Public Comments Submitted Electronically for the June 4, 2026 Regular Board Meeting

Closed Session: A) Conference with Labor Negotiators - Government Code§ 54957.6 Employee Organization: LaBUFA and CSEA B) Conference with Legal Counsel - Anticipated Litigation - Government Code § 54956.9 (d)(4) Initiation of Litigation pursuant to paragraph (4) of subdivision (d) of section 54956.9: (1 potential case) C) Conference with Legal Counsel -- Existing Litigation - Government Code § 54956.9 (d)(1) - High School Graduation Disability Complaint (Case number not yet assigned) (1 potential case)

Name	Comment
One of Thousands	The board has an opportunity—and a responsibility—to turn the page. Rebuilding trust with teachers, staff, and the broader community starts by letting go of past grievances and focusing on what matters most: our students and their success. Prolonged disputes, legal battles, and short-term cost cutting only deepen divisions and distract from the real work. Our educators and staff want to feel supported, heard, and valued. Our families want confidence that decisions are being made in the best interest of students. That trust is earned through transparency, collaboration, and a clear commitment to the future—not by looking backward or operating behind closed doors. Now is the time to reset. Prioritize student outcomes. Engage openly with the community. Make decisions that reflect long-term investment in people and programs, not just immediate financial constraints. By choosing openness over conflict and partnership over division, the board can begin to rebuild confidence and move the district forward. The community is ready to move ahead together. We ask the board to lead that effort with focus, integrity, and a shared vision for a stronger future.
Ketta Brown	C. Well I guess this is what not doing your due diligence looks like! A federal lawsuit. Good work board majority!
community	Maybe at some point the majority will realize that doing

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member and parent	business among themselves and outside of the public business meetings (graduation venue change where the cure and correct request indicated Morgan had stated her support of the change prior to the agenda item being brought forward in public) will activate parents and students who realize this majority lacks integrity and transparency. You are making your own trouble but bigger than that you are bringing legal action against the district. In case in your own attendance at the Irvine Bowl the ADA compliance seems to put those who can not walk up the steps to the majority of the seating are placed in the front lower right. So those students who have family members needing ADA accessibility will have their family members not able to sit together. At the high school this was not an issue. Too bad district dollars will be spent defending this decision.
Karly S	Govern with transparency. This is an obligation to your constituents, not a board member choice.
mary	If you would have done your homework and due diligence as your responsible for we would not be spending an atrocious amount of money defending the district and adding even more to our legal expenses. Work with respect and treat the employees as valued members of this district and get negotiations done. put your money where your mouth is Mr. Hills!
Former staff and parent	It is unfortunate that the board got in the way if the site authority and past best practices to let the site admin and staff handle graduation. Morgan you couch a lot of your defensiveness over your votes by asking if it risks legal action against the district. Guess what? You and your two cronies have done that. ADA accommodation at the Bowl is front area as all other seating is accessed by steps. This means families are not together as the non disabled can not take up the ADA area. Graduation was so great at the school field. Too bad some alumni can not see it.s

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Public Comment - Items not on the agenda, within the subject matter jurisdiction of the Board

Name	Comment
Taylor Bennett	Public Comment – District Matters
Ketta Brown	Dee, we need to discuss what really happened on 5/14 when I helped you. You had plenty of room to walk through the crowd into the meeting. You CHOSE to walk toward a group of us standing along the wall. You then proceeded to kind of drape yourself over a couple of ladies who were taken aback by this. They pulled away. I saw that you appeared disoriented so came over to help you. Plain and simple. No one threatened. No one attempted to keep you from entering. Your guilty conscience was what was really keeping you from moving forward. You reap what you sow.
community member and parent	More and more people around town are asking--what is wrong with the majority on the board? why are they so rude? why do they talk incessantly about their own lives and family members? why are they unresponsive to the continual requests from parents, staff and students to listen to them? why are they so vindictive and speak with spite? do they not realize they are undoing LBUSD over their perceived past complaints? Howard whether you will ever acknowledge it or not the Board of Education at the time TURNED DOWN the request from MTV to use any part of the campus in filming the Laguna Beach show. Your Chamber of Commerce championed it as bringing more visitors to Laguna! Sheri the students figured out the calendar and bell schedule changes even if you stated you could not. Dee you have said for years that parents won't come forward with concerns because they fear retaliation---and now staff knows you are part of a threesome that retaliates! So many are stating that you three resign. If only!!!

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mary	Get a CBO who is respectful to his team members does the work and tells the truth. To lose Raymond Lee and his knowledge is a huge loss to this district and your actions are the direct result of this district continually losing increadibly talented people. You bring nothing but toxicity and shame and stress. you bring absolutely nothing of what you campaigned on and Dee you are the worst of all three because you are the weak link. If you feel so intimidated by the 2 majority step down. You 3 are a discrace and so is the CBO. There is not an ounce oth ethics, compassion or emapthy in your bones. You are bad for the staff and you are even worse for the students. Shame shame shame on you. Manoj go find another district to milk for your retirement. Treat the people in your departmernt with respect. This district is special and the 4 of you are destroying it. All for the sake of being right and money. Really adding barriers if you cant handle the consequences of your decisions and people are unhappy then step down. you are pathetic and align yourself with bullies and people who threaten staff and cuss out kids at board meetings. pathetic
Former staff and parent	You three are getting more outrageous and more rude by your ego driven sense of power. Think ahead to 2028 as a totally different board changes or mitigates your follies. To not let the Dec 2026 do a search and hire the next Superintendent is selfish and more. Step back from hiring a self-centered bully (like yourselves is that why)and be responsive to the many not the SS guys and Monda. BTW inform Mr. Kasik the voter registrar appoints board members when noore than open seats file to run. Three are currently under appoint and Joan was not appointed by the prior board.

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RECOGNITION EVENT

Name	Comment
community member and parent	Yeah students for all the activities and opportunities you pursue with the support of staff and administration. Thank you to dedicated staff who are retiring.

Governance Action Item - BP 2120

Name	Comment
Laura Sewell	Please provide transparency on the removal of Dr. Glass and the process to select Don Austin. It is imperative the board follows proper procedure and makes public the search and selection of a new superintendent.
One of Thousands	Quite simply, this policy was not followed. Whether the actions taken fall just inside or outside a legal boundary misses the point—the process fell short, and that failure undermines credibility with the very community you serve. Attempting to revise the policy at the eleventh hour will not repair the damage or restore confidence. In fact, it risks reinforcing the perception that rules can be adjusted after the fact to justify decisions already made. That is not transparency, and it is not accountability. Trust is built by following clear, established processes from the outset—consistently, openly, and without exception. When those processes break down, the only path forward is to acknowledge it and correct course. The solution is not to move the goalposts, but to return to them. Restart the process, follow it as written, and

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	do so in a fully transparent way that the community can see and understand. While starting over may be difficult, it is the only way to restore confidence, protect the board's credibility, and demonstrate a true commitment to integrity.
Carol Moss	Stakeholders deserve to know what parts of BP 2120, if any, were followed in the hiring of Don Austin. We deserve to know why he was not selected in the prior search, if updated reference checks were completed after he left Palo Alto, if Leadership Associates had any current role, and why he is the right person now. This should not be a discussion about applicability of BP 2120. It should be a transparent report detailing how the board followed it's policies. Based on the information that has been provided to the public so far, I do not believe that this policy was followed during the hiring of Don Austin.
Ketta Brown	Howard, Sheri and Dee. I see it now! When a board policy becomes a hinderance to whatever nefarious plans you have it is no longer gospel! "Applicability" is Mr. Pearl's legalese for trying to get you off the hook for not following process. So sad.
community member and parent	Here it is clearly stated. Best practice and past practice would tell you three that you need to step it back. The only action with integrity is to find another less encumbered interim through December 2026, wait for the board composition which will change after the November election is sworn in December 2026, begin the search at a time that will attract the best candidates. Much has changed in what is known about Austin and Palo Alto so that even if he was a finalist last year that has flown out the window. New information demands new thinking. LBUSD deserves an ethical person as Superintendent and not a reject from another high performing district.

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Claudia	Debating whether our district's hiring rules are "applicable" after a selection has already been finalized and publicized turns governance into a mere formality. Rules exist to govern actions, not to serve as a rubber stamp after the fact. Bypassing an open, collaborative search prevents the community from participating in its most vital civic duty. The board should honor the established protocols, and launch a genuine, public search.
mary	You don't get to come back and say we told you so. This district has always operated on best practice but now operates on a fine legal line with Mr. Pearl. Just because it makes it legal doesnt make it right. Your lies of transparency and fiscal responsibilty are showing through and through. You are liars and need to go.
Former staff and parent	Follow it is simple.Do a search.

Closed Session: C) Conference with Labor Negotiators - Government Code § 54957.6 Unrepresented Employees: Interim Superintendent and Superintendent District Negotiators - Sheri Morgan and Jonathan Pearl D) Public Employee Appointment -- Government § 54957 Title: Superintendent

Name	Comment
Ketta Brown	There was no process so this should not even be on the agenda. Your BP 2120 clearly lays out the correct way to do this and irrespective of the "applicability" it should be followed.
Gayle McDowell	I’m a parent of a former PAUSD student. I urge extreme caution before approving this contract. Dr. Austin was known as someone who lied, bullied, and created a culture of intimidation. For example, he claimed PAUSD had won a lawsuit over violations of the California Math Placement Act. In fact,

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	PAUSD lost and had to pay the plaintiff's attorney fees. He also misled the public about i-Ready growth for special education and minority students, claiming a ludicrous 30-point jump after years of roughly -2 to 2 points. There was no such year-to-year jump. The "30 points" meant that 30% of students who had not met end-of-year targets in August did meet them by May—in other words, 30% of students learned that year's material. Not a remarkable feat at all. He is also widely known as a bully. One example: I am a friend and former campaign manager of PAUSD trustee Shana Segal. When a parent posted on Nextdoor calling for the entire board to be recalled for not yet firing Dr Austin, I politely explained that the board had not yet voted on his contract renewal and described the procedure. Dr. Austin saw my post and lashed out at Shana, who had no involvement in it. He sent aggressive messages threatening to have "an army watching." Please read the full exchange, released via PRA, at https://gayle.me/austin. This pattern of aggression and dishonesty caused real damage to the PAUSD community. Please consider the consequences of placing someone like this in a superintendent role.
community member and parent	Sheri you as the negotiator is an insult. Your bias is clear and you will give away the store to get who you want.
Claudia	The way that the recent leadership changes have been handled—back-to-back and behind closed doors—doesn't feel like a partnership with the community. It's hard to have confidence in a decision

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	when the outcome felt like a 'done deal' before we even had a chance to speak. For any new leader to actually succeed here, they need the community's buy-in from day one. That only happens when the board follows a clear, open process that everyone can see and trust.
Karly S	The board's decision to fire a superintendent after only seven months and appoint a replacement within 48 hours, without meaningful public input, reflects a serious failure of transparency and accountability. Our community deserves more than closed-door governance on decisions that directly affect our students, families, staff, and public trust. You are doing it again, everything behind closed doors.
mary	Transparency transparency transparency that is what you ran on but that is what you dont have zero where is the contract for the public to see?
Former staff and parent	No contract for Austin

Action Item: Approval of Contract for Interim Superintendent, Manoj Roychowdhury

Name	Comment
Michelle	It is so extremely obvious that this Board does not give one crumb about what the staff feels, thinks, believes, or wants. Manoj does absolutely none of his own work, lies all the time, makes up stories, backpedals when he gets caught, and I could go on and on. Just ask any member of his staff or anyone at the district office. Now that Ray is moving on, you will see Manoj unravel.
Ashley Lake	Why isn't this contract posted? These types of things always have been in the past (best practices) but I guess with this opaque board, it's a mystery. Once again, we find out things after decisions out of the public's view have been made.

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Ketta Brown	Where is the contract? Best practice would be to attach it so the public can see a draft at least. Transparency much?
mary	where is the contract to see for the public transparency oy ya there is not transparency, truth or accountability with the three of you and this CBO.

Action Item: Approval of Contract for Superintendent, Don Austin, Ed.D.

Name	Comment
Laura Sewell	Make this a transparent, public process. A contract developed in secret damages trust and legal guidelines.
49 named and 163 anonymous PAUSD community members. See linked cure and correct letter below	Given Don Austin's performance in PAUSD we strongly recommend you do not enter into a contract with him as superintendent. Most recently evidenced by his excessive and we believe illegal (a case is pending) >~$1 million 'mutual separation' agreements for him and his deputy negotiated improperly behind closed doors with terms in them that exceed statutory limits on superintendent compensation. This after he verbally attacked a student and then left the board meeting halfway through and did not return: https://www.youtube.com/live/_-7g5_3Kw50?t=11820s We believe you will very much regret entering into any kind of employment agreement with him. Brown Act Cure and Correct letter (contains names, email and physical addresses): https://drive.google.com/drive/folders/1KFbFeU3_9uAW7NUc4RrreMc-Vi3kV7h6?usp=drive_link Pending court case: https://drive.google.com/file/d/1Jx6mMFxEFp4Pph-hSlVwWpcW7hCC0Jui/view?usp=drive_link

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One of Thousands	Under no circumstances should a contract be approved when the established process was not followed in a public and transparent manner. Process is not a formality—it is the foundation of trust and accountability. When it is bypassed, the outcome, regardless of intent, lacks credibility. The needs of the district today are not the same as they were months ago. This is a long-term leadership decision with lasting impact on students, staff, and the community. Rushing to finalize a contract under flawed conditions only compounds the issue and risks undermining confidence from day one. A superintendent must begin with the trust of the community they serve. That trust cannot be assumed—it must be earned through a process that is open, inclusive, and consistent with policy. If the process is compromised, so too is the legitimacy of the appointment. The right path forward is clear: pause, reset, and conduct a proper, transparent selection process. While it may take more time, it is the only way to ensure a qualified leader is selected with the confidence and support necessary to succeed.
Ashley Lake	Why isn't this contract posted? These types of things always have been in the past (best practices), but I guess with this opaque board, it's a mystery. Once again, we find out things after decisions have been made out of the public's view . Are you afraid of the public scrutiny of his probable $500K salary making Don Austin the highest paid superintendent in CA by far with only four schools to manage and 2,300 students? Nervous about your (Sheri and Howard) constant complaining when you were community members about Viloria's

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	meager $300K salary coming forward as another "hypocrisy" example? And don't claim you need "the best in the state" (highly debatable anyway) to manage four schools and 2,300 kids. And if you believed in your own justifications, you would have posted the contract, but you know the pushback is going to be bad, and you know you are acting in bad faith. This community needs to wake up and vote, and they have and they will.
Kelly Zinser	If the Board moves forward with this contract, I implore the Board to approve a one year contract with Don Austin. Mr. Austin should be an interim superintendent. This whole process has not been transparent and has been hastily decided behind closed sessions. Let Mr. Austin compete to become the permanent Superintendent. A new Superintendent should go through a rigorous, transparent process and should be voted on by the new Board that we have after the election. This approach will help re-build some trust with the community and the School Board. LBUSD does not need more litigation or more settlements to Superintendents when their tenure is shortened prematurely. The funds for LBUSD should go to improve our students education and to support our teachers and staff, not toward more litigation fees and settlements. Please do the right thing.
Deborah Goldeen	I am a resident of the City of Palo Alto. Between the misguided efforts to dumb down the curriculum to create "equity" and embracing the sinister ideology of "liberated" ethnic studies, I decided I had to pay close attention to what was happening in the school district. In doing so, I ended up attending almost all the board meetings for two years. Even though there had already been one attempt to recall Don Austin, when I first started attending the meetings, I had no particular opinion of him. But that changed rapidly when I saw him

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	in action. Most of what he did at meetings was gaslight and prevaricate. After several meetings, I concluded that he ran the district like a mafia boss, encouraging and fostering that mode of operation throughout the administration. At one of his last meetings as superintendent, he bullied the student body president. I witnessed this first hand. I don't know all the details behind the boards reasons to cut ties with him, but I expect that incident had a lot to do with it. I feel sorry for a man who has many skills and capacities but who has chosen to go so far down the path of sophistry that, in all likelihood, there is no coming back. But that doesn't mean Laguna should take him on as a super. I would recommend against it.
Carol Moss	This contract should be rescinded. A proper search process should be conducted following the policies outlined in BP 2120. Based on the total lack of transparency in the hiring process, I do not have confidence in the Board majority's decision to hire Don Austin.
Ketta Brown	Where is the contract? Best practice would be to attach it so the public can see a draft at least. But best practice went out the window when this board majority showed up.
Gayle McDowell	I'm a parent of a former PAUSD student. I urge extreme caution before approving this contract. Dr. Austin was known as someone who lied, bullied, and created a culture of intimidation. For example, he claimed PAUSD had won a lawsuit over violations of the California Math Placement Act. In fact, PAUSD lost and had to pay the plaintiff's attorney fees. He also misled the public about i-Ready growth for special education and minority students, claiming a

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	ludicrous 30-point jump after years of roughly -2 to 2 points. There was no such year-to-year jump. The "30 points" meant that 30% of students who had not met end-of-year targets in August did meet them by May—in other words, 30% of students learned that year's material. Not a remarkable feat at all. He is also widely known as a bully. One example: I am a friend and former campaign manager of PAUSD trustee Shana Segal. When a parent posted on Nextdoor calling for the entire board to be recalled for not yet firing Dr Austin, I politely explained that the board had not yet voted on his contract renewal and described the procedure. Dr. Austin saw my post and lashed out at Shana, who had no involvement in it. He sent aggressive messages threatening to have "an army watching." Please read the full exchange, released via PRA, at https://gayle.me/austin. This pattern of aggression and dishonesty caused real damage to the PAUSD community. Please consider the consequences of placing someone like this in a superintendent role.
community member and parent	No do not proceed. Not a choice that LBUSD deserves!!!!! This whole episode seems right out of a reality show---secretive and sleazy.
Claudia	Expecting residents to sign off on major executive employment agreements when the financial obligations, duration, and specific provisions are withheld from the public agenda is entirely unacceptable. While other operational contracts are fully visible tonight, the most significant fiscal and leadership choices are obscured. Voting on unreleased agreements undermines public trust. I ask that these votes be deferred until the

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	community can fully review what we are being asked to fund.
mary	Where is the contract. where is the accountability where is the transparency Where where is it?
Former staff and parent	Nooo

Action Item: Adoption of the 2026 Facility Master Plan Update; A Dynamic Living document that is Board Approved on an Annual Basis and Serves as a Planning Tool to Reflect Current and Future District Needs

Name	Comment
Ketta Brown	Just do this.
community member and parent	Putting the PV Solar and EV charging at all sites in Tier 3 may not allow them to be incorporated with projects where doing it during then would be most cost effective and let us continue toward carbon neutrality in 2030. Especially seeing district office at Tier 2 it would be wise to do PV solar and EV charging with that project. Missing any funding possibilities. This report supports the bond extension.
mary	Get the bond on the agenda and let the community decide it is the right of the community to decide if they want to invest in their schools
Former staff and parent	Committee members names please