Public Comments Submitted Electronically for the July 23, 2026 Regular Board Meeting

Closed Session: C) Conference with Labor Negotiators - Government Code Section 54957.6
Employee Organizations: LaBUFA and CSEA
District Negotiators: Mike Conlon, Manoj Roychowdhury, and Jonathan Pearl
D) Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation Pursuant to Paragraph (2) or (3) of Subdivision (D) of Government Code 54956.9 - Student number 2025-26-003

Name	Comment
concerned staff	Howard, Sheri, and Dee , this was not a good deal for staff. The healthcare changes still came out on the backs of employees. We may not be paying more each month out of pocket, but our co-pays doubled, our out-of-pocket maximum tripled, and other plan-related costs increased as well. Overall, the plan went up by 33%. THE DISTRICT DID NOT CONTRIBUTE TO THE HEALTHCARE CAP AT ALL!!. Instead, you made it part of staff compensation and shifted the burden onto employees. The district contribution to the cap has not been adjusted in SEVEN YEARS yet rather than having both the district and staff contribute to it, you placed the entire responsibility on staff and moved people from Tier 1 plans down to Tier 6 and Tier 9. You should be ashamed of forcing staff to carry the cost of this decision. It was also wrong to hold employees hostage by trying to pressure them into signing a letter admitting fault for something that has already been shown not to be their fault just so Howard could have a false ad to run. Staff were fully justified in refusing and being willing to go to impasse rather than sign something like that.Last time we checked that is called blackmail, right up Howards MO not Interest based bargaining. And for the record, there is nothing to celebrate here. Manoj did nothing in negotiations. He had no

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	meaningful role in this outcome. So go ahead and pat yourselves on the back if you want, but this was a deal that made staff pay more.
parent and community member	These now routine hour and a half closed sessions are costly with an attorney always present and this meeting seems odd in that the unions have settled and so Ms. Morgan who has control over the agenda after changing the bylaw feels it necessary to spend so much time on anticipated litigation. As is known from the public meetings both Hills and Morgan talk way too much and repeat themselves ad nauseum.
	The contract was a slap in the face for teachers and staff. Many staff voted no and those who voted yes did so because there was a gun to our heads with the threat of insurance costs soaring without it. It's very rich fur Sheri, Howard, and Dee to say this was a great deal and there simply wasn't more money because of the pool and it was particularly disgusting of Dee to blame payouts to victims when the reality is they themselves have wasted hundreds of thousands of dollars on legal fees, superintendents, and creating new positions that no one asked for. Thank you to Joan for saying what this contract really means for teachers and staff.
former staff and parent	Please return to many years of best practice by previous boards and Superintendents to routinely have an hour of closed session and to NOT need the attorney present. The use of video and conference calls eliminates the payment of attorney presence while the board is updated by administration and has their own time for questions and discussions. Not at all efficient or financially responsible to do all that while an attorney sits and adds billing time. If reported at recent meetings that unions have settled contract negotiations seems odd to still have this on the agenda.

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

Name	Comment
concerned staff	Howard, Sheri, and Dee , this was not a good deal for staff. The healthcare changes still came out on the backs of employees. We may not be paying more each month out of pocket, but our co-pays doubled, our out-of-pocket maximum tripled, and other plan-related costs increased as well. Overall, the plan went up by 33%. THE DISTRICT DID NOT CONTRIBUTE TO THE HEALTHCARE CAP AT ALL!!. Instead, you made it part of staff compensation and shifted the burden onto employees. The district contribution to the cap has not been adjusted in SEVEN YEARS yet rather than having both the district and staff contribute to it, you placed the entire responsibility on staff and moved people from Tier 1 plans down to Tier 6 and Tier 9. You should be ashamed of forcing staff to carry the cost of this decision. It was also wrong to hold employees hostage by trying to pressure them into signing a letter admitting fault for something that has already been shown not to be their fault just so Howard could have a false ad to run. Staff were fully justified in refusing and being willing to go to impasse rather than sign something like that. Last time we checked that is called blackmail right up Howards MO, not Interest based bargaining. And for the record, there is nothing to celebrate here. Manoj did nothing in negotiations. He had no meaningful role in this outcome. So go ahead and pat yourselves on the back if you want, but this was a deal that made staff pay more.
parent and community	Member Perry---it is mind boggling that you are have the audacity to pull papers to run for a fourth term. You

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member	have been asked repeatedly to resign as you have shown yourself to be a yes person to Hills and Morgan. Staff and parents and students implored you to be president a second year and you refused---so we have had the chaotic and frenetic Morgan running meetings. Staff and parents and students not only implored but begged you to be the vote that kept Dr. Glass. Instead you joined Hills and Morgan who never wanted him in the first place and were chomping at the bit to hire Austin who they had discussed coming here and your refusal to support Dr. Glass cements what has become evident--you three work and plan outside of public meetings. How many times over the years have you proclaimed that two terms should be enough for anyone and you would support term limits for the district. The time for you to be off the board is a number of years overdue. Do what is better for the district and drop your candidacy. Mr. Hills you are not correct about working on a school bond in 1969. There was no school bond then and if you did in fact work on the city's third bond attempt to raise money to buy Main Beach Park so be it. The 1963 yearbook commends and thanks the community for supporting the bond money that allowed the work done at the high school--Dugger Gym, Guyer field, new classrooms with art and home ec, paid with GO Bond and State dollars. Maybe you were in 5th grade..
Community member	PART I As a member of the community, I appreciate the Laguna Beach Unified School District’s stated commitment to transparency. In that spirit, I would like to request additional information regarding the recent increase to the health benefits cap.

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	Specifically, could the District provide a public breakdown of how the approximately $1.3 million increase was calculated and how the costs are allocated among each employee group? This would include CSEA, LaBUFA, management/confidential employees, and contracted management. At the last Board meeting, it was stated that LaBUFA's 2% contribution amounts to $778,668. In light of this figure, it would be helpful to understand what LaBUFA's total base salary costs are and whether this figure accurately reflects a 2% contribution. Additionally, similar base salary figures and corresponding calculations for the other employee groups would provide important context.
No thank you	How can this Board ethically, morally, and in any type of good faith sit on that dais with a straight face and say the staff have benefited from negotiations related to benefits? Manoj never provided a comparison of actual dollar amounts and refuses to do anything that makes him actually work. Our benefits will be the worst they have been in my many long years with the district. Premiums may be less but so is what we are receiving as far as medical care. Not to mention we will now have additional benefits costs we have never had before. Go ahead and take credit for this. It's not helping staff and anyone who needs real medical care will be suffering for it.
former staff and parent	Well Mr. Hills just when we think you cannot get any more disrespectful of the district there you have a letter in StuNews disparaging the approach some have taken to explain how the extension of the bond will not ADD a new tax. You compared that to a shell game which is so insulting and again shows you are

	desperate to do anything to put those you disagree with in a negative light. That includes the district staff, parents and students, community members and administration. Your dislike of those who call you out is tiresome. With an extension the amount stays the same. Of course, if the 2001 bond expires that charge will go off residents tax bill. But there is not an attempt to deceive the taxpayers but to make clear there will not be an additional tax. It is clear from various comments you do not really support the bond, and you need to quit trying to influence voters with your negative comments about the district. Future infrastructure needs including fire protections should be a priority and regular general fund yearly budgets will not pay for that. There was not a school bond in 1969. The GO bond in the early 60s along with state money paid for improvements at the high school acknowledged in the 1963 yearbook. Gee in 1963 you were in what--4th grade! City had a bond (third try) in 1968 or 1969 to buy Main Beach park. Get your history correct.

Initial Discussion: Board VIsioning Process

Name	Comment
parent and community member	Any capable leader and responsible board knows that a vital election is coming and there is a strong movement to change the majority of the board. Any significant steps such as visioning needs to wait until after the eled5ion. A new board should not be constrained by already established visioning. Good luck in getting Hills and Morgan to adhere to the 5 minute commenting.
	The Board needs to envision how to learn to stay in their lane and stop committing Brown Act violations right and left.
No thank you	Good luck Dr. Austin. Working with this Board to get

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	any type of agreement will be like herding rattle snakes.
former staff and parent	Respect the coming election and the possibility of a major change in the membership of the board. Why use district administrators and staff time when new members will want a voice in the process to any updated district vision. Additionally reading Dr. Austin's white paper it is clear LBUSD has a high-performance track record that has existed for many years. The grievance positions of Hills, Morgan and Perry is very redundant and what a waste of time for staff and parents and students to have to hear over and over some small thing that any of you three felt was done wrong or wanted done and it did not happen. Perry has gone off the charts in pushing her individual agendas and the not even thinly veiled attempts by Hills and Morgan to not only smack talk about previous board(s) decisions but to keep implying there was criminal intent. Ever heard of moving forward. Where is the campaigned-on talk on term limits? You could not stop the pool as you promised voters before you two got elected but you sure took your open door to having a new superintendent and made a giant mess of that which meant personal damage to the Glass family. That is why you heard shame on you--it is what our parents used to say to us when we misbehaved.

Action Item: Approval of the Futures™ Program License

Name	Comment
	What a shock that we already have deals with San Clemente as soon as Austin comes in. Students already have excellent opportunities and if more are desired, why not partner with Laguna organizations?

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Action Item: Approval of Consent Calendar Items B-AA

Name	Comment
citizen	Item F: Personnel Report. The departure of Mike Morrison and the hiring of two people in his place was supposed to be "100k less for the district," and Dee specifically asked the question. Morrison - $262K. Two new positions - $241K and $159K. Open position at Thurston is being backfilled, so please explain.
parent and community member	So sad to see in print that we really lost Raymond. Our new CBO has shown he does not research past Laguna District matters and does not adequately inform the board members of processes. Warrants---nearly 150K in legal. It continues to be a mockery of the expertise that is available from our top administration to need Mr. Pearl at every meeting. It appears this a defensive strategy used by Ms. Morgan so she can turn to legal any time things get questioned.
	30k for a 3 day conference in San Diego??
No thank you	Routine, Non-Controversial Items....? You are not saving any money as originally indicated and promised by creating two positions in Tech instead of filling Mike Morrison's position. I don't see how a coordinator making more than a Director makes a Director a "higher" position. Do employees feel this is fair? Is the district really saving money? Who's telling who what, and who knew what when?
former staff and parent	G. Hills if you can't decide if you support or abhor CSBA don't have the district spend money on this conference for you. Aren't student board members going to be included this time? I . Warrants again show nearly $150K in legal and $31K of that from Pearls firm. Time to ditch the need for an attorney to back you up Morgan. What are the settlements for? Well Morgan now you are on the other

	side of the table are you going to pick apart how the high school tallies the instructional minutes? If you insist on removing some of the things you thought should not count maybe you can get the high school non-compliant! Perry---appalled you are filing to be a candidate. You have betrayed the pleas of staff, parents and students to stay as president to prevent us from this fiasco that has been Morgan and to keep Dr. Glass. Your weakness to stand up to Hills and Morgan is evident and you need to move off the board.