

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

.....

Address/Affiliation:

SSFHS

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

.....

Comments:

It's appalling and frankly absurd that this district chooses not to pay teachers for their graduate degree credits earned before a teaching credential. You will lose teachers if you continue down this path.

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Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

WASC

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### Comments:

I'm simply here to give praise to Ms. Oseguera for her work on the WASC report and getting SSFHS a 6-year cycle. She has always been the person to really understand our school and to reach out to fellow staff with their input. This needs to be especially highlighted since the principal seems like the type to take credit for something he has little knowledge of or hand in. If anything, Asbra is deserving of partial credit for making the prior WASC cycles much easier.

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## Comments:

Dear Board,

Given the significant time and resources invested in the new math curriculum, its approval seems likely. However, it is essential that the math tosas and their director clearly outline how they plan to address the gaps in the curriculum before adoption.

In the recent math curriculum update, the presentation again focused mainly on warm-ups and did not address key issues such as supplementary materials, teacher support, or deeper engagement with the curriculum. While the curriculum's conceptual nature fosters deep thinking, it lacks sufficient opportunities for students to apply their skills, limiting its effectiveness.

Currently, the district's only supplementary resource is IXL, which has become problematic due to its misalignment with Illustrative Math. Although IXL offers skills intended to align with the curriculum, it often introduces topics before they are taught, creating confusion for both students and families. For example, fourth graders are expected to convert whole numbers to decimals from larger units (like kilometers) to smaller units (like meters), even though related concepts, such as decimals and decimal division, haven't been introduced yet. This discrepancy is causing unnecessary challenges.

The math tosas could play a crucial role in ensuring IXL's skills align properly with Illustrative Math, offering much-needed clarity and support for teachers and families, especially those struggling to assist with homework.

Finally, with the introduction of the new curriculum, it seems the equity lens of the math tosas and their director has narrowed, potentially leaving current students behind. What resources are in place to support students, particularly in reinforcing foundational concepts to help them meet the new curriculum's expectations/ "mindset"? Long-term plans are vital, but there must also be support for current students to ensure equity.

Multiple plans need to be implemented simultaneously to achieve success for all students, both now and in the future.

Thank you, Board. We still have faith in your commitment to our students, educators, and families. We hope to see the district's support plans before adoption.

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Black History is US history

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## Comments:

To the Board and larger South San Francisco community,

I have many things to say about the principal of South San Francisco but I will only raise one problem in this comment and that is the lack of mention or acknowledgment of Black History Month from Lothschutz. This is the first time in my career as an educator across multiple districts that I have not gotten any email from the principal to the staff or even heard him acknowledge the importance of Black history month in any meetings. There was nothing at our school to explicitly celebrate Black historical figures. I do not believe this is a simple error on his part but a deliberate omission given that he was able to write Happy Valentine's Day and Happy President's Day on his weekly emails. This omission on his part is opposite to the districts' frequent gestures of celebrating inclusivity and diversity. Does he hold implicit bias towards the black community? Is his knowledge of black history and black figures mostly exclusive to a frequently sanitized version of Dr. King? Is he going to read this comment prior to his presentation and add a slide on black history month so he can meet his inclusivity quota? This would certainly be consistent with his overall dog-and-pony show act that he puts on in front of his superiors. Is this the person the district entrusts to uphold the values of this district in the coming years? If so, then perhaps the hiring committee has made a mistake in giving him the position as principal.

Lastly, it must be made clear, in the interest of protecting my black colleagues from potential retaliation, I am not black.

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Comments:

The steps of the salary schedule need to be more clearly defined. All credits accrued past Bachelor's need to be counted because right now we have some staff members with less education on a higher step because of the date they were issued their credential, which is the most nonsensical thing I've ever heard.

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### Comments:

Wellness Counselor duties need to be better defined. We are doing the work that could fill 2-3 people's full-time jobs. And there is incongruent compensation, not only on the appropriate salary step, but also that some are getting paid extra for teaching class and setting up a wellness center when others are doing the same work and not getting compensated for it. This is illegal and one of many reasons it is going to be so hard to retain wellness counselors

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

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### Comments:

Why is the board approving more administrative positions in the midst of a sub and teaching shortage? The reasoning for this is baffling considering that administrative staff are paid much higher than teachers. Does the district really care about retention of qualified and experienced teachers or is there a more sinister agenda to try and push experienced teachers out in order to hire long term subs at a lower price. The public deserves answers and honesty. I've been observing the past few board meetings and noticed a significant amount of complaints about the principal of South San Francisco High School. Did they hire this person on purpose as a means to push out teachers, hoping to free up funds to hire the new administrative positions. Veteran teachers need to be respected for staying in the profession that has a shortage of teachers. The frontline staff deserve a contract that retains quality teachers and is sensitive to the rising cost of living in the Bay Area. Listen to the union. Remember that public schools are not a corporation and should NOT be run like one. The children ultimately suffer from burnt out teachers, high turnover, and inept administration suffering from the Dunning-Krueger effect.

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Name:

Parent .....

Address/Affiliation:

.....

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Safety .....

### Comments:

What is the district's policy when it comes to screening for substitutes? Recently, everythingouthcity reported on the arrest of an individual that used to substitute teach in this district. He was arrested for possessing inappropriate images of minors. This person was not well liked amongst teachers and students and that there were complaints about how students felt disrespected by him. Despite these complaints, he was still allowed to be a substitute teacher in this district. Why? Has he tried to take pictures of our students? Why didn't the district listen to the multiple complaints? What will the district do to reach out to the potential victims? What is this district going to do to protect students from people like him?

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Name:

Eunice Zambrano

Address/Affiliation:

Ponderosa Elementary School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Bargaining

## Comments:

Dear SSFUSD School Board and Superintendent,

With the rising cost of living and a changing economy, it is more crucial than ever to provide teachers with a significant and competitive raise. Our district is gaining a reputation as a "revolving door," and this is the moment to change that narrative. Experienced, dedicated teachers are the backbone of student success, yet they are being undervalued while administrative turnover and inconsistent decision-making continue to disrupt our schools.

At the elementary level, frequent changes in administration have signaled that the district prioritizes quantity of years promised over quality. This instability directly impacts students, who need consistency and experienced educators to thrive. Instead of investing in retaining and supporting quality teachers, the district is spending exorbitant amounts on piloting a math program that lacks a clear consensus. These decisions make teachers' jobs harder rather than supporting them in providing the high-quality education our students deserve.

If SSFUSD truly values education, it must invest in the educators who make it possible. Stop the unnecessary spending and prioritize the retention of skilled, dedicated teachers by offering fair and substantial raises. Our students and community depend on it.

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Name:

Natassja Nguyen

Address/Affiliation:

ECHS Teacher

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☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Salary, stipends, and class sizes.

Comments:

Trying to survive on a teacher’s salary in South San Francisco is getting harder every year. The reality is, teacher salaries just aren’t keeping up with the cost of living, and that takes a toll—not just on us, but on our students, too.

One of the biggest ways we could improve education is by reducing class sizes. When we have fewer students in a room, we can give each one more attention, build stronger relationships, and create a more engaging learning environment. It also helps with chronic absenteeism—when we know our students well, we can catch when they’re struggling and step in before they fall too far behind. Smaller classes would also help us better prepare students for life beyond high school, focusing on skills like critical thinking, collaboration, and communication—the kind of learning that truly aligns with the Portrait of a Graduate.

If we want better outcomes for students, we need to start valuing teachers—not just with fair pay, but with the support to do our jobs well. Investing in education isn’t just about money; it’s about making sure every student gets the attention and opportunities they deserve.

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Comments:

How Can We Improve Professional Development?

[https://www.nea.org/nea-today/all-news-articles/how-can-we-improve-professional-development?  
ms=email\\_neatoday\\_20250312\\_newsletter](https://www.nea.org/nea-today/all-news-articles/how-can-we-improve-professional-development?ms=email_neatoday_20250312_newsletter)

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Name:

Mindy Johnson

Address/Affiliation:

Junipero Serra Elementary RSP Teacher

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Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Wages

## Comments:

Thank you for the opportunity to comment about an issue that is critical not only to teachers but to the future of our community: fair teacher wages.

Two years ago, my husband and I made the decision to move from Santa Rosa to the Bay Area, to live closer to family. However, what we quickly discovered was a stark reality: the cost of living here, especially housing, is overwhelming. For the same 3-bedroom, 2-bath home we had in Santa Rosa, the rent here is nearly double. But here's the catch—my salary, as a teacher in this district, is exactly the same as what I was earning in Santa Rosa.

I'm fortunate enough to live in a two-income household, but even with both of our incomes combined, we are simply priced out of the market here. The dream of owning a home, of building a future for our family, feels out of reach. And if we can't do it, how can we expect teachers on a single income to survive here?

As educators, we don't enter this profession for the paycheck—we enter it because we are driven by a passion to make a difference. But that doesn't mean we should have to sacrifice our own future, or the ability to provide for our children. The truth is, no matter how much we love teaching, it's tough to keep the faith when it feels like the system isn't supporting us.

I've watched many of my colleagues, some of our brightest and most dedicated educators, leave the area or take positions in neighboring districts where salaries are well over \$100,000. And when you see teachers—teachers who have dedicated their lives to shaping young minds—struggling to make ends meet, it begs the question: Why would they stay in a district that offers them one of the lowest salaries in the county?

If we want to retain high-quality educators, we need to take action. Raising teacher wages isn't just about keeping up with neighboring districts—it's about showing the value we place on the hard work, the dedication, and the incredible impact that teachers have on this community. It's about doing the right thing for the profession that gives so much for our future.

Thank you for your time, and I ask you to consider the long-term impact that fair wages will have—not just on teachers, but on the students who will make the choice to be the teachers of tomorrow.

Thank you.

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Parent choice

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Comments:

Will Lothshutz be back next year? If so, can parents transfer to El Camino. Will this district honor parent choice? Students have the right to a good education where experienced teachers stay.

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Class size and salary

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## Comments:

Dear School Board Members,

I am writing to address the growing challenges our district faces in retaining educators. As housing costs continue to rise, many dedicated teachers are finding it impossible to live and work in the Bay Area. This financial strain, coupled with the lure of higher-paying positions in other districts, is causing experienced educators to leave, depriving our students of much-needed expertise.

This affordability crisis also worsens inequality across our schools. High-needs schools are particularly impacted by overcrowded classrooms, which negatively affect both student learning and teacher effectiveness. The disparity in class sizes between schools in more affluent areas and those serving under-resourced communities continues to grow, leaving students in the highest-need schools without the attention they deserve.

To illustrate the human impact of this issue, I want to share the story of a young family in our district. A close friend of mine, a passionate teacher, and her husband, also an educator, are facing the painful reality of being priced out of the Bay Area. Despite both of them working full-time, they can no longer afford to live in the region. Recently, they were forced to leave their rented apartment and are now commuting long distances. This not only takes away from their time with their children but also adds to their financial burden. They love their work in our district, but it is becoming increasingly unsustainable.

This is not an isolated case. Many young families are facing the same dilemma—struggling to make ends meet while staying committed to teaching. The stress of living in such an expensive area is pushing our most dedicated educators to leave, and it's only a matter of time before we lose more to the high cost of living.

I urge the board to take immediate action—raise teacher compensation, and ensure equitable funding across all schools. We must act to ensure that our best teachers remain in the classrooms where they are needed most.

Thank you for your attention to this critical issue. I trust you will prioritize the well-being of our educators and the future of our students in your decisions.

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Name:

Evelyn Gertsch

Address/Affiliation:

1771 Van Buren Street San Mateo, CA (teacher at South San Francisco High School)

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Public comments

### Comments:

The board needs to take salary increases seriously in their negotiations with CTA. The salaries offered by the district currently are not enough to attract and retain high quality educators. Some of my colleagues who are stellar teachers have left the district because they found more adequately paying jobs in neighboring districts. I, myself, am only able to remain with the district because I am fortunate enough that my husband has a high paying job with adequate health benefits. Continued insistence that there is "not the budget for salary increases" shows a lack of respect for our educators, and creates highly inequitable outcomes when unfilled positions lead to higher class sizes and lack of academic support for students in high-need schools.

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Name:

johnny rodriguez

Address/Affiliation:

westborough middle

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☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

for all the teachers can pay to live here

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Name:

Justin Lau

Address/Affiliation:

Westborough middle

Is this for Open Session or Closed Session?

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

Teachers should be paid more because teachers are the most important people because they teach kids how to grow up and eventually learn about the real world.

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Name:

Paul Matabang

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay.

Comments:

Here in daly city rent is expensive due to the nice places. Another thing is that basic needs cost lots of money, like food,and clothes. Teachers need to be paid more so they can get these needs and continue to teach.

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# Board Meeting 03/13/2025

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Name:

Alexzi Varilla

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

I think that teachers should get higher pay because they have to pay for rent, food, and they have to/ choose to buy us stuff like glue sticks and pencils.

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Name:

Lucas

Address/Affiliation:

Westborough Middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers should be payed more because they do a lot for kids but don't get payed as much as other people.

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Name:

ZIAN KYLE VARILLA

Address/Affiliation:

WESTBOROUGH MIDDLE SCHOOL

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

Even though they still get paid, it doesnt compare how much they would need to save to pay for rent, groceries, and other necessities which are crucial to living in their homes.

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Name:

Harlow Olpindo

Address/Affiliation:

Westborough Middle School

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers should be paid more because they need money for basic necessities and for rent.

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Name:

Carrie Yokoro

Address/Affiliation:

Westborough Middle Te

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers should be paid more because they need Basic needs, food, money for themselves, have to deal with annoying students, and rent.

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Name:

jalea pimentel

Address/Affiliation:

westborough middle

Is this for Open Session or Closed Session?

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

since this place is very expensive to live in, i feel teachers should get more pay for rent, basic necessities, and teachers put up with so many students. I get other jobs are probably more difficult, but if a student gets hurt, a teacher is responsible for them even if they didnt do anything.

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Name:

Laila Eid

Address/Affiliation:

32 Bromly Ct

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

they pay more money to learn how to teach to get less money to actually teach kids that are hard to teach and cause a struggle for teacher at all ages

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Name:

Nicole Jiang

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher's Pay

Comments:

I think that teachers should be paid more because they need enough money to pay for their basic necessities such as their rent.

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Name:

Dether

Address/Affiliation:

Westbrough middle

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

teacher should be paid more because they work hard

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Name:

Brenda-Lei Chen

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teachers should be paid more because they already spend so much money on school stuff and things for the school/students. They should have some money to spend for themselves or if they have kids, spend on their kids. The Bay Area/SSF/Daily City is also quite an expensive place to live and if teachers are paid so little, some might struggle to pay rent.

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Name:

Nathaniel Galang

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

Teachers shouldve been paid more because they work hard o teach kids on other roles.

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Name:

Gabrielle Centinaje

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

I think teachers should be paid more because they also need money. They worked hard to become a teacher then not earn enough money.

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Name:

Riana

Address/Affiliation:

Westborough Middle School

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☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teachers should be paid more. They shape the future of students and deserve pay that impact. Higher pay keeps talented educators which improve education quality. Fair pay recognizes their hard work and challenges, improving respect for the job. Taking a look in teacher strengthens helps communities and builds a brighter future.

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Name:

Aaren Aniciete

Address/Affiliation:

Westborough

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What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Comments:

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Name:

Milo Ablang

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Comments:

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Jubin Park

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

Teachers should get paid more because sometimes students can be troublemakers, and teacher have to look after them for a long time. Plus they have to make money for personal and school stuff

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Hailey Tom

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

### Comments:

Teachers should get paid more for many reasons: 1. They have to put up with us 2. They work hard every day so we can learn 3. They would do anything to make sure we're safe 4. They deserve it. Many of our teachers are nice, kind and understanding, and will make sure we can get the best grade we can on our tests, even letting us retake it if we need to. They also worked hard to get here and work even harder now that they are. 5. Rent! It's expensive, especially in the Bay Area. 6. We should help our teachers as much as they help us every day!

.....

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Lucas Ramos

Address/Affiliation:

?

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

?

Comments:

?

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Akhylles Sambat

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay (on the behalf of Julia Wohl)

Comments:

Teachers should get more pay because they worked hard for their jobs and they are the stepping stones for our next generations.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

mareno

Address/Affiliation:

westborough middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

teachers should be paid more because they deal with immature kids that dont listen try dealing with that

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Hailey Gong

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay.

### Comments:

Teachers at SSF Unified district should be paid more. Teachers get paid much less than other jobs and this is unfair because teachers are important! Think about it, teachers are vital for children's learning and their futures. If teachers don't get paid enough, they have to quit and pick up a different job that pays better. If there aren't enough teachers in SSF, our students won't get the correct education we need. Teachers including Ms. Wohl at SSF Unified District, need to be paid more.

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Teagan Sullivan

Address/Affiliation:

wms middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

the teacher needs to be paid more

Comments:

.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Lakan

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teachers pay.

Comments:

Teachers work just as hard as normal paying jobs however, do not get the same pay. Teachers jobs are very important but some have to leave their jobs just to get better pay.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Megan Wong

Address/Affiliation:

Westborough Middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers should be paid more because, they work all day every year teaching all grades. This is on behalf of Miss. Wohl.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Taleen

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay,

Comments:

Teachers should be paid more because then some teaches might have to switch jobs if they arent getting enough money. Because of this students wont have a school to go to because the schools classes already have way to much people.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Kamila Anil

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

I think teachers should be paid more because since they have low pay they might have to go take up another job elsewhere which could lead to less teachers to educate us

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

avery

Address/Affiliation:

westborough

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

yes

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Jordan Dorsey

Address/Affiliation:

Westborough Middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers should get paid more since they have to work just as hard as people that work in offices who get paid more for doing similiar things and living in a really expensive place like the bay area

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Andrei

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teachers should be paid more

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Isabella Baris

Address/Affiliation:

Westborough Middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

I believe that teachers should get more pay, teachers have a big part in day to day life for kids and adults. Helping people learning the basic learning tasks such as math and more including helping us pass classes that decide our future.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Jeremy Lee

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teachers should be paid more because they worked hard to give us fun and learning

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Ethan

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teachers pay

Comments:

Teachers should be paid more because they work hard to teach kids

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Julianna San Juan Zamora

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher's Pay

Comments:

Teachers should be paid more because they work hard to teach us and most of them wake up super early just to prepare their lesson plans for us. It is also very expensive to live in the Bay Area and the teachers are barely making enough money to live. Without teachers, we wouldn't learn which means no education for children which would lead to no jobs for everyone.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Cora Lisk

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teachers should be paid more because it is expensive in the Bay Area and teachers might have to move to cheaper areas or switch to another job. If there are no teachers left, students wouldn't get proper education and might not be able to get a job.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Darian Palomaria

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

The teachers here in SSFUSD deal with a lot with the students a lot had happend this school, like at South City High. Teachers seem to get an unfair with what they do and what they deal with, if the pay does not get raised they can just quit.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Grace Thant

Address/Affiliation:

west borough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

teachers should be paid more because they put in their time and effort in their students. hey buy additional props with their own money for the students to be happy. It also takes creativity to come up with a fun activity to hype up the students to learn. Without teachers, students would not be educated, leading the students to have no jobs making them broke.

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Anaseini Tupouvava'ui Fotu

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teachers pay

Comments:

Teachers should be paid more because it takes a lot of power to be a leader over many people and take responsibility. They also help lots of people and teaches students many, many and many things. They also educate us and if they didn't we wouldn't have jobs or anything in life. They also work very hard for our learning.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Natalie Zhao/Tsang

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

Teachers and librarians should be paid more because they have to put up with rambunctious kids every day, and they spend so much time helping students, grading work, and providing for their classrooms with their own money sometimes. -Natalie Zhao/Tsang on behalf of Miss Wohl.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

jaxen

Address/Affiliation:

westborough middle school

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget or teacher pay

Comments:

Teachers should be paid more because they work hard to teach us so we can get job

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Arwen Lo

Address/Affiliation:

westborouh Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teachers should be paid more because a lot of teacher have to stay at school for hours planning for the next unit or agenda and they still get paid barley, Also, it's rally hard handling students when they don't behave well. The teachers done so much for us and they still don't get paid well.

Comments:

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Julia Wohl

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget or teacher pay

Comments:

Teachers should be paid more because you should want good teachers at your schools and teachers will leave if they are not paid enough.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Sasha

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

Teacher need to be payed more. The average pay from a teacher has gone down and has been low since 2020. Under-paid teachers are 1 of the reasons why teachers have been short staffed throughout schools. Living in San Francisco/ South San Francisco is expensive, so you should be wanting teachers at school for children to be learning.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Aaliyah Sulit

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

teacher pay

Comments:

Teachers should be paid more because they are important people who do good things and they are underappreciated.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Michelle Bartoli

Address/Affiliation:

Monte Verde

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Math Pilot

### Comments:

One of the goals in education is to support the struggling students, challenge academically proficient students, and encourage growth for all students. Illustrative Mathematics fails to achieve these goals. As the program progresses, the gaps in the program have become increasingly evident. There is no intervention material for struggling students, no true support or practice of foundational skills, nor is there an option for increased rigor for those who need it. Furthermore, the math units occur in an unnatural order, placing basic math skills 2/3 of the way into the year instead of providing that practice at the beginning. Exposing students to the skills which are utilized the remainder of the year would be best placed at the start. The program is frustrating for students and educators alike and is not the best fit for this District.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Matt A.

Address/Affiliation:

Teacher

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Salaries

## Comments:

Dear Board of Trustees,

The cost has gone up, housing especially is more expensive, and teachers cannot afford to stay in the Bay Area. Focus your budget priorities on raising teacher salaries in our district.

Experienced educators are able to choose higher paying districts in this area. Without competitive salaries and benefits, we will not be able to retain experienced, quality teachers. All they have to do, to earn 20% or 30% higher salaries, is drive 15 minutes south and work for a different district. Is this the message you want to send? Do you value experienced, quality teachers?

No, we don't want subsidized housing to offset the lower salary. We want a salary that enables us to support all of our needs independently.

Sincerely,

Matt

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Dawson Cheung

Address/Affiliation:

Westborough middle school

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher pay

Comments:

teachers should be paid more.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Katherine Chen

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be paid more because living costs in California are very high, and teachers pay isn't very high. If teacher salaries become higher, more people would want to become teachers in California.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Nayeli Guillen

Address/Affiliation:

westborough middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

budget 2025-2026

Comments:

teachers should be payed more because they have invested a lot of money into their education to teach the next generation of kids and they should be appreciated for that with the prize of a bigger and better salary.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

chariez orille

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025 - 2026

### Comments:

Teachers should be paid more because they worked super hard to get here. they go through all this learning and so much extra time at school just to become a teacher. only to barley get paid. they also have to deal with children who dont want to listen, and sometimes they have familes to go back to. so they are already drained. they should get paid more for their hard work.

HOW MUCH DO YOU GET PAID? compare that to a teachers salary. is it fair?

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Gabriel Ramirez

Address/Affiliation:

Westborough Middle School.

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

The agenda item is teacher pay.

Comments:

Teachers should be paid more because they let us visit them for help after school when they could be making their way home. They sacrifice their time and wellbeing so that we could succeed in life.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Justin Bianculli

Address/Affiliation:

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

none

Comments:

none

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Saw Philip Myint

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should receive higher pay because they work diligently to help students learn and succeed in their subjects. They also spend significant amounts of time both at school and at home grading numerous assignments from various students. Teachers work hard every day, and they deserve to earn more.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Sebastian Lopez

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers need to be given higher wages so that they can have sustainable lives. Currently, being a public school teacher means not being comfortable financially, and with all of the work teachers do, they deserve this.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Joshua Zara

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be paid more because they have to deal with disrupted students everyday. When dealing with these students, they go through copious amounts of stress. Teachers work hard as they try to better the future with their teachings. With less pay, they are less motivated which threaten the state of the future as they are teaching the future people of this country.

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Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Justin Li

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☐ Open Session

☒ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be payed more since they are slightly pay more than the average salary in the US. And they have to deal with kids who may or may not like them and not pay attention.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Tyler Chang

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

Comments:

I would like for teachers to be paid more as the average ratio from years in school to total pay has a very high difference, so we may soon run out of people who would want to help children learn so that they could help without their decreasing pay.

# Google Forms

# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Tyler Ho

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be paid more because they were getting less money over the years and college teachers were getting a lot more as seem like as the schools were being fair to them and giving them right amounts of pay while middle schools felt like they should keep some of their money and they only give a little bit to the teachers of middle school which is unfair so we need to balance the pay and make things fair.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

jacob

Address/Affiliation:

Westborough Middle

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be paid more because they graduated college and got degrees to teach so it's a very long process to be a teacher so i believe that all that hard work and talent is just a waste of time for the teachers. Since they got to sit around in a classroom teaching other kids and it's complicated and a very patient and mature job. Since they get paid less it feels disrespectful to the teachers.

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# Board Meeting 03/13/2025

This survey will be turned off at 3:00pm 03/13/2025, no late entries will be accepted.

Name:

Allynna Soe

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Budget 2025-2026

Comments:

Teachers should be paid more because it's a difficult and long process to be licensed as a teacher, just like a doctor or lawyer, but not given a decent wage. Teachers are just as important as these professions, they are what shape these doctors, lawyers, leaders. If not given a better wage they'll ultimately leave.

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Name:

Sophia T.F.

Address/Affiliation:

Westborough Middle School

Is this for Open Session or Closed Session?



Open Session



Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

Teacher Pay

### Comments:

I believe teachers deserve more pay. Teachers are just as important as doctors who get more pay. Although, being a teacher doesn't have the same risk as doctors. Society requires both in order to live. Doctors save lives, while teachers help shape your life. If they both are so important, why are teachers' salaries so little compared to being a doctor or a lawyer? Kids need teachers to gain knowledge but not only do teachers help kids learn, they also help kids develop and grow. There is also a teacher shortage, and a big factor is the pay, if there are fewer and fewer people becoming teachers, who will teach all the kids waiting to learn? Raising the pay will make more people want to become teachers and allow current teachers, being satisfied with their pay, to stay with SSFUSD longer.

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Name:

Kevina Maureen Gallagher

Address/Affiliation:

Baden HS/Monte Verde Elementary

Is this for Open Session or Closed Session?

☒ Open Session

☐ Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first complete a speaker card.)

District losing dedicated and experienced teachers, paras, and other service providers

Comments:

This district has lost too many dedicated and experienced teachers, paras, and service providers in the last few years. Why? Not only because they can't afford living in this area. There is also a lack of effective leadership interested in retaining teachers and staff who truly care about offering a first-class education to our students. I'm afraid this pattern will continue unless some significant changes are made.

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