

**SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT**  
**Minutes of the Board of Trustees' Regular Meeting of June 25, 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](#))

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

**B. ROLL CALL**

Board Members: Ms. Amanda Anthony – Present  
Mrs. Amy Lam – Present  
Dr. Chialin Hsieh – Present  
Mrs. Patricia Murray – Present  
Mrs. Mina Richardson – Present

Cabinet Members: Dr. Shawnterra Moore, Superintendent – Present  
Mr. J. Marwan Hannon, Assistant Superintendent,  
Human Resources – Present  
Dr. Marcos Garcia, Assistant Superintendent,  
Student & Family Services – Excused  
Dr. Nia Campbell, Assistant Superintendent,  
Teaching & Learning – Excused  
Mr. Ted O, Assistant Superintendent, Business  
Services – Present

**C. PLEDGE OF ALLEGIANCE**

**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**

Mr. Hannon reported that, regarding the closed session item concerning public employee discipline, dismissal, and release pursuant to Government Code Section 54957, the Board took action to terminate the employment of a permanent classified employee, consistent with Chapter 15 of the Personnel Commission Rules and Regulations. The motion was made by Trustee Anthony and seconded by Trustee Murray. The motion was approved by a roll call vote of 5-0.

**F. REVIEW OF AGENDA**

**G. PTA COUNCIL REMARKS – None**

**H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS**

**South San Francisco Federation of Adult Educators** – Elizabeth Bales, President of SSFAE, addressed the Board regarding the proposed Centegix security badge system. She acknowledged the meeting held earlier that day between District management, labor representatives, and Centegix to discuss concerns and questions about the system. Ms. Bales stated that the meeting addressed most of her concerns regarding the technology, including staff privacy and data security, and noted her understanding that the badges do not continuously track staff locations, use limited employee information, undergo annual third-party security audits, and encrypt data.

Ms. Bales expressed continued concern about the District's communication and collaboration with employee unions. She stated that the Centegix contract was placed on the Board agenda without prior notice to or collaboration with the unions and emphasized the importance of involving employee representatives in decisions that affect them. She stated that SSFCTA, SSFAE, and CSEA may jointly submit a demand to bargain regarding the matter. Ms. Bales expressed her willingness to collaborate with the District on implementation of the Centegix system and to continue dialogue on the issue.

**South San Francisco Classroom Teachers Association** – Shari Giusti, President of SSFCTA, thanked the District for meeting with labor representatives and addressing questions about the implementation of the Centegix safety alert badge system. She acknowledged the District's efforts to provide information about the system and stated that she understood discussions would continue, including through the bargaining process. She asked that the District provide timely information to employees as the system is implemented.

Ms. Giusti also expressed concern about the District's communication with teachers regarding changes that affect working conditions. She stated that teachers should have been notified about the safety badge system before it was placed on the Board agenda for a vote and expressed similar concerns about the Portrait of an Educator. She noted that the document had been shared with labor representatives only when the Board agenda was published and stated that all educators should have an opportunity to review it before the Board votes on it. Ms. Giusti emphasized that the participation of a select group of teachers in developing the document does not replace the need to communicate with and include the District's broader teaching staff. She encouraged the District to use proactive communication and ensure that educators are treated as essential partners in decisions that affect them.

### **California School Employees Association Chapter 197 – None**

#### **I. PERSONNEL COMMISSION**

Mr. Hannon announced that the next Personnel Commission meeting will be held on Monday, July 13, 2026 at 5:00 p.m. in the district office board room.

#### **J. ITEMS FROM THE BOARD**

#### **K. SUPERINTENDENT'S REPORT**

- a. Dr. Moore provided an update on the District's workforce housing project. She thanked community members who have advocated for moving the project forward and acknowledged the community's interest in prioritizing workforce housing. She explained that workforce housing is included in the Measure T bond program, with \$70 million of the \$436 million in bond funds dedicated to the project.

Dr. Moore noted that the primary purpose of Measure T is to address the District's facility infrastructure, accessibility, modernization, and school safety needs. She explained that many District schools were built in the 1950s and 1960s and require significant upgrades to aging utilities, water and sewer systems, pavement, and other infrastructure. She stated that staff is currently prioritizing modernization and infrastructure projects across the District and plans to begin the initial process for workforce housing in the future.

- b. Other – None

- c. Other – None

#### **L. PUBLIC COMMENTS**

John Baker thanked Dr. Moore for her update on workforce housing and

emphasized the importance of the project for District teachers and staff who may have difficulty living in the community where they work. He noted that workforce housing was a key part of the community's support for Measure T in 2022. While acknowledging the need to prioritize facility modernization and safety, Trustee Baker expressed hope that the District could begin the workforce housing process sooner rather than later.

**M. INFORMATION ONLY PRESENTATIONS – None**

**N. PRESENTATION WITH POTENTIAL ACTION**

**PRESENTATION**

**1. STUDENT & FAMILY SERVICES**

**a. Law Enforcement Contacts Summary for 2025-26**

Director Ryan Sebers presented the end-of-year law enforcement contacts summary for the 2025-26 school year.

Trustee Richardson asked about the District's process for contacting the police and whether the increase in reported contacts represented an increase in actual incidents.

Director Sebers explained that the District has refined its process over time to help staff determine when to contact a School Liaison Officer, use the general police dispatch line, or call 911. He clarified that a police "contact" does not necessarily mean that an incident occurred, as many contacts involve consultation, planning, community concerns, or requests for assistance at school events. He noted that the District has four years of data showing the reasons for police contacts and that there had been one arrest during the period discussed.

Trustee Richardson expressed appreciation for the District's progress and its partnership with the police department but raised concerns about the visible presence of uniformed officers at elementary schools, cultural events, and graduations. She stated that seeing police vehicles and uniformed officers at these events can be upsetting to students and families and encouraged the District to consider whether police presence could be handled differently when there is no immediate safety concern. She also asked about the District's work with the

police department regarding School Liaison Officers wearing civilian clothing when visiting schools or participating in safety programs.

Trustee Richardson acknowledged the positive relationship between the District and police department and the assistance provided to the school community. During the discussion regarding the contract, President Murray asked Trustee Richardson about moving to a triennial contract. Trustee Richardson stated that she would prefer a two-year contract.

Trustee Anthony thanked staff for the presentation and expressed support for increasing the presence and interaction of School Liaison Officers on District campuses. She stated that positive and regular interactions between officers, students, staff, and families can help build familiarity and a sense of safety within the school community. She encouraged School Liaison Officers to participate in school events, lunchtime activities, career days, and community events such as National Night Out. Trustee Anthony expressed her support for the School Liaison Officer program and for a three-year agreement.

Trustee Lam expressed appreciation to the South San Francisco Police Department and the District for their longstanding partnership and noted that the School Liaison Officer program has continued to improve through ongoing communication and collaboration. She asked about opportunities to provide District staff with additional guidance and training on when to contact a School Liaison Officer, the general police dispatch line, or 911. Director Sebers explained that this guidance is incorporated into leadership meetings, administrator groups, and ongoing staff training, with School Liaison Officers providing expertise and feedback as needed.

Trustee Lam also asked about plans to provide students and families with additional information about e-bike safety. Lieutenant Murphy explained that the Police Department plans to take an educational approach, including providing information to parents at Back-to-School Nights, developing a short educational video for students, and providing information directly at schools.

She noted that the goal is to educate students and families about e-bike safety and applicable laws and to help prevent unsafe situations.

Trustee Lam asked whether the Police Department would be willing to work with the District as it considers potential e-bike safety policies. Lieutenant Murphy confirmed that the Police Department would be available to collaborate with the District to ensure consistent information and guidance. Trustee Lam expressed support for a longer-term extension of the Memorandum of Understanding, stating that a multi-year agreement would provide greater stability and demonstrate the continued commitment of both organizations to the program. She stated that she favored a three-year agreement but was open to a two-year term.

Trustee Hsieh thanked Director Sebers and officers Morales and Murphy for the comprehensive report and expressed appreciation for the partnership between the District and the South San Francisco Police Department. She noted that, of the 116 law enforcement contacts reported during the year, only one resulted in a student arrest, which she said demonstrated that most interactions focused on prevention, support, safety, wellness, and problem-solving rather than punishment. She highlighted contacts involving child protective services reports, welfare checks, suicide risk assessments, and mental health concerns as examples of situations where collaboration between schools and community partners is important to supporting students and families.

Trustee Hsieh also noted that survey results showed that most respondents felt safe at school and viewed the School Liaison Officer program positively. She expressed appreciation for staff's attention to student safety and mandatory reporting responsibilities and encouraged the District and police department to continue strengthening positive interactions and relationships with students, noting that trust is often built before a crisis occurs.

President Murray stated that the Board appeared to be in agreement with moving forward with a three-year agreement. She thanked the South San Francisco Police

Department for its partnership and emphasized the importance of positive interactions between police officers and students. She noted that building positive relationships can help students feel more comfortable with police officers and can have a lasting impact as students become adults in the community. President Murray also referenced the Memorandum of Understanding, which provides that School Liaison Officers should wear polo shirts or other appropriate civilian clothing when on campus when possible, and expressed support for continued efforts to create positive experiences between students and officers.

Director Sebers added that the School Liaison Officers receive training that supports a student-centered and trauma-informed approach and noted the benefit of having experienced officers who understand the school community and its needs.

During Public Comment, community member John Baker expressed agreement with Trustee Richardson's earlier comments regarding the School Liaison Officer program. He recalled that the District's relationship with law enforcement on school campuses was a significant community issue in 2021 and noted that the Board had previously considered longer contract terms but ultimately chose annual renewals to maintain flexibility as the program developed. Mr. Baker stated that the current data was encouraging but expressed a preference for a shorter contract term, such as two years, unless the agreement provided the District with sufficient flexibility to modify or end the arrangement if needed.

Mr. Baker also commented on e-bike regulations and encouraged the District to distinguish between different types of e-bikes when considering future policies. He noted that some e-bikes operate at lower speeds and provide assistance similar to a traditional bicycle, while others are more powerful and faster. He encouraged the District to consider these differences when developing any future e-bike regulations.

## **ACTION**

### **1. STUDENT & FAMILY SERVICES**

#### **a. Approval of the SSFUSD and SSFPD MOU**

MOTION #317 (Anthony/Hsieh) to approve the updated 2026–27 Memorandum of Understanding (version #16) between SSFUSD and the South San Francisco Police Department, reflecting agreed-upon changes with a three-year term through 2029. Motion Carried. (Unanimous)

### **P. CONSENT AGENDA:**

MOTION #318 (Anthony/Hsieh) to approve: 1a. Minutes of the May 21, 2026 Regular Board Meeting; 2a. SSFHS Ballet Folklorico to travel to the Mexican states of Oaxaca, Chiapas, and Jalisco, July 18 – August 4, 2026; 3a. Certificated Personnel Assignment Order; 3b. Classified Personnel Assignment Order; 3c. MOU with Alliant International University Inc. (2026-29); 3d. MOU with SSFCTA for School Data Stewards (2026-27); 3e. MOU with SSFCTA for EdTech TLT (2026-27); 3f. Contract Renewal with Amergis Healthcare Staffing, Inc.; 4a. Purchase Order Listing; 4b. Warrant Register; 4c. Cash Receipts; 4d. Declaration of surplus items; 4e. Gifts to the District; 4f. Fundraising events; 4g. Professional services agreements under \$25,000. Motion Carried. (Unanimous)

## **INFORMATION/DISCUSSION**

### **1. BUSINESS SERVICES**

#### **a. 2026-27 District Budget**

Assistant Superintendent Ted O provided an update on the 2026-27 Proposed District Budget and Multi-Year Projections for 2027-28 and 2028-29.

Trustee Hsieh thanked staff for the budget presentation and noted that, despite projected enrollment declines, the District remains financially stable and is projecting positive ending balances over the next three years. She asked what steps the District is taking to ensure staffing, facilities, and programs remain aligned with future enrollment trends while continuing to provide high-quality services to students.

Mr. O explained that the District is refining its enrollment projections with the assistance of a consultant to better align staffing levels with student needs at each school site. He stated that the District is also using natural employee turnover and attrition to make staffing adjustments over time and reduce the need for layoffs. He explained that enrollment projections are also being used to plan facility needs, including adding classrooms for growing programs or reducing active classrooms where enrollment declines.

Mr. O provided the expansion of transitional kindergarten at Monte Verde Elementary School and Junipero Serra Elementary School as an example of using enrollment and demographic data to identify facility needs. He also noted that middle and high school master schedules are being reviewed to ensure course offerings and program investments remain aligned with enrollment while maintaining strong academic pathways and using District resources responsibly.

Trustee Hsieh thanked staff for the work already underway and stated that the discussion helped clarify how the District is planning for and responding to projected enrollment declines.

Trustee Richardson asked where grants and other budgeted revenues are reflected in the District's financial reports. Mr. O explained that this information is included in the State financial reports and identified the relevant section for the Board's reference. Trustee Richardson also asked how the District projects its special education costs, noting that the budget for special education has increased. Mr. O explained that costs vary based on the number of students receiving services, the level and type of services needed, placements with nonpublic agencies, and related transportation costs. He noted that the increasing demand for nonpublic agency services has also contributed to higher costs.

Trustee Richardson asked whether funds set aside for routine restricted maintenance and deferred maintenance are carried over from year to year, particularly as the District continues to complete facility work outside of the bond program. Mr. O explained that the State requires

school districts to set aside 3 percent of annual expenditures for routine restricted maintenance. He stated that the District has carried over unused funds in this area, but those funds can only be used for facility maintenance. Trustee Richardson thanked Mr. O for his work managing the District's finances.

President Murray thanked Mr. O and his staff for the budget report and expressed appreciation for the weekly budget updates provided to the Board. She noted that the updates help make the budget information more manageable and easier to understand.

## **ACTION**

### **1. ADMINISTRATION**

#### **a. Superintendent's Employment Contract**

Trustee Hsieh introduced the item to approve a new employment agreement with Dr. Shawnterra Moore, Superintendent of the South San Francisco Unified School District. She stated that the agreement would run from July 1, 2026, through June 30, 2030. The proposed compensation includes a base salary of \$349,748 in the first year, with a 4 percent increase in the second year and a minimum 3 percent increase in each of the third and fourth years, consistent with increases provided to certificated management employees. The agreement also includes District-paid health, dental, and vision benefits, CalSTRS contributions, a tax-deferred retirement plan with District matching of up to \$800 per month, accrued sick leave, 26 days of paid vacation annually, a monthly automobile allowance, reimbursement of employment-related expenses up to \$400 per month, and membership dues for up to two professional organizations.

Trustee Anthony expressed her support for extending Dr. Moore's employment agreement and stated that she hoped the Board would approve the agreement unanimously. She praised Dr. Moore's leadership and described her as an outstanding superintendent who leads with grace. Trustee Anthony also commended Dr. Moore for continuing to look for ways to improve the District and move it forward while keeping students at the center of the work. She expressed appreciation that Dr. Moore was willing to continue serving as Superintendent of the South San Francisco Unified School District.

Trustee Lam echoed Trustee Anthony's comments and expressed

support for Dr. Moore's continued leadership. She highlighted the District's focus on equity and improving student achievement and expressed enthusiasm for the work underway and planned for the coming year. Trustee Lam thanked Dr. Moore for her leadership and for continuing to pursue opportunities to improve services and outcomes for students.

Trustee Hsieh expressed appreciation to Dr. Moore for her leadership.

President Murray also thanked Dr. Moore for her continued leadership, enthusiasm, and commitment to the District and community. She recognized Dr. Moore's continued efforts to move the District forward and expressed appreciation for her decision to continue serving as Superintendent. President Murray congratulated Dr. Moore on the new employment agreement.

MOTION #319 (Anthony/Hsieh) to approve the Superintendent's employment contract dated June 25, 2026. Motion Carried. (Unanimous)

The Board recessed at 8:26 p.m. for a break and reconvened at 8:36 p.m.

**b. Agreement with Roy Advisors, LLC**

Dr. Moore informed the Board that staff had provided a revised agreement before the Board took action on the item. She explained that, after the agenda was posted, District staff and the contractor identified clarifications regarding intellectual property rights, indemnification provisions, and the scope of work related to the five-year transitional kindergarten and early childhood special education class placement and District office staff seating and parking projects. She noted that the revised agreement clarifies that intellectual property created under the agreement will be owned by the District, updates the indemnification language to align with District contracting standards and applicable law, and provides additional detail regarding the scope of work. Dr. Moore stated that the revised agreement had been provided to the Board and made available to the public, and that the recommendation remained to approve the agreement as revised.

Trustee Lam expressed appreciation for the proposed scope of services, including support for documenting Districtwide professional learning plans, developing a five-

year plan for transitional kindergarten and early childhood education classroom placement, and supporting staffing allocations for special education and multilingual learner programs. She asked why the proposed enrollment forecasting tools were focused on these particular staffing groups and whether similar tools might be developed for other staffing areas in the future.

Dr. Moore explained that some of the forecasting tools are already in place and that the District is continuing to refine and develop tools in the areas identified as needing additional work.

MOTION #320 (Hsieh/Anthony) to approve the agreement with Roy Advisors, LLC for Professional Learning Systems Development, Enrollment and Facilities Planning, and Staffing Allocation Support for the period of July 1, 2026, through June 30, 2027 in an amount not to exceed \$102,750. Motion Carried. (Unanimous)

## **2. TEACHING & LEARNING**

### **a. Agreement with Health Connected**

MOTION #321 (Hsieh/Lam) to approve the agreement with Health Connected to provide instruction for Teen Talk Middle School for the 2026–27 school year, in the amount of \$58,450. Motion Carried. (Unanimous)

### **b. Advanced English Course at Baden High School**

Trustee Anthony shared her appreciation for the growth and investment in Baden. Trustee Richardson concurred with her comments.

MOTION #322 (Hsieh/Richardson) to approve the new course, Advanced English: Professional Writing for College, Career & Educational Leadership for implementation at Baden High School beginning in the 2026–27 school year. Motion Carried. (Unanimous)

### **c. Agreements for Special Education Support for Vacant Positions**

Trustee Richardson asked for clarification on how the program will be implemented, including whether it will

support professionals or provide direction to therapists and staff implementing IEPs. She expressed concern about clearly defining the roles and responsibilities of agency personnel working alongside District staff and requested additional information on how the program will operate.

Mr. Hannon offered to follow up with additional information regarding how the program would be implemented.

MOTION #323 (Anthony/Hsieh) to approve the agreements with Welldom and SPG Therapy & Education to provide personnel necessary to implement Individualized Education Program (IEP) services and support special education programs during the 2026–27 school year, in a total amount not to exceed \$410,000. Motion Carried. (Unanimous)

**d. Agreements with Non-Public Agencies for Special Education Mental Health Services**

MOTION #324 (Anthony/Hsieh) to approve the renewal of agreements with Beacon and Dooley Corporation to provide services for Individualized Education Programs (IEPs) in a total amount not to exceed \$820,000. Motion Carried. (Unanimous)

**e. Agreement with UnboundEd**

Trustee Anthony expressed enthusiasm about the upcoming English Language Arts (ELA) curriculum adoption and noted that the District is entering its second year of the math curriculum implementation. She expressed hope that the ELA adoption process would proceed smoothly

MOTION #325 (Lam/Richardson) to approve the agreement with UnboundEd to provide TK–12 ELA/ELD curriculum adoption support services during the 2026–27 school year in the amount of \$54,000. Motion Carried. (Unanimous)

**f. Approval of the 2026-27 Local Control Accountability Plan (LCAP)**

MOTION #326 (Hsieh/Anthony) to approve the 2026-27 LCAP and authorization to submit the plan to the San Mateo County Office of Education. Motion Carried. (Unanimous)

**g. Approval of SSFUSD Local Performance Indicators Self-Reflection**

MOTION #327(Hsieh/Anthony) to approve the District's 2026 self-assessment of progress on local performance indicators, aligned with the LCFF State Priorities. Motion Carried. (Unanimous)

**h. MOU with SMCCCD for the Middle College Program**

Trustee Hsieh recused herself from the item.

Trustee Richardson asked whether the funding allocation for the program was the same as the previous year, noting that the number of students served remained the same. Director Del Rosario confirmed that the allocation was unchanged.

MOTION #328 (Lam/Richardson) to approve the MOU with San Mateo County Community College District for the Middle College Program at Skyline College for the 2026-27 school year. (AYES: Lam, Murray, Anthony, Richardson; RECUSED: Hsieh). Motion Carried 4-1.

**i. Agreement with Legarza Sports**

Trustee Lam asked how the funding for the program compared with the previous year. Dr. Moore stated that she believed the cost was approximately the same as in prior years. Director Brockmeyer clarified that the amount was very close to the previous year's cost and had not decreased, although there may have been a slight increase.

MOTION #329 (Hsieh/Richardson) to approve the agreement with Legarza Sports to provide Physical Education instruction at all SSFUSD elementary school sites for the 2026-27 school year in the amount of \$826,622. Motion Carried. (Unanimous)

**j. Agreement with 3 King Services, LLC**

Cynthia Velez, a second-grade teacher, expressed support for the idea of having district communications centrally located but raised questions about the proposed \$30,000 contract with 3 Kings Services. She said she researched the company and found that it appeared to be a construction company in Colorado without a website. She also noted that

the contract was signed by Sylvia Eldridge, whom she identified through her research as an executive assistant with Aurora Public Schools in Colorado, which she noted was Dr. Nia Campbell's former employer.

Ms. Velez questioned whether the District had conducted sufficient due diligence, solicited other vendors, considered local providers, or explored whether the work could be completed internally. She noted that the scope of services appeared relatively simple, primarily taking content provided by the District and posting or formatting it on a Google Site and questioned whether an existing District employee, IT staff member, or teacher could perform the work, potentially through a stipend or additional assignment. She also questioned whether the District was effectively outsourcing work that could be developed as an internal skill set. Ms. Velez emphasized the importance of being good stewards of public funds and suggested that the \$30,000 could instead be invested in the District's own workforce.

Trustee Richardson asked whether this was a one-year commitment. Dr. Moore confirmed that the agreement was for a one-year commitment, beginning in August and continuing through approximately June, although she noted that the contract itself only stated "annual" and did not clearly spell out the term. Trustee Richardson also asked whether the services would be provided in person or virtually. Dr. Moore confirmed that the services would be virtual. Trustee Richardson commented that the cost was significant.

Trustee Anthony moved to bring the item back to the Board to allow the District to clean up the contract. She also requested that the Board memo provide additional information regarding how the vendor was selected and whether other providers, particularly local providers, had been considered or investigated. Dr. Moore clarified the requested follow-up items as: revising the contract, explaining how the vendor was selected, and identifying whether local providers had been considered.

***This Item was pulled from the agenda.***

**k. MOU with Partners in School Innovation (PSI) for Parkway Heights Middle School (PHMS)**

Trustee Anthony shared that she met Mr. Emejuru at a graduation or promotion ceremony this year and described him as “lovely.” She expressed enthusiasm about the District investing in his professional skills in Positive Behavioral Interventions and Supports (PBIS).

MOTION #330 (Anthony/Hsieh) to approve the MOU with PSI to support PHMS School Site Transformation from August 2026 through December 2026 in the amount of \$31,000. Motion Carried. (Unanimous)

**l. MOU with Partners in School Innovation (PSI) for Junipero Serra Elementary**

MOTION #331 (Lam/Richardson) to approve the MOU with PSI to support Junipero Serra Elementary School for the continued development of the site leader and instructional leadership team (ILT) in the development of Professional Learning Communities (PLC) in the amount of \$54,000. Motion Carried. (Unanimous)

**3. HUMAN RESOURCES**

**a. Adoption of the SSFUSD Portrait of an Educator (POE)**

Trustee Anthony referenced the memo's description of the extensive engagement process used to develop the Portrait of an Educator, including more than 100 student empathy interviews, 260 educator feedback surveys, panel discussions, school site visits, and contributions from the Belonging Professional Learning Community. She noted that, based on the memo, it appeared that significant educator input had already occurred and that the document was not simply introduced when it was shared with labor partners on Monday.

Mr. Hannon clarified that the development of the Portrait of an Educator began approximately 18 months ago. The District first engaged the community in developing an instructional vision during the first half of the prior school year, followed by groundwork for the Portrait of an Educator during the second half. Because the initial timeframe was

insufficient, the work continued throughout the 2025–26 school year.

Mr. Hannon explained that the Portrait of an Educator is intended for all SSFUSD employees, not any particular bargaining unit, and that the District engaged all bargaining units, unrepresented employees, community members, and students. He also noted that input sessions were conducted in spring 2026, with principals receiving training on the sessions during the January 2026 staff development day. He characterized the engagement as robust and extensive. Regarding the final version, Mr. Hannon stated that he shared it with the CTA executive board and Cabinet as part of his practice of sharing essential documents with labor partners and noted that dialogue with labor partners continued through June.

Trustee Hsieh expressed appreciation for the extensive collaboration that went into developing the Portrait of an Educator. She highlighted the characteristic “Lead Through Ambiguity” as particularly meaningful, noting that the ability to lead through uncertainty is an important leadership quality today. She said the characteristic reflects the District’s commitment to creating a culture of no blame, recognizing that leaders and employees will not always have complete information or clear answers but must still make thoughtful and difficult decisions, communicate honestly, and help others move forward with confidence. She commended the District for the thoughtful work and effort invested in developing the document.

Mr. Hannon emphasized that the Portrait of an Educator was developed “from the community, for the community, by the community,” and said the real work is now beginning as the District works to bring the document to life through its practices, culture, and ways of working. He acknowledged that building a strong organizational culture takes time and includes both successes and challenges. He also expressed appreciation for the District’s relationships with its labor partners, acknowledging that the District and its leaders are not perfect but remain committed to serving children, youth, and families and moving the work forward together.

Trustee Lam thanked staff for clarifying the process used to develop the Portrait of an Educator and said she felt the

document was thoughtfully and beautifully written, reflecting many of the qualities she hopes for as a parent of two students in the District. She also expressed sympathy with President Giusti's concerns and acknowledged that, while there had been communication with labor partners, she understood their desire for additional time for their members to review the document. Trustee Lam said she did not believe there would be harm in delaying the vote briefly to allow union members an opportunity to review the Portrait of an Educator before it was approved. She clarified that her position was not based on concerns with the document itself or the overall development process, but rather on allowing the District's union partners, who would ultimately help implement the vision, the opportunity to review it and feel included before the Board took final action.

President Murray expressed strong support for the Portrait of an Educator, describing it as an important complement to the District's Portrait of a Graduate. She said that while the Portrait of a Graduate establishes where the District wants students to be, the Portrait of an Educator helps define how the District will get there, by creating a culture where students know they belong, understand that mistakes are part of learning, and are supported in working through challenges. She said she loved the document and the connection between the two portraits.

MOTION #332 (Anthony/Hsieh) to adopt the SSFUSD Portrait of an Educator. (AYES: Murray, Anthony, Richardson, Hsieh; NOES: Lam). Motion Carried 4-1.

**b. Resolution No. 26-61: Voluntary Waiver of Personnel Commissioner Stipend**

MOTION #333 (Anthony/Hsieh) to adopt Resolution #26-61: Voluntary Waiver of Personnel Commission Stipends, allowing Commissioners, on a voluntary basis, to waive their per-meeting stipends for the 2026-27 school year. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

**c. Local Assignment Option for Certificated Staff**

Trustee Richardson asked for clarification about what the approval would allow the District to do, particularly with respect to assigning teachers to courses outside of their specific credential authorization. She expressed concern that the District could not simply assign a teacher to teach a course for which they were not appropriately credentialed.

Mr. Hannon explained that the District has been working closely with the County Office of Education, which serves as a liaison with the California Department of Education and the California Commission on Teacher Credentialing, to ensure compliance with state law. He explained that there are several local assignment options available to school districts that allow credentialed teachers to teach certain courses when appropriate. As an example, he noted that a full-time teacher may be credentialed to teach four of five daily periods but could potentially teach an elective for the remaining period through an applicable local assignment option, rather than requiring the District to hire a teacher for only 0.2 FTE. These options allow the District to offer enrichment and elective courses while remaining compliant with credentialing requirements.

MOTION #334 (Anthony/Hsieh) to approve the Local Assignment Options for certificated staff under Education Code 44258.3 for the 2026–27 school year, authorizing the educators listed in the memo to teach outside their primary credential areas. Motion Carried. (Unanimous)

**d. Agreement with The Danielson Group, Inc.**

Trustee Anthony noted that most of the expenditures were for substitute teacher costs, which she viewed positively because it helps ensure students do not lose instructional time when their regular teachers are absent.

MOTION #335 (Lam/Richardson) to approve the agreement with The Danielson Group, Inc. to support professional learning, materials, and substitute coverage required to implement the Danielson Framework for Teaching in the amount of \$298,052. Motion Carried. (Unanimous)

#### **4. STUDENT & FAMILY SERVICES**

##### **a. MOU with Friends For Youth (FFY)**

Trustee Richardson asked whether the MOU included a specific dollar amount or whether the costs would be charged to another agency outside of South San Francisco.

Dr. Moore explained that, as noted in the fiscal implications, the supplies are provided on behalf of the participating agency and there are no additional costs to the District for programming or staffing beyond reimbursement for snacks.

MOTION #336 (Hsieh/Lam) to approve the MOU with Friends for Youth to provide school-based group mentoring services for South San Francisco Unified School District students for the period of 2026–27 through 2028–29. Motion Carried. (Unanimous)

##### **b. Agreement with Learner Centered Collaborative (LCC)**

Dr. Moore highlighted that the District has received significant feedback in recent years regarding the number of consultants being used. She noted that the Board should begin to see a narrowing of the District's focus on contracted services and a reduction in associated costs, citing PSI and LCC as examples of this effort.

MOTION #337 (Hsieh/Anthony) to approve the agreement with Learner-Centered Collaborative (LCC) to provide professional learning design, leadership development, and implementation support aligned to the District's belonging and well-being priorities during the 2026–27 school year in an amount not to exceed \$133,000. Motion Carried. (Unanimous)

#### **5. BUSINESS SERVICES**

##### **a. Adoption of the 2026-27 Proposed District Budget**

Trustee Anthony thanked Mr. O and his team for their work in preparing the item and noted that it was especially positive to finally conclude the Genentech settlement. She said removing the settlement from the line item must be very satisfying.

MOTION #338 (Hsieh/Richardson) to adopt the 2026-27 Proposed District Budget and the Multi-Year Projections for 2027-28 and 2028-29 and authorizes submission to the San Mateo County Office of Education. Motion Carried. (Unanimous)

**b. Resolution No. 26-49 and Change Order #5 with McGuire and Hester**

Trustee Lam asked whether the change order would be the final one for the project. Director Shelton explained that there would likely be one additional change order to address final cleanup items as the project moves into its final stage.

Trustee Lam also asked about the project's overall status, noting that it appeared nearly complete and that striping had begun. Director Shelton stated that construction would be completed before the end of summer, with the team currently working through punch-list items. She added that some additional paperwork would be required after construction, but the project would be completed and ready for use before students return.

Trustee Lam asked whether there would be a celebration for the completed project. Mr. O shared that the District is planning a ribbon-cutting ceremony, although planning has not yet begun and will take place closer to completion. Trustee Lam expressed enthusiasm about the ribbon cutting. Trustee Anthony suggested inviting Steph Tejada, and Trustee Lam agreed that the Trustees should develop a list of invitees. Trustee Hsieh commented that the project already looks beautiful.

MOTION #339 (Lam/Anthony) to adopt Resolution #26-49: Declaring the Futility of Public Bidding of Additional Construction Work, with a waiver of the reading, and approval of Change Order #5 to the contract with McGuire and Hester for the Westborough Middle School Field and Pavement Improvements Project in the amount of \$172,701. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

**c. Resolution No. 26-59: Award of Lease-Leaseback Agreements for El Camino High School Modernization Project**

Trustee Richardson asked about the next steps following approval, including whether the project would begin during the summer or whether the District would first need state approval.

Director Shelton explained that the project is currently in the design phase. The agreement is for preliminary services that will allow the contractor to work with the design team on project phasing and other services, including destructive testing, to further develop the project design. She noted that the District is still some time away from finalizing the project drawings, which must then be submitted to the Division of the State Architect (DSA) for review and approval. She emphasized that the project remains in the early stages.

Trustee Richardson thanked Director Shelton for the clarification, explaining that she wanted to better understand the sequence of steps because construction projects often move forward through multiple stages following the Board's initial approval.

MOTION #340 (Richardson/Hsieh) to adopt Resolution No. 26-59, with a waiver of the reading, supporting the award of the Lease-Leaseback (Site Lease and Facilities Lease) agreements for the El Camino High School Modernization Project, and further authorizing District staff to enter into Lease-Leaseback agreements with Rodan Builders, Inc. in the amount of \$175,300. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

**d. Resolution No. 26-60: Education Protection Account Funds**

MOTION #341 (Anthony/Hsieh) to adopt Resolution #26-60, with a waiver of the reading to receive and disburse Proposition 55 – Education Protection Account (EPA) funds for the 2026–27 fiscal year, in accordance with constitutional requirements. (AYES: Lam, Murray, Anthony, Richardson, Hsieh; NOES: None). Motion Carried. (Unanimous)

**e. Agreement with Summit Pipelines**

MOTION #342 (Lam/Richardson) to approve the agreement with Summit Pipelines for CCTV Utility Survey Services for the South San Francisco High School Modernization Project in the amount of \$19,200. Motion Carried. (Unanimous)

**f. Agreement with P2S, LP**

MOTION #343 (Hsieh/Richardson) to approve the agreement with P2S, LP to provide Commissioning Services for the Sunshine Gardens Elementary School Modernization Project in the amount of \$28,260. Motion Carried. (Unanimous)

**g. Agreement with Achievement Engineering Corporation**

MOTION #344 (Hsieh/Richardson) to approve the agreement with Achievement Engineering Corporation to provide Geotechnical Engineering Services and Geological Hazards Evaluation for the Los Cerritos Elementary School Modernization Project in the amount of \$51,221. Motion Carried. (Unanimous)

**h. Agreement with ACC Environmental Consultants**

Trustee Anthony thanked Director Shelton for her continued work.

MOTION #345 (Richardson/Anthony) to approve the agreement with ACC Environmental Services, Inc. to provide Hazardous Material Consulting Services for the El Camino High School Modernization Project in the amount of \$77,902.50. Motion Carried. (Unanimous)

**i. Agreement with HL Construction Management, Inc.**

MOTION #346 (Richardson/Hsieh) to approve the agreement with HL Construction Management Inc. for Schematic Design Cost Estimating Services for the South San Francisco High School Modernization Project in the amount of \$46,200. Motion Carried. (Unanimous)

**j. 2-Year Contract Renewal with Dannis Woliver Kelley (DWK) Legal Firm**

MOTION #347 (Richardson/Anthony) to approve the renewal of the contract with law firm Dannis Woliver Kelley (DWK) for the 2026–27 and 2027–28 school years. Motion Carried. (Unanimous)

**k. Agreement with Lakeshore Learning for Monte Verde Elementary School TK Classroom**

Trustee Lam shared that she printed out the furniture layout because she thought it was “so cute” and expressed her hope that the new TK students will love it.

MOTION #348 (Hsieh/Richardson) to approve the agreement with Lakeshore Learning for the Monte Verde Elementary School Transitional Kindergarten classroom in the amount of \$33,098.51. Motion Carried. (Unanimous)

**l. Agreement with Lakeshore Learning for Junipero Serra Elementary School TK Classroom**

MOTION #349 (Hsieh/Richardson) to approve the agreement with Lakeshore Learning for the Junipero Serra Elementary School Transitional Kindergarten classroom in the amount of \$33,108.01. Motion Carried. (Unanimous)

**REVIEW OF FUTURE AGENDA ITEMS AND MEETINGS**

**July 16, 2026**

- Approval for Superintendent and Board participation in CSBA Conference
- Approval for Superintendent participation in 2026-27 conferences/seminars
- Williams report for 4<sup>th</sup> quarter ending 6/30/26
- Approval of the Board Governance calendar for 2026-27

**August 20, 2026**

- Introduction of Student Trustees/ASB High School Presidents
- Presentation on Summer School
- Public Hearing & resolution for confirmation of sufficient student textbooks/instructional materials
- Resolution: Attendance Awareness Month (September)

**September 10, 2026**

- Teaching & Learning presentation – Spruce Elementary

- Presentation & approval of year end unaudited actuals
- Discussion of October 22 Community Forum topic(s)
- Resolution: Hispanic Heritage Month (September 15 - October 15)
- Resolution: GANN limit

#### **September 24, 2026**

- Teaching & Learning presentation – Martin Elementary
- Approval of San Mateo Co. 2026-27 CSPP preschool contract
- Update on enrollment for the 2026-27 school year
- Update on Safe School Plans
- Resolution: Filipino American History Month (October)
- Approval of SMCOE Induction Program (BTSA) for services in 2026-27
- Resolution: California Week of the School Administrator (October)

#### **October 8, 2026**

- Teaching & learning presentation – Ponderosa Elementary
- Teaching & learning presentation – Los Cerritos Elementary
- Presentation on Fiscal Services
- Williams report for 1<sup>st</sup> quarter ending 9/30/26
- Resolution: Native American & Alaska Native Heritage Month (November)

#### **October 22, 2026 - Community Forum**

- Topic(s) TBD

#### **November 12, 2026**

- Teaching & Learning presentation – Westborough Middle
- Presentation on Assessment/Accountability (CAASPP, CAST)
- Public Hearing on Educator Effectiveness Block Grant

#### **December 10, 2026**

- Teaching & Learning presentation – Monte Verde Elementary
- Presentation & approval of First interim budget report “positive certification”
- Resolution: School Board Recognition Month
- CSBA Delegate Assembly nomination(s)
- Approval of 2027 Summer School Program

#### **December 15, 2026 - Reorganization meeting ONLY**

- Board of Trustees reorganization
- Resolution honoring outgoing Board President
- Selection of Trustees to District sub-committees/committees

## **SUMMARY OF BOARD DIRECTIVES**

Mrs. Marcelino stated that the Board directed staff to bring Teaching and Learning Action Item 2J, the agreement with 3 Kings Services LLC, back to a future Board meeting with additional clarification in the Board memo regarding the contract language, vendor selection process, and whether other local contractors or in-house staff are available and capable of performing the work.

## **GOOD AND WELFARE**

Trustee Richardson shared that on June 19, she attended a Juneteenth picnic in San Bruno featuring barbecue from a local business. She noted that there were tables displaying Black history books and bookmarks highlighting the achievements and contributions of African American inventors. She described the event as a celebration of “Black excellence” and expressed how impressed she was by the many contributions and inventions she learned about. She concluded her report by wishing everyone a nice summer.

Trustee Anthony wished everyone a happy Fourth of July and acknowledged the 250th anniversary of the United States.

Trustee Lam congratulated the City on the groundbreaking for the new Westborough Preschool, noting that expanding childcare opportunities in the community is something to celebrate. She also congratulated the community on the opening of the new Safeway on El Camino Real and highlighted the participation of the South San Francisco High School and El Camino High School bands and cheerleaders. Trustee Lam wished everyone a happy Fourth of July and noted that the bands would also participate in the upcoming Pride celebration. Regarding workforce housing, she acknowledged the District’s current bond priorities while encouraging staff to remain open to future opportunities. She also emphasized the importance of advance planning and communication to maximize potential options, including brief website updates or high-level information about anticipated pre-planning steps.

President Murray emphasized that the Board has prioritized workforce housing, but that the District’s current priorities remain focused on students, including modernization of school facilities, infrastructure improvements, and supporting Title I schools. She noted that workforce housing will be addressed in the future and reiterated that the Measure T bond included \$70 million earmarked for housing. President Murray explained that infrastructure needs require immediate attention, citing a previous pipe burst at Alta Loma that could have resulted in students needing to be relocated if the situation had been more serious. She acknowledged the desire to advance workforce housing while emphasizing that the District must address its current infrastructure and student-centered priorities first.

**ADJOURNMENT – 9:34 p.m.**