The Garrett County Board of Education met on July 28, 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; Dr. Jane Wildesen, Director of Human Resources and Employee Relations; and Mrs. Alison Sweitzer, Director of Finance, attended the meeting in person to present information or answer questions from the Board.

1. Opening

A. Call to Order

Mr. Tom Woods, Board President, called the meeting to order at 4:00 p.m.

B. Move to Executive Session

Rodney Glotfelty made a motion to move to Executive Session, and Matthew Paugh 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, July 28, 2020, 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: personnel topics, pursuant to §3-305(b)(1); negotiations topic, 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.

Rodney Glotfelty made a motion to close the meeting, and Matthew Paugh 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. Personnel

a. Certificated Staffing Recommendations

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

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

b. Specific Personnel

The Board discussed a personnel matter relating to the Superintendent’s contract. The Board did not take action on the matter, but will set it for further discussion at the August 11, 2020, Board meeting.

II. Negotiations

a. Parameters regarding MOU

Dr. Wildesen presented the Teacher Salary Enhancement Grant MOU to the Board for their consideration. The Board took action on this topic under the Consent Agenda.

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. Adjournment

Matthew Paugh made a motion to adjourn the Executive Session, and Rodney Glotfelty seconded the motion. The Board adjourned the Executive Session at 7:09 p.m.
2. Welcome
A. Re-Opening of Public Session

The Public session reopened at 7:27 p.m. whereas Mr. Woods, Board President, conducted a roll call.

B. Moment of Silence

C. Pledge of Allegiance - Student Board Member

Mr. Jarrett Miller, Student Member of the Board, led the Board in the Pledge of the Allegiance.

D. Approval of the Agenda – Action

Charlotte Sebold made a motion to approve the agenda, and Monica Rinker 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 and parameters regarding the Teacher Salary Enhancement Grant MOU with GCEA. The following certificated staffing recommendations were discussed:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adrienne Maust</td>
<td>STARS Teacher</td>
<td>Broad Ford</td>
<td>8/31/2020</td>
</tr>
<tr>
<td>Megan Knepp</td>
<td>Judy Center Coordinator</td>
<td>TBD</td>
<td>8/8/2020</td>
</tr>
<tr>
<td>Katie Lauder</td>
<td>Special Designed Instruction Teacher</td>
<td>TBD</td>
<td>8/8/2020</td>
</tr>
<tr>
<td>Jessica Beeman</td>
<td>Special Education Teacher</td>
<td>TBD</td>
<td>8/31/2020</td>
</tr>
</tbody>
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Rodney Glotfelty made the motion to approve the items on the consent agenda, and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Rodney Glotfelty, Charlotte Sebold, Monica Rinker, Matthew Paugh.

3. New Business
A. Modify 2020-2021 School Calendar – Action

Dr. Jane Wildesen, Director of Human Resources, recommended the Board modify the FY2020-21 school calendar based on the delayed student start date, September 8, 2020.

Dr. Wildesen stated the Calendar Committee recommended that Friday, October 9, 2020, and Monday, November 30, 2020, be considered as instruction days. October 9, 2020 is the Friday of Autumn Glory Festival and some of the activities and the Autumn Glory Grand Feature Parade have been cancelled for this year due to the COVID-19 pandemic. November 30, 2020 is the Monday after the Thanksgiving break. She stated with the addition of these two days, the students’ last day will be June 8, 2021.

Matthew Paugh made a motion to approve adding Friday, October 9, 2020, and Monday, November 30, 2020, as instruction days in the FY2020-21 school calendar. Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

B. Swan Meadow Roof Replacement Project Bid – Action

Mr. Richard Wesolowski, Director of Maintenance, Facilities, Operations, and Transportation, presented the Swan Meadow roof replacement project bid to the Board for their approval. Mr. Wesolowski stated that CN Metals, LLC was the lowest qualified bidder for this project.

Monica Rinker made a motion to approve CN Metals, LLC as the vendor for this project, and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh

4. Continuing Business
A. Re-Opening of Schools – Action

Ms. Baker spoke about the Recovery and Reopening Plan for FY2020-21 school year. Ms. Baker spoke in detail regarding the GCPS Recovery Plan which was released publicly that week. Ms. Baker discussed the “Maryland Together: Maryland’s Recovery Plan for Education” which established requirements for local schools and how the GCPS Recovery Plan follows each of these requirements. Ms. Baker discussed the Targeted, Immediate, Group Execution, and Response (TIGER) Teams which have been diligently developing the recovery plan. Ms. Baker then discussed the instructional options which are tradition and virtual. The Stage 1 Red is a full virtual learning model. Stage 2 Yellow model incorporates both face-to-face instruction as well as virtual learning. Ms. Baker stated Stage 3 Green is a traditional reopening of schools with
intensified safety and health measures. She also commented that the State is not permitting any Maryland public schools to return in the Green stage at this time because of the pandemic.

Ms. Baker stated the report details all of the supports that will be provided to students in each of the stages. She also discussed that Option 2, a full virtual learning model, will be offered to every student for the school year or for part of the school year if they so choose. She discussed Schoology, the learning platform that all teachers will utilize to teach online classes and stated it will be very different from the online learning that occurred in the spring. Schoology provides teachers with the ability to teach virtually with engaging content and lessons in a similar format and schedule as in-person instruction. Ms. Baker also discussed the summer learning programs, technology efforts, and facility enhancements and modifications.

The Board thanked the staff, students, and parents that worked on the Recovery and Reopening Plan for FY2020-21. The Board also thanked the numerous people that submitted letters and emails to the Board regarding their concerns and feedback about the reopening of schools.

Ms. Baker reminded the public that Garrett County Public Schools cannot start under the stage 3, Green model, which is reopening completely. Ms. Baker recommended to begin the first 9 weeks of school in a modified Red model that will only bring in small specific populations of students returning to school. This means students will start online virtual learning beginning September 8, 2020. She stressed that the Board’s goal is to bring the students back into schools on a 4 day a week schedule in the second quarter if conditions permit.

Rodney Glotfelty made a motion to approve the Superintendent’s recommendation, 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

B. 5 Year Strategic Plan / Capital Improvement Plan

Mr. Richard Wesolowski, Director of Maintenance, Facilities, Operations, and Transportation, and Dr. Matthew Paugh, Board Member, provided a five (5) year strategic plan for the school system, as well as the Capital Improvement Plan (CIP) report. The strategic plan aims to identify the key projects that the Board has identified as priorities for the next five years (FY2022 – 2027).

Dr. Paugh discussed the strategic plan in detail. He provided the resources for this report including the superintendent’s Reforming, Innovating, & Strengthening for Excellence (RISE) Plan and the Strategic Facilities Committee final recommendations that were facilitated by Dr. David Lever, Educational Facilities Planning, LLC. and presented at the December 10, 2020, Board of Education Meeting.

Dr. Paugh stated that school construction funding from the Built to Learn Act is on hold as Governor Hogan vetoed the act in May. Dr. Paugh stated the Board is hopeful it will be overridden in 2021, and it is imperative that the Board properly plan to take advantage of the potential construction funding formula modification (89% state funding /11% local funding versus the current 50/50 funding formula). Dr. Paugh reiterated the Board’s commitment to community schools and discussed the Capital Improvement Program (CIP) projects including prioritization, types, and budget development. He briefly discussed the planning initiatives of the strategic plan:

1. Grantsville Elementary School Open Space
2. Analysis of Grade Band Configuration
3. Southern Middle School/Broadford Elementary School Renovation (based on SFC recommendations which looked at age, deficiencies, enrollment)
   A. The educational specification plan for Southern Middle School and Broad Ford Elementary School (looking at the following options):
      i. Renovation of Southern Middle School and Broad Ford Elementary School separately
      ii. Renovation, combining the schools with a School-with-in-a School Model
   B. Feasibility Analysis for Southern Middle School and Broad Ford Elementary School (based on educational specification plan and a facility assessment)
4. Central Office Relocation
5. Friendsville Library (sharing space and costs by locating it in Friendsville Elementary School)

Dr. Paugh stated these priorities will help guide the Board through the five (5) year strategic plan. He stated that all of the schools with exception of Northern Middle School, are a part of the capital improvement projects. He also stated that Swan Meadow School and Crellin Elementary School may appear to be missing in the report, however, they will be looked at separately. He stated the Board remains dedicated to keeping the community schools open and to complete necessary improvements to each of these schools.

Mr. Wesolowski provided a recap of capital improvement projects that were approved in the past two fiscal years. He stated the northern educational complex wastewater management system needs to be added to the CIP. Mr. Wesolowski then discussed each of the five (5) year CIP projects. The report also included a summary list of projects by facilities, as well as list of projects by fiscal year. Mr. Wesolowski provided the Board with five (5) year CIP report of costs with the current (50/50) funding formula, as well as a report with the proposed 89/11 funding formula.

The Board will take action on the strategic plan and CIP at the August 11, 2020 Meeting.

8. Adjournment
Charlotte Sebold made a motion to adjourn the meeting, and Monica Rinker seconded the motion. Motion Carries; Yea: Monica Rinker, Rodney Glotfelty, Charlotte Sebold, Matthew Paugh.

The meeting adjourned at 9:18 p.m.