



Board of Directors Meeting Agenda

Monday, December 15, 2025 at 5:00PM

In Person: 951 Palisade Street, Hayward, CA 94542

Via Teleconference: 2652 Vergil Ct, Castro Valley, CA 94546

Join Zoom Meeting

<https://haywardtwin Oaks-org.zoom.us/j/84605315870>

Meeting ID: 846 0531 5870

One tap mobile

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1) Call to Order

5:00pm

a) Attendance

Twin Oaks Board Members

Casquejo Johnston, Luz	Martinez, Cesar
Lancet, Stephanie	McCallum, Jamila
MacLean, Allan	Singh, Pavan

Reading of Mission Statement

Hayward Twin Oaks Montessori School is an American Montessori Society college and career preparatory program guiding a diverse community of learners for lives of achievement. We nurture, inspire, and empower lifelong learners, global citizens, and environmental stewards who shape the world they inherit.

b) Acknowledgments

- Land Acknowledgement: As a community, we make space to recognize that we are on land that was stolen from its original stewards, the Muwekma Ohlone Tribe. Words of recognition are small and important steps in creating collaborative and respectful relationships with Indigenous nations and communities. As we gather on the ancestral homelands of the Muwekma Ohlone people, let us honor their culture, their legacy and ongoing contributions to ours and future generations.
- General:

2) Public Comment

5:05pm

Members of the public, we appreciate your attendance and your investment in making HTOMS the best community for all learners and their families.

During public comment, anyone may address the Board regarding any item within the Board's jurisdiction whether or not that item appears on the agenda. Comments are limited to 3 minutes (6 minutes if translation needed). The Board is not allowed to address the public on these items at this time.

Please note, this is a public forum. You have the right to make comments in this open meeting. Keep in mind that you are responsible for what you say and can be held legally responsible for inaccurate and untruthful, defamatory statements.

3) Approval of the Strategic Planning Agenda

5:25pm

This is a key to the areas we will have in the items for board consideration and items open for discussion:

Goals:

- a) Facility: Permanent Campus
- b) Marketing: Enrollment and Community Outreach
- c) Human Resources: Benefits, Salaries, PD, and Additional Staffing
- d) Programs: STEAM, Classroom Resources, Athletic Programs, Interdisciplinary Classes, and ELA/Math

4) Approval of Consent Agenda

5:27pm

Items listed under the consent agenda are considered routine and will be approved / adopted by a single motion. It is expected that board members have reviewed these agenda items prior to the meeting. There will be no separate discussion of these items; however, any item may be removed from the consent agenda upon request of any member of the board and acted upon separately.

- a) Approval of Minutes of Board Meetings on 11/17/2025
- b) Principals' Reports
- c) Superintendent's Report

Strategic Planning Agenda

5) Items for Board Consideration

5:30pm

- a) Approval of First Interim Budget
- b) Approval of 24/25 Audit

- c) Approval of Pride Flag Resolution

6) Items for Discussion

6:15pm

- a) First Tryon: Facilities Funds Investment Options
- b) Budget Considerations: Increasing School Revenue
- c) Charter Renewal Updates
- d) Strategic Plan Updates:
 - a. Community Engagement Updates
 - b. Crab Feed Updates
- e) Facilities Inspection Tool

7) Adjournment

6:30pm

Notices: Hayward Twin Oaks Montessori School is nonsectarian in all its programs, admissions policies, employment practices, and all other operations. The school does not discriminate against any person on the basis of ethnicity, national origin, gender, or disability. In compliance with the Americans with Disabilities Act (ADA) and upon request, Twin Oaks may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals, who require appropriate alternative modification of the agenda in order to participate in Board meetings, are invited to contact the School at (510) 370-3334.

Certification of Posting: I, Yanira Ledezma, Superintendent, hereby certify that this agenda was posted on the website <http://www.haywardtwinoaks.org/> in accordance with the advance notice requirements of the Brown Act.