

AGENDA

EDUCATING EVERY CHILD FOR SUCCESS

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Webinar ID: 892 9533 6996

Servicios de Interpretación

Interpretación virtual en español:

Llame al 978-990-5137 y presione 8377041# para la contraseña.

Interpretación en persona en español:

Solicite un transmisor al fondo de la sala.

Public Comment: The public is invited to comment on agenda and non-agenda items.

If the item is:

- **On** the Agenda: You will be called to speak when the item is being considered by the Board
- **Not** on the Agenda: You will be called to speak during Public Comment.

Zoom Attendees:

Public comments may be made live via Zoom. Remote participants can submit virtual speaker cards during the open session using the links below, or use the "Raise Hand" function in Zoom to notify the Board of their desire to speak:

- Comment in English: <https://forms.gle/21LvmnGdH3SrZ3zQ8>
- Comentario en Español: <https://forms.gle/i6wdPrt2oqhSnped7>

In-Person Speakers:

Speaker Cards are available at the entrance and can be submitted to the secretary.

Public comments are limited to 3 minutes per person per topic unless otherwise noted.

Additional Information

Accessibility: To request disability accommodation (including auxiliary aids or services) or translation services, please contact Evelyn Campos at ecampos@rcsdk8.net at least 48 hours before the meeting.

Meeting Recording: The meeting will be recorded and posted online within 24 to 72 hours.

Online Board Packets: As of March 2011, we no longer produce printed board packets. Any member of the public may access board documents at:

https://simbli.eboardsolutions.com/SB_Meetings/SB_MeetingListing.aspx?S=36030397. If you would like to follow along during the meeting, and you are inside the boardroom, you may utilize our Wi-Fi network: rcsdguest (no password required).

1. Call to Order - 1 min

The Board will call the meeting to order and establish a quorum by roll call.

1. Roll Call

2. Welcome - 1 min

Welcome by the School Board President, Mike Wells.

3. Changes to the Agenda - 1 min

The School Board will review and discuss any requested additions, deletions, or modifications to the agenda prior to its adoption.

4. Approval of the Agenda (Action Required) - 1 min

Motion to approve the agenda as submitted or amended.

5. Public Comment

The public is invited to comment on agenda and non-agenda items.

Zoom Attendees: If you have a public comment, please submit a speaker's card using the links available, prior to the Regular Board Meeting or immediately upon the meeting opening. Remote participants may also use the "Raise Hand" function in Zoom to indicate their desire to speak.

Comment in English: <https://forms.gle/21LvmnGdH3SrZ3zQ8>

Comentario en Español: <https://forms.gle/i6wdPrt2oqhSnped7>

In-Person Speakers: Speaker cards are available at the entrance and can be submitted to the secretary.

None.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

6. School/Community Reports - 1 hr 30 min

1. Presentation on the Redwood City Transitional Kinder (TK) Program

The Redwood City Transitional Kinder Program represents RCSD's investment in early learning as a critical strategy for long-term student success. By anchoring instruction in developmentally appropriate, standards-aligned, play-based experiences—and by fostering joy, communication, social-emotional growth, and early academic readiness—we are laying the groundwork for thriving learners across the district. (30-minute presentation; 20-minute board discussion)

The purpose of the Transitional Kindergarten presentation is to provide the Board with an update on the evolution, alignment, and instructional quality of RCSD's Program as we continue to build a coherent, developmentally responsive pathway for our youngest learners. RCSD is laying the groundwork for thriving learners across the district.

- Cultivates learning through purposeful, play-based experiences that honor the developmental needs of young learners.
- Builds strong oral language and communication skills to support early literacy and social engagement.
- Establishes foundational classroom routines and collaborative peer skills that prepare students for a smooth transition into kindergarten and beyond.
- Fosters social-emotional growth, self-regulation, and self-advocacy, ensuring students develop the confidence and resilience needed for future academic success.

Over the past two years, RCSD has been engaged in a comprehensive curriculum update to

align with the state's new Preschool/Transitional Kindergarten Learning Foundations (PTKLF). Historically, our team blended Preschool Learning Foundations with Kindergarten standards. As the state now provides dedicated PTKLF standards, RCSD has fully transitioned to integrating these standards across all instructional materials and curricular planning.

Since the launch of Universal Transitional Kindergarten (UTK) in 2022, RCSD has aligned tightly with the CDE Transitional Kindergarten Implementation Guide, focusing on:

- Delivering a high-quality play-based program
- Implementing a standards-based curriculum
- Designing developmentally appropriate learning environments
- Staffing classrooms with highly qualified teachers who understand early childhood development

Additionally, with support from TK California, RCSD has strategically designed instructional resources to meet the diverse linguistic, developmental, and social-emotional needs of our TK learners. This reflects our commitment to ensuring every child enters kindergarten with a robust foundation that supports future achievement.

The Redwood City Transitional Kinder Program represents RCSD's investment in early learning as a critical strategy for long-term student success. By anchoring instruction in developmentally appropriate, standards-aligned, play-based experiences—and by fostering joy, communication, social-emotional growth, and early academic readiness—we are laying the groundwork for thriving learners across the district.

None at this time.

Prepared by: Anna Herrera, Assistant Superintendent Ed. Services

Approved by: John R. Baker, Ed.D., Superintendent

 [RCSD TK Program-Board Presentation Dec 2025](#)

2. Review the CA Dashboard Board Report for RCSD

The California Dashboard provides a comprehensive view of student performance across multiple measures, including English Language Arts, Mathematics, Chronic Absenteeism, and subgroup outcomes. The results of the 2024-2025 school year highlight both areas of progress and areas requiring continued focus. (20-minute presentation; 20-minute board discussion)

The California School Dashboard provides a comprehensive, multidimensional view of student achievement and school performance, moving beyond test scores to include academic performance, English Learner progress, attendance, suspension rates, and college/career readiness.

Performance on state measures, using comparable statewide data, is represented by one of five colors. The performance level (color) is not included when there are fewer than 30 students in any year. This is represented using a greyed out color dial with the words 'No Performance Color'. State measures include chronic absenteeism, graduation rate,

suspension rate, English learner progress, and academic performance (which includes English language arts/literacy and mathematics) and science.

The California Dashboard allows the Board and District to:

- **Monitor district progress:** Review trends in student outcomes, including gains for English Learners, foster youth, and other priority groups.
- **Support data-driven decisions:** Inform resource allocation and programmatic decisions aligned with district priorities such as MTSS, bi-literacy, and targeted interventions in the LCAP.
- **Promote equity and transparency:** Disaggregated data highlight performance gaps, ensuring the Board and community understand where support is most needed.
- **Align with state accountability:** Using the Dashboard ensures consistency with state reporting requirements while providing a visual, accessible representation of progress over time.

Redwood City Data from the California Dashboard indicate the following:

Chronic Absenteeism

**RCSD experienced an overall decline of 0.8% in the 2024-2025 school year.

The Pacific Islander subgroup remained in the red for two consecutive years (2024-2025 and 2023-2024).

**RCSD had three additional subgroups in red for 2024-2025: African American students, Long-Term English Learners, and Students with Disabilities.

**RCSD had one school with a significant increase in Chronic Absenteeism, while six showed a significant decrease.

**RCSD did not meet the LCAP goal 1 for chronic absenteeism as there was only a 0.9 decrease.

Suspensions

**RCSD experienced an overall 1.4% decline in suspensions during the 2024-2025 school year.

**No RCSD subgroups were identified in the Red category.

**Nine RCSD schools reduced their suspension rates from the 2024-2025 school year.

**RCSD successfully met LCAP Goal 1 for suspensions.

English Learners

**RCSD maintained steady progress for English Learners with a 0.6% overall increase.

**The district made notable gains for Long-Term English Learners, showing an 8.1% increase in the ELPAC.

**Seven RCSD schools increased the number of students moving up at least one level on the ELPI.

**The Students with Disabilities (SWD) subgroup showed strong improvement with a 9.4% increase.

**RCSD is on track to meet its English Learner target for LCAP Goal 2, with a 2.9% increase in the ELPAC assessment.

English Language Arts

**Overall, the district increased by 11.1 points, moving closer toward standard.

**Priority schools that had double-digit increases were Hoover, Garfield, Roosevelt and McKinley and are moving closer toward standards.

**Priority schools in single digits that moved closer toward standards are Taft, Clifford, and Henry Ford.

**Adelante Selby and Kennedy had single-digit increases moving toward standards, and Orion had a double-digit increase.

**RCSD is not currently on track to meet LCAP Goal 3 for ELA, as English Learners showed only a 3.5% increase.

Mathematics

**Overall, the district increased by 8.6 points, moving closer toward standard.

**Priority schools that had double-digit increases were Garfield, Roosevelt, McKinley, and Henry Ford.

**Priority schools in single digit increases were Taft, Hoover, and Clifford.

**Adelante Selby, Kennedy, Roy Cloud, and Orion all had increases.

**RCSD is not currently on track to meet LCAP Goal 3 for ELA, as English Learners showed only a 0.7% maintenance in performance.

This presentation will provide the Board with actionable insights into the district's performance, celebrate areas of growth, and identify areas for targeted improvement in the 2024–25 school year that are aligned to LCAP goals and actions.

None at this time.

Prepared by: Anna Herrera, Assistant Superintendent, Ed. Services

Approved by: John R. Baker, Ed.D., Superintendent

 [RCSD 24-25 School Dashboard](#)

7. Discussion Items - 20 min

1. First Reading and Discussion of Board Policy and Administrative Regulation 0510: School Accountability Report Card

Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy and Administrative Regulation 0510: School Accountability Report Card. This policy and regulation were reviewed by the Board Policy Committee.

The regulation is new to the District, but the California School Boards Association (CSBA) policy has been in place since 2009. This policy has been updated to require that if 15% or more of a school's students speak a single primary language other than English, the SARC shall be translated into that other language. The SARC shall also be available in a uniform format and provided in a language that parents/guardians can understand.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 0510 - School Accountability Report Card - First Reading - Marked](#)

 [AR 0510 - School Accountability Report Card - First Reading - New - Marked](#)

 [BP 0510 - School Accountability Report Card - First Reading - Clean](#)

 [AR 0510 - School Accountability Report Card - First Reading - New - Clean](#)

2. First Reading and Discussion of Board Policy 1100: Communication with the Public
Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy 1100: Communication with the Public. This policy was reviewed by the Board Policy Committee.

This policy has been updated to include social media in communication with the public and that there may be professional development for staff members to assist in effectively responding to requests for information by the public. It also includes protocol when there are mass mailings at the public's expense.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 1100 - Communication With the Public - First Reading - Marked](#)

 [BP 1100 - Communication With the Public - First Reading - Clean](#)

3. First Reading and Discussion of Board Policy and Administrative Regulation 1340: Access to District Records

Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy and Administrative Regulation 1340: Access to District Records. This policy and regulation were reviewed by the Board Policy Committee.

This is an update to an existing policy in RCSD. CSBA has recognized that topics related to the copying of public records would be more appropriately placed in the regulation.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy

Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 1340 - Access to District Records - First Reading - Marked](#)

 [AR 1340 - Access to District Records - First Reading - Marked](#)

 [BP 1340 - Access to District Records - First Reading - Clean](#)

 [AR 1340 - Access to District Records - First Reading - Clean](#)

4. First Reading and Discussion of Board Policy 1112: Media Relations

Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy 1112: Media Relations. This policy was reviewed by the Board Policy Committee.

This policy has been updated to manage news media requests in accordance with Board Policy 1100 and Board Policy 1250.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 1112 - Media Relations - First Reading - Marked](#)

 [BP 1112 - Media Relations - First Reading - Clean](#)

5. First Reading and Discussion of Board Policy 4235: Soliciting and Selling

Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy 4235: Soliciting and Selling. This policy was reviewed by the Board Policy Committee.

Board Policy 4135: Soliciting and Selling was adopted for certificated staff in the past. Board Policy 4235 is currently missing from RCSD's Board Policies.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4235 - Soliciting and Selling - First Reading - New - Marked](#)

 [BP 4235 - Soliciting and Selling - First Reading - New - Clean](#)

6. First Reading and Discussion of Board Policy 4335: Soliciting and Selling
Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.
It is the Administration's recommendation that the School Board read and discuss Board Policy 4235: Soliciting and Selling. This policy was reviewed by the Board Policy Committee.

Board Policy 4135: Soliciting and Selling was adopted for certificated staff in the past. Board Policy 4335 is currently missing from RCSD's Board Policies.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4335 - Soliciting and Selling - First Reading - New - Marked](#)

 [BP 4335 - Soliciting and Selling - First Reading - New - Clean](#)

7. First Reading and Discussion of Board Policy and Administrative Regulation 5113.12: District School Attendance Review Board
Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.
It is the Administration's recommendation that the School Board read and discuss Board Policy and Administrative Regulation 5113.12. This policy and regulation were reviewed by the Board Policy Committee.

This policy has existed in CSBA, but has not been implemented into RCSD. This policy establishes a school attendance review board (SARB) that students may be referred to for intensive guidance/assistance. RCSD has implemented SARB for many years.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 5113.12 - District School Attendance Review Board - First Reading - New - Marked](#)

 [AR 5113.12 - District School Attendance Review Board - First Reading - New - Marked](#)

 [BP 5113.12 - District School Attendance Review Board - First Reading - New - Clean](#)

 [AR 5113.12 - District School Attendance Review Board - First Reading - New - Clean](#)

8. First Reading and Discussion of Board Policy and Administrative Regulation 5125: Student Records

Revisions resulted from changes from the California School Boards Association (CSBA) and suggestions from Redwood City School District (RCSD) staff.

It is the Administration's recommendation that the School Board read and discuss Board Policy and Administrative Regulation 5125: Student Records. This policy and regulation were reviewed by the Board Policy Committee.

This RCSD implemented policy has been updated to reflect AB 801 (2024), which requires districts to provide documentation that a student has not been enrolled in the district for at least 60 days, and that the student (or parents/guardians) can request that records not covered under the California Consumer Privacy Act may be deleted.

The Board of Trustees has requested that a marked version and a clean copy be attached to each board memo. The marked copy contains the edits reviewed by the Board Policy Committee. The red edits in the marked copy indicate changes from the CSBA. The highlighted texts indicated in the board policy are suggestions made by RCSD staff and the Board Policy Committee. The clean version contains no markups.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 5125 - Student Records - First Reading - Marked](#)

 [AR 5125 - Student Records - First Reading - Marked](#)

 [BP 5125 - Student Records - First Reading - Clean](#)

 [AR 5125 - Student Records - First Reading - Clean](#)

8. Approval of Consent Items (Action Required) - 1 min

Items listed under the Consent Agenda are considered routine and are acted upon by the Board in one motion.

It is the Administration's recommendation that the School Board approve all items on the Consent Agenda, as submitted.

Documentation concerning these items has been provided to all Board members and the public in advance to ensure an extensive and thorough review. There is no discussion of these items prior to the Board vote.

Only members of the Board and the Superintendent may remove items from the Consent Agenda. Members of the public may provide comments at the start of the regular meeting, which may convince a Board member or the Superintendent to remove an item for further discussion.

1. Approval of the November 12, 2025, Board Meeting Minutes

It is the Administration's recommendation that the School Board approve the November 12 Minutes for the Regular Board Meeting, as submitted.

The board meeting minutes have been reviewed by the Superintendent and the Administration.

No financial impact.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [2025.11.12 Minutes DRAFT - Regular](#)

2. Approval of the November 19, 2025, Board Meeting Minutes

It is the Administration's recommendation that the School Board approve the November 19

Minutes for the Regular Board Meeting, as submitted.

The board meeting minutes have been reviewed by the Clerk, Superintendent, and the Administration.

No financial impact.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [2025.11.19 Minutes DRAFT - Closed.Regular](#)

3. Approval of the Addendum to the Measure U Application for Taft Community School for the 2025-2026 School Year

These funds support schools in strengthening academics, attracting and retaining qualified teachers, enhancing arts and music programs, and updating instructional technology.

It is the Administration's recommendation that the School Board read and approve Taft's Addendum to their 2025-2026 Measure U Application.

For Measure U, Taft was given an allotment for 2025-2026 of \$96,640 and a carryover from 2024-25 of \$29,495 for a total of \$126,135. Taft's School Site Council met on November 17, 2025, and approved its Measure U Addendum.

The following amendments are proposed to Taft's Measure U Plan for the 2025-2026 school year:

- Increase the amount allocated for Teacher Release for Data Analysis and Planning/ Conferences from \$6,600 to \$10,000.
- Increase the funds allocated for Outdoor Education from \$5,000 to \$15,000.
- Increase funds for technology devices purchased from \$14,000 to \$15,860 to purchase new Chromebooks for the current ones that will need to be replaced, as well as purchase earphones for student use in the classroom. Purchase technology apps for 3rd-5th grades, and replace the Redcat systems in various rooms.
- Increase the amount of books in the school library to support reading from \$3,000 to \$4,400. Use funds to provide incentives for students who are meeting their reading goals through iReady.
- Increase the amount of funds allocated for field trips in the areas of Science, Social Studies, Technology, and Art to provide enrichment opportunities for students from \$5,000 to \$12,295. Fees for entrance and the cost of buses will be covered.
- Allocate \$5,600 to enhance reading by purchasing Scholastic Magazine subscriptions for K-5.

All the members in attendance at the November 17, 2025, School Site Council meeting voted to approve the recommendations (the Principal abstained as directed). An updated application for Measure U funds is attached for review.

Please see the attached Addendum for details.

Prepared by: David Camarena, Principal, Taft Community School

Approved by: John R. Baker, Ed.D., Superintendent

 [2025-26 Taft Measure U Addendum Signed](#)

4. Approval of KIPP Excelencia Community Prep Measure U Application for the 2025-26 School Year

KIPP Excelencia Community Prep requests Board approval of its 2025-26 Measure U funding application. The school plans to use Measure U funds to support mathematics instructional leadership in alignment with voter-approved priorities. The KIPP Family Council approved the plan on October 23, 2025.

It is the Administration's recommendation that the School Board approve the 2025-26 Measure U Application for KIPP Excelencia Community Prep School.

KIPP Excelencia Community Prep is submitting the 2025-26 application for the use of Measure U funds to the Redwood City School District Board for approval. The school's plan for Measure U funds, made available through a Redwood City voter-passed parcel tax, has been outlined in the attached application and is in accordance with the priorities listed in the local measure.

KIPP Excelencia will be using Measure U funds to enhance quality mathematics instruction for students through dedicated instructional leadership. The allocation of these funds towards mathematics department leadership positions meets the voter-approved priorities. The plan was approved by a majority vote of the school's KIPP Family Council on October 23, 2025.

We thank the district for its assistance in securing these important funds for students in Redwood City.

The estimated Measure U funding for KIPP Excelencia is \$156,203. This funding supports 1.90 FTE mathematics department leadership positions—specifically, a Mathematics Lead for Lower School (TK-4) and a Mathematics Lead for Upper School (5-8). These positions enhance essential mathematics skills across all grade levels by:

- Leading grade-level teams in standardizing curriculum implementation
- Modeling exemplary mathematics instruction and supporting teacher development
- Providing targeted intervention and acceleration opportunities for students
- Analyzing grade-level assessment data to guide instructional decisions
- Collaborating across grade spans to ensure vertical alignment of mathematical concepts
- Developing systems for mathematical discourse and problem-solving strategies
- Creating opportunities for authentic, real-world mathematics applications

These mathematics leadership positions serve over 700 students across grades TK-8 at KIPP Excelencia Community Prep, contributing to the building of sustainable instructional capacity in mathematics education.

Prepared by: Sarah Sanchez, Director of Public Accountability and Compliance at KIPP NorCal Public Schools

Approved by: John R. Baker, Ed.D., Superintendent

 [2025-26 Measure U KIPP Excelencia Plan](#)

5. Ratification of Warrant Registers, November 1, 2025 - November 30, 2025

The attached report provides a listing of district expenditures totaling \$5,582,001.75 for the period from November 1 to November 30, 2025, in accordance with Education Code Section 42631.

It is the Administration's recommendation that the Board of Education ratify the attached warrant registers as submitted.

Pursuant to Education Code Section 42631, all disbursements of district funds must be approved by written order of the Governing Board. The attached warrant registers reflect expenditures from various funds totaling \$5,582,001.75 for the period from November 1 to November 30, 2025.

The total disbursement from the San Mateo County Treasurer's Office was \$5,582,001.75, representing actual expenditures across all district funds.

Prepared by: Rick Edson, Chief Business Official
Approved by: John R. Baker, Ed.D., Superintendent

 [Warrant Register November 2025](#)

6. Approval to Discard Obsolete and Damaged Library Books

The RCSD Classified Librarians have weeded the inventory in the school libraries and have determined that the attached lists of books are ready to be discarded.

It is recommended that the Board of Trustees approves the request to discard the attached Library books.

Per Board Policy 3270, when district-owned books, equipment and supplies become unusable, obsolete, or no longer needed, the Superintendent or designee shall identify these items to the Board of Education, together with their estimated value and a recommendation that they be sold or disposed of by one of the methods prescribed in law and administrative regulations. With Board approval, the Superintendent or designee shall arrange for the sale or disposal of these items. The majority of books on the attached lists are recommended for discard due to updated books replacing outdated versions or being damaged.

Instructional materials may be considered obsolete or unusable when they:

1. Contain information rendered inaccurate or incomplete by new discoveries or technologies
2. Have been replaced by more recent versions or editions of the same material and are of no foreseeable value in other instructional areas.
3. Contain demeaning, stereotyping or patronizing references to persons on account of their sex or sexual orientation, members of racial, ethnic, religious, vocational or cultural groups, or persons with physical or mental disabilities
4. Have been inspected and discovered to be damaged beyond use or repair

The District recommends that obsolete books that are intended for discarding are first offered to students and then to local non-profit charitable organizations, per Ed Code 60510. The Instructional Materials department will oversee the discarding process once students have chosen books to bring home. The new cycle of review of the need to discard will occur in May and June of each calendar year.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [Adelante Discard List Nov 2025](#)

 [Clifford Discards Nov 2025](#)

 [Garfield Discarded Copies Nov 2025](#)

 [Henry Ford Discarded Copies Nov 2025](#)

 [Hoover Discard List Nov25](#)

 [Kennedy Discard List Nov 2025](#)

 [MIT_NSA Discard List Nov 2025](#)

 [Orion Discarded Copies Nov 2025](#)

 [Roosevelt Discards Nov 2025](#)

 [Roy Cloud Discard List Nov 2025](#)

 [Taft Discard List November 2025](#)

7. Approval of the Retirement Notification Incentive

In an effort to streamline staffing planning for the 2026-2027 school year and to assist in

managing staffing reductions, it is the Administration’s recommendation to offer an early retirement notification incentive.

The incentive will be available as outlined below for those employees who notify Wendy Kelly, Deputy Superintendent, in writing via the RCSD Retirement/Notice of Separation form, by the deadlines below.

\$2,000 (Two thousand dollars) to employees with 1-29 years of service completed as of June 2026;

\$5,000 for employees with 30+ years of service completed as of June 2026

All Certificated Employees:

Notification deadline by 01/15/2026 | Retirement deadline by 06/30/2026

All Classified Employees:

Notification deadline by 01/15/2026 | Retirement deadline by 08/15/2026

For reference purposes, the following chart denotes the previous years’ retirement notifications from employees:

| Notification Date | Management Employees | CSEA Employees | RCTA Employees |
|---|----------------------|----------------|----------------|
| Received by 2/15/25 for the 2025-26 school year | 1 | 9 | 8 |
| Received by 2/15/24 for the 2024-25 school year | 1 | 6 | 4 |
| Received by 2/15/23 for the 2023-24 school year | 2 | 3 | 6 |
| Received by 2/15/22 for the 2021-22 school year | 5 | 10 | 6 |
| Received by 2/15/21 for the 2020-21 school year | 1 | 9 | 8 |

Up to \$50,000 in the Unrestricted General Fund ending balance, depending on the number of notifications received by the deadline.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

8. Acceptance of Donation

During the year, the School District and schools receive donations from parents, staff, and community members to help improve student achievement throughout the School District. It is the Administration's recommendation that the School Board accept a donation on behalf of The Optimist Club to be used by the Music Program.

The School District received a donation check for \$1,500 from The Optimist Club to be used by the Music Program.

The District will receive a \$1,500 donation designated for the Music Program. This donation will be deposited into the appropriate program account and used to support music-related activities and needs.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [Donation Letter_Optimist Club](#)

9. Second Reading and Approval of Board Bylaw 9250: Remuneration, Reimbursement, and Other Benefits

It is the Administration's recommendation that the Board read and approve Board Bylaw 9250: Remuneration, Reimbursement, and Other Benefits.

This policy was discussed at the November 12, 2025, board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [Exhibit 9250 - Sample Resolution of Board Compensation for Missed Meetings](#)

 [Board Bylaw 9250 - Remuneration, Reimbursement And Other Benefits - Second Reading](#)

10. Second Reading and Approval of Board Policy and Administrative Regulation 4119.42: Exposure Control Plan for Bloodborne Pathogens

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 4119.42: Exposure Control Plan for Bloodborne Pathogens.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4119.42 Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

 [AR 4119.42 Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

11. Second Reading and Approval of Board Policy and Administrative Regulation 4219.42: Exposure Control Plan for Bloodborne Pathogens

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 4219.42: Exposure Control Plan for Bloodborne Pathogens

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4219.42 - Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

 [AR 4219.42 - Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

12. Second Reading and Approval of Board Policy and Administrative Regulation 4319.42: Exposure Control Plan for Bloodborne Pathogens

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 4319.42 : Exposure Control Plan for Bloodborne Pathogens

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4319.42 - Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

 [AR 4319.42 - Exposure Control Plan For Bloodborne Pathogens - Second Reading](#)

13. Second Reading and Approval of Board Policy and Administrative Regulation 4119.43: Universal Precautions

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 4119.43: Universal Precautions

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4119.43 - Universal Precautions - Second Reading](#)

 [AR 4119.43 - Universal Precautions - Second Reading](#)

14. Second Reading and Approval of Board Policy and Administrative Regulation 4219.43:

Universal Precautions

It is the Administration's recommendation that the Board read and approved Board Policy and Administrative Regulation 4219.43: Universal Precautions.

This policy was discussed at the November 19, 2025, board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4219.43 - Universal Precautions - Second Reading](#)

 [AR 4219.43 - Universal Precautions - Second Reading](#)

15. Second Reading and Approval of Board Policy and Administrative Regulation 4319.43:

Universal Precautions

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 4319.43: Universal Precautions.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4319.43 - Universal Precautions - Second Reading](#)

 [AR 4319.43 - Universal Precautions - Second Reading](#)

16. Second Reading and Approval of Board Policy 4151: Employee Compensation

It is the Administration's recommendation that the Board read and approve Board Policy 4151: Employee Compensation

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4151 - Employee Compensation - Second Reading](#)

17. Second Reading and Approval of Board Policy 4251: Employee Compensation

It is the Administration's recommendation that the Board read and approve Board Policy 4251: Employee Compensation.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4251 - Employee Compensation - Second Reading](#)

18. Second Reading and Approval of Board Policy 4351: Employee Compensation

It is the Administration's recommendation that the Board read and approve Board Policy

4351: Employee Compensation.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 4351 - Employee Compensation - Second Reading](#)

19. Second Reading and Approval of Board Policy and Administrative Regulation 5141: Health Care and Emergencies

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 5141: Health Care and Emergencies.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

It is important to note that since the First Reading, the following sentence has been added to the first paragraph of the policy:

"The Governing Board encourages all staff to be trained on CPR/AED."

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 5141 - Health Care And Emergencies - Second Reading](#)

 [AR 5141 - Health Care And Emergencies - Second Reading](#)

20. Second Reading and Approval of Board Policy and Administrative Regulation 5141.21: Administering Medication and Monitoring Health Conditions

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulation 5141.21: Administering Medication and Monitoring Health Conditions.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 5141.21 - Administering Medication And Monitoring Health Conditions - Second Reading](#)

 [AR 5141.21 - Administering Medication And Monitoring Health Conditions - Second Reading](#)

21. Second Reading and Approval of Board Policy 5141.5: Mental Health

It is the Administration's recommendation that the Board read and approve Board Policy 5141.5: Mental Health

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 5141.5 - Mental Health - Second Reading](#)

22. Second Reading and Approval of Board Policy and Administrative Regulation 6142.7: Physical Education

It is the Administration's recommendation that the Board read and approve Board Policy and

Administrative Regulation 6142.7: Physical Education.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 6142.7 - Physical Education and Activity - Second Reading](#)

 [AR 6142.7 - Physical Education and Activity - Second Reading](#)

23. Second Reading and Approval of Board Policy and Administrative Regulations 6142.8: Comprehensive Health Education

It is the Administration's recommendation that the Board read and approve Board Policy and Administrative Regulations 6142.8: Comprehensive Health Education.

This policy was discussed at the November 19, 2025 board meeting as a First Reading.

No financial impact on the District at this time.

Prepared by: Wendy Kelly, Deputy Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [BP 6142.8 - Comprehensive Health Education - Second Reading](#)

 [AR 6142.8 - Comprehensive Health Education - Second Reading](#)

9. Action Items (Action Required) - 20 min

1. Adoption of Annual Organizational Meeting Date Set for December 17, 2025, at 7:00 PM

It is the Administration's recommendation that the School Board adopt the Annual Organizational meeting date of December 17, 2025, as presented.

Education Code Section 35143 sets forth the requirement of each school district, community college district, and county office of education to hold an annual organizational meeting.

Per Board Bylaw 9100, at the annual organizational meeting, the Board of Education shall rotate so that each current and re-elected Board member assumes the next higher position in the officer rotation order. Newly elected or appointed board members shall occupy the remaining vacant positions. If there is more than one new board member elected or appointed, there will be a lottery to determine the order of filling the board positions.

In order to comply with Bylaw 9100 and Education Code section 35143, the Board shall hold an annual organizational meeting.

On behalf of the Board, the Superintendent shall notify the County Superintendent of Schools of the day and time selected.

None.

Prepared by: John R. Baker, Ed.D., Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [2025 Notice of Annual Organization Meeting Date](#)

2. Discuss and Select a Taxpayer Organization Representative for the Citizens' Bond Oversight Committee (CBOC)

Two applicants—Mr. Anthony Hanni and Mr. Alan Hansen—have applied to serve as the Taxpayer Organization Representative on the Citizens' Bond Oversight Committee (CBOC). The Board is asked to discuss the applicants and select one to fill this vacancy. The selected member's first term will expire on June 30, 2027.

This action does not fill the Business Community Representative vacancy. That seat remains open and will return to the Board once a qualified candidate applies.

It is the Administration's recommendation that the Board discuss and select one of the following applicants to serve as the Taxpayer Organization Representative on the CBOC:

- Anthony Hanni – Taxpayer Organization

- Alan Hansen – Taxpayer Organization
- Applicants
 - Mr. Hanni applied on September 20, 2025, as a representative of the Howard Jarvis Taxpayers Association.
 - Mr. Hansen applied on November 13, 2025, as a representative of a bona fide taxpayer organization.

- Both applicants meet the Education Code qualifications for the required Taxpayer Organization category.

- Detailed application information, including occupation, educational background, employment history, civic involvement, and statements of interest, is provided in the attached application summary.

Background

On November 3, 2015, voters approved Measure T, authorizing the issuance of up to \$193 million in General Obligation Bonds for district facility improvements. State law requires the district to maintain a Citizens' Bond Oversight Committee (CBOC) to ensure bond proceeds are spent only on allowable purposes and to provide public transparency.

Required Membership Categories

Per Education Code requirements and district practice, the CBOC must include members representing the following:

- Business Community Representative – A member active in a business organization representing the local business community.
- Senior Citizens' Organization Representative – A member active in a senior citizens' organization.
- Parent/Guardian & PTA/School Site Council Representative – A parent or guardian of a child currently enrolled in the district who is also active in a parent-teacher organization such as PTA or a school site council.
- Taxpayers' Organization Representative – A member active in a bona fide taxpayers' organization.
- Parent/Guardian Representative – A parent or guardian of a child currently enrolled in the district.

To maintain impartiality, no district employee, official, vendor, contractor, or consultant may serve on the committee.

On November 8, 2022, voters approved Measure S, authorizing up to \$298 million in additional bonds. In March 2023, the Board adopted Resolution #30, consolidating oversight of both Measures T and S under a single committee for efficiency and consistency.

Current Vacancies

- Taxpayer Organization Representative – To be filled by Board selection tonight

- Business Community Representative – Still vacant; recruitment ongoing

CBOC Membership After Tonight's Selection

- Rick Hunter – Member at Large – Term expires June 30, 2026
- Selected Applicant (Hanni or Hansen) – Taxpayer Organization – Term expires June 30, 2027
- Janet Borgens – Senior Citizen Organization – Term expires June 30, 2027
- Jennifer Givens – Parent/Guardian – Term expires June 30, 2027
- Carl Landers – Parent/Guardian/PTA – Term expires June 30, 2027
- Jitpal Sahai – Parent/Guardian – Term expires June 30, 2027
- Vacant – **Business Community Representative**

None.

Prepared by: Rick Edson, Chief Business Official

Approved by: John R. Baker, Ed.D., Superintendent

 [RCS D CBOC Applicants - Taxpayer Organization](#)

10. Board and Superintendent Reports - 20 min

The School Board and Superintendent Baker will report out on meetings, attended events, upcoming events, school site visits, etc.

None.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

11. Information

12. Correspondence - 1 min

The Board of Trustees regularly receives written correspondence from members of the community, staff, or partner agencies. This agenda item is provided to formally acknowledge receipt of these communications and, when appropriate, to make them part of the official record.

13. Other Business/Suggested Items for Future Agenda - 1 min

The attached Schedule of Agenda Items for the 2025–26 School Board meetings serves as a planning tool and will continue to be reviewed and updated regularly to ensure alignment with district priorities and timelines.

None.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [25-26 Schedule of Board Agenda Items](#)

14. Board of Trustees Meeting Reflection - 10 min

As part of the Board’s commitment to continuous improvement, this item provides an opportunity to reflect on the board meeting and consider ways to enhance effectiveness moving forward. This opportunity for reflection supports ongoing improvement in how the Board conducts its work and serves the community.

None.

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

15. Board of Trustees Meeting Calendar - 1 min

The 2025–2026 Board Meeting Calendar is attached.

This calendar outlines the scheduled regular meetings of the Board for the upcoming school year and serves as a planning tool for trustees, staff, and the public. Please note that the

calendar may be updated periodically as needed to reflect changes in scheduling or district priorities.

Changes to the calendar:

Postponed December 10, 2025, Closed Session Meeting

Upcoming Board Meetings:

| Date/ Time | Meeting Type |
|---|--|
| Saturday, December 13, 2025 8 AM - 5 PM | Special Meeting (closed to the public) |
| December 17, 2025 7:00 PM | Regular |

Prepared by: Evelyn Campos, Administrative Assistant to the Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [25-26 RCSD Board Meeting Calendar](#)

16. Adjournment (Action Required) - 1 min

Motion to adjourn the meeting.