Board Members present included Mr. Matthew Paugh, Board President; and Board Members: Mrs. Monica Rinker, Mrs. Charlotte Sebold, and Mr. Tom Woods. Dr. Nathan Sorber, Board Member, attended the meeting via a conference call. Also present for the meeting: Ms. Barbara Baker, Secretary - Treasurer / Superintendent of Schools; Mr. Brandon Hoover, Board Attorney; Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration; Dr. Jane Wildesen, Director of Human Resources; Mrs. Alison Sweitzer, Director of Finance; Mrs. Penny Proudfoot, Director of Elementary Education; and Ms. Katherine Catulle, Student Board Member.

The meeting was held at Central Office in the Board Room.

1. Opening

   A. Opening of Meeting
   Mr. Matthew Paugh, Board President, called the meeting to order at 4:00 p.m.

   B. Public Comment
   Mr. Andy Durst, parent, stated he was attending the Board Meeting to hear updates on the strategic planning and would like to see data and facts to support the recommendations.

   Mr. Jason King, parent, also stated he was attending the meeting to see updates regarding the strategic planning.

   C. Move to Executive Session
   Tom Woods made a motion to close the meeting, and this was seconded by Monica Rinker. Thereafter, the Board unanimously voted to close the session with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

   D. Executive Session - Closed to the Public

November 14, 2018 Executive Session Summary:

The Board of Education met in an Executive Session on Wednesday, November 14, 2018, at Central Office in the Board Room at 4:08 p.m. under authority §3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the following items: review of Executive Session minutes; personnel topics, pursuant to §3-305(b)(1); collective bargaining/negotiations topics, pursuant to §3-305(b)(9); legal topic, pursuant to §3-305(b)(7); and administrative function topics, which is specifically excluded from the Open Meetings Act by virtue of §3-103(a)(1)(i) of the General Provisions Article of the Annotated Code of Maryland.
Tom Woods made a motion to close the meeting, and this was seconded by Monica Rinker. Thereafter, the Board unanimously voted to close the session, with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods. The closed session began at 4:08 p.m. The topics discussed and actions taken include the following:

I. Executive Session Minutes:

The Board reviewed the Executive Session minutes from the October 9, 2018, meeting. Tom Woods made a motion to accept the minutes, and Monica Rinker seconded the motion. The Board unanimously voted to approve the minutes, with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

II. Personnel topics, pursuant to §3-305(b)(1):

a. Professional Leave Requests

Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, presented two professional leave requests for the Board’s approval.

Tom Woods made a motion to accept the JROTC School of Cadet Commands (JSOCC) professional leave request, and Nathan Sorber seconded the motion. The Board unanimously approved the professional leave request with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

Charlotte Sebold made a motion to approve the SLJ Leadership Summit professional leave request and Monica Rinker seconded the motion. The Board unanimously approved the professional leave request with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

b. Personnel Update

Dr. Jane Wildesen, Director of Human Resources, shared the non-certificated employees that were recently approved by the Superintendent.

| NAME      | POSITION              | LOCATION | EFFECTIVE DATE
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<thead>
<tr>
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<tbody>
<tr>
<td>Jackie Wright</td>
<td>Secretary IV</td>
<td>SX</td>
<td>November 1, 2018</td>
</tr>
<tr>
<td>Robin Morgan</td>
<td>PT Cafeteria Assistant</td>
<td>SH</td>
<td>November 19, 2018</td>
</tr>
<tr>
<td>Brant Green</td>
<td>PT Cafeteria Assistant</td>
<td>NX</td>
<td>November 13, 2018 (however resigned November 14, 2018)</td>
</tr>
<tr>
<td>Heather Walker</td>
<td>PT Cafeteria Assistant</td>
<td>SH</td>
<td>November 26, 2018</td>
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</tbody>
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The Board took no action on this matter.

c. Superintendent Evaluation and Goals
The Superintendent discussed the Board’s evaluation and shared her goals for the current school year. The Board took this matter under consideration but did not take any action on this topic.

IV. Negotiations pursuant to §3-305(b)(9):

Dr. Jane Wildesen, Director of Finance, and Mrs. Alison Sweitzer, Director of Finance, presented the recommended composition of the 2018-19 Garrett County Board of Education Negotiation Teams to the Board for their approval.

The Board discussed the composition of the teams. Tom Woods made a motion to change the composition of the GASA negotiating team and to accept the proposed composition of all other teams. Monica Rinker seconded the motion. The Board unanimously approved the motion with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

V. Legal Topic pursuant to §3-305(b)(7):

Mr. Brandon Hoover, Board Attorney, provided a recommendation to the Board regarding liability insurance coverage for temporary employees.

The Board took this matter under consideration but did not take any action on this topic.

VI. Administrative Function pursuant to §3-103(a)(1)(i):

The Board discussed various administrative function topics. The Board considered all of the administrative function topics but no actions were taken by the Board.

Mr. Nathan Sorber left the meeting at 8:20 p.m.

VII. Adjournment

Tom Woods made a motion to adjourn the Executive Session and Monica Rinker seconded the motion. The Board unanimously approved adjourning the Executive Session at 8:55 p.m., with a yea vote from Charlotte Sebold, Monica Rinker, and Tom Woods.

Board Members present included Mr. Matthew Paugh, Board President; Board Members: Mrs. Monica Rinker, Mrs. Charlotte Sebold, and Mr. Tom Woods. Dr. Nathan Sorber, Vice President, joined the meeting via a conference phone until 8:20 p.m.

2. Welcome

A. Re-Opening of Public Session
The Public Session reconvened at 5:55 PM.

B. Moment of Silence

C. Pledge of Allegiance - Student Board Member
Ms. Katherine Catulle, Student Member of the Board, led the Board and public in the Pledge of Allegiance.

D. Approval of the Agenda - Action
Tom Woods made a motion to approve the public session agenda, and Nathan Sorber seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Charlotte Sebold, Monica Rinker, Nathan Sorber

**E. Approval of the October 9, 2018 Public Session Minutes - Action**
Tom Woods made a motion to approve the October 9, 2018, public session minutes, and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Charlotte Sebold, Monica Rinker, Nathan Sorber

**F. Closed Session Summaries**
Ms. Barbara Baker, Superintendent, read the Closed Session Summaries for the October 9, 2018 Board Meetings.

**October 9, 2018 Executive Session Summary:**
The Board of Education met in an Executive Session on Tuesday, October 9, 2018, at Southern Garrett High School in the Guidance Office conference room at 4:03 p.m. under authority §3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the following items: review of Executive Session minutes; personnel topics, pursuant to §3-305(b)(1); and administrative function topics, which is specifically excluded from the Open Meetings Act by virtue of §3-103(a)(1)(i) of the General Provisions Article of the Annotated Code of Maryland.

Tom Woods made a motion to close the meeting, and this was seconded by Charlotte Sebold. Thereafter, the Board unanimously voted to close the session, with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods. The closed session began at 4:03 p.m. The topics discussed and actions taken include the following:

**I. Executive Session Minutes:**
The Board reviewed the Executive Session minutes from the September 11, 2018, meeting. Nathan Sorber made a motion to accept the minutes, and Tom Woods seconded the motion. The Board unanimously voted to approve the minutes, with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

The Board reviewed the Executive Session minutes from the September 26, 2018, meeting. Tom Woods made a motion to accept the minutes, and Monica Rinker seconded the motion. The Board unanimously voted to approve the minutes, with a yea vote from Monica Rinker, Charlotte Sebold, Nathan Sorber, and Tom Woods.

**II. Personnel topics, pursuant to §3-305(b)(1):**
\[a. Certificated Staffing Recommendation\]
Dr. Jane Wildesen, Director of Human Resources, presented a certificated staffing recommendation to the Board for their approval. Dr. Wildesen also shared the non-certificated employees that were approved by the Superintendent.
The Board took this matter under consideration and voted on the certificated recommendation during the Public Session under the Consent Agenda.

III. Administrative Function pursuant to §3-103(a)(1)(i):

The Board discussed various administrative function topics. The Board considered all of the administrative function topics, but no actions were taken by the Board.

IV. Adjournment

Tom Woods made a motion to adjourn the Executive Session and Charlotte Sebold seconded the motion. The Board unanimously approved adjourning the Executive Session at 8:40 p.m., with a yea vote from Charlotte Sebold, Monica Rinker, Nathan Sorber, and Tom Woods.

G. Announcements

Ms. Barbara Baker, Superintendent, shared upcoming events and activities with the Board and public:

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Nov 12 - 16</td>
<td>American Education Week</td>
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<tr>
<td>Nov 12 - 16</td>
<td>School Psychology Awareness Week</td>
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<tr>
<td>Nov 14</td>
<td>National Education Support Professionals Day</td>
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<tr>
<td>Nov 21</td>
<td>Students Dismissed 3 hours early</td>
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<tr>
<td>Nov 22 - 23</td>
<td>Thanksgiving Holiday, schools closed</td>
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<tr>
<td>Dec 5</td>
<td>Staff Development</td>
</tr>
<tr>
<td></td>
<td>Students Dismissed 3 hours early</td>
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<td>Progress Reports for Second Grading Period</td>
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Allegany and Garrett County Public Schools Pre-Legislative Breakfast
Center for Career and Technical Education Culinary Arts Building
14211 McMullen Highway Cresaptown, MD
8:30 a.m. - 11:00 a.m.

3. Recognition / Proclamation

A. School Librarian of the Year Award - Ali Schilpp
Mr. Matthew Paugh, Board President, recognized Mrs. Ali Schilpp, Media Teacher, for receiving the School Librarian of the Year Award by School Library Journal.

B. North Garrett FFA - State Finalists
Mrs. Monica Rinker, Board Member, recognized North Garrett FFA students for state and national awards they received.
C. Veteran’s Day Proclamation - November 11, 2018
Mrs. Charlotte Sebold, Board Member, recognized Veteran’s Day, November 11, 2018, by presenting a proclamation to LTC Ralph Sheaffer, a veteran and JROTC Teacher at Northern Garrett High School.

D. American Education Week - November 12–16, 2018
Mr. Matthew Paugh, Board President, recognized American Education Week by reading a proclamation. Several teachers, principals, and support personnel were present during the proclamation reading.

E. School Psychology Awareness Week - November 12–16, 2018
Mr. Tom Woods, Board Member, recognized School Psychology Awareness Week, November 12 - 16, 2018, by presenting a proclamation to Ms. Susan Thatcher, School Psychologist, and Dr. Phil Lauver, Supervisor of Pupil Services.

4. Continuing Business

A. Quarterly Financial Report
Mrs. Alison Sweitzer, Director of Finance, presented the first quarter financial report. She discussed specific expenditures to date for various categories including administration, instruction, special education, operations, and fixed cost as compared to previous years.

Mrs. Charlotte Sebold, Board Member, requested a monthly financial report. She stated she would provide a sample report to Mrs. Sweitzer to see if the new Finance and Accounting system, Tyler Munis, could pull a similar monthly report.

B. RISE Strategic Plan Progress Update
Ms. Barbara Baker, Superintendent, provided an update on the RISE Strategic Plan progress. She stated that representatives from Maryland’s Interagency Commission on School Construction (IAC) visited with our school system last week to look at our facilities and provide feedback regarding their expertise and experience. Mr. Bob Gorrell, Director of IAC, stated that maintenance costs approximately $8 per foot. Ms. Baker stated that the average age of GCPS buildings is 48 years and that it becomes difficult to perform preventative maintenance on buildings over 35 years old (with no major renovation). They recommended a scenario expert to review GCPS facilities and generate recommendations moving forward regarding maintenance and construction.

Mr. Woods made a motion to hire a consulting firm to look at present strategic options and other possible options before moving forward with strategic planning and continue to seek community engagement during the process. Nathan Sorber seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Charlotte Sebold, Monica Rinker, Nathan Sorber

Dr. Sorber discussed the upcoming meeting with the Garrett County Board of Commissioners and stated that the Board must work towards a better partnership with them. He stated that the Board and public must advocate for the school system and continue to seek more funding from local and state government.
5. Public Comments

- Mrs. Kendall Ludwig, Yough Glades Elementary School parent, spoke to the Board regarding her concerns that the school lost two teachers in the Gifted and Talented program.
- Mr. Andy Durst, an Accident Elementary School parent, requested more statistics regarding the RISE strategic plans.
- Mr. Dan Besseck, Uniserve Director for Garrett Administrative and Supervisors Association (GASA), spoke about GASA member concerns with the Board’s delay in completing the strategic planning process.
- Mr. Mike Henderson, community member, spoke about the constitutional amendment that recently passed regarding public school funding in Maryland from casinos. He inquired about how this amendment will impact our school funding issues.
- Mr. Brian Schillp, teacher at Northern Middle School, stated the school has concerns and questions regarding the strategic planning. He stated he will send an email to the Board with a summary of these topics.

6. Board Business

A. Student Board Member Report

Ms. Katherine Catulle, Student Member of the Board, provided an update on school activities at the middle and high schools as well as student activities of the Garrett County Association of School Council (GCASC).

B. Board Member Updates

Board members discussed various school related activities they attended including school visits with Superintendent, school visits with members of the IAC, RISE Strategic Plan Committee Meetings, and school programs.

7. Informational Items

A. November 2018 School Activities
B. November 2018 Home and School Connection

8. Adjournment

A motion was made by Tom Woods to adjourn the meeting, and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Charlotte Sebold, Monica Rinker,

The Board meeting adjourned at 8:56 p.m.