The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Monday, February 10, 1992, at 7 p.m.

ROLL CALL

Present: Mrs. Catherine Hobbs, President
         in the Chair
         Mrs. Frances Brenneman
         Dr. Alan Cheung
         Mrs. Sharon DiFonzo
         Mr. Blair G. Ewing
         Mrs. Carol Fanconi
         Ms. Ana Sol Gutierrez
         Mr. Shervin Pishevar

Absent: None

Others Present: Dr. Paul L. Vance, Superintendent
                Mrs. Katheryn W. Gemberling, Deputy
                Dr. H. Philip Rohr, Deputy
                Mr. Thomas S. Fess, Parliamentarian

#indicates student vote does not count. Four votes are needed for adoption.

Re: INTERIM PLAN FOR RESTRUCTURING THE CENTRAL AND AREA OFFICES

Dr. Vance stated that the restructuring recommendation was a result of his budget reductions of over $3 million in the central and area offices. He felt that the plan would support the achievement of their goals in implementing Success for Every Student. However, he believed that any further reductions would disrupt the ability of the units to offer meaningful service; and he pointed out that since June of 1990 these offices had been reduced by 18 percent. These reductions had occurred at a time when MCPS was growing by four to five percent each year. The plan was entitled "interim" to allow the opportunity for adjustments and modifications to the plan during the coming months. He stated that it was unfortunate that they had to use the budget to restructure the school system. He explained that the restructuring of MCPS could not be business as usual, and he pointed out that he did not plan to merely reshuffle the deck as far as personnel. He had asked Dr. Elfreda Massie, director of personnel, to assure a selection process that would identify the best candidates they had to offer. The personnel selection process would be open, fair, and based on merit.

Mrs. Gemberling and Dr. Rohr outlined the interim plans for their respective offices. Dr. Joseph Villani described the proposed plan for the area offices. Dr. Massie explained the plan for the Department of Personnel. Mrs. Carole Burger, director of
association relations, discussed procedures to be followed when positions were abolished and positions were established. Mr. Larry Bowers, budget director, described the contents of the notebook on restructuring that had been provided to the Board.

Board members requested the following information:

1. Mr. Ewing asked for the impact in the changes proposed for services to the learning disabled.

2. Mrs. Fanconi requested a list of activities that would be removed from the area offices. She was particularly concerned about the appeals process.

3. Mrs. Fanconi requested a timeline for the movement of employees, showing at what point the plan would be set in concrete.

Re: ADJOURNMENT

The president adjourned the meeting at 10:10 p.m.

___________________________________
PRESIDENT

___________________________________
SECRETARY

PLV:mlw