

EXHIBIT 20

Bream, Sherri-Le

From: Sami M [REDACTED] <sami34@comcast.net>
Sent: Tuesday, December 01, 2015 7:29 PM
To: BACReport
Subject: NCHS/MVHS Closings

Hello!

My name is Sami M [REDACTED] and I'm a freshman at Manchester Valley. I understand that currently, the option Mr. Guthrie proposed and the board of education is considering closes North Carroll and will make the current Manchester Valley High School well over capacity. I disagree with this completely. For one, our facility was not built to accommodate such a large number of students. As well as the fact that our building is not large enough, by moving the entire North Carroll population into Manchester Valley, you're tearing apart two communities and trying to bring them together as a whole. That is a very difficult task, especially if it is to be done in only one year's time. I believe that the voice of the students from Manchester Valley has not been heard enough and is not being taken into consideration as much as it should be. I, as a student of the school, want to voice the opinion of my fellow students and myself that we do not want to learn in such a tight, over capacitated learning environment where we no longer have the one-on-one privilege of going to a smaller school and building relationships with staff members. I realize that your decisions have much to do with budget cuts, and I completely understand that. But, I believe there is another option that could solve the problem that Mr. Guthrie is avoiding. It is unfair to take away the place we've known for many years. My sister graduated from Manchester Valley as Valedictorian last year, so the school holds a special place in not only her heart, but the hearts of my family members as well. Seeing it turn into the possibility of having a school with a new name, new mascot, and new school colors that is no longer a small enough environment to give students the high school experience that they truly deserve is heartbreaking to watch. I'm very empathetic for both the Manchester Valley and North Carroll communities because we're both suffering in the same exact ways. We're watching the places that we know and love turn into unfit learning communities. We're watching the people who we thought cared about the students of their school district completely overlook how they're truly feeling inside. The traditions, memories, experiences, and successes we once knew will be completely erased. I stand by whichever decision is best for us. However, I believe that the proposed option is not the best decision that could be made. Please take my words into consideration, and I hope you will take a second look at your current thoughts.

Thank you for your time,

Sami M [REDACTED]
Sent from my iPhone

Bream, Sherri-Le

From: R [REDACTED] Anthony
Sent: Wednesday, December 09, 2015 7:26 AM
To: Doolan, James; Seidel, Jennifer; Rothschild, Devon; Harrison, Virginia; Lord, Robert;
Student Representative
Subject: School Closings

Dear Board Members:

I understand that schools need to closed. I am concerned that you are going to merge us at Manchester Valley because it is the new school instead of the best school. When you are going to place 1300 to 1400 students at one school then make it the school with the better footprint. The footprint at Manchester Valley has a lot of negatives. First, there is the concern that there is only one entrance. You are now going to double the number of student drivers, parents and school busses. That does not into account teachers also. Then there is the small cafeteria. How many lunch mods will be needed or how crowded will each lunch mod be? There is only one main gym but there will be a need for more gym classes due to the doubling of students. Also will there be enough gym space for athletic teams to practice? Also will there be enough outdoor fields for teams? The auditorium will not be nearly sufficient for school assemblies. North Carroll High School has held 1800 students and has the place for portables that Manchester Valley does not have in case the predictions on future student populations are inaccurate. If you are going to merge the two schools please choose the best possible school campus and not just the newer school.

Thanks,

Tony R [REDACTED]

North Carroll High School

Guthrie, Stephen

From: Guthrie, Stephen
Sent: Tuesday, December 29, 2015 4:43 PM
To: 'brianna h [REDACTED]'
Subject: RE: mvhs

Brianna,

I know that there is nothing I can put in this email that will make you feel better about the decision, but I will try to help you understand the reasons behind it. I also understand your disappointment and your strong emotions and loyalty to Manchester Valley High School.

Further, I would hope that you understand that this was a very difficult for me as well.

First, let me try to explain why we have to close schools. Since 2005 our student enrollment dropped to just over 25,000 students. Carroll County Public Schools can hold over 31,000 students. In other words, there are 6,000 empty seats across our county and we are still continuing to decrease.

As a result our revenue from the State decreased by \$11.4 million dollars and our inflationary increases go up by about \$3 million per year. The county funding did not make up the difference so I have had to cut \$25 million in spending to pay for other mandated expenses.

We have been unable to pay our employees a competitive salary and their base salary has been frozen of 5 of the past 7 years. I have cut expenses in every part of the budget.

The biggest decrease in students has been at the high school level, mainly because of the lack of students at NCHS and MVHS. Both schools are going down to 50% percent of capacity. Right now, NCHS has less than 700 students and Manchester Valley has about 740 students. Next year the enrollment at both school will drop another 20 students and keep going down.

Back in 2007, I fought against the building of MVHS because I was concerned that the enrollment projections showed that by 2015 we could not support two high schools in the northern part of the county.

For the last five years I have been trying to advocate for more revenue by testifying in Annapolis and pleading with our own county government for more funds. However, nothing changed. We received meager increases from the county and less revenue from the State.

Finally, we reached the point where I had nothing left to reduce. Good teachers were leaving the county because of lack of a good salary and I had to cut 50 teacher positions last year to cut expenses.

The County issued a statement that if we don't close schools we will get no increases in revenue at all. Without County increases in revenue, I will not be able to provide increases in salary to staff and pay for inflationary increases.

So, last February I formed a committee to make recommendations of boundary line adjustments and schools closures. I was not a part of that committee and had no input into their recommendations.

After 8 months the committee recommended school closures of which NCHS was one. Since September there was considerable discussion and debate. The biggest issue is having two high schools four miles away from each other both

reducing to 50% of capacity. We cannot offer all of the courses at NCHS that other students have in their home school and we have to shuttle students to MVHS to receive some course work.

The only way to not close NCHS was to close another high school in the county that is at capacity and redistrict over 6,000 students to balance enrollments across the other high schools. In other words, move students from other parts of the county to Winters Mill and Westminster High Schools and move Westminster students to Hampstead and Manchester. No one approved of that concept.

So in the end, the only thing to do was to combine both the NCHS and the MVHS population into one school. MVHS will start at 100% of capacity and go down from there.

After months on debating and discussing it and working with the Board of Education, there was no other choice.

Deciding if the school needs a new name will be a community decision, not mine. I have formed a committee that is made up of members of the community to decide all of the transitions. They will make recommendations to me.

I take no joy in the decision. All I can do is tell you that I understand how you feel and wish that another decision could have been made.



Stephen H. Guthrie
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From: brianna h [mailto:brikittys412@gmail.com]
Sent: Sunday, December 27, 2015 12:34 PM
To: Guthrie, Stephen <shguthr@carrollk12.org>
Subject: mvhs

Hi, I am a current student going to Manchester Valley High School, and me nor my parents are happy with this decision of closing North Carroll. This decision if most students of this school are very unhappy about students even coming here because of the past rivalry. North Carroll students are very unhappy about this decision as well. There has been multiple fights this school year already, its going to be way worse when these two schools merge and many people losing their jobs. Then the over capacity, I can barely get to class to class as it is right now! Not only that but you want to change the whole Manchester Valley!! No matter what I will wear my

Manchester Valle sweatshirts and pajamas, I will never say I graduated from no other school than Manchester Valley. I am and always will be a maverick, I am in 10th grade and along with others and haven't told you yet this change is ridiculous, I mean to change the name, mascot, and all school colors! That's outrageous! So thank you for not only destroying my friends/ rivals school but also my school.

Guthrie, Stephen

From: Guthrie, Stephen
Sent: Friday, December 11, 2015 8:20 AM
To: 'Theresa'
Subject: RE: North Carroll

Ms. E [REDACTED]

Thank you for writing to me and expressing your thoughts and concerns. I appreciate hearing from you as a student leader at NCHS. Based on my own experiences and as confirmed by parents, teachers, and students, I know that North Carroll High is a wonderful school and the teachers there provide excellent opportunities for students. I have never disputed that fact.

However, we are in a critical financial crisis and can no longer afford to keep 6,000 empty student seats around the county. Both NCHS and MVHS are dropping toward 50% of capacity in the next 10 years. We can no longer financially support half empty high schools. We had to make a very difficult decision to close a high school and consolidate students into one high school. With NCHS being almost 40 year old, it just did not make much sense to close a new school and keep an old one operating despite the design differences.

I know that change is hard for everyone, but with every change comes new opportunities. Things will be better.

Thanks for writing to me.



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From: Theresa [mailto:theresa[REDACTED]@gmail.com]
Sent: Thursday, December 10, 2015 9:46 PM
To: Guthrie, Stephen <shguthr@carrollk12.org>
Subject: North Carroll

Dear Mr. Guthrie and Board of Ed members,

I am Theresa E [REDACTED] the junior class president of North Carroll, and I know what I say won't change much, but maybe my word will be heard. I came to school today and everyone was heart broken. Teachers and

students crying because they don't know what will happen in the future. I'm speaking on the behalf of my class by saying that we feel thrown to the curb. I know that "everything will work out in the end," but we all feel that it was very ignorant to wait to do this process scheduled for next school year. It's very poorly timed and we are supposed to figure out our plans feeling rushed. I thought high school was supposed to be the best four years of our lives. I 100% understand that schools need to be closed to save money due to the fact that this county is swimming in debt. However, everyone can agree that waiting a year to plan for their future would have been very beneficial. Closing North Carroll because of the age is understandable, but North Carroll is more compatible for the needs that are trying to be reached. We have more classrooms, desks, lockers, space, bigger auditorium and parking lots, better fields etc. I do recall my sister going to school at North Carroll when the population was around 1,800 students and Manchester Valley was opened when she was a sophomore. The school was built because parents complained about how crowded the school was. You listened to the parents then, but why not now? Trying to fit us in a new school will be just as over crowded considering the school is smaller. I have taken classes at Manchester Valley and cannot imagine two times the amount of people going there.. It just blows my mind. I know you don't want to close a new school to own up to the fact that the school should have never been built. I know that the school is a lot more technologically advanced than North Carroll. However, there are more cons than pros in this situation. I agree that the county needs to save money somehow and schools are the best option. I just wish everyone would've just thought this through with no rush. If this does go through, my high school experience will be changed forever. I'm sorry you have to go through this process, but I'm more sorry for us.

Guthrie, Stephen

From: Guthrie, Stephen
Sent: Tuesday, December 22, 2015 9:59 AM
To: 'Meghan H [REDACTED]'
Subject: RE: North Carroll High School Student

Megan,

I know that there is nothing I can put in this email that will make you feel better about the decision, but I will try to help you understand the reasons behind it. I also understand your disappointment and your strong emotions and loyalty to the staff at North Carroll High School.

Further, I would hope that you understand that this was a very difficult for me as well.

First, let me try to explain why we have to close schools. Since 2005 our student enrollment dropped to just over 25,000 students. Carroll County Public Schools can hold over 31,000 students. In other words, there are 6,000 empty seats across our county and we are still continuing to decrease.

As a result our revenue from the State decreased by \$11.4 million dollars and our inflationary increases go up by about \$3 million per year. The county funding did not make up the difference so I have had to cut \$25 million in spending to pay for other mandated expenses.

We have been unable to pay our employees a competitive salary and their base salary has been frozen of 5 of the past 7 years. I have cut expenses in every part of the budget.

The biggest decrease in students has been at the high school level, mainly because of the lack of students at NCHS and MVHS. Both schools are going down to 50% percent of capacity. Right now, NCHS has less than 700 students.

Back in 2007, I fought against the building of MVHS because I was concerned that the enrollment projections showed that by 2015 we could not support two high schools in the northern part of the county.

For the last five years I have been trying to advocate for more revenue by testifying in Annapolis and pleading with our own county government for more funds. However, nothing changed. We received meager increases from the county and less revenue from the State.

Finally, we reached the point where I had nothing left to reduce. Good teachers were leaving the county because of lack of a good salary and I had to cut 50 teacher positions last year to cut expenses.

The County issued a statement that if we don't close schools we will get no increases in revenue at all. Without County increases in revenue, I will not be able to provide increases in salary to staff and pay for inflationary increases.

So, last February I formed a committee to make recommendations of boundary line adjustments and schools closures. I was not a part of that committee and had no input into their recommendations.

After 8 months the committee recommended school closures of which NCHS was one. Since September there was considerable discussion and debate. The biggest issue is having two high schools four miles away from each other both reducing to 50% of capacity. We cannot offer all of the courses at NCHS that other students have in their home school and we have to shuttle students to MVHS to receive some course work.

The only way to not close NCHS was to close another high school in the county that is at capacity and redistrict over 6,000 students to balance enrollments across the other high schools. In other words, move students from other parts of the county to Winters Mill and Westminster High Schools and move Westminster students to Hampstead and Manchester. No one approved of that concept.

So in the end, the only thing to do was to combine both the NCHS and the MVHS population into one school. MVHS will start at 100% of capacity and go down from there.

After months on debating and discussing it and working with the Board of Education, there was no other choice.

I take no joy in the decision. All I can do is tell you that I understand how you feel and wish that another decision could have been made.



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From: Meghan H [REDACTED] [mailto:meghan.h [REDACTED]@gmail.com]
Sent: Wednesday, December 9, 2015 10:34 PM
To: Guthrie, Stephen <shguthr@carrollk12.org>
Subject: North Carroll High School Student

Mr. Guthrie,

Hi, my name is Meghan H [REDACTED] and I'm a junior at North Carroll High School. I know you've most likely read a lot of emails from parents, students, staff, etc. I know you're probably tired of all this and just want to seal the deal and let it go; but I need you to listen, to me and to everyone in the communities. So please, read this.

When I went into my freshman year of high school, I was terrified. My brother was a senior and made me believe Freshman Friday was real. I was scared that I would get bullied like freshmen do in unrealistic and ridiculous movies. I was wrong. Everyone was so nice; I was greeted with open arms as was every freshman. Mr. Warehime, a man I've known for years, asked how I was doing and if I needed help. He helped me get to my first class. The upperclassmen girls on the field hockey team asked if I needed any help and at practice they asked how everyone's first day was. I realized I was worried about nothing and that we were all one. As the year went on I got pulled up for varsity field hockey before the actual season began. I was still nervous around the senior girls, but they spoke to me, said hi to me in the hallways and made me feel welcomed. When the pep rally came around they introduced us over the speaker in the gym and I was nervous to walk out in front of the

entire school. Mr. Warehime said my name, "freshman, number nineteen; Meghan H [REDACTED]" The gym erupted in screams and cheers, from my own class, from the sophomores I had met throughout the beginning of the year, from the juniors, and from the seniors which had all my brother's friends cheering me on. My hockey team cheered so loudly for me too. At that moment in time I knew that we were more than a school, we were a family. We still are a family. The end of that season ended in us going to the State Championship where we had a large group of our fellow classmates cheering us on. We won in overtime (I scored the goal to win it), and everyone stayed after the game to congratulate us and tell us how great we were. They were happy that we brought something great home, home to North Carroll. And the same thing occurred with the Boys' soccer team that year. Bringing home two state championships made us unite even more. I would be so upset to have both of my team's state championships basically mean nothing anymore because the school we won it for, the family we won it for wasn't even there anymore. Football games were amazing; the student section was as awesome as I had hoped. I walked past the student section every Friday when I was a kid, excited to be sitting up there one day. When I went to my first football game, I got to sit in the third row with my older friends. Nobody cared what grade was sitting where; we cared about supporting our team and having a good time. Basketball games were the same, boys and girls games. Our basketball teams weren't amazing my freshman year, or my sophomore year; but we were still there cheering them on. Also, we don't stick to our grades like middle and elementary schools do. Through sports, classes, and lunches, I have met so many people who I will consider friends for a long time. I've made friendships and relationships that mean the world to me and I would've never met these people at a school that was less accepting than mine. We have the pride that no other school has, we are unique.

I guess what I'm trying to get at here is that we support each other. We are a family. I know you have probably heard this from many people but it's true. Not just North Carroll High School students, but the entire town of Hampstead. We all gather at these events to support our community. I went to football games, field hockey games, and basketball games when I was in elementary school, it was my favorite. I couldn't wait to go to high school and enjoy it like they seemed too. I think it's even better than it looked back then. People say that your high school years are the greatest ones of your life. I understand that this is more than just sparing people's feelings, but I think you need to look and think outside of the box. A community will be destroyed. My friends and I would go to Greenmount, Old Town Grill, McDonalds, and other Hampstead restaurants after football games and other sporting events. Juniors will have to spend their senior year at a different school; it will feel like freshman year all over again. We will have to learn the school all over again, meet new people, and everything will be different. All the field hockey players in my grade have said to me, "I'm going to vote for you as captain next year, you'll win for sure." I won't be a captain at any other school. They don't know me; they don't know my personality or my skill. I'm losing that opportunity. Others will miss out on being on a team, they can't keep everyone. Students will lose out on the opportunities of being class president, president of National Honors Society, and many other things. We won't be voted for at Manchester Valley.

Powelson field is something special to us all. Mr. Powelson was a man who taught integrity and hard work. He taught that hard work beats talent when talent doesn't work hard. He taught to play your hardest and be a good person and you'll go far, he taught to be strong, he inspired us, which is why our home field stadium is named after him; Powelson Stadium. When Mr. Powelson was diagnosed with cancer, it hit our community hard. He was a coach, a driver's education instructor, a mentor, and a friend. He didn't let cancer stop him. Mr. Powelson was at every field hockey game over the past few years, supporting his daughter and granddaughter, Denean and Jensyn K [REDACTED]. He went to the soccer games as well, and the football games. It was sad though, you could see him getting weaker. Nothing hit harder than when Mr. Powelson passed away. I've known the K [REDACTED] for as long as I can remember, they're my neighbors, Mrs. K [REDACTED] has taught me everything I know about hockey, and Jensyn is a close friend to me. Jensyn drove me to school every day before I got my license, we would hang out after school during middle school, and she, along with Mrs. K [REDACTED] welcomed me to the varsity field hockey team. When Mr. Powelson passed away, Mrs. K [REDACTED] missed the next two practices; she's never missed a practice before. She didn't ride the bus with us to our first game at Catocin, but she drove herself there. We played that game, and the rest of our season, for Mrs. K [REDACTED] and for Mr. Powelson. We gave

that season our all and won a county championship. We fell short of the state title, but we still brought our school pride for giving it all we had. I remember seeing Mrs. K [REDACTED] cry when she told us what happened, nothing will remove that from my memory. Seeing a strong, inspirational woman, who survived cancer herself, cry; that's the worst thing ever. Mrs. K [REDACTED] was going to take a leave of absence, but she knew that doing that wouldn't be following the ways Mr. Powelson taught. She pulled through and was there for us, and we were there for her. When the rumors of closing North Carroll began circulating, it was shortly after he passed. I remember at a practice, while we were getting water, Mrs. K [REDACTED] walking across the field and sitting on the bleachers by herself and staring at the ground. She just sat there. Then, we began talking about the school closings. She spoke softly, "What will happen to my father's field?" She glanced to the stadium and we could see the sadness in her eyes. Nothing hurt us more than her saying that, that is also engraved in my memory forever. Towards the end of the season we planted a tree in honor of Mr. Powelson, in the center of the campus so he can see every athletic field, where he used to park his car when he worked at the school and where his daughter parks her car before every practice. At Mr. Powelson's viewing, there was a crowd so big, that people had to wait outside to give their condolences. I was there for the later viewing and stayed for almost the entire thing, so Jensyn had someone to keep her company and keep her happy. The tears from the Koontz and Powelson family were heartbreaking. Mr. Powelson had left an everlasting legacy at North Carroll, along with many monuments. Your solution; simply moving them to Manchester Valley, that's not a solution. That's a Band-Aid. Mr. Powelson didn't coach at Manchester Valley, he didn't teach there, he didn't change the lives of students there, and his legacy is at North Carroll, not Manchester Valley. It boggles my mind that you think that's a solution...

You've heard this all before, I understand that. I just wanted to give you another person's perspective. This whole thing is a distraction too. Everyone is freaking out.

The staff at North Carroll is the best in the county and I don't even need to meet the staff of the other schools to know this is true. The administration is there for everything; sporting events, in the hallways, and are there when you need someone. Mr. Arnold is amazing, he helps me with my scheduling sometimes, he is an amazing person, supports us in our academics and athletics, helps many students study math for the SATs, and makes us laugh and happy. He makes us feel even more like a family. Mrs. Maas has stepped into being an administrator very well; she makes us feel whole. One day I was running late and couldn't eat breakfast, I went to Mr. Arnold and asked if he had any food because I was starving. Mrs. Maas was there and she brought me a donut. I know that isn't a huge example of caring but it is in my eyes. Mrs. Reed is my math teacher, she's the most amazing teacher ever. Besides being good at math, she is a friend to us. She asks as what we want for Christmas, she made us scrambled eggs when we all got a good grade on our test, she makes us laugh with her funny comments and sayings. Mr. Bingham, best teacher ever. He makes class interesting by bringing humor into World History. The sounds he makes and the songs he sings are amazing. The way he speaks, it wraps you in. I have never liked history too much until Mr. Bingham, he makes class fun. Mrs. Martin was my Chemistry teacher until she went out for surgery, she was heartbroken that she had to leave us for that surgery and so were we. Mrs. Martin is an OUTSTANDING teacher. Chemistry is probably the most confusing thing I've ever learned but she made it easier. Mrs. Martin explained things and made sure we understood everything. She made it funny too, she had hilarious examples for double replacement, a puppet of a mole when we learned about moles, songs for many things which she sang along to which made us laugh, labs that boggled our minds, and gave us an amazing speech on the last day of Chemistry that is engraved in my mind. She taught us the effects of alcohol on the body and what happens scientifically; it made a lot of us see things differently. What about you? You worked here; you know what kind of spirit and love this school has. You have seen it firsthand too, but if North Carroll didn't leave an imprint on you, then you didn't connect enough to the school and student body. Those are the teachers I currently have, but there are so many more that have left an everlasting impact on me that I'll never forget.

I'm not sure if you're still reading this at this point considering this is extremely long, I hope you are though. I also want you to think about one last thing. Yourself. Closing this school, ruining a community,

hurting the student population of North Carroll and other schools; this all affects you too. I assume you enjoy your job and you would like to stay there. The entire county is outraged by this whole thing; I promise your votes will not stay. You were voted to provide for the students of Carroll County and at this point you're causing them more stress than anything. Focusing in school is hard; all we think about is this situation. The smartest thing would be to postpone this and plan some other solution. Governor Hogan gave you millions of dollars to do so, why wouldn't you use that money to do what's right? I believe that you're a good man Mr. Guthrie; I believe you'll do what's right. I hope I'm right. We aren't going down without a fight; we are all forever panthers, even you.

Thank you for reading.

Sincerely,

Meghan H [REDACTED]