Board Members present included Dr. Matthew Paugh, Board President; Mr. Tom Woods, Board Vice President; and Board Members: Mr. Rodney Glotfelty, Mrs. Monica Rinker, and Mrs. Charlotte Sebold. 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 and Employee Relations; Mrs. Alison Sweitzer, Director of Finance; Mrs. Stephanie Wesolowski, Supervisor of English/Language Arts and Social Studies; and Dr. Chelsie Manges, Interim Director of Special Education; and Mr. Scott Germain, Supervisor of Food and Nutrition Services. Dr. David Lever, Facilitator for the Strategic Facilities Committee, joined the meeting via conference phone.

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

1. Opening

   A. Call to Order
   Dr. Matthew Paugh, Board President, called the meeting to order at 4:02 p.m.

   B. Move to Executive Session - Action
   The Board of Education met in an Executive Session on Tuesday, July 9, 2019, at Central Office in the Board 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); collective bargaining/negotiations topics, pursuant to §3-305(b)(9); legal topics, pursuant to §3-305(b)(7); and administrative function topics.

   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 Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods. The topics discussed in the closed session included the following:

   I. Executive Session Minutes:
   The Board reviewed the Executive Session minutes from the June 11, 2019, meeting. Tom Woods made a motion to accept the minutes, and Charlotte Sebold seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

   II. Personnel 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 to the Board for their approval.

      Tom Woods made a motion to approve the Project Lead the Way (PLTW) Training - Human Body Systems professional leave request and Rodney Glotfelty seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

      Rodney Glotfelty made a motion to approve the Advanced Governmental Accounting professional leave request and Tom Woods seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

   b. Certificated Staffing Recommendations:
      Dr. Jane Wildesen, Director of Human Resources, requested the Board approve certificated staffing recommendations. Dr. Wildesen also shared the non-certificated employees recently approved by the Superintendent.

      The Board took this matter into consideration and voted on the certificated recommendations during the Public Session.

   c. Update
      Dr. Wildesen provided an update on an employee investigation. The Board considered this information but took no action on this item.

   d. Organizational Chart
      Ms. Baker discussed changes to the organizational chart. The Board requested further changes to the chart. The Board considered this topic but did not take any action on this item.

   e. Superintendent Evaluation
      The Board discussed the Superintendent Evaluation.

   III. Negotiations pursuant to §3-305(b)(9):
   Dr. Wildesen and Mrs. Sweitzer provided a draft MOU for the Teacher Salary Enhancement Grant. The Board requested changes to the MOU. The Board did not take any action on this item.
IV. Legal Topics pursuant to §3-305(b)(7):
   a. Update on Pending Litigation
      Mr. Brandon Hoover, Board Attorney, provided an update on a pending lawsuit that had been filed against a bus
driver.
   b. Update on Breach of Contract
      Mr. Hoover provided an update on a possible breach of contract.

V. Administrative Function
   Ms. Barbara Baker, Superintendent, discussed an administrative function topic with the Board. The Board took this
matter into consideration but took no action.

IX. Recess and Adjournment
   The Board recessed the meeting at 6:16 p.m. to go back into the Public Session.
   The Board returned to the Executive Session at 9:09 p.m. 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 10:11 pm with a yea vote from Rodney Glotfelty, Charlotte Sebold, Monica Rinker, and Tom Woods.

2. Welcome
   A. Re-Opening of Public Session
      Mr. Paugh call the meeting to order at 6:18 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
      Tom Woods made a motion to approved the agenda as amended and Rodney Glotfelty seconded the motion. Final
Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

   E. Approval of the Consent Agenda – Action
      The consent agenda included the following certificated staff recommendations.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michelle Harman</td>
<td>Assistant Principal</td>
<td>NH</td>
<td>8/1/2019</td>
</tr>
<tr>
<td>Shahrazad Anderson</td>
<td>1st Grade Teacher</td>
<td>FV</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Ashton Carr</td>
<td>Special Education Teacher</td>
<td>YG</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Heather Manko</td>
<td>Special Education Teacher</td>
<td>YG</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Edwin Ramos</td>
<td>JROTC Teacher</td>
<td>NH</td>
<td>TBD</td>
</tr>
<tr>
<td>Trenton Eirich</td>
<td>Physical Education</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Diane Dale</td>
<td>Pre-Kindergarten Teacher</td>
<td>AC</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Melanie VanNosdeln</td>
<td>Pre-Kindergarten Teacher</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Nicole Vena</td>
<td>Pre-Kindergarten Teacher</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
</tbody>
</table>

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

   F. Approval of the June 11, 2019 Public Session Minutes - Action
      The Board discussed an update to the minutes. Rodney Glotfelty made a motion to approve the amended minutes and
Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney
Glotfelty, Charlotte Sebold

   G. Closed Session Summaries
      Ms. Baker read the Closed Session Summary from the June 11, 2019 Board Meeting:

      The Board of Education met in an Executive Session on Tuesday, June 11, 2019, at Central Office in the Board Room at
4:02 p.m. under authority §3-305 of the General Provisions Article of the Annotated Code of Maryland to discuss the
following items: investment of public funds, pursuant to §3-305(b)(5); review of Executive Session minutes; personnel
topics, pursuant to §3-305(b)(1); collective bargaining/negotiations topics, pursuant to §3-305(b)(9); legal topics,
pursuant to §3-305(b)(7); and administrative function topics.

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

   I. Opening
      Mr. Paugh opened the meeting at 4:02 p.m.
II. Investment of Public Funds pursuant to §3-305(b)(5):
Mrs. Sweitzer, Director of Finance, Mrs. Annette Chapman, Vice President, Sr. Wealth Advisor and Investment Executive of First United Wealth Management; and Mr. Sean McCreery, Assistant Vice President, and Wealth Investment Officer of First United Wealth Management, spoke to the Board regarding the Board of Education’s Other Post-Employment Benefits (OPEB) trust. They provided the account performance to date including account holdings, statement of change (fiscal year to date), and performance evaluation. Mrs. Sweitzer recommended the Board prefund the trust from a positive budget variance in salaries and fixed charges.

Rodney Glotfelty made a motion to invest $550,000 into the OPEB trust. The motion died for lack of a second. Rodney Glotfelty made a motion to invest $425,000 into the OPEB trust. The motion also died for lack of a second. The Board discussed the investment options further and their concerns regarding capital projects and other school system needs.

Rodney Glotfelty made a motion to invest $375,000 into the OPEB trust. Charlotte Sebold seconded the motion. Motion carries in a 3:1 vote. Yea: Rodney Glotfelty, Monica Rinker, Charlotte Sebold; Abstain: Tom Woods. Mr. Woods recused himself from the OPEB discussions and actions as he is a retiree of Garrett County Public Schools

III. Executive Session Minutes:
The Board reviewed the Executive Session minutes from the May 14, 2019 meeting. Tom Woods made a motion to accept the minutes, and Rodney Glotfelty seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

The Board reviewed the Executive Session minutes from the June 4, 2019 meeting. Tom Woods made a motion to accept the minutes, and Rodney Glotfelty seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

IV. Personnel pursuant to §3-305(b)(1):
a. Professional Leave Request
Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, presented a professional leave request to the Board for their approval. Tom Woods made a motion to approve the School Nutrition Association Annual Conference professional leave request and Charlotte Sebold seconded the motion. The Board unanimously voted to approve the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.

b. Certificated Staffing Recommendations
Dr. Jane Wildesen, Director of Human Resources, requested the Board approve certificated staffing recommendations. Dr. Wildesen also shared the non-certificated employees recently approved by the Superintendent. The Board took this matter into consideration and voted on the certificated recommendations during the Public Session under the Consent Agenda.

c. Update
i. Involuntary Transfer
Ms. Baker provided an update on an involuntary transfer for an employee. The Board considered this information but took no action on this item.

ii. Employee Investigation
Dr. Wildesen provided an update on an employee investigation. The Board considered this information but took no action on this item.

d. Organizational Chart
Ms. Baker discussed the changes to the organizational chart as discussed previously at the March 12, 2019 Executive Session. She provided a revised organizational chart. The Board considered this topic but did not take any action on this item.

e. Superintendent Evaluation
The Board discussed the Superintendent Evaluation.

V. Negotiations pursuant to §3-305(b)(9):
Dr. Wildesen and Mrs. Swetzer provided an update on negotiations. The Board will take action on ratifying the bargaining groups agreements during the public session.

VII. Legal Topics pursuant to §3-305(b)(7):
a. Update on Pending Litigation
Mr. Brandon Hoover, Board Attorney, provided an update on a pending lawsuit that had been filed against a bus driver.

b. Update on Breach of Contract
Mr. Hoover provided an update on a breach of contract.
Mr. Hoover requested the Board clarify the process for legal counsel communications and requests. Dr. Paugh clarified the process for the Board regarding legal counsel communications to Mr. Hoover.

VIII. Administrative Function
The Board discussed an administrative function topic with the Superintendent. The Board took this matter into consideration but took no action.

IX. Recess and Adjournment
The Board recessed the meeting at 6:41 p.m. to go back into the Public Session. The Board returned to the Executive Session at 10:10 p.m. Charlotte Sebold made a motion to adjourn the Executive Session, and Rodney Glotfelty seconded the motion. The Board unanimously approved adjourning the Executive Session at 12:05 am with a yea vote from Rodney Glotfelty, Charlotte Sebold, Monica Rinker, and Tom Woods.

H. Announcements
Ms. Barbara Baker, Superintendent, shared upcoming events and activities.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 10</td>
<td>Camp Caring</td>
</tr>
<tr>
<td></td>
<td>Southern Middle School</td>
</tr>
<tr>
<td></td>
<td>Fire Truck/Police/Ambulance/Helicopter</td>
</tr>
<tr>
<td></td>
<td>demonstration and students interact with</td>
</tr>
<tr>
<td></td>
<td>first responders</td>
</tr>
<tr>
<td></td>
<td>9:00 a.m. - 3:00 p.m.</td>
</tr>
<tr>
<td>July 11</td>
<td>Camp Caring</td>
</tr>
<tr>
<td></td>
<td>Southern Middle School in the morning/</td>
</tr>
<tr>
<td></td>
<td>The Alley in the afternoon</td>
</tr>
<tr>
<td></td>
<td>9:00 a.m. - 3:00 p.m.</td>
</tr>
<tr>
<td>August 22</td>
<td>GCPS Reunion Meeting / Staff</td>
</tr>
<tr>
<td></td>
<td>Development</td>
</tr>
<tr>
<td></td>
<td>CARC Building</td>
</tr>
<tr>
<td></td>
<td>8:30 - 11:00 a.m.</td>
</tr>
<tr>
<td>October 2 - 4</td>
<td>MABE Annual Conference</td>
</tr>
<tr>
<td></td>
<td>Annapolis, MD</td>
</tr>
</tbody>
</table>

3. Recognitions
Wellness Committee Recognition
Dr. Matthew Paugh, Board President, recognized the GCPS Wellness Committee for being named a Silver level recipient of the Wellness at Work Award. The Wellness at Work awards took place at the 10th annual Maryland Workplace Health & Wellness Symposium in Baltimore, Maryland on June 7, 2019. Dr. Jane Wildesen, Director of Human Resources and Employee Relations, and Mr. Benjamin Morris, Wellness Coordinator, were in attendance to receive the recognition and discuss the Wellness Committee efforts as well.

4. Curriculum, Instruction, and Administration (CIA) Report
School Improvement Plan Update
Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, and Mrs. Stephanie Wesolowski, Supervisor of ELA and Social Studies, provided an update to the Board on the School Improvement Plans for the school system. Mrs. Wesolowski discussed the indicators that show school performance including academic achievement, academic progress, progress in achieving English language proficiency, and school quality and student success. Mrs. Wesolowski also discussed the success of the READ 180 Program.

5. New Business
A. Garrett College Performing Arts Center MOU
Ms. Barbara Baker, Superintendent, spoke to the Board about a proposed Memorandum of Understanding (MOU) with Garrett College for the Performing Arts Center (“the PAC) at Garrett College. The MOU summarizes the operational responsibilities for the PAC with respect to the College and the BOE, as well as the financial responsibilities of the partners in addition to identifying the duration of the agreement and the process for revising/extending the agreement. The Board discussed setting up a meeting with Dr. Midcap, President of Garrett College, to answer questions and any concerns regarding the MOU.

B. Maryland Legislative Update and Impact
Mrs. Alison Sweitzer, Director of Finance, Dr. Jane Wildesen, Director of Human Resources, Mrs. Karen DeVore, Executive Director of Curriculum, Instruction and Administration, and Dr. Chelsie Manges, Interim Director of Special Education, provided the Board with an update on recent legislation and impact on school systems. Legislative session bills included Kirwan Commission legislation and program grant opportunities, accountability bills regarding performance accountability, student data, and facilities and human resource bills regarding minimum wage and sexual abuse and sexual misconduct prevention. Other discussions were regarding special education related bills and their impact; student services; health; athletics; and nutrition bills.

C. Food and Nutrition Services Bids - Action
Mr. Scott Germain, Supervisor of Food and Nutrition Services, requested the Board approve two food service bids for 2019-20.

The first bid was for Gordon’s Food Supply as a food vendor for 2019-20 for centralized purchases.

Tom Woods made a motion to approve Gordon’s Food Supply, and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

The second bid request was for A.F. Wendlings, Inc. as a small equipment vendor for 2019-20.

Rodney Glotfelty made a motion to approve A.F. Wendlings, Inc., and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

D. Special Education Handbook - Revised
Dr. Chelsie Manges, Interim Director of Special Education, presented the Special Education Handbook to the Board with two minor revisions. Revisions included updated link to procedural safeguards and the timeline for independent educational evaluations based on House Bill 611.

6. Policies and Procedures

A. DKA Payroll Administration and Schedules Policy and Procedure - New
Mrs. Alison Sweitzer, Director of Finance, presented the new DKA Payroll Administration and Schedules Policy and Procedure to the Board for their first review. The policy and procedure were created to update the current practices and to reflect payroll practices for all employees.

B. GCC Employment of Non-Administrative Professional Employees Policy - Action
Tom Woods made a motion to approve the revised GCC Employment of Non-Administrative Professional Employees Policy and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

C. GDC Employment of Supportive Services Employees Policy - Action
Monica Rinker made a motion to approve the revisions to GDC Employment of Supportive Services Employees Policy and Rodney Glotfelty seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

D. GEC Teacher Re-Assignment Transfer Policy- Action
Tom Woods made a motion to approved the recommended changes to GEC Teacher Re-Assignment Transfer Policy, and Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

E. GE Contracts, Tenure, Resignations Policy- Action
Rodney Glotfelty made a motion to approve the updated GE Contracts, Tenure, Resignations Policy, and Tom Woods seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

F. JB Educational Equity Policy - Action
Tom Woods made a motion to approve the new JB Educational Equity Policy and Charlotte Sebold seconded the motion.

Monica Rinker made a motion to amend the policy to add text in D. Responsibilities to state ‘will develop guidelines to be included in JB Educational Equity Procedure, under C. Administrative Procedures’. Tom Woods seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

Final Resolution to approve the policy as amended: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

The Board also discussed further revisions to JB Educational Equity Procedure.

G. BBBH Student Member of the Board of Education Policy - Action
The Board discussed another revision to the policy. Rodney Glotfelty made a motion to approve the revisions to the BBBH Student Member of the Board of Education Policy. Monica Rinker seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

7. Public Comments
Mike Henderson spoke to the Board regarding the Educational Facilities Master Plan. He stated there were discrepancies in the document regarding enrollment, state-rated capacity, and portable classrooms.

8. Continuing Business

A. Strategic Planning Update
Dr. David Lever, Facilitator for the Strategic Facilities Committee (SFC) joined the meeting via conference phone. He provided the Board with an update on the progress of the SFC. He stated the SFC has met seven times since the committee was formed. He provided an overview of the committee meetings and workshop and stated the next workshop will be held in late July. He stated that the committee has found a broad range of disparities throughout the school system. The committee’s recommendations will be based on the values of the committee and that educational excellence, equity, and safety and security are the most important objectives.
B. Student Handbook for 2019-20 School Year – Action
Dr. Lauver requested the Board approve the Student Handbook for 2019-20. Monica Rinker made a motion to approve the handbook and Rodney Glotfelty seconded the motion.

The Board discussed the handbook and adding a statement regarding approved work absences. Tom Woods made a motion to make an amendment to the handbook to include approved absences for students that work the first week of school (week before Labor Day) and are absent up to two days and provide approval from their parent(s)/guardian(s) and their employer. Monica Rinker seconded the motion. Motion fails in a 2:3 vote: Yea: Tom Woods, Monica Rinker; Nay: Rodney Glotfelty, Charlotte Sebold, and Matthew Paugh.

Rodney Glotfelty made a motion to do a pilot program to allow students to take two (2) approved absences prior to Labor Day for work related purposes. Students must notify their school in advance and provide a note signed by their parent/guardian and their employer. The Board noted that while the absences will be approved, they will be included with the student’s overall attendance record and should follow the handbook for attendance requirements. Charlotte Sebold seconded the motion. Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

Final Resolution for approval of the Student Handbook for 2019-20: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold

9. Board Business

A. Student Member of the Board Update
Ms. Katherine Catulle, Student Member of the Board, shared with the Board details regarding the upcoming Garrett County Association of Student Councils (GCASC) Western Maryland retreat in August and the GaCo (FIRST Robotics Competition Team 1629, the Garrett Coalition) robotics team annual workshop at Hickory Environmental Educational Center.

B. Board Member Updates
Mrs. Charlotte Sebold Board Member stated she recently attended the GaCo robotics team picnic at Beitzel Corporation.

10. Recess or Adjournment

A. Recess
The Board recessed the meeting at 9:05 to return to Executive Session to continue discussions regarding personnel items, legal matters, and administrative function topic.

B. Adjournment
The Board returned to the Public Session at 10:11 pm. Tom Woods made a motion to adjourn the meeting and Monica Rinker seconded the motion. The Board unanimously approved the adjournment. The meeting adjourned at 10:12 p.m.