

Board Meeting 04/24/2025

This survey will be turned off at 3:00pm 04/24/2025, no late entries will be accepted.

Name:

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Address/Affiliation:

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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.)

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Comments:

The district needs to establish a clear and standardized process for piloting new curriculum. Are the TOSAs responsible for managing the entire pilot process, and are they being held accountable for the process, the data, and the information shared with the public? The phonics and math pilots have lacked transparency in how curricula are chosen and tested. In both cases, it seems there's an agenda being pushed by the TOSAs leading the process, where the curriculum selected by the team does not align with what ultimately moves forward. Furthermore, the data presented to the board and the public has been skewed, failing to reflect the decisions and discussions that took place within the team.

With middle and high school recommending a curriculum, it's concerning that the process feels rushed and forced—this likely signals that elementary will be pushed into adopting a curriculum we didn't agree on either. Why, in the case of the math pilot, was only one curriculum tested when it had already been rejected previously? Teachers who voiced concerns or disagreed with the curriculum were removed from the pilot team—how is that fostering true collaboration? How much actual choice do teachers have when only one curriculum is being imposed?

Has the board heard from the teachers who are actively speaking out against IM as the best choice for our students? Based on recent pilots, it appears that TOSAs are simply selecting curricula that align with their preferences, despite not being in the classroom themselves. I would like to know if the district has a defined process for piloting curricula, and I am particularly interested in hearing the board's perspective on the teachers who are voicing concerns. Moving forward with a curriculum that many of us believe isn't in the best interest of our students will demonstrate once again how little the board listens to those of us on the ground.

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Board Meeting 04/24/2025

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Name:

Jennifer Rosse

Address/Affiliation:

SSFUSD

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.)

Certificated Contract

Comments:

Dear SSFUSD School Board,

I am writing to respectfully urge the Board to prioritize increasing teacher compensation and to take bold, timely action to attract and retain the exceptional educators our students need and deserve.

Teachers are the cornerstone of student success. Their expertise, dedication, and daily commitment are what truly drive meaningful learning and create the conditions for all students to thrive.

Raising teacher salaries is not merely a budgetary consideration—it is a clear and necessary investment in the future of our district. It signals that we recognize and honor the critical role educators play in shaping student outcomes and strengthening our school communities.

As we continue to explore ways to increase teacher compensation, it is essential that we remain competitive with surrounding districts. Doing so will help us retain our talented educators, attract new ones, and build a strong, stable workforce that can grow and lead from within—benefiting our students, families, and the broader community for years to come.

Thank you for your continued leadership and commitment to our schools.

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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.)

Math pilot recommendation.

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Comments:

Does anyone else find it a little wild for an additional year, time and resources were actually spent to repeat a one curriculum pilot with a hand-picked group of math teachers who already supported it last year, and are now getting paid a stipend to pilot the same one curriculum again? And surprise, surprise, they all “100%” consented for the same 6th-Algebra 2 IM curriculum that they wanted last year. 🤔

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Raise for Teachers and Staff

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Comments:

I want to be able to stay here and teach. It's becoming more and more difficult to do so with rising costs of just about everything. My paycheck goes to pay my rent and I have very little for much else. I want to raise my family in this amazing community, but am finding it very, very difficult to stay.

We have so much in property tax and I'm trying to figure out why our neighboring district of San Mateo pays their teachers an average of \$35,000 more than us.

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Name:

Jamelle Shim

Address/Affiliation:

ALMS

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.)

IM Math Pilot

Comments:

As a special education teacher, I have seen my students engage in their own creative thinking when it comes to math. At the beginning of the year, I had a student with a learning disability who told me that "math is not for me." Over the course of the year, I saw her open up little by little. She started to contribute to small group discussions that we have daily. I started to hear her ideas shared with her group. The other students were very encouraging and I think the curriculum helps to bring out the norms of working collaboratively and the importance of strategies over the correct answer.

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Name:

Maeghan Haywood-Barradas

Address/Affiliation:

SSFHS - Education Specialist & Dept. Lead

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.)

IM Math Pilot

Comments:

During the 2024-2025 academic school year, I have had the pleasure of piloting the IM curriculum for my SDC/SAI Algebra 2 class at SSFHS. Through the pilot, I have seen students gain more confidence in their mathematical skills. The student-center approach showcased throughout the curriculum has not only assisted my students with synthesizing mathematical content but has also improved the rate in which they retain the information. The students in my SDC/SAI Algebra 2 class are also more comfortable with taking risks, participating in whole group discussions and enjoy working in small groups/partner pairs. The IM curriculum can be scaffolded in a manner that is obtainable for students with learning disabilities and supplemental materials are easily accessible if/when it is warranted. Additionally, the pilot has ensure that students within Special Education are exposed to grade level standards which has been an ongoing challenge within the district (target area in PoG). It is without question that I firmly believe that through proper implementation of IM curriculum, student achievement in the area of mathematics can be significantly improved.

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Name:

SSFHS staff member

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.)

Admin for 25-26 SY

Comments:

Good evening board of trustees,

I want to make a request that a panel consisting of some staff members, a student/community member be present in the hiring of a principal for next year at SSFHS. The more ears and eyes involved would definitely help ensure a good leader is selected for our community. The staff here work hard and, given the current political climate, a leader who is truly compassionate, competent, and willing to go the extra mile and try new things is going to be needed.

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Name:

Rachel Estrada

Address/Affiliation:

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 Salary

Comments:

Dear Dr. Moore, the cabinet, and the SSFUSD board,

I am a district parent and teacher.

I am a 3rd grade teacher in the district. I was hired in 2018 and I can say I love teaching here. I now have my two daughters in our district in kindergarten and 1st grade. I enrolled both of my daughters in the district because I truly believe in our teachers and our staff. My daughters have had exceptional teachers (shout out to Mrs. Char and Ms. Warren, both of whom I highly respect). But they don't get paid enough for all that they do, and as a fellow teacher, neither do I.

I want to teach forever. But teaching forever is just not in my cards, because I simply cannot afford to do so. I am a single mother of two living in the bay area on a teacher's salary. Frankly, I'm surprised I've been able to keep my head above water the last 6 years.

I understand that you have agreed to an 11% raise over 3 years. However, this is equivalent to 3.66% each year for three years. I am asking you to please consider more. 3.66% over three years would barely cover inflation costs for teachers who aren't making a living wage in the Bay Area.

I am asking you to please, please work with our CTA bargaining team to give us a raise that makes sense, and a raise that brings us closer to making a living wage. I truly want to keep teaching for as long as I can, and for our district, and giving us a raise will help me and my colleagues do just that. Please, be the example district that everyone looks to. We deserve to have a living wage, it's as simple as that. 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.)

math

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Comments:

IMagine a two column proof

STATEMENT: Pilot in SSFUSD=one curriculum

REASON: given

STATEMENT: One curriculum=mandate

REASON: definition of mandate

STATEMENT: Pilot in SSFUSD=mandate

REASON: transitive property of equality

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Address/Affiliation:

Math slide deck

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Open Session



Closed Session

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Comments:

One of the most disturbing issues with the secondary curriculum recommendation is the absence of concrete resources available at the start of the school year. The Math Pilot slide deck outlines a lengthy process that includes TLTs, PLCs, training sessions, collaboration time, coaching, and other meeting formats, but it does not provide clear timelines for when teachers will receive practical, actionable resources. This delay in providing necessary materials creates uncertainty, which is unfair to teachers who require reliable support from the outset. Furthermore, the slide deck does not define the expected outcomes or “high-quality” resources that will result from these meetings. The expectation that teachers will dedicate additional time over the summer to prepare for the pilot is unrealistic and unfair, as teachers need time to recharge and plan for the upcoming year.

Additionally, the role of the Secondary Math TOSA in alleviating the burden of this process remains unclear. A significant amount of the work appears to be placed on outside vendors or classroom teachers, but the current plan does not provide a clear structure of support. Over the past two years, the Secondary Math TOSA has focused primarily on the math pilot, leaving instructional strategies largely neglected. This has led to a decline in trust among educators, which is a significant barrier to the success of the pilot.

Moreover, it increasingly feels as though the decision has already been made, and the pilot is a formality rather than a collaborative choice. If a curriculum must be mandated, transparency is essential to ensure that all stakeholders are informed and have a clear understanding of the rationale behind the decision.

In light of these concerns, it is strongly recommended that the board reconsider the pace and process of the Math Pilot. Teachers require a clear and realistic implementation plan that offers concrete resources and timely support. It is the end of April, and school resumes in less than four months. The current implementation plan is insufficient.

Teachers and students deserve better, and the integrity of the process must be prioritized to ensure long-term success.

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Name:

Julia Wohl

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.)

Bargaining

Comments:

If SSFUSD paid teachers more, it would be one of the premier school districts in the country to work for. SSFUSD's values and investments reveal a cutting edge understanding of what we need to successfully support students (GLAD training, a good EL program, strong academic counselors). An integral part of this is giving teachers financial sustainability and longevity in an expensive area. Please consider giving teachers a middle class income and proportionately, the respect they deserve for the hard work they do.

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Name:

Calvin

Address/Affiliation:

SSFHS

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☒ Open Session

☐ Closed Session

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Math Pilot

Comments:

The curriculum does a good job fostering collaboration and discussions among students. However, the curriculum does not provide enough problems for practice, nor is it rigor enough for our Honors students; teachers would need to provide supplemental work.

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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

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Comments:

I serve as a school counselor in this district. I relocated to the Bay Area with a deep sense of purpose—to grow as a professional, to support our students, and to contribute meaningfully to a school community that I truly believe in.

The Bay Area is a unique and challenging place to live. As many of you know, it attracts a highly transient population seeking opportunity, which in turn has contributed to a concerning high turnover rate in our district. I see this reality every day—not only in my colleagues who cycle through, but in the impact it has on the consistency and quality of student support.

Despite this, I accepted this position knowingly placed in the wrong salary bracket and at a lower pay than I am qualified for—not out of resignation, but because I saw the value of the experience I could gain here. I have stayed not for the paycheck, but for the students. I care deeply about their well-being and their futures, and I've poured my energy into being a stable, compassionate presence for them.

Still, the cost of living, coupled with the wage disparity, is not sustainable. I am committed to this work, but financial insecurity limits my ability to remain long-term. I want to stay. I want to continue building with this district. But to do so, I need to be paid at a competitive, fair wage that reflects my credentials, experience, and commitment.

I urge you—please reevaluate and revise the salary schedule. Fix the discrepancies. Make it possible for dedicated professionals like myself to not only come here to grow, but to stay and thrive.

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SSFHS

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Math Pilot

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Comments:

This year I was fortunate to pilot the new ILC curriculum with several teachers from my school site and wanted to share some experiences with it. As we know, any curriculum is not perfect and teachers often have to modify lessons to make it fit student needs.

However, this year I found this curriculum to be the first conceptually based book that I've taught from in my years of teaching. Just in this past unit, students derived the equation of a parabola using their knowledge of right triangles. This was a new approach even for me! I think it helped students see why the equation works. If they forget the equation in the future, they now have skills to help them derive it. I saw this in many lessons throughout the curriculum.

Second, I believe the problems in IM are designed to move from accessible to challenging which helps provide access to ALL students. The first task in a lesson is always approachable. I found that my students who are learning a new language or students who have struggled traditionally in a math classroom have always been able to start the first task. This gives them access and momentum to move into the more challenging tasks with support.

Third, the curriculum has a different approach that I believe is more relevant in our current, modern society. The teacher notes often encourage teachers to do a quick launch of the task and have students jump into the problem with their own thinking. They are encouraged to take risks with their ideas, rather than just listening to my strategy for solving it. They made sense of the problems first which is a necessary skill in our new world of AI and technology. When they struggled, we came together as a whole class to summarize big ideas and learning from the different approaches.

Lastly, the assessments and practice problems are challenging. Though the workbook was accessible and the classwork tasks were scaffolded in ways that made it seem "easy" and doable, the practice problems for homework and the assessments were authentic challenges for students in my general and EL classes. It had them reading for comprehension, thinking deeply, drawing pictures, and most importantly making sense of the tasks.

I hope this helps the school board make an informed decision. Thank you for your time.

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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.)

math pilot

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Comments:

The emphasis on conceptual understanding and problem-solving in IM is invaluable for long-term success in math. However, there's a concern that, in its current form under Imagine Learning, it's missing essential foundational support, something that can't be overlooked.

It's like teaching students to write essays without ever showing them how to form sentences. Sure, organizers or prompts can help, but if students don't understand grammar, sentence structure, or transitions, their essays will lack coherence. Without fluency, there's no real confidence. Math is no different. If students are pushed into conceptual problem-solving without a strong grasp of basic number sense and operations, they may appear to be keeping up in discussions, but often they struggle to represent the situation mathematically. This can lead to confusion and gaps in understanding later on.

Is the district's goal just to expose students to conceptual math discourse, or is it for them to truly use math to represent situations in STEM careers and other real-life scenarios? If the latter is the case, then foundational skills are crucial to ensure that students can meaningfully apply math concepts beyond the classroom.

The solution isn't to start from scratch, but to pause, evaluate, and strengthen the curriculum, ensuring that students receive the best of both worlds: strong foundational skills and rigorous conceptual understanding.

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Name:

Anthea Soliai

Address/Affiliation:

SSFUSD Parent

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 Curriculum Adoption

Comments:

Hi my name is Anthea Soliai, I'm a resident of South San Francisco, I have a seven year old daughter who attends Spruce elementary in the first grade.

I'm commenting because I'd like to see change. Change for a better future for our kids and our community. And I think today we have the opportunity to make that change by voting to adopt a new math curriculum. Many of our students are not at grade level in reading and math. How is this preparing our students for their future? My daughter dreams of becoming a nurse and going to college, I want to make sure that happens. I can guide her on that road, but her schools and this district also need to prepare her to reach her goals. I want all children in our district to thrive and succeed.

If you look at our math scores, what we're doing right now is not working. We need to try something new. Yes change is hard, it's always hard, but it's for the better. We all have to be motivated to change what we're doing in order to get to a better outcome for our students. I would like to ask the vote to board yes and adopt the new math curriculum. I would also like to see this change for elementary math, and for our district to start to also look at a new reading and writing curriculum. Thank you.

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Name:

Julian Jasso

Address/Affiliation:

Student

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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.)

Math Curriculum

Comments:

Hello, I'm Julian Jasso. I attend Parkway Heights Middle School. I'm in seventh grade. I'm here to advocate for the new math curriculum. I want a better education that will help me advance and improve my learning so I can be at grade level. I want to be the first in my family to attend and graduate from college. I'm requesting this opportunity for myself, my younger sisters, and all students. I appreciate your attention. Thank you.

Hola soy Julian Jasso, estudio en la escuela de Parkway Heights Middle School, estoy en septimo grado. Yo estoy aquí para abogar por el nuevo curriculo de matematicas. Quiero tener una mejor educacion que me ayude a avanzar y mejorar mi aprendizaje para estar en mi nivel de grado. Yo quiero ser el primero en mi familia en asistir y graduarse de la universidad. Pido esta oportunidad para mi, mis hermanas pequeñas, y todos estudiantes. Agradezco su atencion. Gracias.

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Name:

Brenda Mancilla

Address/Affiliation:

SSFUSD Parent

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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.)

Math Curriculum Adoption

Comments:

Hello, my name is Brenda Mancilla. I have three children in this district. They attend Martin Elementary School and Parkway School.

I'm here to support the new math curriculum, as we need a shift from elementary to high school. Current math data in our district shows that we are not supporting all of our students in achieving their grade level in math. This curriculum change ensures that my children and all students have better instruction and can advance at grade level. And it ensures that we fulfill the promise of the graduate portrait. I want my children and all students to have the opportunity to attend college. I appreciate your time. Thank you very much.

Hola mi nombre es Brenda Mancilla, tengo tres hijos en este distrito, ellos asisten a la escuela Martin Elementary y a la escuela Parkway.

Estoy aquí para apoyar al nuevo currículo de matemáticas, ya que necesitamos un cambio desde la primaria a la high school. Los datos actuales en nuestro distrito de matemáticas muestran que no estamos apoyando a todos nuestros estudiantes a que alcancen su nivel de grado. Este cambio de currículo asegura que mis hijos y todos los estudiantes tengan una mejor instrucción, y puedan avanzar a su nivel de grado. Y asegura que cumplamos con la promesa del retrato de graduado. Quiero que mis hijos y todos los estudiantes tengan la oportunidad de asistir a la universidad. Agradezco su atención, muchas gracias

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Name:

Nora Alvarado

Address/Affiliation:

SSFUSD Parent

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☒ Open 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.)

Math Curriculum Adoption

Comments:

Good evening, my name is Nora Alvarado. I am a mother of three children, two at Spruce Elementary School and one about to enter TK. Along with other parents, I participated in the process of creating our Portrait of a Graduate.

I am concerned about the math curriculum we currently have. It needs to change, my children are not learning enough to be at a grade level appropriate for their school year.

Math is their favorite subject, but the curriculum currently being implemented does not meet current standards and is not in line with my children's needs.

As a mother, I am speak up for my children, and asking for a change in the math curriculum because my children, and our children can no longer wait. I want them to be well prepared to go to college. Thank you.

Buenas noches mi nombre es Nora Alvarado. Soy madre de 3 hijos, 2 en la escuela Spruce, y uno que está por ingresar a TK. Y junto con otros padres participé en el proceso del Retrato de Graduado.

Estoy preocupada con el curriculo de matematicas que tenemos actualmente. Se necesita cambiar, mis hijos no están aprendiendo lo suficiente como para ir a un nivel de grado adecuado a su año escolar.

Matematicas es su materia favorita de ellos, pero el curriculo que se está implementando actualmente no está cumpliendo con los estándares modernos, y no está de acorde con las necesidades actuales de mis hijos.

Como madre levantó la voz por mis hijos pidendoles un cambio en el curriculo de matematicas porque mis hijos y nuestros hijos ya no pueden esperar. Quiero que estén bien preparados para ir a la universidad.

Gracias.

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Board Meeting 04/24/2025

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Name:

Maria Lopez

Address/Affiliation:

SSFUSD Parent

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 Curriculum Adoption

Comments:

Hello, my name is Maria Lopez. I have a son in fifth grade at Sunshine Gardens. We are the parents, the voice of our children. That's why it's very important that you adopt the new math curriculum today, because we want successful children who have the opportunity to go to college.

My son had the opportunity to be in the math pilot program, and it was very helpful. He took a test for the program, and they told me he's doing excellent in math. I want other children to have the same opportunity my son had by taking this class with the curriculum. That's why it's very important that this new curriculum be shared tonight. And that clear plans be made so that it's soon adopted at the elementary level.

Times change; we have to keep up to date and make changes, even if it means stepping out of our comfort zones. That requires hard work, but together we can help our children achieve academic success. Please listen to the voices of the parents and students present here. Thank you for listening and being inclusive.

Hola mi nombre es Maria Lopez tengo un niño en Sunshine Gardens en quinto grado. Nosotros somos los padres, la voz de nuestros hijos. Por eso es muy importante que hoy adopten el nuevo curriculo de matemáticas, porque queremos hijos exitosos y que tengan la oportunidad de ir a la universidad.

Mi hijo tuvo la oportunidad de estar en el programa piloto de matematicas y le sirvió mucho. Tomó un examen para un programa y me dijeron que el va excelente en matemáticas. Yo quiero que otros niños tengan la misma oportunidad que mi hijo tuvo al tomar esta clase con el curriculo. Por eso es muy importante que pase esta noche este nuevo curriculo. Y que se hagan planes claros para que se adopte pronto al nivel de la primaria.

Los tiempos cambian, tenemos que actualizarnos, y hacer cambios aunque eso implique salir de nuestra zona de confort. Eso requiere trabajo duro, pero juntos podemos hacer que nuestros niños alcancen el éxito escolar. Por favor escuchen nuestras voces de padres y alumnos aquí presentes. Gracias por escuchar y hacer inclusion.

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Name:

Jeanette Lopez

Address/Affiliation:

SSFUSD Parent

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Open Session



Closed Session

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Math Curriculum Adoption

Comments:

Hello, my name is Jeanette Alvarez. I have a daughter in kindergarten at Martin Elementary School. I'm here to support the new math curriculum.

With the new curriculum, we aim to help our children achieve grade level and excel so they can be successful in college in the future.

Hola mi nombre es Jeanette Alvarez, tengo una hija en Kinder en la Martin. Estoy aquí para apoyar el nuevo currículo de matemáticas.

Buscamos con el nuevo currículo ayudar a nuestros niños para que alcancen a llegar al nivel de grado, y que se superen para que puedan ser exitosos en la universidad en un futuro.

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Board Meeting 04/24/2025

This survey will be turned off at 3:00pm 04/24/2025, no late entries will be accepted.

Name:

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Address/Affiliation:

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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.)

Salary Misplacement

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Comments:

As a first year school counselor, it is extremely disappointing to not be properly paid and misplaced on the salary schedule. When I was hired on, I was told by HR I would be placed on the lowest column. I inquired about my units from my master's degree, which is REQUIRED to be a school counselor, and she said NONE of the units counted and I would only receive the master's stipend. I conceded, thinking at LEAST I would get my master's stipend, but I did not receive my monthly stipend until December 2024, four months, after hire.

I chose to be a school counselor to help and advocate for students. I work with amazing educators who have an immeasurable impact on their students daily in the classroom and on campus. I find it laughable and highly ironic that this district which claims to paint a picture of "CARE" yet will refuse to truly have "equity as [your] north star".

The longer negotiations and bargaining drags on, the more you are going to wear down educators' morale. We are all in education because we care for students and want to see them reach their fullest potential, yet that will not keep us here if we continue to feel unappreciated. When there is STILL no action after MONTHS of this being discussed, what do you think will become of the district? Do we really want to see this district crumble as every year you scramble for new hires as droves of amazing educators leave for higher paying districts? What has been in place is not working with the high turnover rate, so something needs to change.

Invest in your educators. Pay them what they're worth. Fix this.

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Board Meeting 04/24/2025

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Name:

Megan Connery

Address/Affiliation:

ECHS

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.)

Lack of Security at ECHS

Comments:

Starting on Wednesday, April 16th, ECHS had only one member of our security team on campus. Two members were out on paternity leave, and one member was out on a pre-planned vacation. HR knew two people would be absent, and the third had to leave due to an emergency. No subs were available, so for four days, we only had one out of our usual four security on campus. Our administrators did their best to walk around campus, but that meant that they were unable to own jobs.

Why was nobody from the district office at the school to help out? We are directly across from the BART station. Nobody at the DO was concerned for our safety?

Luckily nothing happened. Our students demonstrated excellent behavior. No strangers came on campus from the BART station. But what about the next time? There will likely be a next time. We only have two security guards right now, and neither can be on campus at all times. Our two gentlemen on paternity leave will be gone the rest of the school year. What is the District Office's plan?

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Board Meeting 04/24/2025

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Name:

Xavier Becerra

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.)

Pay Scale/Pay Increase

Comments:

As someone who has grown in this district from being a para-educator to transitioning to a teacher within this district. I have been able to learn and experience a lot of new skills over the years. That same learning and experience has made my worth and needs grow financially as well. Each year that I have been within this district I have seen outstanding colleagues who actually care about our community and our students, journey down south to San Mateo Unified School District because they are shown they matter there not just financially but as an educator and a human being. Two things I want to bring to this districts attention. First, these past two school years we have seen a mass exodus of teachers who left to neighboring districts who were really good at their job and rather than trying to keep them here with an incentive, many were replaced with long term subs or individuals not holding the proper credentials to teach certain subjects/curriculum. Second, in looking at Edjoin a teacher in San Mateo Unified, who is at .08 FTE (not 1.0 or 1.2FTE) at step 1 is making the same amount of money as someone in our district who is at step 4 on the salary scale, as my students would say "make it, make sense" because it doesn't. How is that possible, and now more than ever, how will the board and district leadership continue to keep the good teachers here so our community and students do not fall behind. Pay your teachers, or you might as well be having to put in more effort for outreach. Make sure not to hire any delinquents again in the coming school year our students have suffered enough. Thanks.

.....

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Board Meeting 04/24/2025

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Name:

Megan Connery

Address/Affiliation:

El Camino 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.)

El Camino High School and the District Office

Comments:

Have you seen the new hiring video for SSFUSD? It's on YouTube if you get a chance to watch. The title is "The South City Way," and it seems to me that it is referring to The South City Way, as in the South City High School Way. I was disappointed that ECHS was not represented in the video. SSFHS was shown eight times. What message do you suppose that sends?

I am growing increasingly weary of ECHS constantly being overlooked. El Camino's amazing senior English teachers have been working all school year with our seniors to complete their senior passion projects. Their hard work culminated in a spectacular event on Friday, April 11th, where most of the school's seniors presented to the community their passion projects. These projects helped bring their passions to life and represent what it means to be part of the Portrait of a Graduate.

Do you want to know how many people attended from the district office? There was not a single person present from the cabinet or from the board. Fall Student Trustee Jamie Wong even reminded everyone about the Expo the very evening before at the April 10th school board meeting. This Expo seemed to be a perfect example for the District's Portrait of a Graduate. What message do you suppose that sends? Again.

But don't worry, you will have another opportunity to see more presentations on Monday, April 28, as students who missed Friday or earned gold stars will be presenting again during Flex. ECHS will also be hosting members of the WASC visiting committee that day.

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Board Meeting 04/24/2025

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Name:

John Fleming

Address/Affiliation:

South City

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 higher quality teacher means the higher quality education children in the district receive. The districts across the country who pay their teachers at a higher rate have better educational outcomes. Increase pay is the right thing to do not because it will reward teachers, who pillars of the community, with a slightly higher comfort of life, but because it ensures the children in the district get the best teachers for their education. The district shows they care about the quality of their kids in their community. The district shows students outside the district that this is a place to go or buy a home. Higher teacher pay markets the district as a serious and privileged district. It attracts more community members, and increases pride in the community.

Higher teacher pay isn't really a monetary discussion, as much as it is a discussion about how we should reinvest in different parts of our community.

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Board Meeting 04/24/2025

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Name:

Steven Rotman

Address/Affiliation:

Teacher - 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.)

Urgent Need to Address Teacher Compensation Amid Rising Living Costs

Comments:

Dear Superintendent Moore and Members of the Board,

I hope this message finds you well. As a dedicated educator for more than ten years in our district, I am writing to express my deep concern about current teacher compensation, especially in light of the rising cost of living, which is expected to worsen.

Over the past few years, expenses related to housing, transportation, and daily necessities have risen significantly. This financial strain makes it increasingly challenging for many of us to continue living and working in the communities we serve.

Moreover, neighboring districts offer far more competitive salaries, making it difficult for our district to retain experienced educators. The potential loss of even more seasoned teachers if we do not provide fair, equitable compensation could profoundly diminish the quality of education our students receive.

I therefore urge the board to implement a substantial salary increase for teachers. This would not only acknowledge the invaluable contributions of our educators but ensure that our students continue to benefit from highly experienced and committed teachers.

Thank you for your attention to this pressing matter. I am hopeful that, with your support, we can work toward a solution that benefits both our educators and, most importantly, our students.

Sincerely,
Steven Rotman
Psychology and Health Teacher
South San Francisco High School

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Name:

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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.)

Teacher Salaries

.....

Comments:

My cost of living has gone up dramatically in the last few years, yet my pay has gone up almost nothing. It is not even enough to cover the increase in grocery costs, let alone the increase in my rent and bills. My electric bill has nearly doubled in the last two years, yet my pay has gone up 2%. This is UNFAIR to teachers, who put in hours and hours of extra work. Show your teachers that you respect them and pay us the money we deserve.

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Board Meeting 04/24/2025

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Name:

Kevina Maureen Gallagher

Address/Affiliation:

School Psychologist

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.)

Pay raise for teachers

Comments:

This district will continue to lose teachers if a pay raise is not guaranteed.

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Board Meeting 04/24/2025

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Name:

Teacher

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.)

Teacher Negotiations

Comments:

There's a real shift happening across our district. What used to be frustration among teachers has turned into anger. People are exhausted, discouraged, and feeling ignored.

We're asking for significant pay raises. Teachers are the ones in the classroom every single day, building relationships with students, managing behaviors, planning lessons, and doing the work that makes this district run. Meanwhile, more administrative roles are being added and these positions are farther removed from students and often filled by people with less classroom experience than the teachers they're supposed to be leading. How many years of experience in the classroom do our cabinet and administrative positions have? Often, less than the teachers they are observing. How will hiring more people with that lack of experience working in classrooms directly help students?

It's also incredibly disheartening to hear about bonuses for recruiting new teachers when the district hasn't even made things right for the ones already here. Many of us have been placed incorrectly on the salary schedule or stalled on the pay scale. That needs to be fixed before asking us to help bring in new staff.

We're tired of being told "it's for the kids" every time we advocate for fair treatment. Of course we care about our students. That's why we keep showing up. But using them to guilt us into staying quiet or accepting less is manipulative. Caring about kids and expecting to be paid fairly are not mutually exclusive.

We are not superheroes. We're human beings trying to make a living in a world that keeps getting more expensive. Many of us are struggling to stay afloat while doing one of the hardest and most important jobs there is. We're not asking for praise. We're asking for fairness.

When people feel ignored and undervalued, they shut down. They stop going the extra mile. They start looking for a way out. And when that happens, it's the students who lose.

If this district truly values its students, it needs to start by valuing its teachers with honest pay, accurate placement, and respect for the work we do.

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Board Meeting 04/24/2025

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Name:

Grace Rhee

Address/Affiliation:

SSFUSD Math 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.)

Math Pilot Adoption

Comments:

Please think carefully before acting on your decision to support the new math pilot adoption for the secondary level. As I have stated before in my previous public comments, there are many things that ILC lacks in terms of math curriculum. Yes it might work for some, but it is not the winner for our students. Please look at the data before deciding what you should do. Do you own research to familiarize yourself with the curriculum and the CA math frameworks. The people who are spearheading this at the state level and having an influence will say one thing, but their ideology behind closed doors are different. If you want a curriculum that will make the numbers of students who pass Alg 2 just to increase the district graduation rates - vote yes. If you truly care about the overall quality of the curriculum and want students to achieve more, vote no.

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Board Meeting 04/24/2025

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Name:

Karla Vides

Address/Affiliation:

SSFUSD Parent

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 Curriculum Adoption

Comments:

Hello, my name is Karla Vides. I am currently the mother of two daughters at Martin and Parkway schools. My daughter, who is at Parkway, participated in the math pilot program.

Although she initially struggled to adjust to the new change, she persisted and ultimately achieved great success in her math growth with the new curriculum—and if she could succeed, all children can. I believe all children in our district have the right to study in an updated curriculum that is at the appropriate level and of high quality, especially in Title I schools. As parents, we want our children to be ready for college and their future.

I am commenting to express my support for the adoption of a new curriculum, and also to urge as a community that we make the necessary changes to update our math curriculum at the elementary level and in reading throughout the district. We as a community need to make these changes today; our children don't have the privilege of waiting for us another three years. Thank you very much.

Hola mi nombre es Karla Vides. Soy madre actualmente de 2 hijas en Martin y Parkway. Mi hija de Parkway participa en el programa piloto de matematicas.

Aunque de primero a ella se le hizo difícil ajustarse a un cambio nuevo, ella persistió y al final tuvo mucho éxito en su crecimiento en matemáticas con el currículo nuevo - y si ella pudo tener éxito, todos los niños pueden. Pienso que todos los niños en nuestro distrito tienen el derecho de estudiar en un currículo actualizado que esté al nivel adecuado y de alta calidad, sobre todo en las escuelas título I. Como padres queremos que nuestros hijos estén listos para la universidad y su futuro.

Estoy comentando para expresar mi apoyo sobre la adopción de un currículo nuevo, y también para urgir como comunidad que hagamos los cambios necesarios para actualizar nuestros currículos de matemáticas al nivel de la primaria, y en lectura por todo el distrito. Necesitamos como comunidad hacer estos cambios hoy, nuestros hijos no tienen el privilegio de poder esperarnos otros tres años. Muchas gracias.

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Open 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.)

Salary Schedule + Units

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Comments:

Currently, the salary schedule provides additional compensation up to a maximum of +45 units beyond a bachelor's degree. While the existing structure is appreciated, it is important to consider the practices of other districts in our region and beyond.

Many comparable districts recognize and financially reward educators for pursuing advanced education beyond the +45-unit threshold. It is common to find salary schedules that include columns for +60, +75, and even +90 units. These structures acknowledge the value that education and professional development bring to the classroom and to student learning. Limiting our salary schedule to +45 units may inadvertently discourage educators from pursuing further professional growth, as their investment in additional qualifications may not be fully recognized in their compensation. Furthermore, this limitation can impact our district's competitiveness in attracting and retaining highly qualified educators who may be drawn to districts with more comprehensive salary structures.

Expanding our salary schedule to include columns recognizing educators with +60, +75, and +90 units would demonstrate a commitment to valuing the expertise and dedication of our educators and investing in their ongoing professional development. This adjustment could enhance our district's ability to attract top talent and provide a more equitable recognition of the hard work and advanced qualifications of our current educators.

Investing in our educators is an investment in the quality of education for our students. By considering an expansion of our salary schedule, we can create a more supportive and competitive environment for our educators, ultimately benefiting the educational experience of our students.

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Board Meeting 04/24/2025

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Name:

Alma Ruiz-soto

Address/Affiliation:

429 commercial Ave SSF

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.)

New Math curriculum

Comments:

"It's crucial that we implement changes to enhance student education."

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Name:

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Address/Affiliation:

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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.)

.....

Comments:

I am deeply concerned about the narrative being presented by the district office and the math TOSAs. Tonight, the board is being asked to approve the IM curriculum for middle and high schools based on so-called “data” shared by the math TOSA. Let me be clear: while you may be told there was a “unanimous vote,” that is simply not true. First, there was no formal vote. Second, it was not unanimous.

From the start, the process has been murky and lacking transparency. Last year, the team overwhelmingly rejected this curriculum. Yet we were still asked to pilot it—only it—this year. Now suddenly it’s being presented to the public as though there was enthusiastic, unanimous support. That is misleading.

Some teachers felt pressured to change their scores—not because they supported the curriculum, but because they were told the process couldn’t continue otherwise. When people rate something a 1 or 2, then reluctantly move to a 3 just to avoid halting progress, that is not consensus. That is coercion, and it is dishonest to call it unanimous support.

Please be aware of this reality. It appears that the math TOSA and district leadership are not being fully transparent with the board or the public.

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Address/Affiliation:

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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.)

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Comments:

I honestly can't understand why the district continues to push forward with this math pilot. If the district or the math TOSA had a specific curriculum in mind all along, which it certainly feels like based on the lack of transparency over the past two years, why have we wasted so much time, energy, and learning on this process? Every decision and discussion we've had seems to be ignored or overruled by the math TOSA and district leadership. It's exhausting.

If the district has already made up its mind about a curriculum, just be upfront about it. Stop pretending that teachers are part of the decision-making process when the outcome is always the same—our input is disregarded, and what we've collectively decided on is negated.

The math TOSA can present the data however she wants, but the reality is clear: this is not the curriculum that teachers agreed on. It's time for transparency and honesty, instead of this ongoing charade.

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Address/Affiliation:

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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:

Every month, I read a variety of anonymous board comments other people have submitted. Very often, these comments are mean-spirited, filled with misrepresentations or lies, and personal attacks.

I am writing to encourage you change your policy and eliminate anonymous public comments. Commenters are required to submit their name, and would not be allowed to wear a ski mask if when commenting in person, they should not be able to hide their identities when commenting electronically.

Pajaro Valley School District changed their bilaws to eliminate anonymous comments due to concerns about bullying. I urge you to do the same.

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