

**April 24, 2025 Special Board Meeting - Public Comments**

**Name** Closed Session - Public Employee Appointment/Employment - Superintendent - Government Code § 54957 - Discussion  
 No action will be taken at this meeting.

**former staff** It is imperative that Hills, Morgan and Perry change course and take seriously the advice and counsel of Leadership Associates, the search firm you employed. To date there has been significant lack of responding to advice to stop writing letters, to stop conferring among yourselves, to stop doing your own research, to focus on LBUSD and stop referring to other districts near by or in other states as if somehow whatever is being recommended here by our team falls short. Remember the applicants are likely viewing meetings and have witnessed the outrageous behaviors toward students, parents and staff. The meeting last week was one of the worst yet. Comments are flying around the community that the majority of the board are doing very poorly. Many are astounded that you kept Ms. Harwood waiting until after 10 to present the environmental update. This is the same three who have harped on previous boards for not moving agenda items forward to respect the time of presenters. Have you gotten so full of your power struggles and enlightened self interest that all perspective has been lost?

**Sue** Although this is not a regular business meeting the meeting last week was so out of line as to consideration of staff and students this needs to be stated now. Ms. Perry as you are now involved in agenda planning it seems it was your idea pushed by Hills and Morgan to move the Governance section to early in the meeting. Perhaps now you can relate to why it was at the end---the meeting is not about the board members and their personal wants. Maybe over two hours was spent last week discussing (not an accurate word to describe the back and forth between board members when mostly Hills can not stop himself from interrupting and insulting other members) on Governance section items. All the time spent discussing if the district should bus a handful of students to CCA classes at other schools was redundant as it had been discussed before and no new actual data was presented just assumptions. On that note does Sheri Morgan have no experience with the traffic jam up going out the canyon in the late afternoon? Even Aliso Viejo is not close. Try asking google for the travel time from LBHS to Tesoro at 3:30pm. It is unfortunate that after her time as a rep to CCA that Ms. Perry does not know that the instructors can not be "ordered" to change their start times. Good grief your meetings are taking double the time they should. It is not your bully pulpit.

**Amy** I am trying to understand why this Board had an issue with Dr. Vilorias's salary and yet looking to increase the salary of an incoming superintendent. In addition Board member Morgan's comments on July 27, 2023 Open Board Meeting, is a reflection of how this board views the staff. Statements such as "while I value the services that you bring, I can't help but wonder that some of 'our' salaries are so concerning....we have one of the richest districts so it doesn't go unnoticed that our salaries across the board from teachers to the top are inflated compared to similar districts and while this is an expensive place to live, most of our staff doesn't live here so they're benefitting from the hard work that the community members put in to inflate salaries on our district to beyond reasonable compared to similar districts...it is really concerning that we are offering such large salaries because of where we are not because of where the teachers are paying to live."

**Anon** It is imperative that the majority three force themselves to not seek the candidates to interview based on expecting that person to do as they wish. Especially Perry who has major issues with the things she felt SHE was denied because she could not get a majority. This is a district of many students with many needs who need an educational leader. Morgan needs to not be stuck on the out of state or out of the box as she has indicated she wants. Coming to California is not simple. Please respect that Jim and Joan have the educational knowledge and truly understand the ins and outs of leadership. Regardless of your opinion Howard educators are invaluable on a school board.

**anonymous** After years of publicly criticizing past boards over superintendent salaries, I find it highly hypocritical that Members Morgan and Hills voted to approve a starting salary range of \$350,000-\$450,000.  
 What kind of raise are you offering to the hardworking staff who show up every day to support and serve our students? I sincerely hope it reflects a similar percentage increase — because if we're investing that significantly at the top, our front-line employees deserve to be valued in the same way.

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Liz I am concerned about the contradictions being voiced by the board. For years certain members of the board have continually complained about the pay of staff along with the superintendent. I find it highly hypercritical to complain about how high salaries are and then turn around and offer a range in salary for the new superintendent to be even higher than it once was.

Maria Reichel Dear Members of the Board,  
As you consider the candidates to fill the position for superintendent for our district, I respectfully ask you to set aside your individual differences and preferences and arrive at a collective set of selection criteria that is first and foremost centered on students, and grounded in research of what makes an effective district leader, reflects the input from all stakeholders in our community, and is supported by the expert advice of our search consultants. I believe that what is most important now is selecting a Superintendent who has the mindset, experiences and demonstrated success required to:  
-Work with the board to establish and communicate a shared vision of student success that brings the entire community together and have the courage to make decisions in support of that vision  
-Support board members, as individuals and as a group, to lead effectively  
-Restore trust among parents and staff that has been eroded by unhealthy board behaviors  
-Maintain and accelerate the progress towards getting student performance and well-being to (at least) pre-pandemic levels  
-Plan for the impact of declining enrollment and attendance trends which will continue to put pressure on budget, facilities and ability to maintain current services  
-Address the persistent gaps in achievement for students with disabilities, English language learners and other vulnerable populations  
Thank you, Maria Reichel

Elizabeth It is contradictory for the board to offer a salary range of \$350,000 to \$400,000 for the new superintendent when they previously expressed concerns about the prior superintendent's compensation, which was lower. This discrepancy raises questions about the board's priorities and commitment to fiscal responsibility, especially considering their past criticisms of the previous salary. It signals a shift in values that may appear inconsistent with the concerns they once raised about financial stewardship.  
It makes one wonder if the Board majority has someone specific in mind they wish to offer the position to, knowing the salary it would take to get them here.