Meeting Date: July 21, 2021
Meeting Location: Held Remotely
Board Members Present: Susan Alvaro, Chelsea Bonini, Hector Camacho, Jr., Jim Cannon, Beverly Gerard
Board Members Absent: Ted Lempert, Joe Ross
Staff Officials Present: Nancy Magee, Secretary
Jennifer Perna, Executive Assistant
Other Staff Present: Claire Cunningham, Jenee Littrell, Patricia Love, Lori Musso, Lorrie Owens, Anjanette Pelletier, Alyson Suzuki
Youth Commissioner Liaison Present: Allyson Chan

1. OPENING ITEMS

A. Call to Order

Board President Hector Camacho, Jr. called the meeting to order at 6:01 p.m. He announced the County Board was conducting the meeting as a webinar in light of the current health emergency and the Governor’s March 17, 2020, Executive Order N-29-20 suspending certain provisions of the Brown Act to allow governing boards to conduct meetings through remote access. Board President Camacho also noted in the effort to increase accessibility and opportunity for community engagement, simultaneous interpretation of the meeting was being provided in Spanish using Zoom technology through the end of Public Comment and would continue further into the meeting if people were utilizing the channel.

B. Approval of Agenda

After a motion by Ms. Gerard and a second by Ms. Alvaro, the Board approved, by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, the July 21, 2021, agenda as presented.
2. **PUBLIC COMMENT**

There were no persons wishing to address the Board.

3. **EMPLOYEE OF THE MONTH**

   A. **July 2021 Employee of the Month:** Human Resources Administrative Assistant Support Team, Human Resources/Teacher and Administrative Development, Office of the Superintendent – Luz Román-Amaro, Executive Assistant II, Confidential; Kirsten Ellinger, Executive Assistant I, Confidential; and Dalma Sato, Administrative Assistant III

   Board President Camacho recognized the July 2021 Employee of the Month, the Human Resources Administrative Assistant Support Team, Human Resources/Teacher and Administrative Development, Office of the Superintendent – Luz Román-Amaro, Executive Assistant II, Confidential; Kirsten Ellinger, Executive Assistant I, Confidential; and Dalma Sato, Administrative Assistant III. Board President Camacho congratulated the team on behalf of the Board and explained they would receive the award checks and commemorative tokens shortly following tonight’s meeting.

4. **INTRODUCTION OF NEW/RECENTLY PROMOTED STAFF**

   A. **Lingqi Zhang, Information Systems Coordinator, District Business Services, Business Services Division**

   Faith Marte Kroeger, Manager, District Business Services, Business Services Division introduced Lingqi Zhang, Information Systems Coordinator, District Business Services, Business Services Division. Manager Kroeger stated Coordinator Zhang promoted to her new position after working as a Financial Analyst in the Payroll Audit Department since January 2015. In her new position, she will support the county’s 23 school districts, as well as SMCOE, in utilizing human resources and payroll applications.

   Coordinator Zhang described her past experience working in the accounting and finance departments of local city government, special districts, and school districts. Coordinator Zhang earned her Master’s Degree from Georgia Tech in their online Analytics program, and she is currently halfway through a Master of Science in Computer Science. Coordinator Zhang shared she will use her knowledge and skills to help districts automate their work processes and improve their work flow efficiency.

   B. **Kristin Carroll, Coordinator, Special Education and Instruction, Educational Services Division**

   Sarah Notch, Executive Director, Special Education and Instruction, Educational Services Division, introduced Kristin Carroll, Coordinator, Special Education and Instruction, Educational Services Division. Executive Director Notch shared her excitement to extend the work of special education services through expanded collaborative partnerships with districts and schools across the county aimed at improving outcomes for students with disabilities.
INTRODUCTION OF NEW/RECENTLY PROMOTED STAFF (continued)

Coordinator Canoll said she is excited to begin her work at SMCOE and described her career of the past 25 years working with youth ages birth through 18 years in both behavioral and mental health capacities. Coordinator Canoll holds a Master’s Degree in Social Work and applies a whole-child, trauma-informed lens to her work. She stated her work experience has spanned the continuum of services for youth, from direct service and supervisory roles in residential treatment facilities, to working with students and staff in public education. Coordinator Canoll explained she has strengths in developing community relationships, data-driven decision making, advocating for and with families to support youth, and employing a growth mindset.

C. Jeff Woodbury, Manager, Information Technology Support, Business Services Division

Lorrie Owens, Chief Technology Officer, Information Technology, Business Services Division, introduced Jeff Woodbury, Manager, Information Technology Support, Business Services Division. Chief Technology Officer Owens explained Manager Woodbury will manage the client services group, which is comprised of computer network technicians. She stated Manager Woodbury has already demonstrated leadership, knowledge, and experience in his new role.

Manager Woodbury shared he is both happy and proud to be an SMCOE employee. He described coming from a family of educators, as both of his parents and his grandfather were teachers for many years. Manager Woodbury discussed his experiences teaching foreign languages, working in technology to support the instruction of foreign languages, supporting infrastructure, supervising media services, and working for the University of Oregon as the Director of Technology for the College of Education.

D. Jenilee Peñaflor, Coordinator, Information Systems, Business Services Division

Lorrie Owens, Chief Technology Officer, Information Technology, Business Services Division, introduced Jenilee Peñaflor, Coordinator, Information Systems, Business Services Division. Chief Technology Officer Owens described Coordinator Peñaflor’s work on SMCOE projects including the email migration and systems implementation and integration. She explained Coordinator Peñaflor will serve as the lead for the digital records management project slated to start next year.

Coordinator Peñaflor shared she is a mother to three young children, is currently working on her Master’s Degree in Organizational Leadership at Regent University, and has been working in public education for nine years. One of her primary responsibilities at SMCOE is end user training and support. Coordinator Peñaflor shared she is deeply committed to K-12 public education and embracing opportunities for growth and change which exist at SMCOE.

E. Rich Maldonado, Manager, Facilities Services, Business Services Division

Superintendent Magee introduced Rich Maldonado, Manager, Facilities Services, Business Services Division. Superintendent Magee described how Manager Maldonado has been mentored by Margie Gustafson, retired Executive Director, Internal Business Services, and Denise Porterfield, former Deputy Superintendent, Business Services Division. She discussed his superb leadership skills and his incredible work ethic and integrity.
Manager Maldonado described his early career working in construction and owning his own furniture installation business, where he learned to work with the public and gained skills pertaining to maintenance and management. Manager Maldonado came to SMCOE in 2012, starting in custodian maintenance work, and has since worked hard to move up and learn as much about the organization’s facilities as possible. Manager Maldonado shared his vision to see the Maintenance Operations Program excel in safety and grow their commitment to quality, efficiency, and respect. Manager Maldonado expressed gratitude to Executive Director Gustafson, Deputy Superintendent Porterfield, and those in Human Resources for providing him with such a fantastic opportunity.

5. **APPROVAL OF MINUTES**

   **A. June 16, 2021, Regular Board Meeting**

   After a motion by Ms. Gerard and a second by Mr. Cannon, the Board approved, by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, the Minutes of the June 16, 2021, Regular Board Meeting as presented.

6. **CONSENT AGENDA**

   **B. Receive Staffing Reports**
   
   **C. Quarterly Report on Complaints, as Required by the Williams Settlement**
   
   **D. Adopt Joint Resolution No. 21-42 Honoring Christine Governale on Her Retirement**
   
   **E. Adopt Joint Resolution No. 21-43 Honoring Teena Topoian on Her Retirement**
   
   **F. Adopt Joint Resolution No. 21-44 Honoring Lisa Donati on Her Retirement**
   
   **G. Adopt Joint Resolution No. 21-45 Honoring Margie Gustafson on Her Retirement**
   
   **H. Adopt Joint Resolution No. 21-46 Honoring Lori Musso on Her Retirement**
   
   **I. Adopt Joint Resolution No. 21-47 In Recognition of the Service of Allyson Chan as the 2020-2021 Youth Commission Student Liaison to the San Mateo County Board of Education**

   After a motion by Mr. Cannon and a second by Ms. Alvaro, the Board approved, by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, the Consent Agenda.

7. **BUSINESS SERVICES DIVISION**

   **A. Discuss/Act on Resolution No. 21-48 Granting Another Designated Period for Two Years Additional Service Credit for the Brisbane School District**

   Wendy Richard, Executive Director, District Business Services, Business Services Division, explained the resolution before the Board is to grant another designated period of two years additional service credit for the Brisbane School District, the next step needed for the district to provide retirement incentive to eligible classified employees. She further explained the district had a similar golden handshake back in April 2017, and she requests the Board approve this resolution.
After a motion by Ms. Alvaro and a second by Ms. Gerard, the Board approved, by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, Resolution No. 21-48 Granting Another Designated Period for Two Years Additional Service Credit for the Brisbane School District.

8. **OFFICE OF THE SUPERINTENDENT**

   A. **Receive Initial Proposal from the California School Employees Association (CSEA) Chapter 789 to the San Mateo County Superintendent of Schools for the 2021-2022 Successor Collective Bargaining Agreement**

   The Board received the Initial Proposal from the California School Employees Association (CSEA) Chapter 789 to the San Mateo County Superintendent of Schools for the 2021-2022 Successor Collective Bargaining Agreement.

   B. **Receive Initial Proposal from the San Mateo County Superintendent of Schools to the California School Employees Association (CSEA) Chapter 789 for the 2021-2022 Successor Collective Bargaining Agreement**

   The Board received the Initial Proposal from the San Mateo County Superintendent of Schools to the California School Employees Association (CSEA) Chapter 789 for the 2021-2022 Successor Collective Bargaining Agreement.

   C. **Superintendent’s Comments**

   Superintendent Magee began by welcoming the new employees to SMCOE. Superintendent Magee noted she is excited about the talent coming onboard across various divisions and expressed pride and appreciation for the work it takes to recruit, hire, and onboard new staff.

   Superintendent Magee highlighted the efforts of the Human Resources department and noted it has been a day of celebration, gratitude, and tears, as Friday will be the last day of service for Lori Musso, Associate Superintendent, Human Resources/Teacher and Administrator Development. She described the thoughtful, COVID-safe celebration held earlier in the day for Associate Superintendent Musso, which featured wonderful decorations and individually-wrapped cupcakes. Staff shared comments and well wishes for Associate Superintendent Musso’s retirement after 38 years of service to students in California, most of them right here in San Mateo County. Her students include many teachers and administrators who have benefited from her mentorship and guidance. Superintendent Magee thanked Associate Superintendent Musso and remarked what a pleasure and honor it has been to work together.

   Superintendent Magee updated the Board on the Teacher Residency Program, developed and launched at SMCOE by Associate Superintendent Musso in partnership with Alder Graduate School of Education. She added SMCOE is the only COE providing this kind of residency program. Candidates began their coursework this week and will be placed in classrooms in the weeks ahead.
She reminded the Board the program is unique because every candidate is paired with a master teacher with whom the resident co-teaches. Students benefit by having two adults in the classroom, and candidates benefit by learning from their mentor teachers, who themselves are reinvigorated and hone the skills of the less experienced teachers. The mentor teachers participate in monthly convenings with fellow mentor teachers, as part of a professional learning community. Superintendent Magee described this as an exponentially powerful and exciting program, and thanked Associate Superintendent Musso for her leadership in bringing the program to SMCOE.

Superintendent Magee added the impact of the HR team under Associate Superintendent Musso, was evident in the recent student graduation ceremonies. She described the events as bright, wonderful, and special and made more so by the presence of families. Ms. Gerard, Ms. Bonini, and Mr. Cannon joined Superintendent Magee at the Anne Campbell Center graduation, celebrating the preschoolers as they graduated to kindergarten. Superintendent Magee stated it is hard to capture in words the development and advancement of these children with the support of SMCOE teachers.

Superintendent Magee shared that the next day Ms. Gerard also attended the remarkably special graduation for the 12th Grade and Transition Age students in the E-22 program. Ms. Gerard was joined Superintendent Magee in person while Ms. Alvaro attended remotely. There were approximately 20 graduates, and the room was full of families beaming with pride. James Wong, Administrative Assistant II, Special Education Services E-22, played the piano as the students marched in, and staff created a video of the graduates through the years. Superintendent Magee described how inspirational the graduation speaker was and thanked the staff for the thought and care they put into the graduation ceremonies.

Superintendent Magee noted this year’s state budget includes historic funding of restricted dollars for special education services. She shared her excitement that SMCOE is doubling down on its commitment to serve students with special needs and provide support for school districts under the leadership of Executive Director Notch and Coordinator Carroll. Millions of dollars are being designated to specific programs in special education, including alternative dispute resolution and direct services. She described Anjanette Pelletier, Associate Superintendent, Special Education Local Plan Area (SELP), as a state and national expert in special education funding who earlier in the day attended a federal hearing and helped educate Senator Feinstein’s staff. Superintendent Magee suggested that Associate Superintendent Pelletier might provide an informational overview of the special education funding at an upcoming Board meeting if they had interest.

Superintendent Magee went on to describe another astounding component of the California budget that serves as a testament to the vision of Anne Campbell, former San Mateo County Superintendent of Schools, and the leadership of Andra Yeghoian, Coordinator, Environmental Literacy and Sustainability. The California budget includes $6 million in pass-through money for the development of environmental literacy curriculum using open source resources for schools across the state of California.

Superintendent Magee shared Senator Josh Becker also sought additional funding for the Big Lift in the state budget, which is a first. As a result, $1 million is coming directly to San Mateo County for the Big Lift program, thanks to support from Senator Becker.
Superintendent Magee gave a shout-out to the Information Technology (IT) team and Chief Technology Officer Owens for navigating the server and email transition. She described how it is never easy to cross over to a new platform and thanked the Board for their patience and cooperation through the shift. Superintendent Magee thanked Chief Technology Officer Owens and her team, including Coordinator Peñaflor, who were instrumental in the success of the transition.

Lastly, Superintendent Magee asked Board President Camacho to adjourn the meeting in honor of Ruth Nagler, who passed away the previous week. She described Ms. Nagler as an incredible education leader and icon in San Mateo County who leaves her legacy in the form of her sons, who continue to be active and involved members of communities in San Mateo County.

9. CLOSED SESSION: INTERDISTRICT ATTENDANCE APPEAL IAA-21-5

A. Hear Interdistrict Attendance Appeal 21-5 (IAA-21-5) Filed on Behalf of a Student Currently Residing in the La Honda-Pescadero Unified School District, but Requesting to Attend School in the Portola Valley School District

At 6:51 p.m., Board President Camacho announced the meeting would move into Closed Session to hear Interdistrict Attendance Appeal 21-5 (IAA-21-5), filed on behalf of a student currently residing in the La Honda-Pescadero Unified School District, but requesting to attend school in the Portola Valley School District.

10. OPEN SESSION: REPORT ON CLOSED SESSION

A. Report on Action Taken in Closed Session on Interdistrict Attendance Appeal 21-5 (IAA-21-5)

The Board reconvened in Open Session at 8:11 p.m. After a motion by Ms. Alvaro and a second by Mr. Cannon, IAA-21-5 was denied by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, due to a lack of sufficiently compelling evidence.

11. BOARD MEMBERS

A. Discuss Format for In-Person Board Meetings

Superintendent Magee noted that her recommendations for in-person Board meetings starting on September 1 are included in the cover memo. She discussed maintaining access for the public through Zoom, but recommended public engagement and comment occur in two ways. The first is requesting written comments be submitted in advance of the meeting, a process already in place, and the second is inviting those who wish to make live public comment to attend in person. Zoom would simply be used for the community to view the meeting and follow the discussion. She explained that providing more would require additional IT support.
Ms. Alvaro agreed with Superintendent Magee’s recommendations and asked about the chat feature. She stated at one point the chat could not be turned off and members of the public could chat during the meeting, the equivalent of having people standing up on their seats and calling out during a public meeting. Ms. Alvaro asserted the Board does not work that way and that there are specified times for comment. She asked if either the chat could be disabled or it could be noted that the Board was not going to view the chat. Superintendent Magee replied that Board members are considered panelists and chat could be turned off to non-panelist members of the audience. She added that another feature in Zoom, the question-and-answer (Q&A), is another way for the public to engage. It is not as visible as the chat, but the team will look into whether it can be turned off. If the Q&A cannot be turned off, the script would state that the Board welcomes everyone attending the meeting via Zoom as well as describe the limitations to that format.

Ms. Bonini agreed that keeping the Zoom access is beneficial and asked if there would be one feed into the room or if the Board would need to be on their computers. Superintendent Magee confirmed that cameras have been installed in the room directed at the Board table, so it will be a broad view without additional camera views.

Board President Camacho shared he is happy about the increased access to meetings, including for individuals who were previously unable to attend in person but who now can call in or watch from afar. He cautioned he does not want to take away anyone’s ability to participate, which this system does, but he understands the work it takes to manage meetings.

Board President Camacho stated the proposed set up sounds great, but he suggests increased communication to the community, encouraging them to submit comments prior to or after meetings if they cannot attend. He emphasized his desire to continue including and welcoming the community as part of conversations, explaining if a community member is listening in and wants to say something, the Board will listen even after the meeting.

Superintendent Magee assured Mr. Camacho that Executive Director Patricia Love and her team are doing an excellent job highlighting Board meetings on the banner on the SMCOE website on Board meeting days and are exploring more ways to engage our stakeholders.

Ms. Alvaro shared that for many years the Cabrillo Unified School District Board meetings have been televised by local coastside television, not through Zoom, but with a fixed camera showing the entire Board. The public can hear and see what is projected onto the screen. She explained the only way to participate is to attend the meeting and make live comment or submit a comment in advance of the meeting, so they have successfully utilized this model for about 15 years.

Ms. Gerard added there are several other county offices of education who have been holding their meetings in person for several months, but she is unsure of those logistics.
B. Discuss/Act on Confirming Date and Discussing Agenda Topics for Possible Upcoming Board/Superintendent Retreat

Board President Camacho noted that two Board members were not in attendance at the meeting. The idea of a Board retreat has been discussed for some time and the term “retreat” can be used to mean a Board study session or an actual retreat. He said the Board has not participated in a retreat since Ms. Bonini joined the Board, and some possible topics could include:

- Reflection about Board meeting processes and protocols—what’s working and what should be adjusted or changed
- Board communications, methods for communicating, and how to communicate with the public, including talking points and developing more established pathways for how to conduct communications
- Legislative subcommittee strategies
- Process for restructuring, updating, and streamlining Board policies and administrative regulations
- Equity network follow-up goals, including work on an equity policy using CSBA’s template
- An opportunity to discuss strategic goals for the next five years focused on outcomes for students who are English learners and/or students with disabilities
- Additional topics of interest to the Board

Board President Camacho stated without all members of the Board to weigh in, this item should be agendized for the August 18 meeting. There are many topics, some of which may be better discussed in a study session and some in a retreat format. He asked if the above list could be included in the cover memo for the item at the next meeting.

Board President summarized that the item would be tabled until the next Board meeting, and it would remain an action item in case action was required to amend the calendar.

C. Discuss/Act on Nomination of California County Boards of Education (CCBE) 2021 Outstanding Legislator Awards Program

Board President Camacho asked who had submitted the information packet about Senator John Laird. Superintendent Magee shared that Senator Laird had led the charge in recent Excess Property Tax conversations, so Mr. Ross suggested that Senator Laird be considered. In response, staff compiled a resume highlighting Senator Laird’s background and interests.

Board President Camacho asked about the timeline and whether the Board should wait for Mr. Ross to be present to move forward. Superintendent Magee confirmed that nominations are due September 1 so the Board would be able to move this item to August 18. Board President Camacho noted the nomination was on behalf of the Board but it was Mr. Ross’s suggestion to make the nomination.

Mr. Cannon commented that Senator Laird sounds like an excellent candidate and unless there is disagreement, he doesn’t see any reason not to move forward.
BOARD MEMBERS (continued)

After a motion by Mr. Cannon and a second by Ms. Gerard, the Board approved, by a vote of five in favor (Alvaro, Bonini, Camacho, Cannon, and Gerard) and two absent (Lempert and Ross), by roll call vote, the nomination of John Laird for the California County Boards of Education (CCBE) 2021 Outstanding Legislator Awards Program.

D. Board Member Comments

Ms. Alvaro
Ms. Alvaro reported the K-12 graduation was very sweet, and she thanked Ms. Gerard for speaking on behalf of the Board.

Ms. Alvaro congratulated Coordinator Peñaflor for her promotion and thanked her for her help in the email transition, which was complicated. She also congratulated Manager Maldonado and commented that SMCOE is in good hands with him in charge of facilities. She added Mr. Maldonado is an amazing person with whom she has enjoyed working over the years.

Ms. Alvaro welcomed back Marco Chávez, Associate Superintendent, Educational Services Division, noting there would be a more formal welcoming soon.

Ms. Alvaro described the Capitol Advisors webinar as helpful in understanding the budget, which is complex and confusing. Having experienced people present in their area of specific expertise is so valuable. She thanked Capitol Advisors for the webinar.

Ms. Alvaro congratulated and thanked the San Mateo County Libraries system for their work with adult learners, especially English Language Learners. She noted there are many literacy programs, all on Zoom right now, for both English Language Learners and native English speaker learners. There are also citizenship classes, and they are doing amazing work under the leadership of Emily Smith.

Ms. Alvaro emphasized that Ruth Nagler was an incredible human being with whom she was incredibly lucky to work with on a few occasions over the years. Ms. Nagler said what was on her mind, had a huge heart, and was committed to her community. Everyone in San Mateo County and beyond benefited from Ms. Nagler’s work, and Ms. Alvaro shared she was glad the Board was adjourning in her honor.

Lastly, Ms. Alvaro shared it will be difficult to imagine SMCOE without Associate Superintendent Musso on board, and the same goes for Executive Director Gustafson. She stated the work Associate Superintendent Musso has done, especially in training teachers and administrators, will have a ripple effect in the school communities and with children that will continue for decades. Ms. Alvaro shared she cannot thank Associate Superintendent Musso enough for all she has done, and they will see each other again soon.

Ms. Bonini
Ms. Bonini shared it was a joy to attend the preschool graduation. The students were adorable, and it was nice to chat with staff and families. She hopes this is a preview of more to come for next year.
Ms. Bonini informed the Board she was recently appointed to join the Board of Directors for the National Alliance on Mental Illness (NAMI) San Mateo County. She is excited for the work they are doing and hopes to bring additional focus to psychiatric disabilities for children, because their work is currently focused on adults, families, and adolescents.

Ms. Bonini highlighted her work on the Commission on Disabilities, including working with schools to develop a more robust and far-reaching Transition to Independence Fair. She noted a lot of SMCOE staff are involved in this work. One focus is on trying to find more about vocational programs such as Career and Technical Education (CTE), and she sent out emails earlier in the day recommending SMCOE staff members who could be contacted. They are also working with the schools and the Juvenile Justice and Delinquency Prevention Commission (JJDPC).

Lastly, Ms. Bonini shared she would miss Associate Superintendent Musso, thanked her for being a great friend and for all the work she has done, and wished her a happy retirement filled with fun.

Mr. Cannon spoke of the way Associate Superintendent Musso carries herself, along with being tremendously competent. He described her pleasant demeanor and the care taken in all she does, which provides a warm climate, and thanked her for all her work.

Mr. Cannon shared he attended a wonderful event honoring Associate Superintendent Musso, as well as Associate Superintendent Jennifer Frentress, and Deputy Superintendent Porterfield, hosted by Superintendent Magee. Ms. Gerard represented the Board beautifully with her comments, and it was enjoyable to spend time and connect with the honorees, as well as Ms. Gerard, Ms. Bonini, and Mr. Lempert. He realized with Zoom meetings he had been missing the personal touch and the chance to chat and catch up.

Mr. Cannon stated every time he speaks to Ms. Bonini, he appreciates learning about her activities, and he is delighted to hear about her work with NAMI. He and his wife owe a great personal debt of thanks to NAMI.

Mr. Cannon shared he worked with Ruth Nagler’s son four days a week at the Burlingame Library, and over the last few years it has been enjoyable to get to know her at different family events. He described her obituary in the Daily Journal as incredibly thorough and defined her as a wonderful female leader.

Mr. Cannon expressed pleasure to see Manager Maldonado in his new role, describing him as a gentleman, willing to help, and patient. He said it is always great to see internal staff promoted.

Mr. Cannon stated he enjoyed attending the Capitol Advisors webinar and although it will be a huge challenge to spend the money wisely and jump through all the hurdles, this is an opportunity to do many wonderful things for students.
Ms. Gerard
Ms. Gerard shared feeling thrilled to attend both graduations in person and share in the excitement and happiness with students, parents, and teachers. She noted the teachers were especially enthusiastic after all they went through the past year. The younger students were cute and proud and loved every minute. The graduation for the older students is always a tear-jerker and the students are incredibly remarkable in what they have accomplished.

Ms. Gerard congratulated the new staff and shared her excitement for the promoted employees, including Manager Maldonado. She gave a personal shout-out to Coordinator Peñaflor, a dedicated employee who helped her through the email migration, a long and challenging process.

Mr. Gerard said the Capitol Advisors webinar was “mind-boggling” with a lot of information, and she was glad Superintendent Magee was able to pinpoint a few key concepts.

Ms. Gerard reminded her Board colleagues that next weekend is the California County Boards of Education (CCBE) Board of Directors retreat in Sacramento, which she and Mr. Ross will be attending.

Lastly, Ms. Gerard addressed Associate Superintendent Musso, describing her as a remarkable person with heart and compassion for her employees, students, SMCOE staff, her family, and the Board. She discussed how Associate Superintendent Musso has done an outstanding job over the years, making many transitions and excelling in all of them. Ms. Gerard discussed her pride in Associate Superintendent Musso’s work and how much she developed over the years. She is unsure how SMCOE will live without her. Ms. Gerard asked that Associate Superintendent Musso enjoy every minute of her retirement and her time with her family. She will be missed. She hopes they will remain friends and wished her the best of luck.

Board President Camacho
Board President Camacho recalled meeting Manager Maldonado at his first Board meeting and described him as extremely welcoming. He expressed feeling happy to have Manager Maldonado in his new role and stated he is both proud of him and excited for him. Board President Camacho thanked Manager Maldonado for his continued work with SMCOE.

Board President Camacho asked Superintendent Magee to thank all those who assisted in the evening’s Interdistrict Attendance Appeal, as there are new staff involved in the process, and he appreciates them stepping in. He stated he enjoyed the new visuals, acknowledged that is a huge process, and expressed appreciation for the staff’s work.

Board President Camacho reported he has been on vacation for roughly six weeks straight for the first time in his life, which has been fantastic. Although he is having a great time, he is looking forward to going back to work next week.

Board President Camacho extended upcoming birthday wishes to Executive Director Love and Ms. Gerard.
# BOARD MEMBERS (continued)

Board President Camacho related he personally aspires to Associate Superintendent Musso’s leadership qualities. She brings to her leadership qualities he can only dream to have one day, servant leadership, humility, and integrity. He stated when working with HR, it is either a success or it is not, and having Associate Superintendent Musso at the helm has made it a success for everyone who has come through the doors at SMCOE. That is no small feat in a complex, intricate, and important role. She has it all and she makes everyone else feel that they can do it, which not everyone can do.

Board President Camacho shared in his job interviews for leadership positions, one of the most frustrating questions for him is “What are you like as a boss?” He went on to say that if you ask anyone who has worked for Associate Superintendent Musso, you will get a glimpse of the honor it is to be in her presence. He emphasized that she always brings a sense of “aloha,” as the word conveys love, harmony, thoughtfulness, and humanity. Board President Camacho explained that Associate Superintendent Musso brings “aloha” to everything she does, and has made SMCOE a better world for children, the greatest task anyone can accomplish. He thanked her for her years of service with SMCOE, her years of service in education and for children, and for helping to bring the spirit of aloha to everyone. He expressed she will be incredibly missed, but they will remain in contact.

Associate Superintendent Musso responded that the words shared by the Board are the words someone can only dream of. She has always wanted to be a teacher to make a difference for students. Then she moved up and further away from students, so she has strived to create that spirit of aloha with her staff. Associate Superintendent Musso explained she is leaving something she has loved doing for 38 years, and although it is the right thing to do, it is difficult. She thanked everyone for making her feel like she did something for children along the way. Associate Superintendent Musso thanked everyone from the bottom of her heart because she could not have been successful without everyone’s support.

## 12. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 8:58 p.m., in honor of Ruth Nagler, a San Mateo County leader who dedicated herself throughout her life to creating opportunities for others. Ms. Nagler was also dedicated to education and served for 10 years as a trustee of the San Mateo City Elementary School District Board, where she was a leader and integral part of one of the earliest school desegregation programs in California and the nation. Ms. Nagler also served for 20 years as the Director of Community Education at Cañada College and later the San Mateo County Community College District, where she continued to expand opportunities for learning. While her accolades are numerous and well deserved, including induction into the San Mateo County Woman’s Hall of Fame and recognition as 19th Assembly District Woman of the Year, we will always be grateful for the pathways Ms. Nagler opened for so many people, especially for women and students of color. She was a pioneer who paved the way for many community members and their families.

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Nancy Magee, Secretary

jlp