Board Members present included Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; and Board Members: Mr. Rodney Glotfelty and Dr. Matthew Paugh. Mrs. Charlotte Sebold, Board Member, attended the meeting via a conference phone. Also present for the meeting: Ms. Barbara Baker, Secretary -Treasurer / Superintendent of Schools; Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration; Mr. Brandon Hoover, Board Attorney; Dr. Jane Wildesen, Director of Human Resources and Employee Relations; Mrs. Alison Sweitzer, Director of Finance; Mr. Richard Wesołowski, Director of Facilities, Maintenance, Operations, Facilities, and Transportation; Mr. Jeff Gank, Director of Information Technology; Mrs. Penny Proudfoot, Director of Elementary Education; Dr. Phil Lauver, Supervisor of Pupil Services; Dr. Chelsie Manges, Interim Director of Special Education; and Mrs. Rebecca Aiken, Nurse Manager.

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

1. Opening

A. Call to Order
   Mr. Tom Woods, Board President, called the meeting to order at 4:02 p.m.

B. Public Comment
   There was no public comment at this part of the meeting.

C. Move to Executive Session - Action
   Monica Rinker made a motion to recess the meeting to go into closed session, and this was seconded by Rodney Glotfelty. Thereafter, the Board unanimously voted to go into closed session with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Matthew Paugh.

D. Move to Executive Session – Action
   The Board of Education met in an Executive Session on Tuesday, March 10, 2020, at Central Office in the Board Room at 4:04 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); negotiations topics, pursuant to §3-305(b)(9); legal topic pursuant to §3-305(b)(7); and administrative function topics. Monica Rinker made a motion to close the meeting, and Rodney Glotfelty seconded the motion. Thereafter, the Board unanimously voted to close the session, with a yea vote from Rodney Glotfelty, Monica Rinker, Matthew Paugh, and Charlotte Sebold. The topics discussed in the closed session included the following:

I. Executive Session Minutes:
   The Board reviewed the Executive Session minutes from the March 10, 2020, meeting. Matthew Paugh made a motion to approve the minutes, and Rodney Glotfelty seconded the motion. The Board approved the minutes: Yea vote: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

II. Personnel pursuant to §3-305(b)(1):
   a. Personnel Update & Recommendation
      Dr. Jane Wildesen provided the Board with an update on several staffing matters. She also presented two certificated staffing recommendations. The Board took these matters into consideration and voted on the certificated recommendations under the Consent Agenda in Public Session.

   b. Superintendent Goals
      Ms. Barbara Baker, Superintendent, provided the Board an update on her goals for the school system. The Board deferred discussion of this item and took no action.

III. Negotiations pursuant to §3-305(b)(9):
   a. Healthcare Trust / Coalition
      Dr. Jane Wildesen, Director of Human Resources, and Mrs. Alison Sweitzer, Director of Finance, provided the Board with an update on the healthcare trust. They presented an insurance expense analysis and the proposed healthcare benefit language changes for FY2021.

   b. Salary Parameters
      Dr. Wildesen and Mrs. Sweitzer shared proposed negotiated agreement for various bargaining groups and proposed salary parameters for negotiations.

      The Board took these matters into consideration and voted on the salary parameters under the Consent Agenda in the Public Session.

IV. Legal pursuant to §3-305(b)(7):
   Healthcare MOU
   Mr. Brandon Hoover, Board Attorney, provided legal guidance on the proposed Healthcare Trust MOU with the Board of Education, Board of County Commissioners, and the Board of Trustees of Garrett College. The Board considered this information and unanimously approved the MOU with Mr. Hoover’s recommended amendments.

IV. Administrative Function
   Ms. Barbara Baker, Superintendent, discussed administrative function topics with the Board. The Board took these matters into consideration, but took no action.

VI. Recess and Adjournment
   The Executive Session was adjourned at 6:19 p.m. so that the Board could reconvene the Public Session. Matthew Paugh made a motion to adjourn the Executive Session, and Monica Rinker seconded the motion. The Board unanimously approved adjourning the Executive Session with a yea vote from Rodney Glotfelty, Charlotte Sebold, Monica Rinker, and Matthew Paugh.

Board Members present included Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; and Board Members: Mr. Rodney Glotfelty and Dr. Matthew Paugh. Mrs. Charlotte Sebold, Board Member, attended the meeting via conference phone. Mrs.
2. Welcome

A. Re-Opening of Public Session

Mr. Tom Woods, Board President, called the meeting to order at 6:24 p.m.

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

Matthew Paugh made a motion to approve the Public Session agenda, and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

E. Approval of the Consent Agenda – Action

The Consent Agenda included negotiated salary parameters and the two certificated employee recommendations listed below.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
<th>Start Date</th>
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<tbody>
<tr>
<td>Dr. Nicole Miller</td>
<td>Director of Early Childhood and Elementary Education</td>
<td>CO</td>
<td>7/1/2020</td>
</tr>
<tr>
<td>Donald (DJ) Wilson</td>
<td>JROTC Teacher</td>
<td>SH</td>
<td>Immediately following certification</td>
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Upon asking for a motion to approve the consent agenda, Monica Rinker requested the removal of the Director of Early Childhood and Elementary Education position from the Consent Agenda. Thereafter, Matthew Paugh made a motion to approve the remainder of the consent agenda items. Monica Rinker seconded the motion. Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

Matthew Paugh made a motion to approve the Superintendent’s recommendation for the Director of Early Childhood/Elementary Education. Rodney Glotfelty seconded the motion. Motion carried in a 3-2 vote: Yea: Matthew Paugh, Rodney Glotfelty, Tom Woods; Nay: Monica Rinker and Charlotte Sebold.

F. Approval of the Public Session Minutes - Action

Matthew Paugh made a motion to approve the February 11, 2020, Board Meeting minutes, and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

F. Closed Session Summaries

Ms. Barbara Baker, Superintendent, read the Closed Session Summaries for the February 11, 2020, Board Meeting:

The Board of Education met in an Executive Session on Tuesday, February 11, 2020, at Dennett Road Educational Complex in the Maintenance Department’s meeting room at 4:14 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); negotiations topics, pursuant to §3-305(b)(9); and administrative function topics.

Matthew Paugh made a motion to close the meeting, and Charlotte Sebold seconded the motion. Thereafter, the Board unanimously voted to close the session, with a yea vote from Rodney Glotfelty, Monica Rinker, Matthew Paugh, and Charlotte Sebold. The topics discussed in the closed session included the following:

I. Executive Session Minutes

The Board reviewed the Executive Session minutes from the January 14, 2020, meeting and discussed minor changes. Charlotte Sebold made a motion to approve the minutes as amended, and Matthew Paugh seconded the motion. The Board approved the amended minutes: Yea vote: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

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

a. Professional Leave Requests

   i. No Kid Hungry’s 2020 Rural Child Hunger Summit PLF

      Matthew Paugh made a motion to approve the professional leave request, and Rodney Glotfelty seconded the motion. The Board unanimously approved the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Matthew Paugh.

   ii. National Child and Adult Care Food Program PLF

      Monica Rinker made a motion to approve the professional leave request, and Charlotte Sebold seconded the motion. The Board unanimously approved the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Matthew Paugh.

b. Staffing Update

   Dr. Jane Wildesen provided the Board with an update on several staffing matters. The Board took these matters into consideration, but did not take any action on these items.

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

a. Healthcare

   Dr. Jane Wildesen, Director of Human Resources, and Mrs. Alison Sweitzer, Director of Finance, spoke to the Board regarding projections for increases in healthcare costs and updates regarding the healthcare trust.

b. Salary Parameters
IV. Administrative Function
Ms. Barbara Baker, Superintendent, discussed administrative function topics with the Board. The Board took these matters into consideration but took no action.

V. Recess and Adjournment
The Executive Session was recessed at 6:06 p.m. so that the Board could reconvene the Public Session. The Board returned to Executive Session at 8:42 p.m. to continue discussions on negotiations topics, pursuant to §3-305(b)(9); and administrative function topics. Matthew Paugh made a motion to adjourn the Executive Session, and Charlotte Sebold seconded the motion. The Board unanimously approved adjourning the Executive Session at 10:29 p.m. with a yea vote from Rodney Glotfelty, Charlotte Sebold, Monica Rinker, and Matthew Paugh.

Board Members present included Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; and Board Members: Mr. Rodney Glotfelty, Dr. Matthew Paugh, and Mrs. Charlotte Sebold. Mrs. Barbara Baker, Secretary -Treasurer / Superintendent of Schools; and Mr. Brandon Hoover, Board Attorney; were also present at the meeting. Mrs. Alison Sweitzer, Director of Finance, and Dr. Jane Wildesen, Director of Human Resources, were present for part of the meeting. Mrs. Karen Brewer, Executive Assistant to the Superintendent, was present at the meeting for the purpose of taking the minutes.

H. Announcements
Ms. Baker shared upcoming school-based events and meetings.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Mar 25</td>
<td>Staff Development</td>
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<td>3 Hour Early Dismissal</td>
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<td>Mar 30</td>
<td>End of 3rd Grading Term</td>
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<td>April 6</td>
<td>Report Cards Released</td>
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<td>Apr 3 – 6</td>
<td>NSBA Annual Conference</td>
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<td></td>
<td>Chicago, IL</td>
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<td>Apr 10</td>
<td>Good Friday</td>
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<td>Schools Closed</td>
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<td>Apr 13</td>
<td>Easter Monday</td>
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<td>Schools Closed</td>
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<td>April 16</td>
<td>Board Service Academy: Parliamentary Procedure</td>
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<td>MABE Office in Annapolis</td>
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<td>9:30 a.m. - 12:30 p.m.</td>
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NOTE: Due to the COVID-10 pandemic and subsequent mandated school closings, these events and dates may no longer be valid or applicable.

3. Curriculum, Instruction, and Administration (CIA) Report
A. Accident Elementary School Presentation
Mrs. Jessica Fratz, principal, Mrs. Kenya Wilt, teacher, and Mr. Steve Savage, Academic Intervention Teacher, spoke to the Board regarding programs at Accident Elementary School including RTI Math Support Program, School Improvement Planning, and the teacher and student experience. Mrs. Wilt and Mr. Savage spoke about the Ascend Math program, HMH Math Inventory, and the School Improvement Plan. They also spoke about how the technology tools are working and providing them with data dashboards to show the areas of improvement that are needed.

B. Behavioral Procedures and Data Review
Dr. Chelsie Manges, Interim Director of Special Education, provided the Board with an update on student behavioral procedures and data review. She spoke about the RTI Behavior Process which addresses different levels of student behavior including Tier I (all students), Tier 2 (at risk), and Tier 3 (high risk students). She also spoke about safety care, crisis intervention, and proper guidelines regarding restraint and seclusion. Dr. Manges discussed the role of the behavior coaches and the school psychologists and the necessary trainings for staff.

C. Comprehensive Literacy Program Support
Mrs. Stephanie Wesolowski, Supervisor of English Language Arts and Social Studies, and Literacy Coaches: Mrs. Dara McGettigan, Ms. Erica Foley, and Ms. Sandy Coluzzi, provided the Board with an update on the school system’s literacy program.

D. Proposed Reading Language Arts Curriculum Purchase
Mrs. Penny Proudfoot, Director of Early Childhood and Elementary School, Mrs. Stephanie Wesolowski, Supervisor of English Language Arts and Social Studies, and Mrs. Carrie Hordubay, teacher at Crellin Elementary School, presented the recommended reading and language arts curriculum. Mrs. Proudfoot, Mrs. Wesolowski, and Mrs. Hordubay are members of the Reading Series Selection Committee, and they stated the committee recommends American Reading Company (ARC) Core Curriculum for prekindergarten to 5th grade, and Amplify ELA (English Language Arts) for 8th grade. The material will be on display for a month for public review and comments at the Central Office, Ruth Enlow Library in Oakland, and at Accident Elementary School.

4. Recognitions
Southern Garrett High School Wrestling Team
Mr. Woods recognized the Southern Garrett High School Wrestling Team for winning the 2020 Maryland IA State Dual Meet Championship. The wrestling team had a 33 – 9 season record and 4 of the team members placed at the state tournament.

5. Public Comments
The following individuals spoke at the Board Meeting:
- Mr. Evan West, GCEA UniServ Director, spoke to the Board regarding staff and students’ safety.
- Mrs. Lois Lipscomb, Instructional Assistant at Broad Ford Elementary Schools, spoke about staff safety and concerns of negative and aggressive student behaviors.
The Board adjourned the Public Session at 10:59 p.m.

Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

Matthew Paugh made a motion to adjourn the Public Session, and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

9. Board Business

A. Student Board Member Report
Ms. Katherine Catulle, Student Member of the Board, provided an update to the Board regarding student activities and Garrett County Association of Student Councils (GCASC) events.

B. Board Member Updates
There were no Board Member updates at this meeting.

10. Informational Items

A. March 2020 School Activities
B. March 2020 Home and School Connection
C. GCPS Annual Report 2018-19

11. Recess and Adjournment

Matthew Paugh made a motion to adjourn the Public Session, and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

The Board adjourned the Public Session at 10:59 p.m.