

APPROVED
23-2004

Rockville, Maryland
July 9, 2004

The Board of Education of Montgomery County met in a retreat at the Carver Educational Services Center, Rockville, Maryland, on Friday, July 9, 2004, at 10:30 a.m.

Present: Mr. Sharon W. Cox, President
in the Chair
Dr. Charles Haughey
Mr. Walter Lange
Dr. Henry Lee
Mrs. Patricia B. O'Neill
Mr. Gabe Romero
Mr. Sagar Sanghvi, Student Board Member
Dr. Jerry Weast, Secretary/Treasurer

Absent: Mr. Kermit V. Burnett

RESOLUTION NO. 483-04 Re: **CLOSED SESSION**

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

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 closed session on July 9, 2004, in Room 127 from 8:00 to 10:30 a.m. discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article* ; and be it further

Resolved, That the Board of Education of Montgomery County receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

Resolved, That this portion of the meeting continue in closed session until the completion of business.

RESOLUTION NO. 484-04 Re: **APPROVAL OF THE AGENDA**

On recommendation of the Superintendent and on motion of Dr. Haughey seconded by Mr. Sanghvi, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its agenda for July 9, 2004.

RESOLUTION NO. 485-04 Re: **ADOPTION OF AMENDMENT TO THE SUPERINTENDENT'S CONTRACT**

On motion of Dr. Haughey and seconded by Mr. Lange, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education appointed Dr. Weast to the position of Superintendent of Schools and executed an employment contract with him on July 14, 1999; and

WHEREAS, The 1999 contract was amended on February 11, 2003, as the result of which Dr. Weast was appointed to a second four-year term as Superintendent of Schools; and

WHEREAS, The amendment to the Superintendent's original 1999 employment contract renewed, republished, and reaffirmed the terms and conditions of the original employment contract except to the extent modified by the express terms of that Amendment and a Second Amendment, adopted January 13, 2004; and

WHEREAS, The Superintendent's contract, as amended, requires that any amendments be expressed in writing, approved by official action of the Board, and accepted in writing by the President of the Board and by the Superintendent; now therefore be it

Resolved, That, in recognition of the foregoing, the Board of Education hereby authorizes its President to execute the attached Third Amendment to Dr. Weast's employment contract.

**THIRD AMENDMENT TO THE 1999 AGREEMENT
BETWEEN THE MONTGOMERY COUNTY BOARD OF EDUCATION
AND
DR. JERRY D. WEAST**

IT IS THIS 9th day of July, 2004, agreed by and between the Board of Education of Montgomery County, Maryland (hereinafter referred to as the "Board") and Dr. Jerry D. Weast (hereinafter referred to as the "Superintendent") that the 1999 Agreement Between the Montgomery County Board of Education and Dr. Jerry D. Weast (hereinafter referred as the "Superintendent's Original Contract"), as amended on February 11, 2003, and January 13, 2004, is amended further as follows:

1. Paragraph III. C. is rescinded and replaced in its entirety with the following:

During the term of his current contract (2003-2007), the Superintendent shall receive the same life and health insurance benefits accorded to other administrative and supervisory personnel, except as may be modified by this contract. As a supplement to the Superintendent's medical, dental, and vision

insurance, each year, the Board will make available up to Four Thousand Dollars (\$4,000) in a flexible spending account from which the Superintendent may draw to offset co-payments, deductibles, out-of-pocket, and any other medical, dental, or vision expenses not covered by insurance. Upon vesting in the Maryland State and Montgomery County pension systems, the Superintendent, upon leaving Montgomery County Public Schools for any reason, shall be entitled to health insurance benefits that are the same or comparable to those provided to retirees from the Montgomery County Public School system. However, if the Superintendent remains in his current position through June 30, 2005, the Board will reimburse the Superintendent for co-payments, deductibles, out-of-pocket, and any other medical, dental, or vision expenses not covered by insurance, up to a maximum of Four Thousand Dollars (\$4,000) per year and shall provide, at its expense, health insurance benefits that are the same or comparable to those provided to retirees from the Montgomery County Public School system for a period of two (2) years following expiration of this contract. If the Superintendent remains in his current position through June 30, 2006, the Board will reimburse the Superintendent for co-payments, deductibles, out-of-pocket, and any other medical, dental, or vision expenses not covered by insurance, up to a maximum of Four Thousand Dollars (\$4,000) per year and shall provide, at its expense, health insurance benefits that are the same or comparable to those provided to retirees from the Montgomery County Public School system for a period of four (4) years following expiration of this contract. If the Superintendent remains in his current position through June 30, 2007, the Board will reimburse the Superintendent for co-payments, deductibles, out-of-pocket, and any other medical, dental, or vision expenses not covered by insurance, up to a maximum of Four Thousand Dollars (\$4,000) per year and shall provide, at its expense, health insurance benefits that are the same or comparable to those provided to retirees from the Montgomery County Public School system for a period of six (6) years following expiration of this contract.

2. The following shall be added to Paragraph III, E:

Further, the Board agrees to pay up to Six Thousand Dollars (\$6,000) per year on the Superintendent's existing whole life or universal life insurance policy for two (2) years following expiration of this contract if the Superintendent remains in his position through June 30, 2005, for four (4) years if he remains through June 30, 2006, and for six (6) years if he remains through June 30, 2007.

In all other respects the terms and conditions of the Superintendent's Original Contract, as amended on February 11, 2003, and as further amended on January 13, 2004, are renewed, republished, and reaffirmed.

This Third Amendment has been approved by the Board, in accordance with its duly adopted resolution, and accepted by the parties as evidenced by the signatures of the President of the Board and the Superintendent.

RESOLUTION NO. 486-04 Re: **ESTABLISH A COMMUNICATIONS AND PUBLIC ENGAGEMENT COMMITTEE**

On motion of Mr. Sanghvi and seconded by Mr. Lange, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education desires to enhance its internal and external means of communications so as to increase awareness and understanding of the rationale behind Board actions and policies; and

WHEREAS, The Board of Education desires the discussions at Board of Education business meetings to increasingly inform staff and the public of major issues being addressed by the school system, with due regard given in each major presentation to alignment with the strategic plan, and pertinent matters of board governance and guiding policy; and

WHEREAS, The Board of Education desires to expand opportunities, through multiple media and formats, to more systematically gather perceptions and viewpoints from diverse segments of the community and staff; now therefore be it

Resolved, That the Board of Education establish a three-member Communications and Public Engagement Committee, whose interim membership and interim chair shall be designated by the Board President (after soliciting interest from among the Members), who shall serve until the Board's meeting in December, at which time a chair and three permanent members shall be appointed by the full Board – one for a one-year term; one for a two-year term; and one for a three-year term. Thereafter, permanent members shall be selected for three-year terms, as terms expire, and the chair chosen annually, at the Board's December meeting; and be it further

Resolved, That the Committee has as its mission to enhance: 1) the Board's use of external and internal mechanisms of communications; 2) the Board's discussions and presentations at the Board table during business meetings; 3) opportunities to gather perceptions and viewpoints from diverse segments of the community and staff; and 4) other means to promote good communications and public engagement that further the mission of the Board of Education to provide leadership and oversight of the school system.

RESOLUTION NO. 487-04 Re: EXTERNAL REVIEW OF BOARD OFFICE STAFFING AND SALARIES

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

Resolved, That the Board of Education directed staff to prepare a resolution, including the following points:

1. Charge the Board's Communications and Public Engagement Committee recommend to the Board the hiring of an external consultant
2. Establish the scope and area of review to include, but not be limited to, Board Office responsibilities, staffing, and salaries, based on areas of need and function, premised on the Key Works of School Boards of the National School Boards Association
3. Make a recommendation to the full Board for action upon the submission of the consultant's report.

Re: ENHANCING BOARD OFFICE TECHNOLOGY RESOURCES

The Board and administration discussed various technology enhancements, including

- # Correspondence tracking
- # Calendars and Updates
- # Board Documents
- # Meeting Materials
- # Wireless Network
- # Document Management
- # PDAs

It was decided that administration would meet with the Board staff to develop a balanced approach to technology. The recommendation would be based on the suggestions and expectations of Board members that were expressed at the retreat.

RESOLUTION NO. 488-04 Re: ADJOURNMENT

On motion of Mr. Lange and seconded by Mr. Romero, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its retreat of July 9, 2004, at 11:45 a.m.

PRESIDENT

SECRETARY

RESOLUTION NO. 449-04 Re: **CLOSED SESSION**

On motion of Mr. Sanghvi and seconded by Dr. Haughey, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education meet in closed session from 11:45 a.m. to noon to evaluate its retreat.

JDW:gr