

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Special Meeting of December 16, 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.

OPEN SESSION — 6:00 p.m.

A. CALL TO ORDER

B. ROLL CALL

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

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. BOARD OF TRUSTEES' REORGANIZATION – THE SUPERINTENDENT ASSUMES THE CHAIR

Superintendent Dr. Moore assumed the chair and facilitated the Board Reorganization using roll call votes.

Election of President

Trustees Lam and Anthony nominated Trustee Murray for President. Trustee Richardson nominated herself. She requested the opportunity to lead the meetings for one year. She stated that in the past three years, board norms, rules, and protocols had often been ignored, and emphasized the importance of fulfilling governance responsibilities and following policies, norms, and protocols. She noted that some board members had taken on additional responsibilities contrary to education code and governance norms, and expressed that the Board needed a president who understands and follows rules. She added that if she ever failed to follow rules, she would appreciate having it addressed by another board member. She stated that she had been passed over for years and had not had the opportunity to serve as president, and characterized this as an equity issue because she represents one of the most marginalized districts in the city. She asked for support from the Board.

Dr. Moore proceeded to a roll call vote. Trustee Anthony voted for Trustee Murray. Trustee Richardson voted for herself. Trustee Murray voted for herself. Trustee Lam voted for Trustee Murray.

Roll Call Vote:

For Murray: Anthony, Lam, Murray

For Richardson: Richardson

Result: Trustee Patricia Murray elected Board President (3–1).

After the vote, Trustee Richardson raised a point of order, stating that nominating a member for president was against the district's equity policy, and moved to invalidate the vote. She stated that the district's core values include equity and that she had not had the opportunity to serve, making the vote inequitable. Dr. Moore responded that the district's equity policy does not contain language regarding board reorganization or officer roles and therefore she did not see a policy violation.

Trustee Richardson reiterated that the vote violated district policy and that board members like herself had been passed over. She argued that this violated board policy adopted in 2019 regarding core values and appointments. Dr. Moore stated she did not share the same interpretation and restated the vote outcome. She noted that district board policy indicates that the role of Board President is not rotational.

Trustee Richardson acknowledged that the role is not rotational but stated that this does not remove the issue of lack of opportunity for other board members, citing past

abuses, bias, and committee appointment decisions. She stated that these actions had been unfair and that the Board could not disparage one member in order to elect another. She referenced past practices including secret ballots, lobbying, and private meetings, which she described as abuses.

Dr. Moore noted that some of the allegations presented had not been substantiated and recommended discussing governance issues at the Board's retreat, including review of relevant policy. She congratulated Trustee Murray as the newly elected Board President for 2025 and acknowledged Trustee Richardson's concerns regarding how she feels as part of the governance team, recommending further discussion at the next board retreat.

Election of Clerk

Trustee Anthony nominated Trustee Lam for Board Clerk. (AYES: Richardson, Lam, Murray, Anthony; NOES: None). Trustee Amy Lam was elected as Clerk.

Election of Vice President

Trustees Murray and Anthony nominated Trustee Hsieh for Vice President. (AYES: Lam, Murray, Anthony; ABSTAIN: Richardson, NOES: None). Trustee Dr. Chialin Hsieh was elected as Vice President.

F. NEW BOARD PRESIDENT ASSUMES THE CHAIR

President Murray thanked her colleagues for their trust in her. She expressed appreciation for the work done over the past year and stated that she would work hard with all trustees to strengthen relationships and support the Board in being its best.

ACTION

1. ADMINISTRATION

a. Resolution No. 25-67 Honoring President Amanda Anthony

Trustee Lam read the resolution.

MOTION # 122 (Lam/Richardson) adoption of Resolution #25-67: To honor Trustee Amanda Anthony for her service as President of the Board 2024-25. (AYES: Richardson, Lam, Murray, Anthony; NOES: None). Motion Carried.

Trustee Anthony thanked the Board for a wonderful year. She noted that although votes were not always unanimous, she appreciated the thoughtful conversations that led to final decisions. She stated that it had been an honor to serve as

Board President, acknowledged the substantial work involved in the role, and expressed that she was looking forward to taking a break and to the year ahead.

G. PTA COUNCIL REMARKS – None

H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators – None

South San Francisco Classroom Teachers Association – Shari Giusti, President of SSFCTA, noted she had no comments and extended congratulations to the Board on its reorganization.

California School Employees Association Chapter 197 – Jolene Malfatti, President of CSEA Chapter 197, congratulated the Board on its reorganization.

I. PUBLIC COMMENTS – None

ACTION *(continued)*

1. ADMINISTRATION *(continued)*

b. Selection of Board Subcommittees Participants

Dr. Moore reviewed the Board's protocol for committee assignments as outlined in the Board Governance Handbook. She stated that committee membership typically includes the Board President and a returning member, preferably the Clerk, on the City–School District Subcommittee, with the Vice President serving as alternate. The Vice President and another board member, preferably a new member if available, serve on the Bylaws Committee. The remaining trustee and the Vice President or Clerk serve on the Facilities Committee. Additional appointments may be decided by Board vote.

Trustee Anthony confirmed that the City–School District Subcommittee would consist of President Murray and Trustee Lam. For the Policies and Bylaws Subcommittee, she confirmed the protocol called for the Vice President and another board member. For the Facilities Subcommittee, she confirmed the protocol called for the Vice President or Clerk and another board member. She noted that the current assignments were Trustee Lam and President Murray on the Policies and Bylaws Subcommittee, and President Murray and Trustee Hsieh on the Facilities Subcommittee, and that

replacements would be needed. President Murray stated that Vice President Hsieh would remain on the Facilities Subcommittee. Trustee Anthony nominated Trustee Richardson to serve on the Facilities Subcommittee, and suggested that Trustee Hsieh serve on the Policies and Bylaws Subcommittee, with Trustee Anthony serving alongside her.

Dr. Moore stated that Trustee Hsieh had indicated she would support whatever the Board decided.

MOTION #123 (Anthony/Richardson) to approve Vice President Hsieh and Trustee Anthony to serve on the **Board Policies and Bylaws subcommittee**, President Murray and Trustee Lam to serve on the **City-School District subcommittee**, Vice President Hsieh and Trustee Richardson to serve on the **Facilities subcommittee**. Motion Carried. (Unanimous)

GOOD AND WELFARE

Trustee Anthony wished the community happy holidays and a wonderful break, and stated she looked forward to returning in January.

Trustee Richardson thanked everyone for attending, wished the community a happy new year, and thanked staff for their hard work on the District's five-year plan.

Trustee Lam congratulated her colleagues on their new leadership positions and thanked the Board for selecting her as Clerk. She expressed appreciation to outgoing President Anthony for her dedicated leadership, noting the Board made significant decisions this year while staying focused on student success. Trustee Lam reflected on her first year on the Board as a valuable learning experience and expressed gratitude to her fellow trustees, Dr. Moore, and the Cabinet for their guidance and support. She also thanked her family for their support throughout her first year. Trustee Lam acknowledged the South San Francisco Unified School District community and expressed her commitment to continue supporting staff professional growth, empowering students, and improving educational outcomes. She noted the ongoing work to address inequities and protect students from challenges posed by shifting federal policies, and emphasized the Board's commitment to closing the achievement gap. Trustee Lam concluded by expressing optimism for meaningful progress in the coming year and wished everyone happy holidays.

President Murray thanked everyone and wished the community happy holidays. She expressed hope that everyone would have time to relax and enjoy the break.

ADJOURNMENT – 6:33 p.m.