



ANGEL R. SABLAN
Chair

GUAM EDUCATION BOARD

501 Mariner Avenue
Barrigada, Guam 96913-1608
Telephone Number: (671) 300-1627
Facsimile Number: (671) 472-5003
Website Address: www.gdoe.net/geb



MARY A.Y. OKADA, Ed.D.
Vice Chair

GUAM EDUCATION BOARD

EMERGENCY MEETING

Tuesday, December 23, 2025

3 pm

Gallery, GDOE Building B

MINUTES

VOTING MEMBERS

Angel R. Sablan, Chairwoman
Mary A.Y. Okada, EdD, Vice-Chair
Peter Alecxis D. Ada
Felicitas B. Angel
Christine W. Baleto
Judith Guthertz, Dr. PA
Maria A. Gutierrez
Ron L. McNinch, PhD
Torres, Carl E. II

EX-OFFICIO MEMBERS

Kohen Diego
IBOGS Representative
Timothy Fedenko
GFT Representative
Mayor Brian Jess Terlaje
MCOG Representative

EXECUTIVE SECRETARY

K. Erik Swanson, Ph.D.
GDOE Superintendent

I. MEETING CALL TO ORDER

Mr. Sablan, Chair, called the meeting to order at 3:05 p.m.

ROLL CALL OF MEMBERS

Mr. Morgan Wade Paul, Acting Superintendent and Executive Secretary, took the roll call.
The following members were present for the meeting:

Voting Members:

Sablan, Angel R. – Chair
Okada, Dr. Mary A.Y. – Vice-Chair
Ada, Peter Alecxis D.
Baleto, Christine W.
Guthertz, Dr. Judith P.
Gutierrez, Maria A.
McNinch, Dr. Ron L.
Torres, Carl E. II

Legal Counsel:

Wolff, Matthew

Absent:

Angel, Felicitas B. (Excused)

Non-Voting Members:

Fedenko, Timothy – GFT Representative
Terlaje, Brian Jess – MCOG Representative
IBOGS Representative

Mr. Paul, Acting Superintendent, announced that eight (8) members of the Board were present, constituting a quorum. Mrs. Angel was excused.

Mr. Sablan asked Administrative Officer Kathleen Lamorena to read the Emergency Meeting Written Notice.

Ms. Lamorena read a memo citing Title 5 of the Guam Code Annotated, Government Operation, Chapter 8: Open Government Law, that allows the Guam Education Board to call an emergency meeting to discuss the updated changes to the Superintendent's Agreement. The statement served as the necessary information needed to allow for a convening of the Guam Education Board to meet on December 23, 2025.

Mr. Sablan explained that due to time constraints and Dr. Won Pat's contract needing approval from the Attorney General and the Governor for her to begin duties on January 1, an emergency meeting was required. He said legal counsel identified technical edits to the contract that must be corrected and ratified by the Board. Although the Attorney General's Office currently has the correct version of the contract, the Board still needs to ratify the changes. He noted this was the sole purpose of the meeting and asked Attorney Matthew Wolff to explain the revisions.

Mr. Ada asked whether Dr. Won Pat would be present before Mr. Wolff explained the contract.

Mr. Sablan said Dr. Won Pat did not need to be present, explaining that the Board made the contract and that she had already accepted it, with the changes being only technical and not changing the body of the contract.

Mr. Ada asked again whether she needed to be present.

Mr. Sablan said that was correct.

Mr. Ada asked if he was enroute.

Mr. Sablan responded that he was passing the underpass.

Mr. Ada requested that the meeting recess until Mr. Sablan arrived.

Mr. Sablan said a recess was not needed, explaining that members were present and GDOE Legal Counsel Attorney Matthew Wolff could explain the amendments before he arrived.

Mr. Ada asked how much time it would take for him to arrive and where he was currently located.

Mr. Sablan said his arrival depended on traffic, but confirmed he was on the way. He stated that for now, he only wanted GDOE Legal Counsel Matt Wolff to explain the contract items needing Board ratification, noting that the changes did not alter the substance of the contract.

Mr. Ada pressed on his recommendation.

Mr. Sablan assured him that he was on his way.

Mr. Ada reiterated his recommendation to hold off the meeting, noting that he was already enroute.

Mrs. Gutierrez opposed the delay, stating that arrangements had already been made to attend via Zoom and that she rescheduled her GRMC appointment to 4 p.m. because of the emergency meeting.

Mr. Ada recommended that the Board wait for Mr. Sablan to arrive.

Ms. Baleto said the chairman does not need to be present for the Legal Counsel to read the changes, assuming he has already been briefed, while the rest of the Board has not.

Dr. McNinch agreed with Ms. Baleto and said it did not matter.

Ms. Baleto said three members were present in person, and the chairman, as the fourth, requested that Legal Counsel proceed with reading the changes.

Mr. Ada said he preferred the chairman to be present for the reading of any contract amendments, though the decision depended on the Board and scheduling constraints.

Dr. McNinch motioned, seconded by Mrs. Gutierrez, to proceed with the meeting. The Board voted by voice with a vote of 7-1. The motion passed.

Mr. Ada voted no.

II. Updated Changes to the Superintendent's Agreement

Attorney Wolff said he would summarize from memory and noted that, after reviewing the contract, he found three minor issues and one major one. The first minor issue was changing "shall continue her salary" to "shall commence her salary" since she has not received it yet. He said the second minor change was clarifying references to her, replacing "Superintendent" with "Dr. Won Pat" throughout the contract to clarify the language. He said the third minor change was about annual leave: he initially increased it to eight hours due to Dr. Won Pat's tenure, but Dr. Okada corrected him that by law it's four hours for everyone, and he asked for confirmation to ensure he hadn't confused it with sick leave.

Dr. Okada clarified that it is sick leave, noting that annual leave depends on years of service, while sick leave is capped at four hours regardless of service length.

Attorney Wolff explained that Dr. Okada corrected him, so he reverted it to four hours. A fourth item regarding moving expenses was originally included because it didn't disadvantage Dr. Won Pat, but she later said it wasn't relevant, so it was removed. The final change concerned her term, which is legally supposed to be four years. The original contract wording inadvertently extended it to five years, so they corrected it to end in December 2029. He emphasized that the term is a material provision, which was the main reason for the meeting.

Mr. Sablan asked if those were the only changes.

Attorney Wolff confirmed that those were the only changes he proposed.

Ms. Baleto asked whether the four-year term is required by statute to ensure the changes comply with the law.

Attorney Wolff agreed and recalled a similar issue he had forgotten to mention. He explained that there were two versions of the agreement Dr. Won Pat signed—one included a termination-for-convenience provision and the other did not. The provision would have allowed either party to terminate the agreement within twelve months if the arrangement was unsatisfactory. However, he noted that the law permits termination of a superintendent only for cause, not for convenience. Because the provision conflicted with the statute, he struck it from the agreement and hoped the Board would agree to that decision.

Ms. Baleto agreed and noted that Dr. Okada had raised the issue previously during contract discussions. She emphasized that the contract must ultimately comply with the law.

Mr. Sablan said Legal Counsel outlined minor changes and one material change required in the contract.

Mr. Ada said he heard the corrections and has no objections to any of the four.

Mr. Ada motioned, seconded by Dr. Guthertz, to accept the corrections outlined by GDOE Legal Counsel Matthew Wolff to be made on Dr. Judith Won Pat's contract. The Board voted by voice with a vote of 8-0. The motion passed.

Mr. Ada asked whether Dr. Won Pat would need to sign the contract again.

Mr. Sablan requested clarification from Dr. Okada.

Dr. Okada said that Dr. Won Pat signed the corrected version, which is now with the Attorney General's Office.

Mr. Ada asked if they would be able to get the AG's office clearance before December 31st.

Dr. Okada said that was their hope and noted that a follow-up was conducted that day and is currently being reviewed.

Mr. Ada acknowledged.

Mr. Sablan reiterated that the matter was at the Attorney General's office and clarified that, despite a stated January 1 start date, the contract would not become effective until all required signatures, including the governor's, were obtained.

Mr. Ada said that means all required signatures—especially the governor's—are obtained, Deputy Paul would continue serving in an acting capacity.

Mr. Sablan said that was correct.

III. Announcements and Adjournment

Mr. Ada motioned to adjourn the meeting.

The meeting was adjourned at 3:28 pm.

MINUTES SUBMITTED BY:


KATHLEEN LAMORENA
Administrative Officer

Date: January 16, 2026

MINUTES OF DECEMBER 23, 2025, EMERGENCY MEETING:

- (Approved as submitted
(Approved subject to corrections
(Other: _____)


ANGEL R. SABLАН
GEB Chair

Date: 1-27-26


K. ERIK SWANSON, Ph.D.
Executive Secretary/GDOE Superintendent

Date: 1-27-26