



## Stege Sanitary District Board of Directors

7:00 P.M., District Board Room, 7500 Schmidt Lane, El Cerrito, CA 94530

### Meeting Agenda – December 4, 2025

Items on the agenda may be taken out of order.

Public comment is limited to three (3) minutes for each individual speaker.

In accordance with California Government Code Section 54957.5, any writing that is a public record and relates to an open session agenda item which is distributed less than 72 hours prior to the meeting shall be available for public inspection at the District Office, 7500 Schmidt Lane, El Cerrito, during regular business hours. Copies of the agenda are posted on the District website at [www.stegesan.org](http://www.stegesan.org) Those disabled persons requiring auxiliary aids or services in attending or participating in this meeting should notify the District at least 48 hours prior to the meeting at (510) 524-4668.

Members of the public can observe the live stream of the meeting by accessing <https://zoom.us/j/84090509848> or by calling (669) 900-9128 and entering the Meeting ID# 840 9050 9848 followed by the pound (#) key.

The ability to participate and observe remotely as identified above is predicated on the technology being available and functioning without technical difficulties. Should the remote platform not be available, or become non-functioning, or should the Board of Directors otherwise encounter technical difficulties that makes that platform unavailable, the Board of Directors will proceed with business in person unless otherwise prohibited by law.

Public comment can be sent remotely by delivering a physical copy to **7500 Schmidt Lane, El Cerrito, CA 94530** or via email to [comments@stegesan.org](mailto:comments@stegesan.org) with “Public Comment” in the subject line. To provide written comment on an item on the agenda or to address the Board during Public Comment, please note the agenda item number that you want to address or whether you intend for the comment to be included in Public Comment. Comments received at least 15 minutes before the starting time of the meeting will be provided to the Board of Directors and will be added to the official record.

Verbal Public Comment during the meeting is limited to in-person participants. Members of the public will not have the ability to comment via Zoom unless the Board of Directors is required to provide that opportunity due to a Director participating pursuant to AB 2449. In such circumstances, the Chair will make an announcement at the beginning of the meeting. Those interested in commenting (if required per AB 2449) should raise their virtual hands to notify the host during the relevant agenda item.

Pursuant to AB 2449, Board Members may be attending this meeting via remote conferencing. In the event that any Board Member elects to attend remotely, all votes conducted during the meeting will be conducted by roll call vote.

#### I. Call To Order

#### II. Roll Call

**Agenda Items:** Directors and Officers of the Board will consider and announce if they have any conflicts of interest posed by items on the meeting agenda.

#### III. Public Comment

(Members of the public are invited to address the Board concerning topics that are **not** on the agenda. Comments on agenda items will be heard when the item is up for consideration.)

Steger Sanitary District Board of Directors  
Meeting Agenda for December 4, 2025

**IV. Approval of Minutes**

- A. Approval of Draft November 20, 2025 Board Meeting Minutes  
(The Board will review and consider approving the minutes.)

**V. Communications**

- Info: A. Oral/Written Communications
- i. Brief reports from Directors on matters related to the District including attendance at City or community meetings.
  - ii. Kids for the Bay 2024-2025 School Year Annual Report

**VI. Staff and Officer Reports**

- Info: A. Manager's Report
- i. Oral Manager's Report
  - ii. Employee Benefit Summary  
(The Board will review the report.)

**VII. Business**

- Info/  
Motion: A. 2026 Board of Directors Rotation Plan  
(The Board will consider approving the plan.)
- B. 2026 Board Meeting Calendar  
(The Board will consider approving the calendar.)
- C. 2026 Contact List  
(The Board will provide any updates on the list.)
- D. RESOLUTION 2265-1225 APPROVING AND AUTHORIZING AGREEMENT WITH ROBERT HALF TO PROVIDE SERVICES RELATED TO ADMINISTRATIVE ASSISTANCE AND FINANCIAL FUNCTIONS  
(The Board will discuss and consider the Resolution.)

**VIII. Approval of Checks**

- Motion: A. Checks for December 4, 2025 - Fund No. 3418 & 3423  
(The Board will consider approving the checks.)

**IX. Future Agenda Items & Professional Association Activities**

- Info: A. December 18, 2025 Board Meeting – 2:00 PM Meeting Time
- Fiscal Year Financial Audit
  - 2026 Meeting Calendar
  - Pension & OPEB UAL Reports
  - Oct/Nov Maintenance & Engineering Reports
  - Oct/Nov Monthly Financials
  - Nomination & Election of Officers
- B. Professional Association Activities
- CASA Winter Conference: January 13-16, 2026 in Palm Springs

Stege Sanitary District Board of Directors  
Meeting Agenda for December 4, 2025

**CLOSED SESSION**

**Public Employment Performance Evaluation**

Gov. Code § 54957

Title: General Manager

**X. Adjournment**

(The next regular meeting of the Stege Sanitary District Board of Directors will be held on December 18, 2025 at 7:00 P.M. in the District Board Room at 7500 Schmidt Lane, El Cerrito, California.)



## Stege Sanitary District Board of Directors

7:00 P.M., District Board Room, 7500 Schmidt Lane, El Cerrito, CA 94530

### DRAFT Meeting Minutes – November 20, 2025

1. **Call To Order:** President O’Keefe called the meeting to order at 7:01 P.M.
2. **Roll Call:** Present: O’Keefe, Beach, Merrill, Christian-Smith (Attending remotely per AB2449 to care for a child), Gilbert-Snyder  
Absent: None  
Others Present: Lani Good, General Manager  
Kristopher Kokotaylo, District Counsel

**Agenda Items:** Directors and Officers of the Board did not announce any conflicts of interest posed by items on the meeting agenda.

3. **Public Comment:** Director Merrill commented that he sincerely appreciates the Sewer Rehabilitation Project Report provided by the Manager last month, as it provides clarity on the scope of planned capital expenditures.

#### 4. Approval of Minutes

- A. Approval of Draft November 6, 2025 Board Meeting Minutes

MOTION: By Gilbert-Snyder, seconded by Beach, to approve the minutes of the November 6, 2025 Board Meeting.

ROLL CALL VOTE:	AYES:	Merrill, O’Keefe, Christian-Smith, Beach, Gilbert-Snyder
	NOES:	None
	ABSTAIN:	None
	ABSENT:	None

#### 5. Communications

- A. Oral/Written Communications

- i. Brief reports from Directors on matters related to the District including attendance at City or community meetings: There were no communications reports from Directors.

#### 6. Staff and Officer Reports

- A. Oral Attorney’s Report

District Counsel provided an update on SB827, which is a new requirement for Directors and General Managers to have Fiscal Management Training every two years (with the first deadline January 30, 2028).

- B. Manager’s Report

- i. Oral Manager’s Report

The Manager reported on the planned Holiday Luncheon and two new PSL loans. She also provided an update on CSTAC that there is not planned to be a new facilitator (duties will rotate between agencies) and upcoming efforts will be to update the Regional Standards this spring.

**7. Business**

A. Moralta Group Consulting Services Scope of Work

Info/  
Motion: The Board discussed the scope and other staffing options and asked the Manager to further vet a few concerns and to return at a future Board meeting with a full scope and resolution to ratify the contract.

MOTION: By Gilbert-Snyder, seconded by Merrill, to authorize the Manager to enter into a contract up to the Managers \$25,000 signing authority with the understanding that the amended contract will be ratified through a Resolution at a future Board Meeting.

ROLL CALL VOTE:	AYES:	O’Keefe, Beach, Merrill, Christian-Smith, Gilbert-Snyder
	NOES:	None
	ABSTAIN:	None
	ABSENT:	None

**8. Approval of Checks**

A. Checks for November 20, 2025 - Fund No. 3418 & 3423

MOTION: By Gilbert-Snyder, seconded by Christian-Smith to pay the bills, Check No. 1803 through 1840, in the amount of \$169,342.02.

ROLL-CALL VOTE:	AYES:	O’Keefe, Beach, Merrill, Christian-Smith, Gilbert-Snyder
	NOES:	None
	ABSTAIN:	None
	ABSENT:	None

**9. Future Agenda Items & Professional Association Activities**

A. December 4, 2025 Board Meeting

- Info:
- (Note: Director Gilbert-Snyder may be absent)
  - October Maintenance & Engineering Reports
  - October Financials
  - Proposed 2026 Meeting Calendar
  - Board Officer Succession Plan
  - Emergency Contact Update
  - Connection Charge Review
  - Financial Projections & Rate Discussion
  - Review SPA SAP Impact Fee Report
  - Comprehensive Health Benefits Review

B. December 18, 2025 Board Meeting – 2:00 PM Meeting Time

- Fiscal Year Financial Audit
- 2026 Meeting Calendar
- Pension & OPEB UAL Reports
- Maintenance & Engineering Reports

Stege Sanitary District Board of Directors  
DRAFT Meeting Minutes for November 20, 2025

- Monthly Financials
- Nomination & Election of Officers
- C. Professional Association Activities
  - CASA Winter Conference: January 13-16, 2026 in Palm Springs

**CLOSED SESSION**

**Public Employment Performance Evaluation**

Gov. Code § 54957

Title: General Manager

**CLOSED SESSION**

**Conference with Labor Negotiator**

Gov. Code § 54957.6

Agency Designated Representative: General Manager Good

Unrepresented Employees: All District Employees

**CLOSED SESSION**

**Conference with Legal Counsel**

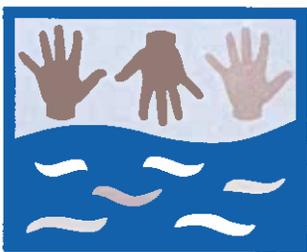
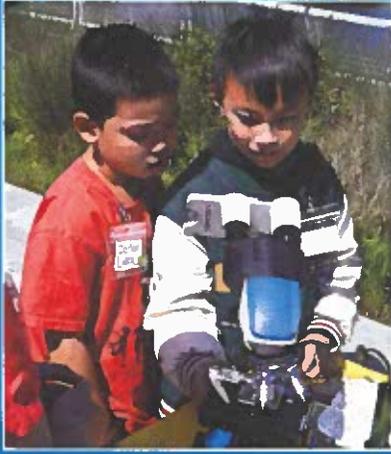
Anticipated Litigation Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of Section 54956.9

Number of Potential Cases: 1

The Board entered into closed session at 8:00 P.M. and returned to open session at 8:50 P.M. President O'Keefe announced the Board had taken no reportable actions.

**Adjournment**

The meeting was adjourned at 9:41 P.M. The next regular meeting of the Stege Sanitary District Board of Directors will be held on December 4, 2025 at 7:00 P.M. in the District Board Room at 7500 Schmidt Lane, El Cerrito, California.



**KIDS for  
the BAY**

**2024-2025 School Year  
ANNUAL REPORT**

**Everyone Is an Environmentalist!**

# A Message from Mandi Billinge

## Executive Director and Founder of KIDS for the BAY



At KIDS for the BAY (KftB), we believe that **Everyone is an Environmentalist AND a Scientist!** Unfortunately, many elementary school students, particularly in under-resourced schools, have very limited access to science learning, especially hands-on science learning opportunities.

Results from the 2019 National Assessment of Education Progress, often called the Nation's Report Card, show that fourth grade California students score significantly lower in science tests than students nationwide. Deeper gaps in science learning were exposed for California students from low-income or urban neighborhoods, and students of color.

KIDS for the BAY partners with students, teachers, and families in under-resourced elementary schools to increase access to engaging, meaningful, hands-on science learning experiences both in the classroom, outside in the local watershed, and on field trips to creek, bay, and ocean habitats. Our students become scientists when they:

- experiment with watershed ecosystem models
- investigate creek, bay, and ocean organisms and discover their adaptations
- use scientific equipment including binoculars, field microscopes, and water quality testing kits
- collect and analyze data from trash cleanup projects
- match plastic trash brands to the parent corporations that pollute our watersheds.

Our young scientists become leaders by teaching others in their schools and families what they have learned and by inspiring their communities to take individual and collective actions to reduce pollution. They also hold corporations accountable for plastic pollution with letter writing campaigns, and by sharing information pertinent to the lawsuits led by our fiscal sponsor, Earth Island Institute.

We are proud that all of our programs support Next Generation Science Standards (NGSS), and this past year KIDS for the BAY staff had the opportunity to participate in a series of workshops led by Advisory Board Member Kate Gallagher to help us better support NGSS in our lessons and programs. We are excited to participate in another workshop addressing hands-on science learning and focusing on NGSS science and engineering practices with consultant and past staff member Bahvana Mody this fall.

Science is so important to inform our learning, our decision making, and our sense of responsibility for our environment. KIDS for the BAY programs expand equitable opportunities for hands-on environmental science and the conviction that **Everyone Is a Scientist!**

I hope you will be inspired reading more about our science and engineering partnerships, our science-based school programs, and our summer camp science themes. Thank you so much for all your support for this important work!

*Mandi J. Billinge*

### KIDS for the BAY Staff, 2024–2025 School Year/Summer Camp

Mandi Billinge  
Executive Director/Founder

Yvette Diaz Samayoa  
Program Manager/Environmental Educator

Amy Asmussen  
Communications and Grants Coordinator

Anais Wilson  
Lead Program Coordinator/Environmental Educator

Javi Quezada  
Program Coordinator/Environmental Educator

Sabreena Verma  
Program Coordinator/Environmental Educator

Neda Ibrahim  
Environmental Educator

Hannah Welsh  
Environmental Educator

### KIDS for the BAY Advisory Board Members

Leilani Alo, *Advisory Board President*

Kimberly Aguilar

Kate Gallagher

Sheela Shankar

Jenny Park

Clifford Thompson D.Ed.



Pictured: KftB Staff Team with Advisory Board Member Kate Gallagher

### Welcome, Jenny Park!

KftB is thrilled to welcome Jenny Park to our Advisory Board! Jenny is a communications strategist with a deep passion for using the power of storytelling to inspire environmental and climate action. She brings almost 25 years of experience in messaging and narrative strategy, media relations, content marketing, business development, and organizational management to KftB. Jenny is currently Managing Director at Climate One, a weekly podcast and public radio program housed at the Commonwealth Club in San Francisco. Welcome, Jenny!



A Project of



## Partnership Spotlight

### Avila and Associates Consulting En

Engineers and biologists from Avila and Associates joined KIDS for the BAY for many years to lead the Watershed' Environmental Action Project Watershed Action Program for students in 1 This Action Project focuses on Sheep Camp C restoration site managed by the San Francisco Commission (SFPUC) and a protected habitat endangered species native to the San Francisco California red legged frog and the tiger salamander. Avila are always thrilled to teach our students about the important roles that biologists and engineers play in protecting our watershed and all organisms and ecosystems, big or small, a conservation, and care. This partnership provides students to consider pursuing environmental in their future careers.



## Donor Spotlight: Cam

KIDS for the BAY Executive Director Mandi Billinge Environmental Education field here in the Bay Area Interpretive Center who loves nature and teaching continues to be very inspirational and encouraging. Cam and his husband Dennis are long-time supporters and

"Dennis and I gladly support KIDS for the BAY because Mandi and her staff have designed an environmental and outdoor education program that include all curriculum subjects. They also include an important, previously missing piece of environmental education: working with teachers throughout the entire KftB program to grow a network of committed teachers and ensure lasting impact. My own experiences as an environmental educator show me how effective teacher-support can be in making programs active in a school over time. We are strongly in supporting diversity in staffing and We are grateful for the heart and the care for the future of our communities and planet demonstrated by all those associated with KIDS for the BAY."

— Cam and Dennis

# Partnership Spotlight

## Avila and Associates Consulting Engineers, Inc.

Engineers and biologists from Avila and Associates have joined KIDS for the BAY for many years to lead the 'Jobs in the Watershed' Environmental Action Project, as part of our Watershed Action Program for students in the City of Hayward.

This Action Project focuses on Sheep Camp Creek in Sunol, a special restoration site managed by the San Francisco Public Utilities Commission (SFPUC) and a protected habitat for two important endangered species native to the San Francisco Bay Area: the California red legged frog and the tiger salamander. Volunteers from Avila are always thrilled to teach our student Environmentalists about the important roles that biologists and environmental engineers play in protecting our watershed environments, and how all organisms and ecosystems, big or small, are worthy of protection, conservation, and care. This partnership provides opportunities for students to consider pursuing environmental action and restoration in their future careers.



"We are so proud to partner with KIDS for the BAY, a fabulous and impactful organization for environmental education and stewardship. Participating in the 'Jobs in the Watersheds' program is such a joy, sometimes I'm not sure who enjoys it more, the students or our staff! The enthusiasm, curiosity, knowledge, and delight the students show during our field trips leaves such an impression on our staff, we are raving about it for days afterward. The KftB staff are superstars and wonderful to work with."

— Melissa Kent, Biologist,  
Avila and Associates Consulting Engineers, Inc.



# Donor Spotlight: Cam and Dennis Wolff

KIDS for the BAY Executive Director Mandi Billinge met Cam Wolff many years ago when first starting out in the Environmental Education field here in the Bay Area. Cam was an engaging and inspiring Naturalist at the Hayward Shoreline Interpretive Center who loves nature and teaching children. She later started her own organization, Education Naturally. Cam continues to be very inspirational and encouraging to Mandi in her work. They still enjoy getting together, and Cam and her husband Dennis are long-time supporters and donors to KIDS for the BAY!

"Dennis and I gladly support KIDS for the BAY because Mandi and her staff have designed excellent environmental and outdoor education programs, which include all curriculum subjects. They also include an important, previously missing piece of environmental education: working with teachers throughout their entire KftB program to grow a network of confident teachers and ensure lasting impact. My own experiences as an environmental educator showed me how effective teacher-support can be in keeping programs active in a school over time. We also believe strongly in supporting diversity in staffing and schools. We are grateful for the heart and the care for the future of our communities and planet demonstrated by all those associated with KIDS for the BAY."

— Cam and Dennis Wolff

Thank you so much, Cam and Dennis, for all your inspiration, support, and encouragement for our work at KIDS for the BAY, and a big thank you for recently becoming EverGreen Monthly Donors. We really appreciate all your support for our work!



IN THE 2024–2025 SCHOOL YEAR, KIDS FOR THE BAY  
PARTNERED WITH 165 TEACHERS AND 4,618 STUDENTS!

Inspiring

In the 2024–2025

acco

## Turning Students onto Science

### Investigating Plankton on Brannan Island

Students from Fremont Elementary School in Antioch were thrilled to explore the delta habitat at Threemile Slough on Brannan Island in the San Joaquin-Sacramento River. Using field microscopes, students examined slides containing a few drops of water from a sample collected from the slough. “I see a bunch of things moving around in there! I didn’t know that a single drop of water could contain so much life!” said Mario. “I see a bunch of little creatures swimming around,” confirmed Ja’Dyah. The young scientists checked their plankton guides to identify the microscopic organisms and sketched them in their field journals. “I found a juvenile fish!” exclaimed Steven, peering into the microscope. “I found a barnacle nauplius larva. Like Barnacle Boy!” said Russell. “I saw a mysid shrimp. It’s so tiny!” shared Roselyn. “We have to say everything is fascinating because we are scientists!” said River, “This water sample has so many fascinating creatures!”



### 4,618 student lead

created and shared informational performances, interviews, posters, videos, and environmental pledges to teach families and school communities about the importance of keeping the San Francisco Bay watershed clean and healthy. They made and distributed green pesticide-free school gardens and led demonstrations to teach their families how to reduce intake of toxins from bay/delta-caught fish and protect their health.

## Connecting Students with Nature

In the 2024–2025 school year, KIDS for the BAY students went on special nature-based field trips to:

- Alvarado Park, Wildcat Creek, Richmond
- Barbara and Jay Vincent Park, Richmond
- Berkeley Marina
- Big Break Regional Shoreline, Oakley
- Civic Park, Walnut Creek
- Crab Cove, Alameda
- Davis Park, Wildcat Creek, San Pablo
- Dimond Park, Sausal Creek, Oakland
- Heart of Richmond Park
- Keller Beach, Richmond
- Lake Merritt, Oakland
- Martinez Marina
- Mountain View Park, Martinez
- Muir Beach, Marin County
- Refugio Creek, Hercules
- Rodeo Beach, Marin County
- Threemile Slough, Brannan Island, Antioch
- San Francisco Bay Trail, Richmond
- Strawberry Creek, Berkeley
- Sunol Regional Wilderness, Sunol
- Unity Park, Richmond Greenway



### Growing Green Thumbs

Kindergarten Environmentalists from Nystrom Elementary School in Richmond had the wonderful opportunity to walk from their school campus to nearby Unity Park on the Richmond Greenway, as part of our partnership with the Richmond Outdoors Coalition. Our KftB Educators were joined by volunteers from Urban Tilth, who helped students to explore the Greenway Gardens, learn about native plants and pollinators, and participate in a special planting project.

Students learned about the importance of caring for community gardens and green spaces, which provide opportunities for people to connect with nature and with one another, engage in community science, and give back to local communities and the planet. Our young Environmentalists departed Greenway Gardens with a sense of wonder and pride, having left their mark on this special community garden!



## Addressing Corporate Responsibility for Plastic

Environmentalists from Hanna Ranch Elementary in Hercules completed a Plastic Brand Audit of the corporations most responsible for the pollution in their community and surrounding habitats. The young scientists tracked and re-identified types, amounts, and brands of trash they ran into at Refugio Creek near their school. “This plastic bottle was made by Dasani!” Analiyah reported. Julianna reported, “Dasani is owned by the Coca-Cola Company! I heard that Coca-Cola is one of the biggest plastic polluters!” she explained. “I never knew that all these brands were owned by the same companies! I am going to start paying more attention to what I buy and not litter!” said Morgan.

By analyzing their scientific data, students identified the biggest contributors to plastic pollution in their watershed. “We found a Frito’s bag, and when we checked the brand chart, we found out it is owned by PepsiCo, which is actually owned by PepsiCo! We need to tell PepsiCo not to make so much plastic so our planet isn’t so polluted!” said Arianne.

# Inspiring Environmental Action

In the 2024–2025 school year, KIDS for the BAY Environmentalists accomplished the following projects:

## 4,618 student leaders

created and shared informational performances, interviews, posters, videos, and environmental pledges to teach their families and school communities about the importance of keeping the San Francisco Bay watershed clean and healthy. They also made and distributed green pesticides for school gardens and led demonstrations to teach their families how to reduce intake of toxins from bay/delta-caught fish and protect their health.

KftB student Environmentalists cleaned up

## 2,747 gallons of trash

from their local watershed environments, including school campuses, local parks, creek, bay, delta, and ocean habitats.



KftB student Environmentalists

## completed 4,373 environmental stewardship hours

cleaning up and protecting the environment we all share, and educating others about protecting the environment.



## Addressing Corporate Responsibility for Plastic Pollution

Environmentalists from Hanna Ranch Elementary School in Hercules completed a **Plastic Brand Audit** to identify the corporations most responsible for the plastic trash pollution in their community and surrounding watershed habitats. The young scientists tracked and recorded the types, amounts, and brands of trash they removed from Refugio Creek near their school. "This plastic bottle was made by Dasani!" Analiyah reported. Julianna pored over a Parent Brand Chart, which organizes each brand under the company that owns and produces it. "Dasani is a label owned by the Coca-Cola Company! I heard that Coca-Cola is one of the biggest plastic polluters!" she exclaimed. "I never knew that all these brands were owned by other companies! I am going to start paying more attention to litter!" said Morgan.

By analyzing their scientific data, students identified the biggest contributors to plastic pollution in their watershed. "We found a Frito's bag, and when we used the brand chart, we found out it is owned by FritoLay, which is actually owned by PepsiCo! We need to tell PepsiCo not to make so much plastic so our parks aren't so polluted!" said Arianne.



# KIDS for the BAY Guardian Award 2025

KIDS for the Bay bestows the Guardian Award on teachers and principals who show their commitment to one or more of our programs and continue to teach our programs year after year.



Pictured: (left) KftB Educator Sabreena Verma and (right) Lisa Weaver

## Lisa Weaver Washington Elementary School, Richmond

KIDS for the BAY is thrilled to present our 2025 Guardian Award to Washington Elementary School Teacher Ms. Lisa Weaver. Our Guardian Award recognizes outstanding commitment to environmental education and stewardship. Ms.

Weaver has worked with KftB since 2021, and participated in several programs. Ms. Weaver is committed to connecting her students with nature and the outdoors. She encourages her students to be aware of the environmental issues facing their local environment and community and empowers them to take action. "We're always doing trash cleanups. What we learn from KIDS for the BAY, we take to our school garden. I've definitely replicated some of the lessons and activities, and these are such a great resource for me!" said Ms. Weaver.

"I think the KIDS for the BAY curriculum gives students a really important awareness of where they live and how they can impact their local ecosystem, and that in order to make a difference, we need the collective efforts of everybody taking action. I am definitely noticing increased awareness of pollution and environmental problems. Students have been inspired to care more about their environment. A couple of students in my class started a petition to try and get more garbage cans on the playground. They're really conscious of the garbage in the yard and I think this effort is really representative of their growth as leaders in their school community, as a result of their KftB program!"

— Lisa Weaver, Fourth Grade Teacher,  
Washington Elementary School, Richmond

Ms. Weaver retired at the end of this school year. KIDS for the BAY would like to thank Ms. Weaver for all her years of dedication and her efforts to empower students to become environmental leaders and changemakers!

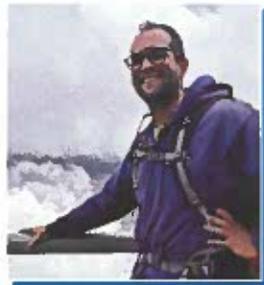
# KIDS for the BAY Past Staff Highlights

"I want to take the opportunity to extend a warm thank you to KIDS for the BAY. I attribute much of my career to my foundational beginnings at KftB; it gave me the opportunity to fall in love with education and find inspiration in teaching about the environment. I am so proud to have had the opportunity to work at KIDS for the BAY and I cherish the experience. It is truly a special organization."

— Andrew Patel

## Andrew Patel

Andrew was a KIDS for the BAY Educator from 2015–2017 and went on to be an elementary school classroom teacher in the San Francisco Bay Area for six years. He also recently spent a year teaching elementary school children in Costa Rica. Andrew describes this experience as a joy, and explained that the environment in Costa Rica is often cherished as a shared cultural benefit and wonder. Thank you, Andrew, for all your wonderful work in education, and we wish you continued success in your career!



## Mikayla Martin

Mikayla was our Communications Coordinator from 2021–2022. She has since switched her focus back to hands-on teaching in community gardens and in the classroom. Mikayla is now working as a kindergarten teacher with the Jewish



Community Center East Bay. We were thrilled that Mikayla joined our Coastal Cleanup Day event on September 20, 2025. "I enjoyed joining the Richmond community for this year's Coastal Cleanup Day. As a returning KIDS for the BAY staff member, it was really special to see familiar faces and also to meet the new staff who welcomed me. Making environmental stewardship a family event is a great way to involve the community and inspires kids to become Environmentalists!" Thank you so much for joining us, Mikayla!

"I'm so grateful for my time with KIDS for the BAY, which allowed me to grow my photography skills, showcase the power of storytelling in environmental education, and equipped me with the knowledge to grow in my professional career. I was also able to find my voice as an educator and learn from my talented colleagues. KftB's commitment to fostering environmental stewardship continues to inspire me to take action in my community."

— Mikayla Martin



# Sum High

"A bird of prey is a bird that eats smaller animals, and even other birds! Dissecting and studying owl pellets allows scientists to see what the owl has been eating, and helps us to understand the predator and prey relationships in the forest!"

— Kian, Explorer, Age 8



"Aria loved the activities, schedule and pace, camp counselors, and the friends she made at KIDS for the BAY Summer Camp! She came home with a clear sense of ecosystems and basic ecology in an applied manner that built on her science class experience at school. She feels safe, seen, and included; her curiosity is nurtured."

— Aria's Parent

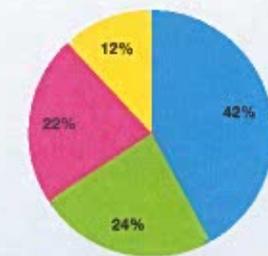
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This year we Marine Sci habitats for opportunity art, and exp around the S to pack a zer continue car

Some of our

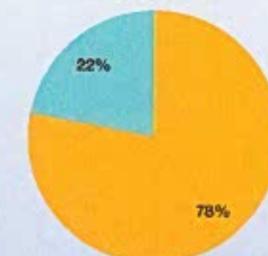
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- Water pla
- Studying t why a hea
- Experimer at Lawren
- Removing Strawberr
- Field trips
- Exploring i Academy i
- Learning a
- Making sa kitchen, ar
- Creating v pellets.

## Statement of Fi



SUPPORT AND REVENUE  
Total Support and Revenue

- Government Co
- Service Revent
- Foundation and
- Donations .....

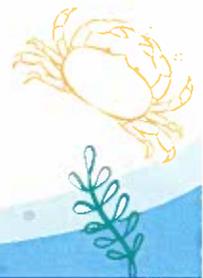


EXPENSES  
Total Expenses:

- Program .....
- Administration



# Summer Camp 2025 Highlights



"A bird of prey is a bird that eats smaller animals, and even other birds! Dissecting and studying owl pellets allows scientists to see what the owl has been eating, and helps us to understand the predator and prey relationships in the forest!"  
 — Kian, Explorer, Age 8

**KIDS for the BAY Summer Camp was full of hands-on science, aha! moments, nature exploration, sunshine, and summer fun!**

This year we included two new themes, Aquatic Science and Marine Science, to help our campers explore connected watershed habitats from creek to bay to ocean. Campers were thrilled for the opportunity to learn hands-on science, play games, create nature art, and explore creek, lake, forest, meadow, bay, and ocean habitats around the San Francisco Bay Area. All our campers learned how to pack a zero waste lunch and made Environmentalist Pledges to continue caring for our watershed environment.

"KftB Summer Camp is fantastic and the kids have an amazing time. Building a volcano was Remi's favorite activity, but what she talks about most is the hike around Lake Anza, likely because she's never managed to do such a hike and it showed her her own strength! My overall impression of this camp is that it is really positive and powerful."  
 — Remi's Parent



Some of our favorite camp moments included:

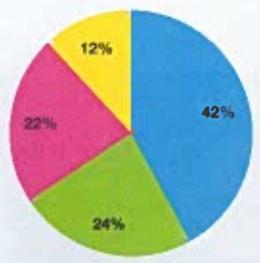
- Cleaning up creek, bay, and ocean habitats and reducing plastic pollution by practicing the Five Rs (Refuse, Reduce, Reuse, Recycle, Rot)
- Water play and making solar s'mores at Lake Anza
- Studying the lifecycle of steelhead trout and learning why a healthy watershed is so important for their survival
- Experimenting with the pathways of a model watershed at Lawrence Hall of Science
- Removing invasive ivy and cleaning up trash pollution at Strawberry Creek on the UC Berkeley Campus
- Field trips to the Exploratorium, the Oakland Zoo, and Rodeo Beach
- Exploring the rainforest dome and Steinhart Aquarium at California Academy of Sciences
- Learning about coastal birds and marine ecology at Rodeo Beach
- Making saltwater art, butterfly baths, survival shelters, a nature kitchen, and ink from oak wasp galls!
- Creating volcanoes, 'hatching' dinosaur eggs, and dissecting owl pellets.



"Aria loved the activities, schedule and pace, camp counselors, and the friends she made at KIDS for the BAY Summer Camp! She came home with a clear sense of ecosystems and basic ecology in an applied manner that built on her science class experience at school. She feels safe, seen, and included; her curiosity is nurtured."  
 — Aria's Parent

"I use the Five Rs at home! I used a plastic soda bottle to make a bird feeder. It hangs from the lemon tree in my backyard."  
 — Rosana, Adventurer, Age 6

## Statement of Financials | July 2024 – June 2025

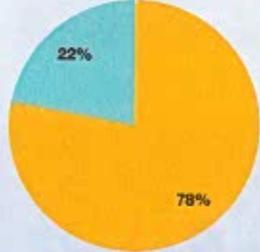


**SUPPORT AND REVENUE**

<b>Total Support and Revenue</b> .....	<b>\$646,903.61</b>
■ Government Contracts .....	\$271,925.75 (42%)
■ Service Revenue .....	\$153,600.33 (24%)
■ Foundation and Corporate Grants .....	\$143,900 (22%)
■ Donations .....	\$77,477.53 (12%)

**Financial Position as of June, 2025**

<b>Assets</b> .....	<b>\$860,068.85</b>
<b>Liabilities</b> .....	<b>\$110,299.32</b>
<b>Net Assets</b> ...	<b>\$749,769.53</b>



**EXPENSES**

<b>Total Expenses:</b> .....	<b>\$717,440.80</b>
■ Program .....	\$559,603.82 (78%)
■ Administration, Development and Fundraising .....	\$157,836.97 (22%)

# Thank you to our generous funders and donors in the 2024–2025 School Year

## Foundations, Corporations, Public Agencies, and Other Funders

Alameda Countywide Clean Water Program  
Alameda County Fish and Game Commission  
Altamont Education Advisory Board  
Angora Ridge Foundation  
Anonymous Foundation Funder  
Avila and Associates Consulting Engineers, Inc.  
Berkeley Garden Club Conservation Committee  
California Coastal Commission  
• Whale Tail Grants Program  
California Environmental Protection Agency  
• Environmental Justice Action Grants

Cestra Butner Family Foundation  
City of Alameda  
City of Antioch  
City of El Cerrito  
City of Pittsburg  
City of Richmond  
City of San Pablo  
City of Walnut Creek  
Dean and Margaret Leshner Foundation  
Dodge & Cox  
East Bay Municipal Utility District  
• Wastewater Division  
Entrekin Family Foundation  
Hazen and Sawyer  
East Bay Community Foundation  
• Kevin Collins Fund for Children

Richmond Outdoors Coalition  
San Francisco Public Utilities Commission  
Silicon Valley Community Foundation  
• Daphne and Stuart Wells  
• Noble and Lorraine Hancock Family Fund  
• Tundra Glacier Fund  
Stege Sanitary District  
The Barrios Trust  
The Bernard Osher Foundation

## Individual Donors

### EVERGREEN MONTHLY DONORS

Alison and Virgil Rhodius  
Cam and Dennis Wolff  
Cynthia de la Fuente  
Jenny Park\*

Joshua Rai  
Kate Gallagher\*  
Kimberly Aguilar\*  
Lani Alo\*

Mandi Billinge and James Kliegel  
Shefali Shah  
Sheela Shankar  
Tricia and Jacquie Andres-Murray

### ENVIRONMENTAL VISIONARIES (\$10,000+)

Catherine Avila, P.E.  
Ces Butner  
Pamela C. Auxter

### CREEK STEWARDS (\$250+)

Alison and Virgil Rhodius  
Hilary Naylor  
Margaret Norman and Geoffrey Holton  
Sheela Shankar\*  
Shefali Shah  
Sue Ramsay  
Tricia and Jacquie Andres-Murray

### WATERSHED LESSON SPONSORS (\$50+)

Elaine Miyamori  
J. Patrick Stair  
Joanna Katz  
Marlene Nusbaum

### WATERSHED ACTIVISTS (\$5,000+)

Riccardo Torres and Nat Damon  
Zac and Amy Weinberg

### FIELD TRIP SPONSORS (\$150+)

Cam and Dennis Wolff  
Cynthia de la Fuente  
John and Jacqui Billinge  
Joshua Rai  
Michael and Suzanne Mannshardt  
Wesley and Kathleen Asmussen

### ENVIRONMENTALISTS (UP TO \$50)

Alison De Jung & Jason Goldheim  
Ellen Ayres  
Lydia Garvey

### ESTUARY GUARDIANS (\$2,500+)

Kuppe and Shaku Shankar  
Nate Entrekin

### ENVIRONMENTAL ACTION PROJECT SPONSORS (\$100+)

Darlene Ceremello  
Judy Damoulos  
Kate Gallagher\*  
Nick Griffin  
Peter Guerrero  
Shirleymae and Igor Skaredoff  
Toni Garrett  
Wick and Carrie Pancoast  
Winnie Tan

### SUMMER CAMP SCHOLARSHIP FUND

Annie Wolfson  
Brooke Olson Balir  
Clinton Loo  
Dulce Reiter  
Jaclynn Davis  
Janine Gee  
Joanna Katz  
Kyle McCulloch  
Lisa Hsia

### HABITAT PROTECTORS (\$1,000+)

Daphne and Stuart Wells  
Lynn Landor  
Sarah and Andreas Birkedal  
Susan Goldstein and Andrew Kivel

### BAY STEWARDS (\$500+)

Kimberly Aguilar\*  
Jenny Park\*  
Lani Alo\*  
Mandi Billinge and James Kliegel

\* Advisory Board Member

**STEGE SANITARY DISTRICT  
BOARD OF DIRECTORS  
POSITIONAL ROTATION**

<b>DIRECTOR</b>	<b>TERM EXPIRES</b>
Beatrice O'Keefe	2028
Tessa Eve Beach	2026
Dwight Merrill	2026
Juliet Christian-Smith	2026
Paul Gilbert-Snyder	2028

<b>YEAR</b>	<b>POSITION</b>	<b>DIRECTOR</b>
<b>2026</b> <i>(proposed rotation)</i>	<b>PRESIDENT</b>	<b>Tessa Beach</b>
	<b>VICE PRESIDENT</b>	<b>Dwight Merrill</b>
2025	PRESIDENT	Beatrice O'Keefe
	VICE PRESIDENT	Tessa Beach
2024	PRESIDENT	Paul Gilbert-Snyder
	VICE PRESIDENT	Beatrice O'Keefe
2023	PRESIDENT	Juliet Christian-Smith
	VICE PRESIDENT	Paul Gilbert-Snyder
2022	PRESIDENT	Dwight Merrill
	VICE PRESIDENT	Juliet Christian-Smith
2021	PRESIDENT	Beatrice O'Keefe
	VICE PRESIDENT	Dwight Merrill



# STEGE SANITARY DISTRICT

## 2026 REGULAR MEETING SCHEDULE

(Start time is 7:00 PM unless stated otherwise)

January 15

February 5  
February 19

March 7 at 9:00 AM (Long Range Planning – All Day Workshop\*)  
March 19

**April 2**  
April 16

May 7  
May 21

June 4  
June 18

**July 2**  
July 16

**August 6**  
August 20

**September 3**  
September 17

October 1  
October 15

November 5  
November 19

December 3  
**December 17 @2pm**

*\* Special Meeting with a Tentative Date*

RESOLUTION NO. 2265-1225

RESOLUTION APPROVING AND AUTHORIZING AGREEMENT WITH ROBERT HALF TO PROVIDE SERVICES RELATED TO ADMINISTRATIVE ASSISTANCE AND FINANCIAL FUNCTIONS

The Directors of the Stege Sanitary District find and determine as follows:

- A. The Stege Sanitary District (District) is a public agency and sanitary district organized and existing under and pursuant to the Sanitary District Act of 1923 (California Health and Safety Code § 6400 *et seq.*).
- B. The District has temporary staffing needs and has agreed to the general conditions of two temporary assignments and terms of payment which are attached hereto as Exhibit A and Exhibit B.
- C. Robert Half professionals have the necessary skills and abilities to provide the required services as evidenced by their professional resumes.

In consideration of the foregoing findings and determinations, it is resolved:

- 1. The Directors declare that the District Manager is authorized to procure temporary staffing through Robert Half in an amount not to exceed \$135,600 per fiscal year.

\*\*\*\*\*

STATE OF CALIFORNIA)  
COUNTY OF CONTRA COSTA)

I HEREBY CERTIFY that the foregoing Resolution No. 2265-1225 was duly and regularly adopted by the Directors of the Stege Sanitary District, at a regular meeting thereof, held on the 4<sup>th</sup> day of December 2025 by a X-X vote as follows:

AYES: BOARD MEMBERS:  
NOES: BOARD MEMBERS:  
ABSENT: BOARD MEMBERS:  
ABSTAIN: BOARD MEMBERS:

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BEATRICE O'KEEFE, President  
Stege Sanitary District  
Contra Costa County, California

ATTEST:

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LANI GOOD, Secretary  
Stege Sanitary District

DRAFT