

APPROVED

MINUTES OF THE SAN MATEO COUNTY BOARD OF EDUCATION

Meeting Date: July 16, 2025

Meeting Location: San Mateo County Office of Education
101 Twin Dolphin Dr.
Redwood City, California 94065

Board Members Present: Susan Alvaro, Edith Arias, Chelsea Bonini,
Beverly Gerard, Patricia Love, Mike O'Neill,
Hugo Torres

Staff Officials Present: Nancy Magee, Secretary (remotely); Jennifer
Perna, Executive Assistant

Other Staff Present: Kevin Bultema, Marco Chávez, Tami Moore,
Mary Yung

1. OPENING ITEMS

A. Call to Order

Board President Hugo Torres called the meeting to order at 7:00 p.m.

B. Approval of Agenda

After a motion by Board Member Gerard and a second by Board Member Alvaro, the July 16, 2025, agenda as presented was unanimously (Alvaro, Arias, Bonini, Gerard, Love, O'Neill, and Torres) approved.

2. PUBLIC COMMENT

The following speakers provided live public comment:

- Liling Pang, member of the public
- Joan Weideman, member of the public
- Shivan Ganguly, member of the public

3. **EMPLOYEE OF THE MONTH**

- A. July 2025 Employee of the Month Kylie Carpenter, Administrative Assistant I, Curriculum and Instruction Services, Educational Services Division

Board President Torres recognized the July 2025 Employee of the Month Kylie Carpenter, Administrative Assistant I, Curriculum and Instruction Services, Educational Services Division, and honored her on behalf of the Board.

4. **INTRODUCTION OF NEW/RECENTLY PROMOTED STAFF**

- A. Introduction of Mefula Fairley, Coordinator, District Improvement and Support, Educational Services Division

Mefula Fairley introduced herself in her new role as Coordinator, District Improvement and Support, Educational Services Division.

5. **APPROVAL OF MINUTES**

- A. June 25, 2025, Regular Board Meeting

After a motion by Board Member Love and a second by Board Member Alvaro, the Minutes of the June 25, 2025, Regular Board Meeting were unanimously (Alvaro, Arias, Bonini, Gerard, Love, O'Neill, and Torres) approved.

6. **CONSENT AGENDA**

- B. Receive Staffing Reports
C. Receive Quarterly Report on Complaints, as Required by the Williams Settlement
D. Adopt Joint Resolution No. 25-46 Honoring Carla Silva on Her Retirement
E. Adopt Joint Resolution No. 25-47 In Support of Full Funding of the Individuals with Disabilities Education Act (IDEA) for the Success of Students with Disabilities

After a motion by Board Member Gerard and a second by Board Member Alvaro, the Consent Agenda was unanimously (Alvaro, Arias, Bonini, Gerard, Love, O'Neill, and Torres) approved.

7. **OFFICE OF THE SUPERINTENDENT**

- A. Public Disclosure of the Classification and Compensation Study Negotiations Agreement Between the San Mateo County Superintendent of Schools and California School Employees Association (CSEA) and its Chapters 789 and 887, as Well as the Unrepresented Confidential Employees

OFFICE OF THE SUPERINTENDENT (continued)

Kevin Bultema, Deputy Superintendent, Business Services Division, and Tami Moore, Associate Superintendent, Personnel Services, presented the public disclosure of the Classification and Compensation Study Negotiations agreement Between the San Mateo County Superintendent of Schools and California School Employees Association (CSEA) and its Chapters 789 and 887, as well as the unrepresented confidential employees.

Board Member O'Neill asked whether decimal points were not showing on several of the charts. Deputy Superintendent Bultema confirmed that the clean copy included the decimals.

B. Public Hearing on the Initial Proposal from California School Employees Association (CSEA) Chapter 887 to the San Mateo County Superintendent of Schools for the 2024-2025 Successor Collective Bargaining Agreement

Board President Torres opened the public hearing on the initial proposal from California School Employees Association (CSEA) Chapter 887 to the San Mateo County Superintendent of Schools for the 2024-2025 successor collective bargaining agreement. Receiving no public comment, Board President Torres declared the public hearing closed.

C. Public Hearing on the Initial Proposal from the San Mateo County Superintendent of Schools to California School Employees Association (CSEA) Chapter 887 for the 2024-2025 Successor Collective Bargaining Agreement

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D. Superintendent's Comments

Superintendent Magee acknowledged the busy summer season and highlighted the success in hiring and onboarding new staff for the upcoming year. She emphasized that annual turnover is common due to people moving in and out of the county or pursuing different careers, but most positions have been filled. A few key teaching roles remain open and are being actively addressed.

Superintendent Magee highlighted the hiring of Coordinator Fairley as an example of the high-quality staff the County Office is attracting. Coordinator Fairley brings extensive knowledge of the Santa Clara and San Mateo regions and her experience allows her to start ahead of the curve, which is not always typical for new hires. Superintendent Magee noted that her first board meeting includes two interdistrict attendance appeals, making her expertise immediately valuable.

Superintendent Magee explained that summer is a valuable time for offering specialized training to school districts, such as the Transitional Kindergarten (TK) Institute for early learning teachers happening this week with strong cross-disciplinary collaboration. With more time and flexibility, both staff and districts can better leverage their expertise and prepare for the upcoming school year.

OFFICE OF THE SUPERINTENDENT (continued)

Superintendent Magee discussed the upcoming Day of Discovery, taking place on July 28, where staff will gather for an internal conference focused on learning and collaboration. The County

Office will be closed to the public and staff will both lead and attend sessions to deepen understanding of each other's work and strengthen teamwork in support of schools and students.

Superintendent Magee wished happy upcoming birthdays to Kris Shouse, Associate Superintendent, Educational Services Division, on July 25; Mary Young, Associate Superintendent, Special Education Local Plan Area (SELPA), on August 2; Board Member Love on August 2; and Board Member Gerard on August 10.

8. CLOSED SESSION: INTERDISTRICT ATTENDANCE APPEALS 25-5 (IAA 25-5) AND 25-6 (IAA-25-6)

- A. Hear Interdistrict Attendance Appeal 25-5 (IAA-25-5) Filed on Behalf of a Student Currently Residing in the South San Francisco Unified School District, but Requesting to Attend School in the San Mateo Union High School District
- B. Hear Interdistrict Attendance Appeal 25-6 (IAA-25-6) Filed on Behalf of a Student Currently Residing in the South San Francisco Unified School District, but Requesting to Attend School in the San Mateo Union High School District

At 7:31 p.m., Board President Torres announced the meeting would move into Closed Session to hear Interdistrict Attendance Appeals 25-5 (IAA-25-5) and 25-6 (IAA-25-6), both filed on behalf of students currently residing in the South San Francisco Unified School District, but requesting to attend school in the San Mateo Union High School District.

10. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Action Taken in Closed Session on Interdistrict Attendance Appeals 25-5 (IAA 25-5) and 25-6 (IAA-25-6)

The Board reconvened in Open Session at 9:35 p.m.

Board President Torres reported that after a motion by Board Member Alvaro and a second by Board Member Love, IAA-25-5 was denied by a vote of six in favor (Alvaro, Arias, Bonini, Gerard, Love, and Torres) and one opposed (O'Neill), by roll call vote.

Board President Torres reported that after a motion by Board Member O'Neill and a second by Board Member Alvaro, IAA-25-6 was denied by a unanimous (Alvaro, Arias, Bonini, Gerard, Love, O'Neill, and Torres) vote, by roll call vote.

10. **BOARD MEMBERS**

A. Discuss Agenda Topics for the September 17, 2025, Retreat

Superintendent Magee provided background information and invited the Board to discuss potential agenda topics for the September 17, 2025, Retreat.

Board Member Love asked about the goal or vision for the Retreat. Board President Torres explained that the primary goals are aligning the team's work, building stronger support for one another, and fostering collaboration. Since the team is new, the Retreat will focus on getting to know each other and establishing how they can best work together moving forward.

Board Member Bonini asked who would attend the Retreat and whether there would be a facilitator. Board President Torres confirmed they are looking into an outside facilitator.

Board Member Bonini asked if the potential facilitator has experience working with county boards. Board President Torres confirmed he does. Board Member Gerard added that he has been out of the country but will be contacted upon return. She believes he would be a great fit for guiding discussions around priorities, both individual and collective, and emphasized the importance of aligning as a board. The Retreat will focus on teamwork, shared goals, and the protocols needed to collaborate effectively.

Board President Torres underscored that he, Superintendent Magee, and Board Member Gerard all had the same person in mind to facilitate the Retreat, and he hopes that this individual will be available to support the effort.

Board Member O'Neill asked whether board members will meet individually with the Retreat facilitator prior to the meeting, as he has done on previous boards. Board President Torres indicated that it depends on the facilitator's availability and process, but that is a possibility.

Board Member Alvaro recommended that the Retreat agenda be intentionally kept small to allow time for discussion. Overloading the schedule can lead to rushed or incomplete conversations, and the focus should be on creating space for meaningful dialogue.

Board President Torres suggested exploring a self-evaluation process for the Board, possibly as a follow-up action after the Retreat. This would allow the Board to reflect on how well they have upheld the agreements made during the Retreat and support ongoing improvement.

Board Member Love suggested exploring connections between the Governance Workshop and the Retreat, possibly starting a conversation at the Retreat and finishing it in November.

B. Receive Reports from the Board Ad Hoc Subcommittees and Representatives

Board Member Love shared that the Association of California County Boards of Education (ACCBE) Advocacy Committee will meet in August and she looks forward to hearing their priorities.

BOARD MEMBERS (continued)

Board Member Love discussed how the Board/Superintendent Advocacy Subcommittee remains focused on the adequate school funding task force work, with interns from Senator Becker's office conducting research. Ian Bain, Executive Director, Strategy and Communication, Office of the Superintendent, will compile a report for an August 25 task force meeting, followed by a draft presentation to the Board on September 3 and final approval at the September 17 Retreat. Efforts will then shift to building support with other county offices and the legislative delegation.

Board Member Gerard reported that the Workforce Housing Subcommittee met with the Housing Endowment and Regional Trust (HEART) group to view the Crystal Springs Terrace property in San Bruno. She anticipates more information will be shared in upcoming meetings. Board Member Bonini noted that the full Subcommittee was not in attendance.

C. Suggested Topics for Future Board Agendas

There were no suggested topics for future board agendas.

D. Board Member Comments

Board Member Alvaro

Board Member Alvaro extended heartfelt congratulations and appreciation to Deputy Superintendent Bultema and Associate Superintendent Moore for completing the Classification and Compensation Study implementation, praising the significant efforts involved.

Board Member Alvaro enthusiastically welcomed back Coordinator Fairley, recognizing her deep expertise in interdistrict attendance appeals and expressing confidence in her contributions.

Board Member Alvaro shared that Half Moon Bay had partial garbage pickup earlier that day, which was appreciated after a stretch of challenges.

Board Member Arias

Board Member Arias offered birthday wishes to Board Member Love and Board Member Gerard.

Board Member Arias discussed the ongoing fear among students and families regarding Immigration and Customs Enforcement (ICE) raids, which discourage participation in school and community events. She informed that a phone number exists to help families in San Mateo County verify ICE activity in their communities and encouraged districts to keep families informed and supported. Board President Torres confirmed the hotline number is #203-666-4472.

Board Member Bonini

Board Member Bonini had no comments.

Board Member Love

Board Member Love had no comments.

BOARD MEMBERS (continued)

Board Member O'Neill

Board Member O'Neill had no comments.

Board Member Gerard

Board Member Gerard had no comments.

Board President Torres

Board President Torres reflected on two recent conferences he attended. The first was the California Association of Latino Superintendents and Administrators (CALSA) Conference, where Edward James Olmos highlighted his youth film project, emphasizing the value of artistic outlets for students who may struggle in traditional academics. The second was the California Association for Black School Educators (CABSE) Conference, focused on supporting Black students. He was inspired by the inclusive environment and hopes to share additional learnings from the event. He noted Colin Kaepernick's participation and his message about the importance of keeping students and families informed about emerging technologies, including artificial intelligence (AI).

11. **ADJOURNMENT**

There being no further business to come before the Board, the meeting was adjourned at 9:51 p.m. Board President Torres announced the next regular meeting would take place on Wednesday, August 20, 2025, at 7:00 p.m.



Nancy Magee, Secretary

jlj