

Santa Ana Unified School District
1601 East Chestnut Avenue
Santa Ana, CA 92701

MINUTES

Regular Board Meeting
Santa Ana Board of Education

Tuesday, January 27, 2026

1. CALL TO ORDER

Ms. Brazer Aceves called the meeting to order at 5:13 p.m.

Other Board members present were Mr. Bustos, Dr. Alvarez, Ms. Lebsack, and Ms. Magdaleno.

Mr. Brazer Aceves announced closed session items including Conference with Labor Negotiators, Personnel Matters, Anticipated Litigation, and Conference with Real Property Negotiators.

There was no one wishing to address the Board related to closed session items.

2. RECESS TO CLOSED SESSION

The Regular Board meeting recessed to closed session at 5:14 p.m.

3. RECONVENE TO REGULAR MEETING

The Regular Board meeting reconvened at 6:21 p.m.

4. PLEDGE OF ALLEGIANCE

Student Board Member and senior at Saddleback High School, Eduardo Abascal, led the Pledge of Allegiance.

5. LAND ACKNOWLEDGEMENT

Ms. Brazer Aceves read the following statement: *"I want to recognize that our District and school campuses are located in the Village of Pasbenga. I want to acknowledge that this land we refer to as Orange County, is the unceded and traditional lands of the Gabrielino Tongva Nation, and the Juaneño Band of Mission Indians Acjachemen Nation. These lands were taken through a process of colonization, physical, and cultural genocide. I want to pay my respect to elders, both past and present, as well as the Tongva and Acjachemen Youth who have attended and are currently attending our schools, or in the neighboring districts."*

6. REPORT OF ACTION TAKEN IN CLOSED SESSION

By a vote of 5-0, the Board took action to appoint Timothy Somers to the position of Assistant Principal at Santa Ana High School effective January 14, 2026.

Motion by Ms. Magdaleno, second by Dr. Alvarez.

Final Resolution: Motion Carries

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

By a vote of 5-0, the Board took action to appoint Kimberly O'Toole to the position of Coordinator of Special Education.

Motion by Ms. Magdaleno, second by Dr. Alvarez.

Final Resolution: Motion Carries

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

7. SUPERINTENDENT'S REPORT

Superintendent Dr. Perez expressed gratitude to the Board of Education in honor of Board Appreciation Month, recognizing their dedication to student success. She shared a heartfelt letter from a parent highlighting the exceptional support their child received during a school transition, emphasizing this as the aspirational standard for all District students. Dr. Perez also honored January 2026 Employees of the Month: Jose Tapia, a Special Education Teacher at Lathrop Intermediate School, and Blanca Mendez, a Nutrition Services Assistant. She acknowledged the successful renaming and dedication ceremony of Guzman Elementary School and recognized the legacy of families involved in the *Mendez v. Westminster* case. Finally, she introduced new leadership appointments, including Timothy Summers as Assistant Principal of Santa Ana High School, Kimberly O'Toole as Coordinator of Special Education, and Mayra Sanchez as Coordinator of Student Achievement.

8. PUBLIC PRESENTATIONS

Public speakers addressed support for the Edward B. Cole Academy Charter Renewal Petition, Special Education, and Employee Relations.

9. APPROVAL OF CONSENT CALENDAR

The following items were removed from the consent calendar for discussion and separate action:

9.3 Approval of Extended Field Trip(s) in Accordance with Board Policy (BP) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153.1 – Extended School-Sponsored Trip, and Board Policy (BP) 5145.31 – Transgender, Non-Binary, and Gender Nonconforming Students

9.6 Approval/Ratification of Listing of Agreements/Contracts with Santa Ana Unified School District for 2025-2026 School Year

9.7 Approval/Ratification of Listing of No-Cost Community Partnership Agreements with Santa Ana Unified School District for 2025-2026 School Year

9.11 Ratification of Purchase Order Summary and Listing of All Purchase Orders for the Period of November 19, 2025, through December 9, 2025

10.5 Acceptance of Completion of Contract for the General Package of the Roofing Project at MacArthur Fundamental Intermediate School - (pulled for comments only)

10.6 Acceptance of Completion of Contract for General Package of the Asphalt Project at Saddleback High School (pulled for comments only)

Motion by Ms. Magdaleno, second by Mr. Bustos to approve the remainder of the Consent Calendar and the Consent Calendar Construction and Bond Related Items.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Ms. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

9.1 Approval of Annual Organizational and Regular Board Meeting Minutes - December 9, 2025; and Special Board Meeting - Study Session Minutes - January 13, 2026

9.2 Acceptance of Gifts in Accordance with Board Policy 3290 - Gifts, Grants, and Bequests

9.4 Approval of Payment and Reimbursement of Costs Incurred for Student(s) with Disabilities for 2025-2026 School Year

9.5 Ratification of Master Contracts and/or Individual Service Agreements with Nonpublic Schools and/or Agencies for Students with Disabilities for 2025-2026 School Year

9.8 Approval/Ratification of Listing of Grant Award Applications with Santa Ana Unified School District for the 2025-2026 School Year

9.9 Approval/Ratification of Listing of Software License Agreements with Santa Ana Unified School District for 2025-2026 School Year

9.10 Ratification of Expenditure Summary and Warrants Issued Over \$25,000 for Period of November 19, 2025, through December 9, 2025

9.12 Approval of Personnel Calendar Including the Transition of Specific Staff Members with such Topics as: Hiring, Promotions, Transfers, Resignations, Retirements, and Leaves

10. APPROVAL OF CONSENT - CONSTRUCTION AND BOND RELATED ITEMS

10.1 Approval of Deductive Change Order No. 1 to the General Package of the Roofing Project at Mendez Fundamental Intermediate School

10.2 Approval of Deductive Change Order No. 1 to the General Package of the Asphalt Project at MacArthur Fundamental Intermediate School

10.3 Approval of Deductive Change Order No. 1 to the General Package of the Asphalt Project at Saddleback High School

10.4 Acceptance of Completion of the Contract for the General Package of the Roofing Project at Mendez Fundamental Intermediate School

10.5 Acceptance of Completion of Contract for the General Package of the Roofing Project at MacArthur Fundamental Intermediate School

10.6 Acceptance of Completion of Contract for General Package of the Asphalt Project at Saddleback High School

10.7 Acceptance of Completion of Contract for the General Package of the Roofing Project at Lowell Elementary School

10.8 Acceptance of Completion of Contract for General Package of the Walk-In Equipment Project at the Central Kitchen

ITEMS PULLED FROM THE CONSENT CALENDAR FOR DISCUSSION AND SEPARATE ACTION

9.3 Approval of Extended Field Trip(s) in Accordance with Board Policy (BP) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153.1 – Extended School-Sponsored Trip, and Board Policy (BP) 5145.31 – Transgender, Non-Binary, and Gender Nonconforming Students

Item pulled by Ms. Lebsack.

Approve the Extended Field Trip(s) in Accordance with Board Policy (BP) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153 – School-Sponsored Trips, Administrative Regulation (AR) 6153.1 – Extended School-Sponsored Trip, and Board Policy (BP) 5145.31 – Transgender, Non-Binary, and Gender Nonconforming Students.

Motion by Ms. Magdaleno, second by Mr. Bustos.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 4-1

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Magdaleno

No: Ms. Lebsack

9.6 Approval/Ratification of Listing of Agreements/Contracts with Santa Ana Unified School District for 2025-2026 School Year

Item pulled by Ms. Lebsack.

Approve/Ratify the Listing of Agreements/Contracts with Santa Ana Unified School District for the 2025-2026 School Year.

Motion by Ms. Magdaleno, second by Ms. Brazer Aceves.

Subsidiary Motion by Ms. Lebsack, second by Mr. Bustos to vote on agreement number 6 for The Regents of California, Irvine, separately.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

Approve agreement with The Regents of the University of California, Irvine.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 4-1

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Magdaleno

No: Ms. Lebsack

Approve/Ratify the remainder of the Listing of Agreements/Contracts with Santa Ana Unified School District for the 2025-2026 School Year, except for agreement number six (6) with The Regents of the University of California, Irvine.

Motion by Mr. Bustos, second by Ms. Lebsack.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

9.7 Approval/Ratification of Listing of No-Cost Community Partnership Agreements with Santa Ana Unified School District for 2025-2026 School Year

Item Pulled by Ms. Lebsack - M/Ms. Magdaleno 2nd/Mr. Bustos (#6, #7, #8)

Preferential Vote 2-0 / 4-0-1 w/Ms. Lebsack Abstaining

Approve/Ratify the Listing of No-Cost Community Partnership Agreement with Santa Ana Unified School District for the 2025-2026 School Year.

Motion by Ms. Magdaleno, second by Mr. Bustos.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

9.11 Ratification of Purchase Order Summary and Listing of All Purchase Orders for the Period of November 19, 2025, through December 9, 2025

Item pulled by Ms. Lebsack.

Approve/Ratify the Listing of Purchase Order Summary and Listing of All Purchase Orders for the Period of November 19, 2025, through December 9, 2025.

Preferential Vote: 2-0

Yes: Mr. Abascal, Ms. Gomez

Motion by Ms. Magdaleno, second by Mr. Bustos.
Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

11. INFORMATION

11.1 Williams Settlement Legislation Second Quarter Report of Uniform Complaints 2025-2026 Fiscal Year

Provided for informational purpose only. No action required.

12. PRESENTATION

12.1 Review of Annual Financial Audit Report for Fiscal Year 2024-2025

Bobby Patel, CPA, CFE, Partner with Eide Bailly, presented the District's Annual Financial Audit Report for fiscal year 2024-25 and provided an assessment of the District's financial condition and internal controls.

13. PUBLIC HEARINGS

13.1 Consideration of Edward B. Cole, Sr. Academy Petition Renewal

Ms. Brazer Aceves opened up the meeting to conduct a public hearing for consideration of Edward B. Cole, Sr. Academy petition renewal. Having no public comments, she declared the public hearing closed.

13.2 California School Employees Association's, Chapter 41 Initial Bargaining Proposal to Santa Ana Unified School District for the 2025-2028 School Years

Ms. Brazer Aceves opened up the meeting to conduct a public hearing for the California School Employees Association's, Chapter 41 Initial Bargaining Proposal to Santa Ana Unified School District for the 2025-2028 School Years. Having no public comments, she declared the public hearing closed.

14. REGULAR AGENDA - ACTION ITEMS

Motion by Mr. Bustos to pull item 14.22 Adoption of Resolution No. 25/26-3713 - Resolution in Support of Proposition 55 – Protection of Public Education Funding for further review, second by Ms. Magdaleno.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 4-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Ms. Lebsack, Ms. Magdaleno
Not Present: Dr. Alvarado

14.1 Acceptance of Annual Financial Audit Report for Fiscal Year 2024-2025

Accept the Annual Financial Audit Report for Fiscal Year 2024-2025.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.2 Acceptance of the Measure I Independent Financial Audit Report for Fiscal Year 2024-2025

Accept the Measure I Independent Financial Audit Report for Fiscal Year 2024-2025.

Motion by Mr. Bustos, second by Ms. Lebsack.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.3 Approval of the Edward B. Cole, Sr. Academy Request for Charter Petition Renewal

Approve the Edward B. Cole, Sr. Academy Charter Petition Renewal.

Motion by Ms. Lebsack, second by Dr. Alvarez.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.4 Acceptance of California School Employees Association's, Chapter 41 Initial Bargaining Proposal to the Santa Ana Unified School District for the 2025-2028 School Years

Accept the California School Employees Association's, Chapter 41 Initial Bargaining Proposal to the Santa Ana Unified School District for the 2025-2028 school years.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.5 Acceptance of Santa Ana Educators' Association's Initial Bargaining Proposal to the Santa Ana Unified School District for the 2025-2026 School Year

Accept the Santa Ana Educators' Association's Initial Bargaining Proposal to the Santa Ana Unified School District for the 2025-2026 school year.

Motion by Mr. Bustos, second by Ms. Brazer Aceves.

Preferential Vote: 2-0
Yes: Mr. Abascal, Ms. Gomez

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

Student Board Members left the meeting at 9:00 p.m.

14.6 Approval of Updated Classified School Employees Association, Chapter 41 Salary Schedules

Approve updated Classified School Employees Association, Chapter 41 Salary Schedules.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0
Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.7 Approval of New Job Description: Outreach Consultant

Approve the new job description: Outreach Consultant.

Motion by Ms. Magdaleno, second by Mr. Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.8 Approval of New Job Description: Community Schools Academic Support Coach

Approve the new job description: Community Schools Academic Support Coach.

Motion by Mr. Bustos, second by Dr. Alvarez.

Final Resolution: Motion Carries 3-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez

Not Present at Vote: Ms. Lebsack, Ms. Magdaleno

14.9 Approval of New Job Description: Community Schools Behavior Coach

Approve the new job description: Community Schools Behavior Coach.

Motion by Mr. Bustos, second by Dr. Alvarez.

Final Resolution: Motion Carries 3-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez

Not Present at Vote: Ms. Lebsack, Ms. Magdaleno

14.10 Approval of New Job Description: Senior Coordinator of Community Schools

Approve the new job description: Senior Coordinator of Community Schools.

Motion by Mr. Bustos, second by Dr. Alvarez.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.11 Approval of New Job Description: Executive Director, Facilities and Operations

Approve the new job description: Executive Director, Facilities and Operations.

Motion by Dr. Alvarez, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.12 Approval of New Job Description: Employee Relations Senior Analyst

Approve the new job description: Employee Relations Senior Analyst.

Motion by Ms. Magdaleno, second by Dr. Alvarez.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

EXTENTION OF MEETING

At 10:21 p.m. a motion was made by Dr. Alvarez, second by Mr. Bustos to extend the meeting to 11:15 p.m.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.13 Approval of New Job Description: Human Resources Senior Analyst

Approve the new job description: Human Resources Senior Analyst.

Motion by Dr. Alvarez, second by Ms. Brazer Aceves.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.14 Approval of New Job Description: Human Resources Manager

Approve the new job description: Human Resources Manager.

Motion by Dr. Alvarez, second by Ms. Brazer Aceves.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.15 Authorization to Award Request for Proposal No. 03-26, Substitute Staffing Services for Santa Ana Unified School District, Educational Services

Authorize the Award Request for Proposal No. 03-26, Substitute Staffing Services for Santa Ana USD, Educational Services to Amergies Healthcare Staffing, Inc.

Motion by Alfonso Dr Alvarez, second by Hector Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.16 Authorization to Award Bid No. 08-26 Home to School Student Transportation – On-Demand Alternative Transportation Services

Authorize the award of Bid No. 08-26 Home to School Student Transportation – On-Demand Alternative Transportation Services to EverDriven, HopSkipDrive, and First Alt.

Motion by Mr. Bustos, second by Dr. Alvarez.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.17 Authorization to Award a Contract for Architectural Services for the Modernization Project at Mendez Fundamental Intermediate School

Authorize the Award of the Contract to NAC Architecture for Architectural Services for the Modernization Project at Mendez Fundamental Intermediate School.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.18 Approval of Memorandum of Understanding with Zen Academy for Emergency Temporary Relocation Site

Approve the Memorandum of Understanding with Zen Academy, designating Mitchell Child Development Center as the Emergency Temporary Relocation Site.

Motion by Dr. Alvarez, second by Mr. Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.19 Adoption of Resolution No. 25/26-3710 - Proclaiming February 2026 as African American History Month

Adopt Resolution 25/26-3710 proclaiming February 2026 as African American History Month.

Motion by Ms. Magdaleno, second by Ms. Brazer Aceves.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.20 Adoption of Resolution No. 25/26-3711 – Revision of Authorized Signatories

Adopt Resolution No. 25/26-3711 – Revision of Authorized Signatories.

Motion by Ms. Magdaleno, second by Mr. Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.21 Adoption of Resolution No. 25/26-3712 - Proclaiming February 2026 as School Counselor Month

Adopt Resolution No. 25/26-3712 proclaiming February 2026 as School Counselor Month.

Motion by Ms. Magdaleno, second by Mr. Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.22 Adoption of Resolution No. 25/26-3713 - Resolution in Support of Proposition 55 – Protection of Public Education Funding

Item pulled. No action taken.

14.23 Adoption of Resolution No. 25/26-3714 - Proclaiming February 18, 2026, as We Care Day

Adopt Resolution No. 25/26-3714 proclaiming February 18, 2026, as We Care Day.

Motion by Ms. Magdaleno, second by Dr. Alvarez.

Final Resolution: Motion Carries 4-0-1

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Magdaleno

Abstain: Ms. Lebsack

14.24 Adoption of Resolution No. 25/26-3716 - Recognizing January 27, 2026, as International Holocaust Remembrance Day

Adopt Resolution No. 25/26-3716 - Recognizing January 27, 2026, as International Holocaust Remembrance Day.

Motion by Dr. Alvarez, second by Ms. Brazer Aceves.

Final Resolution: Motion Carries 4-0-1

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Magdaleno

Abstain: Ms. Lebsack

14.25 Adoption of Revised Board Policy 5116.1 - Intradistrict Open Enrollment

Adopt the revised Board Policy 5116.1 - Intradistrict Open Enrollment.

Motion by Mr. Bustos, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.26 Adoption of Revised Board Bylaw 9005 - Governance Standards

Adoption of Revised Board Bylaw 9005 - Governance Standards

Motion by Ms. Magdaleno, second by Mr. Bustos.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.27 Adoption of Revised Board Bylaw 9011 - Disclosure of Confidential/Privileged Information

Adoption of Revised Board Bylaw 9011 - Disclosure of Confidential/Privileged Information

Motion by Mr. Bustos, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.28 Adoption of Revised Board Bylaw 9150 - Student Board Members

Motion by Ms. Magdaleno, second by Mr. Bustos to table item until the February 24, 2026, Board meeting for further review.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.29 Adoption of Revised Board Bylaw 9224 - Oath of Affirmation

Adopt the Revised Board Bylaw 9224 - Oath of Affirmation

Motion by Mr. Bustos, second by Ms. Magdaleno.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

14.30 Adoption of Revised Board Bylaw 9260 - Legal Protection

Adopt the Revised Board Bylaw 9260 - Legal Protection

Motion by Mr. Bustos, second by Ms. Brazer Aceves.

Final Resolution: Motion Carries 5-0

Yes: Ms. Brazer Aceves, Mr. Bustos, Dr. Alvarez, Ms. Lebsack, Ms. Magdaleno

15. NEW AND REVISION OF EXISTING BOARD POLICIES - FIRST READING/NO ACTION REQUIRED

15.1 Board Policy 1445 - Response to Immigration Enforcement - Revised for First Reading

15.2 Board Policy 6141.2 – Recognition of Religious Beliefs and Customs - Revised for First Reading

15.3 Board Policy 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction - Revised for First Reading

15.4 Board Policy 6142.8 – Comprehensive Health Education - Revised for First Reading

16. BOARD REPORTS

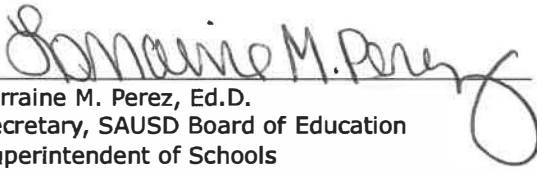
No Board member reports were provided.

17. ADJOURNMENT

There being no further business, Ms. Brazer Aceves adjourned the meeting at 11:11 p.m.

18. FUTURE MEETING

The next Regular Board Meeting of the Board of Education will be held on Tuesday, February 24, 2025, at 6:00 p.m.

ATTEST: 
Lorraine M. Perez, Ed.D.
Secretary, SAUSD Board of Education
Superintendent of Schools

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
RETIREMENT				
Rexach, Marisol	Director of Classified Professional Development	K-12 Teaching and Learning	January 2, 2026	
RESIGNATIONS				
Dan, Kimberly	Teacher 9-12	Saddleback High School	December 19, 2025	
Han, Emily	Nurse	Support Services	January 5, 2026	
Garcia, Francisco	Mod/Severe (SH) Teacher	Taft Elementary School	May 30, 2026	
NEW HIRE				
Arteaga, Roberto	Teacher 9-12 (Culinary Arts)	Career Technical Education	December 12, 2025 - May 29, 2026	New Hire - Code 44909 ROP Instructor
Birmingham, Jim	Teacher 9-12 (Culinary Arts)	Career Technical Education	December 19, 2025 - May 29, 2026	New Hire - Code 44909 ROP Instructor
Norman, Daylon	Teacher 9-12 (Digital Media Arts)	Career Technical Education	December 19, 2025 - May 29, 2026	New Hire - Code 44909 ROP Instructor
Pham, Pauline	Teacher 9-12	Saddleback High School	November 21, 2025	New Hire - Code 44909
Catbagan, Janelle	Teacher 9-12	Santa Ana High School	January 5, 2026	New Hire - Code 44909
Helmy, Leticia	Mod/Severe (DHH) Itinerant Teacher	Special Education	December 15, 2025	New Hire - Probationary 1
Lopez, Nancy	Mild/Mod (RSP) Teacher	Special Education	November 21, 2025	New Hire - Probationary 1

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
REHIRE				
Verma, Mayank	Teacher 9-12	Santa Ana High School	December 8, 2025	Rehire - Code 44909 Student Support and Professional Development Discretionary Block Grant 0101-6019-0-1102-1111-1000-081-60194401
SALARY ADJUSTMENT				
Ceja, Fernando	Teacher 9-12	Santa Ana High School	January 1, 2026	From Class 1, Step 4 to Class 4, Step 4
FALL SPORTS				
Cushing-Murray, Christian		Century High School	2025-2026	CIF Playoff (1 Week)
Wosman, Erica		Century High School	2025-2026	CIF Playoff (3 Weeks)
Buckley, Tanya		Circulos High School	2025-2026	Cheer (Intramural)
Ly, Peter		Circulos High School	2025-2026	Football (Intramural)
Naka, Nahoko		Circulos High School	2025-2026	Cheer (Intramural)
Cohen, Jason		Heninger Elementary School	2025-2026	Head Coach G. Basketball
Silvas, Alexis		Heninger Elementary School	2025-2026	Assistant Coach B. Soccer

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
FALL SPORTS (CONTINUED)				
Cifuentes, Adolfo		Pio Pico Elementary School	2025-2026	Head Coach G. Basketball
Lara, Eduardo		Pio Pico Elementary School	2025-2026	Head Coach B. Soccer
Aguirre, Eric		Saddleback High School	2025-2026	Head Coach Basketball (3 Weeks)
Knight, Sean		Saddleback High School	2025-2026	CIF Playoff (2 Weeks)
Moctezuma, Salvador		Saddleback High School	2025-2026	CIF Playoff (1 Week)
				Assistant Coach Cross Country
Molina, Eliasar		Saddleback High School	2025-2026	CIF Playoff (1 Week)
Molina, Eliasar		Saddleback High School	2025-2026	CIF Playoff (1 Week)
Thompson, Robert		Saddleback High School	2025-2026	CIF Playoff (3 Weeks)
Chavez, Hector		Santa Ana High School	2025-2026	CIF Playoff (1 Week)
Duong, Hung		Santiago Elementary School	2025-2026	Head Coach G. Basketball
Puchalski, Harry		Santiago Elementary School	2025-2026	Head Coach B. Soccer
Corradino, Damian		Valley High School	2025-2026	CIF Playoff (2 Weeks)
Marquez, Jessica		Valley High School	2025-2026	CIF Playoff (1 Week)
Martinez, Yobany		Valley High School	2025-2026	CIF Playoff (2 Weeks)
Mavandadi, Mehrbod		Valley High School	2025-2026	CIF Playoff (1 Week)
Rahe, Nicholas		Valley High School	2025-2026	CIF Playoff (1 Week)

Jennifer Flores, Associate Superintendent, Human Resources

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
WINTER SPORTS				
Calderon, Rodolfo		Century High School	2025-2026	Winter Recess (2 Weeks)
Cortes, Teodoro		Century High School	2025-2026	Winter Recess (2 Weeks)
Devia, Marvin		Century High School	2025-2026	Winter Recess (2 Weeks)
Doss, Justin		Century High School	2025-2026	Winter Recess (2 Weeks)
Shikina, Kayla		Century High School	2025-2026	Winter Recess (2 Weeks)
Dodge, Scott		Godinez Fundamental High School	2025-2026	Winter Recess (2 Weeks)
Lizarraga, Ricardo		Godinez Fundamental High School	2025-2026	Winter Recess (2 Weeks)
Pinto, Franklin		Godinez Fundamental High School	2025-2026	Winter Recess (1 Week) 25% Stipend
SCHOOL ATHLETIC DIRECTOR				
Lara, Eduardo		Pio Pico Elementary School	2025-2026	
CO-CURRICULAR				
Cook, Cassandra		Adams Elementary School	2025-2026	Grade Level Leaders
Gutierrez, Armando		Adams Elementary School	2025-2026	Grade Level Leaders
Holder, Estelle		Adams Elementary School	2025-2026	Grade Level Leaders
Ingebrigtsen, Kortni		Adams Elementary School	2025-2026	Grade Level Leaders
Ledon, Karla		Adams Elementary School	2025-2026	Grade Level Leaders
Newland, Taia		Adams Elementary School	2025-2026	Grade Level Leaders

Jennifer Flores, Associate Superintendent, Human Resources

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Strobel, Isabel		Adams Elementary School	2025-2026	Grade Level Leaders
Abejar, Isis		Carr Intermediate School	2025-2026	Student Government Advisor and Print Yearbook
Crawford, Brian		Carr Intermediate School	2025-2026	Drama Production
Jack, Jedediah		Carr Intermediate School	2025-2026	Broadcast Journalism and Video Production
Solares, Elizabeth		Carr Intermediate School	2025-2026	Instrumental Music: Band and Orchestra
Bruner, Kayla		Circulos High School	2025-2026	Speech and Debate
Venturelli, Angelina		Circulos High School	2025-2026	Activities Director and Print Yearbook
Aceves Bravo, Yadira		Diamond Elementary School	2025-2026	Grade Level Leaders
Benavides, Yajahira		Diamond Elementary School	2025-2026	Grade Level Leaders
Dodson, Kimberly		Diamond Elementary School	2025-2026	Grade Level Leaders
Faris, Susan		Diamond Elementary School	2025-2026	Grade Level Leaders
Fulford, Lori		Diamond Elementary School	2025-2026	Grade Level Leaders

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Merritt, Alma		Diamond Elementary School	2025-2026	Grade Level Leaders
Smith, Kathryn		Diamond Elementary School	2025-2026	Grade Level Leaders and Speech and Debate
Cervantes, Jennifer		Esqueda Elementary School	2025-2026	Grade Level Leaders
Chapman, Jessica		Esqueda Elementary School	2025-2026	Grade Level Leaders
Collins, Marlon		Esqueda Elementary School	2025-2026	Grade Level Leaders
Emenger, Melanie		Esqueda Elementary School	2025-2026	Grade Level Leaders
Galvis, Sandra		Esqueda Elementary School	2025-2026	Grade Level Leaders
Golding, Matthew		Esqueda Elementary School	2025-2026	Speech and Debate
Mares, Peter		Esqueda Elementary School	2025-2026	Grade Level Leaders
Ponce, Maria		Esqueda Elementary School	2025-2026	Grade Level Leaders
Rosillo, Fiorella		Esqueda Elementary School	2025-2026	Grade Level Leaders
Scott, Robin		Esqueda Elementary School	2025-2026	Grade Level Leaders

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Bassett, Lucinda		Lorin Griset High School	2025-2026	Activities Director and Senior Class Advisor
Tristan, Laurie		MacArthur Fundamental Intermediate School	2025-2026	Pentathlon (1/3 Stipend)
Axtell, Aaron		Mendez Fundamental Intermediate School	2025-2026	Instrumental Music: Band
Cabrera, Cassandra		Mendez Fundamental Intermediate School	2025-2026	Academic Coach and Engineering
Cabrera, Lizette		Mendez Fundamental Intermediate School	2025-2026	Engineering
Covey, Michael		Mendez Fundamental Intermediate School	2025-2026	Academic Coach and Broadcast Journalism
Elmore, Yolanda		Mendez Fundamental Intermediate School	2025-2026	Video Production
Flores, Brenda		Mendez Fundamental Intermediate School	2025-2026	Academic Coach and Student Government Advisor
Garcia, Angelica		Mendez Fundamental Intermediate School	2025-2026	Academic Coach
Hoffmann, Alan		Mendez Fundamental Intermediate School	2025-2026	Speech and Debate
Johnson, Carl		Mendez Fundamental Intermediate School	2025-2026	Information Technology

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Ngo, Linh Thuy		Mendez Fundamental Intermediate School	2025-2026	Academic Coach
Radford, David		Mendez Fundamental Intermediate School	2025-2026	Drama Production
Rubio, Sandra		Mendez Fundamental Intermediate School	2025-2026	Print Yearbook
Banh, Billydanh		Saddleback High School	2025-2026	Academic Coach
Allchin, Jarid		Santa Ana High School	2025-2026	Activities Director
DelaCuadra, Jeremy		Santa Ana High School	2025-2026	Tall Flags
Duarte, Adam		Santa Ana High School	2025-2026	Speech and Debate
				Print Journalism and Print Yearbook
Garbiso, Tiffany		Santa Ana High School	2025-2026	
Garcia, Juan		Santa Ana High School	2025-2026	Kiwanis Bowl (Shared)
				Dance Team and Drill Team
Hermann, Cynthia		Santa Ana High School	2025-2026	
Huizar, Ann		Santa Ana High School	2025-2026	Senior Class Advisor
				Instrumental Music: Orchestra
Kaye, Joseph		Santa Ana High School	2025-2026	
				Mock Trial (One Semester)
Mitchell, Herman		Santa Ana High School	2025-2026	
Santos, Mark		Santa Ana High School	2025-2026	Instrumental Music: Band
Schwinge, Terrence		Santa Ana High School	2025-2026	Drama
Serrano, Corin		Santa Ana High School	2025-2026	Kiwanis Bowl (Shared)
Stack, Theresa		Santa Ana High School	2025-2026	Pep Squad

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Timmons, Eric		Santa Ana High School	2025-2026	Broadcast Journalism
Cabral, Samantha		Santiago Elementary School	2025-2026	Student Government/Counselor Advisor
Curiel, Monica		Santiago Elementary School	2025-2026	Grade Level Leaders
Duong, Hung		Santiago Elementary School	2025-2026	Grade Level Leaders
Erhuy, Ergin		Santiago Elementary School	2025-2026	Grade Level Leaders
Gonzales, Aaron		Santiago Elementary School	2025-2026	Grade Level Leaders
James, Kathleen		Santiago Elementary School	2025-2026	Grade Level Leaders
Nava, Adriana		Santiago Elementary School	2025-2026	Grade Level Leaders
Robles, Maria Alexandra		Santiago Elementary School	2025-2026	Grade Level Leaders
Rossmann, Erik		Santiago Elementary School	2025-2026	Grade Level Leaders
Seibert, Sarah		Santiago Elementary School	2025-2026	Grade Level Leaders
Silva, Sarah		Santiago Elementary School	2025-2026	Grade Level Leaders

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Beer, Carly		Sierra Preparatory Academy	2025-2026	Academic Coach
Hanson, Deborah		Sierra Preparatory Academy	2025-2026	Speech and Debate
Novy, Jesse		Sierra Preparatory Academy	2025-2026	Engineering
Bastida, Luz		Taft Elementary School	2025-2026	Student Government/Counselor Advisor
Aguilera, Dylan		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Beckwith, Kelli		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Beeker, Zechariah		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Bogris, Lindsey		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Bowers, Ingrid		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Brown, Sandra		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Camacho, Michael		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Chavez, Margarita		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Colocho, Christopher		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Fitzgibbons, Nathaniel		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Forney, Janelle		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Guy, Matthew		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Hardy, Lindsie		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Herrera, Phillip		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Holland, Caran		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Jenks, Laura		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Lee, Kevin		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Lerma, Carin		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Li, Jade		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Lizarraga, Israel		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site

Jennifer Flores, Associate Superintendent, Human Resources

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Lucas, Christian		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Lugo, Arie		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Machos, Kara		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
MacLean, Gina		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Mascorro, Jose		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Miller, Tasha		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Morales, Alejandra		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Navarro, Anjanette		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Nguyen, Damian		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Olah, Cassie		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Ortiz, Sergio		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Poveda, Gabrielle		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Regier, Joseph		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site

Jennifer Flores, Associate Superintendent, Human Resources

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CO-CURRICULAR (CONTINUED)				
Rivas, Ruben		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Tonai, Jessica		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Ulloa, Jessica		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
Vismantas, Eric		Visual and Performing Arts	2025-2026	Choir Director 1 Site and Instrumental Music 1 Site
EXTRA DUTY				
Villalpando, Alma		Chavez High School	January 5, 2026 - May 28, 2026	Extra Period
Buckley, Tanya		Circulos High School	January 5, 2026 - May 28, 2026	Extra Period
Gardea, Jesenia		Santa Ana High School	August 11, 2025 - May 28, 2026	Extra Period
Sandercock, Adam		Santa Ana High School	August 11, 2025 - May 28, 2026	Extra Period
Schroeder, Kelly		Santa Ana High School	January 5, 2026 - May 28, 2026	Extra Period
Woods, Adam		Seegerstrom High School	August 11, 2025 - May 28, 2026	Extra Period

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
MASTER TEACHER STIPEND				
Harris, Celeste		District Office	2025-2026	Fall Semester
Vu, Khanh		District Office	2025-2026	Fall Semester
Wenkart, Patricia		District Office	2025-2026	Fall Semester
ADDITONAL STIPEND				
Fernandez, Veronica		Lowell Elementary School	2025-2026	Move/Displacement
ADMINISTRATIVE SUBSTITUTE				
Tonai, Kevin		Various Sites	January 28, 2026	
DEPARTMENT CHAIRS				
Beer, Carly		Sierra Preparatory Academy	2025-2026	Math
Chiou, Hsiao-Ting		Sierra Preparatory Academy	2025-2026	Special Education
Cocca-Gaskin, Anastasia		Sierra Preparatory Academy	2025-2026	Science
Esqueda, Edith		Sierra Preparatory Academy	2025-2026	Special Education
Grierson, Elizabeth		Sierra Preparatory Academy	2025-2026	Social Studies
Rodriguez III, Richard		Sierra Preparatory Academy	2025-2026	Physical Education

Jennifer Flores, Associate Superintendent, Human Resources

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
DEPARTMENT CHAIRS (CONTINUED)				
Ruiz, Christy		Sierra Preparatory Academy	2025-2026	English
Tadros, Karen		Sierra Preparatory Academy	2025-2026	Special Education
Warwick, Sandra		Sierra Preparatory Academy	2025-2026	Math
CLASS SIZE FOR TK/K 1ST SEMESTER				
Dixon, Allison		Davis Elementary School	2025-2026	
Ramirez, Desirae		Davis Elementary School	2025-2026	
Valencia, Gisela		Jefferson Elementary School	2025-2026	
Vique, Elaine		Lincoln Elementary School	2025-2026	
Kirkwood, Kimberly		Martin Elementary School	2025-2026	
Duran Smith, Maria		McFadden Institute of Technology	2025-2026	
Harney, Jamie		Monte Vista Elementary School	2025-2026	

CERTIFICATED PERSONNEL CALENDAR

Personnel Calendar

Board Meeting - January 27, 2026

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
CLASS SIZE FOR TK/K 1ST SEMESTER (CONTINUED)				
Deems, Lindsey		Washington Elementary School	2025-2026	

INFORMED K12 EXTRA DUTY

Title of Activity or Addendum to Activity	Employee Name(s)	Site/Dept	Funding Source	Total Amount Not to Exceed	Total Hours Not to Exceed	Received from Site/Department
IEP Curriculum Writing	Lee, Gina	Special Education	016500 Special Education	\$254.65	4	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
IEP Curriculum Writing	Estrella, Patricia Frederick, Carolyn Kuhner, Annalise Roozbeh, Zohreh	Special Education	016500 Special Education	\$763.94 \$763.94 \$763.94 \$763.94	12 12 12 12	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
IEP Curriculum Writing	Sanchez, Juana	Special Education	016500 Special Education	\$1,273.24	20	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
Football Game Announcer	Sanchez, Rudy	Valley High School	010703 SC-LCFF-Supplemental/Concentration	\$190.99	3	November 5, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025

INFORMED K12 EXTRA DUTY

EXLD - CT Academic - Instructional	Adams, Shelby	Extended Learning (After School Programs)	012600 Expanded Learning Opportunities Program	\$13,873.20	120	November 19, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
	Agredano, Fernando			\$5,549.28	48	
	Alvarado, Dulce			\$1,005.43	9	
	Barroso, Lorena			\$1,005.43	9	
	Berber, Fabiola			\$1,005.43	9	
	Berber-Prado, Angelica			\$5,549.28	48	
	Blanco, Maribel			\$1,040.49	9	
	Byde, Wendy			\$13,873.20	120	
	Camacho Pulido, Graciela			\$5,003.95	48	
	Cao, Jennifer			\$3,474.96	48	
	Castellanos, Xavier			\$5,549.28	48	
	Childress, Allen			\$938.24	9	
	Cifuentes, Adolfo			\$11,137.20	120	
	Corral, Stephana			\$5,362.27	48	
	Cronin, Karen			\$1,040.49	9	
	Delaney, Molly			\$13,873.20	120	
	Dixon, Allison			\$3,474.91	48	
	Domingo, Crystal			\$887.16	9	
	Dominguez, Nieves			\$887.16	9	
	Duong, Hung			\$938.24	9	
	Eidenmuller, Gail			\$13,873.20	120	
	Faris, Susan			\$1,005.43	9	
	Fasheh, Alicia			\$13,405.68	120	
	Fernandez-Kaltenbach, Elena			\$13,873.20	120	
	Flores, Iliana			\$5,549.28	48	
	Franco, Veronica			\$13,873.20	120	
	Garcia, Eneida			\$13,405.68	120	
	Garcia, Kimberly			\$5,549.28	48	
	Gartner, Brigitte			\$4,508.79	39	
	Gutierrez, Armando			\$5,003.95	48	
Hanson, Deborah	\$5,549.28	48				
Heil, Jennifer	\$1,040.49	9				
Henry, Brenda	\$5,549.28	48				
Hermocillo, Dana	\$848.50	9				
Hill, Erin	\$1,040.49	9				

INFORMED K12 EXTRA DUTY

Holden, Susanna			\$776.96	9
Holst, Christopher			\$13,873.20	120
Hsu, Shiu-Sian			\$13,873.20	120
Ingles, Patricia			\$13,873.20	120
Jaramillo, Maria			\$13,873.20	120
Jimenez, Patricia			\$1,040.49	9
Joyce Jr, Michael			\$5,549.28	48
Kentros, Shea			\$13,873.20	120
La Russo Jones, Rachel			\$13,873.20	120
Lecuna, Debra			\$4,731.50	48
Ledergerber, Amber			\$938.24	9
Lochner, Jessica			\$13,873.20	120
Logan, Pamela			\$13,873.20	120
Long, Shannon			\$1,005.43	9
Marcus, Stephanie			\$1,005.43	9
Martinez, Susana			\$5,549.28	48
Mc Devitt, Melinda			\$1,005.43	9
McDermott, Juanita			\$13,873.20	120
Mejia Saldivar, Maribel			\$711.49	9
Mejia-Jung, Marisela			\$1,005.43	9
Mendiola, Michael			\$1,005.43	9
Mireles, Nathalie			\$13,873.20	120
Montgomery-Kachkou, Margaret			\$13,873.20	120
Mora, Josefina			\$5,549.28	48
Nieto, Carolina			\$2,835.65	48
Noriega, Belinda			\$1,005.43	9
O'Connor, Kathleen			\$1,040.49	9
Orrante, Rebecca			\$1,005.43	9
Pabon, Namir			\$1,005.43	9
Pena, Lorena			\$835.29	9
Pena, Maricela			\$5,549.28	48
Pesak, Kathleen			\$13,873.20	120
Pichardo, Hilda			\$1,005.43	9
Quezada-Cano, Alvaro			\$1,005.43	9
Ritchie, Frances			\$834.96	9

INFORMED K12 EXTRA DUTY

	Romo, Maria Del Rosario Rossano, Cecilia Saenz, Melissa Sanchez, Susan Scott, Robin Sellwood, Vivian Shapar, Abdul Sharma, Nicole Silvas, Alexis Swanson, Eric Troutt, Rock Valencia, Gisela Van De Merghel, Anne Vasquez, Tia Vique, Elaine Weir, Jane Wright, Katie Yost, Elvira Yusuff, Zakaria Zamarripa, Michelle Zamora, Esmeralda			\$5,003.95 \$13,873.20 \$5,549.28 \$938.24 \$1,040.49 \$13,873.20 \$4,731.50 \$1,005.43 \$743.53 \$835.29 \$1,040.49 \$4,303.01 \$1,005.43 \$680.90 \$13,873.20 \$5,362.27 \$1,005.43 \$1,005.43 \$5,549.28 \$938.24 \$5,362.27	48 120 48 9 9 120 48 9 9 9 9 48 9 9 120 48 9 9 48 9 48	
NCI Training Certificated	Albarran, Andrea Bystry, Phil Erhard, Mike Godinez, Diego Lopez Valencia, Daniela Richtsmeier, Ethan	Special Education	016500 Special Education	\$190.99 \$190.99 \$190.99 \$190.99 \$190.99	3 3 3 3 3	December 1, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
IEP Curriculum Writing	Nguyen, Hong	Special Education	016500 Special Education	\$254.65	4	December 2, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

A-G Learning Mitigation Grant	Boukova, Roumyana Conde, Henry	Century High School	017413 A-G Learning Loss Mitigation	\$7,861.48 \$6,702.96	68 68	December 8, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
Learning Intervention and Focus Time (LIFT)	Connell, Jennifer Kong, Dawn Momberg, Julie Quezada, Ana-Brenda Rentar, Maria Teresa Robinett, Melissa Sanchez, Beatriz Solis, Cesar Terich, Michael Thompson, Robert Wright, Lori	Saddleback High School	017413 A-G Learning Loss Mitigation	\$880.00 \$960.00 \$792.00 \$920.00 \$680.00 \$840.00 \$640.00 \$640.00 \$880.00 \$888.00 \$936.00	8 8 8 8 8 8 8 8 8 8 8	December 9, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025
2025-2026 Supplementary Prgs-	Ontiveros, Roberto De Jesus	Century High School	017370 Supplementary Prgs-Specialized Secondary	\$3,946.92	62	December 9, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025- December 10, 2025

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
RETIREMENTS				
Gama, Yolanda	Preschool Teacher	Pio Pico Elementary School	December 2, 2025	
Gonzales, Freddie	District Safety Officer	Segerstrom High School	December 30, 2025	
Mejia, Maria	Instructional Assistant Severely Disabled	Century High Transition Center	December 18, 2025	
Reyes Dominguez, Cruz Raul	Electronic & Technology Support Technician	Building Services	December 30, 2025	
Rodriguez, Carmen	Nutrition Services Lead - Satellite Kitchen	Franklin Elementary School	November 29, 2025	
Rosas, Ana	Nutrition Services Assistant	Jackson Elementary School	January 5, 2026	
RESIGNATIONS				
Alarcon, Brianna	Early Childhood Education Instructional Provider	Early Childhood Education	November 28, 2025	
Alvarez-Ramirez, Maria	Activity Monitor	Jackson Elementary School	January 2, 2026	
Anderson, Eric	Activity Monitor	Century High School	October 31, 2025	
Davis, Delanie	Activity Monitor	Century High School	October 30, 2025	
Esparza, Joseph	Custodian	Mendez Fundamental Intermediate School	November 28, 2025	
Gillett, Samantha	After School Instructional Provider	Lydia Romero-Cruz Academy	November 17, 2025	
Grondin, Selijah	Instructional Assistant Severely Disabled	Segerstrom High School	December 18, 2025	

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
RESIGNATIONS (Continuation)				
Gutierrez, Kristen	Autism Paraprofessional	Taft Elementary School	November 28, 2025	
Guzman, Giselle	Instructional Assistant Provider - ELOP	Carver Elementary School	December 12, 2025	
Hernandez, Adelle	Autism Paraprofessional	Kennedy Elementary School	November 21, 2025	
Hernandez, Hailee	Autism Paraprofessional	Martin Elementary School	November 26, 2025	
Hua, Austin	Autism Paraprofessional	Sierra Preparatory Academy	November 15, 2025	
Johnson, Oliver	Athletic Equipment Attendant II	Segerstrom High School	December 2, 2025	
Le, Diana	Transitional Kinder Instructional Provider	Madison Elementary School	November 30, 2025	
Le, Tu	Student Support Paraprofessional Special Education	Segerstrom High School	October 9, 2025	
Mendoza Carbajal, Reyna	After School Instructional Provider	Carver Elementary School	December 5, 2025	
Muratalla, Maria	Early Childhood Education Instructional Provider	Jefferson Elementary School	December 15, 2025	
Perez, Jaquelyn	Student Support Paraprofessional Special Education	Edison Elementary School	November 21, 2025	
Ponce, Marlon	Instructional Assistant Provider - ELOP	Diamond Elementary School	December 1, 2025	
Rodriguez, Caitlynn	Autism Paraprofessional	Jefferson Elementary School	November 28, 2025	
Rojas, Andrea	Personnel Technician	Human Resources	December 3, 2025	
Sandiero, Esperanza	Licensed Vocational Nurse	Segerstrom High School	November 28, 2025	

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
RESIGNATIONS (Continuation)				
Todd, Bryan	Groundskeeper	Building Services	December 1, 2025	
Velasco Lewis, Karen	Bilingual Technician	Mitchell Child Development Center	November 28, 2025	
ABSENCE (3 to 20 duty days) - Without Pay				
Torres, Andrea	Student Support Paraprofessional Special Education	Mendez Fundamental Intermediate School	December 1, 2025 - January 5, 2026	
Zuniga, Maria	Preschool Teacher	Kennedy Elementary School	December 1, 2025 - December 19, 2025	
LEAVE (21 duty days or more) - Without Pay				
Angarita, Maricela	Site Supervisor	After School Programs	November 6, 2025 - December 31, 2025	
Padilla Perez, Liliana	Student Support Paraprofessional Special Education	Mendez Fundamental Intermediate School	January 20, 2026 - May 28, 2026	
MILITARY LEAVE				
Flores, Yvette	District Safety Officer	Santa Ana High School	January 23, 2026	
PROBATIONARY APPOINTMENTS				
Alarcon, Brianna	ECE Preschool Teacher	Early Childhood Education	December 1, 2025	Grade/Step IIC/1 *Filling an existing vacancy

Personnel Calendar
Board Meeting - January 27, 2026

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
PROBATIONARY APPOINTMENTS (Continuation)				
Arzate Sanchez, Blanca	Student Support Paraprofessional Special Education	Wilson Elementary School	December 8, 2025	Grade/Step 28/1 *New position
Barragan, Valerie	Early Childhood Education Instructional Provider	Early Childhood Education	January 5, 2026	Grade/Step 22/5 *Filling an existing vacancy
Bedolla Reyes, Crystal	Student Support Paraprofessional Special Education	Greenville Fundamental Elementary School	December 1, 2025	Grade/Step 28/1 *New position
Carrillo, Valeria	Student Support Paraprofessional Special Education	Esqueda Elementary School	December 8, 2025	Grade/Step 28/1 *Filling an existing vacancy
Cochran, Lydia	After School Instructional Provider	Greenville Fundamental Elementary School	December 8, 2025	Grade/Step 20/1 *New position
Corona, Yesenia	Instructional Assistant Arts	Visual & Performing Arts	December 1, 2025	Grade/Step 19/1 *New position
Del Carmen, Stephany	Student Support Paraprofessional Special Education	Lowell Elementary School	December 15, 2025	Grade/Step 28/1 *Filling an existing vacancy
Duran, Michell	Student Support Paraprofessional Special Education	Diamond Elementary School	December 1, 2025	Grade/Step 28/1 *New position
Finkelstein, Richard	After School Instructional Provider	Saddleback High School	December 1, 2025	Grade/Step 20/1 *New position
Flores, Estela	After School Instructional Provider	Franklin Elementary School	December 8, 2025	Grade/Step 20/1 *New position
Garcia, Melissa	Student Support Paraprofessional Special Education	Thorpe Elementary School	December 15, 2025	Grade/Step 28/1 *New position
Gomez Lucas, Karen	Site Clerk	Edison Elementary School	December 15, 2025	Grade/Step 24/1 *Filling an existing vacancy

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
PROBATIONARY APPOINTMENTS (Continuation)				
Gonzales, Vincent	District Safety Officer	Godinez Fundamental High School	December 8, 2025	Grade/Step 31/1 *New position
Gonzalez Zurita, Jhury	After School Instructional Provider	Diamond Elementary School	December 8, 2025	Grade/Step 20/1 *New position
Guzman, Giselle	After School Instructional Provider	Advanced Learning Academy	December 15, 2025	Grade/Step 20/1 *New position
Guzman, Jose	Electrician II	Building Services	December 8, 2025	Grade/Step 36/2 *Filling an existing vacancy
Hernandez, Ariana	After School Instructional Provider	Diamond Elementary School	December 15, 2025	Grade/Step 20/1 *New position
Hernandez-Lazcano, Johnny	After School Instructional Provider	Godinez Fundamental High School	December 8, 2025	Grade/Step 20/1 *New position
Jalali, Zakir	Autism Paraprofessional	Lowell Elementary School	December 16, 2025	Grade/Step 28/1 *Filling an existing vacancy
Jaramillo, Elizabeth	Instructional Assistant Severely Disabled	Edison Elementary School	December 15, 2025	Grade/Step 28/1 *Filling an existing vacancy
Kally, Ibrahiem	Instructional Assistant Severely Disabled	Jackson Elementary School	December 15, 2025	Grade/Step 28/1 *New position
Larios, Cindy	Student Support Paraprofessional Special Education	Willard Intermediate School	December 8, 2025	Grade/Step 28/1 *New position
Lopez, Sandra	Site Clerk	Madison Elementary School	December 4, 2025	Grade/Step 24/1 *Filling an existing vacancy

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
PROBATIONARY APPOINTMENTS (Continuation)				
Lucero Palacios, Yesenia	Licensed Vocational Nurse	Support Services	January 5, 2026	Grade/Step 24/1 *Filling an existing vacancy
Mayer, Lindsey	Instructional Assistant Arts	Visual & Performing Arts	January 12, 2026	Grade/Step 19/1 *New position
McKinney, Jenassi	After School Instructional Provider	Adams Elementary School	December 1, 2025	Grade/Step 20/1 *New position
Mejia, Cristina	Instructional Assistant Severely Disabled	Monte Vista Elementary School	December 15, 2025	Grade/Step 28/1 *New position
Ochoa, Mayra	Preschool Teacher	Early Childhood Education	January 5, 2026	Grade/Step IIB/1 *Filling an existing vacancy
Patag, Lauren	After School Instructional Provider	Greenville Fundamental Elementary School	December 15, 2025	Grade/Step 20/1 *Filling an existing vacancy
Poblano, Andrea	Student Support Paraprofessional Special Education	Valley High School	December 15, 2025	Grade/Step 28/1 *Filling an existing vacancy
Ponce, Mitliza	Student Support Paraprofessional Special Education	Madison Elementary School	December 9, 2025	Grade/Step 28/1 *New position
Ramos Leslie	Student Support Paraprofessional Special Education	Madison Elementary School	December 15, 2025	Grade/Step 28/1 *Filling an existing vacancy
Salas, Lourdes	Instructional Assistant Biliterate	King Elementary School	December 8, 2025	Grade/Step 19/1 *Filling an existing vacancy
Sanchez, Abel	Student Support Paraprofessional Special Education	Chavez High School	December 1, 2025	Grade/Step 28/1 *New position

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
PROBATIONARY APPOINTMENTS (Continuation)				
Sanchez, Sandra	Preschool Teacher	Early Childhood Education	December 22, 2025	Grade/Step IIIC/1 *Filling an existing vacancy
Schaffrath, Mathew	Computer Technician II	Seegerstrom High School	December 4, 2025	Grade/Step 33/1 *Filling an existing vacancy
Torres, Brianna	Student Support Paraprofessional Special Education	Santiago Elementary School	December 1, 2025	Grade/Step 28/1 *New position
Valencia, Laura	Student Support Paraprofessional Special Education	Valley High School	January 5, 2026	Grade/Step 28/1 *New position
Vargas, Carmen	Activity Monitor	Saddleback High School	December 1, 2025	Grade/Step 10/1 *Filling an existing vacancy
Varona, Brenda	Student Support Paraprofessional Special Education	Martin Elementary School	December 15, 2025	Grade/Step 28/1 *New position
Velazquez Rios, Ma Edith	Transitional Kinder Instructional Provider	Franklin Elementary School	December 15, 2025	Grade/Step 22/1 *Filling an existing vacancy
PROMOTIONAL APPOINTMENTS				
Ayala, Marissa	Site Clerk	Franklin Elementary School	January 5, 2026	From After School Instructional Provider Grade/Step 20/6 to Grade/Step 24/5
Fischmann, Marilyn	Student Support Paraprofessional Special Education	Lydia Romero-Cruz Academy	December 15, 2025	From Activity Monitor Grade/Step 10/2 to Grade/Step 28/1

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
PROMOTIONAL APPOINTMENTS (Continuation)				
Lemus Arroyo, Mariela	Student Support Paraprofessional Special Education	Villa Fundamental Intermediate School	December 8, 2025	From Activity Monitor Grade/Step 10/4 to Grade/Step 28/1
Lobato, Sheila	Transitional Kinder Instructional Provider	Esqueda Elementary School	December 10, 2025	From After School Instructional Provider Grade/Step 20/4 to Grade/Step 22/4
Muratalla, Maria	Preschool Teacher	Early Childhood Education	December 16, 2025	From Early Childhood Education Instructional Provider Grade/Step 22/4 to Grade/Step IIB/1
Sanchez, Marlen	Student Support Paraprofessional Special Education	Wilson Elementary School	January 5, 2026	From Activity Monitor Grade/Step 10/7 to Grade/Step 28/1
REAPPOINTMENTS (Returned from LOA)				
Acevedo, Isaiah	Autism Paraprofessional	Mitchell Child Development Center	December 8, 2025	
Aguilar, Arlene	Autism Paraprofessional	Davis Elementary School	December 8, 2025	
Armenta, Soreilly	Autism Paraprofessional	Mitchell Child Development Center	December 8, 2025	
Hinojosa, Fatima	Autism Paraprofessional	Madison Elementary School	December 1, 2025	

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
REASSIGNMENTS				
Aguilar, Jacqueline	Instructional Assistant Severely Disabled	Adams Elementary School	December 15, 2025	From Special Education
Covarrubias, Adriana	Site Clerk	Heroes Elementary School	December 1, 2025	From Washington Elementary School
Escobar, Lia	Student Support Paraprofessional Special Education	Martin Elementary School	December 18, 2025	From Autism Paraprofessional
TRANSFERS				
Barrera, Lezly	Autism Paraprofessional	Roosevelt-Walker Academy	January 5, 2026	From Mitchell Child Development Center
Gonzalez, Eldia	Autism Paraprofessional	Carvery Elementary School	December 15, 2025	From Valley High School
Leyva, Karen	Autism Paraprofessional	Valley High School	October 27, 2025	From Roosevelt-Walker Academy
Nava, Jessica	Autism Paraprofessional	Mitchell Child Development Center	December 8, 2025	From King Elementary School
TEMPORARY ASSIGNMENTS				
Acosta, Erica	Position Control & Financial Manager	Business Services	November 7, 2025 - February 28, 2026	Mgmt. Grade/Step 124/1
Avila, Allan	Site Coordinator	Pio Pico Elementary School	December 8, 2025 - February 23, 2026	Grade/Step 32/2
Avila, Vanessa	Site Supervisor	After School Programs	January 5, 2026 - January 6, 2026	Mgmt. Grade/Step 117/8
Biedebach, Ana	Manager of Payroll	Payroll Department	December 1, 2025 - January 2, 2026	Mgmt. Grade/Step 125/1

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
TEMPORARY ASSIGNMENTS (Continuation)				
Caliz, Elena	Nutrition Services Lead-Satellite Kitchen	Jefferson Elementary School	December 9, 2025 - December 12, 2025	Grade/Step 17/7
Carmona, Selena	Nutrition Services Lead-Production Kitchen	Nutrition Services	December 1, 2025 - January 2, 2026	Grade/Step 21/5
Carrillo, Abraham	Plant Custodian	Seegerstrom High School	December 10, 2025 - December 19, 2025	Grade/Step 35/2
Chavoya, Christian	Site Coordinator	Carr Intermediate School	December 1, 2025 - December 8, 2025	Grade/Step 32/1
Cisneros, Gabriel	Site Supervisor	Harvey Elementary School	December 22, 2025 - February 19, 2026	Mgmt. Grade/Step 117/2
Crisostomo, Yesenia	Site Supervisor	Washington Elementary School	November 24, 2025 - December 8, 2025	Mgmt. Grade/Step 117/3
Cuevas, Juan	Expanded Learning Field Supervisor	After School Programs	November 20, 2025 - February 19, 2026	Mgmt. Grade/Step 120/1
Escobedo, Angel	Senior Groundskeeper	Building Services	December 3, 2025 - January 30, 2026	Grade/Step 30/5
Esparza, Ricardo	Maintenance Worker I	Building Services	November 13, 2025 - December 31, 2025	Grade/Step 26/5
Fournier, Angelica	Senior Executive Secretary	Business Services	December 29, 2025 - January 9, 2026	Mgmt. Grade/Step 120/4
Galvan Martinez, Juan	Roving Lead Custodian	Jackson Elementary School/Lorin Griset Academy	January 5, 2026 - January 27, 2026	Grade/Step 28/6
Gonzalez, Angelica	Senior Buyer	Purchasing Department	April 2, 2025 - January 16, 2026	Grade/Step 37/6
Gutierrez Rodriguez, Alejandro	Lead Custodian	Godinez Fundamental High School	December 5, 2025 - January 31, 2026	Grade/Step 28/6

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
TEMPORARY ASSIGNMENTS (Continuation)				
Henriquez, Tamar	Nutrition Services Lead-Satellite Kitchen	McFadden Institute of Technology	November 6, 2025 - November 21, 2025	Grade/Step 17/7
Henriquez, Tamar	Nutrition Services Lead-Satellite Kitchen	McFadden Institute of Technology	December 1, 2025 - December 31, 2025	Grade/Step 17/7
Hernandez, Lina	Nutrition Services Lead-Satellite Kitchen	Guzman Elementary School	November 19, 2025 - November 21, 2025	Grade/Step 17/5
Hernandez, Lina	Nutrition Services Lead-Satellite Kitchen	Reach Academy	December 1, 2025 - December 19, 2025	Grade/Step 17/5
Hernandez, Lizeth	Site Coordinator	Harvey Elementary School	January 5, 2026 - February 19, 2026	Grade/Step 32/1
Iniestra, Desiree	Site Coordinator	Roosevelt-Walker Academy	December 11, 2025 - December 19, 2025	Grade/Step 32/1
Leon, Edward	Director Building Services	Building Services	December 2, 2025 - January 31, 2026	Mgmt. Grade/Step 128/1
Lopez, Andrew	Roving Lead Custodian	Washington Elementary School/Esqueda Elementary School	November 13, 2025 - December 10, 2025	Grade/Step 28/6
Lopez Valencia, Georgina	Nutrition Services Lead-Satellite Kitchen	Mitchell Child Development Center	October 15, 2025 - November 21, 2025	Grade/Step 17/7
Lopez Valencia, Georgina	Nutrition Services Lead-Satellite Kitchen	Mitchell Child Development Center	December 1, 2025 - December 31, 2025	Grade/Step 17/7
Lucero, Alfredo	Lead Custodian	Valley High School	December 1, 2025 - January 31, 2026	Grade/Step 28/4
Macias, Jaqueline	Department Specialist	After School Programs	November 24, 2025 - January 30, 2026	Grade/Step 28/4
Marroquin, Johnny	Locksmith II	Building Services	December 1, 2025 - December 31, 2025	Grade/Step 38/5

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
TEMPORARY ASSIGNMENTS (Continuation)				
Martin-Lopez, Juana	Nutrition Services Lead-Satellite Kitchen	Franklin Elementary School	December 1, 2025 - December 19, 2025	Grade/Step 17/6
Martinez, Miguel	Construction Supervisor	Construction Department	January 1, 2026 - March 31, 2026	Mgmt. Grade/Step 123/3
Martinez Balderas, Raul	Roving Lead Custodian	Sierra Preparatory Academy/Muir Fundamental Elementary School	December 1, 2025 - January 2, 2026	Grade/Step 28/6
Medina, Carlos	Grounds Equipment Operator	Building Services	December 17, 2025 - January 30, 2026	Grade/Step 28/6
Melgar, Lourdes	Payroll Specialist	Payroll Department	December 1, 2025 - January 2, 2026	Grade/Step 35/7
Mendoza, Jesus	Irrigation Specialist	Building Services	December 3, 2025 - December 19, 2025	Grade/Step 32/5
Mendoza, Melanie	Site Coordinator	Godinez Fundamental High School	December 22, 2025 - January 30, 2026	Grade/Step 32/1
Meza, Alan	Site Coordinator	Villa Fundamental Intermediate School	October 1, 2025 - December 19, 2025	Grade/Step 32/1
Meza, Alan	Site Coordinator	Villa Fundamental Intermediate School	January 5, 2026 - January 30, 2026	Grade/Step 32/1
Miranda, Margarita	Site Supervisor	Wilson Elementary School	November 20, 2025 - February 24, 2026	Mgmt. Grade/Step 117/4
Noyola, Teresita	Nutrition Services Lead-Satellite Kitchen	Carr Intermediate School	December 1, 2025 - December 19, 2025	Grade/Step 17/7
Ochoa Marin, Mario	Lead Custodian	Saddleback High School	November 13, 2025 - December 30, 2025	Grade/Step 28/6
Orozco, Emely	Site Supervisor	Esqueda Elementary School	November 14, 2025 - November 21, 2025	Mgmt. Grade/Step 117/1

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
TEMPORARY ASSIGNMENTS (Continuation)				
Parra Barrientos, Nayeli	Director of Budget and Accounting	Business Services	December 1, 2025 - January 2, 2026	Mgmt. Grade/Step 129/3
Perez, Tania	School Office Manager	Monte Vista Elementary School	December 1, 2025 - December 31, 2025	Grade/Step 28/1
Quiroz, Eduardo	Athletic Field Groundskeeper	Century High School	December 15, 2025 - December 19, 2025	Grade/Step 25/4
Ramirez, Fatima	Administrative Secretary	After School Programs	November 17, 2025 - January 30, 2026	Grade/Step 30/7
Rojas, Cynthia	Director of Payroll	Payroll Department	December 1, 2025 - January 2, 2026	Mgmt. Grade/Step 128/1
Rosales, Erica	Nutrition Services Lead-Satellite Kitchen	Roosevelt-Walker Academy	November 21, 2025 - February 6, 2026	Grade/Step 17/7
Rosas Lagunas, Kimberly	Site Coordinator	Valley High School	December 22, 2025 - January 30, 2026	Grade/Step 32/1
Sanchez, Nancy	Registrar High School	Valley High School	December 9, 2025 - December 18, 2025	Grade/Step 26/7
Suarez, Lizeth	Site Coordinator	Wilson Elementary School	November 19, 2025 - February 24, 2026	Grade/Step 32/1
Ugalde, Victor	Custodial Supervisor	Building Services	December 5, 2025 - January 31, 2026	Mgmt. Grade/Step 120/1
Vargas, Neptalif	Roving Lead Custodian	Muir Fundamental Elementary School	December 1, 2025 - January 2, 2026	Grade/Step 28/7
Vega, Emanuel	Manager Custodial Services	Building Services	December 4, 2025 - January 31, 2026	Mgmt. Grade/Step 123/2
Villiebre, Berenice	Site Coordinator	Santa Ana High School	December 2, 2025 - December 8, 2025	Grade/Step 32/1
Viramontes, Esteban	Maintenance Worker II	Building Services	December 10, 2025 - January 31, 2026	Grade/Step 30/6

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
HOURLY APPOINTMENTS				
Gonzalez, Elizabeth	Instructional Assistant Provider	Godinez Fundamental High School	January 5, 2026	Hrly Grade/Step 16/1
Lopez, Daniel	Instructional Assistant Provider	Godinez Fundamental High School	January 6, 2026	Hrly Grade/Step 16/1
Pena Perez, Andy	Instructional Assistant Provider	Godinez Fundamental High School	January 6, 2026	Hrly Grade/Step 16/1
Ruiz, Christopher	Instructional Assistant Provider	Godinez Fundamental High School	January 6, 2026	Hrly Grade/Step 16/1
Sanchez, Odalys	AVID Tutor	Godinez Fundamental High School	January 6, 2026	Hrly Grade/Step 16/1
Yanez, Lorena	Instructional Assistant Provider	Godinez Fundamental High School	January 5, 2026	Hrly Grade/Step 16/1
EXTRA DUTY (Stipends)				
Negron, Jonathan		Lydia Romero-Cruz Academy	2025-2026	Head Coach Soccer
Vazquez, Oscar		MacArthur Fundamental Intermediate School	2025-2026	Asst. Coach Baseball
Villegas, Gilbert		MacArthur Fundamental Intermediate School	2025-2026	Head Coach Baseball
Abrego, Adrian		Saddleback High School	2025-2026	Asst. Coach Cross Country
Emaguna, Christopher		Saddleback High School	2025-2026	Head Coach Football

**Personnel Calendar
Board Meeting - January 27, 2026**

CLASSIFIED PERSONNEL CALENDAR

LAST NAME	POSITION	SITE	EFFECTIVE DATE	COMMENTS
EXTRA DUTY (Stipends) (Continued)				
Garcia, Marco		Saddleback High School	2025-2026	Head Coach Cross Country
Goodman, James		Saddleback High School	2025-2026	Asst. Coach Football
Ioane, Tupua		Saddleback High School	2025-2026	Asst. Coach Football
Ornelas, Alfredo		Saddleback High School	2025-2026	Asst. Coach Football
Pasaran Garduno, Gustavo		Saddleback High School	2025-2026	Asst. Coach Waterpolo
Ramirez, Arturo		Saddleback High School	2025-2026	Asst. Coach Football
Robles, Beverly		Saddleback High School	2025-2026	Head Coach Football
Skaggs, Timothy		Saddleback High School	2025-2026	Asst. Coach Football
Valenzuela, Kristian		Saddleback High School	2025-2026	Head Coach Football
Zuniga, Juan		Saddleback High School	2025-2026	Asst. Coach Football
Herrera, Juan Carlos		Sierra Preparatory Academy	2025-2026	Head Coach Volleyball
Godinez, Rafael		Valley High School	2025-2026	Asst. Cross Country CIF 1 week

INFORMED K12 EXTRA DUTY

Title of Activity or Addendum to Activity	Employee Name(s)	Site/Dept	Funding Source	Total Amount Not to Exceed	Total Hours Not to Exceed	Received from Site/Department
AMS - Stage Manager - Extra Duty for AMS Student Events	Cervantes, George	Santa Ana High School	General Funds - AMS VAPA - Secondary Ancillary Service - AMS	\$3,519.09	60	October 13, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
CLASSIFIED - Family Engagement Communication - TRANSLATORS - Instr. Asst.	Arambulo, Eneida Clemente, Ana Morales, Daniel Cortez, Maria De La Roca-Rios, Jillian Gonzalez, Gisel Hinojosa, Fatima Lopez, Elsa Oropeza, Diane Moreno, Eulalia Navarro, Valerie Perez, Maria Reyes, Jannete Santiago Salazar, Krysbel Solis, Ruth Valdovinos, Stephany Villa, Sandra	Madison Elementary School	010030 Unrestricted Discretionary Accounts	\$32.26 \$24.56 \$29.22 \$29.22 \$29.22 \$20.67 \$24.03 \$24.03 \$27.10 \$33.88 \$24.56 \$30.72 \$27.10 \$27.10 \$20.67 \$30.72 \$24.56	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	December 1, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

TK/K Pio Pico Summer Bridge Program/ Instructional Provider	Hernandez, Bianca	Pio Pico Elementary School	012600 Expanded Learning Opportunities Program	\$240.71	8	December 3, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Activity Monitor Extra Duty - Additional Support	Antonio Rodriguez, Lorenzo Clemente, Minerva Hernandez, Maria Jimenez Martinez, Blanca Lopez de Arias, Rosalinda Magana Torres, Maria Marrujo, Yezenia Rodriguez Gonzalez, Maritza Salazar de Gazano, Socorro Vera, Maria Villa, Margarita	Madison Elementary School	013010 IASA:Title I Basic Grants Low-Income and Neglected, Part A	\$21.74 \$21.74 \$21.74 \$16.95 \$21.74 \$21.74 \$19.65 \$21.74 \$21.74 \$21.74 \$21.74	1 1 1 1 1 1 1 1 1 1 1	November 19, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
NCI Training Classified	Angeles, Gabriela Arroyo, Cynthia Covarrubias Galindo, Wbiliaido Gonzalez, Dyana Leyva, Cynthia Sigala, Lizette Yu, Pei	Special Education	016500 Special Education	\$81.91 \$86.04 \$86.04 \$108.89 \$111.71 \$81.91 \$108.89	3 3 3 3 3 3 3	December 1, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Custodial Extra Duty	Medina, Cesar Santiago Medrano, Rosina Vargas Rivera, Neptalif	Sierra Preparatory Academy	010030 Unrestricted Discretionary Accounts	\$76.09 \$125.78 \$163.34	2 3 3	November 7, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

Speech and Debate - Classified	Estrada Ochoa, Victor Galvan, Isaias Mejia-Gomez, Jose Miller, James Palma, Ita Perez, Jennifer Sevilla, Daniel	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$263.09 \$263.09 \$263.09 \$364.28 \$364.28 \$263.09 \$263.09	13 13 13 18 18 13 13	October 27, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Extra Duty Custodial (2024-2025)	Palacios, Javier	K-12 Teaching & Learning	010030 Wellness Centers	\$251.55	6	November 14, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Activity Monitor - Extra Duty	Huynh, Tommy	Valley High School	010030 Unrestricted Discretionary Accounts	\$652.01	28	November 7, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
DSO Extra Duty	Brown, Gerald	Chavez Continuation High School	010030 Unrestricted Discretionary Accounts	\$335.14	6	November 10, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

FACE Department Extra Duty	Alvarado, Lidia	K-12 Teaching & Learning	010053 Wellness Centers	\$55.11	1	November 14, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
	Anaya Sanchez, Jennifer			\$63.86	1	
	Benavides, Erika			\$57.94	1	
	Camacho, Kaylee			\$55.11	1	
	Chamu, Blanca			\$55.11	1	
	Chavez, Inocencio			\$73.36	1	
	Corona, Maria			\$63.86	1	
	Costa, Tina			\$60.80	1	
	Cruz, Daicy			\$57.99	1	
	Davalos, Itzayana			\$52.53	1	
	Delatorre, Gabriela			\$52.53	1	
	Dominguez Reyna, Carlos			\$52.53	1	
	Garcia, Mirca			\$57.94	1	
	Gonzalez, Gilberto			\$66.41	1	
	Gonzalez, Mayra			\$60.80	1	
	Gonzalez, Victor			\$50.00	1	
	Leal, Priscila			\$57.94	1	
	Lopez, Maritza			\$55.11	1	
	Lopez, Roxanne			\$57.94	1	
	Luna Parra, Ximena			\$52.53	1	
	Macias, Darilynn			\$52.53	1	
Maciel, Elizabeth	\$55.86	1				
Maldonado, Melissa	\$69.85	1				
Marquez, Cynthia	\$62.36	1				
Marroquin Alvarado, Glendi	\$50.00	1				
Martinez, Blanca	\$52.53	1				
Mejia, Mayra	\$66.41	1				
	Mejia, Roxana			\$50.00	1	
	Mendez, Lorena			\$62.36	1	
	Morales, Wendy			\$55.11	1	
	Moreno, Fernando			\$57.94	1	
	Moreno, Patricia			\$57.94	1	
	Mosqueda, Judith			\$57.94	1	
	Munoz, Gabriela			\$55.11	1	
	Najera, Vanessa			\$55.11	1	

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

	Nunez, Alvaro			\$52.53	1	
	Ornelas, Abbygail			\$57.94	1	
	Patarroyo, Martha			\$57.94	1	
	Penunuri, Jesse			\$69.85	1	
	Plascencia, Norma			\$57.94	1	
	Quintanilla, Sara			\$57.94	1	
	Ramirez, Sylvia			\$66.41	1	
	Reyes, Jacqueline			\$57.94	1	
	Romero Garcia, Maria			\$55.11	1	
	Ruiz, Lorena			\$55.11	1	
	Santos, Cristina			\$52.53	1	
	Scott, Meliza			\$68.09	1	
	Sifuentes Avila, Ivan			\$52.53	1	
	Suarez, Blanca			\$55.11	1	
	Tapia Santiago, Irlanda			\$57.94	1	
	Torres, Jocelyn			\$55.11	1	
	Torres, Monique			\$52.53	1	
	Urzua-Campos, Laura			\$55.11	1	
	Valdez, Gavriela			\$52.53	1	
	Valle Cazarez, Abigail			\$55.11	1	
	Vera, Maria			\$52.53	1	
	Vilchis, Anna			\$57.94	1	
	Vu, Tuyet Thi			\$60.08	1	
2025-2026 ALA TK-8 Activity Monitor Extra Duty	Alvarez, Marisela Ochoa Lopez, Bertha Terrones Hermosillo, Araceli Valadez, Susana	Advanced Learning Academy	090000 Fund 09 Charter School Fund	\$90.82 \$83.04 \$87.33 \$87.33	4 4 4 4	November 12, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

2025-2026 GATE Event - Custodians	Carrillo Castaneda, Abraham	K-12 Teaching & Learning	010710 Unrestricted GATE (7140)	\$96.23	2	November 14, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
2025-2026 GATE Event - DSOs	Wallace, John	K-12 Teaching & Learning	010710 Unrestricted GATE (7140)	\$146.30	3	November 14, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Speech and Debate - Classified	Miller, James	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$80.95	4	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Bus Aide	Serapio, Norma	Special Education	016500 Special Education	\$114.72	4	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

2025-2026 SAUSD State of the District - District Safety Officers (DSO)	Davis, Brent Godinez, Enriquez Gonzales, Vincent Motley, Jalen Pita, Lazaro Ramos, Raul Sarkisyan, Sevan	Community Relations	010704 Dept. SC-LCFF Supplemental/ Concentration	\$311.78 \$307.95 \$340.45 \$243.84 \$335.81 \$293.26 \$293.26	5 5 5 5 5 5 5	November 17, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Bus Aide	Cabrera-Ruiz, Melissa Chavez, Karina Martinez, Gabriela Torres, Amber Breanne Torres-Rosas, Erika	Special Education	016500 Special Education	\$3,129.20 \$3,014.90 \$3,129.20 \$3,129.20 \$2,867.90	100 100 100 100 100	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Support for Staff Developments	Westmyer, John	Educational Services	126105 Child Development	\$114.50	2	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Bus Aide	Flores, Yesenia Hernandez, Viridiana	Mitchell Child Development Center	016500 Special Education	\$2,868.00 \$3,490.00	100 100	November 18, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

Dedication Ceremonies	Martinez, Ricardo	Facilities Department	010000 Fund 01 General Fund	\$385.80	5	November 20, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
2025-2026 Battle of the Books Support - Sound Tech	Martinez, Ricardo	K-12 Teaching & Learning	010300 Department Unrestricted Discretionary Accounts	\$617.28	8	December 15, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
2025-2026 CTE Support	Barajas, Elena Carmona, Jeimy Garsilazo, Annabel Murtaza, Zohra Nguyen, Ha Plaza, Leonor Rios, Gabriella Valenzuela, Judith Venegas, Salvador	Career Technical Education	016387 CTE Incentive Grant Program	\$1,660.28 \$1,448.44 \$2,206.46 \$1,466.29 \$2,129.48 \$1,539.75 \$1,502.03 \$2,151.79 \$1,247.78	25 25 25 25 25 25 25 25 25	November 20, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
2025-2026 Battle of the Books Support - LMTs	Armstrong, Mary Contreras Lopez, Maria Erdsieck, Anaiah Hernandez, Cristina Lemus, Jamie Rosas, Rachel Saldana, Maria	K-12 Teaching & Learning	010300 Department Unrestricted Discretionary Accounts	\$103.66 \$92.52 \$79.93 \$92.52 \$101.04 \$101.04 \$92.52	2 2 2 2 2 2 2	December 15, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

2025-2026 Battle of the Books Support - FACE	Tapia Santiago, Irlanda	K-12 Teaching & Learning	010300 Department Unrestricted Discretionary Accounts	\$121.59	2	December 15, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Support CPR Training Event	Westmyer, John	Career Technical Education	016387 CTE Incentive Grant Program	\$229.00	4	November 20, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Extra Duty - Community Advisory Committee (CAC) Meeting	Aguilera, Brittany Flores, Juana Mendoza, Rachel Ruiz, Maria De Jesus Sandoval, Leticia	Special Education	013395 Special Ed: Alternative Dispute Resolution	\$120.60 \$160.22 \$156.40 \$156.40 \$164.24	4 4 4 4 4	December 9, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Extra Duty Custodians	Sanchez, Victor	Esqueda Elementary School	013010 IASA:Title I Basic Grants Low-Income and Neglected, Part A	\$492.72	8	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

INFORMED K12 EXTRA DUTY

Extra Duty Custodian - Duran	Duran, Christian	Esqueda Elementary School	013010 IASA:Title I Basic Grants Low-Income and Neglected, Part A	\$418.79	8	December 1, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Extra Duty SSP - Gil	Gil, Ivan	Esqueda Elementary School	013010 IASA:Title I Basic Grants Low-Income and Neglected, Part A	\$150.75	5	December 1, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
MEP School Readiness Bilingual Classes	Bruhl, Karla	English Learners Programs	013110 IASA:Title I Even Start Migrant Ed MEES	\$495.71	8	December 17, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Speech and Debate - Coaches	Mejia-Gomez, Jose Nunez, Ruby Palma, Ita Sevilla, Daniel	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$202.38 \$202.38 \$202.38 \$202.38	10 10 10 10	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

INFORMED K12 EXTRA DUTY

DSO Extra Duty	Solares Jr., Ramon	Heninger Elementary School	010000 Fund 01 General Fund	\$313.02	6	December 2, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Bus Aide	Santamaria, Roberto	Special Education	016500 Special Education	\$13,405.68	360	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Classified - Intervention Support 2025-2026 Addendum	Bernal, Cristina	Roosevelt-Walker Academy	013010 IASA:Title I Basic Grants Low-Income and Neglected, Part A	\$131.64	4	December 3, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Speech and Debate - Stage Manager	Martinez, Ricardo	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$540.12	7	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

Concert Extra Duty	John Westmyer	MacArthur Fundamental Intermediate School	010030 Unrestricted Discretionary Accounts	\$932.19	20	December 3, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Speech and Debate - Custodians	Brown, Gerald Cibrian, Nora Ochoa Marin, Mario Serrano, Robert	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$502.71 \$377.35 \$433.04 \$286.32	9 9 9 4	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Bus Aide	Gomez, Denise Gonzalez, Kimberly	Special Education	016500 Special Education	\$4,914.72 \$4,914.72	180 180	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Speech and Debate - DSO	Alvarez, Manuel Hernandez, Cristian Rios, Ronald Wallace, John	K-12 Teaching & Learning	010044 Communication Studies (Speech and Debate)	\$462.14 \$409.00 \$492.72 \$390.14	8 8 8 8	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

Computer Tech Summer Extra Duty	Watanabe, Maritsa	Extended Learning (After School Programs)	012600 Expanded Learning Opportunities Program	\$2,234.28	40	December 17, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Admin. Support Extra Duty	Macias, Jacqueline	Extended Learning (After School Programs)	012600 Expanded Learning Opportunities Program	\$601.90	20	December 9, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Classified Extra Duty Overtime Godinez Football Custodian	Obeso, Gregory	Godinez Fundamental High School	010703 SC-LCFF-Supplemental/Concentration	\$192.46	4	December 8, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Budget Town Hall Meeting on December 15, 2025 - DSO Alexis Ortega	Ortega, Alexis	Communications Office	010704 Dept. SC-LCFF Supplemental/Concentration	\$103.12	3.5	December 10, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

Personnel Calendar

January 27, 2026

INFORMED K12 EXTRA DUTY

Activity Monitors Extra Duty Student Supervision	Lopez, Juana Mozqueda, Melina	Davis Elementary School	013010 IASA:Title I Basic Grants Low- Income and Neglected, Part A	\$640.37 \$1,067.20	27.5 45.83	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Reading Intervention Classified	Aleman, Dora Arroyo, Yareli De La Cruz, Jennifer Gonzalez, Leslie	Davis Elementary School	013010 IASA:Title I Basic Grants Low- Income and Neglected, Part A	\$1,451.52 \$1,371.95 \$1,195.33 \$409.56	47.25 47.25 47.25 15	December 11, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025
Classified Extra Support	Escobar, David	Extended Learning (After School Programs)	012600 Expanded Learning Opportunities Program	\$120.15	3	December 15, 2025 Board Date: January 27, 2026 Submission Window: November 7, 2025 December 10, 2025

SANTA ANA UNIFIED SCHOOL DISTRICT
EARLY CHILDHOOD EDUCATION PRESCHOOL TEACHER
2025-2026

Credential	Associate Teacher	Teacher	Teacher AA	Teacher BA	Master Teacher/ Site Supervisor	Master Teacher/ Site Supervisor AA	Master Teacher/ Site Supervisor/ Prog. Dir. BA
Step	8 hour	8 hour	8 hour	8 hour	8 hour	8 hour	8 hour
1	46,777	49,117	58,008	63,075	51,570	60,531	65,657
2	46,777	49,849	58,766	63,853	52,344	61,323	66,464
3	47,478	50,598	59,536	64,635	53,127	62,128	67,290
4	48,194	51,356	60,310	65,431	53,926	62,945	68,128
5	48,912	52,128	61,101	66,240	54,734	63,777	68,981
6	49,648	52,906	61,901	67,061	55,553	64,617	69,840
7	50,394	53,704	62,716	67,898	56,390	65,469	70,718
8	51,147	54,507	63,542	68,742	57,232	66,336	71,605
9	51,911	55,327	64,381	69,601	58,093	67,215	72,505
10	52,695	56,157	65,232	70,474	58,963	68,107	73,417
11	~	56,998	66,094	71,356	59,849	69,014	74,353
12	~	57,852	66,970	72,252	60,745	69,938	75,289
16	~	58,726	67,856	73,164	61,659	70,870	76,246
21	~	59,603	68,762	74,087	62,583	71,819	77,218
26	~	60,496	69,676	75,028	63,521	72,782	78,201

Total Duty Days	224
Holidays	16.0
Total Paid Days	240

Board Approved: January 27, 2026
Eff. 7/1/2025 Retro 3% Board Approved: 11/18/2025

SANTA ANA UNIFIED SCHOOL DISTRICT
EARLY CHILDHOOD EDUCATION PRESCHOOL TEACHER
2025-2026

	Column	Column	Column	Column	Column	Column	Column
	I	IIA	IIB	IIC	IIIA	IIIB	IIIC
Credential	Associate Teacher	Teacher	Teacher AA	Teacher BA	Master Teacher/ Site Supervisor	Master Teacher/ Site Supervisor AA	Master Teacher/ Site Supervisor/ Prog. Dir. BA
Step	8 hour	8 hour	8 hour	8 hour	8 hour	8 hour	8 hour
1	38,738	40,676	48,037	52,234	42,706	50,125	54,373
2	38,738	41,280	48,665	52,875	43,349	50,782	55,040
3	39,317	41,900	49,302	53,526	43,996	51,449	55,726
4	39,910	42,529	49,944	54,184	44,658	52,127	56,417
5	40,506	43,169	50,599	54,856	45,327	52,816	57,125
6	41,116	43,812	51,263	55,535	46,006	53,511	57,833
7	41,734	44,473	51,938	56,229	46,700	54,217	58,563
8	42,355	45,139	52,620	56,925	47,396	54,933	59,298
9	42,989	45,819	53,315	57,639	48,108	55,660	60,043
10	43,637	46,503	54,019	58,359	48,830	56,403	60,798
11	~	47,202	54,733	59,091	49,561	57,153	61,571
12	~	47,910	55,459	59,836	50,305	57,918	62,349
16	~	48,631	56,195	60,590	51,060	58,689	63,142
21	~	49,361	56,944	61,354	51,828	59,476	63,945
26	~	50,098	57,702	62,133	52,605	60,273	64,759

Total Duty Days	185.5
Holidays	13.0
Total Paid Days	198.5

Board Approved: January 27, 2026
Eff. 7/1/2025 Retro 3% Board Approved: 11/18/2025

SANTA ANA UNIFIED SCHOOL DISTRICT
 EARLY CHILDHOOD EDUCATION PRESCHOOL LEAD TEACHERS
 2025-2026

	LT-A	LT-B	LT-C	LT-D
	SITE SUPERVISORS PERMIT			Program Directors Permit
STEP	No Degree	AA	BA/BS	BA/BS
1	55,990	65,338	70,860	71,453
2	56,831	66,207	71,746	72,349
3	57,680	67,083	72,650	73,262
4	58,546	67,974	73,568	74,187
5	59,425	68,878	74,505	75,131
6	60,317	69,798	75,442	76,081
7	61,221	70,729	76,404	77,053
8	62,139	71,674	77,378	78,033
9	63,072	72,633	78,364	79,031
10	64,018	73,608	79,365	80,047
11	64,977	74,596	80,386	81,074
12	65,952	75,604	81,418	82,117
16	66,943	76,620	82,467	83,177
21	67,945	77,655	83,533	84,249
26	68,963	78,706	84,612	85,342

Total Duty Days	224
Holidays	16
Total Paid Days	240

Board Approved: January 27, 2026
 Eff. 7/1/2025 Retro 3% Board Approved: 11/18/2025

SANTA ANA UNIFIED SCHOOL DISTRICT
 EARLY CHILDHOOD EDUCATION PRESCHOOL LEAD TEACHER
 2025-2026

	LT-A	LT-B	LT-C	LT-D
	SITE SUPERVISORS PERMIT			Program Directors Permit
STEP	No Degree	AA	BA/BS	BA/BS
1	46,368	54,107	58,680	59,170
2	47,064	54,828	59,416	59,915
3	47,764	55,553	60,162	60,669
4	48,482	56,291	60,923	61,436
5	49,212	57,038	61,699	62,218
6	49,952	57,801	62,476	63,006
7	50,700	58,572	63,272	63,809
8	51,459	59,353	64,078	64,620
9	52,230	60,148	64,895	65,447
10	53,016	60,957	65,723	66,288
11	53,809	61,774	66,572	67,140
12	54,616	62,609	67,425	68,004
16	55,438	63,450	68,292	68,879
21	56,267	64,307	69,177	69,768
26	57,110	65,177	70,069	70,672

Total Duty Days	185.5
Holidays	13.0
Total Paid Days	198.5

Board Approved: January 27, 2026
 Eff. 7/1/2025 Retro 3% Board Approved: 11/18/2025



SANTA ANA UNIFIED SCHOOL DISTRICT

OUTREACH CONSULTANT

JOB SUMMARY:

Under the direction of assigned District Administration, the Outreach Consultant serves as a certificated staff member responsible for fostering partnerships between families, schools, and community organizations. The Outreach Consultant provides direct support to students and families to promote academic achievement, monitor student attendance, social-emotional well-being, and equitable access to educational programs and services. Outreach Consultants serve as site leads for attendance interventions and play a central role in monitoring compliance with district and state requirements. In addition, their role may include responsibilities related to Multi-Tiered Systems of Support (MTSS), Positive Behavior Interventions and Supports (PBIS), Coordination of Services Team (COST) facilitation, or other family engagement initiatives.

REPRESENTATIVE DUTIES:

- Lead and coordinate school-site attendance initiatives by monitoring attendance data, facilitating SART and SARB processes, conducting home visits, and partnering with families and staff to develop and implement effective reengagement strategies that promote consistent attendance. **E**
- Review and analyze attendance data to identify patterns and develop targeted interventions in collaboration with the Registrar and site administration to ensure compliance with district and state attendance reporting requirements. **E**
- Collaborate with administrators, counselors, teachers, and families to develop tiered interventions that address barriers to student success. **E**
- Facilitate or participate in Student Study Team (SST), COST, and other multidisciplinary meetings to support students. **E**
- Coordinate student-centered interventions by linking families with site and community supports, in collaboration with the site/district FACE Specialist, to address barriers impacting student attendance and engagement. **E**
- Serve as site representative or administrative designee, when assigned, to represent the school at SARB hearings, Individual Education Plan (IEP) meetings for chronically absent students, and other case conferences as needed. **E**
- Collaborate with site teams to plan, coordinate, and implement school-wide initiatives and events that promote positive behavior, student engagement, and family participation (e.g., PBIS lessons, recognition assemblies, attendance incentives, and parent workshops). **E**

OUTREACH CONSULTANT

REPRESENTATIVE DUTIES: (continued)

- Instructional Coaching & Collaborative Planning. **E**
- Communicate regularly with families to increase engagement and support student reengagement in school. **E**
- Participate in school supervision and campus visibility duties (before school, during transitions, lunch, and after school) to model positive relationships, reinforce attendance and behavior expectations, and assist with student reengagement. **E**
- Prepare reports, maintain accurate records, and provide documentation for compliance with district, state, and legal requirements. **E**
- Perform other job-related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles and practices of family and community engagement in educational settings.
- Student compulsory attendance laws, district/state reporting requirements, and documentation protocols.
- Culturally responsive strategies for supporting diverse families and communities.
- Child and adolescent development, including current social-emotional and behavioral support systems.
- MTSS, PBIS, COST, and school-wide intervention models.
- Community resources and referral processes for families.
- Effective oral and written communication skills in English; bilingual English/Spanish preferred.
- Record-keeping and data collection techniques.
- Modern office practices, procedures, and equipment including computer applications.

Ability to:

- Establish and maintain effective working relationships with students, families, staff, and community partners.
- Communicate effectively with diverse cultural and linguistic populations.
- Plan, organize, and implement attendance interventions, outreach programs, and family engagement activities.
- Conduct home visits and parent meetings in a professional and respectful manner.

OUTREACH CONSULTANT

KNOWLEDGE AND ABILITIES: (continued)

Ability to:

- Facilitate meetings (SST, COST, SART) with cultural and linguistic responsiveness, ensuring that communication, interpretation, and participation are accessible and inclusive for all families.
- Use student information systems (e.g., Aeries) to analyze attendance and engagement data, generate reports for intervention planning, and collaborate with the Registrar to maintain data integrity.
- Analyze and track attendance and intervention data.
- Maintain confidentiality.
- Work independently with little direction.
- Collaborate with staff at all levels, and with various District departments.
- Understand and apply District policies, procedures, applicable Education Codes, and state laws.

EDUCATION AND EXPERIENCE:

- Possession of a valid California teaching credential or Pupil Personnel Services (PPS) credential in School Counseling preferred.
- Bachelor's degree in Education, Counseling, Social Work, or a related field required, Master's degree preferred.
- Demonstrated experience partnering with families in educational or community settings to support student success through attendance improvement, intervention coordination, and family engagement initiatives.
- Bilingual (English/Spanish) preferred.
- Experience facilitating SST, COST, or other intervention processes is highly desirable.
- Valid California driver's license to conduct business.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.
- Bilingual/Biliterate (English/Spanish) desirable.

WORKING CONDITIONS:

Environment:

- School sites, district offices, and community settings.
- Frequent travel within the district to attend meetings, home visits, and school activities.
- Indoor and outdoor environments.
- Occasional evening or weekend work.

OUTREACH CONSULTANT

WORKING CONDITIONS: (continued)

Physical Abilities:

- Hearing and speaking to exchange information in person and on the telephone.
- Seeing to read a variety of materials and drive a vehicle.
- Dexterity of hands and fingers to operate a computer keyboard and office equipment.
- Sitting, standing, or walking for extended periods of time.
- Lifting or moving objects up to 25 pounds as needed.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026



SANTA ANA UNIFIED SCHOOL DISTRICT
COMMUNITY SCHOOLS ACADEMIC COACH

JOB SUMMARY:

Under the direction of the site Principal and in collaboration with the Director of Community Schools and Educational Services Department, the Community Schools Academic Coach provides instructional leadership, coaching, and academic support aligned to the California Community Schools Partnership Program (CCSPP). The Academic Coach strengthens teaching and learning through capacity-building, data-driven instructional practices, and culturally responsive strategies that advance equity and whole-child development.

The Academic Coach supports teachers in implementing rigorous, standards-based instruction, Project-Based Learning (PBL), Universal Design for Learning (UDL), and Multi-Tiered System of Supports (MTSS) to reduce opportunity gaps. This position emphasizes instructional coaching, collaborative planning, and academic intervention, not evaluative or supervisory functions. The Academic Coach works as part of the Community Schools team to integrate academic, social-emotional, and enrichment supports, promoting student engagement, authentic learning, and empowered participation in school and community.

REPRESENTATIVE DUTIES:

- Support schoolwide implementation of rigorous, standards-aligned instruction using UDL, culturally responsive pedagogy, and PBL. **E**
- Coach teachers in instructional strategies that promote student engagement, belonging, and deep learning. **E**
- Facilitate professional development for certificated, classified, and parent leaders related to instructional practices, academic mindset development, differentiation, and student engagement. **E**
- Collaborate with teachers to design learning experiences that integrate core academics with real-world, community-connected applications. **E**
- Provide targeted academic intervention and enrichment aligned to MTSS tiers, using research-based instructional strategies. **E**
- Collaborate with counselors, intervention teams, and support staff to address academic barriers and connect learning supports to whole-child needs. **E**
- Co-teach or model lessons to support teachers with differentiation, small-group instruction, and intervention planning. **E**
- Support progress monitoring and ensure interventions are documented and aligned to student needs. **E**

COMMUNITY SCHOOLS ACADEMIC COACH

REPRESENTATIVE DUTIES: (continued)

- Instructional Coaching & Collaborative Planning. **E**
- Facilitate PLCs, data chats, lesson design sessions, and PBL planning cycles. **E**
- Support teachers in analyzing formative and summative assessment data to inform instruction and close learning gaps. **E**
- Coordinate with community partners to integrate enrichment, experiential learning, and academic supports beyond the classroom. **E**
- Promote student leadership in academics through exhibitions, presentations, performances, and student-led conferences. **E**
- Participate on the Community Schools Leadership Council, MTSS team, COST team, and other site-level teams to advance CCSPP goals. **E**
- Collaborate with family engagement staff to design workshops and events that support academic development and family partnership. **E**
- Support implementation of Tier 1 school climate initiatives, such as PBIS, Capturing Kids' Hearts, and Valley Values, that strengthen academic motivation. **E**
- Data Collection & Continuous Improvement. **E**
- Collect, analyze, and interpret student learning data to identify trends, monitor progress, and inform continuous improvement cycles. **E**
- Maintain accurate instructional and intervention documentation aligned with CCSPP requirements. **E**
- Support evaluation and reporting processes for Community Schools implementation. **E**
- Perform other related duties as assigned. **E**

KNOWLEDGE AND ABILITIES:

Knowledge of:

- California Community Schools Partnership Program (CCSPP) and its four pillars.
- California State Standards and district-adopted curriculum.
- Project-Based Learning (PBL), Universal Design for Learning (UDL), and culturally responsive instruction.
- Multi-Tiered System of Supports (MTSS) for academic intervention.
- Social-Emotional Learning (SEL) and integration with academics.
- Effective instructional coaching practices and adult learning theory.
- Data collection, analysis, and instructional planning tools.
- Educational technology platforms (e.g., Google Suite, Canvas, Aeries).

COMMUNITY SCHOOLS ACADEMIC COACH

KNOWLEDGE AND ABILITIES:

Ability to:

- Coach and support teachers using reflective, collaborative approaches.
- Design and facilitate authentic, rigorous learning experiences connected to student identity, culture, and community.
- Analyze academic data to inform instruction and intervention.
- Plan and deliver effective professional development.
- Collaborate with diverse stakeholders including teachers, administrators, students, families, and community partners.
- Communicate effectively in oral and written form.
- Demonstrate cultural humility and inclusive instructional practices.
- Maintain confidentiality and ethical professional standards.
- Adapt within a dynamic instructional and community-centered environment.

EDUCATION AND EXPERIENCE:

- Valid California Teaching Credential required.
- EL Authorization (CLAD/BCLAD/LDS) required.
- Minimum five (5) years of successful classroom teaching experience required.
- Demonstrated experience in instructional coaching, academic intervention, or PLC leadership required.
- Experience implementing Project-Based Learning (PBL) strongly preferred.
- Experience working with multilingual learners and historically underserved populations is desirable.
- Master's Degree in Education, Curriculum & Instruction, or related field preferred.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.
- Google Educator Certification Level I preferred.
- Bilingual/Biliterate (English/Spanish) desirable.

WORKING CONDITIONS:

Environment:

- Classroom, office, and school campus environments.
- Driving to school sites and partner organizations.
- Frequent interaction with students, staff, families, and community members.

Physical Abilities:

- Hearing and speaking to exchange information and deliver presentations.
- Seeing to read instructional materials and student data.

COMMUNITY SCHOOLS ACADEMIC COACH

WORKING CONDITIONS: (continued)

Physical Abilities:

- Sitting or standing for extended periods.
- Dexterity to operate instructional and office equipment.
- Lifting or moving objects up to 20 pounds.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026



SANTA ANA UNIFIED SCHOOL DISTRICT
COMMUNITY SCHOOLS BEHAVIOR COACH

JOB SUMMARY:

Under the direction of the site Principal and in collaboration with the Director of Community Schools and District Support Services, the Community Schools Behavior Coach provides school-based behavioral support to students, staff, and families as part of the California Community Schools Partnership Program (CCSPP).

The Behavior Coach contributes to a positive and inclusive school climate by implementing Tier 1–3 behavior supports, modeling restorative and trauma-informed practices, and partnering with school staff to reduce barriers to learning. The role emphasizes coaching, capacity-building, and MTSS alignment, rather than clinical counseling, therapy, or psychological evaluation. The Behavior Coach works as part of the Community Schools team to strengthen student engagement, belonging, and success through culturally responsive practices and collaborative problem-solving.

REPRESENTATIVE DUTIES:

- Support implementation of Tier 1 schoolwide initiatives such as trauma informed practices, PBIS, Capturing Kids’ Hearts, and restorative practices that promote a positive school climate and consistent expectations. **E**
- Partner with teachers and staff to model classroom strategies that promote student engagement, belonging, and pro-social behavior. **E**
- Provide professional development and coaching for certificated, classified, and parent volunteers on behavior prevention strategies, trauma-informed practices, de-escalation, and restorative approaches. **E**
- Provide short-term, school-based behavioral coaching to students demonstrating social-emotional or behavioral challenges, using restorative, positive behavior, and trauma-informed strategies. **E**
- Co-facilitate Tier 2 and Tier 3 supports such as Check-In/Check-Out (CICO), restorative circles, mentoring groups, and social-emotional skill-building activities. **E**
- Collaborate with teachers, counselors, social workers, psychologists, and families to support Behavior Support Plans (BSPs) aligned with Multi-Tiered System of Supports (MTSS) and PBIS. **E**
- Assist in crisis situations by providing behavioral support and follow-up strategies after safety protocols are initiated by administrators or PPS personnel. **E**
- Participate as a member of the Community Schools Leadership Council, COST team, MTSS team, and other student support structures to address barriers to engagement and learning. **E**

COMMUNITY SCHOOLS BEHAVIOR COACH

REPRESENTATIVE DUTIES: (continued)

- Provide behavioral data, observations, and progress updates during COST meetings; support the team's coordinated response to student needs while maintaining alignment with certificated support staff roles. **E**
- Collaborate with community partners (e.g., Western Youth Services, Engage360, AltaMed, High School Inc.) to support student wellness and connect families with school-based behavioral resources. **E**
- Promote student voice and leadership by facilitating opportunities that build communication, conflict-resolution skills, and positive peer relationships. **E**
- Collect and summarize school-based behavioral data to monitor student progress and inform MTSS decision-making. **E**
- Assist with documentation and reporting aligned to CCSPP requirements and district guidelines. **E**
- Maintain accurate and confidential records in accordance with district, state, and federal regulations. **E**
- Perform other related duties as assigned. **E**

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Community Schools framework and CCSPP California Community Schools Partnership Program (CCSPP) pillars.
- Positive Behavioral Interventions and Supports (PBIS) and MTSS frameworks.
- Restorative, trauma-informed, culturally responsive, and developmentally appropriate behavioral strategies.
- SEL principles and their integration into schoolwide and classroom practices.
- Data collection, progress monitoring, and behavior tracking tools.
- District policies and state/federal laws related to student conduct, IDEA, Section 504, and discipline.
- Effective coaching and adult learning strategies.

Ability to:

- Build trusting, culturally responsive relationships with students, staff, and families.
- Model trauma-informed, restorative, and positive behavioral practices.
- Support the implementation of tiered behavioral interventions and classroom strategies.
- Facilitate restorative conversations, mediations, and student support circles.

COMMUNITY SCHOOLS BEHAVIOR COACH

KNOWLEDGE AND ABILITIES:

Ability to:

- Analyze behavioral data to inform interventions and collaborative decision-making.
- Work collaboratively on interdisciplinary teams as part of a Community Schools ecosystem.
- Maintain confidentiality and adhere to ethical standards.
- Communicate effectively both orally and in writing.
- Work independently and collaboratively with minimal supervision.
- Operate standard educational and office technology.

EDUCATION AND EXPERIENCE:

- Valid California Teaching Credential or Pupil Personnel Services (PPS) Credential required.
- Bachelor's Degree in Education, Psychology, Social Work, Counseling, or a related field required.
- Successful experience working with youth in school or community behavioral support settings.
- Experience implementing PBIS, SEL, restorative practices, or MTSS preferred.
- Certification or experience in BCBA/ABA methodologies desirable but not required.
- Master's Degree and/or experience in Community Schools, Tiered Intervention Systems, or trauma-informed practice desirable.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.
- Ability to obtain and maintain certification in Nonviolent Crisis Intervention (CPI).
- Bilingual/Biliterate (English/Spanish) desirable.

WORKING CONDITIONS:

Environment:

- Classroom, office, and school campus environments.
- Driving a vehicle to conduct work at multiple sites.
- Engagement with students who may exhibit behavioral or emotional challenges.

Physical Abilities:

- Hearing and speaking to exchange information.
- Seeing to monitor student behavior and review documents.
- Sitting, standing, and walking for extended periods.
- Dexterity to operate office and classroom equipment.
- Lifting or carrying materials and equipment up to 20 pounds.

COMMUNITY SCHOOLS ACADEMIC COACH

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026



SANTA ANA UNIFIED SCHOOL DISTRICT
SENIOR COORDINATOR OF COMMUNITY SCHOOLS

JOB SUMMARY:

Under the direction of the Director of Community Schools, work to support the SAUSD operation of the California Community School Model. Provides direct assistance to the Director of Community Schools and ongoing support to all individuals and teams engaged in Community School strategy, ensuring fidelity, alignment, and continuous improvement of the community school model. The Senior Coordinator of Community Schools collaborates with internal and external partners to advance shared leadership, stakeholder engagement, and integrated student support across all Community School sites.

REPRESENTATIVE DUTIES:

- Guide and monitor the implementation and operation of the Community School strategy across multiple school sites, ensuring alignment with district goals, instructional priorities, and ensuring alignment with district goals, instructional priorities, and graduate outcomes. **E**
- Provide coaching and training to site coordinators and school teams to build capacity for shared leadership, data-driven decision-making, and priority-setting aligned with district strategy. **E**
- Support school sites in designing and conducting needs and asset assessments, analyze data to identify gaps, and co-develop plans to bring services and resources to campuses. **E**
- Work with school administration and coordinators to align academic and non-academic supports with school and district goals. **E**
- Organize and facilitate professional learning communities (PLCs), communities of practice, and training sessions to strengthen consistency and equity in Community School implementation across sites. **E**
- Support the collection, analysis, and use of student data to monitor progress, inform decision-making, and drive continuous improvement across schools. **E**
- Assist in cultivating, formalizing, and coordinating partnerships with agencies, nonprofits, and service providers to ensure equitable access to academic, health, and social-emotional supports. **E**
- Prepare reports, presentations, newsletters, and communication materials to share outcomes, best practices, highlight school successes, and progress with district leadership, school sites, and community stakeholders. **E**

SENIOR COORDINATOR OF COMMUNITY SCHOOLS

REPRESENTATIVE DUTIES: (continued)

- Design district-level structures that support implementation of the Community School strategy and assist school sites in developing and facilitating shared leadership councils or equivalent stakeholder teams. **E**
- Plan and train staff on the Community School framework, strategies for shared decision-making, family engagement, and integrated student supports for school and district staff. **E**
- Lead or assist with special initiatives, pilot programs, and districtwide campaigns that advance the Community School strategy. **E**
- Perform other job-related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- California Community School framework.
- Local Control Accountability Program (LCAP) requirements and operational guidelines.
- Structures, design and implementation of Multi-Tiered Systems of Supports (MTSS) differentiated instruction.
- Strategies for facilitating adult learning, professional development, and collaborative decision-making.
- Results-Based Accountability (RBA) and continuous improvement cycles.
- District and site systems of data collection, program evaluation, and reporting.
- Principles of equity, inclusion, and culturally responsive practice.
- Budget development, grant compliance, and resource allocation.

Ability to:

- Provide coaching, professional development, and facilitation for adult learners.
- Support multiple school sites or district-level initiatives strongly.
- Build and maintain strong relationships with school leaders, coordinators, families, and community partners.
- Analyze and interpret data for program evaluation, informed decision making, tracking program outcomes, and facilitation of adult learning is.
- Manage multiple projects and timelines, demonstrating initiative and problem-solving skills.
- Work collaboratively and diplomatically with diverse groups representing multiple perspectives.
- Communicate clearly in oral and written form, including public presentations.
- Demonstrate cultural proficiency, equity mindset, and commitment to inclusive practices.

SENIOR COORDINATOR OF COMMUNITY SCHOOLS

EDUCATION AND EXPERIENCE:

- Any combination equivalent to a Bachelor's degree from an accredited college or university in Education, Social Work, Public Administration, or Community Organizing required in Education, Public Administration, or related field preferred.
- Minimum of three (3) years of experience in education, community organizing, program coordination, or school improvement required.
- A minimum of one (1) year experience implementing a community school strategy or supporting school sites in implementing a community school strategy.
- Bilingual/biliterate English-Spanish preferred.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.
- Travel between District office, school sites and community locations to perform duties required.

WORKING CONDITIONS:

Environment:

- Office environment.
- School sites and community locations.
- Occasional evening or weekend work required.

Physical Abilities:

- Hearing and speaking accurately to exchange information and make presentations.
- Seeing to read a variety of materials and drive a vehicle.
- Dexterity of hands and fingers to operate a computer keyboard and other office equipment.
- Lifting or moving objects, normally not exceeding forty (40) pounds.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026



SANTA ANA UNIFIED SCHOOL DISTRICT
EXECUTIVE DIRECTOR, FACILITIES AND OPERATIONS

JOB SUMMARY:

Under the direction of the Associate Superintendent, Business Services or designee, the Executive Director of Facilities & Operations plans, organizes, and directs districtwide facilities operations, including property acquisition and disposition, facility planning, construction, modernization, maintenance, grounds, custodial services, environmental health and safety, energy and sustainability, and operational support services. This position oversees the departments of Construction, Planning and Design, Maintenance and Operations, Energy and Sustainability, Logistics, and Transportation, and ensures alignment, efficiency, and coordinated service delivery across all operational functions.

The Executive Director provides leadership to ensure safe, efficient, environmentally responsible, and compliant district facilities; supports implementation of capital improvement projects; and works collaboratively with internal departments, school sites, external agencies, and community stakeholders. This position supervises assigned directors, managers, and staff and serves as a key member of the Business Services leadership team and supports division-wide strategic initiatives and operational alignment.

REPRESENTATIVE DUTIES:

- Lead district facility planning, including new construction, modernization, infrastructure upgrades, site improvements, and interim housing. **E**
- Coordinate with architects, engineers, consultants, and contractors to ensure adherence to timelines, specifications, and regulatory requirements. **E**
- Conduct site visits to evaluate project progress, safety, and compliance. **E**
- Review and interpret architectural plans, code requirements, CEQA documentation, and DSA documentation. **E**
- Support long-term facilities master planning and capital program implementation. **E**
- Serve as the District's authorized agent for property acquisition and disposition. **E**
- Provides leadership and oversight for maintenance, grounds, custodial, work order management, and emergency response activities. **E**
- Ensures timely and effective repairs, preventative maintenance, and support to school sites. **E**
- Provides strategic oversight for warehouse operations, distribution, delivery schedules, surplus property management, mail services, and textbook logistics. **E**

EXECUTIVE DIRECTOR, FACILITIES AND OPERATIONS

REPRESENTATIVE DUTIES: (continued)

- Ensures integration of warehouse/logistics operations with facilities and site needs. **E**
- Oversees transportation operations as they relate to facilities, including coordination of site access during construction, fleet parking needs, bell schedule impacts, special project support, and safety considerations. **E**
- Ensures alignment between Transportation and Facilities/Operations functions to minimize disruptions. **E**
- Oversees Districtwide energy management, conservation efforts, and sustainability initiatives. **E**
- Supports implementation of renewable energy, energy efficiency projects, utility monitoring, and sustainability reporting. **E**
- Coordinates with outside agencies, utilities, and consultants on energy incentive programs, compliance, and funding opportunities. **E**
- Integrates sustainability standards and environmentally responsible practices into facilities planning, construction, and operations. **E**
- Promotes district goals related to energy efficiency, climate stewardship, sustainable operations, and environmental responsibility. **E**
- Coordinate with local, state, and federal agencies related to facilities, energy, sustainability, construction, environmental health, safety, and permitting. **E**
- Support compliance with CEQA, DSA, local building codes, environmental regulations, energy regulations, and sustainability mandates. **E**
- Track legislation affecting school facilities and recommend necessary district action. **E**
- Prepare compliance reports, regulatory filings, and board-level updates. **E**
- Assist in developing and administering operational and capital budgets. **E**
- Review proposals, contracts, and service agreements for effectiveness and compliance. **E**
- Support long-range capital planning, energy management planning, and operational resource allocation. **E**
- Recommend staffing, equipment, and system improvements based on departmental needs. **E**
- Supervise and evaluate assigned administrators, supervisors, and other personnel. **E**

EXECUTIVE DIRECTOR, FACILITIES AND OPERATIONS

REPRESENTATIVE DUTIES: (continued)

- Support leadership development and promote continuous improvement across all operational departments. **E**
- Collaborate with district departments, site leadership, and bargaining units to support facility and operational goals. **E**
- Communicate proactively with internal and external stakeholders. **E**
- Maintain knowledge of emerging trends and best practices in facilities, energy management, sustainability, operations, and construction. **E**
- Participate in district committees, task forces, and community meetings. **E**
- Perform other related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- School district organization, operations, policies, and objectives.
- Principles of facility construction, modernization, architectural design, engineering, and building systems.
- Maintenance, custodial operations, grounds practices, work order systems, warehouse/logistics functions, transportation operations, and energy management.
- CEQA, DSA requirements, building codes, safety codes, sustainability standards, and environmental regulations.
- Principles of leadership, supervision, budgeting, organizational development, and project management.
- Effective communication and community/stakeholder engagement practices.

KNOWLEDGE AND ABILITIES:

Ability to:

- Lead complex facilities and operational departments effectively.
- Interpret laws, codes, regulations, architectural plans, technical documents, and sustainability requirements.
- Identify problems, evaluate options, and implement solutions.
- Supervise, evaluate, and develop personnel.
- Prepare budgets, reports, and long-range plans.
- Communicate effectively both orally and in writing.
- Establish strong working relationships with internal teams, external agencies, and community members.
- Perform essential job functions under deadlines and competing priorities.

EXECUTIVE DIRECTOR, FACILITIES AND OPERATIONS

EDUCATION AND EXPERIENCE:

- Bachelor's degree in business administration, public administration, engineering, architecture, construction management, environmental science, sustainability, or a related field, or Four (4) years of Director level experience in facilities planning, construction, modernization or operations.
- Experience in a public school district or public agency is preferred.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.

WORKING CONDITIONS:

Environment:

- Office environment with frequent travel to school sites, construction locations, and operational facilities.
- Indoor and outdoor work with exposure to construction activity, noise, dust, fumes, and varying weather conditions.
- Driving a vehicle to conduct work.

Physical Abilities:

- Seeing to review plans, sustainability reports, and technical documents.
- Hearing and speaking to communicate in meetings or on construction/operational sites.
- Standing, walking, and navigating construction areas.
- Lifting up to 40 pounds occasionally.

Hazards:

- Working around construction sites, energy equipment, heavy machinery, and heights.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026



SANTA ANA UNIFIED SCHOOL DISTRICT
EMPLOYEE RELATIONS SENIOR ANALYST

JOB SUMMARY:

Under the direction of the Executive Director of Employee Relations, or designee, the Employee Relations Senior Analyst performs advanced professional-level work supporting the District's employee and labor relations programs. This position serves as a subject-matter expert in investigations, discipline, grievances, and legal compliance; conducts complex investigations; develops findings and recommendations for management review; supervises assigned staff; and provides professional guidance to administrators while ensuring compliance with employment laws, Board policies, and collective bargaining agreements. This position assists with the oversight of department objectives including leaves administration, compliance tracking, and substitute systems. The Employee Relations Senior Analyst exercises independent judgment, maintains strict confidentiality, and serves as a key resource to District leadership.

REPRESENTATIVE DUTIES:

- Conducts investigations involving employee misconduct, complaints, discrimination/harassment allegations, and violations of District policy or workplace standards. **E**
- Collects, analyzes, and evaluates evidence; conducts interviews; prepares investigative findings, summaries, and recommendations for management review and approval. **E**
- Coordinates and supports disciplinary processes, including preparation of notices, documentation, timelines, and due process requirements. **E**
- Provides professional guidance and consultation to administrators and supervisors regarding performance management, progressive discipline, contract interpretation, and employee conduct. **E**
- Assists in the preparation of grievance responses, administrative hearing materials, arbitrations, and related proceedings in collaboration with legal counsel. **E**
- Researches, interprets, and applies applicable laws, regulations, Board policies, administrative regulations, and collective bargaining agreements. **E**
- Prepares written responses and supporting documentation for external agency inquiries and complaints (e.g., CRD/DFEH, EEOC, Cal/OSHA, Department of Labor). **E**
- Identifies legal and compliance risk trends and develops mitigation recommendations for management consideration. **E**



SANTA ANA UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES SENIOR ANALYST

JOB SUMMARY:

Under the direction of the Executive Director of Human Resources or designee, the Human Resources Senior Analyst performs advanced professional-level work across the full spectrum of Human Resources functions for certificated and classified employees. This position provides analytical, consultative, and operational expertise in areas including recruitment and selection, classification and compensation, leaves and benefits administration, employee relations, compliance, credentialing, onboarding, assignments, and HR systems. The Human Resources Senior Analyst exercises independent professional judgment and develops findings and recommendations for management review, partners closely with site and department leadership, and ensures compliance and supports compliance with applicable laws, regulations, Board policies, and collective bargaining agreements.

REPRESENTATIVE DUTIES:

- Oversees and performs complex HR functions for certificated and classified employees, including recruitment, selection, onboarding, assignment, reclassification, transfers, promotions, and separations. **E**
- Provides professional consultation and technical guidance to site and department administrators regarding staffing, assignments, position control, and personnel actions. **E**
- Interprets and applies collective bargaining agreements, Board policies, administrative regulations, and Education Code requirements; escalates policy interpretation or labor-related issues requiring management determination. **E**
- Coordinates credentialing, permits, authorizations, and assignment compliance in collaboration with appropriate departments. **E**
- Conducts in-depth analysis of HR data, staffing trends, vacancy rates, attrition, workload, and compliance indicators to support decision-making. **E**
- Reviews and ensures accuracy of personnel actions, records, and system entries to maintain compliance with legal, contractual, and reporting requirements. **E**
- Identifies operational gaps and compliance risks; develops data-driven findings and recommendations for management consideration. **E**
- Prepares reports, summaries, and data analyses for executive leadership, Board presentations, audits, and external agencies. **E**

HUMAN RESOURCES SENIOR ANALYST

REPRESENTATIVE DUTIES: (continued)

- Supports District responses to audits, compliance reviews, and information requests related to HR operations. **E**
- Supervises, trains, assigns, and provides ongoing coaching to classified and/or confidential staff engaged in HR operations. **E**
- Monitors staff workload, timelines, and work quality to ensure consistent service delivery and compliance. **E**
- Develops and implements standardized procedures, training materials, and desk manuals for HR functions. **E**
- Provides coaching and technical guidance to staff to strengthen professional capacity and customer service. **E**
- Serves as a primary HR liaison to school sites and departments, providing consultation on staffing, employee issues, and operational needs. **E**
- Works collaboratively with principals, department heads, and executive leadership to resolve complex HR matters. **E**
- Facilitates communication between HR and sites to ensure consistent application of policies and practices. **E**
- Utilizes and supports HR information systems, applicant tracking systems, substitute systems, and position control tools. **E**
- Leads or participates in cross-departmental projects related to HR modernization, process redesign, and system implementation. **E**
- Develops and delivers training for administrators and staff related to HR processes, compliance, and best practices. **E**
- Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles, practices, and procedures of public-sector human resources administration.

HUMAN RESOURCES SENIOR ANALYST

KNOWLEDGE AND ABILITIES: (continued)

Knowledge of:

- Certificated and classified personnel rules, Education Code provisions, and collective bargaining agreements.
- Federal, state, and local employment laws, including FEHA, ADA, FMLA/CFRA, wage and hour laws, and equal employment regulations.
- Recruitment and selection practices, classification and compensation concepts, and position control systems.
- HR information systems, data analysis, and reporting tools.
- Supervisory principles, performance evaluation, and staff development methods.

Ability to:

- Analyze complex HR issues and data and develop sound, practical recommendations.
- Interpret and apply laws, regulations, contracts, and policies accurately and consistently.
- Supervise, train, and evaluate staff effectively.
- Communicate clearly and professionally with administrators, employees, and external stakeholders.
- Manage multiple priorities and meet deadlines in a fast-paced environment.
- Maintain confidentiality and exercise sound judgment in sensitive matters.
- Build collaborative relationships with sites, departments, and executive leadership.

EDUCATION AND EXPERIENCE:

- Bachelor's degree from an accredited college or university with major coursework in human resources, public administration, business administration, or a closely related field.

Experience:

- Four (4) years of progressively responsible professional experience in human resources administration, preferably within a public school district or public agency.
- Experience overseeing multiple HR functional areas and supervising staff is highly desirable.

Equivalency:

- Additional qualifying experience may be substituted for the required education on a year-for-year basis.

HUMAN RESOURCES SENIOR ANALYST

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.

WORKING CONDITIONS:

Environment:

- Office environment with frequent travel to school sites and departments.

Physical Abilities:

- Hearing and speaking to accurately exchange information in person or on the telephone.
- Seeing to read a variety of materials/documents.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026

EMPLOYEE RELATIONS ANALYST

REPRESENTATIVE DUTIES: (continued)

- Oversees and ensures compliance related to employee leaves of absence, including FMLA/CFRA, ADA/FEHA accommodations, workers' compensation coordination, and related statutory and contractual requirements. **E**
- Oversees operational functions of the Employee Relations Department, including leave tracking, compliance monitoring, case management systems, and substitute desk coordination, as assigned. **E**
- Monitors timelines, documentation, and reporting requirements to ensure legal, contractual, and procedural compliance. **E**
- Develops, reviews, and improves internal processes, procedures, and tracking tools to support operational efficiency and risk mitigation. **E**
- Provides day-to-day supervision, direction, and work assignment to classified and/or confidential staff assigned to Employee Relations functions. **E**
- Ensures consistent application of policies, procedures, and customer service standards across assigned functions. **E**
- Assists the Executive Director in workload planning, prioritization, and departmental goal setting. **E**
- Develops and delivers training, workshops, and guidance materials for administrators and supervisors related to employee relations, investigations, discipline, leaves, and legal compliance. **E**
- Drafts, reviews, and edits reports, memoranda, correspondence, and internal guidance documents related to employee relations matters. **E**
- Maintains accurate, confidential records, logs, and databases related to investigations, discipline, leaves, and compliance. **E**
- Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles, practices, and procedures of employee and labor relations in a public-sector environment.



SANTA ANA UNIFIED SCHOOL DISTRICT

HUMAN RESOURCES MANAGER

JOB SUMMARY:

Under the direction of the Executive Director of Human Resources or designee, the Human Resources Manager plans, organizes, manages, and directs comprehensive Human Resources and Employee Relations functions for both certificated and classified employees. This position provides strategic leadership and operational oversight across employee relations, investigations, leaves and accommodations, recruitment and staffing, classification and compensation, compliance, HR systems, and labor contract administration. The Human Resources Manager supervises and evaluates professional, technical, and clerical staff; serves as a key advisor to executive leadership and site administrators; and ensures District-wide compliance with applicable laws, regulations, Board policies, and collective bargaining agreements. This position exercises independent judgment within established policies and procedures and provides recommendations to HR leadership on complex or sensitive matters.

REPRESENTATIVE DUTIES:

- Plans, organizes, and directs Human Resources and Employee Relations programs and services for certificated and classified employees. **E**
- Establishes departmental goals, priorities, and performance metrics aligned with District strategic objectives. **E**
- Develops, implements, and evaluates policies, procedures, and best practices to ensure effective and legally compliant HR operations. **E**
- Serves as a senior HR advisor to executive leadership, site administrators, and department management on complex personnel and organizational matters. **E**
- Oversees employee relations functions, including workplace investigations, disciplinary processes, complaint resolution, and grievance support. **E**
- Reviews and approves investigative findings, disciplinary recommendations, and corrective action plans to ensure consistency, due process, and legal sufficiency. **E**
- Provides guidance on progressive discipline, performance management, and contract interpretation. **E**
- Coordinates with legal counsel on high-risk, complex, or sensitive employee relations matters, administrative hearings, and litigation support. **E**

HUMAN RESOURCES MANAGER

REPRESENTATIVE DUTIES: (continued)

- Oversees districtwide HR functions including recruitment and selection, onboarding, assignments, reclassifications, transfers, promotions, separations, and position control. **E**
- Directs leave administration and compliance processes, including FMLA/CFRA, ADA/FEHA accommodations, industrial/non-industrial leaves, and return-to-work coordination. **E**
- Oversees credentialing, assignment compliance, benefits coordination, and related statutory and contractual requirements. **E**
- Ensures accurate and timely HR reporting, documentation, and system integrity across all HR units. **E**
- Ensures District compliance with federal, state, and local employment laws, Education Code, Board policies, and collective bargaining agreements. **E**
- Identifies legal, contractual, and operational risks; develops and implements mitigation strategies. **E**
- Reviews audits, compliance findings, and data analyses; directs corrective actions as needed. **E**
- Prepares executive-level reports, analyses, and Board materials related to HR operations, staffing, compliance, and employee relations trends. **E**
- Supervises, assigns, trains, and evaluates the Human Resources Senior Analyst, Employee Relations Senior Analyst, and assigned support staff. **E**
- Conducts formal performance evaluations and provides ongoing coaching, feedback, and professional development. **E**
- Ensures equitable workload distribution, accountability, and high standards of customer service. **E**
- Builds staff capacity through training, mentoring, and succession planning. **E**
- Works closely with principals, department heads, and executive leadership to address staffing, organizational, and employee relations needs. **E**
- Serves as a primary HR liaison to sites and departments on complex or escalated matters. **E**

HUMAN RESOURCES MANAGER

REPRESENTATIVE DUTIES: (continued)

- Supports labor relations efforts by providing technical expertise, data analysis, and operational insight during negotiations and contract administration. **E**
- Oversees the effective use and continuous improvement of HR information systems, applicant tracking systems, substitute systems, and case management tools. **E**
- Leads or sponsors cross-departmental projects related to HR modernization, system implementation, and process redesign. **E**
- Develops and delivers training for administrators and supervisors on HR policies, employee relations, investigations, and compliance requirements. **E**
- Collaborate with District Office leadership and site leadership to ensure consistency in application of policy districtwide. **E**
- Provide oversight and ensure compliance in substitute services and professional growth programs, rather than directly managing substitute operations. **E**
- Provide advisory support on compensation recommendations in collaboration with the HR Leadership. **E**
- Support, employee discipline, grievance, and conflict resolution processes in collaboration with HR leadership Directors. **E**
- Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Advanced principles and practices of public-sector human resources and employee relations.
- Federal, state, and local employment laws, including FEHA, ADA, FMLA/CFRA, Education Code, and collective bargaining laws.
- Investigations, disciplinary processes, grievance procedures, and due process requirements.
- HR operational systems, data analytics, and reporting methodologies.
- Supervisory, management, and performance evaluation principles.

HUMAN RESOURCES MANAGER

KNOWLEDGE AND ABILITIES: (continued)

Ability to:

- Lead and manage complex HR and employee relations programs effectively.
- Exercise sound judgment and discretion in high-risk and sensitive matters.
- Analyze complex data and develop strategic, defensible recommendations.
- Supervise, train, and evaluate professional and support staff.
- Communicate clearly and persuasively with executive leadership, administrators, employees, and external stakeholders.
- Build collaborative relationships and manage competing priorities in a dynamic environment.

EDUCATION AND EXPERIENCE:

- Bachelor's degree from an accredited college or university with major coursework in human resources, public administration, business administration, or a closely related field.
- Master's degree is desirable.

Experience:

- Five (5) of progressively responsible professional experience in human resources and/or employee relations.
- At least two (2) years of experience in a supervisory or management role.
- Experience in a public school district or public agency is strongly preferred.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.

WORKING CONDITIONS:

Environment:

- Office environment with frequent travel to school sites and departments.

Physical Abilities:

- Hearing and speaking to accurately exchange information in person or on the telephone.
- Seeing to read a variety of materials/documents.

HUMAN RESOURCES MANAGER

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026

EMPLOYEE RELATIONS SENIOR ANALYST

KNOWLEDGE AND ABILITIES: (continued)

Knowledge of:

- Federal, state, and local employment laws and regulations, including but not limited to Title VII, FEHA, ADA, FMLA/CFRA, workers' compensation, and collective bargaining laws.
- Investigative principles, interview techniques, and evidentiary standards.
- Disciplinary processes, due process requirements, and grievance procedures.
- Leave administration, reasonable accommodation processes, and compliance monitoring.
- Supervisory principles, performance evaluation, and staff development practices.
- Research methods, report writing, and confidential recordkeeping.

Ability to:

- Conduct and oversee complex investigations and analyze information objectively and thoroughly.
- Interpret and apply laws, regulations, Board policies, and collective bargaining agreements.
- Supervise, train, and evaluate staff effectively.
- Communicate clearly and professionally, both orally and in writing, with diverse stakeholders.
- Exercise sound judgment, discretion, and confidentiality in sensitive and high-risk matters.
- Manage multiple priorities, meet deadlines, and function effectively in a fast-paced environment.
- Establish and maintain effective working relationships with administrators, employees, legal counsel, and employee organizations.

EDUCATION AND EXPERIENCE:

- Bachelor's degree from an accredited college or university with major coursework in human resources, public administration, business administration, or a closely related field.

Experience:

- Four (4) years of progressively responsible professional experience in employee relations, labor relations, workplace investigations, compliance, or human resources administration.
- Experience supervising staff and overseeing operational HR functions is highly desirable.
- Experience in a public school district or public agency is preferred.

EMPLOYEE RELATIONS SENIOR ANALYST

EDUCATION AND EXPERIENCE: (continued)

Equivalency:

- Additional qualifying experience may be substituted for the required education on a year-for-year basis.

LICENSES AND REQUIREMENTS:

- Valid California Driver's License.

WORKING CONDITIONS:

Environment:

- Office environment with frequent travel to school sites and departments.

Physical Abilities:

- Hearing and speaking to accurately exchange information in person or on the telephone.
- Seeing to read a variety of materials/documents.

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job pursuant to the Interactive Process.

Santa Ana Unified School District is committed to fostering an inclusive environment that values diversity and encourages applications from candidates of all backgrounds. SAUSD strives to reflect the cultural richness of its community within its workforce, promoting educational equity and success for all students.

Board Approved: January 27, 2026

1 RESOLUTION NO. 25/26-3710

2 BOARD OF EDUCATION

3 SANTA ANA UNIFIED SCHOOL DISTRICT

4 ORANGE COUNTY, CALIFORNIA

5
6
7 **Proclamation Declaring February 2026 as African American History Month**

8
9 **WHEREAS**, Americans of African descent helped develop our nation in countless
10 ways, those recognized, unrecognized, and unrecorded; and,

11 **WHEREAS**, African American history reflects a determined spirit of
12 perseverance and cultural pride in its struggle to equally share in the
13 opportunities of a nation founded upon the principles of freedom and liberty for
14 all people; and,

15 **WHEREAS**, African American citizens have participated in every American
16 effort to secure, protect, and maintain the essence and substance of American
17 democracy, as reflected by California Education Code Section 37221 (d) which
18 establishes March 5 as Black American Day to commemorate the anniversary of the
19 death of Crispus Attucks, the first African American martyr of the Boston
20 Massacre; and,

21 **WHEREAS**, the California Board of Education recognized in its Multicultural
22 Education Policy that each student needs an opportunity to understand the common
23 humanity underlying all people; to develop pride in his or her own identity and
24 heritage; and to understand, respect, and accept the identity and heritage of
25 others; and,

26 **WHEREAS**, the History-Social Science Framework of California Public Schools,
27 Kindergarten through grade 12, states that the history curriculum of community,
28 state, region, nation, and world must reflect the experiences of men and women and

29 of different racial, religious, and ethnic groups and must be integrated at every
30 level.

31 **NOW, THEREFORE, BE IT RESOLVED:** That the Santa Ana Board of Education
32 proclaims the month of February 2026 as *African American History Month* and
33 encourages all schools, community organizations, businesses, and the City of Santa
34 Ana to commemorate this occasion with appropriate instructional and celebratory
35 activities.

36 AYES: Brazer Aceves, Bustos, Alvarez, Lebsack, Magdaleno

37 NOES:

38 ABSENTIONS:

39 ABSENTEES:

40

41 STATE OF CALIFORNIA)

42) SS:

43 COUNTY OF ORANGE)

44

45 I, Alfonso Alvarez, Ed.D., Clerk of the Board of Education of Santa Ana
46 Unified School District of Orange County, California, hereby certify that the
47 foregoing Resolution was duly and regularly adopted by the said Board of Education
48 at a regular Board meeting, thereof, held on the 27th day of January, 2026, true and
49 correct copy of the Board of Education Resolution No. 25/26-3710, and passed by a
50 vote of 5-0 of said Board.

51

52

53

54

55

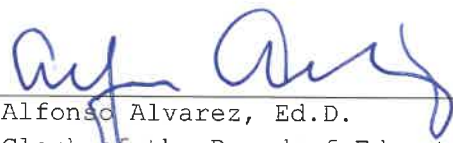
56

57

58

59

60



Alfonso Alvarez, Ed.D.
Clerk of the Board of Education
Santa Ana Unified School District

39 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
40 Unified School District that the following persons are authorized to sign all
41 applications and reports connected with the Child & Adult Care Food Program, Food
42 Distribution Program and the National School Lunch Program for the 2025-26 school
43 year on behalf of the District:

- 44
- 45 • Lorraine Perez, Ed.D., Superintendent
- 46 • Ronald Hacker, Associate Superintendent/Chief Business Official
- 47 • Joshua J. Goddard, Director, Nutrition Services
- 48 • Jennifer Chavez, Assistant Director, Nutrition Services
- 49

50 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
51 Unified School District that the following persons are authorized to sign all
52 financial transactions; payroll warrants, vendor payment documents, reissuance of
53 warrants, ASB warrants, and voided warrants for the 2025-26 school year on behalf of
54 the District:

- 55
- 56 • Lorraine Perez, Ed.D., Superintendent
- 57 • Ronald Hacker, Associate Superintendent/Chief Business Official
- 58 • Jennifer Cisneros, Executive Director, Finance and Operations
- 59 • ~~Nayeli Parra, Interim Director, Budget & Accounting~~
- 60 • **Tatiana Garcia, Director, Budget & Accounting**
- 61 • Trang Tran, Assistant Controller, Business Services
- 62 • ~~Cynthia Rojas, Interim Director, Payroll~~
- 63 • **Nayeli Parra, Director, Payroll**
- 64 • **Cynthia Rojas, Manager, Payroll**
- 65 • **Thanh Tran, Manager, Budget**
- 66 • Lan Pham, Manager, Accounting
- 67

68 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
69 Unified School District that the following persons are authorized to sign all
70 financial transactions, federal and state applications, reports and forms for the
71 2025-26 school year on behalf of the District:

- 72
- 73 • Lorraine Perez, Ed.D., Superintendent
- 74 • Ronald Hacker, Associate Superintendent/Chief Business Official

- 75 • Jennifer Cisneros, Executive Director, Finance and Operations
- 76 • ~~Nayeli Parra, Interim Director, Budget & Accounting~~
- 77 • **Tatiana Garcia, Director, Budget & Accounting**
- 78 • ~~Gloria Lira, Manager, Budget~~
- 79 • **Thanh Tran, Manager, Budget**

80

81 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
 82 Unified School District that the following persons are authorized to sign manually or
 83 by facsimile, employment-related notices for District personnel whose employment
 84 status has been authorized or ratified by the Board of Education, and related documents
 85 for the 2025-26 school year on behalf of the District:

86

- 87 • Lorraine Perez, Ed.D., Superintendent
- 88 • Ronald Hacker, Associate Superintendent/Chief Business Official
- 89 • Jennifer Flores, Associate Superintendent, Human Resources
- 90 • Devin E. Lawson, Executive Director, Human Resources
- 91 • ~~Olga McCullough, Executive Director, Human Resources~~
- 92 • James Ebner, Executive Director, Human Resources

93

94 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
 95 Unified School District that the following persons are authorized to sign any other
 96 contract, agreement, federal and state applications or forms that have been authorized
 97 or ratified by the Board of Education for the 2025-26 school year on behalf of the
 98 District:

99

- 100 • Lorraine Perez, Ed.D., Superintendent
- 101 • Ronald Hacker, Associate Superintendent/Chief Business Official
- 102 • Jennifer A. Flores, Associate Superintendent, Human Resources
- 103 • Bianca Barquin, Assistant Superintendent, K-12 Teaching and Learning
- 104 • Edward Bustamante, Assistant Superintendent, Student Services
- 105 • ~~Ted Walstrom, Assistant Superintendent, Facilities and Governmental~~
 106 ~~Relations~~

107

108 **NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Santa Ana
 109 Unified School District that the following persons are authorized to sign all
 110 Community Care Licensing contracts, documents, applications, and matters relating to

111 services for SAUSD Kinder Readiness Preschool, and State Preschool Programs,
112 that have been authorized or ratified by the Board of Education for the 2025-26 school
113 year on behalf of the District:

114

- 115 • Lorraine Perez, Ed.D., Superintendent
- 116 • Ronald Hacker, Associate Superintendent/Chief Business Official
- 117 • Jennifer A. Flores, Associate Superintendent, Human Resources
- 118 • Bianca Barquin, Assistant Superintendent, K-12 Teaching & Learning
- 119 • Keely Orlando, Early Childhood Education Coordinator
- 120 • Charlotte Ervin, Early Childhood Education Coordinator

121

122 Upon motion of Member Magdaleno and duly seconded, the foregoing Resolution
123 was adopted by the following vote:

124

125 AYES: Brazer Aceves, Bustos, Alvarado, Lebsack, Magdaleno

126 NOES:

127 ABSTAIN:

128 ABSENT:

129

130 STATE OF CALIFORNIA)
131) SS:
132 COUNTY OF ORANGE)

133

134

135 I, Alfonso Alvarez, Ed.D., Clerk of the Governing Board of the Santa Ana Unified
136 School District of Orange County, California, hereby certify that the above and
137 foregoing Resolution was duly adopted by the said Board at a regular meeting thereof
138 held on the 27th day of January 2026 and passed by a vote of 5-0 by said Board.

139

140 **IN WITNESS WHEREOF**, I have hereunto set my hand this 27th day of January 2026.

141

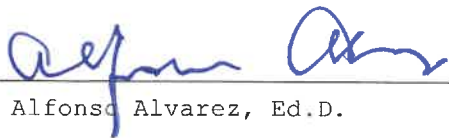
142

143

144

145

146



Alfonso Alvarez, Ed.D.
Clerk of the Governing Board
Santa Ana Unified School District

1 RESOLUTION NO. 25/26-3712

2 BOARD OF EDUCATION

3 SANTA ANA UNIFIED SCHOOL DISTRICT

4 ORANGE COUNTY, CALIFORNIA

5
6 Proclamation Declaring February 2026 as School Counselor Month

7
8 WHEREAS, school counselors are employed in public education to help students
9 reach their full potential; and,

10 WHEREAS, school counselors are actively committed to helping students explore
11 their abilities, strengths, interests, and talents as these traits relate to college
12 and career awareness, development and readiness; and,

13 WHEREAS, school counselors help parents focus on ways to further the
14 educational, personal, and social growth of their children; and,

15 WHEREAS, school counselors work with teachers and other educators to help
16 students explore their potential and set realistic goals for themselves; and,

17 WHEREAS, school counselors seek to identify and utilize community resources
18 that can enhance and complement comprehensive school counseling programs and help
19 students become productive members of society; and,

20 WHEREAS, comprehensive developmental school counseling programs are considered
21 an integral part of the educational process that enables all students to achieve
22 success in school.

23 NOW, THEREFORE, BE IT RESOLVED: That the Santa Ana Board of Education proclaims
24 the month of February 2026 as "School Counselor Month" and encourages all schools,
25 community organizations, businesses, and the City of Santa Ana to commemorate this
26 occasion with appropriate instructional and celebratory activities.

27
28
29
30
31

32 **PASSED AND ADOPTED** by the Santa Ana Unified School District Governing Board on
33 January 27, 2027 by the following vote:

34 AYES: Brazer Aceves, Bustos, Alvarez, Lebsack, Magdaleno

35 NOES:

36 ABSTAIN:

37 ABSENT:

38
39 STATE OF CALIFORNIA)

40) ss:

41 COUNTY OF ORANGE)

42

43 I, Alfonso Alvarez, Ed.D., Clerk of the Board of Education of the Santa Ana
44 Unified School District of Orange County, California, hereby certify that the above
45 and foregoing resolution was duly adopted by the said Board at a regular meeting
46 thereof held on 27 day of January 2026 and passed by a vote of 5-0 of said
47 Board.

48

49

50

51

52


53

54

55

56

By:



Alfonso Alvarez, Ed.D.
Clerk of the Board of Education
Santa Ana Unified School District

31 policies outlined by the California Education Code Section 215, which mandates that
32 the Governing Board of any local educational agency that serves pupils in grades
33 seven to twelve, inclusive, adopt a policy on pupil suicide prevention,
34 intervention, and postvention. "We Care, Get Help" Campaign aims to address the
35 three key areas and initiate prevention efforts with students as young as 5 years
36 old and implement mental health, wellness, and suicide preventions efforts in each
37 of the K-12 school sites; and

38 **WHEREAS**, among other supports, the District has also increased credentialed
39 and licensed personnel, such as school counselors, school social workers, and mental
40 health providers, to ensure that students have access to appropriate school mental
41 health resources; to ensure support is available when students are challenged by a
42 mental health crisis. The Santa Ana Unified School District is committed to
43 providing a safe and supportive environment that teaches and promotes suicide
44 prevention, mental health, and emotional wellness for ALL students; and

45 **WHEREAS**, schools play a critical role in ensuring that students have access
46 to supportive spaces and the mental health care they need, and have a right to be
47 in a place that is safe, supportive, and not harmful to their mental or physical
48 health; and

49 **NOW, THEREFORE, BE IT RESOLVED:** that the Board of Trustees of the Santa Ana
50 Unified School District recognizes February 18, 2026 as the districtwide We Care
51 Day to collectively raise awareness about mental health and suicide prevention as
52 an unified front within the Santa Ana Unified School District and its community
53 partners.

54
55 **PASSED AND ADOPTED** by the Santa Ana Unified School District Governing Board on
56 January 27, 2026 by the following vote:

57 AYES: Brazer Aceves, Bustos, Alvarez, Magdaleno

58 NOES:

59 ABSTAIN:Lebsack

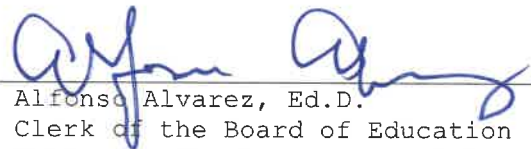
60 ABSENT:

61

62 STATE OF CALIFORNIA)
63) ss.
64 COUNTY OF ORANGE)
65
66

67 I, Alfonso Alvarez, Ed.D, Clerk of the Board of Education of the Santa Ana
68 Unified School District of Orange County, California, hereby certify that the above
69 and foregoing resolution was duly adopted by the said Board at a regular meeting
70 thereof held on 27th day of January 2026 and passed by a vote of 4-0-1 of said
71 Board.

72
73
74
75
76
77
78
79

By: 
Alfonso Alvarez, Ed.D.
Clerk of the Board of Education
Santa Ana Unified School District

36 **BE IT FURTHER RESOLVED:** that SAUSD commits to supporting instructional practices and
37 educational resources that examine the history and lessons of the Holocaust, promote empathy and civic
38 responsibility, and reinforce the District's commitment to equity, inclusion, and the dignity of all people,
39 both on International Holocaust Remembrance Day and throughout the school year.

40 **PASSED AND ADOPTED** by the Santa Ana Unified School District Governing Board on January
41 27, 2026, by the following vote:

42
43 AYES: Brazer Aceves, Bustos, Alvarez, Magdaleno

44 NOES:

45 ABSTAIN: Lebsack

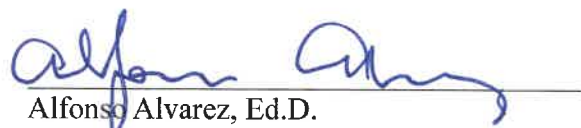
46 ABSENT:

47
48 STATE OF CALIFORNIA)

49) ss.

50 COUNTY OF ORANGE)

51
52 I, Alfonso Alvarez, Clerk of the Board of Education of the Santa Ana Unified School District, of Orange
53 County, California, hereby certify that the above and foregoing resolution was duly and regularly adopted
54 by the said Board at a regular meeting thereof held on the 27th day of January 2026, and passed by a vote
55 of 4-0-1 of said Board.

56
57
58 

59 Alfonso Alvarez, Ed.D.
60 Clerk of the Board of Education
61 Santa Ana Unified School District

Bylaw 9005: Governance Standards

Status: ADOPTED

Original Adopted Date: 05/27/2003 | **Last Revised Date:** 01/27/2026 | **Last Reviewed Date:** 01/27/2026

The Board of Education expects itself to act in the best interests of every student in the district within the legal confines established by law and the fiscal confines established by the budget. The Board shall govern the district responsibly and uphold the highest standards of ethical conduct.

In order to set the direction for the district, provide a high quality education to each student, ensure proper accountability and oversight of the district and the Superintendent, and offer community leadership on behalf of the district and public education, the Board expects itself to have a unity of purpose to:

1. Keep the district focused on learning and achievement for all students
2. Communicate a common vision
3. Operate openly, with trust and integrity
4. Govern in a dignified and professional manner, treating everyone with civility and respect
5. Govern with Board-adopted policies and procedures
6. Take collective responsibility for the Board's performance
7. Periodically evaluate its own effectiveness
8. Ensure opportunities for the diverse range of view in the community to inform Board deliberations

In fulfilling its role, the Board is responsible for:

1. Involving the community, parents/guardians, students, and staff in regularly developing or updating a common vision for the district focused on learning and achievement and responsive to the needs of all students
2. Adopting and updating policies consistent with law and the district's vision and goals
3. Maintaining accountability for student learning by adopting curricula and monitoring student progress
4. Hiring and supporting the Superintendent so that the vision, goals, and policies of the district can be implemented
5. Conducting regular and timely evaluations of the Superintendent based on the vision, goals, and performance of the district, and ensuring that the Superintendent holds district personnel accountable
6. Adopting a fiscally responsible budget based on the district's vision and goals, and regularly monitoring the fiscal health of the district
7. Ensuring that a safe and appropriate educational environment is provided to all students
8. Establishing a framework for the district's collective bargaining process and adopting responsible agreements
9. Providing community leadership on educational issues and advocating on behalf of students and public education at the local, state, and federal levels

In addition, each individual Board member is expected to:

1. Keep learning and achievement for all students as the primary focus
2. Value, support, and advocate for public education
3. Recognize and respect differences of perspective and style on the Board and among staff, students, parents/guardians, and the community

4. Act with dignity, and understand the implications of demeanor and behavior
5. Keep confidential matters confidential
6. Participate in professional development and commit the time and energy necessary to be an informed and effective leader
7. Understand the distinctions between Board and staff roles, and refrain from performing management functions that are the responsibility of the Superintendent and staff
8. Understand that authority rests with the Board as a whole and not with individuals

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

	Description
Ed. Code 35010	Control of district; prescription and enforcement of rules
Ed. Code 35160	Authority of governing boards
Ed. Code 35164	Actions by majority vote
Gov. Code 1090	Financial interest in contract
Gov. Code 1098	Disclosure of confidential information
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 87300-87313	Conflict of interest code

Management Resources

	Description
CSBA Publication	Professional Governance Standards
Website	CSBA District and County Office of Education Legal Services
Website	CSBA

Cross References

	Description
0000	Vision
0100	Philosophy
0200	Goals For The School District
1000	Concepts And Roles
1100	Communication With The Public
1220	Citizen Advisory Committees
1220	Citizen Advisory Committees
1312.2	Complaints Concerning Instructional Materials
1312.2	Complaints Concerning Instructional Materials
1312.2-E(1)	Complaints Concerning Instructional Materials
1313	Civility
2000	Concepts And Roles
2110	Superintendent Responsibilities And Duties
2140	Evaluation Of The Superintendent
9000	Role Of The Board
9010	Public Statements

Cross References

9011

9012

9100

9121

9140

9200

9220

9220-E(1)

9230

9240

9270

9270-E(1)

9310

9320

9323

9323.2

9323.2-E(1)

9324

9400

Description[Disclosure Of Confidential/Privileged Information](#)[Board Member Electronic Communications](#)[Organization](#)[President](#)[Board Representatives](#)[Limits Of Board Member Authority](#)[Governing Board Elections](#)[Governing Board Elections](#)[Orientation](#)[Board Training](#)[Conflict Of Interest](#)[Conflict Of Interest](#)[Board Policies](#)[Meetings And Notices](#)[Meeting Conduct](#)[Actions By The Board](#)[Actions By The Board](#)[Minutes And Recordings](#)[Board Self-Evaluation](#)

Bylaw 9011: Disclosure Of Confidential/Privileged Information

Status: ADOPTED

Original Adopted Date: 05/27/2003 | **Last Revised Date:** 01/27/2026 | **Last Reviewed Date:** 01/27/2026

The Board of Education recognizes the importance of maintaining the confidentiality of information acquired as part of a Board member's official duties.

A Board member shall not disclose confidential information to any person, except as authorized by law, this Bylaw or other Board bylaws or policies, or the Board.

Confidential information means any information that is prohibited from disclosure by law, this Bylaw or other Board bylaws or policies, or by the Board at the time disclosed and is not a public record subject to disclosure under the California Public Records ACT (CPRA). Confidential information includes, but is not limited to, any of the following:

1. Information acquired by being present in a closed session that is specifically related to the basis for the Board to meet lawfully in closed session (Government Code 54963)
2. Information acquired in anticipation of closed session, or as follow-up to a closed session, that is specifically related to the basis for the Board to meet lawfully in closed session
3. Information contained in communication provided to Board members from the district's attorney
4. Information deemed confidential by the Board

Confidential information does not include information that is already publicly disclosed, provided that the initial disclosure did not violate law, this Bylaw, or other Board bylaws or policies.

It is a misdemeanor for any Board member to willfully and knowingly use or disclose for pecuniary gain any information acquired in the course of the Board member's official duties where all of the following conditions are met: (Government Code 1098)

1. The information is not a public record subject to disclosure under the CPRA
2. The information is prohibited from disclosure by law, this Bylaw, or other Board bylaws or policies
3. The information will have, or could reasonably be expected to have, a material financial effect on the Board member if used or disclosed

If a Board member threatens to disclose or does disclose confidential information, the Board may pursue or enact one or more of the following actions as it deems appropriate: (Government Code 54963)

1. Injunctive relief to prevent disclosure
2. Referral to the grand jury
3. Censure or other disciplinary action, provided the Board member has received training or been informed of the requirements of this Bylaw

However, the Board shall not take any action against a Board member for disclosing confidential information, nor shall the disclosure be considered a violation of this Bylaw, when the Board member does any of the following: (Government Code 1098, 54963)

1. Makes a confidential inquiry or complaint to a district attorney or grand jury concerning a perceived violation of law, including disclosing facts necessary to establish the illegality or potential illegality of a Board action that has been the subject of deliberation during a closed session
2. Expresses an opinion concerning the propriety or legality of Board action in closed session, including disclosure of the nature and extent of the illegal or potentially illegal action
3. Discloses information to law enforcement officials or to the joint legislative audit committee when reporting on improper governmental activities in accordance with law

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 35010	Control of district; prescription and enforcement of rules
Ed. Code 35146	Closed sessions regarding suspensions
Evid. Code 1040	Privilege for official information
Gov. Code 1098	Disclosure of confidential information
Gov. Code 3549.1	Meeting and negotiating in public educational employment
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956.8	Open meeting laws
Gov. Code 54956.9	Closed meeting for pending litigation
Gov. Code 54957	Complaints against employees; right to open session
Gov. Code 54957.1	Subsequent public report and rollcall vote; employee matters in closed session
Gov. Code 54957.5	Public records
Gov. Code 54957.6	Closed session; representatives with employee organization
Gov. Code 54957.7	Reasons for closed session
Gov. Code 54963	Unauthorized disclosure of confidential information
Gov. Code 7920.000-7930.170	California Public Records Act

Management Resources	Description
Attorney General Opinion	80 Ops.Cal.Atty.Gen. 231 (1997)
CSBA Publication	Professional Governance Standards
Website	CSBA District and County Office of Education Legal Services
Website	CSBA

Cross References	Description
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
1100	Communication With The Public
1312.3	Uniform Complaint Procedures
1312.3	Uniform Complaint Procedures
1312.3-E(2)	Uniform Complaint Procedures
1340	Access To District Records
1340	Access To District Records
2120	Superintendent Recruitment And Selection
2121	Superintendent's Contract
3580	District Records
3580	District Records
4112.5	Criminal Record Check
4112.5-E(1)	Criminal Record Check
4112.6	Personnel Files

Cross References

4119.23

4119.42

4119.42

4119.42-E(1)

4143

4143.1

4143.1

4212.5

4212.5-E(1)

4212.6

4219.23

4219.42

4219.42

4219.42-E(1)

4243

4243.1

4243.1

4312.5

4312.5-E(1)

4312.6

4319.23

4319.42

4319.42

4319.42-E(1)

5125

5125

9000

9005

9010

9200

9230

9321

9321-E(1)

9321-E(2)

Description[Unauthorized Release Of Confidential/Privileged Information](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Negotiations/Consultation](#)[Public Notice - Personnel Negotiations](#)[Public Notice - Personnel Negotiations](#)[Criminal Record Check](#)[Criminal Record Check](#)[Personnel Files](#)[Unauthorized Release Of Confidential/Privileged Information](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Negotiations/Consultation](#)[Public Notice - Personnel Negotiations](#)[Public Notice - Personnel Negotiations](#)[Criminal Record Check](#)[Criminal Record Check](#)[Personnel Files](#)[Unauthorized Release Of Confidential/Privileged Information](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Exposure Control Plan For Bloodborne Pathogens](#)[Student Records](#)[Student Records](#)[Role Of The Board](#)[Governance Standards](#)[Public Statements](#)[Limits Of Board Member Authority](#)[Orientation](#)[Closed Session](#)[Closed Session](#)[Closed Session](#)

Bylaw 9224: Oath Or Affirmation

Status: ADOPTED

Original Adopted Date: 01/24/2023 | **Last Revised Date:** 01/27/2026 | **Last Reviewed Date:** 01/27/2026

Prior to entering upon the duties of the office of a Board of Education member or exercising any function of a Board member, each Board member shall take the oath or affirmation required by law. (California Constitution, Article 20, Section 3; Government Code 1360)

The oath or affirmation may be administered and certified by a Board member, the secretary or assistant secretary to the Board, the Superintendent, the County Superintendent of Schools, the Superintendent of Public Instruction, or any other person authorized in Education Code 60 or Government Code 1225.

The executed oath shall be filed with the County Clerk. (Government Code 1363)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Description

CA Constitution Article 20, Section 3

[Oath of office](#)

Ed. Code 60

[Persons authorized to administer and certify oaths](#)

Gov. Code 1225

Right to administer and certify oaths

Gov. Code 1303

[Exercising functions of office without having qualified](#)

Gov. Code 1360-1369

[Oath of office](#)

Gov. Code 3100-3109

[Oath or affirmation of allegiance](#)

Management Resources

Description

Court Decision

[Chilton v. Contra Costa Community College District \(1976\) 55 Cal. App. 3d 544](#)

Court Decision

[Vogel v. County of Los Angeles \(1967\) 68 Cal. 2d 18, 22](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Cross References

Description

4112.3

[Oath Or Affirmation](#)

4112.3-E(1)

[Oath Or Affirmation](#)

4212.3

[Oath Or Affirmation](#)

4212.3-E(1)

[Oath Or Affirmation](#)

4312.3

[Oath Or Affirmation](#)

4312.3-E(1)

[Oath Or Affirmation](#)

9100

[Organization](#)

9110

[Terms Of Office](#)

9220

[Governing Board Elections](#)

9220-E(1)

[Governing Board Elections](#)

9223

[Filling Vacancies](#)

Bylaw 9260: Legal Protection

Status: ADOPTED

Original Adopted Date: 10/10/2000 | Last Revised Date: 01/27/2026 | Last Reviewed Date: 01/27/2026

Liability Insurance

The Board of Education shall provide insurance necessary to protect Board members from liability caused by a negligent act or omission that occurs within the scope of the Board member's office in accordance with Education Code 35208.

Protection Against Personal Liability

No Board member shall be liable for any harm caused by the Board member's negligent act or omission when acting within the scope of the Board member's responsibilities, including, but not limited to, Board responsibilities as specified in Board Bylaw 9000 - Role Of The Board. Additionally, no Board member shall be vicariously liable for injuries caused by the district's acts or omissions. (Education Code 35208; Government Code 820.9)

In addition, no Board member shall be liable for any harm caused by the Board member's act or omission if the Board member was acting within the scope of the Board member's responsibilities, made in conformity with federal, state, and local laws, and made in furtherance of an effort to control, discipline, expel or suspend a student, or maintain order or control in the classroom or school. (20 USC 7946)

This protection against liability shall not apply when: (20 USC 7946)

1. The Board member acted with willful or criminal misconduct, gross negligence, recklessness, or a conscious, flagrant indifference to the harmed person's right to safety
2. The Board member caused harm by operating a motor vehicle
3. The Board member was not properly licensed, if required, by the State for such activities
4. The Board member was found by a court to have violated a federal or state civil rights law
5. The Board member was under the influence of alcohol or any drug at the time of the misconduct
6. The misconduct constituted a crime of violence pursuant to 18 USC 16 or an act of terrorism for which the Board member has been convicted in a court
7. The misconduct involved a sexual offense for which the Board member has been convicted in a court

Nothing in this Board bylaw is intended to protect a Board member from criminal or civil liability for injury caused by the Board member's own wrongful conduct, for certain violations of law, including the Brown Act, or for liability from the requirement to reimburse the district under certain circumstances as specified in law. (Government Code 820.9, 825, 825.6, 54959, 54960)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 17029.5	Contract funding: board liability
Ed. Code 35208	Liability insurance
Ed. Code 35214	Liability insurance (self-insurance or a combination of self-insurance and insurance through an insurance company)
Gov. Code 1090-1098	Prohibitions applicable to specified officers
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 815.3	Intentional torts
Gov. Code 820-823	Tort claims act

State

Gov. Code 825-825.6
Gov. Code 87100-89503

Federal

18 USC 16
20 USC 7941-7948

Management Resources

Court Decision
Website

Cross References

1330.1
3530
3530
4119.1
4219.1
4319.1
9000
9124
9323.2
9323.2-E(1)

Description

Indemnification of elected officials
[Conflicts of interest](#)

Description

[Crime of violence; definition](#)
Teacher liability protection

Description

[Caldwell v. Montoya \(Paramount Unified School District\) 10 Cal 4th 972 \(1995\)](#)
[CSBA District and County Office of Education Legal Services](#)

Description

[Joint Use Agreements](#)
[Risk Management/Insurance](#)
[Risk Management/Insurance](#)
[Civil And Legal Rights](#)
[Civil And Legal Rights](#)
[Civil And Legal Rights](#)
[Role Of The Board](#)
[Attorney](#)
[Actions By The Board](#)
[Actions By The Board](#)