

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Regular Meeting of April 23, 2026

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 — 6:30 p.m.

A. CALL TO ORDER

CLOSED SESSION – 6:30 p.m.

1. Public Employee Discipline/Dismissal/Release ([Government Code § 54957](#))
2. Superintendent evaluation

RECONVENE INTO OPEN SESSION – 7:00 p.m.

B. ROLL CALL

Board Members: Ms. Amanda Anthony – Present
Mrs. Amy Lam – Present
Dr. Chialin Hsieh – Present
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 – Excused
Dr. Nia Campbell, Assistant Superintendent,
Teaching & Learning – Present
Mr. Ted O, Assistant Superintendent, Business
Services – Excused

- C. PLEDGE OF ALLEGIANCE** was led by Monte Verde Elementary School 5th grade student Rebecca Sanchez. Principal Mirt highlighted her as a hardworking fifth-grade student with a range of interests including ballet, dancing, music, K-pop, and performing in school talent shows.

She shared that Rebecca recently achieved a significant milestone by becoming a

“word millionaire” through the school’s Accelerated Reader program, which tracks students’ cumulative reading word counts. She explained that students’ progress is celebrated annually, with higher milestones such as four million words recognized with reading trophies at the end of the year.

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 – None

F. REVIEW OF AGENDA – Mr. Hannon noted a correction to Consent Agenda Item 3B regarding classified personnel assignments. He clarified that the retirement date for Stella Marcic should be listed as June 29, 2026.

G. PTA COUNCIL REMARKS – Mr. Rigo Campbell, PTA president, introduced himself as a six-year PTA volunteer and first-year president, with children in third and fifth grade. He shared upcoming PTA events across the district, including movie nights at Spruce and Ponderosa Elementary Schools and restaurant nights at Buri Buri Elementary at Nations.

He then highlighted Monte Verde PTA activities, recognizing volunteers and describing community events such as the fall carnival, welcome back event, Founders Day, and movie nights. He emphasized that these events are supported through the efforts of staff, PTA leadership, members, and parent volunteers.

Mr. Campbell also noted PTA-funded programs that enrich student learning, including assemblies, field trips, math and science nights, and the yearbook. He connected these efforts to the district’s Portrait of a Graduate goals and gave examples such as book donations supporting literacy, the holiday gift shop teaching budgeting skills, and Founders Day celebrating cultural belonging.

He concluded by emphasizing the PTA’s commitment to supporting student growth, confidence, and community, and thanked the board for the opportunity to share.

H. STAFF ASSOCIATION REPRESENTATIVES’ REMARKS

San Francisco Federation of Adult Educators – None

South San Francisco Classroom Teachers Association – Shari Giusti, President of SSFCTA, began by emphasizing collaboration between educators, the district, and the community to support student success and strengthen school culture.

She focused her remarks on three main areas. First, she addressed inclusion and special education, affirming support for least restrictive environment (LRE) practices while stressing the need for consistent implementation of contractual protections. She cited contract provisions related to required training, supports for inclusion classrooms, and class composition limits, and requested site-by-site review to ensure appropriate staffing and supports, particularly as program structures change.

Second, she discussed investment in new educators, specifically highlighting district partnerships with residency programs such as Alder. While expressing support for the program, she noted that only a small portion of residents in the current cohort had been hired and urged the district to prioritize retaining and hiring these trained candidates.

Third, she raised concerns about teacher retention and transfers, encouraging the use of voluntary transfer requests as a proactive tool to support staff well-being and retention. She emphasized that moving experienced teachers to more suitable sites could help prevent attrition from the district and better support both educators and students.

She concluded by inviting continued collaboration and thanking the board for their time and consideration.

California School Employees Association Chapter 197 – None

I. PERSONNEL COMMISSION

Mr. Hannon announced that there will be a Special meeting on Tuesday, April 28, 2026, at 5:00 p.m. in the District Office boardroom.

J. ITEMS FROM THE BOARD

Trustee Hsieh provided an update from the Facilities Subcommittee meeting held on April 16, with participation from trustees, district leadership, and staff.

She reported that several major capital projects are advancing in the design phase, including Sunshine Gardens, Los Cerritos, Monte Verde, Spruce, and both high schools, with construction anticipated to begin as early as summer 2027. She also noted ongoing construction progress at El Camino High School

and the central kitchen, along with the Westborough Middle School field project, all expected to be completed by summer 2026.

She added that the district continues work on legacy Division of the State Architect certification projects and will be bringing related contracts and service agreements forward for board approval. Overall, she reported steady progress and expressed appreciation for the ongoing work of district teams.

Trustee Richardson reported that the Facilities Subcommittee received updates on legacy projects carried over from the previous bond program that were not completed.

She noted that out of 23 legacy projects, nine remain to be finished, and that the district is continuing to move forward with their completion as part of ongoing modernization efforts. She concluded by expressing optimism that these efforts will result in improved and updated school facilities in the near future.

Trustee Anthony announced that a Board Bylaws Committee meeting is scheduled for the following day at 3 p.m. in the district boardroom.

Trustee Lam reported attending the 2026 Progress Seminar and expressed appreciation for the opportunity to participate. The seminar included sessions on artificial intelligence, housing, biotech, and transportation, as well as networking with San Mateo County leaders. Key takeaways included the importance of strengthening AI literacy and promoting responsible, human-centered use of AI in education, and the need for collective regional leadership to support economic growth and ensure residents can prosper. She also highlighted workforce development challenges, including aligning job skills with industry needs and expanding access to childcare and affordable housing. Trustee Lam noted that the district's CTE programs, adult education, and science and biotech curriculum position it as part of the solution to these regional challenges, and she acknowledged recognition of South San Francisco as a model for childcare programs while emphasizing that continued work is needed.

President Murray congratulated Trustee Lam on being nominated for Area Three representative for the San Mateo County School Board Association.

President Murray also shared updates from her Coast2Coast Washington DC federal advocacy trip, which was described as very successful. During the trip, they spoke with many legislators including Kevin Mullen, Nancy Pelosi, Sam Liccardo, Adam Schiff, Alex Padilla, and others.

Three main priorities were advocated for during the trip. The first was full funding of IDEA, highlighting a significant gap between the promised 40% and the actual funding of 12 to 13 percent, with a request for 16 billion dollars. The second was

responsible AI in education, calling for a consistent national policy framework with funding and resources. The third was career technical education funding, pushing to increase and stabilize federal support under Perkins V to at least 2 billion dollars.

K. SUPERINTENDENT'S REPORT

- a. El Camino High School Senior Passion Project** – Dr. Moore shared highlights from El Camino High School's Senior Passion Project, where students spend the school year exploring a topic they genuinely care about. Students conduct research, select a mentor, complete interviews, and engage in volunteer hours connected to their projects, with support from senior English teachers Breanna Baze, Chris Pine, Cindy Tam, and Parker Huang, who provide guidance and resources throughout the process. She noted that this experience helps students build skills in project management, professional communication, research and analysis, and community impact, preparing them for college and future careers.

She continued by describing the Passion Project Exposition held on April 10, where families, staff, and community members gathered to see seniors present their work. The wide range of topics reflected the curiosity and creativity of the Class of 2026, including barbershops, fashion, housing prices in the Bay Area, the dropout rate in flight school, social media's impact on mental health, food and culinary arts, oral health, stroke awareness, and more. The event featured trifold displays, artwork, and interactive elements such as a basketball hoop, with each project highlighting the individuality of the students. Dr. Moore shared that observing and engaging with students demonstrated how they exemplify all four Portrait of a Graduate aims.

- b. Community Learning Exchange** – Dr. Moore also highlighted a successful Community Learning Exchange held the previous Wednesday, with 119 family members, nine staff members, and 17 community partners in attendance. She noted that hearing from a parent, educator, and students reinforced the district's focus on belonging and the importance of ensuring students feel seen, heard, and cared for at school. She expressed appreciation for the efforts of Dr. Garcia, community liaisons, SFS teams, and especially Ms. Rebeca Carillo and Ms. Juanita Flores for their coordination, communication, and collaboration across educational partnerships.
- c. Learning Walk Insights** – Dr. Moore emphasized progress across the district in strengthening instructional leadership and building greater coherence. She explained that this spring marked a deliberate shift from focusing on what has been implemented, such as curriculum, professional learning, and data systems, to how leadership is enacted. This includes

ensuring leaders are consistently present in classrooms, using evidence to guide decisions, and coaching teachers to improve student outcomes. The work is grounded in clarity, capacity, and conviction, ensuring teachers understand strong instruction, leaders are equipped to support it, and the work remains a daily priority.

She reported that Academic Discourse Learning Walks show most schools improved from Cycle 1 to Cycle 2, with Alta Loma, Buri Buri, and Ponderosa recognized for significant gains in student engagement and classroom discourse. Additional details will be shared at the May 7 meeting to further recognize the efforts of school leaders, staff, and students. Dr. Moore noted that aligning leadership, instructional practices, and supports is contributing to more consistent and meaningful learning experiences for students and strengthening overall system coherence.

She connected this work to district priorities, including belonging, academic discourse, and strong math instruction through implementation of the new curriculum with integrity and purpose. Dr. Moore concluded by sharing that when these elements come together, classrooms become environments where students are not just compliant, but actively engaged, challenged, and thriving, and while there is still work ahead, there is clear progress and a strong commitment from leaders and educators to continuous improvement in service of students.

- d. **SSFUSD & SSFCTA Executive Team Quarterly Stepback** – Dr. Moore concluded her report by sharing an update on the South San Francisco Unified School District and SSFCTA executive team quarterly stepbacks. She explained that the district has continued to strengthen its partnership with the South San Francisco Classroom Teachers Association through intentional structures, consistent communication, and a shared commitment to improving outcomes for students.

She highlighted the establishment of quarterly stepbacks as a key practice, bringing cabinet and CTA leadership together in a collaborative space to celebrate progress, surface challenges, and work through them collectively. Dr. Moore noted that conversations this year have focused on strengthening systems and clarity of expectations, including PLCs, annual planning processes, professional learning calendars, and the use of collaboration time, as well as co-designing meaningful professional learning that honors teacher voice and improving communication, responsiveness, educational equity, and belonging.

Dr. Moore emphasized that this work is grounded in a shared belief that strong labor-management relationships are essential to strong

school systems. She noted that these sessions reflect a commitment to authentic partnership and have helped ensure alignment between district and union leadership.

She added that through stepbacks, ongoing labor-management meetings, and increased site-level engagement, the district will continue to build a culture grounded in trust, transparency, and shared responsibility. Dr. Moore concluded by expressing that the district looks forward to continuing this practice next year and building on the strong foundation that has been established.

L. STUDENT TRUSTEE REPORTS

1. Isabelle “Izzy” Ruiz, Spring Student Trustee and ASB President of ECHS began with appreciation for the day’s weather following recent April showers. She reflected on April 10 as a particularly busy and exciting day for the school, which included eighth grade family night, APD auditions, and the senior Passion Project Expo, noting how meaningful it was to see the community come out in support of seniors. She also thanked Trustee Anthony for attending her presentation and shared that the APD cast list for the 2026–2027 school year has been released, congratulating all selected dancers.

She continued by highlighting prom, which took place on April 11 at San Francisco City Hall. Despite the rain, students enjoyed a memorable evening filled with dancing, food, games, and photo opportunities, including a 360 platform. She also extended well wishes to South City students for their recent prom experience.

Izzy shared that on April 17, the school held its annual ICC Food Court during lunch, providing clubs an opportunity to fundraise while offering themed food options inspired by movies. Examples included ravioli bites representing Ratatouille, ice cream sundaes for Home Alone, and Kalúa pork sandwiches for Moana. Although she was unable to attend due to illness, she noted that the event was well received.

She then recognized Assistant Principals Week, expressing appreciation for the work of assistant principals across the district, and noted that student leadership and the Awareness Commission have been organizing ways to celebrate them. She also announced an upcoming “Spring into Summer” event hosted by the college and career technician, offering students opportunities to connect with resources, explore pathways, and participate in raffles.

Izzy highlighted that the school’s dance show is underway, with multiple performances scheduled, encouraging attendance to support the dancers led by Ms. Stevenson. Looking ahead, she outlined upcoming end-of-year

activities, including recognition week, a farewell rally, and the Spring on the Green night market. Spirit Week will accompany recognition week, with themed days and campus decorations honoring various student groups, such as Jersey Day recognizing student athletes.

She shared that May 1 will be a significant day for seniors, marking Decision Day and their final rally, along with the Spring on the Green event, which this year will include the broader community with games, music, food trucks, and local vendors. Tickets and vendor opportunities were noted, with an open invitation for attendance.

Additional upcoming events include Senior Awards Night on May 5, celebrating the achievements of the graduating class. She concluded by noting that the spring sports season is coming to a close, with recent and upcoming senior nights for track, swim, and badminton, encouraging the community to attend and support student athletes before the season ends.

2. Jaimelyn Ochoa, Fall Student Trustee and ASB President of SSFHS began by reflecting that the end of the school year is approaching quickly, but noted that South City still has several events remaining.

She began by highlighting that on April 15, the drama department hosted a spring carnival featuring local vendors, face painting, games, fortune telling, and other activities. She then shared that on April 18, South City held its prom at San Francisco's Great American Music Hall from 6:30 p.m. to 10:00 p.m. Guests enjoyed a variety of food options including finger foods, a build-your-own entrée station with barbecue pulled pork or honey soy chicken, and desserts such as chocolate-covered strawberries and cookies, along with mocktails including Shirley Temples. Students also participated in casino tables, a photo booth with both physical and digital copies, and had professional photography throughout the evening, with many reporting it was a memorable experience.

She continued by noting that the school was celebrating Earth Week, with the Earth Club organizing a series of activities. On Tuesday, students participated in a flower fest in which they planted flowers in the outdoor learning space. On Wednesday, students held a protest and marched during lunch to advocate for environmental change. On Thursday, students participated in an "earth tank" activity, sharing ideas for improving the outdoor learning space, with the winning idea to be implemented. A weed-picking competition was planned for Friday, with the winning group receiving a catered lunch of their choice.

Jaimelyn also shared that the spring musical, Ride the Cyclone, would open on Friday, April 24, with additional performances on April 25, noting ticket prices and encouraging the community to attend and support the drama

department. She announced that AVID would be hosting its semiannual taco feed on April 24 in the cafeteria, offering all-you-can-eat tacos to support the program.

She went on to highlight upcoming music department performances, including a two-day spring concert series featuring mariachi, choir, modern band, jazz, concert band, solo and chamber performances, indoor percussion, and winter guard, with shows scheduled for April 29 and May 1. She encouraged attendance to support students' year-long work. She also noted the Ballet Folklórico's 31st annual spring concert scheduled for May 8 and May 10.

Additionally, she shared that South City's National History Day qualifiers would compete at the state level in Sacramento on May 2 and wished them luck.

Looking ahead, she announced that the school would observe senior week from April 27 through May 1, featuring themed spirit days including pajama day, study buddies, school spirit day, career day, and college spirit day for decision day. She also acknowledged staff members for organizing lunchtime activities such as a scavenger hunt, poster signing, and photo booth.

She concluded by recognizing that AP exams are approaching and wished students success in their studies. She ended her report by emphasizing that seniors were present to advocate for student perspectives and encouraged the board to listen carefully and value student voices, noting the importance of ensuring students feel heard, seen, and valued.

Student Trustee Ruiz left the meeting at 7:44 p.m.

M. PUBLIC COMMENTS

1. Kimberly Quintana introduced herself as the senior social chair at South San Francisco High School and thanked the board, cabinet, and committee members for the opportunity to speak. She shared that this was her second time addressing the board to advocate for the return of grad night, noting that it is her responsibility to plan the event and represent the voices of the senior class.

She emphasized that after six years without a grad night, it is time for a change that reflects the dedication and spirit of the graduating class. She expressed that seniors have worked hard to reach this milestone and deserve a meaningful and memorable way to celebrate the end of their high school journey.

Kimberly also shared that in her role as senior social chair, she made a commitment to advocate for student ideas and help bring them to life. She

noted that without the ability to follow through on those commitments, it becomes difficult to fully carry out the purpose of her role, and reiterated her advocacy for reinstating grad night.

2. Lauren Aguilar shared that she was present to advocate for Coach Temo Cervantes and the South San Francisco wrestling team. Although she did not wrestle at South San Francisco High School, she explained that Coach Temo Cervantes had a significant impact on her personal growth and development as a young adult.

She shared that she wrestled at Burlingame High School, where she was recognized by the San Mateo High School Board for her citizenship and achievements, and credited Coach Temo Cervantes for helping her reach those accomplishments. She emphasized that he motivated her not only as an athlete, but also as a female athlete, encouraging her to advocate for herself and push beyond her limits to achieve her goals.

Lauren expressed that Coach Temo Cervantes deserves to be heard and stated her belief that he has been wrongfully accused. She urged that he be given the opportunity to be listened to, noting that he has come forward multiple times without being heard or receiving a response.

3. Jeremy Ng introduced himself as a wrestler from South San Francisco High School and shared that he was present to support Coach Temo Cervantes. He expressed that Coach Temo Cervantes has had a significant impact on his life, providing him with direction and helping shape his goals.

He noted that through wrestling, he has built meaningful connections and friendships that he would not have otherwise had, and credited both the sport and his coach for those experiences. Jeremy concluded by expressing hope that Coach Temo Cervantes would be given the opportunity to be heard and allowed to return to coaching, and thanked the board.

4. Marco Ramirez introduced himself as a longtime South San Francisco community member and shared that he has operated a photo booth business for 11 years. He noted that he has had the opportunity to provide services for events at schools such as Alta Loma and South San Francisco High School, as well as recent events like the Wonderland prom.

He expressed his interest in continuing to support the community, sharing that he has lived in South San Francisco his entire life and plans to remain there. He described the services he offers, including a photo booth, an overhead 360 setup that allows for more participants and added safety compared to platform versions, and printed edible cookies as samples of his work.

5. Ben Schlieve shared that he was speaking on behalf of Coach Temo Cervantes, noting that he has known him for approximately five and a half years and that Coach Temo Cervantes has coached his son, along with many of the students present in support.

He requested that the board strongly consider reinstating Coach Temo Cervantes to his coaching position at South San Francisco High School. He emphasized that beyond coaching student athletes, Coach Temo Cervantes has made significant contributions to the community by voluntarily taking students to wrestling tournaments across California on his own time, providing opportunities that many students would not otherwise have.

Ben Schlieve expressed concern that without his reinstatement, students would miss out on valuable opportunities in wrestling, which he described as one of the fastest growing sports in the United States and in the Bay Area, attributing part of that growth locally to Coach Temo Cervantes.

6. Isaac Stamper introduced himself as a senior at South San Francisco High School and thanked the board for the opportunity to speak. He reflected on his four years in high school, sharing that he has built strong connections with his classmates and has witnessed them grow into young adults.

He shared that when the ASB president presented the idea of grad night to his class, he was excited at the opportunity to celebrate the culmination of their high school experience. However, he stated that he was disappointed when he learned it was canceled due to funding.

Isaac concluded by expressing hope that the board would support the return of grad night and help make seniors' celebratory experience a reality.

7. Mackenzie Vogan addressed the board and community, introducing herself and sharing that she was raised to fight for what she believes in regardless of the cost. She stated her support for Coach Temo Cervantes, describing him as the best coach she has had, noting her long history in sports since the age of five.

She shared that Coach Temo Cervantes was the first person to welcome her at wrestling practice and support her development, helping her reach a point where she was able to compete in her first tournament. She described him as both kind and humorous, while also being someone who pushes students to reach their full potential.

Mackenzie expressed that when Coach Temo Cervantes was not present, she felt something was missing both on and off the mat, and shared that she

even struggled with motivation and considered quitting wrestling. She explained that she came forward to speak because she knows Coach Temo Cervantes has always believed in her, and she wanted to show her belief in him in return. She concluded by reaffirming her commitment to advocating for what she believes in.

8. Gavin Duenas introduced himself as a senior at South San Francisco High School. He shared that students had learned there were funds available for grad night or a senior trip and that the class had raised thousands of dollars through fundraising efforts.

He expressed concern that being told they could not use these funds felt unfair, emphasizing that students were not opposed to the activity itself but were seeking the opportunity to utilize the funds they had worked to raise. He also shared that the experience represents an important sense of belonging for the Class of 2026 in their final moments together.

9. Daniel Fruchter introduced himself and shared that his son is the youngest wrestler involved and has also trained in private MMA gyms, including Outlaw Jiu-Jitsu and Dragon House. He stated that Coach Temo Cervantes has been the best coach his son has ever had.

He described an experience in which Coach Temo Cervantes taught his son a single-leg takedown and did not allow him to give up until he had fully learned and perfected the technique, emphasizing what he described as the coach's persistence and dedication. He shared that he was present during this moment and has not seen that level of devotion from other coaches across various programs.

Daniel Fruchter expressed that Coach Temo Cervantes is a "gem" of a human being and a phenomenal coach, and stated that the best path forward would be to bring him back to coaching. He concluded by emphasizing that everyone deserves to be treated fairly and calling for Coach Temo's reinstatement.

10. Danielle Vogan shared that both of her daughters have been part of the wrestling program and spoke in support of Coach Temo Cervantes. She described him as a definition of dedication, noting his commitment to long practice hours while continuing to invest time in student athletes.

She shared that he is an inspiring coach who focuses on growth and supports athletes even after difficult losses, emphasizing learning through hard work and resilience. She stated that he creates a positive environment for students.

She also noted that since his departure, she has observed a noticeable change in her children, and expressed concern that losing a coach like him is a loss for the team.

11. Sonia Chavez introduced herself as a parent volunteer in the wrestling program and shared that her daughter Luciana is a sophomore at South San Francisco High School. She explained that her daughter became more confident, strong physically and mentally, and motivated through her experience on the wrestling team under Coach Temo Cervantes' guidance.

She noted that she has volunteered alongside Coach Temo Cervantes for the past two years and observed him build a culture of discipline, structure, and trust, providing students with stability and a strong sense of community. She stated that his abrupt removal and termination has caused significant harm.

Sonia Chavez shared that after months of rumors and investigation, many students expected his return but are now instead experiencing the loss of a coach, mentor, and structure they depended on. She expressed concern about limited communication throughout the process, stating that families were left without answers, half the season and tournaments were forfeited, and students were left without guidance or support.

She further stated that the team missed half its season, some students left the program, and what had been a strong and stable environment has been disrupted. She concluded by urging the district to take responsibility and reinstate Coach Temo Cervantes.

12. Luciana Chavez Cordell introduced herself as a wrestler on the South San Francisco High School wrestling team and spoke in support of Coach Temo Cervantes. She shared that he was very accepting and motivating, encouraging anyone to join the team and consistently fostering an inclusive environment.

She stated that Coach Temo Cervantes has been a life-changing coach for her, noting that he cares deeply about his teammates and puts in strong effort for the program. She explained that his influence has helped her become a better person and motivated her to do more, adding that she would not be the person she is today without him.

Luciana also shared that he has consistently worked to include everyone and encouraged recruitment for the wrestling team. She described his commitment through additional practice opportunities, including morning and late-night practices, and noted his ongoing presence and dedication, including coaching beyond school settings.

- 13.** Kaley Vogan introduced herself as a 12-year-old wrestler with the SSF Gators and shared that she has been wrestling for about eight months. She explained that although she has been in the sport for a short time, Coach Temo Cervantes has had a significant impact on her life.

She shared that he has helped create many positive memories, which she described as one of the biggest highlights of her wrestling experience, and noted that he was the first wrestling coach she met and learned from. She recalled her first match, sharing that she was very nervous, but Coach Temo Cervantes comforted her, talked her through the experience, and encouraged her by telling her she would do great, which she said continues to help her wrestling journey.

Kaley also shared a memory from the state girls wrestling tournament, where she again felt nervous but said Coach Temo Cervantes supported her with a speech and guidance that helped her through the experience.

- 14.** Michael Schlieve introduced himself as a former alumni wrestler at El Camino and current wrestler at Skyline College. He shared that Coach Temo Cervantes “personally saved my life,” explaining that he had struggled getting into trouble as a freshman until Coach Temo Cervantes pulled him aside, spoke with him, and believed in him when others did not.

He reflected on early morning and nightly practices, describing a strong commitment to improving through wrestling. Michael stated that he has never seen Coach Temo Cervantes treat anyone poorly, and described him as someone who does not discriminate and gives everyone 110 percent.

He expressed a desire for the situation to be re-evaluated, stating that he believes Coach Temo Cervantes was cleared of wrongdoing. He also questioned why others involved in the allegations were not being held accountable, describing the situation as confusing to him. He concluded by emphasizing that Coach Temo Cervantes has consistently been present and supportive “from the start to the end.”

- 15.** Tona Chan Ng introduced herself as Jeremy’s mother and shared that she has done volunteer work with the wrestling team. She stated that she came forward to support Coach Temo Cervantes, noting that she observed positive changes in her son Jeremy as well as other wrestlers under his guidance.

She described Coach Temo Cervantes as highly passionate about the sport and emphasized that he consistently showed up on his own time without additional support. She acknowledged the supporters present and stated that they were there in support of Coach Temo Cervantes.

Tona Chan Ng expressed that she believes he should be given a fair chance to return to South San Francisco High School, emphasizing the impact she believes he has had on students. She stated that she does not believe someone she considers innocent should be treated unfairly and concluded by expressing support for his reinstatement.

- 16.** Michael Jue introduced himself as the parent of a daughter and son who have developed a strong interest in wrestling. He stated that he was present to support Coach Temo Cervantes and the South City wrestling program, noting the positive impact the program has had on his family.

He described Coach Temo Cervantes as someone who consistently shows up for athletes at home and away meets across California. He shared that when Coach Temo Cervantes arrives, he not only coaches his own athletes but also supports other students who may not have a coach or who appear nervous, standing in their corner whether they win or lose.

Michael Jue explained that Coach Temo Cervantes helps students reflect on their performance by identifying what went well, what can be improved, and how to move forward, emphasizing both celebration of progress and learning from setbacks.

He also shared that Coach Temo Cervantes has helped bring together the wrestling community in the Bay Area, working to connect coaches and athletes to strengthen and uplift the sport. He noted that this was evident at recent state meets, which saw increased participation from both coaches and athletes in the region.

- 17.** Henry Hamilton recognized Coach Temo Cervantes as an inspirational coach and shared that his guidance during Henry's time at South San Francisco High School, although short, has been very impactful.

He further stated that he considers Coach Temo Cervantes one of the greatest coaches he has had and emphasized that his dedication has influenced him to do well academically, including in his grades, as well as in activities outside of school.

- 18.** Toni Allen introduced herself as a South San Francisco resident and community member, sharing that her children previously attended school in the district and that she has attended board meetings in the past.

She spoke about May Day and referenced "Mayday Strong," noting her experience participating alongside high school students during a walkout. She observed that South San Francisco students are willing to speak up for

themselves, which she described as commendable.

Toni Allen encouraged the board, potentially in collaboration with PTA and CTA, to consider planning for May Day, noting uncertainty around whether school would be in session on that day.

19. Briana Rogers introduced herself as South City's senior class president and addressed the board regarding grad night. She explained that the Class of 2026 has worked throughout all four years to raise approximately \$13,000 through fundraisers including homecoming sales, prom sales, and Splash a Senior, based on the understanding that these funds could be used for grad night.

She shared that one of the senior class goals this year was to be the first class in six years to hold a grad night. She explained that planning began in November and that the senior class communicated their interest with PTSA. She stated that the proposal was initially not approved and that the class was asked to demonstrate proof of senior engagement and interest.

Briana Rogers described efforts made by the senior commission to survey students, including outreach to all seniors. She reported that out of 230 seniors, 120 responded affirming interest in attending grad night. She shared that these results were communicated to Principal Balisi and the school accountant.

She concluded by expressing concern that the class was told they could not access the \$13,000 raised through their efforts, emphasizing that the funds represented significant student time, dedication, and work, and noting that the money could help reduce the cost of grad night for seniors.

20. Fernando, a 9-year-old student, introduced himself and shared that his uncle is the wrestling coach he was speaking about. He explained that he has been involved in wrestling since he was very young, beginning around age five, and has participated since kindergarten.

He shared that Coach Temo Cervantes taught him how to talk to people, how to stand up for himself, and helped him make friends, including high school students. He described Coach Temo Cervantes as a very nice person who taught him how to wrestle and made him feel excited and motivated to attend practice after school.

Fernando also shared that he sometimes attended additional high school practices and that wrestling was the first sport he had ever participated in. He concluded by saying that Coach Temo Cervantes helped him build confidence, make friends, and learn to stand up for himself.

- 21.** Jennifer Rogers introduced herself as a parent of Briana Rogers, the South San Francisco High School senior class president. She shared that she was speaking not only as a parent, but as someone who has observed her child and her daughter's entire class working hard to make senior grad night possible.

She described senior grad night as more than a celebration, explaining that it serves as a safe, structured, and meaningful way for students to mark the end of their high school experience. She noted that it provides a positive environment where seniors can come together one last time to celebrate their accomplishments and create lasting memories.

From a parent's perspective, she emphasized that grad night also represents a supervised and safe space for students to celebrate an important milestone, which brings comfort and peace of mind to families.

She further highlighted the significant effort students have put into the event, including months of planning, fundraising, organizing, and collaboration to bring grad night to life.

- 22.** Violet Cervantes introduced herself and shared that she was present to support her uncle, Coach Temo Cervantes. She stated that he helped her with wrestling and described him as a good coach.

Temo Cervantes' brother-in-law also spoke in support, describing Coach Temo Cervantes as one of a kind who consistently goes above and beyond for students. He stated that Coach Temo Cervantes finds ways to support students regardless of funding and makes plans to ensure things get done. He concluded by calling for Coach Temo Cervantes to be brought back.

- 23.** Temo Cervantes Sr. shared that he was speaking on behalf of his son, Cuauhtemoc Cervantes, whom he described as a very good wrestling coach. He stated that he has attended many of his son's tournaments and has observed him coaching students.

He shared that his son has even "coached him along with a bunch of his students," and expressed that hearing about the situation has been very difficult for him. He stated that his son has been depressed and that it has been painful not speaking with him in recent months. He also shared his belief that his son has been mistreated and wrongly accused of something he could not have done.

Temo Cervantes Sr. described his son as a good person and an excellent coach who gets along well with students, is well-liked, and is funny. He

concluded by asking the board to bring his son back, stating that he deserves a chance to speak for himself and emphasizing his support for reinstatement.

- 24.** Marely Vargas Leon introduced herself as a member of the South City wrestling team and shared that last season was her first season with Coach Temo Cervantes. She stated that he consistently supported her through difficult matches, especially mental challenges, and was always in her corner, providing confidence and reassurance not only to her but also to her teammates.

She expressed concern that the team had been unable to finish the season with their coach and stated her belief that the situation was based on information she described as not true. She shared that Coach Temo Cervantes was always available for anyone interested in wrestling and described him as a vital part of both the South City wrestling team and the broader Bay Area wrestling community.

Marely Vargas Leon concluded by stating that he deserves to be heard and given a second chance, emphasizing her belief that he has done nothing wrong and closing with a request to bring back Coach Temo Cervantes.

- 25.** Amir Batshon introduced himself as a senior at South San Francisco High School and shared that he and his friends were excited upon hearing about grad night, viewing it as an opportunity to spend time together one last time before going their separate ways.

He stated that students felt disappointed when they learned grad night had been canceled and expressed that it felt like a betrayal after the school had initially built anticipation for the event. He noted that ASB worked hard throughout the year on fundraising to support trips like this.

He also shared that grad night was an experience he hoped to look back on and share with future generations, but expressed concern that it may no longer happen. He concluded by quoting his father, stating that while money comes and goes, experiences last a lifetime.

- 26.** Joselyn Barrera introduced herself as a senior at South City High School and shared that the senior class has worked hard to ensure that every event has been successful in preparation for grad night. She explained that students have been preparing with dedication and plan to bring the same level of commitment to this final event.

She emphasized that grad night represents a final opportunity for the class to come together, describing it as more than a classmates' event and instead a

family experience. She stated that students are not asking for additional funding, but rather for support in being allowed to use the funds they have already raised to make grad night meaningful.

Joselyn Barrera concluded by asking the board to consider making a change that would allow future senior classes to share in the experience they are working to bring back.

President Murray thanked all speakers for coming before the board and expressing their perspectives. She stated that the topic related to Coach Temo Cervantes and the wrestling program could not be discussed at that time, explaining that it is a personnel issue. Regarding grad night, she asked Dr. Moore to look into the matter. Dr. Moore responded that she would follow up with the principal of the school.

N. INFORMATION ONLY PRESENTATIONS

1. TEACHING & LEARNING

a. Monte Verde Elementary School

Principal Deborah Mirt presented the educational priorities and programs at Monte Verde Elementary School.

Trustee Richardson praised Principal Mirt and the Monte Verde school community, expressing appreciation for the strong support shown by teachers, volunteers, and staff. She specifically recognized Shari Giusti and thanked everyone involved for their dedication to supporting students and the district.

Trustee Anthony thanked Principal Mirt and commended the strong community and high standards of excellence at Monte Verde. She acknowledged the hard work required to maintain the school's strong academic performance and expressed appreciation for the presentation.

Trustee Lam shared appreciation for being part of the Monte Verde community for many years and thanked the school for being a home for her children. She highlighted the school's continued standard of excellence, particularly noting the strong recovery and growth in math achievement following COVID-related learning challenges. She asked how the school managed curriculum changes and ongoing academic success, with Principal Mirt crediting the collaboration among

staff and grade-level teams. Trustee Lam also thanked staff for taking on additional crosswalk duty responsibilities and acknowledged the challenges around traffic safety.

Trustee Hsieh commended Monte Verde's consistently high attendance rates, reductions in chronic absenteeism, and strong ELA and math achievement results. She credited the school's success to solid instruction and thanked teachers, staff, and families for creating a positive and supportive learning environment under Principal Mirt's leadership.

President Murray reflected on her personal connection to Monte Verde, sharing that all of her children attended the school and that she served as a PTA parent there for many years. She described Monte Verde as a "magical place" because of its strong staff, dedicated parent volunteers, and collaborative school community, praising the consistency of family involvement and support over the years.

The Board recessed at 8:28 p.m. and reconvened at 8:38 p.m.

O. PRESENTATION WITH POTENTIAL ACTION – None

P. CONSENT AGENDA

Trustee Richardson referenced the March 26 regular meeting minutes and stated her understanding that she was not present for both items and had abstained on both votes, noting that she had received a request for clarification.

President Murray clarified that Trustee Richardson was not present for the first item when it was voted on and therefore was marked absent for that vote. She further stated that Trustee Richardson was present for the second item and abstained from that vote, confirming that the minutes reflected this accurately.

Trustee Richardson responded that she believed she had voted twice and was not aware there were two separate items. Dr. Moore clarified that the board had already taken a vote on the first item prior to her arrival and that the second item was the one she was present for and abstained on.

Trustee Richardson acknowledged the clarification and stated that she would accept the record as presented and withdrew her consideration.

Trustee Lam stated that she would like to either discuss or pull aside agenda item 3G, the Educator on Special Assignment job description. She noted that the board had received feedback from a staff member regarding the item and referenced concerns related to the scope of the position.

MOTION #233 (Anthony/Hsieh) to approve 1a. Minutes of the March 26, 2026 Regular Meeting; 1b. Minutes of the April 3, 2026 Special Board Bylaw Meeting; 1c. Minutes of the April 9, 2026 Regular Meeting; 2a. Designated representatives to CIF (California Interscholastic Federation) for 2026-27; 2b. SSFHS staff and students to attend the [National History Day](#) in Sacramento, CA, May 2 – 3, 2026; 2c. District staff to attend the [NCSM Conference](#) in Denver, CO October 26 – 28, 2026; 2d. Approval of the Leader Services Agreement for 2026-27; 2e. Approval of the California School Nurses Organization High Road Training Program MOU; 2f. SSFHS staff and students to travel to Japan, Summer 2027: June 15 – 30, 2027 (tentative dates); 3a. Certificated Personnel Assignment Order; 3b. Classified Personnel Assignment Order *with a correction to Stella Marcic's retirement date to June 29, 2026*; 3c. School Counselor revised job description; 3d. School Social Worker revised job description; 3e. School Social Worker on Special Assignment revised job description; 3f. Speech Language Pathologist revised job description; 3h. Transitional Kindergarten (TK) Aide new job description; 4a. Amendment to the contract with WestEd; 5a. Purchase Order Listing, March 2026; 5b. Warrant Register, March 2026; 5c. Cash Receipts, March 2026; 5d. Gifts to the District; 5e. Fundraising events for the 2025-26 school year; 5f. Professional services agreements under \$25,000. Motion Carried. (Unanimous)

Trustee Lam noted that the board had received feedback from a staff member regarding the scope of the role and confirmed that job descriptions are typically reviewed by the unions. She also asked whether individuals in the positions are consulted during the development process. Mr. Hannon responded affirmatively, stating that the process is thorough.

Trustee Lam then raised concerns related to specific bullet points in the job description, including responsibilities around identifying funding opportunities, grant writing, and progress monitoring and reporting for grants. She noted that there were concerns that these responsibilities might represent an expansion of the traditional scope of a Teacher on Special Assignment or Educator on Special Assignment role, and asked whether this represented a new area of responsibility.

Mr. Hannon clarified that, based on discussions with CTA over several months, Teachers on Special Assignment may be invited to support aspects of grant-related work when relevant to their expertise or ongoing work streams, such as supporting reporting on state or federal grants. He emphasized that there is no expectation that educators in these roles would take on administrative responsibilities or serve as grant writers, stating this unequivocally for the record.

Trustee Lam thanked him and noted additional concerns raised by a community member regarding partnerships and collaboration language in the job description. She stated that she believed these elements were already included but wanted clarification.

She also raised a question about references to budget planning and coordination within the job description, asking whether this implied budget monitoring responsibility or simply the ability to understand and coordinate within established budgets. Dr. Campbell responded that these responsibilities fall within the normal scope of the role, explaining that staff may need to understand allocations tied to programs and initiatives, such as LCAP priorities, to ensure spending remains within approved limits. He clarified that this reflects explicit expectations rather than new responsibilities.

Trustee Lam thanked staff for the clarification.

Trustee Anthony then asked whether the district has a dedicated grant writer or whether grant-related work is distributed among staff. She shared an example from her own professional experience where staff may receive grant opportunities and forward them to appropriate personnel. She clarified her understanding that the role is not intended to function as a part-time grant writer, but rather to engage with instructional work while being able to share relevant grant opportunities. Staff confirmed this understanding.

MOTION #234 (Anthony/Hsieh) to approve 3g. Educator on Special Assignment (ESA): Curriculum and Instruction Specialist revised job description. Motion Carried. (Unanimous)

INFORMATION/DISCUSSION

1. ADMINISTRATION

a. Williams Uniform Complaints for 3rd Quarter Ending 03/31/26

Dr. Moore reported that for the Williams Uniform Complaint quarterly report ending March 31, 2026, one complaint was filed and subsequently resolved.

ACTION

1. ADMINISTRATION

a. Resolution No. 26-47 Asian American, Native Hawaiian, & Pacific Islander (AANHPI) Month (May)

The resolution was read by Trustee Lam.

MOTION #235 (Lam/Richardson) to adopt Resolution #26-47: Honoring Asian American, Native Hawaiian, & Pacific

Islander Month. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

b. Approval of Board of Trustees Compensation

Trustee Anthony expressed discomfort with discussing and voting on board compensation increases, noting that it is her least favorite topic each year. She stated that she does not feel comfortable approving a raise for herself or other board members.

She shared her belief that board compensation should not be increased to the maximum and instead should align with standard raises provided to certificated and classified staff. She emphasized that while board members do important work, any increase in compensation represents funds that could otherwise go toward students.

Trustee Anthony provided an estimate, noting that increasing compensation to \$1,200 per month would result in a significant annual cost, approximately \$43,000, which she compared to the cost of a paraprofessional position. She expressed that this level of increase would not be appropriate.

She concluded by proposing either no increase or a 3% increase, stating that while costs have risen, she would support a modest 3% adjustment.

Trustee Lam shared that she did not yet have a set position on board compensation and wanted to offer some initial thoughts. She acknowledged feeling uncomfortable discussing a raise for herself and noted that she voted no the previous year because she was not sure the percentage increase at that time was appropriate.

She referenced the intent of AB 1390, explaining that it was designed to provide the option to raise stipends, noting that from an external perspective, board stipends may appear relatively low and have remained at that level for a long time. She also provided a comparison, stating that the South San Francisco City Council currently provides themselves \$1,200 per month, not to suggest the board should match that amount, but to offer context for comparability.

Trustee Lam indicated interest in hearing how other board members were feeling and mentioned considering potential options, including raising the stipend to a midpoint such as \$600 per month or possibly higher, given the flexibility allowed under AB 1390. She reiterated that these were preliminary thoughts rather than a firm position.

Trustee Hsieh shared that she would like to offer her thoughts and stated that she agrees with Trustee Anthony, expressing that any increase should align with what is provided to staff and teachers. She emphasized that she believes the board should follow the same standard, and concluded that this is her position.

Trustee Richardson shared that she was looking toward the future and the need to attract candidates for upcoming board seats. She expressed concern that the current stipend may not be sufficient to encourage community members to run for office, stating that when people see the current compensation level, it may discourage participation.

She stated that she would support going to the maximum allowable stipend, emphasizing that a higher amount would serve as an incentive for people to serve on the board. She noted that the current stipend equates to approximately \$10,000 to \$12,000 per year and described it as modest given the responsibilities involved.

Trustee Richardson also referenced inflation and additional costs such as mileage reimbursement, and expressed frustration that percentage increases applied to a small base amount result in minimal dollar increases. She reiterated that the compensation does not reflect the level of time commitment required.

She described the role as involving significant additional responsibilities beyond the two monthly meetings, including agenda review, school visits, community engagement, and responding to concerns outside of regular hours. She emphasized that the role requires attentiveness and ongoing service to the community.

Trustee Richardson concluded by stating her position in favor of the maximum stipend, explaining that her intent is to

attract individuals willing to invest the time and effort required to serve effectively on the board.

President Murray shared that she views the board role as a volunteer position rather than a job. She stated that when the board considers compensation adjustments, she believes increases should be aligned with what is provided to staff.

She explained that in her view, leadership should model consistency by matching board compensation increases to those offered to staff. Based on this principle, she stated that she is in favor of providing the same percentage increase to board members as is given to staff.

MOTION #236 (Anthony/Hsieh) to approve a 3% compensation increase in the amount of \$502.48 and the continuation of a \$100 monthly mileage stipend, for a total compensation adjustment of \$602.48 for the 2026–27 school year. (AYES: Hsieh, Lam, Murray, Anthony; NOES: Richardson). Motion Carried 4-1.

c. Approval of District's Updated Board Bylaw 9250 – Remuneration, Reimbursement, and other Benefits

Trustee Richardson moved to pull the item until after the May 2nd meeting with the state representative to help inform the public and board on all provisions of the bylaw. She expressed concern that the board needed additional clarification and understanding of the bylaw's details and nuances.

Trustee Anthony asked for clarification on what part of the bylaw was believed to be out of alignment with state law.

Trustee Richardson responded that she was specifically referring to the travel stipend or benefit provision, explaining her understanding that it allows board members to collect reimbursement for educational training based on receipts. She stated her concern that the way the policy is written does not reflect equity and inclusion and may exclude certain board members.

She also referenced a prior issue related to professional development and stated that she believed it should be

clarified with input from a state representative.

Trustee Anthony responded that the issue being raised does not relate to state law.

Trustee Lam stated her understanding of the updated bylaw as it relates to professional learning allocations, noting that board members are being provided increased individual allowances for professional development opportunities each school year. She emphasized the importance of the board modeling fiscal responsibility and staying within budgetary limits.

She explained that, in her view, the proposed amount (referenced as \$2,500) would not cover every possible opportunity, but would require board members to prioritize which professional learning experiences to pursue each year. She clarified that this is separate from shared conferences such as the CSBA annual conference that all board members attend.

Trustee Lam added that she views the increase as a reasonable adjustment in response to rising costs, while still maintaining limits on overall spending. She also noted that board members could choose how to allocate their individual professional development funds and, if desired, support one another through shared resources within allowable guidelines. She concluded that the structure provides flexibility while ensuring reasonable fiscal boundaries.

Trustee Richardson responded that she disagreed, stating that board members are often called upon by parent organizations and should have the flexibility and courtesy as elected officials to attend required or recommended professional development opportunities. She stated that she does not believe board members should be required to pay out of pocket for professional development.

She also stated that professional development is an expectation and investment, and referenced staff professional development costs, expressing concern that requiring board members to pay would be unfair and inconsistent with district practices. She suggested that similar policies in neighboring districts should be reviewed

for comparison.

Trustee Richardson reiterated that she believes the district has historically approved significant amounts for professional development and that these funds are intended as an investment in governance capacity. She stated her view that a cap should be discussed further and emphasized the need for additional perspective from the state representative, stating that she believes key context is missing from the discussion.

President Murray shared her perspective based on her experience with CSBA and discussions with other districts. She noted that practices vary widely, with some districts sending only one trustee per year or requiring board approval for attendance rather than automatic participation.

She explained that the proposed policy structure provides board members with a set amount for professional development and allows them to determine how to use it within established parameters, as long as it is aligned with district benefit and policy guidelines.

President Murray also noted that the district regularly attends a multi-day conference that offers extensive professional development sessions for board members, which she described as a significant shared learning opportunity. Based on these factors, she stated that she believes the proposed \$2,500 allocation is reasonable and consistent with good governance practices.

Trustee Richardson asked whether President Murray had personally funded any portion of her Coast2Coast trip.

President Murray responded that she had.

Trustee Richardson then asked whether it would be appropriate for the superintendent to also pay out of pocket for similar expenses.

President Murray responded that the question was not relevant to the item being discussed, emphasizing that the board was currently considering a policy matter and that there was already a motion on the floor.

Trustee Richardson concluded by reiterating that she believes the matter should be discussed further with input from state representatives.

MOTION #237 (Anthony/Hsieh) to approve the revised Board Bylaw 9250 as reviewed by the Board Policies and Bylaws Committee, and to incorporate the Board-determined monthly compensation amount established with a waive of the second reading. (AYES: Hsieh, Lam, Murray, Anthony; NOES: Richardson). Motion Carried 4-1.

d. Approval of District's New and Updated Board Bylaws and Policies

Trustee Anthony requested a minor correction to the student board member policy, noting that the current language indicates that student board members from different high schools rotate every other year. She proposed revising this to reflect the district's practice of rotating student board members every other semester instead.

Trustee Lam agreed, noting that while the bylaw references two student board member positions, the district's customary practice is semester-based rotation, and suggested aligning the language with that practice.

President Murray asked whether the item should be pulled and brought back at a later meeting or amended at that time.

Trustee Anthony stated that the item did not need to be pulled and could be amended directly.

Trustee Hsieh then amended the motion to incorporate the proposed revision.

MOTION #238 (Hsieh/Anthony) to approve the following updated/new District's Board Bylaw and Policies and waive a second reading. (AYES: Hsieh, Lam, Murray, Anthony; NOES: Richardson). Motion Carried 4-1

Recommended for adoption:

1. BB 5131 – Conduct
2. BP 5131.6 – Alcohol and Other Drugs
3. BP 5131.8 – Mobile Communication Devices
4. BB 9150 – Student Board Members

5. BP 3515.4 - Recovery for Property Loss or Damage
6. BP 5113 – Absences and Excuses
7. BP 5113.12 - District School Attendance Review Board
8. BP 5113.2 – Work Permits
9. BP 5141 – Health Care and Emergencies
10. BP 5141.4 – Child Abuse Prevention and Reporting
11. BP 5142 – Safety

2. TEACHING & LEARNING

a. Approval of CTE Courses

Trustee Anthony expressed enthusiasm for the addition of entrepreneurship courses, stating that she was “ridiculously excited” about the expansion and describing the courses as very in-depth. She noted her strong support for the program.

Trustee Lam followed with a question regarding the structure of the entrepreneurship courses, observing that while the program includes a range of projects, there appeared to be a consistent emphasis or throughline involving yearbook-related work. She asked whether the program could be considered a way of professionalizing yearbook development.

She invited Dr. Campbell and Dr. Moore to provide clarification or insight, though no additional response was provided at that time. Trustee Lam concluded by noting that there was a significant focus on yearbook within the materials and found it to be “kind of cool”.

MOTION #239 (Hsieh/Anthony) to approve the new CTE courses: Entrepreneurship I, Entrepreneurship II, and Emergency Response II, for implementation beginning in the 2026–2027 school year. Motion Carried. (Unanimous)

b. Approval of Special Education Courses

Trustee Anthony shared she was notably excited about the new courses being added, specifically highlighting Foundations of Health as a strong addition. She thanked staff for expanding the course offerings.

MOTION #240 (Lam/Hsieh) to approve the Special Education courses: College and Career Exploration and

Preparation and Foundations of Health to ensure alignment with AB 181. Motion Carried. (Unanimous)

c. Approval of a 1-Year Agreement with Edgenuity

MOTION #241 (Lam/Hsieh) to approve a one-year extension agreement with Edgenuity for the 2026–27 school year in the amount of \$86,000. Motion Carried. (Unanimous)

3. HUMAN RESOURCES

a. Approval the Revised 2026-27 Instructional Calendar

MOTION #242 (Hsieh/Anthony) to adopt the revised SSFUSD Instructional Calendar for the 2026–2027 school year. Motion Carried. (Unanimous)

4. STUDENT & FAMILY SERVICES

a. Approval the Contract with Youth Services Bureau (YSB) of the YMCA

Trustee Lam referenced prior discussions in the district's strategic action plan presentation regarding the gradual phasing down of contracts with the Youth Services Bureau (YSB). She noted that it appeared the district was not yet at the point of fully transitioning away from that partnership and asked what the plan would be moving forward.

Mr. Hannon responded on behalf of Dr. Garcia, who was not present, explaining that the continuation of YSB services for one additional year is part of a planned transition. He noted that the board had also approved new job descriptions for district clinicians, including school social workers and school social workers on special assignment.

He explained that this work is part of a broader shift to build internal district capacity to hire and staff for these needs, and that the transition is expected to take approximately one additional school year to fully implement.

MOTION #243 (Richardson/Hsieh) to approve the contract with YSB of the YMCA to continue providing additional counseling support for the 2026–27 school year in the amount of \$488,373.49. Motion Carried. (Unanimous)

b. Change Order to the Agreement with DEDAP

Trustee Anthony expressed confusion about the timing of the item, noting that an additional classroom had been added as early as September, and asking why the adjustment was only being addressed now. She asked whether the delay was due to reserve usage or whether the position had simply not been filled, and clarified that she had not raised the question earlier but was seeking understanding.

Dr. Moore responded that, to her knowledge, the position had not been filled earlier. She explained that additional students had since applied and enrolled, which created the need to return to address the resulting difference.

Trustee Anthony acknowledged the explanation and expressed appreciation that there is increased enrollment and utilization. She added that she hopes classrooms will be filled from the beginning of the next school year. Dr. Moore indicated she would follow up with her team to confirm the details.

MOTION #244 (Anthony/Hsieh) to approve the change order to the agreement with DEDAP for the 2025–26 school year in the amount of \$38,485.00. Motion Carried.
(Unanimous)

c. Approval of the MOU with Fresh Lifelines for Youth (FLY), Inc.

Trustee Anthony asked whether the FLY program represented a new initiative and requested clarification on how it differed from prior efforts.

Dr. Moore explained that FLY previously partnered with both El Camino High School and South San Francisco High School prior to COVID, primarily serving a smaller group of students focused on diversion from the juvenile justice system. She noted that the district later reconnected with FLY in collaboration with the police department to explore a more integrated partnership model, including diversion supports, alternatives to suspension, and alternatives to expulsion. However, that earlier MOU of understanding was

paused when the police department did not move forward at the time, during a period of broader community challenges.

Dr. Moore further explained that FLY has since expanded and evolved its services. The organization now supports students through alternative to suspension programming and services for students at risk of future system involvement, not only those with prior contact. She described the new “Peer Point” program outlined in the MOU as a structured, multi-month intervention with weekly engagement, consistent support, and accountability, serving as an alternative to suspension or expulsion for students with higher levels of need. She emphasized that this model differs from how the partnership was used in the past.

Trustee Anthony responded positively, stating it was good to see the development. She referenced prior feedback from school safety officers who had expressed concern that the district’s previous alternative to suspension programming was not sufficiently effective, and noted that this updated model appears to provide stronger support for students.

MOTION #245 (Hsieh/Anthony) to approve the MOU with FLY to provide additional Tier 1–Tier 3 supports for the remainder of the 2025–26 school year and continuing through the 2026–27 school year. Motion Carried.
(Unanimous)

5. BUSINESS SERVICES

a. Approval of Agreement with ENGEO, Inc. for the Spruce Elementary Modernization Project

MOTION #246 (Hsieh/Richardson) to approve the agreement with ENGEO, Inc. for geotechnical engineering services and geologic hazard review in the amount of \$67,150.00. Motion Carried. (Unanimous)

b. Approval of Agreement with Murgreen Environmental Company for the El Camino High School Modernization Project

MOTION #247 (Richardson/Hsieh) to approve the agreement with Murgreen Environmental Company for CCTV pipeline inspection, survey, and hydro flushing

services in the amount of \$44,000.00. Motion Carried.
(Unanimous)

c. Approval of Agreement with Leland Saylor & Associates, Inc. for the El Camino High School Modernization Project

MOTION #248 (Richardson/Hsieh) to approve the agreement with Leland Saylor & Associates, Inc. for cost estimating services in the amount of \$35,000.00. Motion Carried. (Unanimous)

d. Approval of Agreement with HL Construction Management, Inc. for the Monte Verde Modernization Project

MOTION #249 (Richardson/Lam) to approve the agreement with HL Construction Management, Inc. for schematic design cost estimating services in the amount of \$28,700.00. Motion Carried. (Unanimous)

e. Approval of Agreement with Bartos Architecture

MOTION #250 (Richardson/Hsieh) to approve the agreement with Bartos Architecture for DSA legacy project closeout and certification services at Monte Verde Elementary School, South San Francisco High School, Baden Continuation, and Ponderosa Elementary in the amount of \$92,000.00. Motion Carried. (Unanimous)

f. Approval of Award of Contract to SF Roofing Services for Parkway Heights Middle School

Trustee Lam raised a question regarding the \$2.7 million roof replacement project at Parkway Heights Middle School, noting initial concern about the cost given what appears to be significant deferred maintenance and a large campus footprint. She asked for clarification on how the roofing issues developed over time, particularly in relation to water intrusion and deterioration.

Dr. Moore responded that the roof is showing severe deterioration and is in urgent need of replacement. Since facilities staff were not available to provide further detail during the meeting, she indicated that the facilities team will

follow up with additional information regarding the underlying causes and history of the roof condition.

MOTION #251 (Richardson/Anthony) to award a contract for roof replacements to the lowest responsive, responsible bidder, SF Roofing Services, in the amount of \$2,757,000.00. Motion Carried. (Unanimous)

g. Approval of Agreement with Gelfand Partners for Ponderosa Elementary School

Trustee Lam asked whether any electrical upgrades would be required to support the AV upgrades at both Ponderosa and Parkway schools. Administration responded that no major electrical work is anticipated for either site.

Trustee Anthony noted that unforeseen issues can sometimes arise once work begins, and Trustee Lam responded lightheartedly in agreement.

Dr. Moore also followed up on the earlier roofing question, explaining that the roofs at the sites are at or beyond their expected service life, approximately 25 to 26 years old, and that the multi-use room roof is past its useful lifespan. This deferred replacement is the primary reason for the current need to proceed with the roof project.

MOTION #252 (Hsieh/Richardson) to approve the agreement with Gelfand Partners Architects for design and construction observation services for the TK Classroom Renovation project in the amount of \$148,195.00. Motion Carried. (Unanimous)

h. Approval of Proposal with Signal Solutions Corporation for Ponderosa Elementary School

MOTION #253 (Richardson/Anthony) to approve the proposal with Signal Solutions Corporation for audio-video system upgrades in the amount of \$99,243.32. Motion Carried. (Unanimous)

i. Approval of Proposal with PCD, Inc. for Parkway Heights Middle School

MOTION #254 (Hsieh/Richardson) to approve the proposal with PCD, Inc. for audio-video system upgrades in the amount of \$83,888.39. Motion Carried. (Unanimous)

REVIEW OF FUTURE AGENDA ITEMS AND MEETINGS

Trustee Richardson requested an update regarding the district's electric vehicle charging stations, noting that the stations currently appear blocked off with yellow caution tape despite having been installed through a grant several years ago. She expressed concern that the stations have remained largely unused and asked for clarification regarding their operational status and any issues affecting their use.

President Murray asked whether Dr. Moore could provide an update through the weekly Board update. Dr. Moore responded that she did not have the information available at the meeting but would coordinate with Mr. O to provide a future update.

May 2, 2026 – Special Meeting/Board Workshop *(District Office)*

- Board Workshop

May 7, 2026

- Recognition for outgoing Student Trustee Ruiz
- Resolution calling for November Election
- Presentation Teaching and Learning – El Camino HS
- Presentation on Induction
- Presentation on Counseling
- Approval for 5th graders to attend SMCOE Outdoor Education
- Approval of Graduates and Certificates of Completion - Baden HS, ECHS, SSFHS, and Adult Education
- Resolution for Fund 11 and Fund 14 account balances
- Resolution – Reappointment of CBOC members
- Approval of All City agreement for crossing guards for 2026-27
- Approval of MOU with Legarza Sports for 2026-27

May 21, 2026

- Presentation Teaching and Learning – Baden HS/ Adult Education
- Presentation Teaching and Learning – Special Education
- Presentation on 2026-27 LCAP draft plan
- Public Hearing 2026-27 LCAP draft plan
- Approval of the Children's Center Program annual self-evaluation reports
- Approval for destruction of Disposable Class 3 records
- Approval of updated Board Governance Handbook
- Approval of the agreement with SMCOE for Center for Learning Data Sharing

- Information on May revision of the Governor's 2026-27 budget
- Approval of Bill Saving Facilities Consulting agreement for 2026-27
- Resolution in support of LGBTQ+ Pride Month (June)

June 11, 2026

- Presentation on 2026-27 Preliminary Budget
- Public Hearing 2026-27 Preliminary Budget
- Adoption of 2026-27 LCAP
- Approval of Local Indicators
- Approval of SMCOE Induction Program agreement for 2026-27
- Approval of updated Board Governance Handbook
- Approval of Board of Trustees Compensation increase for 2026-27
- Approval of supplementary instructional materials
- Approval of the agreement with Newsela for the 2026-27 school year
- Approval of Scoot Education MOU
- Resolution on Budgetary increases and year end transfers

June 25, 2026

- Presentation on Counseling and Safe School Advocates Services
- Presentation on SLO MOU with student data
- MOU with SSFPD for 2026-27
- Adoption of 2026-27 Preliminary Budget
- Information on Daybreak Mental Health and approval of MOU
- Approval of SMCOE Outdoor Education dates for 2026-27
- Approval of Paper Education Company agreement for 2026-27
- Approval to increase facility use fees for 2026-27
- Approval to increase District rental/leasing rates for 2026-27
- Approval to continue NPS contracts for 2026-27
- Resolution on Education Protection Account Funds

SUMMARY OF BOARD DIRECTIVES – None

GOOD AND WELFARE

Trustee Richardson shared highlights from several recent student-centered events and educational presentations she attended throughout the district and county.

She attended El Camino High School's Passion Project event, which took place despite rainy weather, and praised the creativity and enthusiasm of the students. She highlighted a student advocating for the adoption of feral kittens after caring for a stray cat, as well as another student who showcased his passion for bodybuilding and weightlifting.

Trustee Richardson also attended a presentation at the San Mateo County Office of Education led by Julie Hilborn, Director of Environmental Literacy and Sustainability, regarding the “Seeds to Solutions” curriculum. She explained that the curriculum, developed through the San Mateo County Office of Education in coordination with the California Department of Education, is available free of charge to districts and is designed to engage students in environmental literacy, California-specific environmental challenges, and solution-oriented learning aligned to state standards.

Additionally, Trustee Richardson visited Mr. Alima’s freshman bioscience class, where students presented cancer research projects exploring cancer development, prevention, treatment, and the spread of various cancer types. She commended the students for demonstrating strong depth of knowledge, engagement, and alignment with the district’s Portrait of a Graduate goals, noting she was highly impressed by the quality of the presentations and the students’ passion for learning.

Trustee Anthony shared she attended the El Camino High School Passion Projects event and highlighted several memorable student presentations, including Izzy’s project focused on creating caring connections. She also recognized a student-led musical performance of Weezer’s “Undone (The Sweater Song)” and praised the overall creativity and engagement demonstrated by students throughout the event.

Trustee Anthony described conversations she had with students about basketball, mental health classes, and career pathways in the skilled trades. She specifically encouraged greater awareness of the district’s Trades Introduction Program for students interested in career technical education (CTE). She also noted that the quarterly CTE meeting at the San Mateo County Office of Education would be taking place the following week and encouraged community participation from those interested in expanding CTE pathways.

Additionally, Trustee Anthony attended the Community Learning Exchange and highlighted the ongoing contributions of retired community liaison Maria Barcelata Long, who continues to teach courses at the Community Learning Center. These include workshops in English and Spanish focused on navigating the South San Francisco Unified School District, preschool and TK enrollment, application support, citizenship preparation, digital literacy, and food handler certification. Trustee Anthony expressed appreciation for Maria and other retired staff members, Rosie and Teresa, who continue supporting the district and broader community through educational outreach and community programming.

Trustee Lam shared highlights from several recent district and community events. She referenced the April 10 deliberative discussions held at Junipero Serra Elementary School, which President Murray also attended. Trustee Lam

thanked Principal Sampayan and Ms. Wan for the invitation to observe the event, which was conducted in partnership with the Stanford Deliberative Democracy Lab.

During the event, Stanford students facilitated discussions with third-grade students regarding the possibility of implementing free dress days at the school, which currently maintains a school uniform policy. Trustee Lam noted the thoughtful engagement of students in the deliberative process.

Trustee Lam also attended the Community Learning Exchange on April 15 alongside Trustee Anthony and acknowledged the participation of district leadership, students, parents, educators, and community partners. She expressed appreciation for the district's continued efforts to foster conversations centered on strengthening belonging and community connection within schools.

She concluded by acknowledging the upcoming board workshop and the approaching graduation season, wishing students, staff, and families well as the school year comes to a close.

President Murray shared reflections on the recent deliberative democracy program at Junipero Serra Elementary School. She described it as a meaningful experience in which younger students, fourth graders, were engaged in structured discussions about topics where they may have differing opinions.

She emphasized that the program helps students learn how to listen to one another, work through disagreements respectfully, and accept outcomes even when they do not personally agree, while still finding common ground. President Murray expressed strong support for the program and noted that it promotes important skills in collaboration, respect, and civic dialogue, suggesting it is something that could benefit broader participation across schools and communities.

She also shared a separate highlight from Skyline Elementary School, where students raised funds to dedicate a bench in memory of a recently deceased teacher, Ms. Christopherson. The family attended the dedication ceremony and was deeply moved by the community's support. The bench will be placed in the garden as a space for reflection and remembrance, honoring Ms. Christopherson's legacy.

Dr. Moore provided additional updates in response to prior board questions.

Regarding the Parkway Heights roofing project, she shared that the contract includes rigid insulation to improve thermal performance and increase energy efficiency for the building.

On the AV upgrade items, she clarified that the audio systems do not have significant power demands and can operate using existing electrical outlets, meaning no major electrical upgrades are required.

Finally, Dr. Moore followed up on the earlier question about electric vehicle charging stations, noting that a new vendor has recently reached out with a proposal. She stated that she will provide a more detailed update to the board once additional information is available.

ADJOURNMENT – 9:43 p.m.