



**BOARD OF TRUSTEES
DECEMBER 11, 2025 REGULAR MEETING MINUTES
HIGH TECH HIGH**

Date: December 11, 2025

Time: 5:00 p.m.

Place: The Forum, 2150 Cushing Rd. San Diego, CA 92106
 Village-based Zoom accessibility:
 Conference Room, High Tech High Mesa, 5331 Mt Alifan Dr, Bldg. 900 San Diego, CA 92111
 Conference Room, High Tech Middle North County, 1460 W San Marcos Blvd, San Marcos, CA 92078
 Conference Room, High Tech High Chula Vista, 1945 Discovery Falls Dr, Chula Vista, CA 91915

Zoom(Video):
<https://hightechhigh-org.zoom.us/j/84145567467?pwd=m92ZsxwzwWrWHC5S5uV40beotYNQaj.1&jst=2>

Trustees present: Gary Jacobs, Chairman; Christine McComish, Secretary; Lida Rafia, Trustee; Randolph Ward, Trustee; Albert Lin, Trustee; Hadassah Avila, Student Board Member; Diego Harris, Student Board Member

Board Member	Present
Gary Jacobs, Chairperson	X
Christine McComish, Secretary	X
Albert Lin, Trustee	X
Lida Rafia, Trustee	X
Randolph Ward, Trustee	X
Hadassah Avila, Student Trustee	X
Diego Harris, Student Trustee	X

Staff Present: Diana Cornejo-Sanchez, CEO; Isaac Jones, COO; Bobbi Norris, CFO; Patrick Frost, GC; Janie Griswold, CLO; Elizabeth Martinez, Executive Assistant to the Officers

Others present: Kathy Figueroa, interpreter
 Rodolfo Valentan, interpreter
 High Tech High staff
 Members of HTH community

CALL TO ORDER at 5:05 p.m. by Gary Jacobs, Chairman. A roll call of trustees confirmed a quorum.

1.0 BOARD CONSENT ITEMS

- 1.1 Approve the November 5, 2025 Regular Meeting Minutes
- 1.2 Approve the Revised Regular Meeting Dates for 2025-26

1.1.1 - 1.2.1 Discussion: Staff members provided the Board an opportunity to review and discuss the Board consent agenda items.

1.1.2 - 1.2.2 Motion: There being no further discussion upon motion duly made by Christine McComish and seconded by Albert Lin, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee				X
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

2.0 INFORMATION ITEMS

- 2.1 Report of the Officers

Officer comments included the following:

- A group of students from High Tech High International (HTHI) presented an assignment in which they were tasked with writing a 200-word story about an inanimate object and producing an accompanying video. As part of the project, students were assigned specific areas of the school in which to film and engaged in experimental filming techniques to determine the most effective ways to highlight their chosen objects. Despite encountering some challenges during the process, the students successfully presented their final work to approximately 190 attendees at a school event. Secretary McComish asked whether the scripts were written individually or collaboratively. A student explained that each member initially wrote their own script, after which the group collaborated to discuss, synthesize, and finalize a single script. Trustee Ward inquired about the use of ChatGPT in the project. The students shared that while the tool was used once during the process to receive feedback, the script itself was entirely student-written and student-driven. Student Board Member Hadassah Avila asked whether the project exposed students to potential career pathways. One student shared that the experience sparked an interest in possibly pursuing a future career in film. Secretary McComish also asked students

to reflect on the skills that supported effective collaboration throughout the project. The students noted that ongoing dialogue, iterative feedback, and collective decision-making allowed them to make continuous adjustments and improvements. The students concluded by sharing that the project enabled them to feel supported by their school community while creating unique and meaningful video presentations.

3.0 COMMENTS FROM THE PUBLIC

3.1 Members of the public were provided time to address the board.

4.0 BOARD REPORT AND COMMENTS

4.1 Chairman's Report

4.2 Board Member Comment

Chairman and Board Member comments included the following:

- Chairman Jacobs shared that he was pleased to see High Tech High's strong first semester performance, noting successful teacher retention and positive, collaborative interactions with the union. He also highlighted that student attendance levels have remained strong. Secretary McComish added that she has observed significant improvements in addressing chronic absenteeism across all campuses, attributing this progress to the efforts of Aleida Rivera and the team. Trustee Lin also expressed appreciation for the improved tone and collaborative nature of the bargaining process over the years. While acknowledging that there is always room for continued growth, he emphasized that the progress made to date has been meaningful and beneficial to the broader school community.
- Trustee Ward inquired about the Public Participation Policy and whether it is common practice for members of the public to read statements on behalf of others during public comment. He noted that, based on his experience serving on boards over the past 20 years, this was the first time he had encountered this practice. He added that, in his prior experience, individuals who were unable to attend a board meeting typically submitted written statements in advance for the board's review. General Counsel Frost responded that the current policy does not explicitly prohibit this practice. He noted that if the Board would like staff to review or consider potential adjustments to the policy, he and the team could bring an updated policy to a future board meeting.

5.0 PUBLIC HEARING ITEMS

5.1 None.

6.0 CEO CONSENT ITEMS

- 6.1 Approve the Pregnant and Parenting Student Policy
- 6.2 Approve the Involuntary Removal Process
- 6.3 Approve the SeaWorld Contract for Winter Formal

6.1.1-6.3.1 Discussion: Staff members provided the Board an opportunity to review and discuss the CEO consent agenda items. Secretary McComish invited the Student Board Members to share their reflections on the first joint Homecoming across all campuses, particularly in light of the proposed SeaWorld contract for Winter Formal, which would include all high schools across the four campuses. Student Board Member Diego Harris shared that he did not personally attend the event because he was already scheduled to attend a leadership conference out of town; however, he reported hearing positive feedback from peers who did attend. He suggested gathering direct feedback from the students who participated as a helpful next step. Student Board Member Hadassah Avila recommended partnering with each school’s ASB teams to collect student feedback. Trustee Lin added that his child attended the joint Homecoming and expressed a strong sense of school pride from seeing students from all campuses together. Trustee Rafia asked how the decision was made to host the Winter Formal at SeaWorld and whether there were any considerations related to SeaWorld’s values that the Board should review prior to approval. CEO Cornejo-Sanchez explained that school Deans are responsible for planning and coordinating school dances and that she would be happy to gather additional information as needed. She also noted that the Deans requested the contract be brought forward at this meeting due to time-sensitive deadlines for finalizing event details.

6.1.2-6.3.2 Motion: There being no further discussion upon motion duly made by Randolph Ward and seconded by Christine McComish, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee	X			
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

7.0 ACTION ITEMS

7.1 Approve the Fiscal Year 2025-2026 Charter School First Interim Financial Reports to the Authorizers

7.1.1 Discussion: Staff recommends the Board approve the Fiscal Year 2025-2026 Charter School First Interim Financial Reports to the Authorizers. CFO Norris provided the Board with an update on the First Interim financial reports. She noted that significant cleanup related to unrestricted funds will occur at the end of the school year, as several schools are currently operating with negative balances. These adjustments will be reflected when the Second Interim reports are presented to the Board later this school year. She highlighted that the Point Loma campus schools are currently showing a deficit due to ongoing enrollment challenges. HTeX faces similar enrollment and physical space constraints. While enrollment challenges are real, she emphasized that increasing enrollment is not necessarily a viable solution given the campus's limited physical capacity. She shared that HTeX serves students in Special Day Classes (SDC), and that a portion of the associated revenue will be transferred to the school, which will help partially offset the deficit. Another area of concern discussed was the high usage of contracted services, specifically San Diego Applied Behavior Analysis, an external vendor providing special education services. When the organization initially engaged this vendor, the extent of service needs and the resulting cost growth over time were not fully anticipated. She is working closely with the Executive Director of Special Education, Amy Briggs, and her team to explore whether it would be more cost-effective to hire internal staff rather than continue relying on third-party contractors. Trustee Lin asked whether contracting services might be more cost-effective than hiring internal staff. CFO Norris responded that this is not necessarily the case and explained that the team is developing documentation to track 1-on-1 services, particularly for students whose services follow them as they transition between schools across campuses. Trustee Ward expressed concern that external vendors may have limited incentive to reduce service levels, thereby contributing to escalating costs. He noted that having internal staff provides greater flexibility, as not all students require 1-on-1 support every year, and enables more direct collaboration with families to address students' needs. Chairman Jacobs asked whether some schools had not yet utilized these contracted services. CFO Norris noted that usage varies by school, with some sites able to hire staff internally while others do not currently need these services. Secretary McComish asked whether any of these expenses could be reimbursed through CAL insurance, as discussed by Amy Briggs at a previous Board meeting. CFO Norris stated that she was not able to confirm at that time but would follow up with Amy Briggs for additional information. Trustee Rafia expressed concern about the overall level of these expenses and requested additional context regarding the number of students being served relative to the costs. CFO Norris shared that she would work with Amy Briggs to gather that data. She also noted that if current spending trends continue, special education contracted service costs could reach approximately \$2.7 million by the end of the school year. Trustee Ward also asked why substitute costs appear to be higher in certain classes. CFO Norris indicated that she did not have that information readily available but would follow up with the Director of Human Resources, Kristy Renken, to obtain further details. Trustee Lin asked CFO Norris for her perspective

on the overall budget, given the special education cost pressures and current deficit concerns. CFO Norris reiterated that, as she has shared previously, rising mental health–related expenses across the education sector remain a significant concern. She noted that this issue remains a key consideration in her ongoing discussions with School Directors and the Special Education department.

7.1.2 Motion: There being no further discussion upon motion duly made by Albert Lin and seconded by Christine McComish, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee	X			
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

7.2 Approve the First Interim Budget Revisions for HTHMA, HTHI, HTe and HTMM

7.2.1 Discussion: Staff recommends the Board approve the First Interim Budget Revisions for HTHMA, HTHI, HTe, and HTMM. CFO Norris shared that she has reviewed and revised several school budgets and noted that additional budget revisions will be presented as part of the Second Interims. She explained that while enrollment is increasing at some schools, overall enrollment remains below desired targets. HTHMA, HTHI, and HTe experienced enrollment increases, which is why their budgets are being revised. In response to a prior question regarding special education (SPED) expenses, CFO Norris explained that SPED budgets are developed based on the information available at the time the budget is built. The specific needs of incoming students are often not fully known until later in the school year, which can require budget adjustments. Throughout the year, SPED expenses may increase as student needs are identified; however, these expenses are trued up at the end of the year, while the overall SPED budget remains unchanged. SPED expenses are then reevaluated when developing the budget for the following school year. CFO Norris also shared that the HTMM budget is being revised due to enrollment changes as well as additional Career Technical Education (CTE) funding that became known after the original budget was finalized. She explained that these adjustments are made to support school directors by allowing them to plan proactively with the additional funds already reflected in their budgets. Secretary McComish asked whether there are restrictions on how CTE funds may be used and how those funds are managed. Chief Learning Officer Griswold explained that the use of CTE funds involves collaboration among herself, Meghan, school directors, and CTE-credentialed teachers to ensure funds are used strategically. She noted that planning is guided by a long-term, system-wide perspective to maximize the impact of these funds. She also clarified that CTE funds may not be used for teacher salaries or benefits, but may be used to support student experiences and to purchase equipment and

materials related to CTE programming.

7.2.2 Motion: There being no further discussion upon motion duly made by Albert Lin and seconded by Christine McComish, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee	X			
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

7.3 Approve Various Job Class Reclassifications

7.3.1 Discussion: Staff recommends the Board approve Various Job Class Reclassifications. Director of Human Resources, Kristy Renken, is asking for the Staff Accountant I to be eliminated and reclassify Staff Accountant II. She is also asking to reclassify the Inventory/Delivery Supervisor in that position and change the title due to the role and responsibilities. Kitchen Supervisor will be a new position that entails supervising the daily operations of the kitchen staff.

7.3.2 Motion: There being no further discussion upon motion duly made by Randolph Ward and seconded by Lida Rafia, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee	X			
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

7.4 Approve the Revised 2024-2025 Reports for Proposition 28 Arts and Music in Schools (AMS) Funding

7.4.1 Discussion: Staff recommends that the Board approve the Revised 2024-2025 Reports for Proposition 28 Arts and Music in Schools (AMS) Funding. CLO Griswold explained that these are the same reports that were approved in September of this school year, but there was just a slight correction to the reports so that you see how many people were actually being charged to this grant, which is no staff.

7.4.2 Motion: There being no further discussion upon motion duly made by Randolph Ward and seconded by Albert Lin, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Christine McComish, Secretary	X			
Albert Lin, Trustee	X			
Lida Rafia, Trustee	X			
Randolph Ward, Trustee	X			
Hadassah Avila, Student Trustee	X			
Diego Harris, Student Trustee	X			

Open session was suspended at 6:57 p.m. Closed session convened at 7:05 p.m. and adjourned at 8:00 p.m. Open session re-convened at 8:00 p.m. A roll call was taken at this time to re-confirm a quorum.

Board Member	Present
Gary Jacobs, Chairperson	X
Christine McComish, Secretary	X
Albert Lin, Trustee	X
Lida Rafia, Trustee	X
Randolph Ward, Trustee	X
Hadassah Avila, Student Trustee	X
Diego Harris, Student Trustee	X

8.0 CLOSED SESSION ITEMS

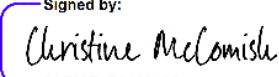
8.1 No action taken.

9.0 ADJOURNMENT

There being no further business to be brought before the Board, it was the consensus of the Board to adjourn the meeting at 8:00 p.m.

Next Scheduled Meetings:

- Wednesday, January 21, 2026 at 5:00 p.m.
- Wednesday, February 25, 2026 at 5:00 p.m.
- Wednesday, March 11, 2026 at 5:00 p.m.
- Wednesday, May 20, 2026 at 5:00 p.m.
- Thursday, June 18, 2026 at 12:00 p.m.

Signed by: 
 Respectfully submitted by: Christine McComish, Secretary, High Tech High Board