

Board Meeting 06/26/2025

This survey will be turned off at 3:00 PM 06/26/2025, no late entries will be accepted.

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Name:

Jace Marzan

Affiliation (e.g., parent, staff, community member, or school site):

Current SSFUSD School Counselor, Incoming Wellness Counselor at Los Cerritos

Please specify the agenda item or general topic you are commenting on.

ASCA Conference

Your Comment:

I am writing to respectfully request approval to attend the upcoming American School Counselor Association (ASCA) Annual Conference, taking place from July 12th to 15th in Long Beach with a Networking Event on July 11th. This conference is widely regarded as the most comprehensive professional development opportunity for school counselors nationwide, providing critical tools to enhance student success, wellness, and equity.

The title of the conference is "Navigate and Innovate" which aligns closely with our portrait of a graduate especially "Learn constantly as their life and world change" and "Navigate their futures purposefully" and I'm sure aspects of the conference will be related to the portrait of a graduate of "impact and "thrive". As our district continues to develop a portrait of an educator, I am hopeful this conference can support my portrait as an educator.

This opportunity is especially timely as I will be serving as one of the first Elementary Wellness Counselors in SSFUSD, and the very first counselor at Los Cerritos Elementary School. Next school year will mark the first time Los Cerritos has had a dedicated counselor, and I want to ensure I am fully prepared to support students, families, and staff in building a strong, impactful counseling program from the ground up.

As this will be both my first year at Los Cerritos and my first year as an elementary school counselor, participating in the ASCA Conference will be critical in helping me build the foundation of a counseling program that reflects SSFUSD's commitment to wellness, equity, and student-centered support. I will also be able to take back what I learned and share with other new elementary school counselors. Below are just some of the sessions I would like to attend

- Manage Elementary Student Anxiety
- ASCA National Model Fifth Edition, an Elementary Perspective
- Tiered Strategies to Improve Elementary Attendance
- Elementary School College and Career Culture

I am requesting approval for registration, travel, and associated expenses, in line with district policies. Thank you for your time and consideration. I am excited to represent SSFUSD at this important conference and to bring back knowledge and resources that will directly benefit Los Cerritos and our entire district.

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June 12th Public Comments

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Your Comment:

Why was it that the board president allowed Cruz Media and Michael Harris to talk for several minutes, going well beyond the 3 minute time allotment, but when the lone teacher there to represent teacher voices on summer vacation, was abruptly cut off at 3 minutes? I mean everyone knows and it was very much alluded to in the CTA President's comments; that leadership fails in integrity, transparency and respect.

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Name:

Theresa Nealon

Affiliation (e.g., parent, staff, community member, or school site):

Teacher- PHMS & SSF Adult School

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Follow-up Contract Comment

Your Comment:

I want to thank you again for listening to my concern at the previous Board Meeting about the contract language regarding recognition of previous teaching experience. Based on the contract language, the district has decided to accept ALL of a newly hired teachers experience. I hope you have had time to reconsider your decision to limit that new provision to only teachers hired in 2025 and beyond. As I shared, I am a second year SSFUSD probationary teacher with over 30+ years of experience, but only at step 12 on the salary scale - that is a \$15,000 pay cut from my previous district. Please honor the hardwork and commitment your experienced teachers bring to the SSFUSD by paying us what we deserve.

Thank you

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Classified list

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Your Comment:

I would like to raise a concern regarding the inconsistencies in how Classified promotions and salary step placements are being handled across the district. There appears to be a lack of transparency and consistency, which is frustrating and discouraging especially when internal candidates with strong knowledge and relevant experience are promoted but placed at Step 1, while others in similar or less comparable situations are placed at higher steps like Step 5.

I've reviewed several internal promotions over the past year and found at least three Classified employees who were promoted internally and placed at Step 1, despite bringing extensive experience and deep knowledge with district systems. Meanwhile, other internal promotions in different departments were placed at higher steps. This creates a confusing and inequitable situation, sending the message that the district does not consistently value its existing staff.

Additionally, we've seen external hires brought in at Step 5, justified by their experience and qualifications. While that reason may make sense on paper, it's difficult to reconcile when internal employees who have already demonstrated commitment and capability are held to a different standard. These inconsistencies negatively affect morale and raise serious questions about fairness.

There is also concern about perceived preferential treatment in a particular department, where staff are moved into new roles without an interview or are routinely placed at higher steps, even when doing similar work. Whether intentional or not, these patterns raise serious equity concerns.

Classified employees are referred to as the backbone of the district. That recognition must be backed by fair treatment especially in internal advancement and compensation. I urge the Board to closely examine these inconsistencies and support a transparent, equitable system that values all staff equally, regardless of department or whether they are internal or external candidates.

I respectfully ask that the same level of care and attention recently given to approving your own compensation increase be extended to Classified staff.

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Your Comment:

Things in the district aren't feeling right. A lot of us feel used, ignored, & like our voices don't matter. We're losing good loyal folks who know this place well & care deeply about students & their teams & when they leave? It's like nothing happened. No real thank you, no recognition, just a scripted email if at all. It doesn't feel like a place that supports growth or values its people. It's like we're being used up & tossed aside.

Jobs are being cut before understanding what those people actually did. Then it's, "Hey, can someone else pick up the slack?" Meanwhile, the rest of us are left holding things together. Many of us are wearing way too many hats not because we want to, but because jobs have sat open, some for years! People are burnt out, confused, & stretched way too thin. Instead of real planning the work just gets dumped on whoever's left. No extra pay, even when we're doing more than our titles say.

What's worse? The \$ is there. Budgets for those positions are sitting untouched while those actually doing the work get nothing.

And please don't say, "Well, they have a doctorate." Some of us do too. The difference? We're on the ground, side by side with our teams. Not hiding behind titles or collecting a nice \$check just to delegate. Even those w/o degrees are working as if they have one. We're in schools not just big fancy meetings.

When those doing the most get the least, & those doing the least get the most it's no surprise people are leaving. It's not just about \$, it's about R-E-S-P-E-C-T. We talk about "CARE" as a district value, but it doesn't feel like that when it comes to staff treatment. People feel invisible until they quit.

Some principals are struggling too, because they didn't get the guidance they needed. Now the fix is to give them coaches because their leader didn't lead them?

Superintendent evaluations are happening. But with many people leaving & spirits at an all time low, how are those evaluations being weighed? Plus it's outside partners who are paid to do the work!

True authentic leaders are gone! People are NOT okay! We're not just losing people we're pushing them out.

This isn't finger pointing. It's real feedback. It doesn't feel safe to speak up & trust isn't there. That alone says a lot. Thank you for reading.

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Your Comment:

I'm not a teacher but my partner is. i see her pour everything into her students, long hours late nights weekends spent grading and planning and caring deeply about kids who need her. Recently, out of curiosity, I started looking at the district's public records specifically the superintendent's contract and salary history since the board has evaluation for closed sessions. What I found surprised me and I think others in the community should be aware too since its tax payer dollars. Since 2017 the superintendent's contract has been extended nearly every year, sometimes long before the current one was even close to ending. Along with those extensions came steady and sizable raises; 2017–18: \$199,320, 2019–20: \$242,000, 2022–23: \$299,000 (plus a \$300mo car stipend), 2025–26: \$326,725 already locked in? That's a 64% salary increase over 9 years. One jump alone was over 12% in a single year. Why?. Recent years show a consistent pattern of 3% increases and automatic contract extensions through 2028. My partner and many others like her wait on negotiations and hope budgets allow for small cost-of-living adjustments There are no car stipends or multi-year protections. And yet, she shows up every day and does the hard, hands-on work that impacts students directly. If you want to see yourself, contract extensions were approved on: 9/28/17, 11/15/18, 6/27/19, 9/10/20, 10/7/21, 6/23/22, 7/20/23, and 7/18/24. I'm just one who took a look at public records but now I have questions. I think more people should be asking them to esp assistant superintendents, directors, and others doing the daily work of running departments, managing programs, and supporting schools.

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