



unanimously:

RESOLVED, That the following appointments, resignations, and leaves of absence for professional and supporting services personnel be approved: (TO BE APPENDED TO THESE MINUTES)

RESOLUTION NO. 411-87 Re: DEATH OF MRS. MARY G. MASON,  
INSTRUCTIONAL ASSISTANT AT MEADOW HALL  
ELEMENTARY SCHOOL

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

WHEREAS, The death on July 4, 1987, of Mrs. Mary G. Mason, an instructional assistant at Meadow Hall Elementary School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Mrs. Mason did an extremely effective job for over nine years; and

WHEREAS, Mrs. Mason was recognized by staff and students as an integral member of the total school staff, assuming additional responsibilities and providing more support than her job required; now therefore be it

RESOLVED, That the members of the Board of Education express their sorrow at the death of Mrs. Mary G. Mason and extend deepest sympathy to her family; and be it further

RESOLVED, That this resolution be made part of the minutes of this meeting and a copy be forwarded to Mrs. Mason's family.

RESOLUTION NO. 412-87 Re: DEATH OF MR. DONALD J. STRIKE, RESOURCE  
TEACHER AT THE EDISON CAREER CENTER

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

WHEREAS, The death on July 23, 1987, of Mr. Donald J. Strike, a resource teacher at the Edison Career Center, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Mr. Strike had been an exemplary member of the Montgomery County Public Schools staff for over fourteen years; and

WHEREAS, Mr. Strike had performed the dual role of counselor/resource teacher in a very commendable manner, consistently doing whatever was needed to benefit the total school program; now therefore be it

RESOLVED, That the members of the Board of Education express their sorrow at the death of Mr. Donald J. Strike and extend deepest sympathy to his family; and be it further

RESOLVED, That this resolution be made part of the minutes of this meeting and a copy be forwarded to Mr. Strike's family.

RESOLUTION NO. 413-87 Re: PERSONNEL APPOINTMENTS AND TRANSFERS

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

RESOLVED, That the following personnel appointments and transfers be approved:

APPOINTMENT	PRESENT POSITION	AS
James E. Fish	Assistant Principal Seneca Valley HS	Principal Montgomery Village JHS Effective: 8-19-87
Donald H. Kress	Assistant Principal Montgomery Blair HS	Principal Banneker JHS Effective: 8-19-87
Joan P. Lewis	Acting Asst. Principal Stedwick ES	Principal Stedwick ES Effective: 8-19-87
Amanda P. Winters	Acting Asst. Principal John F. Kennedy HS	Assistant Principal E. Brooke Lee IS Effective: 8-19-87
TRANSFER	FROM	TO
Barbara Adams	Assistant Principal Gaithersburg JHS	Assistant Principal Robert Frost IS Effective: 8-19-87
Cyrus Washington	Assistant Principal Springbrook HS	Assistant Principal Seneca Valley HS Effective: 8-19-87
Fred Lowenbach	Assistant Principal Parkland JHS	Assistant Principal Springbrook HS Effective: 8-19-87
Marlene Hartzman	Assistant Principal Gaithersburg HS	Assistant Principal Montgomery Blair HS Effective: 8-19-87
James Atha	Assistant Principal Brown Station ES	Assistant Principal Stedwick ES Effective: 8-19-87

RESOLUTION NO. 414-87 Re: APPROVAL OF PASCAL COURSE FOR INCLUSION

IN THE PROGRAM OF STUDIES

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

WHEREAS, The Board of Education on December 13, 1983, approved the policy on Instructional Uses of Computers (Resolution No. 995-83); and

WHEREAS, The above policy mandates that computer science curricula be described in the MCPS PROGRAM OF STUDIES; and

WHEREAS, Staff has prepared the course description and objectives for the Pascal semester course which meet local and state content requirements; and

WHEREAS, The Pascal course has been recommended by the Council on Instruction and the superintendent based on results of a countywide pilot; now therefore be it

RESOLVED, That the Board of Education approve the Pascal course for inclusion in the MCPS Grades 9-12 Computer Science PROGRAM OF STUDIES as a basic core Category 2 course beginning with the 1987-88 school year.

RESOLUTION NO. 415-87 Re: UTILIZATION OF FY 1988 FUTURE SUPPORTED PROJECT FUNDS FOR THE SPECIAL EDUCATION TRINITY COLLEGE STUDY CENTER

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

RESOLVED, That the superintendent of schools be authorized to receive and expend within the FY 1988 Provision for Future Supported Projects an \$11,115 grant award from Trinity College to operate a special education professional materials and study center in the following categories:

CATEGORY	AMOUNT
04 Special Education	\$10,569
10 Fixed Charges	546
	-----
TOTAL	\$11,115

and be it further

RESOLVED, That copies of this resolution be transmitted to the county executive and the County Council.

RESOLUTION NO. 416-87 Re: UTILIZATION OF FY 1988 FUTURE SUPPORTED PROJECT FUNDS FOR THE PROJECT BASIC

MAINTENANCE PROGRAM

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

RESOLVED, That the superintendent of schools be authorized to receive and expend within the FY 1988 Provision for Future Supported Projects a \$1,000 grant award from MSDE for Project Basic Maintenance programs in the following categories:

CATEGORY	AMOUNT
01 Administration	\$ 930
10 Fixed Charges	70
	-----
TOTAL	\$1,000

and be it further

RESOLVED, That copies of this resolution be transmitted to the county executive and the County Council.

RESOLUTION NO. 417-87 Re: UTILIZATION OF FY 1988 FUTURE SUPPORTED PROJECT FUNDS FOR THE STATE COMPENSATORY EDUCATION (SCE) PROGRAM

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

RESOLVED, That the superintendent of schools be authorized to receive and expend within the FY 1988 Provision for Future Supported Projects an additional \$10,558 grant from the Maryland State Department of Education under the State Compensatory Education Program in the following categories:

CATEGORY	
02 Instruction Salaries	\$ 7,835
)3 Instructional Other	2,124
10 Fixed Charges	599
	-----
TOTAL	\$10,558

and be it further

RESOLVED, That a copy be transmitted to the county executive and the County Council.

RESOLUTION NO. 418-87 Re: FY 1988 CATEGORICAL TRANSFER WITHIN THE PROVISION FOR FUTURE SUPPORTED PROJECTS

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

RESOLVED, That the superintendent of schools be authorized to effect within the FY 1988 Provision for Future Supported Projects the following categorical transfer in accordance with the County Council provision for transfers:

CATEGORY	FROM	TO
04 Special Education	\$10,000	
01 Administration		\$10,000
	-----	-----
TOTAL	\$10,000	\$10,000

and be it further

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

RESOLUTION NO. 419-87 Re: FY 1988 SUPPLEMENTAL APPROPRIATION FOR THE ESOL/BILINGUAL METS (MULTIDISCIPLINARY EDUCATIONAL TRAINING AND SUPPORT) PROGRAM

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

RESOLVED, That the superintendent of schools be authorized, subject to County Council approval, to receive and expend an FY 1988 supplemental appropriation of \$73,664 from the U.S. Department of Education under ESEA Title VII (Bilingual Education Act) to establish an FY 1988 intensive catch-up program for Grades 6-9 LEP students, under Project METS in the following state budget categories:

	POSITIONS	AMOUNT
02 Instructional Salaries		\$48,664
Counselor (A-D)	.5	
Instructional Asst. (10)	2.0	
03 Other Instructional Costs		11,000
10 Fixed Charges		14,000
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TOTAL	2.5	\$73,664

and be it further

RESOLVED, That the county executive be requested to recommend approval of this resolution to the County Council and a copy be transmitted to the county executive and the County Council.

RESOLUTION NO. 420-87 Re: FY 1988 SUPPLEMENTAL APPROPRIATION FOR  
THE CHAPTER 1, ECIA PROGRAM

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

RESOLVED, That the superintendent of schools be authorized, subject to County Council approval, to receive and expend an FY 1988 supplemental appropriation of \$86,905 from the Maryland State Department of Education under the Education Consolidation and Improvement Act to expand Chapter 1 services to an additional eligible school in the following categories:

CATEGORY	POSITIONS	AMOUNT
02 Instructional Salaries		\$58,102
Instructional Asst. (10)	4.8	
10 Fixed Charges		28,803
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TOTAL	4.8	\$86,905

and be it further

RESOLVED, That the county executive be requested to recommend approval of this resolution to the County Council and a copy be transmitted to the county executive and the County Council.

RESOLUTION NO. 421-87 Re: FY 1987 OPERATING BUDGET APPROPRIATION  
CATEGORICAL TRANSFER

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

WHEREAS, Category 4 Special Education is reflecting a deficit as of June 30, 1987, primarily due to increased costs of student placements in educational programs outside MCPS; and

WHEREAS, Category 5 Student Personnel Services is reflecting a deficit as of June 30, 1987, due to the expenditure for other salaries above the amount which was budgeted; and

WHEREAS, Category 10 Fixed Charges is reflecting a deficit as of June 30, 1987, primarily due to costs for relocatable classrooms required to accommodate the increased enrollment in the upper county area and increased costs for employee benefit plan claims; and

WHEREAS, The required funds are available for transfer from Category 2 Instructional Salaries, Category 3 Instructional Other, and Category 8 Operation of Plant; now therefore be it

RESOLVED, That the superintendent be authorized, subject to the approval of the County Council, to effect the following transfer:

CATEGORY	DESCRIPTION	TO	FROM
2	Instructional Salaries		\$ 280,600
3	Instructional Other		520,000
4	Special Education	\$ 572,000	
5	Student Personnel Svcs.	28,600	
8	Operation of Plant		750,000
10	Fixed Charges	950,000	
		-----	-----
	TOTAL	\$1,550,600	\$1,550,600

and be it further

RESOLVED, That the county executive and the County Council be given a copy of this resolution and that the county executive be requested to recommend approval of this action to the County Council.

RESOLUTION NO. 422-87 Re: PROCUREMENT CONTRACTS OVER \$25,000

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

WHEREAS, Funds have been budgeted for the purchase of equipment, supplies, and contractual services; now therefore be it

RESOLVED, That having been duly advertised, the contracts be awarded to the low responsive bidders meeting specifications as shown for the bids as follows:

AWARDEE:

95-86	Frozen Baked Pizza B & H Food Company	\$ 597,700
158-87	Plumbing Supplies Apex Plumbing Supply, Inc. Associated Controls, Inc. Capp, Inc. Central Wholesalers, Inc. Creed Co. D S Pips & Supply Co. Economy Maintenance Supply H & S Co. Harrison Bros., Inc. Lenz Supply Corporation McCardle & Walsh, Inc. R. E. Michael, Inc. Motion Specialties, Inc. Noland & Co., Inc. Pier Angeli Co. J. A. Sexauser, Inc. Southern Utilities Co., Inc.	\$ 7,213 3,989 1,068 3,523 4,280 841 2,363 798 11,853* 415 2,923 7,449 512 40,780 97 1,687 589

	H. M. Sweeny	212
	Trayco, Inc.	828
	TOTAL	\$ 91,420
163-87	Snack Foods	
	Quality Snax	\$ 81,337
164-87	Milk, Milk Shake Mixes, Cottage Cheese, Yogurt, and Fruit Juices	
	Shenandoah's Pride Dairy	\$1,088,283
165-87	Fresh Donuts	
	Montgomery Donuts Co., Inc.	\$ 55,965
195-87	Driver Education Behind-the-Wheel Training	
	Easy Method, Inc.	\$ 194,964
	Friendly Driving Academy	30,931
	Poly Method Driving School	12,960*
	Potomac Driving School	25,920*
	Washington Driving School	12,420*
	TOTAL	\$ 277,195
196-87	General Music Classroom Instruments	
	Ideal Music Co.	\$ 2,253*
	Music & Arts Center, Inc.	5,709
	Rhythm Band, Inc.	12,048
	Washington Music Sales Center, Inc.	16,605
	World of Peripole	22,518*
	Zavarella's Music	53*
	TOTAL	\$ 59,186
199-87	Glass and Glazing Materials	
	Cherrydale Glass Shops, Inc.	\$ 420
	Commercial Plastics	7,622
	Gar-Ron Plastics Corp.	7,349
	Miles Glass Company, Inc.	5,787
	Walsh & Koehler Glass Co., Inc.	42,365
	TOTAL	\$ 63,543
200-87	Paperback/Prebound Books	
	aka Book Fare, Inc.	\$ 75,000*
	Bookworm, A Div. of Mills Corp.	80,000*
	TOTAL	\$ 155,000
206-87	Cash Registers	
	American Micro Tech, Inc.	\$ 53,905
2-88	Computer Printers	

IBM Corp.	\$ 5,820
Micro Innovation Computer Center	24,430
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TOTAL	\$ 30,250

TOTAL OVER \$15,000 \$2,553,784

\*Asterisk denotes MFD vendors

RESOLUTION NO. 423-87 Re: STRAWBERRY KNOLL ELEMENTARY SCHOOL  
(AREA 3)

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

WHEREAS, Bids were received on August 14, 1987, for the construction of Strawberry Knoll Elementary School; and

WHEREAS, The low bid exceeded the budget appropriation; now therefore be it

RESOLVED, That all bids be rejected and staff be directed to instruct the project architect to modify the bid specifications and to rebid the project.

RESOLUTION NO. 424-87 Re: TELECOMMUNICATIONS/CABLE TV NETWORK  
INSTALLATION AT VARIOUS SCHOOLS

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

WHEREAS, Sealed bids were received on August 7, 1987, for installation of a cable television/telecommunications network at College Gardens and Ritchie Park Elementary Schools and Rock Terrace and Rockville High Schools as indicated below:

BIDDER	LUMP SUM
1. Lite-Way Communications, Inc.	\$47,555.00
2. Jullien Enterprises, Ltd.	54,720.00
3. B & L Services, Inc.	60,410.00
4. M. C. Dean Electrical Contracting, Inc.	99,600.00

and

WHEREAS, The low bidder was removed from the bidders' list because they did not have a Registered Maryland Contractor certificate or registration which is one of the requirements of the specifications; and

WHEREAS, The second low bidder met all requirements of the specifications; and

WHEREAS, The recommended bid is within staff estimate, and sufficient funds are available to effect award; now therefore be it

RESOLVED, That a contract for \$54,720 be awarded to Jullien Enterprises, Ltd., for installation of a cable television/telecommunications network at College Gardens and Ritchie Park Elementary Schools and Rock Terrace and Rockville High Schools.

RESOLUTION NO. 425-87 Re: ARCHITECTURAL APPOINTMENTS FOR VARIOUS SCHOOLS

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

WHEREAS, It is necessary to appoint architects to provide required design services and administration of the construction contracts; and

WHEREAS, Funds were approved in the FY 1988 Capital Budget for the projects listed below; and

WHEREAS, The architectural/engineering selection procedures approved by the Board of Education on May 13, 1986, were employed in the following appointments; now therefore be it

RESOLVED, That the Montgomery County Board of Education enter into a contractual agreement with each of the below-listed architectural firms to provide required design services and construction supervision for the following indicated capital improvement projects included in the FY 1988 Capital Budget:

PROJECT	ARCHITECT/ENGINEER	FEE
Laytonsville ES Mod.	Smolen/Rushing + Associates, Inc.	\$160,000
Sherwood HS Feasibility	Strang and Samaha, AIA	71,520
Highland ES Modernization	Duanne Elliot, Cahill Mullineaux & Mullineaux	240,000
Montgomery Knolls ES Mod./Addition	S H W C, Inc.	210,000

RESOLUTION NO. 426-87 Re: REDUCTION OF RETAINAGE - CEDAR GROVE ELEMENTARY SCHOOL (AREA 3)

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

WHEREAS, The McAlister-Schwartz Co., general contractor for the Cedar Grove Elementary School, has completed 96 percent of all specified

requirements as of August 15, 1987, and has requested that the 10 percent retainage amount, which is based on the completed work to date, be reduced to 5 percent retainage; and

WHEREAS, The project bonding company, The American Insurance Company by letter dated July 27, 1987, consented to this reduction; and

WHEREAS, The project architect, Smolen/Rushing + Associates, by letter dated July 20, 1987, recommended that this request for reduction be approved; now therefore be it

RESOLVED, That the contract's specified 10 percent retainage withheld from periodic construction contract payments to The McAlister-Schwartz Co., general contractor for the Cedar Grove Elementary School, currently amounting to 10 percent of the contractor's request for payment to date, now be reduced to 5 percent with the remaining 5 percent to become due and payable after formal acceptance of the completed project and total completion of all remaining contract requirements.

RESOLUTION NO. 427-87 Re: REDUCTION OF RETAINAGE - S. CHRISTA  
MCAULIFFE ELEMENTARY SCHOOL (AREA 3)

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

WHEREAS, John C. Grimberg Co., Inc., general contractor for the S. Christa McAuliffe Elementary School, has completed 98 percent of all specified requirement as of August 15, 1987, and has requested that the 10 percent retainage amount, which is based on the completed work to date, be reduced to 5 percent retainage; and

WHEREAS, The project bonding company, Insurance Company of North America, by letter dated June 11, 1987, consented to this reduction; and

WHEREAS, The project architect, Thomas Clark Associates, by letter dated June 15, 1987, recommended that this request for reduction in retainage be approved; now therefore be it

RESOLVED, That the contract's specified 10 percent retainage withheld from periodic construction contract payments to John C. Grimberg Co., Inc., general contractor for the S. Christa McAuliffe Elementary School, currently amounting to 10 percent of the contractor's request for payment to date, now be reduced to 5 percent with the remaining 5 percent to become due and payable after formal acceptance of the completed project and total completion of all remaining contract requirements.

RESOLUTION NO. 428-87 Re: CHANGE ORDER ACTIVITY OVER \$25,000:  
TELECOMMUNICATIONS/CABLE TV NETWORK  
INSTALLATION PHASE I THROUGH PHASE IV

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

WHEREAS, The technological and cost factors that made procurement and installation of head-end equipment impractical have been resolved; and

WHEREAS, The proposed change orders to procure and install head-end equipment at the specified schools have been reviewed by staff and recommended for approval by the project consulting engineer; and

WHEREAS, The work to be accomplished under the proposed change orders is within the intended scope of work and amount appropriated; now therefore be it

RESOLVED, That change orders to provide and install head-end equipment be approved for installation of a cable television/telecommunications network, Phases I through IV, and that the current contracts be amended accordingly.

RESOLUTION NO. 429-87 Re: BETHESDA-CHEVY CHASE HIGH SCHOOL  
EXTERIOR PAINTING

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

WHEREAS, Sealed bids were received on August 11, 1987, for exterior painting at Bethesda-Chevy Chase High School as follows:

BIDDER	LUMP SUM
1. L & L Construction Associates, Inc.	\$ 49,800
2. Bryan & Associates, Inc.	51,000
3. P. & S. Painting Co., Inc.	105,000

and

WHEREAS, The low bidder, L & L Construction Associates, Inc., has performed similar projects in the metropolitan area; and

WHEREAS, The low bid is within staff estimate and sufficient funds are available to effect award; now therefore be it

RESOLVED, That a contract for \$49,800 be awarded to L & L Construction Associates, Inc., for exterior painting at Bethesda-Chevy Chase High School in accordance with plans and specifications prepared by the Department of School Facilities.

Re: ADJUSTMENT OF ARCHITECTURAL FEE FOR  
WATKINS MILL HIGH SCHOOL

Mr. Goldensohn moved and Dr. Cronin seconded the following:

WHEREAS, The architect for Watkins Mill High School incurred additional costs to prepare the bidding documents and supervise construction as a result of the deferral of construction funding; and

WHEREAS, Staff has negotiated an equitable proposal to compensate for these additional costs; and

WHEREAS, Sufficient funds are available in the project appropriation to fund these additional costs without affecting the completion of the project; now therefore be it

RESOLVED, That the architect's contract for Watkins Mill High School be amended to increase the fee in the amount of \$295,000.

RESOLUTION NO. 430-87 Re: AN AMENDMENT TO THE PROPOSED RESOLUTION ON WATKINS MILL HIGH SCHOOL

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

RESOLVED, That the proposed resolution on Watkins Mill High School be amended by the addition of the following:

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

RESOLUTION NO. 431-87 Re: ADJUSTMENT OF ARCHITECTURAL FEE FOR WATKINS MILL HIGH SCHOOL

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

WHEREAS, The architect for Watkins Mill High School incurred additional costs to prepare the bidding documents and supervise construction as a result of the deferral of construction funding; and

WHEREAS, Staff has negotiated an equitable proposal to compensate for these additional costs; and

WHEREAS, Sufficient funds are available in the project appropriation to fund these additional costs without affecting the completion of the project; now therefore be it

RESOLVED, That the architect's contract for Watkins Mill High School be amended to increase the fee in the amount of \$295,000; and be it further

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

Re: ADOPTION OF POLICY ON AFFIRMATIVE ACTION

Mrs. DiFonzo moved and Dr. Cronin seconded the following:

WHEREAS, The Board of Education adopted a Statement on Human Relations in 1969, which contains a paragraph relating to affirmative action in employment and promotion, and it adopted a Resolution on Nondiscrimination in 1979, these statements deal both with students and with staff; and

WHEREAS, The Board of Education has expressed the desire to have a specific policy on Affirmative Action; and

WHEREAS, The staff has developed the following policy on Affirmative Action; and

WHEREAS, Community leaders have been asked to react to the draft policy; now therefore be it

RESOLVED, That the Board of Education hereby endorses and adopts the following Affirmative Action Policy:

#### AFFIRMATIVE ACTION

##### A. Purpose

1. To reaffirm and strengthen the Board's commitment to equal employment opportunities for all persons (on the basis of merit) without regard to race, color, national origin, age, sex, religion, marital status, or handicapping condition in conformity with applicable law.
2. To assure the recruitment, employment, training, promotion and retention of qualified staff without discrimination, while making efforts to address significant racial, ethnic and gender imbalances in job categories which have been traditionally segregated in our society.
3. To enrich the educational experiences of all students by enabling them to have contact with adults from many backgrounds, thereby providing students with a wide variety of role models that reflect the pluralistic nature of the community.

##### B. Process and Content

1. The Board of Education reaffirms its commitment to equal employment opportunities for all persons in conformity with applicable law.
  - a. Employment decisions shall be made (solely on the basis of merit) without regard to race, color, national origin, age, sex, religion, marital status, or handicapping condition, except as necessary to implement Section B.4.c and d of this policy.
  - b. The requirements for any MCPS position shall be directly related to performing its responsibilities effectively.
2. The Board of Education forbids any discrimination on the basis of race, color, national origin, age, sex, religion, marital status, veteran status or handicapping condition in any MCPS personnel policy or practice in conformity with applicable law, including:
  - a. The recruitment, employment, training, promotion and retention of employees.

- b. The administration of any MCPS program or activity, including employee compensation, benefits, reduction-in-force, MCPS-sponsored training, education, or tuition assistance.
  3. The Board of Education forbids any employee to sexually harass another employee. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
    - a. Submission to such conduct is made a term or condition of an individual's employment or advancement
    - b. Submission to or rejection of such conduct is used as the basis for employment decisions
    - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
  4. The Board directs the superintendent of schools to:
    - a. Continue efforts to address significant racial, ethnic and gender imbalances in traditionally segregated job classifications as permitted by recruiting and local labor market conditions.
    - b. Continue efforts to achieve the goals of the Board's Sex Equity Initiatives.
    - c. Develop goals for recruitment, hiring, placement and promotion in schools and other work locations to address these racial, ethnic and gender imbalances and to monitor staff performance in achieving these goals.
    - d. Recruit qualified individuals with handicapping conditions and provide reasonable accommodations in testing and hiring procedures for such individuals.
    - e. Develop procedures to implement and publicize this policy and related regulations, and make them readily available to all employees and other interested parties.
    - f. Assure that any allegations of discrimination or sexual harassment are investigated by the Departments of Human Relations and Personnel Services.
- C. Review and Reporting
1. This policy will be reviewed every three years in accordance with the Board of Education review process.
  2. The superintendent will give the Board of Education an annual report regarding progress in achieving the intent of this policy and in attaining goals to address racial, ethnic and gender imbalances.

Board members raised questions about the policy and proposed changes. Mrs. Praisner indicated that the policy would come back to the Board for adoption at the evening meeting in September.

Re: REVIEW OF STUDIES ON FISCAL AUTONOMY FOR  
BOARD OF EDUCATION

Mrs. Praisner introduced Dr. Kenneth K. Muir, director of the Department of Long-range Planning Coordination, and Mrs. Lois Stoner, legislative aide. Mrs. Praisner noted that the Board's resolution

was on the first page of the staff paper. As she had indicated in her memo to the Board, they did not pursue the involvement of legal opinions or advice on this issue. They needed to find out the extent of the Board's interest before they expended any funds. She recalled that other commissions and groups in the county were interested in this subject as well.

Dr. Muir stated that staff had tried to bring together as much information as they could; however, it was difficult to find much information on this subject. He had shared the paper with Art Spengler who had offered some suggestions.

Mrs. Stone reported that she had talked to Mrs. Crenca who had stated she was not promoting fiscal independence but she realized there was an inconsistency between the role of the Board regarding policy and budget and the Council's budget decisions which might counter the Board's policies. Mrs. Crenca thought this was a subject that citizens should know more about. It had gone to the Charter Review Commission because Council people were asked to submit ideas. This issue was now with the "representative government" subcommittee, and a staff report would be sent to that committee.

For the record, Mrs. Praisner made the following statement:  
"The Board's resolution speaks to it as an interesting subject for us to look at and discuss, and we are not at this point nor have we taken any positions advocating or suggesting that this is a way to go for Montgomery County. I say that because we have been incorrectly quoted as saying that we want to do this, and that it surfaces and has in the past at different times. So it is not a new item or a new issue, and this paper from my perspective is very comprehensive and very useful."

Dr. Shoenberg agreed that it was an extremely useful paper. If they were going to talk about moving to any degree in this direction, they were going to want to move into a situation where they could have their cake and eat it, too. It was a terrible situation where voters had to approve an annual budget or bond issues which had tied up the building of new facilities for years. He would only consider looking at this if the voter satisfaction was registered in votes on Board elections every four years rather than a vote on each major expenditure plan. He was also concerned about having a situation which involved two different bodies within the county setting tax rates. This had prevailed where he had grown up, and there the school taxes were far in excess of the township taxes for the provision of other kinds of services unlike Montgomery County where over half of the expenditure was for something other than schools. He thought there had to be some way there could be overall planning for how much the taxpayers were going to be asked to pay. It seemed to him that the bottom line was that this was interesting to look at, but they were probably better off with the situation as it existed.

Mr. Ewing commented that the paper was most useful in pointing out some things that were a surprise to some people in Montgomery County. For example, most of the rest of the United States operated with some

variation of fiscal independence. There did not seem to be any correlation between absence of support and presence of fiscal independence. He did not know of any data which showed that school systems that were fiscally independent had a worse time. He thought that another important myth dispeller was that the arrangements were various. There had been a debate in the newspapers that suggested the only options were the present arrangement and one where the people had to vote on everything. He reported that there were many kinds of arrangements. Therefore, they were not stuck with two extreme opposites.

Mr. Ewing said that in addition he was struck most strongly by the Booz Allen report which was now 20 years old and which described the present situation perfectly. If they settled as Dr. Shoenberg had suggested for the current situation, they would settle for that as a permanent condition. He remarked that while there were worse conditions, he could not think of many. He did think that the utility of the discussion was to open up the public's eyes to the fact that there were some disadvantages to the present situation other than the ones the Council saw. There were disadvantages to the public, and chief among those was that they could not do as decent a job of planning ahead as they would like. He hoped that they would not close down this discussion prematurely. He thought it was worth keeping before them without necessarily acting on this.

Dr. Cronin noted that in the Booz Allen report it stated that fiscal dependence could bring about school financial crises, but school systems which were fiscally independent had had similar problems. He called attention to the statement on page 9 about the property tax rate and the notion that from FY 1978 through FY 1988, the real property base had risen from \$6 billion to \$17 billion and the county had dropped its tax rate from 2.7 to 2.1. He wondered what that calculation would be if they had left the rate at 2.7. Dr. Muir replied that he had not. Dr. Cronin commented that actions recommended by the county executive and taken by the Council over that ten years had cost the county a considerable amount of generated money. Dr. Muir replied that this depended on how one looked at it. In 1978 as an alternative to TRIM, the Council required the advertisement of a constant yield figure. Most of the years since then, the Council had had hearings because they had exceeded the constant yield.

Mr. Goldensohn remarked that part of the fallacy in following those numbers through was the assessment procedure in the State of Maryland. The assessment values had gone up faster than they should have in anticipation of double digit inflation being a forever thing when, in fact, it only lasted a few years. He thanked staff for an excellent job in putting together the report. It opened the door for him, and he thought there had been another fiscal alternative to what they had now. He thought that within the next year several of them could develop suggestions for an alternative approach. He said that there might be ways of doing this without changes in state legislation.

Dr. Cronin asked about whether this would require a charter change. Dr. Muir replied that it would not because the Charter did not mention the public schools or the Board of Education. The tax authority for the County Council came from state law and permitted charter counties to set tax rates and to create taxing districts. Mrs. Slye expressed her appreciation for the information that had been provided. She continued to believe that taxation and taxation methods could only be evaluated appropriately in terms of the services they produced and how those services were regarded by the citizens who had to live with them and work with them. She noted that on page 6 there was reference to a nationwide trend toward increased state funding of education, but Maryland ranked fortieth with an average contribution of 38.2 percent. She recalled that without the impact of property taxes, Maryland also had one of the highest combined taxation impact of any state in the nation. They appeared to have two counter national trends going on here. She said she would find receiving this specific information to be helpful. For the record, Mrs. Praisner indicated that this was an information item. There was no action scheduled, and a majority of the Board had not indicated an interest in moving in any way. Mr. Ewing suggested sending this document to the Council and the county executive, and Mrs. Praisner asked that this be done.

Re: BOARD MEMBER COMMENTS

1. Dr. Pitt pointed out they had two items of information. One was a survey on drug and alcohol abuse, and the other was an annual drug and alcohol report. The survey was done by the Department of Educational Accountability and was patterned after what the state had done earlier and had discontinued because of lack of funds. The results which were student opinion showed that there was a drop of 27 percent in the use of hard drugs by students since 1982. He was very pleased that 50 percent of the students said they had been influenced by the MCPS educational program. The annual drug and alcohol report substantiated what the survey showed which to him was very positive. There was a significant drop in suspensions for drug and alcohol related incidents, and there had been a drop in out-of-school arrests of Montgomery County youth for drug and alcohol violations. In an informal session with the police, Dr. Pitt said they felt there was less involvement among students. The report also showed the level of commitment they made in this area. He commended the Board, the county, and the Police Department for their efforts and support.
2. Dr. Cronin called attention to the information item on child abuse. However, one thing was strange to him. In the numbers in elementary, there was a total for males at 105 and for females at 52. These numbers reversed in J/I/M and senior high and went to double for female to male. He wondered whether this was a sex bias in reporting things and asked staff for information about this.
3. In regard to the same item on child abuse, Dr. Shoenberg asked about the number of cases where there was, indeed, a cause for concern. He asked whether people were overreporting incidents because of their concern about the penalties for failure to report.
4. Mr. Ewing reported that he had had lunch with Gail Ewing, who was now the public policy and education coordinator for Greater

Washington Alzheimer's Disease Association. She had told him there were public school students who called that organization and did not know where to turn or how to cope with a parent exhibiting some of the symptom's of the disease. He said that Ms. Ewing would be in touch with Dr. Pitt. Mrs. Praisner suggested that when they did look at this they also consider similar needs with Parkinson's disease.

5. Mrs. Praisner reported that there were several things going on at the state level they might need to comment about. These included the Hess Commission on Teacher Compensation, the Governor's Task Force on School Construction, and the Governor's Task Force on Excellence and Accountability. The last task force would have MCPS school system staff support. She hoped that they would keep information as possible about the recommendations coming out of these groups.
6. Mrs. Praisner stated that there were several members of the National Federation of Urban-Suburban School Districts that had fiscal autonomy and independence. Representatives of those districts would be attending the NFUSSD conference in October in Montgomery County, and she suggested Board members might want to explore this topic with NFUSSD members. She also commended Mrs. DiFonzo and staff members for their work on the brochures announcing the fall conference. The brochures and materials were outstanding.

RESOLUTION NO. 432-87 Re: EXECUTIVE SESSION - SEPTEMBER 8, 1987

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

WHEREAS, The Board of Education of Montgomery County is authorized by Section 10-508, State Government Article of the ANNOTATED CODE OF MARYLAND to conduct certain of its meetings in executive closed session; now therefore be it

RESOLVED, That the Board of Education of Montgomery County hereby conduct its meeting in executive closed session beginning on September 8, 1987, at 9 a.m. to discuss, consider, deliberate, and/or otherwise decide the employment, assignment, appointment, promotion, demotion, compensation, discipline, removal, or resignation of employees, appointees, or officials over whom it has jurisdiction, or any other personnel matter affecting one or more particular individuals and to comply with a specific constitutional, statutory or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter as permitted under the State Government Article, Section 10-508; and that such meeting shall continue in executive closed session until the completion of business; and be it further

RESOLVED, That such meeting continue in executive closed session at noon to discuss the matters listed above as permitted under Article 76A, Section 11(a) and that such meeting shall continue in executive closed session until the completion of business.

RESOLUTION NO. 433-87 Re: MINUTES OF MAY 19, 1987

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

RESOLVED, That the minutes of May 19, 1987, be approved.

RESOLUTION NO. 434-87 Re: MINUTES OF JUNE 1, 1987

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

RESOLVED, That the minutes of June 1, 1987, be approved.

RESOLUTION NO. 435-87 Re: MINUTES OF JUNE 4, 1987

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

RESOLVED, That the minutes of June 4, 1987, be approved.

RESOLUTION NO. 436-87 Re: MINUTES OF JUNE 22, 1987

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

RESOLVED, That the minutes of June 22, 1987, be approved.

RESOLUTION NO. 437-87 Re: IMPARTIAL HEARING OFFICERS

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

WHEREAS, The Office of the Ombudsman and Staff Assistant to the Board of Education is responsible for assigning hearing officers to the appeals of special education placements; and

WHEREAS, Amendments to Section 8-415(a) of the Public School Laws of Maryland require the Montgomery County Public Schools to maintain a list of at least ten impartial hearing officers and assign them in rotating alphabetical sequence; and

WHEREAS, The Board of Education took action on August 23, 1982, to establish a list of impartial hearing officers; and

WHEREAS, That list of impartial hearing officers needs to be expanded due to the unavailability of some of the approved hearing officers; and

WHEREAS, One person has indicated a desire to serve as impartial hearing officer; now therefore be it

RESOLVED, That the following individual from the state approved list of hearing officers be selected to serve as impartial hearing officer for appeals of special education placements for the Montgomery County Board of Education.

RESOLUTION NO. 438-87 Re: BOE APPEAL NO. 1987-4

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

RESOLVED, That the Board of Education affirm the decision of the superintendent in BOE Appeal No. 1987-4 (employee benefit Plan) with the Board's decision and order to follow.

RESOLUTION NO. 439-87 Re: BOE APPEAL NO. 1987-9

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

RESOLVED, That the Board of Education affirm the decision of the superintendent in BOE Appeal No. 1987-9 (transfer) with the Board's decision and order to follow:

Re: ITEMS OF INFORMATION

Board members received the following items of information:

1. Items in Process
2. Construction Progress Report
3. Residency and Tuition Review Committee Annual Report
4. Annual Drug/Alcohol Report
5. Minority-, Female-, or Disabled-owned Business (MFD) Procurement Report for Fourth Quarter, Fiscal Year 1987
6. Educational Specifications for Laytonsville Elementary School
7. Educational Specifications for Monocacy Elementary School
8. Annual Report of 1986-87 Child Abuse and Neglect Referrals
9. Survey of Drug and Alcohol Use

Re: ADJOURNMENT

The president adjourned the meeting to executive session at 5:20 p.m.

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PRESIDENT

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SECRETARY

HP:mlw