

WHEREAS, In 1964 a group of parents got together to establish a summer camp for children with learning disabilities; and

WHEREAS, Camp Echo Lake led to the formation of the Montgomery County Association for Children with Learning Disabilities which later became the Montgomery County Association for Children and Adults with Learning Disabilities (MCACLD); and

WHEREAS, MCACLD serves as a support group for its 400 members by providing advisory services, tutor referrals, programs about learning disabilities, a reference library, and counseling for young adults; now therefore be it

RESOLVED, That the Board of Education and the superintendent of schools extend congratulations to the Montgomery County Association for Children and Adults with Learning Disabilities on the occasion of the Association's twenty-fifth anniversary.

RESOLUTION NO. 612-89 Re: PROCUREMENT CONTRACTS OVER \$25,000

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

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

WHEREAS, It is recommended that Bid No. 9-90, General Music Classroom Instruments, be rejected due to lack of competition; and

WHEREAS, It is recommended that Bid No. 28-90, School Bus for Head Start, be rejected due to lack of competition; now therefore be it

RESOLVED, That Bid No. 9-90, General Music Classroom Instruments be rejected; and be it further

RESOLVED, That Bid No. 28-90, School Bus for Head Start be rejected; and be it further

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

90-163	Emergency Repairs to Boilers		
	AWARDEE		
	East Coast Welding Const. Co., Inc.	\$	25,794 *
40-87	Laundering of Uniforms - Extension		
	AWARDEE		
	Coyne Textile Services	\$	33,724
7-90	Library Furniture		

AWARDEES	
Baltimore Stationery Company	\$ 56
Brodart Company	4,430
Chaselle, Inc.	958
Douron, Incorporated	35,793
Gaylord Brothers	2,562
Kunz, Inc.	2,232
The Library Store	33,996 *
Preston Sales and Company	750 *

Total	\$ 80,777
36-90 Canned Fruits, and Vegetables, Soups and Juices	
AWARDEES	
Blue Ribbon Food Service, Inc.	\$ 15,560
Carroll County Foods	187,543
Institutional and Industrial Food Specialist, Inc.	47,500
Kraft, Feldman	6,841
Mazo-Lerch Company, Inc.	6,693
Smelkinson/Sysco	8,444

Total	\$ 272,581
41-90 Motor Vehicles, Pickup Trucks, and Vans	
AWARDEES	
Chesapeake Ford Truck Sales, Inc.	\$ 50,865
Criswell Chevrolet, Inc.	154,683 *
Dovell and Williams, Inc.	185,689

Total	\$ 391,237
42-90 Guard Service	
AWARDEE	
Eagle Security and Detective Agency	\$ 93,312
45-90 Fruit Juices/Drinks for Vending	
AWARDEE	
Service America Corporation	\$ 228,760
50-90 Insurance Coverage, Employee Blanket Bond, Public Official Bond and Robbery	
AWARDEE	
Alexander & Alexander, Inc./Hartford Insurance Group	\$ 33,503
TOTAL OVER \$25,000	\$1,159,688

* Denotes MFD Vendors

RESOLUTION NO. 613-89 Re: BID NOS. 32-90 VANS, TEN PASSENGER
AND 34-90 FINANCING FOR TEN
PASSENGER VANS

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

WHEREAS, There exists a need for vans to transport level IV and V students; and

WHEREAS, Bid No. 32-90, the purchase of 11 ten-passenger vans and Bid No. 34-90 for the financing of these vans have been duly advertised; and

WHEREAS, Lanham Ford, Inc., has complied with Bid No. 32-90 as the lowest responsible bidder meeting specifications for the purchase of 11 ten-passenger vans, and G. E. Capital Fleet Services complied with Bid No. 34-90, for the lowest preferred municipal financing rates meeting specifications for the 11 ten-passenger vans; and

WHEREAS, It is in the public interest for the Board of Education to authorize a lease/purchase agreement to acquire these vans at preferred financing rates, in accordance with the terms and conditions of the bids; now therefore be it

RESOLVED, That the Board of Education of Montgomery County authorize the lease/purchase of 11 ten-passenger vans at \$202,840 to Lanham Ford, Inc., under Bid No. 32-90 and the five-year lease/purchase financing of the vans at \$30,185 under Bid No. 34-90 to G. E. Capital Fleet Services; and be it further

RESOLVED, That the Board of Education president and the superintendent of schools be authorized to execute the documents necessary for these transactions.

RESOLUTION NO. 614-89 Re: REDUCTION OF RETAINAGE AT MONTGOMERY
KNOLLS ELEMENTARY SCHOOL

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

WHEREAS, Dustin Construction, Inc., general contractor for Montgomery Knolls Elementary School, has completed approximately 80 percent of all specified requirements as of October 16, 1989, and has requested that the 10 percent retainage, which is based on the completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, The Insurance Company of North America, has consented to this reduction; and

WHEREAS, The project architect, SHWC, Inc., recommended that this

request for reduction be approved; now therefore be it

RESOLVED, That the contract's 10 percent retainage withheld from periodic payments to Dustin Construction, Inc., general contractor for Montgomery Knolls Elementary School, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining requirements and formal acceptance of the completed project.

RESOLUTION NO. 615-89 Re: REDUCTION OF RETAINAGE AT BROOKE GROVE
ELEMENTARY SCHOOL

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

WHEREAS, Dustin Construction, Inc., general contractor for Brooke Grove Elementary School, has completed approximately 99 percent of all specified requirements as of October 16, 1989, and has requested that the 10 percent retainage, which is based on the completed work to date, be reduced to 2 percent; and

WHEREAS, The project bonding company, The Insurance Company of North America, has consented to this reduction; and

WHEREAS, The project architect, Eugene A. Delmar, recommended that this request for reduction be approved; now therefore be it

RESOLVED, That the contract's 10 percent retainage withheld from periodic payments to Dustin Construction, Inc., general contractor for Brooke Grove Elementary School, be reduced to 2 percent, with the remaining 2 percent to become due and payable after completion of all remaining requirements and formal acceptance of the completed project.

RESOLUTION NO. 616-89 Re: REDUCTION OF RETAINAGE AT RICHARD
MONTGOMERY HIGH SCHOOL

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

WHEREAS, Northwood Contractors, Inc., general contractor for Richard Montgomery High School, has completed approximately 80 percent of all specified requirements and has requested that the 10 percent retainage, which is based on the completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, United Pacific Insurance

Company, has consented to this reduction; and

WHEREAS, The project architect, Grimm & Parker, recommended that this request for reduction be approved; now therefore be it

RESOLVED, That the contract's 10 percent retainage withheld from periodic payments to Northwood Contractors, Inc., general contractor for Richard Montgomery High School, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining requirements and formal acceptance of the completed project.

RESOLUTION NO. 617-89 Re: ARCHITECTURAL ADJUSTMENT - MEADOW HALL
ELEMENTARY SCHOOL

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

WHEREAS, Design services are required for the Meadow Hall Elementary School modernization; and

WHEREAS, The architect's fees for this project were negotiated in FY 1988 and must be adjusted to reflect current costs; and

WHEREAS, Staff has negotiated a fee adjustment with Hayes, Seay, Mattern and Mattern, Inc., and planning funds are available to adjust the fee; now therefore be it

RESOLVED, That the fee agreement with Hayes, Seay, Mattern and Mattern, Inc., for design services and administration of the construction contract for the Meadow Hall Elementary School modernization be increased from \$168,700 to \$211,500, which is 6 percent of the estimated construction cost.

RESOLUTION NO. 618-89 Re: TRANSFER OF TITLE TO RELOCATABLE
CLASSROOMS

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

WHEREAS, Under the terms of agreement with the State of Maryland governing the use of state-owned relocatable classrooms, each local education agency is responsible to insure the state against loss; and

WHEREAS, The four-classroom state-owned relocatable unit at Woodlin Elementary School which was destroyed in a fire last February has been replaced with proceeds from our insurance fire loss claim; now therefore be it

RESOLVED, That title to four relocatable classroom units manufactured by Commercial Modular Systems, Inc., identified by serial numbers 49300/49301, 49302/49303, 49304/49305, and 49306/49307, and purchased

with proceeds from an insurance fire loss claim, is hereby transferred to the State of Maryland to replace the state-owned relocatable classroom building serial number 533-49 manufactured by Globe Industries, Inc.

RESOLUTION NO. 619-89 Re: LAND EXCHANGE AT WALT WHITMAN HIGH SCHOOL

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

WHEREAS, The approved FY 90 Capital Improvements Program indicates a need for a replacement facility at the Walt Whitman High School; and

WHEREAS, The replacement facility necessitates the reconfiguration of the adjacent Whittier Woods Local Park, owned by the Maryland-National Capital Park and Planning Commission (M-NCPPC); and

WHEREAS, The M-NCPPC has agreed to exchange 3.87 acres of park land at Whittier Woods Local Park (Attachment 1) for 5.4 acres of outdoor recreational area at the Concord School (Attachment 2) with certain additional conditions to be later stipulated by M-NCPPC; now therefore be it

RESOLVED, That the Board of Education agree to accept conveyance of 3.87 acres of park land at Whittier Woods Local Park from M-NCPPC; and be it further

RESOLVED, That the County Council, county executive, M-NCPPC, and State Interagency Coordinating Committee be made aware of these actions.

RESOLUTION NO. 620-89 Re: TRANSFER OF LOCAL FUNDS

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

WHEREAS, Surplus construction funds have been identified in two capital projects; and

WHEREAS, Funds are needed for a four-classroom addition at Kentlands Elementary School and to complete modifications to the mechanical systems at Rolling Terrace Elementary School; now therefore be it

RESOLVED, That excess funds in the following projects be transferred to the Local Unliquidated Surplus Account:

1.	East Silver Spring ES	\$110,000
2.	Burnt Mills ES	125,000

	Total	\$235,000

and be it further

RESOLVED, That funds from the Unliquidated Surplus Account be transferred to the following projects:

1.	Kentlands ES	\$175,000
2.	Rolling Terrace ES	110,000

	Total	\$285,000

and be it further

RESOLVED, That the county executive be requested to recommend that the County Council approve these transfers.

RESOLUTION NO. 621-89 Re: ARCHITECTURAL APPOINTMENT - HOPEWELL MIDDLE SCHOOL

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

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services during the design and construction phases of the proposed Hopewell Middle School; and

WHEREAS, Funds for architectural planning have been appropriated as part of the FY 1990 Capital Budget for this project; and

WHEREAS, The architectural selection committee, in accordance with procedures adopted by the Board of Education on May 13, 1986, identified Hayes, Seay, Mattern and Mattern, Inc., as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for the architectural services that is consistent with similar-sized projects; now therefore be it

RESOLVED, That the Montgomery County Board of Education enter into a contractual agreement with the architectural firm of Hayes, Seay, Mattern and Mattern, Inc., to provide professional services for the Hopewell Middle School for a fee of \$635,000, which is 5.5 percent of the estimated construction cost.

RESOLUTION NO. 622-89 Re: RECOMMENDED FY 1990 SUPPLEMENTAL APPROPRIATION FOR SUBSTANCE ABUSE PREVENTION PROGRAM

On recommendation of the superintendent and on motion of Mrs. Praisner seconded by Mr. Goldensohn, 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 1990 supplemental appropriation of \$70,553 from the United States Department of Education, through the Maryland State Department of Education, under the Drug-Free Schools and Communities Act of 1986 to

expand activities in year two of the MCPS Substance Abuse Prevention Program in the following categories:

CATEGORY	AMOUNT
2 Instructional Salaries	\$ 48,400
3 Instructional Other	22,153

Total	\$ 70,553

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. 623-89 Re: PERSONNEL APPOINTMENT
On recommendation of the superintendent and on motion of Dr. Shoenberg seconded by Mr. Goldensohn, the following resolution was adopted unanimously:

RESOLVED, That the following personnel appointment be approved:

APPOINTMENT	PRESENT POSITION	AS
Kathy J. McGuire	Teacher Specialist Guidance Unit	Supervisor of Guidance Services Office of Instruction and Program Development Effective: 10-24-89

RESOLUTION NO. 624-89 Re: AMENDMENT TO THE POSITION CLASSIFICATION AND PAY PLAN

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

WHEREAS, As part of the established procedure for reviewing and revising the position classification and pay plan, the superintendent has recommended changes; and

WHEREAS, It is desirable to establish and maintain positions at an equitable and competitive pay level; now therefore be it

RESOLVED, That the following classification and pay plan revisions be approved:

Establish a new classification of Coordinator, Richard Montgomery International Baccalaureate Program, pay grade N (\$52,368, minimum - \$62,531, maximum). The current position of Special Program Coordinator, pay grade M (\$49,158 minimum - \$59,123 maximum) will be assigned to the new classification.
Establish a new classification of Interpreting Services (10-month position), pay grade 19 (\$16,324 minimum - \$26,184 maximum)

longevity). The current 10-month position (6 hours) of Interpreter for Hearing Impaired II, pay grade 17 (\$16,324 minimum - \$23,891 maximum longevity) will be assigned to the new classification.

RESOLUTION NO. 624-89 Re: DEATH OF MR. MASON A. NELSON,
DIRECTOR, DIVISION OF SUPPLY AND
PROPERTY MANAGEMENT

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

WHEREAS, The death on October 16, 1989, of Mr. Mason A. Nelson, Director of the Division of Supply and Property Management, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, In the more than 27 years that Mr. Nelson had been a member of the staff of the Montgomery County Public Schools, he had strengthened and organized his division into an efficient and extremely productive unit which managed the movement of supplies, furniture, mail, and textbooks throughout the school system; and

WHEREAS, Mr. Nelson's efficiency and attention to detail had earned the respect and admiration of staff throughout the school system, and his efforts had contributed to the American School Business Officials award to the school system for outstanding fiscal management; and

WHEREAS, Mr. Nelson's reputation for accomplishing the impossible in getting schools ready for opening day had been recognized publicly on many occasions by the superintendent of schools and the members of the Board of Education; now therefore be it

RESOLVED, That on behalf of the staff and students of the Montgomery County Public Schools, the members of the Board of Education and superintendent of schools express their profound sorrow at the death of Mr. Mason A. Nelson 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. Nelson's family.

RESOLUTION NO. 625-89 Re: EXECUTIVE SESSION - NOVEMBER 14, 1989

On recommendation of the superintendent and on motion of Dr. Shoenberg seconded by Ms. Serino, 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 November 14, 1989, 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.

Dr. Shoenberg assumed the chair.

RESOLUTION NO. 626-89 Re: MINUTES OF SEPTEMBER 25, 1989

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

RESOLVED, That the minutes of September 25, 1989, be approved.
Dr. Cronin assumed the chair.

RESOLUTION NO. 627-89 Re: RESOLUTION ON PHYSICAL EDUCATION FACILITIES

On motion of Mr. Goldensohn seconded by Mr. Ewing, the following resolution was adopted unanimously:

WHEREAS, The Board of Education believes that gymnasiums are an educationally valuable part of school facilities at all levels; and

WHEREAS, Recent news articles and parent correspondence indicate that the Board's position is not clear to segments of the general public; now therefore be it

RESOLVED, That the Board of Education reaffirm its belief that all public schools in the county should have adequate physical education facilities; and be it further

RESOLVED, That the Board of Education has a continuing desire to have gymnasiums built as part of all new school construction; and be it further

RESOLVED, That the Board of Education also has a continuing desire to add gymnasiums to existing elementary schools whenever space is available, major modernization or additions are planned; and on a schedule determined by needs priority and the availability of funds;

and additionally, the construction of second gymnasiums for the four high schools that currently lack them remains a high priority item based on educational needs at the secondary level; and be it further

RESOLVED, That the Board of Education will pursue these parallel objectives through the budgeting process until both goals are reached.

RESOLUTION NO. 628-89 Re: COMPENSATION FOR SPECIAL EDUCATION
HEARING OFFICERS

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

WHEREAS, On September 12, 1989, the Board of Education adopted a new compensation schedule for special education hearing officers; and

WHEREAS, After review on October 10, 1989, the Board of Education decided to amend its September action; now therefore be it

RESOLVED, That Resolution No. 557-89 be amended to increase the compensation for extended hearings for the second day to \$100 per half day or \$200 for a full day, and if additional days are necessary, compensation will be in increments of \$75 per half day or \$150 per full day.

RESOLUTION NO. 629-89 Re: BOE APPEAL NO. 1988-8

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

RESOLVED, That the Board of Education adopt its Decision and Order in BOE Appeal No. 1988-8 (a personnel matter).

Re: DISCUSSION OF REPORT OF THE ADVISORY
COMMITTEE ON MINORITY STUDENT EDUCATION

Dr. Cronin explained that the Board had before it the staff response to the report which was in four parts. This evening they would discuss affirmative action and community outreach, and on November 30 they would look at student achievement and participation as well as successful practices. If the committee wanted to comment on the consultant selection process, it could do so this evening or on November 30.

Dr. Pitt reported that many individuals had participated in discussions and had contributed to the staff response. While they expressed different viewpoints on specific recommendations, they all agreed that the advisory committee's report was a positive, thoughtful, and constructive document which contributed to efforts to strengthen the academic achievement of black and Hispanic students. It was his understanding that this evening would be the time for the Board and committee to discuss the report; therefore, there would be no staff presentation. Dr. James Moone, committee chair, thanked the

staff for their response and was pleased they had moved vigorously to address the report. He awaited their formal presentation and the superintendent's action recommendations.

Dr. Cronin asked for the views of the committee on the staff response to the sections on affirmative action and community outreach. Dr. Moone introduced Ms. Sunny Lee and Ms. Nina Clarke, members of the subcommittee on affirmative action. He felt that the response addressed their issues but fell short in two or three areas. He pointed out that personnel recruitment was a key issue, and in view of the fact that Montgomery County was a very expensive place to live, he had hoped the system could provide some travel compensation for teachers new to the county. He said that they might be competing with major corporations for the same math or science teacher with the major corporations willing to pick up moving expenses. While they would like to see expenses for all new teachers, they felt it was crucial for the highly technical areas and hoped that the superintendent could reexamine the budget to see if funds could be provided.

Ms. Clarke said she had a concern about the timing of the National Teachers Examination. Dr. James Shinn, director of Personnel Services, explained that a teacher could be hired in Montgomery County before they completed the NTE. They had one year on a probational certificate during which they could take the exam. Teachers could finish out their year of employment even if they didn't complete the test successfully. It would not be legal to employ them after the end of the first year if they had not completed the test. This was a state mandate.

Dr. Shoenberg asked if the committee had run across actual situations where MCPS had lost a teacher they might have wanted to recruit because they could not pay moving expenses. Dr. Moone replied that their data had coming from the minority recruitment team. When they added up the demographics of the county and the cost of living, they saw the need for some assistance in the form of moving expenses for teachers new to the county. He said that data would probably be available from the team, but these factors were taken into account by candidates in their decision to make application to the county. Dr. Pitt commented that they agreed with the other parts of the recommendation on involving the business community and finding jobs for spouses. The travel expense issue was debatable and was not a position at this point. Mrs. Praisner asked if they could have some information on the range of creative methods which other school districts might be using to work with the business community to underwrite or provide some supports to teachers. Dr. Cronin said that it would be important to have that information in the near future prior to discussion of the operating budget.

Dr. Moone noted that there was a nationwide problem in terms of the pool of black and minority teachers. The subcommittee wanted to look down the road 10 or 15 years from now. If they didn't start this initiative now and build in incentives, 10 years from now they might see a system absent of black and minority teachers. Stringent

measures like the NTE were causing black students in black colleges to prepare themselves for private industry rather than teaching. While the committee was in favor of tests, he asked that the Board look at alternatives and meet with the state Board of Education to find alternatives. Dr. Cronin said that one recommendation was the mentoring of young high school students through college to the hiring process. He thought they could avoid some of the difficulties of the exam if these students were picked up in high school. Dr. Pitt expressed his agreement and reported that they were moving toward the establishment of Future Teachers of America clubs.

In view of the keen competition for critical area teachers and minority teachers, Mr. Goldensohn would be willing to look at the subject of moving expenses at least to the extent of a partial reimbursement. He suggested it might be a state initiative to recruit these teachers into Maryland. He would not like to find out that the neighboring jurisdictions had already started doing this.

Mr. James Fernandez stated that one of the problems new teachers, especially Hispanics from Puerto Rico, faced was having someone to turn to. The committee had talked about the possibility of using retired staff as formal mentors because they had more time and the expertise to assist new teachers. Dr. Pitt commented that they already had an induction program, but minority teachers faced some special problems and might be racially isolated in a school. He thought it would be worthwhile if they could find mentors for these teachers. It might be well to enlist community support in this area.

Mr. Edgar Gonzalez reported that he had had occasion to speak to a young teacher from Puerto Rico who had found out too late that she had to take the NTE. It was difficult in the first year of teaching to find time to study for the NTE which he agreed was not that difficult a test. He felt that the school system had to provide some help to these people by granting them a few days of leave and offering some preparation for the test. Dr. Pitt agreed that they should pursue this idea.

Mr. Gonzalez also pointed out that as a result of the amnesty law they were going to have an influx of Hispanic and Asian children. Therefore, they had to have an initiative not only in Montgomery County but at the state level to deal with this or they would have a shortage of teachers with abilities to communicate in other languages. Dr. Moone hoped that the consultant could address this issue.

Dr. Moone stated that the committee was not pleased with the staff response on minigrants. Mrs. Nina Clarke, a retired principal and member of the Merrymakers, had suggested that her group could offer mentoring to young minority teachers, but the group might require some monetary support for consultant services. Staff was saying that the minigrant was not an appropriate vehicle for this process. Dr. Pitt explained that minigrants were used by schools to improve minority achievement. While he was not adverse to taking funds from other sources and hiring people, the minigrant was inappropriate

because it was used by individual schools rather than the school system. Dr. Cronin suggested that perhaps these funds could be a line item within staff development because the term "minigrant" was used directly with an individual school.

Mrs. Clarke reported that the Merry-makers Club was a community service group that had existed for 50 years. The club was interested in doing mentoring to support minority teachers. Dr. Pitt invited them to do this and indicated that he would support these efforts in any way he could. Dr. Cronin asked that staff look at ways of supporting these efforts. Dr. Vance indicated that MCEA had already planned a series of meetings on orientation for minority teachers.

The Montgomery County Association of Black Educators had plans for a buddy system with experienced teachers and administrators "adopting" new teachers. He suggested that they needed to coordinate initiatives, and he leaned toward volunteer initiatives here. Dr. Moone pointed out that it had gotten expensive to volunteer. If they could provide lunch money or travel funds, it could support the efforts of the Merry-makers.

In regard to affirmative action, Dr. Cronin asked if the Board would be informed about plans to simplify the employment application process. Dr. Shinn replied that their timeline called for this to be by the end of December. Dr. Cronin asked when the Board would learn about whether screening activities had been examined and were being used or not. Dr. Shinn replied that they would have some indication when they reviewed the entire process by the end of December. It was too early to tell whether they could substitute something else for the MCPS tests for the next hiring season. These tests had been very successful and their validity had been established. Dr. Pitt said they had to look at whether they were losing teachers they could hire by requiring these tests. The Personnel Department had already talked about the possibility of eliminating tests in certain cases when they had other data. Dr. Vance said he had had occasion to reexamine the tests in English and math, and they were a sixth grade competency level. Some members of minority organizations had serious problems with waiving examinations of such relatively low competency level if language facility were not a factor.

Dr. Cronin asked about the expansion of the teacher induction program. Dr. Pitt replied that this was the Commission on Excellence pilot program and was an excellent one. He would be making recommendations to expand the program; however, this did not solve the problem totally for the minority teacher who might feel racially isolated.

Mrs. Praisner asked for comments on the exit interview process and the committee's suggestion that there be personal interviews. She asked if the committee had had an opportunity to look at the exit survey that was developed. Dr. Moone replied that they had met with Dr. Lancaster about the exit interviews. The committee felt that a paper survey would not give them the full sense of why someone was

leaving MCPS. They were suggesting a personal interview done by someone outside the school system. If this were done by the principal or some administrator, the person might not be honest because he or she might need a recommendation.

In regard to retention of teachers, Dr. Moone said that minority teachers could come into a school and not make the proper adjustment because of the atmosphere. They were recommending that the teacher be transferred to an alternative setting and be given an opportunity to be successful in that setting. The staff response said that this was done in isolated cases but was not the rule because it was disruptive and costly. Dr. Pitt explained that if a teacher was not doing well they had an obligation to work with that teacher in a coordinated way. If they moved the teacher, they would have to set up a new support system where people were not familiar with the teacher. If this was a personality issue, then they would look at that. Dr. Carl Smith explained the process and the team of people involved when a first or second year teacher was having problems.

Dr. Cronin stated that in regard to the exit interview they had to ask first whether the reason for leaving was even related to being minority. It might be that the person's spouse had been transferred out of town.

It struck Mr. Ewing that many of the ideas advanced in the report would, if implemented, be of great help to all teachers, not just minority teachers. He knew mentoring was likely to be helpful to all teachers, and he thought the exit interview was an excellent idea and should be done with all employees who left the system. He wanted the following questions answered about induction: how does it help, who does it help, and does it help minorities as much as it helps other people? He thought that the induction process might include information on understanding Montgomery County, its politics, its economics, its social institutions, and its mechanisms of parental involvement in public education.

In regard to tests as screening devices, Mr. Ewing had looked at them a few years ago and thought they were in the nature of minimum competency examinations. He asked to look at the MCPS and NTE tests again. He thought they ought to make sure that all new teachers had some basic information in hand. It seemed to him that the committee was saying that not many people in the school system knew about the nature of or the importance of affirmative action. Dr. Moone agreed and pointed out that the affirmative action policy was relatively new. While the policy strengthened what the system was already doing, it fell short on balanced staffing. Dr. Moone asked if employees and principals knew about affirmative action and balanced staffing. Dr. Vance explained that area superintendents were informed about schools that were insufficient in terms of minority staff members. The area superintendents monitored those schools to assure that minority candidates were referred to those schools as vacancies occurred. If the principal did not select the minority candidate, the associate had to make a judgment as to whether the

principal's reasons were sufficient or not. Ms. Ann Meyer, Area 3 associate superintendent, said that schools needing to improve their balanced staffing were given priority by the Department of Personnel. They had to explain to her why they turned down a candidate; however, sometimes the candidates turned down the school. Dr. Moone asked if principals were sometimes asked to take a minority teacher when that principal had said no previously. Ms. Meyer replied that this had occurred several times this summer. Dr. Pitt added that the principal did not have the absolute authority on personnel selection. The area superintendents did have the authority to assign people although it was not good policy to do that generally.

In regard to the response on community outreach, Dr. Cronin asked if they saw particularly strong or weak responses. Mr. Fernandez replied that community outreach was a difficult subject. The key to outreach was coordination between MCPS, the county, and individual schools. They would like to see more of their parents feel successful. The Board had already addressed one issue which was to include Asians in Priority 2. The other issue had to deal with greater resources available to parents. He pointed out that many parents did not understand English, the curriculum, and school requirements and did not feel comfortable in dealing with the school.

Mr. Fernandez said that one idea was to have teachers make video tapes of segments of various academic subjects. The committee felt that most parents had access to VCRs regardless of their economic level. The parents could check out these tapes and learn as the child learned. These tapes could be made for all grade levels and would reach out to the community to make parents feel successful. He pointed out that these tapes would have to be done in several languages. He noted that many of their Hispanic parents were illiterate in their own language, and something like a video tape would enable them to assist their child.

As the former Community Action director, Mr. James Farmer said he had been working out in the community for a long time. He did not think the education people and the county people were working together. The child was not just the Board's problem. They had agencies working with that same child, and all had a role to play. It might be that the child was hungry or did not have a place to study, and a government agency might know this but the school might not. He offered his services to assist MCPS in working with any agency. For example, the CAC staff would like to sit down with MCPS staff and review information. While the Board of Education might not have staff to work with families on an individual basis, there were county agencies that did have this outreach staff.

Dr. Cronin recalled that the Board had approved a resolution authorizing the superintendent to proceed with outreach to the county government to coordinate services. Dr. Pitt reported that he had met with the county executive and president of the County Council. One outcome of this meeting was that Dr. Smith could be attending a

monthly meeting of the heads of county government agencies working on coordination of services. Dr. Cronin said that the other issue was successful parenting. They had had discussions with the county PTA and on November 2 the Board would discuss this issue. He invited the committee to sit in on this discussion.

Mr. Ewing expressed his agreement with the remarks made by Mr. Farmer. It was his view that although coordination would produce greater efficiency in dealing with issues in the community, they were facing a time when they would have more serious problems and could not deal with those without additional resources. They needed to be creative in their efforts to reach out. He recalled that several years ago they had the county social services agencies working out of one school so that the community was drawn into that school. While they didn't have room in every school or resources to do that, they should think about ways to put services together physically so that parents, students, and communities could find a way to get to those services. He would be interested in the committee's reaction to what they needed to do beyond coordination.

Ms. Serino stated that all the efforts proposed to involve community groups and parents to a greater extent were important and essential. However, she thought they were overlooking a resource: the students. For example, successful students could tutor other students in developing study skills and organizational skills. She hoped that all levels of schools would adopt a big brother/big sister program. This could be done through the cultural awareness clubs or the National Honor Societies.

Mrs. Phyllis Feldman pointed out that all of these were excellent ideas but they had to go out and lobby for funds to support these plans. She had heard one Council member talk about the politics of retrenchment, and she suggested that they had to realize that all of these issues had budgetary implications. The Board and the community had to start lobbying for funds for implementation. Dr. Pitt thought they could use existing resources in a better way because there was duplication of services. He said this tone was being set not at the local level, but at the national level. For example, they could do everything they could to do to improve education as long as they didn't spend more money.

Mr. Gonzalez reported that he had asked the superintendent to look into the issue of Hispanic dropouts. Hispanics had the highest dropout rate in the county because in many cases they had to leave school to contribute to their families. One proposal was to use Hispanics who were good students as tutors and pay them. This would encourage them to stay in school and help others. These students could tutor children in the lower grades. The program didn't necessarily have to be Hispanics teaching other Hispanics but could involve other minority students. He thought that if they approached the Council with specifics they would fund programs. He also suggested that the Board support other county agency budgets when those budgets affected students.

Dr. Moone asked about the distribution of the committee's report and whether it was in the hands of principals and PTA people. Dr. Pitt said that although it was a public document and available at Board meetings, there had not been wide distribution. He agreed that it should now be distributed to schools, and Dr. Cronin asked that the staff response go out with the committee report. A cover memo should ask principals to inform staff that the documents were available in the school. Mr. Ewing said it was important for the Board to come to some conclusions of a formal kind about the report and its recommendations. At the appropriate time he planned to offer some motions. Dr. Shoenberg noted that the superintendent had indicated his willingness to move ahead with recommendations he found useful and appropriate. Ms. Barbara Williams pointed out that the committee had submitted an interim report with some recommendations. She hoped that the staff would look through that interim report as well so that it could be discussed the next time the Board and the committee met.

Re: CHARGE TO THE CONSULTANT/MCPS MINORITY
STUDENT ACHIEVEMENT PLAN

Dr. Pitt presented the Board with the charge to the consultant. Mr. Ewing recalled that the Board was to approve this charge, and Board members agreed that it would be listed on the next public agenda for Board action. Mr. Ewing said that it was his point of view that they ought not hire just one person. He also thought it was important to be clear that the report would come to the Board and the superintendent without editing. Dr. Pitt reported that he and Dr. Vance had been meeting with a number of possible consultants. In discussions with candidates, he had talked about getting different perspectives and involving more people. He agreed that the report would come to the Board and the superintendent simultaneously and without editing. Mr. Ewing also pointed out that the Board's motion said the Board would approve the person or persons selected. It seemed to him that the issue of whether they were likely to obtain more than a single perspective could be raised at that time. Dr. Cronin said that the superintendent was prepared to have a consultant meet with the Board before the final selection.

Re: STAFF RESPONSE TO THE MONTGOMERY COUNTY
EXECUTIVE'S COMMUNITY LEADERSHIP TASK
FORCE ON ALCOHOL AND DRUG ABUSE
PREVENTION

Dr. Pitt introduced Mr. Edward Masood, director of the Department of Health and Physical Education, and Dr. Maxine Counihan, chair of the committee.

Mr. Masood reported that of the six goals, 24 objectives, and 120 action steps, the school system was involved directly or indirectly in the goals, 22 objectives, and 72 of the action steps. The ability of the school system to respond to prevention and education issues had been enhanced by the external funding through the Drug-free Schools and Communities Project and other state grants. The biggest impact would be that the continued involvement would have a hidden

cost on staff time. Otherwise, they would be able to continue to work with the other government agencies to implement the action steps. Dr. Counihan remarked that the response was a very strong one based in prevention, and she felt that the school system was out front in the agency response to the whole effort.

Dr. Shoenberg remarked that the knotty issue raised by the recommendations was still the curricular one, particularly as it involved high school curriculum. Mr. Masood called attention to the recommendation for a graduation requirement providing appropriate information for students at the senior high school level. Dr. Shoenberg asked if they were recommending a separate, one-semester course called health, and Mr. Masood replied that they were not at this point. Mrs. Katheryn Gemberling, associate superintendent, said they were not talking about additional course requirements beyond what they had now. The approach had been integration within the science and physical education curriculum and not to have a separate course. When they talked about family life, they were requesting this be considered one of the alternatives for the practical arts requirements. At this point there was a lot of concern about adding on another course. Dr. Shoenberg shared that concern, but he wanted to be sure they made their best effort to reach all of the students. They had a 1.5 year physical education requirement for all students. He asked whether there was a time during that requirement in which all students might be exposed to a unit on substance abuse.

Mr. Masood explained that many physical education courses had students enrolled from ninth to twelfth grade. If there were a restructuring to have a half credit required in Grades 9-10 and 11-12 combination they might be able to do this this. Many schools had taken the initiative to build in issues that addressed problems of youth into social studies. The issue of drug abuse cut across curricular areas. They were going to have to look at trends in health education coming from the Maryland State Department of Education.

Dr. Shoenberg recalled that a large percentage of the students took biology in ninth or tenth grade. He wondered if some of the bio-chemical issues related to substance abuse could be incorporated into that course. Mrs. Gemberling replied some individual schools had looked at this, but they had to keep in mind that they did the AIDS instruction there, too. They were looking at trying to do the drug education earlier. They also did a lot of this through the comprehensive guidance project.

Mrs. Praisner said she was reading the recommendation focused at a lower level than the high school and wondering about the mid-level. It seemed to her that one recommendation was more focused toward elementary and mid-level schools. It seemed to her it would be appropriate to talk about that when they talked about mid-level education and programs that encouraged students to feel good about themselves and to resist peer pressure. In regard to peer counseling, she said that the key was staff support. She was disappointed that it was going to take three years more for peer

counseling to be established in each secondary school. Mr. Masood replied about about 50 percent of the schools now had some arrangement for a peer counseling program. One of the things that would be built into the mid-level was peer counseling or a teacher advisory program. The implementation of the comprehensive guidance program had taken time, and at that time it was the approach of the Guidance Unit that only counselors could supervise the peer counseling program. However, it was his opinion that other staff could do the job if a counselor did not happen to be available.

Mrs. Praisner said that in her seven years on the Board she had seen all Board members in support of peer counseling. Dr. Pitt commented that there was no reason why they had to have a counselor do this. He hoped that they would pursue this idea.

Mr. Ewing stated that the report was largely based on a hypothesis that was reasonable, and it was that more prevention and educational activities would lead to a reduction in drug use. He support this, but at the same time when they made that assumption in regard to other subjects like mathematics, they tested for results. He thought that they needed evaluation here. The research literature was bereft of any evidence that more prevention and education had an impact on the reduction in substance abuse. The evaluation component in the paper did not give him a lot of confidence that they had a real good strategy for pursuing that. In order to do it well, it would be very expensive, and if they didn't do it well it was not worth doing. It was hard to measure what didn't happen as a result of efforts. He thought they had to demonstrate how they got at the question of whether the investment in time, energy, and money paid off. However, he did not see this in the original report or the staff response.

Mr. Ewing stated that he was bothered by the original report's failure to address the question of deterrents. This was one method of prevention, and one form was the presence of police. He thought they needed more people in the schools to keep drugs and drug abusers out of schools and off school property. He was curious to know why the committee did not address itself to that and why the superintendent did not respond to it. Dr. Pitt commented that his answer was that they would pursue this in terms of the budget. He noted that they were now installing the drug-free zone signs at each school, and the county executive had ordered the police to enforce that law.

Dr. Cronin said that he had one concern. Before they went too far in presenting to the public that they had a major issue of drugs in the schools, he would need to see that documented far more than he saw at the present time. The drug reports received by the Board showed minimal numbers of students involved with drugs. Dr. Pitt reported that the police had told them that drug abuse in schools had been reduced. However, drug abuse was rampant in the community. Dr. Cronin said he wanted to know whether it was an efficient use of money to put more people in the school. They needed to see a county study of all the elements being brought to play to reduce drugs. Mr. Goldensohn was glad that the question had been raised about peer

counseling. He hoped that more schools would have this program in the very near future. He asked about the timing for the installation of signs at the schools. Mr. Masood replied that there were 165 schools, and they hoped to have signs at all schools in the next several weeks.

Mr. Goldensohn noted that he had seen a sign in a store that it was now illegal to sell cigarettes to anyone under the age of 18. He asked staff to check into this law. The sign said it had gone into effect as of July 1, 1989. If this were accurate, they should publicize this.

Dr. Cronin asked if staff needed anything further from the Board other than supports through the budget. Mr. Masood said that the Board needed to be aware that the majority of the funding was a continuation of external grants. If that funding should dry up, they would have to come to the Board. The Board's policy statements were in good shape. He indicated that there was a significant increase in the evaluation component in the second and third phases of the federal grants. They planned to comply with the evaluation and monitoring components. Dr. Counihan reported that they had an

on-going membership of the task force that was structured just to monitor the county plan.

Re: BOARD MEMBER COMMENTS

1. Mrs. Praisner reported that several Board members and staff attended the NFUSSD conference in Shawnee Mission this past week, and she had some materials she would leave in the Board Office. She called attention to the annual report prepared by Shawnee Mission which she thought was very attractive and useful.

2. Mrs. Praisner said that last week she had had the opportunity to attend the Maryland State Department of Education Strategic Planning for Education meeting. All Board members would have an opportunity to react to the priority list of strategic issues in education over the next five years. She asked that Board members be provided with copies of the overview of the plan and the planning process.

3. Mrs. Praisner said that today she had attended a program presented by the Metropolitan Education Coalition in the Baltimore metropolitan area at Coppin State College. The conference was funded by the Abell Foundation and was entitled, "Public School Choice, an Option for Maryland?" There were several presentations, and she had requested copies of some materials for Board members. Most presenters focused on choice as an integration/desegregation option. She noted that this same group would be hosting a forum in Anne Arundel County on Monday, November 13. She thought that staff might be interested in attending.

4. Mrs. Praisner recalled that she had suggested that the school system initiate an evaluation for wetlands issues and all related environmental issues of all school system sites and potential sites.

Dr. Philip Rohr, associate superintendent, replied that they had started some analysis, and there would be funds in the FY 1991 request to hire a staff person and consultants to review sites. It seemed to Dr. Pitt that there was a shared responsibility with the county government here. Dr. Rohr explained that this issue had been discussed with the Planning Board and county government, but they did not have staff to support this effort.

5. Dr. Cronin asked for an update about asbestos at Rockville High School. Mr. William Wilder, director of the Department of School Facilities, explained that the problem occurred when they had to make emergency repairs to the ceiling in the school. The asbestos removal was conducted under EPA standards and tests were conducted after the work had been completed in accordance with EPA guidelines. Dr. Pitt stated that if staff knew there was a problem with asbestos, repairs should have been done when there were no students around, and students should not have been permitted back in the building until the area had been judged to be clean of asbestos fibers.

6. Dr. Cronin requested information on the change order for fire code revisions at Highland Elementary School.

7. Mrs. Hobbs reported that she had attended the 79th Annual International Association of Pupil Personnel Workers Conference in Baltimore. She had spent four days at that conference, and she would be submitting a report of the various workshops.

8. Mrs. Hobbs said that last Thursday evening she and Dr. Vance had attended a business trades/technical careers forum in Gaithersburg. It was sponsored by the Montgomery County Office of Economic Development and the Montgomery County Advisory Council on Vocational/technical Education. It was a good informational program for students and parents. Someone had suggested to her that it would be nice to have a career fair similar to the college fair which was held at Montgomery College. She would pursue this idea and send Dr. Pitt a memo.

9. Dr. Pitt said he had met with nine superintendents from across the country on the issue of choice. He reported that there was no clear cut definition of choice. It meant very different things to very different people.

Re: ITEM OF INFORMATION

Board members received the Quarterly Change Order Report as an item of information.

Re: ADJOURNMENT

The president adjourned the meeting at 11:20 p.m.

PRESIDENT

SECRETARY

HP:mlw