

MINUTES

FAIRFAX COUNTY SCHOOL BOARD
Jackson Intermediate School

Regular Meeting No. 15

March 22, 1990

I. EXECUTIVE SESSION

Chairman Kohann Whitney convened the Board in public session at 7:00 p.m., with a quorum of members present. Mr. Rodriguez moved, and Mrs. Fleetwood seconded, that the Board go into executive session for the purposes of discussing the performance and resignation of specific employees of the School Board pursuant to Virginia Code Section 2.1-344(A)(1); discussing disciplinary matters concerning students pursuant to Virginia Code Section 2.1-344(A)(2); and consulting with legal counsel concerning litigation pursuant to Virginia Code Section 2.1-344(A)(7). The motion passed 7-0, with Mrs. Yock present but not voting and with Mr. Frye and Mrs. Field not present for the vote.

II. MEETING OPENINGS

A. Call to Order/Pledge of Allegiance

The Board reconvened in public session at 8:20 p.m., with the following members present:

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| Anthony Cardinale | Anthony Lane (Dep. 10:30) |
| Nathaniel Choate | Laura McDowall |
| Joanne Field (Arr. 7:10) | Armando Rodriguez |
| Letty Fleetwood | Kohann Whitney |
| Robert Frye (Arr. 7:20) | Carla Yock |

Also present were Carl Kugler, the student representative to the Board; Division Superintendent Robert R. Spillane; Deputy Superintendents Jay Jacobs and Loretta Webb; and certain members of the Leadership Team.

B. Certification and Confirmation of Action Taken in Executive Session

Ms. Whitney reported that the Board had been meeting in executive session and would certify that matters discussed in that meeting were in accordance with Virginia law. Ms. Whitney moved, and Mrs. McDowall seconded, that since the Fairfax County School Board convened an executive meeting on March 22, 1990, pursuant to an affirmative

recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act, and since Section 2.1-344.1(D) of the Code of Virginia required a certification by the School Board that such executive meeting was conducted in conformity with Virginia law, the Fairfax County School Board hereby certified that, to the best of each member's knowledge, (1) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive session, and (2) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed, or considered. The motion passed 10-0.

(Exhibit A)

Ms. Whitney stated that the actions taken during executive session would be confirmed in public session.

Mrs. McDowall moved, and Mr. Lane seconded, to nonrenew the employment contracts of certain educational personnel. The motion passed 8-0, with Mrs. Field and Mr. Frye abstaining because they were not present for that portion of the executive session.

Mr. Choate moved, and Mr. Rodriguez seconded, to accept the retirement and resignation requests of certain employees. The motion passed 9-0, with Mr. Frye abstaining because he was not present for that part of the meeting.

Ms. Whitney announced that she had chaired a three-member hearing committee on March 6 to consider a student expulsion and that the decision of that hearing committee would be confirmed. Mr. Lane moved, and Mrs. Yock seconded, to expel a student from the Fairfax County school system for bringing a loaded weapon onto school grounds. The motion passed, 3-0, with all members of the Board committee voting "aye".

C. Announcement of Changes in the Agenda

There were no changes in the published agenda.

Ms. Whitney welcomed, as special guests, Boy Scout Troop 1523 from Parkwood Baptist Church and Frost Intermediate School, along with their leaders, and also Girl Scout Cadet Troop 2383 from Reston and Hughes Intermediate, along with their leader, noting that the Scouts were interested in the Board's discussion of middle schools.

III. PRESENTATIONS TO SCHOOL BOARD

A. Citizen Participation

Ms. Whitney stated that ten speakers had asked to address the Board during the time reserved for public comment.

1. Jeffery Porter, representing the Jackson PTA Executive Board, supported the adoption and implementation of the middle school program, saying the proposal demonstrated the concern of the Board and staff about the wise use of taxpayer dollars, and suggested that a middle school conversion would have countywide implications, though it would not immediately affect other intermediate schools. (Exhibit B)
2. Linda Smaldore, speaking as an individual, expressed concern about the busing schedule for middle schools, especially the fact that sixth graders would be sharing buses with intermediate and high school students in some areas, and objected to programs such as the seven-period day, the extended day, and the middle school concept being considered without discussion of social and safety issues involved with adequately busing children to school. (Exhibit C)
3. Donald Angell, representing of the Knights of Columbus of Annandale and the Fairfax County Pro-Life Coalition, urged a revision of the information about abortion currently in the FLE program to reflect the pro-life position adopted in the community. (Exhibit D)
4. Mary Ann Dacey, representing the National Organization of Episcopalians for Life, objected to the fact sheet on abortion included in the FLE program materials, indicating that, although revised, it was still objectionable to the pro-life community for the many reasons included in her statement. (Exhibit E)
5. Catherine M. Fernandez, a high school senior representing the Catholic Pro-Life Committee, recommended that Fairfax County students be thoroughly and correctly educated about fetal development and about pro-life issues in the FLE program. (Exhibit F)
6. Walt Mika, president of the Fairfax Education Association, opposed the proposed salary computation for part-time secondary teachers, questioned the effect of the increased department chair responsibilities on staffing and team building at schools, and mentioned other problems to consider in the new department chair concept. (Exhibit G)
7. ChristyAnne Collins, representing the Sanctity of Life Ministries, asked that the FLE program represent more completely and honestly the Right-to-Life position, including the full emotional, psychological, and physical effects of terminating life and disclosure of all the options available in the community to assist a pregnant young woman. (Exhibit H)

8. William Long, parent of a student in the Special Education program, objected to what he characterized as denial of direct access to his child's school, teachers, and educational records, following persual of his student's rights under the Special Education laws. (No statement provided.)
9. William L. Kynes, pastor of the National Evangelical Free Church, had concerns about the FLE curriculum, particularly the influence of pro-choice advocates on the curriculum, the references to pro-life as a purely "religious" opinion, and the failure of the program to show due consideration and respect to the pro-life point of view. (Exhibit I)
10. Lindsay Trout, a junior at South Lakes High School, asked for assistance in getting the school's proposed new marquee approved after the Reston Design and Review Board had vetoed it, especially considering that students had worked diligently within the proper guidelines to obtain the sign. (Exhibit J)

IV. ACTION ITEMS

A. Adoption of Consent Agenda (without discussion)

Ms. Whitney said the five items on the consent agenda would be considered in a single motion.

1. Minutes - Approve minutes of the March 8, 1990, regular Board meeting (SB; Exhibit K)
2. Petty Cash - Approve petty cash disbursements for February 1990 (FnS; Exhibit L)
3. Monthly Report of Separations - Confirm separations for the period beginning February 1, 1990, and ending February 28, 1990 (PS; Exhibit M)
4. Deed of Vacation for a Twenty-Foot Outlet Road Through the Wayland Intermediate School Site (#4241) - Approve execution of a deed of vacation for a twenty-foot outlet road through the Wayland intermediate school site (#4241) (FcS; Exhibit N)
5. Deed of Perpetual Right and Easement for Roadway Purposes at the Beulah Street Elementary School Site (#1127) - Approve execution of a deed of perpetual right and easement for roadway purposes at the Beulah Street elementary school site (#1127), 7137 Beulah Street, Alexandria, Tax Map 91-3 ((1)) Parcel 58 (FcS; Exhibit O)

Dr. Cardinale moved, and Mr. Lane seconded, approval of the consent agenda. The motion passed 10-0.

B. Approval of Other Action Items

1. Middle School Proposal for Poe, Holmes, and Glasgow Intermediate Schools - Approve the Superintendent's proposal for the implementation of the middle school philosophy and grade configuration at Glasgow, Holmes, and Poe Intermediate Schools (S; Exhibit P)

Mrs. Yock moved, and Mr. Rodriguez seconded, to approve the Superintendent's proposal for the implementation of the middle school philosophy and grade configuration at Glasgow, Holmes, and Poe Intermediate Schools.

Mrs. Yock, commenting that she had spoken to the concept before, said that the proposal was an opportunity to address both program and space needs, that the community was very supportive of the middle school concept, and that she thought a good case had been made in favor of the change for those schools.

Ms. Whitney mentioned that copies of the agenda item had been sent to everyone who had previously written or testified before the Board on the issue and that the recommendation had been before the Board for a month. Wayne Harris, Area II Superintendent, added that the item had been widely distributed in schools, to task force members, and to the community at large.

Carl Kugler, complimenting the Superintendent and the staff for an excellent proposal, said he had discussed the concept with the Area I and Area II SACs and that those students also supported the change. He mentioned some concerns about putting sixth graders on buses with older students and asked staff to comment on that issue. Dr. Spillane replied that the school system would be sensitive to the busing concerns, remarking that a mixture of students could work out well and older students might serve as good role models for younger ones. He mentioned the Lake Braddock busing pattern and Centreville High School, which successfully integrated sixth grade and high school students in the same building, suggesting that students mixing with all ages as well as all types of other people could be a positive experience. Mr. Kugler agreed, commenting that Woodson High School had a preschool program in the same building with high school students.

Mrs. McDowall commended all who worked to develop the middle school plan and said she was pleased with the Board's commitment to the concept although there were still areas that needed work, such as boundary concerns and facilities modifications to house program changes and the need to make some decisions about implementing the middle school concept countywide. She mentioned a draft FEA study on the middle school philosophy and suggested others could avail themselves of that resource. In regard to the busing issue, she also mentioned the success of the Lake Braddock busing of seventh through twelfth graders together and said some bus drivers thought a mixed load might have a calming effect.

Mrs. Fleetwood said she was pleased to support the middle school proposal and hoped that all the expected good things would indeed happen. She asked the Superintendent to pay special attention to the accommodations planned for the Area II Office to make sure that they would be truly adequate since currently they were very crowded. Dr. Cardinale agreed with the concern about adequately housing staff, as they put in long hours and needed good working space. Dr. Spillane replied that he recognized the concern and was throwing down the gauntlet to the Design and Construction Office challenging them to build affordable, convenient space for the Area II people.

Mrs. Field expressed some concern about the Hutchison modular structure actually making it to its new destination in Area II. On the topic of busing, she noted that people would have one year of experience with the intermediate and high school students being transported together on buses before including the sixth graders. She asked the Superintendent to speak to the suggestion from a previous speaker that the middle school configuration was a state mandate. Dr. Spillane replied that there was no mandate for any structural change. Ms. Whitney asked if the sixth through eighth grades would not be evaluated according to the state-designated middle school concept. Loretta Webb, Deputy Superintendent for Curriculum and Staff Development, agreed that the concept was state-required, but that the philosophy was the important element in Fairfax County's countywide compliance, as opposed to any particular grade structure.

Ms. Whitney, calling attention to the summary of costs for facilities modifications indicating a shortage of approximately \$1 million in designated funding, stated that if the Board approved the proposal it would be committing itself to including that amount on the 1990 bond or finding some other source of funding. Mrs. McDowall agreed, and reminded the Board that some of the proposed facilities adjustments, such as those at Poe to allow housing Bren Mar students temporarily, were already a Board commitment. Concerning the modular building, she mentioned that Mr. Hlavin had planned to use it for the maintenance staff and thought rehabilitating it was feasible, remarking that Area II staff at least would be together in one place, which had not been true for several years.

Mrs. Yock expressed appreciation for all the support for the motion, and also commended staff and all the parents and others who had worked so hard on the proposal, noting that the idea had come up from "the grass roots" in the community and that staff had been very supportive of the idea.

Mr. Rodriguez commented that the concept showed a lot of promise even though there were still concerns such as buses and building modifications. He stressed the need to monitor the educational program changes closely to be sure that, as things changed, all

students benefited and no possible student problems were overlooked.

Mr. Frye moved, and Mr. Lane seconded, calling the question. The motion passed 10-0.

Ms. Whitney called for the vote on the main motion to approve the Superintendent's proposal for the implementation of the middle school philosophy and grade configuration at Glasgow, Holmes, and Poe Intermediate Schools. The motion passed 10-0. The student representative asked that his support of the motion be entered in the record.

V. INFORMATION ITEMS

- A. **Third Quarter Budget Review** - Recommendation to approve the FY 1990 third quarter budget review, reflecting revenue and expenditure adjustments (FnS; Exhibit Q)

Dr. Spillane called attention to one change in the budget review, from his previous recommendations, to use placeholder money reserved for consideration of SBA salary adjustments to cover the deficit in state funding, but to put out an RFP for a consultant study of administrative salaries as well.

Carl Juncker, Assistant Superintendent, Financial Services, then reviewed revenue and expenditure changes in the School Operating Fund as highlighted in the budget review. A net revenue increase of \$180,000 was realized primarily incorporating federal Impact Aid payments, reduction in state revenue, and an accounting/reporting adjustment in the FECEP program. Adjustments to expenditures included a 1 percent drawdown of the salary and benefits accounts; reallocation of the SBA placeholder; drawdown from the EMTA account; funding for an MSA consultant study and two positions in the Adult Education program previously approved by the Board; recommended funding for a summer program for at-risk students, adult education teachers, an accelerated construction schedule, copier maintenance, and improved media services; plus replacement buses and some capital facilities maintenance funding from the list of FY 1991 additional requirements. In terms of other funds, Mr. Juncker called attention to a \$66,349,055 increase in the School Construction Fund to reflect commitment authority for ongoing projects and an additional \$689,671 projected in the School Food Services Fund due to an increase in student participation. He noted that no changes were included in the other four budget funds.

Dr. Cardinale expressed concern about the SBA placeholder being pulled, stating that he would have preferred a different deferral, perhaps not buying all the buses, in order to make that salary adjustment.

Mrs. Fleetwood recalled that a large amount of money had come from salary accounts at midyear and asked about the additional drawdown being proposed. Mr. Juncker replied

that it was about a 1 percent adjustment in the total salary accounts possible after validating the mid-year S-scale adjustments and with the vacancy rate remaining high for clerical positions in central offices and trades positions in the maintenance areas.

Mrs. Fleetwood asked if a \$6 million salary lapse constituted a legitimate hiring crisis. Mr. Juncker replied that the system had had some bad experience, but it was slowly improving. Dr. Ned Carr, Assistant Superintendent, Personnel Services, said that based on the January upgrade adjustments the situation showed some improvement despite continued problems with Food Service workers and bus drivers, but commented that a big organization had many positions and a lot of hiring going on all the time. Dr. Spillane agreed that in a large organization employing 22,000 people, the situation should not be considered a hiring crisis, but that despite the large part of the budget devoted to salaries it still seemed difficult to attract people into some areas, which accounted for a big lapse. He mentioned that some positions remained empty for a long time, such as a recent Leadership Team position, but remarked that if program managers had vacancies, they saw that as a real crisis.

Mrs. Yock also expressed disappointment about the recommendation to delete the SBA salary reserve, recalling considerable discussion and staff studies about administrative salaries. She suggested that perhaps an outside study would persuade the Board to address the issue head on and asked if the study would be done completely by an outside consultant. Dr. Spillane replied that staff was definitely recommending that since there had been inside studies and it was time to see what an outside study would demonstrate.

Mr. Lane said he thought the Superintendent had little choice because of the Board's lack of action, but that he hoped a study would produce some useful results for the school-based administrators.

Mr. Frye commented that once the Board had looked at a unitary salary scale, he hoped they might have been able to resolve the issue since his perception was that the delay was caused by the lack of an acceptable plan rather than any reluctance to compensate the administrators. He suggested keeping the issue on the front burner in an effort to resolve questions about the unitary salary scale which the Board had recently discussed and then to move ahead.

Dr. Cardinale said he was not sure he understood exactly what the Board wanted, suggesting that the study should perhaps include an appointed Board member to work with the consultant as a liaison.

Dr. Yock said she understood Dr. Cardinale's concern, but thought it would be difficult for any one member to represent the Board since there was no consensus of Board members' viewpoints. She suggested perhaps a total outside, objective look was needed, even though it might be difficult for an outsider to understand the workings of a large system.

Ms. Whitney said that she knew that the Superintendent had initiated some efforts with regard to a study, recalling that the Board had directed that a study be done either internally or externally, and asked the Superintendent to define the study. Dr. Spillane replied in an outside study, they would give consultants an overview of the background and some of the philosophical issues that they would need to address, with the expectation that they would do salary comparability, not classification since the jobs were fairly well defined and would consider the fair market wage for a particular job rather than inside perceptions.

Mrs. Fleetwood agreed that there did not seem to be a consensus on the Board as to what needed to be done, but thought there was a discomfort level with giving the SBA pay raise. She maintained there was no philosophical dispute in the fact that the Board wanted a superior person in every administrative slot, which seemed to be the worry about the SBA scale, and said she hoped the consultant would be able to find a way to do that.

Mr. Frye said he questioned the perception of the matter, indicating he was prepared to look at the staff proposal for a single scale along with the Board's questions pertaining to various increases, without getting into philosophical issues, and thought that a unitary scale could be reasonably equitable. He suggested that the Board had been close to agreeing on a unitary scale, with some adjustments and explanations, which could be passed and would actually give the school-based administrators a raise in the current year. Mr. Choate agreed with Mr. Frye that the Board had seemed close to resolving the salary scale issues. Ms. Whitney commented that she thought the Board was not anywhere close to agreement on the issue and that she had told the Superintendent that.

Mrs. Field asked for some information regarding the Adult Education add-on positions to be funded from an increase in fees, asking what proportion of the program consisted of younger students and what impact this would have on the fees. Mrs. McDowall asked that the adult ESL additions be included in the information on raised fees.

Mrs. McDowall commented on the \$.5 million EMTA reduction, saying that it had been a long battle to get the state to accept the Board's position that newer buses and diesel-powered buses would allow for less expensive preventive maintenance. Mr. Juncker clarified that it was a matter of frequency of inspection and that the Board

was seeing the results of a full year's experience under the new inspection criteria.

Mr. Frye asked about the minority student achievement study, wondering what would happen if the proposed \$87,000 was not sufficient for what staff might be proposing. Dr. Spillane replied that staff could come back with any needed adjustments at the year-end budget review, and that the present sum could be looked at as a placeholder that would give some flexibility until there was better definition of the scope of the study.

Mr. Frye commended the Superintendent and staff for discussing the proposal with the Minority Advisory Committee, but asked for some rewording of the statement to more accurately state that the purpose of the study was to determine areas where programs or procedures might be changed to improve student performance.

Mrs. Fleetwood mentioned that the achievement of female students was an issue in her district and asked if the study could also address the growing concern that female students were not doing too well in certain areas of the curriculum, or if another study could address that question. Concerning the adult education positions, she questioned whether the Board would not have to approve an increase in fees for that program. Kenneth Plum, Director, Adult and Community Education, replied that the fees were set based on the approved School Board budget level, which reflected enrollment projections. He commented that the assistant principal positions were intended for the alternative high school program which did not charge fees. In response to Mrs. Fleetwood's question about the total amount for those positions, Mr. Juncker replied that the total would be around \$30,000 for the two. Mrs. Fleetwood suggested it would be better to find another way to fund those positions rather than using the fees. Ms. Whitney asked if the assistant principals would deal with the whole adult education program. Mr. Plum answered that high school completion programs were being run twelve hours a day with only one administrator on each site and that the two positions could be utilized fully for the high school completion program. In response to Mrs. Yock's question about student cost for one credit in the high school completion program, Mr. Plum replied that the students enrolled in the alternative schools operated by Adult Ed did not pay tuition, but did have a \$25 materials fee.

Concerning the minority student achievement study, Mr. Rodriguez hoped that when the goals of the programs were looked at, the process that was used to achieve those objectives would also be studied. Dr. Loretta Webb replied that they would be defining the study in the RFP to be reviewed at the next Instruction Committee meeting.

Mrs. McDowall, referring to the funding for temporary support in the accelerated construction program, asked why, assuming a large and successful bond referendum, staff was recommending temporary instead of permanent positions. Mr. Juncker replied that

the the department was trying to move out ahead of schedule to take advantage of a favorable construction market at the present time. Mr. Hlavin added that many renewal contracts were coming up and that construction inspectors and support employees would help meet a surge of current needs.

Ms. Whitney said she was very glad to see that the Superintendent had recommended the accelerated summer learning program for at-risk students, noting that the program would serve as many as 100 students in eight elementary schools and four intermediate schools. She asked for a list of the identified schools. Dr. Webb replied that she would be able to provide that information.

Mrs. Yock wondered if the schools chosen would be air conditioned and if the students determined to need the program most would be living in the vicinity of the designated schools. Dr. Webb replied that the new programs were school-based, designed for students in the neighborhood. Mrs. Yock wondered if there were areas that would not be served because older schools were often not air conditioned. Dr. Webb replied that the schools were divided among the four areas. Mrs. Yock questioned whether there were the same number of at-risk students needing accelerated help in all areas and whether there would be more kids needing the program in certain areas than space available would allow. Dr. Webb replied that the program might not be able to serve all the students in all the areas, but mentioned the existing summer school centers and the eleven other school-based programs which would still be operating. Mrs. Yock indicated her concern was that all students who needed the program would have access to it. Mr. Frye asked for information about how the summer school program addressed the identified needs, saying he was very happy to hear of the proposal, though he had not actually seen any details yet. Dr. Spillane responded that equity would indeed be an issue and that the focus of the program would be on reading and basic skills. He said that all areas would be involved, with some areas serving a higher number of students, and that selection of teachers was also an important factor.

Mrs. McDowall, referring to additional funding for media services, asked if any of the clerical or technical positions were in schools. Dolores Bohlen, Assistant Superintendent, Communications, answered that the added people would lend support to schools by providing central bibliographic records for downloading at local buildings. Dr. Spillane explained that the work would be done centrally and the information would be sent over wires to computers in each school. Mrs. McDowall asked if all schools had access to the technology. Mrs. Bohlen replied that there were about 70 schools operating with micro systems but that the school system was moving toward a centralized automated system. Mrs. McDowall questioned whether trained library clerical assistants would not be needed at schools so the new equipment could be used.

Mr. Choate questioned the concept of bus replacement at 10 to 12 years of age noting the refurbishment program for airplanes that were 20 to 25 years old and suggesting a similar service life extension program for school buses. He said he did not oppose a bus replacement program, but that refurbishing might entail lesser cost and stated that he was still unsure how the magic number of 67 replacements had been determined. Dr. Spillane agreed to check into that possibility though he suggested refurbishing could cost more than buying new, as in the case of renewing old cars. He said staff could investigate to see if a refurbishing service was available anywhere. He explained that the replacement figure of 67 derived from studies done by EMTA which determined when it would be more cost effective to replace buses than to do extensive maintenance on them, observing that the Board decided several years before to keep to a regular replacement schedule. Mr. Choate remarked that if battleships and tanks could be refitted cost effectively, then bus refurbishing would also be a good consideration.

Ms. Whitney asked for redistribution of the budget questions having to do with age of buses and the costs of the Information Systems Technology Plan, to see if a lower number of buses, such as 50, could be purchased and the remaining portion of the Information Systems Technology Plan could then be funded.

Mrs. Yock asked if it might not be cheaper in the long run to purchase and run rear-engine-mounted buses similar to the Cue buses. Mr. Juncker replied that he would see what information might be available from the County experience with different types of buses and their cost-effectiveness. Mr. Lane commented that there were volumes of information available from several EMTA studies about costs of maintaining buses and how costs accelerated at eight to ten years of a bus's life.

The Board took a short recess at 10:20, reconvening at 10:30 p.m.

- B. Revision of Policy 4660.1, Overtime Pay - Recommendation to revise Policy 4660.1 to raise the maximum threshold for the earning of time-and-one-half overtime from S-19 to S-20 (PS; Exhibit R)

Dr. Ned Carr commented that the policy revision was required to comply with action taken by the Board of Supervisors to upgrade certain positions and it had not, therefore, been previously discussed in any Personnel or Policy Committee meeting. Mr. Frye asked for a list of the positions that were regraded from S-19 to S-20.

- C. Annual Special Education Plan and Application for Certain Funds, 1990-91 - Recommendation to approve plan and Part B funding application (SSSE; Exhibit S)

Dr. Spillane introduced Dr. June Price, Assistant Superintendent, Student Services and Special Education, to give a brief presentation on changes in the plan.

Dr. Price explained that the Annual Special Education Plan contained a list of assurances that documented the compliance of local schools with the Virginia Department of Education regulations and that the state, in turn, used the local plans to formulate the Virginia Plan, which, when submitted to the Federal Government, assured compliance with the Education for the Handicapped Act. She noted that part of the plan contained an application for certain Federal funds. She highlighted some changes in the state special education regulations, effective July 1990, which necessitated changing local rules, including: (1) discontinuance of fine and gross motor screening beyond grade three for newly enrolled students; (2) no requirement for parent consent for triennial reevaluation; (3) need for parent consent if a child previously receiving special education were found ineligible; (4) structure of related services becoming an IEP team function; (5) students enrolled from other systems placed in an appropriate program without temporary status and new evaluation necessary; (6) determination of a causal relationship between handicap and misconduct made by an IEP team for students being considered for expulsion; and (7) discontinuance of level 2 local screening committees. Dr. Price explained that changes in those local regulations would bring the school system in compliance with the State regulations. She reported that the annual plan had been presented to the Advisory Committee for Exceptional Children and would come back to the Board for action on April 26.

Mr. Choate asked how Student Services Offices made sure that parents had been notified about changes and understood that they had ten days to respond. Dr. Price replied that staff would send a letter asking parental consent and then there would be a follow-up letter sent, if necessary, before removing a child from the program. In response to Mr. Choate's question about certified mail, Doug Holmes, Director of Diagnostic and Placement Services, explained that the procedure was a significant change over current regulations which had required parent notice of ineligibility but not response. He characterized the opportunity for parents to respond positively or negatively as an improvement but explained the new state regulations said that if a parent did not respond at all to the letter, then the school division could act as if they had parental consent. He noted that the advisory committee felt certified letters might be a problem for families, making it necessary for them to go to the Post Office, but that case managers would communicate with the families orally regarding proposed action, the notification letter would be sent, and then a follow-up letter would be sent if necessary. Mr. Choate asked if non-English speaking families might pose problems. Mr. Holmes replied that translations into the native language were done in those situations.

Mr. Rodriguez commented that with significant changes being made he was concerned that parents might not understand the new changes or the options they had, and that school-based staff might not be clear on the changes either. Dr. Webb replied that staff would start inservice training in the spring and videotapes would be sent out to all

the schools to use for on-site training.

Mrs. Yock, referring to changes regarding local screening committees, asked for a brief outline listing all the steps and the new procedures to assist in responding to constituents' questions.

- D. Award of Contract for Renewal of Frost Intermediate School - Recommendation to award the contract for renewal of Frost Intermediate School to the lowest responsive and responsible bidder (FcS; Exhibit T)

There were no questions from Board members.

- E. Award of Contract for Renewal of Luther Jackson Intermediate School - Recommendation to award the contract for renewal of Jackson Intermediate School to the lowest responsive and responsible bidder (FcS; Exhibit U)

Mrs. Fleetwood commented that it was a pleasure to have a school renewal scheduled, especially in the case of Luther Jackson when there had been some doubts in the past about the future of the school.

- F. Award of Contract for Renewal of Herndon Elementary School - Recommendation to award the contract for renewal of Herndon Elementary School to the lowest responsive and responsible bidder (FcS; Exhibit V)

There were no questions from Board members.

- G. Award of Contract for Renewal of Mosby Woods Elementary School - Recommendation to award the contract for renewal of Mosby Woods Elementary School to the lowest responsive and responsible bidder (FcS; Exhibit W)

There were no questions from Board members.

- H. Award of Contract(s) for Replacement of Carpet at Dogwood, Greenbriar West, Hunters Woods, and Orange Hunt Elementary Schools; Hughes and Rocky Run Intermediate Schools; and Mount Vernon and South Lakes High Schools - Recommendation to award the contract(s) for replacement of carpet at Dogwood, Greenbriar West, Hunters Woods, and Orange Hunt Elementary Schools; Hughes and Rocky Run Intermediate Schools; and Mount Vernon and South Lakes High Schools to the lowest responsive and responsible bidder(s) (FcS; Exhibit X)

Mrs. McDowall commented that she was delighted to see new carpet being provided even though the schools were not in her district.

- I. **Award of Contract for Construction of an Elevator at the Burkholder Administrative Center** - Recommendation to award the contract for construction of an elevator at the Burkholder Administrative Center to Bildon, Inc., in the amount of \$120,000 (FoS; Exhibit Y)

Ms. Whitney observed that the proposed elevator was part of the handicapped access program.

Mr. Frye, citing rumors about the possibility of the Massey Building becoming surplus, asked if there had been any discussion about the continued use of Burkholder Center as the schools' Administrative Center or whether that function might be moved to the Massey Building. Dr. Spillane replied that the school system suffered from the number of decentralized offices resulting in massive inefficiencies and wasted time and effort, and did indeed need a centralized facility, but that the Massey Building was not available for the school system since the County had spent money refurbishing that building for their own use, and that there had been only preliminary discussions concerning centralizing the various offices. Ms. Whitney remarked that she had been interested in centralization since she had first been on the Board and would like to discuss the issue at the School Board retreat in the context of future priorities.

VI. NEW BUSINESS

A. **Items Introduced by the Superintendent**

Dr. Spillane informed the Board that on March 23 he would be joining a group from Fairfax County at a NFUSSD meeting in Charlottesville to make a presentation on the professionalization of teaching, and that on Monday he would be meeting with other Superintendents from throughout the state in Roanoke to discuss disparity issues and state aid.

B. **Items Introduced by Board Members**

Dr. Cardinale commented on the salary schedule for part-time teachers, suggesting that the subject be revisited and expressing concern about any loss of salary associated with needs for the sevenperiod day. He commented that people should not be losing salary which could be a real morale factor and he would prefer consideration of freezing salaries at current levels. Dr. Spillane replied that the issue could be looked at again, but clarified that the only change had been the denominator of the equation, 3/6 as opposed to 4/7 which would not necessarily mean a loss of money. He commented that some injustice was built in to the part-time structure, extending back

for more than 20 years, but that when viewing that structure in terms of equity and parity, then the full-time or part-time choices had to be considered as well. He said that he would certainly never be speaking against a raise in teacher salaries, but that his concern was for the perceptions of full-time teachers.

Mrs. Fleetwood asked, if there were savings from use of part-time teachers, why that had not been made clear during the budget process, observing that while full-time teachers would be in school longer, their teaching responsibilities would not increase. Mrs. Field mentioned that she had asked already for some additional information about what other school systems had done with the seven-period day and what the various cost options would be. She asked about the number of part-time teachers and for some picture of that part of the work force, indicating which preferred not to work full-time for various reasons. Ms. Whitney suggested that the Board might talk about the issue further at an upcoming Personnel Committee meeting.

Mrs. Fleetwood said she had decided to offer a motion dealing with the new role of department chairs in local schools since she was concerned about involvement with evaluation and wanted the function of the department chair to be crystal clear. Mrs. Fleetwood moved, and Mrs. McDowall seconded, that the School Board direct the Superintendent to require that any observation reports, oral or written, including suggestions for growth and/or improvement, prepared by a high school or intermediate school department chairperson be shared only with the teacher being observed. Mrs. Fleetwood objected to peer observation by colleagues in the same building, and said that having a chairperson directly involved in observing and evaluating other teachers would destroy collegiality on a school staff, remarking that principals had told her that the chairpersons' involvement in evaluation was not of primary importance in the proposal at the present time.

Ms. Whitney asked whether Mrs. Fleetwood was referring only to observations as a part of the TPEP process or any classroom observation. Mrs. Fleetwood replied that her intention was to include any peer observations. Ms. Whitney clarified that a department chair then would not be permitted to share any type of comments about a teacher with a principal under Mrs. Fleetwood's proposal. Mrs. Fleetwood replied that she thought it would be unprofessional for department chairs to do that. Ms. Whitney questioned whether a principal could possibly ask a department chair for any kind of assessment under the proposed language.

Dr. Spillane expressed concern that a principal would not be considered a colleague among teachers with joint responsibility for curriculum in a school. He commented that the motion, in essence, said that principals would have to find out on their own what was happening in every department which was much more restrictive than present practices. He pointed out that peer observers from other buildings worked with the

principals and that department chairs presently built teams through observation, limited by time, and by sharing. He said the principal had the ultimate responsibility to assure that quality teaching was happening, and principals must know from many perspectives what was going on in the school. He thought the proposal put a wedge between the teachers and administrators that was not advantageous to a professional relationship.

Mrs. Yock said she thought that having department chairs involved in evaluations and approaching principals without the evaluated teacher being present would drive a wedge into any collegiality the principal was hoping to build within that department.

Mrs. Fleetwood stated that having the department chair going to the principal with any observed teacher weaknesses would not help teachers as much as allowing the department chair to work with the teacher one on one, in addition to the regular TPEP process with a peer observer coming in from the outside, but letting the department chair work in a non-threatening way. She thought that the new process was terrorizing teachers.

Mr. Choate, expressing concern with the wording, said he considered a department chair as one who would share teaching methodologies or ideas with others in the department and thus primarily improve instruction, but he thought the motion eliminated collegiality if the chairperson would only be allowed to approach one particular teacher at a time.

Mr. Frye agreed that the department chairperson should not be involved in any formal evaluation, but commented that there was a need for principals to talk to and acquire information about teachers in an informal way. He said he perhaps could support the motion with some rewording such as omitting the "oral or written" structure. Mrs. Fleetwood agreed to remove that phrase if the rest of the motion was then considered acceptable.

In response to Mr. Choate's further question about evaluating, Mrs. Fleetwood replied that she felt chairpersons should not have any part in the formal TPEP process and that while chairpersons as part of department chair duties might be in the classrooms of other teachers, as well as in other departments, that information from such observations should be communicated only to that teacher and should not be part of the TPEP at all. Ms. Whitney said she had understood that Mrs. Fleetwood objected to sharing of any assessment. Mrs. Fleetwood agreed that her intent was that the chairpersons not share any information about teachers with the principal at any time and not be involved in the formal evaluation process in any way. She reiterated that the department chair's comments should only be shared with the teacher involved and with no one else.

Dr. Cardinale said he could support the motion if it were limited to the formal evaluation process but not as Mrs. Fleetwood intended it, implying that the chairperson could never share observations at any time with the principal or other colleagues.

Dr. Spillane questioned how principals could relate to department chairs if they never knew what was going on within the departments and said he found it difficult to imagine a system where information from department heads would not be shared with the principal.

Mrs. Field questioned possible situations in which the teacher would want the information to be shared, noting that the motion as stated even precluded that. Mrs. Fleetwood answered that she thought in that case the information could be shared with the teacher's permission. She commented that she was hearing confirmation of her worst fears that department chairs would be very involved in evaluating teaching and she wanted to prevent that.

Dr. Spillane repeated that chairpersons as instructional specialists should be involved in how teachers performed in classrooms.

Mr. Rodriguez commented that department chairs should be allowed to attempt to improve instruction and that the strength of that position was knowing what was going on within the classroom. He said he saw leadership as the chairs' real role and evaluation as a part of their leadership responsibilities.

Mrs. McDowall commented that while she agreed with what Mrs. Fleetwood was attempting, she thought there were misunderstandings at such a late hour. Mrs. McDowall moved, and Mr. Choate seconded, to table the motion until the next meeting on April 5. The motion passed 9-0, with Mr. Lane not present.

Mrs. Fleetwood asked what had been done about looking into more information about media clerks for the library program. Deputy Superintendent Jay Jacobs responded that 77 percent of the elementary schools had a minimum of a .5 clerk assigned to the library every day to help, that 23 percent of the elementary schools had less support than that, and that only two schools had no support assigned specifically to the library, but had help from volunteers or instructional aides. He pointed out that the 29 schools having less than a .5 clerk were the smallest elementary schools with the minimum clerical allocation. Mrs. Fleetwood asked how the numbers worked out in relation to the proposal to staff a full-time media clerk at schools with over a 600 enrollment, and .5 clerk at schools under 600. Mr. Jacobs replied that further analysis of the information would be needed to provide that kind of information on a per-school basis.

Mrs. Fleetwood, referring to her motion at the budget adoption meeting for the Superintendent to come back with a proposal concerning functions and salaries for instructional assistants, asked for a status report and whether the Superintendent anticipated a recommendation for salary improvement for IAs. Dr. Spillane replied that there had been discussion of the issues but no decisions had been reached and that he anticipated being able to make recommendations by year-end review. He indicated staff was looking at differentiated role responsibilities and appropriate pay levels for those different kinds of roles, rather than overall scale increases.

Mrs. Yock said she was pleased that people were concerned about the part-time teachers and was glad that staff would look at that issue again, noting it was ironic that department chairs were scheduled to teach three periods a day while part-time teachers were working four.

Mr. Choate suggested that the Board find time in a Personnel work session or schedule an extra one to talk again about the SBA and ESA salary scales and the part-time teachers compensation.

Ms. Whitney noted that March 18-24 had been designated Virginia School Principals' Week, she took the opportunity to publically acknowledge how much the school system's principals were appreciated.

Ms. Whitney referred to some correspondence indicating fact that only the father's name was listed on materials sent home with students, and suggested that the name could appear as "parents of a student" instead. Saying she was sure any name could be changed through a request at the local school she supported sensitivity to preferences of single-parent families in the area.

Ms. Whitney said that the Board had received a long letter and a petition from Bonnie Brae teachers supporting supervision of computer labs and said she thought the idea of having a computer resource teacher in every school was a good one. She noted that the computer support was provided by an Instructional Assistant in many schools and asked that in looking at Instructional Assistants' roles staff take a special look at that position to see if it should be upgraded to teacher level.

Mrs. McDowall, noting that she had been in Richmond for the Virginia Alliance for Arts Education, said that in talking about the seven-period day with others from around the state she discovered that one of the problems seemed to be singleton electives and academic singletons scheduled together, causing problems for students wanting to take both courses. She asked that the subject specialists provide information to the Board on how those electives would be scheduled at schools. Mr. Jacobs replied that the problem Mrs. McDowall raised was a real problem that existed even more with the six-

period day. He observed that there would always be scheduling conflicts, but that Area Superintendents and principals would be trying to resolve as many as possible.

Mrs. McDowall, referring to the clerical situation in libraries, suggested that the Board, in addressing library automation, should also look at staffing needs for the new technology in the school libraries, mentioning including a staffing standard for libraries of the future.

Mrs. McDowall said she was very pleased that the state legislators had included funding for English as a Second Language programs for the first time ever in the state budget and mentioned that though it was not full funding, she was encouraged that they had recognized that need. Ms. Whitney commented that the Fairfax Board had raised the ESL funding as a legislative initiative and agreed that she also was glad to see the state more responsive to that need.

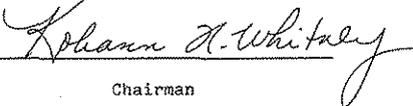
County Board Chairperson Audrey Moore had paid a special visit to the Woodson Special Education Center and also had observed the work program at the Ramada Inn which he described as very impressive and valuable to students.

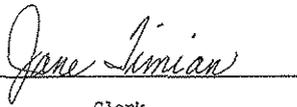
Mr. Frye also announced that the Ad Hoc Administrative Services Committee would meet at Chapel Square Media Center on April 3, starting at 7:30 in Room 3, and reported that a special treat for early arrivals would be a tour of the Teaching Materials Preparation Center (TMPC) at 7:00.w

Mrs. Field mentioned receipt of a letter concerning Special Education bus attendants' compensation. She reminded the Board, when addressing funding additions that would add to the FY 91 budget baseline, to remember that other things would have to be taken out to make room for new kinds of allocations.

VII. ADJOURNMENT

At 11:35 p.m., Mr. Choate moved, and Mr. Frye seconded, that the meeting be adjourned. The motion passed unanimously.


Chairman


Clerk