The Garrett County Board of Education met on June 9, 2020 via a teleconference due to the COVID-19 pandemic and Governor’s executive order prohibiting public gatherings. Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; Mrs. Charlotte Sebold, Board Member; Ms. Barbara Baker, Superintendent; Mr. Brandon Hoover, Board Attorney; and Mrs. Karen Brewer, Executive Assistant to the Superintendent, were present in the Board Room at Central Office. Mr. Rodney Glotfelty, Board Member; Dr. Matthew Paugh, Board Member; Mrs. Karen DeVore, Executive Assistant to the Superintendent; attended the meeting via conference phone. Mr. Richard Wesolowski, Director of Maintenance, Facilities, Operations, and Transportation; Mrs. Alison Sweitzer, Director of Finance; Dr. Chelsie Manges, Interim Director of Special Education; Dr. Jane Wildesen, Director of Human Resources and Employee Relations; and Mr. Scott Germain, Supervisor of Food and Nutrition Services; attended part of the meeting via conference or in person to present information to the Board.

1. Opening

A. Call to Order
   Mr. Tom Woods, Board President, called the meeting to order at 4:05 p.m.

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

   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.

C. Executive Session - Closed to the Public

   The Board of Education met in an Executive Session on Tuesday, June 9, 2020, at 4:05 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. 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 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
      a. May 12, 2020 Executive Session Minutes
         Matthew Paugh made a motion to accept the minutes, and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh
      b. Review of May 27, 2020 Executive Session Minutes
         Charlotte Sebold made a motion to accept the minutes, and Matthew Paugh seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

   II. Personnel

      a. 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.

      b. Personnel Update
         Dr. Wildesen also provided an update on non-certificated staffing. The Board did not take action on these this topic.

      c. Superintendent Goals
         Ms. Barbara Baker, Superintendent, provided an updated report to the Board. The Board discussed the schedule for the Superintendent evaluation.

   III. Negotiations

      a. Healthcare Update
         Dr. Wildesen and Mrs. Alison Sweitzer, Director of Finance, provided an update on healthcare recommendations.

      b. Salary Parameters
         Dr. Wildesen and Mrs. Sweitzer shared proposed negotiated agreement for various bargaining groups and proposed language changes for negotiations
         The Board considered this information but did not take any action on this item.

   IV. Administrative Function

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

   V. Legal

      Mr. Brandon Hoover, Board Attorney, provided legal guidance regarding the Mutual Assistance Agreement for Disaster Response MOU.
I. Recess and Adjournment

The Executive Session was recessed at 6:10 p.m. so that the Board could reconvene the Public Session. The Board returned to Executive Session at 9:20 p.m. to continue discussions regarding administrative function topics. Charlotte Sebold made a motion to adjourn the Executive Session, and Monica Rinker seconded the motion. The Board adjourned the Executive Session at 10:55 p.m.

Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; Mrs. Charlotte Sebold, Board Member; 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. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration; attended the meeting remotely via video conference. Mrs. Alison Sweitzer, Director of Finance; Dr. Jane Wildesen, Director of Human Resources; and Mr. Richard Wesolowski; Director of Maintenance, Operations, Facilities; and Transportation; attended part of the meeting via video conference at Central Office.

1. Welcome

A. Re-Opening of Public Session

The Public session reopened at 6:25 p.m. whereas Mr. Woods, Board President, conducted a roll call.

B. Moment of Silence

C. Pledge of Allegiance - Student Board Member

Ms. Katherine Catulle, Student Member of the Board, led the Board in the Pledge of the Allegiance. Thereafter the Board thanked Ms. Catulle for her service as Student Member of the Board for school years FY2019 and FY2020. They presented her with a gift and each member thanked her and wished her well at Harvard University.

D. Approval of the Agenda – Action

Monica Rinker made a motion to approve the 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 certificated staffing recommendations:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jaclyn Kopf</td>
<td>3rd Grade Teacher</td>
<td>Broad Ford</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Jessica Wilt</td>
<td>Intervention Teacher</td>
<td>Broad Ford</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Heather Mason</td>
<td>3rd Grade Teacher</td>
<td>Yough Glades</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Caitlyn May</td>
<td>Intervention Teacher</td>
<td>Yough Glades</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Amber Hill</td>
<td>PE/Health Teacher</td>
<td>Southern High</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Elizabeth Cortez</td>
<td>Spanish Teacher</td>
<td>Northern High</td>
<td>8/17/2020</td>
</tr>
<tr>
<td>Christopher Bates</td>
<td>JROTC Instructor</td>
<td>Southern High</td>
<td>8/17/2020</td>
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</table>

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

F. Approval of the May 12, 2020 Public Session Minutes – Action

Matthew Paugh made a motion to approve the May 12, 2020 Public Session Minutes and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

G. Approval of the May 27, 2020 Public Session Minutes – Action

Matthew Paugh made a motion to approve the May 23, 2020 Public Session Minutes and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

H. Closed Session Summaries

Ms. Barbara Baker, Superintendent, read the Closed Session Summary for the May 2020 Board Meetings.

Closed Session Summary May 12, 2020 Board of Education Meeting

The Board of Education met in an Executive Session on Tuesday, May 12, 2020, at 4:20 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. The meeting was conducted via a video conference due to the COVID-19 pandemic and Governor’s executive order prohibiting public gatherings. Mr. Tom Woods, Board President, took attendance at the meeting and ascertained the Board Members were meeting in private and that no one was in the room with them.

Monica Rinker 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. Review of April 14, 2020 Executive Session Minutes

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

II. Personnel

a. Student Member of the Board for FY2020-21

Mrs. Stephanie Wesolowski, Supervisor of English Language Arts and Social Studies, introduced the FY2020-21 new Student Member of the Board to the Board Members. Both individuals joined the meeting via video conference. Mr. Jarrett Miller was selected as the Student Member of the Board for FY2020-21 and will be a senior at Southern Garrett High School.

b. Professional Leave Request

Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, presented a professional leave form (PLF) request
for a staff member to attend PowerSchool University. Mr. Rodney Glotfelty made a motion to approve the PLF request and Matthew Paugh seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

c. Certified 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.

d. Personnel Update
Dr. Wildesen provided an update on personnel matters. The Board did not take action on these matters.

e. Superintendent Goals
Ms. Barbara Baker, Superintendent, provided an updated report to the Board however due to time constraints the Board was not able to discuss this topic. They will move this topic to the next Board Meeting.

III. Negotiations

a. Healthcare Update
Dr. Wildesen and Mrs. Alison Sweitzer, Director of Finance, provided an update on healthcare recommendations.

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

The Board took action on this topic in the Public Session under the Consent Agenda.

IV. Administrative Function

The Board considered these topics but did not take any action on these items.

V. Recess and Adjournment

The Executive Session was recessed at 6:47 p.m. so that the Board could reconvene the Public Session. The Board returned to Executive Session at 10:50 p.m. to continue discussions regarding administrative function topics. Charlotte Sebold made a motion to adjourn the Executive Session, and Monica Rinker seconded the motion. The Board adjourned the Executive Session at 11:51 p.m.

Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; Mrs. Charlotte Sebold, Board Member; 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. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration; Mr. Stephanie Wesolowski, Supervisor of English Language Arts and Social Studies; and Mr. Jarrett Miller, Student Member of the Board for FY2021; attended the meeting remotely via video conference. Mrs. Alison Sweitzer, Director of Finance; Dr. Jane Wildesen, Director of Human Resources; and Mr. Richard Wesolowski; Director of Maintenance, Operations, Facilities; and Transportation; attended part of the meeting via video conference at Central Office.

Closed Session Summary for May 27, 2020 Board Meeting

The Board of Education met in an Executive Session on Tuesday, May 27, 2020, at 4:18 p.m. under authority §3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the following items: 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 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. Negotiations

a. Healthcare Update
Dr. Wildesen and Mrs. Alison Sweitzer, Director of Finance, provided an update on healthcare recommendations.

b. Salary Parameters
Dr. Wildesen and Mrs. Sweitzer shared tentative negotiated agreements for all of the bargaining groups, as well as the corresponding salary scales for negotiations.

The Board did not take action on these topics.

II. Administrative Function

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

III. Adjournment

Charlotte Sebold made a motion to adjourn the Executive Session, and Monica Rinker seconded the motion. The Board adjourned the Executive Session at 5:18 p.m.

Mr. Tom Woods, Board President; Mrs. Monica Rinker, Board Vice President; Mrs. Charlotte Sebold, Board Member; 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. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration; joined the video conference remotely. Mrs. Alison Sweitzer, Director of Finance; Dr. Jane Wildesen, Director of Human Resources; and Mr. Richard Wesolowski; Director of Maintenance, Operations, Facilities; and Transportation; attended part of the meeting via video conference.

I. Announcements
Ms. Baker shared upcoming dates of school related events and meetings with the Board and public.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 11</td>
<td>Last Day for Students</td>
</tr>
<tr>
<td>June 12</td>
<td>Last Day for Teachers</td>
</tr>
<tr>
<td>June 18</td>
<td>MABE Virtual Board Service Academy: Kirwan Regional Academy 9:30 - 12:30 p.m.</td>
</tr>
<tr>
<td>June 23</td>
<td>Special Board of Education Meeting</td>
</tr>
</tbody>
</table>
Ms. Baker also mentioned that offices will be closed June 12th, 19th, 26th, 29th and 30th. Offices will be closed July 3rd for the 4th of July holiday. She also mentioned the summer work schedule from July 6, 2020 through August 14, 2020 will be four (4)-day weeks (Monday—Thursday from 7:00 a.m. to 4:30 p.m.) with all schools and offices on Fridays during this time frame.

3. Public Comments

The following individuals submitted public comment for the Board Meeting:
- Sharon Miller shared concerns regarding 4th Quarter elementary school grading.
- Lester Lewis discussed needed school renovations and improvements at the elementary schools.
- Carole Glotfelty shared concerns regarding the elementary C 19 grading.
- Terry Helbig discussed the proposed Football, Soccer and Track facility.
- Michael Henderson stated there was an error in the Educational Facilities Master Plan.
- Von Johnson discussed the proposed football/soccer/track Complex.

4. Curriculum, Instruction, and Administration (CIA) Report

A. Learning Management System and Continuity of Learning Plan - Update

Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, shared the continuity of learning plan that GCPS implemented due to the COVID-19 mandatory school closings. She discussed the background and the goals for the plan. She also shared the results of the plan including communication, remote learning survey, learning packets, devices, downloads, etc.

Mrs. DeVore shared the process that went into choosing the Learning Management platform. The platform chosen is Schoology. She also shared the transition plans to the new platform.

B. Recovery Plan Survey

Mrs. DeVore shared the process to develop the GCPS Recovery Plan. She explained the TIGER Teams Project concept that was used to facilitate the Recovery Plan. She stated the use of TIGER teams is a unique project management structure, that is made up of targeted experts that immediately form to execute specific goals for a critical response to be delivered in a very short period of time.

5. New Business

A. Food and Nutrition Services Bids - Action

Mr. Scott Germain, Supervisor of Food and Nutrition Services, recommended the Board approve the food vendors for the FY2021 school year. Food vendors included Gordon Food Service, Premier USFoods, and A.F. Wendling Inc.

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

B. School Meal Rate Increase - Action

Mr. Germain requested the Board approve a ten (10) cent increase in the school meals. He reminded the Board that Maryland House Bill 315 / Senate Bill 740; State Department of Education – Breakfast and Lunch Programs (Maryland Cares for Kids Act) mandates the State to pay the student share of the reduced priced meal cost. School systems must raise prices of paid lunches to be equal to that of free lunch reimbursements. This increase does not affect students receiving free meals.

Rodney Glotfelty made a motion to approve the ten (10) cent price increase for school meals and Matthew Paugh seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

C. Student Handbook for 2020-21 School Year - Revised

Dr. Phillip Lauver, Supervisor of Pupil Services, presented the Student Handbook for 2020-21 School Year to the Board and provided details regarding the changes from the prior year. The Board will take action on approving the handbook at the July 14, 2020 Board Meeting.

D. Occupational and Physical Therapy Services Bid - Action

Dr. Chelsie Manges, Interim Director of Special Education, recommended the Board approve School Therapy Services to provide occupational and physical therapy services for the FY21 school year.

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

E. Special Education Staffing Plan - Action

Dr. Manges presented the FY21 proposed Special Education staffing plan based on projected enrollments to the Board for their approval.

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

F. Organizational Chart - Action

Ms. Barbara Baker, Superintendent, presented updates to the organizational chart for the Board’s approval. Ms. Barbara Baker, Superintendent, presented an update to the GCPS organizational chart for the Board's approval. The organizational chart had three title changes:

- Nurse Manager is now Health Services Manager,
- Supervisor of Safety, Security, and Capital Projects is now Supervisor of Safety and Security,
- Supervisor of Math & Science is now STEM Supervisor.

In addition, the Supervisor of Food and Nutrition Services position now reflects reporting directly to the Superintendent.

Rodney Glotfelty made a motion to approve the revised organizational chart and Matthew Paugh seconded the motion. Final Resolution: Motion Carries in a 3:1 vote; Yea: Rodney Glotfelty, Charlotte Sebold, Matthew Paugh; Nay: Monica Rinker

6. Policies and Procedures

A. DFAB Unrestricted Fund Balance Policy - Action

Mrs. Alison Switzer, Director of Finance, requested the Board approve the new DFAB Unrestricted Fund Balance Policy. This policy was initially presented at the April 14, 2020 Board Meeting. The policy, recommended by the auditors, follows the GASB best practice guidelines regarding fund balance, while offering the Board flexibility in use of funds and timeline with replenishment.
Rodney Glotfelty made a motion to approve the new policy and Matthew Paugh seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

7. Continuing Business

A. FY20 Educational Facilities Master Plan - Action
Mr. Richard Wesolowski, Director of Maintenance, Operations, Facilities and Transportation, requested the Board approve the FY20 Educational Facilities Master Plan. Mr. Wesolowski presented the updates to the plan at the June 9, 2020 Board Meeting. Based on request by the Board, Mr. Wesolowski added a notes page for Northern Middle School to the plan.

Monica Rinker made a motion to approve the FY21 Educational Facilities Master Plan and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

B. FY2021 Superintendent Budget Approval - Action
Mrs. Alison Sweitzer, Director of Finance and Ms. Barbara Baker, Superintendent, presented the FY2021 Superintendent Budget to the Board for their approval. Mrs. Sweitzer discussed the revisions that were made to the budget since the May 27, 2020 Board Meeting including formatting and reorganization. She also made clarifying updates to the document based on Board feedback.

Matthew Paugh made a motion to approve the FY2021 Superintendent Budget and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries in a 3:2 vote; Yea: Rodney Glotfelty, Matthew Paugh, Tom Woods; Nay: Monica Rinker, Charlotte Sebold

8. Board Business

A. Student Board Member Update
Ms. Katherine Catulle thanked the administration for the virtual graduation ceremonies and the Board for their support during her terms as Student Member of the Board.

B. Ratification of Employee Contracts - Action
Dr. Jane Wildesen presented the GASA Agreement and the AFT Head Custodians and Cafeteria Managers Agreements to the Board for their approval of ratification.

Matthew Paugh made a motion to ratify the AFT Head Custodians and Cafeteria Managers agreement and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

Monica Rinker made a motion to ratify the GASA (Administrators and Supervisors) agreement and Charlotte Sebold seconded the motion. Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

9. Recess and Adjournment

A. Recess
The Board recessed the meeting at 9:20 p.m. to return to Executive Session to continue discussions on administrative function topics.

B. Adjournment
The Board returned to the Public Session at 10:55 p.m. Matthew Paugh made a motion to adjourn the meeting, and Charlotte Sebold seconded the motion. Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh. The meeting adjourned at 10:56 p.m.