

Board Meeting 09/11/2025

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Name:

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Affiliation (e.g., parent, staff, community member, or school site):

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Please specify the agenda item or general topic you are commenting on.

The curious case of district leadership and money

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Your Comment:

It's hard to even find the words to describe what's happening nowadays. At this point, it feels like integrity has completely gone out the window in our district office leadership.

At the last board meeting, the math team had the audacity to request per diem pay. How are they even eligible for that? After repeated failures, broken trust, and a total lack of transparency, they're now asking for retroactive per diem?

Will this now apply to all content areas, retroactively?

Why are individuals asking for more pay for work that hasn't actually been done? This mirrors the superintendent's request for a contract extension, while consultants are doing her work. Why isn't she being held accountable for the lack of leadership and staff development? Is this the kind of practice she models for her staff?

Similarly, the math TOSAs don't even facilitate any of the math trainings. They hire outside facilitators, yet still expect to be paid per diem just to attend? They're not being held accountable for anything either. It's all so self-serving, and none of these actions are student-centered.

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Contract extension
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Your Comment:

There are numerous consultants involved in the district’s work, some of them very capable. But at this point, the line between leadership and consultancy has become so blurred that it raises a serious question: would anyone notice a difference if the superintendent were replaced by one of the consultants?

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District priorities
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Your Comment:

Making math a district-wide priority, elevating one subject over all others, has felt polarizing rather than unifying. A focus like academic discourse makes sense across content areas, but choosing a single subject as the centerpiece of our efforts sends the message that other disciplines matter less. That's not who we've been. That's not collaborative.

Many of our students already struggle with math and have internalized the belief that they're simply not "math people." Now, with this heavy-handed approach, it feels like math is being pitted against subjects they may feel more confident or connected in. That divide is growing, not just among students, but among staff as well. Good job, math tosas!

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Superintendent evaluation.
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Your Comment:

Dear Board Members,

While we do not doubt our superintendent's dedication and care for our students, it appears she may have reached the limits of her capacity in this role. It feels like we've been stuck in many outdated practices for the past 15+ years/forever.

Similar to other positions in the district, such as tosas, we should open the position once her contract is up to explore potential candidates. If she still proves to be the best fit, then we can absolutely offer her the job again!

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evaluation
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Your Comment:

The district is falling behind when it comes to basic digital communication tools. We are still using Outlook, which creates an unnecessary barrier between teachers and students, especially when so many assignments are on Google. Teachers can't even reply to students when they email through Gmail! The district's go-to response will likely be to "use Infinite Campus," but each board member should try logging in to IC as a student and navigating it. It's clunky, unintuitive, and important features are buried under layers of menus. Again, why would a teacher respond through IC when the student emailed through their district Gmail? It sounds ridiculous. Honestly, even School Loop from years ago was more user-friendly. It's time to fully move to Google. It's what students already use, and it makes collaboration seamless. If resistance is coming from leadership, such as rumors that Moore doesn't support this move, hopefully that's not the case. This isn't about personal preference; it's about function, access, and removing barriers to learning.

And while on the topic of outdated systems: SMCOE board meetings have streamlined, searchable, easy-to-navigate online agendas. Meanwhile, this district is still uploading scanned PDFs. Scrolling for days! Without spending more money, the district could easily use Google Docs with the new document tab features. There are likely even more ideas other teachers could share to support this move to Google. The world has already moved forward. It's time this district caught up. Google is not new.

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Your Comment:

RIP Charlie Kirk

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Affiliation (e.g., parent, staff, community member, or school site):

Middle school Staff and community member
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Superintendent Contract
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Your Comment:

I want to remind the Board and the community of concerns raised previously about the Superintendent's contract. Don't be fooled by an extension to 2029. Much of the compensation was secured years ago. In 2022, the Superintendent was guaranteed \$326,725 for the 2025–2026 school year, which equals a daily rate of \$1,491.89. That daily rate is more than many staff and even our community, much of whom are immigrants, earn in an entire week.

Why does there need to be an extension? Lets be honest: its about job security for the Superintendent. Too many outside consultants are doing core work at a high cost, work that the superintendent should have been spearheading herself internally. From what was shared, the august rally is a clear example: when students were meaningfully included, the event was one that was genuinely enjoyable. It was the students who reminded teachers and staff about their "WHY". It shouldn't have taken consultants to produce what leadership could have done with students long ago. But it had taken over a decade to figure this out. After all, isn't everything for and about the students?!

A whole team of consultants cost less than one superintendent's annual salary. Maybe just continue with them and all their brilliant ideas and work they are doing instead. There are also more Assistant Superintendents to guide them as well. Meanwhile, staff like my partner wait year to year for modest cost-of-living adjustments with no multi-year protections. Board members, please do not simply rubber-stamp another long extension, although it's known you will. That has been the pattern. I urge you, especially Ms. Lam as a newer member, to look closely, ask hard questions, and demand accountability before approving further long-term contracts. Thank you for your consideration.

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Your Comment:

I would like to express my growing concern regarding our current policy of not retaining students who are significantly behind in their academic development. I fully understand the intentions behind social promotion and the desire to support students emotionally and socially, but in practice, this approach seems to be failing many of our learners.

I currently work with several students who are performing well below grade level—some by a full grade or more. I'm aware of students in the third, fourth, and even fifth grade who still struggle with foundational skills like reading and writing. This raises serious questions about how well we are preparing them for future academic and life success.

While I support the ideals represented in initiatives like the "Portrait of a Graduate," I'm concerned that these goals are not being matched by the necessary systemic support. Without interventions, accountability, and policies that reflect the actual needs of our students, such programs risk becoming little more than aspirational language with limited real-world impact.

Our system should be built to meet students where they are and support them accordingly. At present, it feels as though we are pushing students forward for the sake of appearances, rather than ensuring they are genuinely ready to succeed at the next level. This not only undermines their confidence and learning outcomes, but also risks widening the achievement gap over time.

I believe this is a critical issue that warrants thoughtful discussion and action. I appreciate your time and consideration and hope we can explore ways to better align our policies with the academic realities and long-term success of our students.

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Name:

Jace Marzan

Affiliation (e.g., parent, staff, community member, or school site):

Staff/Community Member

Please specify the agenda item or general topic you are commenting on.

N/A

Your Comment:

A couple of weeks ago, I attended the Sign Hill Tree Lighting in honor of National Childhood Cancer Awareness Month. It was a powerful event, and I was happy to see another SSFUSD staff member attend besides me, a teacher from Sunshine Gardens.

This ceremony honored a child who, had they been with us today, would have been an SSFUSD student. I hope that in the future, our district can support and participate in events like this not only to raise awareness but also to show our community that we stand with families impacted by childhood cancer. Also, to make National Childhood Cancer Awareness Months one of the things we push through and get behind as a district. The City of South San Francisco already celebrates it and we should stand behind them in solidarity, as after all, one of our core values is "Community is our Strength"

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