does not include the solicitation, acceptance, or receipt of political campaign contributions regulated under Maryland law. (See also exemptions in Section 2.b)(4).)

- h) *Interest* means any legal or equitable economic interest, whether or not subject to an encumbrance or a condition, which was owned or held in whole or in part, jointly or severally, directly or indirectly, at any time during the calendar year. Interest does not include:
- (1) An interest held in the capacity of a personal representative, agent, custodian, fiduciary, or trustee, unless the holder has an equitable interest therein
 - (2) An interest in a time or demand deposit in a financial institution
 - (3) An interest in an insurance or endowment policy or annuity contract under which an insurance company promises to pay a fixed amount of money in a lump sum or for life or some other specified period; or
 - (4) A common trust fund or a trust which forms part of a pension or profit-sharing plan which has more than 25 participants and which is qualified under the Internal Revenue Code
- i) *Lobbying* means:
- (1) Communicating in the presence of a school official or employee with the intent to influence any official action of that official or employee, where in excess of \$100 is spent during a calendar year for food, entertainment, other gift, or a series of gifts in furtherance of this activity; or
 - (2) Engaging in activities having the expressed purpose of soliciting others to communicate with a school official or employee with the intent to influence that official or employee in the outcome of any official action, where \$300 or more is spent in furtherance of this activity during the calendar year
- j) *Official or school official* means each member of the Montgomery County Board of Education, the superintendent, and any other employee identified by the Board as a school official.

- k) *Panel* means the Montgomery County Board of Education Ethics Panel.
- l) *Person* includes an individual or a business entity.
- m) *Subject to the authority of* refers to business entities regulated by the Board of Education or subject to significant control or impact by policies of the school system relating to the operations of the entity.

2. Conflicts of interest

- a) Board of Education members, school officials, and employees may not participate in a recommendation or decision on behalf of the school system in any matter which would, to their knowledge, have a direct financial impact on them, their spouse, or dependent child, as distinguished from the public generally, including matters where the official or employee:
 - (1) Holds or acquires a financial interest in a business entity subject to the authority of the school system or one that has or is negotiating a contract of \$1,000 or more with the school system
 - (2) Is employed by a business entity subject to the authority of the school system or one that has or is negotiating a contract of \$1,000 or more with the school system
- b) Except as otherwise permitted in this policy, Board of Education members, school officials, and employees may not:
 - (1) Engage in any employment that would affect their usefulness as employees in the system, would make time and/or energy demands upon the individuals that could interfere with their effectiveness in performing their regular assigned duties, would compromise or embarrass the school system, would adversely affect their employment status or professional standing, or would in any way conflict with assigned duties
 - (2) Represent any party for a contingent fee before the school system

- (3) Act as a compensated representative of another, within one year following termination of school system service, in connection with any specific matter in which they participated substantially as a school official or employee
- (4) Solicit any gift or accept any gift exceeding \$25 in value or series of gifts exceeding \$100 in value in a calendar year, from any person subject to the authority of the school system or who has or is negotiating a contract with the school system, except as provided below or where such gifts would not present a conflict of interest as determined by the Ethics Panel

Unless a gift of any of the following would tend to impair the impartiality and the independence of judgment of the school official or employee receiving it, or would give the appearance of doing so, or the recipient has reason to believe that it is intended to do so, this section *does not apply to*:

- (a) Meals and beverages
 - (b) Ceremonial gifts or awards of insignificant monetary value
 - (c) Unsolicited gifts of nominal value
 - (d) Trivial items of informational or advertising value only
 - (e) Reasonable expenses for food, travel, lodging, and scheduled entertainment given in return for participating on a panel or for speaking at a meeting
 - (f) Tickets or free admission to attend an interscholastic or intercollegiate sporting event or charitable, cultural, or political event, if the gift is a courtesy extended to the office
- (5) Intentionally use the prestige of their office for their own economic benefit or that of another

The performance of usual and customary constituent services without additional compensation does not constitute the use of prestige of office.

- (6) Disclose or use confidential information acquired in their official school system position for their own economic benefit or that of another person
 - c) If a disqualification under this section leaves the Board of Education with less than a quorum capable of acting, or if the disqualified official is required by law to act or is the only person authorized to act, the disqualified person shall disclose the nature and circumstances of the conflict in writing to the Board of Education and may then participate or act.
3. Financial disclosure
- a) The following persons shall file public financial disclosure statements as provided in this section:
 - (1) Board of Education members
 - (2) Candidates for election to the Board of Education
 - (3) Superintendent of schools, deputy superintendent, associate superintendents, and the staff director in the Board of Education
 - b) Any school official or employee who has responsibility for preparing, approving, or auditing, or who has the authority to commit the school system to rent, purchase, or lease, any of the following items with an aggregate value of \$100,000 in any fiscal year shall file a confidential financial disclosure statement as provided in this section:
 - (1) Personal service contracts
 - (2) Specifications for materials, supplies, or equipment; or
 - (3) Requests for proposals or bids
 - c) All persons specified in Sections 3.a) and 3.b) shall file an annual financial disclosure statement by April 30 for the preceding calendar year on a form approved by the Montgomery County Board of Education.

- (1) Those officials specified in Sections 3.a)(1) and 3.a)(3) shall file financial disclosure statements with the Montgomery County Board of Education Ethics Panel, and those statements shall be public, subject to restrictions stated below. Those officials and employees specified in Section 3.b) above shall file confidential financial disclosure statements with the Montgomery County Board of Education Ethics Panel. The Panel shall review the statements for completeness of form and for determination of any existing or potential conflict of interest. These statements shall be retained for a period of four years and then destroyed.
 - (2) Those persons specified in Section 3.a)(2) shall file a financial disclosure statement for the preceding calendar year with the Board of Supervisors of Elections at the time they submit their certificate of candidacy, and these forms shall be public, subject to restrictions stated below. Upon a candidate's election to the Board of Education, the Board of Supervisors of Elections shall transmit the financial disclosure form to the Ethics Panel.
- d) All statements filed by persons specified in Section 3.a) shall be made available during normal office hours for examination and copying by the public, subject to whatever reasonable fees and administrative procedures are established. Any persons examining or copying such statements shall be required to record their name, home address, and the name of the person whose disclosure statement was examined or copied.
- e) All statements filed pursuant to this section shall disclose the following interest:
- (1) Interests in real property located in Montgomery County, including:
 - (a) The nature of the property and its location by street or mailing address or legal description
 - (b) The nature and extent of the interest held, including conditions or encumbrances

- (c) For interest acquired or transferred in the year for which the filing is made, the nature and amount of consideration or the fair market value of the interest at the time acquired or transferred
 - (d) The identity of any other person with an interest in the property
- (2) Financial interest in a business entity with which the school system has been known to or is likely to do business, including:
 - (a) The name and address of its principal office
 - (b) The nature and extent of the interest held either in terms of number of shares or percent of equity interest, including conditions or encumbrances
 - (c) For interests acquired or transferred in the year for which the filing is made, the nature and amount of consideration or the fair market value of the interest at the time acquired or transferred and, if known, the person from or to whom the property was acquired or transferred
 - (d) The identity of any other person who may share the interest
- (3) Any gift exceeding \$25 in value or series of gifts exceeding \$100 in value from any person received during the calendar year, or by any other person at the direction of the person making the statement, from or on behalf of any person doing business with the school system, including the nature and value of the gift and the identity of the person from whom, or on behalf of whom, the gift was received
- (4) Employment by any entity doing business with the school system, including offices, directorships, or salaried employment held by the person making the statement or his/her spouse or dependent child during the calendar year, including:

- (a) The name and address of the principal office of the business entity
 - (b) Title and nature of the office, directorship, or salaried employment and its beginning date
 - (c) If known, the unit or units in the school system with which the entity has done or is doing business
 - (d) The nature of "doing business" as specified in the Definitions section of this policy
- (5) Amounts in excess of \$250 owed by the persons filing the statement, their spouse, or dependent child during the calendar year, other than retail credit accounts, to persons doing business with the school system, including:
- (a) The identity of the person owed and the date the liability was incurred
 - (b) The amount owed at the end of the calendar year
 - (c) The terms of payment and the extent to which the principal amount of the liability was increased or decreased during the year
 - (d) Any security pledged for the liability
- (6) Names of spouse or dependent children employed by the school system
- (7) Any other interests or information the person making the statement finds appropriate to disclose in light of the purposes of this policy
- f) If any financial disclosure statement does not appear to comply with the provisions of this policy, the person filing the statement will be notified of any apparent omission or discrepancy, and evidence of noncompliance with this policy shall be pursued by the Ethics Panel.
- g) In addition to the financial disclosure provision set forth in this section, persons specified in Section 3.a) shall file a statement with

the Ethics Panel disclosing any interest or employment, the holding of which would require disqualification from participation pursuant to 2.a) of this policy, sufficiently in advance of any anticipated action to allow adequate disclosure to the public.

4. Lobbying Disclosure

- a) Any person representing him/herself, a business entity, or an organization who personally appears before the Board of Education, a school official, or employee with the intent to influence that body or individual in the performance of official duties, and who in connection with such intent expends or reasonably expects to expend in excess of \$100 in any calendar year on food, entertainment, or other gift or series of gifts for any member of the Board or a school official shall register with the Ethics Panel within 5 days after first making the appearance.
- b) Any person representing him/herself, a business entity, or an organization, who communicates with one or more members of the Board of Education or school employees, or who solicits others to communicate with a school official or employee with the intent to influence that official or employee in the outcome of any official actions, and who incurs expenses of more than \$300 for this purpose in any calendar year, shall register with the Ethics Panel within 5 days after expending these funds.
- c) The registration statement shall identify the name and address of the lobbyist and any person on whose behalf he/she acts, and the subject matter which the registrant appeared before the Board or school official.
- d) Registrants under this section shall file a report within 30 days after the end of any calendar year disclosing the value, date, and nature of any food, entertainment, or other gift provided to a Board member or school official. Where the value of a gift exceeds \$25 in value or series of gifts exceeds \$100 in value in the calendar year, the registrant shall disclose the name of the Board member, school official, or employee to whom it was made.

- e) Registrations and reports filed pursuant to this section shall be maintained by the Ethics Panel as public records, available for inspection and copying subject to the conditions specified in Section 3.d) of this policy.
- f) The provisions of this section do not apply to the following acts:
 - (1) Appearances before the Board of Education or any school official by specific invitation or request, if the person engages in no further or other activities in connection with the passage or defeat of Board policies related to the matter on which the appearance is made
 - (2) Appearances before the Board of Education or any school official as part of the official duties of a duly elected or appointed official or employee of the Board of Education, the state, a political subdivision of the state, or of the United States, and not on behalf of any other entity
 - (3) Actions of a publisher or working member of the news media in the ordinary course of disseminating news or making editorial comment to the general public, but who does not engage in further or other lobbying that would directly and specifically benefit the economic, business, or professional interests of that person or that person's employer
 - (4) Appearances before the Board of Education or any school official at the specific invitation or request of a registrant, provided no other act is undertaken for which reporting is required, and provided the witness identifies him/herself as testifying at the request of another person
 - (5) Representation of a bona fide religious organization solely for the purpose of protecting the right of its members to practice the doctrine of the organization

5. Exemptions and Modifications

Exemptions or modifications to the provisions of this policy may be permitted by the Ethics Panel if it determines that application of those provisions would:

- a) Constitute an unreasonable invasion of privacy
- b) Significantly reduce the availability of qualified persons for public service
- c) Not be required to preserve the purposes of this policy

6. Ethics Panel

- a) There is a Montgomery County Board of Education Ethics Panel which consists of three members appointed by the Board of Education.
- b) Terms of members shall be for three years and established so that one member's term expires each year.
- c) Panel members shall not be incumbent members of the Board, school officials or employees, persons employed by a business entity subject to the authority of the Board, or spouses of such persons.
- d) The Panel shall be assisted in carrying out the responsibilities specified in this policy by the ethics officer and the Office of the Board of Education which, in consultation with the superintendent, shall see that needed legal, technical, and clerical assistance is provided to the panel.
- e) The Board of Education encourages all persons affected by this policy to seek the advice of the Ethics Panel as to any potential conflict of interest or other matter within the scope of this policy.
- f) The Panel shall:
 - (1) Interpret this policy and advise persons subject to it as to its application
 - (a) The panel shall respond promptly to a request by any official, employee, or other person subject to the provisions of this policy for an advisory opinion concerning its application.
 - (b) Copies of these interpretations, with the identity of any person deleted, shall be made public in accordance

with applicable federal or Maryland Laws regarding public records.

- (c) The panel shall provide interpretations of this policy based on the facts provided or reasonably available to it and, if necessary, ask the Board of Education for an addition or amendment to this policy, which shall be subject to subsequent approval by the State Ethics Commission
- (2) Be responsible for hearing any complaint filed regarding an alleged violation of this policy by any person
- (a) Complaints shall be made in writing and signed by the complainant and shall be referred to the ethics officer for investigation and review in consultation with legal counsel and the Ethics Panel.
 - (b) From the time a complaint is filed until there is a final determination by the Board, all actions regarding the complaint shall be confidential.
 - (c) If, after receiving an investigative report, the panel determines that
 - (i) There is no violation, or insufficient facts upon which to determine a violation, it shall dismiss the complaint
 - (ii) There is a reasonable basis for believing a violation has occurred, it shall give the subject of the complaint a hearing
 - (iii) A report of the hearing shall include findings of fact and conclusions of law. If it finds a violation, the panel shall report its findings and recommendations for action to the superintendent and Board of Education.
- (3) Determine any exemptions or modifications to the provisions of this policy as provided for in Section 5

- (4) Approve financial disclosure and lobbying disclosure forms to implement this policy
- (5) Receive, file, and provide public access to financial disclosure and lobbying forms which are filed with the panel
- (6) Direct the implementation of an educational program to inform school employees and the public about the purposes and implementation of this policy

7. Sanctions

- a) A finding that a Board member, school official, or employee has violated these provisions shall constitute grounds for removal from office, discipline, or other personnel action consistent with provisions of the *Annotated Code of Maryland, Education*, or the policies of the Montgomery County Board of Education.
- b) Persons or organizations found in violation of the lobbying provisions of this policy shall be publicly identified and subject to other penalties as provided by law.

D. DESIRED OUTCOME

MCPS will maintain high standards of ethics on a regular and ongoing basis. All those subject to this policy, including administrators, teachers, and support staff will thoroughly understand and fully adhere to the highest ethical standards. Ethical principles such as honesty, integrity, responsibility, and citizenship will be in the forefront of all activities and promoted to the greatest possible extent with MCPS.

E. IMPLEMENTATION STRATEGIES

The position of ethics officer for the Montgomery County Public Schools is hereby established. The ethics officer shall report directly to the Board of Education. The ethics officer will support and facilitate the work of the Ethics Panel and provide leadership for implementing all MCPS activities concerning ethics and conflicts of interest.

F. REVIEW AND REPORTING

This policy will be reviewed by the Board of Education every three years.

Re: BOARD/SUPERINTENDENT COMMENTS

Mr. Felton reported that Diane Veiga, a senior at Montgomery Blair High School, had been selected to participate at the general session on student achievement as part of the National Schools Boards Association. She would join Carl Rowan and Tom Snyder in addressing the entire conference.

Mr. Felton announced that the Board had unanimously selected Ms. Fran Brenneman as the new Ombudsman for MCPS.

Ms. Signer reported that she had attended the Asian-American Youth Summit. It was a terrific opportunity for Asian students to get together, and she complimented the organizers of the summit on a job well done.

RESOLUTION NO. 207-99 Re: CLOSED SESSION RESOLUTION

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* 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 portion of its meeting on Wednesday, April 14, 1999, in Room 120 of the Carver Educational Services Center from 8:30 to 10:00 a.m. and 12:30 to 2:00 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*, consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the *State Government Article*; and to review and adjudicate appeals in its quasi-judicial capacity and to discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*); and be it further

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

Re: REPORT OF CLOSED SESSION

On March 9, 1999, by unanimous vote, the Board of Education voted to conduct a closed session as permitted under the *Education Article* § 4-107 and *State Government Article* § 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed session on March 9, 1998, from 8:35 to 9:25 a.m. and 1:10 to 1:20 p.m. in Room 120, Carver Educational Services Center, Rockville, Maryland, and

1. Discussed and reviewed the Personnel Monthly Report, subsequent to which the vote to approve the report was taken in open session
3. Reviewed and/or adjudicated the following appeals: 1998-13, 1998-40, T-1999-1, 1999-4, 1999-7, and 1999-8.
4. Reviewed the adjacent land purchase, Paint Branch High School.
5. Reviewed the disposition of excess property, James Hubert Blake High School.
6. Discussed the new substitute teacher pilot program and collective bargaining.

In attendance at part or all of the above closed sessions were: Elizabeth Arons, Steve Abrams, Larry Bowers, Kermit Burnett, Viv D'Sousa, Reggie Felton, David Fischer, Hiawatha Fountain, Bea Gordon, Dick Hawes, Roland Ikheloa, Nancy King, George Margolies, Patricia O'Neill, Brian Porter, Glenda Rose, Steve Seleznow, Mona Signer, Mary Helen Smith, Pam Splaine, Janice Turpin, and Paul Vance.

RESOLUTION NO. 208-99 Re: Re: **BOARD APPEAL T-1999-3**

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

Resolved, That the Board of Education adopts its Order in Appeal T-1999-3, a student transfer matter, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Butler, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting to dismiss.

Re: **RETENTION AND RECRUITMENT OF TEACHERS
(Previous New Business Item)**

On motion of Mrs. O'Neill and seconded by Mr. Abrams, the following resolution was placed on the table:

WHEREAS, The new contract with Montgomery County Education Association (MCEA) calls for a joint workgroup on retention and recruitment;
and

WHEREAS, There is an identified national and local shortage of certified teachers; and

WHEREAS, The Board of Education has committed itself to reduction of class size, thus increasing the need for additional teachers; now therefore be it

Resolved, That the Board of Education, Montgomery County Public Schools, and MCEA commit themselves to begin work immediately to develop a strategic plan so that we are able to meet our future growing needs with highly qualified teachers; and be it further

Resolved, That the joint workgroup present the plan to the full Board in October 1999.

Re: **DISCUSSION**

Ms. Signer stated that she would not support the motion. The new contract with MCEA created a workgroup on teacher recruitment and retention. The new business item would unilaterally change the contract issue. Mrs. Gordon agreed with Ms. Signer.

Mr. Felton asked if this motion was reaffirming the contract.

Mrs. Gordon had no problem with reaffirming the contract, but the motion gave specific requirements for the task of the workgroup and how and when the workgroup would make its presentation.

Mrs. O'Neill stated that the motion supported what was in the contract, and the intent of the motion was for the Board to support that effort as a high priority.

RESOLUTION NO. 209-99 Re: **RETENTION AND RECRUITMENT OF TEACHERS**

On motion of Mrs. O'Neill and seconded by Mr. Abrams, the following amended resolution passed unanimously by those present:

Resolved, That the Board of Education reaffirms its commitment to the joint workgroup on retention and recruitment as delineated in the MCEA contract.

Re: **AREA REALTORS (Previous New Business Item)**

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

Resolved, That the Board of Education ask the Superintendent to prepare a letter to area realtors directing that they refrain from commenting on boundaries, and that they direct such questions to the Board of Education.

RESOLUTION NO. 210-99 Re: **AREA REALTORS**

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

Resolved, That the Board of Education ask the Superintendent to prepare a letter to area realtors and developers asking that they refrain from commenting on boundaries, and that they direct such questions to the Board of Education.

Re: **NEW BUSINESS**

There were no new business items introduced by Board members.

RESOLUTION NO. 211-99 Re: **ADJOURNMENT**

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 Board of Education adjourn its meeting of March 22, 1999, at 10:45 p.m.

PRESIDENT

SECRETARY

PLV:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

March 22, 1999

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