

APPROVED

MINUTES OF THE SAN MATEO COUNTY BOARD OF EDUCATION

Meeting Date: May 20, 2026

Meeting Location: San Mateo County Office of Education
101 Twin Dolphin Dr.
Redwood City, California 94065

Board Members Present: Susan Alvaro (remotely), Edith Arias,
Chelsea Bonini, Beverly Gerard, Mike
O'Neill, Patricia Love, Hugo Torres

County Attorney Present: Gina Beltramo, Lead Deputy County Attorney

Staff Officials Present: Marco A. Chávez, Superintendent;
Jennifer Perna, Executive Assistant

Other Staff Present: Kevin Bultema, Tami Moore, Kris Shouse,
Jae Takahashi, Mary Yung

1. OPENING ITEMS

A. Call to Order

Board President Hugo Torres called the meeting to order at 5:30 p.m.

Board President Torres noted Board Member Alvaro would be attending remotely due to a disability accommodation.

B. Approval of Agenda

After a motion by Board Member O'Neill and a second by Board Member Gerard, the May 20, 2026, agenda as presented was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved, by roll call vote.

2. PUBLIC COMMENT

There were no members of the public wishing to address the Board.

3. **EMPLOYEE OF THE MONTH**

- A. May 2026 Employee of the Month Tracy Bonaduce, Behavioral School Psychologist, Educational Services Division

Board President Torres recognized the May 2026 Employee of the Month Tracy Bonaduce, Behavioral School Psychologist, Educational Services Division, and honored her on behalf of the Board.

4. **2026 PRESENTATION TO HONOR VOLUNTEERS IN RECOGNITION OF NATIONAL VOLUNTEER MONTH AND THE RECOGNITION AWARD WINNERS**

- A. Recognition of 2026 San Mateo County Office of Education Student Program Award
- B. Recognition of 2026 Volunteers from the Court and Community School Sites
- C. Recognition of 2026 Youth Climate Ambassador Program Volunteers
- D. Recognition of 2026 Environmental Youth Leadership Summit Volunteers
- E. Recognition of 2026 San Mateo County Tobacco Education Coalition Youth Advisory Group (YAG) Leaders
- F. Recognition of 2026 Tobacco Education Coalition Public Service Announcement (PSA) Winners
- G. Recognition of 2026 California Distinguished Schools Honorees
- H. Recognition of 2026 California Green Ribbon School Award Winners
- I. Recognition of 2026 San Mateo County Outdoor Education Cabin Leader of the Year
- J. Recognition of 2026 Art Takes a Bus Ride Winners
- K. Recognition of 2026 Special Education Local Plan Area (SELPA) Appreciation Award Winners
- L. Recognition of Martín Cruz Barajas, Coordinator and Host, 2026 El Sonido del Orgullo Student Mariachi and Folklórico Event

Superintendent Chávez introduced the 2026 presentation to honor volunteers in recognition of National Volunteer Month and the recognition award winners.

On behalf of the Board, Board President Torres and Superintendent Chávez honored the following groups of volunteers:

- Recognition of 2026 San Mateo County Office of Education Student Program Award
- Recognition of 2026 Volunteers from the Court and Community School Sites
- Recognition of 2026 Youth Climate Ambassador Program Volunteers
- Recognition of 2026 Environmental Youth Leadership Summit Volunteers
- Recognition of 2026 San Mateo County Tobacco Education Coalition Youth Advisory Group (YAG) Leaders
- Recognition of 2026 Tobacco Education Coalition Public Service Announcement (PSA) Winners

Board President Torres and Superintendent Chávez then honored the following recognition award winners:

2026 PRESENTATION TO HONOR VOLUNTEERS IN RECOGNITION OF NATIONAL VOLUNTEER MONTH AND THE RECOGNITION AWARD WINNERS (continued)

- Recognition of 2026 California Distinguished Schools Honorees
- Recognition of 2026 California Green Ribbon School Award Winners
- Recognition of 2026 San Mateo County Outdoor Education Cabin Leader of the Year
- Recognition of 2026 Art Takes a Bus Ride Winners
- Recognition of 2026 Special Education Local Plan Area (SELPA) Appreciation Award Winners
- Recognition of Martín Cruz Barajas, Coordinator and Host, 2026 El Sonido del Orgullo Student Mariachi and Folklórico Event

5. 2026 RECEPTION TO HONOR VOLUNTEERS IN RECOGNITION OF NATIONAL VOLUNTEER MONTH AND THE RECOGNITION AWARD WINNERS

- A. 2026 Reception to Honor Volunteers in Recognition of National Volunteer Month and the Recognition Award Winners

The meeting was recessed at 6:20 p.m. for a reception to honor the volunteers in recognition of National Volunteer Month and the recognition award winners.

The meeting resumed at 7:02 p.m.

6. CLOSED SESSION: INTERDISTRICT ATTENDANCE APPEAL 26-10 (IAA-26-10)

- A. Hear Interdistrict Attendance Appeal 26-10 (IAA-26-10) Filed on Behalf of a Student Currently Residing in the Mountain View Whisman School District, but Requesting to Attend School in the Woodside School District

At 7:02 p.m., Board President Torres announced the meeting would move into Closed Session to hear Interdistrict Attendance Appeal 26-10 (IAA-26-10), filed on behalf of a student currently residing in the Mountain View Whisman School District, but requesting to attend school in the Woodside School District.

7. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Actions Taken in Closed Session

The Board reconvened in Open Session at 8:36 p.m.

Board President Torres reported that after a motion by Board President Torres and a second by Board Member Gerard, IAA-26-10 was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved through the eighth grade, by roll call vote.

8. **APPROVAL OF MINUTES**

A. May 6, 2026, Regular Board Meeting

After a motion by Board Member Gerard and a second by Board Member Alvaro, the Minutes of the May 6, 2026, Regular Board Meeting were unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved, by roll call vote.

9. **CONSENT AGENDA**

B. Receive Staffing Reports

C. Adopt Resolution No. 26-29 Regarding Expenditures of Education Protection Account Funding

D. Adopt Resolution No. 26-30 Authorizing 2025-2026 Budgetary Increases, Revisions, and Transfers at Year End

E. Adopt Resolution No. 26-31 Authorizing Temporary Borrowing ("Bridge Loans") in 2026-2027 for Small School Districts with Average Daily Attendance (ADA) of 901 or Fewer

F. Adopt Joint Resolution No. 26-32 Recognizing June 2026 as LGBTQ+ Pride Month

G. Adopt Joint Resolution No. 26-33 Honoring San Mateo County Office of Education Certificated and Classified Employees

After a motion by Board Member Gerard and a second by Board Member Alvaro, the Consent Agenda was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved, by roll call vote.

10. **BUSINESS SERVICES DIVISION**

A. Receive Report and Updates on YMCA Camp Jones Gulch Capital Improvement Projects

Kevin Bultema, Deputy Superintendent, Business Services Division, introduced representatives from the YMCA to provide a report and updates on the YMCA Camp Jones Gulch Capital Improvement Projects.

Board Member Alvaro asked why the County Office's share of the project cost rose by \$2.8 million, suggesting the YMCA's portion might have increased by roughly \$6 million as well. The YMCA representatives explained that rising construction costs are a major factor, but the larger issue is how the staff housing village fits into long-term goals. The housing primarily serves County Office staff, so the financial responsibilities are being rebalanced. The YMCA has funded two-thirds of earlier infrastructure work and by shifting more of the housing cost to the County Office, the YMCA can focus its own investments on other camp improvements that benefit a broader range of students. This approach aligns with the shared goal of expanding access and meeting future staffing needs.

Board Member Alvaro asked for clarification that the project cost increase was not \$7–8 million, but rather an increase specific to the County Office's share. The YMCA representatives explained that

BUSINESS SERVICES DIVISION (continued)

while the County Office's portion is increasing, the YMCA is also seeing higher costs than anticipated and will be contributing an additional roughly \$2 million. They are not shifting the entire burden to the County Office, instead, they are proposing a 50-50 cost split for the staff housing component, which differs from the earlier one-third/two-thirds arrangement. The construction costs, especially at Camp Jones Gulch, are significantly higher than in typical school projects, and cost-sharing is necessary to complete the housing in a way that meets everyone's needs.

Board Member Alvaro confirmed that the increase wasn't the massive jump she initially feared. The YMCA representatives clarified that with the new 50-50 cost split for staff housing, the County Office's additional contribution is about \$2.8 million. They reiterated that this reflects higher construction costs and a rebalanced partnership, not a disproportionate shift onto the County Office.

Board Member Alvaro asked whether approving the additional funding also meant changing the original one-third/two-thirds cost-sharing agreement. Deputy Superintendent Bultema confirmed that because the YMCA is now proposing a 50-50 split for the staff-housing portion, the County Office would need a separate, amended agreement to authorize the new contribution. The timing aligns with the upcoming Budget Study Session, where they will review Fund 40 and provide updated information based on this discussion.

Board Member Alvaro summarized that when the Board votes, they will need to approve both the additional funding and a change to the original one-third/two-thirds cost-sharing agreement. Deputy Superintendent Bultema confirmed this was accurate, explaining that the Board must formally approve the project and its budget, and a revised agreement detailing the new terms would be brought back, likely in June, for action.

Board Member Love asked whether the added costs and delayed timeline prompt an extension of the existing 25-year agreement, since roughly seven years have passed and the County Office is being asked to invest more money. The YMCA representatives responded that they are open to that conversation, emphasizing the long-standing partnership dating back to the 1960s and acknowledging the value of Outdoor Education at the site. They confirmed they would be willing to discuss extending the current agreement so the County Office has a longer runway on its investment.

Board Member O'Neill asked whether the County Office pays any of the camp's operating costs. The YMCA representatives confirmed it does not.

Board Member O'Neill asked about the solar panels and the electric needs of the camp. The YMCA representatives explained that the new solar field will cover only a portion of the camp's total electrical needs, while each new housing unit will also have its own required rooftop solar.

Board Member O'Neill asked about battery storage. The YMCA representatives discussed the cost implications for storage and indicated they are relying instead on generators for backup.

Board Member O'Neill raised concerns about materials and fire safety. The YMCA representatives confirmed that all new buildings will use Wildland-Urban Interface (WUI)-compliant,

BUSINESS SERVICES DIVISION (continued)

wildfire-resistant materials and be fully sprinklered, as required by CAL FIRE and Title 24. Some older structures have been upgraded while others will be addressed during future renovations.

The YMCA representatives emphasized that they view the County Office as a deeply aligned, mission-driven partner and expect the collaboration to continue far past the existing contract.

11. OFFICE OF THE SUPERINTENDENT

- A. Public Disclosure of the Collective Bargaining Agreement Between the San Mateo County Superintendent of Schools and California School Employees Association (CSEA) and its Chapter 887 for the Period of July 1, 2024 Through June 30, 2027

Kevin Bultema, Deputy Superintendent, Business Services Division, presented the public disclosure of the Collective Bargaining Agreement between the San Mateo County Superintendent of Schools and California School Employees Association (CSEA) and its Chapter 887 for the Period of July 1, 2024, through June 30, 2027.

There were no comments or questions from the Board.

- B. Public Disclosure of the Classification and Compensation Study Negotiations Agreement Between the San Mateo County Superintendent of Schools and the San Mateo County Educators Association (SMCEA)

Kevin Bultema, Deputy Superintendent, Business Services Division, presented the public disclosure of the Classification and Compensation Study negotiations agreement between the San Mateo County Superintendent of Schools and the San Mateo County Educators Association (SMCEA).

There were no comments or questions from the Board.

- C. Superintendent's Comments

Superintendent Chávez expressed gratitude to the volunteers and honorees recognized earlier in the meeting, noting that their contributions strengthen services and programs for students and families.

Superintendent Chávez wished a happy birthday to Dhanya Unni, Executive Director, District Business Services, Business Services Division, on May 11.

12. BOARD MEMBERS

- A. Discussion of Local Control and Accountability Plan (LCAP) Feedback and Board Priorities for the 2026 San Mateo County Office of Education LCAP

BOARD MEMBERS (continued)

Sarah Notch, Executive Director, Educational Innovations, Educational Services Division, shared a presentation to guide the discussion of Local Control and Accountability Plan (LCAP) feedback and Board priorities for the 2026 San Mateo County Office of Education LCAP.

Following the presentation, Board Member Love asked whether specific feedback was being requested from the Board. Executive Director Notch explained that it would be helpful to hear about the two themes noted in the presentation because they emerged strongly in earlier feedback from both board members and partner organizations. However, the team is open to receiving any comments the Board was willing to share.

Board Member Love asked why staff absenteeism appears repeatedly in reports but is not included in the five stated priorities moving forward. She wanted to know what is causing the high rate of absences, how it affects students, and what actions are planned so staff can be present and engaged in classrooms. She described how an engaged classroom has students actively participating, asking questions, and helping lead discussions, rather than passively receiving information. She has seen this level of engagement in some classrooms, but not consistently across sites.

Executive Director Notch discussed that staff absences this year were not the result of widespread, ongoing attendance problems, but rather a few significant, isolated situations that created ripple effects. One teacher resigned the day before school started, leaving a long-term vacancy that administrators and substitutes had to cover, and few other staff members had extended leaves. Those who were present ended up carrying a heavier workload, often stepping in to fill gaps because they care deeply about students. The issue was less about staff not showing up and more about supporting the people who were showing up so they weren't overburdened by unexpected vacancies.

Board Member Gerard reflected on the staffing challenges of the past two years, noting that constant turnover created instability that made it difficult for teachers and students to build meaningful relationships. She shared that in recent workshops where Court and Community School students spoke about their experiences, many emphasized how important it is to form strong, trusting connections with teachers. Because staff changes were so frequent, students couldn't rely on consistent adults, which affected their sense of stability and their overall school experience. She stressed that rebuilding and maintaining stable staffing is essential, as those relationships often continue to support students even after they leave the program.

Board Member Gerard raised a second concern focused on student transitions and the priority level of Court and Community Schools within the County Office. She explained that, based on years of observations and repeated feedback from workshops and student panels, the transition process for students leaving the Court and Community Schools is not functioning well. Although there is a designated staff member responsible for ensuring smooth transitions back to district schools, students are sometimes left without placement for weeks. She emphasized that this gap is harmful and needs to be fixed.

Board Member Gerard discussed how the Court and Community Schools are a legal responsibility of the County Office and should be treated as a top priority. She noted that if the program were stronger, staffed consistently, supported adequately, and able to transition students effectively,

BOARD MEMBERS (continued)

districts would want to send students. She urged the County Office to invest more resources, be open to new ideas, and learn from successful models in other counties which serve high-need populations yet run strong Court and Community School programs.

Executive Director Notch agreed that prioritization, intentionality, and stronger connections with districts are essential. She described a recent visit to Gateway, where Dr. Lauren Sneed, School Counselor, Educational Services Division, hosted a counseling team and an assistant principal from a partner district whose students were enrolled at Gateway and Hillcrest. The visiting team toured the site and held a transition meeting. Dr. Sneed suggested making in-person transition meetings with all district partners a regular practice to strengthen relationships and improve student transitions. Executive Director Notch emphasized that while financial investment matters, simple human connections also make a significant difference.

Board Member Bonini noted that the same core question keeps coming up about what resources are needed for Gateway to become the program the Board envisions. She emphasized that the Board is actively discussing the budget, including the fact that the County Office has reserves, and they want to understand how those funds could be used to better serve students. Although Gateway enrollment is lower, if the program were stronger, more robustly staffed, and able to demonstrate improved outcomes, districts would be more likely to send students. She referenced student feedback in the presentation and suggested that additional positions, such as a literacy specialist or more full-time math teachers, could address concerns.

Board Member Bonini emphasized a second major theme as the need for clear, consistent data about student performance and outcomes, something she feels has been missing for years. She explained that in six years on the Board, she has never seen baseline academic data, growth data, or longitudinal information showing what happens to students after they leave Gateway or Hillcrest. Without this, the Board cannot fully understand how students are doing, whether programs are effective, or where additional support is needed. She stressed that meaningful measures must be identified and used consistently. She also highlighted the importance of maximizing the limited time students spend in Court and Community Schools. Many arrive behind in literacy or math, and while credit recovery matters, foundational skill-building is essential. Small class sizes should make targeted instruction possible, but only if the program has the staffing and resources to deliver it.

Board Member O'Neill asked whether, given the ongoing staff and administrative turnover, the County Office conducts exit interviews by an outside, independent party to understand why employees are leaving. Executive Director Notch clarified that exit interviews are conducted internally by the HR department, as part of the standard process. At present, no external organization is used to conduct those interviews.

Board Member O'Neill asked what happens to exit-interview information and whether the Board could receive a summary of why employees are leaving, without names, so they can understand whether turnover is driven by pay, lack of support, family reasons, or other issues. He emphasized that knowing the patterns would help the Board address root causes of staff turnover. Superintendent Chávez explained that the County Office has never brought exit-interview data to

BOARD MEMBERS (continued)

the Board. Exit interviews are voluntary, so not all departing employees complete them. However, it is possible to explore how such information might be compiled and shared in the future.

Board Member O'Neill emphasized that exit-interview information is only useful if it leads to action. Departing employees have no reason to hold back and can provide honest feedback and the Board could review data in order to understand why people are leaving and address systemic issues. He requested that a summary be brought to the Board within a couple of months. Superintendent Chávez explained that exit-interview data has been used in Cabinet and Core Cabinet discussions to inform organizational decisions, along with results from the annual staff survey. However, this information has not previously been shared with the Board, and he reiterated that sharing a summarized version could be explored.

Board Member O'Neill asked why Career and Technical Education (CTE) seems to operate separately from Gateway, noting that other counties take Court and Community School students on numerous CTE-related field trips to local businesses. He questioned why Gateway students are not participating in similar opportunities and why CTE and Gateway appear to function in silos.

Executive Director Notch clarified that Gateway is implementing CTE, and the program is robust in its use of CTE grants and pathways. The County Office's CTE department primarily supports districts, not internal programs, which is why Gateway does not appear on their field-trip lists. Gateway conducts its own CTE activities, such as business visits and community college trips, independently. She noted that CTE has not yet been fully implemented at Canyon Oaks, but that work is planned for next year.

Board Member O'Neill asked why Gateway students couldn't join existing County Office CTE field trips, since both programs operate under the same organization. Executive Director Notch said partnering is possible. Kris Shouse, Associate Superintendent, Educational Services Division explained that Gateway and Hillcrest already run their own well-funded, internally developed CTE pathways, supported by more than \$6 million in grants over three years. She highlighted strong results, including higher attendance during CTE modules and a jump in algebra pass rates from 29% to 95% through CTE-integrated instruction. The County Office's CTE department primarily supports districts, not internal programs, which is why Gateway isn't listed on district-focused field trips. She emphasized that Gateway's CTE program is robust, expanding, and even being studied by other counties, although she acknowledged there is still work ahead to extend implementation to all sites and build systems for work-experience opportunities.

Board Member O'Neill asked whether he was misinterpreting the statement that more CTE implementation was needed. Associate Superintendent Shouse clarified that the comments in Theme 4 referred only to Canyon Oaks, which has not yet been able to offer CTE because half of its day is dedicated to therapeutic services, making the current Gateway/Hillcrest model incompatible with its schedule. She emphasized that Gateway and Hillcrest have robust CTE programs, offering multiple pathway courses and modular CTE experiences, far more than most comprehensive high schools. While students would love day-long CTE, state academic requirements and limited staffing make that impossible. Executive Director Notch reiterated that the need identified in the report was

BOARD MEMBERS (continued)

not a lack of CTE overall, but the challenge of expanding it to all sites, particularly Canyon Oaks, while still meeting academic and credit-recovery obligations.

Board Member Love raised concerns about low enrollment at Gateway and urged the Board to think not just about improving the program, but also about district demand and Gateway's long-term purpose. With only two high school districts regularly sending students, and sometimes as few as six to eight students enrolled, she questioned how Gateway can truly serve countywide needs. She suggested reexamining who Gateway is meant to serve, whether its mission should evolve, and how CTE or other alternative-learning models might fit into a broader vision. Executive Director Notch explained that the team has been conducting intentional outreach efforts with districts since last spring, gathering data on which students districts struggle to serve and what services they would use if Gateway offered them. Associate Superintendent Shouse described how the team is working with the Gateway Subcommittee to analyze district feedback, understand constraints tied to CDE licensing, and identify potential program directions. They will share district input once the Subcommittee completes its final meeting, emphasizing that the goal is to align Gateway with district needs so it can serve more students effectively.

Board Member Arias referenced a statement in Theme 5 showing 100% of students reporting they had support systems, and asked how many students were surveyed and how reliable that number was. Executive Director Notch explained that this figure came from the Hillcrest exit survey, which is administered when students are released, although releases can be sudden, meaning not all students have the opportunity to take it. This year, about 74 students exited Hillcrest, and only around 30 completing the survey. Because participation is voluntary and timing is unpredictable, the 100% reflects those who responded, not the entire student population.

Board Member Arias noted that if only some students completed the exit survey, it is unclear whether the rest have strong support systems. Executive Director Notch agreed that this is possible and explained that they rely on additional sources of information beyond student self-reports. Much of that insight comes from the transition work led by Jonas Barbour, Coordinator, Transition Services, Educational Services Division, who documents the supports students have, how those supports are strengthened, and what connections are made as part of grant reporting and transition planning. She emphasized that the 100% figure reflects only the students who chose or were able to take the survey, and that other data, both anecdotal and documented, helps build a fuller picture of each student's support network.

Board Member Arias asked whether the Hillcrest exit survey was the same document used for the formal transition plan shared among Probation, the County Office, and the districts. Executive Director Notch clarified that the exit survey is a separate tool used when students are released, mainly for gathering feedback and meeting certain program requirements. The transition plan is its own formal document used to coordinate a student's next placement and ensure all agencies are aligned. Both support the transition process, but they serve different purposes and are completed independently.

Board Member Arias asked how much family participation is involved in the transition-planning process. Associate Superintendent Shouse explained that it varies, largely depending on whether there

BOARD MEMBERS (continued)

is timely notice of a student's release. When releases happen suddenly, such as same-day decisions in court, it can be difficult to reach families beforehand. When they do have notice, staff contact parents directly, including using Spanish-speaking staff to support communication with families. The transition plan includes a parent-notification section, and both the student and parent receive a two-page document outlining where the student must report next, key contacts, and essential information for re-entry. She acknowledged that while the system works, they are continuing to refine the process.

Board Member Arias asked whether families are involved throughout a student's stay at Hillcrest, specifically whether they are supported, informed, and empowered to understand the system, their child's rights, and what the student's future might look like after leaving. Associate Superintendent Shouse explained that family involvement is currently limited, with most participation occurring during Individualized Education Program (IEP) meetings since about 85% of students have IEPs. She acknowledged that this is not ideal and families are not consistently engaged outside of those required meetings. There has been recent progress, such as parents attending CTE portfolio presentations and graduations, but broader parent education, advocacy support, and guidance on long-term impacts remain areas for growth.

Executive Director Notch shared how the ideas being discussed align with the Five Core Elements of Transition Support, particularly the element focused on institutional collaboration. Families navigating a youth's transition interact with many entities and because so many organizations are involved, the goal is to strengthen collaboration so no single agency is left carrying responsibilities alone. She emphasized the importance of clearly identifying the County Office's role in the transition process to ensure families receive coordinated, comprehensive support.

Board Member Alvaro discussed how the county is required to operate court schools but chooses to run community schools because they benefit students. The challenge is that improving community programs makes them more expensive, which can discourage districts from sending students, leading to lower enrollment and repeating the cycle. Her core concern was how to give students what they need while keeping the program affordable enough that districts continue to use it. She noted she plans to review the materials further and follow up with additional questions.

Board President Torres shared a story about a school with major staffing shortages to illustrate that without stable, qualified staff, LCAP goals are impossible to achieve. He suggested that before focusing on planning documents, the County Office needs a coordinated staffing strategy across departments to ensure strong leadership and high-quality personnel. He emphasized the importance of partnerships and collaboration with other counties and stressed that every student matters and the program should be built to support each individual.

Board Member Bonini described how Gateway exists because some students simply cannot remain on their home campuses, whether due to safety issues, disciplinary restrictions, or because Gateway is the least restrictive environment for them. She recalled that when Gateway was considered for closure, districts made clear that without it, these students would end up at home on independent study. She underscored that Gateway plays a critical role in ensuring these students have a

BOARD MEMBERS (continued)

supportive place to learn and the goal should be helping them stabilize and eventually return to a setting where they can thrive.

Board Member Bonini asked whether the upcoming LCAP, scheduled for approval in a few weeks, would include substantive changes, such as new action items, measurable outcomes, or revisions, given the extensive feedback gathered. Executive Director Notch explained that while the LCAP will not be a carbon copy of the current version, major shifts will be limited because it is a mid-cycle update. The goals will stay the same, and most metrics and actions will also remain, although several have been reworded to ensure they measure progress more accurately. She emphasized that the team will review all feedback to determine what additional adjustments or action items might strengthen support for the goals. Ongoing work, including the Gateway project, will help inform the revisions.

Associate Superintendent Shouse identified two clear areas likely to be added or strengthened in the LCAP based on staff input and Board feedback. The first is literacy, especially foundational literacy work, which should become a defined action under Goal 1, since it is essential to academic progress and consistently emerges as a need. Second, she anticipates adding an action focused on Individualized Learning Plans (ILPs) to better support student transitions, noting that ILPs are measurable, high-leverage, and already necessary for both Gateway and Hillcrest. She expressed confidence that both literacy and transition planning will appear in the mid-cycle update and carry forward into the full rewrite.

Board Member Bonini asked whether students take state tests and whether that data could be used, even though results don't appear on the Dashboard. Executive Director Notch confirmed that students take the California Assessment of Student Performance and Progress (CAASPP) and the results are required to be included in the LCAP. However, comparing one year's 11th-grade scores to the next year's 11th-grade scores is not meaningful because the cohorts are different. To make the data useful, the LCAP looks at individual student growth by comparing each 11th grader's CAASPP scores to their 8th-grade results, which provides a more accurate measure of progress.

Board Member Bonini agreed that using longitudinal data makes more sense than comparing different 11th-grade cohorts year to year. She noted that because individual students can be tracked back to earlier test results from their previous schools, there is almost always a benchmark to reference. Being able to see where a student started and how far they've grown provides clearer evidence of whether programs like CTE engagement, attendance improvements, or credit recovery are making a real impact. She expressed enthusiasm for exploring this approach further, since meaningful growth data can be motivating and help show when the system is making a difference.

The following speaker provided live public comment:

- Misty Seago, SMCOE Teacher

B. Receive Reports from the Board Ad Hoc Subcommittees and Representatives

BOARD MEMBERS (continued)

Board Member Love reported that the Board/Superintendent Advocacy Subcommittee heard from the Legislative Analyst's Office (LAO) regarding a request that had been routed through Senator Becker. The LAO agreed to produce a report, but the scope was narrower than originally requested, so the Subcommittee is following up to pursue a more comprehensive review. Because the correspondence is between Senator Becker and the LAO, details can't be shared publicly. She informed that David Li, a Redwood City School District Trustee and Chair of the San Mateo County School Boards Association's (SMCSBA's) Legislative Action Subcommittee, published a guest perspective in the *Daily Journal* to keep the issue visible.

Board President Torres noted that the Superintendent's Salary Subcommittee reviewed compensation data for Region 4 and for Class 3 county offices. They examined base salary, retirement contributions, degree stipends, health and welfare benefits, and longevity pay, and noted that the superintendent's compensation had not increased in the 2025–2026 fiscal year. The Subcommittee's direction is to create a formal salary schedule for the superintendent position, aligned with the Classification and Compensation Study used for all County Office employee groups, and the agenda item will appear for action on a June board meeting agenda.

Board President Torres updated that the Workforce Housing Subcommittee met, received new information, and plans to review those updates at the special board meeting the following day.

Board Member Bonini noted that the Gateway Subcommittee held a brief meeting to debrief the recent presentation from Superintendent Chávez and Associate Superintendent Shouse. They discussed the need for a follow-up meeting based on ongoing conversations and prepared an agenda for that session, which they hope to hold the following week.

C. Suggested Topics for Future Board Agendas

Board Member Gerard shared that she received an invitation from Franklin D. Roosevelt School in the Jefferson Elementary School District to attend an October 3 celebration honoring Jim Feldman, the founder of the Latchkey Alternative Center. Mr. Feldman is retiring after running the program for 40 years. She noted that this was the district's first before- and after-school care program located on a school campus, and she helped get it approved. She proposed that the Board consider preparing a resolution recognizing Mr. Feldman's service.

Board President Torres discussed the need to provide training on trauma-informed practices. He noted that such training could improve understanding of the experiences and needs of community members and families. He wasn't sure where the idea should land but wanted to raise it as something worth considering.

D. Board Member Comments

Board Member Alvaro

Board Member Alvaro shared that she felt genuinely proud of the Board's work and decisions that evening. She noted that moments like this remind her of the meaningful impact of their efforts and expressed appreciation to everyone involved.

BOARD MEMBERS (continued)

Board Member Arias

Board Member Arias reflected on how inspiring it was to see the volunteers and award recipients recognized earlier in the meeting, emphasizing how their contributions strengthen schools across the county.

Board Member Arias expressed gratitude for the opportunity to attend the Kent Awards and Emily Garfield Awards for the first time on May 8, as well as for the May 13 Governance Workshop, which provided valuable opportunities for discussion and learning.

Board Member Bonini

Board Member Bonini reflected on the Kent Awards, highlighting that 19 awards were given and there was a special recognition for retiring Superintendent John Baker. She expressed appreciation for the planning that went into the event and to her colleagues who attended.

Board Member Bonini discussed attending the May Delegate Assembly, where delegates from across California spent two full days discussing legislation and strategies to improve student achievement. She emphasized that student achievement is a primary focus within the Delegate Assembly's pillar structure and discussions were extensive and productive.

Board Member Bonini acknowledged the volunteers recognized earlier in the meeting. She emphasized how essential volunteers are and how many different parts of the community come together to support students and make the county's work possible.

Board Member Love

Board Member Love reported that she served as an emcee at the San Carlos Hometown Days event featuring talented student performers, including traditional Indian dancers and a bluegrass band.

Board Member Love discussed attending the celebration and graduation for students in the Climate Ambassadors Program, where she spoke with students about the projects they developed throughout the year to improve their communities. The students' energy, commitment, and optimism, along with Superintendent Chavez's presence, made the day inspiring and positive.

Board Member O'Neill

Board Member O'Neill noted that he attended the final Career and Technical Education (CTE) Advisory Committee meeting of the school year.

Board Member O'Neill shared that he participated in the Association of California County Boards of Education (ACCBE) conference in Ukiah, where he observed strong collaboration among districts and felt proud of the County Office's work. One highlight was the presentation from Mason Henricks, Coordinator, School Safety and Risk Prevention, Educational Services Division, on the Big Five Safety Protocol. There was also an informative session on the future of agricultural education and a strong presentation from Lake County's Court and Community Schools.

BOARD MEMBERS (continued)

Board Member O'Neill described his recent experience reading to students at Sunset Ridge Elementary School, something he does a few times a year. He joked about the kinds of questions younger students ask and noted the fun unpredictability of reading to early-grade students.

Board Member Gerard

Board Member Gerard described attending the Kent Awards, where she appreciated learning about many innovative programs across the county. She also enjoyed the student dance performances. The event was a wonderful celebration of creativity and accomplishment.

Board Member Gerard expressed gratitude for the recent Governance Workshop facilitated by Debbie Maus, noting that it went smoothly and the Board made meaningful progress.

Board Member Gerard reported on her attendance at the May Delegate Assembly, where she enjoyed comparing experiences with school board members from across the state. The discussions were informative and she is curious to see which direction the California School Boards Association (CSBA) will take moving forward.

Board Member Gerard spoke about the End of School Year luncheon at the Anne Campbell Center and the volunteer recognitions earlier that evening. She emphasized how hard people work and how important it is to express appreciation rather than assume people know they're valued. She is making a conscious effort to share positive feedback with others, whether acknowledging good work or offering a simple compliment, rather than keeping those thoughts to herself.

Board President Torres

Board President Torres echoed earlier remarks about feeling proud of the Board's work, sharing that the day served as an important reminder of their personal purpose and motivation, which is especially grounding during a hectic time.

Board President Torres described attending the Rotary Club's 75th Anniversary Gala, where the El Camino High School Ensemble performed exceptionally well. He appreciated seeing the Rotary Club's continued support for educators and schools.

Board President Torres reflected on attending the ACCBE Conference in Ukiah, commending Coordinator Henricks for his presentation and the impressive work he is leading. He highlighted the Community School model showcased by Lake County and noted the most impactful portion was the session on Native American studies, which included a panel of school staff and a student. He underscored how this work supports the mission of equity for all students.

Board President Torres expressed appreciation for Deputy Superintendent Bultema, who appeared on nearly every agenda item, has attended multiple subcommittee meetings, and has been working intensely to support the Board and the broader work of serving students.

Board President Torres recognized the County Office staff whose work makes the Volunteer and Recognition Awards run smoothly, emphasizing that their efforts do not go unnoticed.

BOARD MEMBERS (continued)

Board President Torres extended gratitude for his fellow board members and the productive collaboration during the recent Governance Workshop. The session demonstrated how much the Board can accomplish when working together and he shared his excitement for the work ahead.

13. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 10:43 p.m. Board President Torres announced the next regular meeting would be the Special Meeting Board Budget Study Session on Thursday, May 21, 2026, at 12 noon.

A handwritten signature in blue ink, appearing to read "Marco Chávez", is written over a horizontal line.

Marco A. Chávez, Secretary

jlp