

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Regular Meeting of May 21, 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 – Present
Dr. Nia Campbell, Assistant Superintendent,
Teaching & Learning – Present
Mr. Ted O, Assistant Superintendent, Business
Services – Present

- C. PLEDGE OF ALLEGIANCE** was led by Gianna Lechado, 12th grade student at Baden High School. Afterwards, she shared how Baden's supportive environment helped her overcome anxiety and develop a stronger sense of belonging. She highlighted the positive relationships she has built with teachers and peers, the benefits of smaller class sizes, and opportunities such as the Precita Eyes mural project that helped her gain confidence and connect with

others. Gianna noted that Baden has become a place where she feels valued, motivated, and supported in achieving her goals. She also recognized the school's many community-building activities and thanked the Board for supporting programs that help students feel seen, connected, and successful.

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

Dr. Moore requested that Consent Item 2C be removed from the agenda and brought back for further review at a future Board meeting. She also requested that Biotechnology 1H, Biotechnology 2H, and Biotechnology 3H be removed from Action Item 2A for additional review and consideration at a later meeting.

G. PTA COUNCIL REMARKS

H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

San Francisco Federation of Adult Educators – Elizabeth Bales, President of SSFAE, addressed the Board to share updates from the adult education program. She described a challenging year marked by uncertainty affecting students, many of whom are immigrants balancing work, family responsibilities, and schooling. She noted that external factors, including economic pressures and immigration-related fears, have contributed to fluctuating attendance and increased barriers for students.

Despite these challenges, she emphasized that adult education staff continue to adapt by pivoting programs and responding to evolving student needs. She concluded by noting the ongoing resilience of the adult education community

South San Francisco Classroom Teachers Association – Shari Giusti, President of SSFCTA, reflected on the close of the 2025–26 school year and noted both opportunities and concerns for the district moving forward. She expressed appreciation for increased communication with district leadership but raised concerns about upcoming changes in special education, particularly the expansion of co-teaching models.

Ms. Giusti emphasized the need for more comprehensive training and collaboration time for teachers to effectively support implementation before the new school year begins. She also raised concerns about working conditions, including reports of insufficient support, scheduling issues, and instances where special education teachers are being pulled into non-instructional duties.

Additionally, she highlighted ongoing concerns about workplace climate, including allegations of retaliation tied to grievance filing and broader issues of staff dissatisfaction at certain school sites. She urged the district and Board to ensure that contractual protections are followed and offered to meet with trustees for further discussion over the summer.

California School Employees Association Chapter 197 – None

I. PERSONNEL COMMISSION

Mr. Hannon announced that the next Personnel Commission meeting will be held on Monday, June 15, 2026 at 5:00 p.m. in the district office board room.

J. ITEMS FROM THE BOARD

Trustee Lam announced a new literacy initiative launching at 8:00 a.m. the following morning at Sunshine Gardens, in partnership with the Kiwanis Club. The project aims to distribute books to students to encourage reading over the summer. She acknowledged and thanked the Kiwanis Club as well as Sunshine Gardens staff including Literacy Coordinator Lindsay Summers and Principal Gonzalez. She also recognized support from the Asian Pacific American DNA group at Genentech for assisting with book collection and donations.

K. SUPERINTENDENT'S REPORT

- a. **Golden Apple/Retirees Ceremony** – Dr. Moore opened by reflecting on the 39th Annual Golden Apple and Retirement Celebration held last week, describing it as a joyful and meaningful event. The celebration featured music, laughter, families, colleagues, flowers, handmade signs, and widespread appreciation for district employees.

She shared that the district honored 29 retirees, recognized staff members reaching service milestones of up to 40 years, and celebrated 10 Golden Apple recipients. These individuals were highlighted for their dedication, care, and impact on students and the broader community.

Dr. Moore emphasized that the event served as a powerful reminder of the lasting ripple effect staff have on students, families, and the South San Francisco Unified community, expressing deep gratitude for all who contribute to making the district a special place.

- b. **End of Year/ Promotions & Graduations** – Dr. Moore spoke about the

upcoming promotion and graduation season, noting a strong sense of excitement and pride across the district. She highlighted these ceremonies as some of the most meaningful moments of the school year, as they reflect not only academic achievement but also students' perseverance, growth, resilience, and character.

She expressed appreciation for the dedication of educators, staff, families, and community members whose encouragement and support help students reach these milestones. Dr. Moore also noted that students continue to demonstrate the district's "portrait of a graduate" qualities, including leadership, creativity, determination, and a focus on future goals.

She acknowledged the wide range of post-secondary pathways students are pursuing, including college, career pathways, military service, and other opportunities. Finally, she thanked school staff working behind the scenes to prepare celebration events and shared anticipation for celebrating with the community in the coming week.

- c. **Counseling & Induction Highlights** – Dr. Moore highlighted the continued growth and evolution of the district's counseling program, noting that although a formal presentation was not held this year, the work remains strong and expanding across South San Francisco Unified.

She emphasized efforts to build a proactive, vertically aligned K–12 counseling system focused on student wellness, college and career readiness, and whole-child support. Dr. Moore pointed to data showing positive growth, including increased financial aid completion rates, expanded mental health supports, and stronger systems designed to support students academically, socially, and emotionally.

She encouraged the community to review the full counseling program presentation posted on the board meeting webpage, noting it reflects the important work counselors are doing every day to support students.

Dr. Moore also referenced a previously shared update on the district's induction program for new teachers, highlighting the mentorship, coaching, and reflective practices that support educator development and growth in service of students. She similarly encouraged the community to review that presentation in the May 7th board meeting materials.

- d. **Kent Awards** – Dr. Moore proudly recognized South San Francisco Unified School District staff and programs honored at the San Mateo County J. Russell Kent Awards and Emily Garfield Awards Celebration.

She shared that the district received four Kent Awards, which recognize

innovative programs that support student success across the system. In addition, Westborough Middle School psychologist Angel Gonzalez received the Emily Garfield Award for his outstanding leadership and dedication to student wellness and support.

Dr. Moore emphasized that these recognitions reflect the creativity, care, and excellence present throughout the district and expressed pride in all those who were honored. She also recognized student accomplishments as the school year wraps up, highlighting achievements in academics, arts, STEM competitions, athletics, and other enrichment activities such as TED talks, History Day, and AP coursework.

She noted that these successes reflect the district's "portrait of a graduate," showing students' growth, resilience, and engagement in their passions. She thanked students, staff, coaches, advisors, and families for their support and expressed pride in students' achievements across the district.

Trustee Richardson congratulated the El Camino High School varsity baseball team on completing a perfect 15–0 season. She recognized the team's hard work and dedication and announced that the Colts would compete in the playoffs at Lincoln High School in San Jose on May 23. She expressed pride in the team's accomplishment and wished them continued success.

- e. **Introduction of Toby Lee, Director of Facilities & Safety** – Mr. Lee thanked the Board and community for the opportunity to serve and expressed his commitment to supporting the district's schools.

Mr. Lee emphasized the importance of safe, clean, and well-maintained facilities in supporting student and staff success. He shared that his focus will be on listening, learning, building relationships, collaboration, accountability, and ensuring district facilities continue to support the educational mission. He concluded by expressing his enthusiasm for joining the community and contributing to the district's success in the years ahead.

- f. **End of Year SSFUSD Staff & Community Survey** – Dr. Moore shared that the district has been working to strengthen community communications and be more thoughtful and intentional about how information is shared. She emphasized that feedback is welcomed and encouraged.

She noted that a QR code has been provided and will also be sent out through the staff newsletter to gather input on what is working well, and

that it can be reshared for those unable to access it.

L. PUBLIC COMMENTS

Thomas Blochberger, a science teacher at South San Francisco High School and CTA representative, spoke about planned reductions in teacher positions and increases in class sizes for the 2026–27 school year. He shared that many teachers have expressed concern about the potential impact on student learning and questioned the lack of faculty involvement in discussions regarding the staffing changes. While district officials cited declining enrollment as a factor, he emphasized the importance of maintaining educational quality and argued that larger class sizes may negatively affect student outcomes. He also reflected on a previous AP Biology class with a small enrollment that achieved exceptional AP exam results, noting the value of smaller class sizes in supporting student success.

Melanie Olsen, a South San Francisco resident and district alumna, advocated for the development of workforce housing for district employees, particularly at the Foxridge School site. She noted that the site was identified in the district's long-range facilities planning efforts and described housing affordability as a significant challenge for teachers and staff. Olsen stated that high housing costs and long commutes can contribute to employee turnover and suggested that workforce housing could improve retention, strengthen school stability, and demonstrate the district's commitment to supporting its employees. She also referenced Measure T and encouraged continued discussion about the potential use of district-owned property for employee housing.

Megan Connery, an El Camino High School math teacher and CTA secretary, raised concerns about district communication systems following a recent school incident notification that she and several staff members reportedly did not receive. She explained that communication platforms currently used across the district including School Messenger, Infinite Campus, ParentSquare, StudentSquare, Google Classroom, and Outlook distribution lists do not always appear to be aligned. Ms. Connery emphasized that timely communication is especially critical during safety-related incidents and suggested that school sites be given greater responsibility for maintaining accurate staff communication lists to ensure information reaches all employees.

Tim Hockenos, a science teacher at South San Francisco High School, expressed concern about staffing reductions within the science department. He stated that two biology teachers would be leaving, with only one replacement planned, resulting in larger biology class sizes. He also shared concerns that AP Chemistry would not be offered due to staffing changes and that he would instead be assigned to teach freshman biology. Mr. Hockenos

shared that access to advanced science courses is essential for students pursuing healthcare and STEM careers and urged the district to maintain AP Chemistry and invest in science programming that prepares students for future educational and career opportunities.

Melissa Wood-Yoshida, a South San Francisco resident, veteran teacher, and reading specialist, spoke in support of comprehensive districtwide training in evidence-based reading instruction. She stated that elementary educators and reading specialists have requested such training for many years and expressed concern that it has not been provided on a broad scale. Ms. Wood-Yoshida emphasized the importance of literacy as the foundation for learning across all subject areas and encouraged the Board to examine available resources, including state funding opportunities, to support professional development in evidence-based reading practices.

Jeremy Levine, representing the Housing Leadership Council, spoke in support of workforce housing initiatives for district employees. He highlighted the challenges school districts face in retaining educators and staff in high-cost communities and noted that employee housing has been successfully implemented in neighboring districts. Levine encouraged the Board to consider including funding for preliminary planning and feasibility discussions in future budget deliberations and suggested exploring partnerships with the City of South San Francisco and other stakeholders to advance workforce housing opportunities. He stated that such efforts could support employee retention, strengthen the district workforce, and benefit students and the broader community.

M. INFORMATION ONLY PRESENTATIONS

1. TEACHING & LEARNING

a. Alternative Education (Baden High School & SSF Adult Education)

Principal Seemaa Prasad presented educational priorities and programs in the District's Alternative Education, including Baden HS and Adult Education.

Trustee Richardson shared positive observations about Baden High School, noting that the school has continued to grow and flourish. She commended Principal Prasad's leadership and expressed appreciation for the efforts of staff in helping students feel connected to the broader District community. Trustee Richardson also highlighted the student speaker's remarks as particularly encouraging and thanked the school for creating opportunities that support student

success and belonging.

Trustee Richardson asked whether Baden students pursue opportunities such as Middle College. Principal Prasad explained that Baden students transition directly into college and career pathways, citing a recent graduate who completed an online course and entered a barbering program while attending school. She noted that students regularly matriculate into college programs, although Middle College operates as a different educational model.

Trustee Anthony expressed appreciation for the leadership demonstrated by Principal Prasad in overseeing a multi-school campus and acknowledged the dedication of teachers and staff in fostering a strong sense of belonging among students. She shared that she was deeply moved by the student speaker's comments and noted that the positive feedback reflected broader trends seen in the school's belonging data.

Trustee Anthony also commended the school for significant academic gains among student subgroups, noting that the improvements were particularly impressive despite an overall decline in performance metrics. She further praised the reduction in suspension rates, observing that the school's emphasis on belonging and restorative approaches appears to be helping students learn from mistakes and remain engaged in their education.

Trustee Anthony highlighted the growth and success of the Adult Education program, particularly given ongoing uncertainty surrounding federal funding. She applauded the program's ability to continue creating opportunities for students and expressed hope that the District could explore expanding Career Technical Education (CTE) offerings in response to strong student interest and participation.

Trustee Lam echoed colleagues' comments and expressed appreciation for staff's dedication, hard work, and commitment to students. She emphasized that the support provided goes beyond basic services, highlighting the importance of listening to students and creating safe spaces where they can feel supported.

She noted that her visits to the site this year have

broadened her understanding of continuation high schools and deepened her appreciation for the care provided to students. She also acknowledged the adult education program, commending staff for their ability to adapt and pivot as needs change.

Additionally, she referenced the progress seminar earlier in the year and participation from partner organizations such as Nova Works. She discussed broader economic shifts and the importance of supporting individuals with career training and educational opportunities to help them thrive in a changing economy.

Trustee Anthony also noted that while her perspective may not reflect the full Board's position, she felt it was important to share. She acknowledged the district's strong work around belonging and stated that, in that context, she continues to support the idea of developing an alternative high school program in addition to Baden Continuation High School. She emphasized that she intends to continue raising this idea.

Trustee Hsieh expressed appreciation for the emphasis on belonging, student voice, and relationship-centered supports for students who need additional encouragement and flexibility.

She highlighted improvements in graduation rates, reductions in suspension rates, and growth in counseling and dual enrollment opportunities, noting these as strong indicators that student supports are making a positive impact.

She also commended the adult education and transition programs, particularly the real-world learning opportunities and community-building activities that help students build confidence, skills, and hope for the future.

President Murray expressed appreciation for the mural near the adult education area, describing it as beautiful and highlighting its colors and placement near the gate.

She also reflected on the importance of alternative learning environments, emphasizing that some students learn differently and benefit from schools like Baden Continuation

High School. She connected this to the sense of belonging data, stating that it reflects students being in the right place and expressed satisfaction with that outcome.

b. **Performance Management – Special Education and Pupil Personnel**

Director Sabrina Yacoub provided an overview of the services and support offered to Special Education students, with a focus on utilizing Performance Management as a tool for performance analysis and continuous improvement.

Trustee Richardson began by reflecting on the evolution of special education services, noting how experiences for families have improved over time compared to earlier years. She emphasized the district's increased commitment to serving a broader range of student needs within general education settings.

She asked for clarification on the range of disabilities the district is able to serve within its schools. Director Yacoub responded by explaining that eligibility is determined under the Individuals with Disabilities Education Act (IDEA), which includes 13 disability categories. Students are assessed to determine whether they meet eligibility criteria under one or more of these categories.

Trustee Richardson acknowledged the complexity and cost of special education services, noting that the Board had approved approximately \$6 million in funding for the current year to support special education needs, including specialized placements and transportation. She expressed concern about staffing and resource challenges but affirmed that the district is continuing to work to meet student needs.

Director Yacoub added that there is potential for increased funding for special education in the upcoming year, noting that per-pupil funding may rise from the low \$900 range to approximately \$1,200. She indicated this would help address ongoing program costs.

Trustee Anthony expressed encouragement with the district's progress and its focus on systems-level work. She emphasized that accommodations made for students with disabilities often benefit all students, noting that this

principle applies across contexts such as classroom instruction and inclusive design.

She highlighted the importance of strengthening tier one instruction and expressed support for a shift in mindset where all students are viewed as needing support, rather than relying too quickly on referrals. She cautioned that excessive reliance on referrals can create a sense of exclusion and impact student belonging, and she encouraged more professional development to support this instructional approach.

She also raised a concern about co-teaching implementation, noting that if special education teachers are being used primarily in paraprofessional roles, it may not be an effective use of their expertise. She encouraged strengthening co-teaching practices to ensure appropriate instructional support.

Trustee Anthony emphasized the need for meaningful implementation of strong tier one instruction. She acknowledged that changes in practice can be challenging and referenced broader discussions about increases in special education diagnoses. She suggested that some diagnoses may be influenced by gaps in early instructional support rather than solely student disability.

She further noted that stronger tier one instruction could reduce future referral rates and IEP identification over time by ensuring students receive appropriate support earlier. She concluded by thanking staff for their work and acknowledging the difficulty of sustaining ongoing improvements while continuing to push for stronger foundational instruction.

Trustee Lam thanked staff for the report and expressed appreciation for the work being done by the department and its staff. She acknowledged the complexity of managing the district's systems while also meeting the diverse needs of students in special education, and expressed confidence that the work is being done effectively.

She recalled a prior interaction at South City High School and a conversation involving a TouchMath instructor. She noted that the instructor had spoken positively about

working with the district and asked for context on why external partners seem to hold the district in such high regard.

Director Yacoub responded that the TouchMath coach, who provides statewide coaching, has described the district as highly collaborative and innovative. She explained that the district partnered with TouchMath to ensure strong implementation with explicit coaching support and noted that this collaboration is now being refined as the district has adopted new curriculum.

She added that the district is now in a stronger position due to district-adopted instructional materials, reducing earlier reliance on supplemental programs to ensure consistency and legal compliance. With improved systems in place, the district is now able to redesign and refine its use of TouchMath more strategically.

Director Yacoub concluded by emphasizing that the coach described the district as open, persistent learners who are committed to improvement, and shared that similar positive feedback has been received in other districts as well, particularly regarding coaching and instructional implementation.

Trustee Hsieh thanked staff for the comprehensive presentation and expressed appreciation for the department's clear focus on building systems that improve outcomes for students with disabilities while centering belonging, access, and inclusion.

She highlighted being especially encouraged by the team's focus on improving learning outcomes, IEP compliance, co-teaching practices, instructional coherence, and ensuring access to grade-level curriculum in the least restrictive environment.

She also praised the detailed systems approach outlined in the presentation materials, including the use of structured data tracking. She described this as strong, systematic thinking that supports continuous improvement.

Trustee Hsieh further noted the alignment of this systems work with the district's graduate profile, "graduate, learn,

navigate, thrive, and impact” and emphasized that this alignment reflects intentional and thoughtful planning.

President Murray noted that she is glad Director Yacoub joined the district when she did and commended the strong work done over the years. She then shared a personal reflection, noting that her nephew, who is autistic and has learning differences, recently graduated from San Francisco State University with a bachelor’s degree in life sciences. She highlighted his achievement as the result of significant hard work. She connected this personal example to the broader work of the department, emphasizing that their efforts directly support student success and long-term outcomes. She concluded by stating that discussions of equity include the work being done by the department.

N. PRESENTATION WITH POTENTIAL ACTION – None

P. CONSENT AGENDA

Trustee Lam referenced the agenda item listed under professional services agreements under \$25,000, specifically a new agreement with Sterling Volunteers for background checks for cleared volunteers. She requested a brief summary, noting that the item relates to broader safety systems to be discussed later in the meeting.

Dr. Garcia explained that the district is moving forward with the service to improve both campus safety and the volunteer onboarding process. He noted that the current process requires families to move between the school and district multiple times, and the new system is intended to streamline and simplify that process by reducing redundant steps and improving efficiency. Trustee Lam thanked him for the clarification.

MOTION #273 (Anthony/Hsieh) to approve 1a. Minutes of the April 23, 2026 Regular Board Meeting; 1b. Minutes of the May 2, 2026 Special Meeting/Board Workshop; 2a. ECHS Track & Field team to participate in the CIF State Championships in Clovis, CA, May 29 – 30, 2026; 2b. PHMS staff member to attend the [National Mariachi Education Workshop](#) in Las Vegas, NV, June 22 – 26, 2026; ~~2c. SSFHS staff and students to attend the Performing Arts Tour in Southern California, January 15—18, 2027;~~ 2d. MOU with San Joaquin County Office of Education (CODESTACK) for the 2026–2029 school years; 3a. Certificated Personnel Assignment Order; 3b. Classified Personnel Assignment Order; 3c. MOU with SSFCTA – Career Technical Work Experience Education (CTWEE) for the 2026-27 school year; 3d. MOU with SSFCTA – College and Career Access Pathways (CCAP) Partnership Program (Evaluation) for the 2026-27 school year; 3e. MOU with SSFCTA – College and Career Access Pathways

(CCAP) Partnership Program (No Evaluation) for the 2026-27 school year; 3f. MOU with SSFCTA – Specialized Secondary Programs (SSP) Emergency Response Pathway for the 2026-27 school year; 4a. Purchase Order Listing, April 2026; 4b. Declaration of Surplus Items; 4c. Warrant Register, April 2026; 4d. Cash Receipts, April 2026; 4e. Gifts to the District; 4f. Fundraising Events; 4g. Professional services agreements under \$25,000. Motion Carried. (Unanimous)

The Board recessed at 8:25 p.m. and reconvened at 8:35 p.m.

INFORMATION/DISCUSSION

1. BUSINESS SERVICES

a. May Revision of the Governor's Budget

Assistant Superintendent, Mr. O provided an update on Governor Gavin Newsom's 2026–27 May Revision budget proposal, which was released on May 14, 2026. He explained that the May Revision represents the Governor's final opportunity to revise economic projections before the State budget is adopted in June and noted that District staff attended a School Services of California workshop earlier that day to review the proposal and prepare for development of the District's 2026–27 budget.

Mr. O shared that the Governor emphasized California's strong economy and proposed balanced budgets for both 2026–27 and 2027–28. He explained that the proposal does not include major new ongoing programs, but instead focuses on strengthening reserve accounts and reducing projected structural deficits through spending reductions, fund shifts, and revenue solutions.

He also reviewed concerns regarding the continued underfunding of the Proposition 98 minimum guarantee. Although the proposed withholding amount for 2025–26 was reduced from \$5.6 billion to \$3.9 billion, Mr. O noted that education organizations continue to oppose the proposal because they believe it effectively underfunds schools.

Regarding education funding, Mr. O explained that the Governor proposes fully funding the Local Control Funding Formula (LCFF) for 2026–27, including a 2.87% Cost-of-Living Adjustment (COLA), along with an additional 1.4% "Super COLA" specifically for LCFF funding. However, he

noted that the additional funding would require districts to provide up to 14 weeks of fully paid pregnancy disability leave for certificated and classified employees, which would create another unfunded mandate for community-funded districts like SSFUSD that primarily rely on property tax revenue rather than State attendance-based funding.

Mr. O also highlighted several other proposed education investments, including additional deposits into the Proposition 98 Rainy Day Fund, stabilization funding for the Expanded Learning Opportunities Program (ELO-P), and a proposed 43% increase in the Special Education base rate from \$917 to \$1,340 per ADA.

In addition, he reviewed proposals to increase the Student Support and Professional Development Discretionary Block Grant, maintain funding for the Learning Recovery Emergency Block Grant, and continue full funding for California's Universal Meals Program, including additional one-time funding for kitchen infrastructure and training grants.

Mr. O concluded by reminding the Board that the May Revision remains a proposal and that negotiations between the Legislature and Governor will continue before the final State budget is adopted in June.

Trustee Richardson noted she did not have many questions but referenced a discussion from a recent town hall regarding approximately \$157 million in state funding that has not yet been returned, related to Prop 98 "settle-up" adjustments. Mr. O responded by explaining that, in the May Revision, the state is repaying a portion of prior-year settle-up obligations, with additional adjustments expected to be reflected in a future budget cycle depending on state revenue. He clarified that these figures relate to statewide totals rather than allocations specific to the district.

Trustee Richardson asked for clarification on whether a referenced \$38 million payment had already been received and how it related to the overall \$157 million figure. Mr. O explained that the settle-up amounts discussed (including figures such as \$5.6 billion revised to \$3.9 billion, and a separate \$1.9 billion repayment) are statewide figures and not district-specific allocations. Trustee Anthony interjected

to clarify that the figure Trustee Richardson referenced may be related to VLF (Vehicle License Fee) revenues rather than the Prop 98 settle-up discussion. Mr. O confirmed that the topic being referenced was different.

Trustee Lam raised concerns about recent communications from CSBA and other organizations regarding Prop 98 “settle-up” payments and allegations of withheld state education funding. She noted that while the statewide settle-up amount has decreased, it remains significant, and asked how such funding issues might affect the district, even though it is a community-funded (basic aid) district. Mr. O explained that Prop 98 settle-up fluctuations do not directly impact the district because it is community funded. He noted that the effects are primarily felt by approximately 90% of California school districts that rely on state funding.

Trustee Lam asked a follow-up question regarding whether potential policy changes such as the “pregnancy provision” mentioned would have an impact. Mr. O responded that such changes could have a significant effect, describing them as unfunded mandates. He explained that the district would be required to implement certain programs or services without receiving corresponding state funding, similar to other mandates such as transitional kindergarten (TK), which are not fully funded for community-funded districts.

Trustee Lam then asked whether changes to special education funding, including an increase in the base rate for special education students, would benefit the district. Mr. O confirmed that it would provide some benefit, noting that the district currently contributes over \$32 million from the general fund to support special education. He added that while the additional funding would not fully offset costs, it would help reduce the overall burden.

Trustee Lam acknowledged the limitations of the offset and reiterated concern about funding not fully reaching special education priorities. She then commented on the Vehicle License Fee (VLF) funding, noting that while it is separate from the district’s direct funding structure, ongoing issues in that area could have downstream effects on cities and local services. She emphasized that she wanted to flag the issue for future discussion.

President Murray thanked staff for the report and stated that Prop 98 funds are being illegally withheld from California schools and not being fully paid out as required under the state constitution.

ACTION

1. ADMINISTRATION

a. Adoption of Policies for the November 3, 2026 Governing Board Election and Resolution No. 26-53 Calling for an Election of Three (3) Governing Board Members

President Murray referenced the need to clarify how candidate statement costs are handled under the current bylaw.

Trustee Anthony explained that candidate statement costs involve a filing fee and prorated translation/processing costs that are distributed based on the number of candidates countywide. She suggested that the district could consider reimbursing candidates, potentially with a cap, to encourage participation, while acknowledging concerns about cost variability and governance limits.

Trustee Lam noted that while she understood the intent to support candidates, she was concerned about setting expectations that could effectively require the district to cover all candidate statement costs. She suggested the idea of capping reimbursement and emphasized the need to limit fiscal exposure while still encouraging participation.

Trustee Hsieh asked what Trustee Anthony's recommendation would be for structuring the approach.

Trustee Richardson raised concerns about potential unlimited liability if large numbers of candidates ran, referencing past elections with many candidates. She questioned whether the district should be responsible for covering all candidate statement costs and expressed hesitation about adopting such a policy.

President Murray clarified that the original intent was to

remove financial barriers and encourage more candidates to run, especially in cases where candidates run unopposed.

Trustee Richardson responded that the board had previously declined to increase stipends, which she believed would have also helped candidate participation. She cautioned against expanding district financial responsibility and noted election-related costs are typically part of a candidate's campaign expenses.

President Murray responded that she believed removing the upfront cost could increase candidate participation.

Trustee Anthony suggested a possible compromise, such as a capped reimbursement amount (e.g., \$200 per candidate), but noted uncertainty about whether such a structure is allowed under the current election process.

Dr. Moore clarified that the current bylaw language states the district "shall" pay or reimburse candidate statement costs, and that the election process does not provide a mechanism for partial reimbursement outside of that structure.

Trustee Anthony acknowledged the limitation and noted the bylaw may need to be revised if partial reimbursement is not allowed under election procedures.

Trustee Hsieh asked for confirmation on whether the bylaw would need to be updated if the district chose a candidate-pay model.

Dr. Moore confirmed the bylaw requires the district to pay or reimburse these costs and that candidates may be required to pay estimated prorated costs in advance, consistent with election code.

Trustee Lam suggested exploring a separate assistance fund for candidates who may need financial support, while assuming candidates would generally be responsible for the full cost. She noted logistical challenges with administering such a process through the district.

President Murray questioned the original rationale for full district payment and acknowledged uncertainty about the

intent behind it, reiterating that the goal had been to encourage more candidates to run.

Trustee Anthony stated that given the bylaw's "shall" language, the district is currently obligated to pay, but suggested revisiting the policy at the bylaws committee. She proposed changing the language so the board would determine the approach each election cycle.

Dr. Moore confirmed there was sufficient time to bring the item back for further discussion at the June 11 meeting.

MOTION #274 (Richardson/Hsieh) to adopt the policies for a 200-word limit on a candidate's statement, require candidates to pay for their statement, and in the event of a tie select the candidate by lot; and adopt Resolution #26-53 calling for the November 3, 2026 Governing Board election for Trustee Areas C, D, and E. (no vote taken)

MOTION #275 (Richardson/Hsieh) to withdraw Motion #274. Motion carried. (Unanimous)

MOTION #276 (Anthony/Hsieh) to pull the item from consideration and bring it back for further discussion at the June 11 meeting, including review of the relevant board bylaw. Motion carried. (Unanimous)

b. Resolution No. 26-54 for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Month

Resolution was read by Trustee Lam.

MOTION #277 (Richardson/Hsieh) to adopt Resolution #26-54: in support of 2026 LGBTQ+ Pride Month. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

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

MOTION #278 (Lam/Hsieh) to approve the following new and updated District's Board Bylaw and Policies and waive a second reading. Motion Carried. (Unanimous)

1. BP 4000 - Concepts and Roles

2. BP 5000 - Concepts and Roles
3. BP 5020 – Parent Rights and Responsibilities
4. BB 5117 - Interdistrict Attendance
5. BP 5138 - Conflict Resolution/Peer Mediation
6. BP 4119.21 - Professional Standards
7. BP 4119.24 - Maintaining Appropriate Adult Student Interactions
8. BP 4156.3 - Employee Property Reimbursement
9. BP 4219.21- Professional Standards
10. BP 4219.24 - Maintaining Appropriate Adult Student Interactions
11. BP 4256.3 - Employee Property Reimbursement
12. BP 4319.21 - Professional Standards
13. BP 4319.24 - Maintaining Appropriate Adult Student Interactions
14. BP 4356.3 - Employee Property Reimbursement

2. TEACHING & LEARNING

a. Approval of CTE Course Revisions

MOTION #279 (Anthony/Hsieh) to approve the revised Career Technical Education (CTE) courses minus biotech 1H, 2h and 3 for pilot implementation during the 2026–2027 school year, with full implementation beginning in the 2027–2028 school year. Motion Carried. (Unanimous)

b. Approval of New Course – Baden HS

MOTION #280 (Anthony/Richardson) to approve E9W, an integrated English and career-exploration course at Baden High School for implementation beginning in Summer 2026. Motion Carried. (Unanimous)

c. Approval of New Courses – Adult Transition Program

Trustee Anthony commented that it's really great to see this alignment and change.

MOTION #281 (Hsieh/Richardson) to approve Vocational & Life Skills (Life Skills: Work, Community, and Safety), Community Based Instruction & Work-Based Learning (Employment Skills & Training), Functional Literacy & Communication, and Functional Mathematics for Independent Living. Motion Carried. (Unanimous)

d. Approval of Agreement with Parmer Mandelbaum Law

MOTION #282 (Anthony/Richardson) to approve the agreement with Parmer Mandelbaum Law for independent investigation services related to the complaint regarding the District's ethnic studies curriculum in an amount not to exceed \$30,000. Motion Carried. (Unanimous)

e. Approval of a 2-Year Renewal Agreement with DocuSign

Trustee Anthony noted that each envelope costs approximately \$7, and emphasized the importance of careful completion of paperwork (e.g., ensuring signatures are included) to avoid unnecessary costs to the district. She added that errors can result in multiple mailings and additional district expense.

MOTION #283 (Richardson/Anthony) to approve the renewal agreement with DocuSign for 2026-2028 in the amount of \$117,207.84. Motion Carried. (Unanimous)

3. STUDENT & FAMILY SERVICES

a. Disposal of Obsolete Instructional Materials

MOTION #284 (Hsieh/Richardson) to approve the destruction of Class 3 disposable student records dated prior to the 2021–2022 school year, in accordance with state guidelines and the District's records retention policy. Motion Carried. (Unanimous)

b. Approval of the MOU with Daybreak Health

Trustee Anthony commended the work, noting it is impressive to see the access being provided to students and families, and thanked staff for continuing and proposing the effort.

MOTION #285 (Richardson/Anthony) to approve the MOU with Daybreak Health to support South San Francisco Unified School District students for the 2026–2027 school year in the amount of \$138,300. Motion Carried. (Unanimous)

c. Approval of the Contract with Crystal Communications

Trustee Richardson asked for clarification on the approved walkie-talkies, inquiring whether the system is a digital program and how it functions. She asked if the radios are internet-connected and who they facilitate communication for, including whether they are used between schools and the district office and within sites.

Dr. Garcia explained that the purchase is for digital radios and stations for each school site, replacing obsolete equipment, and that the system supports communication between schools and the district office as well as within schools.

Trustee Lam asked about ongoing licensing and maintenance, specifically whether costs return annually for board approval or are included in the service agreement.

Mr. O responded that there is typically ongoing annual maintenance, which is usually renewed administratively and not brought back to the board each year, assuming satisfaction with the service.

MOTION #286 (Anthony/Hsieh) to approve the one-time purchase of emergency radio equipment from Crystal Communications for the 2026–27 school year in the amount of \$107,564.77, and an anticipated ongoing annual cost of \$13,239.60 for maintenance and licensing services in subsequent school years. Motion Carried. (Unanimous)

d. Approval of the Contract with Critical Response Group

Trustee Lam noted that the mapping item appears to align with the upcoming safety platform item. She explained that the proposal includes a one-time cost to create updated high-resolution maps of all campuses and asked how future updates would be handled, particularly in the event of new construction or facility changes funded through bonds.

Dr. Garcia responded that the current scope is to map existing facilities, and that if new buildings or additions occur in the future, only those changes would need to be updated or reassessed rather than remapping all sites.

MOTION #287 (Lam/Richardson) to approve the one-time purchase of a GIS-based Collaborative Response Graphics digital layered mapping solution from Critical Response Group in the amount of \$99,888.75. Motion Carried. (Unanimous)

e. Approval of the Contract with CENTEGIX

Shari Giusti, raised concerns regarding the proposed Centegix Alert system and the expectation that teachers wear alert badges. She noted that SSFCTA has historically opposed systems that track staff locations, expressing concern that such monitoring could undermine trust in employees. She referenced information in the report indicating that the system can identify the location where an alert is initiated using interactive campus maps and questioned whether this effectively tracks staff locations. She also noted that the report states the system is used for medical emergencies, safety threats, and behavioral situations 98% of the time, and expressed concern about its use in other circumstances. Additionally, she cited comments from another district highlighting the system's ability to identify both the location and the individual initiating an alert. Ms. Giusti stated that she believes implementation of the system would constitute a significant change in working conditions and should be negotiated with labor partners.

Trustee Richardson sought clarification regarding the purpose of the system, how it functions, and who would use it. Dr. Garcia explained that the wearable alert badges are designed to allow staff to quickly summon assistance during emergencies. When activated, the system uses campus beacons and digital mapping to identify the precise location of the emergency. He emphasized that staff are not continuously tracked; location information is only provided when an alert is activated.

Dr. Campbell shared her experience using the system in another district, noting that it can be used to respond to emergencies such as medical incidents, fights, fires, or intruders. She explained that badges are issued to adults on campus and are intended to expedite emergency response.

Dr. Moore cited an example from a neighboring district where the system helped first responders quickly locate and assist an educator experiencing a medical emergency, highlighting its potential safety benefits.

President Murray commented that the system appeared to function as a safety tool rather than a tracking device and noted similarities to existing visitor badge requirements used on school campuses.

Trustee Lam asked questions regarding privacy protections, false alarms, and long-term implementation. Dr. Garcia confirmed that no student data would be shared through the system and explained that multiple button presses are required to activate an alert, helping reduce accidental activations. He added that staff training would be provided to support effective use of the system.

Trustee Anthony expressed support for the proposal but suggested that discussions with labor partners regarding implementation would be beneficial. She made a motion to bring the item back for a future meeting after those conversations occurred however, the motion did not receive a second and therefore failed.

Trustee Hsieh asked for clarification on how agenda items C, D, and E are connected within the Centegix safety initiative. She noted that the mapping system, Centegix platform, and volunteer-related contract appear to be interdependent, and asked what the mapping component specifically refers to. Dr. Garcia explained that the mapping system (CRG mapping) is used to pinpoint the location of activated beacons within the Centegix system. He clarified that the Centegix platform, mapping system, and Sterling volunteer management contract are all integrated components of the overall safety system.

Trustee Hsieh asked whether all components would move forward together if approved. Dr. Garcia confirmed that the intent is for all components to be implemented together so they can function as an integrated system. He added that the goal is to complete implementation over the summer in order to train staff and have the system ready for fall rollout.

MOTION #288 (Hsieh/Murray) to approve the contract with

CENTEGIX for the purchase of the CENTEGIX Safety Platform, including CrisisAlert, Safety Blueprint, and Visitor Management, for a five (5)-year term in the amount of \$890,360. (AYES: Murray, Anthony, Hsieh, Lam; NOES: Richardson). Motion Carried 4-1.

4. BUSINESS SERVICES

a. Approval of Agreement ProTech Consulting and Engineering, Inc.

MOTION #289 (Richardson/Hsieh) to approve the agreement with ProTech Consulting Engineering, Inc. to provide Hazardous Materials Consulting Services for the Spruce Elementary School Modernization Project in the amount of \$52,620. Motion Carried. (Unanimous)

b. Approval of Amendment #1 with Pinelli Construction Inspection, Inc.

MOTION #290 (Richardson/Hsieh) to approve Amendment #1 to the agreement with Pinelli Construction Inspection, Inc. for additional inspector of record services for the Westborough Middle School Field and Pavement Improvements project in the amount of \$4,680. Motion Carried. (Unanimous)

c. Approval of Agreement with Kier+Wright Civil Engineers and Surveyors, Inc.

MOTION #291 (Richardson/Hsieh) to approve the agreement with Kier+Wright Civil Engineers and Surveyors, Inc. for expanded topographic survey and boundary locating services for the South San Francisco High School Modernization Project in the amount of \$48,250. Motion Carried. (Unanimous)

d. Approval of Agreement with All City Management Services

Trustee Anthony noted that in Redwood City, crossing guards are funded by the city rather than the school district, and suggested exploring whether the City could similarly contribute toward crossing guard costs.

President Murray responded that it was an interesting idea, with reference to a subcommittee meeting.

MOTION #292 (Richardson/Hsieh) to approve the agreement with All City Management Services for crossing guard services for the 2026–27 school year at Monte Verde Elementary School, Los Cerritos Elementary School, Ponderosa Elementary School, Spruce Elementary School, Sunshine Gardens Elementary School, and Junipero Serra Elementary School in the amount of \$162,518.40. Motion Carried. (Unanimous)

e. Approval of Proposal with Cumming Group

MOTION #293 (Richardson/Lam) to approve the proposal for Project/Construction Management Services to Cumming Group to support the Special Education Classrooms Alteration Project at South San Francisco High School and the HVAC Replacement Project at Skyline Elementary School in the amount of \$192,602. Motion Carried. (Unanimous)

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

Trustee Richardson suggested adding school uniforms as a topic for discussion or presentation, noting parent concerns about middle school students not wearing uniforms and observing changes in student dress over time. She asked what schools are implementing uniform policies.

President Murray noted that schools generally manage uniform practices locally. She added that schools have programs to provide or pass down uniforms for students in need and indicated that Dr. Moore could provide information to her. President Murray emphasized that uniform decisions are made at the school level rather than by the district.

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 and approval for 2026-27
- Presentation on SLO MOU with student data
- 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 highlighted staff recognition at Sunshine Gardens in connection with the Russell Kent Awards, as well as student scholarship achievements at an awards night where Rotary-supported funding was distributed to students. She also acknowledged the presence of the student trustee, Jaimelyn Ochoa, at the event. Trustee Richardson spoke about the Golden Apple event at the new library describing it as an opportunity to recognize teachers and staff. She also spoke about the Rotary's 75th anniversary gala, noting the participation of the district jazz ensemble and the organization's ongoing support for educators and community initiatives, including classroom funding contributions and charitable giving. Additionally, she highlighted the 10th anniversary of the Middle College program at Skyline, recognizing student achievements presented by Director Goodman. Finally, she referenced a presentation by the county manager regarding Vehicle License Fee (VLF) funding issues affecting San Mateo County and potential legislative efforts involving state representatives. She concluded by wishing the community a pleasant Memorial Day holiday.

Trustee Anthony recognized winners of the Kent awards. She specifically acknowledged Ellen Colvig and the team at Alta Loma Middle School for the Sown to Grow program, the Westborough Middle School team for their integrated PE program, the Ponderosa PAUSE program, and the elementary science cohort led by Jen Rosse. She also recognized Angel Gonzalez for receiving the Garfield Award and noted the overall strong showing by South San Francisco School

District at the Kent Awards. She concluded by looking ahead to upcoming graduations, expressing excitement for the end of the school year and wishing everyone a good weekend.

Trustee Lam added that, in addition to earlier recognitions shared by Trustees Richardson and Anthony, some board members attended a San Mateo County Office of Education board meeting. She noted that El Camino High School was recognized as a California Distinguished School. She also highlighted recognition of Director Cruz for his long-standing work coordinating folklórico-related events, including his involvement with ballet folklórico programming. She concluded by wishing everyone a happy Memorial Day weekend and looking forward to upcoming graduations.

Trustee Hsieh noted her attendance at several end-of-year events, including the El Camino senior awards, a celebration recognizing South City students, the Middle College celebration with Trustee Richardson, and the Golden Apple event. She described these activities as meaningful and positive celebrations and concluded by thanking participants and wishing everyone a great summer.

President Murray noted attending many of the recent end-of-year events and expressed hope for meaningful graduation celebrations in the coming week. She offered encouragement to graduates, urging them to believe in themselves, continue learning, and keep challenging themselves, and extended congratulations and pride in their accomplishments. She also congratulated San Mateo County Office of Education representative Edith Aras on earning her PhD, noting that she was celebrated alongside her daughter, a South San Francisco High School graduate who received her master's degree. President Murray concluded by wishing everyone a wonderful summer.

ADJOURNMENT – 9:48 p.m.