The Board of Education of Montgomery County met in special session at the Educational Services Center, Rockville, Maryland, on Thursday, December 16, 1982, at 8 p.m.

ROLL CALL

Present: Mr. Blair G. Ewing, President in the Chair
Dr. James E. Cronin
Mrs. Suzanne K. Peyser*
Mrs. Marilyn J. Praisner
Mrs. Odessa M. Shannon
Dr. Robert E. Shoenberg

Absent: Dr. Marian L. Greenblatt
Mr. Kurt Hirsch

Others Present: Dr. Edward Andrews, Superintendent of Schools
Dr. Harry Pitt, Deputy Superintendent
Dr. Robert S. Shaffner, Executive Assistant
Mr. Thomas S. Fess, Parliamentarian

Re: Announcement

Mr. Ewing announced that Mrs. Peyser would be late because she was attending a family birthday party. Mr. Hirsch was attending a Delegation hearing on a bill regarding the voting rights of the student Board member.

Re: Discussion with Montgomery County Association of Administrative and Supervisory Personnel

Mr. Ewing stated that the discussion would be two-fold. The first part would consist of any issues that MCAASP would want to raise, and the second part related to the superintendent selection process and the role of MCAASP in that process.

Ms. Kitty Derby felt that the recent process they went through in negotiating with the Board of Education was an extremely good one. She said that the relationship between her organization and the Board was a highly professional one; however, they did have some concerns. Mrs. Audrey Leslie pointed out that their executive Board represented a broad spectrum of A&S personnel. One of their concerns was that approximately 10 percent of their potential membership was excluded from MCAASP because of their role in the negotiations process. The superintendent explained that the law permitted the Board to exclude a group of people starting with the superintendent on down, and some of these people could join the MCAASP organization if they were not excluded from it.
Ms. Derby said that their second issue had to do with the upcoming budget because all of them were aware of the mark the county executive had set. In the past their organization had been very vocal and supporting of the Board's budget and wanted to continue that support. She noted that 32 percent of the county's population had children in the public schools, and they wanted to explore ways of reaching this population as well as the population that did not have children in the schools. Mr. Ewing felt that this was an important issue, but he did not know of anyone who had figured out how to do this. He agreed that they should give this serious thought. Mrs. Shannon commented that a couple of people in the community would be interested in forming an ad hoc group to support the school system, and she would share their names with MCAASP.

Ms. Derby indicated that they would be interested in working with such a group and thought that it might be worth looking into a coalition which might involve the business community as well. Mr. Ewing suggested that they look at the report of the Economic Advisory Committee. Mrs. Praisner said they might use the governor's declaration of next year as the year of the public schools. She was trying to put something on paper and asked that MCAASP contact her. Mr. Ewing thought that the Board might want to ask a Board member or two to take the lead and ask groups to furnish names. Dr. Cronin commented that he would like the Board to consider appointing a Board member as liaison to the hate/violence committee. Mr. Ewing indicated that he would be back in touch with MCAASP on the budget issue and would raise the question with MCEA and MCCSSE.

Dr. Cronin remarked that he was interested in their "wish lists" for the school system and in ways the Board could assist them in minimizing the paper flow. Ms. Derby replied that all of them were aware they were a labor intensive organization, and they were always looking for ways to reduce this. She commented that the kinds of paraprofessional help they had in the schools working directly with children was crucial. Mrs. Leslie felt that lead time was critical because they did not have enough time to implement new programs and policies. She said that sometimes they were unrealistic about getting policies in place, and the Board should ask the staff about time requirements. Mrs. Joan Israel commented that sometimes the perceptions of how long something has to take were different at the various levels; therefore, they should ask for advice from those different levels.

In regard to the budget process, Dr. Bruce McKay stated that the superintendent did a good job in establishing the impact of the money requested and the standards pages did a good job in describing that impact. Dr. Cronin asked whether they had sufficient authority in the schools to do what they needed to do in terms of budget. Ms. Derby explained that they had textbooks and supplies accounts and there was some flexibility between them. There were certain area funds which were allocated to the local schools. In her area it was clear to her where the area was spending the funds and that she would have the opportunity to state
her case for a portion of these funds. Dr. Frank Bready said that
the secondary principals had developed new staffing standards and
presented them to the superintendent who reacted favorably. At the
senior high school level there was concern about athletic programs
functioning at a deficit. He felt that each school was stretched
to the limit to provide these programs.

Dr. Frank Masci felt that the most important place to put money was
in teacher salaries. He said that many teachers were forced to
take second jobs in order to live in Montgomery County.*

*Mrs. Peyser joined the meeting at this point.

Dr. Shoenberg remarked that when they moved into a new school
situation they tried to plan out what was going to happen year by
year. He wondered whether the environment in which they worked
made that kind of goal-setting situation possible. Ms. Derby
replied that this was an on-going process in every school. She
also indicated that area support was available in terms of
long-range planning. She said that one of the great difficulties
was that very often a school would be working on the needs of that
school and would be stopped in the middle of that process by
directions from other sources. Mrs. Israel commented that she was
in the fourth year of a five-year plan and had made some changes in
the plan as a result of her own decisions and priorities from other
sources. She said that people in the county needed to learn to say
no, and that included Board members, superintendent, and staff.
She felt that the hardest part was for the Board to face pressure
groups night after night and stick with what the Board considered
important.

Mrs. Shannon said she would like to hear from area, elementary
school, and secondary school representatives as to what their top
and bottom priorities would be. Mrs. Leslie replied that she would
like to have some decisions on where they were going on course
matters. She also felt that they needed some release time to bring
teachers in for training. Ms. Derby said her wish would be for
release time to enable the people responsible for education to get
some help in implementing programs. She suggested that they look
at four and a half day weeks and noted the success some school
systems had had with these programs. She said that also got them
to the question of the increasing need for day-care of children.

Mr. Ewing asked Ms. Derby to share any research she had on this
subject. Dr. Cronin explained that in the coming years he would
like the Board to spend a considerable amount of time on teaching
and looking at what they considered to be a quality teacher,
principal, and school. Ms. Derby remarked that one thing that made
a difference was how comfortable people felt in their environment.

Dr. McKay said that he had read an interesting article by Bruce
Joyce on getting to the level where teachers became students of
their own craft, and Dr. Cronin asked to receive a copy of the
article.
Mr. Ewing commented that as a result of the evening's discussion they would be able to generate some good agendas for future discussions. In regard to the budget and the standards pages, he felt that they moved quickly to the dollar pages and felt that they should focus on the budget in terms of the results they expected. In this regard, the standards pages were useful.

MCAASP representatives shared their views on the superintendent selection process with members of the Board. Board members requested that they be provided with any written comments that the organization had prepared.

Re: Adjournment

The president adjourned the meeting at 9:30 p.m.

President
Secretary

EA:mlw