

**Public Comments Submitted Electronically for the
October 23, 2025 Regular Board Meeting**

Closed Session:

C. Conference with Labor Negotiators - Government Code § 54957.6

D. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation Pursuant to Paragraph (2) or (3) of Subdivision (D) of Government Code 54956.9 (One Potential Case)

E. Denial of Claim No. 658782: 2025-26-002 vs. Laguna Beach Unified School District

Name	Comment
community member	Ms Perry for years you have compared the district to the city and said they do it better. I am sure you have noticed that the city identifies whose claim they are denying. Why aren't you providing that for the school district? It does not reveal what the claim is only who is making a claim. You have harped on transparency---now do it.
anonymous	Please discuss how to move forward with a censure on Trustee Hills. He has become more and more confrontational. Dr. Glass deserves better than having his time hijacked by an unprofessional trustee.

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

Name	Comment
Gary Kasik	I fully support, and frequently avail myself, of free speech and community input to our elected bodies. That said "freedom of expression" was not intended and should not be extended to anonymous submissions. A public platform free from censorship, yes. But especially not when, in today's technological climate, there is easy manipulation of input when hiding behind a curtain of anonymity. Allow anyone to express their views but let them stand behind those views. Simply saying there was fear of retaliation is not only unfounded but a dangerous crutch that masks actual results.
Elizabeth	Mr. Hills, thank you (I think) and I hope you hold to this statement about not wanting to hurt the staff! On September 25 you said, and I quote: And finally, I

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	<p>want to say this; President Perry was out of town and I was serving as acting president when this was brought to the attention of the superintendent.</p> <p>And he as a courtesy called me to let me know this is happening and let me know what he was deciding to do.</p> <p>And I told him I would support him in his decision to go ahead and fund this fully because we didn't want it to hurt the staff. And that was an agreement that we had. But what I said at that time was we can't take this out on the back of the staff. They cannot be the ones that take the brunt of this.</p> <p>But we need to understand that if we approve the collective bargaining agreement and go forward and we talk to counsel about this, we were doing it with an understanding that we weren't approving going over the caps, we were we had to do the agreement so we could get into the negotiations and get back to the caps and restore authorized spending.</p> <p>And in that context, I just want to say that Mr. Superintendent, I just have the greatest admiration for your courage in this matter and your integrity and honesty in this matter. There's times that you and I don't agree on things occasionally, but the fact of the matter is you've really handled this brilliantly and courageously. And I'm really proud to be part of your governance team and I want to thank you very much and your colleague.</p>
Jennifer Sweet	<p>I would like to urge the Board to PLEASE work collaboratively with union leadership to resolve the insurance issue. This is not the time to point fingers, it is time to get to work and find a solution. A mistake was made, now fix it.</p>
Classified Anonymous	<p>As part of your important role in district governance, we expect that the Board will work collaboratively with our union leadership to resolve the insurance issue through open, honest dialogue and a shared commitment to problem-solving. This collaboration is</p>

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	<p>vital to ensuring that decisions are made thoughtfully, transparently, and in the best interest of both our employees and our students.</p> <p>We ask that the Board remain focused on constructive engagement and mutual respect, rather than allowing inflammatory rhetoric or unfounded accusations to distract from the goal of finding real and lasting solutions.</p> <p>By modeling professionalism, respect, and a genuine spirit of cooperation, the Board can help strengthen the trust and relationships that are essential to the continued success and stability of our district community.</p>
Caitlin Brady	<p>We support our union representatives. They accurately and fairly represent our voices and interests.</p>
	<p>I'm asking the Board to address the insurance matter side-by-side with our union leadership, keeping the focus on solutions rather than heated claims. The audit, by the district's own account, identified gaps in internal controls, not intentional wrongdoing or a conspiracy, and repeating claims to the contrary only erodes trust. Let's move forward with shared accountability and fair remedies. Let's move forward in unity.</p>
Anon	<p>Howard, your inflammatory remarks regarding the insurance overages are unconscionable. The audit clearly showed it was an oversight, not collusion. Why are you so hell bent on burning witches at the stake? What vendetta do you have that is so great that it's worth shredding any last bits of camaraderie we have? Let's work together and be the adults in the room. You embarrass yourself at every meeting. Honestly, bringing up Dec. 16th again - pure comedic gold. Bravo.</p> <p>Sheri - Science again? Really? come on it was put to rest last year. Let it go and move on to more pressing matters for our district.</p>

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Moya Mitchell	<p>As a certified employee, I want to remind our board that honesty and collaboration build stronger schools, not misinformation and division. Please, let's cease the unnecessary drama. Thank you.</p>
Anonymous Teacher	<p>It is unreasonable and deeply unfair to ask teachers to pay back funds related to an insurance issue we had no control over. Educators followed the district's established systems in good faith—we did not cause this problem, and we should not be punished for it.</p> <p>Instead of placing blame, the Board should focus on working collaboratively with union leadership and the district office to find a fair, sustainable solution. Our shared goal should be restoring trust and ensuring that employees are treated with respect and integrity.</p>
Teacher	<p>I am a teacher that cannot make it to the board meetings in person, but please know that I watch every single minute from home. The conversations regarding the insurance overspending have been quite disheartening. I feel that teachers are being attacked/blamed for something that we learned about at the same time you did.</p> <p>I ask that you keep this in mind, and PLEASE work collaboratively with union representatives to resolve the insurance issue. Please stop the combative language and attacks, as they are doing nothing to help find real solutions.</p>
Marie Bammer	<p>I call on our school board to meet our union leadership—in good faith, with open minds, to assume positive intentions, and with the shared goal of resolving this insurance issue- without blame.</p> <p>Personally, this insurance issue has caused me so much stress and anxiety- and I know I'm not alone.</p> <p>Our STUDENTS deserve collaboration, not conflict.They deserve action, not accusation.</p> <p>Let's rise above the noise and focus on what truly matters—taking care of the people who make this</p>

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	<p>district strong.</p> <p>Thank you for your time.</p>
<p>LBUSD Teacher and Staff</p>	<p>Please consider working collaboratively with our union leadership to resolve the insurance issue, rather than allowing inflammatory rhetoric or accusations to distract from finding real solutions.</p> <p>Constructive collaboration and mutual respect are essential to building the strong working relationships our district needs. There are underlying issues revolving around this insurance issue that involve all stakeholders from district payroll office, to committee members, to board members, and staff that we need to work to resolve in a united manner. We want outcomes that are in the best interest of all parties. We should not be playing a blame game. As a matter of fairness and professionalism, we should be assuming good intentions and that everyone is genuinely working for the greater good of our district and students.</p>
<p>Newth Morris</p>	<p>I would like to commend President Perry and Dr Glass on the improved flow of meetings. They are still too long, but are getting better</p>
<p>Leslie Elliott</p>	<p>My comment addresses Board Member Howard Hills conduct—specifically, his continued spread of misinformation, his consistent disrespect toward educators and union partners, and his inability to move beyond a lifetime of grievance, which prevents him from focusing on the district’s current priorities and needs.</p> <p>Pattern of inappropriate behavior: Howard has repeatedly engaged in public behavior and statements inconsistent with the values and priorities of our school community. His continued focus on past grievances, rather than addressing present challenges, appears personally motivated rather than student-centered.</p> <p>Spreading misinformation:</p>

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	<p>Howard has repeatedly disseminated false or misleading claims, most recently about district audits and union matters. He has mischaracterized the recent insurance audit, grossly exaggerated the findings and accused district employees and past Board Members of fraud or collusion.</p> <p>Disrespect toward union partners: Howard has attempted to silence union representatives by questioning their right to speak at the dais. This disregard for contractual agreements and collaborative norms undermines our district's partnership with educators.</p> <p>Our district deserves leaders who demonstrate respect, integrity, and collaboration - leaders focused on students, transparency, and teamwork rather than personal grudges and misinformation. It is time for the Board to address these issues and formally rebuke Howard Hills.</p>
Kimberly Voge	<p>Constructive collaboration and mutual respect are essential if we want to build the strong, trusting relationships our district needs to thrive. Every decision we make impacts real classrooms—places full of curious students and dedicated teachers doing incredible work every day. I encourage all of us to spend time in those classrooms. See the joy, the learning, and the challenges firsthand. When we engage directly with what's happening on our campuses, our conversations and decisions become more grounded, informed, and united around what truly matters—our students.</p>
Anonymous	<p>Howard, your comment at the last meeting regarding communications after Dr. Malczewski's board report was inaccurate. Howard on 10/9: "I've read the plan that the superintendent gave me, and I have some concerns about it, and there's some things about it that I think I don't agree with, but we should talk about those things when we have a governance workshop. That's all I said [on 1/23]." Not true because I went back to the meeting YOU SAID I</p>

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	<p>SHOULD GO BACK TO, and you talked for SEVEN minutes and four seconds, by my watch, which would indicate you said a lot more, so much so that the acting superintendent had to remind the board to, in a nutshell, please refrain from criticizing the "work for individual staff" because it becomes "evaluatory in a public meeting," which drew huge applause from those in attendance. You then said on 10/9 that union members "yelled at you," and they did not. That is ALSO inaccurate. They expressed the same concern as Mr. Dixon, and you really need to be factual in your statements because some of us are out here collecting receipts, and you lie on a habitual basis, rewrite the narrative, and justify your actions again and again, turning on those who disagree with you. I suspect Dr. Glass is next on your list, and we will stand behind him, for the record.</p>
<p>Lisa Anderson</p>	<p>Declining enrollment has always been a concern, but I know firsthand we have a large number of families who are opting for private school or homeschooling (due to many reasons, namely too much tech in the classroom (three hours at the elementary level??) allowance of cell phones, etc.) and if you keep up with your squabbling over bylaws and grievances of old boards and employees, you'll have a mass exodus on your hands in 2026. You aren't addressing the issues that are national issues at the moment (reading, math, and too much tech, in particular), so people are seeking other options, filling out applications as we speak, and parents in LB have the means. Start working for the students and families!</p>
<p>Lauren Unterberger</p>	<p>Howard Hills: After hearing you for almost a year, it's hard to miss the pattern - you seem to carry a lifelong grudge against LBUSD. Ever stop to think that if everyone else is always the problem, maybe the problem isn't everyone else?</p>
<p>Teacher and Community resident</p>	<p>I urge the board to work collaboratively with our union leadership to resolve the ongoing insurance issue. Our employees, retirees, and yes even some board members who also benefit from our insurance, and their families deserve stability and clarity when it</p>

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	<p>comes to their benefits. This is not the time for inflammatory rhetoric or misplaced accusations — it’s a time for problem-solving and partnership. Constructive collaboration and mutual respect are essential if we want to rebuild trust and create the strong working relationships our district depends on to serve students effectively.</p>
<p>Matt</p>	<p>Board Member Howard Hills has repeatedly distorted the findings of the district’s insurance audit, falsely alleging fraud and collusion where none exists. The audit identified areas for procedural improvement—not illegal conduct—but Hills continues to weaponize this issue, prioritizing financial scrutiny over student and community needs. At a time when district revenues are growing above inflation, his fixation on punitive narratives distracts from the real work of supporting students and educators.</p> <p>His efforts to remove union representatives from the dais violate contractual rights and defy board policy, undermining collaboration and trust. Hills’s behavior has fostered a hostile climate marked by intimidation, misinformation, and personal attacks on staff and fellow board members. Despite overwhelming public feedback at the October 9 meeting urging accountability and respectful leadership, Hills has refused to take personal responsibility or acknowledge the harm caused.</p> <p>When board meetings become platforms for grievance instead of progress, it’s time for change. For the sake of transparency, respect, and the well-being of our students and staff, Howard Hills must resign—or be recalled. Our district deserves leadership that uplifts, not undermines.</p>
<p>Nikki Romano</p>	<p>President Perry,</p> <p>I would like to commend you for your leadership as board president. Your dedication has propelled our initiatives forward, and I encourage you to maintain this momentum for another year. Your efforts during this challenging period are evident, and it is essential</p>

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	<p>that we focus on sustaining progress rather than allowing ourselves to become mired in past challenges. For the benefit of our community, schools, staff, and children, I ask you to consider the potential consequences of regressing instead of advancing. Thank you for your continued commitment to our shared goals.</p>
<p>community member</p>	<p>How it is even possible to address the inefficiency of Hills and Morgan without being repetitive. It is too important to not continue to point out that the use of sarcasm, mocking, facial expressions, rudeness to fellow trustees, dismissive attitude toward others at the table----all those things are unacceptable in an elected official. It does not seem possible for either of you to stop speaking of personal family doings or of perceived past issues that did not meet what you wanted. Howard after graduating high school and being away as a resident for about 20 years you returned to put the two youngest in school here and then began a negative focus---The Laguna Show (and do you know there are children in our district now whose parent was one of the cast?), opposing the social host ordinance, finding fault with the common core and the changes in math, hating Capistrano unified and staff hired from that district, speaking on multiple items at board meetings off topic to say what you wanted, you harshly criticized every superintendent from Daem through Viloría. And now you are disrespecting Dr. Glass. Some of us get what you are doing when you call him Mr. Superintendent. How rude. Resign you are a hindrance. Sheri you can stop asking for patience as you learn the ropes. Just prepare or do as you often told previous board members---get out of the way. Counting the days until your term is over.</p>
<p>Wittkop</p>	<p>We urge the Board to work collaboratively with our union leadership to resolve the insurance issue through open dialogue and good faith problem-solving, rather than allowing inflammatory rhetoric or unfounded accusations to distract from achieving real solutions. Constructive collaboration and mutual respect are essential to fostering the</p>

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	strong, trust-based relationships our district needs to move forward.
Emily Rolfing	<p>Thank you, President Perry and Dr. Glass, for your recent efforts to lead more focused and thoughtful Board meetings. I also want to thank the Board Members who have supported this progress. I hope to see this continue and to see a united Board that works collaboratively with one another and with staff. These improvements create a more respectful environment for discussion and set a positive example for our students.</p> <p>As you move into the governance items at the end of the agenda, I ask that you approach these discussions with care and collaboration. The bylaws and policies you consider shape how the Board serves students, staff, and families. Please continue to keep students at the center of your decisions, and remain mindful of the staff and community members who are seeking your trust, support, and leadership.</p>
anonymous	Morgan maybe this meeting will show an increase in understanding how a question and a discussion differ. Look it up.
classified	Howard stop lying about the Health Insurance stopping speaking for the board stop sending out lies to the community like you are the authority. You have no authority. You are not president, you are not a governor you are not the superitendent. You know nothing about school education and you only follow the bylaws you want to follow. Stop creating chaos and creating a workplace of harrasement. Let the superintendent do the job he was hired for by you and stop trying to control. You are nothing but a vicious old man looking for revenge. Not the place Resign!!!

Information: A. Progressive Discipline and Restorative Practices

Name	Comment
	I want to raise serious concerns about the inconsistency between LBHS's presentation on its

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	<p>Positive Discipline & Restorative Practices process and the way it's actually being implemented. My student received an immediate suspension without restorative options being considered, in violation of Ed.Code §48900.5 and Board Policies 5144 and 5144.1, which require suspension only after other corrective measures have failed.</p> <p>LBHS's Presentation emphasizes a restorative philosophy centered on learning and accountability, yet no such practices—such as mediation or reflection—were applied. The California Department of Education states that suspension should be a last resort and warns it "can do more harm than good." Administrators also failed to recognize my student's voluntary restorative actions to repair harm, again contradicting the Presentation, which states LBHS supports "positive behavior reinforcement". This inconsistency undermines both state law and district policy. I respectfully urge the Board to ensure that restorative practices are not just ideals in a presentation, but are implemented as intended—to support learning, accountability, and student growth.</p>
community member	<p>This report really portrays all the attention and work that the district has done for a number of years in addressing discipline that really helps students and their families. For years this has been a priority and previous boards and staff deserve credit.</p>
anonymous	<p>Great district work over recent years. Kudos to staff</p>

Information: Superintendent's Briefing on Strategic Planning

Name	Comment
Gary Kasik	<p>I feel it's inappropriate to talk about a potential bond issuance referring to "aging facilities" without any specific references to actual needs. What exactly is aging and what are upgrade options? It's offensive to a top performing maintenance team with a substantial budget who has done an admirable job of not only maintaining, but regularly updating student facilities. The recreational capabilities at the high school and Thurston are notable examples.</p>

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	<p>To promote a bond issuance simply because the prior bond is expiring is not only disingenuous to taxpayers but is not a sound fiscal approach. We need to stop the "get the money first and decide what to spend it on later". Focus on fiscal prudence not blind fund raising.</p>
Teacher and Community resident	<p>It has been two weeks since the release of the 100-Day Report, which, unfortunately, seemed to serve mostly as a recap of work that has already been ongoing for several years. It's unclear what new insights or actions have come out of the "100 days of listening." One concern that has become increasingly evident is the lack of visible connection between Dr. Glass and our teachers, staff, and students. Many have yet to see him on campuses, and morale continues to be low. The continued focus on board conflicts rather than on our students and the great things happening across our schools has been discouraging. Our district deserves leadership that is visible, engaged, and focused on celebrating and supporting the incredible work happening every day in our classrooms.</p>
community member	<p>A long-range strategic plan is important, and every superintendent puts one in place. In the recent past staff expressed appreciation for having continued areas of focus running through multiple years. That allows for continual improvement as refinement takes place. Staff has responded with support for plans that allow them to go deep and allow for change while recognizing the importance of continuity. Jim and Joan can provide a lot of wisdom and guidance with their professional experiences.</p>
classified	<p>Please let the superintendent do his job instead of your micromanaging and tying all his time up with your witch hunts. We need a vision let him do the job he was hired to do.</p>

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Action: Approval of Consent Calendar Items C-G

Name	Comment
Ketta Brown	As to the hiring of Graymatters Inc for a NTE amount of \$10,000..Howard, Sheri and Dee, if you had not been so dismissive of our current communications director and treated her with such disrespect and vitriol perhaps this money could go toward a real project. Say facilities upgrades?
community member	Personnel report. There is concern over the titling of demotion on the report. Seems this might be a violation of personnel confidentiality. That said it is a negative that does not fit with the caring of LBUSD. Staff can be told privately the whys of a need to place them in a different position but to list it as a demotion is humiliating. It appears to be using shame.

Action: . First Reading Board Policies in the 0000 Series: BP 0410 - Nondiscrimination in District Programs and Activities, BP 0440 - District Technology Plan, and BP 0450 - Comprehensive Safety Plan

Name	Comment
community member	seems like wordsmithing to change written out to CSSP and may reduce clarity. In general this is a large number of policies with all the cross referencing needed by the trustees to be ready to move a policy forward. seriously consider returning to the directed policy workshop approach. Those were public meetings and very efficient.

Action: First Reading of Board Policy 1312.3 - Uniform Complaint Procedure

Name	Comment
community member	Generally speaking, including all the CSBA opinion pages is overloading the trustees with trying to understand what is actually required by any new laws/regulations and what might be called CSBA positions. It is cumbersome at best. Hopefully the

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	majority three understand that CSBA is advisory and covers all scenarios a district might face with their demographic. Filter and choose wisely
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Action: First Reading of Board Policies 3515 - Campus Security and BP 3515.4 - Recovery of Property Loss or Damage

Name	Comment
community member	Although we now accept the use of cameras as standard and necessary for student and staff safety that carries with it a responsibility to make sure of function. Do the very best to maintain and thus avoid blackout periods which may come at needed times in liability situations.

Discussion-Possible Action: Review and Discussion of BP 0441 - Artificial Intelligence

Name	Comment
community member	Bring this back with more time for public input and more data for trustees.

Discussion-Possible Action: Review and Discussion of Board Policy 1113 - District and School Websites

Name	Comment
community member	District websites are full of content, and it is important to remember that it is up to parents and community to use the website and if they have difficulty there are contacts they can make for help. Internet and all that goes with it is fickle at times and overarching theme is self-responsibility. No one needs to be spoon fed.
Wittkop	Please leave these as is.
classified	Leave this to our Director of communications. None of you are webmasters or understand clear unbiased communication that the district is supposed to give. Stay in your lane.

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Discussion-Possible Action: Review and Discussion of Board Bylaw 9010 - Public Statements

Name	Comment
Classified staff	<p>The Laguna Beach Unified School District emphasizes collaboration and courtesy as part of its core values. In alignment with these principles, the Governing Board shares the responsibility for maintaining accountability, effectiveness, and open communication with the public.</p> <p>Under Board Bylaw 9010 – Public Statements, Board members are encouraged to communicate in a manner that supports the unity of the Board and reflects the collective decisions of the district.</p> <p>If this Bylaw is currently under review or consideration for revision, any proposed draft changes need to be shared openly with employees and stakeholders. Transparency in this process will help ensure that staff, parents, and community members are well-informed and have the opportunity to participate in a meaningful discussion regarding potential updates to this important policy.</p>
community member	<p>Hills---this could be written for you in the caution from CSBA about being appropriate when speaking in public and when using electronic communication(email). You are gaining an increasing negative reputation for being mean and rude. In emails you repeat beyond the point of redundancy and within those many paragraphs you insult and bully. It is a disgrace that an elected school board trustee is such a horrible example of how people should treat each other. Many are just tired of this and those who have known of your behaviors over the years just want you to resign for the good of the district. If the old adage that to be able to love you have to love yourself may be at the root of your behavior----if you don't respect yourself how can you show respect to others.</p>
Wittkop	Please leave these as is.
anonymous	This should be highlighted for Member Perry who over

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	the years has gone to Republican meetings hosted by the Mondas to "report" on the district when she was not authorized to do so. And at times the report back to the district from others in attendance was the information was misleading at best and often reflected her own opinions of what she wanted that had not been supported by a majority of any current board she was on.
classified	Howard needs to follow this bylaw and stop spewing emails to the community full of lies and act like he is speking for the board. He needs to resign. Howard has no authority to speak let alone get the district in trouble by his lies and making it sound like he is the final word for the board. He is 1 of 5 and forgets that on an hourly basis. Resign Howard you are evil.

**Discussion-Possible Action: Review and Discussion of Board Bylaw 9200-
Limit of Board Member Authority**

Name	Comment
Ketta Brown	Whoa! Can't wait for this one! Popcorn all around! But the overarching question is why?
Community member	Overarching theme-----the board trustees have no individual authority. Period.
Wittkop	Please leave these as is.
anonymous	Each member has no individual authority. Board works as a team---although the current majority is trying their hardest not to do so.
classified	The board needs to stay in yhere lane. Do not change this or make it more strong that board members do not run day to day operations of the district they make policy only. Add they do not critique the rest of staff as that is not their job. Howard does not get to change the bylaws to suite his narrative and hie desire to take control Make sure this does not happen. Howard needs to resign.

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Discussion-Possible Action: Review and Discussion of Board Bylaw 9322 -
Agenda Meeting Materials

Name	Comment
Ketta Brown	Protein will be required by this time.... why?
classified	leave it alone