

**Public Comments Submitted Electronically for the
October 9, 2025 Regular Board Meeting**

Closed Session: C. Conference with Labor Negotiators - Government Code § 54957.6 - Unrepresented D. Conference with Legal Counsel - Anticipated Litigation - Government Code section 54956.9(d)(4)

Name	Comment
LBUSD teacher afraid of retaliation	I'm writing to express deep concern about recent public statements made by Howard Hills, which allege that the local union was involved in misappropriating district funds and that there was political collusion between the union and incumbent board members. Howard, the claim that political support from unions to incumbents somehow equates to corruption undermines the democratic process. All community stakeholders, including union members, have the right to participate in elections and support candidates whose values align with theirs. That is not collusion; that is civic engagement. Howard, you should know this or are you still bitter over YOUR implication in the Jack Abramoff / Guam Superior Court scandal. Please do what's best for our district. Board meetings used to be civil and about two hours long. You have made them spiteful and your endless rants of "umms" and "and another thing" is killing us all!!!
Anonymous Teacher	The recent insurance audit found issues with compliance and oversight but did not identify any intentional wrongdoing, fraud, or political collusion. Mr. Hills' claims that this represents a "scandal" or an unlawful payment scheme are false and unsupported by the audit's findings. These inflammatory statements mislead the public and unfairly target educators and staff. The audit calls for improved controls, not accusations of corruption, and we must not allow misinformation to damage trust in our district.
Jeff Dippel	I'm concerned about the Board's proposal to eliminate anonymous public comments. Many educators and community members share thoughtful feedback but may hesitate to post their full names publicly. Requiring identification could discourage honest participation and limit diverse input. Our district office has worked hard to create a culture of openness and

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	<p>collaboration—please don't let new Board rules undo that progress. Public participation should feel safe and welcoming for everyone.</p>
<p>Chris Nunziata</p>	<p>I want to express my appreciation for the strong partnership our district office has built with educators and staff over the years. That collaboration has been vital to creating a positive learning environment for our students.</p> <p>Unfortunately, I am deeply concerned by Board Member Howard Hills's false claims about the audit and his effort to deny union representatives their rightful place on the dais. These actions undermine the trust and collaboration that make our schools thrive.</p> <p>I've worked in school districts where division and mistrust between board members, administrators, and educators took root. It created a toxic environment that ultimately led to underperforming schools and harmed students the most. I truly hope we do not move in that direction here.</p> <p>The actions of some board members are leading us down a very slippery slope, and I urge everyone to refocus on what unites us—our shared goal of supporting students and maintaining a healthy, respectful school community. Misinformation and divisive rhetoric help no one, least of all the children we all serve.</p>
<p>Classified Staff</p>	<p>The insurance audit reflects systemic complicating factors. There is no evidence of collusion. Recommendations were provided. Alignment in the following recommendations should guide future actions. Verbal misrepresentations have been voiced, and individuals should read the report.</p>
	<p>Respect for educators means respecting our contracts and our voices. The district office has shown that respect, but Board Member Howard Hills's recent statements have not. His repeated attempts to misrepresent the audit and silence union representatives erode trust and distract from our</p>

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	<p>shared mission. Integrity, transparency, and collaboration should guide every decision this Board makes—our students and community deserve nothing less.</p>
<p>Laura Silver</p>	<p>Again, Mr. Hills, please stay with facts. There is no 'scandal' or 'collusion' or 'engineering' concerning the insurance audit. Words like that create a false narrative. And for you to state that we teachers are not focusing on what's best for students highlights a significant disconnect between your perspective and what actually occurs in our classrooms every single day. Your ideas clearly illustrate why we need union representatives on the dais.</p> <p>To the four other members of the board, I ask that you not allow Member Hills to be the megaphone. Let our educators and the Laguna Beach community hear that you don't let misinformation and false accusations dictate your decisions, and show all of us that you lead with integrity, intelligence, and collaboration.</p>
<p>staff</p>	<p>Move on past the healthcare. it is not illegal and Mr. Hills you are costing the students of this district more and more money on your vendetta. STOP. you are not fit to be sitting on that board. Our students deserve better. Your legacy in this town will be the man who thought he knew everything that destroyed a first class district with his ego. Go away.</p>
<p>Teacher Anonymous</p>	<p>I'm deeply concerned about the continued misinformation being shared by Board Member Howard Hills. Our union representatives have a contractual right to sit on the dais. This isn't a favor; it's part of our agreement. Calling us "guests" is misleading and dismissive of the partnership we've built with our district leadership, who have always supported educators and collaboration.</p> <p>Mr. Hills's claims about the insurance audit are equally inaccurate. The report found administrative issues, not fraud or collusion. His accusations against district staff, our negotiations team, and union leadership are hurtful and unfair, especially when he's suggesting employees</p>

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	<p>repay supposed "overspending" that was beyond their control.</p> <p>Our teachers have worked tirelessly to make Laguna Beach Unified number one in Orange County for English language arts, math, and science for the second year in a row. That success reflects our dedication to students and our commitment to excellence. We need a Board that supports that hard work, not one that distracts or works against it.</p> <p>Let's focus on truth, collaboration, and respect, the values that make this district strong.</p>
former employee	<p>Noted that in the minutes of the last business meeting (9/25) the record shows a reporting out of the 3-2 vote on waiving attorney/client privilege regarding a portion of a legal opinion regarding conduct of a student board member. For future reference Ms. Perry please speak clearly into the mic and announce closed session votes and when a split vote then naming the trustees and the vote. It was not heard on the live stream. Now to the heart of this matter which likely stemmed from Hills and his dealing with the student board member. Howard if you are trying to make your mark this is a sad way to do it----finding fault with a student board member is classless.</p>
Concerned Teacher	<p>The accusations by Howard Hills that there was intentional wrong doing in regards to the insurance is completely ridiculous. His claim that it was a scandal was proved wrong in the audit and feel he is unfairly targeting teachers. I feel that he needs to set the record straight with the public and staff that there was no intentional wrong doing or corruption.</p>
Robert Atwaith	<p>Please stop trying to file or investigating the possibility of filing any lawsuits for purposes of your individual grievances and covered under the guise of accountability and transparency. Enough is enough Howard. Move on. Your legacy should be focused on our kids and not your ego and your narcissist viewpoints.</p>
Anonymous	<p>Recent actions and statements by Board Member</p>

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Teacher	<p>Howard Hills have raised serious concerns about respect, transparency, and collaboration within our district.</p> <p>First, educators’ right to speak at the dais is protected by our contract—a right we have always exercised responsibly. We are not “guests”; we are partners in supporting students and strengthening our schools. Efforts to silence union voices only damage the trust that underpins effective collaboration.</p> <p>Second, proposals to eliminate anonymous public comments risk discouraging honest participation from educators and community members alike. Open dialogue depends on safety and inclusivity, not fear of retaliation.</p> <p>Finally, misinformation about the recent insurance audit must stop. The audit found administrative weaknesses but no fraud, no collusion, and no intent to deceive. Calling it a “scandal” is misleading and unfair to the staff who acted in good faith.</p> <p>Our district office has been transparent and cooperative, working alongside educators to serve students with integrity. It’s time to move forward—rooted in respect, facts, and a shared commitment to our community’s success.</p>
	<p>Integrity, openness, and collaboration must guide every decision this Board makes. Yet, Board Member Howard Hills continues to make claims that are incorrect and harmful. It is time to stop spreading misinformation and focus on strengthening our district.</p>

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**Items not on the agenda, within the subject matter jurisdiction of
the Board**

Name	Comment
Scott Wittkop	Mr. Hills stated the union who's sitting at the dice at the invitation of the board. This is incorrect we are not here by invitation!!! We are on the Dias per contract "The Association shall have a seat at the dais"
Former Staff	<p>Please stop spreading misinformation regarding declining enrollment. Enrollment has been declining across the state for the last 10 years! Laguna Beach USD is not alone in losing students and many districts are looking at closing schools.</p> <p>California's public school enrollment decreased by -0.54% (or about 31,500 students) to 5,806,221 in the 2024–25 school year, representing a slowing decline from previous years. Despite an increase in Transitional Kindergarten (TK) enrollment, the state continues to experience an overall drop in K-12 enrollment due to factors like a low birth rate and resident outmigration.</p> <p>Key Details for 2024–25 Overall Enrollment: 5,806,221 students. Enrollment Change: -0.54% or approximately 31,500 fewer students than the previous year. Trend: This is the eighth consecutive year of decline, but the rate of decrease has slowed compared to the pandemic years. Factors Contributing to Declining Enrollment Low Birth Rate: A historical low birth rate in California is a primary driver of declining student numbers. Out-migration: Families are leaving California due to high housing costs and other economic factors, impacting school enrollment. Transitional Kindergarten (TK) Expansion: While TK enrollment saw a significant 17.2% increase in 2024-25, this growth did not offset the overall decline in other grades, as enrollment in TK and kindergarten was lower than projected.</p>
None	Howard your continued attacks on staff, union, and other board members is disgraceful. Shari it's laughable your attempts to insulate yourself from

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	<p>public scrutiny. Stop trying to take away our 1st amendment right by limiting anonymous public comment. It makes you look too weak to take in the same stuff you've been doling out for 15 years. Also what a waste of time the audit on the signature stuff was. It was a witch hunt no matter how much you deny it Howard. Every board meeting is a comedic spectacle because of the board majority and ya'll should be embarrassed.</p>
<p>Anonymous teacher</p>	<p>Building Trust Through Truth and Teamwork Our schools thrive when educators, administrators, and the Board work as a team grounded in mutual trust. Lately, that trust has been tested by public misrepresentations and personal attacks that distract from our shared mission—serving students. Educators deserve to be part of the conversation, not the target of misinformation. I urge the Board to reaffirm its commitment to truth, respect, and collaboration. When we lead with honesty and partnership, our students benefit most.</p>
<p>Anonymous Teacher</p>	<p>Our contract clearly affirms the union’s right to be on the dais, and any attempt to deny that right is unacceptable. Educators deserve a seat and a voice in the decisions that affect our schools and our students.</p> <p>In addition, requiring full names for public comments discourages honest participation. Educators and community members deserve to share their perspectives without fear of retaliation or intimidation.</p>
<p>None</p>	<p>Honesty and collaboration build stronger schools, not misinformation and division.</p>
<p>Moya Mitchell</p>	<p>As an LBHS teacher and with regret, I feel compelled to remind our board that respect for educators means respecting our contracts and our voices. Board Member Howard Hills’s recent statements have not shown that respect. His repeated attempts to misrepresent the audit and silence union representatives erode trust and distract from our shared mission. Integrity, transparency, and collaboration should guide every</p>

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	<p>decision this Board makes—our students and community deserve nothing less.</p>
<p>Classified LBUSD Staff</p>	<p>Board Member Howard Hills is wrong ... our union representatives have a contractual right to be on the dais. Silencing them silences educators and disrespects the partnership that keeps our schools strong.</p> <p>ALSO Eliminating anonymous public comments discourages open participation and honest feedback. Transparency should empower, not intimidate, educators and community members. Requiring full names sends the wrong message and makes it harder for the public to share their voices freely.</p> <p>AND Mr. Hills has misrepresented the insurance audit. There was no evidence of wrongdoing by unions or staff. Facts matter. Let's stop spreading misinformation and focus on working together to strengthen our district.</p> <p>FINALLY Respecting educators means honoring both our contracts and our voices. While the district office has demonstrated that respect, Board Member Howard Hills's recent actions and misrepresentations have not. His continued efforts to distort the audit's findings and silence union representatives undermine trust and distract from our shared mission. This Board must lead with integrity, transparency, and collaboration—because our students and community deserve nothing less.</p>
<p>El Morro Teacher</p>	<p>Frustrated, sad, angry, confused, and hurt. Those are the current feelings of staff members working in the LBUSD school district. I know because I am one of them. We are being unjustly accused of being cheaters, schemers, thieves, and manipulators by a school board member. I teach my students to recognize fake news and how to find a reliable source when sharing information within our classroom community. It appears that this a lesson that is needed among the adults guiding the decisions made for our</p>

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	<p>district and community. The insurance audit evidence shows that there is no intentional diversion or fraud and no collusion or political manipulation by any staff members working in LBUSD. Please stick to the evidence, please act as a reliable source and not one that causes distrust and mayhem. Thank you.</p>
Jennifer Sweet	<p>As a LBUSD classified employee and Laguna Beach resident I find it troubling that a board member is trying to create a scandal where there isn't any. Mr. Hills is misrepresenting the insurance audit, which found weak controls, not fraud or malicious intent. The district is very supportive of its educators! Mr. Hill's comments only serve to scare and confuse community members who are not aware of the wonderful district and terrific schools we do have in Laguna.</p>
Shadi Tavares	<p>I'm writing to the LBUSD Board and the LB community as a 15-year employee regarding the current climate here. During my employment, I've seen the district go through both good and hard times, but what I've witnessed over the last 10 months is different. The chaos and hostility towards employees have brought down every employee's morale. To read Mr. Hill's recent criticism of district employees, and call an entire department "under-performing," is distasteful and degrading. Not a single member of the "new regime" has taken time to meet with a single person in this "under-performing" dept to understand what our work consists of. Nor has the "new regime" stopped by the dept, as we worked through the entire summer, closing out the 24/25 year and preparing for the 25/26 year without a leader and a new superintendent, to see how we were holding up, or if we needed anything, or just maybe offer a little appreciation. Instead, after an entire summer of later hours and working weekends, we are told, not only are we not appreciated but we're viewed as under-performing. To intentionally disparage your own district and the employees is, in my opinion, inappropriate. I can no longer sit here and watch the district I've devoted most of my career to, and truly see as an example of great public education, being dragged through the mud and not speak up. We, the employees, are what</p>

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	<p>make LBUSD an amazing district, not this board, the board prior or any board to follow. Thank you for your time Shadi</p>
Anonymous	<p>I'm submitting this comment anonymously to speak clearly and respectfully about recent statements made by Board Member Howard Hills.</p> <p>Board Member Hills was wrong — our union representatives have a contractual right to be on the dais. Silencing them silences educators. We are not guests in this district; we are professionals who serve students and support this community every day. Union representation is a contractual right, not something any one Board member can take away.</p> <p>I'm also deeply concerned about the proposal to eliminate anonymous public comments. Transparency should empower voices, not intimidate educators and community members into silence. Many of us care deeply about our schools but prefer to share feedback without fear of judgment or retaliation. The Board should make participation easier, not harder.</p> <p>Finally, it's important to correct misinformation about the insurance audit. The audit identified weak controls — not fraud, collusion, or intent to deceive. Mr. Hills's repeated claims to the contrary are inaccurate and harmful. Facts matter. Our district office and staff have been transparent, cooperative, and focused on improvement from the start.</p> <p>Honesty and collaboration build stronger schools — not misinformation and division. Educators and staff deserve respect, truth, and trust from this Board. Please refocus on partnership and integrity so we can all continue doing what matters most — serving students.</p> <p>Thank you.</p>
Anonymous Staff	<p>I'm speaking to share the growing stress and strain many of us are feeling as educators in this district. It's</p>

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	<p>disheartening to see how the current majority of the Board seems more focused on rehashing past grievances and making false accusations against staff members, rather than working collaboratively to support our students. This shift in focus is not only unproductive—it’s deeply demoralizing.</p> <p>Instead of spending time creating meaningful learning experiences, we’re being called to present at emergency board meetings to defend sound academic decisions, asked to form redundant committees, and subjected to offhand comments that diminish our work. For example, being told our arts program “could use a shot in the arm” after a Board member walked through classrooms six days into the school year at Back to School Night doesn’t reflect an understanding of our efforts—it reflects a lack of respect.</p> <p>We work during the school day and then attend, or listen to, Board meetings that stretch four hours or more into the evening. It’s exhausting. We’re committed to our students and love our work, we do not feel supported. The tone and direction of recent Board actions are eroding morale and pulling focus away from what truly matters—our students.</p> <p>We love our students and are committed to their success. But we need a partnership with the Board, not pressure. Please consider how your words and actions impact staff, and let’s work together—with students at the center of every decision.</p>
Staff member	<p>I have been watching the website where public records are posted and am anxiously awaiting the release of many of the communications. Who will be the next disgraced public figure? Will it be due to their reprehensible behavior (both morally and ethically) and abuse of staff? I have to believe it will be Howard, and I am praying for a massive societal reconing. How much longer can this abuse go on? How many times will December 16, January 23, and other dates that you, Howard, state you didn’t get your way, lie and state you never said things, or state you were</p>

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	<p>made to feel bad, do you need to bring up these moments? Do you know how often you make almost everyone around you feel bad, sad, abused, and repulsed? You get your little cronies to come and spew lies at the podium, and Sheri's dumb facial expressions and nods are ridiculous in support of you. Dee, do better, be stronger, stop letting Howard bully you into getting his way - it's evident you are trying. If I had the money, I would be spearheading a recall effort myself. You are demoralizing the entire district, and staff are tired of it. You want trust. Earn it!</p>
Classified Staff Member	<p>Can we please compare how much we are spending in attorney's fees from our current Board against the previous Board members?</p>
EMPLOYEE	<p>I'm concerned about the Board's proposal to eliminate anonymous public comments. Many educators and community members share thoughtful feedback but may hesitate to post their full names publicly. Requiring identification could discourage honest participation and limit diverse input. Our district office has worked hard to create a culture of openness and collaboration—please don't let new Board rules undo that progress. Public participation should feel safe and welcoming for everyone.</p>
Ketta Brown	<p>Why can't you post the agendas in a timely manner? Common practice is a week in advance of regular meetings yet you manage to squeak by with 3 days. This is both incompetent and shows your fear of public participation. It is pathetic.</p> <p>At the last meeting Howard's hectoring about the "use of public funds" during both auditors reports was particularly rich coming from an accused money launderer. The irony was not lost on those of us watching.</p> <p>During these same presentations both Howard and Sheri could be seen practically salivating waiting for the "big reveal" of malfeasance by previous administrators. Alas for them that never occurred and</p>

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	<p>they were left to yet again badger the presenters with questions that they admitted were outside their scope of work hence Howard's hysterical email to his acolytes and his obvious skewed editing of the normally informative It's A Wrap communication. Again, pathetic</p> <p>The new board majority is so rabid to find any reason to smear previous boards and administrators they miss an obvious fix for the healthcare issue which is TO RAISE THE CAP which hasn't been done since 2021 I believe.</p> <p>Do better.</p>
Leslie Elliott	<p>Re: Health Benefit Contribution Issue and Board Member Hills' Misrepresentation</p> <p>The auditor conducted an exhaustive review of the many factors that led to the health benefit contribution issue. His findings showed the problem was a procedural and accounting error — NOT an act of intent, NOT illegal, and NOT evidence of collusion. The auditor was unequivocal on this point. The problem lies in process, not in integrity. The path forward is clear - strengthen oversight and improve systems in collaboration with the unions to ensure accuracy, accountability, and fairness for staff.</p> <p>The letter written by Board Member Hills in response is reckless and irresponsible. It fabricates a narrative of collusion and corruption where none exists and attempts to weaponize a complex administrative issue for political gain. These accusations have no basis in fact, and the auditor's findings directly refute them. To imply illegality or election related misconduct in the absence of evidence is not just oversight — it is slander.</p> <p>This kind of misinformation must be rejected outright. Spreading falsehoods, stoking grievance, and creating drama has become a hallmark of Hills' public conduct. Our community deserves leadership rooted in honesty, not theatrics, and we cannot allow deceit to erode</p>

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	<p>trust in our schools or diminish the integrity of those who serve them with dedication.</p>
<p>Howard Ills</p>	<p>If you don't stand for anything, you stand for nothing.</p> <p>While Howard Hills continues to show us that he is a petty, self-righteous, grievance candidate, I am most dismayed by the silence of the board members I elected. Board members who campaigned on doing what's best for students and continuing to deliver a high quality education to our students. Where is the accountability?</p> <p>The Howard Hills Show continues to air his rants via his monologues during board meetings and his emails that attack staff and teachers. He implies wrongdoing and punitive action against teachers and staff over and over again, and refuses to accept any accountability for his actions.</p> <p>Where are you, Dee? Where are you, Sheri? I thought you were better than this. I thought you cared. Why do you continue to allow this man to spew his hate for us and air his grievances? For once, I'd love to watch a SCHOOL board meeting and not the Howard Hills Grievance Show. As teachers, we are in the trenches with the kids. We are the ones making the magic happens. If you're not going to help, at least don't encourage him. While I expect this from a man like Howard, I am unpleasantly surprised by your silence and your willingness to bend to him.</p> <p>Thank you for your time.</p>
	<p>Union representation is a contractual right, not something a Board member can take away."</p>
<p>anonymous</p>	<p>Board Member Howard Hills's proposal is an attempt to silence educators by removing union representatives from the dais. Our contract guarantees their seat; excluding them violates the agreement and erases educator voice in real time. Educators are not guests. We are partners in this district. No individual trustee can strip a contractual right. We urge the Board to</p>

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	reject any effort to silence educators and reaffirm union representatives' place on the dais.
Albert Shanker	Board Member Howard Hills has continued to distort the results of the recent insurance audit. While the audit did note areas for improvement in administrative procedures and internal controls, it found no evidence of fraud, collusion, or any intent to mislead. Mr. Hills's repeated claims of a "scandal" are not supported by the audit's actual findings and unfairly cast doubt on educators and staff who acted with integrity. Throughout this process, the district office has been open, transparent, and fully cooperative. It's time to move past misinformation and return to the facts.
staff	Mr. Hills your lies will be revealed. You do not represent students parents or staff or a majority of this community and values. All you represent is your self and your own personal agenda of hate and vengeance. Leave this board. you alone are tearing everything good down that was built in the district because of your incessant need to be right. You are not relevant anymore leave us alone. You are not wanted here you are not a hero or savior you did not discover a scandalous act. you are so transparent in your hate for Mr. Dixon and Dr. Viloría it is laughable. you do not have the right to use taxpayer dollars for your personal vendetta. Resign and go back to Laguna Woods.
Current Classified Employee	There are dangerous and inaccurate words being put out publicly by Howard.
Emily C	Union representation is a contractual right, not something a Board member can take away. Transparency should empower voices, not intimidate educators and community members into silence.
Anonymous Staff Member	To the Board of Education and the Laguna Beach Unified community: our district's success depends on trust, collaboration, and respect, and those foundations are being chipped away. People often say, "That's just how Howard Hills is." But

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	<p>why do we continue to tolerate this kind of behavior? How many more times will he publicly disrespect staff, families, and district leadership before we say enough is enough? How many more people have to be hurt or driven away before action is taken?</p> <p>The damage isn't hypothetical; it's already happening. Staff members are leaving, and others are quietly looking for work elsewhere because they can't take the ongoing hostility and disrespect. When strong educators and leaders go, morale collapses, collaboration breaks down, and the stability our students depend on begins to crumble. Our teachers and administrators are exhausted from the constant tension, disruption, and overstepping.</p> <p>To our families, please pay attention. What's happening at these meetings directly affects your children's classrooms. We need your voices, your support, and your advocacy to protect the people who make this district one of the best in Orange County.</p> <p>I urge the Board, especially Mr. Hills and Ms. Morgan, to stop overstepping and start collaborating. Choose respect and professionalism. Our educators, families, and students deserve better.</p>
<p>Anonymous</p>	<p>It has come to our attention that Hills is suggesting that the overspending for insurance was an unlawful payment scheme benefiting unions and staff. This is a preposterous claim! The audit showed no evidence of fraud or collusion. Our educators deserve respect and truth, not false claims from a board member. Truth and collaboration build stronger schools, not misinformation and division.</p>
<p>Anonymous Teacher</p>	<p>Respect for educators means respecting our contracts and our voices. The district office has shown that respect, but Board Member Howard Hills's recent statements have not. His repeated attempts to misrepresent the audit and silence union representatives erode trust and distract from our shared mission. Integrity, transparency, and collaboration should guide every decision this Board</p>

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	<p>makes—our students and community deserve nothing less.</p> <p>At the end of the day, while the bylaws and legal proceedings are clearly important, moving forward rather than looking backward is what will continue to keep our schools at the top of the charts, keep students feeling safe, and keep staff feeling like they are part of something greater, allowing us to continue to making an impact on young lives, and on the future. If we get too caught up in the weeds, as Mr. Hills is apt to do, we lose focus. More words, rehashing, retribution, and finger-pointing will not move us forward. Our jobs center around building a safe, welcoming, and encouraging community, THAT is the purpose.</p>
<p>Staff and Community Resident</p>	<p>The recent audit finding around “overpayment above negotiated caps” is a contract compliance issue, not a criminal or ethical one. It means the district’s budgeting and payroll systems didn’t perfectly align with the language in the collective bargaining agreements. That’s a technical correction to make going forward — not evidence of wrongdoing or collusion.</p> <p>The idea that our teachers, classified employees, or staff somehow conspired to inflate their benefits is both inaccurate and unfair. Our educators and staff depend on district leadership to manage payroll and benefit calculations according to board-approved budgets. If errors occurred, the responsibility lies in administrative systems and oversight — not in union misconduct.</p> <p>I urge the board to focus on solutions, not suspicion. Let’s ensure stronger reconciliation processes between position control, payroll, and benefit budgeting, and move forward in partnership with our labor groups — with transparency, not blame.</p>
<p>former employee</p>	<p>Bears repeating over and over leading up to the organization meeting. Neither Hills nor Morgan are qualified or experienced enough to have this role. Hills has been ineffective as Clerk appearing to be confused and not paying attention. Out of respect for ability to</p>

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	<p>lead select either Jim or Joan as president to work with Dr. Glass on planning the agendas and conducting the meetings. Howard your extremely rude comment to Mr. Wittkopp affirms that you are going to continue to operate from a negative viewpoint, bully and harangue those respected staff members who sit at the table with the board and leadership. You are an embarrassment to LBUSD. For decades union leadership has been asked to sit at the table on an equal basis and expand board members knowledge of district work. And you are not on a dais---there is not one.</p>
<p>Joy Hennington-Smith</p>	<p>Howard has completely crossed the line in pursuing the healthcare "scandal," which is not really a scandal at all as the auditor pointed out. Take the suggestions, clean up some things, and move onto issues that IMPACT STUDENTS! This is just Howard Hills wishing to still exact revenge on people who are long gone in our district. It will end up being nothing with thousands of dollars wasted on litigation and investigations and will end up much like Dee Perry's three lawsuits against the district: nothing. Dr. Glass, don't put this community through it.</p>
<p>LBHS teacher</p>	<p>Howard Hills you are ridiculous in your actions and thoughts. Respect for educators goes beyond words—it means honoring our contracts, listening to our voices, and valuing the experience we bring to our classrooms every day. The district office has demonstrated a willingness to engage in good faith and uphold these principles. Unfortunately, Board Member Howard Hills’s recent remarks have done the opposite.</p> <p>By misrepresenting the findings of the audit and attempting to marginalize the voices of union representatives, Howard Hills undermines the trust that is essential to our partnership. Such actions do not move our schools forward—they sow division and distract from the real work of supporting students and educators alike.</p> <p>This Board has a duty to lead with integrity, transparency, and collaboration. Every decision should</p>

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	<p>reflect our shared commitment to the students, families, and staff who depend on us. Our community deserves leadership that builds bridges, not barriers. Howard Hills is basically blowing up the bridge.</p>
TeacherStaff	<p>Board Member Howard Hills has repeatedly misrepresented the findings of the recent insurance audit. The audit identified administrative issues and weak controls—but it found no fraud, no collusion, and no intent to deceive. Mr. Hills’s claims of a “scandal” are not supported by the audit itself and unfairly attack educators and staff who acted in good faith. Our district office has been transparent and cooperative throughout this process. It’s time to stop spreading false accusations and focus on facts.</p>
staff member	<p>Board Member Hills has repeatedly misrepresented the finding of the recent insurance audit. The audit identified administrative issues and weak controls, but it found NO fraud, No collusion, and NO intent to deceive. Mr. Hills claims of a "scandal" are NOT supported by the audit itself and unfairly attack educators and staff who acted in good faith. Our district office has been transparent and cooperative throughout this process. It is time to stop spreading flase accusations and focus on facts. Mr. Hills claims to support the staff but his actions do not reflect this. Our educators deserve respect. We cannot move forward as a district when the focus is on the past and misinformation is spread throughout the community.</p>
Kimberly Voge	<p>Many positive things are happening at El Morro. I’ve been an educator for 32 years, across many districts. This is my third year in LBUSD. I feel incredibly fortunate to work in a district that celebrates and empowers students.</p> <p>This year, our schoolwide focus is Empathetic Citizenship—a powerful theme that extends learning beyond academics. It’s about helping students understand how their words and actions affect others and how they can contribute positively to their community.</p> <p>Every day, our students show respect, make others feel included, and take responsibility for their choices.</p>

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	<p>If you visit our campus, you'll see students lifting one another up, engaged in meaningful learning, and practicing empathy in action. Teachers model it intentionally—whether through literature discussions, history lessons, or daily interactions.</p> <p>It's important for us, as a community, to recognize and celebrate these everyday moments—the quiet successes that build the foundation of a thriving school culture.</p> <p>Many people assume they understand what teaching entails because they once sat in a classroom. But being an educator today involves so much more—creativity, adaptability, and deep care for each student's growth.</p> <p>I invite everyone to join us in modeling empathy—to seek understanding before judgment, and to take pride in the extraordinary work happening across our schools. Together, we can ensure our focus remains on supporting students and celebrating the educators who guide them every day.</p>
	<p>"Having worked for this district for over 10 years, I've consistently seen how our district and Board have valued collaboration with educators. It's concerning to see that focus shifting within the board, but I remain hopeful that we can continue to strengthen that partnership."</p>
<p>Concerned Teacher</p>	<p>Ouf of fear of being retaliated against, I feel that we have the right to make comments anonymously.</p> <p>Are contract states that the union has a right to be on the dais and not allowing us that right is an effort to silence educators.</p>
<p>Matt</p>	<p>The time, cost and energy trying to frame employee healthcare benefits as a critical and urgent issue is a distraction from the purpose of a schoolboard for clear political and ego reasons.</p> <p>It's unacceptable and against board policies (9010/9012) for a board member to make public statements outside a board meeting without consent. Howard sent emails Sept 26 6:29 & 7:30 claiming</p>

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	<p>illegal actions, collusion, and/or whistleblowers without any new facts. These claims should have been presented publicly or to counsel on Sept 25 if true, but instead were sent privately for political self serving interests. This is a failure of community leadership and policy adherence.</p> <p>The reality on healthcare costs issue is quite simple: the prior schoolboard, management, and union could have done a better job managing and aligning on how to split through contracting rapidly growing healthcare costs both were obligated for. Why did management and the union not focus on this? Because the budget was net positive year over year, we have world class staff, and many other higher priorities. Yes we should reconcile this line item; it's less then 1.5% of the budget and in the end makes sense and benefits our kids.</p> <p>Why is the board NOT focused on the right questions:</p> <ol style="list-style-type: none">1) What MORE can we do for our students and community given positive budget?2) How can we attract, motivate & retain the best staff for them?3) What impact does this political theatre have on our staff, students and community?
Robert Atwaith	<p>Focus on the future please. Stop looking at the past and making accusations and blaming others. Your behavior and actions should be examples to our students not a guide for what not to do. Dee, please stop listening to everything Howard says or wants. Please stand up for the kids and our district and stop letting him bully you.</p>

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**Information: Superintendent Report on Activities and
Accomplishments During First 100 Days**

Name	Comment
Anonymous	Thank you for the time you have spent listening and learning.
Ketta Brown	I was hopeful there might be some substance here but I fear the current board majority has been such a time suck to both Dr Glass and the administration writ large that it will only amount to window dressing. No fault of the superintendent or principals and all blame on Dee, Howard and Sheri.
staff	We are very excited to hear his report and his future for the district but we also know that while Howard and Sheri sit on the board nothing will move forward and Dr. Glass will never be allowed to do the job he was actually hired to do. Howard needs to resign immediatley so we can start moving forward again and rebuilding all the damage that he has done to relationships with staff. He is not here for students at all he needs to go.
Staff and Community Resident	<p>I want to share a concern I'm hearing across campuses. Many of us were excited to welcome our new Superintendent and start building a strong working relationship with him — but we rarely see him.</p> <p>It feels like his time along with other district leadership staff is being completely absorbed by board demands, board- related meetings, reports, and follow-ups than conecting with and supporting principals, staff, teachers, and students. That might not be intentional, but it's having a real impact. These first months are when trust and connection are built. When our leader is pulled away from schools and leadership meetings, it sends the message that his focus is on board politics instead of people, and limits his ability to make those crucial first impressions and understand our schools firsthand</p> <p>The superintendent should be leading the district, not just managing board directives. We want to see him on</p>

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	<p>campuses — visiting classrooms, getting to know staff, showing students that he’s here for them. Please give him the time and space to do that. It matters more than we realize.</p>
<p>Teacher</p>	<p>Words matter, facts matter, and the way we govern our schools matters.</p> <p>Lately we’ve heard rhetoric that paints teachers and our union as the problem. We’ve seen decisions pushed toward secrecy, and claims about our benefits that simply don’t hold up. That erodes trust. It demoralizes educators. And it distracts from what students actually need.</p> <p>Facts matter: the audit did not find wrongdoing by unions or staff. When misinformation is allowed to stand, it becomes a cudgel not a solution.</p> <p>Transparency is not a performance; it’s a practice. It should empower voices, not intimidate educators or families into silence. When teachers are excluded from decisions that shape classrooms, students pay the price.</p> <p>Our classrooms run on trust, collaboration, and courage. So should this board. Your educators are doing everything in our power for students and this community, designing creative lessons, mentoring kids, showing up early and staying late. Partner with us. We are not your adversaries; we are your best allies for student success.</p> <p>Choose honesty over headlines. Choose collaboration over division. Our students deserve nothing less.</p>
<p>former employee</p>	<p>Looking forward to learning what Dr. Glass has concluded thus far about LBUSD in its many facets. The four emergent themes are interesting. Hope within those there will be attention given to nationwide concerns in public education----decline in interest in reading, the ever-present difficulties in math, the use of AI and the dangers, technology, attendance, etc. It is inclusive to have had all the reaching out and gathering of comments and opinions but above all the</p>

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	Superintendent is employed to lead the district and guide the board members to make the best decisions for the education of all students. Let's hope any comments and questions from the two new members stick to the topic and do not reflect their desire to have what they want.
Joy Hennington-Smith	Not going well. You stirred up a hornet's nest, and now you get to spend the next 100 days cleaning up this mess.

Information: Update on the Elementary Mathematics Instructional Materials Adoption Process

Name	Comment
former staff	Please Hills and Morgan do not get bogged down in rehashing and trashing previous math curriculum decisions, directions, consultants, etc. The public has heard you enough on going back. Try to move forward. Staff work hard on pilot programs and selecting materials. Because brains work differently and developmental stages are not always in sync learning math concepts can be incredibly challenging for some students.
Kimberly Mattson	<p>I would like to give a shout-out to all the elementary teachers for a wonderful start to the school year. They are concluding parent-teacher conferences and setting goals for all students.</p> <p>This year, we have 21+ teachers piloting the new elementary math curriculum. These teachers are demonstrating extraordinary dedication, consistently devoting extra time to mastering the innovative instructional strategies required by the new California Math Framework. They've engaged enthusiastically in extensive professional development and collaboration to refine their lesson plans. This commitment ensures they are fully prepared to implement the latest strategies, focusing on deeper conceptual understanding for all students. We are incredibly grateful for their efforts and the high standard of professionalism they are modeling for our district.</p>

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Action: Approval of the 2024-2025 Unaudited Actuals Financial Report

Name	Comment
Anonymous	For all of my years teaching at Laguna Beach High School, I have felt supported by the district office and school board. This past year and now this year, the school board has flipped the script and now, we as educators are in constant fight and struggle over money/politics instead allowing us to educate our kids without constraint. As one board member wrote in his attempt to quote Shakespeare, "Something is rotten in Denmark." I think that person needs to look in the mirror and see that the "rotten one" is looking right back at him.
	The audit showed no evidence of fraud or collusion. Mr. Hills's claims are inaccurate and harmful.
Classified Staff Member	Mr. Hill has absolutely lied about the audit and I would like for him to be called out on the information he provided the public. Let's look at the facts based off of the audit, not his opinions.
Ketta Brown	Please just do this without your normal pontificating Howard. That's a gauntlet I've just laid down....
staff	Resign Howard
former staff	Well put together report as is the practice of our business department. This is a very informative and transparent document

Action: Approval of Resolution No. 25-22 to Establish an Interfund Transfer of \$900,000 from the General Fund to the Special Reserve Fund for Facilities Repair and Replacement Program for 2025-2026

Name	Comment
Ketta Brown	Again. This is NORMAL BUSINESS. It does not need commentary nor do you need to ask your clarifying questions Sheri.

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former staff	Long established FRRP funding as a promise to voters on the bond that the district would maintain renovated, new and improved facilities. This has a well-planned timeline of anticipated major work that will need funding. It is imperative to continue to transfer funds to uphold this commitment.
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Action: Approval of Resolution No. 25-23 to Establish an Interfund Transfer of \$1,200,000 from the General Fund to the Special Reserve Fund for Capital Improvement Plan for 2025-2026

Name	Comment
Ketta Brown	Again. This is NORMAL BUSINESS. It does not need commentary nor do you need to ask your clarifying questions Sheri.
former staff	LBUSD cannot count on getting money from other sources for Capital Improvements except from frugally setting aside money from the General Fund. This is directly related to providing the needed facilities to give students the environment they need to learn. Although former CBO Mr. Dixon along with Mr. Zayda found grants and outside funds to assist the bottom line is LBUSD funds itself. Uphold this plan.

Action: Approval of Agreement with GRAYMATTERS LLC for Temporary Contracted Communications Services in an Amount Not-to-Exceed \$10,000.00

Name	Comment
staff	Resign, Howard. We have an amazing Communications director that Howard is harassing. Leave Howard and let the educated people who understand communications do their job because its not you. You only tell lies to suit your narrative and we don't need that.
former staff	The need for this is confusing as many reports and power point presentations have been prepared for board presentation for years with in-house staff. They have always done an excellent job and so the need for outside help from Colorado seems to give the

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	impression our employees are not capable.
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Action: Approval of the September 29, 2025 Special Board Meeting Minutes

Name	Comment
staff	Howard your Garcetti statement does not apply here. Staff have the right to criticize you as staff and union members. it is protected stop wasting taxpayer dollars on attorneys on how to stop staff and union leaders from speaking up and criticizing or disagreeing with you. You must have skipped free speech in law school.

Action: Approval of Consent Calendar Items C-Q

Name	Comment
staff	M/ Approve the Baldwin group to continue to find the best options for health benefits.