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; and Mrs. Alison Sweitzer, Director of Finance.

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. Public Comment
      
      - Mr. Rob Smith, chairman of the Friendsville Forward Committee, a subcommittee of the Friendsville Town Council, discussed his opposition to closing Friendsville School and the importance of the school in the revitalization of the town of Friendsville.
      
      - Mrs. Louise Friend addressed the Board on the rumor of closing Friendsville Elementary School.
      
      - Mr. Hugh Friend addressed the Board on the rumor of closing Friendsville Elementary School and asked if this rumor was actually true.
   
   c. Move to Executive Session - Action
      
      The Board of Education met in an Executive Session on Tuesday, August 13, 2019, at Central Office in the Board Room at 4:17 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); and administrative function topics. Tom Woods made a motion to close the meeting, and this was seconded by Charlotte Sebold. 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 July 9, 2019, meeting. The Board discussed a change to the minutes. Rodney Glotfelty made a motion to approve the minutes as amended and Tom Woods seconded the motion. The Board unanimously approved the amended minutes. 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 three professional leave requests to the Board for their approval.
         
         Monica Rinker made a motion to approve the Society for Women Engineers Conference professional leave request and Tom Woods seconded the motion. The board unanimously approved the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.
         
         Tom Woods made a motion to approve the National Association for the Education of Young Children professional leave request and Monica Rinker seconded the motion. The Board unanimously approved the motion with a yea vote from Rodney Glotfelty, Monica Rinker, Charlotte Sebold, and Tom Woods.
         
         Rodney Glotfelty made a motion to approve the American Speech Language Hearing Association Convention 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 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. Tenure Staff Consideration
      
      Dr. Wildesen provided the Board with a list of employees for tenure consideration. The Board took this matter into consideration and voted on the staff tenure recommendations during the Public Session.

   D. Organizational Chart
      
      Ms. Baker discussed changes to the organizational chart. The Board took this matter into consideration and voted on the organizational chart during the Public Session.

   III. Negotiations pursuant to §3-305(b)(9):
      
      Dr. Wildesen and Mrs. Sweitzer shared information with the Board regarding GCEA Unit 1’s position regarding distribution of funds in the draft MOU for the Teacher Salary Enhancement Grant. The Board discussed the MOU and their concerns. Rodney Glotfelty made a motion to distribute the grants funds in an equal dollar amount to all unit members. Tom Woods seconded the motion. The motion passed with a 3-0 vote from Rodney Glotfelty, Charlotte Sebold, and Tom Woods voting yea. Monica Rinker abstained from the vote and any discussion of this matter because of a potential conflict of interest.

   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.

   IV. Adjournment
      
      Tom Woods made a motion to adjourn the Executive Session, and Charlotte Sebold seconded the motion. The Board unanimously approved adjourning the Executive Session at 6:35 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 called the meeting to order at 6:49 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
Monica Rinker 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>Doug Copeland</td>
<td>IEP Chairman</td>
<td>CO</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Bethan Frier</td>
<td>Special Education Teacher</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Thomas Tusing</td>
<td>Special Education Teacher</td>
<td>SH</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Michelle Maust</td>
<td>Teacher</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Michelle Ross</td>
<td>Teacher</td>
<td>BR</td>
<td>8/20/2019</td>
</tr>
<tr>
<td>Valarie Poupard</td>
<td>Teacher</td>
<td>NH</td>
<td>8/20/2019</td>
</tr>
</tbody>
</table>

The Consent Agenda also included the tenure of several certificated employees.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jordan Body</td>
<td>Science Teacher</td>
<td>SX</td>
</tr>
<tr>
<td>Michael DeVore</td>
<td>ALO Teacher</td>
<td>NX</td>
</tr>
<tr>
<td>Kelly Dillon</td>
<td>STARS Teacher</td>
<td>BR</td>
</tr>
<tr>
<td>Tania Glotfelty</td>
<td>Special Education Teacher</td>
<td>SX</td>
</tr>
<tr>
<td>Jenna Hankinson</td>
<td>Counselor</td>
<td>SX</td>
</tr>
<tr>
<td>Emily Hughes</td>
<td>Second Grade Teacher</td>
<td>FV</td>
</tr>
<tr>
<td>Amanda Love</td>
<td>Math Teacher</td>
<td>NH</td>
</tr>
<tr>
<td>Chelsee Meekins</td>
<td>Science Teacher</td>
<td>NH</td>
</tr>
<tr>
<td>Bethany Rexroad</td>
<td>Math Teacher</td>
<td>SH</td>
</tr>
<tr>
<td>Leah Spink</td>
<td>Pre-K Teacher</td>
<td>YG</td>
</tr>
<tr>
<td>Brittany Stein</td>
<td>Kindergarten Teacher</td>
<td>FV</td>
</tr>
<tr>
<td>Susan Thatcher</td>
<td>Psychologist</td>
<td>AC</td>
</tr>
<tr>
<td>Zachary Trautwein</td>
<td>Computer Science Teacher</td>
<td>SH</td>
</tr>
<tr>
<td>Melanie Williams</td>
<td>Diagnostic Prescriptive Teacher</td>
<td>CO</td>
</tr>
<tr>
<td>Amy Shaffer</td>
<td>Science Teacher</td>
<td>NX</td>
</tr>
</tbody>
</table>

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

F. Approval of the August 13, 2019 Public Session Minutes - Action
The Board discussed revisions to the minutes. Tom Woods made a motion to approve the amended minutes and Monica Rinker 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 July 9, 2019 Board Meeting:

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):
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.

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.

Update
Dr. Wildesen provided an update on an employee investigation. The Board considered this information but took no action on this item.
Organizational Chart
Ms. Baker discussed personnel changes to the organizational chart. The Board requested further personnel changes and for the matter to be brought back at a subsequent meeting.

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 relating to the distribution of funds for the Teacher Salary Enhancement Grant. The Board reviewed the proposed MOU. Tom Woods made a motion to change the terms of the MOU. 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. 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 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>Aug 14</td>
<td>Executive Session</td>
</tr>
<tr>
<td></td>
<td>Green Turtle Restaurant</td>
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<tr>
<td></td>
<td>12:00 p.m.</td>
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<tr>
<td>Aug 16</td>
<td>stuff the Bus</td>
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<td>Walmart 8:30 - 4:00 p.m.</td>
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<td></td>
<td>Central Office 4:00 - 5:00 p.m.</td>
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<tr>
<td>Aug 20</td>
<td>First Day for Teachers</td>
</tr>
<tr>
<td>Aug 22</td>
<td>GCPS Reunion / Staff Development</td>
</tr>
<tr>
<td></td>
<td>CARC Building</td>
</tr>
<tr>
<td></td>
<td>8:00 - 11:30 a.m.</td>
</tr>
<tr>
<td>Aug 26</td>
<td>First Day for Students</td>
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<tr>
<td></td>
<td>3 hr early dismissal</td>
</tr>
<tr>
<td>Sept 2</td>
<td>Labor Day</td>
</tr>
<tr>
<td></td>
<td>Schools Closed</td>
</tr>
</tbody>
</table>

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

Swan Meadow School Update
Mrs. Connie Uphold, Principal, and Mrs. Arlene Lantz, teacher, spoke about the student successes at Swan Meadow School with the new countywide implemented programs. They also highlighted some of the school events that were made possible through the community’s support. They spoke about the PBIS program, computer science curriculum, READ 180 and Math 180, Maryland Day Representative, produce tunnel, annual Swan Meadow events, and a teacher’s retirement celebration.

4. Policies and Procedures

IHOA Leaving School for Curricular, Co-Curricular, or Extra-Curricular Events Procedure
Mrs. Karen DeVore, Executive Director of Curriculum, Instruction, and Administration, presented revisions to IHOA Leaving School for Curricular, Co-Curricular or Extra-Curricular Events Procedure to the Board. Revisions to the procedure were based on current practices and transportation requirements set by Maryland State Department of Education.

5. Continuing Business

A. Garrett College Performing Arts Center MOU - Action
Ms. Baker presented the Garrett College Performing Arts Center MOU to the Board for their approval.

Tom Woods made a motion to approve the Garrett College Performing Arts Center MOU and Rodney Glotfelty seconded the motion. Final Resolution: Motion passes in a 3:2 vote.
Yea: Tom Woods, Rodney Glotfelty, Matthew Paugh; Nay: Monica Rinker, Charlotte Sebold

B. Organizational Chart - Action
Ms. Barbara Baker, Superintendent, requested the Board approve the revised organizational chart.

Rodney Glotfelty made a motion to approve the organizational chart and Tom Woods seconded the motion. Final Resolution: Motion Carries in a 3:1 vote; Yea: Tom Woods, Rodney Glotfelty, Charlotte Sebold; Nay: Monica Rinker
C. Strategic Facilities Planning Update
Dr. Mathew Paugh, Board President, provided an update on the Strategic Facilities Committee (SFC) progress that was reported by Dr. David Lever, Facilitator for the SFC. The SFC met on July 10 and 29, 2019. The meetings led to five general ideas, to be developed in more detail and brought back to the committee in order to be discussed, prioritized, and fully elaborated. Dr. Lever will develop a draft capital plan based on those ideas for the committee's consideration. The committee is setting a date to meet later in August.

6. Public Comments
- Mr. Remington Friend asked the Board several questions regarding school planning, the future, and funding.
- Mr. Michael Henderson addressed the Board regarding various questions about the Strategic Facilities Committee.
- Mr. Chris Hull spoke to the Board regarding Friendsville Elementary School and concerns of possible closing.

7. Board Business

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

B. Board Member Updates
The Board members spoke about the Garrett County Fair which included a booth for GCPS. They noted that students participate in many fair events. They also spoke about a summer camp at Hickory Environmental Educational Center.

C. School Visits with Board Members - Sign Up Sheet
The Board members signed up for school visits with the Superintendent.

8. Adjournment
Tom Woods made a motion to adjourn the meeting at 8:11 p.m. and Charlotte Sebold seconded the motion. Final Resolution: Motion Carries; Yea: Tom Woods, Monica Rinker, Rodney Glotfelty, Charlotte Sebold