1. Opening

A. Call to Order

Mr. Tom Woods, Board President, called the meeting to order at 4:09 p.m.

B. Move to Executive Session

Monica Rinker made a motion to move to Executive Session and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold.

Thereafter, Mr. Woods took attendance at the meeting and ascertained the Board Members were meeting in private and that no one was in the room with them. Dr. Paugh joined the meeting a few minutes late.

C. Executive Session - Closed to the Public

The Board of Education met in an Executive Session on Tuesday, June 23, 2020, at 4:12 p.m. under authority §3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the following items: personnel topics, pursuant to §3-305(b)(1); negotiations topics, pursuant to §3-305(b)(9); and administrative function topics. The meeting was conducted via a video conference due to the COVID-19 pandemic and Governor’s executive order prohibiting public gatherings.

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, and Charlotte Sebold.

The topics discussed in the closed session included the following:

I. Personnel

A. Student Member of the Board for FY2020-21

Ms. Barbara Baker, Superintendent, provided an update on the Student Member of the Board for FY2020-21.

B. Certificated Staffing Recommendations

Dr. Jane Wildesen, Director of Human Resources and Employee Relations, presented certificated staffing recommendations to the Board. The Board voted on the certificated recommendations under the Consent Agenda in Public Session.

C. Specific Personnel

Ms. Barbara Baker, Superintendent, discussed two personnel requests with the Board. The Board discussed the requests but did not take action on these matters.

II. Negotiations

Dr. Jane Wildesen shared Unit I (Teachers) and Unit III (Support Staff) employee agreements for the Board to consider for ratification. The Board discussed this information and took action on it during the Public Session.

III. Administrative Function

The Board discussed various Administrative Function topics. The Board considered these topics but did not take any action on these items.

IV. Recess and Adjournment

The Executive Session was recessed at 5:50 p.m. so that the Board could reconvene the Public Session. The Board returned to Executive Session at 7:00 p.m. to continue discussions regarding administrative function topics. Rodney Glotfelty made a motion to adjourn the Executive Session, and Matthew Paugh seconded the motion. The Board adjourned the Executive Session at 8:22 p.m.

Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; Ms. Barbara Baker, Superintendent; Mr. Brandon Hoover, Board Attorney; and Mrs. Karen Brewer, Executive Assistant to the Superintendent; joined the meeting via video conference at Central Office. Mr. Rodney Glotfelty, Board Member; Dr. Matthew Paugh, Board Member; Mrs. Charlotte Sebold, Board Member; and Mrs. Karen DeVore, Executive Assistant to the Superintendent; attended the meeting via conference phone. Mrs. Alison Sweitzer, Director of Finance; and Dr. Jane Wildesen, Director of Human Resources; attended part of the meeting via video conference at Central Office.

D. Re-Opening of Public Session

The Public session reopened at 6:27 p.m. where Mr. Woods, Board President, conducted a roll call.

2. New Business

A. Approval of the Agenda – Action
Mr. Woods provided an update to the agenda. He stated that the agenda will be amended with an addition of a new business topic, Statement of Racial Commitment. Rodney Glotfelty made a motion to approve the agenda and Matthew Paugh seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

B. Consent Agenda – Action

The Consent agenda includes certificated staffing recommendations.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brenda Scanlan</td>
<td>STEM Teacher</td>
<td>Southern High</td>
<td>8/24/20</td>
</tr>
<tr>
<td>Sarah Spiker</td>
<td>Intervention/Special Education Teacher</td>
<td>Friendsville Elementary</td>
<td>8/24/20</td>
</tr>
<tr>
<td>Audrey Huddleston</td>
<td>STARS Teacher</td>
<td>Broad Ford Elementary</td>
<td>8/24/20</td>
</tr>
<tr>
<td>Niki Folk</td>
<td>English Teacher</td>
<td>Northern High</td>
<td>8/24/20</td>
</tr>
</tbody>
</table>

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

C. Ratification of Employee Contracts – Action

Dr. Jane Wildesen, Director of Human Resources and Employee Relations, presented the Garrett County Board of Education (GCBOE) and Garrett County Education Association (GCEA) contract ratification information for Unit I (Teachers) and Unit III (Support Staff) employee agreements.

She stated that on June 12, 2020, GCEA voted to ratify the two agreements. Dr. Wildesen requested to clarify a few points. She defined blended step as the combination of an overall percentage increase for a step and COLA (cost of living adjustment). She also stated that for Article 13.1 FY Healthcare changes, the Board of Education assumes 60% of the renewal costs and the GCEA Unit assumes 40% of the renewal health care costs.

Dr. Wildesen recommended the Board take action to approve the ratification of the two bargaining group agreements with GCEA.

Matthew Paugh made a motion to approve the ratification of Unit I and Unit III employee agreements. Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

D. Budget Transfer Request – Action

Mrs. Alison Sweitzer, Director of Finance, requested the Board approve a budget transfer request.

<table>
<thead>
<tr>
<th>Categories</th>
<th>Transfer from</th>
<th>Transfer to</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Costs</td>
<td>Transportation</td>
<td>Fund O3 School</td>
<td>$131,482</td>
</tr>
<tr>
<td></td>
<td>Contracted Service</td>
<td>Construction</td>
<td></td>
</tr>
<tr>
<td>Healthcare Trust</td>
<td>$550,000 from Instruction Salaries</td>
<td>Fixed Charges</td>
<td>$750,000</td>
</tr>
<tr>
<td></td>
<td>$100,000 from Special Education Salaries</td>
<td></td>
<td></td>
</tr>
<tr>
<td>COVID-19 Expenses:</td>
<td>Instruction Salary</td>
<td>Administration Salary</td>
<td>$46,073</td>
</tr>
</tbody>
</table>

Mrs. Sweitzer stated these transfers will cover the additional construction costs of the Southern High School Mechanical Unit Replacement project not covered in the Capital Improvement Projects (CIP), will allow the Board to pay the required solvency payment to the Healthcare Trust because of the unprecedented deficit, and will cover the overtime expenses of administrative support services in response to the Covid-19 pandemic.

Matthew Paugh made a motion to approve the recommended budget transfers as presented and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

E. Statement of Racial Equity Commitment

Ms. Barbara Baker, Superintendent, read the Board of Education’s Statement of Racial Equity Commitment. America needs a firm commitment to ending racial bias and discrimination.

We firmly believe that everyone must commit to eliminating racial discrimination and bias in any and all ways we encounter it. As a society, we cannot accept or condone acts of hatred against persons of color. We must seek change and accountability in our society to ensure that these acts do not continue, and that all persons are treated equally under the law.

The mission of Garrett County Public Schools, in partnership with our community, is to inspire and foster student growth by providing rigorous instruction and learning opportunities, sustaining a culture of excellence, and preparing our students for life in an ever-changing world.

This ever-changing world we are preparing our students for must be free from racial discrimination, bias, and acts of violence against persons of color. Now is the time that we all must speak up, demand change, and hold ourselves and leaders responsible for ensuring that change happens on a national level and that all persons are treated equally.

Garrett County Public Schools is, and has always been, committed to treating everyone equally. We stand firmly opposed to acts of violence and aggression that are harming and demeaning persons of color. We stand ready to take action to eliminate racial bias and discrimination in this country.

Beginning with our next Policy Committee meeting, we intend to review our policies to address equity matters and to address display of symbols that demean others on the basis of protected class. Thereafter, the policies will be presented to the Board of Education for review, consideration, and vote.

4. Recess and Adjournment

A. Recess

The Meeting recessed at 6:50 p.m. so that the Board could go back into Executive Session to continue discussions regarding administrative function topics.

B. Adjournment
The Board returned to Public Session at 8:22 p.m. Matthew Paugh made a motion to adjourn the meeting and Charlotte Sebold seconded the motion. The Board unanimously approved the adjournment of the meeting. The meeting adjourned at 8:23 p.m.