

APPROVED
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Rockville, Maryland
September 15, 2010

The Board of Education of Montgomery County met with the Executive Board of the Montgomery County Education Association (MCEA) in special session at the Carver Educational Services Center, Rockville, Maryland, on Wednesday, September 15, 2010, at 7:10 p.m.

Present: Mrs. Patricia O'Neill, President
in the Chair
Ms. Laura Berthiaume
Ms. Shirley Brandman
Dr. Judy Docca
Mr. Michael Durso
Mr. Philip Kauffman
Mr. Larry Bowers, Acting Secretary/Treasurer

Absent: Mr. Christopher Barclay
Mr. Alan Xie
Dr. Jerry Weast, Secretary/Treasurer

The following were agenda topics:

1. MCEA Contract and Implementation of Changes
2. Race to the Top and Teacher Evaluation
3. New Superintendent Search

The Board of Directors and Board of Education discussed the **MCEA Contract**. Overall, most people had positive experiences and impressions of the implementation of the contract changes. While the county's dire budget situation means no new monies, the contract does usher in important changes in how team and department meetings are scheduled, how leadership teams operate, elementary planning time, and use of grading/planning days at the end of each of the first three marking periods.

It was pointed out that the principals embrace the concepts and are implementing the new changes. Teachers are pleased with the aspect of working at home for grading. However, counselors are concerned that they were not included. Administration stated that this is the first year, and, with experience, there will be refinements with the school leadership teams. It was pointed out that MCEA members thought the new contract respected teachers as professionals, and decisions at the school level were very helpful. MCEA members were pleased that the Board continued its commitment to health care insurance.

There was a lengthy conversation about class sizes/workload, especially centered on skills for diversity, new teachers, bilingual classes, special education, and all special focus

classes. Administration stated that they were well aware of AYP and the ramification for special education. Also, the five-day rule for IEP documents provided to the parents was noted. There is a need for more targets with recommendations since more time is need to comply with state requirements.

Mrs. O'Neill pointed out that legislators need to confer with the school system or Board members prior to drafting legislation that may be inappropriate or may create unintended consequences.

Regarding **Race to the Top**, all agreed that there was misinformation and MCPS not signing on with the rest of Maryland's jurisdictions. MCEA members noted that the MCPS Professional Growth System (PGS) is working based on years of developing the system in collaboration with the union and administration. They stated that they are proud to work using standards and accountability. There was a brief discussion on the pitfalls of evaluating teachers on student outcomes based on tests. If a test does not factor into a grade (MSA), the student has little to no incentive to do well on the test. Mr. Kauffman noted that MCPS was at the mercy of outside forces since Maryland approved of Race to the Top, but the Board will continue to review and assess guidelines from the state.

Board members encouraged MCEA members to attend the Community Roundtables on October 13 and 28, 2010.

There was a brief discussion on the **New Superintendent Search**, and all agreed that MCPS should continue with the current priorities. The new superintendent should have high expectations, fight for what is right, maintain good relationships with people, and understand and have empathy for employees and students.

The meeting ended at 8:30 p.m.

PRESIDENT

SECRETARY

JDW:gr