

**Public Comments Submitted Electronically for the
September 11, 2025 Regular Board Meeting**

Closed Session: 1) Conference with Legal Counsel Doe, Jane v. Laguna Beach USD Case No.: 30-2022-01297898-CU-PO-NJC 2) Conference with Labor Negotiators - Government Code § 54957.6 3) Public Employee Discipline/Dismissal/Release Government Code Section 54957

Name	Comment
Nadiia Hardy	On litigation, I urge the Board to consider not only legal exposure but also the broader trust that families place in this district. Transparency and accountability are critical not only to disclose and address abuse of power but also to prevent future conflicts and rebuild confidence in the district's leadership.
Joseph	It appears some of the closed session items have no indication of what is being discussed which seems to indicate place holding. Not advisable to proceed without any transparency. Item number 1 indicates counsel Dana McCune will be advising the board. Items 2 and 3 have nothing. Please adjust within the parameters of Brown Act.
former certificated staff	Having heard Perry and Morgan repeatedly indicate the city does things better and with more transparency that the district----why is there little identifying information on closed session agenda items. There can be information that does not violate the need for privacy and lets the public know what is being discussed/acted on in closed. Has F been removed which had just the vague title of Litigation? Perry, you need to do better in planning the closed session agenda.

Public Comment - Items not on the agenda, within the subject matter jurisdiction of the Board

Name	Comment
Ketta Brown	At the August board meeting I was dismayed particular items were pulled from the consent calendar. Howard pulled the IBB contract intimating that there was no need for any training at the \$50k cost while he spends district money like a drunk sailor on legal fees. This action highlights his disdain for our staff and unions. Sheri pulled the personnel report asking if it would have any adverse consequences if it wasn't approved. She didn't seem to understand that people wouldn't get paid. Shocking! Both of these actions smacked of implied malfeasance and/or ill intent by the District. No such thing could be further from the truth and the board majority's continued attacks are becoming incredibly tiresome. This simply has to stop.
None	Board meetings continue to be a joke. Howard I can't believe you once again brought up dec. 16th. At this point it's comical. Please

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	<p>get it together and listen to each other on what motions are on the table etc. Thank goodness for Dr. Glass attempting to keep things running through the chaos.</p>
<p>Nadiia Hardy</p>	<p>On this day of remembrance for the victims of terrorism, I want to remind you that my son was accepted into this district under the McKinney-Vento Homeless Assistance Act because his life was—and continues to be—drastically affected by Russian terrorism in Ukraine and its influence here in the United States.</p> <p>I would like to highlight three areas that require urgent attention within our district:</p> <ul style="list-style-type: none"> • School buses: Transportation barriers continue to affect my son and others, limiting full participation in educational and extracurricular opportunities. The quality of buses is significantly worse than free city public transportation, and current schedules are not healthy or sustainable for children. • SST accountability and transparency: Student Study Team processes must be conducted in a clear, fair, and inclusive manner. Families deserve to understand how decisions are made, how interventions are implemented, and how progress is measured. • SchoolPower’s influence: While nonprofits can enrich education, they should not act as gatekeepers controlling access to programs or resources. Public education must remain accountable to the community and directed by the Board, not dependent on private influence. <p>I urge the Board to ensure that Laguna Beach schools uphold democratic values—freedom of thought, transparency, and equity. Only then can we truly honor both the memory of those lost to terrorism and the mission of public education.</p>
<p>Not providing fear retaliation from the Board</p>	<p>It is deeply concerning to witness the continued pattern of last-minute changes to Board of Education meeting agendas. Such actions do not reflect responsible governance, but rather create confusion, erode public trust, and demonstrate a lack of respect for the community, staff, and fellow Board members who prepare in good faith for these meetings. Transparency is the foundation of public service, and when items are added or altered at the eleventh hour, the public can see plainly that this is not about efficiency or good decision-making, but about control.</p> <p>The community deserves a Board that approaches its work with diligence and preparation, not improvisation and disruption and control. It is equally clear to those watching that certain members are overstepping, attempting to take on roles and responsibilities they neither fully understand nor are elected to perform. There are qualified professionals, educators, administrators, and staff, whose</p>

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	<p>jobs are to carry out the daily work of the district. When Board members insert themselves into these operational matters, the result is not stronger leadership, but chaos, mistrust, stress and errors.</p> <p>Our students, families, and employees deserve better. The public sees these actions for what they are, and the damage to credibility is real. The role of a Board member is to govern, not to manage. It is time to return to that principle and uphold the integrity and trust this community rightfully expects.</p>
Joseph	<p>Well as we enter the month of September and the yearly organizational meeting looms it is time to begin the comments regarding which board member becomes President of the Board. Needed is an experienced member who knows how to plan an agenda so it may be posted in a more timely manner friendly to the larger parent and community group. As well as the ability to run a meeting which with this board means not lecturing the audience, speaking clearly and succinctly, following Robert's Rules, insisting board members behave with civility and refrain from insulting other board members. Based on the last 8 months of meeting this should be either Jim or Joan. Neither Hills nor Morgan have the abilities to do what is needed and whether they gain those abilities for future years is unknown. Added to this Hills is terrible at public speaking----ums and you knows abound plus his inability to refrain from stories of his youth and speaking as if his board seat is a bully pulpit.</p>
Peggy Wolff	<p>Put Student success and achievement first. LBUSD has a proud history of putting students first. Let's maintain that priority as we engage with a new Superintendent. Every student matters and every student deserves a quality education with leadership from education professionals who have the expertise and experience to manage and create an amazing education system.</p>
Staff	<p>stop monopolizing the new superintendents time with all your petty conspiracy theories and going backwards with your personal agendas. He is not your private employee to just monopolize. Let him start doing his job and let everyone else start doing their jobs and start staying in your lane. He has schools to run, students to meet, staff to get to know let him do his job and leave him alone!</p>
Lisa Sadowski	<p>I am a mom of 3 kids in our district, 2nd grader and 1st grader at TOW and toddler at home.</p> <p>Welcome Dr. Glass, we are so glad you are here and it was a pleasure to listen to you at the FUEL fireside chat this week. Our district needs your leadership and we are looking forward to the years ahead. I hope we will focus on putting our students first. Our</p>

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	responsibility is to our children's learning and achievement and I do not support expanding the power of the Board.
Monica Evans	Hello. I am a mom of 2 kids at TOW. I wanted to welcome Dr. Glass to our wonderful school district. Like many other parents, I often cannot attend school board meetings due to my work schedule, but wanted to say that I pay attention to the happenings going on. I hope that you will always keep our students, including my children and your children, top of mind when making decisions that directly affect them. We parents are depending on you to be their biggest advocate. Thank you
former certificated staff	Interesting that in Morgan's next-door announcement for the town halls with Dr. Glass (and why are you doing this rather than official district PR) there has to be the criticism that this has been needed/wanted for decades. Guess even though you attended the public town halls regarding the revisions to the 10-year FMP and the pool proposals they did not meet your criteria for town halls. Among others over the decades you reference LBUSD held a joint town hall with LBPD regarding the social host ordinance. You have no problem continuing to mislead the public which is more unethical as an elected than as a candidate. Interesting that you worked with Dr. Keller on social emotional issues for 14 years----longer than he has been employed by the district. Accuracy goes a long way to building trust.
Monica Levine	Welcome Dr Glass. I look forward to your leadership and guidance to make our awesome district and even better opportunity for our kids.
Claudia	I want to welcome Dr. Glass and applaud his efforts to meet with and listen to all school district stakeholders. I encourage the board to ensure that student well-being and academic success. are their primary focus
Claire Pardun	I am mother of 4 in Laguna Beach. My two older boys have graduated from Laguna Beach High School and are now at UCLA and I have two girls who are at Top of the World (one in first, one in third). I attribute the boys' success whole heartedly to the education and support they received through LBUSD and I am determined to ensure the focus continues on putting our children first. I am opposed to any expansion of the powers of the board and will be very vocal and involved. I would like to welcome Dr. Glass - we need leadership that prioritizes the education!

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Approval of the Formation of a New Ad-Hoc Board Committee for the Arts

Name	Comment
Ketta Brown	Vanity project.
None	Why? You create more distrust every board meeting
Nadiia Hardy	<p>I support the creation of an Ad-Hoc Board Committee for the Arts as an important step toward strengthening Laguna Beach’s identity as a community that values creativity, culture, and expression. At the same time, I encourage the Board to ensure that this new committee reflects diverse voices—including parents, students, educators, and community members who may not traditionally have access to arts opportunities. True equity means making sure the arts are not only for those who can afford private lessons or enrichment programs, but integrated into the everyday learning of all students. Transparency and accountability should also guide the committee’s work. Decisions about funding, partnerships, and programming must remain public and inclusive, avoiding over-reliance on nonprofit influence that can unintentionally act as a gatekeeper.</p> <p>The arts should be a bridge, not a barrier. By forming this committee with inclusivity and accountability at its core, the Board has the chance to show that the arts in Laguna Beach are for every child—not just for some.</p>
Not providing fear retaliation from the Board	I hope this is truly for the benefit of students and not another power play by this board, but based on past actions, I highly doubt it.
Joseph	<p>Come on Perry----over recent years you have harped on your opinion that we do not do enough with the spectrum of arts in the schools even though repeated presentations of what is done fail to impress you. Now you are proposing forming an ad hoc without any clear stated purpose or problem to solve other than your personal opinion. And even if you compare with districts up and down the state or across the nation you will continue to find districts do it differently. Staff has an incredible amount of standards across the curriculum they need to cover for their students. As when elementary Spanish was introduced (and you were still teaching then) teachers wanted to know what they would give up as their instructional days were full. Additionally the proposed 15 members in three categories is burdensome and adds significantly to the work load of Dr. Glass. This appears to be only to satisfy your need to find</p>

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	LBUSD inadequate at the expense of time and energy of others. Without a clearly identified mission this is absurd.
Staff	Why is this needed?
Jamie Jameson	I do not understand why we need a Committee for the Arts at this time. Our VAPA TOSAs have been doing a phenomenal job reaching out to community partners and throughout the district for the last several years to create meaningful experiences for our students. They have worked tirelessly to bring variety and depth to our visual and performing arts programs. Forming a committee is an unnecessary use of our resources.
former certificated staff	Until there is a purpose identified this request does not meet the criteria for setting up an ad hoc which does not need to meet the public meeting requirement. Not necessary, not transparent, for anyone with history this is a pet peeve of Perry's which staff in LBUSD will assert is contrary to what is done in the arts arena. On top of all this is a large intrusion on the time of Dr. Glass. Numerous board presentations by staff over recent years have refuted Perry's claims that we are deficient in meeting standards. Micromanaging by a board member without data----troubling.

Second Reading and Approval of BP 5131.8 - Mobile Communication Devices

Name	Comment
None	There is no need to have phones in school at any level. Students should not be allowed to stare at their devices during break or lunch. Keeping them in backpacks or cubbies throughout the day would make them be able to focus more easily on the classmates around them, socializing with each other, humans, as opposed to scrolling with the stress of FOMO.
Former Certificated Staff	Keep in mind that adults need to mind their usage as well. Models for youth at all times whether a parent or a teacher. Current students have grown up with mobile devices sometimes observing adults engaged in the device rather than the event or family dinner they are involved in. Social isolation is concerning, and it is productive to have this addressed.

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**First Reading and Approval to move forward for a second reading BB 9223
- Filling Vacancies**

Name	Comment
Ketta Brown	I sincerely hope that none of your children, grandchildren or spouses need full time care during your tenure on the board..... so petty Howard!
None	Removing the ability for board members to have a leave of absence to care for a sick family member is unusually cruel.
Not providing fear retaliation from the Board	A pox upon you and your family Howard (and Dee and Sheri for going along with this).
Joseph	Mr. Hills even though you have shown so far a lack of transparency in how agendas are planned and how content is shared this is glaringly transparent as a retaliation against a previous board and the consideration given to Ms. Normandin during a family crisis. At that time you were outspoken with demanding the board oust her for missing meetings. Now all these years later here you are with a chance to change a policy that follows increasing awareness in business and government arenas that family needs more support not less. It would be a mistake to take this out of the current policy (which was vetted by legal) as who knows which board member may suddenly have a family in crisis that needs them. Foolhardy just to prove a point that now you can be destructive.
Staff	Why does this need to change?
Former certificated staff	No need to take this out as based on local experiences (and yes Hills Ms. Normandin was not the first board member to need this consideration) which led former boards (with legal vetting) to open the door to empathy. Gee how terrible is that. Howard your feeble attempt at retaliation is sad.

Second Reading and Approval of BB 9310 - Board Policies

Name	Comment
Nadiia Hardy	Approving BB 9310 is a chance to reaffirm that Laguna Beach schools are governed not only by rules, but by values that protect students, empower families, and strengthen public trust.

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<p>Not providing fear retaliation from the Board</p>	<p>Here we go again. Howard you are exactly like the girl who wants everything in Roald Dahl's Charlie and the Chocolate Factory, Veruca Salt, a wealthy and spoiled child who believes she is entitled to anything she desires. Dee and Sheri's indulgence and your demanding, bratty behavior are what you hope are the result of being given whatever you ask for. Just like Veruca, you want the whole world....something no one should have, and you shouldn't even have a slice of it!</p>
<p>Joseph</p>	<p>It is crucial that this policy be tabled and brought back with more consideration of keeping the practice of first and second readings. Yes it would be nice if all interested parties kept abreast of everything all the time----but life often gets in the way and more opportunities make the best practice. In place of policy workshops which have been successful and concise as a starting point and since the board has decided against those going forward then please add a third point of bringing a policy as info only, then first and second reads.</p>
<p>Carolyn Chudy</p>	<p>Approval of BB 9310 – Board Policies Board Policy 9310 is foundational because it establishes the framework that governs how all other district policies are developed, applied, and enforced. For that reason, the language of this policy must clearly and consistently place student learning and achievement as the Board’s highest priority. The current revisions risk diminishing this central focus. Specifically: The revised language no longer prioritizes students above other groups, weakening the expectation that student outcomes drive all policy decisions.</p> <p>The provision allowing suspension of policies without clear requirements for revisiting such actions creates the potential for unchecked Board authority.</p> <p>Removing “bylaws” from the alignment test narrows accountability and reduces the checks and balances that ensure consistency and fairness.</p> <p>Allowing the Board to waive second readings limits public input and could accelerate adoption of controversial policies without adequate review.</p> <p>Collectively, these changes shift power toward the Board while weakening safeguards that protect transparency, accountability, and student-centered governance. I urge the Board to revise this policy in a manner that maintains strong checks and balances and explicitly reinforces that student achievement is the Board’s first and primary responsibility.</p>

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<p>Alison Mikkor</p>	<p>The District’s mission is to provide public education to the students of the community. For that reason, it is just plain old confounding that the proposed Board policy change deprioritizes students and gives other groups equal footing to the students whom the District is designed to serve. It, I hope, goes without saying that it is also concerning that any member of the Board would support deprioritizing the children in this way.</p> <p>The Board power grab at the center of the proposed rule change is also deeply concerning. The option to suspend board policies and the plan to remove the bylaws from the “alignment test” are particularly alarming because they would allow a majority of whoever is on the Board at the time to unilaterally make policies that affect students, teachers, and staff in the District.</p> <p>Any Board member who votes for this policy change is telling us exactly what they stand for and why they are on the Board— notwithstanding their campaign rhetoric last year. A vote for this rule change tells us the Board member is once more concerned with consolidating his or her own power than what is best for the students of this district. A vote for this rule change tells us that the Board member is not committed to transparency or meaningful consultation with the community.</p>
<p>Payal Avellan, mother to a Thurston 7th grader</p>	<p>I am not in support of BB 9310 even with revisions - it seemingly expands board power while limiting student/parent input. Things like waiver of second readings limits the community, which mind you is busy working and raising children, to have time to digest, confer, and respond to proposals. While guised as a way to make the board more efficient, it makes it more difficult for community input and communication and eliminates checks and balances.</p>
<p>Peggy Wolff</p>	<p>What problem are you trying to solve? It seems like a power play to take over things that should not be under the boards purview. I would like to see Educational professionals lead and the School Board serve as oversight and governance. The first responsibility is always to Students. I support the District's Counsel recommendations for the Board policy language. Students #1 and District and Board cited as separate entities.</p>
<p>Jen Kunevicius</p>	<p>BB 9310 represents an overreach of the Board’s role. The Board should not be focusing its attention on running the day-to-day operations of the district—that is precisely why we have hired a highly competent superintendent. The responsibility of the Board is to provide oversight, set direction, and ensure accountability, not to insert itself into management.</p>

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	Our collective responsibility must be to elevate students as the Board and District’s first and most important priority. Let’s put the focus back where it belongs—on student success, learning, and well-being.
Amanda Alden	We expect the board members to adhere to their repeated promises of transparency and community input into decisions. Board policies for now and for the future should not be driven by feelings of grievance or a desire to retaliate for perceived wrongdoings from the past. We implore you to put the kids first and not make policies in the dark, without input from those in the District and qualified experts.
Staff	Howard give a factual date and time from past board meetings that shows a need for this to change. You have not given any facts only your conspiracy theories and shame on you Dee for going along with this. The board is not the day to day in charge you are to guide not take power. Let the new superintendent do his job and stay out of the way
Tara	This is CONCERNING- this would shift focus away from the students while expanding the POWER OF THE BOARD. This weakens the expectation that the boards 1st responsibility is to student learning and achievement. Allowing the board to waive second readings would limit public input and FAST TRACK controversial policies. To me, this is an overreach.
Harpal	<p>The proposed amendments to Board Policy 9310 are concerning, particularly the redlined option to suspend policies. It's unclear why the expansion of Board powers is required. One version leaves Board authority UNCHECKED without a requirement to conduct second-reading decisions (City Councils and Planning Commissions alike maintain this requirement). Another version, while adding some safeguards, still expands Board power and unclear why necessary.</p> <p>Removing “bylaws” from the alignment test means policies only need to reflect Board goals, reducing checks and balances.</p> <p>Allowing the Board to waive second readings could limit public input and fast track controversial policies.</p>
Lisa Roberson-Berry	The board does not need more unchecked power. Please keep our students top priority in our board policies
Allison Hushek	Please keep students the top priority and don’t expand unchecked Board power.

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Public Hearing - Tentative Agreement with mutually agreed-upon changes to the 2024-2027 Collective Bargaining Agreement negotiated by the designated representatives of the California School Employees Association (CSEA) and its Laguna Beach Chapter #131 and the Laguna Beach Unified School District

Name	Comment
Nadiia Hardy	<p>I would like to recognize the important role of the California School Employees Association (CSEA) members in the success of our schools. Classified employees are often the first and last people our students see each day—on the buses, in the offices, in the cafeterias, and across our campuses. Their contributions are foundational to the safety, stability, and learning environment of every child.</p> <p>As you consider this Tentative Agreement, I urge the Board to ensure that it reflects fair compensation, respect, and long-term stability for classified staff. Competitive wages and strong working conditions are not only matters of fairness but also essential for recruitment and retention in a district as Laguna Beach.</p>

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Joseph	We love our classified employees and glad this is able to be finalized.
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Leadership Staff - Opening of Schools Report

Name	Comment
Nadiia Hardy	<p>The Opening of Schools Report should be more than a celebration of successful starts; it must also address ongoing barriers that prevent full inclusion. My son attends Thurston Middle School under the McKinney-Vento Homeless Assistance Act, and each year the “opening of schools” brings challenges that remain unaddressed.</p> <p>Transportation continues to be unreliable and of lower quality than free city public services, with schedules that are not healthy for children. Student Study Team (SST) processes lack transparency, leaving families uncertain about how decisions are made and supports delivered. In addition, nonprofits such as SchoolPower hold significant influence in shaping opportunities, creating inequity when public education should remain accountable to the community as a whole.</p> <p>If the district’s vision is to accept no limits on potential, then leadership must focus on equity from the very first day of school. A true opening means ensuring that students facing housing instability, financial hardship, or other barriers are fully supported—not marginalized.</p> <p>I urge you to make the Opening of Schools Report a tool of accountability and transparency, highlighting not only successes but also the unmet needs that demand urgent solutions.</p>
Former certificated staff	Dr. Glass was extremely complimentary to the high quality of schools in LBUSD during his fireside chat hosted by FUEL. As has been asked before, a public apology by Hills and Morgan would show decency after they campaigned on how our district has failed it students.

Approval to Advertise Notice Calling for Bids for LBHS Pool Modernization Project

Name	Comment
Nadiia Hardy	The pool modernization project is an important investment in Laguna Beach High School, but I encourage the Board to approach it with both equity and accountability in mind. Facilities improvements should serve the entire student body, not just a select group of athletes or programs.

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	<p>While athletics are valuable, many students face barriers in far more basic areas—such as transportation, access to academic supports, and inclusion in extracurricular opportunities. As significant funds are directed toward capital projects, I urge the Board to ensure that parallel commitments are being made to meet the needs of students who struggle with housing instability, financial hardship, or lack of access to enrichment programs.</p> <p>Transparency in the bidding process is also essential. The community deserves to know how vendors are selected, how funds are prioritized, and how equity is considered in decision-making. The pool project should reflect not only high standards of construction but also high standards of accountability to the public.</p> <p>Improving facilities is important, but true modernization means aligning infrastructure projects with the district’s core mission: ensuring that every child, regardless of circumstance, has the opportunity to thrive.</p>
Scott Wittkop	Please approve this item!
Kimberly Smith	<p>Thank you for moving the pool modernization project forward. Right now, our 10 and 11yr olds are leaving the pool at 9 PM simply because there isn’t enough space for earlier practice times. This new, larger pool will make it possible for practices to be scheduled at more reasonable hours, allowing kids to get the adequate sleep that is so critical for their health, development, and success in school.</p> <p>We truly appreciate your commitment to creating facilities that meet the needs of our community and our children.</p>
Joseph	Extremely important to stay on timeline with the project. The planned closure in March was carefully thought out and planned to minimize impact of the teams and the need to transport our athletes to alternate pools. Move this forward.
Peggy Wolff	Please approve this item. LBHS Pool Modernization is an investment in our students, our community and our LBUSD programming. Modern school sites are part of a high quality educational experience.
Jen Kunevicius	Approval to move forward with obtaining bids for the LBHS pool modernization project.
Staff	This needs to pass tonight to keep us on tract. Just get it done

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Tara	Need to keep this project on track and move forward with the pool modernization so we can start focusing on other needed improvements.
Harpal	KEEP IT MOVING and approve Agenda Item 10A! There is overwhelming community support for the pool modernization project. Keep it on track - this is a priority and one we should make sure remains on schedule to begin right after this school year ends. It is aligned with the Board's core objectives by benefiting all LBUSD students.
Allison Hushek	Please approve so the project stays on track for students, youth, and community.
Vivian	I strongly support moving forward with the LBHS Pool Modernization Project. This project has broad community backing and is essential for students, youth programs, and the community. Please approve Item 10A to keep the project on schedule and ensure timely completion.
Karly Simpson	Please move ahead with calling for bids. We need to get the pool project moving ahead.
None	Let's get this pool done. Start getting those bids in so that we can get over this hurdle.
Meredith McMahon	Item 10A (LBHS Pool Project): Please approve this item so the LBHS pool project remains on track. This facility is more than just an athletic amenity — it is an investment in student success, health, and community life. Student-athletes, youth programs, and local families are counting on this resource. Delays risk undermining the opportunities and experiences of students who are currently enrolled and training. Moving forward with this project demonstrates a commitment to providing the facilities our students deserve and ensuring Laguna Beach continues to offer exceptional opportunities in and out of the classroom.
Jamie Jameson	Please approve this item so the district can move forward on the pool project in a timely manner.
Former certificated staff	Essential to move this forward. However, based on the Levine Act Mr. Hills and Ms. Morgan need to abstain from this item as any discussion coming from them and any vote would be in violation of this Act based on campaign donations they received from affected parties. Follow the law.
Ed Wilson	Let's keep the pool on track. Approve this resolution.

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Claudia	Thank you for your approval to move the Laguna Beach High School Pool Modernization Project forward. This project is a high priority for our community, and your decision to keep it on track ensures a timely completion that will benefit all students, youth, and community members. Thank you for your commitment to this important project.
Mike Gruba	As an avid pool user I will miss the pool while it is being constructed but will be cheering loudly at the ribbon cutting ceremony. I cannot wait for the new pool. Please do not provide any additional road blocks or delays in what the current schedule is for the pool. Pool naysayers have had their opportunity to provide their case for years, please do not succumb to any of the same tired arguments about what is going to be a great resource for our school and a great resource for the aquatics community as a whole. Please move this process along without delay.

Approval of Resolution No. 25-20 Supporting Efforts to Optimize Computer Screen Time and Reduce Excessive Computer Screen Time

Name	Comment
None	I am confident in saying that none of you know what teachers are doing in classes with computers from the previous discussion on this item. The idea that kids are just staring at their screens is preposterous. Please trust teachers to be doing the right thing. Again the assumption is that teachers are easing their load in some way by parking kids in front of screens but that couldn't be further from the truth. It's actually more work! If you want to work on something useful please take up arms against the push of AI for students and staff. That is what will be the real killer of critical thinking and skills.
Joseph	It is important to remember the background on using screens in the classroom. Not too many years ago Mr. Morrison would report on the efforts to train teachers to feel comfortable with using computers in their instruction. It was a concentrated effort with considerable staff development. As the computer age loomed larger the desire from students, parents and higher education was for students to use these devices to expand learning and to be aware of how it all fit into the future. Soon the pressure was on for the highly desirable 1 to 1 device availability. It took some doing but LBUSD achieved this goal. Now the recent report from Mr. Morrison highlighted the significant increase in screen time. And the reaction from some board members of shock and we must undo this. Take the time to study this and listen to the comments the student board members made who are living in a world highly impacted by the screens. We

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	need to continue to teach students balance in life without overreacting to what appears to be too much time on screen during the school day. More breakdown of the data is needed.
Caolyn Chudy	Agenda Item 11A – Resolution No. 25-20 on Optimizing Screen Time This resolution is a valuable step in prioritizing student health and development by balancing technology use with hands-on, collaborative learning. I support this
Payal Avellan, mother to a Thurston 7th grader	I support and commend the Superintendent and the Board for this item. Limiting screentime, both in and out of school, has been shown to be the leading way to fight the epidemic levels of youth mental health challenges facing our children today. I am proud that LBUSD is taking a leadership role in applying the well documented data showing the need to reduce screentime.
Norma Diaz-Phan	Especially when a substitute teacher leading the class. My child expressed that some substitute teachers make them go on their chromebooks "all day." Unacceptable; I'd rather keep with child home and instruct them myself.
Tara	We need a well balanced screen time with hands on learning experiences to protect student health and ensuring technology is used appropriately.
Harpal	Yes! Agree with approval of Reso No. 25-20 to help protect students' health and guide appropriate and balanced use of technology according to developmental milestones.
Vivian	I support Resolution No. 25-20 to reduce excessive computer screen time. This is an important step in protecting student health and ensuring technology is used in ways that are purposeful, balanced, and developmentally appropriate.
None	Please reduce the screen time used in schools. Students need to be working with their hands, reading physical books, taking notes with pen and paper. Writing, spelling, grammar fluency have all faltered with the overuse of computers in the classroom.
Meredith McMahon	Item 11A (Screen Time Resolution): I strongly support this resolution to reduce excessive screen time. Research is clear that too much screen exposure can negatively impact student health, sleep, focus, and social-emotional well-being. By adopting this resolution, the district is acknowledging the growing challenges students face in a digital world and taking proactive steps to protect them. This is not about eliminating technology — it is about finding balance and ensuring that our schools prioritize student wellness alongside academic achievement.

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Allison Hushek	Please support this to reduce excessive screen time and protect student health
Former certificated staff	More detailed data is needed from staff on what exactly students classify as during class screen time. Take time to really delve into this. As our very articulate and smart new student board members shared this is their life and how they work and the concern they expressed on having their ability to use screen time doing homework at home should be heard.
Claudia	I support Resolution No. 25-20 as it is a crucial step in protecting student health and ensuring that technology is used in a purposeful and developmentally appropriate manner. I commend the district for committing to a balanced approach that combines screen time with hands-on learning and family collaboration
Mike Gruba	I would appreciate more parental control of school issued Chromebooks, making it difficult or impossible to delete your browser history, provide weekly screentime reports to parents so we can see how effectively our kids are managing their time while using school issued Chromebooks. There are too many allowable distractions on these devices leaving parents frustrated

Approval of Independent Contractor Agreement with Michael Bishop & Associates, Inc., in the Amount of \$25,000

Name	Comment
None	Seems like this is taking a long time. Why?
Joseph	It would certainly appear there is a desire to find fault and to lay blame. As with the audit asked for by the board in the spring to investigate the change in signature cards and the insinuation that something nefarious had taken place there has been no report back of the results. Seems enough time has gone by to have the report. Either report to the public that the targeted audit is not completed or report the results.
Former certificated staff	Please give the public the results of the targeted audit requested by the board majority in early spring to examine the change in signature cards and if there was wrongdoing as they insinuated. This is very broad in scope and appears to be seeking more than resolution but blame. Has there been any contact with our regular auditor to seek advice?

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Approval for Renewal of Memorandum of Understanding with Collective Consultancy for Interest Based Bargaining with Laguna Beach Unified School District in an amount not-to-exceed \$30,000 from July 1, 2025 to June 30, 2026

Name	Comment
Emily C.	I respectfully urge you to continue supporting the facilitator in our interest-based bargaining process. For nearly 17 years, this role has ensured collaboration, stability, and trust in negotiations. Removing the facilitator now, especially with so much new leadership, would risk unnecessary conflict. Please keep this vital support in place for the benefit of staff, students, and our community.
None	Why was this lowered down from 50k? Again - you have no idea what the negotiations teams do and your obviously lack of trust in the people who work here is disgusting. IBB is a great tool and we absolutely need a facilitator. We often need to add more days than we accounted for and we need to be able to have a facilitator for that. Please restore this to the 50k originally in the consent calendar and allow us all to do our jobs without being impeded by money!
Not providing fear retaliation from the Board	How petty can you be Howard?
Scott Wittkop	<p>We are writing to express our strong support for the continued use of the Interest-Based Bargaining (IBB) process during negotiations. We find this process to be essential, as it creates a collaborative environment where both sides can work together effectively.</p> <p>Our contract language clearly reflects this commitment:</p> <p>"5.1 The District and the Association are committed to Interest-Based Bargaining (IBB). These techniques have proven to be beneficial in opening lines of communication, sharing information, and building trust. Both sides believe the IBB process has improved the relationship and produces a better collective bargaining agreement."</p> <p>We believe it is extremely important in this upcoming year to remain committed to the IBB process, given the transition to a new Superintendent and a new Chief Business Officer, as well as the fact that there has been a divide between staff and the new Board. Continuing to use IBB will help ensure collaboration, rebuild trust, and support the success of all involved.</p>

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	<p>The Association is not open to having District staff serve in this role, nor, as President of LaBUFA, do I wish to be placed in the position of facilitator. Neutral facilitation has been—and must continue to be an essential element of our success.</p> <p>.</p> <p>A neutral facilitator ensures consistency, provides necessary guidance, and helps new participants fully engage in the process, which strengthens outcomes for everyone.</p>
Shari Kowalke	<p>Dear Board Members and Superintendent,</p> <p>Traditional bargaining often creates an adversarial dynamic where both sides defend rigid positions, leading to drawn-out negotiations that erode trust. Interest-based bargaining offers a better path forward. Rather than arguing over fixed proposals, both sides focus on shared interests and collaborate on creative solutions. It shifts the mindset from “us vs. them” to “us working together.”</p> <p>The benefits of IBB for LBUSD are clear:</p> <p>Stronger relationships: Collaborative problem-solving builds trust and respect that carries into daily school operations.</p> <p>Better outcomes for students: When staff feel heard and supported, they’re more engaged—leading to better learning environments.</p> <p>Cost-effectiveness: This approach typically resolves faster, saving on legal fees, consultant costs, and the hidden costs of prolonged uncertainty.</p> <p>Innovative solutions: Joint problem-solving often yields creative ideas neither side would have generated alone.</p> <p>I urge you to to renew the MOU with Collective Consultancy for the continued use of IBB because this approach is an investment in trust, collaboration, and—most importantly—student success.</p>
Heather Hanson	<p>I'd like to write to share my strong support for remaining committed to the IBB process, and the value of a neutral facilitator. Both have worked well for the past several years, and are crucial for ensuring mutual understanding and positive collaboration.</p>
Laura Silver	<p>For years, the use of the Interest-Based Bargaining process during negotiations has helped everyone in the school district work together and solve problems in a fair and respectful way. This facilitator benefits teachers, staff, students, and the whole community by making sure meetings stay focused and peaceful. Now that we have new leaders in the district, it’s even more</p>

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	important to keep things stable. Taking away the facilitator could cause confusion and make it harder for people to agree on what's best for schools. I hope the board keeps the facilitator so our schools can continue working well together.
April Coffman	I urge the board to retain the facilitator for interest-based bargaining. For nearly two decades, the facilitator has played a key role in making sure negotiations remain collaborative, respectful, and effective. Removing this support would undermine the success of the process and risk creating unnecessary conflict at a time when stability is especially important. Please keep the facilitator in place.
Jeff Dippel	I ask the board to continue supporting the use of a facilitator in interest-based bargaining. The facilitator ensures that all voices are heard and that negotiations stay focused on solutions rather than conflict. After 17 years of success, it makes no sense to remove this critical support. Please keep the facilitator in place so our district and staff can continue working together productively.
Joseph	Definitely continue IBB. It has changed the tone and outcomes of bargaining in LBUSD
Alison Mikkor	There is no good or productive reason to change a process that has worked well for all sides, especially at this moment of transition for the District.
Peggy Wolff	IBB has been an incredible success for LBUSD. This is a collaborative approach that has been lauded by both District leaders and Teacher and Staff. It provides the opportunity for all voices to be heard in the negotiations. Please continue this system. Support collaboration with our teachers and staff!
Staff	let the unions and District negotiate the way they deem best. Just because Mr. Hills doesn't understand IBB he should not try to stop something that has been a positive working relationship for 17 years. Stop trying to micromanage every little thing you don't understand. Approve this contract and leave the negotiations alone. Don't try to create drama and conflict.
None	I strongly support the approval of the contract for IBB.
Kim Krause	Please support keeping Interest Based Bargaining for our negotiations. It is essential to creating a collaborative environment.
Alicia Saucedo	We really believe the Interest-Based Bargaining (IBB) process should continue in negotiations. It makes a huge difference by creating a more collaborative space where both sides can actually work together.

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<p>Randi Beckley</p>	<p>I am disheartened to learn that the Board is considering removing the facilitator for Interest-Based Bargaining (IBB). At a time when teacher confidence in the Board is already at an all-time low, eliminating this neutral and independent voice is not only illogical, but harmful.</p> <p>The message this sends is troubling: that the Board seeks an upper hand in contract talks. But the true cost will be far greater. Removing the facilitator undermines fair negotiations, halts progress toward rebuilding collaboration and trust, and further alienates staff at a critical moment.</p> <p>The IBB facilitator is essential to keeping bargaining collaborative, transparent, and respectful. I strongly urge you to reject this step and protect the integrity of the process.</p>
<p>Christine Wagner</p>	<p>Dear School Board Members,</p> <p>I am writing to express my strong support for continuing the Interest-Based Bargaining (IBB) process in negotiations. IBB has been our practice for years and has proven effective in building trust, improving communication, and creating better agreements that benefit students, staff, and our school community. As a member of the negotiations team, I have seen how effective this process is.</p> <p>With a new Superintendent, a new Chief Business Officer, and some tension between staff and the Board, now is the time to strengthen—not abandon—this collaborative approach. A neutral facilitator has always been essential to IBB’s success, ensuring fairness, consistency, and support for new team members. District staff or Association leaders should not fill this role.</p> <p>I would like to urge the Board to uphold its commitment to IBB and ensure that all future negotiations continue under this process. Thank you for your time and dedication to our schools.</p> <p>Mrs. Christine Wagner, M.Ed 3rd Grade Teacher El Morro Elementary School</p>
<p>Jamie Jameson</p>	<p>Please approve this item. Having a neutral party is essential to the IBB process, keeping it positive and fair for all parties. We have had so much upheaval in the last year, please keep some consistency with this process, which has worked well for many years.</p>
<p>Former certificated staff</p>	<p>Definitely continue IBB</p>
<p>Mike Gruba</p>	<p>I would appreciate if the relationship between the board, district and our wonderful teachers/staff could remain unchanged. Prior labor</p>

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	<p>negotiations have gone one relatively seamlessly and any changes to the negotiations or relationship should be clearly explained and provide a written/spoken explanation of what is it you are trying to improve on with any changes requested for review. What is the "why" behind these changes. What is it you are trying to fix and are these changes even needed or will they reach the positive change you hope will benefit our school district, teachers and students? Please provide more transparency as to what problem you see with the current CBA and why this needs to be changed.</p>
Shannon Chastain	<p>The IBB process is essential to successful negotiations. A skilled facilitator plays a critical role by keeping discussions focused, positive, and fair. Given everything happening within the district, it is vital to secure a facilitator for these meetings—regardless of the cost.</p>

Approval of Consent Calendar Items C-N

Name	Comment
Not providing fear retaliation from the Board	Shall we wager on what gets pulled this time?
Joseph	<p>Please, please Ms. Morgan learn the difference between a question and a discussion. First off ask the simple questions ahead of time rather than during the meeting. If you feel the answer is important enough and others were as confused or uninformed as you then share that quickly at the meeting. If you need to discuss the purpose or value of a consent calendar item then pull it but not if you only want to give your opinion. After 8 months and based on you representing yourself as having spent "years sitting in the board room" you really should know how consent works. If you are finding too many things on consent that you feel should have been agendized in other categories take that up with your board president who plans the agenda.</p>
Former certificated staff	<p>Shorter consent should lead to fewer items pulled off. Very odd that in a recent meeting Perry who plans the agenda put on an item (KK I think) on the arts rather than putting it on the regular agenda. She had to know she would do so.</p>