

**BOARD OF TRUSTEES
FREDERICK COMMUNITY COLLEGE**

**March 18, 2026
Regular Meeting**

The Board of Trustees of Frederick Community College met in regular session on Wednesday, March 18, 2026 in the Conference Center (E126AB). A virtual option to participate was provided. Participating in person were: Trustees Theodore Luck, Chair; Carolyn Kimberlin, Vice Chair; Jan H. Gardner; Dr. Carmen R. Hernandez; Tracey McPherson; and Dr. William Reid. Former Trustee Myrna Whitworth’s position is currently vacant. Also attending in person were President Dr. Annesa Payne Cheek, Secretary/Treasurer of the Board and Edmund O’Meally, PK Law, College legal counsel.

Participating virtually was Janice Spiegel, Special Projects Manager/Budget Office Frederick County Government.

CALL TO ORDER

The meeting was called to order by Chair Luck at 4:30 p.m.

DECLARATION OF CONFLICT OF INTEREST

There were no conflicts of interest expressed by Trustees.

BOARD & CEO COMMENTS

Chair Luck thanked Trustee Reid for testifying in opposition to Senate Bill 534 on March 11, 2026 and expressed appreciation to Trustees Hernandez and McPherson for being in attendance. He then acknowledged and welcomed Stephen Slater, attending this evening as a guest, who has been nominated for appointment to fill the remaining term of

Myrna Whitworth. Mr. Slater will be sworn in after his appointment has been confirmed by the Senate.

President Cheek reported on recent College activities aligned with strengthening student pathways, community engagement, and workforce development, highlighting the College hosting *Courageous Conversations: Speak Your Peace* in partnership with Braver Angels and the Rotary Club of Carroll Creek, participating in the EmPOWER Black History Month event, the Spring Transfer Fair that connected 166 students with 50 colleges and universities, and hosting the Best Practices Conference, bringing together colleagues from across Maryland's community colleges for a day of professional development focused on *Advancing Resilient Change*. She also shared workforce development and advocacy efforts, including serving as guest speaker for the Frederick County Building Industry Association meeting and testifying before County Executive Fitzwater in support of the FY 2027 budget request. President Cheek shared a short video providing a virtual introduction to FCC's allied health programs located in Linganore Hall. She then introduced the *Future in Focus* presentation on the Honors Program, highlighting its role in advancing academic excellence and student opportunity, and introduced Dr. Anne Davis and Dr. Bruce Thompson who provided a presentation. President Cheek also recognized student Nathaniel Heaton, the 2026 Portz Award Winner. Nathaniel Heaton expressed appreciation for the recognition, noting that while his effort contributed to the achievement, the support and guidance of the Honors Program and faculty were instrumental to his success.

Following the presentation, Trustees expressed appreciation and discussed student access to the Honors Program, noting that entry is designed to be inclusive

through both academic performance and application pathways. Questions were also raised about how the allied health video will be shared, with plans underway to incorporate it into enrollment and outreach efforts. The distribution of the College magazine was also discussed, noting its broad circulation to internal and external stakeholders, reaching over 20,000 recipients.

PUBLIC COMMENT

There were no comments.

CONSENT AGENDA

On a motion made by Trustee McPherson, the Board unanimously approved the following item, as presented:

- February 18, 2026 regular meeting minutes

REQUIRED APPROVALS AGENDA

There were no items.

INFORMATION/DISCUSSION ITEMS

Ownership Linkage Updates – Trustees shared reflections on the recent Ownership Linkage engagements, noting strong participation, valuable insights, and alignment with workforce development needs, including reskilling, emerging job demands, and the College’s role as a convener and workforce pipeline leader. Trustees emphasized the value of the process in informing future Board decision-making and policy development, as well as identifying common themes such as demographic changes, increasing diversity, and demand for skilled trades and healthcare workers.

The Board discussed opportunities to strengthen the process, including expanding participation, enhancing follow-up communications to thank participants, and ensuring clarity on how input will be used to inform strategic direction and policy. It was noted that insights gathered will be analyzed for patterns and trends to support future Board work.

MONITORING BOARD PERFORMANCE:

Policy Survey Results for GP-0 Global Governance Commitment – Chair Luck reported on the results of this survey.

Policy Survey Results for GP-8 Governing Style – Chair Luck reported on the results of this survey.

Policy Survey Results for BCD-6 President Compensation – Chair Luck reported on the results of this survey.

Board Policy Review of GP-4 Board Job Contributions – The Board reviewed this policy for currency. The Board discussed strategic engagement and government relations, noting that current practices are still developing and emphasizing the importance of ongoing, intentional planning rather than a single annual exercise. The Board acknowledged the value of strengthening coordination, purpose, and alignment in external engagement efforts, including legislative and partnership opportunities, while ensuring activities remain appropriately coordinated with the President. It was agreed that no policy revisions are needed at this time, and that further reflection will occur through the survey process to inform future consideration.

Board Policy Review of GP-1 Role of the Board Chair – The Board reviewed this policy for currency. A concern was raised that the language “will be avoided or minimized”

regarding information items in item 1.2 conveys a negative tone. There was discussion about the intent of the provision, including maintaining appropriate governance boundaries and avoiding unnecessary or unfocused discussion, while ensuring relevant information is appropriately acknowledged. There was consensus to revise the language from “will be avoided or minimized and always noted as such” to “will always be noted as such.” The revision will be considered for approval at the April Board meeting.

Board Policy Review of GP-2 Role of the Vice Chair – The Board reviewed this policy for currency. There were no suggested revisions.

ACTION ITEMS

Acceptance of EL-6 Planning Monitoring Report – President Cheek summarized the monitoring report for EL-6 Planning and reported full compliance.

On a motion made by Trustee Reid, the Board unanimously found evidence of compliance with a reasonable interpretation of the policy for EL-6 Planning.

Acceptance of EL-8 Access to Education Monitoring Report – President Cheek noted a correction to the evidence for item 1f that the state average for tuition and fees is \$170/credit hour. She then summarized the monitoring report for EL-8 Access to Education and reported full compliance.

On a motion made by Trustee Hernandez, the Board unanimously found evidence of compliance with a reasonable interpretation of the policy for EL-8 Access to Education.

MEETING CONTENT REVIEW

There were no comments.

CLOSED SESSION

At 5:47 p.m., the motion was made by Vice Chair Kimberlin to convene in closed session and unanimously approved by the Board. This action was taken in accordance with Maryland's Open Meetings Act, Section 3-305(b)(1) to discuss (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of an appointee, employee, or official over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals; Section 3-305(b)(7) to consult with counsel to obtain legal advice; and Section 3-305(b)(13) to comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.

The Board convened in closed session in the Conference Center (E126AB) on March 18, 2026. Attending in person were: Trustees Theodore Luck, Chair; Carolyn Kimberlin, Vice Chair; Jan H. Gardner; Dr. Carmen R. Hernandez; Tracey McPherson; and Dr. William Reid. Former Trustee Myrna Whitworth's position is currently vacant. Also attending in person were President Dr. Annesa Payne Cheek, Secretary/Treasurer of the Board; Avis Boyd, Chief of Staff to the President; Scott McVicker, Chief Financial Officer and Vice President for Administration; Edmund O'Meally, PK Law, College legal counsel; and Kari Melvin, Recording Secretary.

The Board reviewed closed session minutes from January 21, 2026.

On a motion made by Trustee Reid, the Board unanimously approved the January 21, 2026 closed session minutes, as presented.

The Board discussed an amendment to the President's contract.

No action was taken.

On a motion made by Trustee Gardner, the Board unanimously approved to return to open session at 6:10 p.m.

RETURN TO OPEN SESSION

Chair Luck called the meeting to order at 6:11 p.m.

PERSONNEL ACTION ITEM

Approval of First Amendment to Amended President's Employment Agreement

On a motion made by Trustee Reid, the Board unanimously approved the First Amendment to Amended President's Employment Agreement.

It was stated for the record that this item reflects a minor wording adjustment to clarify that certain expenses will be reimbursed based on receipts rather than a flat rate provided and there is no fiscal impact.

ADJOURNMENT

The meeting adjourned at 6:12 p.m.

NEXT MEETING

The next regular meeting of the Board will be held on Wednesday, April 22, 2026.

Dr. Annesa Payne Cheek

Secretary/Treasurer

Prepared by Kari Melvin
Office of the President
Frederick Community College