

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

Closed Session: C. Liability Claims Against the District: McBride - Claim No. 661256 - Pursuant to Government Code § 54957 D. Public Employee Performance - Superintendent - Government Code 54957

Name	Comment
retired staff	Ms. Perry, it seems you are scheduling repeated closed sessions regarding performance of superintendent. Realizing these are confidential discussions it would provide transparency (your constant criticism previously)to the public to know if these are evaluations, contract negotiaions, etc.

Second Reading and Approval of Policies in the 0000 Series: BP 0410 - Nondiscrimination in District Programs and Activities, BP 0440 - District Technology Plan, and BP 0450 - Comprehensive Safety

Name	Comment
retired staff	Please keep in mind that the tech plan may need review more frequently due to the rapidly changing world of AI.

Second Reading and Approval - Board Policy 1113 - District and School Websites

Name	Comment
retired staff	Websites are extremely valuable as a communication tool as most students, staff, parents and community depend on electronic sources for information. Please make sure staff receives the training needed to use these effectively.

Second Reading and Approval - Board Policy 1312.3 - Uniform Complaint Procedure

Name	Comment
retired staff	LBUSD has a track record of very few complaints but it is imperative that board members respect this process and procedure and DO NOT take up the cause of any parent, staff, student who contacts you personally. There is no authority for board members to insert

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	<p>themselves in the complaint and resolution process. It only serves to boost your own egos to make a constituent think you will fix what they are concerned about.</p>
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Second Reading and Approval - Board Policies 4030 - Discrimination in Employment, BP 4033 - Lactation Accommodation, and BP 4119.11/4219.11/4319.11 - Sexual Harassment

Name	Comment
retired staff	<p>These are important policies and yet keep in mind in the current climate of social justice certainly can be abused.</p>

Review and Discussion of Board Bylaw 9322 - Agenda Meeting Materials

Name	Comment
Leslie Elliott	<p>Yet again, public comments have been pushed to the very end of the meeting after decisions are discussed, after votes are cast, after the public's voice no longer matters. Let's be honest: this isn't transparency. It's control.</p> <p>Moving public input to the tail end silences students, staff, and families. It allows board members to avoid hearing inconvenient truths before they act. When meetings drag late into the night, it's not by accident, it's by design. And it shuts the community out.</p> <p>Our voices aren't a formality. They're the foundation of public education. If leadership can't handle hearing from the people they serve before making decisions, that's not governance, it's avoidance. Practice the transparency that you preached during the election. Please permanently and formally return public comments to the beginning of the meeting.</p>
Ketta Brown	<p>Why is this even on here? The policy is perfectly fine. The hard part seems to be getting the agenda out within 72 hours of the meetings and that's on you.</p>

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retired staff	Currently as it exists BB 9322 is thorough and covers legal agenda requirements and how agendas are planned. Board member Perry, Morgan and Hills---you three need to think carefully about overall yearly planning and staff time when you demand placement of an item that is of your personal bent to be on an agenda. There is an overall district timeline of when major items come to the board. These are business meetings, and you are doing the district's business in the public arena. These are not your personal gripe sessions. Above all place public comment non agenda items back at the beginning of the meeting.
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Information: Report on Positive Certification of the 2025–2026 First Interim Financial Report

Name	Comment
retired staff	Very informative first interim. Recognize that the business services took a conservative approach which has been done for years under CBOs Shelton, West and Dixon as a basic aid and not LCCF funded district, so the increase adjustments do not reflect anything other than cautious approach to anticipated funds.

Information: Ad Hoc Transportation Committee Update

Name	Comment
Classified Staff	Please disclose the number of students this transportation committee has addressed, the cost of providing transportation, and the poll or assessment indicating that the potential students identified would actually use this service.
Lauren Unterberger	Lately, it feels like the board is charging ahead on major decisions without listening, collaborating, or showing respect for differing views. It's discouraging, and frankly, people are getting mad. The sense around the district is that community voices aren't just being ignored—they're being shut out on purpose. That kind of approach damages faith in the process.

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	I hope the board takes some steps to rebuild trust with the community—starting with restoring public comment to the beginning of the meeting. When people are only allowed to speak after votes are taken, their input doesn't really matter. That's not transparency; it's just going through the motions.
retired staff	Well Ms. Perry you spent a lot of people's time to fulfill your personal quest to find some way to transport a handful of students from Aliso Viejo. Please add to your report if the HVAC, safety verification of Durham's drivers, tracking systems, communication of delays, etc. existed before you formed this ad hoc. Some of them did and please include dates of implementation. As you have pursued over the years remember use of a monitor on the routes is an expense.

Action: Approval of Positive Certification of the 2025-2026 First Interim Financial Report

Name	Comment
Jenny	I would be interested to know how much legal costs have changed from previous years.

Action: Approval of the November 13, 2025 Board Meeting Minutes

Name	Comment
retired staff	It was unfortunate that Dr. Glass needed to miss the meeting and totally reasonable. Any board member who needs to miss should provide a reason as Mr. Hills did in the statement he asked Ms. Perry to read into the record. However as is Mr. Hills style it was way TMI. All the public needed to hear was he had a medical issue that prevented his attendance. The rest of the story seemed purposeful to generate a pull back of the critical comments regularly made regarding Mr. Hills boorish behavior. Poor choice.

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Action: Approval of Consent Calendar Items B - N

Name	Comment
Ketta Brown	9F. Warrants: \$109,227.02 for legal fees for just the time from September - now seems eye poppingly excessive!
retired staff	D Warrants-----such high legal fees make one wonder what this new board majority is feeling the need to have back up for. Or who all they are investigating or if they are so unsure of what they should do they have to ask legal. They should ask their administrative staff who have the experience to know when to go to legal.

Action: Election of Board President for 2026

Name	Comment
Carl Nelson	Dee Perry
Staff Member- El Morro	<p>I respectfully request that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. This leadership structure reflects unity, consistency, and a shared commitment to keeping students at the heart of every decision.</p> <p>At a time when districts across the state face increased complexity, our community needs Board leadership that prioritizes student-centered outcomes over procedural minutiae. Dee’s steady facilitation and Dr. Malczewski’s thoughtful approach create a balanced team focused on constructive dialogue, clear direction, and effective governance. Their leadership styles complement one another and model the kind of collaboration we hope to instill in our students.</p> <p>Consistent, harmonious Board meetings benefit the entire district. When meetings are focused, respectful, and guided by leaders with a strong sense of purpose, staff can do their best work, families feel confident in the Board’s direction, and students ultimately receive the stability and support they deserve.</p>

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	Maintaining this leadership team is the best choice for our district's present and future.
Newth Morris	Strongly encourage the board to re-elect member Perry for a second term. This is in the best interest of the students.
Teacher	I respectfully request that the Board retain Dee as President. This leadership structure promotes unity, stability, and more efficient, consistent Board meetings.
LBHS Classified Employee	We strongly encourage the Board to re-elect President Perry as Board President for another term. During her year of service, President Perry has demonstrated effective leadership and developed valuable institutional knowledge that would benefit the district through continued service in this role. Her experience navigating Board procedures, understanding district operations, and building collaborative relationships positions her to provide stability and strategic direction as LBUSD continues its important work on behalf of students and families.
	"Retain Dee as the President
Classified Staff	At this time, Dee should remain Board President.
Scott Wittkop	We are requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Having this leadership structure demonstrates unity and will help Board meetings flow in a more consistent and harmonious manner. We believe this is the best situation for the district, our staff, and our students.
Julie Gersten	President Perry has been working hard to restore order to the school board and is making strides. We need to build on these critical efforts. I fear that electing Trustees Hills or Morgan into a President or Clerk position will be a huge step backwards for the board, and create greater turmoil and chaos to the detriment of our students. I do not believe Trustee Hills is fit for office, and I think that Trustee Morgan needs more time to learn before she is ready for this next step in

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	<p>leadership.</p> <p>I hope that the board will support you for a second term as President, and elect Dr. Malczewski as Clerk. Dr. Malczewski has years of experience on the board and I think that she will do a wonderful job as Clerk.</p>
<p>Randi Beckley</p>	<p>I urge the Board to approach the selection of the next Board President with the utmost care and thoughtfulness. Choosing anyone other than Dee Perry at this critical moment would risk reversing the progress that has finally begun. It has taken six months for this Board to reach a point where agendas are being properly developed, and under Dee’s leadership we are just beginning to see meaningful improvement. Her integrity and steady progress in the role are evident.</p> <p>To remove her now would not only be unwise but potentially detrimental to the positive momentum the Board is beginning to build. I strongly caution against electing Howard Hills as President. I have yet to encounter anyone who supports this decision. His conduct has been viewed as offensive by several individuals on the dais, and his comments are often lengthy, one-sided, and not reflective of the professional, unifying tone the Board must project in order to move forward and heal from recent challenges.</p> <p>I respectfully and urgently ask that you retain Dee Perry as Board President. This is what our community needs at this time.</p>
<p>Anonymous Classified Staff</p>	<p>We strongly recommend that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Maintaining this leadership structure is essential for ensuring continuity, reinforcing unity, and fostering Board meetings that are consistent, efficient, and productive. We firmly believe this configuration best supports the district, our staff, and, most importantly, our students.</p>
<p>El Morro Staff</p>	<p>I formally request that the Board maintain Dee Perry as</p>

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Member	Board President and designate Dr. Malczewski as Board Clerk. This proposed leadership structure is crucial, as it clearly demonstrates unity and is expected to facilitate more consistent and harmonious Board meetings. We firmly believe that this combination represents the optimal arrangement for the success of the district, our dedicated staff, and, most importantly, our students. Let's keep the school in School Board!
LBUSD classified employee	We respectfully request that the Board retain Dee as Board President. Maintaining this leadership structure demonstrates unity and provides consistency in how our meetings are conducted. We believe this approach will contribute to more efficient, harmonious meetings and is in the best interest of our district, our staff, and—most importantly—our students.
Jeb Brown	I am writing to urge the Board to re elect Ms Perry as President and elect Dr Malczewski as Clerk. This leadership team would represent both factions that exist on the Board and would be in the best interests of the students, educators, staff and community. I am aware of the precedent to elect the Clerk as President, but Mr Hill's behavior and disrespect for the students, educators and staff make him a very poor candidate to lead and would be very disruptive to our District.
	Dee Perry or Joan Malczewski
	We are asking the Board to keep Dee as President and to make Dr. Malczewski the Board Clerk. This leadership team shows we are united and will help our Board meetings run more smoothly and harmoniously. We think this is the best decision for the district, our employees, and our students.
Jenny	<p>President Perry,</p> <p>I am writing as a parent & community member who cares deeply about the health and stability of our school district.</p> <p>As you prepare for the organizational meeting on</p>

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	<p>December 11, I am asking that the board restore public comments to the beginning of the meeting so that community voices can be heard before key decisions are made. This is a necessary step toward improving transparency, accessibility, and public trust.</p> <p>I am also asking the board to support a unity leadership team that reflects both the majority and minority voices on the board. Re-electing you as President and selecting Dr. Malczewski as Clerk would provide balanced and steady leadership for the year ahead. I implore you to move forward with these actions and to demonstrate your commitment to the well-being of our district, reinforcing that your priority is the success and growth of our students.</p> <p>Thank you for your continued dedication to our students, district, and community.</p>
Heather Besecker	<p>As a staff member, I see the benefit of Dee Perry continuing to hold the position of board president and therefore being reelected to represent the district. She did not get the full experience as board president with having no superintendent and an interim assistant superintendent during her time as president. Her background as a teacher in the district and her calm temperament are helpful and essential to creating an effective governing board.</p>
Leslie Elliott	<p>It's been a tough year for our district. Far too much energy has gone into past history as meetings have been turned into grievance sessions, followed by letters full of wild, almost conspiratorial accusations — aimed at district staff, unions, consultants, etc. With Trustee Hills, every issue somehow turns into drama and negativity.</p> <p>It wouldn't be a long shot to imagine Hills is eyeing the role of board president, but that would only take us backward. As the district works to move forward under a new Superintendent, we need teamwork and focus, not more conflict and division.</p>

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	<p>Tonight’s leadership vote is pivotal. The president and clerk shape how the board operates and how our community sees its leaders. I ask the board to elect Dee Perry as President and Dr. Joan Malczewski as Clerk, leaders who can move the district in the right direction. It’s time for stability, respect, and progress.</p>
Concerned	<p>Howard as board president will cement this board as the most unhinged and divorced from reality. In what world does having bumbling Howard Hills as president help move the agenda or do any good for students and staff? Every meeting we will begin by rehashing the fateful Dec.16th meeting and all other meetings since that Howard failed to enact his revenge against the lbusd boogiemanager. Please retain some sanity and go with literally anyone else.</p>
Certificated Teacher- El Morro	<p>Choosing Mr. Hills as board president would be doing a total disservice to our schools and the students we serve. Please consider keeping Mrs. Perry as president to maintain some sense of unity and order.</p>
Maria	<p>Let’s keep Dee Perry for just and fair leadership</p>
Staff	<p>We respectfully urge the Board to retain Mrs.Perry as Board President. Mrs. Perry has consistently demonstrated the temperament and discipline essential for effective Board leadership. She remains focused during meetings and consistently maintains a respectful and professional tone. She conducts herself with poise, demonstrates ongoing growth, and actively listens to all stakeholders. These qualities foster a safe and productive environment for collaboration and decision-making.</p> <p>Establishing this leadership structure will promote unity and support more consistent, harmonious Board meetings. We firmly believe that this path best serves our district, our staff, and, most importantly, our students.</p>
Maria Reichel	<p>Dear Members of the Board,</p>

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	<p>I am writing as a parent/community member/LBUSD staff member who cares deeply about the health and stability of our school district.</p> <p>I respectfully ask that you support re-electing Dee Perry to the office of President and select Dr. Malczewski as Board Clerk. In his short tenure, Board Member Howard has not demonstrated the heart, skill or will required to create cohesion among board members, to foster strong relationships between the board, staff and the community, or to yield governance decisions that meaningfully improve conditions for students. Selecting him to a leadership role in the board would further erode the trust that the community has placed in your stewardship of our district.</p> <p>A unity leadership team consisting of President Perry and Dr. Malczewski as Clerk, would respectfully reflect both the majority and minority voices on the board, allow us to move forward constructively and put the success and growth of our students once again at the center of governance work.</p> <p>Thank you for your continued dedication to our students, district, and community.</p>
Current LBUSD Teacher	<p>We urge the Board to maintain Dee as Board President and to appoint Dr. Malczewski as Board Clerk. This leadership structure reflects stability and unity. We firmly believe this is in the best interest of the district, our staff, and our students.</p>
Jason Olin	<p>I support the re-election of Ms. Perry as president, if Dr. Malczewski will also be chosen as clerk. This approach provides more continuity and further acknowledges the diversity of the community's views.</p>

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Sara Hopper	<p>Agenda Item 10 – Board Reorganization We are requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Having this leadership structure demonstrates unity and will help Board meetings flow in a more consistent and harmonious manner. We believe this is the best situation for the district, our staff, and our students.</p> <p>Board Member Dee Perry and Dr. Malczewski are seasoned board members and have the experience to best fill these positions.</p>
Laura Silver	<p>I am requesting that the Board retain Dee as Board President. In the midst of everything, this leadership consistency will benefit everyone from the board itself to the teachers and staff to the students in our classrooms.</p>
Ketta Brown	<p>I implore you to allow Dee to continue as President. She is just getting her footing and with a different clerk she will be able to excel. If, as is suspected, Howard is allowed to hold the gavel it will be a disaster. There is no place for a pontificating, pompous and patronizing old man at the helm. He has no respect for staff or students and harbors nothing but contempt for the majority of his constituents. In short, he is just wrong.</p>
Susan Anderson	<p>Please elect a unity ticket with Trustee Perry as President and Dr. Malczewski as Clerk to insure collaborative and balanced leadership for our school community.</p>
Lauren Unterberger	<p>This past year has shown how easily our board can get pulled into conflict instead of focusing on students. Much of that disruption has stemmed from Trustee Hills' divisive approach and his tendency to steer discussions back to past grievances.</p> <p>Tonight the board has an opportunity to move in a more positive direction. We need a President who can keep the board grounded, respectful, and student-focused.</p>

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	Trustee Perry has shown real growth, found her voice, and proven herself to be a thoughtful listener and problem solver. Electing her as President would help the district move past unproductive drama.
Anonymous Teacher	Dee Perry is even-keeled and does not get wrapped up into the histrionics of the current school board members who like to hear themselves talk.
Mike G	I would like to support President Dee Perry to continue in her role as President. She has shown a level headed, calm and thoughtful approach to her role in the last year. In such a divided board she has done a fair job of listening to both sides. More and more she appears to be representing her own views (not those of a limited minority) which is encouraging and thankfully her views are valuable and student/staff focused.
Claudia	I strongly recommend the reappointment of Mrs. Dee Perry. Her performance has been marked by consistent improvement in her role and an unwavering dedication to prioritizing student success. Retaining Mrs. Perry is crucial for the stability the board. She provides the necessary equilibrium to ensure the Board's focus remains squarely on student outcomes and staff well-being, helping to prevent the divisive atmosphere that has characterized recent meetings.
Growing majority	I strongly urge the community to consider why Trustee Howard Hills is unsuitable for the role of School Board President. Recent board meetings, including October 9, featured extensive public comments—27 pages from teachers, staff, and parents—describing a climate of division, fear of retaliation, and disappointment in leadership. These concerns stem from Mr. Hills' repeated inflammatory letters and statements, including allegations of financial misconduct and collusion that were unsupported by evidence and contradicted by audit findings. Such rhetoric erodes trust, damages morale, and distracts from student-focused priorities.

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	<p>Effective leadership requires professionalism, transparency, and collaboration. Instead, Mr. Hills has prioritized personal battles and public accusations over constructive governance. His approach has ignored best practices recommended by governance consultants and shifted attention away from critical issues like learning gaps, mental health, and teacher support.</p> <p>Laguna Beach schools thrive when board members unite the community around shared values and academic excellence—not when discourse becomes adversarial. For these reasons, Mr. Hills’ pattern of divisiveness and disregard for governance norms makes him unfit to serve as School Board President or any kind of leadership going forward.</p>
Parent of alum	Dee Perry has the experience needed.
Shaheen Sheik-Sadhal	Set up a unified, functional board for next year. Dee for President.
Concerned parent	Show you care for our children. Dee to remain president.
Peggy Wolff	<p>I support Dee Perry serving a second year as President. Electing a President is about choosing who is best for the management and health of the school district. It is not about individual ego or power. The best choice for LBUSD in 2026 is Board Member Perry serving a second year. I urge you to be wary of choosing someone because you think it is their turn. That is NOT putting the district and STUDENTS first, it is putting petty egos first.</p> <p>If it was about turn taking and fairness, then Board Member Kelly and Board Member Malczewski would have been chosen before Board Member Hills as clerk.</p> <p>I urge you to choose what is best for the district and who puts STUDENTS first! Put the health of the district first. Don't choose a bully!</p>
Staff	Dee needs to continue as President and Joan needs to

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	be Clerk. We need unity. The chaos is ugly.
Tara	<p>This month's board meeting is especially important because leadership for the coming year will be elected — a critical decision for keeping the positive momentum since hiring Dr. Glass.</p> <p>The key role is Board President, who should bring unity, not division. My concern is that Howard Hills only creates divisiveness amongst its colleagues and staff, which will continue to strain relationships.</p> <p>I support re-electing Dee Perry. She's been steady, communicative, and balanced, exactly what the district needs.</p>
April Coffman (STAFF)	I'd like to express my support for keeping Dee in the role of Board President and appointing Dr. Malczewski as Board Clerk. This leadership combination would provide stability, promote collaboration, and contribute to more efficient and productive Board meetings. I truly believe this structure would best serve our district, staff, and students moving forward.
Staff	I think we keep Dee as Board President. Keeping this leadership structure in place shows unity and will help our Board meetings run more smoothly and consistently. I truly believe this is the best setup for our district, our staff, and our students.
Jenée Zamorano	Reelect Dee Perry for Board President for the most balanced and steady path forward in Board leadership & into this next year.
El Morro certificated teacher	Anyone but Sheri or Howard
TMS Staff	I am requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. I believe having this specific leadership structure demonstrates unity, and it will help Board meetings flow in a more consistent and harmonious manner. I believe this is the best situation for the district, our staff, and

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	our students
retired staff	The member who should fill this role is Dr. Kelly.
Kim Krause (teacher)	As a teacher in the district, I am requesting that the Board keep Mrs. Perry as Board President and appoint Dr. Malczewski as Board Secretary. This leadership structure would provide stability, promote unity, and help Board meetings run more smoothly and consistently. I believe maintaining this arrangement is what's best for our district, our staff, and ultimately our students.
Alicia Saucedo	We ask that the Board keep President Perry as Board President and appoint Dr. Malczewski as Board Clerk. This leadership structure will help meetings run more smoothly and promote unity. We believe it is the best choice for the district, staff, and students.
Iva Pawling	<p>I am asking again that the board restore public comments to the beginning of the meeting so that community voices are heard before decisions are made. This change is essential for transparency, access, and public trust.</p> <p>I am asking the board to support a unity leadership team that reflects both the majority and minority voices. Re-electing President Perry would give our district balanced and steady leadership at a time when stability is critical.</p> <p>Under no circumstance should Member Hills or Member Morgan be considered for this position. Neither have exhibited the qualities needed to be a leader for this school board and community.</p> <p>This is an opportunity to show that the board is committed to the well-being of the entire district and to the success of every student. I expect the board to move forward with these actions and demonstrate that our students and our community come first.</p>
Suzy	Hello, My husband and myself are employees of LBUSD,

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	parents of a current (and past LBUSD student), I am a past LBUSD student myself and we are current residents. We would like to ask that we keep Dee as Board President for this upcoming year. We think she is doing a good job and deserves another year to serve as president. This past year was all about changes and transitions and it would be nice to keep stability and consistency with Dee as president. Thank you.
Christine Wagner	As a teacher in this district for more than twenty years, I respectfully request that the Board retain Dee as Board President. Maintaining this leadership structure would demonstrate unity and help ensure that our Board meetings continue to flow in a consistent manner. I believe allowing Dee to remain as president would allow the board to focus on the needs of the students and the district and represents the most supportive and stable path forward for our district, our staff, and—most importantly—our students.

Action : Election of Board Clerk for 2026

Name	Comment
Carl Nelson	Dr. Malczewski
Newth Morris	Member Malczewski would make an excellent clerk and would return focus to the students.
Teacher	I respectfully request that the Board appoint Dr. Malczewski as Clerk. This leadership structure promotes unity, stability, and more efficient, consistent Board meetings.
	Dr. M as clerk
Classified Staff	Please appoint Dr. Malczewski as Board Clerk. Board member seats and officer roles are distinct, each requiring its own formal election process. An individual's past or current position should not automatically make that member eligible for another role without a proper vote.

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Scott Wittkop	<p>We are requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Having this leadership structure demonstrates unity and will help Board meetings flow in a more consistent and harmonious manner. We believe this is the best situation for the district, our staff, and our students.</p>
Julie Gersten	<p>President Perry has been working hard to restore order to the school board and is making strides. We need to build on these critical efforts. I fear that electing Trustees Hills or Morgan into a President or Clerk position will be a huge step backwards for the board, and create greater turmoil and chaos to the detriment of our students. I do not believe Trustee Hills is fit for office, and I think that Trustee Morgan needs more time to learn before she is ready for this next step in leadership.</p> <p>I hope that the board will support you for a second term as President, and elect Dr. Malczewski as Clerk. Dr. Malczewski has years of experience on the board and I think that she will do a wonderful job as Clerk.</p>
Randi Beckley	<p>I strongly implore the Board to appoint Dr. Malczewski as Clerk of the Board of Education. The position of Clerk is essential to the effectiveness and credibility of the Board. The Clerk is responsible for ensuring accurate records of Board actions, supporting transparency, maintaining the integrity of Board processes, and facilitating orderly and respectful governance. This role requires professionalism, clarity, dependability, and the ability to support an environment of trust and productive collaboration.</p> <p>Dr. Malczewski is unquestionably the most qualified individual for this role. Her professionalism, preparation, and ethical conduct consistently demonstrate her deep understanding of Board responsibilities and her commitment to the community. She brings respect, diplomacy, and stability—qualities essential to safeguarding public trust and ensuring effective governance.</p>

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	<p>Continuing with Howard Hills as Clerk, or elevating him further, would be a step backward. His tenure has been marked by behavior that is disruptive rather than constructive. His lengthy, one-sided commentary and frequent digressions have impeded efficiency and undermined the professionalism the public expects from its elected leaders.</p> <p>This is a pivotal moment for the Board to restore confidence and demonstrate its commitment to responsible leadership. Appointing Dr. Malczewski as Clerk is the strongest, most prudent choice you can make.</p>
Anonymous Classified Staff	<p>We strongly recommend that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Maintaining this leadership structure is essential for ensuring continuity, reinforcing unity, and fostering Board meetings that are consistent, efficient, and productive. We firmly believe this configuration best supports the district, our staff, and, most importantly, our students.</p>
LBUSD classified employee	<p>It has been a particularly demanding year as we have adjusted to the new Board. I am confident that appointing Dr. Malczewski as Board Clerk will help strengthen the Board's harmony and allow us to refocus our energy on what matters most. Our students.</p>
Jeb Brown	<p>I am writing to urge the Board to re elect Ms Perry as President and elect Dr Malczewski as Clerk. This leadership team would represent both factions that exist on the Board and would be in the best interests of the students, educators, staff and community. I am aware of the precedent to elect the Clerk as President, but Mr Hill's behavior and disrespect for the students, educators and staff make him a very poor candidate to lead and would be very disruptive to our District.</p>
	Joan Malczewski or Dee Perry
Heather Besecker	I believe the best person to serve as clerk would be Dr.

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	<p>Malczewski. She has more experience participating on the board and her background in education helps her to see the bigger picture when it comes to making board decisions. I believe having both Perry and Malczewski as our leaders will help the flow of meetings become better and that their leadership will help the needs of students, staff and the community be more clearly met.</p>
Leslie Elliott	<p>I ask the board to elect Dr. Joan Malczewski as Clerk, who along with Dee Perry as President, can move the district in the right direction. It's time for stability, respect, and progress.</p>
Concerned	<p>Again, please choose sanity.</p>
Certificated Teacher- El Morro	<p>I support choosing Dr. Malczewski as Board Clerk.</p>
Staff	<p>We respectfully urge the board to appoint Dr. Malczewski as Board Clerk. According to the definition of a School Board Clerk, they support the effective governance and operations of the Board by ensuring accurate preparation and maintenance of agendas, minutes, and official records; attesting to Board actions and certifying documents; coordinating with the Superintendent and staff to ensure legal compliance, including adherence to the Brown Act; assisting in the orderly conduct of meetings; and facilitating clear communication among Board members and district leadership. Dr. Malczewski has demonstrated these skills, and the staff has confidence in her ability to facilitate this role.</p> <p>Establishing this leadership structure will promote unity and support more consistent, harmonious Board meetings. We firmly believe that this is the most beneficial path forward for our district, our staff, and, most importantly, our students.</p>
Maria Reichel	<p>Please select Dr. Malczewski</p>
Jason Olin	<p>I support the election of Dr. Malczewski as board clerk. This helps to better reflect the wider range of</p>

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	community views regarding school district matters.
Sara Hopper	Appoint Dr. Malczewski as Board Clerk.
Laura Silver	I am requesting that the Board appoint Dr. Malczewski as Board Clerk. She consistently demonstrates an even-keeled demeanor and a logistical approach to agenda items and subsequent discussions.
Ketta Brown	Please consider Joan for the Clerk role. She is calm, measured and can certainly pronounce names on the speaker cards. With her at Dee's side, I am sure the meetings will be more orderly and efficient.
Susan Anderson	Please elect a unity ticket with Trustee Perry as President and Dr. Malczewski as Clerk to insure collaborative and balanced leadership for our school community.
Lauren Unterberger	Dr. Malczewski as Clerk would give the board its best chance to restore balance and improve decision-making.
Anonymous Teacher	Joan Malczewski is calm, focused, extremely judicious, AND has actual ties to the current student body of the schools, she is a direct witness to the experience of a child in 2025. She also teaches college students, giving her knowledge of the status of college and career readiness. She does not boast or brag, but listens and briefly responds when prompted.
Mike G	Although change is not always good, I do believe we need a change at the Board Clerk position. I believe Dr. Malczewski would be an excellent replacement and would perform the role of Board Clerk with grace and consistency. The current Clerk seems too easily flustered, at times confused and seems to play favoritism with his friends in the audience routinely getting to speak last on topics. Dr. Malczewski has a wealth of experience and knowledge in education and being Board Clerk would provide a better balance for a board that needs to coalesce, find common ground and learn to work together. Howard is too divisive, too

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	inflammatory and routinely displaces the needs of our kids with his personal vendettas regarding the past.
Claudia	I strongly recommend the appointment of Dr. Malczewski as Clerk. She offers the proven capability and procedural knowledge necessary for success in this role. Her dedication and fresh educated perspective will be invaluable to the success of this body. Appointing Dr. Malczewski marks a clear step toward a unified and effective governing environment. She is the right person to help shift the tone and guide the Board toward professional consensus, moving past the atmosphere of division seen in the last year.
Parent of alum	Joan Malczewski is a calm and logic thinker. We need her in this position.
Shaheen Sheik-Sadhal	Set up a unified, functional board for next year. Joan for Clerk.
Concerned parent	Recommend Dr M
Peggy Wolff	I support Board Member Malczewski as clerk. She has the experience and knowledge of putting the students and education as a top priority.
Staff	Joan for Clerk.
April Coffman (STAFF)	I'd like to express my support for keeping Dee in the role of Board President and appointing Dr. Malczewski as Board Clerk. This leadership combination would provide stability, promote collaboration, and contribute to more efficient and productive Board meetings. I truly believe this structure would best serve our district, staff, and students moving forward.
Staff	Appoint Dr. Malczewski as Board Clerk.
Jenée Zamorano	Elect Dr. Joan Malczewski for Board Clerk. This will allow for the most balanced and stable guidance of the Board into this next year.
El Morro	Anyone but Sheri or Howard

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certificated teacher	
TMS Staff	I am requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. I believe having this specific leadership structure demonstrates unity, and it will help Board meetings flow in a more consistent and harmonious manner. I believe this is the best situation for the district, our staff, and our students
retired staff	Looking forward to a clerk who can keep track of public speakers.
Kim Krause (teacher)	As a teacher in the district, I am requesting that the Board keep Mrs. Perry as Board President and appoint Dr. Malczewski as Board Secretary. This leadership structure would provide stability, promote unity, and help Board meetings run more smoothly and consistently. I believe maintaining this arrangement is what's best for our district, our staff, and ultimately our students.
Alicia Saucedo	We ask that the Board keep President Perry as Board President and appoint Dr. Malczewski as Board Clerk. This leadership structure will help meetings run more smoothly and promote unity. We believe it is the best choice for the district, staff, and students.
Iva Pawling	<p>I am asking again that the board restore public comments to the beginning of the meeting so that community voices are heard before decisions are made. This change is essential for transparency, access, and public trust.</p> <p>I am asking the board to support a unity leadership team that reflects both the majority and minority voices. Selecting Dr. Malczewski as Clerk would give our district balanced and steady leadership at a time when stability is critical.</p> <p>Under no circumstance should Member Hills or Member Morgan be considered for this position. Neither have</p>

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	<p>exhibited the qualities needed to be a leader for this school board and community.</p> <p>This is an opportunity to show that the board is committed to the well-being of the entire district and to the success of every student. I expect the board to move forward with these actions and demonstrate that our students and our community come first.</p>
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Appointment of Secretary to the Board of Education

Name	Comment
Concerned	Vote for sanity
retired staff	Now the majority three who have complained for years that the Secretary to the Board does not need to be the Superintendent and previous boards only did this to keep information away from the public now let's see what you do. Pick someone other than Dr. Glass? Or recognize now your lack of knowledge of what the position is and continue with a standard operational procedure.

Appointment and/or Approval of Board Representatives to Outside Organizations and Committees

Name	Comment
Classified Staff	Approval of board representation to outside organizations and committees should be done with caution, as some board members do not fully understand their roles and the potential conflicts that can arise from this.
Ketta Brown	10 E - I understand why this is being suggested (because Howard wants it) but it will be a total train wreck.
Shaheen Sheik-Sadhal	Congratulations to whoever sent baseless anonymous tips to the 4th District and CA PTA about PTA meetings becoming a political space. The PTA is the least political group in our community, and does so much to create

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	fun, safe, empowering activities and opportunities for our students. Because of these "tips", the 4th District and CA PTA have thrown their hands up in the air and banned LBUSD school board members from being able to give school board reports at PTA meetings. What a way to further tear down transparency and communication in our small town.
retired staff	Reading what happened last year is time to return to shared representation and not just stick the newest members in. And the reporting back about the content of meetings attended by Hills has been lacking.
Peggy Wolff	Please place people in these positions who act professionally and treat others with respect. This is about engagement, understanding and collaboration.

Action: Setting Meeting Dates, Time, and Place for 2026

Name	Comment
Anonymous	<p>I request clarification be stated during the Board meeting on whether the staff time required for both preparation and attendance has been factored into the recent request from Dee Perry and Howard Hills for additional meetings focused on governance-related issues.</p> <p>As the number and frequency of meetings increase, it is important to understand the potential implications for staff workload, scheduling, and overall capacity. Do staff that are not the superintendent or assistant superintendent's receive overtime or any type of extra compensation for this extra work?</p>
Mike G	Please set these meetings so that all 5 board members can attend as much as possible. NO MORE last minute emergency meetings. It gives the appearance that someone is trying to push through topics, agendas quickly to avoid board members, staff and community involvement. It makes for a rushed decision making process and limits equal opportunity for all stakeholders holders (board members, staff, parents, students and

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	community members) ample time to research, discuss and participate.
Shaheen Sheik-Sadhal	Please consider making meetings more reasonable both in terms of frequency and length. This pace is not sustainable.
Staff	Stop adding special meetings. Creating more chaos is unacceptable.
retired staff	This is preposterous. Perhaps a few special meetings can be arranged at the organizational meeting, but special meetings are just that---needs that come up and require a special meeting. Adding all these meetings so Hills and Morgan can talk at length as they both shown to be how they perform is a burden on staff. If you add meetings make them in the evenings in fairness to staff, students and working parents!!!!

Information: Annual Reminders

Name	Comment
retired staff	IFRRP and Aliso are extremely important and that is why they appear on the annual organization meeting. Uphold these. Governance ad hoc is just wrong. Governance work planning, discussions, etc should ALWAYS include all board members. Do not go down this path of fragmentation.

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

Name	Comment
Carl Nelson	Item #10 - Please retain Dee Perry as President and Dr. Malczewski as Board Clerk. With all the disharmony and adversarial dramatics of this last year, it would be prudent to smooth out and seek a more harmonious vibe here. Disagreements are fine and natural, but there's always been candor, professionalism, and

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	<p>positive forces toward helping our NUMBER ONE CONSTITUENTS: OUR STUDENTS! Let's not forget that, please. It's been an uber toxic environment on board proceedings over the last year and the community and our students deserve a LOT BETTER THAN THAT. Enough with the ego's and dramatics here. Let's be the adults in the room and work a lot more efficiently and positively, please.</p> <p>Item #11 PUBLIC COMMENTS: Please move public comments to the BEGINNING of meetings to encourage and NOT discourage community buy-in, participation, and involvement.</p> <p>Agenda item #11 INSURANCE: Also please move the INSURANCE matter to the agenda so that can be handled proactively and not pushed off to later dates.</p>
Teacher	<p>I also ask that Public Comments be moved to the beginning of the meeting. Having them at the end greatly limits participation and transparency, especially for staff and parents who cannot stay late. Finally, I urge the Board to place the district's insurance issue on the agenda and resolve it. The uncertainty is causing significant anxiety among staff and must be addressed before negotiations for the 2026-27 school year can move forward.</p> <p>Thank you for your time and consideration.</p>
LBHS Classified Employee	<p>Board Member Howard Hills is not fulfilling his role effectively. His negativity and attacks on staff and the district are counterproductive to LBUSD's progress. He needs to listen instead of dominating discussions with off-topic remarks and focus on the actual responsibilities of a board member. Additionally, Mr. Hills needs to stop communicating directly with staff</p>

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	<p>and follow the professional standards of communication that are expected of school board members. Sheri Morgan needs to stop supporting the behavior of Mr. Hills - it is a bad look. Ms. Morgan - Stop using AI during meetings to to formulate questions that are not relatable or genuine. Be better. Actually do the job that you were elected to do. Stop the defamation, distraction, and disrespect. We are all expecting so much more and Mr. Mills and Ms. Morgan are not doing the job of superior board members and that is our expectation.</p>
Samantha Washer	<p>I'd like to advocate for Public Comments to be moved the beginning of the meeting. Now that meetings go on for hours and hours this change will allow for more community participation. Also, resolution of the insurance situation is critical so everyone can proceed with the business of 2026-27. Thank you.</p>
Classified Staff	<p>Public comments should be at the beginning of the meeting.</p>
Scott Wittkop	<p>District's insurance issue should be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026-27 school year can proceed.</p>
Julie Gersten	<p>Please restore general public comments to the beginning of meetings. It is so hard for parents, students and teachers to wait until the end of meetings, especially because they run so long. Constituent and stakeholder voices need to be heard, particularly when there is so much turmoil and mistrust in the community regarding the school board.</p>
Randi Beckley	<p>Subject: Jurisdiction of the Board</p> <ol style="list-style-type: none"> 1. Please move public comments back to the beginning

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	<p>of Board meetings. Placing them at the end of 6–7 hour sessions creates deeply concerning optics and makes participation difficult for families with children, meals, homework, and evening routines. It is unreasonable to expect them to stay late into the night to be heard. Public comment is meant to inform your deliberations, not follow them. Holding it after decisions have been made undermines transparency and signals that community input is an afterthought. This discourages those who still hope to see the Board function collaboratively and responsibly. Restoring public comment to the start of meetings would show genuine commitment to listening to the community and conducting your work with integrity.</p> <p>2. I request that the district’s insurance issue be placed on the next agenda as an action item so it can be resolved promptly. The District’s overpayment comes after years of staff overpaying their own premiums. The money was not laundered or embezzled—it was approved in an MOU and used for employee health benefits. This was not a backroom arrangement, and suggesting otherwise defies logic and delays action (not to mention costs a load of money for legal and accounting fees). Asking staff to repay these funds would be unjust and counterproductive. We need to settle this matter so negotiations can proceed this spring and the issue can finally be addressed appropriately.</p>
Erinne Dobson	As a working mom of 3 LBUSD students I would like public comments to be restored to the beginning of the meeting.
Anonymous teacher	Staff, teachers, students, and parents should have a right to speak and share comments at the beginning of the board meetings and not have to wait until the end at 9 or 10pm to share their thoughts.

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<p>Anonymous Classified Staff</p>	<p>We are also formally requesting that the district’s insurance issue be placed on the upcoming agenda and addressed in a timely manner, so that we can move forward with the necessary negotiations this spring in an informed and constructive way. This matter has remained unresolved for some time and is creating significant concern and anxiety among staff, impacting morale and confidence in the negotiation process. It is essential that this issue be fully clarified and resolved before we can begin negotiations for the 2026–27 school year, ensuring that discussions can proceed smoothly and with all parties fully prepared.</p>
<p>LBUSD classified employee</p>	<p>We ask the Board to move Public Comments to the beginning of the meeting. Holding public comment at the end significantly reduces participation from staff and community members, limits transparency, and prevents many staff members—who cannot stay late into the night—from having their voices heard. Shifting public comment earlier in the agenda will promote openness, accessibility, and stronger community engagement. We also request that the district’s insurance issue be placed on the agenda and resolved as soon as possible. This unresolved matter is creating considerable anxiety among staff, and it must be addressed before negotiations for the 2026–27 school year can move forward. Clarifying the district’s insurance position now will allow us to enter spring negotiations in good faith and with the stability our staff deserves.</p>
<p>Jeb Brown</p>	<p>I would like to strongly encourage you to restore public comments to the beginning of the meeting. Asking the community, your constituents, to wait 5 hours to express the opinions regarding the School District is very disrespectful.</p>
<p>Jenny</p>	<p>Dr. Glass, please show up and support the school sites.</p>

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	<p>I have now heard from many of my kids' teachers about a growing frustration and disconnect they feel from the district office.</p>
	<p>Agenda Item 10 – Board Reorganization We are requesting that the Board retain Dee as Board President and appoint Dr. Malczewski as Board Clerk. Having this leadership structure demonstrates unity and will help Board meetings flow in a more consistent and harmonious manner. We believe this is the best situation for the district, our staff, and our students.</p> <p>Agenda Item 11 – Public Comments Placement We are requesting that the Board move Public Comments to the beginning of the meeting. Having public comment at the end significantly reduces staff and community participation, limits transparency, and prevents many staff members—who cannot stay late into the night—from having their voices heard.</p> <p>Agenda Item 11 – Insurance Discussion We are also requesting that the district’s insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026–27 school year can proceed.</p>
<p>Heather Besecker</p>	<p>I am requesting that the Board move Public Comments to the beginning of the meeting. Having public comment at the end significantly reduces staff and community participation, limits transparency, and prevents many staff members—who cannot stay late into the night—from having their voices heard.</p> <p>In addition, as a staff member, I would like to know the board's decision on the healthcare insurance situation.</p>

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	<p>I am requesting that the district’s insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026–27 school year can proceed.</p>
<p>Concerned</p>	<p>Shameful this is at the end. Your motives are transparent.</p>
<p>Certificated Teacher- El Morro</p>	<p>Please put the district’s insurance issue as an action item for the next possible meeting. Not having this settled as we look to go into negotiations is leading to great uneasiness and placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026–27 school year can proceed.</p>
<p>Maria</p>	<p>Please allow public comments at the beginning of the sessions. The public wants their voices heard</p> <p>Insurance Issue: it’s time to resolve this problem already so we can move on.!</p>
<p>Staff</p>	<p>Regarding jurisdiction of the Board:</p> <p>1) We respectfully request that Public Comments be moved to the beginning of the meeting. When placed at the end, participation drops, transparency is reduced, and many staff members—who cannot and should not be expected to stay late—lose the opportunity to be heard. Adjusting the agenda honors the time constraints of staff, students, and parents and reinforces that the Board values stakeholder input. Moving Public Comments earlier ensures meaningful and equitable participation.</p>

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	<p>2) We also request that the district’s insurance issue be placed on an upcoming agenda and resolved so negotiations can proceed this spring. The unresolved status is creating significant anxiety among staff and must be addressed before 2026–27 negotiations begin. Employees should not be penalized for accounting errors they did not cause, especially after unknowingly overpaying for years. The community deserves clarity, and staff deserve the respect and goodwill they have consistently shown. Continued delay will also increase legal costs, which have already tripled due to ongoing inquiries.</p> <p>We urge the Board to act in the best interests of the community. Prompt resolution will help restore trust, demonstrate fairness, and enable all stakeholders to move forward collaboratively for the benefit of our district, staff, and students.</p>
Maria Reichel	For transparency, civic engagement and good governance, please move public comments back to the beginning of board meetings.
Current LBUSD Teacher	<p>Placing public comment at the end of the meeting severely suppresses staff and community participation, undermines transparency, and effectively denies many staff members—who cannot stay late—any opportunity to be heard. Public comment needs to be restored to the beginning of the meeting to demonstrate that the board is genuinely listening to the public and is committed to giving the community the voice it deserves.</p> <p>Additionally, the district’s insurance issue should be placed on the agenda and promptly resolved to allow negotiations this spring to continue as planned. Please choose Option 1; Employees should not face penalties</p>

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	<p>for negotiations conducted in good faith using district-provided information. Furthermore, contribution caps have remained unchanged for more than five years, while health-care costs have risen dramatically—and employees are bearing the impact. Please work with the unions to develop a new, fair and updated cost-sharing plan.</p>
Jason Olin	<p>I request that the public comments section be restored to earlier in the meeting. Placing it at the end puts an undo burden on the community, including students and LBUSD staff.</p>
Sara Hopper	<p>Agenda Item 11 – Public Comments Placement We are requesting that the Board move Public Comments to the beginning of the meeting. Having public comment at the end significantly reduces staff and community participation, limits transparency, and prevents many staff members—who cannot stay late into the night—from having their voices heard.</p> <p>Agenda Item 11 – Insurance Discussion We are also requesting that the district’s insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026–27 school year can proceed.</p>
Michal Ettinger	<p>I would like to encourage the board to move forward with a leadership structure that reflects unity and balance. Re-electing you as President and appointing Dr. Malczewski as Clerk would offer consistent, steady leadership that honors both majority and minority voices on the board. I believe this approach best supports the students, families, and staff who rely on the board for thoughtful and collaborative governance.</p>

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	<p>Thank you for your continued service and dedication to our district and community.</p> <p>Sincerely,</p> <p>Michal</p> <p>LBHS alumni 1994 and parent of 5th and 9th graders in Laguna Beach Unified School District</p>
<p>Laura Silver</p>	<p>Please move Public Comments to the beginning of the meeting. Having them at the end reduces staff and community participation and contradicts the board's promise of transparency over the past year.</p> <p>We teachers request that the district's insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026-27 school year can proceed.</p>
<p>Ketta Brown</p>	<p>Once again putting public comments at the end of the meeting is disrespectful to staff, students and constituents. The only reason one can really believe for this change is that the majority of the board is fearful of what they will hear. You wanted this and now you're getting it. Snowflakes!</p>
<p>Susan Anderson</p>	<p>Please return public comments to the beginning of meetings . It is a key component to representative government.</p>
	<p>When voting for the leadership of the board, please consider the members who are working the hardest to represent all constituents in a productive and respectful manner. The community is watching and our students,</p>

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	<p>schools, and staff deserve a board that models respect, vision, and clarity. We want to see a healthier working relationship on the dais so that the district can move forward in a positive direction. Please select a unity leadership team that reflects both the majority and minority voices on the board - President Perry and Dr. Malczewski as Clerk.</p>
Mike G	<p>I have 4 kids in 3 different schools in our district. I pay my property taxes and am not retired. You need to make your meetings available to us. We are a VERY large, extremely invested group of busy working parents. We are for the first time organized and motivated by the horrors we've seen since the last board election. This growing level of engagement from all community members should be embraced and supported by a board that wants community input. Pushing public comments to the late hours of the night sends the opposite message to us. If I was a retired empty nester I'd have no problem waiting till 10pm to speak about how I want my tax dollars spent but moving public comments till the end is the equivalent of gerrymandering your meetings and unfairly disenfranchises the community members you should want to hear from most! The voice of the majority will feel like a minority if you never get the chance to hear from us.</p>
Claudia	<p>I urge the Board to re-establish the practice of placing public comments at the start of all meetings. Scheduling this critical community input at the end of a long agenda significantly diminishes transparency and accessibility for our students, staff, and stakeholders before key decisions are deliberated.</p>
Growing majority	<p>Public comments should occur at the beginning of meetings to ensure transparency and accountability. Placing them first allows community members to voice</p>

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	<p>concerns without being forced to sit through lengthy proceedings, respecting their time and engagement. When comments are moved to the end, it diminishes their impact and signals that public input is secondary to board business. More critically, delaying comments enables boards to avoid addressing concerns before decisions are made, undermining responsiveness to the community they serve. Early comments reinforce that governance is collaborative and rooted in public trust.</p>
Concerned Staff	<p>Strongly request that district's insurance issue be placed on the agenda and resolved so negotiations can proceed and the issue addressed accordingly. Also, strongly support moving Public Comments to the beginning of the meeting. Thank you.</p>
	<p>Can our district create a homeschool hybrid program like Capo district?</p>
Shaheen Sheik-Sadhal	<p>Please bring non-agenda public comments back to the beginning of the meeting. Students, staff, and exhausted parents/community members can't possibly be expected to wait until 11pm to exercise their civic rights to voice concerns and advocate for students.</p>
Erin	<p>Reinstate public comments at beginning of the agenda for every meeting going forward.</p> <p>Please elect a president who is not divisive.</p>
Concerned parent	<p>Public comments at end remove efficiently</p>
Peggy Wolff	<p>Thank you to the district for putting public records on the website for others to read. I was part of the board when we began this practice. This is transparency and shows how our elected officials communicate and treat others. I urge community members and the voting public to read the public records, particularly emails written by Howard Hills. It is evidence that he is rude</p>

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	and unprofessional to the staff and the superintendent, but it also reveals he is only interested in power, and has no interest in EDUCATION and STUDENTS.
Staff	Staff is being silenced by putting public comments at the end of the meeting. STOP.
Tara	Public comments need to be moved back to the beginning of the board meetings - this honors true transparency and allows the public a fair chance to have a voice since not everyone can stay until lights out at 11pm.
April Coffman (STAFF)	<p>I'm also asking the Board to consider moving Public Comments to the start of the meeting. When comments are placed at the very end, it becomes extremely difficult for staff, community members, and parents—especially those of us with young children, like my two boys—to participate. It limits transparency and prevents many voices from being heard simply because we cannot stay late into the night. Placing Public Comment earlier would encourage broader engagement and ensure the community has a meaningful opportunity to contribute.</p> <p>I'd also like to request that the district's insurance situation be formally placed on an upcoming agenda and addressed. With negotiations for the spring approaching, having this issue unresolved is creating a great deal of stress for staff. We really need clarity and resolution on this matter before we can move forward with planning for the 2026–27 school year.</p>
Staff	I think Public Comments be moved to the beginning of the meeting. Placing them at the end greatly reduces participation from staff and community members, limits transparency, and makes it difficult for many staff who cannot stay late into the night to have their voices heard.

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	<p>I think district’s insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. This unresolved matter is causing significant anxiety among staff and must be resolved before negotiations for the 2026–27 school year can proceed.</p>
<p>Jenée Zamorano</p>	<p>Once again, public comments have been pushed to the very end of the meeting, and as a parent who is actively involved in this district, I’m honestly alarmed by this decision. When the community is only allowed to speak after major discussions and actions have already happened, our voices are reduced to an afterthought. It’s difficult not to question the intent behind this change.</p> <p>This move only deepens my concerns about how the board is approaching leadership, transparency, and the setting of agendas. Late-night public comment blocks make it nearly impossible for families, staff, and especially students to participate meaningfully. By the time their turn comes, many cannot stay—and that absence clears the way for the board to move through important issues without hearing from the people most affected.</p> <p>As a parent who cares deeply about the health and trust of our district, I’m urging the board to reconsider and place public comments where they belong: at the beginning of the meeting, when they can truly inform the decisions being made.</p>
<p>El Morro certificated teacher</p>	<p>Public comment needs to go at the beginning of the meetings. Also, please do better as a board to make these meetings shorter. Perhaps not let Howard comment on every single item.</p>
<p>TMS Staff</p>	<p>I am requesting that the Board move Public Comments to the beginning of the meeting. I feel having public comment at the end significantly reduces staff and</p>

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	<p>community participation, limits transparency, and prevents many staff members—who cannot stay late into the night—from having their voices heard.</p> <p>I am also requesting that the district’s insurance issue be placed on the agenda and resolved so that we can proceed with negotiations this spring and address it accordingly. I know this unresolved matter is causing significant anxiety among staff and it must be resolved before negotiations for the 2026–27 school year can proceed.</p>
retired staff	Return this to the beginning of the meetings. Actually, this agenda is the most inconsiderate of staff and parents and public to date. Doing your governance work on policy before even taking reports of admin and SRO, etc. is plain rude.
Kim Krause (teacher)	For Agenda Item 11, I am requesting two actions. First, please move Public Comments to the beginning of the meeting so that staff and community members—many of whom cannot stay late into the night—have the opportunity to participate and be heard. Second, I ask that the district’s insurance issue be included on the agenda and resolved promptly. The ongoing uncertainty is causing significant anxiety among staff and must be addressed before upcoming negotiations.
Alicia Saucedo	<p>We ask the Board to move Public Comments to the start of the meeting. Having them at the end reduces staff and community participation, limits transparency, and prevents many staff members, who cannot stay late, from being heard.</p> <p>We ask the Board to place the district’s insurance issue on the agenda and resolve it. This needs to be settled before we can begin spring negotiations for the 2026–27 school year.</p>

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Iva Pawling	I am asking again that the board restore public comments to the beginning of the meeting so that community voices are heard before decisions are made. This change is essential for transparency, access, and public trust.
Christine Wagner	As a teacher and a former member of the negotiations team, I respectfully ask that the district's insurance issue be placed on an upcoming agenda so it can be formally addressed and resolved. This ongoing uncertainty has caused significant anxiety among staff, and resolving it promptly will allow us to move forward with negotiations in a thoughtful and productive manner. Clarifying the district's direction on this matter is essential to ensuring stability for employees and supporting our collective efforts on behalf of our students.