

Education Article of the Annotated Code of Maryland, and Section 10-508(a)(9) of the State Government Article; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed sessions on March 9, 1999, to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*).

Resolved, That these portions of the meeting continue in closed session until the completion of business.

Re: **CLOSED SESSION**

The Board of Education was in closed session from 8:30 until 9:45 a.m.

RESOLUTION NO. 143-99 Re: **APPROVAL OF THE AGENDA**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mrs. King, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve and amend its agenda for March 9, 1999, to move Consent Items, Construction Status Report, Monthly Financial Report, and Items of Legislation to the beginning of the agenda.

RESOLUTION NO. 144-99 Re: **CONTRACTS FOR MORE THAN \$25,000**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

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

WHEREAS, It is recommended that Bid No. 1071.1, Automated Call Distribution System, be rejected due to lack of competition; now therefore be it

Resolved, That Bid No. 1071.1, Automated Call Distribution System be rejected due to lack of competition; and be it further

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

MG6507 Vehicles for the Office of Global Access Technology

000193AC

Awardee

Criswell Chevrolet	\$63,100
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44.3

Physical Education Supplies and Equipment

Awardees

Aluminum Athletic Equipment Company	\$10,670
Anaconda Sports, Inc.	6,533
Eric Armin, Inc.	460
Bremen Company, Inc.	2,500
Cannon Sports, Inc. *	22,621
DVF Sporting Goods, Inc.	25,600
Bill Fritz IQ Sports Corporation	1,907
Gerstung Gym-Thing, Inc.	2,278
Gill Sports Equipment	996
The Goal, Inc.	2,230
Gopher Sport	2,417
Marlow Sports, Inc. *	1,759
M-F Athletic Company	378
Modern Door and Equipment Sales, Inc.	2,115
Morley Athletic Supply Company, Inc.	30,845
Passon's Sports	43,468
Pyramid School Products	7,802
Rock Terrace School *	2,324
Sports Imports, Inc.	42,707
Sports Stop, Inc.	5,179
Tiffin Athletic Mats	30,003
UCS, Inc.	1,800
Universal Sports	1,760
Wartham. Associates, Inc.	197
Total	<u>\$ 248,549</u>

155-97

Productivity Software - Extension

Awardees

Bell Education	\$54,594
Software in a Week	<u>38,316</u>
Total	\$ 92,910

1015.2 Football Supplies and Equipment

Awardees

Anaconda Sports, Inc.	\$9,701
Cannon Sports, Inc. *	1,283
DVF Sporting Goods Company	209
The Goal, Inc.	500
Marlow Sports, Inc. *	38,909
Gilman Gear *	2,348
Morley Athletic Supply Company, Inc.	8,946
Passon's Sports	11,907
Riddell All American	51,327
Rogers Athletic Company	<u>3,220</u>
Total	\$ 128,350

1022.2 Lacrosse Supplies and Equipment

Awardees

Bacharach Rasin	\$ 6,183
Morley Athletic Supply Company, Inc.	12,128
Passon's Sports	223
Penn Monto, Inc. *	328
Sports Stop, Inc.	<u>19,498</u>
Total	\$ 38,360

1029.2 Weight Training Supplies and Equipment

Awardees

B.E. Fit	\$ 32,585
DVF Sporting Goods	11,108
Fitness Resource	60,656
Fitness Warehouse	7,765
Heartline Fitness Products	178,506
International Youth Fitness	53,949
JBT Enterprises, Inc.	15,206
Sports Stop, Inc.	28,986
StairMaster Sport Medical Products, Inc.	<u>6,735</u>
Total	\$ 395,496

4061.1 Modular Computer Furniture

Awardees

Douron, Inc. *	\$14,446
Kerpatrick, Inc. *	16,780
Landon Systems Corporation	41,439
Spectrum Industries, Inc.	<u>2,787</u>
Total	\$ 75,452

7023.1 Art and School Papers - Extension

Awardees

Beckley Cardy Group	\$ 285
Integrity School Supplies *	18,490
Paper People	940
Pyramid School Supply	111,689
School Specialty	169,358
Windtree Enterprises, Inc.	<u>51,695</u>
Total	\$ 352,457

7060.1 Towing, Recovery and Transportation Services of Vehicles and Equipment

Awardee

Automotive Support Services *	\$ 25,000
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9152.1 Refrigerant Conversion for Various Schools

Awardee

Interstate Service Company, Inc.	\$ 216,266
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MORE THAN \$25,000 \$1,635,940

* Denotes MFD vendor

RESOLUTION NO. 145-99

Re: **AWARD OF CONTRACT - SHADY GROVE DEPOT
REROOFING**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids were received on February 16, 1999, for the reroofing of Shady Grove Depot, with work to begin as soon as possible, and to be completed by July 15, 1999:

<u>Bidder</u>	<u>Amount</u>
R. D. Bean, Inc.	\$210,834
Orndorff & Spaid, Inc.	213,627
CitiRoof Corporation	253,520
J. E. Wood & Sons Company, Inc.	261,320
Alliance Roofing & Sheet Metal, Inc.	285,000
Cardinal Roofing Company, Inc.	309,777

and

WHEREAS, The low bidder, R. D. Bean, Inc., has completed similar work successfully for Montgomery County Public Schools; and

WHEREAS, The low bid is below the staff estimate of \$250,000; and

WHEREAS, Staff has verified that the contractor has made a good-faith effort to obtain minority participation; now therefore be it

Resolved, That a contract in the amount of \$210,834 be awarded to R. D. Bean, Inc., for the Shady Grove Depot reroofing in accordance with plans and specifications prepared by the Department of Facilities Management, and contingent upon County Council approval of the FY 2000 Capital Budget.

RESOLUTION NO. 146-99 Re: **AWARD OF CONTRACT - RELOCATABLE CLASSROOMS**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Bids were taken in 1996 to provide leased modular classrooms to address enrollment growth; and

WHEREAS, G. E. Capital Modular Space, Inc., was the established low bidder based on an annual unit cost and delivery charge; and

WHEREAS, A clause in the bid specifications allows the Board of Education to extend the

contract as needed, provided the vendor agrees to hold its unit cost to the original bid price; and

WHEREAS, G. E. Capital Modular Space, Inc., has agreed to furnish these units at the original bid price; now therefore be it

Resolved, That a contract in the amount of \$88,380 be awarded to G. E. Capital Modular Space, Inc., for the first year's lease of fifteen (15) relocatable classrooms with options to extend the lease on an annual basis.

RESOLUTION NO. 147-99 Re: **LIGHTING IMPROVEMENTS AT COL. ZADOK MAGRUDER HIGH SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Bids were received on January 25, 1999, for the ceiling replacement and energy conservation lighting retrofit at Col. Zadok Magruder High School:

Bidder	<u>Bid Amounts</u>
Congressional Electric, Inc.	\$ 165,900.00
Fostech Lighting Technology	183,000.00

and

WHEREAS, Staff has verified that the contractor has made a good faith effort to obtain minority participation; and

WHEREAS, The low bid is below the staff estimate of \$185,000 and the recommended contractor has completed similar work successfully for Montgomery County Public Schools; now therefore be it

Resolved, That the Board of Education award a contract to Congressional Electric, Inc., for the ceiling replacement and energy conservation lighting retrofit at Col. Zadok Magruder High School.

RESOLUTION NO. 148-99 Re: **PAINT BRANCH HIGH SCHOOL - ADJACENT LAND PURCHASE**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds were approved in the FY 99 Advance Land Acquisition Revolving Fund capital project to acquire land adjacent to Paint Branch High School; and

WHEREAS, The Maryland-National Capital Park and Planning Commission (M-NCPPC) agreed to join with the Board of Education to share in an equitable division of land and funds to acquire this land; and

WHEREAS, M-NCPPC successfully negotiated contracts with the adjacent land owners totaling \$934,400, or \$73,000 per acre for 12.8 acres; more or less; and

WHEREAS, The Board of Education's share of the purchase price is \$467,200 for 6.4 acres; more or less, now therefore be it

Resolved, That the Board of Education be authorized to purchase 6.4 acres, more or less, adjacent to Paint Branch High School from the Maryland-National Capital Park and Planning Commission for a sales price of \$467,200.

RESOLUTION NO. 149-99

Re: **GRANT OF EASEMENT TO BELL ATLANTIC-MARYLAND, INC., AT BETHESDA ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Bell Atlantic-Maryland, Inc., has requested a utility easement to relocate telephone service at Bethesda Elementary School, located at 7600 Arlington Road in Bethesda; and

WHEREAS, The proposed grant of utility easement includes an above-ground telephone facility to be installed in an area comprising 580 square feet; and

WHEREAS, This grant of easement will benefit the school and surrounding community by providing the necessary telephone services; and

WHEREAS, The proposed easement will not affect any land that could be used for school programming and recreational activities; and

WHEREAS, All work and restoration is to be carried out as a part of the school construction project; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute an easement consisting of 580 square feet to Bell Atlantic-Maryland, Inc., at Bethesda Elementary School.

RESOLUTION NO. 150-99

Re: **JAMES HUBERT BLAKE HIGH SCHOOL - DISPOSITION OF EXCESS PROPERTY**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The James Hubert Blake High School site contains a 0.87-acre triangular portion of land that contains a bank barn, corn crib, and old foundation, all of which have been designated as historic by the Maryland Historic Trust; and

WHEREAS, The structures are in very poor condition and require substantial investment to render them safe and useable with no planned educational programming to justify the expenditure; and

WHEREAS, The highest and best use of the historic property would be as additional land to complement the adjacent 6.64-acre historic homestead; and

WHEREAS, The adjacent landowners have indicated an interest in purchasing the excess parcel to combine with the original historic homestead where they currently reside; and

WHEREAS, The Board of Education, with the approval of the state Superintendent of schools, is required by law to transfer school properties no longer needed for school construction or programming to the Montgomery County Government; now therefore be it

Resolved, That the 0.87-acre historic portion of the James Hubert Blake High School site is not needed for school construction or educational programming and, with the approval of the state Superintendent of schools, be conveyed to the Montgomery County Government; and be it further

Resolved, That a copy of this resolution be transmitted to the county executive and County Council with the recommendation that the Montgomery County Government dispose of this property in accordance with its highest and best use.

RESOLUTION NO. 151-99

Re: **FY 1999 CAPITAL BUDGET EMERGENCY SUPPLEMENTAL APPROPRIATION REQUEST - FACE PLANNING FUNDS**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The County Council Education Committee has voted to recommend an adjustment to the Board of Education's FY 1999 supplemental appropriation request for

the FACE program; and

WHEREAS, The recommended adjustment will move funds requested in FY 2000 to FY 1999; and

WHEREAS, The adjustment will permit planning to begin immediately to air condition Montgomery County Public Schools' (MCPS) holding facilities; and

WHEREAS, The Board of Education must take formal action to request this adjustment before it can be forwarded to the County Council for approval; now therefore be it

Resolved, That the Board of Education's FY 1999 Capital Budget supplemental appropriation request for FACE be increased in the amount of \$320,000 for planning and engineering designs to air condition MCPS holding facilities; and be it further

Resolved, That the Board of Education's requested amendments to the FY 1999-04 CIP be adjusted to decrease the FY 2000 Capital Budget request in the amount of \$320,000; and be it further

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

RESOLUTION NO. 152-99

Re: **EMERGENCY SUPPLEMENTAL FOR THE FY 1999
CAPITAL BUDGET FOR ADDITIONAL RELOCATABLE
CLASSROOMS**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The FY 1999 Supplemental Capital Budget request adopted in November 1998 for relocatable classrooms included funds to replenish appropriation levels to move 50 existing relocatable classrooms and acquire and place 20 new relocatable classrooms in the summer of 1999; and

WHEREAS, The preliminary analysis of the need for relocatable classrooms for September 1999 indicates that there will be a need for more than 20 new units and 50 relocations; and

WHEREAS, In adopting its FY 2000 Operating Budget request the Board of Education approved initiatives to restore class sizes to the level that existed in FY 1995 and to eliminate oversize elementary school classes; and

WHEREAS, The additional elementary teacher positions included in the budget for these initiatives will increase the need for relocatable classrooms; and

WHEREAS, The exact number of relocatable classrooms required cannot be determined until individual school staffing is completed later this spring; and

WHEREAS, The County Council has requested all FY 1999 emergency supplemental and FY 1999-2004 CIP amendment requests be submitted by early March to facilitate its review of projects in this off year of the biennial CIP; now therefore be it

Resolved, That the Board of Education request an emergency supplemental appropriation for the FY 1999 Capital Budget in the amount of \$600,000 for the placement of twenty additional relocatable classroom units in the summer of 1999; and be it further

Resolved, That should additional relocatable classrooms be needed beyond the twenty requested, that funds appropriated for FY 2000 relocatable classroom needs be utilized to acquire and place the additional units until a request can be made as part of the FY 2001-2006 CIP submission in November 1999; and be it further

Resolved, That a copy of this resolution be transmitted to the county executive and County Council; and be it further

Resolved, That the county executive be requested to recommend approval of this request to the County Council.

RESOLUTION NO. 153-99

Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS AND CATEGORICAL TRANSFER WITHIN THE CAREER AND TECHNOLOGY EDUCATION PROGRAMS**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Resolved, That the Superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects a grant award of \$63,687 from the Maryland State Department of Education, under the Carl D. Perkins Vocational and Applied Technology Education Act for Career and Technology Education Programs in Category 4, Textbooks and Instructional Supplies; and be it further

Resolved, That the Superintendent of schools, subject to the approval of the County Council, be authorized to effect the following FY 1999 categorical transfer for \$250,798 within this same program:

<u>Category</u>	<u>From</u>	<u>To</u>
3 Instructional Salaries	\$159,016	
4 Textbooks and Instructional Supplies		\$ 32,776
5 Other Instructional Costs		218,022
12 Fixed Charges	<u>91,782</u>	<u> </u>
Total	<u>\$250,798</u>	<u>\$250,798</u>

and be it further

Resolved, That a copy of this resolution be sent to the county executive and County Council; and be it further

Resolved, That the county executive be requested to recommend approval of the categorical transfer to the County Council.

RESOLUTION NO. 154-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE SAFE AND DRUG-FREE SCHOOLS AND COMMUNITIES PROJECT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Resolved, That the Superintendent of schools be authorized to receive and expend within FY 1999 Provision for Future Supported Projects a grant award of \$330,365 from the U. S. Department of Education through the Maryland State Department of Education under the federal Drug-Free Schools and Communities Act of 1986 and the Omnibus Drug Act of 1988 for the Safe and Drug-Free Schools and Communities Project, in the following categories:

<u>Category</u>	<u>Amount</u>
3 Instructional Salaries	\$ 25,000
4 Textbooks and Instructional Supplies	145,895
5 Other Instructional Costs	157,470
12 Fixed Charges	<u>2,000</u>
Total	<u>\$330,365</u>

and be it further

Resolved, That a copy of this resolution be sent to the county executive and County

Council.

RESOLUTION NO. 155-99 Re: **UTILIZATION OF FY 1999 FUTURE SUPPORTED PROJECT FUNDS FOR THE CHALLENGE GRANT PROGRAM**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Resolved, That the Superintendent of schools be authorized to receive and expend within the FY 1999 Provision for Future Supported Projects, a grant award of \$1,285,000 from the Maryland State Department of Education, under the state Challenge Schools Program for the sixth year of the Challenge Grant Program in the Wheaton Cluster, fourth year in the Albert Einstein Cluster, and second year at both Clopper Mill and South Lake elementary schools in the following categories:

<u>Category</u>	<u>Positions*</u>	<u>Amount</u>
3 Instructional Salaries	1.0	\$ 662,068
4 Textbooks and Instructional Supplies		271,396
5 Other Instructional Costs		<u>351,536</u>
 Total		 <u>\$1,285,000</u>

* 1.0 School Financial Assistant, Grade 13 (12-month)

and be it further

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

RESOLUTION NO. 156-99 Re: **SUBSTITUTE TEACHER PILOT PROGRAM**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Resolved, That the Board of Education approve the substitute teacher pilot program.

Re: **CONSTRUCTION STATUS REPORT**

Dr. Vance invited the following people to the table: Mr. David Fischer, associate Superintendent for the Office of Supportive services; Mr. Vivian D'Souza, acting director

for the Department of Facilities Management; and Mr. Richard Hawes, director of the Division of Construction.

The report was a mid-year update on major construction activities. At the end of this school year, MCPS would be relocating one high school, one middle school, and two elementary schools to holding facilities. For the 1999-2000 school year, MCPS would complete one high school modernization, two new middle schools, three elementary school modernizations, four additions, and restore two closed facilities to reopen. As indicated in previous correspondence, completing this year's work likely would be a greater challenge than last year when MCPS opened three new high schools.

All projects were expected to be ready for occupancy prior to the start of school. However, some work would be completed after school starts in certain areas of the Silver Spring International Middle School/Montgomery Blair Elementary School #11 and Walter Johnson Middle School #2 facilities that would not be used by students and staff during the first year that these buildings are reopened. The reopening of these schools in the former Wayne Avenue and North Bethesda facilities were projects that normally would be done over an 18-month period; however, because of the need for these buildings, they were being completed over a 13- and 11-month period, respectively.

Outlined below is a brief status report of the major construction projects:

1. John F. Kennedy High School Modernization
2. Takoma Park Middle School Replacement Building
3. Forest Oak Replacement Facility
4. Silver Spring International Middle School /Montgomery Blair Elementary School
5. Walter Johnson Middle School #2
6. Bethesda Elementary School Modernization
7. Harmony Hills Elementary School Modernization
8. Rock View Elementary School Modernization
9. Westover/Lucy V. Barnsley Elementary Schools Gym Additions
10. Walt Whitman High School Classroom Addition
11. Watkins Mill High School Addition

In addition to the above projects, there were approximately 130 projects worth about \$8 million to be completed this summer under Planned Life-Cycle Replacement (PLAR), Technology in Maryland Schools, reroofing, maintenance renovations projects, and relocatable classrooms moves. Seven facilities were scheduled to be reroofed; 15 schools were scheduled for Global Access wiring; at least 61 relocatable classrooms were expected to be moved; eight schools were scheduled to be retrofitted with air conditioning under the FACE program; and boiler and/or chillers were scheduled to be replaced at

Broad Acres Elementary, Francis Scott Key Middle, and Gaithersburg and Seneca Valley High schools. Science labs were scheduled to be upgraded at Poolesville High School, and indoor air quality related mechanical changes were to be installed at Washington Grove Elementary School. Other miscellaneous projects include tennis court renovations, locker replacements, bleacher replacements, field renovations, and flooring replacements.

Re: DISCUSSION

Mr. Felton asked about the auditorium at the Silver Spring International Middle School (old Montgomery Blair High School site). Mr. Hawes stated that MCPS had requested \$250,000 as an amendment to the current Master Plan to renovate the auditorium for use by the middle school. The County Executive did not support that request because he wanted grant funds for a more comprehensive renovation for use as a community resource and performing arts center.

Mr. Abrams asked about the Bethesda-Chevy Chase High School's renovation and the historical issues of the roof and woodwork. Mr. Hawes stated that the school system has proposed to use synthetic materials in both instances, but the Historical Commission refused the substitution and the matter was set for a hearing in April. Mr. Abrams suggested that staff talk to Gus Baumann regarding the historic preservation at Bethesda-Chevy Chase High School. If the appeal were lost, Ms. Signer inquired about the next steps. Mr. Hawes stated that the school system would be required to follow the guidelines and if the funds were not provided by the County Council, the project would be reengineered to reallocate \$250,000 from the project.

Re: MONTHLY FINANCIAL REPORT

This report reflected the projected financial condition through January 31, 1999, based on program requirements and estimates made by primary and secondary account managers. At the present time, there was a projected surplus in revenues of \$364,865 and a projected surplus of \$350,000 in expenditures. Staff would continue to closely monitor both revenues and expenditures.

RESOLUTION NO. 157-99

Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support *HB 609 - Education - County Board - Hearing Examiners*, which was requested by MABE to bring all local school boards in line with the existing authority of ten jurisdictions, including MCPS, to use hearing examiners

to hear appeals from parents, students and employees under three separate sections of the code.

RESOLUTION NO. 158-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education strongly support *HB 1043 - Education - State Funding - Social Security Contributions*, which was very similar to SB 248, approved by the Board last month, and in contrast to the Senate bill, HB 1043 would not require the state to share in social security payments for public school teachers, community college professors, and librarians until FY 2001; the phase in would start by requiring a 1.5% state payment share that year, rising by one percentage point for each of the next two years, and the state's share would top out at 3.5 % as it does under SB 248.

RESOLUTION NO. 159-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education oppose *HB 697 - Elected County Boards of Education - Taxing Authority and Fiscal Accountability Authorized*, which would permit elected county boards of education to become fiscally independent by authorizing them to impose property taxes to fund school operating and capital costs, beginning in FY 2002.

RESOLUTION NO. 160-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support *HB 868/SB 744 - Education - Maryland Meals for Achievement Pilot In-Classroom Breakfast Program*, which would establish a pilot school breakfast program as a joint effort of local school boards, MSDE and business entities that decide to participate.

RESOLUTION NO. 161-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mr. Abrams, the following resolution was adopted with Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. King, Mrs. O'Neill, and Ms. Signer voting in the affirmative; Mrs. Gordon voting in the negative:

Resolved, That the Board of Education support *HB 842 - Education - Odyssey of the Mind Teams - Funding*, which would require the Governor to include at least \$150,000 in the state budget to pay the costs for state Odyssey of the Mind teams that participate in the world finals.

RESOLUTION NO. 162-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. O'Neill, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support with amendment *SB 632 - Education - Maryland After-School Opportunity Act*, which would create an After School Opportunity Fund Program, to be administered by the Department of Human Resources, not the Department of Education, under the direction of an executive committee, composed of the governor or his designee, the Secretaries of Education, Human Resources, Juvenile Justice and Children, Youth, and Families, or their designees.

RESOLUTION NO. 163-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Abrams, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support with amendment *HB 1092 - Education - Career Connections Sustainability Fund*, which would establish a Career Connections Sustainability Fund to sustain and enhance Career Connections programs throughout Maryland inasmuch as the federal investment in the state's School-to-Careers effort will soon end.

RESOLUTION NO. 164-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support *HB 857 - Education - Early Childhood - Home Visiting*, which establish home visiting programs, under the supervision of the State Department of Education, to support early childhood development and education of children aged birth to six in low income families.

RESOLUTION NO. 165-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support *HB 884/SB 624 - Universal Newborn Hearing Screening*, which would expand the screening program for detecting hearing impairment in newborn infants from the current requirement to identify those infants at high-risk of hearing impairment to a universal screening.

RESOLUTION NO. 166-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. O'Neill, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education support with amendment *HB 864 - Task Force to Study Alternative Educational Programs for Chronically Disruptive Students*, which would establish a task force to take a comprehensive look at the need for and status of alternative programs for chronically disruptive youth statewide by December 31, 1999.

RESOLUTION NO. 167-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted with Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. King, and Mrs. O'Neill voting in the affirmative; Mrs. Gordon and Ms. Signer voting in the negative:

Resolved, That the Board of Education oppose with amendment *SB 698/HB 489 - Education - Suspension and Expulsion - Behavioral or Mental Health Assessment*, which would require a county school superintendent to refer a student, who has been suspended for more than ten days or expelled from school, for a behavioral or mental health assessment by a licensed clinical social worker, a psychologist, or a psychiatrist, if the parent consents.

RESOLUTION NO. 168-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously:

Resolved, That the Board of Education oppose *HB 966/SB 674 - Civil Rights - Religious Exercise*, which would place a heavy responsibility on all government entities, except for federal and state prisons, to justify any burden placed on a "person's exercise of religion" unless the government can demonstrate that this is the "least restrictive means" of achieving a "compelling governmental interest."

RESOLUTION NO. 169-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously:

Resolved, That the Board of Education oppose *HB 790 - Public Information - Access to Electronic Public Records*, which would broaden the public's right to access and copy electronic information and would require public records to be provided in electronic form if readily reproducible in that format.

RESOLUTION NO. 170-99 Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education support if amended *HB 984 - Education - Noncertificated Employees - Prohibitions on Hiring*, which would prohibit local school boards from hiring, as a noncertificated employee, anyone who has been convicted of the manufacture and distribution of controlled dangerous substances, crimes of violence, including rape, or child sexual abuse; as written, the bill would require criminal background checks for all job applicants.

Re: ITEM OF LEGISLATION

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution failed with Mrs. Gordon and Ms. Signer voting in the affirmative; Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. King, and Mrs. O'Neill voting in the negative:

Resolved, That the Board of Education had no position on *HB 837 - Teachers' Pension System - Benefits*, which would amend the formula for calculating benefits for Teachers' Pension System members for years of service after July 1, 1998. (The current formula provides that a Teachers' Pension System member will receive 1.4 percent of average final compensation multiplied by years of credited service for all service after July 1, 1998. This proposal would raise that percentage to 1.5 percent.)

RESOLUTION NO. 171-99 Re: ITEM OF LEGISLATION

On motion of Mrs. O'Neill and seconded by Mr. Burnett, the following resolution was adopted with Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, and Mrs. O'Neill voting in the affirmative; Mr. Abrams voting in the negative; Ms. Signer abstaining:

Resolved, That the Board of Education support on *HB 837 - Teachers' Pension System - Benefits*, which would amend the formula for calculating benefits for Teachers' Pension System members for years of service after July 1, 1998. (The current formula provides that a Teachers' Pension System member will receive 1.4 percent of average final compensation multiplied by years of credited service for all service after July 1, 1998. This proposal would raise that percentage to 1.5 percent.)

RESOLUTION NO. 172-99 Re: **DIVIDE THE QUESTION**

On recommendation of Ms. Signer and seconded by Mrs. Gordon, the following resolution was adopted with Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting in the affirmative; Mr. Abrams voting in the negative:

Resolved, That the Board of Education divide the various bills on Public School Holidays.

RESOLUTION NO. 173-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted with Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, and Ms. Signer voting in the affirmative; Mrs. O'Neill voting in the negative:

Resolved, That the Board of Education support *HB 1167 -Public School Holidays -Martin Luther King, Jr. Day*, which would only make the change that requires the observation of Martin Luther King, Jr. Day as a public school holiday.

RESOLUTION NO. 174-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mrs. King, the following resolution was adopted with Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting in the affirmative; Mr. Abrams, voting in the negative:

Resolved, That the Board of Education support *HB 1113 - Public School Holidays - Presidents' Day and Martin Luther King, Jr. Day*, which would require Presidents' Day to be observed as a holiday, in addition to Martin Luther King, Jr. Day.

RESOLUTION NO. 175-99 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted with Mr. Abrams, Mr. Burnett, Mr. Felton,

Mrs. Gordon, Mrs. King, and Mrs. O'Neill voting in the affirmative; Ms. Signer voting in the negative:

Resolved, That the Board of Education take no position on *SB 736 - Education - Public School Holidays*, which would require the six counties now permitted to remain open and in session on primary and general election days to observe these two election days as public school holidays.

Re: ITEM OF LEGISLATION

On motion of Ms. Signer seconded by Mrs. Gordon, the following resolution failed with Mrs. Gordon and Ms. Signer voting in the affirmative; Mr. Burnett, Mr. Felton, Mrs. King, and Mrs. O'Neill voting in the negative; Mr. Abrams abstaining:

Resolved, That the Board of Education support *HB 1066 - Public School Holidays - Martin Luther King, Jr. Day*, which would eliminate the requirement that primary and general election days be public school holidays. This provision would no longer require schools to be closed on election days, although nothing would prohibit this closure. Community pressure could escalate to keep the schools open.

Re: ITEM OF LEGISLATION

On motion of Mrs. King seconded by Mrs. O'Neill, the following resolution was placed on the table:

Resolved, That the Board of Education oppose *HB 1066 - Public School Holidays - Martin Luther King, Jr. Day*, which would eliminate the requirement that primary and general election days be public school holidays. This provision would no longer require schools to be closed on election days, although nothing would prohibit this closure. Community pressure could escalate to keep the schools open.

Re: ITEM OF LEGISLATION

On motion of Mrs. Gordon seconded by Mr. Abrams, the following substitute resolution failed with Mr. Abrams, Mr. Felton, Mrs. Gordon, and Ms. Signer voting in the affirmative; Mr. Burnett, Mrs. King, and Mrs. O'Neill voting in the negative:

Resolved, That the Board of Education take no position *HB 1066 - Public School Holidays - Martin Luther King, Jr. Day*, which would eliminate the requirement that primary and general election days be public school holidays. This provision would no longer require schools to be closed on election days, although nothing would prohibit this closure. Community pressure could escalate to keep the schools open.

Re: ITEM OF LEGISLATION

On motion of Mrs. King seconded by Mrs. O'Neill, the following resolution failed with Mr. Burnett, Mrs. King, and Mrs. O'Neill voting in the affirmative; Mr. Abrams, Mr. Felton, Mrs. Gordon, and Ms. Signer voting in the negative:

Resolved, That the Board of Education oppose *HB 1066 - Public School Holidays - Martin Luther King, Jr. Day*, which would eliminate the requirement that primary and general election days be public school holidays. This provision would no longer require schools to be closed on election days, although nothing would prohibit this closure. Community pressure could escalate to keep the schools open.

RESOLUTION NO. 176-99**Re: AGREEMENT WITH MCEA**

On recommendation of the Superintendent and on motion of Mrs. King seconded by Ms. Signer, the following resolution was adopted unanimously by members present:#

WHEREAS, Section 6-408 of the *Education Article, Annotated Code of Maryland*, permits the Board of Education to enter into negotiations with designated employee organizations concerning "salaries, wages, hours and other working conditions;" and

WHEREAS, The Montgomery County Education Association (MCEA) was properly designated as the employee organization to be the exclusive representative for these negotiations; and

WHEREAS, Negotiations have occurred in good faith, as directed by law; and

WHEREAS, Following negotiations and mediation, the parties have received a recommended settlement, and the report, having been approved by the MCEA Board of Directors, is now pending ratification; and

WHEREAS, On February 9, 1999, the Board of Education amended its Fiscal Year 2000 Operating Budget to \$1,093,504,856; and

WHEREAS, In order to assure funding by the County Council to conclude this agreement, the Board must take budgetary action at this time to secure funding for this tentative agreement; and

WHEREAS, The tentative agreement with MCEA includes a salary increase equivalent to 3 percent; and

WHEREAS, The tentative agreement with MCEA includes an increase of 3 percent in substitute teachers' daily rate of pay; and

WHEREAS, The tentative agreement with MCEA increases the cap for summer school and evening high school pay to MA Step 8 for FY 2000 and MA Step 9 for FY 2001; and

WHEREAS, The tentative agreement with MCEA recommends the allocation of up to \$25,000 for an independent consultant to review insurance trust questions; now therefore be it

Resolved, That the Board of Education amend its Fiscal Year 2000 Operating Budget Request by \$16,169,484 from \$1,093,504,856 to \$1,109,674,340 to reflect the cost of changes tentatively agreed to with MCEA as follows:

Category	Board Adopted February 9, 1999	Amendment	Amended Budget Request
Systemwide Support	\$29,905,878	42,735	\$29,948,613
Mid-level Administration	74,223,597	83,949	74,307,546
Instructional Salaries	471,572,429	12,279,822	483,852,251
Textbooks and Instructional Supplies	23,830,566		23,830,566
Other Instructional Supplies	12,433,455		12,433,455
Special Education	127,008,007	2,208,850	129,216,857
Student Personnel Services	4,392,580	99,288	4,491,868
Health Services	26,609	0	26,609
Student Transportation	49,395,460	0	49,395,460
Operation of Plant	64,658,920		64,658,920
Maintenance of Plant	23,781,355	2,377	23,783,732
Fixed Charges	176,057,462	1,411,411	177,468,873
Community Services	748,560	7,129	755,689
Adult Ed/Summer School Fund	3,360,625	29,232	3,389,857
Real Estate Management Fund	1,268,935	2,314	1,271,249
Food Services Fund	28,118,050	0	28,118,050
Field Trip Fund	1,814,972	0	1,814,972
Entrepreneurial	907,396	2,377	909,773
All Funds	\$1,093,504,856	\$16,169,484	\$1,109,674,340

Re: BOARD/SUPERINTENDENT COMMENTS

Dr. Vance called the Board's attention to a newspaper article about an MCPS teacher who rallied students to protest a sexist television story on girls taking algebra. This event had gained national attention.

Mrs. O'Neill reported that David C. Moore, a senior at Montgomery Blair High School, has won second place in the 58th annual Intel Science Talent Search and was the eighth Montgomery County Public Schools student since 1990 -- and the eighth student from Montgomery Blair -- to win one of the top 10 spots in the rigorous competition, in which

students enter papers on their independent research projects. He was one of six students from Montgomery Blair among the top 40 finalists this year, who were selected from 300 semifinalists chosen from the 1,470 entrants representing 184 high schools in 39 states. All 14 semifinalists in Maryland were MCPS students, whose achievement placed the state fourth in the nation in the number of semifinalists. Eleven of the semifinalists were Montgomery Blair students, two were from Walt Whitman High School and one was from Walter Johnson High School.

Mrs. King congratulated the elementary school principals for the quilt made for Dr. Vance and presented to him on March 5, 1999. Each elementary school quilted a square for inclusion in the quilt.

Mrs. Gordon reported that MABE would host an all-day worksession on student achievement with some focus on the gap between African-American and Latino students and white students.

Mr. Felton announced that he had talked with several members of the real estate industry regarding their concern about boundary maps for MCPS. His response continued to be that in this environment and community, there would always be an opportunity to review boundaries depending on growth and programs. Later in the meeting, he planned to introducing a new business item that would request realtors not to comment on boundaries, but instead address the quality of the school system countywide. If that did not correct the situation, then the school system could propose legislation that would preclude realtors from commenting on boundary changes just as there were other restrictions on the industry. It did the school system a disservice when, in fact, communities were pitted against each other because of boundary perceptions.

**Re: REVISIONS TO SUCCESS FOR EVERY STUDENT
PLAN**

Mrs. King reported that the Subcommittee on Long-range and Strategic Planning was pleased to transmit the revised Success for Every Student Plan, the strategic plan for Montgomery County Public Schools. The subcommittee unanimously approved the revised plan and accompanying documents. The subcommittee recommended that the Board took tentative action to adopt the revised plan, pending final public input activities, and to take final action at the all-day Board meeting on May 11, 1999, to approve the plan for implementation for the 1999-2000 school year.

The Board of Education, school system administration, and the community of stakeholders had collaborated in extensive planning processes that have resulted in this comprehensive revision of the Success for Every Student Plan. The subcommittee had guided this planning process over a four-year period, beginning with formation of the subcommittee by the Board on December 14, 1994.

An important feature of the revised plan was the incorporation of key results and performance measures for the plan. The effort to define these important accountability elements of Success for Every Student had been conducted by a cross section of school system stakeholders at a planning retreat over the summer and by school system administrators over the past several months. These draft key results and performance measures were included in the updated Success for Every Student Plan. Since these elements of the Success for Every Student Plan were not available when the rest of the draft plan went out for public comment last spring, additional public and parent outreach dealing specifically with key results and performance measures were being conducted now. These efforts would conclude in April 1999.

One of the most frequently voiced comments concerning the revised Success for Every Student Plan concerned the length and complexity of the original document. A significant modification approved by the subcommittee was a simplification of the plan by presenting the key elements in much briefer, more concise documents. Staff has developed several draft documents that incorporate the summary components of the revised Success for Every Student Plan and provide a range of specificity and depth. These documents included:

- A brief summary statement (on a small card) that describes the main elements of the overall vision and mission of the school system.
- A summation of all the major components of the plan (on a bookmark size card) that quickly and easily provides the key messages.
- An overview summary document (in a small pamphlet) that distills the main elements of the entire plan into a series of short statements, bulleted items, and recognizable graphics and photos.
- A revised original plan in a new graphic format that maintains the essence and details of the plan's elements but presents them in an accessible and invitational manner.
- A revised companion reference in a new graphic format that complements the revised plan in presenting information in an easy-to-read design.
-

Every effort had been made to simplify the main elements of the plan and provide a means by which key constituency groups - employees, parents, students, and community leaders - can access the plan in a format that is concise, readable, and easy to understand. Additional plans include web site communication, videos, television programs, and publications geared toward specific audiences.

Executive Staff members presented the *Success For Every Student* Plan as the strategic plan for the Montgomery County Public Schools (MCPS). Originally adopted in 1992 and updated in 1994, the plan was updated and strengthened in 1999 following a significant

community involvement effort over a two-year period. This summary presented an overview of the main components of the plan.

The plan provided a framework for what MCPS sought to achieve in terms of its vision and goals. The plan outlined how the school system intended to achieve these goals through core strategies and principles of collaboration and continuous improvement. The plan provided a structure for public accountability about the success of students and schools based on specific academic milestones, key results, and performance measures.

Vision

We, the people of Montgomery County, believe that a quality education is a fundamental right of every child. All children will receive the respect, encouragement, and opportunities they need to build the knowledge, skills, and attitudes to be successful, contributing members of a changing global society.

Mission

The mission of Montgomery County Public Schools is to provide a quality, world class education that ensures success for every student through excellence in teaching.

Core Values

- Every child can learn and succeed.
- The pursuit of excellence is fundamental and unending.
- An ethical school system requires fair treatment, honesty, openness, integrity, and respect.
- A quality school system strives to be responsive and accountable to the customer.

GOAL 1: Ensure Success For Every Student

Provide the services and environment each student needs for intellectual challenge and social and emotional development. Each student will be able to communicate effectively, obtain and use information, solve problems, and engage in active, lifelong learning.

Key Result 1.1: Every student attains and demonstrates continuing academic success in all areas addressed by the curriculum.

Key Result 2: Every student demonstrates positive acts of good character and citizenship.

GOAL 2: Provide an Effective Instructional Program

Teach all students a curriculum that describes what they should know and be able to do, includes the many perspectives of a pluralistic society, and establishes learning standards.

Instruction must include a variety of teaching strategies and technologies, actively involve students, and result in their mastery of learning objectives.

Key Result 2.1: The learning environment promotes academic excellence and personal growth.

Key Result 2.2: The school system implements a world-class curriculum with clear outcomes and standards.

Key Result 2.3: Schools provide excellent teaching and opportunities to learn for every student.

Key Result 2.4: The school system evaluates the effectiveness of schools and programs.

GOAL 3: Strengthen Productive Partnerships for Education

Secure commitment of the entire community to maintain quality education in Montgomery County by building partnerships of families, community, business, and staff that promote and support initiatives to help all children succeed.

Key Result 3.1: The school community demonstrates a clear understanding of the *Success for Every Student* goals, related priorities, and continuous improvement principles.

Key Result 3.2: The school community demonstrates shared responsibility for student success.

Key Result 3.3: MCPS and all members of the broader community demonstrate collaboration to improve resources and services in support of quality education.

Key Result 3.4: MCPS and higher education institutions demonstrate collaboration to provide a quality workforce.

GOAL 4: Create a Positive Work Environment in a Self-Renewing Organization

Develop a climate in which staff effectiveness and creativity are encouraged, respected, valued and supported to promote productivity and ownership for student success. Provide efficient and effective support and staff development for the instructional program.

Key Result 4.1: SES goals, related priorities, and continuous improvement principles are clearly communicated and understood.

Key Result 4.2: Staff development promotes self-renewal and is aligned with SES goals, related priorities, and continuous improvement principles.

Key Result 4.3: The work environment promotes and achieves high staff productivity and positive staff morale.

Key Result 4.4: Staff work processes are cost effective, add value, and are aligned with SES goals, related priorities, and continuous improvement principles.

Key Result 4.5: MCPS recognizes staff efforts and achievement in the pursuit of SES goals, related priorities, and continuous improvement principles at all organizational levels with recognition opportunities.

Performance Measures

There are 64 specific performance measures that - when aligned with the 15 key results (see each goal for individual key results) - are designed to assess the progress toward achieving the vision, mission, and goals of the *Success for Every Student Plan*. (There are also eight academic milestones that provide further accountability toward achieving the vision and goals of the plan listed on the next page.) The key results and performance measures reflect the standards of achievement necessary to compete with other high performing school systems in the United States and around the world - enabling MCPS to be a world class school system.

Continuous Improvement Principles

The school system's commitment to an organization culture capable of achieving success for every student is guided by the principles of continuous improvement.

Collaboration Principles

The school system is committed to engaging parents, staff, and the broader community civic, community, religious, and government leaders, elected officials, and business executives - in achieving success for every student. The collaboration is guided by standards and principles of accountability and strategic planning expressed in National Standards for Parent/Family Involvement Programs, published by the National PTA in 1997. The collaboration is also defined in the Principles to Guide Collaborative Governance, adopted by the County Executive, the County Council, the Board of Education, and the Collaboration Council in 1998.

Core Strategies

The school system has identified eight core strategies to define the systemwide effort to achieve success for every student:

1. Provide quality teaching and learning
2. Provide a quality environment for all
3. Invest in and develop all MCPS staff
4. Involve parents and collaborate with stakeholders to improve instruction
5. Promote effective use of technology throughout the school system
6. Implement effective communication strategies
7. Align all resources to system priorities and ensure efficient operations
8. Ensure systematic analysis of data and information

Academic Milestones for the Success for Every Student Plan

The academic milestones reflect the constancy of purpose and shared emphasis of the original *Success for Every Student Plan* adopted in 1992 and the revised plan of 1999. Each identifies clear outcomes and expectations that measure progress toward specific student goals. Over the last eight years, the plan has evolved and additional measures have been developed to determine progress in reaching all four of the plan's goals.

The key results and performance measures outlined in the current *Success for Every Student Plan* provide more definition and include all parts of the organization. The efforts remain targeted on the academic achievement of all students independent of race or ethnicity, gender, socioeconomic status, or disability. The following academic milestones reaffirm continuing commitment.

1. All students of each racial/ethnic group will read independently on grade level by the end of grade two.
2. All students of each racial/ethnic group will achieve or exceed proficiency standards in mathematics, reading and writing on local and state assessments (CRTs, MSPAP).
3. All students of each racial/ethnic group will successfully complete Algebra I by the end of grade nine.
4. All schools will increase participation and performance of students of each racial/ethnic group taking the SAT, with an emphasis on under-represented populations.
5. All schools will achieve or exceed local and MSPP standards (attendance, promotion, dropouts, and functional tests).
6. All schools will increase enrollment and performance of each racial/ethnic group in gifted, honors, advanced placement, and other advanced programs with an emphasis on under-represented populations.
7. All schools will eliminate the disproportionate suspension rates of African American and Hispanic students.
8. The school system will eliminate the disproportionate representation of African American students in special education programs.

Re: DISCUSSION

Mr. Felton commented that the difference between Montgomery County Public Schools and other school systems around the country was the commitment of the Board, staff, and community for success for every student. He commended staff for moving to the new level with useable documents that reflected the community's values.

Mrs. Gordon reported that the subcommittee had worked diligently for three years and continued to support Success for Every Student. She appreciated the fact that there had been constancy of purpose and continued to refine the plan. At a prior meeting, the Board had unanimously supported the vision, mission, core values, and goals. At that time, the Board agreed that the responsibility for the key measures and strategies for implementation were the responsibility of the Superintendent. The Superintendent had the ability to evaluate and make changes, as needed. She did not support the Board adopting the plan with all of the measures. Moreover, she was concerned that some of the performance measures were weaker than earlier recommendations, and it would be difficult to evaluate some of the key results. There appeared to be little connection between state requirements for student achievement and the MCPS performance measures, especially under Key Result 1.1. Mr. Bowers replied that performance measures would evolve over time with continuous improvement.

Mr. Abrams congratulated Dr. Vance on his vision because SES had changed the culture within MCPS. SES endured because of the commitment of the Superintendent and the Board with a strategic plan to fulfill its mission. Since Dr. Vance was leaving, that was more important now than it was in the beginning. SES provided the starting point for the next Superintendent. Therefore, the action of the Board was critical, even though it would not adopt every element of this dynamic document.

Ms. Signer appreciated the work that went into the revised SES plan. She agreed with Mrs. Gordon that the Board's work was done with the adoption of the core values, the goals, and vision. The performance measures and key results were the Superintendent's for implementation of SES. However, she thought that many of the performance measures were not measurable. There was reference in the paper to the development of an outstanding curriculum as measured by international, national, state, and MCPS standards, but there was no recommendation to which standards would be utilized. She was supportive of the plan as the foundation of the school system. She hoped that there would have been more measurable criteria. She was concerned about adopting the performance measures and key results because the new Superintendent must buy into the SES plan and might want to adapt these measures.

Mrs. King agreed that the plan was organic and must remain a growing document with modifications over time. Any new Superintendent coming into MCPS must subscribe to

the SES plan because it was the strategic plan developed and embraced by the Board and executive staff. However, the plan would continue to progress with a new leader. She asked the Board to endorse the plan at this meeting with final approval in May.

Re: MOTION TO AMEND THE AGENDA

On motion of Mr. Abrams and seconded by Mrs. King, the following resolution was placed on the table:

Resolved, That the Board of Education amend the agenda to make Revisions to Success for Every Student Plan an item for discussion and action, and take tentative action on the plan.

Re: DISCUSSION

Mr. Abrams stated that the action would be tentative approval of the item prior to final approval in May. Mrs. King thought if there were major changes from Board members, there would be final approval in May.

Mrs. Gordon stated that she could not support adopting the plan because it was not the responsibility of the Board to do the Superintendent's work. The Board could endorse staff moving forward with the plan. However, if the Board worked to change elements of the plan, she wanted the time and opportunity to discuss each item.

Ms. Signer stated that she could not support the amendment for many of the same reasons expressed by Mrs. Gordon. If the Board adopted the plan with the performance measures and key results, it became the Board's, and it would be incumbent upon the Board to amend the document, as needed. The Board had done its work with the vision statement, cores values, and the goals. Therefore, it was the Superintendent's job to develop the key results and performance measures.

Mr. Abrams wanted to know what was envisioned for the May meeting. Mrs. King replied that MCCPTA planned two more forums to explain the plan and receive more input. To accommodate their schedule, a final action to endorse the plan was not scheduled until May.

RESOLUTION NO. 177-99

Re: MOTION TO AMEND THE AGENDA

On motion of Mr. Abrams and seconded by Mrs. King, the following resolution was adopted with Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. King, and Mrs. O'Neill voting in the affirmative; Mrs. Gordon voting in the negative; Ms. Signer abstaining:

Resolved, That the Board of Education amend the agenda to make Revisions to Success for Every Student Plan and item for discussion and action, and take tentative action on the plan.

FOR THE RECORD: Mrs. Gordon was not opposed to adopting the document, but the Board must give staff the opportunity and flexibility to implement SES. If the Board took tentative action and had it come back for final approval, the Board was taking one action that was irrelevant.

Re: **DISCUSSION**

Mrs. O'Neill believed that the SES plan had to remain a dynamic document that would evolve over time. She had no problem with performance measures that initially locked in numerical targets, because there must be an annual review and continuous refinement. The new Superintendent would have a framework on what constituents, the Board, and staff expected for their schools.

Mr. Burnett thanked Dr. Vance for his vision with SES. He was impressed with the way the plan had evolved, and staff had done an outstanding job. He realized that it was a living, breathing document and a snapshot in time. The document needed to be flexible enough to embrace change. As the document was rolled out, he asked that staff articulate the importance of SES to those with a "soft" voice and those who were seldom seen, i.e., the minority parents. The new Superintendent had to come with the idea that the Board knew where it wanted to go, and the Superintendent must lead the school system by embracing the SES plan.

Mr. Felton pointed out that the SES plan was a strategic document and would change over time. He asked for staff's comment on the data implications since there was a tremendous amount of data collection necessary to indicate progress. Dr. Hartzman replied that the Department of Educational Accountability (DEA) had begun mapping each of the performance measures and key results to add to the level of specificity that was needed. DEA had identified where there was no source of data, and how different data collection could be established. Mr. Felton thought that there must be a real understanding of what the school system was attempting to accomplish within the community.

RESOLUTION NO. 178-99

Re: **REVISIONS TO SUCCESS FOR EVERY STUDENT PLAN**

On motion of Mrs. Gordon and seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

WHEREAS, On January 6, 1992, the Success for Every Student Plan was adopted by the Board of Education; and

WHEREAS, On December 14, 1994, the Board of Education established the subcommittee on Long Range and Strategic Planning; and

WHEREAS, That subcommittee along with the executive staff and the Superintendent have worked on revisions of the strategic plan, Success for Every Student; and

WHEREAS, On September 19 - 21, 1996, the Future Search Conference was held that involved stakeholders in the review of Success for Every Student; and

WHEREAS, Throughout the ensuing time there have been community forums, reviews, and opportunities for all stakeholders to have input in Success for Every Student; now therefore be it

Resolved, That the Board of Education reaffirms its approval of the Success for Every Student plan's vision, mission, core values and goals; and be it further

Resolved, That the Board of Education endorses the key results and performance measures as well as collaboration and continuous improvement principles envisioned in the Success for Every Student plan.

RESOLUTION NO. 179-99 Re: **PERSONNEL MONTHLY REPORT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. King, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve the amended Personnel Monthly Report dated March 9, 1999.

RESOLUTION NO. 180-99 Re: **FY 2000 FEES FOR THE SUMMER SCHOOL, ADULT EDUCATION, PARENT RESOURCE CENTERS, AND GENERAL EDUCATION DEVELOPMENT PROGRAMS**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, In FY 1992, the Board of Education established an Adult Education/Summer School Enterprise Fund for summer school, adult education, Parent Resource Centers, and the General Education Development programs, and approved fees for non-enterprise fund programs; and

WHEREAS, The current fee structure for summer school, adult education, and General Education Development programs is sufficient to offset expenditures; and

WHEREAS, The deficit in the Parent Resource Centers program needs to be lowered; now therefore be it

Resolved, That the fee structure for summer school, adult education, and General Education Development programs be maintained at the FY 1999 level; and be it further

Resolved, That the family membership fee for the Parenting Resource Centers be increased by \$20, from \$55 to \$75, and the reduced fee be increased by \$5, from \$20 to \$25, for FY 2000.

RESOLUTION NO. 181-99 Re: **CLOSED SESSION RESOLUTION**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. O'Neill, the following resolution was adopted unanimously:

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article of the Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a portion of its meeting on Monday, March 22, 1999, in Room 120 of the Carver Educational Services Center from 7:30 to 8:00 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*, consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the *State Government Article*; and to review and adjudicate appeals in its quasi-judicial capacity and to discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*); and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

Re: **REPORT OF CLOSED SESSION**

On February 24, 1999, by the unanimous vote, the Board of Education voted to conduct a closed session, as permitted under the *Education Article* § 4-107 and *State Government Article* § 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed session on February 24, 1999, from 7:30 to 8:05 p.m. in Room 120, Carver Educational Services Center, Rockville, Maryland, and reviewed and/or adjudicated the following appeals: T-1998-133, T-1999-1, 1998-40, 1998-42, 1999-1, 1999-3.

In attendance at part or all of the above closed sessions were: Steve Abrams, Kermit

Burnett, Geonard Butler, Reggie Felton, Bea Gordon, Roland Ikheloa, Nancy King, George Margolies, Patricia O'Neill, Glenda Rose, Mona Signer, and Roger Titus.

RESOLUTION NO. 182-99 Re: **MINUTES OF DECEMBER 8, 1998, BOARD MEETING**

On motion of Mrs. King and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve the minutes for December 8, 1998, meeting.

RESOLUTION NO. 183-99 Re: **MINUTES OF JANUARY 12, 1999, BOARD MEETING**

On motion of Mrs. O'Neill and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve the minutes for January 12, 1999, meeting.

RESOLUTION NO. 184-99 Re: **MINUTES OF JANUARY 26 AND 27, 1999, BOARD MEETINGS**

On motion of Mr. Abrams and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve the minutes for January 26 and 27, 1999, meetings.

RESOLUTION NO. 185-99 Re: **BOARD APPEAL 1998-40**

On motion of Mrs. O'Neill and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopts its Decision and Order in Appeal 1998-40, a tuition waiver, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Butler, Mr. Felton, Mrs. King, Mrs. O'Neill, and Ms. Signer voting to reverse; Mrs. Gordon voting to affirm.

RESOLUTION NO. 186-99 Re: **BOARD APPEAL 1998-13**

On motion of Mrs. O'Neill and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopts its Decision and Order in Appeal 1998-13, a student expulsion, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting to affirm; Mr. Butler was absent.

Re: **LUNCH AND CLOSED SESSION**

The Board of Education recessed for lunch and closed session from 12:15 to 1:25 p.m.

Re: **PUBLIC COMMENTS**

The following people appeared before the Board:

	<u>Person</u>	<u>Topic</u>
1.	Mr. Stephen Poor	Transportation
2.	Ms. Rodriguez	Transportation

For the Record: Ms. Rodich submitted written testimony on transportation.

Re: **CONTRACTING OUT FOR HIGH SCHOOL BUS SERVICE**

Dr. Vance invited the following people to the table: Mr. David Fischer, associate Superintendent for supportive services; Dr. Stephen Raucher, director of school support operations; Mr. John Matthews, acting director of transportation; and Mr. Giles Benson, director of materials management.

The primary objective of the contract was to provide a dedicated high school transportation system that would permit all 23 MCPS high schools to open at approximately 8:30 A.M. and dismiss at approximately 3:15 P.M. without changing the starting and ending times of the other schools. A secondary objective of the contract was to have transportation services available to transport teams to weekday interscholastic events without impact on the instructional day, thus eliminating the need for student athletes to leave class early for away games. The following information and recommendations reflect an analysis of actions needed and issues surrounding such a contract.

Request For Proposal (RFP)

MCPS solicited bids from transportation vendors in 1993, 1994, and 1997. The Board of Education rejected all bids submitted in 1993 and 1994 as not cost effective. No vendor responded to the 1997 solicitation. In an attempt to determine current vendor interest, a "Solicitation of Interest" was developed and mailed to 28 vendors on February 22, 1999.

Issues Concerning Contracting for High School Transportation

There were significant financial and logistical issues that must be addressed in determining the feasibility of contracting for a dedicated high school fleet. They were as follows:

As documented by the Board of Education's January 1998 Bell Time Task Force Report, the MCPS transportation system uses all MCPS-owned school buses to transport students to multiple schools each day. As such, no buses were available to be used to transport high school students on a 8:30 a.m. - 3:15 p.m. schedule. The task force estimated that a minimum of 388 buses would need to be available for such a dedicated fleet. That figure did not fully consider the requirements for wheel chair and other special education bus service needs. The net costs associated with the purchase and operation of 388 additional buses in this option estimated at \$11 million dollar annual expenditure. Regardless of contractor or MCPS owned service, a budgetary increase of at least \$11 million would be required to implement this option.

Maryland state law requires all buses operated for public school use to be built for use specifically in Maryland. As such, no vendor or school system may use buses currently in inventory in another state. Since no jurisdiction in Maryland had an excess inventory of 400 buses to sell or lease, any vendor awarded this contract, including MCPS, would have to order new buses specifically for MCPS use. The minimum lead time to order and purchase new buses exceeds six months. Thomas Built Buses (the current bus vendor) informed MCPS that the first 100 buses ordered in June 1999 would be available as early as January 2000, with an additional 100 buses per month available thereafter. That schedule would make the earliest possible implementation date September 2000. Currently, MCPS was experiencing a shortage of depot space. Until such a facility was available, there was no MCPS-owned parking place available to house 400 additional buses. There continued to be a national and local shortage of bus operators.

Transportation Requirements Impacting Student Athletes

Current MCPS bell schedules require teams to leave school for away games at approximately 1:30 PM to allow the same buses to service the regular school dismissal times. This may require student athletes to miss some classes. MCPS maintains a list of bus contractors that can provide field trip service to schools when MCPS buses were not available. Each listed contractor has been certified as having adequate insurance and driver screening and training programs.

Additional Information

MCPS transportation staff members would meet later with representatives from Ride-On and Metrobus to discuss expansion of routes that might assist students. Staff continued to be in contact with other school systems to share transportation information including contracting.

Summary

The use of contracting buses in order to adjust the high school bell times did not appear feasible at this time.

Re: DISCUSSION

Mr. Felton appreciated the research and information provided by staff. He was not aware of the requirement for buses to be built to Maryland specifications. Mr. Raucher explained that it was in state law, and it was not a matter to be waived.

Mrs. Gordon commented that since the law was restrictive, the school system might consider legislation that would provide for a waiver. Since the law undoubtedly increase the cost per bus, the school system might consider legislation in the future. She asked about the spaces available at West Farm to park buses. Mr. Matthews explained that if all the buses were parked at county facilities, West Farm would be full, and, at the present time, the spaces were used by buses that were for sale.

Mrs. Gordon stated that there may be other proposals to accommodate transportation in a small geographical area. Mr. Fischer agreed if that area was on the east side of the county. Rather than staff reporting proposed transportation plans were impossible, Mrs. Gordon suggested that there may be ways of making adjustments to high school start times through contracting out or through working with Metro. Mr. Fischer said staff would continue to evaluate all options.

Mr. Felton asked if there were other options for transporting students other than in a bus that met the state requirements. Mr. Fischer replied that by state law transportation to and from school must be provided on a bus that was built for the state of Maryland.

Mrs. Gordon thought the Board was being told that the different transportation options were impossible, and staff was not eager to look at other options suggested by the Board. Mr. Felton commented that if the Board asked for alternative ways to transport students, staff would have a different response. Mr. Fischer replied that transporting a large number of high school students with alternative transportation was difficult; however, if there was a smaller area or segment of the student population, then there could be alternatives. Mrs. Gordon thought the Board was making the point that there could be multiple ways of addressing the issue. Mr. Fischer thought that all alternatives had been explored to some extent, but they could be reevaluated and present a more comprehensive plan.

Ms. Signer asked if more than one vendor had been considered to provide a combination of service for transportation. Mr. Raucher stated that was not part of the letter of solicitation; however, there was no assumption that vendors could not combine their efforts in presenting a bid.

If the plan was postponed to the Fall of 2000, Ms. Signer stated that buses could be obtained that met the state's requirements. In Option 8, the cost for buses was \$5.8 million per year over six years with operating costs of \$4.5 and \$5 million. She asked what MCPS currently spent on high school transportation. Mr. Raucher replied that costs were close to \$5 million in salaries, gas, fuel, repairs, etc.

Ms. Signer stated that the real cost was between that and whatever amount it cost to contract out. Mr. Raucher stated that the \$11 million came from the Bell Time Study Group. It did not include the cost of special education transportation, and only looked at the regular education students and made the assumption that a dedicated fleet of high school buses might pick up the load of special education students without physical disabilities.

Ms. Signer asked if that was an \$11 million an incremental cost over and above what was spent for transportation. Mr. Raucher confirmed that statement. If MCPS contracted out, Ms. Signer assumed that the costs would be less because of compensation and benefits for employees.

Mr. Abrams thought that basically the difference in costs was the addition of buses at \$30 million over five years. Therefore, capital costs would be \$5.8 million per year with the added costs of operating expenses. Currently, operating costs were amortized over multiple runs. Therefore, the added costs for the new start time at high schools would cost the system \$7 to \$8 million a year at a minimum, plus facilities.

Mr. Felton asked if there were districts in the state that provided transportation in different ways other than direct service. Mr. Raucher replied that Baltimore City used alternatives.

At the request of Mr. Fischer, Mr. Matthews explained the state's law that required specially built buses that addressed safety issues; however, the buses still were competitively priced. The safety features included signs and lights, among others.

Mr. Abrams pointed out that the last time the school system looked at alternate transportation ideas, the legislature prohibited MCPS from charging fees. Also, the bills pending in Annapolis were labor-friendly legislation. Mr. Abrams thought the chances of getting a relaxation or waiver of any transportation-related requirement would be less than zero.

Mrs. Gordon stated that MCPS would purchase 300 buses over the next several years, and outsourcing would not be the reason for more favorable laws.

Mr. Felton thought the system needed to push for some legislative relief and pursue transportation alternatives.

Ms. Signer stated that if the bell times were changed in the fall of 2000, any vendor or MCPS would have no trouble getting the requisite number of buses that were built to Maryland specifications. Although there were other issues that related to state law, it was not in and of itself sufficient to stop the project. It would just be on a different timetable.

Mr. Felton asked if the timetable was moved forward by one year, the school system should be clear that it was interested in options for multiple vendors and legislative relief. He was willing to move the timetable in order to develop a transportation plan.

Even if the plan was delayed by a year, Mr. Abrams wanted to know the political support both on the Board and the county for an increase rather than a decrease in transportation costs. There would be a requirement for the system to make a multi-year commitment on acquisition of a fleet regardless of who provided the service. He could not see a budget circumstance where the Board could make that commitment. He would be in favor of providing transportation differently, but every time that was considered there were additional barriers. Charging fees was a way of thinking outside the box with a demand driven transportation system rather than a seat provided for every eligible student. But, when that was put forward, the state reacted strongly and stated that was not a possibility.

Mrs. Gordon thought the fundamental issue was whether or not the Board was interested in providing transportation for a new start time in high schools. Rather than proceed and have staff do more research and further decay relationships with vendors, the Board needed to be clear on its intent. If cost was the issue, the school system did not need to provide transportation service since there were other alternatives. Many districts did not provide transportation for high school students.

Ms. Signer thought the school system did not know the cost and would not know the cost until and unless vendors submitted bids. The bottom line issue with her was not just cost. She was willing to spend money to see a change in bell times because she was convinced by the research and the overwhelming response from parents and students that it was the right thing to do for children.

Mrs. O'Neill stated that the system provided transportation for high school students, and if it was eliminated, the Board would be flooded with complaints from parents and students. At present, there were a number of transportation issues to be addressed, such as walking distances. The Board must consider budgetary issues, and class size was her priority.

Mr. Burnett agreed with Mrs. Gordon. The fundamental issue was whether or not the Board was committed to an alternative method of transportation. He was not convinced that the Board was at the point to make a decision.

Mr. Abrams thought no one knew the exact cost for implementing a proposal to add 388

buses by MCPS or vendors with the assurance of a long-term lease relationship. However, the Board knew that it would cost more than the current expense for transportation. Additionally, he heard Mrs. Gordon state that MCPS was not required to provide transportation for all students. Mr. Abrams strongly supported changing the bell times for high school students. The suggestion in split schedules in high schools did not garner a volunteer for a pilot. If the Board was committed on later bell times, one way to achieve it with no budgetary implications would be the elimination of transportation for high school students. Therefore, the school system would not have to wait another year for changing bell times, and it would free resources for other priorities, such as class size. If there was a commitment on the Board for later bell times, he would be willing to support inquiry into the elimination of high school transportation.

RESOLUTION NO. 187-99

Re: **CONTRACTING OUT FOR HIGH SCHOOL BUS SERVICE**

On motion of Mrs. Gordon and seconded by Ms. Signer, the following resolution was adopted with Mr. Abrams, Mr. Felton, Mrs. Gordon, and Ms. Signer voting in the affirmative; Mr. Burnett, Mrs. King, and Mrs. O'Neill, voting in the negative:#

Resolved, That the Board of Education demonstrates an interest in looking at alternative modes of transportation in order to provide a more equalized bell time to accommodate the needs of MCPS students.

Re: **DISCUSSION**

Mr. Fischer asked for clarification. Mr. Felton explained that the motion asked for more information with options beyond what was presented at this meeting. Mr. Abrams pointed out that if one option was the elimination of high school transportation, the later bell times could begin in the fall of 1999. Mrs. King asked for the Board's discussion on Mr. Abrams suggestion. Mr. Felton thought the purpose was clear that there would be no change for the 1999-2000 school year. Mrs. Gordon stated that her motion indicated that the Board had an interest in reviewing all possibilities for alternative means of providing transportation with as much flexibility as possible. Mrs. O'Neill pointed out that the community should be aware that revising bell times could lead to different transportation services, which could lead to different decisions of parents and students about later bell times. Mrs. Gordon made it clear that there was no motion before the Board to eliminate high school transportation.

** Mrs. King left the meeting at this point.

**Re: UPDATE ON THE STATUS OF PERSONNEL
RECRUITMENT**

Dr. Vance invited the following people to the table: Mr. David Fischer, associate Superintendent for supportive services; Dr. Elizabeth Arons, director of personnel services; Dr. Thelma Monk, acting director of staffing and recruitment; and Mr. Gary Levine, acting director of employment operations and technology.

The Department of Personnel Services continued to aggressively ensure that all staffing needs for the upcoming 1999-2000 school year would be addressed in a timely and successful manner. At the same time, steps were taken to position the school system with local and regional colleges and universities and other organizations to ensure its long-term ability to hire from among the best and brightest new teachers in America, to obtain innovative partnerships to expand the pool of prospective teachers, and to recruit top-notch veteran teachers for the MCPS.

An intensive recruitment and hiring process for the new school year was underway, spurred by both the school system's continuing enrollment growth, the opening of new schools, and the implementation of new and continuing initiatives to reduce class size. Revised enrollment estimates for next year now place the projected MCPS enrollment at 131,181 students, a growth of 2.6 percent over the current year. By September 2004, the enrollment is projected to exceed 135,700 students, a gain of more than 6 percent. Next year would be the second year in which the projected hiring level for teachers would exceed 1,000 individuals.

At any given time, there were vacancies in teaching positions within MCPS, regardless of any apparent effect of a teacher shortage. These vacancies were primarily for positions that were less than full time, for which the system normally hires a long-term substitute teacher until a full-time teacher can be hired. The most recent tally placed the number of vacancies at 50.3 positions systemwide, compared to a work force of approximately 8,900 teachers, resulting in a remarkably small vacancy rate of about one half of a percent. More than half of these vacancies (26.9) were in special education, while the remaining positions were mathematics (9.6), science (6.5), Spanish (5.1), French (2), and Latin (0.2).

The main responsibility for new teachers achieving Maryland's new certification standards would rest with colleges and universities (both in state and out of state) that prepared students who seek teaching careers in Maryland. Locally, this would intensify partnerships with colleges and universities to underscore the necessity of preparing students for the more rigorous certification requirements. MCPS continued to draw high quality teacher applicants because of its competitive salaries, a strong employee benefits package, and a successful instructional program that reflects a curriculum and infrastructure of a school system building toward world class status. The system traditionally has attracted between 5,000 to 7,000 applicants a year, and the focus would continue to be on ensuring a steady

flow of excellently trained and qualified teachers for the growing system.

The following were several examples of aggressive recruitment strategies that would create, in the long run, the most promising sources of new teachers:

Expanded College and University Partnerships

MCPS traditionally has hired approximately 25 percent of its new teachers from among graduates of our own high schools. A new program is being discussed with Montgomery College that would spear-head a revitalization of the Future Teachers of American program by linking high schools directly with the college as the beginning point for a four-year degree program with the University of Maryland. Called "Recruit at Home," the prospect of this partnership is particularly exciting in an era where Montgomery County as a jurisdiction is emerging as an employment center of its own. The school system continues to have strong partnerships with the University of Maryland, Johns Hopkins University, Bowie State University, Trinity College, Western Maryland University, and George Washington University. These institutions produce a number of trained teachers each year in regular and special education fields.

More Timely Resume Processing

Better, more accurate, and quicker resume processing is being prepared for implementation to improve the handling of teacher candidates. Resume-scanning software has been purchased and is in the initial phase-in stage in the Department of Personnel Services. Until recently, a teacher applicant had to complete a series of steps to be considered for an interview. With resume scanning equipment, the resumes submitted would be automatically scanned into a database that can target critical shortage fields and notify staff immediately of the arrival of the resume. In the competitive environment of the metropolitan area, speed in reaching and recruiting applicants is of the highest priority. The resume database would be available for principals on their desktops by the winter of 2000, but would be available in the immediate future for staff in the Department of Personnel Services.

Earlier Employment Offers

One of the most successful MCPS recruitment strategies is the offer of early or open contracts without waiting for specific vacancies to occur. The open contracted new hires provide a solid base for the continued hiring that occurs over the summer months. Earlier hiring and specific recruitment extends to specialized fields, as well. The third annual special education job fair scheduled on Saturday, March 6, continued an effort to get an early start on interviewing and hiring special education teachers in all areas, such as vision, deaf and hard of hearing, autism, and school community-based teachers.

Recruitment on the Internet

Over two years ago, MCPS began to recruit extensively by using the school system's web

site on the Internet. Employment opportunities were linked to the front page, and complete information is available to applicants on the Department of Personnel Services web pages, including the campus recruitment schedule, salary and benefits information, professional development information, and targeted fields for hiring. The recruitment video produced last year also would be available on the web site. Recent acquisition of special software would enable MCPS to link its employment information to employment web pages throughout the country. A demonstration of the Department of Personnel Services web pages would be a part of this presentation.

Streamlined Internal Transfer System

The school system is in the second year of a streamlined voluntary transfer process that allows teachers to interview directly with principals on four different nights in April, thus reducing paperwork for both principals and teachers. Last year, over 2,900 interviews were conducted by principals and their staffs, allowing for an improved match between position vacancies and those teachers interested in transferring. The transfer process has been further improved as a result of computerized changes. These changes include a registry of teachers seeking transfers for principals to review, and an on-line vacancy list. In addition, the staffing calendar was revised this year to complete the transfer process by June and allow principals to reach outside candidates for earlier employment offers.

Re: DISCUSSION

Mr. Abrams asked what was the number of applicants from which 1,200 teachers were hired for this past year. Dr. Arons replied that there were approximately 5,000 applicants. Of that pool, Mr. Abrams asked if those teachers were deemed qualified. Dr. Arons confirmed that those teachers were qualified.

Ms. Signer asked how the applicant pool compared with past years. Dr. Arons replied that the applicant pool had remained the same for several years. With resume scanning, the Department expected to receive 10,000 applications. Since there appeared to be a teacher shortage, Ms. Signer asked if MCPS was expecting difficulty in recruitment. Dr. Arons stated that the applications had not diminished, but there were shortages in certain fields. Ms. Signer inquired what MCPS should do to attract those candidates who might be employed elsewhere. Dr. Arons replied that MCPS had a special education job fair and partnership programs with universities, among other strategies.

Mr. Burnett congratulated staff on an excellent web design. He urged staff to continue to develop partnerships with universities, and he asked if there were partnerships with industry. Dr. Arons responded that there was a partnership with NIH working with post-doctoral candidates to encourage them to become teachers. Other outreach efforts included General Electric, the Howard Hughes Foundation, and other large corporations in the area to stimulate "second career" options for their employees.

Mrs. Gordon thought the school system was making a monumental effort in recruitment, and she had recently visited the web page. She hoped that people would soon be able to apply online. She knew that there were more students who wanted to be interviewed at job fairs and she asked if there was a follow-up for those students, especially at Frostburg students. Dr. Arons stated that staff took resumes from all students at job fairs even though there was no space for interviews. In the critical shortage areas, those applicants were scheduled immediately for an interview. After the areas of shortage, staff focused on Maryland graduates. Mrs. Gordon knew that in the past there had been some breach in the process.

In recruiting for special education teachers, Mrs. Gordon asked about teachers who were certificated in special education but did not meet the MCPS requirements for the math and science. Mrs. Gordon urged MCPS not to reject an applicant in an area of critical shortage if they needed a small amount of added schooling.

Mr. Felton was pleased with MCPS' efforts, especially in the area of recruiting special education and hard to fill positions. The school system had a tradition of outreach and a reputation for excellence. He asked about applicants with bilingual skills and talents. Dr. Arons replied that the new resume scanning system had the capability of finding applicants with bilingual skills and coded those skills.

Mrs. O'Neill was pleased to hear that applicants would be able to apply online in the near future. She suggested that Personnel staff might want to make a presentation to the Education Committee since Mr. Subin was very concerned about retention and recruitment of personnel.

Mr. Felton asked about signing bonuses. Dr. Arons had mixed feelings about signing bonuses because it could be expensive and jurisdictions would outbid one another. Mr. Felton thought that was an issue the Board would have to address.

Re: **DEVELOPMENT OF COUNTYWIDE FINAL EXAMS
(Previous New Business Item)**

On motion of Ms. Signer and seconded by Mrs. Gordon, the following substitute resolution was placed on the table:

WHEREAS, The Montgomery County Public Schools (MCPS) administers countywide final examinations for mathematics and foreign language courses; and

WHEREAS, Each high school may substitute its own questions or delete questions on the countywide final examinations; and

WHEREAS, Each school may set its own passing grade on countywide final examinations and in some schools that passing grade has been below 50 percent; and

WHEREAS, MCPS has objected to some aspects of the Maryland State High School Assessment Program because MCPS believes its own final examinations already provide a rigorous end-of-course assessment; now, therefore be it

Resolved, That the Superintendent of Schools provide to the Board of Education a memorandum with information and recommendations on (1)a timetable for further development of countywide final examinations, (2)the process used by content coordinators and resource teachers t determine test item validity, (3) school-by-school variations on what constitutes a passing grade on countywide final examinations and the practice of local schools substituting and deleting questions, and (4)changes to MCPS Policy IKA: Grading and Reporting, Regulation IKA-RA: Grading and Reporting, and Regulation ILA-RA: Systemwide and School-Based Testing; and be it further

Resolved, That the Board of Education schedule time no later than June 30, 1999 to discuss the Superintendent's memorandum.

Re: **DISCUSSION**

Mr. Felton was concerned that the information was to come back to the Board no later than June 30, 1999. Dr. Flynn responded that information would have to be collected, but it could be done by June 30. Mr. Felton thought that such an item would generate community interest.

Mrs. Gordon was not sure of the time frame for the MSDE high school assessment, but the items requested in the resolution would need to be in place before the pilot of the high school assessment, especially if MCPS requested a waiver to use its exams. Dr. Smith mentioned that the state had changed its time frame on the exams and there would be field testing next year.

Ms. Signer asked if September would be an easier date for the Board's discussion. Dr. Smith concurred with that date.

Re: **DEVELOPMENT OF COUNTYWIDE FINAL EXAMS
(Previous New Business Item)**

On motion of Ms. Signer and seconded by Mrs. Gordon, the following substitute resolution failed with Mrs. Gordon and Ms. Signer voting in the affirmative; Mr. Abrams, Mr. Burnett,

and Mrs. O'Neill voting in the negative; Mr. Felton abstaining:

WHEREAS, The Montgomery County Public Schools (MCPS) administers countywide final examinations for mathematics and foreign language courses; and

WHEREAS, Each high school may substitute its own questions or delete questions on the countywide final examinations; and

WHEREAS, Each school may set its own passing grade on countywide final examinations and in some schools that passing grade has been below 50 percent; and

WHEREAS, MCPS has objected to some aspects of the Maryland State High School Assessment Program because MCPS believes its own final examinations already provide a rigorous end-of-course assessment; now, therefore be it

Resolved, That the Superintendent of Schools provide to the Board of Education a memorandum with information and recommendations on (1) a timetable for further development of countywide final examinations, (2) the process used by content coordinators and resource teachers to determine test item validity, (3) school-by-school variations on what constitutes a passing grade on countywide final examinations and the practice of local schools substituting and deleting questions, and (4) changes to MCPS Policy IKA: Grading and Reporting, Regulation IKA-RA: Grading and Reporting, and Regulation ILA-RA: Systemwide and School-Based Testing; and be it further

Resolved, That the Board of Education schedule time no later than September 30, 1999, to discuss the Superintendent's memorandum.

Re: **DISCUSSION**

Ms. Signer was concerned about the lack of uniformity in the passing grade that was set on high school exams. In some cases that passing grade was well below fifty percent. While MCPS states that it has countywide final exams, the fact was that content and passing grades were not always the same. She was not sure how MCPS could make the claim to the state that it had a rigorous course assessment. Knowing what she knew, she was not in the position to support a waiver from the state for high school assessments.

Mr. Abrams pointed out that the school system did not know what the state would do regarding its standards. His presumption was that staff would continue to collect data necessary to address this issue.

Mrs. Gordon stated that MCPS planned to request the waiver along with the pilot. Therefore, if the school system did not have the information, it could not request the

waiver.

Mr. Felton reasoned that the information should be collected to enable a discussion before the Board.

RESOLUTION NO. 188-99 Re: **MOTION FOR RECONSIDERATION**

On motion of Mrs. O'Neill and seconded by Mr. Burnett, the following motion was passed unanimously by members present:

Resolved, That the Board of Education reconsider the resolution on the Development of Countywide Final Exams.

RESOLUTION NO. 189-99 Re: **DEVELOPMENT OF COUNTYWIDE FINAL EXAMS
(Previous New Business Item)**

On motion of Ms. Signer and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The Montgomery County Public Schools (MCPS) administers countywide final examinations for mathematics and foreign language courses; and

WHEREAS, Each high school may substitute its own questions or delete questions on the countywide final examinations; and

WHEREAS, Each school may set its own passing grade on countywide final examinations and in some schools that passing grade has been below 50 percent; and

WHEREAS, MCPS has objected to some aspects of the Maryland State High School Assessment Program because MCPS believes its own final examinations already provide a rigorous end-of-course assessment; now, therefore be it

Resolved, That the Superintendent of Schools provide to the Board of Education a memorandum with information on (1) a timetable for further development of countywide final examinations, (2) the process used by content coordinators and resource teachers to determine test item validity, and (3) school-by-school variations on what constitutes a passing grade on countywide final examinations and the practice of local schools substituting and deleting questions; and be it further

Resolved, That the Board of Education schedule time no later than September 1999 to discuss the Superintendent's memorandum.

Re: **KINDERGARTEN CURRICULUM (Previous New Business Item)**

On motion of Mrs. King and seconded by Mrs. O'Neill, the following resolution was placed on the table:

WHEREAS, The Board of Education's Operating Budget request includes funds to accelerate the initiative to improve elementary school reading instruction by reducing the size of Grades 1 and 2 reading classes in all elementary schools to a maximum of 15 students; and

WHEREAS, The Board's Operating Budget request also proposes to expand the all-day kindergarten program by an additional 12 classes; now therefore be it

Resolved, That the Board of Education direct the Superintendent to present to the Board a paper showing clearly the differences in curriculum between half-day and all-day kindergarten classes in Montgomery County Public Schools; and be it further

Resolved, That such a paper include an analysis reflecting how the kindergarten curriculum is aligned to meet the objectives of the Board's reading initiative, or proposed changes to the curriculum to reflect the objectives of the reading initiative; and be it further

Resolved, That this paper, inclusive of any recommendations from the Superintendent as to the curriculum and the expansion of all-day kindergarten classes, be presented to the Board for its consideration at the time the Board takes final action in June 1999 on its FY 2000 Operating Budget.

Re: **DISCUSSION**

Mrs. Gordon noted that since the Board had a problem with action and short deadlines, this resolution gave a shorter timeline than the last resolution to do an analysis of the entire kindergarten curriculum. She could not support this resolution as written; however, she could support a request for information.

Mr. Felton had a concern with the first *resolve* and the differences between the half-day and all-day curriculum. It was clear that the curriculum was the same.

Mrs. O'Neill stated that the original intent was to reevaluate all-day kindergarten in order to expand those classes.

Mr. Abrams suggested that the Superintendent should report back to the Board on how he would envision a curriculum revised for all-day kindergarten.

Mrs. Gordon asked what the Board wanted to do since the study on all-day kindergarten indicated that there were no measurable increases in student performance over the long-term.

Mr. Burnett commented that if the same curriculum was taught for a half day and all day, there would not be a difference. But, if there were two sets of curriculum, there would be a difference.

Mrs. Gordon asked the Board that if there was curriculum that could provide a long-term difference, would it be willing to fund all-day kindergarten for all children. She was not willing to provide more for some children and less for others.

Mr. Abrams wanted more information because he wanted the Board to discuss whether and how to provide additional assistance to those students where the research indicated that additional support would level the playing field as they continue through school. He would prefer that the school system pursue the STAR program to lower class size in grades kindergarten through three.

Ms. Signer had a concern about the last *resolve* which suggested that the Superintendent bring recommendations to the Board prior to final action on the operating budget. That *resolve* implied that there would be an amendment, and she could not support that without a full Board debate and community input.

RESOLUTION NO. 190-99 Re: **KINDERGARTEN CURRICULUM (Previous New Business Item)**

On motion of Mrs. Gordon and seconded by Mr. Abrams, the following substitute motion was passed unanimously by members present:

Resolved, That the Board of Education requests the Superintendent to review the current kindergarten curriculum and bring forward an analysis of the curriculum and the configuration of kindergarten classes for Board discussion.

Re: **NEW BUSINESS**

Mrs. O'Neill moved and Mrs. King seconded the following:

WHEREAS, The new contract with Montgomery County Education Association (MCEA) calls for a joint workgroup on retention and recruitment;
and

WHEREAS, There is an identified national and local shortage of certified teachers; and

WHEREAS, The Board of Education has committed itself to reduction of class size, thus increasing the need for additional teachers; now therefore be it

Resolved, That the Board of Education, Montgomery County Public Schools, and MCEA commit themselves to begin work immediately to develop a strategic plan so that we are able to meet our future growing needs with highly qualified teachers; and be it further

Resolved, That the joint workgroup present the plan to the full Board in October 1999.

Re: **ITEMS OF INFORMATION**

The following items were available:

1. Items in Process
2. Legal Fees Report
3. Construction Progress Report

RESOLUTION NO. 191-99

Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of March 9, 1999, at 3:30 p.m.

PRESIDENT

SECRETARY

PLV:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

March 9, 1999

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