

NUMBER :
STATUS :
PLACE :
DATE :
TEXT :

6. Richard Hornbeck
7. Cindy Retterer
8. Nancy Erdrich
9. Anne Hedian
10. Pat Lewis

*Mrs. DiFonzo joined the meeting during Public Comments.

RESOLUTION NO. 356-91 Re: BANK ACCOUNT TRANSFERS BY WIRE

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

WHEREAS, From time to time Montgomery County Public Schools needs to orally request its bank to transfer funds to other banks for credit to businesses, organizations, or persons designated by MCPS in amounts not to exceed the collected balance on deposit with the bank, when it is inconvenient or impossible to execute prior written authorization, instructions or releases otherwise required by the bank; and

WHEREAS, The bank must have standing instructions upon which to act pursuant to oral requests for the transfer of funds; and

WHEREAS, Such transfers may be required for contract payments for lease purchases, funding of the employee benefit plans, child and dependent care under new IRS regulations, interfund payments, etc.; and

WHEREAS, Staff members in the Department of Financial Services currently authorized to sign checks on behalf of MCPS are the director of the Department of Financial Services, the director of the Division of Insurance and Retirement, and the claims officer in the Division of Insurance and Retirement; now therefore be it

RESOLVED, That the staff members authorized to act on behalf of MCPS to effect wire transfers shall be the director of the Department of Financial Services, the director of the Division of Insurance and Retirement, and the claims officer in the Division of Insurance and Retirement; and be it further

RESOLVED, That a copy of this resolution be transmitted to the bank.

RESOLUTION NO. 357-91 Re: PROCUREMENT CONTRACTS MORE THAN
\$25,000

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cheung, 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 following contracts be awarded to the low bidders meeting specifications as shown for the bids as follows:

84-91	Physical Education Equipment and Supplies	
	AWARDEES	
	All American	\$ 15,598
	Aluminum Athletic Equipment Company	9,428
	Anaconda-Kaye Sports, Inc.	11,873
	Brownson Equipment Company, Inc.	3,570
	BSN Sports	23,258
	Cannon Sports, Inc.	15,220
	Champion Products, Inc.	21,463
	Collegiate Sports	15,189
	Dita USA, Inc.	906*
	DVF Sporting Goods Company	67,753
	Bill Fritz Sports Corporation	29,543
	Joseph Gartland, Inc.	1,655
	Gerstung/Gym-Thing, Inc.	45,040
	Gibson, Inc.	1,697
	Marty Gilman	1,190*
	Goal Sporting Goods, Inc.	3,562
	Gopher Athletic	1,331
	Graves-Humphreys, Inc.	14,443
	Heartbeat Enterprises	581
	Lax World	3,856
	Longstreth Sporting Goods	3,583*
	Louisville Badminton Supply	149*
	M-F Athletic Company	60
	Marlow Sports, Inc.	102,640
	Mini-Gym Company	4,573
	P & L Products, Inc.	830
	Passon's Sports	37,354
	Penn Monto, Inc	12,182*
	Physical Fitness Company of Maryland, Inc.	8,953
	Harvey Ratner	1,350
	Resilite Sports Products, Inc.	27,601
	Rock Terrace High School	6,552
	S & C Innovations	3,300
	S. P. World Corporation T/A Heartline	168,751
	George Santelli, Inc.	6,004*
	School Health Supply Company	604
	Spieth-Anderson USA Inc	1,050
	Sportmaster	15,871
	Sports Imports, Inc.	25,514

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	John W. Taylor Associates	7,267
	Things From Bell, Inc.	1,808
	Tiffin Athletic Mats, Inc.	7,889*
	Tomark Sports, Inc.	7,366
	U.S. Games, Inc.	2,228
	USC, Inc.	1,424
	Unique Sports Products, Inc.	1,794
	Wolverine Sports	432

	Total	\$ 744,281
111-91	Ceiling Board Grid Systems Material AWARDEES	
	J. B. Acoustical	\$ 8,887
	Metro Building Supply	32,001

	Total	\$ 40,888
113-91	Playground Equipment AWARDEES	
	BSN Sports	\$ 1,491
	Iron Mountain Forge	79,671
	Landscape Structures, Inc.	12,889
	Triple J. Construction, Inc.	84,675
	West Recreation Company	18,018

	Total	\$ 196,744
114-91	Athletic and Cheerleader Uniforms AWARDEES	
	Champion Products, Inc.	\$ 26,666
	Longstretch Sporting Goods	10,000*
	Marlow Sports, Inc.	26,667
	Team Distributors, Inc.	26,667

	Total	\$ 90,000
122-91	Roofing Supplies AWARDEES	
	Automated Fastening Systems, Inc.	\$ 1,507
	Brauner Equipment Company	3,014
	The Walter E. Campbell Company, Inc.	15,553*
	Seamless Gutter Supply of Maryland, Inc.	30,909
	The Roof Center, Inc.	81,037

	Total	\$ 132,020
129-91	Music Furniture AWARDEES	
	S & H Manufacturing Company	\$ 1,375

April 22, 1991

RESOLVED, That a \$113,900 contract be awarded to CKS, Inc., for interior alterations in preparation for permanent relocation of Tilden Middle School to the Woodward Center, in accordance with plans and specifications prepared by Fox/Hanna Architects.

RESOLUTION NO. 359-91 Re: BLEACHERS - ARGYLE MIDDLE SCHOOL

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

WHEREAS, The following sealed bids were received on April 4, 1991, for the replacement of bleachers in the gymnasium at Argyle Middle School which will begin on June 1, 1991, and be completed by August 8, 1991:

BIDDER	AMOUNT
1. Modern Doors and Equipment Sales, Inc.	\$48,506
2. Brownson Equipment Co., Inc.	54,726
3. Jan-Lis Construction, Inc.	55,900

and

WHEREAS, The low bidder, Modern Doors and Equipment Sales, Inc., has previously installed similar equipment for Montgomery County Public Schools satisfactorily; and

WHEREAS, The low bid is below the staff estimate of \$60,000; now therefore be it

RESOLVED, That a \$48,506 contract be awarded to Modern Doors and Equipment Sales, Inc., to replace the bleachers at Argyle Middle School, in accordance with specifications prepared by the Department of School Facilities.

RESOLUTION NO. 360-91 Re: REROOFING - PARKLAND MIDDLE SCHOOL

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

WHEREAS, The following sealed bids were received on April 12, 1991, for the reroofing at Parkland Middle School which will begin on June 20, 1991, and be completed by August 15, 1991:

BIDDER	AMOUNT
1. R. D. Bean, Inc.	\$362,928

April 22, 1991

2.	J. E. Wood & Sons Co., Inc.	381,200
3.	Virginia Roofing Corporation	390,500
4.	John H. Cole & Sons, Inc.	398,720
5.	Rayco Roof Service, Inc.	402,673

April 22, 1991

Occupancy Sensors	Harvey W. Hottel, Inc.	6,920.50
Exit Light Retrofits	Harvey W. Hottel, Inc.	12,831.20
Delamp/Reballast	Harvey W. Hottel, Inc.	15,436.00

RESOLUTION NO. 362-91 Re: GRANT OF DEED AND SLOPE EASEMENT
 AGREEMENT TO MONTGOMERY COUNTY AT
 THE MARTIN LUTHER KING INTERMEDIATE
 SCHOOL

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

WHEREAS, Montgomery County is planning to relocate MD 118 along the southern boundary of the Martin Luther King Intermediate School site that will require a public dedication of 664 square feet of land along the frontage of Frederick Road (MD 355); and permission to regrade approximately 31,000 square feet along the school site; and

WHEREAS, All construction and restoration will be performed at no cost to the Board of Education, with the Montgomery County Government and contractors assuming liability for all damages or injury; and

WHEREAS, The land dedication for road improvements and easements will benefit the community and will not adversely affect any land anticipated to be utilized for school purposes; now therefore be it

RESOLVED, That the president and secretary be authorized to execute a deed and slope easement agreement for the land required to construct the relocated MD 118.

RESOLUTION NO. 363-91 Re: GRANT OF RIGHT-OF-WAY TO WASHINGTON
 SUBURBAN SANITARY COMMISSION AT THE
 MARTIN LUTHER KING INTERMEDIATE
 SCHOOL

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

WHEREAS, The Washington Suburban Sanitary Commission (WSSC) is planning to relocate the water line along the Frederick Road (MD 355) frontage of Martin Luther King Intermediate School; and

WHEREAS, The proposed grant of right-of-way of 25,562 square

explained that the \$713.8 number assumed the full \$3.1 million reduction. Also included in that number was the issue related to the enterprise fund, and those dollars would be contained elsewhere in the MCPS budget. He had put together a list of these actions to date and shared it with the Board and the community. Dr. Pitt stated that they were particularly concerned about the reduction in all-day kindergarten and the extended year employment days.

Mrs. Fanconi pointed out that May 1 was a very important day, and people should come to the Council meeting because the Council would be taking some preliminary actions. She said that she had attended a rally at Blair High School which was a real grassroots effort. It occurred to her that they had been so focused on finite items that they had forgotten to look at the whole picture. They were going to have 4,000 more students this coming year, and they were being asked to function with \$82 million less than the superintendent recommended. In a normal year they would be requesting improvements because they were not meeting the educational needs of all children. This budget would be a serious setback.

Mr. Ewing recalled that they had provided the Council education committee with a statement that promised an explanation and justification of the administrative and overhead costs of the school system. He asked when this would be ready. Dr. Pitt replied that the Council had been provided with information on this when they broke out the costs related to this. Mr. Ewing thought what he had in mind was not a description but a justification of why it was what they had needed and what was essential to get the job done. He believed this was critical information for the Council and for the public. Dr. Pitt agreed to provide this information.

Mr. Bowers stated that over the last couple of years they had made some improvements in their budget presentation. They had changed their program mission summary to be more specific about the functions of each of the units. For example, they have provided much more detail in the program mission summary for the area offices. In response to Mr. Ewing's request, they would pull the information together in a briefer form and explain what each of the units did. Mr. Ewing said it was obvious that the part of the budget least well understood was the part of the budget having to do with the administration of the school system. It was his view that it was important for them to do a better job of justifying administrative costs.

Ms. Gutierrez asked where they stood with the interpretation of the spending affordability guidelines. She knew that Montgomery College was going forward with their position. Dr. Pitt replied

that MCPS had expressed its concern with the affordability limit, but they had not decided to take any legal action. There was a difference in that the College had the tuition issue. He pointed out that the county executive had recognized that the affordability limit to the school system was not one he could live with because MCPS was adding about 5,000 students. He believed that they needed to continue pushing this point.

Mr. Ewing recalled that in the first session with the education committee both Mr. Subin and Mr. Leggett indicated that they were not satisfied with the way in which the spending affordability limit process was working. They intended to propose changes in that process. Ms. Gutierrez suggested that perhaps they could be clearer in the way they interpreted this process. The budget dilemma might be less severe in its impact to the school system if they were able to subtract those funds that were not coming from the county's coffers. Dr. Pitt thought that the issue went beyond that. The issue went to the fairness of taking a percentage without recognizing the additional students. They were the only body in the county that must serve its clientele. The county could reduce health services, but MCPS could not turn away students. He added that since last June they had reduced central and area office personnel by 131 positions. This was a 12 percent reduction. The education committee had set a goal in Category 1, Administration, four years ago of 4.7 percent. They were now at 4.1 percent, which was the second lowest percentage of administrators in the State of Maryland. He said they would be glad to try and develop some charts to indicate this.

Mr. Ewing explained that he had raised the point not to object to the reductions or the continuing levels but rather to suggest that given what they had left they needed to be sure that the public and the Council understood why it was they needed what they had and what it was that these people did to make the school system function effectively. If they did not make that case, someone would say that no one complained and they would make additional cuts in administration. Dr. Pitt agreed that a lot of people did not understand that they had reduced administration dramatically over a period of time, and they had added staff to the classroom.

Mrs. Fanconi suggested that they might want to make Book No. 4 available to the press. She said they did have a large system, and they had to be able to run it. They needed people to do central ordering, central construction, payroll, and training of teachers and staff. It seemed to her that training made the difference between a premier school system and one not as premier. Dr. Pitt pointed out that the county OMB staff did not recommend further cuts in administration. He thought they recognized that MCPS did have some needs there.

RESOLUTION NO. 365-91 Re: PERSONNEL MONTHLY REPORT

On recommendation of the superintendent and on motion of Mrs. Fanconi seconded by Mrs. DiFonzo, the following resolution was adopted 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. 366-91 Re: EXTENSION OF SICK LEAVE

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

WHEREAS, The employees listed below have suffered serious illness; and

WHEREAS, Due to the prolonged illness, the employees' accumulated sick leave has expired; now therefore be it

RESOLVED, That the Board of Education grant an extension of sick leave with three-fourths pay covering the number of days indicated.

NAME	POSITION AND LOCATION	NO. OF DAYS
Ellen May	Bus Operator Area III - Transportation	20
Janice Nelson	Food Service Satellite Worker Fox Chapel ES	30

RESOLUTION NO. 367-91 Re: DEATH OF MRS. JOANNE GOLDMAN,
TEACHER ASSISTANT AT JULIUS WEST
MIDDLE SCHOOL

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

WHEREAS, The death on April 6, 1991, of Mrs. Joanne Goldman, a teacher assistant at Julius West Middle School, has deeply saddened the staff and members of the Board of Education; and

WHEREAS, Mrs. Goldman was highly educated and in her five years of service demonstrated excellent organizational and planning skills for the various activities of her position; and

WHEREAS, Her cheerful and cooperative attitude and concern for the staff and students were recognized by all; now therefore be it

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

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

RESOLUTION NO. 368-91 Re: EARLY RETIREMENT INCENTIVE PROGRAM

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cheung, the following resolution was adopted with Mrs. Brenneman, Dr. Cheung, Mrs. DiFonzo, Mr. Ewing, Mrs. Fanconi, and Ms. Gutierrez voting in the affirmative; Mrs. Hobbs voting in the negative; (Mr. Chang being temporarily absent)#:

WHEREAS, On April 22, 1985, the Board of Education approved an Early Retirement Incentive Program from July 1, 1985, to June 30, 1987; and

WHEREAS, The Board of Education has subsequently extended the Early Retirement Incentive Program and on December 13, 1988, adopted a resolution extending the program through July 1, 1991; and

WHEREAS, The Board of Education has reviewed and discussed the information about the most recent Early Retirement Incentive Program experience which was prepared by the Department of Management, Budget and Planning; and

WHEREAS, The Joint Early Retirement Incentive Program Committee, with representatives from the Montgomery County Council of Supporting Services Employees, the Montgomery County Association of Administrative and Supervisory Personnel, the Montgomery County Education Association, and the Board of Education recommended that the Early Retirement Incentive Program be continued through July 1, 1993; now therefore be it

RESOLVED, That the Early Retirement Incentive Program currently in effect be continued to July 1, 1993; and be it further

RESOLVED, That this program be effective for MCPS employees retiring through July 1, 1993; and be it further

RESOLVED, That the Early Retirement Incentive Program cover all

MCPS employees equitably.

Mrs. Hobbs made the following statement for the record:

"I have been supportive of the Early Retirement Incentive Program, and I continue to be supportive of this program. However, I would have been in favor of an extension of one year which would have ended July 1, 1992. I feel that, given the fiscal situation that we are in, extending this program for two years is not a wise action."

Re: A MOTION BY MRS. FANCONI ON FINAL EXAMINATIONS (FAILED)

A motion by Mrs. Fanconi that a student with a loss of credit with the grade average A would not be exempt from final examinations failed for lack of a second.

Re: A MOTION BY MR. CHANG THAT THE BOARD GIVE FINAL APPROVAL TO A RECOMMENDATION TO EXEMPT SENIORS WITH A'S FROM FINAL EXAMINATIONS (FAILED)

A motion by Mr. Chang that the Board give final approval to a recommendation tentatively approved by the Board of Education on March 12, 1991, that would exempt seniors with A's from final examinations failed with Mrs. Brenneman, Mr. Chang, and Mrs. DiFonzo voting in the affirmative; Dr. Cheung, Mr. Ewing, Mrs. Fanconi, Ms. Gutierrez, and Mrs. Hobbs voting in the negative.

Re: CLASS RANK STATUS REPORT

Dr. Pitt stated that he did have a strong recommendation here. This was an issue that had been going on for 50 years. In 1985, the Board of Education had decided to go with weighted rank, and the Board had asked for a committee to take a look at this. He had agreed to have a two-year pilot at Richard Montgomery High School on class rank. DEA was studying this, and he recommended that they allow this study to continue. When the study was completed, they would have a lot of data to help with a Board decision. To set up a committee now would be somewhat confusing.

However, the study did relate to a particular problem in a school with a special program. He believed that the issue related more to schools where there were large numbers of youngsters in very special programs. It was his recommendation that the Board not appoint a committee now and wait until they had more data by the middle of 1992.

Dr. Joy Frechtling, director of the Department of Educational

Accountability, reported that this was a two-year pilot which would end around April, 1992. Dr. Pitt explained that he had picked Richard Montgomery because the community had started a study and because the IB program contained 400 youngsters out of a total student body of 1,100. Montgomery Blair would have 400 students in its special program out of 2,200.

Mrs. Fanconi stated that she had concerns about this from a different perspective. She was aware of the "Youth Speak Out" reports where teenagers had said they were undergoing a significant amount of stress. A lot of that stress was brought on by the class rank issue. They might have very good grades but ended up with a lower class rank when they were in a school with very high achievement. Colleges did not take into consideration that kind of competition. She said the Board had recently received a copy of the WELLNESS FOR YOUTH report, but they had not received the staff response to that report. In that report, they talked about the need to look at such things as class rank and whether the stress caused by that was really useful. She had discussed this with a number of principals, and one told her that one of the worst days in the school year was the day that class rank was released. She thought they should assess the negative impact. She had read that 80 percent of the colleges did not require class rank information. Dr. Frechtling explained that this was a very difficult statistic to interpret. This survey had been conducted by parents, but she had done one a couple of years ago. If colleges were asked if they required it, 80 percent might reply that they did not. If colleges were asked if they preferred to have class rank, the schools switched. If colleges were asked if a student would be at a disadvantage without class rank, the colleges replied in the affirmative unless they had more information. In the Richard Montgomery pilot in lieu of rank in class, they were presenting a profile showing the student's grades and the distribution of the grades of other students in those same courses.

Dr. Pitt stated that he had concerns. He had initiated a pilot at Richard Montgomery, and he thought they would get a lot of data out of that pilot. They should use that data in any judgments they were going to make in terms of a committee. There were two issues here. One was rank itself, and the other was weighted rank. This was a very complicated issue. They had had three committees look at this, but they had never had good data from a pilot.

Mr. Ewing pointed out that the Board had adopted a resolution to set up a committee, and they had requested a status report on Richard Montgomery. Now they had a recommendation to wait to set up the committee until they had some data. The question was whether they set up the committee right away or wait until they

had the data.

While Ms. Gutierrez thought that the pilot was a good one, she did not think it was broad enough to deal with the situations they needed to consider. She would support setting up a committee and obtain a wider sample of data. She was on a Maryland State Review Board and knew that many schools in Maryland had dropped class rank and would like to have some of that data. She supported the pilot, but she thought it would be valuable to name the committee.

Dr. Cheung pointed out that now they were hearing about setting up national standards and national tests. They had to look at the implication of this in terms of class rank. In Hong Kong, they had examinations at various school levels, and as he understood the national tests they would target whether high school graduates in the United States could exceed the standards. Whether they liked it or not, in real life there was competition. He felt that they had to be more vigorous in terms their curriculum because they would be competing on a global basis. They had to look at whether MCPS could stack up against other school systems in other countries.

Dr. Pitt commented that the issue for discussion was whether or not to set up a committee and not to get into a debate about the issues. Mrs. Hobbs asked whether a committee would be directed to look at certain things and whether Board members could bring up their individual concerns, and Dr. Pitt explained that the Board would give the committee a charge, and the committee would bring recommendations to the Board. Mr. Chang understood that the last study had been done in 1985, and a lot had happened since then in college admissions. He thought the parents, students, teachers, and counselors would love to serve on a committee like this. He would be in favor of establishing the committee.

Dr. Pitt suggested that a committee could take more time and tie in with the research from the pilot. In the original motion, the committee would have to report by the end of the year. He asked that the superintendent be allowed to set up a committee and to come back to the Board with a charge and a timeframe. Mr. Ewing said there was agreement with the superintendent's suggestion, and the superintendent would come back with the composition, charge, and timeline.

For the record, Mrs. DiFonzo stated that she personally would prefer to wait until the RM pilot was completed before moving forward on this. Mr. Ewing said it appeared that there were seven Board members who favored a committee but who would agree it would be desirable to include the results of the RM pilot in

the committee findings. Therefore, the committee would start to work after the Board had reviewed the proposed composition, charge, and timeline. The committee would complete its work sometime next spring.

Re: 1990 ANNUAL REPORT OF THE
MONTGOMERY COUNTY ADVISORY COUNCIL
FOR VOCATIONAL-TECHNICAL EDUCATION

Ms. Joan Stern, chair of the committee, introduced Mr. Claggett Jones, Mr. Alan Ferraro, and Mr. Barry Locke. She thanked the Board for the opportunity to make their annual report. During the past two years their objective had been to establish a close working relationship with other groups in the community and to develop a strong network of organizations interested in promoting vocational education, and they had been very successful in this endeavor. Strong ties had been established with the Montgomery County Office of Economic Development, the Department of Family Resources, the Education Connection, the Career Connection, the business community, local chambers of commerce, and local labor unions. Their major project this past year was the eighth grade career exploration day held at Montgomery College on January 16, 1991. More than 1700 students from four up-county schools attended the fair, and 75 resource people met with groups of students and school counselors to expose them to a variety of career options. As a follow-up to the fair, the Career Connection planned to introduce a manual for schools interested in holding career or job exploration days.

Ms. Stern reported that the committee was working closely with members of the Career Connection to plan a series of breakfast meetings for school personnel at business sites throughout the area. Counselors and school administrators would have an opportunity to meet with business leaders to learn first hand about a variety of careers. The LAC members had been actively involved in attending state functions and submitting testimony to various state bodies. On the local level, they had testified or submitted statements to the county executive, the County Council, and the Charter Review Commission.

Ms. Stern said that during the past year the evaluation committee had worked closely with MCPS and Montgomery College to review curriculum and long-range plans. The committee also spent time reviewing the 2+2 programs. The counseling committee worked closely with Kathy McGuire.

Their first recommendation had to do with career centers. Many career centers were inadequate and failed to meet the needs of students who were interested in exploring options other than a traditional four-year degree program. Career centers in all

schools must be updated and expanded to provide the latest information on career opportunities, requirements, and training programs. The current imbalance failed to serve the needs of many students and school counselors. They recommended purchasing the new Visions computer program to replace an obsolete system.

Their second recommendation was that the "Get Ready" career college guide which was distributed to MCPS students annually be expanded to include significantly more information on career planning. Last year a few pages were developed to include career planning, but it was inadequate to meet the needs of students who did not plan to obtain a four-year college degree or for those students who dropped out of college.

The third recommendation was for the Board of Education to develop various programs in conjunction with business and labor leaders and with the county and state governments to expose students, counselors, and administrators to the variety of existing career options. Program suggestions included career and job fairs, breakfast meetings with business leaders, internships, shadow programs, and video tapes. Their fourth recommendation was for the Board to take the lead in the state in developing programs to assist students in meeting the new state graduation requirements. The Board should take a leadership role in promoting the value of technology education and in promoting programs and in assuring that all students had access to these programs. As a first step the Board should authorize a new name for the Department of Career and Vocational Education.

Mrs. DiFonzo reported that the Board had discussed the Perkins Act a few weeks ago, and she would be interested in their reaction to the changed criteria. Mr. Ferraro replied that he was not too happy with the Perkins Act because it appeared that most of the money would go to children with special needs. Funds did not go to the average child that MCPS would have in its school system. The committee was very worried about this. They needed to look at that particularly with the graduation requirements and the changing world of technology. They needed to open up education so that children could make a choice as they went through school. He believed that technology education was the wave of the future.

Ms. Stern stated that one of the positive aspects of the Act was the blending of theory and practical application. This was something the committee supported. Dr. Pitt stated that he agreed. He pointed out that the Act impacted MCPS as well as some of the smaller school systems around the state negatively in terms of support.

Mrs. DiFonzo asked if they had any recommendations for a new name

for the division. Ms. Stern said they would leave this to the Board, but the state department of education had changed its name to the Department of Career and Technology Education.

Mrs. Fanconi said that she had enjoyed their awards ceremony. She believed this had been videotaped and suggested that they show that on the MCPS television station. They could take pieces of the videotape and interview some of the students. This could be shown to high school students because the students participating in the awards ceremony were not stereotypical. They were high achievers, career oriented, and dedicated. Many of them had 4.0 averages, and she was very impressed with these students. Dr. Pitt thought that the idea of the video was a very good one. Ms. Stern pointed out that 70 percent of the vocational students did go on to college.

Mrs. Brenneman recalled that last year they had the same recommendation on the high school career centers. She asked if they had updated the centers at all. She had visited the centers, which were heavily oriented toward college. Mr. Jones replied that there had been some changes, but they needed to do some specific things. They needed accurate data about job requirements that was presented in a very realistic way for students. Mr. Locke thought there had been an improvement in the career centers, but he agreed that more needed to be done. He suggested creating a committee to look into the organization of the centers to make sure there was continuity and stability in terms of the availability of information. They might want to consider some visual aids and video tapes on careers and how to prepare for job interviews.

Mrs. Brenneman asked whether it was appropriate to ask the committee to come up with some recommendations. Ms. Stern replied that MCPS needed comprehensive material on the apprenticeship programs, material on technical schools, etc. Mr. Ferraro explained that one of the problems with the career centers was that only the highly motivated student went into the center. The center was not a unit of instruction. For example, in English classes, students learned to use the library. They did not seem to be able to teach students how to use the career center.

Mrs. Hobbs thanked the committee for a very good report and asked whether they had shared information with the CAC. Ms. Stern replied that Jack Schoendorfer was their liaison. Mr. Schoendorfer added that he did keep both committees involved of each other's activities.

In regard to career centers, Mrs. Hobbs said she had visited them in Whitman, Seneca Valley, and Richard Montgomery. She had

favorable impressions about all three, and she thought they had underestimated the role of the career information assistant and how that person working with the English resource teacher could work out an assignments where they explored a career. One career center assistant was trying to persuade the English teachers of tenth grade students to do this next. Mrs. Hobbs hoped that there were high schools doing something of this sort.

Dr. Cheung reported that he had attended a conference where a New Jersey school district had shared information about their program which was for training of students. The New Jersey medical and dental associations and a commercial firm provided funding, faculty, and sites to train students. The students learned skills to become laboratory assistants, research assistants, dental assistants, and future health professionals. He would be interested in seeing how MCPS could expand its vocational and technical education to collaborate with the private sector. Dr. Pitt pointed out that they did have a medical/technical program, and they were working with Holy Cross and Montgomery General hospitals. Sherwood High School was one of the schools with this program. One of their graduates was now the chief of nurses at Montgomery General. However, he agreed that they could do more and this was an area they needed to explore further.

Ms. Gutierrez called attention to an article in the Washington POST on Sunday that chided business for not doing very much. She knew they needed to work more aggressively to do some real outreach and get the business community to work with education. She had a copy of Prince George's information on that outreach, and this was very impressive. Their office was called, "The Department of Technology Education," and they were having technology challenges with NASA/Goddard and the aerospace industries. These were a series of competitive events that centered around specific problems to be solved with technology and student ingenuity. She was impressed by the pizzazz of their publication and program. While she liked the recommendation about a change in name, she felt they also needed a change in image. They might be able to learn something from Prince George's, and they should look to the state as well. Goddard was supposed to support Montgomery County, but she heard more about Prince George's. Ms. Stern pointed out that in Prince George's they also gave their students certificates, and if the students did not succeed in work, the business could send them back to the school for retraining.

Mr. Ewing thanked the committee for their report.

RESOLUTION NO. 369-91 Re: FACILITIES ALTERNATIVE

On motion of Mrs. Fanconi seconded by Mr. Ewing, the following

resolution was adopted with Dr. Cheung, Mr. Ewing, Mrs. Fanconi, and Ms. Gutierrez voting in the affirmative; Mrs. Brenneman, (Mr. Chang), Mrs. DiFonzo, and Mrs. Hobbs voting in the negative#:

RESOLVED, That the Board of Education adopt the following alternative:

Meadow Hall Elementary School as a substitute for one of the other two schools recommended for modernization.

*Mrs. Hobbs temporarily left the meeting at this point.

Re: POLICY ON INDIVIDUALS WITH
DISABILITIES

Mrs. DiFonzo moved and Mrs. Fanconi seconded the following:

WHEREAS, On March 12, 1991, the Board of Education discussed and took tentative action on a draft Policy on Individuals with Disabilities; and

WHEREAS, The Board also requested that the draft policy be disseminated for comments to specific Board of Education committees and community groups; and

WHEREAS, Staff reviewed the Board recommendations and community responses; and

WHEREAS, The following revised policy has been retitled and includes those and other recommendations by legal counsel; and

WHEREAS, The proposed policy continues to be a statement of commitment to fulfilling the requirements of Title I of the Americans With Disabilities Act of 1990 and a reaffirmation that present policies and regulations assure that the rights of individuals with disabilities will be upheld in MCPS; now therefore be it

RESOLVED, That the Policy on Employment of Individuals With Disabilities be approved; and be it further

RESOLVED, That following the finalization of the federal regulations, we will assess the need to update the language in our existing policies and regulations and develop any new regulations as appropriate.

EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES

A. Purpose

To express Montgomery County Public Schools' (MCPS) strong commitment to the goals of the Americans With Disabilities Act of 1990 (ADA) and other applicable laws as they relate to employees and applicants for employment

To reaffirm that present policies and regulations assure that the rights of individuals with disabilities will be upheld in MCPS as demonstrated by a long standing interest in prohibiting discrimination against and in promoting affirmative action for individuals with disabilities in employment

commitment to fulfilling the requirements of Title I of the Americans With Disabilities Act of 1990 and a reaffirmation that present policies and regulations assure that the rights of individuals with disabilities will be upheld in MCPS; now therefore be it

RESOLVED, That the Policy on Employment of Individuals With Disabilities be approved; and be it further

RESOLVED, That following the final issuance of the federal regulations, we will assess the need to update the language in our existing policies and regulations and develop any new regulations as appropriate.

EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES

A. Purpose

The goals of this policy are:

- 1) to provide a clear and comprehensive mandate for the prohibition and elimination of any discrimination against individuals with disabilities;
- 2) to ensure equal employment opportunities for job applicants who have physical or mental disabilities;
- 3) to ensure that every effort is made to provide for reasonable accommodations for the employment, or continued employment in a presently held position, or reassignment to a position for which the person is qualified;
- 4) to make clear to the citizens of the county, to staff of MCPS, and to students that the Montgomery County Public Schools are committed to the full participation of such individuals in the life and work of the schools, and that the policy of MCPS is to provide for that participation in every possible way;
- 5) to affirm a strong commitment to the goals of the Americans With Disabilities Act of 1990 (ADA) as well as other applicable laws as they relate to employees and applicants for employment; and
- 6) to reaffirm that present policies and regulations will be administered to ensure that the rights of individuals with disabilities will be upheld in MCPS, consistent with the long-standing interest on the part of the Board of Education and MCPS in prohibiting

discrimination against and in promoting affirmative action in employment and reassignment for individuals with disabilities.

B. Process and Content

1. Definitions

- a) A person with a disability is one who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment, or is regarded by MCPS as having such an impairment.
- b) The term "qualified individual with a disability" means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.

- 2. MCPS will not discriminate against any qualified individual with a disability in regard to job application procedures; the hiring, advancement, or discharge of employees; employee compensation; job training and other terms, conditions, and privileges of employment. In addition, in accordance with its affirmative action plan, MCPS will continue to make outreach efforts to employ and to advance in employment individuals with disabilities.
- 3. MCPS will make every effort to provide reasonable accommodations as required for the employment, continued employment, or reassignment of persons with disabilities, unless such accommodations would impose undue hardship on the school system. The burden of demonstrating undue hardship will be with the school system in accordance with applicable laws.
- 4. Procedures for implementing these goals will be set forth in administrative regulations.

C. Review and Reporting

A report regarding the status of implementation and monitoring of this policy will be prepared annually for Board review.

This policy will be reviewed every three years in accordance with the Board of Education policy review process.

Re: BOARD MEMBER COMMENTS

1. Mrs. Brenneman reported that last evening Board members attended the NAACP Freedom Fund Banquet. Several students received scholarships for their academic excellence. For the record, they were Toni Barton, Rodney Holder, Ericka Jones, Stephanie Jones, Rhonique Shields, Michael Smith, Marcus Wallace, Michael Barwick, Teresa Day, Allison George, Antoinette Sprow, and Ebonya Washington.

2. Mrs. Brenneman indicated that Board members had attended the American Coalition for Assistance and Mentor Program with which Dr. Cheung was involved. At this point, the program was for Asian students, but they hoped to expand the program to Hispanic and African-American students.

3. Mrs. Brenneman stated that Board members had also met with the Seneca Valley Cluster. The cluster had taken the Board on a bus tour of the schools in the area. She commented that PTA members and principals were enthusiastic about the services in that cluster.

4. Mrs. Hobbs pointed out that this week was National Secretaries' Week, Student Leadership Week, and Volunteer Week. She acknowledged the story that was done in the BULLETIN on MCPS secretaries. Dr. Pitt's secretary was featured in the article.

5. Mrs. Hobbs commented that tomorrow the Banneker Black Honors Math and Society would be in Annapolis to receive special recognition, and President Bush would be there to recognize the tutoring efforts of the midshipmen. She acknowledged the parent participation in the Banneker program and the A-CAMP program.

6. Mrs. Hobbs requested the number of responses they had received to date both for and against the contraceptive kit.

7. Ms. Gutierrez reported that the Board would have a workshop on Saturday to look at minority achievement. She asked Board members to submit items for the agenda. She had received a six-page memo from Mrs. Fanconi which she would distribute to the Board. She hoped that at the end of the worksession they would have consensus on a vision statement, a mission statement, and some priorities. She did not think they would be able to develop specific policies, but she hoped they would end up with a framework and direct staff to help them formulate specific policies.

8. Mrs. Hobbs said that she had asked Ms. Melissa Bahr, staff assistant, to do a survey of other school systems regarding their minority policies. Ms. Bahr had done that and would be sharing

that with the Board.

9. Mr. Chang encouraged Board members to attend the Student Leadership Breakfast on Wednesday. He acknowledged the presence of Gail McSpadden and Shervin Pischevar, student Board member candidates. The election would be held on May 9.

10. Mrs. Fanconi reported that Harrison King, a former Board member from Laytonsville, had recently been hospitalized. She wished him improved health.

11. Mr. Ewing hoped that this fall the Board would be able to locate all of the former Board members and bring them together for a social occasion.

12. Dr. Pitt reported that the "It's Academic" contest had been held at the University of Maryland. This involved teams from the surrounding areas, and Richard Montgomery High School had won the championship. Mr. Ewing extended the Board's congratulations to the participants and the coaches.

RESOLUTION NO. 375-91 Re: EXECUTIVE SESSION - MAY 14, 1991

On recommendation of the superintendent and on motion of Mrs. DiFonzo seconded by Dr. Cheung, 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 May 14, 1991, 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. 376-91 Re: MINUTES OF FEBRUARY 11, 1991

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

RESOLVED, That the minutes of February 11, 1991, be approved.

RESOLUTION NO. 377-91 Re: MINUTES OF MARCH 12, 1991

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

RESOLVED, That the minutes of March 12, 1991, be approved.

RESOLUTION NO. 378-91 Re: MINUTES OF MARCH 18, 1991

On recommendation of the superintendent and on motion of Dr. Cheung seconded by Ms. Gutierrez, the following resolution was adopted unanimously:

RESOLVED, That the minutes of March 18, 1991, be approved.

RESOLUTION NO. 379-91 Re: MINUTES OF MARCH 25, 1991

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

RESOLVED, That the minutes of March 25, 1991, be approved.

Re: NEW BUSINESS

1. Mrs. Fanconi moved and Ms. Gutierrez seconded the following:

RESOLVED, That the Board set for a future agenda the costs of the recommendations of the Advisory Council for Vocational-technical Education and a recommendation from the superintendent on a new name for the Division of Career and Vocational Education.

2. Mrs. Brenneman moved and Mrs. Fanconi seconded the following:

RESOLVED, That the Board schedule a discussion of the resident teacher certification program and whether MCPS should initiate this program.

RESOLUTION NO. 380-91 Re: SCHEDULING OF ITEMS ON THE

COMPOSITION OF THE COMMITTEE ON
MINORITY STUDENT EDUCATION AND ON
GUIDELINES FOR COMMITTEE
APPOINTMENTS

On motion of Ms. Gutierrez seconded by Dr. Cheung, the following resolution was adopted unanimously:

RESOLVED, That the Board agree to schedule on a future agenda an item on the composition of the Committee on Minority Student Education and an item on guidelines for committee appointments.

Mrs. Hobbs assumed the chair.

Re: NEW BUSINESS (CONTINUED)

3. Mr. Ewing moved and Ms. Gutierrez seconded the following:

RESOLVED, That the Board of Education schedule time after completion of the capital budget to begin reconsideration of the Blair High School facility plan.

Mr. Ewing assumed the chair.

Re: ITEMS OF INFORMATION

Board members received the following items of information:

1. Timeline for Dealing with Supporting Services Classification Study
2. Staff Response to Family Life Committee
3. Change Order Quarterly Report

Re: ADJOURNMENT

The president adjourned the meeting to an executive session at 12:10 a.m.

PRESIDENT

SECRETARY