

Board Meeting 09/25/2025

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

Ssfhs

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

Ssfhs video announcement

Your Comment:

Hello trustees. I wasn't sure who to talk to about this and if I would be seen as too sensitive but on Wednesday 9/17 there was video announcement part where a student was lip syncing to someone speaking Spanish off camera. It's seemed it was meant to be funny but other people in the class thought it was weird and kind of racist. Some people said that the person speaking while the student was moving his mouth was the teacher. I didn't think too much of it after it just happened but the more I thought about I couldn't help but feel bothered by it and that it could be insulting to someone who is Spanish speaking. I just feel like this is a bad time to be making a joke out of people who speak Spanish. Especially with all the raids happening right now and how hard it is enough for Spanish speaking students to adjust to a new country. I just wish our school could be more sensitive to these things. Thanks for reading my comment.

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Your Comment:

I am very excited about the rollout of the Student and Family Services Department! Dr. Marcos Garcia is absolutely amazing, and I know he will continue to lead with heart, compassion, and equity.

I also appreciate how the reorganization has moved certain positions from the former "Human Resources & Student Services" into the new Student and Family Services structure. It's exciting to see how these roles will evolve to better support students, families, and staff. The role I'm most eager to learn more about is the Coordinator of Multi-Tiered System of Supports (MTSS). Since this is now the second year of the position, I would love to see some data on what has been accomplished so far. MTSS is such an important educational framework nationwide, and I think a presentation highlighting the coordinator's work, impact, and alignment with our strategic plan would be incredibly valuable.

I was looking at future board agendas and noticed there hasn't been a presentation on MTSS scheduled and I don't think there was one last year. I would love to see some data on what has been accomplished so far and how this position has been supporting our schools. Is a presentation planned for the spring?

Thank you for considering this request, and I look forward to learning more about how this department is shaping the future of our district and MTSS to push the strategic plan!

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Superintendents Contract

Your Comment:

I was surprised and concerned to see the superintendent's contract extended at the last board meeting. I'm wondering: what are the criteria for the superintendent's evaluation, and who is involved in that process? I urge the board to consider gathering more feedback from those on the ground — our teachers, aides, office staff, facilities workers, and others who keep our schools running. While this isn't intended as a personal critique of Dr. Moore, morale across the district appears low, and that should be part of the board's decision-making process. Are you hearing from the people who are directly impacted by district leadership decisions?

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consultants

Your Comment:

I would like more transparency around how many consultants and contractors our district currently employs, what they are being paid in total, and what specific work they are doing. It feels like every time I speak with someone from the District Office, I hear about yet another consultant being brought in. I realize I may not have the full picture — but if that's the case, this information should be made public. The community deserves to know how many consultants are working at the district level, what roles they're filling, and why those roles aren't being handled internally. As one person wrote in the board comment at the last meeting: if consultants are doing so much of the work, what are the superintendent and assistant superintendents responsible for, and why do we need both? This question is not meant to be disrespectful, more to emphasize the point that we are paying a lot of money for a lot of people to do the same job.

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district priorities

Your Comment:

I find it laughable that one of the district priorities this year is belonging because the district definitely doesn't make teachers feel any type of belonging. I constantly feel like I am not trusted as a professional. The district continues to make decisions that impact teachers, while simultaneously giving themselves raises or hiring more and more administrators for the district office. I am being told to create a sense of belonging for my students by people who have been out of the classroom for 10+ years and assume that I am not already doing this. I used to love working in SSFUSD and now if anyone tells me they're thinking about joining this district, my immediate response is to tell them to look further south. You will not feel welcomed here or any sense of belonging as a unified district. You in fact will feel like you don't matter at all.

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Your Comment:

I recently found out that there will be another set of walk throughs happening and I would like to know what are the purposes of all these different walk throughs by different groups? The Math Team is walking through to ensure we are all compliantly using a curriculum that they forced down our throats. The cabinet is also walking through to ensure we are compliantly adhering to the district priorities? Can teachers have a breakdown of how many walk throughs we can expect and what everyone is looking for in each? I can confidently guess that no one is actually looking at my teaching.

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POG / Strategic Plan

Your Comment:

Our district struggles with consistency and follow through. As many of us expected from the beginning of this process - it feels like the portrait of a graduate and strategic plan are finished and we're moving on to other priorities. Why did we spend so much time around POG and what are we doing this year to continue this work? Not surprised though since our district has never been good with follow through. As us veteran teachers know, we just need to wait out the next new initiative and it'll be gone in a few years... It's September and I haven't heard any mention of POG or Strategic Plan once...is that done?

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Your Comment:

I'm deeply concerned about the board's recent decision to extend the superintendent's contract. With so much dissatisfaction among staff across the district — from teachers to classified employees — I have to ask: what is the superintendent being evaluated on, and who provides input into that evaluation? It seems the board hears only from the superintendent and senior leadership about how things are going. I strongly believe staff input should play a formal role in this process. We're extending a contract while morale continues to drop. Is that really what's best for students and staff?

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Your Comment:

The decision to extend the superintendent's contract has prompted questions from many in the community. What standards is the superintendent evaluated against, and who conducts that evaluation? Transparency around this process is crucial. Without meaningful input from the educators and staff who live the consequences of these decisions every day, the board risks overlooking real problems. This isn't about assigning blame, but about responsible governance and accountability — especially when morale is low across the district.

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Name:

Jace Marzan

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

Staff

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

Suicide Prevention Awareness Month

Your Comment:

September is Suicide Prevention Awareness Month is a time for us to raise awareness, break stigma, and reaffirm our shared responsibility to keep our students safe and connected. As a district, we know that prevention is not only about recognizing risk, but also about building protective factors: belonging, resilience, and equity. These are all part of our strategic plan!

This month reminds us that prevention is not the work of one counselor, teacher, or administrator. It is the work of an entire community (our strength!). Embedding social-emotional learning, expanding access to mental health resources, and strengthening collaboration between schools, families, and community partners are all preventative measures.

Suicide is preventable, and our strategic plan gives us the blueprint to ensure that every child in SSFUSD knows they are not alone and that their future matters. This ties very closely to our strategic priority focus of engaged students, belonging and well-being this year!

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Name:

Jace Marzan

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

Staff

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

Your Comment:

September is Bay Area Transit Month, and I've been reflecting on the importance of public transportation for both staff and students. This month, I purchased a Caltrain pass and have been commuting from San Francisco to South San Francisco daily. I've also been using the free Blue Line shuttle, SamTrans 37 when I am running later, and have ridden other SamTrans lines with BART and Muni to get home. It's been a great reminder of how amazing and essential public transit is in our region and how lucky we are to live in a city where we don't need to drive. I actually don't own a car!

I've noticed that some of our students also take these same shuttles and buses. I know the district and county already provide transit passes for low-income youth, but I wanted to ask whether there are any current discussions or possibilities for making school bus lines, such as the SamTrans 37, free for students across the board. This could further reduce barriers and encourage consistent attendance.

I'm also curious about commuter checks for staff. Currently, our district uses paper commuter checks, while other districts and employers have moved to reloadable cards. In my previous district, we used the card system, which was much easier and more efficient to use across different transit systems. Is there any potential for us to transition to reloadable commuter cards as well?

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Your Comment:

The state of technology in SSFUSD is honestly embarrassing. We have students graduating without even the most basic tech skills — how is that acceptable in 2025? How are we preparing students for life after high school if we're not equipping them with the essential digital skills they need to succeed in college, careers, or even just daily life? The "Portrait of a Graduate" emphasized life skills — wasn't technology a big part of that? What's the plan to ensure students are actually receiving those skills? And how are teachers being supported to teach them? Cutting the Tech TOSA last year was a huge step backward when we should be investing more, not less, in digital literacy. Gen Chan has continually been supportive, helpful and innovative in supporting teachers, but how is there only one person supporting the entire district, especially in this day and age of technology use?

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Staff

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Staff

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

Superintendent contract

Your Comment:

The Board's handling of the superintendent's contract gives the public the impression there are no financial implications, when truth is \$ raises were already approved in 2022 through the 25–26 school year. That's why the recent agenda only showed a 1yr. extension. President Amanda Anthony mentioned a raise, but the raises were already built into the contract years ago. This makes it seem like the extension had no raise impact, when it really did and does!

Information is public but not easy to find almost as if the outdated systems make it harder for staff and community members to access "done on purpose". Working in this district for over a decade, I see the pattern: each extension brings more guaranteed raises. This approach undermines transparency and damages board credibility.

Board of Trustees, you agreed to extend the superintendent's contract. Now step up and hold her accountable for leadership, fiscal responsibility, and transparency. Just ONE example of many and more recently, approving a student trip without knowing exact locations highlights the lack of oversight. Decisions should not be made in such a careless manner when taxpayer dollars and student safety are at stake. And you extended the contract?

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communication

Your Comment:

When a consultant is missing, it is palpable. Communication has dropped, key decisions are stalled, and there's no clear sense of direction. We haven't even gotten a new staff introduction email, seriously, who is Dr. Campbell? She wasn't even mentioned at the district welcome back event. Anyone else new? The district website is a mess too. There are names of people who are no longer with the district The mission page still has "This is a sample announcement. This is a sample announcement," repeated like someone forgot to finish the template. Isn't our website for our families and community?

It's hard to feel confident in the district's direction when the person doing the real work is on leave, and the person at the wheel seems to be reading the GPS upside down, while the website still feels like a demo version of reality.

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carE

Your Comment:

It feels inequitable that only secondary math teachers received iPads, especially since other subject areas also rely heavily on digital curriculum but haven't received similar support.

In the spirit of equity in our mission, CARE, would it be possible to provide iPads to all teachers across sites, similar to what was done for secondary math curriculum mandate?

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Your Comment:

I'm not sure what to write in this board comment, but I felt the need to let the board know that the district as a whole is very unhappy. Staff all across the district are upset about the decisions being made at the top and it feels like the board, the cabinet and district office leadership don't care at all. The morale across the district is so low. People don't enjoy going to work anymore and this makes me sad as this used to be a great place to work. I don't think the Board will take my comment seriously but I felt it needed to be said that people who are not at the top of the district are so unhappy and the board and cabinet need to do a better job listening to the people at schools.

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Your Comment:

I'd like to suggest the board implement an informal or anonymous staff evaluation of the superintendent – something that gives all levels of employees a voice. The recent contract extension raises concerns, especially since so many staff members feel disconnected or frustrated with current leadership decisions. Listening to teachers, aides, office staff, and facilities workers could provide a fuller picture of what's really happening in our district. These voices matter, and I hope the board starts to consider them in leadership evaluations.

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Learning walks

Your Comment:

What is the purpose of learning walks? These 10–15 minute drop-ins offer little meaningful insight into instruction and fail to capture the complexity of teaching. They feel performative and impersonal. Instead of fostering support, these walks often create a sense of surveillance, especially under the pressure of a divisive math curriculum.

The district must move away from empty observations and toward genuine dialogue with educators. Ask what's working. Trust teachers' expertise. Support should be authentic, not superficial. If the goal is to celebrate teachers, it needs to look different.

No more empty learning walks.

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

Community member of Martin

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

Superintendent contract

Your Comment:

I am a concerned to witness new board members pressured into believing that extending the superintendent's contract until 2029 was the right decision. That is a very long commitment and I wonder whether it truly serves the best interests of our community. Trustee Amy Lam, I urge you to stay informed and approach these decisions with independent and critical thinking. All trustees are elected officials with a duty to represent and support the community, not just the superintendent. Many community members can't tell you who the superintendent is unless they look her up, and those who do, feel she has not demonstrated strong support for our kids despite being paid with our tax dollars. I want to raise a concern about professionalism. Her making faces or dismissive gestures while Trustee Richardson speaks sends the wrong message. Even if unintentional, it creates division rather than collaboration. The community deserves leadership that uplifts, listens, and engages and demonstrates "care" values. Has there been real effort to seek meaningful input from teachers, principals, and the most important of all, families about the superintendent's leadership? That should happen before such longterm commitments are made.

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Your Comment:

I am submitting this comment anonymously for fear of retribution for my child, but I must speak out regarding a deeply unsettling and dangerous situation at Los Cerritos Elementary School. I am the parent of a student in one of the classrooms that has been repeatedly and urgently evacuated this school year.

My primary concern is this: I do not feel that my child is safe while attending Los Cerritos Elementary.

The classroom has been evacuated multiple times due to the severely unsafe, aggressive, and disruptive behavior of a single student. These are not instances of typical childhood misbehavior; they are significant events that require the entire class—including young, vulnerable children—to be rapidly moved out of their learning environment. This is frightening, disruptive, and potentially traumatic for the other students and the dedicated staff.

While the classroom teacher's immediate actions during these emergencies are appreciated, the response from the school's leadership has been gravely insufficient, ineffective, and frankly, unacceptable.

Repeated evacuations signal a clear failure in the intervention and support system currently in place for the student whose behavior is causing this safety crisis. More importantly, the lack of proper and effective follow-up from the administration to the affected parents is a complete failure of leadership. We have been left in the dark, wondering what decisive steps are being taken to prevent the next incident. The silence is not only frustrating—it is a breach of the trust we place in the school to protect our children.

A safe learning environment is a right, not a privilege. When that safety is repeatedly compromised, the District must step in.

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