

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Regular Meeting of September 25, 2025

Baden High School - Gymnasium
825 Southwood Drive, South San Francisco, California

SSFUSD Equity Definition

Equity, in SSFUSD, is defined as giving students what they need, when they need it to fulfill their potential.

A. CALL TO ORDER

CLOSED SESSION - 6:30 p.m.

1. Conference with Legal Counsel – Anticipated Litigation. Exposure to litigation pursuant to paragraph (2) of subdivision (d) of [Government Code § 54956.9](#).
2. Conference with Labor Negotiators ([Government Code § 54957.6](#))
 - a. Agency Designated Representative: Assistant Superintendent of Human Resources and Student Services
 - b. Employee Organization: California School Employee Association Ch. 197

RECONVENE INTO OPEN SESSION - 7:01 p.m.

B. ROLL CALL

Board Members: Ms. Amanda Anthony – Present
Mrs. Amy Lam – Present
Dr. Chialin Hsieh – Present
Mrs. Patricia Murray – Absent
Mrs. Mina Richardson – Present

Cabinet Members: Dr. Shawnterra Moore, Superintendent – Present
Mr. J. Marwan Hannon, Assistant Superintendent,
Human Resources – Present
Dr. Marcos Garcia, Assistant Superintendent,
Student & Family Services – Present
Dr. Nia Campbell, Assistant Superintendent,
Teaching & Learning – Present
Mr. Ted O, Assistant Superintendent, Business
Services – Present

- C. PLEDGE OF ALLEGIANCE** was led by PHMS 8th grader, Brilla Casillas. Principal Nguyen shared that Brilla will be joining the Green Team this year. She plays soccer, plans to run for president, and her favorite subject is math. She is currently enrolled in Algebra.

D. LAND ACKNOWLEDGEMENT STATEMENT

We acknowledge that the South San Francisco Unified School District is located on the unceded ancestral homeland of the Ramaytush Ohlone peoples who are the original inhabitants of the San Francisco Peninsula.

We wish to pay our respects by acknowledging the Ancestors, Elders, and relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples.

E. REPORTING OUT FROM CLOSED SESSION

Mr. Hannon reported that in accordance with Government Code 54964.9 and in reference to Closed Session Agenda Item Number One, the Board took action to approve a settlement agreement with anticipation to exposure to litigation. Trustee Lam made a motion, Trustee Hsieh seconded the motion, and the roll call vote was 4 ayes and 0 nays.

F. REVIEW OF AGENDA

President Anthony announced that there would be one change in the agenda on Item 3B, Adoption of Tentative Agreement with CSEA Chapter 197. She noted that it could not be removed until it was approved, and stated that the Board would address it when the item was reached.

G. PTA COUNCIL REMARKS

Nalani Crivello shared that this is her fourth-year volunteering in PTA and her second year as PTA President at Parkway Heights Middle School, with her children attending Martin, Parkway, and San Francisco High School. On behalf of the South San Francisco PTA Council, she thanked the Board of Trustees for their continued support, noting that recognizing the value of PTAs strengthens the partnership between home and school and helps ensure student success. She expressed gratitude for their advocacy and looked forward to continuing to build strong schools and a thriving community together. She announced that the next PTA Council meeting will be held on Tuesday, October 7th. She highlighted district events including Skyline's online spirit wear store through October 13th, Martin's chocolate fundraiser and restaurant night on October 2nd, Spruce's pumpkin patch on October 6th, El Camino's unit meeting on September 23rd, Monte Verde's walk-a-thon on September 26th, South City's Disney-themed homecoming on October 4th, Ponderosa's fundraiser ending October 3rd and carnival on October 8th, and Buri Buri's fundraiser on October 1st at Societea Tea House in San Bruno. She then shared Parkway Heights PTA updates, thanking volunteers present and explaining that their goals are to grow membership, support students directly, and continue fundraising. Meetings will be held in person this year, with community speakers invited to share resources. Upcoming Parkway events include a Panda

Express fundraiser on October 8th, a community pop-up on October 4th, and the launch of their first no fuss fundraiser.

H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators – None

South San Francisco Classroom Teachers Association – Shari Giusti, President of SSFCTA explained that she speaks at every school board meeting to keep the Board updated on concerns and challenges teachers and students face. She noted that site representatives provide monthly reports and shared several positive highlights from September. Martin teachers were thankful to have substitutes so they could complete their individual DIBELS test scores. Spruce reported no teacher turnover from spring to fall this year and noted that over three years they have improved their EL dashboard scores from orange to green. The Children's Center at Martin shared that they are planning a parent engagement night for families of young children, during which all students will receive free books. Baden reported a great start to the year and expressed appreciation for a lunch provided by administration to support educators. For the second part of her report, Ms. Giusti shared a letter the SSFCTA executive board will be sending to members regarding anonymous comments made in the online comment forum during school board meetings that have targeted teachers on special assignment. The letter, titled "A Message of Unity and Support for Our Colleagues in Special Assignment Roles," expressed concern that such remarks are unproductive and harmful, undermining the solidarity essential to educators' collective strength. It emphasized the vital role that TOSAs play in supporting educators, serving as curriculum leaders, instructional coaches, data specialists, and mentors. The letter stated that anonymous comments breed division, distract from real issues such as staffing shortages and resources, and weaken the union's position in negotiations. It urged individuals to avoid hurtful anonymous comments and instead engage in constructive conversations. The letter also emphasized that TOSAs are colleagues who often advocate on behalf of teachers to district leaders, highlight classroom needs, and work to ensure educators' perspectives are valued. Supporting them, the letter said, strengthens the working environment and benefits students. It encouraged members to reach out to SSFCTA representatives or site supervisors to further discuss these issues and to focus on respectful collaboration that strengthens the profession.

California School Employees Association Chapter 197 – Jolene Malfatti, President of CSEA Chapter 197 began by noting that members were not happy with the outcome of negotiations. She had sent out a survey, and 46.9 percent of members wanted to protest and not sign a tentative agreement. The agreement was signed, but it still must be ratified at the September 30th meeting. She explained that in an effort to retain employees, the union had asked for something on the longevity step, initially requesting 1 percent every other year, then reducing the request to half a percent every other year, but were told no. They also asked

for hazard pay for campus security, but instead were given a day of training. She expressed disappointment, noting that many campus security staff have worked for the district for more than 11 years, and while training is useful, she believed they deserved compensation for the hazards they face daily. Ms. Malfatti stated that she had received a confidential communication from a campus security employee with 11 years of service, which she distributed to board members but did not read aloud. She highlighted one troubling sentence and urged board members to consider how it would feel to be denied hazard pay and offered training instead, suggesting it implied they did not know what they were doing. She stressed that in today's climate of turmoil and increased risk, campus security staff deserve recognition through hazard pay. She added that she hoped employees would ratify the agreement on September 30th, but could not guarantee it, and again emphasized the importance of movement on longevity to help retain employees rather than lose them to districts that pay more. She closed by thanking the Board and sharing that her report was intended to also reflect a day in the life of campus security, presented in a confidential way.

I. PERSONNEL COMMISSION

Mr. Hannon announced that the next Personnel Commission meeting will take place on Monday, October 20, 2025, at 5:00 p.m. in the district office boardroom.

J. ITEMS FROM THE BOARD – None

K. SUPERINTENDENT'S REPORT

- a. Educator Spotlight** – Dr. Moore explained that one of the ways the district will acknowledge and celebrate staff this year is through these spotlights as part of strategic communication efforts. She shared her recent visit to Ms. Criswell's classroom at Alta Loma Middle School, where she observed the implementation of the new math adoption. Dr. Moore described listening to students as they worked together to find area by decomposing shapes, noting that while they struggled, it was in a productive way. She highlighted how Ms. Criswell encouraged students by telling them it was okay to solve problems in different ways because their brains all work differently, which reflected the beauty of learning together. She commended Ms. Criswell for implementing Illustrative Math in a way that elevated student voice, supported academic discourse, and created a positive classroom environment where students felt safe taking risks and supported even through challenges. Dr. Moore expressed her appreciation for the warm welcome and encouraged Ms. Criswell and all colleagues to continue their strong efforts. She concluded by noting that the district will be featuring the great work happening across school communities as part of communication efforts, with the first launch starting next week.

- b. Student Advisory** – Dr. Moore continued with an update on student

advisory. She explained that in past years the district has hosted a student advisory to gather ideas from secondary students and involve them in projects where they can be part of the solution. She was excited to share that the student advisory council launched last week with a small group of student leaders from South San Francisco High School and El Camino High School. During the meeting, the group reviewed California Healthy Kids data points that inform student wellness and belonging goals, discussed the use of impact surveys that will be administered in October, and considered how students might use that data to guide student-led initiatives. They also brainstormed ways to structure the council to elevate student focus, with particular attention to multilingual learners, African American students, and Pacific Islander students, and discussed outreach strategies to bring more students into the work. Dr. Moore noted that this effort aligns with Strategic Plan 2, engaging students, and Strategic Plan 3, purposeful partnerships. She emphasized the district's excitement to partner more closely with students to help inform improvements to the student experience so that all students can learn deeply and thrive.

- c. **Honoring SSFHS Softball and Baseball Coaches** – Dr. Moore honored South San Francisco High School's softball and baseball coaches. She shared that in 2024 the baseball team broke the school record with 22 wins, and in 2025 they broke the record again with 23 wins, becoming Peninsula Athletic League champions for the 2024–2025 year. This marked the first time in school history that the baseball program made an appearance in the CCS finals. For softball, the Warriors earned their first CCS playoff game win and made their first CCS championship appearance. Dr. Moore acknowledged the Board and community for supporting the on-campus field since 2021, which she noted has contributed to the steady growth of the softball program. She expressed pride and congratulations to the coaches and student athletes, sharing excitement for their continued success and positive impact. She also recognized and appreciated the City of South San Francisco for honoring both programs at the city council meeting the night before.

- d. **Other** – None

L. STUDENT TRUSTEE REPORTS

1. Jaimelyn Ochoa, Fall Student Trustee and ASB President SSFHS began with an update from ASB, noting that classes have been preparing for homecoming week. The sophomores held a Krispy Kreme donut fundraiser to help with dance expenses. The homecoming dance, titled "Once Upon a Homecoming," is scheduled for Saturday, October 4th in both the big and small gyms. Ticket sales began at \$20 and increase by \$5 each week, with a final price of \$40 at the door. Students with an ASB sticker receive a \$5 discount. Ochoa highlighted other homecoming activities, noting that students have been multitasking with

after-school meetings for rehearsals, dance meetings, and decorations. She then shared updates from the drama department, which is presenting their fall play, *Blithe Spirit*, with auditions completed and rehearsals underway. Opening night is October 10th through 11th. Earth Club participated in the Colma Creek Coastal Cleanup, and the Mock Trial Club has been preparing for the school year. The Red Cross Club hosted their first blood drive of the year, with participation from students and staff. In sports, the varsity football team defeated Sequoia High School 14–9 and will play their next home game and homecoming/pink-out game on October 3rd recognizing breast cancer awareness month. The flag football team won against Jefferson, girls tennis and golf teams are midway through their seasons, cross country competed at Halfmoon Bay, and girls volleyball won a recent tournament. Finally, Ochoa highlighted Hispanic Heritage Month activities. South City's Ballet Folklórico Alma de Mexico performed on September 16th to celebrate Fiesta Patrias, as well as at Genentech, and will perform at Sunshine Gardens. The program, celebrating its 34th anniversary, was started by Martin Cruz and Patricia Martinelli and connects students to their culture. The Latinos Club also held a meeting with over 20 participants playing and learning Mexican *lotería*. Ochoa concluded by recognizing the efforts of students and clubs for their contributions to the community.

Trustee Richardson asked Student Trustee Ochoa for the name of the fall play on October 10th, and Ochoa confirmed it is *Blithe Spirit*. Trustee Richardson added that she hopes to attend at least the golf event and expressed her appreciation for tennis.

2. Isabelle “Izzy” Ruiz, Spring Student Trustee and ASB President ECHS began by noting that it has been a busy week due to homecoming, sharing that this is her fourth and final year participating. Each class displayed creativity and spirit through decorations and skits inspired by *Avatar: The Last Airbender*. Monday featured the freshman Earthbenders, Tuesday the sophomore Airbenders, Wednesday the junior Water Nation, and Thursday the senior Fire Nation. The week will conclude with a homecoming rally on Friday, featuring class dances, games, and the announcement of homecoming winners. Ruiz highlighted the homecoming football game against Jefferson, with JV starting at 4:00 p.m. and varsity at 7:00 p.m. The student section will be themed “tropical,” and students are encouraged to bring sunblock, sunglasses, and a positive attitude. The homecoming dance will take place Saturday from 7:00 to 10:00 p.m., featuring games like air hockey and foosball, food trucks, and class office fundraisers, with all grades welcome. She then provided updates on the visual and performing arts program. The El Camino Jazz Band performed at Concert in the Park at Orange Park, featuring a Stevie Wonder melody, and she thanked attendees. She noted that all band and choir performances this fall can be viewed during the Plaython fundraiser on October 3rd at 5:00 p.m., live streamed on Culture TV via YouTube. Ruiz also highlighted Freshman Field

Day, organized by Link Crew, which provided 9th graders the opportunity to bond through games, crafts, singing, and other activities to ease their transition into high school and foster a sense of community. She concluded by noting that September has been full of bonding moments and expressed excitement for the rest of the school year.

Trustee Lam thanked Student Trustee Izzy Ruiz for her report and shared that she has been following the homecoming theme on Instagram. She expressed regret that she could not attend in person due to her daughter's birthday party and encouraged photos of the decorations to be shared. She concluded by wishing everyone fun at the events.

M. PUBLIC COMMENTS

Jace Marzan, wellness counselor at Los Cerritos Elementary School, addressed the Board, beginning with a quote: "One does not see anything until one sees its beauty," which he shared he has been trying to apply in his work and personal growth. He explained that this school year, in alignment with the district's priority of exceptional instruction and academic discourse, he has incorporated academic discourse into Los Cerritos PBS assemblies and has been visiting classrooms to present his "Meet the Cub Counselor" lessons. He noted that he has three classes left to introduce himself to. Mr. Marzan emphasized the value of receiving feedback from multiple observers, including school staff such as the reading specialist, instructional coach, principal, school psychologist, EL para, and district staff including the COSA, POSA, and EdTech TOSA. He shared that one particular observation from reading specialist Stacy Alvarez stood out. Although he felt the lesson was one of his worst and was embarrassed, Ms. Alvarez identified many strengths he had not noticed. Her feedback helped him recognize his bright spots and continue developing as an empowered educator. He expressed appreciation for the time Ms. Alvarez spent debriefing the lesson and expressed hope that future district learning walks will similarly focus on recognizing the positive aspects of teaching, as she had done in his fifth-grade counseling lesson.

Yunn Lee, a junior at South San Francisco High School, addressed the Board and community regarding scheduling challenges that limit students' access to electives. She explained that PE requirements often prevent students from taking courses that inspire future careers or provide creative outlets. She cited other districts, such as Half Moon Bay, Hillsdale, and Aragon, which allow students to earn PE credit through sports participation after completing one year of foundational PE. In these districts, completing a full sports season counts as one semester of PE credit. Lee emphasized that students already dedicate significant time, about 15 hours per week during the season, not including weekends or summer conditioning yet this effort is not recognized academically. She argued that adopting a similar model in South San Francisco would provide opportunity,

equity, and recognition, relieve stress, allow students to explore passions, and potentially reduce summer school costs for PE credit completion. She concluded by submitting [petitions](#) she had collected with over a hundred signatures, advocating for the district to offer the same flexibility and recognition as neighboring districts.

Megan Connery, Math department chair at El Camino High school and Secretary of the South San Francisco Classroom Teachers Association, addressed the Board, Cabinet, President Anthony, and the public regarding anonymous written public comments. She stated that while written comments are convenient for those unable to attend meetings, the anonymous aspect should be eliminated. She recommended requiring commenters to provide their names, and if a name is not provided, the comment should not be posted on the website. Ms. Connery then addressed a recent anonymous public comment concerning Math TOSAs. She explained that due to a May 22nd Board decision, the Math TOSAs had to implement the math adoption for grades three through five, rather than following the original recommendation of a K–5 pilot program. As a result, the TOSAs had a shortened summer, canceling plans to ensure teachers received workbooks, teacher editions, and unit one materials. They also coordinated the June and August trainings and oversaw delivery and organization of materials at each school. Ms. Connery noted that, due to the Board's decision to adopt IM for grades K–2, the ordering of materials was overlooked which was the responsibility of a director or assistant superintendent, not the TOSAs. She concluded by addressing the anonymous commenter directly, reminding them that TOSAs are fellow union members and urging consideration of the TOSAs' contributions before criticizing them.

Alma Ruiz Soto, board member of the South San Francisco Education Foundation, addressed President Anthony, Dr. Moore, the Board, Cabinet, and community to invite participation in the Foundation's fall read-a-thon community book fair fundraiser. She explained that the SSF Education Foundation, founded three years ago by parent volunteers, supports the district with a focus on students with high needs and aligns its funding priorities with the district's Portrait of a Graduate and strategic plan. Ms. Ruiz Soto emphasized literacy as a key focus, noting that reading proficiency is tied to long-term success and encouraging families to read together. She invited the public, teachers, and Board members to participate in the read-a-thon during October by setting personal reading goals, sharing them with family and community, and collecting pledges in support of the fundraiser. Funds raised will be split 50/50 with the participating schools, which will use them for wellness programs, assemblies, social-emotional learning, and PTA community activities. She also announced a partnership with the South San Francisco Public Library for a community-wide Scholastic Book Fair, running October 2nd through 5th on the library's second floor during open hours. Ms. Ruiz Soto thanked the city and library for their support and encouraged the community to attend, noting that further information

would be shared via social media and the Foundation's website.

N. INFORMATION ONLY PRESENTATIONS

1. TEACHING & LEARNING

a. Teaching and Learning presentation: Parkway Heights Middle School

Dr. Campbell introduced Principal Kathie Nguyen who presented the educational priorities and programs at Parkway Heights Middle School.

Introduction/Mission

Principal Nguyen began her presentation sharing that the Portrait of a Graduate represents the district's vision and promise to students, committing that they will have opportunities to develop key characteristics and graduate meeting these aims. Principal Nguyen explained that Parkway Heights embodies the core value of community, believing that collaboration strengthens outcomes. She outlined that the Portrait of a Graduate focuses on four graduate aims: students who learn continuously as their life and world change, navigate their futures purposefully, thrive personally, and positively impact their communities.

She shared that Parkway Heights' mission is to work collaboratively to prepare each student for high school and post-secondary education, engaging families and community to promote student success and uphold school culture expectations. The staff works together to support the diverse needs of students in a positive and safe school environment, emphasizing that all are responsible for every student's success. Principal Nguyen highlighted the school's areas of focus, instruction and engagement, culture and climate, and noting that site goals align with district priorities of engaging students, fostering belonging and well-being, and promoting exceptional instruction with academic discourse and math.

Parkway Site Goals

Mission

Parkway Heights Middle School works collaboratively to ensure that each student is prepared for high school and post-secondary education.

We involve the community to promote student success and build on the expectations of our school culture.

Our staff works collaboratively to support one another and the diverse needs of students.

School Vision

For all students to be engaged and learning in a positive and safe school community. We are ALL responsible for each and every students' success.

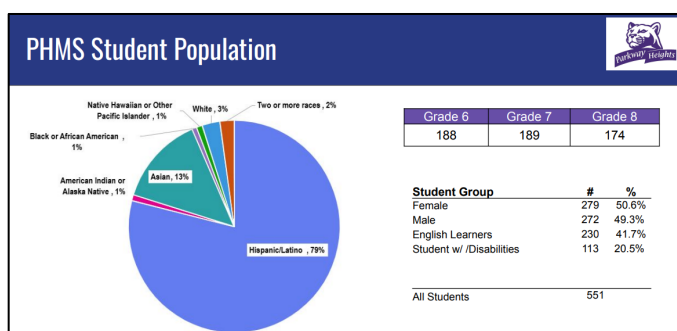
- Areas of Focus: Instruction & Engagement, Culture & Climate

Parkway 2025-2026 Goals

- 1.) Belonging & Well-being**
 - By June 2026, all students at PHMS will increase their sense of belonging/wellbeing/school connectedness by 10% as measured by a baseline (beginning-of-year) and end-of-year counseling created survey, which will pull questions from the California Healthy Kids Survey.
- 2.) Academic Discourse**
 - Through exceptional instruction, students will increase SBAC ELA outcomes by 3% overall and by 6% among our most vulnerable student groups by June 2026.
- 3.) Math**
 - Through high-quality implementation of the adopted math curriculum, students will increase SBAC math outcomes by 4% overall and by 8% among our most vulnerable student groups by June 2026.

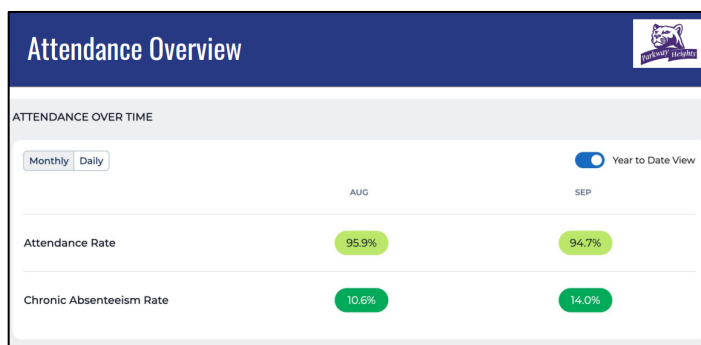
Student Population

Principal Nguyen shared that Parkway Heights Middle School's student population is 79% Hispanic/Latinx, with 41% identified as multilingual learners and 20.5% as students with disabilities.



Attendance

Parkway Heights' monthly attendance rates are in the mid-90s, with a focus on reducing chronic absenteeism.

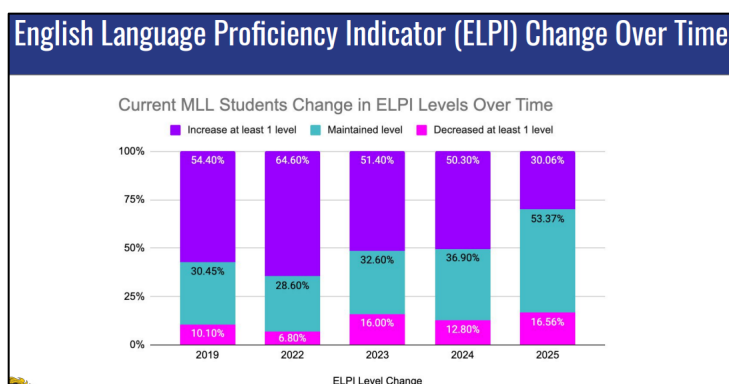


Principal Nguyen noted that year-by-year comparisons show slight improvements in both attendance and chronic absenteeism rates compared to the 2023–24 school year.

Attendance by Month Last Three Years											
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	YEAR
Average Daily Attendance											
23-24 ADA	95.5%	94.6%	94.1%	93.9%	93.6%	93.5%	93.3%	93.3%	93.2%	93%	93%
24-25 ADA	95.7%	94.4%	94.2%	93.8%	93.4%	93.2%	92.5%	92.4%	92.4%	92.2%	92.2%
25-26 ADA YTD	95.9%	94.7%	-----	-----	-----	-----	-----	-----	-----	-----	94.7%
Chronic Absenteeism											
23-24 C.A.	17.2%	20.3%	21.2%	19.2%	21.3%	22.3%	20.3%	19.5%	20.8%	22.7%	22.7%
24-25 C.A.	9.7%	16.2%	16%	21.6%	21.7%	21%	24.7%	24.5%	25.4%	25.7%	25.7%
25-26 C.A. YTD	10.6%	14%	-----	-----	-----	-----	-----	-----	-----	-----	14%

ELPAC

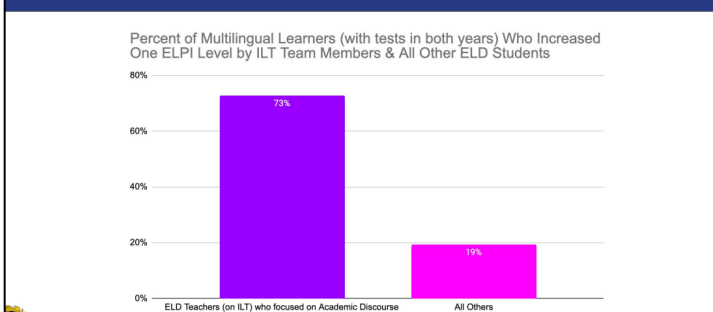
Parkway Heights' five-year ELPAC data reflects that 30% of students increased by at least one ELPI level, 53% maintained their level, and 16.5% decreased by at least one level.



Academic Discourse

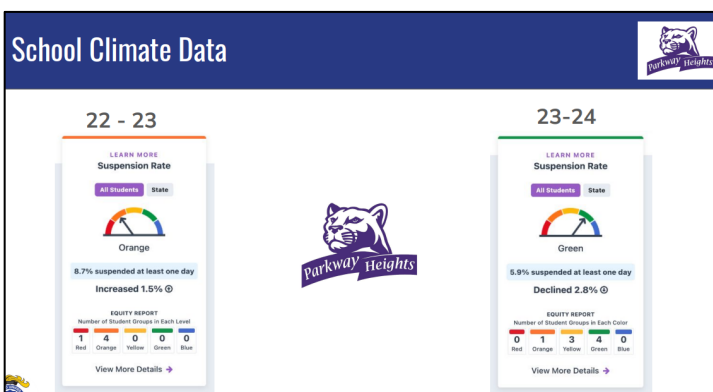
During the 2024–25 school year, the Instructional Leadership Team (ILT) focused on academic discourse by developing strategies and observing each other's classes. Students in the classes of the two ILT teachers who teach EL and ELA outperformed their peers in ELA, as measured by at least a one-level increase on the English Language Proficiency Index. The ILT continues this work, collaborating with their departments to spread best practices for academic discourse across the school.

ELPI Growth Related to Academic Discourse Priority 2024-2025



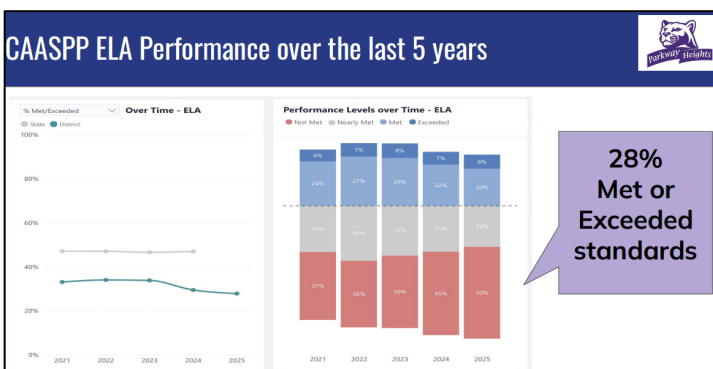
School Climate

Suspension rates for the 2022–23 and 2023–24 school years had a decline of 2.8%. Principal Nguyen highlighted that the school implemented weekly MTSS Kid Talk meetings to evaluate student outcome data, provide supports, and conduct home visits as needed, with the goal of proactively implementing positive interventions.

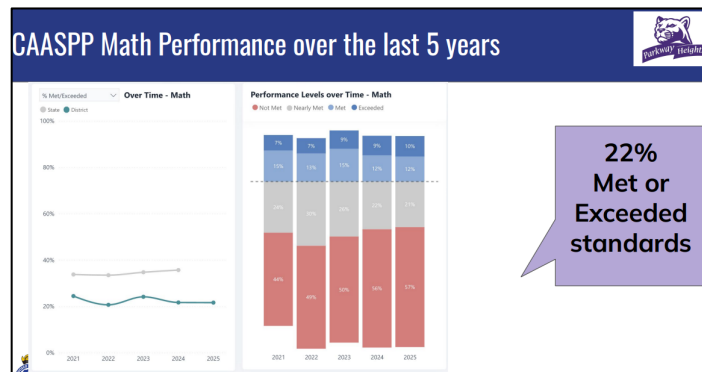


CAASPP

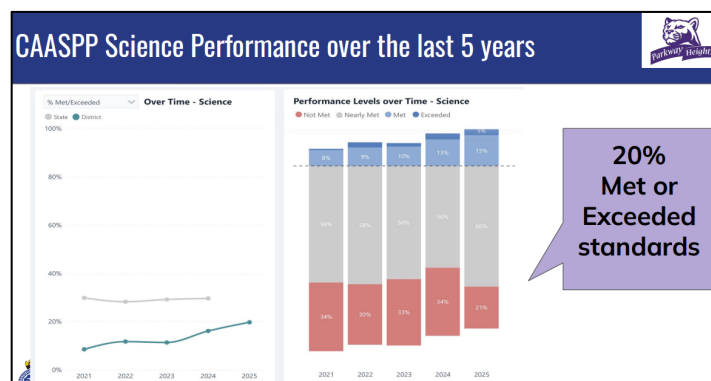
In ELA, 28% of students met or exceeded standards, reflecting a trend similar to overall district performance.



In math, 22% of Parkway Heights students met or exceeded standards.



In science, 20% of Parkway Heights students met or exceeded standards. Principal Nguyen emphasized that the percentage of students who did not meet standards decreased significantly.



Supports

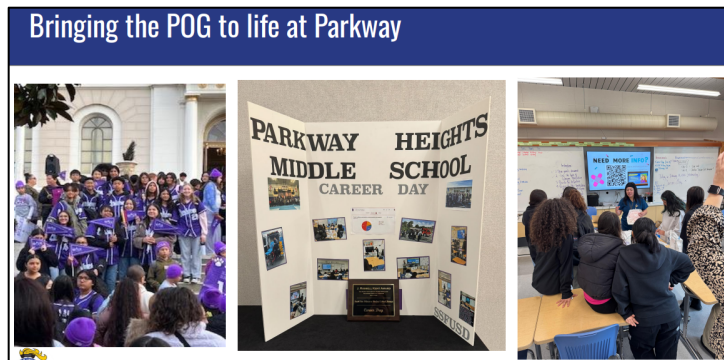
Principal Nguyen highlighted various supports at Parkway Heights designed to assist both staff and students, noting that this is not an exhaustive list as the team continually develops and implements new strategies to provide ongoing support.

Supports at Parkway

- Counseling Center
- Wellness Center
- Instructional Coach - PSI
- Instructional Leadership Team
- Special Education
- ELD/Newcomer Sheltered Classes
- Lunch Activities
- Intervention Groups
- Homework Center

Portrait of A Graduate

Principal Nguyen shared examples of how Parkway Heights brings the Portrait of a Graduate to life, including student participation in Ruby Bridges Day, Career Day with over 30 guest speakers which earned the school the Kent Award last spring, activities such as the Turkey Trot and Color Run in PE, access to the wellness center and library, eighth grade awards night, and performances by the mariachi band.



Gratitude

Principal Nguyen concluded her presentation by acknowledging Parkway Heights PTSA parents and volunteers, including Alma Ruiz Soto, Amanda Parker-Govea, Nalani Crivello, and Ivette Gomez. She also recognized the dedication and hard work of Parkway staff, families, and ASB leadership students attending in person or online. She invited everyone to Parkway's Community Pop-Up on Saturday, October 4th, from 10:00 a.m. to 3:00 p.m.

Trustee Lam thanked Principal Nguyen for the presentation and expressed interest in visiting Parkway Heights Middle School. She noted her previous experience seeing Parkway leadership students at the Spruce Science Fair and

appreciated the collaboration between Parkway and Spruce, highlighting the connection with younger students. She also acknowledged Parkway's recognition through the Kent Award for their career day program and expressed excitement to see the program continue to grow.

Trustee Hsieh thanked Principal Nguyen for the presentation and acknowledged the Parkway Heights team. She expressed anticipation for the June 2026 review of school goals, including belonging, well-being, math, and academic discourse. She highlighted positive trends in attendance, chronic absenteeism, and science performance, noting the increase from 13% to 20% of students meeting or exceeding standards. Principal Nguyen responded by emphasizing that these achievements are a team effort, recognizing science teacher Ms. Tam who was present in the audience.

Trustee Richardson praised Parkway Heights for its positive environment and high attendance, noting her Back-to-School Night experience. She inquired about the school menu, asking how students liked the meals. She also asked about the wellness center usage. Principal Nguyen shared that over the summer, AbbVie and Heart of America revamped the wellness center with new paint, furniture, and a STEAM lab addition. Trustee Richardson thanked Principal Nguyen for her continued dedication, acknowledging the challenges of working with this age group.

President Anthony thanked Parkway Heights for including her in last year's color run, joking about how long it lasted but noting it was fun. She praised the school community and acknowledged the work on student belonging, math, and academic discourse. She echoed Trustee Hsieh's comments on science growth and expressed optimism for similar progress in math and reading. She concluded by expressing appreciation for everyone attending and encouraged them to keep up their excellent work.

O. PRESENTATION WITH POTENTIAL ACTION – None

P. CONSENT AGENDA

MOTION #46 (Hsieh/Lam) to approve items: 1a. Approval of SMCOE CTE Advisory Notes held on November 7, 2024; April 25, 2024; and April 24, 2025; 2a. Classified Personnel Assignment Order; 3a. Permission for staff to attend the California Association of School Counselors (CASC) Conference in Riverside, CA, October 15

– 17 2025; 4a. Purchase Order Listing, July 2025; 4b. Warrant Register, July 2025; 4c. Cash Receipts, July 2025; 4d. Gifts to the District, July 2025; 4e. Fundraising events for the 2025-26 school year; 4f. Professional service agreements under \$25,000. Motion Carried. (Unanimous)

ACTION

1. ADMINISTRATION

a. Resolution No. 25 – 56: Filipino American History Month

Trustee Lam read the resolution and expressed that she was honored to do so, noting that her husband is Filipino and her children are half Filipino.

MOTION #47 (Richardson/Hsieh) to approve the adoption of Resolution #25-56: Honoring Filipino American History Month. (AYES: Richardson, Hsieh, Lam, Anthony; NOES: None). Motion Carried. (Unanimous)

b. Resolution No. 25 – 57: Dyslexia Awareness Month

The resolution was read by Trustee Richardson.

MOTION #48 (Lam/Hsieh) to approve the adoption of Resolution #25-57: Honoring Dyslexia Awareness Month. (AYES: Richardson, Hsieh, Lam, Anthony; NOES: None). Motion Carried. (Unanimous)

c. Resolution No. 25 – 58: National Bullying Prevention Month

The resolution was read by Trustee Richardson.

MOTION #49 (Lam/Hsieh) to approve the adoption of Resolution #25-58: Honoring National Bullying Prevention Month. (AYES: Richardson, Hsieh, Lam, Anthony; NOES: None). Motion Carried. (Unanimous)

d. Resolution No. 25 – 59: Italian American Heritage Month

The resolution was read by Trustee Richardson.

MOTION #50 (Lam/Richardson) to approve the adoption of Resolution #25-59: Honoring Italian American Heritage Month. (AYES: Richardson, Hsieh, Lam, Anthony; NOES: None). Motion

Carried. (Unanimous)

e. Approval of the 2025-26 SSFUSD Governance Calendar

MOTION #51 (Hsieh/Lam) to approve the SSFUSD 2025-26 Governance Calendar, which highlights when certain items come before the Board, categorized by department and month. Motion Carried. (Unanimous)

f. Approval of District's Response to Grand Jury Report on "Who You Gonna Call? Is Career Technical Education Preparing High School Students to Fill the Skilled Trade Gap?"

MOTION #52 (Hsieh/Richardson) to approve the proposed District's response to the Grand Jury report on "Who You Gonna Call? Is Career Technical Education Preparing High School Students to Fill the Skilled Trade Gap?" and authorizes staff to submit the response to the Grand Jury commission. Motion Carried. (Unanimous)

g. Approval of MOU with Bay Ed Fund

Trustee Hsieh expressed appreciation for Bay Ed Fund's partnership, noting that their support aligns with the district's vision without directing leadership. Trustee Richardson echoed gratitude for their generosity and acknowledged Superintendent Moore's leadership in making the collaboration possible, thanking her for taking it on.

MOTION #53 (Hsieh/Lam) to approve the Strategic Support Grant MOU with Bay Ed Fund for 2025-2028. Motion Carried. (Unanimous)

2. TEACHING & LEARNING

a. Approval of MOU with California Community Colleges Chancellor's Office

MOTION #54 (Lam/Hsieh) to approve the MOU with California Community Colleges Chancellor's Office to support data sharing under the K12 Strong Workforce Program. Motion Carried. (Unanimous)

b. Approval of Agreement with UnBoundEd

MOTION #55 (Hsieh/Lam) to approve the agreement with UnBoundEd for data sharing for the 2024-25, 2025-26, and 2026-27 school years. Motion Carried. (Unanimous)

3. HUMAN RESOURCES

a. Resolution No. 25 – 60: Week of the Administrator

The Resolution was read by Trustee Richardson.

MOTION #56 (Hsieh/Lam) to approve the adoption of Resolution #25-60: To honor the contributions of the District's school leaders during the week of October 12 – 18, 2025. (AYES: Richardson, Hsieh, Lam, Anthony; NOES: None). Motion Carried. (Unanimous)

b. Adoption of Tentative Agreement with CSEA Chapter 197 for 2025-2028 and Approval of AB 1200 Disclosure

President Anthony clarified that approval would include directing staff to bring back the AB 1200 disclosure at a future Board meeting, contingent upon ratification by CSEA Chapter 197.

MOTION #57 (Hsieh/Lam) to adopt the Tentative Agreement between the South San Francisco Unified School District and the California School Employees Association (CSEA) Chapter 197 for the 2025–2028 contingent upon ratification by CSEA Chapter 197 membership. Motion Carried. (Unanimous)

The Board recessed at 8:30 p.m. and reconvened at 8:40 p.m.; Student Trustee Ochoa left the meeting at 8:30 p.m.

c. Approval of MOU with CSU Northridge for Unpaid Interns

MOTION #58 (Hsieh/Lam) to approve the MOU with California State University, Northridge for unpaid internship placements to university students during the 2025-2028 school years. Motion Carried. (Unanimous)

4. STUDENT & FAMILY SERVICES

a. Approval of Agreement with Robert Half Recruiters & Employment Agency

MOTION #59 (Lam/Hsieh) to approve the agreement with Robert Half Recruiters & Employment Agency for the temporary placement of a Receptionist for the South San Francisco Unified School District. Motion Carried. (Unanimous)

b. Approval of License Agreement with San Joaquin County Office of Education

MOTION #60 (Hsieh/Lam) to approve the License Agreement between the San Joaquin County Office of Education and the South San Francisco Unified School District for the use of the BEYOND SST web-based system to support the formulation, tracking, and reporting of Student Success Team and 504 forms for the 2025-2026 and 2026-2027 school years. Motion Carried. (Unanimous)

5. BUSINESS SERVICES

a. Approval of Change Order No. 1 with McGuire and Hester

Trustee Richardson asked if the project was still on schedule for spring completion. Mr. O explained that delays occurred due to an unexpected storm drain blockage and erosion. He noted the lower field is expected to be completed by February 2026, while half of the pavement will open for student use in October 2025.

Trustee Lam raised similar concerns about timing, asking about the impact on areas currently used for student drop-off. Mr. O confirmed that only half the pavement can be striped this fall, with the remainder delayed until summer due to weather constraints.

Trustee Lam also asked if the delay would increase costs. Ms. Shelton confirmed there will be additional costs for remobilization, though the exact amount is still under review.

MOTION #61 (Hsieh/Lam) to approve the Change Order No. 1 with McGuire and Hester for the Westborough Middle

School Field and Pavement Improvements Project in the amount of \$261,427.00. Motion Carried. (Unanimous)

b. Approval of Amendment No. 2 with Atlas Technical Consultants LLC

MOTION #62 (Lam/Hsieh) to approve Amendment #2 with Atlas for Geotechnical and Geological Hazard Evaluation Services for Westborough Middle School Field and Pavement Improvements Project in the amount of \$29,876.00. Motion Carried. (Unanimous)

c. Approval of Amendment No. 4 with Hamilton + Aitken Architects

MOTION #63 (Hsieh/Richardson) to approve Amendment #4 with Hamilton + Aitken Architects for architectural design services for the El Camino High School Central Kitchen and Cafeteria Project in the amount of \$6,240.00. Motion Carried. (Unanimous)

d. Approval of Agreement with Gelfand Partners Architects

Trustee Lam expressed support for adding a TK classroom at Junipero Serra and asked whether the August 2026 occupancy goal was realistic. Mr. O confirmed the target is to open both the Junipero Serra and Monte Verde projects for the next school year but noted possible delays due to DSA approvals or unforeseen issues.

Trustee Lam asked how a delay might affect TK enrollment and whether contingency plans exist. Mr. O said that discussions on alternatives have not yet taken place, as the process is still at the architectural review stage.

Trustee Richardson asked if the exact site location at Junipero Serra had been finalized. Mr. O said the preferred area has been identified with the principal, but the final location will depend on the architect's review.

Trustee Lam asked about next steps following approval. Mr. O explained the district plans to use prefabricated modular buildings that will be delivered in sections, allowing quicker installation while still lasting 50–75 years. He said future board items will include contracts related to these projects.

MOTION #64 (Hsieh/Richardson) to approve the agreement with Gelfand Partners Architects for architectural services for the Junipero Serra ES TK building Project, in the amount of \$208,100.00. Motion Carried. (Unanimous)

e. Approval of Change Order No. 1 & No. 2 with Wickman Construction

Trustee Richardson asked where Building J is located at El Camino High School. Mr. Chowdhury clarified that Building J refers to the former shop building, identified as such in the original DSA plans. He explained that room 63 was converted into two special education classrooms, along with a life skills classroom. He noted the project cost reflects a net adjustment: an addition for new work and a deduction for removing planned acoustical tile since the existing tiles were in good condition. The building is located next to the old auto shop.

MOTION #65 (Hsieh/Lam) to approve Change Order No. 1 and No. 2 with Wickman Construction for the El Camino High School Building J Alterations Project in the amount of \$464.00. Motion Carried. (Unanimous)

f. Approval of Change Order No. 1 with Zone 4 Construction

Trustee Lam asked about the expected completion of the district office project, noting some visitors currently need to use side or back entrances. Mr. Chowdhury responded that the project should be finished by the end of the month. He mentioned a DSA inspector required a small asphalt overlay for accessible parking because the existing surface slope exceeded 2%, but they are still aiming to finish by the end of next week.

Trustee Richardson asked about the dome-shaped plant/topiary at the front entry. Mr. Chowdhury clarified that the tree remains, but some small hedges and bushes next to the low wall were removed. New landscaping will be installed, and a new marquee will be added after the contractor completes work, allowing scrolling messages and announcements to be displayed publicly. The updated entry will be ADA-compliant, addressing a longstanding

compliance issue.

MOTION #66 (Hsieh/Richardson) to approve Change Order No. 1 with Zone 4 Construction for the District Office Accessibility Improvements Project in the amount of \$5,930.00. Motion Carried. (Unanimous)

REVIEW OF FUTURE AGENDA ITEMS AND MEETINGS *(subject to change)*

Trustee Richardson asked if the details for the upcoming community meeting had been decided. President Anthony confirmed that the community forum is scheduled for October 23rd and that the topics are: "Los Cerritos Modernization and Artificial Intelligence."

October 9, 2025

- Teaching and learning presentation – Los Cerritos ES
- Teaching and learning presentation – Children's Center
- Presentation on Genentech and Science
- Presentation on Fiscal Services
- Williams report for 1st quarter ending 9/30/25
- Update on OpTerra Energy solar savings
- Resolution honoring Native American and Alaska Native Heritage Month (November)
- Approval of Local Indicators
- Approval of ESSER III Expenditure Plan for 2025-26

October 23, 2025 - Community Forum

- Los Cerritos Modernization & Artificial Intelligence (AI)

November 13, 2025

- Teaching and learning presentation – Ponderosa ES
- Presentation on Assessment/Accountability (CAASPP, CAST)
- Update on Safe School Plans
- Public Hearing on Educator Effectiveness Block Grant

December 11, 2025

- Teaching and learning presentation – Sunshine Gardens ES
- Presentation on Performance Management - CTE
- Approval of San Mateo Co. QRIS block grant for 2025-26
- Presentation and approval of First interim budget report "positive certification"
- Resolution for School Board Recognition Month
- CSBA Delegate Assembly nomination(s)
- Approval of the Effectiveness Educator Block Grant
- Approval of 2026 Summer School Program

December 16, 2025 - Reorganization meeting

- Board of Trustees reorganization
- Resolution honoring outgoing Board President
- Selection of Trustees to District sub-committees/committees

SUMMARY OF BOARD DIRECTIVES – None

GOOD AND WELFARE

Trustee Richardson shared that she attended a Concert in the Park featuring the El Camino High School Jazz Band under Mr. Gala, which was very well received. She noted it took place at Orange Park, near the district offices, and mentioned seeing Trustee Lam there. She highlighted that several community clubs and city departments were present, providing information about future parks at Genentech, a gift from the company, and concluded that it was a pleasant community event on a warm afternoon.

Trustee Lam began by acknowledging the busy start to the school year, including daily routines, field trips, conference week, homecoming, and PTA activities, and encouraged families to support their school PTAs. She praised the El Camino High School Jazz Band for their performance at the Concert in the Park, noting their solos and that they had opened for Ozomatli, and commended Mr. Raymond Galela and the student musicians. Trustee Lam also mentioned the South San Francisco Education Foundation's upcoming book fair from October 2nd to 4th, with funds benefiting all district schools. She acknowledged the value of partnerships that enhance school life, including the PTA, the SSF Education Foundation, the Bay Ed Fund, CTA President Shari Giusti, and the city of South San Francisco. Trustee Lam highlighted the Westborough Middle School demonstration project, which aims to improve student safety with temporary curb extensions, supported by public works and the county office of education. She celebrated the recognition of South City High School's baseball and softball teams by the city council. On a personal note, she expressed condolences for the passing of Pedro Gonzalez, the city's first Latino mayor and councilmember, emphasizing his lifelong support of youth and the community.

President Anthony recognized the South San Francisco Education Foundation for their partnership on the upcoming community book fair, highlighting it as an excellent example of purposeful collaboration and fostering student growth. She emphasized that the initiative supports the district's goals of thriving students and excellent instruction by helping build school libraries and giving children opportunities to see themselves represented in books, while also cultivating a love of reading. She encouraged attendance at the event the following weekend but noted that those unable to attend could still participate by ordering online through the 15th.

ADJOURNMENT – 9:04 p.m.

In memory of Pedro Gonzalez - President Anthony adjourned the meeting in memory of Pedro Gonzalez, who passed away peacefully on September 12, 2025, at the age of 92. Mr. Gonzalez was a devoted husband, father, grandfather, and great-grandfather who

lived in South San Francisco for over 70 years, dedicating his life to family, community, and public service. He served on the SSF Parks and Recreation Commission and was later appointed to the City Council in 2000, serving until 2013, including time as Mayor. His leadership contributed to numerous projects that strengthened the city, including the South San Francisco Ferry Terminal. President Anthony highlighted that Mr. Gonzalez will be remembered for his faith, love of family, and tireless commitment to the community, and she extended the Board's deepest condolences to his family.