

Public Comment Form - Electronic Submission - December 16, 2025 Special Meeting (Responses)

| Name | Facilities Master Plan Discussion | Consideration and Approval of the District's Corrective Action to Resolve the Health Care Insurance Overpayment |
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| Heather Besecker | | <p>I am speaking today to express my support for the district absorbing the health insurance costs that were paid without teachers' knowledge. Our teachers entered into their plans in good faith, believing they were meeting all required contributions. It would be unfair and demoralizing to penalize them now for a mistake they neither made nor were informed about.</p> <p>The district is in a position to absorb these costs, and doing so would demonstrate a commitment to transparency, fairness, and appreciation for the educators who serve our students every day. Asking teachers—who already face rising living expenses and heavy workloads—to retroactively pay for fees they were never told they owed would undermine trust and harm morale.</p> <p>I urge the district to take responsibility for this oversight, cover the costs, and ensure clearer communication going forward. Supporting our teachers in this way is not only the fair thing to do, it's an investment in the stability and integrity of our school community.</p> <p>Thank you for your consideration.</p> |
| Certificated Teacher | | <p>We have said it before, and we will say it again: Teachers did not play any part in the overpayment. To hold us accountable in any way would reflect a total disregard for the time, energy, and LOVE we pour into our jobs day in and day out.</p> |

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| <p>Concerned Classified Staff</p> | <p>At this time, the board needs to move this plan forward. All of the plans to delay on cancel this plan have been exhausting. This is not only what is best for students - this is what is best for our community.</p> | <p>This proposed lawsuit is not only unconscionable—it is an egregious abuse of power that seeks to scapegoat hardworking employees for decisions made by this very Board.</p> <p>Let's be absolutely clear about the facts: The Board of Education voted to approve the health insurance expenditures in question. These were deliberate, official actions taken by elected representatives who have fiduciary responsibility for district finances. The classified employees did not make these budgetary decisions. They did not receive any improper payouts or financial windfalls.</p> <p>To now turn around and threaten legal action against employees for the Board's own spending decisions is fundamentally unjust. It demonstrates either a shocking lack of understanding of governance responsibilities or a deliberate attempt to deflect accountability for fiscal mismanagement.</p> <p>Our classified employees are the backbone of our schools. They show up every day to serve our students and community. They deserve to be treated with dignity and respect, not targeted with frivolous litigation for something that the district provided.</p> <p>If there was overspending on health insurance, the responsibility lies with those who approved the expenditures and those charged with financial oversight—not with the employees who had no role in budget decisions.</p> <p>I call on the board to immediately withdraw this threat of legal action. We will not stand by while our dedicated school employees are used as scapegoats for governance failures.</p> |
| <p>Erin</p> | | <p>I've never commented before because I didn't expect public comments to influence the board, given past urgent calls-to-action that were overlooked. I will not stand idly by, and I will not engage in name-calling or finger-pointing. That said, please resolve this fairly and swiftly. Thank you.</p> |

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| Nichole Rosa | | I would sincerely hope and request that the board agree to have the district resolve the discrepancy in overpayment rather than require employees to pay. As a school counselor for the past 15 years at LBHS, I feel that if the board were to move to requiring employees to pay, it would create a division as well as frustration. We were not aware of an overage, and it feels punitive for something we did not foresee. |
| Teacher | | Teachers should not be held liable for mistakes made by the district. Please do the right thing and resolve this without placing unfair burden on teachers. |
| Erin | Investing in Facilities means investing in students and therefore, the entire community. | Do The Right Thing for Staff. Always. |
| Certificated staff | | Teachers and staff should not be held responsible for a mistake made at the district level that they had no control over. |
| Concerned Citizen | | No one believes saddling the teachers and staff with this cost is the right choice, not even the three members of Sensible Laguna. However, after last Thursday's shenanigans, the bait and switch over President position (clear violations of the Brown Act written all over THAT stunt), you might NOT do the right thing here. Time would be better spent talking about getting tech out of the classrooms, ed tech away from teachers, especially at the elementary and middle school levels, banning phones, and getting back to reading and math basics at those lower levels since those are the national--and world--conversations happening right now (data is overwhelming). For some reason, you like to wade in the mud of governance, revenge, and getting four kids to a CTE class on a bus (when they have four years to take said class) while other districts are passing us up in places like Alabama. First year report card on the board? D-, and that's generous and only because Joan and Jim are still present, the only people qualified to be on the board. |

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| <p>retiree from Ibusd</p> | <p>The FMPs have been done for years and updated regularly. The district budget has directed funding to accomplish projects. Bear in mind that projects in any FMP must be prioritized and some will be at the bottom of the list as happened years ago with Building P which after many years was eventually built as a concession, restroom, sport office and storage facility. District office has never made it to the top of the list and is included in the most recent approval of the 10 year FMP (12/2023). As formerly a Basic Aid and now an LCCF district Laguna must raise the money for major projects and the previous method of passing a bond worked. Extending the bond is a reasonable approach and should be very acceptable to the voting population in the district. The current bond payment is very low compared to other districts. The projected amount of \$117 is manageable. It would be a mistake for the majority board members to nit pick on these projects knowing that the FMP can be updated and rather than moan and groan about not being able to fund everything immediately is a flawed position. Just as a home owner must pace major improvements to their homes the district must do the same. It seems to come across from the majority that the pool project has prevented other projects from being undertaken. The pool was prioritized due to an old and failing pool.</p> | <p>The fair and reasonable option is A. However, the district calculations were made and allowed for an over cap cost it is not on the staff shoulders. As has been stated to the board many times staff receive information about plans available and cost to the employee for each choice. Based on that they chose what they can afford. It has not been staff responsibility to know if the cap is exceeded although would imagine going forward, they will ask that question during bargaining. The district general fund can handle this and should. Give serious consideration to adjusting the cap based on plans offered and increasing health care costs. Ms. Morgan, insisting this be added to this agenda shortens the time that staff, parents and public could be informed. Based on your initial tone as you took over running the meeting last Thursday (the badgering of Joan when she declined to serve with Hills on a governance ad hoc and the harsher than necessary berating of some in the audience who were students for what you called disruption) was not a good look and defines the kind of behavior you are known for. Mr. Hills your boorish behavior was the worst yet. And we are stuck with you for three more years!!!!</p> |
| <p>Kai</p> | <p>Contrary to previous harping by Morgan any FMP over many past years prioritizes projects knowing funding must be planned and spread out. Any possible grants must be pursued. Jeff Dixon was always aware of any programs in energy saving credits as the push for carbon neutrality becomes widespread. Hopefully the new CBO is like minded. The pool project which will last 30 years into the future was a priority to correct a failing pool. Previous boards for many years were vigilant in setting aside funds to allow for capital improvements. An extension of the current bond seems the most advantageous allowing district improvements while affordable to taxpayers.</p> | <p>Option A is the most responsible. Please keep in mind staff is given plans options and costs of those plans it has not been their responsibility to know if total enrollment by all staff would exceed the cap. It is imperative to go forward with the district able to cover the cost of an administrative error. Consideration of adjusting the cap in light of rising health plan costs would be fair and prudent.</p> |

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| <p>Concerned employee</p> | | <p>It is unfair to blame the current employees for the actions that have occurred regarding the Health Insurance costs. The budgets were approved by the Board members in place at that time. Most organizations and companies work towards a program that is affordable and manageable to hire and retain the best employees. The impact of requiring current employees to be responsible for past years of employees, past Board members, and past retirees is an inequitable and unfair decision. We urge that there is a decision made on reasonable understanding of the situation, standing by the approved budgets and decisions that were made, and move forward with measures that are for the greater good, rather than a vindictive decision that punishes people for something that is and was out of their power or control. It would be nice to see the majority and minority Board members come together to vote together to improve the situation and not spread a form of punishment to all.</p> |
| <p>LBHS Teacher</p> | <p>Please just keep the pool remodel on track.</p> | <p>Option 1 is the only option unless you want pure chaos to ensue.</p> |
| <p>Leslie Elliott</p> | <p>I want to express my strong support for the Facilities Master Plan and for continuing to invest in our schools. Every student deserves access to safe, well-maintained, and in our town, even state-of-the-art learning spaces. I also want to stress how important it is to keep the Pool Modernization project on schedule, as it serves both our student-athletes and the wider Laguna community. Last, I support moving forward with a bond measure to sustain the excellence our district is known for. (And for anyone not interested in investing in our schools, remember...great schools don't just shape strong students, they also strengthen our neighborhoods and boost property values.)</p> | <p>I am in support of protecting our teachers and staff as the district addresses the health care insurance overpayment issue. These are the people who show up for our students every single day, through every challenge, and they should not bear the cost of mistakes made by past administrations. Please do the right thing.</p> <p>Moving forward, I urge the district to also reopen the conversation about healthcare caps so that we're covering at least 90% of employee premiums. That would be a powerful statement of our values — showing that we stand behind the people who make our schools run and who give their all for our kids every day.</p> |

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| <p>Garthe Knight</p> | <p>Do you think I created Goliath from nothing? Of course not. I had a plan. As if hewn from rough stone I fabricated the stiff innards that formed the basis for the fiercest battle brawler ever seen by mans eyes from a carefully thought out and constructed master plan. Such should be the case for the school district of Laguna Beach. With out a master plan for capital repairs and improvement there can not be future scientists and engineers who will collaborate with me when I devise Goliath II. Similarly, if the district fails to modernize the pool, the resulting disrepair shall lead to a great malaise which will envelop the fair city of Laguna like a cloud of diesel exhaust from my mighty Goliath. The clear way forward to accomplish this is by supporting the new bond measure. This is a much better option than embezzling or usurping funds from surrounding districts. Not something I have ever done.</p> | <p>I failed to provide those I employed to construct my dear Goliath with any health insurance whatsoever. This I regret. Not because of the many who contracted black lung or the several cancer clusters which developed but because in the end I was the recipient of various catastrophic law suits. If I had only covered some or all the their insurance, I would have avoided having my various shell companies raided and attending so many funerals. Those who teach the students whom I hope to employ also deserve to have well covered insurance. Driving them away by causing them to shoulder the crushing burden of rising health care costs will result in miscreants and maladroits guiding those students. While I do employ some of those too, they mostly get the boring jobs, like security detail or waxing Goliath. That is why I support Option A! Covering 90% of health care costs will lead to many fewer funerals.</p> |
| <p>Teacher at El Morro</p> | | <p>If the board truly wishes to work with the employees servicing the students and community, I implore them to vote in favor of the solution presented by the CBO 2 meetings ago. The board majority has done nothing to build relationships or trust with the employees of this amazing district. We come to work every day and provide a top notch education to our students. The board does not choose to see this, and rarely steps foot on our 4 campuses during school hours. Many of the board members choose to tear down and rip apart much of the work we do. They seek to judge and create issues where there are none. The health care insurance overpayment is not a problem created by the employees. It should not be our burden.</p> |

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| <p>Catherine</p> | <p>I want to voice my support for the Facilities Master Plan and continued investment in our schools because our students deserve safe, well-maintained, and modern learning environments.</p> <p>Many of our facilities are worn and aging, and staying on track with planned improvements directly impacts students' daily experience, where they learn, train, and grow.</p> <p>I also support keeping the Pool Modernization project moving forward. The pool is essential for student athletes, team programs, and our broader Laguna Beach community.</p> <p>Finally, I support moving this process forward toward a successful bond measure so we can ensure today's students and future generations have the facilities they need to succeed.</p> | <p>I want to express my support for Option A regarding the District's corrective action to resolve the health care insurance overpayment.</p> <p>Protecting the people who show up for our students every day, our teachers and staff, must be a top priority. Supporting our employees' health and well-being directly supports student learning, stability, and success in the classroom.</p> <p>I also strongly support renegotiating health care caps moving forward so the District covers a minimum of 90% of premiums for district employees. This is an important step in retaining high-quality educators and staff and ensuring they can continue to focus on serving students.</p> <p>Thank you for your leadership and for putting students and the people who support them first.</p> |
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| <p>Mike G</p> | <p>I hope the current board will continue to practice the fiscal responsibility that has allowed our district facilities to be excellent and well maintained. The school board's foresight to save money to replace the dilapidated, decaying and undersized pool was brilliant and created this excellent opportunity, just in the nick of time. Please allow the pool project to continue on its current trajectory and timeline without delays. Any delays will only increase the cost of this project. Recently the pool was closed for another week without a working heater, it is clear our current pool may not even make it to the June project start date. I cannot wait to utilize the proposed new pool with my kids, eventual grandkids, watch CIF water polo home games and maintain my health and mental well being in the new pool. Secondly, I would appreciate it if board members could make mention of these written comments in their board reports and comments. As a busy father of 4 boys, there is simply no way to make these meetings at times let alone have me or my children stay up close to midnight to be able to speak... especially during finals week. A simple acknowledgment from the dias that you took the time to read these comments would reassure the busy working parents that our voices are heard and equally valued as the people who are fortunate enough to have the freedom to attend in person.</p> | <p>We need to support our teachers and staff and cannot shift the financial burden on to the staff. The union and LBUSD can look to the future to ensure the cost sharing is more equitable and in line with contracts using percentages perhaps instead of caps. After all of the turmoil of the past year a vote of support for our staff will hopefully start to mend some of the broken trust and frustration visible/palpable between our staff and the current board majority.</p> |
| <p>Annie Bochenek (Teacher and Parent)</p> | | <p>I'm asking the board to move past the ongoing insurance conflict and refocus on what matters most—our students. The insurance issue resulted from district errors, not staff, and no money is missing. Continuing to assign blame, open investigations, or create division only distracts from the real work our schools need.</p> <p>Our community has repeatedly asked for collaboration, transparency, and unity. As a teacher and parent, I urge you to come together, rebuild trust, and put your energy back into supporting our classrooms and kids.</p> |

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| | <p>Just a reminder to the current Board and the community; the Facilities Master Plan presentations and discussions regarding it are not new. This Board has not come up with some new magical idea about presenting information regarding our schools and prioritizing projects. There are currently 12 Facilities Master Plan presentations on the district’s website at https://www.lbusd.org/board/board-meetings and many more have been presented prior to 2017.</p> <p>Mr. Hills, please pay attention during the presentation instead of flipping through pages in your binder and looking at your phone. At least give the appearance that you care about more issues than the ones you make up.</p> | <p>I hope all Board members have taken the time to become aware of past approvals of benefits increases. While the cap may not have been increased, and yes, that is an issue, the increased amounts for benefits payments were.</p> <p>First interim 2022-23 benefits increased and were approved in the amount of \$156,251 First interim 2023-2024 benefits increased and were approved in the amount of \$524,000 First interim 2024-25 benefits increased and were approved in the amount of \$499,000</p> <p>Hills and Morgan you state you have been attending meetings for years and watching what has been going on, yet you also state you had no idea what you were approving....which is it?</p> |
| <p>Lisa Sadowski</p> | <p>I support the Facilities Master Plan and continued investment in our schools so every student has access to a safe, well-maintained learning environment for generations to come. I also support keeping the pool modernization on track for the benefit of our student-athletes and the broader community, and moving the process forward toward a successful bond measure.</p> | <p>I strongly support Option A, as protecting the people who show up for our students every day must remain a top priority. I also strongly support renegotiating healthcare caps so the district covers at least 90% of premiums for its employees moving forward.</p> |
| <p>April Coffman (Staff & Parent)</p> | <ul style="list-style-type: none"> • Support for the Facilities Master Plan: I strongly support the continued implementation of the Facilities Master Plan. Investing in our schools ensures that every student—now and for generations to come—has access to a safe, well-maintained, and future-ready learning environment. • Pool Modernization: I support keeping the Pool Modernization project on schedule. This investment benefits not only our student-athletes but also the broader community that relies on this facility. • Advancing a Successful Bond Measure: I support moving the process forward toward a successful bond measure. This step is essential to maintaining the quality of our schools and ensuring responsible, long-term stewardship of district facilities. | <ul style="list-style-type: none"> • Support for Option A: I strongly support adopting Option A. Protecting the employees who show up every day for our students must be a top priority. They should not bear the burden of an administrative error. • Healthcare Caps Moving Forward: I strongly support renegotiating healthcare caps to ensure that the district covers at least 90% of employee premiums. This is a critical step in supporting and retaining our dedicated workforce. |

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| <p>Jamie Jameson (parent and teacher)</p> | <p>I support the Facilities Master Plan as a continued investment in our students for generations to come. I especially hope we can stay on track with the Pool Modernization plan for the benefit of these student athletes and the fans who want to support them. I was a student at LBHS when the pool was newly remodeled over 30 years ago and think all other facilities have received major upgrades since then. It's time for the pool to be brought up to speed.</p> | <p>As a staff member and parent in the district, I am urging the board to support Option A and renegotiate healthcare caps moving forward so the district covers 90% of premiums for district employees. This has been incredibly stressful for staff, through no fault of our own. Mistakes were made but we should be able to learn from them and move on in a productive manner.</p> |
| <p>Payal Avellan</p> | | <p>The district can and should absorb the cost of the excess contribution in full and cover future costs at 85-90%. Anything less is short-sighted and will create bigger issues down the road. We love this district because of the teachers, staff and admin. Schools are nothing without the highly qualified professionals who stay in the district for the long-term. Please invest in our educators because it is in actuality an investment in our children and our futures.</p> |
| <p>Angela Schwab, CSEA Field Director</p> | | <p>The Health and Welfare contribution made by the few classified employees that qualify, was bargained in good faith by CSEA and the District. We appreciate this Board's approval of that agreement and subsequent budgets that outlined the District's the health and welfare contribution. It would be devastating to classified employees to hold them accountable for this District error. We implore the Board to absorb the cost of this overpayment.</p> |
| <p>Tara</p> | <p>Support for the FMP and continued investment in our schools to ensure every student has access to a safe and well maintained learning environment for many generations to come.</p> <p>Support keeping the Pool Modernization on track for the benefit of student athletes and community members.</p> <p>Support moving the process forward for a successful bond measure</p> | <p>Let's do the right thing for our teachers who work tirelessly to shape our students into a brighter future by absorbing these costs. This is the right thing to do rather than passing these costs onto the teachers and backtracking! Let's support our staff in such a significant way here!</p> |

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| <p>Kit Verdugo</p> | | <p>As a member of the public with deep understanding of how insurance works and how union negotiations work, I strongly urge the board to elect option A as supported by the Superintendent and Assistant Superintendent. This is the most logical and fair approach when you consider it was shown that the district (which you all now over see) was at fault for 2 issues at play - 1st being the mis-stated premiums in the employee benefits handbook which the district created and distributed for the purpose of negotiations (not the staff or union reps) and it was the district that decided to not to a better job of understanding this process and making necessary changes to mitigate in future. I'd also like to point out that if the district goes after the union for "repayment" the union gets its money from its members, who are the teachers and the dues they pay. Going after the union is going after our teachers, so want that to be crystal clear.</p> |
| <p>Erika Rule</p> | <p>I support the continued update of the Facilities Master Plan and the focus on addressing aging infrastructure across the district. Many of our facilities are decades old, and investments in core systems like HVAC, electrical, air quality, and safety are essential to maintaining high-quality learning environments.</p> <p>These projects, such as the pool refurbishment project, are foundational to the district's long-term stability, student experience, and staff retention. I encourage the Board to stay focused on prioritizing critical infrastructure, sequencing projects responsibly, and clearly communicating how these investments support the future of LBUSD.</p> | <p>I support the district's decision to absorb the health and welfare overpayment. This issue was not caused by employees, and it is appropriate that they are not asked to bear the cost.</p> <p>Addressing the issue transparently while protecting staff is the right approach. I encourage continued focus on strengthening internal controls going forward, while recognizing that supporting employees is both fiscally responsible and essential to the district's success.</p> |
| <p>Alicia Saucedo- El Morro Teacher</p> | <p>I urge support for the FMP and continued investment in safe, well-maintained schools, the on-schedule completion of the Pool Modernization project for students and the community, and the continued progress toward a successful bond measure.</p> | <p>I urge the Board to follow the Superintendent's recommendation to have the General Fund absorb this year's overpayment and to work collaboratively to renegotiate healthcare caps moving forward. Please continue to show respect for our union leaders, teachers, and staff as we address these challenges together.</p> |

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| <p>Emily Roling</p> | <p>I am writing in support of Item 3A, the Facilities Master Plan discussion.</p> <p>The Ten-Year Facilities Master Plan was approved in December 2023 and reflects years of work by district staff, consultants, and multiple past boards working toward responsible long-term planning for our schools. Regular review and updates are an important part of ensuring the plan continues to reflect enrollment trends, facility conditions, and future needs.</p> <p>I support continued investment in our school facilities so that every student has access to safe, well maintained learning environments for many years to come. I also encourage the Board to continue moving this work forward in preparation for a successful bond measure.</p> <p>Thank you for your consideration.</p> | <p>I am writing in strong support of Option A for the District's Corrective Action to Resolve the Health Care Insurance Overpayment.</p> <p>Our teachers and staff must remain at the center of this decision. Passing these costs on to employees or attempting to claw back salaries would place an undue burden on the people who support our students every day. As shared by district leadership, the district has the ability to absorb these costs, and doing so is the most responsible and humane option.</p> <p>I urge the Board to approve Option A and protect the educators and staff who are essential to the stability and success of our schools.</p> <p>Thank you.</p> |
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| <p>Rachel Sweet</p> | <p>I've taught this district for twenty years, and I care deeply about our students, our schools, and the people who make them work. After reviewing the options presented tonight for addressing the \$1.04 million excess contribution, I want to urge the board to choose Option 1 — having the district absorb the cost.</p> <p>The excess contribution was not caused by teachers or staff, and it doesn't seem right for educators to have their future raises reduced or clawed back to fix an error we didn't make. Options 3 and 4 — renegotiating salary increases or using future raises to recoup the cost — would directly harm employees who are already struggling with the rising cost of living. That would hurt morale, recruitment, and retention at a time when we need stability the most.</p> <p>Option 2 unfairly takes money away from Student Support and Professional Development — programs that directly help us grow and better serve students. That solution also shifts the burden onto classrooms instead of addressing the root cause.</p> <p>If the district can absorb the cost, that is the most responsible and ethical choice. And moving forward, I trust that better oversight and communication will prevent this from happening again.</p> <p>Please know that the choice you make here sends a message to every educator and staff member about how much their work and well-being are valued. I'm asking you to choose the option that supports your employees, protects our students, and strengthens trust in this district: Option 1.</p> |
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