Wednesday, October 21, 2026
Board of Education Meeting

START TIMES FOR AGENDA ITEMS ARE APPROXIMATE
Work Session, Board Room, [3:00 p.m.]
Closed Session, Board Room [4:00 p.m.]
Regular Meeting, Board Room [6:00 p.m.]
191 South East Street
Frederick, MD

1. WORK SESSION (OPEN MEETING) [3:00 P.M.]

1.01 Call to Order

1.02 Approval of the October 21, 2026 Board of Education Meeting Agenda

1.03 Bid Calendar Items

1.04 Information Items

1.05 Renewal Items

1.06 Policy 427, Religious Expression

1.07 Fiscal Year 2028 (FY2028) Operating Budget and Zero-Based Budgeting Discussion

1.08 Community Listening Session Debrief

1.09 Motion to Move into Closed Session

1.10. Adjournment

2. CLOSED SESSION [4:00 p.m.]

2.01 Call to Order

2.02 Adjournment

3. REGULAR MEETING - Preliminary Items [6:00 p.m.]

3.01 Call to Order

3.02 Pledge of Allegiance

3.03 Closed Session Announcements

3.04 Approval of the October 7, 2026 Board of Education Meeting Minutes

3.05 Approval of the October 12, 2026 Board of Education Special Meeting Minutes

3.06 System Recognition: Partnership Recognition

3.07 Public Comment

3.08 Superintendent Comments

3.09 Student Member Comments

3.10. Board Member Comments

4. Regular Meeting - Action Consent

4.01 Staffing Changes

5. Board Items

5.01 Strategic Plan Key Performance Indicator Reporting Goal 1 & Goal 5

5.02 Discussion regarding the MSEA ESP Bill of Rights (Agenda Request)

5.03 Widening the Audience Agenda Request

6. Setting of the Next Meeting Agenda

6.01 Setting the Agenda for the November 4, 2026 Board of Education Meeting

7. Committee Reports and Legislative Updates

7.01 Legislative Updates

7.02 Policy Committee Report

7.03 Curriculum & Instruction Committee Report

7.04 Committee Reports

8. Informational Items

8.01 Quarterly Agenda for Board Meetings

8.02 Future Agenda Items

9. Adjournment

9.01 Adjournment

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.01 Call to Order
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.02 Approval of the October 21, 2026 Board of Education Meeting Agenda
Type	Action
Suggested Action	Board approval of the October 21, 2026 Board of Education Meeting Agenda

ATTACHMENT(S):
10.21.26 Agenda Public Regular Format.pdf

October 21, 2026, Board of Education Meeting
191 South East Street, Frederick, Maryland
Board Room

1. WORK SESSION – START TIMES FOR AGENDA ITEMS ARE APPROXIMATE 3:00 p.m.

1.01 Call to Order
1.02 Approval of the October 21, 2026 Meeting Agenda (Action)
1.03 Bid Calendar Items (Information)
1.04 Information Items (Information)
1.05 Renewal Items (Action)
1.06 Policy 427, Religious Expression (Information/Discussion/Action)
1.07 Fiscal Year 2028 (FY2028) Operating Budget and Zero-Based Budgeting Discussion (Information/Discussion/Action)
1.08 Community Listening Session Debrief (Information/Discussion)
1.09 Motion to Move into Closed Session (Action)
1.10 Adjournment

2. CLOSED 4:00 p.m.

2.01 Call to Order
2.02 Adjournment

3. REGULAR MEETING – START TIMES FOR AGENDA ARE APPROXIMATE 6:00 p.m.

3.01 Call to Order
3.02 Pledge of Allegiance
3.03 Closed Session Announcements
3.04 Approval of the October 7, 2026 Board of Education Meeting Minutes (Action)
3.05 Approval of the October 12, 2026 Board of Education Special Meeting Minutes (Action)
3.06 System Recognition: Partnership Recognition (Information)
3.07 Public Comment

The Board views public comment as an opportunity to hear concerns of the public, with the understanding and expectation that it is not considered a question and answer platform with Board members. Consequently, the Board will not provide a response to public comment presented in its meeting or by submission of a written comment, although it may follow-up with the individual as may be appropriate. In order to have an orderly presentation of comments by the public and to maximize the opportunity for public comment, students, individuals and organization representatives shall be limited to 3 minutes for their public comment. When the buzzer sounds, you will be asked to complete your sentence. A total of 60 minutes is allotted for public comment.

3.08 Superintendent Comments
3.09 Student Member Comments
3.10 Board Member Comments

4. ACTION ITEMS/CONSENT

4.01 Staffing Changes (Action/Consent)

5. BOARD ITEMS

5.01 Strategic Plan Key Performance Indicator Reporting Goal 1 & 5 (Information/Discussion)
5.02 Discussion regarding the MSEA ESP Bill of Rights (Agenda Request) (Information/Discussion/Action)
5.03 Widening the Audience Agenda Request (Information/Discussion)

6. SETTING OF NEXT MEETING AGENDA

6.01 Setting Agenda for the November 4, 2026 Board of Education Meeting

7. COMMITTEE REPORTS, LEGISLATIVE UPDATES

7.01 Legislative Updates (Information)
7.02 Policy Committee Report (Information)
7.03 Curriculum & Instruction Committee Report (Information)
7.04 Committee Reports (Information)

8. INFORMATIONAL ITEMS

8.01 Quarterly Agenda for Board Meetings (Information)
8.02 Future Agenda Items (Information)

9. ADJOURNMENT

9.01 Adjournment

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.03 Bid Calendar Items
Type	Information
Department(s)	Fiscal Services
Goal(s)	Goal 2 - Operational Excellence - FCPS will hire, support, and retain staff who champion individual, professional, and student excellence. Goal 4 - Stakeholder Engagement - FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system. Goal 5 - Student & Staff Experience - FCPS will promote a culture fostering wellness and civility for students and staff.

Content
PRESENTATION OF 3 BID CALENDAR ITEMS

PURPOSE OF PRESENTATION: Staff would like to inform the Board of Education of Frederick County of upcoming bid solicitations for Frederick County Public Schools.

RFP 27T2, Bus Planning and Routing Software:

BACKGROUND/SUMMARY: The intent of this solicitation is to establish a contract for bus routing and planning software.

Bid 27T3, Vehicle Body Repair:

BACKGROUND/SUMMARY: The intent of this solicitation is to establish a contract for body repair for all light and medium duty vehicles.

Bid 27M4, Unit Price Contract for Mulch:

BACKGROUND/SUMMARY: The intent of this solicitation is to establish a contract for the labor, materials, delivery, installation, and supervision required to supply and install approved and certified mulch for playground surfacing, as well as hardwood/landscape mulch, at designated locations throughout the school system. Work includes delivery, placement, and all labor and

supervision necessary to complete the work.

SUBMITTED BY:
Heather Jo Clabaugh, Associate Superintendent of Fiscal Services

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.04 Information Items
Type	Information
Department(s)	Fiscal Services
Goal(s)	Goal 3 - Safety & Wellbeing - FCPS will pursue and utilize all resources strategically and responsibly to achieve identified outcomes and inspire public confidence.

Content
PRESENTATION OF 2 INFORMATION ITEMS

PURPOSE OF PRESENTATION: Staff would like to inform the Board of Education of Frederick County of current information items.

Sourcewell #102924-IVS, Fleet Management Technologies with Related Software Solutions:

BACKGROUND/SUMMARY: This contract will be utilized by the Transportation Department for the purchase of In-Vehicle Video Surveillance & Tracking systems for school buses.

The contract was awarded to IVS, Inc. dba: AngelTrax of Dothan, AL.

SUBMITTED BY:
Heather Jo Clabaugh, Associate Superintendent of Fiscal Services

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State-Aided Institution Grant:

BACKGROUND/SUMMARY: Frederick County Public Schools (FCPS) has received a $26,241 grant from the Maryland State Department of Education to support field trip transportation costs to non-profit educational institutions that qualify as State-Aided Institutions (SAIs). In Maryland, there are currently 57 SAIs that offer students hands-on, experiential learning opportunities such as the Annapolis Maritime Museum, Chesapeake Bay Foundation, Chesapeake Theatre Company, Maryland Science Center, and the Reginald Lewis Museum. Field trip opportunities will be made available to elementary and secondary schools.

SUBMITTED BY:
Dr. Keith Harris, Chief of Academics and Organizational Development

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.05 Renewal Items
Type	Action
Suggested Action	Board approval of renewal items Bid 23T2 and RFP 24T2
Department(s)	Fiscal Services
Goal(s)	Goal 2 - Operational Excellence - FCPS will hire, support, and retain staff who champion individual, professional, and student excellence. Goal 3 - Safety & Wellbeing - FCPS will pursue and utilize all resources strategically and responsibly to achieve identified outcomes and inspire public confidence. Goal 5 - Student & Staff Experience - FCPS will promote a culture fostering wellness and civility for students and staff.

Content
PRESENTATION OF 2 RENEWAL ITEMS

PURPOSE OF PRESENTATION: Staff has reviewed the attached contract renewals and recommends approval by the Board of Education of Frederick County.

Bid 23T2, School Bus Body Repair (Renewal):

BACKGROUND/SUMMARY: This recommendation is to renew the contract to cover the body repair for school buses for the Transportation Department.

Staff recommends that Bid 23T2, School Bus Body Repair, be renewed to Central Maryland International Trucks LLC of Frederick, MD and Mark's Equipment Service Inc. of Frederick, MD.

RFP 24T2, School Buses (Renewal):

BACKGROUND/SUMMARY: This recommendation is to renew the contract for the purchase and delivery of school buses.
Staff recommends that RFP 24T2, School Buses be renewed to American Truck and Bus, Inc. dba: American Bus Sales and Service of Annapolis, MD; i.g. Burton & Company, Inc. of Milford, DE; and K. Neal International Trucks, Inc. dba: K. Neal Trucks and Bus Center of Hyattsville, MD.

PRESENTER(S) & TITLE(S):
Bill Meekins, CPPB, CPPO, NIGP-CPP, CSBO, CPCP, Purchasing Manager
Kim Miskell, CPPO, NIGP-CPP, CSBO, Assistant Purchasing Manager
Roy McHaffa, CPPB, CPP, CPDW, Purchasing Agent

SUBMITTED BY:
Bill Meekins, CPPB, CPPO, NIGP-CPP, CSBO, CPCP, Purchasing Manager
Heather Jo Clabaugh, Associate Superintendent of Fiscal Services

ATTACHMENT(S):
10.21.26 23T2 School Bus Body Repair (Renewal)_backup.pdf
10.21.26 24T2 School Buses (Renewal)_backup.pdf

BID 23T2
SCHOOL BUS BODY REPAIR
(RENEWAL)

FACT SHEET

A. **Overview**: This recommendation is to renew the contract to cover the body repair for school buses for the Transportation Department.

1. **Other facts:**

- The contract term shall be effective from November 1, 2026, through October 31, 2028, with no renewal option remaining.
- No price adjustments were requested.
- Approximately $78,000 was spent in FY26 and approximately $15,400 has been spent as of September 30 in FY27.
- This contract will be administered by George Lane, Fleet Maintenance Manager, Transportation.

2. **Source of funding:** Board of Education of Frederick County FY27 approved Operating Budget and contingent upon Board approval of FY28 and FY29 Operating Budgets.

B. **Recommendation:** Staff recommends that Bid 23T2, School Bus Body Repair, be renewed to Central Maryland International Trucks LLC, and Mark's Equipment Service Inc. per the attached Summary of Renewal.

C. **Action taken by the Board (Purchasing use only):**

_____Approved	_____Denied	_____Deferred	_____Other	RM/sg
_____Date	_____Date	_____Date	_____Date	BOE Mtg.: 10.21.26

BID 23T2
SCHOOL BUS BODY REPAIR

SUMMARY OF RENEWAL

			CENTRAL MD INTERNATIONAL TRUCKS	MARKS EQUIPMENT SERVICE INC
LABOR		**UNIT**	**HOURLY LABOR RATE**	**HOURLY LABOR RATE**
1	Labor Rate per hour for Body Repairs on (Medium Duty) Vehicles and Buses with GVW rating of 10,001 lbs. to 33,000 lbs.	1 hour	$95.00	$80.00

RFP 24T2
SCHOOL BUSES
(RENEWAL)

FACT SHEET

A. **Overview**: This recommendation is to renew the contract for the purchase and delivery of school buses.

1. **Other facts**:

- This contract renewal term will be effective from November 1, 2026, through October 31, 2028, with no additional renewal options available.
- The initial contract term was November 20, 2023, through October 31, 2026. Only one vendor requested price adjustments during the initial term, resulting in a 3% increase for the base model Thomas Saf-T-Liner C2 bus in FY25 and an additional 3% increase in FY26.
- During the initial contract term, approximately $13,561,083 has been expended or encumbered: FY24 – $130,579; FY25 – $4,495,294; FY26 – $4,486,180; and FY27 – $4,449,030.
- This contract will be administered by Fred Punturiero, Director of Transportation.

2. **Source of Funding**: Board of Education of Frederick County FY27 Approved Operating Budget and contingent upon Board approval of FY28 and FY29 Operating Budget.

B. **Recommendation**: Staff recommends that RFP 24T2, School Buses, be renewed to American Truck and Bus, Inc., dba: American Bus Sales and Service; i.g. Burton & Company, Inc.; and K. Neal International Trucks, Inc., dba: K. Neal Truck and Bus Center, per the attached Summary of Renewal.

C. **Action taken by the Board** (Purchasing use only):

_____Approved	_____Denied	_____Deferred	_____	Other	KM/sg
_____Date	_____Date	_____Date	_____	Date	BOE Meeting: 10.21.26

RFP 24T2, SCHOOL BUSES
SUMMARY OF RENEWAL

	American Truck and Bus, Inc. dba: American Bus Sales and Service			i.g. Burton & Company, Inc.			K. Neal International Trucks, Inc. dba: K. Neal Truck and Bus Center		
	Make/Model	**Production Year**	**Bid Price**	**Make/Model**	**Production Year**	**Bid Price**	**Make/Model**	**Production Year**	**Bid Price**
Base Bid - 48 Passenger School Bus with Flat Floor, Wheelchair Lift and Air Conditioning - Type C	Thomas Saf-T-Liner C2	2025	$ 148,599.00	Blue Bird Vision	2024	$ 161,349.00	IC CE/PB110	2025	$ 157,401.00
Base Bid - 64/66 Passenger School Bus - Type C	Thomas Saf-T-Liner C2	2025	$ 140,977.00	Blue Bird Vision	2024	$ 137,509.00	IC CE/PB110	2025	$ 141,782.00
Options:		**Unit**	**Price**		**Unit**	**Price**		**Unit**	**Price**
Outside Storage/Luggage Compartment:									
Left			$ 1,575.00			$ 2,377.00			$ 900.00
Right			$ 1,575.00			$ 2,377.00			$ 1,200.00
Three (3) Point Seatbelt:									
48 Passenger		each	$ 146.00			$ 4,003.00		each	$ 375.00
64 Passenger		each	$ 146.00			$ 11,121.00		each	$ 375.00
Back-up Spotlight			$ 334.00			Not Available			Not Available
Back-up Camera			$ 885.00			$ 317.00			$ 1,033.00
First Piece Inspection for LEA representatives @ factory w/ all expense borne by vendor		per person	$ 1,500.00			$ 2,400.00			$ 2,100.00

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.06 Policy 427, Religious Expression
Type	Information, Discussion, Action
Suggested Action	Board approval of Policy 427, Religious Expression
Department(s)	Legal Services
Goal(s)	Goal 1 - Organizational Culture of Achievement - FCPS will equip each and every student to be an empowered learner and an engaged citizen to achieve a positive impact in the local and global community.

Content
PURPOSE OF PRESENTATION:
2nd Reading

PROCESS STATEMENT:
Policy 427, Religious Expression, is presented today for the Board of Education's second reading (Summary_backup1, Analysis_backup2, Clean_backup3, and Redlined_backup4).

PRESENTER(S) & TITLE(S):
Steven N. Blivess, Esq., Chief Legal Counsel

SUBMITTED BY:
Steven N. Blivess, Esq., Chief Legal Counsel

ATTACHMENT(S):
2026.10.21 Policy 427 Religious Expression (Summary) (2nd Reading)_backup1.pdf
2026.10.21 Policy 427 Religious Expression (Analysis) (2nd Reading)_backup2.pdf
2026.10.21 Policy 427 Religious Expression (Draft - Clean) (2nd Reading)_backup3.pdf
2026.10.21 Policy 427 Religious Expression (Draft - Redlined) (2nd Reading)_backup4.pdf

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Steven N. Blivess, Esq.
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Frederick County Public Schools
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Michelle D. Pycha, Esq.

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Policy 427, Religious Expression
Proposed Changes

October 21, 2026 Board Meeting

Page No.	Paragraph No.	Summary of Changes
N/A	N/A	Renumbered policy to 125.
2	D(3)	Revised language to emphasize alternative assignments rather than excusal from assignments.
3	D(7)	Added provisions permitting religious attire consistent with Board policy and FCPS regulation.
4-5	E(1)(c) and E(4)(d)	Updated related information to include Board Policy 439, *Student Dress Code*, and FCPS Regulation 439-01, *Student Dress Code*.

October 7, 2026 Board Meeting

Page No.	Paragraph No.	Summary of Changes
1	A	Expanded the purpose statement to emphasize both Free Exercise and Establishment Clauses.
1	B	Added definitions for "Government Speech", "Personal time", and "Private Speech". Updated the definitions for "Proselytizing" and "Religion" to align with other policies and regulations.
1	C(1)	Revised policy statement to include both Free Exercise and Establishment Clauses, specify neutrality, and clarify government vs. private religious speech.
1-2	C(3)	Added to the policy statement to clarify limitations on what schools may do when teaching about religion.
2	D(1)	Clarified staff neutrality by defining roles as public officials vs. private individuals.
2	D(2)	Clarified prohibition on teacher advocacy; incorporated requirements for curriculum materials, guest speakers, and religious symbols.
2	D(3)	Clarified mandatory requirement for excusal from assignments, replacing discretionary language.
2	D(4)	Streamlined section by relocating language to a distinct part of the policy for clarity and organization.
3	D(5)	Clarified parameters for student prayer rights, outlined staff supervision responsibilities, and emphasized safeguards against coercion.
3	D(6)	Updated references to Equal Access Act and FCPS regulations.
3-4	D(7)-(9)	Created distinct sections to clarify facility use neutrality, establish procedures for distribution of religious texts, and outline Superintendent responsibilities.
4-5	E	Updated related references to policies, regulations, statutes, and federal guidance.

Frederick County Public Schools
Board of Education
POLICY ANALYSIS FORM

Policy Title: Religious Expression
Policy No. 427

Policy Committee Recommendation (Select 1):
☐ Adoption of a New Policy (Skip Section I, Complete Section II)
☐ Technical Amendment to an Existing Policy (Complete Section I, Skip Section II)
☒ Substantive (Non-Technical) Amendment to an Existing Policy (Skip Section I, Complete Section II)
☐ Decommission of an Existing Policy (Complete Section I, Skip Section II)
☐ No change to the Policy (No further action is required)

Section I – Technical Amendments, Decommission

1. Select the nature of the amendment:
   ☐ Technical amendment to comply with federal, state, or local law
   ☐ Technical amendment to bring the policy into alignment with a more recently enacted Board policy
   ☐ Technical amendment to apply the new template to an existing policy without substantive changes
   ☐ Technical amendment to update directory information (FCPS office names, phone numbers, etc.)
   ☐ Decommission

2. Describe the amendment being proposed:

   Click or tap here to enter text.

3. Will the technical amendment to the policy or decommissioning of the policy affect FCPS charter schools? ☐ Yes ☐ No
   If "Yes", describe how.

   Click or tap here to enter text.

Section II – New Policy, Substantive (Non-Technical) Amendments

1. What issue or question is being addressed?

   Policy 427 is being reviewed in accordance with the Board's regular schedule for policy review. Updates are being made to align with current law and to provide clarity, consistency, and guidance in the application of religious neutrality within schools.

2. Is there a fiscal impact? ☐ Yes ☒ No
   If "Yes", describe or attach a cost analysis and/or fiscal impact statement.

   N/A

3. Does this policy relate to other Board policies or to FCPS regulations? ☒ Yes ☐ No

If "Yes", identify the related policies and/or regulations.

Policy 203, Facilities and Grounds
Policy 432, Guest Speakers
Policy 500, Approval of Curriculum and Instructional Materials
Policy 501, Selection and Approval of Library Media Materials
Policy 513, Distribution of Informational Materials
Policy 516, Teaching of Potentially Controversial Issues/Use of Historical Artifacts
Regulation 203-01, *Rental of School Facilities* (formerly 100-01)
Regulation 432-01, *Guest Speakers* (formerly 300-12)
Regulation 500-01, *Curriculum, Courses, and Instructional Resources* (formerly 500-35)
Regulation 509-01, *Student Clubs* (formerly 400-58)
Regulation 513-01, *Distribution of Informational Materials* (formerly 400-30)
Regulation 516-01*, Teaching of Potentially Controversial Issues/Use of Historical Artifacts* (formerly 500-40)

4. Are there any legal requirements (federal, state, or local law or regulation or judicial decision) that mandates the policy or standards within the policy? ☒ Yes ☐ No
   If "Yes", provide the citation to the legal requirement and a brief description of the requirement.

   COMAR 13A.04.04.01, *Religious Education Not the Province of Public Schools*
   Md. Code Ann., Educ. § 7-104
   The Equal Access Act (20 U.S.C. §4071[b])
   Every Student Succeeds Act (ESEA), 20 USC § 7904(a)
   U.S. Const., First Amendment

5. Check the box next to each Maryland LEA whose policies were reviewed in preparing this policy. If you did not review other LEA policies, check the "None" box.

☐ Allegany	☒ Anne Arundel	☒ Baltimore City	☐ Baltimore County
☐ Calvert	☐ Caroline	☐ Carroll	☐ Cecil
☐ Charles	☐ Dorchester	☐ Garrett	☒ Harford
☒ Howard	☐ Kent	☐ Montgomery	☒ Prince George's
☐ Queen Anne's	☐ Somerset	☐ St. Mary's	☐ Talbot
☒ Washington	☐ Wicomico	☐ Worcester	☐ None

6. Is a draft attached? ☒ Yes ☐ No
   If "No," explain why not.

   N/A

7. What alternatives to the new policy or policy change were considered by staff?

   None.

8. Will the policy or policy change affect FCPS charter schools? ☒ Yes ☐ No
   If "Yes", describe how.

Changes will apply equally to all FCPS schools, including the charters.

9. Will the Superintendent be required to report on the implementation of the policy? ☐ Yes ☒ No
   If "Yes", describe how.

   N/A

10. What is the timeline for the adoption of the policy?

    Immediately.

Section III – Recommendation Approval

Recommendation by: Steven N. Blivess **11/19/25**
Superintendent's Designee

Approved by the Policy Committee on: 11/19/2025

A. Policy Purpose

To establish guidelines related to the First Amendment right to the free exercise of religion and the Establishment Clause's prohibition on government-endorsed religion in a public school setting.

B. Definitions

1. "Government Speech" is defined to mean speech commissioned or created by the government with the expectation that the speech will be delivered by an employee in the ordinary course and scope of the employee's duties.

2. "Personal time" is defined to mean time during the workday when employees are free to engage in personal matters.

3. "Private Speech" is defined to mean speaking as a citizen addressing a matter of public concern and not in an individual's capacity as a public official or while engaged in the ordinary course and scope of their work duties.

4. "Proselytizing" is defined to mean an attempt to convert another to one's own beliefs.

5. "Religion" is defined to mean a recognized system of belief or worship encompassing the nature of a deity and/or reality and the relationship of human beings to that deity and/or reality.

C. Policy Statement

1. The Board of Education of Frederick County (Board) recognizes and accepts its responsibility to uphold the Establishment and Free Exercise Clause of the First Amendment, which states: "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof." Consistent with this responsibility, the Board acknowledges the vital distinction between government speech endorsing religion, which the Establishment Clause forbids, and private speech endorsing religion, which the Free Exercise Clause and the Free Speech Clause protect.

2. The Board further recognizes the significant role religion has played in the public life, arts, and culture of this nation and the world and supports the inclusion of religious history and tradition where appropriate in the curriculum. Such instruction must not seek to convert, proselytize, prescribe prayer or favor or exclude a particular religion, nor compromise or infringe upon the religious beliefs or practices of students or staff.

D. Implementation

1. **Official Neutrality Regarding Religious Activity**
   a. School employees and volunteers, when acting in their official capacities as public officials, are representatives of the state and are prohibited by the Establishment Clause of the First Amendment from actively participating in such activity with students.
   b. Under the Free Exercise Clause, employees may engage in religious activity as private individuals during private, personal time with the understanding that such activity is not directed at students for the purpose of seeking students to participate.

2. **Teaching About Religion**
   a. Although teachers shall not advocate or proselytize a religious viewpoint during instruction, teachers may teach about religion in the context of the history of religion, comparative religion, scripture as literature, and the role of religion in the history of the United States and other countries. Similarly it is permissible to consider religious influences on art, music, literature, and social studies.
   b. Teachers may teach about religious aspects of the holidays and schools may celebrate the secular aspects of holidays.
   c. Instructional materials on religion or which include information about religion shall be selected in accordance with the requirements of Board Policy and FCPS Regulation.
   d. Guest speakers may be invited to address the study of religion and religious influences in accordance with the requirements of Board Policy and FCPS Regulation.
   e. Religious symbols may be used as teaching aids or resources as examples of cultural or religious heritage or to celebrate the secular aspects of a holiday. Such symbols, however, shall not be displayed for devotional purposes and may be displayed only on a temporary basis as part of the academic program.

3. **Student Requests for Alternative Assignments Due to Religious Reasons.** Students shall be provided an alternative assignment if their participation in an assignment or classroom discussion substantially burdens their religious beliefs. Absent a compelling curricular-related reason, requests shall not be unreasonably denied. If approved, the student shall be provided an alternative assignment by the teacher.

4. **Graduation Prayer and Baccalaureates.** School officials may not mandate or organize prayer at graduation ceremonies nor organize religious baccalaureate services.

5. **Student Prayer and Religious Discussion**
   a. Students have the same right to engage in student-directed individual or group prayer and religious discussion during the school day as they do to engage in other comparable activity, subject to the same rules designed to prevent the material disruption of the educational program that are applied to other privately-initiated expressive activities. For example, students may read their Bibles or other scriptures, say grace before meals, and pray before tests to the same extent they may engage in comparable, nondisruptive activities.
   b. Students may express their beliefs about religion in homework, artwork, and other written and oral assignments. Such work will be evaluated by ordinary academic standards of substance, relevance, and other legitimate pedagogical objectives.

c. The principal may exercise discretion to impose rules of order and other pedagogical restrictions on student activities and may intercede to stop student speech that constitutes harassment aimed at a student or a group of students.
d. Students may elect to participate in before or after school events or gatherings on the same terms that they may participate in other noncurricular activities on school premises. School system employees may be present to monitor for supervision and may participate only when acting in their capacity as private individuals. In doing so, staff must be cautious to not promote or discourage participation in the activity. When acting as public officials on behalf of FCPS, staff are prohibited from actively participating with students.
e. Teachers and administrators should ensure that no student is in any way coerced to participate in a religious activity. In addition, school officials should neither encourage nor discourage participation in student-run activities based upon the activity's religious character or perspective.

6. **Student Clubs.** At the secondary level, a student or a group of students may conduct or organize a religious club as allowed under The Equal Access Act and according to procedures outlined in FCPS Regulation 509-01, *Student Clubs* (formerly 400-58).

7. **Religious Attire.** Students are permitted to wear religious attire, including headwear/head coverings and jewelry, consistent with Board Policy 439, *Student Dress Code*, and FCPS Regulation 439-01, *Student Dress Code*.

8. **Facility Use.** FCPS facilities made available pursuant to Board Policy and FCPS Regulation for community use must be made available on the same terms to organizers of privately-sponsored religious services.

9. **Distribution of Religious Texts.** A school administrator may permit a religious organization to distribute religious texts in the school provided that the display of the religious text for distribution is limited in duration, is located in a place intended for the distribution of the text to adults and not to students, is accompanied by a sign disclaiming association with the school and school staff, and the religious organization retrieves any remaining copies of the religious text at the end of the distribution period.

10. The Superintendent is directed to:
    a. Include this Policy by reference in the Student Code of Conduct and Parent Handbook and in the Employee Code of Conduct; and
    b. Implement a regulation in support of this Policy.

E. Related Information

1. **Board Policy**
    a. Policy 203, *Facilities and Grounds* (https://apps.fcps.org/legal/documents/203)
    b. Policy 432, *Guest Speakers* (https://apps.fcps.org/legal/documents/432)

c. Policy 439, *Student Dress Code*
(https://apps.fcps.org/legal/documents/439)
d. Policy 500, *Approval of Curriculum and Instructional Materials*
(https://apps.fcps.org/legal/documents/500)
e. Policy 501, *Selection and Approval of Library Media Materials*
(https://apps.fcps.org/legal/documents/501)
f. Policy 513, *Distribution of Informational Materials*
(https://apps.fcps.org/legal/documents/513)
g. Policy 516, *Teaching of Potentially Controversial Issues/Use of Historical Artifacts*
(https://apps.fcps.org/legal/documents/516)

2. **Code of Maryland Regulations (COMAR)**
   a. COMAR 13A.04.04.01, *Religious Education Not the Province of Public Schools*
   (https://fcps-md.info/COMAR_13A-04-04-01)

3. **External Resources**
   a. U.S. Department of Education, *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools* (Last Reviewed: September 21, 2026)
   (https://fcps-md.info/USDOE_Guidance_Religious_Expression_In_School)

4. **FCPS Regulations**
   a. Regulation 203-01, *Rental of School Facilities* (formerly 100-01)
   (https://apps.fcps.org/legal/documents/203-01)
   b. Regulation 432-01, *Guest Speakers* (formerly 300-12)
   (https://apps.fcps.org/legal/documents/432-01)
   c. Regulation 439-01, *Student Dress Code*
   (https://apps.fcps.org/legal/documents/439-01)
   d. Regulation 500-01, *Curriculum, Courses, and Instructional Resources* (formerly 500-35)
   (https://apps.fcps.org/legal/documents/500-01)
   e. Regulation 509-01, *Student Clubs* (formerly 400-58)
   (https://apps.fcps.org/legal/documents/509-01)
   f. Regulation 513-01, *Distribution of Informational Materials* (formerly 400-30)
   (https://apps.fcps.org/legal/documents/513-01)
   g. Regulation 516-01, *Teaching of Potentially Controversial Issues/Use of Historical Artifacts* (formerly 500-40)
   (https://apps.fcps.org/legal/documents/516-01)

5. **FCPS Resources**
   a. FCPS / Staff / Employee Code of Conduct
   (https://www.fcps.org/staff/employee_code_of_conduct)
   b. FCPS / Families & Students / Student Code of Conduct
   (https://www.fcps.org/families_students/student_code_of_conduct)

6. **Federal Law**
   a. The Equal Access Act (20 U.S.C. §4071[b])

(https://fcps-md.info/EAA_20_USC_4071)

b. Every Student Succeeds Act (ESEA), 20 USC § 7904(a)
(https://fcps-md.info/ESEA_20_USC_7904)

c. U.S. Const., First Amendment
(https://fcps-md.info/First_Amendment)

7. **Maryland Statutes**
   a. Md. Code Ann., Educ. § 7-104
   (https://fcps-md.info/MD_Educ_Code_7-104)

F. Policy History (Maintained by Legal Services)

Responsible Office	Legal Services
Adoption Dates	01/10/07
Review Dates	
Revision Dates	09/09/20; 11/09/22; 10/21/26

A. Policy Purpose

[~~To provide expectations related to religious expression during the school day and school-sponsored activities in compliance with federally issued guidance and case law.~~] [To establish guidelines related to the First Amendment right to the free exercise of religion and the Establishment Clause's prohibition on government-endorsed religion in a public school setting.]

B. Definitions

1. ["Government Speech" is defined to mean speech commissioned or created by the government with the expectation that the speech will be delivered by an employee in the ordinary course and scope of the employee's duties.

2. "Personal time" is defined to mean time during the workday when employees are free to engage in personal matters.

3. "Private Speech" is defined to mean speaking as a citizen addressing a matter of public concern and not in an individual's capacity as a public official or while engaged in the ordinary course and scope of their work duties.

4. "]Proselytizing["] [~~Attempting~~] [is defined to mean an attempt] to convert another to one's own beliefs.

5. ["]Religion["] [~~A~~] [is defined to mean a] recognized system of belief or worship encompassing the nature of a deity and/or reality and the relationship of human beings to that deity and/or reality.

C. Policy Statement

1. The Board of Education of Frederick County (Board) recognizes and accepts its responsibility to uphold the [Establishment and] Free Exercise [~~and Establishment~~] Clause of the First Amendment, [~~specifically~~] [which states]: "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof." [~~Public schools may neither advance nor inhibit any religion but should exercise neutrality toward religion in its policies.~~] [Consistent with this responsibility, the Board acknowledges the vital distinction between government speech endorsing religion, which the Establishment Clause forbids, and private speech endorsing religion, which the Free Exercise Clause and the Free Speech Clause protect.]

2. The Board further recognizes the significant role religion has played in the public life, arts, and culture of this nation and the world and supports the inclusion of religious history and

tradition where appropriate in the curriculum. Such instruction must not seek to convert, proselytize, [prescribe prayer] or favor or exclude a particular religion, nor compromise or infringe upon the religious beliefs or practices of students or staff.

D. Implementation

1. **[~~427.3~~] Official Neutrality Regarding Religious Activity**
   a. School employees and volunteers, when acting in their official capacities [as public officials], are representatives of the state and are prohibited by the Establishment Clause of the First Amendment from actively participating in such activity with students.
   b. Under the Free Exercise Clause, employees may engage in religious activity [as private individuals] during private, personal time with the understanding that such activity is not directed at students for the purpose of seeking students to participate. [~~Note: The Supreme Court has defined personal time during the workday as time when employees are free to engage in personal matters.~~]

2. **[~~427.4~~] Teaching About Religion**
   a. Although teachers [~~are not to~~] [shall not] advocate or proselytize a religious viewpoint during instruction, teachers may teach about religion in the context of the history of religion, comparative religion, scripture as literature, and the role of religion in the history of the United States and other countries. Similarly it is permissible to consider religious influences on art, music, literature, and social studies[.]
   b. Teachers may teach about religious aspects of the holidays and schools may celebrate the secular aspects of holidays.
   c. [Instructional materials on religion or which include information about religion shall be selected in accordance with the requirements of Board Policy and FCPS Regulation.
   d. Guest speakers may be invited to address the study of religion and religious influences in accordance with the requirements of Board Policy and FCPS Regulation.
   e. Religious symbols may be used as teaching aids or resources as examples of cultural or religious heritage or to celebrate the secular aspects of a holiday. Such symbols, however, shall not be displayed for devotional purposes and may be displayed only on a temporary basis as part of the academic program.]

3. **[~~427.5~~] Student Requests for [~~Excusal~~][Alternative Assignments] Due to Religious Reasons.** Students [~~may~~] [shall] be [~~excused from~~][provided] an [alternative] assignment [if their participation in an assignment] or classroom discussion [~~if their participation~~] substantially burdens their religious beliefs. Absent a compelling curricular-related reason, requests shall not be unreasonably denied. If approved, the student shall be provided an alternative assignment by the teacher.

4. **[~~427.2~~] Graduation Prayer and Baccalaureates.** [~~Under current Supreme Court decisions, s~~] [S]chool officials may not mandate or organize prayer at graduation ceremonies nor organize religious baccalaureate services. [~~If a school generally opens its facilities to private groups, it must make its facilities available on the same terms to organizers of privately sponsored religious baccalaureate services.~~]

5. **[~~427.1~~] Student Prayer and Religious Discussion**
   a. Students have the same right to engage in [student-directed] individual or group prayer and religious discussion during the school day as they do to engage in other comparable activity[, subject to the same rules designed to prevent the material disruption of the educational program that are applied to other privately-initiated expressive activities]. For example, students may read their Bibles or other scriptures, say grace before meals, and pray before tests to the same extent they may engage in comparable, nondisruptive activities.
   b. Students may express their beliefs about religion in homework, artwork, and other written and oral assignments. Such work will be evaluated by ordinary academic standards [of substance, relevance, and other legitimate pedagogical objectives].
   c. The principal may exercise discretion to impose rules of order and other pedagogical restrictions on student activities and may intercede to stop student speech that constitutes harassment aimed at a student or a group of students.
   d. Students may elect to participate in before or after school events [~~such as "See You at the Flagpole"~~][or] gatherings on the same terms that they may participate in other noncurricular activities on school premises. School system employees may be present to monitor for supervision [~~but may not actively participate with students~~][and may participate only when acting in their capacity as private individuals. In doing so, staff must be cautious to not promote or discourage participation in the activity. When acting as public officials on behalf of FCPS, staff are prohibited from actively participating with students].
   e. Teachers and administrators should ensure that no student is in any way coerced to participate in a religious activity. [In addition, school officials should neither encourage nor discourage participation in student-run activities based upon the activity's religious character or perspective.]

6. **[~~427.7~~] Student Clubs.** At the secondary level, a student or a group of students may conduct or organize a religious club as allowed under The Equal Access Act [~~(20 U.S.C. §4071[b])~~] and according to procedures outlined in FCPS Regulation [~~400-58~~][509-01,] *Student Clubs* [(formerly 400-58)].

[~~472.6 Teaching Values.~~ ~~Though schools must be neutral with respect to religion, they play an active role with respect to teaching the tenets of the Character Counts program. The fact that some of these values are also held by religions does not make it unlawful to teach them in school.~~]

[~~427.8 Questions Regarding Religious Expression.~~ ~~Questions regarding religious expression should be directed to the FCPS Chief Legal Counsel.~~**]**

7. **[Religious Attire.** Students are permitted to wear religious attire, including headwear/head coverings and jewelry, consistent with Board Policy 439, *Student Dress Code*, and FCPS Regulation 439-01, *Student Dress Code*.]

8. [**Facility Use.** FCPS facilities made available pursuant to Board Policy and FCPS Regulation for community use must be made available on the same terms to organizers of privately-sponsored religious services.]

9. **Distribution of Religious Texts.** A school administrator may permit a religious organization to distribute religious texts in the school provided that the display of the religious text for distribution is limited in duration, is located in a place intended for the distribution of the text to adults and not to students, is accompanied by a sign disclaiming association with the school and school staff, and the religious organization retrieves any remaining copies of the religious text at the end of the distribution period.

10. The Superintendent is directed to:
    a. Include this Policy by reference in the Student Code of Conduct and Parent Handbook and in the Employee Code of Conduct; and
    b. Implement a regulation in support of this Policy.]

E. Related Information

1. **[Board Policy**
    a. Policy 203, *Facilities and Grounds* (https://apps.fcps.org/legal/documents/203)
    b. Policy 432, *Guest Speakers* (https://apps.fcps.org/legal/documents/432)]
    c. [Policy 439, *Student Dress Code* (https://apps.fcps.org/legal/documents/439)]
    d. [Policy 500, *Approval of Curriculum and Instructional Materials* (https://apps.fcps.org/legal/documents/500)
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    f. Policy 513, *Distribution of Informational Materials* (https://apps.fcps.org/legal/documents/513)
    g. Policy 516, *Teaching of Potentially Controversial Issues/Use of Historical Artifacts* (https://apps.fcps.org/legal/documents/516)]

2. **[Code of Maryland Regulations (COMAR)]**
    a. COMAR 13A.04.04.01, *Religious Education* [*Not the Province of Public Schools* (https://fcps-md.info/COMAR_13A-04-04-01)]

3. **[External Resources**
    a. U.S. Department of Education, *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools* (Last Reviewed: [September 21, 2026)][~~January 14, 2025)~~] (https://fcps-md.info/USDOE_Guidance_Religious_Expression_In_School)]

4. **[FCPS Regulations]**
    a. [~~Regulation 400-58, *Student Clubs*~~]

b. [Regulation 203-01, *Rental of School Facilities* (formerly 100-01) (https://apps.fcps.org/legal/documents/203-01)
c. Regulation 432-01, *Guest Speakers* (formerly 300-12) (https://apps.fcps.org/legal/documents/432-01)]
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e. [Regulation 500-01, *Curriculum, Courses, and Instructional Resources* (formerly 500-35) (https://apps.fcps.org/legal/documents/500-01)
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g. Regulation 513-01, *Distribution of Informational Materials* (formerly 400-30) (https://apps.fcps.org/legal/documents/513-01)
h. Regulation 516-01, *Teaching of Potentially Controversial Issues/Use of Historical Artifacts* (formerly 500-40) (https://apps.fcps.org/legal/documents/516-01)

5. **FCPS Resources**
   a. FCPS / Staff / Employee Code of Conduct (https://www.fcps.org/staff/employee_code_of_conduct)
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6. **Federal Law**
   a. The Equal Access Act (20 U.S.C. §4071[b]) (https://fcps-md.info/EAA_20_USC_4071)]
   b. Every Student Succeeds Act (ESEA), 20 USC § 7904(a) [(https://fcps-md.info/ESEA_20_USC_7904)]
   c. U.S. Const., First Amendment [(https://fcps-md.info/First_Amendment)]

7. **[Maryland Statutes]**
   a. Md. Code Ann., Educ. § 7-104 [(https://fcps-md.info/MD_Educ_Code_7-104)]

F. Policy History (Maintained by Legal Services)

Responsible Office	Legal Services
Adoption Dates	01/10/07
Review Dates	
Revision Dates	09/09/20; 11/09/22[;][~~XX/XX/XX~~][10/21/26]

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.07 Fiscal Year 2028 (FY2028) Operating Budget and Zero-Based Budgeting Discussion
Type	Information, Discussion, Action
Suggested Action	Board approval of the FY2028 Operating Budget calendar
Department(s)	Fiscal Services
Goal(s)	Goal 1 - Organizational Culture of Achievement - FCPS will equip each and every student to be an empowered learner and an engaged citizen to achieve a positive impact in the local and global community. Goal 2 - Operational Excellence - FCPS will hire, support, and retain staff who champion individual, professional, and student excellence. Goal 3 - Safety & Wellbeing - FCPS will pursue and utilize all resources strategically and responsibly to achieve identified outcomes and inspire public confidence. Goal 4 - Stakeholder Engagement - FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system. Goal 5 - Student & Staff Experience - FCPS will promote a culture fostering wellness and civility for students and staff.

Content

PURPOSE OF PRESENTATION: Staff seeks approval of the Fiscal Year 2028 (FY2028) Operating Budget calendar and staff will provide an overview of the zero-based budgeting approach for FY2028.

BACKGROUND/SUMMARY:

As preparation for the FY2028 operating budget process begins, staff will provide details on the budget process along with the FY2028 operating budget calendar. The calendar includes dates for public engagement by the Superintendent and Board of Education of Frederick County (Board), along with key dates for submitting the operating budget to the County Executive for inclusion in her FY2028 Frederick County Government operating budget and Board approval of the FY2028 operating budget.

During the meeting, staff will also provide information on the zero-based budgeting approach for

preparing the FY2028 operating budget. Tonight, staff will be providing background information. At the January 6, 2027 Board meeting, staff will discuss outcomes.

PRESENTER(S) & TITLE(S):
Heather Jo Clabaugh, Associate Superintendent of Fiscal Services
Denise Frock, Director of Budget

SUBMITTED BY:
Heather Jo Clabaugh, Associate Superintendent of Fiscal Services

ATTACHMENT(S):
FY2028 Operating Budget Calendar PPT_FINAL.pdf
FY2028 DRAFT Operating Budget Calendar_FINAL.pdf

Fiscal Services

FY2028 Operating Budget

Board of Education
October 21, 2026

PRESENTED BY: Heather Jo Clabaugh, Associate Superintendent of Fiscal Services
Denise Frock, Director of Budget

FCPS Frederick County Public Schools
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1

Presentation Outcomes

1. Review zero-based budgeting approach to FY2028
2. Review and approve the FY2028 Operating Budget calendar



FCPS

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What is Zero-Based Budgeting?

- Zero-based budgeting (ZBB) removes the assumption of past budgets and "starts from scratch"
- ZBB requires substantiation for each expense line

4

FCPS

4

FCPS Approach to ZBB

- Focus on central office departments only
- Assume a same services budget
- Review all supplemental salaries and non-salary expenditures; positions are not included

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Why Aren't Schools Included?

- Staffing, the largest expense for schools, is reset annually based upon the staffing formula, using projected enrollment and tier
- School-based operating budget allocations are reset annually based upon enrollment

6

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FY2028 Operating Budget Calendar Highlights

- Superintendent to host two listening sessions - one virtual and one in-person
- January 6 - ZBB and Revenue Discussion
- January 20 - Release of the Superintendent's recommended FY2028 operating budget

8

FCPS

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FY2028 Operating Budget Calendar Highlights

- January 27
  - Board work session with FCPS Staff - 1-4
  - Board public hearing beginning at 6 in the Board Room
- February 24 approval of the Board's requested FY2028 operating budget

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Staff seeks approval of the FY2028 operating budget calendar.

DATE	ITEM	TIME/LOCATION
December 2, 2026	Community Budget Listening Session with the Superintendent	Virtual 6 – 7pm
December 16, 2026	Community Budget Listening Session with the Superintendent	Board Room 6 – 7pm
January 6, 2027	Board Meeting – Budget Discussion	6:00pm Board Room
January 20, 2027	Release of the Superintendent's Recommended Budget	6:00pm Board Room
January 27, 2027	Board Work Session with FCPS Staff	1:00pm – 4:00pm Board Room
	Board Public Hearing of FY2028 Operating Budget	6:00pm Board Room
February 10, 2027	Board Meeting – FY2028 Operating Budget Update	6:00pm Board Room
February 24, 2027	Board Meeting – Approval of the FY2028 Board Requested Operating Budget to Submit to the County Executive	6:00pm Board Room
April - June 2027	Board Budget Discussions, as needed	TBD
June 2027	Board Meeting – Board Approval of Final Budget and Establishment of State-Mandated Category Totals	6:00pm Board Room
July 1, 2027	FY2028 Operating Budget Effective	

10

10



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Frederick County Public Schools
FY2028 Operating Budget Calendar

DATE	ITEM	TIME/LOCATION
December 2, 2026	Community Budget Listening Session with the Superintendent	Virtual 6 – 7pm
December 16, 2026	Community Budget Listening Session with the Superintendent	Board Room 6 – 7pm
January 6, 2027	Board Meeting – Budget Discussion	6:00pm Board Room
January 20, 2027	Release of the Superintendent's Recommended Budget	6:00pm Board Room
January 27, 2027	Board Work Session with FCPS Staff	1:00pm – 4:00pm Board Room
	Board Public Hearing of FY2028 Operating Budget	6:00pm Board Room
February 10, 2027	Board Meeting – FY2028 Operating Budget Update	6:00pm Board Room
February 24, 2027	Board Meeting – Approval of the FY2028 Board Requested Operating Budget to Submit to the County Executive	6:00pm Board Room
April - June 2027	Board Budget Discussions, as needed	TBD
June 2027	Board Meeting – Board Approval of Final Budget and Establishment of State-Mandated Category Totals	6:00pm Board Room
July 1, 2027	FY2028 Operating Budget Effective	

Note: Please refer to the Frederick County Government Operating Budget Calendar for information regarding County actions.

DRAFT

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.08 Community Listening Session Debrief
Type	Information, Discussion

Content

The Board will discuss the Community Listening Session that was held on October 14, 2026 at Brunwick High School.

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1. WORK SESSION (OPEN MEETING) [3:00 P.M.]
Subject	1.09 Motion to Move into Closed Session
Type	Action
Suggested Action	Board approval to move into Closed Session

Content

In accordance with Maryland's Open Meetings Act, General Provisions Article § 3-305(b)(1), (2), (7) & (9), the Board will meet in Closed Session at 4:00 pm to consider matters related to an appeal, to appoint members to Board committees, to consult with counsel to receive legal advice, and to discuss matters related to negotiations.

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1.. Adjournment
Subject	1.10. Adjournment
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	2. CLOSED SESSION [4:00 p.m.]
Subject	2.01 Call to Order
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1.. Adjournment
Subject	1.10. Adjournment
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.01 Call to Order
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.02 Pledge of Allegiance
Type	Procedure

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.03 Closed Session Announcements
Type	Announcement

Content

In accordance with Maryland's Open Meetings Act, General Provisions Article § 3-305(b)(7), the Board met in Closed Session at 6:05 pm on October 12, 2026 via Google Meet to receive advice of counsel.

In accordance with Maryland's Open Meetings Act, General Provisions Article § 3-305(b)(1), (2) (7) & (9), the Board met in Closed Session at 4:00 pm today to consider matters related to an appeal, to appoint members to Board committees, to consult with counsel to receive legal advice, and to discuss matters related to negotiations.

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.04 Approval of the October 7, 2026 Board of Education Meeting Minutes
Type	Minutes
Suggested Action	Board approval of the October 7, 2026 Board of Education Meeting Minutes

ATTACHMENT(S):
10.07.26 Meeting Minutes_DRAFT.pdf

Board of Education of Frederick County
Wednesday, October 7, 2026
Board Room
Meeting Minutes - DRAFT

1. WORK SESSION (OPEN MEETING) [3:00 P.M.]

Members present: Dean Rose, Rae Gallagher, Colt Black, Jaime Brennan, Janie Monier, Chad Wilson, Sr., Karen Yoho
Others present: Dr. Cheryl Dyson, Superintendent; Bill Meekins, Purchasing Manager; Roy McHaffa, Purchasing Agent; Leslie Frei, Supervisor, Early Childhood Education & Judy Centers; Steven Blivess, Esquire, Chief Legal Counsel; Scott Murphy, Curriculum Director, Department of Curriculum & Instruction; Eric Haines, Supervisor, Innovative Learning & Solutions, Department of Curriculum & Instruction; Dr. Paul Lebo, Chief Operating Officer; Sabrina Nail, Board Liaison & Ombuds; Thora Mintz, Student Member of the Board; Kathryn Rich, Executive Assistant to the Board

1.01 Call to Order
President Rose called the meeting to order at 3:01 p.m.

1.02 Approval of the October 7, 2026 Board of Education Meeting Agenda
Motion:
Board approval of the October 7, 2026 Board of Education Meeting Agenda.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Rae Gallagher, second by Janie Monier.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

1.03 Information Item
Buy Board #762-25, Assistive Technology Products and Related Services – This contract will be utilized by the Special Education Department to purchase an online, interactive, standards-based curriculum resource specifically designed for students with significant cognitive needs. The contract was awarded to multiple vendors and FCPS anticipates using Everway Holdco LLC (formerly n2y, LLC and Texthelp, Inc.) dba: Everway LLC, (Huron, OH); however, FCPS may utilize other awarded vendors for additional requirements as needed.

1.04 Bid Item
RFP 27MISC5, Early Childhood Instructional Practices, Social Emotional Learning (SEL), and Behavior Support Professional Development – Staff recommended the establishment of a comprehensive professional learning program focused on evidence-based social-emotional learning (SEL), trauma-informed instructional practices, classroom management, and positive behavior support for Early Childhood and Inclusive Prekindergarten staff. Staff recommended the contract be awarded to Conscious Discipline Holdings, LLC dba: Loving Guidance, LLC (Sanford, FL).

Motion:
Board approval of bid item RFP 27MISC5.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Karen Yoho, second by Rae Gallagher.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

1.05 Policy 405, Graduation
Policy 405, Graduation, was presented as the Board of Education's second reading.

Motion:
Board approval of Policy 405, Graduation, for immediate publication with leave to update policy and regulation links in the future, as needed.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Colt Black, second by Janie Monier.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

1.06 Policy 124, Artificial Intelligence
Policy 124, Artificial Intelligence, was presented as the Board of Education's second reading.

Motion:
Board approval to prohibit the use of AI for students from Pre-K through grade 8.
After discussion and public comment, Mr. Wilson withdrew his motion.
Mr. Black agreed to the withdrawn motion.

Public comment was provided by:
John-Lucas Krauss
Deckard Weakland
Alex Thomas
Sarah Hauver
Aubrey Lynch
Zach Nabors
Josiah Trombley

Motion:
Board approval to prohibit the use of AI by students in grades Pre-K through grade 12, except as may be necessary to provide AI literacy instruction or as may be approved by the Superintendent or their designee.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Chad Wilson, second by Colt Black.
Final Resolution: Carries
Yea: Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson
No: Rae Gallagher

Motion:
Board approval to adopt the Policy 124, Artificial Intelligence, and the language that was voted in the affirmative for immediate publication with leave to update any policy or regulation links in the future, as needed.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Chad Wilson, second by Colt Black.
Final Resolution: Carries
Yea: Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson
No: Rae Gallagher

1.07 Office of the Ombuds Annual Report
The 2025-202 Annual Report from the Office of the Ombuds was presented to the Board.

1.08 2027 Legislative Principles
The 2027 Legislative Principles were on the agenda for Board discussion and action.

Motion:
Board approval to accept the 2027 Legislative Principles with the amendments discussed.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Karen Yoho, second by Janie Monier.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

1.09 Motion to Move into Closed Session
President Rose stated the following: In accordance with Maryland's Open Meetings Act, General Provisions Article § 3-305(b)(1), (7) and (9), the Board will meet in Closed Session at 5:10 pm to appoint members to the Board of Education Negotiating Teams and to consult counsel to obtain legal advice.

Motion:
Board approval to move into Closed Session.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Karen Yoho, second by Colt Black.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

1.10. Adjournment
President Rose adjourned the meeting at 5:09 p.m.

2. CLOSED SESSION [5:10 p.m.]

Members present: Dean Rose, Rae Gallagher, Colt Black, Jaime Brennan, Janie Monier, Chad Wilson, Sr., Karen Yoho
Others present: Dr. Cheryl Dyson, Superintendent; Steven Blivess, Esquire, Chief Legal Counsel; Dr. Sarah Sirgo, Chief of Staff; Tim Thornburg, Chief Negotiator for the Board with FASSE, FCEA and FCASA; Julie Nguyen, Director, Human Resources; Kathryn Rich, Executive Assistant to the Board

2.01 Call to Order
President Rose called the meeting to order at 5:10 p.m.

Topics of Discussion Included:
- Appointment of members to the Board's Negotiating Teams
- Advice of Counsel/Pending Litigation

2.05 Adjournment
President Rose adjourned the meeting at 5:31 p.m.

3. ADMINISTRATIVE FUNCTION [5:31 p.m.]

Members present: Dean Rose, Rae Gallagher, Colt Black, Jaime Brennan, Janie Monier, Chad Wilson, Sr., Karen Yoho
Others present: Dr. Cheryl Dyson, Superintendent; Steven Blivess, Esquire, Chief Legal Counsel; Sabrina Nail, Board Liaison & Ombuds; Kathryn Rich, Executive Assistant to the Board

3.01 Call to Order
President Rose called the meeting to order at 5:31 p.m.

3.04 Adjournment
President Rose adjourned the meeting at 5:34 p.m.

4. REGULAR MEETING - Preliminary Items [6:00 p.m.]

Members present: Dean Rose, Rae Gallagher, Colt Black, Jaime Brennan, Janie Monier, Chad Wilson, Sr., Karen Yoho
Others present: Dr. Cheryl Dyson, Superintendent; Dana Falls, Director, Student Services; Justin McConnaughey, Director, Elementary School Administration & Instructional Leadership; Dr. Afie Mirshah, Director, High School Administration and Instructional Leadership; Lorcan OhEithir, Principal, Whittier Elementary School; Kim Prestka, Behavioral Support Specialist, Hillcrest Elementary School; Dr. Jennifer Bingman, Associate Superintendent, Special Education and Student Services; Katie Buckley, Director, Special Education, Secondary; Troy Keller, Director, Special Education, Elementary; Steven Blivess, Esquire, Chief Legal Counsel; Sabrina Nail, Board Liaison & Ombuds; Thora Mintz, Student Member of the Board; Kathryn Rich, Executive Assistant to the Board

4.01 Call to Order
President Rose called the meeting to order at 6:00 p.m.

4.02 Pledge of Allegiance

4.03 Closed Session Announcement
President Rose made the following announcement: In accordance with Maryland's Open Meetings Act, General Provisions Article §3-305(b)(1), (7) and (9), the Board met in Closed Session at 5:10 pm today to appoint members to the Board of Education Negotiating Teams and to consult counsel to obtain legal advice.

4.04 Administrative Function Announcement
President Rose made the following announcement: In accordance with Maryland's Open Meetings Act, General Provisions Article §3-104, the Board met in Administrative Function at 5:31 p.m. today to discuss procedures related to a Board committee and to discuss procedures for the Board of Education Community Listening Sessions.

4.05 Approval of the September 23, 2026 Board of Education Meeting Minutes
Motion:
Board approval of the September 23, 2026 Board of Education Meeting Minutes.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Rae Gallagher, second by Chad Wilson.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

4.06 System Recognition: Dyslexia Awareness Month Proclamation
The Board recognized and proclaimed the month of October as Dyslexia Awareness Month in Frederick County Public Schools.

Motion:
Board approval of the recognition of Dyslexia Awareness Month.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Karen Yoho, second by Chad Wilson.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

4.07 System Recognition: Bullying Prevention Month Proclamation
The Board recognized and proclaimed the month of October as Bullying Prevention Month in Frederick County Public Schools.

Motion:
Board approval of the recognition of Bullying Prevention Month.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Chad Wilson, second by Colt Black.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

4.08 System Recognition: National Principals Month Proclamation
The Board recognized and proclaimed the month of October as National Principals Month in Frederick County Public Schools.

Motion:
Board approval of the recognition of National Principals Month.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Colt Black, second by Janie Monier.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

4.09 System Recognition: National Hispanic Heritage Month Proclamation
The Board recognized and proclaimed the month of October as National Hispanic Heritage Month in Frederick County Public Schools.

Motion:
Board approval of the recognition of National Hispanic Heritage Month.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Colt Black, second by Janie Monier.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

4.10. Public Comment
Public comment was provided by:
John-Lucas Krauss
Manasavi Divi
Jennifer Foster
Corey Farley
Mahesh Aitha
Eliza Stitely
Rebecca Shillingburg
Warner Zumbach
Murali Divi
Geoffrey Seidel
Casey Day
Srikanth Vietla

4.11. Superintendent Comments
Dr. Dyson provided comments from the Office of the Superintendent.

4.12. Student Member Comments
Thora Mintz, Student Member of the Board, provided comments.

4.13. Board Member Comments
Board members provided comments.

5. Regular Meeting - Action Consent

5.01 Staffing Changes
Motion:
Board approval of the Action/Consent items.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Colt Black, second by Rae Gallagher.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

6. Board Items

6.01 Strategic Plan Key Performance Indicators Reporting Goal 3 (KPI 11 & KPI 12)
Staff reviewed data for the Key Performance Indicators (KPI) 11 and 12 aligned to Frederick County Public Schools Goal 3, as well as provided an update on classroom management, student discipline, and the Student Code of Conduct.

6.02 Special Education Update
Staff shared an overview of the students with disabilities population within FCPS and the supports provided.

6.03 Policy 427, Religious Expression
Policy 427, Religious Expression, was presented as the Board of Education's first reading.

Motion:
Board approval to advance Policy 427, Religious Expression, to a second reading with an edit that would speak to religious garb and headwear.
Amended motion: Board approval to move Policy 427, Religious Expression, to a second reading, with a change to the policy number, and to include Mr. Wilson's edit clarifying excusal from assignments in section D.3.
Thora Mintz, Student Member of the Board, supported the motion.
Motion by Colt Black, second by Chad Wilson.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Colt Black, Jaime Brennan, Janie Monier, Karen Yoho, Chad Wilson

Public comment was provided by:
Harshini Parandapalli
Vihaani Desai
Raanya Ulpe
Kehaani Desai
Tejasvi Divi
Tanvi Gujalwar
Aadi Mallesna
Manav Patel
Richa Agarwala

7. Setting of the Next Meeting Agenda

7.01 Setting the Agenda for the October 21, 2026 Board of Education Meeting
Dr. Dyson stated that the October 21, 2026 Board of Education Meeting would contain:

- Strategic Plan Key Performance Indicators Reporting: Priority 1 & 5 (KPI 4, 5, & KPI 15) and BOE Access to Curriculum Agenda Request
- Discussion regarding the MSEA ESP Bill of Rights Agenda Request
- Widening the Audience Agenda Request

8. Committee Reports and Legislative Updates

8.01 Legislative Updates
There were no Legislative Updates provided.

8.02 Policy Committee Report
The Policy Committee will meet on October 21, 2026 at 9:30 a.m. in the Board Room.

8.03 Curriculum & Instruction Committee Report
The Curriculum & Instruction Committee met this morning and heard presentations regarding:

- Social Studies and Student Leadership
- Visual and Performing Arts

8.04 Committee Reports

- Calendar Committee met on Monday. They have five (5) calendar options that will be coming before the Board.
- Racial Equity Committee (REC) met last week. There was a presentation by Dr. DeVeda Coley on Community Schools.
- Family Life Advisory Committee (FLAC) met last week. Ms. Yoho stated the importance of committee member attendance so there is a quorum present at all meetings.
- Frederick County Career & Technical Education Advisory Committee (CTE) met last week. The committee elected a new chair. The committee will be focusing on being more proactive.
- Special Education Citizens Advisory Committee (SECAC) met. Dr. Dyson gave a presentation during the meeting.
- Citizens Advisory Council (CAC) will meet on October 12, 2026 at 6 p.m. in the Board Room.

9. Informational Items

9.01 Quarterly Agenda for Board Meetings

9.02 Future Agenda Items

10. Adjournment

10.01 Adjournment

President Rose adjourned the meeting at 9:55 p.m.

Submitted by: Kathryn Rich, Executive Assistant to the Board

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.05 Approval of the October 12, 2026 Board of Education Special Meeting Minutes
Type	Minutes
Suggested Action	Approval of the October 12, 2026 Board of Education Special Meeting Minutes.

ATTACHMENT(S):
10.12.26 Meeting Minutes_DRAFT.pdf

Board of Education of Frederick County
Wednesday, October 12, 2026
Google Meet
Meeting Minutes - DRAFT

1. Work Session - 6:00 p.m.

Members present: Dean Rose, Rae Gallagher, Jaime Brennan, Karen Yoho
Members Absent: Colt Black, Janie Monier, Chad Wilson**,** Sr.
Others present: Kathryn Rich, Executive Assistant to the Board

1.01 Call to Order
President Rose called the meeting to order at 6:01 p.m.

1.02 Motion to Move into Closed Session
President Rose stated the following: In accordance with Maryland's Open Meetings Act, General Provisions Article §3-305(b)(7), the Board will meet in Closed Session at 6:05 pm to consult counsel to obtain legal advice.

Motion:
Board approval to move into Closed Session.
Motion by Karen Yoho, second by Jaime Brennan.
Final Resolution: Carries
Yea: Rae Gallagher, Dean Rose, Jaime Brennan, Karen Yoho
Not Present at Vote: Colt Black, Janie Monier, Chad Wilson, Sr.

1.03 Adjournment
President Rose adjourned the meeting at 6:02 p.m.

Submitted by: Kathryn Rich, Executive Assistant to the Board

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.06 System Recognition: Partnership Recognition
Type	Information
Department(s)	Public Affairs Department
Goal(s)	Goal 4 - Stakeholder Engagement - FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system.

Content

PURPOSE OF PRESENTATION: Presentation of the FCPS Annual Educational Partnerships Report

BACKGROUND/SUMMARY: Frederick County Public Schools has released its 11th annual Educational Partnerships Annual Report for 2025-2026. This report highlights the partnership program and recognizes the numerous business and community partners dedicated to supporting FCPS students and staff. Tiana Haile will present the 2025-2026 report, sharing insights on the impact of these partnerships on our students, families, schools, and community partners.

PRESENTER(S) & TITLE(S):
Tiana Haile, Manager of Engagement and Partnerships, FCPS

SUBMITTED BY:
Dr. Eric Louérs-Phillips, Associate Superintendent of Public Affairs

ATTACHMENT(S):
Constellation_Vol1Iss2_Final2-Spread.pdf


THE Constellation
Frederick County Public Schools Fall 2026
LINGANORE
15
LINGANORE
24
FOOTBALL
EDUCATIONAL PARTNERSHIPS ANNUAL REPORT
FCPS



Dear Frederick County Public Schools community and business partners,

In Frederick County Public Schools (FCPS), each student participates in a learning journey as they prepare for success in college or career.

FCPS students have so many opportunities along the way – from apprenticeship experiences, to college-level courses, to extracurricular activities.

Our dedicated educators and staff are always seeking innovative ways to provide successful outcomes. In order for us to be successful in our mission, we need the backing of our great community, including our dedicated nonprofit and business partners.

The depth and variety of support we receive from our partners are truly remarkable. You ensure that our students' most pressing needs are met, from providing basic necessities for those who need them most, to offering opportunities for career-focused students to hone their craft, to supplying incentives for those who are excelling.

Quite simply, this essential work wouldn't be possible without your involvement. Every partner, regardless of how they choose to support our students, staff, and schools, contributes directly to student success across FCPS.

Inside this report, you'll find features on several partnerships that delivered significant benefits this year, alongside a list of organizations that are champions for education.

As a school district in Maryland, more families are choosing our community every day. Your support is crucial in scaling our ability to meet the diverse needs of every student. We are always eager to explore new ideas and opportunities, just as our students are.

Thank you, once again, for your commitment. We hope you enjoy reading this year's FCPS *Educational Partnerships Annual Report*!



Dr. Cheryl L. Dyson
Superintendent
Frederick County Public Schools

The Board of Education of Frederick County



Dean Rose
President



Rae Gallagher
Vice President



Colt Black



Jaime Brennan



Janie Inglis Monier



Chad King Wilson, Sr.



Karen Yoho



Thora Mintz
Student Member

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EDUCATIONAL PARTNERSHIPS ANNUAL REPORT

At FCPS, our mission is simple but vital: to support every student, every day, as they grow through learning journeys that prepare them for life after graduation, wherever their paths may lead.

From the moment a child steps into Pre-K or kindergarten, perhaps clutching their very first backpack, FCPS benefits from the strong foundation built through community support. Our students are tomorrow's innovators, caregivers, problem-solvers, and leaders. When they succeed, the entire Frederick community thrives.

That is why so many local businesses and nonprofits, large and small, stand behind FCPS. Their support takes many forms. They sponsor school events, donate supplies and equipment, offer internships and mentorships, and volunteer their time and expertise directly in our classrooms. From major employers in the county to thousands of other enterprises fueling both our economy and our schools, the message is clear: strong schools mean a stronger Frederick County.

In this year's report, you will see how business and nonprofit partners have enriched student learning during the 2025–26 school year, along with a full listing of the organizations helping us prepare students for bright futures.

Photo: 2026-27 FCPS Teacher of the Year, Alicia Souder, brings learning to life in her literacy classroom at Parkway Elementary.

Stuff the Bus

United Way of Frederick County

Frederick County businesses and community members come together every year to ensure students arrive at school ready to learn with the supplies they need, especially those students who may otherwise struggle to get them. The 18th annual Stuff the Bus school-supply drive ran from June 8 through August 3 and united more than 100 Frederick County businesses and community organizations in a shared commitment to supporting local students.



Collection bins were placed throughout the county, where citizens could make donations. Contributions ranged from backpacks and notebooks to paper, folders, highlighters, erasers, markers, pencils, and more. These items may seem simple, but together they made a meaningful difference for families in Frederick County.

This year, Stuff the Bus volunteers contributed 1,250 hours collecting donations, unloading vehicles, sorting thousands of school supplies, assembling backpacks, and preparing everything for distribution. Their time and dedication were essential to turning the community's generosity into tangible support for students.

Stuff the Bus wouldn't be possible without the strong partnership and unwavering support of the United Way of Frederick County. United Way has been crucial in bringing the initiative to life by mobilizing local businesses, organizations, volunteers and residents to come together in support of students. Through this partnership with Frederick County Public Schools, United Way helps ensure students have the resources they need to learn and be successful in the classroom.

We extend our heartfelt appreciation to the Church of Jesus Christ of Latter-day Saints in Frederick, and its dedicated volunteers, who once again joined forces with Stuff the Bus to make a meaningful difference for local students. From organizing donations to helping distribute supplies, their commitment was instrumental in getting essential school items where they were needed most. Alongside community school supply distribution partners like Brunswick Ecumenical Assistance Committee on Needs (BEACON), Middletown Valley People Helping People (MVPHP), Glade Family Community Services (GVCS), Seton Center, and Graceham Moravian Church, in addition to the many community members who contributed, their efforts helped put backpacks, notebooks, pencils, and other supplies into the hands of students ready to start the school year with confidence.

More than 4,200 Frederick County Public Schools students walked into the first day of school prepared and supported, thanks to the generosity of the Frederick community. ★







Cal Ripken, Sr. STEM Centers

Cal Ripken Senior Foundation, Lincoln Elementary STEM Center

Curiosity now has a new home at Lincoln Elementary.



Frederick County Public Schools recently celebrated the opening of its newest Cal Ripken, Sr. Foundation STEM Center, a dynamic learning space designed to give students hands-on opportunities to explore science, technology, engineering, and mathematics. The center was made possible through a collaboration with Rowan Digital Infrastructure and marks the seventh STEM Center within FCPS.

The new space is designed with students in mind. Equipped with STEM materials at individual workstations, the center invites students to experiment, create, collaborate, and work through real-world challenges. Teachers are incorporating the resources into classroom instruction as well as after-school programs, giving students additional opportunities to turn ideas into action.

FCPS and community leaders gathered for a ribbon-cutting ceremony at Lincoln Elementary last Fall to celebrate the new center, officially opening the space to students.

“I am grateful for this wonderful resource that can empower Lincoln students to learn more about science, technology, engineering, and mathematics,” FCPS Superintendent Dr. Cheryl L. Dyson said. “This will give students a unique and collaborative opportunity to cultivate skills that will help them in their educational learning journeys.”

The excitement surrounding the new center reflects a broader effort by the Cal Ripken, Sr. Foundation to make hands-on STEM learning accessible to students across the country. The foundation has established more than 790 STEM Centers nationwide, creating spaces where young people can explore their curiosity and discover the possibilities of innovation.

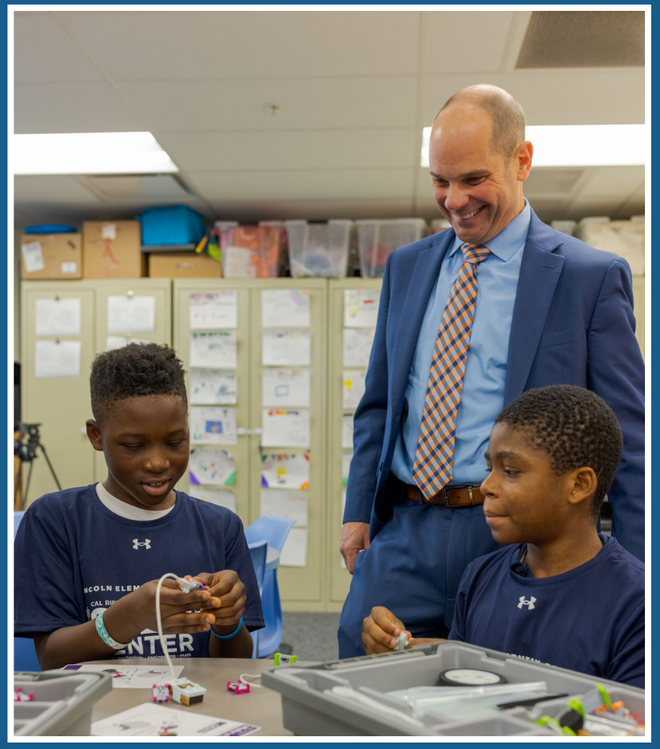
For Rowan, the partnership represents an investment that reaches beyond technology and infrastructure.

“We are committed not only to advancing digital infrastructure but also to strengthening communities across Frederick County by investing in the workforce of tomorrow,” Martin Romo, senior director of economic development and external affairs at Rowan, said.

Now open to Lincoln Elementary students, the new addition offers opportunities for students to work side by side, testing ideas, solving problems, and discovering that the skills they develop today can help shape the world they will lead tomorrow. ★







Bernie's Bench Collaboration

Lincoln Elementary student's design comes to fruition thanks to the support of her community.

On a chilly December afternoon, students from Lincoln Elementary's Lincoln Leadership Club were seated around the Frederick High School wood shop listening to Frederick High's Tech Ed Teacher, Christopher Day, discuss the different projects that upper-level Woodworking Design & Application students learn to create in his class (e.g. custom boxes, tables, and laser engraving). There were art teachers, administrators, and community partners standing with the Frederick High schoolers watching the presentation as well.

This feeder pattern collaboration has been years in the making.

For three years, the Lincoln Leadership Club and Lincoln Elementary Art teachers, Sarah Presnell and Courtney Bittner, have been collaborating with local Bates Architect, Forrest Popkin, to learn about design and architecture. During Popkin's first year volunteering with Lincoln Elementary, he led the students through a school design project to celebrate the school turning 100 years old. Students designed a school for the future, created a cardboard model, and displayed them at the school's Encore Arts Night.

Last year, 3rd graders were put to the task of designing a bench or a FLAG (Free Little Art Gallery) for the school campus. A Free Little Art Gallery is a place where students can leave and take different artwork, creations, and/or art supplies. Students created their own designs and then built 3D cardboard models of their designs. Lincoln Elementary staff and administration then voted on the winning designs in the spring. Ximena Chavez created the winning bench design and Sadie Tait was the winning FLAG designer.

Popkin first started partnering with Lincoln Elementary to teach about depth and perspective alongside art teachers, and his involvement in projects has grew from there.



He was just as excited as the students to see the project come to life, and he credits his mother with inspiring his love of volunteering in the community. He also hopes to inspire students to consider architecture as a career path at a younger age. When he was a young student, he never met an architect and didn't realize that it was his calling until he was much older. By being involved and volunteering with elementary students on projects, he hopes that they will learn what is involved with being an architect and that through their creative and technical skills they too can become architects. He also emphasized that it is important to teach kids that architecture is a group effort between designers and creators and that they have to work together to create the vision. Popkin says it's vital that students learn that "architecture has to be embodied in a physical space."

Sarah Presnell was the first to have the idea of turning Ximena Chavez's winning bench design into a real bench for the school. Over the summer she worked tirelessly to

coordinate between local partners, FCPS Staff, and with Frederick High's Christopher Day to make the bench a collaborative learning project.

Local partners like Danielle Adams, Executive Director with the Frederick County Building Industry Association (FCBIA), were instrumental in the procurement and delivery of lumber and paint for the bench project. She partnered with local businesses to get the supplies. Lowe's donated wood, Sherwin Williams donated paint, and FCBIA Professional Women in Building Council donated the hardware for the bench.

Early in the school year, Day's upper-level Woodworking Design & Application class fabricated the wooden bench pieces from the winning design. The wooden bench parts were then sent back to Lincoln Elementary for the students to paint in school colors. This December day, all the students working on the project gathered together to learn about wood working and to assemble the bench together. High school students held the wood and supervised alongside the teachers while allowing elementary students the chance to pull the lever on the drill press and to use a hand drill.

Ximena Chavez, winning bench designer, was excited to see her vision come to life. She said that her main goal when designing it was to "make it big so lots of kids can sit on it together." She creatively designed the bench with yellow and blue stripes so that it would match her school colors. Ximena said that she learned teamwork while building the cardboard model of her bench back in the spring. She had a friend hold it together while she taped the pieces together. Cutting the cardboard and taping the model was really difficult, but with the help of her friend, she was not only successful in finishing her 3D model, but won the design contest. When asked what her favorite part of the project was, she said that she loves seeing it come together with the help of her classmates and the high schoolers.

Crosby Blair, the Community School Coordinator at Lincoln Elementary, emphasized how incredible it was for the elementary students to see older kids from their feeder pattern and to build things alongside them. Lincoln Elementary, a Community School, focuses support on the academic, basic, social, and emotional needs of every student through meaningful partnerships with various organizations in the community and a commitment to embracing community engagement by empowering stakeholders as key decision makers.

Christopher Day led all the students through the build together. He said "I think this experience was incredible for the student leadership team at Lincoln Elementary School as well as my upper-level Woodworking Design & Application students! We were able to bring learning to life by seeing the design process all of the way through from brainstorming, to building, to the pattern of the paint, and finally a collaborative and inspirational time together for assembly."

Staff and students unveiled the bench at Lincoln Elementary's Encore Arts Night in March 2026. The bench will be dedicated in memory of Lincoln Elementary Custodian Bernard Willis who sadly passed away right before winter break last year. "Bernie's Bench," as it has been lovingly named, will be placed in the school where the students will see their project every day and be able to use it.

As elementary students left the wood shop, a few of them were overheard saying "I can't wait to come to school here!" Their excitement for learning is what it is all about. ★

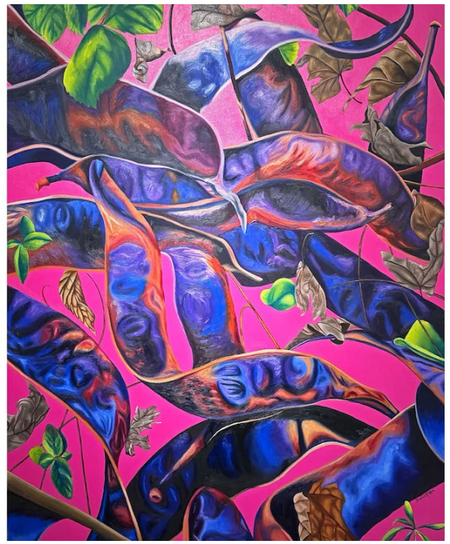


Youth Art Month at The Delaplaine

FCPS Creativity on Display at Local Art Gallery.

When Brunswick High senior Phoebe Carpenter created her watercolor painting *Sea Creature*, featuring a star fish being gently held by the people who found it, she didn't know that her painting would become one of the stars of the show at The Delaplaine Arts Center's Youth Art Month exhibit.

Phoebe's painting was selected as one of the Bettie Award Finalists and was awarded the grand prize. Her painting, along with the work of 10 other outstanding student artists, were displayed at the Bettie Awards Exhibition through April 2026 at the Delaplaine. Community members are invited to vote for the People's Choice Award. The Artwork that receives the most votes is named the People's Choice Award winner and receives a $250 prize.



Donna Ward Lehman - Art Teacher - Middletown High

Here's a look at the three gallerie exhibits that were featured at The Delaplaine during Youth Art Month – along with some feedback from some of the artists who participated in them.

2026 Bettie Award Winners

- Bayley Brown, Middletown High School, *Food Chain*, Digital Artwork
- Lucy Campbell, Gov. Thomas Johnson High School, *Swimming*, Porcelain
- Phoebe Carpenter, Academy for the Fine Arts, *Sea Creature*, Watercolor*
- Rachel Chu, Urbana High School, *Sea Self Sky*, Colored Pencils
- Ela Curran, Linganore High School, *Aquaphonia (Water In Your Ears)*, Chalk Pastel
- Shitong Du, Urbana High School, *My Grandfather*, Pencil
- Elaine Gao, Urbana High School, *Reaching Connection*, Acrylic
- Valerie Leonnig, Oakdale High School, *Ignoring Growth*, Colored Pencils
- Amilia Nasto, Linganore High School, *Pink Blossom*, High Fire Clay
- Seneca Yarmus, Middletown High School, *In My Eyes*, Collage, Colored Pencil, Graphite
- Mulan Zhuang, Urbana High School, *Natural Alignment*, oil painting

When students have their artwork selected for the Bettie Awards, students are usually creating with the purpose of telling a story through their art. Senior Phoebe Carpenter, this year's Grand Prize Bettie Award winner for her watercolor *Sea Creature*, finds inspiration in the connection with nature. She said, "This piece, *Sea Creature*, was not only inspired by a moment of curiosity, but also meant to invite viewers to remember their own moments of discovery." Phoebe is a student at the Academy for the Fine Arts, where she spends half of every school day in the art program. She plans to study architecture in college next year. Rachel Chu, a senior at Urbana High, said that she took inspiration from her journey as an artist in her colored pencil self-portrait *Sea Self Sky*. Rachel said about creating her drawing, "Completing the whole piece in color pencil took patience, but seeing the final colors work

together once the artwork was done was very rewarding to me." She plans to continue creating art in the future regardless of her career path.

FCPS Youth Art Month Exhbition

The FCPS Youth Art Month Exhibition was on display from March 2026

As soon as you entered the FCPS Youth Art Month Exhibition at The Delaplaine Art Center, you were overwhelmed with the amount of talent that Frederick County possesses. The more you walked through the exhibits, the more exciting it became. With over 400 entries in this year's exhibition, it was nearly impossible to view it all in one visit. The number of entries is a testament to the dedication of our FCPS Visual Art teachers in educating and encouraging the creativity of our students, as well as the many hours students put into each work of art. It was also a unique opportunity for students to share their art with the community.

Students having the opportunity to show their art at The Delaplaine is often a special moment of shared art experience for the whole family. Orchard Grove Elementary Kindergartener, Alyssa Lou, was very excited to have her art *Colorful Cat* selected for her first art show. Not only did she enjoy creating her piece, but she also enjoyed her cousins coming to visit and joining her at the show. Wolfsville Elementary 5th grader, Pierce Lyerla, was inspired by Austrian artist Gustav Klimt when creating his marker drawing called *Klimt Style Tree.* He also went to see the show with his family. He said, "My whole family came, and I sent a picture to my grandmother who immediately recognized the style."

Creating art in the classroom and participating in a public art show encourages young minds to think creatively at an early age. Sawyer Bladen, an 8th grader at Middletown Middle, said about his art *Hue Tree* that when he was given his assignment in school, "this is what I saw in my head." Keerthana Mamilla, a 7th Grader at Oakdale Middle, was inspired by tile designs with her printmaking piece *Islamic Tile Design*. She said, "I wanted to try something with balance and repetition like that. With my own style!" Eva O'Brien, a 6th Grader at West Frederick Middle, was inspired by a T.V. show a friend recommended to her when she created *Kouyou Fox*. Eva said about her favorite character in the show, "Her fox design was colorful, vibrant, and just stunning."

When students are in high school, they start to advance beyond class assignments and inspiration and venture into more difficult levels of creation and the meaning behind their creations. Eloise Dominesey, a senior at Middletown High, challenged her building skills when creating her large sculpture *Broken Butterfly*. Eloise said, "I had to do a lot of trouble shooting to find the right textures for the different parts of my butterfly. Finally finding a material that worked for me was my favorite part." Linganore High senior, Ela Curran, not only demonstrates her artistic talent through two expertly executed drawings, but also through her intention and meaning behind every peice she creates. Her drawing *Biting Into Foil*, was based on the unique sensory experiences that people who have had dental work done face on a daily basis through the galvanic shock that echoes through their jaws when they bite into something containing metal. She said, "My favorite part of creating my piece was not only the physicality of the teeth, but emphasizing the feelings behind it so that people who don't experience this frequently can understand the sensation."

FCPS Faculty Show

The FCPS Faculty Show was on display from March 7 - March 29

When viewing the FCPS Faculty Show in the upstairs gallery, it was plain to see that our teachers also possess artistic excellence which helps them to guide our students.

Alex Schwartz's, art teacher at Monocacy Middle, screen printing called *Oh, Grow Up!* is playful menagerie of 1990s and 2000s toys and candy. Alex, who has been an FCPS teacher for two years said, "When thinking of what kind of print the kids and teachers would enjoy, I decided to create something that I thought we could all identify with by using nostalgic imagery from my own childhood." As a teacher, Alex feels lucky to be able to share a gallery space with students.

Blighted Ovum, the sculptural work created by Catoctin High School art teacher, Valerie Pickett was inspired by her AP art students. The students created sustained investigations for their portfolios; one student created chains from clay and another carved out holes in a

sculpture representing trypophobia. With this inspiration, her sculpture in the show was an expansion on her style which was based on how she could stack forms in a way that defied gravity. Being in an art show with students is a wonderful way to reach out and connect to the community beyond the classroom. She said, "It's a great opportunity to show our students and community that not only are we teachers, but we are artists as well." Valerie has been teaching art in FCPS since 2013.

Middletown High School art teacher Donna Ward Lehman has been teaching art in FCPS for 30 years and her students still inspire her daily. "Being part of their artistic journey constantly reminds me to stay curious, experiment, and keep creating myself." She continued, "It's incredibly rewarding to help students achieve their artistic goals and, in some small way, support them in reaching their life goals." The idea for Donna's oil painting *Fallen Pods* came to her while walking the trails on the Antietam Battlefield after a rainstorm and the moisture on cottonwood tree pods scattered on the ground brought out rich colors and tones. She experimented with rich and bold colors and allowed the initial color to influence the depth, energy, and overall direction of the work. ★



Phoebe Carpenter - 12th Grade - Brunswick High



Eva O'Brien - 6th Grade - West Frederick Middle



Rachel Chu - 12th Grade - Urbana High



Ela Curran - 12th Grade - Linganore High



Valerie Pickett - Art Teacher - Catoctin High



Pierce Lyerla - 5th Grade - Wolfsville Elementary

"Being part of their artistic journey constantly reminds me to stay curious, experiment, and keep creating myself."

- Donna Ward Lehman,
Middletown High School Art Teacher

Teacher of the Year 2026-27

Supporting a Surprise Celebration

At Parkway Elementary, which overlooks Baker Park in Frederick, students and staff gathered in the school's gymnasium for a suprise celebration. The soon-to-be guest of honor had no idea what was waiting for her.



As Alicia Souder walked in, the room erupted with cheers and applause. Her students, colleagues, family, and leaders from FCPS were all there for one reason. The reason for the fanfare? Souder had just been named the 2026-27 FCPS Teacher of the Year.

Superintendent Dr. Cheryl L. Dyson was among those who came to honor Souder's achievement.

"In every student's learning journey, gaining confidence and competence in reading is pivotal," Dr. Dyson said, praising the difference Souder has made as a Literacy Specialist in the lives of so many across her school community and beyond.

That difference has been more than two decades in the making. She is now in her 22nd year as an educator at Parkway Elementary. Souder has served on the School Improvement and Literacy Leader teams, coached Girls on the Run, and led literacy family involvement nights that bring reading into the home. She facilitates Maryland State Department of Education reading courses and even teaches adult reading courses at Hood College, extending her mission well beyond the walls of Parkway.

Souder will represent Frederick County in the Maryland Teacher of the Year program, joining a statewide cohort of educators for team-building, advocacy, and collaboration.

As they have for years, local business partners stepped forward to help mark the honor. Dynamic Automotive, Educational Systems Federal Credit Union, and FERKO Maryland Federal Credit Union each presented Souder with checks as part of her reward. These financial gifts not only recognize her exceptional work but also provide resources that can directly benefit her students, enhancing the educational experience in her classroom.

But recognition like this is never the work of one person, or one school. Since 1998, the FCPS Teacher of the Year program has thrived on collaboration, bringing together school administrators, community leaders, families, and above all the partners whose generosity makes this celebration possible. The awards from our partners serve as a heartfelt thank you, not just to Souder but all FCPS educators who dedicate theirselves to making a difference in the lives of our students.

This support is what allows educators like Souder to keep doing what they do best: ignite the curiosity of thousands of students, one story at a time. ★



Career Signing Day

Hello, Full-time Employment

26 FCPS students celebrate their bright futures at the fifth annual Career Signing Day.

When Macie Harrison was 14 years old, she visited Hello Gorgeous Salon & Boutique in Middletown looking for her first job.

An aspiring hair stylist, Macie wanted to work at a business with two decades of successfully serving customers in her home town. Hello Gorgeous co-owner Allison Porter hired Macie, who arrived with a positive attitude and an eagerness to learn.

Macie started as a receptionist. She gained valuable skills and experience on the job and through the Cosmetology program at the FCPS Career & Technology Center, where students are provided with the necessary requirements to be prepared for, and successfully pass, the Maryland-State Board of Cosmetology Examination. By their second year in the program, students can run Shear Impressions – the school's full-service salon.



As Macie neared her high school graduation, she was ready for a position as a stylist at Hello Gorgeous. To make it official, Macie and her employer participated in the fifth annual FCPS Career Signing Day. Macie was one of 28 students to sign on with local businesses at the event sponsored by the Frederick County Career and Technical Advisory Council.

This event celebrated graduating seniors who successfully completed an FCPS Career & Technology Center program or participated in an FCPS Youth Apprenticeship Program and secured full-time employment immediately after graduation. Students representing every FCPS high school participated in Career Signing Day.

Through the Career & Technology Center and Youth Apprenticeship programs, students earn academic credit, develop industry-relevant skills, and build strong pathways into employment after graduation.

Local auto shops, plumbing businesses, construction companies, healthcare providers, and hair salons were among some of the employers that celebrated hiring students at this event.

Hello Goregous promoted their participation by posting a video of Macie signing-on via the company's Facebook page, which features many five-star customer reviews. One of Macie's first clients liked the post and replied in the comments.

"She did an awesome job this week with my hair cut/color," she wrote. "I will be back for sure!"

Sounds like Macie is off to a great start. ★











Kitsune, Inc. Supports Special Needs Students into Adulthood

Kitsune, Inc. was founded with a simple but important mission: help people with disabilities who may otherwise fall through the cracks when accessing services and support. The organization was created by a group with deep personal and professional connections to individuals with special needs, including family members of young adults on the autism spectrum or with learning delays, landlords, a retired attorney, members of a local nonprofit, and professionals who provide services to people with disabilities in Frederick County. Drawing on their experiences, the founders of Kitsune, Inc. developed a plan to connect individuals and families with the resources they need, especially as young people transition out of school-based services and into adulthood.

Kitsune, Inc. is currently available to FCPS families and the broader community at no cost, with no subscription required. The goal of the partnership is to make information and resources as simple and accessible as possible, while encouraging parents and guardians to remain engaged and connected as their students age out of school services.

The partnership between Kitsune, Inc. and FCPS helps to bring these resources directly to families through school counselors, parent meetings and IEP processes, as well as FCPS communication channels. Kitsune, Inc. is also featured as a resource on the FCPS Special Education webpage, making information easier for families to find when they need it most. Together, FCPS and Kitsune, Inc. help ensure that families have a clearer path to resources and support, both during a student's school years and as they transition into adulthood. ★



Urbana Elementary Cereal Box Challenge

Letting the Dominoes Fall

Urbana Elementary challenge delights students, helps families in need.

On a joyful Friday morning in May, Urbana Elementary students lined up in the cafeteria and the school hallways. They were eagerly anticipating an act of physics.

If 1,800 boxes of cereal are set up one after the other, will they topple like dominoes? The answer, to the glee of everyone involved, was yes.

The Urbana Elementary community donated more than 1,800 boxes of cereal so Frederick County food banks could help students in need have breakfast during the summer months. More than 700 cereal boxes were donated by Keller Brothers, Inc., which has provided community-based quality construction services for more than 65 years throughout the region. Keller Brothers built many buildings in the region that benefit the public – including schools.

After all of the cereal boxes were donated, Urbana Elementary staff painstakingly set them up throughout the school. Students could see first-hand how much the school community food drive would help. As an added bonus, they watched as the cereal boxes, turned to dominoes, fell down.

Many students crouched near the ground, waiting for their teachers to let them know the domines were about to fall. When they did, they cheered in delight until the last cereal box plopped over.

Once the schoolwide celebration was complete, the boxes were gathered and shared with the community. No doubt many students in the community were able to have breakfast at no cost through the school's efforts. During the 2025-26 school year, more than 17,000 FCPS students were eligible for free or reduced-price meals. ★



A Decade of Building Connections, Exploring Possibilities, and Creating Success

Linking Youth to New Experiences (LYNX) at Frederick High

This year, LYNX at Frederick High School (FHS) celebrates its 10 year anniversary! Along with this celebration, we want to recognize the valuable contributions made by our community and business partners to FHS LYNX. When LYNX began at FHS, the expectation was pragmatic because we understood that it was a big ask for business and community members to contribute to the education of our students. However, Frederick and the surrounding areas responded in an amazing way!



At the end of year nine, FHS LYNX had over 258 business and community partners who have generously shared their time and expertise with Frederick High School students to prepare them for the workplace. Partners participated in LYNX Experiences, our "Power Skills" speaker series, and have provided a number of internships, apprenticeships, and work placement opportunities that have truly made our students college and career ready!

During the 2025-2026 school year:

- Over 1,250 FHS students participated in at least one hands-on learning LYNX experience provided by our partners.
- 102 partner organizations provided 162 learning experiences for our students
- Over 20 local employers participated in the school-wide Job Fair on April 23, 2026.
- 407 credits were earned by FHS students participating in Internships, Work Study, Apprenticeships or LYNX Work Placements.
- All sophomore students learned "Power Skills" from partners during regular classroom visits, while juniors and seniors applied those skills in internship and work based learning.
- All students had the opportunity to explore careers with LYNX partners at full-scale events such as Service Day, Day of Tech and the annual FHS Job Fair with local employers.

How did LYNX students respond to their learning engagement with partners during a LYNX experience? Students shared:

"That there are many different sections in this career that take different skill sets to complete. You can also go to different places to do this job. I learned that looking into historical information can be very interesting when you research things you care about." - Eleanor, Frederick Historical Society

"I found the different jobs in this career field interesting.There are so many working in the police force. I found that CSI was one of my favorites." -Emily, Frederick City Police Department

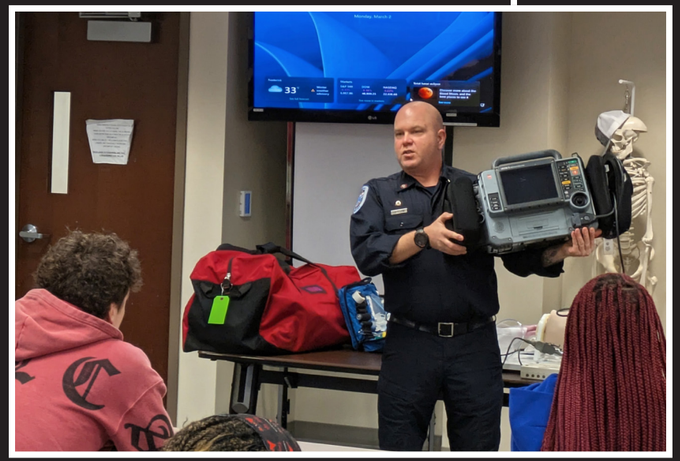
"The most interesting thing I learned today was the different activities they have to test different ranges of motions. What surprised me was the different modifications such as weights and blinding glasses to simulate the struggles that other people go through." -Valeri, PT Moves Me



Community and business partners truly understand that their active participation and involvement with FHS LYNX adds to the education of students. They help prepare them for the future through a positive and meaningful experience that helps to develop the future workforce of our community.

Partners shared:
"This is my second time working with LYNX and I loved every moment of it. Being able to work with the students and seeing their creativity and excitement for cooking was the most rewarding aspect of this experience!" -Noelia Mastrangelo, First Chime





"The most rewarding aspect of FHS LYNX was being able to see the kids show some interest in our profession!" -Sgt. Shannon Stream, Frederick City Police Department

"After engaging with FHS LYNX students, we would love for Bart-T to be a place that students will seek to work at." Alyssa Wiens, Bar-T

"I loved how interactive and engaged the students were the entire time. From asking questions during the presentation, to actively participating in the stations we had for them!" Kayla Gray-Hillian, PT Moves Me Marymount University

Follow our amazing LYNX partners in action with FHS students on LYNX social media! @LYNXFHS (**Facebook**, **Instragram**). ★

LYNX PARTNER APPRECIATION VIDEO
Scan QR code or click to view

Smooth Rides

New Market Elementary Hosts Bike Rodeo in Partnership with Safe Routes to School

On a crisp spring morning, New Market Elementary students made fashionable arrivals to the school playground. They were wearing protective helmets – some blue, some pink, some green, whatever their color preference. Those helmets often matched the bright colors of the bicycles they were riding.

New Market Elementary hosted a Bike Rodeo in May 2026 organized by Safe Routes Partnership, a nationwide nonprofit organization striving for safe walking and rolling to and from school while improving the health and well-being of all. This event took place just a few months after 135 students enjoyed a beautiful autumn morning by participating in New Market Elementary's Walk/Ride to School Day.

FCPS is dedicated to ensuring students have a safe route to walk, roll, or ride to school. This means providing resources to ensure safety, delivering thorough bike education, and hosting events that provide hands-on training. FCPS is a proud Safe Routes partner.

Nationwide, Safe Routes supports 425 programs. The organization encourages community rodeos, where students can learn more details about bicycle safety, improving riding skills, and get their brightly colored helmets checked for proper fit. While helmets are fashionable accessories in many cases, their primary role, of course, is protection.



In communities aligned with Safe Routes to School, there is a 47 percent reduction in bicycle crashes involving children and a 37 percent increase in them biking and walking.

When New Market held their fall Bike to School Day, students neatly arranged their bicycles in a rack at a corner of the school building. When the school day ended, those bikes were waiting for them for a safe ride home. ★





Taking Time to Listen

Superintendent's Collaborative Opportunity for Partnership Engagement brings community together

Two weeks before Thanksgiving, families across Frederick County were preparing for the upcoming holiday season. While traversing through Frederick during these mid-November nights, downtown businesses and light fixtures were already aglow with bright lights – decorations that served as a reminder of the season ahead.

Before this hectic time of year, FCPS Superintendant Dr. Cheryl L. Dyson took time to gather and to listen via the Superintendent's Collaborative Opportunity for Partnership Engagement, better known as S.C.O.P.E.

Last year, Dr. Dyson launched S.C.O.P.E as a strategic partnership forum designed to align community nonprofits and the business community with FCPS leadership. The forum was designed to move beyond traditional networking to foster concrete, high-impact collaborations.

The initial event was held at Goodwill Monocacy Valley, where community and business representatives chatted with FCPS leaders in a roundtable format.

Simple questions were asked: How are our partnerships working? How can they be strengthened? How are students benefitting?



FCPS staff were on hand to take notes and to present about the successes and challenges students and staff were facing. A second S.C.O.P.E. event was held later in the year with more FCPS partners offering valuable feedback.

Through these conversations, the goal is to strengthen collective efforts to positively impact the lives of students and families across Frederick County.

We were deeply appreciative of everyone who took the time to attend and share their feedback. ★

Ballenger Creek Elementary
Advanced Behavioral Health
Behavioral Health Services
Buckeystown United Methodist Church
Children of Incarcerated Parents Partnership (COIPP)
Each 1 Teach 1
Feagaville Lutheran Parish
Frederick Community Action Agency
Kidzart/Club Scientific
Mountain View Community Church
Neediest Kids/Bridge to Success
Nymeo Federal Credit Union
Operation Warm
Relatrix Corp.
Science Guys of Baltimore
St Joseph-on-Carrollton Manor Catholic Church
Student Homelessness Initiative Partnership (SHIP)
Toppings Pizza
United Way of Frederick County

Ballenger Creek Middle
Boys & Girls Club of Frederick County
Chipotle Mexican Grill-Buckeystown
Christ Reformed United Church of Christ
Creative Psychological Health Service
Fellowship of Christian Athletes
Frederick Rescue Mission
Girl Scouts Nation's Capital - Washington
Grimes Graphics
Jackson Chapel Church
Law for Parents
Mariachi Restaurant
Noodles and Company
Roy Rogers - Ballenger Creek
SMILE Maryland
Starvin Marvin Pizza

Blue Heron Elementary
Helping Hands Caring Hearts
Wags for Hope

Brunswick Elementary
Ace Hardware-Brunswick
American Legion Brunswick
Beans in the Belfry
Bethany Lutheran Church
Brunswick Crossing, LLC
Brunswick Eagles Club
Brunswick Lions Club
Ebenezer AME Church - Brunswick
Frederick Primary Care Associates
Grace Episcopal Church
Grace Fellowship Church
Helping Hands Caring Hearts
Terry Higgins
Homewood at Frederick
John T. Williams Funeral Home
King's Pizza New York Style & Italian Restaurant
Knights of Columbus
Little Red Barn Ice Cream Cafe
Med One Pharmacy-9th Ave.
Mt Zion A.M.E. Church
Old Primitive Baptist Church
PNC Bank-Brunswick
Roy Rogers-Brunswick
Second Street and Hope, Inc.
Silver Diner
Smoketown Rotary Club of Brunswick
South Mountain Creamery
Steadman-Keenan Legion Brunswick
The Beacon
Weis Markets-Brunswick

Brunswick High
Ace Hardware-Brunswick
Bruster's Real Ice Cream
Domino's-Brunswick
Helping Hands Caring Hearts
Hemp's Meats-Jefferson
Little Red Barn Ice Cream Cafe
Roy Rogers-Brunswick
Weis Markets-Brunswick
Wing 'N Pizza Shack

Brunswick Middle
Ace Hardware-Brunswick
Beans in the Belfry
Boscov's
Chipotle Mexican Grill-Brunswick
City of Brunswick
Dan Ryan Builders
Domino's-Brunswick
Fraternal Order of Eagles
John T. Williams Funeral Home
Little Red Barn Ice Cream Cafe
Niningers Tire & Auto Center
Papa John's Pizza-Brunswick
Potomac Street Grill
Roy Rogers-Brunswick
Steadman-Keenan Legion Brunswick
Subway-Brunswick
Wing 'N Pizza Shack
Zumba with NeTasha Bastian

Butterfly Ridge Elementary
Arts for Learning
Camp Invention
Centro Hispano de Frederick
Children of Incarcerated Parents Partnership (COIPP)
City of Frederick Maryland Food Bank
City of Frederick Parks and Recreation
Each 1 Teach 1
Educational Systems Federal Credit Union
Farm to School Frederick
Frederick Community College-Various
Frederick County Health Department-Various
Frederick County Mental Health Association
Home Depot
Housing Authority of the City of Frederick
Key City Rotary
Potomac Case Management
Science Guys of Baltimore
Second Street and Hope, Inc.
The Community Foundation of Frederick County
The Frederick County Office for Children and Families
The Religious Coalition For Emergency Human Needs
United Healthcare

Catoctin High
Ace Hardware - Thurmont
American Legion Edwin C Creeger Jr Post 168,
Anytime Fitness - Thurmont
Baker Tree Services, Inc.
Beckley's Camping Center
Bollinger's Construction Inc
Bollinger's Restaurant
Burger King-Thurmont
C.R. Perella & Sons
Carriage House Inn
Catoctin Area FFA Alumni Association
Catoctin Church of Christ
Catoctin Colorfest
Catoctin Football Alumni
Catoctin Mountain Orchard
Catoctin Mountain Park
Catoctin Veterinary Clinic
Catoctin Wildlife Preserve and Zoo
Catoctin Youth Football and Cheerleading
Dave & Jane's Crabhouse
Dunkin'-Thurmont
Emmitsburg Antique Mall
Emmitsburg Glass Company
Emmitsburg High School Alumni Association
Emmitsburg Lions Club
ESP Dance
Food Lion-Thurmont
FoodPro
Francis X. Elder American Legion Post 121
Frederick Soil Conservation District
Free State PTA
Glory Days Grill
Gnarly Artly
Groundswell MMA
Guardian Hose Company Inc.
Holtzople Heating & Air Conditioning
Insurance Brokers of MD
J & B Real Estate
Jubilee Foods
Kelco Plumbing and Backhoe Service, LLC
KFC/Taco Bell-Thurmont
Lewistown Ruritan Club
Maryland Association for Environmental & Outdoor Education
McDonald's-Emmitsburg
McDonald's-Thurmont
Med One Pharmacy-Water St.
MIR Neurology
Motter Ridge Farms
Mountain View Plaza
Ohiopyle Prints, Inc.
Playground Specialists, Inc.
Pondscapes, Inc.
Pryor's Orchard
R/C Gateway Theater
Rocko Meats
Rocky's Pizza
Roy Rogers-Thurmont
Sheetz-Thurmont
Shriver Meats
Shuff's Meat Market
South Side Tire and Auto
Special Olympics Maryland
St Joseph's Provincial House
Stauffer Funeral Homes, P.A.
Subway-Thurmont
Texas Roadhouse
TGI Fridays - Gettysburg
Thurmont AMVETS Post 7, Ladies Auxiliary
Thurmont and Emmitsburg Community Show
Thurmont Child Care Inc
Thurmont Grange #409
Thurmont Kountry Kitchen
Thurmont Lions Club
Toms Creek Church
Weis Markets-Thurmont
Wivell Homes

Centerville Elementary
Alazzo Med Spa
Bar-T Mountainside Educational Enrichment
Blessings in a Backpack
Jennifer Burns
Mary Ellen Callura
CarterQue Barbecue & Grilling Co.
Cinco de Mayo - Urbana
Compassion Vet
Dogtopia
Dream Dinners
Firehouse Subs-Buckeystown
Frederick Brick Works
Frederick County Bank ACNB
Giant Food-Sugarloaf Parkway
Greenbriar Vet
Hair Cuttery-Urbana
Hood College
Katie Gilabert Keep Collective
Kiddie Academy of Urbana
Kids Villa Learning Center
Lebherz Oil & Vinegar Emporium
Ledo Pizza-Worthington Blvd.
Madrones
Manhattan Pizza-Urbana
May's Restaurant
MLend
Mod Pizza
Modern Nails and Organic Spa
Monocacy Crossing
Style Station Salon
Sweetfrog
The Goddard School
The Greene Turtle Sports Bar & Grille
The Orchard
Urbana Family Dental Care
Urbana Orthodontics-Dr. McTavish
Urbana Regional Library
Urbana Tanning

Crestwood Middle
Advanced Behavioral Health
Brook Lane Partial Hospitalization Program (PHP) Frederick
Bruster's Real Ice Cream
Excel Youth
Food Lion-Crestwood
Frederick Fence Company
Girls Scouts Council of the Nation's Capital - Martinsburg
Kona Ice
Krispy Kreme Doughnuts
Morgan-Keller Construction
St Joseph-on-Carrollton Manor Catholic Church
Student Homelessness Initiative Partnership (SHIP)
Tech Frederick
Texas Roadhouse
Toppings Pizza

Deer Crossing Elementary
Kyle Heister
Lake Linganore Association
MLend
New Market District Lions Club
New Market United Methodist Church
The Derby New Market
The Fractured Prune
Town of New Market
Your Cause, LLC (Trustee for Wells Fargo Community Support Campaign)

Emmitsburg Elementary
AMVETS Post 172
Emmitsburg Lions Club
Emmitsburg Tattoo Co.
Emmitsburg Veterinary Hospital
Emmitsburg VFW Ladies Aux.
Francis X. Elder American Legion Post 121
Holtzople Heating & Air Conditioning
Jubilee Foods
Rocky's Pizza
Spikes Auto Care and Tire
Thurmont Child Care Inc
Thurmont Lions Club
Tracy's Auto Repair

Frederick Classical
Blessings in a Backpack
Chipotle Mexican Grill-Wormans Mill
Firehouse Subs-Kingsfisher Dr.
Roy Rogers-Riverside
Sam's Club
Tropical Smoothie Cafe
UPS

Frederick High
Advantage Technology
Aldi - Gas House Pk
Amplified Change
Arby's - Guilford Drive
Asian American Center of Frederick
AstraZeneca
Auto Spa Express
Bar-T Mountainside Educational Enrichment
Basal Therapies
Bates Architects
Big Lots
Black Hog BBQ- Shorebird
Booz Allen Hamilton
Brewer's Alley Restaurant
BridgePath Scientific
Bright Eyes Early Learning Center-New Market
Burger King-Myersville
Campen & Manganaro
Canam Steel Corporation
CAVA
Centro Hispano de Frederick
Chick-fil-A-Urbana Pike
Chipotle Mexican Grill-General
Christopher Patrick Interiors
Chuck E. Cheese
City of Frederick
Convoy Creatives
Country Meadows Retirement Communities
Cracker Barrel
Critters, Reptiles & Exotics
DeLeon & Stang
Department of Emergency Communications of Frederick County
Dick's Sporting Goods
Dunkin'-W. Patrick Street
Dutch's Daughter
Dynamic Automotive
First Chime Private Chef Service
First United Bank and Trust
Five Guys
Fourth Dimension Fun Center
Frederick City Police Department
Frederick Community College - Dual Enrollment
Frederick Community College - Enrollment Recruiter
Frederick Community College - Monroe Center
Frederick County Dept. of Emergency Communications
Frederick County Division of Fire and Rescue Services
Frederick County Government
Frederick County Office of Economic Development
Frederick County Public Library - C. Burr Artz
Frederick County Public Safety Training Facility
FCPS Dept. of Information Technology
Frederick County Public Schools - Operations
Frederick County Sheriff's Office
Frederick County Water Treatment Plant New Design Road
Frederick County Workforce Services
Frederick Creator Studio
Frederick Elections Board
Frederick Flying Cows
Frederick Health Hospital
Frederick National Laboratory
Frederick Pediatric Dentistry
Friends of Waterford Park
Frostburg State University
Future Phantoscope
Gabe's
Giant Eagle-W. Patrick Street
Glory Days Grill
GogiGo Korean BBQ
Golden Corral
Goodwill Industries
Hagerstown Aviation Museum
Harpers Ferry National Historical Park
HAWG Performance LLC
Helping Hands Caring Hearts
Heritage Frederick-Historical Society of Frederick County
Hero Dogs
Historical Preservation Training Center - National Park Service
Homes by Hanna Houck
Hood College
IBEW JATC Training Facility
iHire
Incantation Haircolor Studio
Johns Hopkins Hospital
Key City Rotary
Kiddie Academy-New Market
Leading Through
Little Lights Child Development Center
Longhorn Steakhouse
Loudoun County Animal Services
Madrones
Manalu Italian Restaurant
Maryland Department of Natural Resources - Forest Service
Maryland Ensemble Theater
Maryland Financial Planners, Ltd.
Maryland State Police
MASAI Technologies Corporation
Mental Health Association of Frederick County
Mid-Maryland Musculoskeletal Institute
Mission BBQ
Mobilize Frederick
Mod Pizza
Mount St Mary's University
My Mission Nutrition, LLC
National Biodefense Analysis and Countermeasures Center
National Cancer Institute at Frederick
National Park Service - Monocacy National Battlefield
National Recreation and Park Association
Navy Federal Credit Union
New Design Road Water Treatment Plant
Noodles & Company - Frederick
NPS Historic Preservation Training Center
Office of the Chief Medical Examiner
Orases
Outback Steakhouse
Paragon Aviation Group
Phoenix Mecano
Piece O' Cake, LLC
Pittsburgh Institute of Aeronautics(PIA)-Hagerstown Campus
Pizza Hut

Popeyes
Pretzel & Pizza Creations
Promo Circus
Rehab 2 Perform
Rob Havenstein - NFL
Roy Rogers - Ballenger Creek
Ryan Homes
Sheehy Ford
Solace Beacon, LLC
St. John Properties
Student Homelessness Initiative Partnership (SHIP)
STULTZ Air Technology Systems, Inc.
Tech Frederick
Texas Roadhouse
The Centers for Advanced Orthopaedics
The Delaplaine Arts Center
The Frederick News-Post
The Temple: A Paul Mitchell Partner School
ThermoFisher Scientific
ThisTown
ThorpeWood, LLC
Tropical Smoothie Cafe
Twin Bears Bakery
UNESCO Body and Mind Wellness Club
Union Mills Public House
United States Marine Corps Recruiting
United States Naval Academy
United States Navy Recruiting
United States Secret Service Training Center
US Air Force Recruiting
US Army Recruiting
US Army War College - Carlisle
US Naval Service Recruiters
Velvet Lounge
Village Crossing
Walmart-Guilford Dr.
Walmart-Monocacy Blvd.
Walter Reed Hospital
Warehouse Cinemas
Washington County Museum of Fine Arts
Wegmans
Weis Markets-Old Camp Rd
West Frederick Veterinary Hospital
YMCA of Frederick County

Glade Elementary
Blessings in a Backpack
Glade Valley Community Services

Gov. Thomas Johnson High
Bellisario's Pizza
Black Creek Creative, LLC
BSN Sports
Charles' Studios
Clustered Spires Golf Club
Firehouse Subs-Buckeystown
Fourth Dimension Fun Center
Frederick Sign & Banner Co.
Friscos
Glory Days Grill
Holtzople Heating & Air Conditioning
Hood College
Imagination Center, Inc.
Krispy Kreme Doughnuts
Lifetouch
Lockheed Martin
Long & Foster Frederick, MD
MAD Fitness
Magic Mountain Chimney Sweep
McDonald's-Anderabi Management
McLaughlin Family Chiropractic
Oscar's AleHouse (West)
Papa John's Pizza-Frederick
Patriot Pantry, Inc.
Pivot Physical Therapy-Thomas Johnson Dr.
Rita's Italian Ice
SOLDIERFIT
Troyce Gatewood & Partners
Wells Fargo

Gov. Thomas Johnson Middle
Advanced Behavioral Health
American Heart Association
Boys & Girls Club of Frederick County
Campus Life
Frederick County State's Attorney's Office
Kappa Alpha Psi Fraternity, Inc.
Maryland Food Bank-Western Branch
Oscar's AleHouse (West)
Police Athletic League
Rita's Italian Ice
Student Homelessness Initiative Partnership (SHIP)
Tree Trekkers
Tropical Smoothie Cafe
Visionworks

Green Valley Elementary
7-11 Monrovia
Blessings in a Backpack
Bright Eyes Early Learning Center-Urbana
CarterQue Barbecue & Grilling Co.
Frederick County Sheriff's Office
Freezone Fitness
Girl Scout Troop 37088
Girl Scouts Nation's Capital - Washington
Green Valley Carryout
Hood College
Kids Villa Learning Center
Lifetouch
Mount Airy Lions Club
New Market Fire Department-Monrovia
Pleasant Grove United Methodist Church
Providence United Methodist Church
The Buzz
Urbana Regional Library

Heather Ridge
Art Work Freebies
Blessings in a Backpack
Boys & Girls Club of Frederick County
City Youth Matrix
Frederick County Public Library - C. Burr Artz
Helping Hands Caring Hearts
Justice Jobs
Olive Garden
PEP-Parent Encouragement Program
Villa Maria Behavioral Health
Marlene Young

Hillcrest Elementary
Advanced Behavioral Health
America's Best
Asian American Center of Frederick
Autumn's Table
Blessed Provisions, Inc
Blessings in a Backpack
Catholic Charities
Centro Hispano de Frederick
Child Advocacy Center of Frederick County
Costco
Each 1 Teach 1
Evangelical Lutheran Church
Evergreen Service Center
Family Partnership of Frederick County
Farm to School Frederick
Frederick Community Action Agency
Frederick County Department of Social Services
Frederick County Health Department-Various
Frederick County Parks and Recreation
Frederick County Public Library - C. Burr Artz
Frederick County WIC Program
Frederick Flying Cows
Frederick Literacy Council
Good News Club
Helping Hands Caring Hearts
Hood College
Il-Forno Pizzeria
Made True Tattoo
Magic Cycle
Maryland State Youth Soccer Association Let's Play
Mental Health Association of Frederick County
New Friends Club of Frederick
New Life Church
Procter & Gamble
Rotary Club of Frederick
Science Guys of Baltimore
Spanish Speaking Community
YMCA of Frederick County - Head Start

Kemptown Elementary
Providence United Methodist Church

Lewistown Elementary
American Legion Edwin C Creeger Jr Post 168,
Arts for Learning
Blessings in a Backpack
Catoctin Mountain Orchard
City Youth Matrix
Faith United Church of Christ-Frederick
Farm to School Frederick
Lewistown Ruritan Club
Lewistown United Methodist Church
Rocky's Pizza
St Paul's Evangelical Lutheran Church - Utica
Thurmont AMVETS Post 7, Ladies Auxiliary
Thurmont Public Library
TLC Foundation Inc.Thurmont Lions Club

Liberty Elementary
Chapel Lutheran
Libertytown Lions Club
Libertytown United Methodist
Linganore Grange
St. Peter's Catholic Church

Lincoln Elementary
Blessings in a Backpack
Boys & Girls Club of Frederick County
Centro Hispano de Frederick
Children of Incarcerated Parents Partnership (COIPP)
City of Frederick Parks and Recreation
City Youth Matrix
Each 1 Teach 1
Frederick Church of the Brethren
Frederick City Police Department
Frederick County 4H
Frederick County Health Department-Various
Fredericktonian Lodge No. 12
Housing Authority of the City of Frederick

Maryland Ensemble Theater
Mount St Mary's University
Rotary Club of Carroll Creek
Science Guys of Baltimore
South End Baptist
Student Homelessness Initiative Partnership (SHIP)

Linganore High
AB Installations
Ace Hardware-Mt. Airy
Active Physical Therapy
Amber Hill Physical Therapy
Arby's-Mt. Airy
Archive Design
Asian Bistro
Autumn Lake Healthcare at Glade Valley
Best Plumbing Specialties, Inc.
Blaven Riding Center
Brewer's Alley Restaurant
Bright Eyes Early Learning Center-Frederick
Bright Eyes Early Learning Center-New Market
Browning Reagle Insurance
Cardiology Center
CARE Veterinary Center
CarterQue Barbecue & Grilling Co.
Celebree Learning Center-Mt. Airy
CFR Engineering
Chipotle Mexican Grill-Mt. Airy
Complete Document Solutions
Dairy Maid Dairy, Inc.
Damascus Road Community Church
Dollar General
Domino's-New Market
Dorman Home Remodeling
Dunkin'-New Market
Eastern Mobility
Excel Sportswear
Food Lion-Old National Pike
Found Souls/Natural Artistry
Frederick County 4-H Therapeutic Riding Program
Frederick County Animal Control
Frederick County Humane Society
Frederick Health Hospital
Gene's Costumes
Giant Food-Kingfisher Dr.
Gladhill-Tractor Mart
Green Valley Animal Hospital
Heritage Animal Hospital
Howard Hughes Medical Institute at UMBC
JC Penney Corporation
Jimmy John's
Johns Hopkins University Applied Physics Lab
Katie Grosso, DDS
Key 103/106.9 The Eagle/WORK
Laurel Pools
Leidos Biomedical Research Inc.
Liberty Mutual Insurance
Libertytown Volunteer Fire Department
Linganore Alumni Association
Linganore Grange
Linganore Veterinary Clinic
M&T Bank
Maryland Department of Agriculture
Maryland Oncology
Maryland Park Service, Cunningham Falls & Gambrill State Parks
McDonald's-New Market
Men's Wearhouse
Mid-Maryland Musculoskeletal Institute
Mountain View Community Church
Mt. Airy Chamber of Commerce
Mt. Airy Kiwanis Club
Mt. Airy Meat Locker
Mt. Pleasant Crown
Mt. Pleasant Ruritan
National Cancer Institute at Frederick
National Security Agency
New Market District Lions Club
New Market Grange
New York J&P Pizza-Mt. Airy
Parlights, Inc
Pasquale's Italian Pizza
Pivot Physical Therapy-Ridgeville Blvd
PNC Bank-Mt. Airy
PVA Academy
Reynolds Insurance Agency
Safeway-Walkersville
Sandy Spring Bank
Schuster Concrete
Serenity Pools Management
Shepherd University - School of Education
Ski Liberty
Target Corporation
Tip Me Frederick
Titus Trash Service
Town of Mt. Airy
Tractor Supply
Upper Deck
Wagner's Meats
Way Station, Inc.
Way to Grow
Weis Markets-Prospect Blvd.
Wells Fargo Matching Gifts Program
WFRE/WFMD
York Automotive

Middletown Elementary
Middletown Food Bank
Middletown Lions Club
Middletown United Methodist Church-Kids Club
Middletown Valley People Helping People
Stepping Stones Center

Middletown High
Abraccio Gelato
Accuflow Systems
AES Engineering
Air Force Officer's Spouses' Club
Aleko's-Middletown
Alice Ferguson Foundation
AMVETS Post 9
Asian Cafe
Bath and Body Works
Best Plumbing Specialties, Inc.
Black Hog BBQ - Myersville
Blackhill Regional Park
Bonefish Grill
Buckingham's Choice
Burger King-Myersville
Burkittsville Ruritan Club
Catoctin Fish and Game Protective Association
Chesapeake Bay Foundation
Chick-fil-A-Urbana Pike
Chipotle Mexican Grill-Myersville
Christ Church Children's Center
Cinco de Mayo - Middletown
Creative Children's Center
Dee Buchanan Studio of Dance
Domino's-Middletown
Don Kuehl Memorial Scholarship
Donald W. Guyton, Inc.
Dunkin'-Middletown
Dutch's Daughter
Dwight P. Jacobus Scholarship
Elks National Foundation
Equipment Development Co, Inc. (EDCO)
Exxon
Fordham Lee Poffenbarger Memorial Fund
Fountaindale Auto Center-Old National Pike
Fourth Dimension Fun Center
Fratelli's Middletown
Frederick County Circuit Court
Frederick County Dept of Solid Waste Management
Free State PTA
Hagerstown Community College
Hamilton Relay Scholarship
Harp Medical Center
Horatio Alger Association
Jefferson Veterinary Hospital
Kappa Alpha Psi Fraternity, Inc.
Kappa Kappa Iota Sorority, Inc.
Lancaster Craftsmen Builders
Lee Delauter & Sons Inc.
Lifetouch
Little Catoctin Creek Farm
Madrones
Maryland Farm Bureau
Maryland JCI Senate
Maryland Mensa
Masonic Charities of Maryland
McCutcheon's Apple Products
McDonald's-Myersville
Meadow's Farms
Mick's Plumbing
Middletown AMVETS Post #9
Middletown Lions Club
Middletown United Methodist Church-Kids Club
Middletown Valley Athletic Association
Miss Frederick
Monument Foam Insulators
Mountain Motors
Myersville Lions Club
National Cancer Institute at Frederick
National FFA
National Naval Officers Association-Washington DC
Noodles & Company - Hagerstown
Nymeo Federal Credit Union
Omega Psi Phi Fraternity, Inc
Panera Bread-Urbana Pike
Pediatric Movement Center
Personal Best Athletics
Pivot Physical Therapy-Buckeystown Pike
Pivot Physical Therapy-Thomas Johnson Dr.
Popeyes
Prudential
Putman Plumbing, Inc.
Richland Golf Course
Rotary Club of Carroll Creek
Rudman Landscaping and Lawn Care
Skycroft Conference Center
Smile Frederick Orthodontics
South Mountain Creamery
Specialized Engineering
Squad Car Supply
Starbucks
Subway-Myersville
Tapia's on Main
Texas Roadhouse
The Main Cup
The Valley School
TLC Bridal Boutique
Truist - Middletown
Valley Veterinary Hospital
VFW Men's Auxiliary #3285
Weis Markets-Old Camp Rd
Wolfsville Ruritan Club
Zonta International

Middletown Middle
Bechtel
Dunkin'-Middletown
Kiwanis Club of Suburban Frederick County
Safe House-Zion Lutheran Church
Student Homelessness Initiative Partnership (SHIP)

Middletown Primary
Christ Church Children's Center
Each 1 Teach 1
Middletown United Methodist Church-Kids Club
Middletown Valley People Helping People
Middletown Volunteer Fire Dept.
Science Guys of Baltimore
Stepping Stones Center
The Valley School

Monocacy Elementary
The Black Jacket Financial Agency
2-Frederick County Public Library - Walkersville Branch
Advanced Behavioral Health
Allscapes Outdoor, LLC
American Legion Francis Scott Key Post 11
AR Workshop Frederick
Arts for Learning
Asian American Center of Frederick
Battelle National Biodefense Institute (BNBI)
Black Advancement Inc.
Blessings in a Backpack
Boys & Girls Club of Frederick County
Brook Hill United Methodist Church
Capitol One Banking
Catholic Charities
Centro Hispano de Frederick
City Youth Matrix
Costco
DARCARS Toyota of Frederick
Dr. Shailey Woods
Dynamic Automotive
Edgewood Church of God
Farm to School Frederick
Fort Detrick
Fourth Dimension Fun Center
Frederick City Parks and Recreation
Frederick Community Action Agency
Frederick Community Action Agency Food Bank
Frederick County 4H
Frederick Literacy Council
Frederick Rescue Mission
Go Team Therapy Dogs
Goodwill Industries of Monocacy Valley
Healing Touch Chiropractic
Helping Hands Caring Hearts
Hood College
Hydro Designs, Inc.
Kids Like Us
Love for Lochlin Foundation
Mobilize Frederick
Moe's Southwest Grill
My Gym Mobile
Neediest Kids/Bridge to Success
Omega Psi Phi Fraternity, Inc
Operation Warm
PEP-Parent Encouragement Program
PERKS
Potomac Case Management
Restoration Church
Rotary Club of Frederick
Smile Program Mobile Dentist
Starbucks - Monocacy Blvd
Student Homelessness Initiative Partnership (SHIP)
The Necktie Club
ThorpeWood, LLC
Thrasher's Cleaners
Tree Trekkers
Visionworks
Walmart-Monocacy Blvd.
YMCA of Frederick County

Monocacy Middle
4-H Robo Rangers
A Better Tomorrow Starts Today (BTST)
Advanced Behavioral Health
African American Resources Cultural and Heritage Society
Center for Transformative Teaching & Learning
Asian American Center of Frederick
Bar-T Mountainside Educational Enrichment
Bellisario's Pizza
Beyond Shelter Frederick
Blessings in a Backpack
Boys & Girls Club of Frederick County
CareFirst BlueCross BlueShield
Catholic Charities
Centro Hispano de Frederick
Costco
Critters, Reptiles & Exotics
Delaplaine Foundation, Inc.
Division of Family Services
Domino's-Worman's Mill
Empowering Community Leaders Network (ECLN)
Evangelical Lutheran Church
Flying Boxcars
Fort Detrick
Frederick Book Arts Center
Frederick City Police Department
Frederick County Dental Clinic
Frederick County Division of Fire and Rescue Services
Frederick County Health Department-Kids Like Us
Frederick County Parks and Recreation
Frederick County Public Library - C. Burr Artz
Frederick County Public Library - Walkersville Branch
Frederick Flying Cows
Frederick Health Hospice
Frederick Literacy Council
Frederick Rescue Mission
Go Team Therapy Dogs
GTC Rock Shop
Healing Touch Chiropractic
Heartly House, Inc.
Helping Hands Caring Hearts
Hood College
Immigrant Affairs Commission
Longmeadow Optical, Ltd
Love for Lochlin Foundation
Maryland Science Center
Master Gardeners-Frederick County
Mental Health Association of Frederick County
Mount St Mary's University
NAMI Frederick County
Neediest Kids/Bridge to Success
Northrop Grumman Corporation
Nymeo Federal Credit Union
On the Mark Clubhouse
Rita's Italian Ice
Rose Hill Manor Park & Museums
Sheppard Pratt, Inc.
Smile Program Mobile Dentist
South Mountain Crocheters
Spanish Speaking Community
Student Homelessness Initiative Partnership (SHIP)
The Delaplaine Arts Center
UNESCO Body and Mind Wellness Club
Warehouse Cinemas
Wegmans
Weis Markets-Prospect Blvd.
Zi Pani

Monocacy Valley Montessori
Curious Iguana

Myersville Elementary
Allegany Dental Care
American Heart Association
Creative Children's Center
Dominion Foundation
First United Bank and Trust
Dr. Dan McEowen
Middletown Valley People Helping People
Mount Zion United Methodist Church-Myersville
Myersville Fire Department
Myersville Lions Club
South Mountain Creamery
Trout in the Classroom
Tuscarora Archers

New Market Elementary
Adventure Park USA
Blossoms and Basket Boutique
Burn Boot Camp
Costco
Curious Iguana
Dunkin'-New Market
Fit2Shine Studio
Food Lion-Old National Pike
Fourth Dimension Fun Center
Frederick County Public Library - Walkersville Branch
Hero Dogs
Hope4Kids
Hubble Trucking
James E. Steward Lodge #49
Jimmie Cone Ice Cream
New Market District Lions Club
New Market Fire Department-New Market
Operation Paws for Homes
Prospect Pantry
Rotary Club of New Market
State Farm - Lank Johnson
Stepping Stones Center
Tree Trekkers
VFW Ladies Auxiliary
VFW Men's Auxiliary #3285

New Market Middle
Ace Hardware-Mt. Airy
Dunkin'-New Market
Lighthouse Seafood and Deli
New Market District Lions Club
New Market United Methodist Church

New Midway/Woodsboro Elementary
Frederick Keys
Grace Rocky Hill Lutheran Church
Johnsville Ruritan Club
Johnsville United Methodist Church
Mt. Zion Haugh's Lutheran Church
New Midway Woodsboro Elem School Community Partners
Roy Rogers-Riverside
Terra Rubra Lions Club
Woodsboro American Legion Post 282
Woodsboro Bank
Woodsboro Evangelical Lutheran Church

North Frederick Elementary
A Touch of Class Limousines
Advanced Behavioral Health
Blessings in a Backpack
Chipotle Mexican Grill-W. Patrick St.
Chuck E. Cheese
Daughters of American Revolution
Domino's-West Patrick St
Frederick Bicycle Coalition
FSK Lions
FSK Macy's
Hood College
McDonald's-Anderabi Management
Oscar's AleHouse (West)
Redemption City Church
Sertoma Basketball
Tropical Smoothie Cafe
Wendy's - W. Patrick Street

Oakdale Elementary
Mt. Carmel United Methodist Church
Panera Bread-Kingfisher Dr.
Weis Markets-Spring Ridge

Oakdale High
Roy Rogers Corporate

Oakdale Middle
American Legion-Mt. Airy
Mt. Carmel United Methodist Church

Orchard Grove Elementary
Paisano's Pizza
Roy Rogers - Ballenger Creek
Starvin Marvin Pizza

Parkway Elementary
Advanced Behavioral Health
Blessings in a Backpack
Chipotle Mexican Grill-W. Patrick St.
Frederick Presbyterian Church
Hood College
Ken's Transmissions
Rotary Club of Fredericktowne
Silver Diner
State Farm
Student Homelessness Initiative Partnership (SHIP)
Texas Roadhouse

Rock Creek
American Legion Francis Scott Key Post 11
Blessings in a Backpack
Civitan Club of Frederick
CVS
Frederick County Public Library - Walkersville Branch
Green-walled Garden Club
Homewood at Frederick
Kona Ice
Longhorn Steakhouse
Mackintosh Realtors, Inc.
Mountaingate Restaurant
Rita's Italian Ice
The Great Frederick Fair
Uncle Ralph's Cookies
United Way & YMCA - Summer Serve
Wags for Hope
Walkersville Public Library

Sabillasville Environmental PCS
American Legion Edwin C Creeger Jr Post 168,
Battelle National Biodefense Institute (BNBI)
Catoctin & Frederick Soil Conservation
Catoctin Civitan Club
Catoctin High School FFA
Catoctin Mountain Orchard
Catoctin Mountain Park
Deerfield United Methodist Church
Emmitsburg Vigilant Hose Co.
Garfield United Methodist Church
Maryland Park Service, Cunningham Falls & Gambrill State Parks
Master Gardeners-Frederick County
Mount Zion United Methodist Church
Rocky's Pizza
SES Parent Group, Inc.
Sons of American Legion, Cascade
Special Olympics Maryland
St Mark's Lutheran Church
Teamlink
Thurmont AMVETS Post 7, Ladies Auxiliary
Thurmont Grange #409
Thurmont Lions Club
Thurmont Public Library
TLC Foundation Inc.Thurmont Lions Club
Trout in the Classroom
Weller United Methodist Church
Willard Agri Service

Spring Ridge Elementary
A Touch of Class Limousines
Adventure Park USA
Children of Incarcerated Parents Partnership (COIPP)
Frederick County Sheriff's Office
Free State PTA
Friends and Neighbors of Spring Ridge (FAN CLUB)
Hood College
Mt. Carmel United Methodist Church
New York J&P's Pizza
Project Linus
Roy Rogers - E. Patrick St
Sheetz - Frederick
Spring Ridge Community Board
Student Homelessness Initiative Partnership (SHIP)
Texas Roadhouse
The Fractured Prune
The Great Frederick Fair
Weis Markets-Spring Ridge
Wendy's
Peter Wood
YMCA of Frederick County - Head Start

Success Academy
Aldi
Brunswick Branch Library
Bruster's Real Ice Cream
Catoctin Mountain Park
Civitan Club of Frederick
ESP Dance
Frederick Community College-Cougar Cafe
Frederick County Animal Control
Frederick Health Hospital
Freesia and Vine
Global re-Vision Network
Habitat for Humanity Restore
Homewood at Frederick
McDonald's-Walkersville
Nymeo Federal Credit Union
Peace in Christ Church
Rocky's Pizza
Salvation Army-N. East St
Signs by Tomorrow
Thomas Scott Salon & Spa
Thurmont Kountry Kitchen
Urbana Regional Library
Wayman AME Church

Sugarloaf Elementary
Blessings in a Backpack
Frederick County Parks and Recreation
Hood College
Urbana Regional Library
YMCA of Frederick County

Thurmont Elementary
Ace Hardware - Thurmont
AMVETS Post 7-Thurmont
Bollinger's Restaurant
Classic Photography & Imaging
First Baptist Church of Thurmont
Food Lion-Thurmont
Fratelli's NY Pizza
Good News Club
Graceham Moravian Church
Key Therapeutic Solutions, LLC
Rescue Mission
Rocky's Pizza
Thurmont AMVETS Post 7, Ladies Auxiliary
Thurmont Lions Club
Thurmont Mayor's Office
Thurmont Police Department
Thurmont Public Library
Weis Markets-Thurmont
YMCA of Frederick County

Thurmont Middle
Ace Hardware - Thurmont
Alex Uphold State Farm Insurance Agent
AMVETS Post 7-Thurmont
Catoctin Church of Christ
Clothes Closet
Mount St Mary's-Baseball Team
Thurmont Lions Club
Visionworks
Weis Markets-Thurmont

Thurmont Primary
Each 1 Teach 1
Graceham Moravian Church
Science Guys of Baltimore
Thurmont Lions Club

Tuscarora Elementary
Curious Iguana
Omega Psi Phi Fraternity, Inc
Roy Rogers - Ballenger Creek
Vulcan Materials Co.

Tuscarora High
Best Buy
Bravo Flight Training
Bright Eyes Early Learning Center-Frederick
Calleva Farm
Chick-fil-A-Urbana Pike
Chili's
DC Generals Roofing and Contractor
Frederick County Division of Fire and Rescue Services
Frederick Health Hospital
Genesis Ballenger Creek
Giant Food-New Design Rd
Highgarden Farm, LLC
Jersey Mike's Subs-Frederick
Krispy Kreme Doughnuts
McDonald's-Grove Rd
McDonald's-Jefferson St
Michael's
National Cancer Institute at Frederick
Oakley & Eckstein, LLC (Attorneys)
Panera Bread-Urbana Pike

Roy Rogers - Ballenger Creek
Sonic Drive-In
Torrid
Trinity Salon and Spa
Waffle House-Grove Rd

Twin Ridge Elementary
4 County Lions Club
Advanced Behavioral Health
All Around Plumbing, Inc.
Basal Therapies
Blessings in a Backpack
California Tortilla-Mt. Airy
Calvary United Methodist Church-Mt. Airy
Chick-Fil-A
Chipotle Mexican Grill-Mt. Airy
Collaborative Psychology Center
Dan Hozhabri Group
Health Unlimited
Keller Brothers
Kyle Heister
Ledo Pizza
Mt. Airy Kiwanis Club
Neediest Kids/Bridge to Success
New Market District Lions Club
New York J&P Pizza-Mt. Airy
Rita's Italian Ice
Rotary Club of Mt. Airy
Visionworks

Urbana Elementary
Blessings in a Backpack
Giant Food-Sugarloaf Parkway
Hood College
Manhattan Pizza-Urbana
Neediest Kids/Bridge to Success
Pumpernickel and Rye
Rotary Club of Southern Frederick County
Sage Cakery
Student Homelessness Initiative Partnership (SHIP)
Urbana Regional Library

Urbana High
Andrew and Lawrence Law Group LLC
Black Hog BBQ - Ijamsville
Buckingham's Choice
Buffalo Wild Wings-Urbana
Burger King-Urbana
Cabinet Discounters
Chick-fil-A-Urbana Pike
Clearwater Landscaping and Nursery
Dunkin'-Hyattstown
Fellowship of Christian Athletes
Frederick County Division of Fire and Rescue Services
Frederick County GIS
Frederick County Sheriff's Office
GAC Services
Giant Food-Sugarloaf Parkway
Greater Urbana Area Food Bank
Green Valley Carryout
Holly Hills Country Club
In10se BBQ
JEMCO
Kids Villa Learning Center
Lead Em' Up
Ledo Pizza-Worthington Blvd.
Mangia e Bevi Restaurant
Manhattan Pizza-Urbana
McDonald's-Urbana Pike
Mid-Maryland Musculoskeletal Institute
Panera Bread-Urbana Pike
PB Dye Golf Club
Pivot Physical Therapy-Urbana Pike
Play It Again Sports
Rehab 2 Perform
Rita's Italian Ice
Rotary Club of Southern Frederick County
Sarge Athletics
Student Homelessness Initiative Partnership (SHIP)
The Buzz
United Way of Frederick County
Urbana Regional Library
Urbana Volunteer Fire Department
William Walker Construction

Urbana Middle
AR Workshop Frederick
Buffalo Wild Wings-Urbana
Carrabba's Italian Grill
Chick-fil-A-Urbana Pike
DARCARS Toyota of Frederick
Frederick Keys
Grace of India
Horace Mann Companies
Manhattan Pizza-Urbana
Maryland Ensemble Theater
Urbana Regional Library
Urbana Volunteer Fire Department
YMCA South County

Valley Elementary
Each 1 Teach 1
Jefferson Family Dentistry
Jefferson Market
Jefferson Ruritan Club
Jefferson United Church of Christ
Jefferson United Methodist Church
Little Red Barn Ice Cream Cafe
Science Guys of Baltimore

Walkersville Elementary
Abloom, Ltd.
Barrick Garden Center
Blessings in a Backpack
Dearbought Community Center - The Management Group Assoc
Discovery Community Center
Each 1 Teach 1
Glade Valley Community Services
Glade Valley Lions Club
Lonza
McLaughlin Family Chiropractic
Safeway-Walkersville
Science Guys of Baltimore
Trout's Market
Tuscarora Knolls Community Center
Walmart-Monocacy Blvd.
Worman's Mill Community Center

Walkersville High
American Red Cross
America's Charities
Calvary Assembly of God
Chipotle Mexican Grill-Wormans Mill
Frederick County Health Department-Various
Frederick County Public Library - Walkersville Branch
Frederick County Sheriff's Office
Giant Food-Kingfisher Dr.
Glade Valley Community Services
Glade Valley Lions Club
Safeway-Walkersville
The Frederick News-Post
The Mr. and Mrs. Charles A. Nicodemus Family Fund
Town of Walkersville
Walker's Overlook
Walkersville Athletic Boosters
Walkersville Volunteer Fire Company #11
Walkersville Volunteer Rescue #24

Walkersville Middle
Abloom, Ltd.
Autumn Lake Healthcare at Glade Valley
Chipotle Mexican Grill-Wormans Mill
Empowering Community Leaders Network (ECLN)
Firehouse Subs-Kingsfisher Dr.
Giant Food-Kingfisher Dr.
Glade Valley Athletic Association
Glade Valley Community Services
Glade Valley Lions Club
Ledo Pizza-Riverbend Way
Leo Club-Woodsboro Lions Club
Lowe's-Wormans Mill
McDonald's-Walkersville
Moe's Southwest Grill
Panera Bread-Kingfisher Dr.
Pizza Hut-Walkersville
Rita's Italian Ice
Roy Rogers-Buckeystown Pike
Safeway-Walkersville
Sam's Club
Trout's Market
Walmart-Monocacy Blvd.
Weis Markets-Prospect Blvd.
Wells Fargo

Waverley Elementary
Alpha Kappa Alpha Sorority, Inc.
Blessings in a Backpack
Centro Hispano de Frederick
City of Frederick Maryland Food Bank
Each 1 Teach 1
Farm to School Frederick
Frederick Community College-Various
Frederick County Health Department-Various
Maryland Food Bank-Western Branch
Science Guys of Baltimore
Student Homelessness Initiative Partnership (SHIP)
The Johns Hopkins: Wilmer Eye Institute
United Way of Frederick County

West Frederick Middle
A Better Tomorrow Starts Today (BTST)
Advanced Behavioral Health
Advocates for Homeless Families
African American Resources Cultural and Heritage Society
Alpha Phi Alpha Fraternity, Inc.
America's Best
Arts for Learning
Beyond Shelter Frederick
Boys & Girls Club of Frederick County
Cafe Rio Mexican Grill
Care Net
Catholic Charities
Chef Lin Buffet
Chipotle Mexican Grill-W. Patrick St.
City Youth Matrix
Collective Church
Costco
Curious Iguana
Del Rancho
Division of Family Services
Excel Youth
Farm to School Frederick
Fort Detrick
Fourth Dimension Fun Center
Frederick Cadet Youth Athletic Association
Frederick City Parks and Recreation

Frederick County Division of Solid Waste & Recycling
Frederick County Literacy Chapter
Frederick County Public Library - C. Burr Artz
Frederick Flying Cows
Frederick Keys
Frederick Rescue Mission
Fresh Step Laundry
Friends of the Child Advocacy Center
Gladchuk Bros. Restaurant
Glory Days Grill
Gravel and Grind
Habanero Taco
Helping Hands Caring Hearts
Holistic Health Associates
Housing Authority of the City of Frederick
Jersey Mike's Subs-Frederick
Kids Like Us
Krispy Kreme Doughnuts
Lucky Corner
Madrones
Moe's Southwest Grill
Omega Psi Phi Fraternity, Inc
On Our Own Frederick
On the Mark
Paisano's Pizza
PEP-Parent Encouragement Program
Phoenix Recovery Academy
PNC Bank-W. Patrick
Rita's Italian Ice
Sam's Club
Sardi's Chicken
Smile Program Mobile Dentist
Spanish Speaking Community
Spinners Pinball Arcade
Student Homelessness Initiative Partnership (SHIP)
Taco Bar
Texas Roadhouse
The Delaplaine Arts Center
The Frederick Center
The Orchard
ThorpeWood, LLC
Trauma Specialists of Maryland LLC*
Tree Trekkers
Trinity United Methodist Church
Wags for Hope
Warehouse Cinemas
Wegmans
Weis Markets-Prospect Blvd.
Yogamour
Zeta Phi Beta Sorority, Inc. - Beta Alpha Sigma Zeta Chapter

Whittier Elementary
American Legion Francis Scott Key Post 11
Appalachian Trail Conservancy
Behavioral Health Services
Blessings in a Backpack
Cafe Rio Mexican Grill
Children of Incarcerated Parents Partnership (COIPP)
Chipotle Mexican Grill-General
Corrigan Sports
Faith Reformed Presbyterian Church
Fredericktowne Eye Care
KinderCare
La Petite Academy-Old Farm
Pizza Blitz
ProFish, LTD
Rita's Italian Ice
Rotary Club of Carroll Creek
Somerford Assisted Living
Student Homelessness Initiative Partnership (SHIP)
Urbana Eye Care
Watch D.O.G.S.
Whittier Barber Shop

Windsor Knolls Middle
Chesapeake Bay Foundation
Johns Hopkins Center for Talented Youth
Maryland Council on Economic Education-Towson University
National Institutes of Health (NIH)
St Andrew's Episcopal School
United States Tennis Association
William & Mary School of Education

Wolfsville Elementary
Garfield United Methodist Church
Grossnickel Church of the Bretheren
Harmony Community Lutheran Church
Dr. Bill and Alma Price
Salem United Methodist Church
Wolfsville Volunteer Fire Department

Yellow Springs Elementary
Brook Hill United Methodist Church
St Katharine Drexel Catholic Church



FCPS leadership and community partners at the annual S.C.O.P.E. Forum.

CTC/CTE Academy of Health Professions
2nd Family Home Care and Support Services
Assisting Hands Home Care
Autumn Lake Healthcare at Ballenger Creek
Autumn Lake Healthcare at Braddock Heights
Autumn Lake Healthcare at Glade Valley
Citizens Care and Rehabilitation Center of Frederick
Country Meadows Retirement Communities
Daybreak Adult Day Services, Inc
Fahrney Keedy Home and Village
Frederick County Senior Services Division
Frederick Health and Rehabilitation Center
Frederick Health Trail Avenue
Homewood at Crumland Farms
Homewood at Frederick
Horizon Vascular Specialists
Integrace Buckingham's Choice
Lorien Life Center
Meritus Health
Mid-Maryland Musculoskeletal Institute
Northampton Manor
Pleasant View Nursing Home
Right At Home
Somerford Assisted Living
St Joseph's Ministries
The Home Team Senior Care
Tranquility at Fredericktowne

CTC/CTE Agricultural Metals
AFW Welding
Equipment Development Co, Inc. (EDCO)
Frederick County Business & Employment Center
Green Glade Welding, Inc.
Hercules Custom Ironworks
Doug Hering
Knott's Welding, LLC
Miscellaneous Metals, Inc.
RMC Welding, Inc.
Wilcom's Welding, Inc.

CTC/CTE Auto Body
Dan's Auto Body
Fitzgerald Auto Mall Collision Center
Givens Collison Repair Center
Mike's Auto Body & Collision
Modern Auto Body
Precision Auto Body Inc.
Preferred Auto Body
South Mountain Collision
The Frederick Motor Company
Top Gun Collision Repair
Zamora Auto Body

CTC/CTE Automotive Technology
ASE Education Foundation
BG Products
BMW of Catonsville
Carmax Frederick
Carter Machinery
Central Atlantic Toyota
Community College of Baltimore County
Criswell Auto of Thurmont
Criswell Chevrolet
DARCARS Nissan Rockville
DARCARS Toyota of Frederick
DARCARS Toyota of Silver Spring
Dynamic Automotive
EuroMotorCars
Fitzgerald Auto Mall
Ford Motor Company
Forty West Autocare and Towing
Fountaindale Auto Center-E. Green St.
Ideal Auto Group
Ken's Transmissions
Krietz Auto
Marks Equipment Service
Parker's Automotive
Quicksilver Race Engines
R&R Garage
Second Chances Garage
Shockley Honda
Snap-on
Stellantis
STH Inc.
Stups Auto Center
Subaru of America
Superior Auto Service
Tate Chrysler Plymouth Frederick, Inc.
The Frederick Motor Company
Triangle Motors
Younger Toyota of Hagerstown
Zach's Auto Clinic

CTC/CTE Biomedical Science
Frederick Community College: Biotechnology Program
Frederick County Division of Fire and Rescue Services
Gambrill's Physical Therapy
Hood College
Leidos Biomedical Research Inc.
Mount Airy Children's Dental Associates
National Cancer Institute at Frederick
National Institutes of Health (NIH)
Warren G. Magnuson Clinical Center

CTC/CTE CAD
Admar Custom Homes



Career & Tech and Youth Apprenticeship students sign with full-time employers on Career Signing Day.

David C. Smith and Son, Inc.
JB Technical Solutions
Lancaster Craftsmen Builders
The City of Frederick
U.S. Environmental Protection Agency

CTC/CTE Carpentry
Amazon Web Services
Devilbiss Construction Company
Green-Living Homes, LLC
KLS Home Improvement, LLC
Lancaster Craftsmen Builders
Morgan-Keller Construction
Rentals Unlimited
Sanbower Builders, Inc.
Schaffert Construction, Inc.

CTC/CTE Computer Tech Analyst
CISCO System
CRAN-Washington County Technical High School
Department of Commerce
FCPS Dept. of Information Technology
Laureate Education, Inc.
Northrop Grumman Corporation
Patriot Federal Credit Union
RedHat
Verizon

CTC/CTE Construction Electricity
Altimate Electric, Inc.
Associated Builders and Contractors
Bopat Electric Company, Inc.
Brandenburg Electric
Capital Lighting & Supply
City Electric Supply-Frederick
FB Harding, Inc.
Frederick County Electrical Inspector
IEC Chesapeake, Inc.
Long Electric, LLC
Potomac Edison

CTC/CTE Construction Foundation
Kenneth Abrecht
Andrew Brown
Devilbiss Construction Company
Ruby Eagle
Katie Groth
Hawkins Landscaping, Inc.
Joseph Devilbiss Construction
KLS Home Improvement, LLC
Lancaster Craftsmen Builders
Larry Trail Masonry
Long and Foster Realty
David Miller
Radcliffe Realty Group, LLC
Signature Settlements
Jack Slimmer
Greg Solberg
Frank Taylor
Jeff Wood
William Woodcock

CTC/CTE Cosmetology
Belleza Salon & Day Spa
Brenda Triantis
Hair Cuttery-Clarksburg
Hair Cuttery-Frederick
Hair Cuttery-Mount Airy
Mastercuts
Regis Corporation
Renovations Salon & Day Spa
SalonCentric
Shear Dimensions Salon & Spa
The Cutting Edge
Thomas Scott Salon & Spa

CTC/CTE Criminal Justice
Frederick County Adult Detention Center
Frederick County Dept. of Emergency Communications
FCPS Dept. of Information Technology
Frederick County Sheriff's Office
Maryland State Police
Thurmont Police Department

CTC/CTE Culinary Arts
Common Market
Frederick Keys
Oscar's AleHouse (West)
The Perfect Truffle
The Savory Spoon Catering Company

CTC/CTE Culinary Trades
FCPS Dept. of Information Technology
Viktor Kraenbring
Michael Kurtianyk
Marriott Corporation
Earl Matlock
Plamondon Hospitality Partners
Red Horse Steak House
Jack Walker

CTC/CTE Graphic Comm.
Custom Imprints
Frederick Sign & Banner Co.
HBP
Imagination Center, Inc.
Printing & Graphics Association MidAtlantic (PGAMA)
Printing Services, Inc.
Sir Speedy
Straight Line Direct Marketing

CTC/CTE HVACP
All Around Plumbing, Inc.
Art's Plumbing, Inc
Bryant Group, LLC
Frederick Air, Inc.
Frederick Noland Company
O'Connor Plumbing
Shapiro and Duncan
Viega, LLC

CTC/CTE Landscaping
Abloom, Ltd.
Brightview Landscape Maintenance
City of Gaithersburg-DPW
Dave Failor
Amanda Farmer
Frederick County Beekeepers Association
Hawkins Landscaping, Inc.
Montgomery College
Outdoor Illuminations
Ruppert Landscape
Carroll Shry
Siteone Landscape Supply

CTC/CTE Mechanical Trades
Bill Abbs
Jose Bueso
Frank Damazo
James Dorsch
Dynamic Automotive
Richard Glenn
Richard Greenwood
Robert McNamara
Modern Auto Body
Ken Oland
Mark Payne
Roche Automotive
Jack Slimmer
Greg Solberg
Zamora Auto Body

CTC/CTE Physical Rehabilitation
Basal Therapies
Frederick Health
MMI/ Centers for Advanced Orthopedics
Pivot Physical Therapy-Buckeystown Pike
Pivot Sports Medicine
Red Canyon Physical Therapy

CTC/CTE Teacher Academy of MD
FCPS Dept. of Information Technology
Katie Groth
Hood College

CTC/CTE TV Multimedia
ESPN
Frederick County Government
FCPS Dept. of Information Technology
Interagency Information Technologies
Key 103/106.9 The Eagle/WORK
The City of Frederick

CTC/CTE Web Design
Tom Croft
EK Designs, LLC
Wood Street, Inc.

CTE General
ACE Mentor Program of Frederick
Frederick County Chamber of Commerce
Frederick County Farm Bureau
Frederick County Workforce Services
Genova's To Go
Kalkreuth Roofing and Sheet Metal
Maryland Ag Ed Foundation
NVR Thurmont
Nymeo Federal Credit Union
Rodgers Consulting Inc
SMI Signs Systems Inc.
The Great Frederick Fair
Tire World Auto Centers

CTE Youth Apprenticeship

CTE Youth Apprenticeship Sponsors
Able Locksmiths, LLC
All Around Plumbing, Inc.
AllCool Refrigerant
Altimate Electric, Inc.
Ben Lewis Plumbing
Bane Bio
Bopat Electric Company, Inc.
D.M. Bowman
Bryant Group, LLC
Carter Machinery
Contour Construction, LLC
Dustin Construction
Dynamic Automotive
FB Harding, Inc.
FJB Engineering
Fountaindale Auto Center-E. Green St.
Frederick Health Hospital
Holly Hills Country Club
Krietz Auto
Mead Tree & Turf Care
Phoenix Mecano
Plamondon Hospitality Partners
Precision Bioservices, Inc.
Redline Plumbing
Second Chances Garage
TEI Electrical
Toothman Orthodontics
Twin Ridge Auto and Light Truck Service

Central Office
Able Locksmiths, LLC
African American Resources Cultural and Heritage Society
Christopher Patrick Interiors
Division of Rehabilitation Services (DORS)
Frederick Community College - Dual Enrollment
Frederick County Public Library - C. Burr Artz
Frederick County Public Library - Walkersville Branch
Genova's To Go
Mobilize Frederick
National Inventors Hall of Fame
The Orchard
Tree Trekkers

Academics & Organizational Development
African American Resources Cultural and Heritage Society
Center for Transformative Teaching & Learning
Dana Alliance for Brain Initiatives
Dancing Bear Toys and Gifts
Embrace Home Loans, Inc.
FERKO Maryland Federal Credit Union
Frederick Community College: Biotechnology Program
John Catt Educational LTD.
Nymeo Federal Credit Union
pLink Leadership
Print @ Hood
Rotary Club of Carroll Creek
Rotary Club of Frederick
Starvin Marvin Pizza
The Frederick Center
TFG Private Wealth Management
Tire World Auto Centers
US Festival of Education
Woodsboro Bank

Career Coach Program
Dynamic Automotive

CASS
A Mother's Rest
Advanced Behavioral Health
Brook Lane Partial Hospitalization Program (PHP) Frederick
Brunswick Ecumenical Assistance Committee on Needs
Catoctin Area School Supply Committee
Excel Youth
Girls Scouts Council of the Nation's Capital - Martinsburg
Glade Valley Community Services
Greater Urbana Area Food Bank
Middletown Valley People Helping People
United Way of Frederick County
Way Station, Inc.

Child Find/Speech and Language
Beth Sholom Early Childhood Center
Bright Eyes Early Learning Center-New Market
Bright Eyes Early Learning Center-Urbana
Brook Hill United Methodist Church-Weekday Preschool
Calvary United Methodist Church-Weekday School
Children's Center of Walkersville
Creative Children's Center
Early Bird Exploration Academy
Educare Learning Center
Frederick Adventist Academy
Frederick Community College-The Carl and Norma Miller Child Development Center
Frederick Country Day Montessori & Arts School
Frederick County Infants and Toddlers Program
Friends Meeting School
Hope Preschool-Mt. Carmel United Methodist Church
Kiddie Academy-New Market
KinderCare
La Petite Academy-Old Farm
La Petite Academy-Spring Ridge
Meadows Montessori
Middletown United Methodist Church-Kids Club
Mother Seton School
New Life Christian School
Smarty Pants Preschool
St John Regional Catholic School
St Thomas More Academy
The Banner School
The Goddard School-Rosemont Ave
The Valley School
Towson University
Weekday Nursery School
YMCA of Frederick County - Head Start
YMCA-Quality Day Care Services

Community Schools
Ace Hardware - Thurmont
Advanced Behavioral Health
American Legion Edwin C Creeger Jr Post 168,
Faith United Church of Christ-Frederick
Frederick Church of the Brethren
Frederick Community College-Various
Lewistown United Methodist Church
McDonald's-Thurmont
Rocky's Pizza
Roy Rogers-Thurmont
Simply Asia
St James A.M.E Church
St Paul's Evangelical Lutheran Church - Utica
Techno Rescue
Thurmont AMVETS Post 7, Ladies Auxiliary
Thurmont Public Library
TLC Foundation Inc.Thurmont Lions Club

Dept. of Curriculum & Instruction
African American Resources Cultural and Heritage Society
Alaka'ina Foundation
American Meteorological Society
Armed Forces Communications Electronics Association (AFCEA)
AstraZeneca
Athelda Scotia Investments, LLC
Baltimore Metropolitan Council and Clean Air Partners
Battelle National Biodefense Institute (BNBI)
Beyond Comics
Child Care Choices/Mental Health Association
Curious Iguana
Each 1 Teach 1
Educational Systems Federal Credit Union
Fort Detrick Alliance
Frederick County Bar Association
Frederick County Circuit Court
Frederick County Division of Fire and Rescue Services
Frederick County Infants and Toddlers Program
Frederick County Literacy Chapter
Frederick Keys
Heritage Frederick-Historical Society of Frederick County
Hood College - Model UN
iTour Frederick Walking Tour
Johns Hopkins University-North Charles
KinderCare
Little Lights Child Development Center
Maryland General Assembly, Department of Legislative Services
Maryland Humanities Council
Maryland Jaycees
National Cancer Institute at Frederick
National Inventors Hall of Fame
National Museum of Civil War Medicine
National Security Agency
New Spire Arts
NIst Sigma Xi
Noteable Progressions Music Therapy Services
Nymeo Federal Credit Union
Player's Fitness and Performance
Qiagen
Science Guys of Baltimore
SkyPoint Federal Credit Union
Society of Women Engineers
Student Homelessness Initiative Partnership (SHIP)
The Great Frederick Fair
The U.S. Army Medical Research and Materiel Command
ThermoFisher Scientific
Toothman Orthodontics
US Army Medical Research Institute of Infectious Disease
Walters Art Museum
Washington Capitals
Weinberg Center for the Arts
Western Maryland Veterinary Assc.
Woodsboro Bank
YMCA of Frederick County - Head Start
YMCA-Quality Day Care Services

Dual Enrollment
Frederick Community College - Dual Enrollment

HR
American Century Investments
AR Workshop Frederick
Barre East Fitness Studio - South Frederick
CareFirst
Club Pilates-South Frederick
Corebridge Financial
CVS CareMark
Delta Dental
Educational Systems Federal Credit Union
Equitable
FERKO Maryland Federal Credit Union
Holistic Health Associates
Hot Fired Arts
LifeCYCLE Studio
MAD Fitness
McLaughlin Family Chiropractic
Nymeo Federal Credit Union
Security Benefit/Integrated Financial Solutions
Urbana Orthodontics-Dr. McTavish
VOYA
Woofin' It Pet Concierge Services
Yogamour

Judy Center
Child Care Choices/Mental Health Association
Children of Incarcerated Parents Partnership (COIPP)
Common Market
Curious Iguana
Each 1 Teach 1
Frederick County Infants and Toddlers Program
Frederick County Literacy Chapter
Frederick County Workforce Services
Helping Hands Caring Hearts
Heritage Frederick-Historical Society of Frederick County
KinderCare
Little Lights Child Development Center
Maryland Public Television
Noteable Progressions Music Therapy Services
Science Guys of Baltimore
Student Homelessness Initiative Partnership (SHIP)
United Way & YMCA - Summer Serve
Weinberg Center for the Arts
YMCA of Frederick County - Head Start
YMCA-Quality Day Care Services

Multilingual Education Program
Asian American Center of Frederick
Centro Hispano de Frederick
Family Partnership of Frederick County
Frederick Community College - Dual Enrollment
Frederick Community College - Monroe Center
Frederick County Public Library - C. Burr Artz
Mental Health Association of Frederick County
Spanish Speaking Community
TransIT Services of Frederick County

Operations
FERKO Maryland Federal Credit Union

Psychological Services
Ahimsa Therapy
Children of Incarcerated Parents Partnership (COIPP)

Public Affairs
Brewer's Alley Restaurant
Dynamic Automotive
Educational Systems Federal Credit Union
FERKO Maryland Federal Credit Union
Frederick County Goes Purple
Holly Hills Country Club
Jeffrey Giangrande Corp-Burger King
Paint Array, LLC
Plamondon Hospitality Partners

SASI
Teamlink

Special Education
A Mother's Rest
American Society for Deaf Children (ASCD)
Civitan Club of Frederick
Deaf Abused Women's Network (DAWN)
Deaf Camps, Inc.
Developmental Disabilities Administration
Division of Rehabilitation Services (DORS)
Family Partnership of Frederick County
Frederick County Behavioral Health Administration
Frederick County Department of Social Services
Frederick County Infants and Toddlers Program
Frederick County Mental Health Association
Frederick County Workforce Services
I Believe in Me
Kitsune, Inc.
Living Well Youth Works
Local Care Team
Maryland Relay 711
Maryland School for the Deaf
Scott Key Center
Special Olympics Maryland
State of Maryland Family Support and Resource Center
The Arc of Frederick County
The Frederick County Office for Children and Families
The Freedom Center, Inc.
The Reading Plan
Wags for Hope
YMCA of Frederick County - Head Start

Student Services
Advanced Behavioral Health
Brook Lane Partial Hospitalization Program (PHP) Frederick
Children of Incarcerated Parents Partnership (COIPP)
Department of Juvenile Services
Frederick County Division of Fire and Rescue Services
Job Corps
Neediest Kids/Bridge to Success
Phoenix Recovery Academy
Sons of the American Revolution
Student Homelessness Initiative Partnership (SHIP)
The Religious Coalition For Emergency Human Needs
United in Kindness Coalition
United Way & YMCA - Summer Serve
United Way of Frederick County



Catoctin High students learn about forensics from Frederick County Fire and Safety officers.

AWARD OF EXCELLENCE

PUBLICATIONS & DIGITAL MEDIA AWARDS

presented to

Frederick County Public Schools

for distinguished achievement in the category of

Special Purpose Publication

2025 FCPS Partnership Report

Barbara McHenry, APR

EXECUTIVE DIRECTOR

06/10/2026

DATE

NSPRA NATIONAL SCHOOL COMMUNICATION AWARDS

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FCPS℠
Frederick County Public Schools
INSPIRE ★ MOTIVATE ★ INNOVATE

191 South East Street
Frederick, MD 21701
www.fcps.org

We LOVE our partners

THANK YOU FOR SUPPORTING FCPS!



Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.07 Public Comment
Type	Information

Content

The Board views public comment as an opportunity to hear concerns of the public, with the understanding and expectation that it is not considered a question-and-answer platform with Board members. Consequently, the Board will not provide a response to public comment presented in its meeting or by submission of a written comment, although it may follow-up with the individual as may be appropriate.

Pre-Registered Public Comment: The Board will provide a maximum of 60 minutes for pre-registered public comment with each speaker allotted up to three (3) minutes to speak.

The Board will receive public comment during this period on issues relating to the operations of the system; Board policies and governance; and current and past agenda items before the Board. The Board shall not receive public comment relating to individual personnel issues, complaints identifying individual students, or matters that are on appeal; that serves as advertising or solicitations for products or services; that is a political campaign speech; or that is pre-recorded audio or video by someone other than the speaker.

Prior to each Board action, the Board President shall announce the opportunity for the Board to receive public comment on the action item on the agenda. Each speaker will be allowed up to two (2) minutes for their public comment regarding the subject of the action under consideration by the Board.

Pre-Registration: The registration period for individuals wishing to participate in the designated public comment period will open with the publication of the agenda for the Board meeting (typically five [5] days in advance of the meeting) and will close at noon one (1) day before the scheduled Board meeting. A person wishing to speak may pre-register by;

- completing the form linked here.
- calling (240) 586-8950 and leaving a voicemail.

Registration to participate in the designated public comment period will require the individual to be a Community member, an FCPS parent, student, or staff member, or an elected local, State or Federal Frederick County representative, and to provide the following at the time of registration:

- Full first and last name as it appears on a form of government-issued identification;
- Proof of Business, Land Ownership, or Residency in PDF format if the government-issued identification does not have a Frederick County address;

- Telephone number, email address, and ZIP code;
- Whether the speaker is a student;
- The topic(s) to be discussed; and
- Whether an interpreter or accommodation is requested with information regarding the specific need.

Failure to provide any of the above required registration information or the falsification of any required registration information will automatically disqualify that individual from providing public comment at the Board meeting.

Written Comments: Individuals are provided the opportunity to and encouraged to submit written comments electronically and email them to BoardPublicComment@fcps.org. Written comments must be submitted as a PDF attachment (strongly preferred) or a Microsoft Word document with the .doc or .docx extension and will be uploaded to Granicus as part of the official meeting record within one (1) week. Comments in the body of an e-mail will not be accepted.

ATTACHMENT(S):
Public Comment List_10.21.26_PEAK.pdf

BOARD OF EDUCATION OF FREDERICK COUNTY
Public Comment
Meeting Date: October 21, 2026

PRE-REGISTERED - STUDENTS

1. Kensington Hand

PRE-REGISTRATION

2. Jeanne Mulcahy
3. Susan Johnson
4. Karren Sowell
5. Maria Valcarcel
6. Emily Austill
7. Lindsey Wigfield
8. Melissa Dirks
9. Tom Neumark
10. Shaun Porter
11. Marie Boshoff
12. Robin Seidel
13. Paul Lemle
14. Michael Darling
15. Julia Becker
16. Alice Gibson
17. Casey Day
18. Geoffrey Seidel
19. Nathan Foltz

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.08 Superintendent Comments
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.09 Student Member Comments
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	3.. REGULAR MEETING - Preliminary Items [6:00 p.m.]
Subject	3.10. Board Member Comments
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	4. Regular Meeting - Action Consent
Subject	4.01 Staffing Changes
Type	Action Consent
Suggested Action	Board approval of action/consent items.
Department(s)	Human Resources Department
Goal(s)	Goal 2 - Operational Excellence - FCPS will hire, support, and retain staff who champion individual, professional, and student excellence.

Content
Please see attached report.

ATTACHMENT(S):
Public Content_2026.10.21.pdf

BOARD OF EDUCATION OF FREDERICK COUNTY
BOARD AGENDA ITEM

Staffing Changes	
Retirement	1
Resignation - Violation	5
Resignation	1
Leave	3
Return from Leave	1
New Teacher Appointment	2
H. Neri	
E. Bours	

Comparison of Resignations			
October, 2025	7	October, 2026	7
November, 2025	4	November, 2026	
December, 2025	3	December, 2026	
January, 2026	6	January, 2027	
February, 2026	20	February, 2027	
March, 2026	12	March, 2027	
April, 2026	26	April, 2027	
May, 2026	15	May, 2027	
June, 2026	14	June, 2027	
July, 2026	0	July, 2027	
August, 2026	35	August, 2027	
September, 2026	3	September, 2027	
Cumulative to Date	145	Cumulative to Date	7

Comparison of New Hires			
October, 2025	2	October, 2026	5
November, 2025	7	November, 2026	
December, 2025	9	December, 2026	
January, 2026	26	January, 2027	
February, 2026	8	February, 2027	
March, 2026	1	March, 2027	
April, 2026	1	April, 2027	
May, 2026	13	May, 2027	
June, 2026	24	June, 2027	
July, 2026	0	July, 2027	
August, 2026	125	August, 2027	
September, 2026	6	September, 2027	
Cumulative to Date	222	Cumulative to Date	5

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	5. Board Items
Subject	5.01 Strategic Plan Key Performance Indicator Reporting Goal 1 & Goal 5
Type	Information, Discussion
Department(s)	System Accountability & School Administration, Academics & Organizational Development
Goal(s)	Goal 1 - Organizational Culture of Achievement - FCPS will equip each and every student to be an empowered learner and an engaged citizen to achieve a positive impact in the local and global community. Goal 5 - Student & Staff Experience - FCPS will promote a culture fostering wellness and civility for students and staff.

Content

PURPOSE OF PRESENTATION:
Staff will review data for Key Performance Indicators (KPI) 4 and 5, aligned to Frederick County Public Schools (FCPS) Goal 1, and KPI 15 (A & B), aligned to FCPS Goal 5.

BACKGROUND/SUMMARY:
In the 2022-23 and 2023-24 school year, under Dr. Dyson's leadership, system goals were clarified in FCPS and Key Performance Indicators (KPIs) were refined to align to system goals, state performance measures, and Blueprint reporting requirements. Prior to the 2026-27 reporting year, all KPIs were reviewed against the current state guidance and accountability reporting and additional and minor refinements were made. KPIs are reported based on availability of official data from the prior year and most often in the first half of the year. Each school's improvement plan is aligned to key metrics in the system plan, with key driver's focused on strengthening multi-tiered systems of support in schools. KPI 15B was modified for the 2026-27 school year to make explicit mention of Post-College and Career Readiness Pathways, an important component of Maryland's Blueprint plan.

PROCESS STATEMENT:
Through cross-departmental collaboration, the System and School Administration (SASA) Department collects data on strategic plan measures. Progress reporting on the Key Performance Indicators will be presented across multiple Board of Education meetings this school year. In the 2026-27 reporting year, goal language will be clarified and considered, supplemental data will be provided, key points of strategic alignment will be discussed, and the Board will hear from school staff related to their school improvement efforts.

PRESENTER(S) & TITLE(S):
Dr. Afie Mirshah, Director of High Schools
Mr. Scott Murphy, Director of Curriculum and Instruction
Ms. Lisa Smith, Principal, Tuscarora High School
Dr. Frank Vetter, Director, Assessment, Data Reporting and Strategic Improvement

SUBMITTED BY:
Dr. Jamie Aliveto, Chief, Schools and Accountability

ATTACHMENT(S):
10.21.2026 Strategic Plan KPI Reporting - Goals 1 and 5_backup1.pdf
10.21.2026 Strategic Plan KPI Reporting - Goals 1 and 5_backup2.pdf

Curriculum & Instruction

System Accountability & School Administration

Goals 1 & 5 Key Performance Indicators (KPIs)

October 21, 2026

PRESENTED BY: Dr. Afie Mirshah, Director of School Administration and Instructional Leadership, High Schools
Mr. Scott Murphy, Director of Curriculum and Instruction
Ms. Lisa Smith, Principal, Tuscarora High School
Dr. Frank Vetter, Director of Assessment, Data Reporting, and Strategic Improvement

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Presentation Outcomes

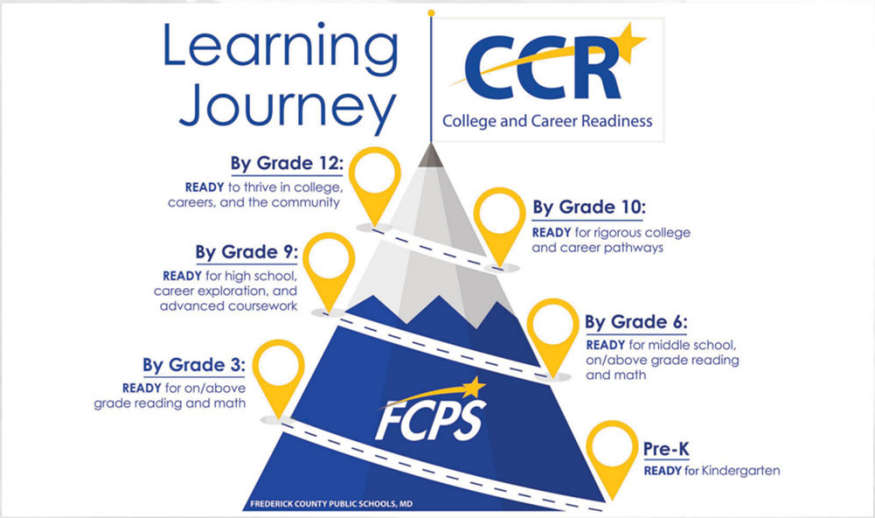
1. Provide progress update on Goal 1 Key Performance Indicators, #4 and #5
2. Provide progress update on Goal 5 Key Performance Indicator #15B
3. Provide update on college and career pathways



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The FCPS Learning Journey



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Goal 1 Key Performance Indicator 4

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KPI 4

Increase the percent of students “on-track” in 9th grade by two percentage points each year based on Blueprint reporting. (Baseline: state definition 2023-2024)



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Blueprint Grade 9 On-Track Definition

At the end of Grade 9, a student is on-track to graduate if they…

- Earned at least five (5) credits
- Failed no more than one semester of a core course
- Attended school more than 90% of the time

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KPI 4 Progress: On-Track Grade 9

- Three-year trend of 73-75% On-Track
- Seven percentage point gain in three years for Students with Disabilities (SWD)
- Largest gaps were students receiving Multilingual Learner (ML) services

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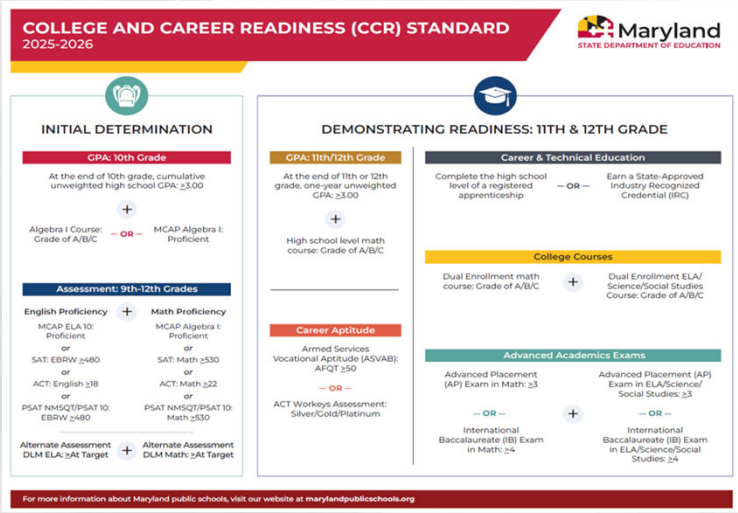
KPI 5

Increase the percentage of students meeting College and Career Readiness (CCR) requirements by the end of 10th grade and by graduation based on Blueprint reporting by five percentage points each year for the next four years. (Baseline 2025-2026)



8

College & Career Readiness Standard



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KPI 5 Progress: College and Career Readiness (CCR)

- 72% of students met the state definition of CCR by end of grade 10.
- 77% of students in grades 10-12 met the state definition of CCR.
- The largest gaps were students receiving special services, i.e., Free & Reduced Meals (FARMS), ML, & SWD.

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Goal 5 Key Performance Indicator 15B

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KPI 15B

Increase the percentage of high school completers, by student group, who participated in at least one component of a Post-CCR Pathway by two percentage points each year. (Baseline 2025-2026)



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Post-CCR Pathways Participation

- **College Preparatory**
  - Advanced Placement: Pass 2 or more classes
  - International Baccalaureate: Enrolled in program
- **Dual Enrollment**
  - Complete 2 or more dual enrollment classes
- **Career and Technical Education (CTE)**
  - Complete first course in an approved CTE program

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KPI 15B Progress: Post CCR Pathways

- 84% of students participated in at least one (1) component of a CCR pathway
  - 1,296 students passed 2 or more Advanced Placement courses
  - 1,687 students were enrolled in at least two (2) dual enrollment courses

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Student Access to College and Career Pathways (Agenda Request)

Advanced Placement (AP)

Year	Number of Students	Number of Exams	3 or Higher on Exams
SY 2022	2,377	3,764	66%
SY 2026	4,015	6,363	80%

- Ongoing expansion of course offerings at high schools and Frederick County Virtual School
- AP Summer Institutes (teacher training) in partnership with higher education

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Student Access to College and Career Pathways (Agenda Request)

Dual Enrollment (Overall)

Year	Number of Students	Number of Courses	Earning College Credit
SY 2022	1,964	3,928	91%
SY 2026	3,734	9,895	89%

Early College

- Expansion of capacity in partnership with Frederick Community College – 75 students per cohort, totaling 150 students per year
- "Open Campus Plus" (OC+) for additional students
- 2026: 56 Associate Degrees Awarded upon high school graduation

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Student Access to College and Career Pathways (Agenda Request)

Career and Technical Education

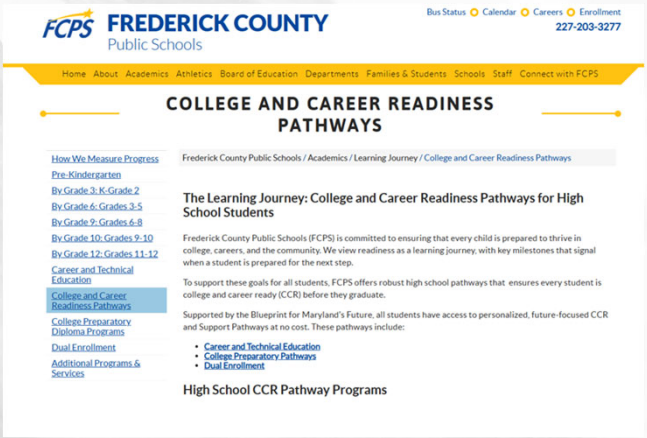
- High demand
- Expansion of programs at comprehensive high schools (Example: Hospitality and Tourism)
- Career Pathways at Monroe Center, in partnership with FCC
- Work-based learning, apprenticeships, industry support

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Student Access to College and Career Pathways (Agenda Request)

A course or program may be available…

- At all schools
- At some schools
- At Frederick Community College
- At the Virtual School
- As a countywide program



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Strategic System Work

- Comprehensive Literacy and Math Plans, High-Quality Instructional Materials (HQIM)
- Embedded tutoring
- Professional learning for teachers and leaders
- Mathematics preparation and career pathways
- Participation and performance in advanced coursework
- Access to college and career pathways

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Strategic School Improvement Work

- Identified focus area for all FCPS high schools
- Data shared during the year with student level information for each school (D/F list and non-promoted student lists)
- Supports provided for credit recovery through Frederick County Virtual School (FCVS)
- Use of Multi-Tiered System of Support (MTSS) process, strategies, and interventions for students at the school level

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School Spotlight: Tuscarora High School

- 13.8 percentage point gain in CCR from previous year
- 9th Grade On Track School Improvement Plan Goal
- Strategic Master Schedule
  - Common planning for teachers of 9th grade core courses
  - Supported Accelerated Learning Process (ALP)
- 9th Grade Team
  - Counselor, Assistant Principals, & Specialists

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Questions and Discussion

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Goals 1 and 5 Key Performance Indicators

Board of Education Presentation Date: October 21, 2026

Presenters:
Dr. Afie Mirshah, Director of School Administration and Instructional Leadership, High Schools
Mr. Scott Murphy, Director of Curriculum and Instruction
Ms. Lisa Smith, Principal, Tuscarora High School
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Supporting Data for KPI Presentation

Goal 1: Organizational Culture of Achievement

KPI #4: Increase the percentage of students "on track" in 9th grade by two percentage points each year based on Blueprint/MSDE reporting. (Baseline: state definition 2023-2024).

Student Group*	Percent of Students On-Track in Grade 9**		
	2024 (n=2,838)	2025 (n=2,845)	2026 (n=2,785)
All Students	**73**	**75**	**74**
Asian	88	88	91
Black/African American	69	72	70
Hispanic/Latino	61	63	63
Two or More Races	71	71	68
White	78	79	78
Free/Reduced Meals	54	58	58
Multilingual Learner	49	47	48
Students with Disabilities	49	52	56

* Student groups with less than 10 students are not shown.
** Percent based on total number of students within the student group. MSDE definition: Earns at least five credits (any content) at the end of Grade 9, no core course failures, and 90% or higher attendance.

Goal 1: Organizational Culture of Achievement

KPI #5: Increase the percentage of students meeting college and career readiness (CCR) requirements by the end of 10th grade and by graduation based on Blueprint reporting by five percentage points each year for the next four years. (Baseline 2025-2026)

Student Group*	Percent of Students Meeting CCR Requirements by End of Grade 10
	2026
All Students*	**72**
Asian	90
Black/African American	63
Hispanic/Latino	57
Two or More Races	70
White	79
Free/Reduced Meals	54
Multilingual Learner	32
Students with Disabilities	42

* Student groups with less than 10 are not shown.
Note: Students may count for both race/ethnicity and special services in multiple student groups.

Goal 5: Student and Staff Experience

KPI #15B: Increase the percentage of high school completers, by student group, who participated in at least one component of a Post-CCR Pathway by two percentage points each year. (Baseline 2025-2026)

Student Group*	Percent of High School Completers Who Participated in At Least One Component of Post-CCR Pathway**
	2026
All Students*	**84**
Asian	94
Black/African American	77
Hispanic/Latino	72
Two or More Races	81
White	91
Free/Reduced Meals	71
Multilingual Learner	47
Students with Disabilities	66

*Student groups with less than 10 are not shown.

** Grade 12 students meeting local graduation requirements and participating in at least one post-CCR pathway per MSDE definition in official state reporting, *High School Data Collection* file. Students may access more than one pathway.

- N = 3,591 high school completers / 3,028 participating in at least one post-CCR pathway component.
- Advanced Placement (AP) - Enrolled in or have completed and passed two AP courses: 1,296 students
- IB Programme: 53 students
- Career and Technical Education (CTE) - Completed first course in CTE program of study or participating in apprenticeship program: 3,028 students
- Early College/Dual Enrollment (DE) - Enrolled in or completed two DE courses or enrolled in one DE course and having already completed one DE course: 1,687 students

Note: Students may count for both race/ethnicity and special services in multiple student groups.

Supplemental Data Table for KPI 15B

Post-CCR Pathway Coursework	All High School Students Enrolled in At Least One Course*		
	2024	2025	2026
One or More AP/IB/CTE/Dual Enrollment Course	**6,962 (48%)**	**7,424 (51%)**	**7,635 (53%)**
Advanced Placement (AP) Course	3,465 (24%)	3,709 (25%)	4,015 (28%)
International Baccalaureate (IB) Programme	111 (6%**)	111 (6%**)	116 (6%**)
Dual Enrollment Course***	3,293 (22%)	3,650 (25%)	3,734 (26%)
Career and Technical Education (CTE) Concentrator Course	2,608 (18%)	2,535 (17%)	2,538 (18%)

* Data are for any high school student enrolled in at least one course regardless of course completion. Students may be enrolled in more than one post-CCR pathway coursework (e.g., AP and Dual Enrollment).

** IB is only offered at Urbana High School (UHS); percentages are based on UHS end of year enrollment.

*** Dual enrollment courses are offered to juniors and seniors. Percentages in the table are based on any high school grade. If using total enrollment numbers for only juniors and seniors, the percentage of students enrolled in dual enrollment courses increases for each year 45% in 2024, 49% in 2025, and 51% in 2026.

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	5. Board Items
Subject	5.02 Discussion regarding the MSEA ESP Bill of Rights (Agenda Request)
Type	Information, Discussion, Action
Department(s)	Human Resources Department
Goal(s)	Goal 2 - Operational Excellence - FCPS will hire, support, and retain staff who champion individual, professional, and student excellence. Goal 5 - Student & Staff Experience - FCPS will promote a culture fostering wellness and civility for students and staff.

Content

PURPOSE OF PRESENTATION:

To respond to a Board agenda request and to provide an overview of the ESP Bill of Rights origins and key principals.

BACKGROUND/SUMMARY:

This presentation examines the alignment between the ESP Bill of Rights and FCPS policies as well as the FASSE negotiated agreement. The national and state history of the bill will be presented along with data related to current FCPS role distributions, work calendars and pay rates.

PRESENTER(S) & TITLE(S):

Dr. Sarah Sirgo, Chief of Staff

Mr. Tim Thornburg, Senior Manager, Employee and Labor Relations

Ms. Jessica Sedgwick, Senior Manager, Data Management and Classifications

ATTACHMENT(S):
10.21.26 _ESP Bill of Rights_backup.pdf

Office of the Superintendent

Education Support Professionals (ESP) Bill of Rights

October 21, 2026

PRESENTED BY: Dr. Sarah Sirgo, Chief of Staff
Mr. Tim Thornburg, Senior Manager, Employee and Labor Relations
Ms. Jessica Sedgwick Senior Manager, Data Management and Classification

FCPS Frederick County Public Schools

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Presentation Outcomes

To provide an overview of the ESP Bill of Rights origin and key principles

To examine alignment between the ESP Bill of Rights and FCPS policies as well as the FASSE negotiated agreement

nea NATIONAL EDUCATION ASSOCIATION nea.org | ESP EDUCATION SUPPORT PROFESSIONALS

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History of the ESP Bill of Rights

National Campaign (NEA)

The **ESP Bill of Rights** is a nationwide labor organizing initiative led by the National Education Association (NEA).

Maryland State Adaptation (MSEA)

MSEA has adapted these national principles into actionable bargaining interests and legislative priorities.

Baseline Guarantees

Establishes core protections for ESPs, serving as a essential baseline—especially in states without collective bargaining.

Collective Bargaining Landscape

Status across 50 U.S. States & D.C.

31 States & D.C.
Require collective bargaining

11 States
Permit collective bargaining

8 States
Collective bargaining is illegal

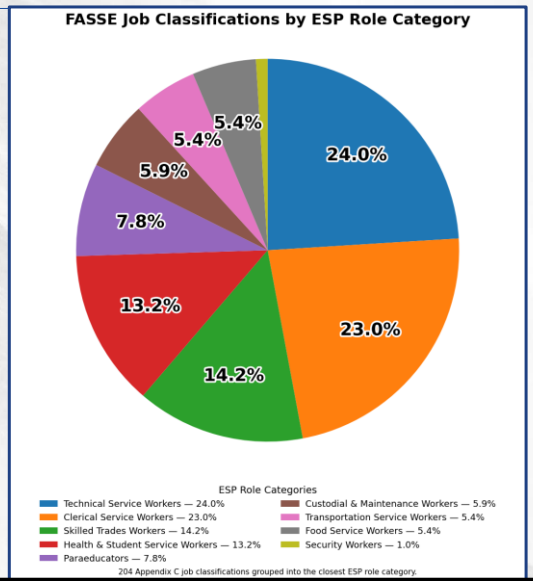
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Education Support Professionals (ESPs)

The National Education Association identifies 9 career families as Education Support Professionals:

01 Clerical Service Workers
02 Custodial & Maintenance
03 Food Service Workers
04 Health & Student Service
05 Paraeducators
06 Security Workers
07 Skilled Trades Workers
08 Technical Service Workers
09 Transportation Service Workers



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FCPS already provides significant contractual protections and benefits that align with many of the core rights outlined in the ESP Bill of Rights.

Overview of the ESP Bill of Rights

10 articles built around the core slogan that **"one job should be enough"**

- 01 Living Wage
- 02 Affordable, Quality Health Care
- 03 Paid Leave
- 04 Retirement Security
- 05 Safe and Healthy Workplace
- 06 Fair Workloads and Adequate Staffing
- 07 Professional Growth & Career Advancement
- 08 Respect & Professional Recognition
- 09 Collective Bargaining & Union Rights
- 10 Protection of Public Education & Opposition to Privatization



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ESP Bill of Rights vs FASSE Contract Alignment

01 Living Wage

Negotiated salary schedules and annual increases. Salary Study Committee makes recommendations to the bargaining team.

The Board reduced the gap between the first 5 steps from 3% to 2.5%, raising starting salaries.

02 Affordable, Quality Health Care

Comprehensive health, prescription, vision, and life insurance benefits with significant employer contributions.

03 Paid Leave

Sick leave, personal leave, vacation leave*, bereavement leave, family illness leave, leave grant, professional leave, and sick leave bank provisions.

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ESP Bill of Rights vs FASSE Contract Alignment

04 Retirement Security

Participation in state and local retirement systems and retirement-related benefits.

05 Safe and Healthy Workplace

Safety committees, reporting procedures, workplace protections, training, and safety equipment provisions.

06 Fair Workloads & Staffing

Some workload protections and work schedule provisions exist; Under Maryland law, staffing is a management function that is not a subject of bargaining.

07 Professional Growth & Advancement

Professional development opportunities and internal advancement processes exist, but no formal ESP career ladder structure.

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ESP Bill of Rights vs FASSE Contract Alignment

08 Respect & Professional Recognition

Employee voice exists through labor-management processes.

ESP and other award recognitions.

09 Collective Bargaining & Union Rights

Exclusive representation, bargaining rights, grievance procedures, arbitration, and labor-management collaboration are established.

10 Protection of Public Education & Opposition to Privatization

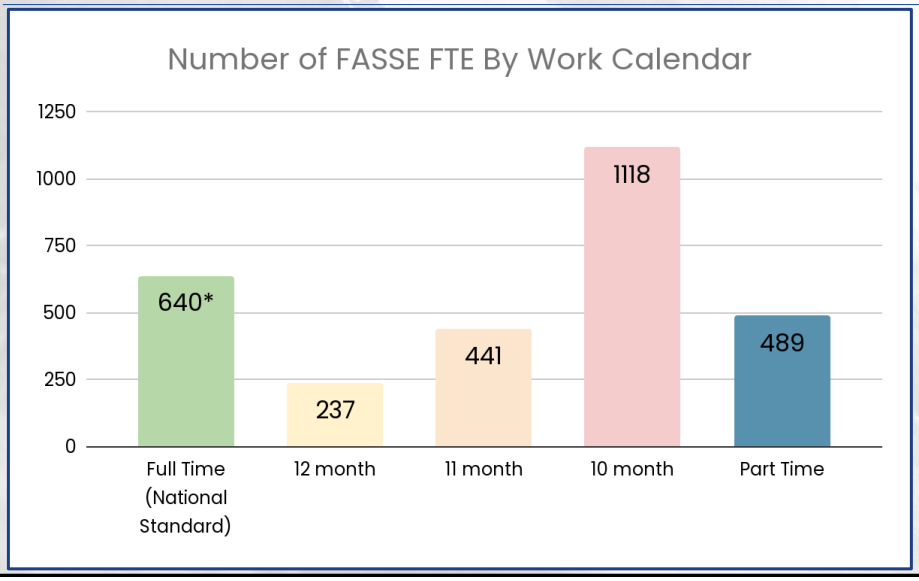
No explicit contract language addressing privatization or outsourcing. The Board must retain the ability to outsource roles in shortage areas, such as special education in order to ensure we service students.

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ESP Work Calendar and Work Hours



* A standard full-time, year-round schedule is 12 months or 2,080 annual hours over 260 days at 8 hours/day.

FCPS full-time 12 month schedules range from 1,708–2,080 annual hours, based on either 7- or 8-hour workdays and 35- or 40-hour workweeks.

70% of our FASSE workforce are not full time employees or work less than a 12 month schedule.

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Examples of Role Distribution, Work Calendar, and Rates

Example Job	Daily Work Hours & Calendar	% of 2,080	Starting Hourly Rate	Average Hourly Rate
3.5 hour Food Service Worker	3.5 hrs / 183 days	31%	**$17.13/hour**	**$18.96**
6.25 hour Bus Driver	6.25 hrs / 180 days	54%	**$25.78/hour**	**$28.34**
10 month Instructional Assistant	7 hrs / 190 days	64%	**$20.42/hour**	**$22.96**
11 month User Support Specialist	7 hrs / 208 days	70%	**$27.87/hour**	**$31.54**
12 month School Fiscal Assistant	7 hrs / 244 days	82%	**$27.32/hour**	**$33.86**
12 month (HVAC Tech, Electrician, Plumber)	8 hrs / 260 days	100%	**$30.68/hour**	**$37.52**

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Recommended Next Steps



Empowering Education Support Professionals to build a stronger school community.

01 Recognize & Affirm ESP Support

Recognize the critical role Education Support Professionals play in student success and affirm support for the principles reflected in the ESP Bill of Rights.

02 Advance Collective Bargaining

Continue to address compensation, benefits, workload, staffing, and other employment matters through established collective bargaining processes.

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Recommended Action for Board Discussion

verified

Core Commitment Statement

Recognize and reaffirm a commitment to supporting Education Support Professionals through existing policies, practices, and established collective bargaining processes.

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Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	5. Board Items
Subject	5.03 Widening the Audience Agenda Request
Type	Information, Discussion
Suggested Action	The Board will review and discuss the presented information.
Department(s)	Board of Education Office, Public Affairs Department
Goal(s)	Goal 4 - Stakeholder Engagement - FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system.

Content

PURPOSE OF PRESENTATION:
Provide an overview of current opportunities for community engagement with the Board of Education, establish a baseline for participation, and identify potential areas for further discussion.

1. **Distinguishing Governance and Public Participation**
   - Board meetings focus on conducting public business, deliberating, and making policy decisions.
   - Public comment allows community members to share input but is not intended as a question-and-answer forum, consistent with Policy 102.
   - Schools remain the primary point of contact for addressing localized concerns through their ongoing relationships with families.
2. **Current Community Engagement Pathways**
   - **Public Comment:** Formal input during Board meetings.
   - **Written Comment:** Electronic submissions included in the official public meeting record.
   - **Direct Board Outreach:** Email communication and potential additional connections with Board members.
   - **Board Advisory Committees:** Focused stakeholder input on specific topics.
   - **Community Listening Sessions:** Informal, two-way dialogue held at least three times annually.
3. **Historical Participation Baseline**
   - **Public Comment:** 259 registrations across 22 meetings since August 6, 2025—approximately 12 registrations per meeting.
   - **Community Listening Sessions:** 240 attendees across seven sessions since May

2024—approximately 34 attendees per session. *These figures represent different forms of engagement and provide a baseline for monitoring participation trends over time.*

4. **Understanding the Participation Continuum**
    - Community engagement involves four stages:
        - **Awareness:** Knowing when meetings occur, what is on the agenda, and how to participate.
        - **Access:** Having the ability to attend or view meetings.
        - **Comprehension:** Understanding the information presented and participation procedures.
        - **Participation:** Providing feedback or sharing input.
5. **Potential Areas for Board Discussion**
    - **Access Considerations:** Welcoming meeting spaces, clear website navigation, and understandable public comment procedures.
    - **Participation Options:** Alternative meeting locations or schedules and additional digital participation methods.
    - **Practical and Policy Implications:** Staffing, technology, operational resources, and policy alignment. *These are possibilities for exploration, not recommendations.*
6. **Discussion for the Board**
    - Before considering changes, the Board may wish to clarify what it wants community members to be better equipped to do: attend, observe, provide input, or engage in dialogue.
    - From an Ombuds perspective, clear procedures and communication can help community members identify the most appropriate pathway for their concerns and strengthen constructive engagement across FCPS.

PROCESS STATEMENT:
This presentation is an overview of current community engagement opportunities with the Board of Education, a review of historical participation data, and identified potential areas for discussion to improve awareness, access, understanding, and participation in Board governance.

PRESENTER(S) & TITLE(S):
Mrs. Sabrina Nail, Board Liaison and Ombuds
Dr. Sarah Sirgo, Chief of Staff
Dr. Eric Louérs-Phillips, Associate Superintendent of Public Affairs

SUBMITTED BY:
Lisa Stylos, Executive Assistant I

ATTACHMENT(S):
10.21.26_Widening the Audience_Backup.pdf

Board of Education

Widening the Audience: Increasing Access, Participation, and Engagement in Board Meetings

October 21, 2026

PRESENTED BY: Mrs. Sabrina Nail, Board Liaison and Ombuds
Dr. Sarah Sirgo, Chief of Staff and Human Resources
Dr. Eric Louérs-Phillips. Associate Superintendent of Public Affairs

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Presentation Outcomes

1. **Understand** how the public currently participates in Board meetings.
2. **Consider** practical factors that may affect participation and access.
3. **Explore** options for expanding public participation and engagement.

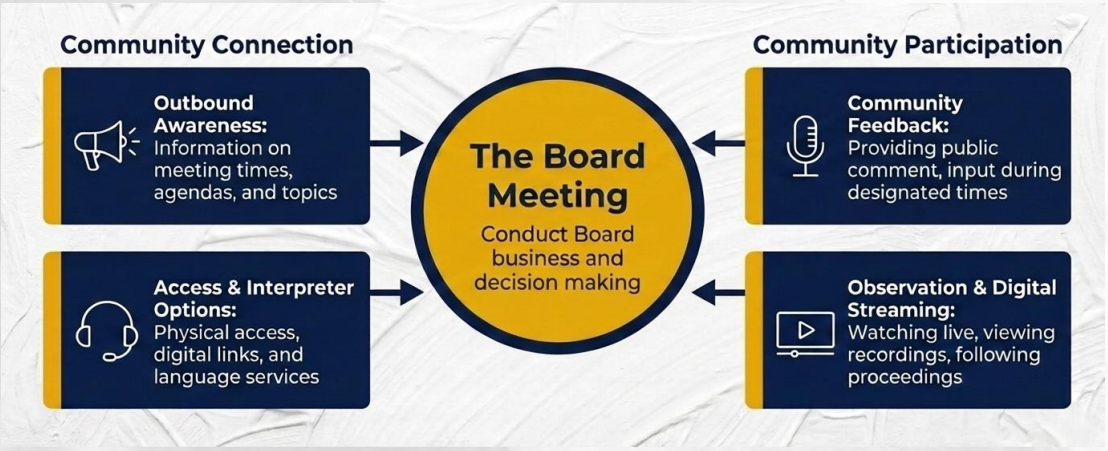


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Public Participation at Board Meetings



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How the Public Can Participate Today



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Participation: A Starting Baseline

BOARD PUBLIC COMMENT

- 259 Registrations since August 6, 2025
- 22 meetings reviewed
- Average: 12 registrations/meeting

COMMUNITY LISTENING SESSIONS

- 240 attendees since May 2024
- 7 sessions held
- Average: 34 attendees/session

Different pathways serve different purposes

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From Awareness to Participation at Board Meetings

Awareness: Knowing a meeting is happening and understanding how people learn about agendas and opportunities to participate

Access: The physical or digital ability to view the meeting based on time location, language, accessibility and technology

Comprehension: Understanding the information presented and how easily people can locate and navigate participation processes

Participation: The final act of providing feedback and exploring how and when people can provide input

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Board Discussion: Possibilities for Participation & Engagement

Potential Access Considerations	Participation Options to Explore	Practical & Policy Implications
• Welcoming environment • Clear navigation and information • Public comment process	• Flexible meeting locations • Varying scheduling and formats • Additional participation options / expanded digital engagement	• Resource allocation review • Logistical feasibility • Policy & regulation alignment

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Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	6. Setting of the Next Meeting Agenda
Subject	6.01 Setting the Agenda for the November 4, 2026 Board of Education Meeting
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	7. Committee Reports and Legislative Updates
Subject	7.01 Legislative Updates
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	7. Committee Reports and Legislative Updates
Subject	7.02 Policy Committee Report
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	7. Committee Reports and Legislative Updates
Subject	7.03 Curriculum & Instruction Committee Report
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	7. Committee Reports and Legislative Updates
Subject	7.04 Committee Reports
Type	Information

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	8. Informational Items
Subject	8.01 Quarterly Agenda for Board Meetings
Type	Information

ATTACHMENT(S):
10.21.26 4th Q 26 Agenda Public.pdf

Quarterly Agenda for Board Meetings October – December 2026
This document is dynamic - changes will be made to it as needed to accommodate time sensitive business items

October 7
Board of Education Curriculum & Instruction Committee Meeting (10:00 a.m.)

October 7
Closed:
Administrative Function:
Business Items:
- Information Item (Information)
- Bid Item (Action)
- Office of the Ombuds Annual Report (SN) (Information/Discussion)
- Legislative Principles 2027 (DR) (Information/Discussion/Action)

Policy Items:
- Policy 405, Graduation (2nd Reading) (SB) (Information/Discussion/Action) – ***Work Session***
- Policy 124, Artificial Intelligence (Information/Discussion/Action) – ***Work Session***

System Recognitions:
- System Recognition: Dyslexia Awareness Month Proclamation (JB) (Action)
- System Recognition: Bullying Prevention Month Proclamation (JB) (Action)
- System Recognition: National Principals Month Proclamation (JA) (Action)

Consent Items:
- Staffing Changes (SS) (Action/Consent)

Informational Items:
- Quarterly Agenda for Board Meetings (Information)
- Future Agenda Items (Information)

Evening:
- Strategic Plan Key Performance Indicators Reporting: Priority 3 (KPI 11 & KPI 12) (JB/JA) (Information/Discussion/Action) **– *Evening***
- Special Education Update (JB) (Information/Discussion) – ***Evening***
- Policy 427, Religious Expression (1st Reading) (SB) (Information/Discussion/Action) – ***Evening***

October 21
Board of Education Policy Committee Meeting (9:30 a.m.)

October 21
Closed:
Administrative Function:
Business Items:
- Bid Calendar Items (Information)
- Information Items (Information)
- Renewal Items (Action)
- Fiscal Year 2028 (FY2028) Operating Budget and Zero-Based Budgeting Discussion (HC) (Information/Discussion/Action)
- Community Listening Session Debrief (DR) (Information/Discussion)

Policy Items:
- Policy 427, Religious Expression (1st Reading) (SB) (Information/Discussion/Action) – ***Work Session***

System Recognitions:

- Partnership Recognition (EP) (Information)

Consent Items:

- Staffing Changes (SS) (Action/Consent)

Informational Items:

- Quarterly Agenda for Board Meetings (Information)
- Future Agenda Items (Information)

Evening:

- Strategic Plan Key Performance Indicator Reporting **Goal** 1 & 5 (KH/FV) (Information/Discussion) **-** ***Evening***
- Discussion regarding the MSEA ESP Bill of Rights (Agenda Request) (SS) (Information/Discussion/Action)
- Widening the Audience Agenda Request (DR) (Information/Discussion)

November 4
Board of Education Curriculum & Instruction Committee Meeting (10:00 a.m.)

November 4
Closed:
Administrative Function:
Business Items:

- Bid Calendar Items (Information)
- Information Items (Information)
- Bid Items (Action)
- Renewal Items (Action)
- Budget Amendments #27-01 & #27-02 (HC) (Action)
- Special Education Update (JB) (Information/Discussion) – ***Work Session***

Policy Items:
System Recognitions:

- National School Psychology Week Proclamation (JB) (Action)

Consent Items:

- Staffing Changes (SS) (Action/Consent)

Informational Items:

- Quarterly Agenda for Board Meetings (Information)
- Future Agenda Items (Information)

Evening:

- Racial Equity Committee Annual Report (DR) (Information/Discussion)
- Presentation on Heather Ridge School (Agenda Request) (JA/JB) (Information/Discussion
- Adding Eid al Fitr to March 2027 Calendar Agenda Request (DR) (Information/Discussion/Action)

November 18
Board of Education Policy Committee Meeting (9:30 a.m.)

November 18
Closed:
Administrative Function:
Business Items:

- Bid Calendar Items (Information)
- Information Items (Information)
- Bid Items (Action)

- Renewal Items (Action)
- 2027-2028 Academic Calendar – Committee Recommendations (EP) (Information/Discussion/Action)
- Setting of Quarterly Agenda, January – March (DR) (Information)

Policy Items:

System Recognitions:

- Education Support Professionals Proclamation During American Education Week (PL) (Action)
- Veterans Day & Veteran in Education Service Award/Celebration/Recognition (EP) (Information)
- Inclusive Schools Week Proclamation (JB) (Action)

Consent Items:

- Staffing Changes (SS) (Action/Consent)

Informational Items:

- Quarterly Agenda for Board Meetings (Information)
- Future Agenda Items (Information)

Evening:

- Strategic Plan Key Performance Indicators Reporting: Priority 1 (KPI 3) (Information/Discussion) (FV) (Information/Discussion) – ***Evening***
- Policy 500, Approval of Curriculum and Instructional Materials (1st Reading) (SB) (Information/Discussion/Action) and Policy 510, Copyright Laws – Decommission (1st Reading) (SB) (Information/Discussion/Action) – ***Evening***
- Brunswick High School Replacement Schematic Design (PL) (Information/Discussion/Action) – ***Evening***

December 1
Board of Education Swearing-In Ceremony (10:00 a.m.)

December 9
Board of Education Election of Officers Meeting (2:30 p.m.)

December 9
Closed:

Administrative Function:

Business Items:

- Bid Calendar Items (Information)
- Information Items (Information)
- Bid Items (Action)
- Renewal Items (Action)
- Special Education Update (JB) (Information/Discussion) – ***Work Session***
- Board of Education Meeting Dates for next year (Board President) (Information/Discussion/Action)
- Fiscal Year 2025 Other Post-Employment Benefits (OPEB) Bi-Annual Actuarial Report and Contribution Study (HC) (Information/Discussion/Action)

Policy Items:

- Policy 500, Approval of Curriculum and Instructional Materials (2nd Reading) (SB) (Information/Discussion/Action) – ***Work Session***
- Policy 510, Copyright Laws – Decommission (2nd Reading) (SB) (Information/Discussion/Action) – ***Work Session***

System Recognitions:

Consent Items:

- Staffing Changes (SS) (Action/Consent)
- Textbook Approval (KH) (Action/Consent)
- Setting of Quarterly Agenda, January – March (BOE President) (Action/Consent)

Informational Items:

- Quarterly Agenda for Board Meetings (Information)
- Future Agenda Items (Information)

Evening:

- Special Education Citizens Advisory Committee (SECAC) Commendations & Recommendations (JB) (Information/Discussion) – ***Evening***

- Policy 501, Selection and Approval of Library Materials (1st Reading) (SB) (Information/Discussion/Action) – ***Evening***
- Policy 309 Discrimination and Harassment (1st Reading (SB) (Information/Discussion/Action) – ***Evening***

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	8. Informational Items
Subject	8.02 Future Agenda Items
Type	Information

Content

Items that appear in this agenda item are for informational purposes only. The Agenda Item Request form is completed by a Board member when they would like for an item to appear on a future agenda. Once the requesting Board member obtains two (2) other Board member signatures, the item is placed on a future agenda. The Agenda Item Requests will be placed in the Informational Items section of the agenda to allow the public to see items that are being requested by Board members.

ATTACHMENT(S):

Vape Detectors in Schools_CB_flat.pdf

Request to Add an Agenda Item

Board of Education

Board of Education
Frederick County, Maryland
191 South East Street
Frederick, Maryland 21701

Clear Form

Form # BOE-F01
September 2023

Topic: Vape Detectors in Schools

Policy: 112

Strategic Plan:

☐ **Goal 1**: FCPS will equip each and every student to be an empowered learner and an engaged citizen to achieve a positive impact in the local and global community.

☐ **Goal 2**: FCPS will hire, support, and retain staff who champion individual, professional, and student excellence.

☐ **Goal 3**: FCPS will pursue and utilize all resources strategically and responsibly to achieve identified outcomes and inspire public confidence.

☐ **Goal 4**: FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system.

☐ **Goal 5**: FCPS will promote a culture fostering wellness and civility for students and staff.

1. **Was your campaign endorsed by, or did your campaign receive a contribution from the group presenting**?
   Requestor ☐Yes ■No Supporter #1 ☐Yes ☐No Supporter #2 ☐Yes ☐No

2. **Are there any areas with this presenter that might appear as a conflict of interest?**
   Requestor ☐Yes ■No Supporter #1 ☐Yes ☐No Supporter #2 ☐Yes ☐No

3. **Board membership or affiliations with group presenting?**
   Requestor ☐Yes ■No Supporter #1 ☐Yes ☐No Supporter #2 ☐Yes ☐No

Provide an explanation for questions answered with a "yes"?

Recommended Action (Information, Discussion, Action):
staff to prepare informational presentation on vaping in the school system to demonstrate need for vape detectors in schools; creating a path forward for implementation for next school year

Submitted by: Colt Black **Date Submitted:** 9/18/2026

Supported by: [Names of two BOE Members who concur]

1. Chad Wilson
2. Jaime Brennan

Board of Education of Frederick County

Agenda Item Details

Meeting	October 21, 2026 - Board of Education Meeting
Category	1.. Adjournment
Subject	1.10. Adjournment
Type	Procedure