

APPROVED
55-1984

Rockville, Maryland
December 5, 1984

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Wednesday, December 5, 1984 at 8 p.m.

ROLL CALL Present: Mrs. Marilyn J. Praisner, President in the Chair
Dr. James E. Cronin
Mrs. Sharon DiFonzo*
Mr. Blair G. Ewing*
Dr. Jeremiah Floyd*
Dr. Robert E. Shoenberg
Mrs. Mary Margaret Slye

Absent: Miss Jacquie DUBY

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

Re: Announcement

Mrs. Praisner announced that Miss DUBY had expressed her regrets at not being present for the meeting.

RESOLUTION NO. 613-84 Re: Board Agenda - December 5, 1984

On recommendation of the superintendent and on motion of Mrs. Slye seconded by Dr. Cronin, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt its agenda for December 5, 1984 with the addition of an item on the State Capital Improvements Program.

*Mrs. DiFonzo joined the meeting.

Re: Meeting with the Human Relations Commission

Mr. Isiah Leggett, chairman of the Human Relations Commission, apologized for the Commission not meeting earlier with the Board, but said they wanted to wait to meet with the new Board members. Mr. Leggett introduced the Human Relations Commissioners who were present at the meeting: Mrs. Sue Shoenberg, vice-chairman of the Human Relations Commission, Ms. Eleanor Highland, Ms. Lilly Johnson, Dr. Gladys Ortega, Dr. Miriam Raskin, Mr. Bob Rogers, Dr. Ciria Sanchez-Baca, and Mr. Joe Trotter.

*Mr. Ewing joined the meeting.

Dr. Freda Cheung, chair of the Education Committee, introduced the members of her committee: Mr. Armand Checker, Mrs. Alice Johnson,

Miss Janie Johnson, Mrs. Alice Lee (not present), Mrs. Zelma Mason (not present), Dr. Ortega and Dr. Raskin.

Dr. Cheung explained that the Education Committee during the past year had met with blacks, Asians and Hispanics to hear their concerns and, as a follow-up, had met with Dr. Stephen Rohr, director of personnel services, and Mrs. Wilma Holmes, then director of human relations, and staff. The committee had raised its concerns and MCPS staff had reacted positively, indicating its willingness to make the necessary changes to improve the personnel situation. She explained that all of the dialogue had proved very helpful in effecting a continuous relationship between the Board of Education and the Human Relations Commission, and she hoped it would be one of the means of making MCPS one of the most viable educational systems in the country in terms of quality and equity.

*Dr. Floyd joined the meeting.

Miss Janie Johnson wanted to raise three key issues in the hope that MCPS would begin to move forward with action. First, that additional effort was needed in recruitment and hiring of minorities in A&S because in reviewing A&S staff she had found only one Asian, one American Indian, and nine Hispanics. Second, that more Asian, Indian and Hispanic teachers were needed because students needed to have role models. And, third, she was concerned with language barriers, especially in providing counseling to students and parents. She added that parents who speak a different language or are from a different culture stay away from the schools because they feel they will be looked down upon or will not be welcome.

Dr. Shoenberg agreed that minority students should have role models, but he questioned whether certified people were available within the profession to be hired in numbers that were commensurate with the numbers of students in the schools. Miss Johnson responded that she had been given a list of places where the people could be recruited from. Mr. Leggett stated that he had been told by the Asian community that a conference had been held in Rockville and when personnel was asked to send someone, they were told it cost too much money. Dr. Huong Mai Tran of the Department of Human Relations explained that she was personally involved in getting personnel to attend some Asian conferences and that she had heard about the Organization of Chinese Americans conference to which Mr. Leggett had referred. However, she had advised personnel that with the amount of money involved they should choose an educational conference rather than the Organization of Chinese Americans conference. She added there was an Asian-American educators conference coming up in March that would be a good place to recruit.

Dr. Raskin was concerned about annual evaluations of MCPS but that other concerns had emerged during their meetings over the past year. She noted there was only one curriculum content about minorities and that point focused only on changes begun on individuals recognized as black leaders nationally or locally. Some other minority groups want other minorities recognized as minority leaders. She stated that the

key person in human relations was the Principal but that the principal could not carry the total burden of human relations alone. The principal created the climate in the school but the Commission recognized that teachers and counselors had responsibility. She said they needed to track the messages key people were getting, starting with the Board and the superintendent right down the line. She asked that the evaluation forms for A&S be updated, including some performance criteria on equity staffing and affirmative action. She asked whether, in the case of no minority applicants being sent by Personnel, the principal requested in writing that minority applicants be in the pool. She also requested that the teacher evaluation forms be updated and human relations and minority issues be included.

Dr. Cheung pointed out the great diversity among Asian groups, i.e., Chinese from Canton cannot understand Mandarin, and that MCPS must recognize and be sensitive to that issue. She could not understand why it was impossible to hire a single Asian counselor. She said the rate of dropout among Asians was increasing and that the newcomers were not the overachievers that those who came before were. She added that many of the parents today are illiterate. She stated that MCPS needed to promote qualified Asian staff: A&S, PPWs, teachers, and counselors because they were needed to serve as role models and decision makers. She suggested some in-service training in assertiveness when interviewing was needed and requested that Asians be included on interviewing committees for promotion and hiring purposes. She also suggested that MCPS compile a list of all Asian language groups to serve as resources for other Asians.

Mrs. Praisner asked if Adult Education could offer a course on interview skills and strategies at nominal or no cost. Dr. Pitt responded that there is a two-level course for teachers and that part of the program is to help people do that. Dr. Floyd suggested the problem might be with the interviewer rather than the interviewee.

Dr. Cheung was glad to know Personnel had responded so quickly to their concerns on Rosemary Hills Elementary School, hiring or transferring both Hispanic and black teachers. She would like attention paid to bilingual needs at Chevy Chase and North Chevy Chase since they are receiving schools for Rosemary Hills and currently the teaching staffs have no Hispanics and no Asians except one teacher aide.

Dr. Ortega was concerned that counselors are monolingual and that students and their parents have problems because they cannot express their concerns. She suggested MCPS set up a multilingual "hot line." She also noted that five mini-grants had been given to schools and she requested to see what had been done and evaluate it.

Mr. Armand Checker noted there were problems with non-English speaking students being in regular classes and that it was the responsibility of the school staff to deal with those situations. He suggested that effort involve resource people from foreign nations and require use of teachers and counselors with backgrounds in students' native cultures as advocates for students.

Mrs. Praisner stated that was another issue in which there was no disagreement among the Board. They were all aware of the increase in non-English speaking students and concerned with making sure adequate resources and training were available. Mr. Ewing added that one thing they didn't want to do was have the employer be the "heavy" and mandate training with punishment for not attending. He believed the training should be presented as an effort to help teachers cope with problems they face so they can feel better about themselves. Mr. Checker asked about making in-service courses which are useful to teachers mandatory. Mrs. Praisner responded that the Board does that when the teachers tell them the things for which they want more training but there has to be a fine melding of what a teacher thinks is useful and what a principal thinks is useful and what the Board thinks is useful. Ms. Judy Docca, acting director of human relations, noted that evaluations from teachers on HR-10 all said it was very valuable to them but, although the course has been offered every other semester, often there were not enough people to take it. She didn't know how to get more people involved.

Mrs. Shoenberg urged the Board to begin an MCPS study and hire a professional to make a pilot study of several jobs to see if there is pay equity. Since some jobs are already known to be primarily white and others black and female, she thought it was possible for staff to do some work in this area prior to seeking the help of a professional who does job assessments. She noted that black children needed to be encouraged to achieve and that work with parents was needed, but that when parents work in the daytime it caused a problem. She suggested the Board look at putting extra money in the budget to have staff available at night. She stated the Commission would like to see the suspension lists by race and school because they were still seeing blacks suspended twice as often as their counterparts. She also noted they had a problem, when looking at average salaries, of telling whether a female or a minority was paid less than a white male or whether that person had gone into the job market later and had less years in service. She suggested some category for the number of years in a position (3, 6 or 10, whichever would be easiest to do) so they could look at it by sex and race. She concluded by saying the Commission was available to help with problems and that they appreciated the time the Department of Human Relations staff had spent working with them.

Mr. Alan Dean, Executive Director, also thanked the staff of the Department of Human Relations for the cooperation and support they had given and said he was very grateful they were there.

Mrs. Praisner thought the Commission's comments were very useful. She asked the Commission to help the Board with clarification of the issues because they were out in the community more than the Board was and they could explain what the Board was doing or why certain things occurred before they became magnified. She thought other Board members would share that request.

Mr. Leggett stated that they were all trying to eliminate problems and that the meeting had been a start. They planned to come back in

about six months to look at the data again and they would be seeking additional data.

Re: Executive Session

The Board met in executive session from 10:05 to 11 p.m. to discuss appointments to the Area 2 Task Force.

Re: Appointments to Area 2 Task Force

On recommendation of the superintendent, Dr. Shoenberg moved and Mrs. Slye seconded the following:

WHEREAS, On October 22, 1984, the Board of Education establish an Area 2 Task Force to identify program and facility needs in Area 2 schools which should be addressed by the school system; and

WHEREAS, The Area 2 Task Force shall be comprised of representatives from each cluster in Area 2, and in addition shall include one principal from each level (elementary, J/I/M and high school) and one teacher from each level, and four other citizens chosen for their areawide and/or countywide perspective, but residing in Area 2, and two students from the J/I/M level, and two students from the senior high level; now therefore be it

RESOLVED, That the following persons be appointed to serve on the Area 2 Task Force:

RESOLUTION NO. 614-84 Re: Appointment to Area 2 Task Force

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

RESOLVED, That Marion Long be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 615-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Dr. Cronin, Mrs. DiFonzo, Dr. Floyd, Mrs. Praisner and Dr. Shoenberg voting in the affirmative; Mr. Ewing and Mrs. Slye abstaining:

RESOLVED, That Josie Kelly be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 616-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Nancy Mercurio be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 617-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Lois Williams be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 618-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Stephen Loeb be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 619-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Armand Checker be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 620-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Charlotte Wunderlich be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 621-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Judy Ackerman be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 622-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Ginny Miller be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 623-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Andi Staiano be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 624-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Dr. Floyd, Mrs. Praisner, Dr. Shoenberg and Mrs. Slye voting in the affirmative; Mrs. DiFonzo abstaining:

RESOLVED, That Janice Perry be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 625-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Dr. Floyd, Mrs. Praisner, Dr. Shoenberg and Mrs. Slye voting in the affirmative; Mrs. DiFonzo abstaining:

RESOLVED, That Myrna Olson be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 626-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Dr. Cronin, Mr. Ewing, Dr. Floyd, Mrs. Praisner, Dr. Shoenberg and Mrs. Slye voting in the affirmative; Mrs. DiFonzo abstaining:

RESOLVED, That Barbara Thomas be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 627-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Ruth Patapis be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 628-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Ruth Litzenberger be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 629-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Pamela Roddy be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 630-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Ruth Krall be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 631-84 Re: Appointment to the Area 2 Task Force

On motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted with Mr. Ewing, Dr. Floyd, Mrs. Praisner and Mrs. Slye voting in the affirmative; Dr. Cronin, Mrs. DiFonzo, and Dr. Shoenberg abstaining:

RESOLVED, That Marlene Bolz be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 632-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Zelma Mason be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 633-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Lea Berninger be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 634-84 Re: Appointment to the Area 2 Task Force

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

RESOLVED, That Barbara Gargano be appointed to serve on the Area 2 Task Force.

RESOLUTION NO. 635-84 Re: Appointments to the Area 2 Task Force

On recommendation of the superintendent and on motion of Dr. Shoenberg seconded by Mrs. Slye, the following resolution was adopted unanimously:

RESOLVED, That the following principals, teachers and students be appointed to serve on the Area 2 Task Force:

Elementary School Principal	Joan Peck
J/I/M School Principal	Philip Sheridan
Senior High School Principal	Allen Swick
Elementary School Teacher	Jeffrey Martinez
J/I/M School Teacher	Mabra Martin
Senior High School Teacher	Wayne Fleeger
J/I/M Student	Elysa Diamond
J/I/M Student	Jason Eist
Senior High Student	Tanya Robinson
Senior High Student	Caroline Dupont

RESOLUTION NO. 636-84 Re: Appointments to the Area 2 Task Force

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

RESOLVED, That the following at-large representatives be appointed to serve on the Area 2 Task Force:

Vicki Rafel
Johnnie Taylor
Betty Chiang
Vickie Bowers

Re: Appointments to the Area 2 Task Force

WHEREAS, On October 22, 1984, the Board of Education establish an Area 2 Task Force to identify program and facility needs in Area 2 schools which should be addressed by the school system; and

WHEREAS, The Area 2 Task Force shall be comprised of representatives from each cluster in Area 2, and in addition shall include one principal from each level (elementary, J/I/M and high school) and one teacher from each level, and four other citizens chosen for their areawide and/or countywide perspective, but residing in Area 2, and two students from the J/I/M level, and two students from the senior high level; now therefore be it

RESOLVED, That the following persons be appointed to serve on the Area 2 Task Force:

Bethesda-Chevy Chase Cluster Representatives

Elementary	Marion Long
J/I/M	Josie Kelly
Senior	Nancy Mercurio

Winston Churchill Cluster Representatives

Elementary	Lois Williams
J/I/M	Stephen Loeb
Senior	Armand Checker

Walter Johnson Cluster Representatives

Elementary	Charlotte Wunderlich
J/I/M	Judy Ackerman
Senior	Ginny Miller

Richard Montgomery Cluster Representatives

Elementary	Andi Gaiano
J/I/M	Janice Perry
Senior	Myrna Olson

Rockville Cluster Representatives

Elementary	Barbara Thomas
J/I/M	Ruth Patapsis
Senior	Ruth Litzenberger

Walt Whitman Cluster Representatives

Elementary	Pamela Roddy
J/I/M	Ruth Krall
Senior	Marlene Bolz

Charles W. Woodward Cluster Representatives

Elementary	Zelma Mason
J/I/M	Lea Berninger
Senior	Barbara Gargano

At-large Representatives

Vicki Rafel
Johnnie Taylor
Betty Chiang
Vickie Bowers

Elementary School Principal, Area 2	Joan Peck
J/I/M School Principal, Area 2	Philip Sheridan
Senior High School Principal, Area 2	Allen Swick
Elementary School Teacher, Area 2	Jeffrey Martinez
J/I/M School Teacher, Area 2	Mabra Martin
Senior High School Teacher, Area 2	Wayne Fleeger
J/I/M Student	Elysa Diamond
J/I/M Student	Jason Eist
Senior High Student	Tanya Robinson
Senior High Student	Caroline Dupont

RESOLUTION NO. 637-84 Re: State Capital Improvements Program

On recommendation of the superintendent and on motion of Dr. Cronin

seconded by Mrs. Slye, the following motion was adopted unanimously:

WHEREAS, On November 26 the Board of Education established priorities for construction funds and planning approval for state eligible capital projects; and

WHEREAS, On December 4 the County Council approved the Board's request for construction projects eligible for state funding while deferring the planning approval requests for some projects, and

WHEREAS, The rules and regulations of the State of Maryland's Public School Construction Program explicitly state that "Written local government approval of the Capital Improvements Program is required," such approval must be pro-vided by December 7, and the Public School Construction Program will only formally consider requests approved by the County Council; now therefore be it

RESOLVED, That the Board of Education amends its State Capital Budget Request to include state funds and planning approval for the following capital projects which have been approved by the County Council:

CONSTRUCTION PROJECTS

1. Montgomery Blair High School Modernization
2. Lake Seneca Elementary School
3. Woodfield Elementary School Addition and Modernization
4. Flower Hill Elementary School
5. Gaithersburg High School Addition
6. Watkins Mill High School
7. South Germantown Elementary School
8. Washington Grove Elementary School Modernization
9. Bradley Hills Elementary School Modernization
10. Oak View Elementary School Modernization
11. Twinbrook Elementary School Modernization
12. Portable Classroom Relocations

PLANNING PROJECTS

1. Flower Hill Elementary School
2. Gaithersburg High School Addition
3. Watkins Mill High School
4. South Germantown Elementary School
5. Oak View Elementary School Modernization
6. Twinbrook Elementary School Modernization
7. Quince Orchard High School

Re: Adjournment

The Board adjourned to executive session at 11:15 p.m.

PRESIDENT

SECRETARY

WSC:ms1