ANNUAL REPORT

Each year the Office of the Personnel Commission prepares an Annual Report of the Commission activities. This report describes the functions and activities of the Classified Personnel Commission and the Classified Personnel Office of the Los Alamitos Unified School District.

Our District has established itself as one of the finest districts in the State of California. The contribution of the classified employees has definitely enhanced our reputation. On behalf of the Personnel Commission and the staff in the Classified Personnel Office, please accept our appreciation for the fine work that you have performed for the students in the District over the past year.

The work of the Personnel Commission is greatly dependent upon many individuals who volunteer their time to assist in our testing and interview process. Their commitment to the Personnel Commission allows the Commission to continue to produce excellence in the classified work force. Also shown is an employment comparison for the past two years.

THE MERIT SYSTEM

The merit system is a system of rules and procedures similar to civil service, which governs classified school personnel. Its fundamental purpose is to ensure that employees are selected, promoted and retained without favoritism or prejudice, on the basis of merit and fitness. In merit system school districts in California, the system is administered by the Personnel Commission, an independent body composed of three persons appointed for three-year staggered terms.

MERIT PRINCIPLES

- Hires and promotes employees on the basis of ability, with open competition in initial appointment.
- Removes appointments to positions from the political arena or personal favoritism.
- Ensures that employees doing like work are classified the same and receive like pay.
- Provides for fair and impartial rules and consistency of administration of the rules.
- Assures fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, sex, or religious creed, and with proper regard for their privacy and constitutional rights as citizens.

EMPLOYMENT ACTIVITY 2023 - 2024

Attendance Clerk
Bus Driver
Campus Supervisor
Clerical Assistant II
Clerical Assistant III
College & Career Guidance Technician
Custodian
Director of IT
Extended Day Care Center Assistant
Food Services Assistant- Satellite Cafe
Food Services Assistant I
Food Services Assistant III
Food Service Supervisor
Head Custodian
Instructional Assistant- Early Childhood Education
Instructional Assistant- English Learner
Instructional Assistant- Math & Science
Instructional Assistant- Media Center and Technology
Instructional Assistant- Physical Education
Instructional Assistant- Special Education
Lead Instructional Assistant- Behavior Intervention
Speech-Language Pathology Assistant
Student Supervision Assistant
Theatre Production Supervisor

EMPLOYMENT COMPARISONS

	2022-23	2023-24
Job Postings	60	35
Applications Received	2271	1736
Qualified to Test	1513	986
Applicants Tested	916	639
Qualified to Interview	629	487
Applicants Interviewed	514	458
Eligibility Lists Established	60	35
POSITIONS FILLED		
Regular Employees	217	165
Summer School	139	161
Substitutes	25	48

MEMBERS OF THE PERSONNEL COMMISSION

Kimberly Baldwin, Chair

Kim Baldwin began her service to the Commission in March 2014 as the Commission's appointee. Mrs. Baldwin was raised in Rossmoor and is a proud alumnus of Rossmoor Elementary, Oak Middle School and Los Alamitos High School. Mrs. Baldwin carries on her family's tradition of giving back to the District, her father, Ted Horn, served the LAUSD as a Personnel Commissioner for 29 years, until his death in 2009. Mrs. Baldwin and her husband, Stephen, have one son Zachary, who attends Oak Middle School. Besides serving on the Personnel Commission, Mrs. Baldwin currently serves on the School Site Council for Oak Middle School. Mrs. Baldwin previously served on the board of the Los Alamitos Education Foundation (LAEF) for six years and currently serves LAEF in an emeritus capacity. Mrs. Baldwin also served on the board of the Hopkinson PTA, as well donating countless hours on several school-wide PTA committees over six years. For her volunteer efforts, the Hopkinson PTA honored Mrs. Baldwin in 2019 with its Very Special Person Award. Mrs. Baldwin was also selected to be an inaugural board member, also serving as secretary, for the Friends of the CDC, which benefits the District's preschool program. When she is not volunteering for the District, Mrs. Baldwin is a long-time litigation paralegal for the international law firm of Seyfarth Shaw LLP, predominantly working on the defense side of employment law cases. Mrs. Baldwin's almost 20 years of experience in this field allows her to provide unique insight and perspective to the Personnel Commission. Mrs. Baldwin's term on the Personnel Commission expires December 1, 2023.

Virginia Wilson, Vice-Chair

Virginia F. Wilson began her service to Commission in August 2018, as the CSEA appointee. Mrs. Wilson grew up in Glendale, California and earned a Bachelor's Degree in Business from the University of Southern California. In 1968, she and her husband moved to Rossmoor and started a family. In 1977, Mrs. Wilson was elected to the School Board of the Los Alamitos Elementary District. Her leadership was instrumental in developing and implanting a plan that led to unification and formation of the Los Alamitos Unified School District. Virginia served as Board President for 6 terms during her 27 years on the Board of Education. Her leadership led to the annexation of Seal Beach Elementary District, and the co-Chairmanship of the first Mello-Roos School Bond for the District and the first in Orange County, which helped renovate older facilities. She researched and wrote the original Board Policies for LAUSD that guides District policy to this day. She led the closing of several schools to accomplish fiscal solvency, which continues to benefit the District. She actively pursued training on Boardsmanship and earned 60 units of continuing education credit in school finance, curriculum, personnel and collective bargaining. She also served on the Board of Directors for California School Board Association in Sacramento for 10 years and on CSBA's delegate assembly for a decade and served as a Board of Trustees for the North Orange County Regional Occupation Program for 23 years. Within the community she worked on the organizing committees and served in leadership roles on the board of directors for Hot Line, CASA Youth Shelter, We Care and Los Alamitos Education Foundation. Commissioner Wilson's term expires December 1, 2024.

David Boyer, Member

David Boyer and his wife Lisa purchased their Rossmoor Highlands home in 2001. Their two sons, Daniel and Davis attended Rossmoor Elementary, McAuliffe Middle School, and are LAHS graduates of the Class of 2011 and 2014. He served on the Los Alamitos Unified School District Board of Education for over 16 years. He is proud that all schools are recognized as Gold Ribbon Schools, as the Los Alamitos USD is the only District in Orange County to achieve this distinction. He has a Bachelor of Science in Agricultural & Managerial Economics from the University of California, Davis, and an MBA from Pepperdine University. He has completed the Masters in Governance program from the California School Boards Association, and has a certificate in Financial Planning from University of California, Irvine. As a Board Member, he oversaw the 2006 Measure K & 2016 Measure G Bond taxpayer investment projects with over $24 million in state matching funds. He has served the Los Alamitos community as past President of the Los Alamitos Area Chamber of Commerce, AYSO Region 159 coach, FNL Coach, LAYB Asst. Coach, Precious Life Shelter Board of Directors, member Seal Beach Lions Club, Assistant Scout Master Troop 658, and as an Eagle Scout. Mr. Boyer's term expires December 1, 2025.

LOS ALAMITOS UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION
ANNUAL REPORT
July 1, 2023 – June 30, 2024

Presented to:
BOARD OF EDUCATION
and to the
CLASSIFIED EMPLOYEES OF THE DISTRICT

Ryan Weiss-Wright, Ed.D.
Assistant Superintendent of Human Resources
and Director of Classified Personnel

Kaylie Knowland
Classified Personnel Specialist

Our wholehearted thanks to the following individuals who served as members of our interview and performance panels during 2023 - 2024:

Panelists from Los Alamitos Unified School District:

Adrianne Chavez, IA English Learner, DO
Alicia Sanchez, SLP, LAHS
Amber Haeg, EDCC Assistant, LAE
Anastasia Smith, Administrative Assistant I, Auxiliary
Anika Brown, SLP, LAE
Arthur Stevens, Campus Supervisor, McGaugh
Arturo Hernandez, Lead Bus Driver, Auxiliary
Candice Lopez, Attendance Clerk, LAHS
Cintia Macias, Preschool Lead, CDC
Dan Bennett, Educational Technology Coordinator, DO
Donna Braden, EDCC Assistant, McGaugh
Donna Manzanares, Preschool Lead, LAE
Elizabeth Chinavare, TOSA, Weaver
Gail Davenport, Counselor, LAHS
Genesse Rodriguez, Accounting Assistant II, DO
Guy Strattan, Food Services Program Manager, Auxiliary
Heather Sherrill, Administrative Assistant I, DO
Jaime Cathey, RSP Teacher, McAuliffe
Jane Badaulf, HS Secretary I, LAHS
Janelle Fox, Teacher, LAHS
Jen McGuire, RSP Teacher, McAuliffe
Jeremy Ortiz, Information Systems Specialist II, DO
Joshua Samuels, Head Custodian, Rossmoor
Kandis Aceves, CDC Program Technician, DO
Karen Maffett, SDC Teacher, LAHS
Karrie Cook, SLP, Weaver
Katelyn Alvarado, SDC Teacher, McGaugh
Katherine McMonegal, Clerical Assistant II, Lee
Katie Nguyen, Food Service Supervisor, Oak
Keith Patterson, Campus Supervisor, Hopkinson
Kevin Denis, Food Service Supervisor, LAHS
Kyle Driskell, Campus Supervisor, Hopkinson
Lillian Ford-Patterson, K16 Key Personnel, LAHS
Linda Loparco, Food Services Assistant- Sat Café, McGaugh
Melissa Davis, Director Ed Services, DO
Michelle Flores, EDCC Assistant, Rossmoor
Nadia Williams, Assistant Principal, LAE
Nathalie Ward, Food Services Technician, Auxiliary
Regina Brown, Attendance Clerk, Oak
Rick Larson, Assistant Principal, McGaugh
Sarah Kang, EDCC Assistant, LAE
Shandra Reiswig, Clerical Assistant II, McGaugh
Shaun Valdez, Grounds Maintenance Worker, Auxiliary
Tayler Martin, SDC Teacher, McGaugh
Todd Schmidt, Principal, Weaver
Wendy Harvey, Teacher, LAHS
Yliana Bernal, EDCC Assistant, Hopkinson

Panelists from Other Districts:

Asim Babovic, Director Information Technology, Newport-Mesa USD
Erik Greenwood, Chief Technology Officer, Anaheim Union HSD
Richard Leota, Custodial Services Inspector, Long Beach USD

CLASSIFIED EMPLOYEES OF THE YEAR 2023-2024

- Ramon Zavala – Network Security Analyst at District Office
- Karen Ganser – IA-Special Education at Weaver
- Mary McCulloch – School Office Coordinator at McAuliffe

ROCKSTARS OF THE MONTH 2023-2024

- Omar Gonzales – Custodian at Weaver
- Kandis Aceves – CDC Program Technician at CDC
- Nathalie Ward – Food Services Technician at Auxiliary
- Lisa Allen – IA Special Education at DO
- Jenny Wampler – School Office Coordinator at Hopkinson
- Kerri Pallone – School Office Coordinator at McGaugh
- Laura Younger – LVN at Rossmoor
- Lisa Wallace – Administrative Assistant I at DO
- Anita Lowe – EDCC Assistant at LAE

2023 - 2024

Personnel Commission ANNUAL REPORT

The Personnel Commission meets on the first Wednesday of the month at 4:00 p.m. in the District Office Board Conference Room

Los Alamitos Unified School District

Igniting Unlimited Possibilities for Students!