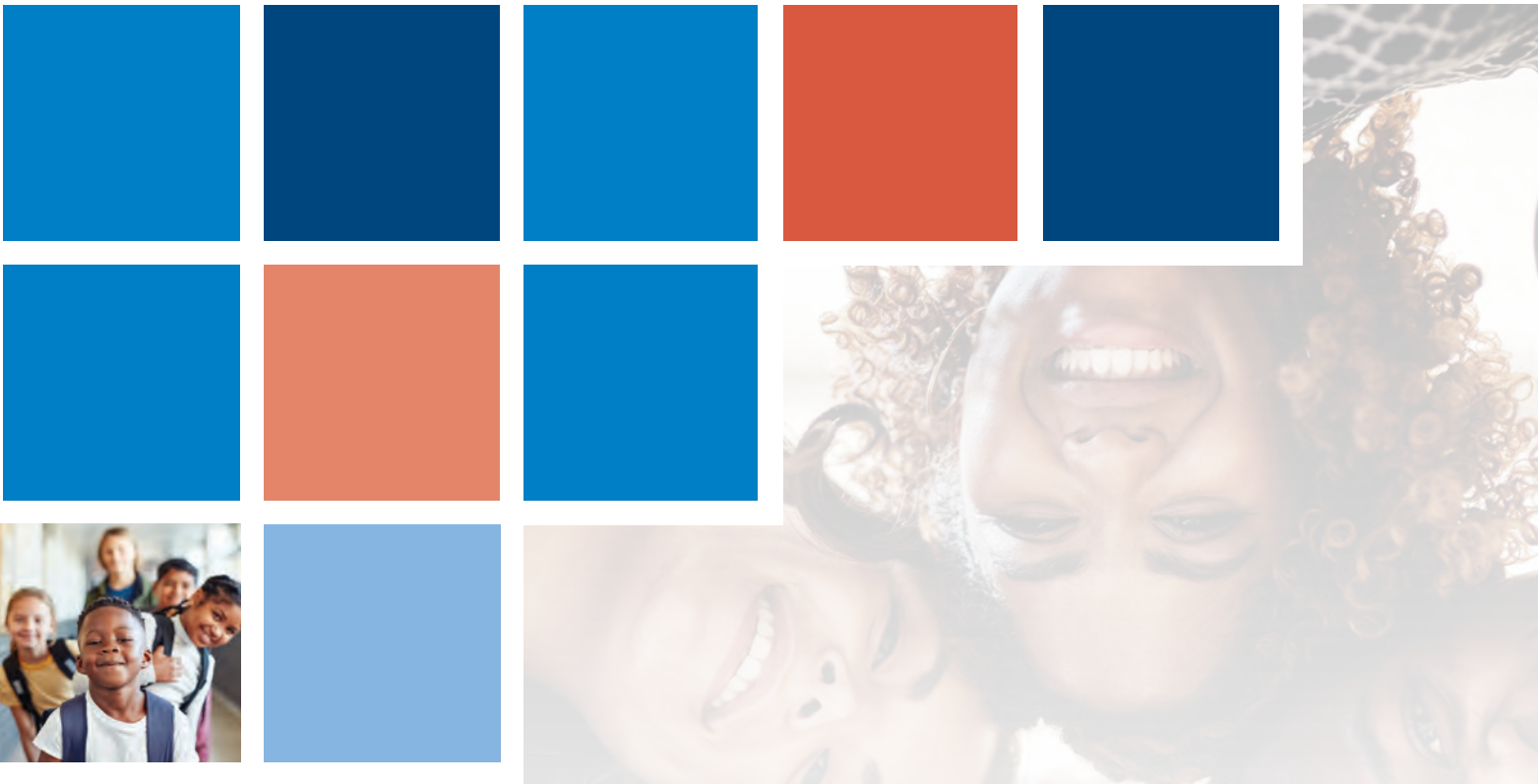




# Leadership Directory and Guide to Member Benefits

2023-2024



association of california  
school administrators

#ACSALeaders

# acsa offices and services

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**Executive Director**

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**Deputy Executive Director**

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**Senior Director,  
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and Equity, Diversity and  
Inclusion**

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**Chief Financial Officer**

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**Senior Director,  
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**Senior Director,  
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## the mission of acsa

The mission of the Association of California School Administrators is to advocate in the best interests of students and to develop, empower and inspire equity-minded educational leaders.

## find us:

1029 J Street, Suite 500 | Sacramento, CA 95814  
(916) 444-3216 | (800) 608-ACSA (2272)

## find us online:

Web site: [www.acsa.org](http://www.acsa.org)  
Facebook: [www.facebook.com/acsafans](http://www.facebook.com/acsafans)  
Twitter: [@ACSA\\_Info](https://twitter.com/ACSA_Info)  
Instagram: [ACSA\\_Info](https://www.instagram.com/ACSA_Info)  
YouTube: [www.youtube.com/acsaorg](http://www.youtube.com/acsaorg)

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Dear ACSA leaders:

Welcome to the 2023-2024 school year. As we embark on a new school year, I want to thank you for your dedication to students and your commitment to public education. Your statewide effort through ACSA the last few years has been instrumental not only to secure additional funding and bring to fruition certain legislation benefiting students, but just as importantly, tempering legislation that would have resulted in negative consequences.

ACSA is an organization that puts students first and prioritizes what is best for our diverse student population. We are their advocates, their voice and champion their cause. That carries a tremendous weight and your leadership in our school communities is key to creating high quality learning opportunities and driving positive outcomes for our students.

As we start the academic year, we are launching a new strategic plan with values and guiding principles that create a path forward for our organization. This strategic plan also includes a new mission statement that will set the tone for our work over the next several years:

***“The mission of the Association of California School Administrators is to advocate in the best interests of students and to develop, empower and inspire equity-minded educational leaders.”***

ACSA is an organization that is fully committed to supporting public school administrators so that they can make a positive difference in students' lives. As leaders in ACSA, you play a key role in helping our members and leaders cultivate positive outcomes by providing guidance on the most urgent needs in our school communities. You are taking on the challenge of building the future, and I want to thank all of you for your commitment you have made to the more than six million California public school students and ACSA.

Gratefully,

A handwritten signature in black ink, appearing to read 'Parvin Ahmadi', written in a cursive style.

Parvin Ahmadi  
ACSA 2023-2024 President  
Superintendent  
Castro Valley Unified School District

## Your Professional Organization

Your involvement in the Association of California School Administrators demonstrates your commitment to professional growth and improvement in public education. ACSA is committed to meeting your needs with high quality member services and benefits. This directory describes the many reasons ACSA membership is a valuable investment in your future.

### **Make the Most of Membership – Get Involved!**

You can play an important role in shaping ACSA's policies and programs at the state, region and charter levels.

#### **The State Level**

Opportunities for involvement at the state level include serving as an elected officer, a member of the Board of Directors, or a representative to the Leadership Assembly. ACSA members serve on statewide professional committees, councils, task forces and advisory bodies. This cadre of committed volunteers is a vital professional network for ACSA members.

#### **The Region Level**

ACSA's 19 regions divide the state geographically and provide valuable opportunities for professional involvement with administrators in nearby school districts. The regional structure allows your voice to be heard on education issues. Each region elects regional officers who also serve as the region's voice at the statewide Leadership Assembly. In addition, regions elect a regional representative to ACSA's state Board of Directors. ACSA regions offer networking opportunities, professional learning workshops and programs tailored to meet local needs. A portion of your dues is rebated to regions for these programs and activities. State Board members are listed by region on pages 5-6 in this guide. Region presidents are listed on pages 12-13. Region vice presidents for legislative action are listed on page 14, and Region treasurers are listed on page 15.

#### **The Charter Level**

More than 200 charters have been created within regions to address the local interests of members in one or more school districts. The charter structure gives ACSA its grassroots strength. If you are new to a district, the local ACSA charter is an excellent forum in which to meet your colleagues, share experiences and learn about district issues. Charter presidents are listed on pages 16-24.

### **Formation of ACSA**

Administrators in California had long talked of forming an umbrella organization that encompassed their varied professional functions. A Constitutional Convention in May 1971 sealed the task. An interim board of directors, representing the consolidating associations, built an amalgamated program and structure that became operative July 1, 1971. As a result, California had the first operative united administrator organization in the nation — the Association of California School Administrators (ACSA).

### **Associations that joined together to form ACSA included:**

- California Association of Adult Education Administrators (CAAEA)
- California Association of County Superintendents and Staffs (CACSS)
- California Association of School Administrators (CASA)
- California Association of Supervision and Curriculum Development (CASCD)
- California Association of School Personnel Administrators (CASPA)
- California Association of Secondary School Administrators (CASSA)
- California Elementary School Administrators Association (CESAA)

The combined membership of the original seven organizations was more than 8,000 with many duplicate members. Membership exceeded 9,000 in ACSA's first year of existence, and has achieved phenomenal growth since.

Since ACSA's inception, administrator associations in 39 states have moved toward some form of consolidated or umbrella organization. ACSA is the only association in the nation that encompasses the broad spectrum of the management/leadership team.

# 2023-2024 board officers



**PRESIDENT**  
**R-6**  
**Parvin Ahmadi**  
Superintendent  
Castro Valley USD  
PO Box 2146  
Castro Valley, CA 94546  
(510) 537-3000  
pahmadi@cv.k12.ca.us



**PRESIDENT-ELECT**  
**R-17**  
**Rafael Plascencia**  
Director of Personnel  
Tustin USD  
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Tustin, CA 92780  
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rplascencia@tustin.k12.ca.us



**VICE-PRESIDENT**  
**R-6**  
**Daryl Camp**  
Superintendent  
San Lorenzo USD  
15510 Usher St  
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**VICE-PRESIDENT FOR LEGISLATIVE ACTION**  
**R-18**  
**Gina Potter**  
Superintendent  
San Ysidro ESD  
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**PAST PRESIDENT**  
**R-14**  
**Erin Simon**  
Asst Superintendent,  
School Support Services  
Long Beach USD  
1515 Hughes Way  
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# 2023-2024 board of directors



**R-1 (2024)**  
**Jim Cloney**  
Superintendent  
Shasta UHSD  
2200 Eureka Way Ste B  
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(530) 241-3261  
jcloney@suhisd.net



**R-2 (2025)**  
**Peter Towne**  
Principal  
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Wheatland Elementary  
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ptowne@wheatland.k12.ca.us



**R-3 (2026)**  
**Laura Butler**  
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Sacramento City USD  
Abraham Lincoln Elementary  
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**R-4 (2024)**  
**Lisette Estrella-Henderson**  
County Superintendent of Schools  
Solano COE  
5100 Business Center Dr  
Fairfield CA, 94534  
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**R-5 (2026)**  
**Diego Ochoa**  
Superintendent  
San Mateo-Foster City ESD  
1170 Chess Dr  
Foster City CA, 94404  
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**R-6 (2024)**  
**Sonja Neely-Johnson**  
Assoc. Supt of Teaching and Learning  
West Contra Costa USD  
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**R-7 (2025)**  
**Scott Nanik**  
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Bret Harte UHSD  
PO Box 7000  
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**R-8 (2025)**  
**Roxane Fuentes**  
Superintendent  
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rfuentes@busd.net



**R-9 (2025)**  
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**R-10 (2025)**  
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**R-11 (2026)**  
**Donya Ball**  
Superintendent  
The Academies Charter Management Org  
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**R-12 (2024)**  
**Mauricio Arellano**  
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## 2023-2024 board of directors



**R-13 (2025)**  
**Mehereen Rickard**  
Chief Innovation Officer  
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**R-14 (2026)**  
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Asst Superintendent  
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**R-15 (2025)**  
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**R-16 (2025)**  
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**R-17 (2026)**  
**Leisa Winston**  
Superintendent  
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**R-18 (2024)**  
**Tracy Thompson**  
Executive Director  
San Diego COE  
6401 Linda Vista Rd  
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**R-19 (2026)**  
**Terrence Davis**  
Superintendent  
Banning USD  
161 West Williams St  
Banning CA, 92220  
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tdav82020@gmail.com

## 2023-2024 directors at-large



**R-1 (2024)**  
**Jason Provence**  
Superintendent  
Cascade UESD  
1645 West Mill St  
Anderson, CA 96007  
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**R-11 (2024)**  
**Blanca Cavazos**  
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**R-14 (2024)**  
**Katherine Castleberry**  
Coordinator of Expanded Learning  
Torrance USD  
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**R-18 (2024)**  
**Julie Vitale**  
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# 2023-2024 leadership assembly members

## Region 1 (3 votes)

### Region President

#### Roger MacDonald

Superintendent  
Northern Humboldt UHSD  
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rmacdonald@nohum.k12.ca.us

### Region President-Elect

#### Jeff Harris

Superintendent  
Del Norte County USD  
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jharris@delnorte.k12.ca.us

### Region Vice-President for

#### Legislative Action

#### Jared Caylor

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## Region 2 (5 votes)

### Region President

#### Nicole Newman

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### Region President-Elect

#### Christine McCormick

Superintendent/Principal  
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### Region Vice-President for

#### Legislative Action

#### Scott Lay

County Superintendent  
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### Region Delegate

#### Todd Cutler

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### Region Delegate

#### Aaron Palm

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## Region 3 (4 votes)

### Region President

#### Shana Henry-Barton

Continuous Improvement Support Leader  
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### Region President-Elect

#### Daniel Hernandez

Principal  
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Ethel Phillips Elementary  
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### Region Vice-President for

#### Legislative Action

#### Belinda Bridgewater

Principal  
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Isador Cohen Elementary  
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### Region Delegate

#### Tara Jones

Campus Principal  
Gateway Community Charters  
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## Region 4 (5 votes)

### Region President

#### Lisa Eckhoff

Sr. Director, Early Learning  
Solano COE  
5100 Business Center Dr  
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### Region President-Elect

#### Lura Vieira

Principal  
Fort Bragg USD  
Fort Bragg Middle  
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Fort Bragg, CA 95437  
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lvieira@fbusd.us

### Region Vice-President for

#### Legislative Action

#### Debra Kubin

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### Region Delegate

#### Lilibeth Pimpin

Director  
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### Region Delegate

#### Shellie Perry

Coord/Instructional Support Services  
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## Region 5 (3 votes)

### Region President

#### Jason Hannon

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### Region President-Elect

#### Tami Moore

Associate Superintendent, Human Resources  
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tmoore@smcoe.org

### Region Vice-President for

#### Legislative Action

#### Freedom Siyam

Director, Human Resources  
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480 James Ave  
Redwood City, CA 94062  
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fsiyam@seq.org

The Leadership Assembly has the authority to elect officers, approve bylaw changes, approve the association's goals and objectives, receive and review information from task forces, ratify the ACSA legislative platform, make recommendations to state Board members relating to issues brought before the Leadership Assembly, advise state Board members concerning major policy issues, statewide ballot measures and on statewide candidate endorsements, and serve as liaisons to regions.

The Leadership Assembly is composed of members of the ACSA Board of Directors, chairs of state committees, presidents of state councils, and a delegation from each region that consists of the region's president, president-elect and vice president for legislative action, or a designee. The additional region delegates are determined by the regions. The number is based on the membership in each region.

Listed are delegates from each region and each region's number of votes.

# 2023-2024 leadership assembly members

## Region 6 (6 votes)

### Region President Raul Zamora

Asst Superintendent/HR  
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### Region President-Elect Matthew Chamberlain

Director of Human Resources  
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### Region Vice-President for Legislative Action Kathy LaCome

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### Region Delegate Lorianne Ventura

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### Region Delegate Jacob Berg

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### Region Delegate Frank Wells

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Albany City USD  
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## Region 7 (5 votes)

### Region President Deborah Rowe

Assistant Superintendent, HR  
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drowe@sylvan.k12.ca.us

### Region President-Elect Tamara Garcia

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### Region Vice-President for Legislative Action Jared Hungerford

Assistant Superintendent, Educational  
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### Region Delegate Kelene Blevins

Asst Principal  
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PO Box 307  
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### Region Delegate Jose Aldaco

Superintendent  
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## Region 8 (5 votes)

### Region President Daric Jackson

Principal on Special Assignment  
Cupertino UESD  
10301 Vista Dr  
Cupertino, CA 95014  
(443) 845-2200  
daricv88@gmail.com

### Region President-Elect Roxane Fuentes

Superintendent  
Berryessa UESD  
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San Jose, CA 95131  
(408) 923-1815  
rfuentes@busd.net

### Region Vice-President for Legislative Action Heather Wellendorf

Director/ Special Education  
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## Region Delegate

### David Putney

Director, of the Special Projects  
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### Region Delegate Sheila Walters

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Millbrook Elementary  
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## Region 9 (4 votes)

### Region President

#### Kimberly Hendricks-Brown

Principal on Special Assignment  
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(559) 457-3390  
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### Region President-Elect Michelle Symes-Thiara

Director/Educational Svcs  
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### Region Vice-President for Legislative Action Michiko English

Principal  
Fresno USD  
Malloch Elementary  
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Fresno, CA 93711  
(559) 451-4530  
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## Region Delegate

# 2023-2024 leadership assembly members

## Region 10 (4 votes)

### Region President

#### Limary Gutierrez

Associate Superintendent  
Soledad USD  
1261 Metz Road  
Soledad, CA 93960  
(831) 678-3950  
ltgutierrez@soledad.k12.ca.us

### Region President-Elect

#### William Sachau

Director, Special Services  
San Benito COE  
San Benito County Regional Special Educa  
1011 Line St Ste 12  
Hollister, CA 95023  
bsachau@sbcoe.org

### Region Vice-President for

#### Legislative Action

#### Paulette Cobb

Dir/Special Education  
San Benito HSD  
1220 Monterey St  
Hollister, CA 95023  
(408) 772-4725  
pcobb@sbhds.k12.ca.us

### Region Delegate

#### Gregory O'Meara

Principal  
Santa Cruz City HSD  
Soquel High School  
401 Old San Jose Road  
Soquel, CA 95073  
(831) 429-4310  
gomera@sccs.net

## Region 11 (6 votes)

### Region President

#### Rodney Brumit

Principal  
Lemoore UHSD  
Lemoore High  
101 East Bush St  
Lemoore, CA 93245  
(559) 924-6600  
rbrumit@luhsd.k12.ca.us

### Region President-Elect

#### Danny Arellano

Director  
Wasco UESD  
1102 5th St  
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(661) 758-7140  
daarellano@wuesd.org

### Region Vice-President for

#### Legislative Action

#### Jason Hodgson

Superintendent  
Taft UHSD  
701 Wildcat Way  
Taft, CA 93268  
(661) 763-2300  
jhodgson@taftunion.org

### Region Delegate

#### Heather Pilgrim

Superintendent  
Oak Valley UESD  
24500 Road 68  
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(559) 688-2002  
h.pilgrim@oakvalleyschool.org

### Region Delegate

#### Lucia Van Scyoc

Superintendent  
Tulare JUHSD  
426 North Blackstone  
Tulare, CA 93274  
(559) 688-2021  
lucy.vanscyoc@tulare.k12.ca.us

### Region Delegate

#### Richard Morosa

Principal  
Wasco UESD  
Palm Avenue Middle  
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## Region 12 (7 votes)

### Region President

#### Anthony Ortiz

Asst Superintendent  
Colton JUSD  
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### Region President-Elect

#### Donald English

Program Manager, Director  
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### Region Vice-President for

#### Legislative Action

#### Stephanie Houston

Asst Superintendent  
San Bernardino COE  
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### Region Delegate

#### Rose Bomentre

Asst Supt of Educational Svcs  
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Baldy View ROP  
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### Region Delegate

#### Miki Inbody

Superintendent  
Fontana USD  
PO Box 5090  
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### Region Delegate

#### Salvador Flores

Principal  
Ontario-Montclair ESD  
Corona Elementary  
1140 North Corona Ave  
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sal.flores@omsd.net

### Region Delegate

#### Carlos Cerna

Principal  
Victor Valley UHSD  
Imogene Garner Hook Junior High  
15000 Hook Blvd  
Victorville, CA 92394  
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ccerna@vvhdsd.org

## Region 13 (5 votes)

### Region President

#### Erin Roderick

Director of Special Education  
Conejo Valley USD  
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(805) 750-7204  
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### Region President-Elect

#### Leslie Wagonseller

Executive Director Technology and Education  
Services  
Orcutt UESD  
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### Region Vice-President for

#### Legislative Action

#### Yuri Calderon

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Cold Spring Elementary  
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### Region Delegate

#### Holly Edds

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### Region Delegate

# 2023-2024 leadership assembly members

## Region 14 (4 votes)

### Region President

#### Linsey Gotanda

Deputy Superintendent  
Palos Verdes Peninsula USD  
375 Via Almar  
Palos Verdes Est, CA 90274  
(562) 602-6006  
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### Region President-Elect

#### Jenna Murata

Principal  
Torrance USD  
West High  
20401 Victor St  
Torrance, CA 90503  
(310) 533-4299  
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### Region Vice-President for Legislative Action

#### Kester Song

Supervisor Human Resources  
ABC USD  
16700 Norwalk Blvd  
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(562) 926-5500  
kester.song@abcusd.us

### Region Delegate

#### Karina Gerger

Principal  
Manhattan Beach USD  
Mira Costa High School  
325 South Peck Avenue  
Manhattan Beach, CA 90266  
(310) 318-7337  
kgerger@mbusd.org

## Region 15 (9 votes)

### Region President

#### Collin Miller

Principal  
Hacienda la Puente USD  
Del Valle Elementary  
801 North Del Valle St  
La Puente, CA 91744  
(626) 933-5001  
cmiller@hlpusd.k12.ca.us

### Region President-Elect

#### Lilia Vargas

Assistant Supt, Human Resources  
East Whittier City ESD  
14535 East Whittier Blvd  
Whittier, CA 90605  
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lvargas@ewcsd.org

### Region Vice-President for Legislative Action

#### April Leon

Principal  
Covina-Valley USD  
519 East Badillo St  
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(626) 974-4900  
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### Region Delegate

#### Ivan Ayro

Director of Adult Ed  
Charter Oak USD  
Charter Oak Adult Education  
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### Region Delegate

#### Benita Scheckel

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### Region Delegate

#### Susan Summers

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### Region Delegate

#### Natalie Taylor

Director, Intervention and EL Programs  
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### Region Delegate

#### Kevin Despard

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### Region Delegate

#### Jazmin Chavez-Diaz

Director of Secondary Education  
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## Region 16 (7 votes)

### Region President

#### Gina Barnett

Principal  
Los Angeles USD  
Purche Avenue Elementary  
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Gardena, CA 90249  
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### Region President-Elect

#### Piedad Sanchez

Principal  
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### Region Vice-President for Legislative Action

#### Leonard Choi

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### Region Delegate

#### Judy Goitia

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Newcastle Elementary  
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### Region Delegate

#### Susana Cuevas

Staff Relations Field Director  
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### Region Delegate

#### Rafael Escobar

Principal  
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### Region Delegate

#### Karima Fuentes

Teacher Induction Specialist  
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# 2023-2024 leadership assembly members

## Region 17 (5 votes)

### Region President

#### Amy Nagy

Principal  
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Woodland Elementary  
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### Region President-Elect

#### Kari Adams

Inclusive Leader Center Director  
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### Region Vice-President for Legislative Action

#### Jason Viloria

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### Region Delegate

#### Julie Hatchel

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### Region Delegate

#### Rebecca Pianta

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## Region 18 (5 votes)

### Region President

#### Joy Ceasar

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### Region President-Elect

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### Region Vice-President for

#### Legislative Action

#### Benjamin Churchill

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### Region Delegate

#### Juan Cruz

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### Region Delegate

#### Jeanette Montano

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## Region 19 (6 votes)

### Region President

#### Kirk Skorpanich

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### Region President-Elect

#### Erika Tejeda

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### Region Vice-President for Legislative Action

#### Ebon Brown

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### Region Delegate

#### Casaundra McNair

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### Region Delegate

#### Jennifer Bourgeois

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### Region Delegate

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# 2023-2024 region presidents



**R-1 (2024)**  
**Roger MacDonald**  
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**R-2 (2026)**  
**Nicole Newman**  
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**R-3 (2024)**  
**Shana Henry-Barton**  
Continuous Improvement  
Support Leader  
Elk Grove USD  
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**R-4 (2025)**  
**Lisa Eckhoff**  
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**R-5 (2024)**  
**Jason Hannon**  
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**R-6 (2024)**  
**Raul Zamora**  
Asst Superintendent/HR  
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**R-7 (2024)**  
**Deborah Rowe**  
Assistant Superintendent, HR  
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**R-8 (2024)**  
**Daric Jackson**  
Principal on Special Assignment  
Cupertino UESD  
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daricv88@gmail.com



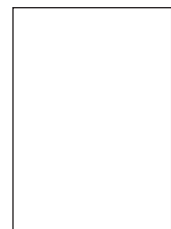
**R-09 (2024)**  
**Kimberly Hendricks-Brown**  
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2309 Tulare St  
Fresno, CA 93721  
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**R-10 (2024)**  
**Limary Gutierrez**  
Associate Superintendent  
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**R-11 (2024)**  
**Rodney Brumit**  
Principal  
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**R-12 (2024)**  
**Anthony Ortiz**  
Asst Superintendent  
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# 2023-2024 region presidents



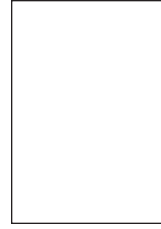
**R-13 (2024)**  
**Erin Roderick**  
Director of Special Education  
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**R-14 (2024)**  
**Linsey Gotanda**  
Deputy Superintendent  
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375 Via Almar  
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**R-15 (2024)**  
**Collin Miller**  
Principal  
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Del Valle Elementary  
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La Puente, CA 91744  
(626) 933-5001  
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**R-16 (2025)**  
**Gina Barnett**  
Principal  
Los Angeles USD  
Purche Avenue Elementary  
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(310) 323-3184  
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**R-17 (2024)**  
**Amy Nagy**  
Principal  
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Woodland Elementary  
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**R-18 (2024)**  
**Joy Ceasar**  
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**R-19 (2024)**  
**Kirk Skorpanich**  
Asst Superintendent/H R  
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# 2023-2024 region vice presidents for legislative action



**Vice President For Legislative Action**  
**Gina Potter, Ed.D. – R-18**  
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**R-3 (2025)**  
**Belinda Bridgewater**  
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Isador Cohen Elementary  
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**R-4 (2024)**  
**Debra Kubin**  
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**R-5 (2024)**  
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Sequoia UHSD  
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**R-6 (2024)**  
**Kathy LaCome**  
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**R-7 (2025)**  
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**R-8 (2025)**  
**Heather Wellendorf**  
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**R-9 (2025)**  
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**Paulette Cobb**  
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**R-11 (2024)**  
**Jason Hodgson**  
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**R-12 (2025)**  
**Stephanie Houston**  
Asst Superintendent  
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(951) 323-1445  
stephanie.houston@sbccs.net

**R-13 (2024)**  
**Yuri Calderon**  
Chief Business Officer and Legal Counsel  
Cold Spring ESD  
Cold Spring Elementary  
2243 Sycamore Canyon Rd  
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(805) 969-2678  
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**R-14 (2024)**  
**Kester Song**  
Supervisor Human Resources  
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16700 Norwalk Blvd  
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**R-15 (2024)**  
**April Leon**  
Principal  
Covina-Valley USD  
519 East Badillo St  
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(626) 974-4900  
aleon@c-vusd.org

**R-16 (2024)**  
**Leonard Choi**  
Principal  
Los Angeles USD  
Fairfax Senior High  
7850 Melrose Ave  
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**R-17 (2024)**  
**Jason Viloria**  
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**R-18 (2025)**  
**Benjamin Churchill**  
Superintendent  
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**R-19 (2025)**  
**Ebon Brown**  
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Beaumont USD  
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## **purpose:**

To coordinate the development of regional recommendations to the Board of Directors for candidate endorsements on behalf of state ACSA; To encourage and foster participation in, and understanding of, the political process by all members of ACSA; To develop and maintain local relationships with state legislators and federal representatives; To plan and organize ACSA's Annual Legislative Action Day.

Staff Liaison: Iván Carrillo

Support Staff: Suzanne Caffrey

# 2023-2024 region treasurers

## R-1

**Luke Biesecker**  
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## R-2

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## R-3

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## R-4

**Bobbi Horack**  
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## R-5

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New Traditions Elementary  
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## R-6

**Annette Heldman**  
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## R-7

**Araseli Zamora**  
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## R-8

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## R-9

**Malati Gopal**  
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## R-10

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## R-11

**Amanda Richard**  
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## R-13

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## R-14

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## R-15

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## R-16

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## R-17

**Michelle Owen-Tittsworth**  
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## R-18

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## R-19

**C. Derrick Lawson**  
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## R-19

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# 2023-2024 charter presidents

## Region 1

### 01 Humboldt/Del Norte County Charter

### 02 Lassen County Charter Morgan Nugent

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Lassen High  
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### 03 Shasta County Charter

### 04 Siskiyou County Charter

### 05 Tehama County Charter

### 06 Modoc County Charter

**Kristen Budmark**  
Asst Principal  
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### 08 Retiree Charter

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### 24 Delta Charter

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### 02 Mariposa/Madera County Charter

### 03 Fresno County Charter

### 05 Merced County Charter

### 06 Student/Associate Charter

### 07 Retirees Charter

## Region 10

### 01 Monterey Peninsula Charter Group

### 02 Santa Cruz Charter Group

### 03 Salinas Charter

### 04 San Benito County Educational Leaders

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### 10 Glendale School Admin Assn

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Asst Principal  
Glendale USD  
Herbert Hoover High  
651 Glenwood Rd  
Glendale, CA 91202  
(818) 242-6801  
mkmardirosian@gusd.net

### 11 Glendora Admin Assn

#### Tamra Fry

Safety/Risk Compliance Officer  
Glendora USD  
500 North Loraine Ave  
Glendora, CA 91741  
(626) 963-1611  
tfry@glendora.k12.ca.us

### 12 Hacienda-La Puente Admin Assn

#### Vivienne Thomas

Principal  
Hacienda la Puente USD  
Los Robles Academy  
1530 South Ridley Ave  
Hacienda Heights, CA 91745  
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### 13 Assoc. of Montebello School Admin.

#### Norma Velasco-Aceves

Admin/Special Assignment  
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Montebello, CA 90640  
(323) 887-7900  
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### 13 Retiree (Racsam)

#### Susan Brosche

909-599-7969  
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### 14 Pasadena Assn of School Admin

#### Brian Stanley

Principal  
Pasadena USD  
Rose City High (Continuation)  
351 South Hudson Ave  
Pasadena, CA 91101  
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### 15 Pomona Admin Assn

#### Luis Rodriguez

Principal  
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Park West High (Continuation)  
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Pomona, CA 91767  
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luis.rodriguez@pusd.org

### 16 Assn of Rowland Admin

#### Danielle Villa

Principal  
Rowland USD  
Telesis Academy of Science & Math  
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West Covina, CA 91792  
(626) 965-1696  
danielle.villa@rowlandschools.org

### 17 Santa Clarita School Admin Assn

#### Janette Van Gelderen

Principal  
Newhall ESD  
Meadows Elementary  
25577 North Fedala Rd  
Valencia, CA 91355  
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### 18 West Covina Admin Assn

#### Jennifer Crabtree

Coord/Educ Tech & Distance Learning  
West Covina USD  
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West Covina, CA 91790  
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### 19 West San Gabriel Valley

#### Admin. Assn.

#### Javier Ortega

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Rio Hondo Elementary  
11425 Wildflower Rd  
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(626) 575-2308  
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### 20 Whittier Area School Admin

#### Lisa El Sabbagh

Principal  
Whittier City ESD  
Orange Grove Elementary  
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(562) 789-3200  
lellsabbagh@whittiercity.net

### 22 Walnut Valley Admin Assn

#### Whitney Prenger

Principal  
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Vejar Elementary  
20222 Vejar Rd  
Walnut, CA 91789  
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wprenger@wvusd.org

### 23 Bassett Mgmt and Conf Assn

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Principal  
Bassett USD  
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La Puente, CA 91746  
(626) 931-2688  
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### 24 Retirees - Acsam

#### Susan Brosche

909-599-7969  
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# 2023-2024 charter presidents

**25 Monrovia**  
**Jayne Nickles**  
Principal  
Monrovia USD  
Bradoaks Elementary  
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jnicks@monroviashools.net

---

## Region 16

**18 LAUSD - Retired (Acsar)**  
**John White**  
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---

## Region 17

**01 Saddleback Valley Admin Assn**  
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**02 Irvine Admrs Assn**  
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**03 Anaheim ESD Charter**

**04 Anaheim Union HSD Charter**  
**Esther Cho**  
Asst Principal  
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South Junior High  
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**05 Centralia ESD Charter**  
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**06 Cypress ESD Charter**  
**Mark Holman**  
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**07 Los Alamitos Unified Charter**  
**Cara Vienna**  
Asst Principal  
Los Alamitos USD  
Los Alamitos High  
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**08 Magnolia ESD Charter**  
**Roger Nguyen**  
Principal  
Magnolia ESD  
Juliette Low School of the Arts  
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**09 Savanna ESD Charter**  
**Erin Helenihi**  
Director, 21st Century Teaching & Learning  
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**10 Capistrano Unified Charter**  
**Andrew Klinkenberg**  
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**11 Newport-Mesa Admrs Assn**

**12 Lowell Joint ESD Charter**  
**Jim Coombs**  
Superintendent  
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**13 Brea-Olinda Unified Charter**  
**Joshua Porter**  
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**14 Buena Park ESD Charter**  
**LaRonda Ortega**  
Principal  
Buena Park ESD  
Arthur F. Corey Elementary  
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Buena Park, CA 90620  
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**15 Fullerton ESD Charter**

**16 Fullerton Union HSD Charter**  
**Sylvia Martinez Kaufman**  
Asst Superintendent  
Fullerton JUHSD  
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**17 La Habra City Elementary**  
**Alma Noche**  
Principal  
La Habra City ESD  
Walnut Elementary  
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**19 Fountain Valley ESD Charter**  
**Christopher Mullin**  
Principal  
Fountain Valley ESD  
Newland (William T.) Elementary  
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**20 Huntington Beach City ESD Charter**  
**Christa Glembocki**  
Principal  
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**21 Huntington Beach UHSD Charter**  
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**22 Ocean View ESD Charter**  
**Jessica Haag**  
Principal  
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**24 Westminster ESD Charter**  
**Michelle Scheiber**  
Director of Curriculum and Instruction  
Westminster ESD  
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**25 Orange Unified Charter**  
**Kristine Nelson**  
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**26 Placentia Admrs Assn**

## 27 Santa Ana Admrs Assn

### Lisa Gonzales-Solomo

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## 28 Tustin Admrs Assn

### William Neddersen

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## 29 Laguna Beach Admrs Assn

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## 30 Garden Grove Unified Charter

### Emma Druitt

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## 31 Orange Co Dept of Educ Admrs Assn

### Holly Steele

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Orange County Department of Education  
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## 32 North Orange Co. ROP Program

### Casey Riggs

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## Region 18

### 01 Southwest Charter Group

#### Karon Schnitzer

Associate Principal  
Chula Vista ESD  
Heritage Elementary  
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### 03 East County Leadership Charter

#### Patrick Keeley

Superintendent  
Mountain Empire USD  
3291 Buckman Springs Rd  
Pine Valley, CA 91962  
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### 04 San Diego City Charter Group

#### Jolie Pickett

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### 05 Imperial County Charter Group

#### Richard Cordero

Superintendent  
Westmorland UESD  
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### 06 Palomar Charter

#### Luis Rankins-Ibarra

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### 07 Association of Poway School Manager

#### Colin Young

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coyoung@powayusd.com

### 08 S D Cnty Dept of Ed Charter Group

### 09 Greater San Dieguito Charter

#### Benjamin Churchill

Superintendent  
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### 11 Region 18 Retired Admin. Charter

#### Gayle Olson

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## 17 North County School

### Managers Charter

#### Joan Faus

Coordinator of Student Support Services  
Vista USD  
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## Region 19

### 01 Corona-Norco Management Assoc.

#### Shelly Yarbrough

Director, Educational Services  
Corona-Norco USD  
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### 02 Desert Assoc of Calif Schl

#### Admin (DACSA)

### 03 Riverside Association of School

#### Managers

#### Clarissa Brown

Principal  
Riverside USD  
Harrison Elementary  
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### 04 Western Riverside County

#### Assoc of Schl Mgrs

#### Michelle Wise

Assistant Superintendent  
Romoland ESD  
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### 05 Moreno Valley Management

#### Personnel

#### Joseph Ochoa

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### 06 Southwest Administrators Association

#### Gabriela DiGiovanni

Principal  
Murrieta Valley USD  
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Murrieta, CA 92562  
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### 07 Coachella Valley Leadership

#### Association

#### Robert Nichols

Director of Special Education  
Coachella Valley USD  
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Thermal, CA 92274  
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# 2023-2024 charter presidents

## **08 Retired Educational Managers**

### **Jacqueline Hall**

951-202-0515  
jackihall@roadrunner.com

## **09 Palm Springs Leadership Assoc**

### **J Shane Hagar**

Principal  
Palm Springs USD  
Rancho Mirage Elementary  
42-985 Indian Trail Rd  
Rancho Mirage, CA 92270  
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## **10 Student/Associate Charter**

### **Veronica Silva**

Teacher  
Palm Springs USD  
Palm Springs High  
2401 East Baristo Rd  
Palm Springs, CA 92262  
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vsilva@psusd.us

## **21 No. West San Gabriel Valley Admin**

### **Assn**

### **Christopher Guyer**

Director, LCAP & Community Engagement  
Riverside USD  
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cguyer@riversideunified.org

# past acsa presidents



**Ferd. J. Kiesel**  
July 1970-June 1971



**Donald R. McKinley**  
July 1971-June 1972



**Wilson Grace**  
July 1972-June 1973



**M. Ted Dixon**  
July 1973-June 1974



**Ron E. Johnson**  
July 1974-June 1975



**Robert Coney**  
July 1975-June 1976



**William K. Noble**  
July 1976-June 1977



**Bert C. Corona**  
July 1977-June 1978



**S. Lee Hawkins**  
July 1978-June 1979



**Ron Stewart**  
July 1979-June 1980



**Richard T. Cooper**  
July 1980-June 1981



**Ernest D. Moretti**  
July 1981-June 1982



**Robert D. Mohr**  
July 1982-June 1983



**Emma B. Hulett**  
July 1983-June 1984



**Gary Olson**  
July 1984-June 1985



**John W. Duncan**  
July 1985-June 1986



**Jim Fillbrandt**  
July 1986-June 1987



**Jack Weinstein**  
July 1987-June 1988



**Ray E. Tolcacher**  
July 1988-June 1989



**Carol O. Knipe**  
July 1989-June 1990



**David E. Brown**  
July 1990-June 1991



**Charles Binderup**  
July 1991-June 1992



**Louis J. Goins**  
July 1992-June 1993



**Lawrence Kemper**  
July 1993-June 1994



**Barry Reed**  
July 1994-June 1995



**Tim Cuneo**  
July 1995-June 1996



**Cheryl Ernst**  
July 1996-June 1997



**Jennifer Looney**  
July 1997-June 1998



**Sidney E. Morrison**  
July 1998-June 1999



**Sandy Clifton**  
July 1999-June 2000



**Lillie Campbell**  
July 2000-June 2001



**Don Iglesias**  
July 2001-June 2002



**Larry Aceves**  
July 2002-June 2003



**Sonny Da Marto**  
July 2003-June 2004



**Sandra Carsten**  
July 2004-June 2005



# past acsa presidents



**Henry Bietz**  
July 2005-June 2006



**Toni Hyland, Ph.D.**  
July 2006-June 2007



**Bob Lee**  
July 2007-June 2008



**Frank Gomez**  
July 2008-June 2009



**Chuck Weis, Ph.D.**  
July 2009-June 2010



**Bob Noyes**  
July 2010-June 2011



**Alice Petrossian**  
July 2011-June 2012



**David Gomez**  
July 2012-June 2013



**Marc Ecker**  
July 2013-June 2014



**Randall V. Delling,  
Ed.D.**  
July 2014-June 2015



**Tom Armelino**  
July 2015-June 2016



**Ralph Gómez Porras**  
July 2016-June 2017



**Lisa Gonzales, Ed.D.**  
July 2017-June 2018



**Holly Edds, Ed.D.**  
July 2018-June 2019



**Linda Kaminski, Ed.D.**  
July 2019-June 2020



**Ron Williams, Ed.D.**  
July 2020-June 2021



**Charlie Hoffman**  
July 2021-June 2022



**Erin M. Simon, Ed.D.**  
July 2022-June 2023

## Committees

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*\*Denotes committee listing for which nominations are made by region presidents. A few committees do not have region representation but have a different criteria for selection and appointment. If you are interested in appointment to one of those, write directly to the state ACSA president.*

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*Council members are elected or appointed by region presidents – one council member per region.*

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## How to become your region's representative on an ACSA committee or council

ACSA has more than 450 members working on committees and councils. Committee/council activities are critical to the impact ACSA has on education in California and the nation. If you are interested in being your region's representative on a state committee/council, previous participation on a region committee/council is advantageous. The procedure is:

**Contact your region president to determine whether the position you are seeking is an elected or appointed position. Provide the region president with:**

- Your name, position and work address
- The name of the committee/council on which you would like to serve; and
- Past ACSA involvement

**If it is an elected position your region president will provide you with the process.**

**Nominations made by the region president are forwarded to the ACSA state president.**

- Region presidents are requested to submit two names for consideration for each vacancy.

**Appointment is made by the state president:**

- Nominations for the appointment must be presented to the state president by March 1 of each year. Ratification for appointments and elections are by the state Board of Directors.





**ACSA CHAIR**  
**R-13 (2024)**  
**Clara Finneran**  
Superintendent  
Lompoc USD  
PO Box 8000  
Lompoc, CA 93438  
(805) 742-3320  
finneran.clara@lUSD.org



**CAPEA CHAIR (2026)**  
**Susan Belenardo**  
sbelenardo@pacbell.net

## acsa representatives

### R-04 (2024)

**Dr. Rani Goyal**  
Principal  
Cloverdale USD  
Cloverdale High  
509 North Cloverdale Blvd  
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(707) 894-1902  
goyalr@cusd.org

### R-11 (2026)

**Yolanda Valdez**  
Superintendent  
Cutler-Orosi JUSD  
12623 Avenue 416  
Orosi, CA 93647  
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### R-12 (2024)

**Sandra Rodriguez**  
Asst Superintendent, Stdnt Svcs  
San Bernardino City USD  
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San Bernardino, CA 92410  
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## capea representatives

### R-07 (2024)

**Isaias Rumayor**  
Director III, Student Support Services  
Modesto City HSD  
426 Locust St  
Modesto, CA 95351  
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rumayor.i@monet.k12.ca.us

### R-12 (2026)

**Becky Sumbera**  
Assistant Professor  
Calif State University System  
California State University, San Bernard  
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San Bernardino, CA 92407  
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### R-16 (2026)

**Jack Bagwell**  
PO Box 8631  
Calabasas, CA 91372  
818-746-0443  
jack.bagwell@csun.edu

### R-17 (2024)

**William Loose**  
Rosemead, CA 91770  
(626) 475-5566  
guitarman861@yahoo.com

## purpose

The following purposes of the ACSA/CAPEA Committee will advance the interests, needs and well-being of California students so that our schools will once again be the best in the nation and the envy of education worldwide. To identify and study issues in the areas of higher education, administrator preparation and licensing, professional development providers, and legislation for the purpose of building collaboration and informing policy. To work collaboratively to identify issues and concerns of higher education and K-12 public education, professional preparation and development, and partnerships among school districts, institutions of higher education, and professional development providers. To influence and contribute to the education research agenda. To identify issues and make recommendations regarding increasing diversity and membership in the ranks of education administrators and professors of educational administration. ACSA members will be practicing administrators, appointed by ACSA's president. CAPEA members will be professors of education, appointed by CAPEA.

*Board Liaison: Leisa Winston*

*Staff Liaison/Subject Matter Expert:  
Tamerin Tooker*

*Support Staff: Audrey Harmon*

## R-1 (2025)

**Heath Bunton**  
Asst Principal  
Shasta UHSD  
Shasta High  
2500 Eureka Way  
Redding, CA 96001  
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hbunton@suhsd.net

## R-2 (2024)

**Michelle Mahoney**  
Asst Principal  
Roseville JUHSD  
Oakmont High  
1710 Cirby Way  
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mmahoney@rjuhsd.us

## R-3 (2025)

**Jessica Rodgers**  
Assistant Principal  
Washington USD  
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## R-4 (2025)

**Cheryl Lawton**  
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cheryl\_lawton@nvusd.org

## R-5

## R-6

## R-7 (2026)

**Aviette Brooks**  
Vice Principal  
Manteca USD  
East Union High  
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## R-8 (2025)

**Jennifer Anderson-Chaffee**  
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Evergreen ESD  
Chaboya Middle  
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## R-9 (2026)

**Barbara Woodard**  
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## R-10

## R-11

## R-12 (2026)

**Chantell Butler**  
Coordinator  
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## R-13 (2025)

**Garrett Lepisto**  
Asst Principal  
Las Virgenes USD  
Agoura High  
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## R-14 (2025)

**Mark Schiavo**  
Assistant Principal  
Downey USD  
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## R-15 (2026)

**Ryan Price**  
Asst Principal  
Covina-Valley USD  
Las Palmas Middle  
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## R-16 (2026)

**David Kim**  
Teacher Advisor  
Los Angeles USD  
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## R-17 (2025)

**Esther Cho**  
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South Junior High  
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## R-18 (2024)

**Julie Steitz**  
Assistant Principal  
Carlsbad USD  
Carlsbad High  
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## R-19 (2024)

**Shane Sands**  
Assistant Principal  
Murrieta Valley USD  
Vista Murrieta High  
28251 Clinton Keith Rd  
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ssands@murrieta.k12.ca.us



## CHAIR (2024)

**Julio Omier**  
Assistant Principal  
Palm Springs USD  
Rancho Mirage High School  
31001 Rattler Road  
Rancho Mirage, CA 92270  
(760) 202-6455  
jomier@psusd.us

## purpose:

An educational leader is someone who:

- Puts students first and advocates on their behalf
- Sees the potential in all individuals through the lens of equity and access and a belief in the power of diversity
- Draws upon the passion and talent of others to develop a shared vision for education
- Builds strong consensus and a commitment to action
- Is principled and authentic
- Is bold and influential
- Is driven to turn possibilities into reality
- Inspires others by nourishing the mind and the heart
- Understands that it is a primary responsibility of leadership to cultivate and promote other leaders

*Board Liaison: Laura Butler*

*Staff Liaison: Tamerin Tooker*

*Support Staff: Audrey Harmon*

# equity committee



## CHAIR

### R-14 (2026)

#### Patricia Brent-Sanco

Dir of Equity, Access & Inst Svcs  
Lynwood USD  
11321 Bullis Rd  
Lynwood CA, 90262  
(310) 886-1600  
pbrentsanco@mylUSD.org

## purpose:

To build the capacity in equity leadership and cultural proficiency of all educators within the organization and throughout the state of California to effectively eliminate all equity gaps.

In order to accomplish this purpose we will:

- Identify and research issues related to equity and diversity
- Develop strong recruitment and retention policies and practices to grow membership
- Recommend policies, practices, and resources which lead to quality instructional/educational programs and services
- Assist in the development of programs, resources, and materials to help leaders effectively respond to equity issues
- Establish partnerships and communication links
- Assist the board in implementing aspects of the association strategic plan

Board Liaison: Tracy Thompson

Staff Liaison: Tracie Noriega

Support Staff: Crystal Flores

Subject Matter Expert: Diana Vu:

### R-1 (2024)

#### Leopoldo Perez

Associate Superintendent  
Shasta UHSD  
2200 Eureka Way Ste B  
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lperez@suhsd.net

### R-2 (2025)

#### Lauren Link

Dir/ Student Services  
Wheatland UHSD  
Wheatland Union High  
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### R-3 (2024)

#### Iyanna Pease

Director, SEL & Equity  
Folsom-Cordova USD  
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916-248-0753  
ipease@fcusd.org

### R-4 (2025)

#### Rosalind Hines

Principal  
Vallejo City USD  
Hogan Middle  
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rhines@vcusd.org

### R-5 (2025)

#### Niambi Clay

Exec Dir Equity, Social Justice  
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### R-6 (2024)

#### Donna Glaser

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San Ramon Valley USD  
Country Club Elementary  
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### R-7 (2024)

#### Carina Anguiano

Elementary Vice Principal  
Manteca USD  
Stella Brockman Elementary  
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canguiano@mUSD.net

### R-8 (2025)

#### Trudy Gross

Associate Superintendent, Student and  
Special Services  
Fremont UHSD  
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### R-9 (2024)

#### Kimberly Lewis

Vice Principal  
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### R-10 (2025)

#### Delia Gomez

Sr Director/Elem Ed  
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### R-11 (2025)

#### Candi Huizar

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### R-12 (2026)

#### Cherina Betters

Chief of Equity & Access  
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### R-13 (2026)

#### Dwight Rogers

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Inclusion  
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### R-14 (2025)

#### Carol Castro

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### R-15 (2026)

#### Maria Thompson

Director, Student Services, Equity,  
Innovation  
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### R-16 (2025)

#### Simone Charles

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### R-17 (2025)

#### Rebecca Pianta

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Readiness  
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### R-18 (2026)

#### Rebecca Bravo

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### R-19 (2026)

#### Zhanna Preston

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## CAAPLE Liaison

## CALSA Liaison

### R-15

#### Terry Walker

Asst Superintendent/ Human Resources  
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## LGBT Liaison

## Urban Education Committee Liaison

# leadership development committee

## R-1 (2025)

### Mike Vincelli

Dir/Information Technology  
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## R-2 (2025)

### Mary Sakuma

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## R-3 (2026)

### Daniel Hernandez

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Ethel Phillips Elementary  
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## R-4 (2024)

### Timothy Gill

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## R-5

## R-6 (2026)

### Frank Wells

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## R-7 (2026)

### Mark Campbell

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## R-8 (2025)

### Joann Vaars

Director Ed Services for Foster &  
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## R-9 (2025)

### M Lynn Rocha-Salazar

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## R-10 (2024)

### Mike Heffner

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## R-11 (2025)

### Paz Marroquin

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## R-12 (2026)

### Dana Carter

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## R-13 (2026)

### Anne Roundy-Harter

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## R-14 (2024)

### Bonnie Carter

Assistant Superintendent  
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## R-15 (2024)

## R-16 (2026)

### Jose Rodriguez

Administrative Coordinator  
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jmr7481@lausd.net

## R-17 (2024)

### Julianne Hoefler

Asst Superintendent/Ed Svcs  
Ocean View SD  
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## R-18 (2026)

### Joan Faus

Coordinator of Student Support Services  
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## R-19 (2024)

### Michael McCormick

Superintendent  
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mmccormick@valverde.edu



## CHAIR

### R-15 (2026)

### Maria Thompson

Director, Student Services, Equity,  
Innovation  
Charter Oak USD  
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mthompson@cousd.net



## CO-CHAIR

### R-6 (2024)

### Daryl Camp

Superintendent  
San Lorenzo USD  
15510 Usher St  
San Lorenzo, CA 94580  
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dcamp@slzusd.org

## purpose:

Working with the board, define association leadership needs, set criteria and requirements, and then build programs, training and orientation strategies, mentoring/coaching opportunities, and other tasks that effectively develop leadership at the region, council/committee and board levels.

Board Liaison: Donya Ball

Board Liaison: Katherine Castleberry

Staff Liaison: Margarita Cuizon-Armelino

Subject Matter Expert: Edgar Zazueta

Support Staff: Kristy Tinsley

# legislative policy committee



## CO-CHAIR

**R-8 (2023)**

**Cheryl Jordan**

Superintendent  
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**R-1**

**R-2 (2025)**

**Christina Jolly**

Director/ Principal  
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**R-3 (2025)**

**Amy Strawn**

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Folsom-Cordova USD  
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**R-4 (2025)**

**Troy Knox**

Principal  
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**R-5 (2026)**

**Mary Yung**

Executive Director/SELPA  
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myung@smcoe.org

**R-6 (2025)**

**Raul Zamora**

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**R-7 (2026)**

**Jeremy Brooks**

Vice Principal  
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Mossdale Elementary  
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**R-8 (2026)**

**Anisha Munshi**

Superintendent  
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**R-9 (2024)**

**Teresa Plascencia-Ojed**

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**R-10 (2026)**

**Krystal Lomanto**

County Superintendent  
San Benito COE  
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**R-11 (2026)**

**Regina Green**

Director of Student Support Svcs  
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**R-12 (2026)**

**Christine Gianunzio**

Program Manager, LCAP  
San Bernardino COE  
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**R-13 (2026)**

**Stephen Lepire**

Principal  
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Newbury Park High  
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stepire@conejousd.org

**R-14 (2026)**

**Justine Lang**

Director, Accountability and Intervention  
Torrance USD  
2335 Plaza Del Amo  
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**R-15 (2023)**

**R-16 (2026)**

**Cynthia Gonzalez**

Principal  
Los Angeles USD  
Communication and Technology  
at Diego Ri  
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Los Angeles, CA 90001  
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cxg0844@lausd.net

**R-17 (2025)**

**Jason Ross**

Asst Principal  
Huntington Beach UHSD  
Huntington Beach Adult  
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(714) 842-4227  
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**R-18 (2025)**

**Jon LeDoux**

Superintendent  
El Centro ESD  
1256 Broadway  
El Centro, CA 92243  
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**R-19 (2023)**

**Adult Education Council**

**Esteban Curiel**

Principal  
Huntington Beach UHSD  
Huntington Beach Adult  
17231 Gothard St  
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scuriel@hbas.edu

## **purpose:**

To identify and study areas of needed legislation affecting ACSA members and public education. To solicit sponsorship requests from ACSA members, and to sponsor bills that improve conditions in California schools. To study proposed legislation and, based upon ACSA's Legislative Platform and additional input from the Board of Directors, establish ACSA's position on state and federal legislation. To assist in the establishment of the ACSA Legislative Platform.

*Board Liaison: Jim Cloney*

*Staff Liaison: Iván Carrillo*

*Subject Matter Expert: ACSA GR Advocacy Team*

*Support Staff: Kristy Tchamourian*

## Business Services Council

**Yuri Calderon**  
Chief Business Officer and Legal Counsel  
Cold Spring ESD  
Cold Spring Elementary  
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(805) 969-2678  
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## CAAASA Liaison

**Antoine Hawkins**  
Superintendent  
Evergreen ESD  
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## CAAPLE Liaison

**Eveline Huh**  
Director, Child Dev & Spec Programs  
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## CALSA Liaison

**Juan Santos**  
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Perris High  
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## Career Technical Educational Council

## CASC Liaison

**Travis Hodges**  
travis.hodges@casc.net

## CASC Liaison

**Sue Oh**  
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## Classified Educational Leaders Council

**Victoria Webber**  
Exec Assistant to Superintendent/Board  
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## Curriculum Instruction & Accountability Council

## Early Education Council

## Morgan Best

Early Education Director  
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## Educational Options Council

**Stephen Pietrolungo**  
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## Elementary Education Council

**David Thornley**  
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## Equity Committee

**Leopoldo Perez**  
Associate Superintendent  
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## Human Resources Council R-6 (2024)

**Melanie Jones**  
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## Middle Grades Council

**Erick Rouanzoin**  
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Fruitvale Junior High  
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## Retirement Committee

**Samuel Neustadt**  
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## Secondary Education Council

**Erika Tejada**  
Principal  
Perris UHSD  
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## Small School District Committee

**Eric Bonnicksen**  
Superintendent  
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## Student Services and Special Ed Council

**Charity Plaxton-Hennings**  
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Desert Sands USD  
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## Superintendency Council

**Julie Mitchell**  
Superintendent  
Rowland USD  
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## Urban Education Committee

## VPLA Liaison



# member services committee



## CHAIR

### R-12 (2026)

#### Clarissa McNally

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Cobalt Institute of Math and Science  
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### R-1 (2025)

#### Allan Carver

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### R-2 (2024)

#### Michelle Farrer

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Children's Community Charter  
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### R-3 (2026)

#### Tara Jones

Campus Principal  
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### R-4 (2024)

#### Jason Lea

Superintendent  
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### R-5 (2025)

#### Victor Tam

Coordinator  
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### R-6 (2026)

#### Robert Yurkovich

Superintendent  
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### R-7 (2026)

#### Jennifer Backman

Asst Superintendent of Stndt Svcs  
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### R-8 (2026)

#### David Putney

Director, of the Special Projects  
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### R-9

### R-10 (2026)

#### Colleen Myers

Director of Educational Services  
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### R-11 (2024)

#### Jamie Rogers

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Sierra Pacific High  
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### R-12 (2025)

#### Karen Aristizabal

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Ray Wiltsey Middle  
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### R-13 (2024)

#### Clara Finneran

Superintendent  
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### R-14 (2025)

#### Christine Balbuena

Principal  
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Juarez (Benito) Elementary  
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Cerritos, CA 90703  
(562) 229-7870  
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### R-15 (2025)

#### Kevin Despard

Director of Human Resources  
Rowland USD  
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### R-16 (2026)

#### Karima Fuentes

Teacher Induction Specialist  
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### R-17 (2024)

#### David Appling Jr

Asst Superintendent/HR  
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### R-18 (2026)

#### Jeanette Montano

Sr Dir/Curriculum & Instr  
Imperial COE  
1398 Sperber Rd  
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### R-19 (2026)

#### Casaundra McNair

Director of Diversity, Equity, and Inclusion  
Perris UHSD  
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Perris, CA 92570  
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### CEL Liaison

#### Steven Johnson

Interim Area Fac Svcs Dir  
Los Angeles USD  
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## purpose:

To recruit, retain and recognize members. To identify trends and issues with membership categories that may require changes or adjustments. To support and help grow ACSA's Partner4Purpose program in order to further meet the needs of members. To monitor and ensure that region and charter bylaws align with state ACSA bylaws and that region and charters are in compliance with these regulations.

Board Liaison: Peter Towne

Staff Liaison: Joanne Godfrey

Subject Matter Expert:

Margarita Cuizon-Armelino



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**R-3**

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**R-9**

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**OTAN Liaison**

**PERS Liaison**  
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**STRS Liaison**  
**Diane Stanton**  
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**CHAIR**  
**R-3 (2025)**  
**Shelton Yip**  
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## **purpose:**

Representing the interest of ALL educators... current and future.

To provide leadership, direction, clarification, and understanding of the California State Teachers' and California Public Employees' Retirement Systems to all ACSA members. To actively work with other members of the retirement coalition and charter, to protect and enhance the benefits of the California State Teachers' Retirement System and the California Public Employees' Retirement System. To investigate and to promote legislation that positively impacts or affects members of both systems. To encourage the continued participation, involvement, and service of retired ACSA members in the cause of protecting and advocating for retired member pensions and encouraging them to be an active part of the solution. To strengthen a network of communication among ACSA retirees.

*Board Liaison: Blanca Cavazos*

*Staff Liaison: Alice Petrossian*

*Subject Matter Expert: Dorothy Johnson*

*Support Staff: Stephanie Bernardo*

# small school districts committee



## CHAIR

### R-13 (2024) Amy Alzina

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Cold Spring Elementary  
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### R-1 (2024)

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### R-2 (2025)

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### R-3 (2026)

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### R-6 (2025)

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### R-11 (2025)

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### R-12 (2024)

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### R-15 (2026)

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### R-18 (2025)

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### R-19 (2025)

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## CSBA Liaison

## Small School Districts Liaison

## purpose:

To advocate small school district issues within ACSA. To provide the Legislative Policy Committee information on legislation that would affect small school districts in conformance with ACSA's legislative platform positions. To provide training and information to support small school district administrators. To facilitate networking between CSBA's Small School District Council and the Small School Districts Association Executive Committee. An opportunity for Small School District Superintendents to network and provide collegial support.

*Board Liaison: Shawn Tennenbaum*

*Staff Liaison: Richard Malfatti, Ed.D.*

*Subject Matter Expert: Megan Baier*

*Support Staff: Josh Peterson*

## Antelope Valley UHSD

## Bakersfield City ESD

**R-11 (2024)**

**Laura Orozco**

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## Downey USD

## Fairfield-Suisun USD

**R-4 (2026)**

**Sheila McCabe**

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## Jurupa USD

## Kern HSD

**R-11 (2024)**

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## Lake Elsinore USD

## Los Angeles USD

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## Moreno Valley USD

## Newport Mesa USD

## Ontario-Montclair SD

**R-12 (2024)**

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## Orange USD

## Poway USD

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## Redlands USD

**R-12 (2024)**

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## Rialto USD

**R-12 (2026)**

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## Riverside USD

## San Bernardino City USD

## Tustin USD

## Twin Rivers USD

**R-3 (2024)**

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## Vista USD

## William S. Hart UHSD

**R-15 (2024)**

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## CHAIR

**R-17 (2026)**

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## **purpose:**

To identify and study issues relating to urban education. To emphasize the need to improve educational opportunity for children in urban school districts. To identify and articulate the unique concerns of administrators in urban school districts. To recommend solutions and/or courses of action to deal with problems and needs of urban schools. To identify and study issues and make recommendations on practices, policies, and positions to ACSA's leadership and staff and to state agencies/legislators related to urban education.

*Board Liaison: Leisa Winston*

*Staff Liaison: Naj Alikhan*

*Subject Matter Expert: TBD*

*Support Staff: Tracy Olmedo*

# adult education council



## COUNCIL PRESIDENT

### R-19 (2026)

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## Council Past President

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### R-2 (2024)

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### R-4 (2025)

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### R-5

### R-6 (2026)

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### R-10 (2025)

#### Nancy Bilicich

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#### Tamara Olson

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### R-13 (2026)

#### Mark Sheinberg

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### R-14 (2025)

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#### Sonya Ramirez

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### R-17 (2025)

#### Jose Lara

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### R-18 (2024)

#### Stacey Adame

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### R-19 (2025)

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### At-Large Representative

#### Esteban Curiel

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### CAEAA Liaison

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### CALPRO Liaison

#### Mariann Fedele-McLeod

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### CASAS Liaison

#### Jay Wright

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### CCAE Liaison

### CDE Liaison

#### Carolyn Ann Zachry

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### OTAN Liaison

## purpose:

The Adult Education Council (AEC) of ACSA analyzes, advocates, and advances the interests of adult learners and school administrators related to policy, funding, and legislation to provide and promote equitable and relevant partnerships, practices, and collaboration.

*Board Liaison: Lisette Estrella-Henderson*

*Staff Liaison &*

*Subject Matter Expert: Serette Kaminski*

*Support Staff: Phillip Miranda*

## R-1 (2024)

**Leslie Corder**  
CBO  
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## R-2 (2024)

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## R-3 (2025)

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## R-4 (2025)

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## R-5

## R-6 (2026)

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## R-8 (2026)

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## R-9 (2026)

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## R-10 (2026)

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## R-11 (2024)

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## R-14 (2024)

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## R-18 (2025)

**Lisa Davis**  
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## R-19 (2025)

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## COUNCIL PRESIDENT

### R-17 (2025)

**Ruben Hernandez**  
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## purpose:

- To identify, study and address issues related to business services and school funding.
- To recommend associated state budget positions and serve as a quick response team on state budget issues that impact public education.
- To enhance and promote business services' role within the education community.
- To build skills of business officials through workshops and conferences.
- To enhance communications with other ACSA committees, affiliated organizations, and state agencies in support of ACSA's overarching priorities.

*Board Liaison: Julie Vitale*

*Staff Liaison: Megan Baier*

*Subject Matter Expert: Megan Baier*

*Support Staff: Kristy Tchamourian*

# career technical education council



## COUNCIL PRESIDENT

### R-11 (2025)

#### Lisa Rodriguez

Director of Student Services  
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### R-1 (2024)

#### Jason Armstrong

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Corning High  
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### R-2 (2025)

#### Jennifer Horton

College & Career Coord  
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### R-3 (2026)

#### Ashley Madden

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### R-4 (2025)

#### Kelley Birch

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### R-5 (2026)

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### R-6 (2025)

#### Julie Duncan

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### R-7 (2026)

#### Kevin Fox

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### R-8 (2025)

#### Joell Hanson

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### R-9 (2024)

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### R-10 (2025)

#### Claire Grissom

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### R-11 (2025)

#### Bobby Peters

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### R-12 (2025)

#### Raul Pedraza

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### R-13 (2024)

#### Joseph Bova

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### R-14 (2025)

#### Crechena Wise

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### R-15 (2024)

#### Julie Harrison

Director Curriculum  
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### R-16

### R-17 (2025)

#### Casey Riggs

Coordinator; Curriculum & Assessment  
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North Orange County ROP  
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### R-18 (2024)

### R-19 (2026)

#### Ebon Brown

Assistant Superintendent of Instruction  
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### CAROC Liaison

### CAWEE Liaison

### CCCC Liaison

### CDE Liaison

#### Colby Franklin

Education Administrator  
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## purpose:

The purpose of the ACSA Career Technical Education Council is to support administration and ensure relevant high quality CTE programs that prepare PreK-adult students for successful transition to careers and post-secondary education through: core integrated curriculum, legislation, advocacy, professional development, communication and collaboration.

Board Liaison: Efrain Guizar

Staff Liaison: Naj Ali Khan

Subject Matter Expert: Serette Kaminski

Support Staff: Tracy Olmedo

Support Staff: Arnaldo Rivera



# classified educational leaders council

## R-1 (2026)

**Melinda McClennen**  
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## R-2

## R-3 (2026)

**Tiffany Smith-Simmons**  
Director II  
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## R-4 (2024)

**Francesca Whitcomb**  
Director of Human Resources  
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## R-5 (2026)

**Amy Ruffo**  
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## R-6 (2026)

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## R-7 (2025)

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## R-8 (2025)

**Priscila Caballero**  
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## R-9 (2026)

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## R-10

## R-11 (2026)

**Renee Creech**  
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## R-12 (2025)

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## R-13 (2025)

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## R-14 (2024)

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## R-15 (2026)

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## R-16 (2025)

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## R-17 (2024)

**Victoria Webber**  
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## R-18 (2026)

## R-19 (2024)

**Jessica Koahou**  
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## COUNCIL PRESIDENT

### R-18 (2026)

**Antonio Romayor**  
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## Council Past President

### R-8 (2026)

**Sylvia Alvarez**  
Coord/Human Resources  
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## purpose:

To build and maintain a vibrant network of classified educational leaders who share a commitment to excellence in the service and support of all California students and are valued members of their leadership team. To develop and enhance professional growth opportunities for classified educational leaders, promote the benefits of ACSA membership, encourage participation and involvement in all levels of ACSA.

*Board Liaison: Terrence Davis*

*Staff Liaison: Janaye Field*

*Subject Matter Expert: Janaye Field and Elaine Cervantez*

*Support Staff: Elaine Cervantez*

# curriculum, instruction & accountability council



## COUNCIL PRESIDENT

### R-09 (2026)

#### Ana Boyenga

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## Council President-Elect

## Council Past President

### R-10 (2026)

#### Beverly Eidmann

Dir/Curric, Instr & Acct  
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## purpose:

To identify and study issues and make recommendations on practices, policies, and positions to ACSA's leadership and staff and to state agencies relating to curriculum, instruction, assessment, and accountability. To identify and disseminate best practices for administrators who work in the areas of curriculum, instruction, and accountability, to ensure student-centered instruction and services, which prepare all students to compete in an international society. To plan, develop, and coordinate professional learning programs, electronic media, and publications related to council business. To maintain liaison with the Western Association of Schools and Colleges (WASC), including nominating WASC commissioners. To review all non-ACSA requests to conduct research using ACSA records. To maintain liaison with state agencies and other organizations which impact curriculum, instruction, accountability, interventions, assessment, and evaluation. To assist in ACSA membership recruitment.

Board Liaison: Julie Olesniewicz

Staff Liaison: Tracie Noriega

Subject Matter Expert: Diana Vu

Support Staff: Crystal Flores

### R-1 (2024)

#### Rebecca Lewis

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### R-2 (2026)

#### Celeste Boggs

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### R-3 (2026)

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### R-5

### R-6 (2026)

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### R-8 (2026)

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### R-9 (2024)

### R-11 (2026)

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#### Eric Dahlstrom

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### R-13 (2025)

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### R-14 (2024)

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### R-15 (2025)

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### R-16 (2025)

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### R-17 (2026)

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## Member at Large, Executive Committee

## Assessment Liaison

## CASCD Liaison

#### Kathleen McCreery

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## CDE Liaison

## R-1

## R-2 (2025)

### Morgan Best

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## R-3 (2025)

### Doris Reese

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## R-4 (2025)

### June Regis

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## R-5 (2024)

### Nancy Bui

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## R-7 (2024)

### Heidi Nunes

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## R-8 (2025)

### Jessica Tejada

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## R-9

## R-10 (2024)

### Barbara Martinez

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## R-11 (2024)

### Rosanne Lampariello

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## R-12 (2025)

### Darcy Whitney

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## R-13 (2025)

### Valerie Louthian

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## R-14 (2024)

### Laurel Parker

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## R-15 (2025)

### Kelly Fountain

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Early Childhood Education  
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## R-16 (2024)

### Dean Tagawa

Exec Director, Early Childhood Education  
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## R-17 (2024)

### Andrew Klينenberg

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## R-18 (2025)

### Claudia Montano

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## R-19 (2026)

### Carmen Hopkins

Director Pupil Services  
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## COUNCIL PRESIDENT

### R-17 (2024)

### Tandy Taylor

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Educational Services  
Cypress ESD  
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## Council President-Elect

## purpose:

The Early Education Council is committed to improving the learning outcomes in the lives of young children (birth to 5 years old) to transition to Kindergarten with essential skills as they continue their successful educational trajectory. The Council is committed to and takes on the responsibility of serving the diverse cultural and linguistic needs of students and their families. The Council will focus on crucial standards such as developmental milestones; social and emotional learning; cognitive and physical skills; high quality professional development for early education administrators; and parental and community engagement.

*Board Liaison: Jason Provence*

*Staff Liaison &*

*Subject Matter Expert: Diana Vu*

*Support Staff: Phillip Miranda*

# educational options council



## COUNCIL PRESIDENT

### R-8 (2024)

#### Greg Wohlman

Principal and Chief Innovator  
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## Council President-Elect

### R-12 (2024)

#### Donald English

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## Council Past President

### R-17 (2024)

#### Elsie Briseno Simonovski

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### R-1 (2025)

#### Doug Geren

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### R-2

### R-3 (2026)

#### Jacqueline White

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### R-4 (2026)

#### Sunny Dawn

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### R-5

### R-6 (2026)

#### Sheila Jemo

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### R-7 (2026)

#### Sandra Day

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### R-8 (2025)

#### Carlton Stice

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### R-9 (2026)

#### Karen Ellington

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### R-10 (2025)

#### Alan Crawford

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### R-11 (2025)

#### Estela Jimenez

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### R-12 (2026)

#### Tiffany Hampton

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### R-13 (2024)

#### Stephen Pietrolungo

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### R-14 (2025)

#### Benjamin Wardrop

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### R-15 (2024)

#### Nina Zamora

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### R-16 (2025)

#### Amy Trinidad

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Mission Continuation  
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### R-17

### R-18 (2025)

#### Gary Brannon

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### R-19 (2024)

#### David Gustafson

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## At-Large Representative

#### Milisa Ilic

Director/Student Svcs  
Corona-Norco USD  
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## At-Large Representative

## CCEA Liaison

#### Jamie Alarcon

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## CCEA Liaison

#### Joseph Antonelli

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## Stanford University Liaison

#### Jorge Ruiz de Velasco

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## Student Support Liaison

#### Jennifer Gomeztrejo

Educational Consultant  
Long Beach, CA 90807  
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## Student Support Liaison

## purpose:

To be the leader at the state level in promoting best practices in teaching and learning while promoting, supporting, and influencing accountability, programming, and credentialing, in addition to financial and legislative issues facing educational options program in the state.

Board Liaison: Scott Nanik

Staff Liaison: Michael Kelly

Subject Matter Expert: Serette Kaminski

Support Staff: Tracy Olmedo

## R-1 (2024)

**Derek Cooper**  
Superintendent  
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## R-2 (2026)

**Cynthia Giove**  
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## R-3 (2026)

**Diane Standing**  
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## R-4 (2026)

**Kimberly Mitchell**  
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## R-5 (2025)

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## R-6 (2026)

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## R-7 (2026)

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## R-8 (2025)

**Magdalena Moore**  
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## R-9 (2025)

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## R-10 (2024)

**Monica Anzo**  
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## R-11 (2026)

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## R-12 (2026)

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## R-13 (2025)

**Liberty Logan**  
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## R-14 (2025)

**Mayra Lozano**  
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Hawaiian Gardens, CA 90716  
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## R-15 (2026)

**Marci Chavez**  
Asst Principal  
Hacienda la Puente USD  
Mesa Robles  
16060 Mesa Robles Dr  
Hacienda Heights, CA 91745  
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mrojas@hlpusd.k12.ca.us

## R-16 (2024)

**Aleta Rose**  
Principal  
Los Angeles USD  
Crescent Heights Boulevard Elementary  
1661 South Crescent Heights  
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(323) 931-2761  
aleta.rose@lausd.net

## R-17 (2026)

**Kathryn Martin**  
Principal  
Saddleback Valley USD  
Melinda Heights Elementary  
21001 Rancho Trabuco  
Rancho Santa Mar, CA 92688  
(949) 888-7311  
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## R-18 (2025)

**Rauna Fox**  
Superintendent  
Brawley ESD  
261 D St  
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(760) 336-4530  
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## R-19 (2025)

## NAESP Board Member

**Scott Borba**  
Superintendent/Principal  
Le Grand UESD  
Le Grand Elementary  
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## NAESP Liaison

**Jessica Gomez**  
Principal  
Colton JUSD  
Alice Birney Elementary  
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jessica.gomez@menifeeusd.org



## COUNCIL PRESIDENT

### R-10 (2026)

**John Schilling**  
Superintendent/Principal  
Southside ESD  
Southside Elementary  
4991 Southside Rd  
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jschilling@sbcocoe.org

## Council Past President

### R-14 (2026)

**Eveline Huh**  
Dir/Child Dev & Spec Pgrms  
ABC USD  
16700 Norwalk Blvd  
Cerritos CA, 90703  
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## purpose:

To identify and study issues related to elementary and pre-school administrators. To recommend best practices and policies and to serve as advocates for high quality programs for all elementary and pre-school children. To serve as a forum in which elementary and pre-school administrators may resolve issues related to their professional efforts. To serve as a representative of elementary and pre-school administrators in meeting the goals and priorities of ACSA. To provide representation and leadership from ACSA to NAESP. To assist in the recruitment of elementary and pre-school administrators as ACSA members. To plan and coordinate professional growth opportunities for elementary and pre-school administrators.

*Board Liaison: Michael Payne*

*Staff Liaison: Mary Gomes*

*Subject Matter Experts:  
ACSA GR Advocacy Team*

*Support Staff: Nawara Shamshad*



# human resources council



## COUNCIL PRESIDENT

**R-19 (2025)**

### Heather Williams

Assistant Superintendent,  
Personnel Services  
Riverside COE  
PO Box 868  
Riverside, CA 92502  
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hwilliams@rcoe.us

## purpose:

To identify and study issues relating to professionals responsible for personnel, employer/employee relations and other human resources programs. To provide leadership, direction, clarification, and understanding in such areas as personnel practices, employer-employee relationships, fair and equal employment practices, contract management, negotiations, retirement, legislation, credentials, management team concept, individual rights, and staff-related issues. To plan, provide, and encourage in-service training for administrators in this area, and to maintain liaison between ACSA and the American Association of School Personnel Administrators. To assist in the recruitment of personnel, employer/employee relations and other human resources administrators as ACSA members. To promote the training and recruitment of individuals of diverse backgrounds as human resources administrators. To promote the highest standard of ethical conduct, assist local school administrators, and to assure due process to all members of ACSA.

*Board Liaison: Mauricio Arellano*

*Staff Liaison: Dorothy Johnson*

*Subject Matter Expert: Danelle Buckley & ACSA GR Advocacy Team*

*Support Staff: Phillip Miranda*

**R-1 (2024)**

### Meagan Hawley-Stone

Dir/Human Resources  
Enterprise ESD  
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**R-2 (2026)**

### Michael Shepherd

Executive Director of Human Resources  
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**R-3 (2024)**

### Donald Ogden

Associate Superintendent/HR  
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**R-4 (2025)**

### Michael DeFrancesco

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**R-5 (2024)**

### Tami Moore

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**R-6 (2026)**

### Norma Gonzales

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**R-7 (2025)**

### Christina Torres-Peters

Chief Human Resources Officer  
San Joaquin COE  
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**R-8 (2025)**

### Lisa Hickey

Director, Certificated HR  
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**R-9 (2024)**

### Wesley Sever

Superintendent  
Kingsburg Elementary Charter SD  
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**R-10 (2026)**

### Heidi Odom

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**R-11 (2024)**

### Lisa Horne

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**R-12 (2026)**

### Dion Clark

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San Bernardino City USD  
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**R-13 (2025)**

### Edd Bond

Asst Superintendent/ Employee Dev  
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**R-14 (2025)**

### Matthew Horvath

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**R-15 (2025)**

### Kevin Hryciw

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**R-16 (2026)**

### April Ramos

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**R-17 (2026)**

### Cathie Abdel

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**R-18 (2025)**

### Roberta Burkett

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**R-19 (2026)**

### Kirk Skorpanich

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**AASPA Liaison**

### David Robertson

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**CEL Liaison**

### Victoria Davidson-Castillo

Sr Division Secretary  
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**Co-Chair Personnel Institute**

**Co-Chair Personnel Institute**

**CTC Liaison**

### Douglas Gephart

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**Negotiator's Symposium**

### Melanie Jones

Executive Director, Human Resources  
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**Negotiator's Symposium**

### Darvin Jackson

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**PASSCO Liaison**

### Colleen Slattery

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**Urban Education Committee Liaison**



## R-1 (2025)

**Teresa Waterhouse**  
Superintendent  
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## R-2 (2024)

**Jeffery Ancker**  
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Barbara Chilton Middle  
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## R-3 (2025)

**Terri Daniels**  
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## R-4 (2026)

**Monica Ready**  
Dir III/Secondary El  
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## R-5 (2025)

**Christian Rubalcaba**  
Director of School Leadership  
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## R-6 (2024)

**Danielle Winford**  
Principal  
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Martin Luther King Jr. Junior High  
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## R-7 (2024)

**Matthew Hutsell**  
Principal  
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Blaker-Kinser Junior High  
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## R-8 (2025)

**Lisa Katimbang**  
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## R-9

## R-10 (2026)

**Maritza Maravillo**  
Principal  
Salinas UHSD  
La Paz Middle  
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## R-11 (2026)

**Erick Rouanzoin**  
Principal  
Fruitvale ESD  
Fruitvale Junior High  
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errouanzoin@fruitvale.net

## R-12 (2025)

**Cindy Aguilar-Munoz**  
Principal  
Colton JUSD  
Ruth O. Harris Middle  
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## R-13 (2024)

**Courtney Johnson**  
Principal  
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## R-14 (2025)

**Kelly Skon**  
Principal  
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Beverly Vista Elementary  
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(310) 229-3665  
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## R-15 (2026)

**Veronica Maddox**  
Principal  
West Covina USD  
Edgewood Middle  
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rlui@wcusd.org

## R-16 (2026)

**Steve Martinez**  
Principal  
Los Angeles USD  
John Burroughs Middle  
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sjm2585@lausd.net

## R-17 (2026)

**Samantha Payne**  
Principal  
Newport-Mesa USD  
Horace Ensign Intermediate  
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## R-18 (2024)

**Rose Flowers**  
Principal  
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Valley Middle  
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rose.flowers@carlsbadusd.net

## R-19 (2026)

**John Sanchez**  
Administrative Director  
Corona-Norco USD  
Letha Raney Intermediate  
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(951) 736-5111  
josanchez@cnusd.k12.ca.us

## California League Middle Schools Liaison

## CDE Liaison

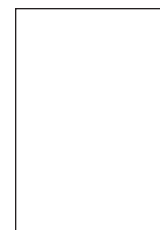
**John Merris-Coots**  
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## CDE Liaison

**Teri Alves**  
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## NASSP Liaison/State Coordinator

**C. Derrick Lawson**  
Principal  
Desert Sands USD  
Indio High  
81-750 Avenue 46  
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(760) 673-9461  
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## COUNCIL PRESIDENT

### R-16 (2024)

**Christine Moore**  
Principal  
Los Angeles USD  
Luther Burbank Middle  
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christine.moore@lausd.net

## Council Past President

### R-11 (2024)

**Michael Tsuboi**  
Principal  
Porterville USD  
Bartlett Middle  
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(559) 782-7100  
mtsuboi@portervilleschools.org

## purpose:

To identify and study issues relating to middle grades administrators and to recommend practices and policies which will lead to high quality programs for young adolescents. To strengthen a network for communication among middle grades administrators. To plan, provide, and encourage professional development programs for middle grades administrators. To assist in the recruitment of middle grades administrators as ACSA members. To encourage interaction and support between ACSA, the National Association of Secondary School Principals, the California Department of Education, and other organizations and agencies promoting the interests of middle grades education.

*Board Liaison: Michael Payne*

*Staff Liaison: Mary Gomes*

*Subject Matter Expert:  
ACSA GR Advocacy Team*

*Support Staff: Nawara Shamshad*

# secondary education council



## COUNCIL PRESIDENT

### R-12 (2026)

#### Heather Conkle

Principal  
Victor Valley UHSD  
Silverado High  
14048 Cobalt Rd  
Victorville, CA 92392  
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hconkle@vvhdsd.org

### R-1 (2025)

### R-2 (2026)

#### Lamar Collins

Principal  
Oroville UHSD  
Las Plumas High  
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lamarcollins@ouhsd.net

### R-3 (2026)

#### James Huber

Asst Superintendent/Sec C&Itr  
Folsom-Cordova USD  
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Rancho Cordova, CA 95742  
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jhuber@fcusd.org

### R-4 (2026)

#### Andrea Lemos

Deputy Supt. Ed Services/Student Prgrms  
Solano COE  
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### R-5

### R-6 (2026)

#### Evan Powell

Principal  
San Ramon Valley USD  
Dougherty Valley High  
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### R-7 (2026)

#### Michael Shroyer

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Grace M. Davis High  
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### R-8 (2024)

#### Vivian Rhone-Lay

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### R-9 (2024)

#### Margaret Files

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### R-10 (2025)

#### Lito Garcia

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### R-11 (2026)

#### Miguel Guerrero

Superintendent  
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### R-12 (2025)

#### Felicia Limbrick

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Victor Valley UHSD  
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### R-13 (2025)

#### Maricruz Hernandez

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### R-14 (2025)

#### Tuesday Hancock-Stoffer

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### R-15 (2026)

#### Timothy Liggett

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Whittier High  
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### R-16 (2026)

#### Melissa Coley

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### R-17 (2025)

#### Morgan Smith

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### R-18 (2026)

#### Bonnie Munguia

Director of Education Services  
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Brawley Union High  
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### R-19 (2025)

#### Victor Cisneros

Principal  
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Ramona High  
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### CDE Liaison

#### John Merris-Coots

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### CIF Liaison

#### Erika Tejada

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### NASSP Liaison/State Coordinator

#### C. Derrick Lawson

Principal  
Desert Sands USD  
Indio High  
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Indio, CA 92201  
(760) 673-9461  
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## purpose:

To identify and study issues and make recommendations to ACSA Board of Directors related to secondary education. To recommend practices and policies which will lead to high quality programs for secondary students. To recruit secondary administrators as members and to maintain a liaison between ACSA, NASSP, C.I.F., and other state agencies relating to secondary education. To plan and coordinate professional development programs and networking opportunities for secondary administrators.

*Board Liaison: Mehreen Rickard*

*Staff Liaison: Mary Gomes*

*Subject Matter Expert: ACSA GR Advocacy Team*

*Support Staff: Nawara Shamshad*

# student services & special education council

## R-1 (2025)

**Katie Cavanagh**  
Special Education Director  
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## R-2 (2024)

**Brynn Bourke**  
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Nevada City Charter  
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## R-3 (2026)

**Karla Salvo**  
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## R-4 (2025)

**Terri Ricetti**  
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## R-5 (2024)

**Margaret Michels**  
Special education supervisor  
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## R-6 (2026)

**James Parrish**  
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## R-7 (2025)

**Stacy Wheat**  
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Tuolumne County Superintendent of Schs  
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## R-8 (2025)

**Shelly Ota**  
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## R-9 (2026)

**Darla Beeson**  
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Fresno County Special Education Local PI  
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## R-10 (2025)

**Sharlene Ames**  
Chief Academic Officer  
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## R-11 (2024)

**Tammy Bradford**  
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## R-12 (2025)

**Ryan Rubio**  
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## R-13 (2024)

**Kenneth Gordon**  
Executive Director, Special Education  
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## R-14 (2026)

**Laura Collins-Williams**  
Asst Superintendent/Student Services  
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## R-15

## R-16 (2026)

**Kristin Lambert**  
Administrator, Operations  
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## R-17 (2026)

**Leslie Hansen**  
Director, Pupil Services  
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## R-18 (2025)

**Joseph Prosapio**  
Principal  
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Godfrey G. Berry Elementary  
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## Council President-Elect

## purpose:

The Council supports administrators in the areas of special education, student services, and coordinated youth services by: advocating best practices, policies, and legislation to ensure positive student programs; improving collaboration and communication between general education, student services, special education, and other support agencies and organizations; facilitating the development and understanding of current trends and financial issues related to their impact on student programs and services; planning and coordinating timely and meaningful professional development offerings for new and experienced school administrators; championing equity and inclusive practices to ensure access for each student; be an advisor to other ACSA Council, Committees, and ACSA Leadership, and assisting in ACSA membership recruitment.

*Board Liaison: Sonja Neely-Johnson*

*Staff Liaison: Tracie Noriega*

*Subject Matter Expert: Danelle Buckley*

*Support Staff: Joanne Flowers*

# superintendency council



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## purpose:

To identify and study issues related to the role and responsibilities of superintendents and proactively advocate for solutions. To strengthen a network for communication among superintendents. To be proactive in representing the viewpoints and vision of superintendents on critical education issues with a view toward influencing policy and practice at the local, state, and national levels. To plan strategies and practices which will influence the quality of education for all California students. To voice the critical need for stable, sound finance for educating California's children. To represent superintendents in ACSA's relations with the Governor's office, Legislature, and State Superintendent of Public Instruction.

To plan and coordinate professional development activities for superintendents and activities to enhance professional development of administrators and all school district positions. To encourage the active participation of superintendents and all other management team members in ACSA. To maintain a liaison relationship with AASA and other state organizations and agencies.

Board Liaison: Parvin Ahmadi

Staff Liaison: Iván Carrillo

Staff Liaison: Edgar Zazueta

Subject Matter Experts:

ACSA GR Advocacy Team

Support Staff: Kristy Tchamourian

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# acsa region staff

## acsa region staff

### mission:

The mission of Region Consultants is to facilitate the coordination of activities and information among Charters, the Regions and State ACSA, to ensure membership is regarded as virtually indispensable.

### purpose:

To serve as liaison between the Region and State ACSA.

To provide assistance and support to the Region President and Executive Board.

To promote Region and Charter membership and to attend meetings as time permits.

To assist in the coordination of Region programs, events and leadership training.

To provide ACSA information/assistance to Charter Presidents, ACSA council/committee representatives and councils/committees.

To ensure the appointment/selection of effective leadership for the Region.

To facilitate communication among Region and Charter leadership and School Districts.

To ensure that all forms/paperwork necessary for the effective operation of Region and State ACSA are submitted in a timely manner.

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### Unified Voice.

The ACSA staff and leadership diligently serve the membership's interests and needs. Whether the issue revolves around changes to the accountability system, LCFF/LCAP, finance or curriculum, ACSA advocacy networks ensure that we are a dominant voice in the deliberations.

### Save Big.

Our members receive a significant discount on staff development. Attending just one program can get you every membership dollar back in savings! ACSA programs are high quality and well-respected. Programs focus on specific job-alikes or are issue oriented.

### Be Influential.

Through committee and council participation and contact with ACSA staff, members have the opportunity to articulate how local and national policies will impact education.

### Network & Discover.

Members can stay on top of current issues by actively participating and networking with colleagues at home or across the state. More than 200 charters have been created within regions to address the local interests of members in one or more school districts. The charter structure gives ACSA its grassroots strength.

### Stay informed.

Regular e-mail alerts, EdCal newspaper and Leadership Magazine are benefits that provide insight into best practices for leadership and instructional strategies, job vacancies and major developments in the education field.

### Value Your Profession.

Investing in ACSA membership demonstrates your commitment to your own professional growth, education and those who lead it.

### The Bottom Line.

Your investment will yield a return. ACSA membership is an investment that gives back. Please support the only professional organization that serves and protects administrators and the future of educational leaders.

## Questions?

For answers to membership questions, you have access to representatives in your region who serve on the state Member Services Committee (see page 34). In addition, we have Member Services staff available to assist you.

**Sacramento | 916.444.3216 or 800.608.ACSA (2272)**

**E-mail | [memberservices@acsa.org](mailto:memberservices@acsa.org)**



# Membership Categories & Dues Structure

Applications contain complete definitions. To request detailed applications for any of the membership categories outlined below, **Call Member Services at (916) 444-3216, (800) 608-2272 or e-mail [memberservices@acsa.org](mailto:memberservices@acsa.org).**

**Regular ..... .0090 x prior year's salary**

- school district employees functioning or designated as management (certificated and classified)
- confidential employees
- professors of education: employees of CDE, CTC

**Associate ..... \$250**

- members reassigned to the classroom
- individuals with administrative credentials not employed in management positions
- individuals employed part time under an early retirement program
- former ACSA members not qualifying under other categories
- educational consultants
- professors of education: employees of CDE, CTC (Regular optional)
- individuals not eligible for Regular, Consolidated, Student or Retired membership

**Student ..... \$125**

- Student Membership is extended to individuals who are graduate students verified to be enrolled in any education-related graduate program leading to an administrative credential in an accredited California institution of higher learning.

If you work for a school district, ACSA can set up payroll deductions for Regular, Associate, and Student members.

**Retired**

**Full Regular ..... \$125 per year**

**Emeritus ..... A one-time fee of \$700, or three  
.....installments of \$233.34. (Not offered after September, 2023).**

**Educational Institution Service**

**District Fee/County Fee .....\$1,000 per year**

Provides benefits to districts, county offices of education and their board members.

**Please contact [memberservices@acsa.org](mailto:memberservices@acsa.org) or call (800) 608-ACSA (2272) for dues rates.**

## Professional Legal Services

### **If problems arise...let ACSA be your first call!**

ACSA encourages preventing problems through good practices and fair treatment to all. But when problems arise, work to maintain your rights. ACSA is here to help you with questions and concerns regarding professional, ethical and legal matters related to employment status or the status of those you supervise. The following guidelines may help in both preventing and solving on-the-job problems:

- Don't panic. Try to maintain your composure and a sense of perspective.
- Avoid discussion of the problem with those involved when you are angry or upset.
- Don't put anything in writing until you have sought advice.
- Don't sign any agreements.
- Don't resign or in any way indicate you accept a termination order or a demand to resign.
- Don't threaten your adversary or attempt a fight through public pressure or the press.
- Keep the matter as private as possible.
- Contact ACSA for assistance as soon as possible at [www.acsa.org/legalsupport](http://www.acsa.org/legalsupport).

If legal assistance may be required, contact ACSA before you engage an attorney. You'll be connected to a member of our Legal Support team. All calls are handled on a confidential basis unless ACSA is asked to take some action on your behalf that requires involving others.

### **What kind of help is available?**

Both individual and group consultation and assistance are provided to regular members regarding:

- Employment contracts
- Demotion and dismissal
- Reassignment
- Administrator evaluation
- Tenure rights
- Credential issues
- Board policy concerns
- Salary concerns
- Unethical behavior
- Defamation allegations
- Grievance procedures
- Legal rights
- Sexual harassment claims

### **Strike Preparation**

Strikes and threats of work actions are a reality in public education. School administrators must be prepared before picket lines are formed. ACSA can provide a practical seminar that guides school boards and administrators through the process of developing a tailor-made district strike plan. A comprehensive strike plan not only helps minimize the impact of a strike; it can also help prevent a strike. As a complement to the workshop, ACSA also publishes a comprehensive Strike Manual that provides an effective template for district policies and procedures. For Strike Preparation Seminar, **Call a member of our Legal Support team at (800) 608-ACSA.**

### **Balancing Rights and Responsibilities**

Do you know your rights as an educator? Are you familiar with the Education Code sections that deal with due process, timelines, termination, transfer, reassignment, demotion and evaluation? If your answer is "no," you need ACSA's training session on Balancing Rights & Responsibilities. This presentation provides answers to those questions and more. **Call a member of our Legal Support team at (800) 608-ACSA.**

## ACSA is your Career Partner!

ACSA's professional learning programs and services are designed to promote your continued professional growth. These activities, delivered by ACSA's Foundation for Educational Administration, enhance and expand knowledge, sharpen leadership skills, and provide in-depth knowledge about educational trends and issues. These programs and services vary from professional learning for educators who are new or aspiring to attain an administrative position, to offerings for experienced educational leaders and leadership management teams. Additionally, strands within many ACSA programs focus on personal management techniques and leadership training. Many of ACSA's professional learning programs can be adapted for a district or a consortium of districts. An Educational Services Executive can work with you to assist your district, consortium, or ACSA Region deliver professional development programs locally.

**Call Educational Services Department, (800) 608-ACSA, or visit [www.acsa.org/professionallearning](http://www.acsa.org/professionallearning).**

## Administrative Credential Programs

ACSA has over a decade of providing high quality Clear Administrative Services Credentialing induction programs throughout California. Our program supports and accelerates school leader practice to positively impact student learning. Through targeted coaching and timely and ongoing professional development, program participants build capacity to develop positive and collaborative school cultures. This two-year induction program supports new administrators who need to clear their preliminary credential. In addition, we are proud to partner with the Sacramento County Office of Education to offer the Leadership Institute Preliminary Administrative Services Credential program to aspiring administrators.

**Visit [www.acsa.org/credentialing](http://www.acsa.org/credentialing).**

## Academies

ACSA provides a full range of academies to meet your needs as a school administrator, confidential employee, or classified manager. Because ACSA represents all members of the school management team, we can help you build the administrative and leadership skills needed in your current job, while preparing you to take advantage of career advancement opportunities. **Visit [www.acsa.org/academies](http://www.acsa.org/academies).**

ACSA academies are designed for administrators who are new or aspiring to advanced leadership positions in the following specializations:

- Access and Equity for English Learners
- Co-Administrators
- Curriculum and Instructional Leaders
- Equity Administrators
- Personnel Administrators
- Principals
- Pupil Services
- School Business
- Special Education
- Superintendents

## Professional Learning for All Stages of Your Career!

ACSA also offers conferences, institutes and symposiums including:

- Classified Educational Leaders Institute
- Every Child Counts Symposium
- ACSA's Leadership Coaching
- Equity Institute
- Leadership Summit
- Lead with Pride Summit
- Negotiators' Symposium
- New & Aspiring Principals
- Personnel Institute
- Principals' Summer Leadership Institute
- Superintendents' Symposium
- Women in School Leadership Forum

## Trends and Issues

**ACSA workshops, trainings, webinars, and online learning programs are designed to be responsive by providing the latest information, legislation, trends, and research on topics and issues facing a particular job-a-likes or implementation processes, such as through:**

- ACSA Leadership Coaching
- California Network of Leadership Coaches (CNET)
- Classified Educational Leaders Institute
- Personnel Institute
- Negotiators Symposium
- New Superintendents' Seminar Series
- Superintendents' Symposium
- Webinars and Online trainings

## Workshops and Trainings

Virtual and in-person workshops available on the following topics:

- HR Boot Camp: Surviving the First Year
- Master Schedule Training
- A Day in the Life of a Co-Administrator
- Title IX Team Compliance Training
- Special Education Workshop
- Preparing for the Future of Education (On-Demand Series)
- SELPA Alternative Dispute Resolution (ADR) Workshop
- Social Emotional Learning Series



# CHALLENGE ACCEPTED

Courageous and Effective Leadership  
for Equitable Student Outcomes



**ACSA 2023 LEADERSHIP SUMMIT**

NOVEMBER 2-4, 2023 | SAFE CREDIT UNION CONVENTION CENTER | SACRAMENTO

The Leadership Summit is ACSA's premier professional development event for school leaders. This annual gathering of educators at all levels of administration is a celebration of the entire profession.

**IGNITED:** Drive changes that will create equitable outcomes for each and every student.

**ENERGIZED:** Reinvigorate your practice and preserve your capacity to lead.

**UNITED:** Enjoy the fellowship of school administrators who share a passion for serving students.

## 2023 Leadership Summit Information

Keep up to date on registration information, and updates about the summit, visit [www.acsa.org/leadershipsummit](http://www.acsa.org/leadershipsummit).

### Upcoming ACSA Leadership Summits:

**2024 Leadership Summit**

November 14-16, 2024  
Hilton Bayfront San Diego

**2025 Leadership Summit**

November 6-8, 2025  
Hilton Union Square San Francisco

# 2023-2024 acsa professional development calendar

Programs listed are to date at time of publication. More will be added. Check the ACSA Web Site for updated listings at [www.acsa.org/calendar](http://www.acsa.org/calendar), or contact ACSA's Educational Services Department at 650.692.4300 or 800.608.ACSA

## september

8-9	Curriculum & Instructional Leaders, weekend 1	Salinas
8-9	Equity Administrators, weekend 1	San Bernardino
8-9	Personnel Administrators, weekend 1	Danville
8-9	Personnel Administrators, weekend 1	Irvine
8-9	Personnel Administrators, weekend 1	Rancho Cordova
8-9	Personnel Administrators, weekend 1	Roseville
8-9	Principals, weekend 1	Rancho Cucamonga
8-9	Pupil Services, weekend 1	Walnut Creek
8-9	School Business, weekend 1	Riverside
8-9	Special Education, weekend 1	Arcadia
8-9	Special Education, weekend 1	Riverside
8-9	Special Education, weekend 1	Sacramento
15-16	Curriculum & Instructional Leaders, weekend 1	Costa Mesa
15-16	Principals, weekend 1	Sacramento
15-16	Pupil Services, weekend 1	Upland
15-16	Superintendents, weekend 1	Sacramento
15-16	Superintendents, weekend 1	Tustin
16	Classified Educational Leaders, weekend 1	Fresno
20-22	Women in School Leadership Forum	Newport Beach
22-23	Equity Administrators, weekend 1	Sacramento
22-23	New Superintendents Seminar Series, session 1	Sacramento
22-23	Personnel Administrators, weekend 1	Azusa
22-23	Personnel Administrators, weekend 1	Salinas
22-23	Personnel Administrators, weekend 1	San Diego
22-23	Personnel Administrators, weekend 1	Stockton
22-23	Principals, weekend 2	Rancho Cucamonga
22-23	School Business, weekend 2	Riverside
22-23	Special Education, weekend 1	Redwood City
27-29	Personnel Institute	Long Beach
29-30	Superintendents, weekend 1	San Fernando
30	Special Education, weekend 2	Sacramento

## october

1	Special Education, weekend 2	Sacramento
5 & 7	Co-Administrators, weekend 1	City of Industry
6-7	Equity Administrators, weekend 2	San Bernardino
6-7	Personnel Administrators, weekend 2	Danville
6-7	Personnel Administrators, weekend 2	Irvine
6-7	Personnel Administrators	Ontario
6-7	Personnel Administrators, weekend 2	Rancho Cordova
6-7	Personnel Administrators, weekend 2	Roseville
6-7	Principals, weekend 2	Sacramento
6-7	Special Education, weekend 2	Arcadia
13-14	Curriculum & Instructional Leaders, weekend 2	Salinas
13-14	Personnel Administrators, weekend 2	Azusa
13-14	Pupil Services, weekend 2	Upland
13-14	School Business, weekend 3	Riverside
13-14	Special Education, weekend 2	Redwood City
13-14	Special Education, weekend 2	Riverside
13-14	Superintendents, weekend 2	Sacramento
13-14	Superintendents, weekend 2	San Fernando
13-14	Principals, weekend 3	Rancho Cucamonga
14	Classified Educational Leaders, weekend 2	Fresno
20-21	Curriculum & Instructional Leaders, weekend 2	Costa Mesa
20-21	Personnel Administrators, weekend 3	Irvine
20-21	Personnel Administrators, weekend 2	Salinas
20-21	Personnel Administrators, weekend 2	San Diego
20-21	Personnel Administrators, weekend 2	Stockton
20-21	Pupil Services, weekend 2	Walnut Creek
20-21	Superintendents, weekend 2	Tustin
27-28	Personnel Administrators, weekend 3	Roseville

## november

2-4	Leadership Summit	Sacramento
17-18	Curriculum & Instructional Leaders, weekend 3	Costa Mesa
17-18	Equity Administrators, weekend 3	San Bernardino
17-18	New Superintendents Seminar Series, session 2	Sacramento
17-18	Personnel Administrators, weekend 3	Azusa
17-18	Personnel Administrators	Ontario
17-18	Personnel Administrators, weekend 3	Rancho Cordova
17-18	Personnel Administrators, weekend 3	Salinas
17-18	Personnel Administrators, weekend 3	San Diego
17-18	Personnel Administrators, weekend 3	Stockton
17-18	Principals, weekend 4	Rancho Cucamonga
17-18	Principals, weekend 3	Sacramento
17-18	School Business, weekend 4	Riverside
17-18	Special Education, weekend 3	Arcadia
17-18	Special Education, weekend 3	Redwood City
17-18	Superintendents, weekend 3	Sacramento

## december

1-2	Curriculum & Instructional Leaders, weekend 3	Salinas
1-2	Personnel Administrators, weekend 4	Rancho Cordova
1-2	Special Education, weekend 3	Riverside
2	Classified Educational Leaders, weekend 3	Fresno
7 & 9	Co-Administrators, weekend 2	City of Industry
8-9	Equity Administrators, weekend 4	San Bernardino
8-9	Personnel Administrators, weekend 3	Danville
8-9	Personnel Administrators, weekend 4	Irvine
8-9	Personnel Administrators	Ontario
8-9	Personnel Administrators, weekend 4	Roseville
8-9	Personnel Administrators, weekend 4	Salinas
8-9	Personnel Administrators, weekend 4	San Diego
8-9	Personnel Administrators, weekend 4	Stockton
8-9	Principals, weekend 5	Rancho Cucamonga
8-9	Principals, weekend 4	Sacramento
8-9	Pupil Services, weekend 3	Upland
8-9	School Business, weekend 5	Riverside
8-9	Special Education, weekend 4	Arcadia
8-9	Special Education, weekend 4	Redwood City
8-9	Superintendents, weekend 3	San Fernando
8-9	Superintendents, weekend 3	Tustin
15-16	Curriculum & Instructional Leaders, weekend 4	Costa Mesa
15-16	Equity Administrators, weekend 3	Sacramento
15-16	Pupil Services, weekend 3	Walnut Creek

## january

5-6	Equity Administrators, weekend 5	San Bernardino
5-6	Personnel Administrators, weekend 5	Irvine
5-6	Special Education, weekend 5	Riverside
5-6	Special Education, weekend 5	Sacramento
10-12	Every Child Counts Symposium	Palm Desert
12-13	Personnel Administrators, weekend 4	Azusa
12-13	Personnel Administrators, weekend 4	Danville
12-13	Personnel Administrators	Ontario
12-13	Personnel Administrators, weekend 5	Salinas
12-13	Personnel Administrators, weekend 5	San Diego
12-13	Personnel Administrators, weekend 5	Stockton
12-13	Principals, weekend 6	Rancho Cucamonga
12-13	Pupil Services, weekend 4	Upland
12-13	Superintendents, weekend 4	Sacramento
12-13	Superintendents, weekend 4	San Fernando



# 2023-2024 acsa professional development calendar

12-13	Superintendents, weekend 4	Tustin
17-19	Negotiators' Symposium	San Diego
18 & 20	Co-Administrators, weekend 3	City of Industry
19-20	Curriculum & Instructional Leaders, weekend 4	Salinas
19-20	Curriculum & Instructional Leaders, weekend 5	Costa Mesa
19-20	Personnel Administrators, weekend 5	Roseville
19-20	Pupil Services, weekend 4	Walnut Creek
19-20	Special Education, weekend 5	Arcadia
19-20	Special Education, weekend 5	Redwood City
20	Classified Educational Leaders, weekend 4	Fresno
23-24	New Superintendents Seminar Series, session 3	Indian Wells
24-26	Superintendents Symposium	Indian Wells
26-27	Equity Administrators, weekend 4	Sacramento
26-27	School Business, weekend 6	Riverside

15-16	Curriculum & Instructional Leaders, weekend 6	Salinas
15-16	Personnel Administrators, weekend 7	Irvine
15-16	Personnel Administrators, weekend 7	San Diego
15-16	Principals, weekend 7	Sacramento
15-16	Pupil Services, weekend 6	Upland
15-16	School Business, weekend 9	Riverside
15-16	Special Education, weekend 7	Arcadia
15-16	Special Education, weekend 6	Riverside
15-16	Superintendents, weekend 6	Sacramento
20 & 22	Co-Administrators, weekend 6	City of Industry
22-23	Equity Administrators, weekend 6	Sacramento
22-23	Personnel Administrators, weekend 7	Azusa
22-23	Personnel Administrators, weekend 6	Danville
22-23	Special Education, weekend 7	Redwood City
22-23	Superintendents, weekend 6	Tustin
29-30	Personnel Administrators, weekend 7	Stockton

## february

1 & 3	Co-Administrators, weekend 4	City of Industry
2-3	Equity Administrators, weekend 6	San Bernardino
2-3	Personnel Administrators, weekend 5	Azusa
2-3	Personnel Administrators, weekend 6	Irvine
2-3	Personnel Administrators, weekend 5	Rancho Cordova
2-3	Personnel Administrators, weekend 6	Roseville
2-3	Principals, weekend 7	Rancho Cucamonga
9-10	Personnel Administrators, weekend 5	Danville
9-10	Personnel Administrators, weekend 6	San Diego
9-10	Pupil Services, weekend 5	Walnut Creek
9-10	School Business, weekend 7	Riverside
9-10	Special Education, weekend 6	Redwood City
9-10	Superintendents, weekend 5	Sacramento
9-10	Superintendents, weekend 5	San Fernando
16-17	Personnel Administrators, weekend 6	Salinas
21-23	Classified Educational Leaders Institute	Orange County
23-24	Curriculum & Instructional Leaders, weekend 6	Costa Mesa
23-24	Curriculum & Instructional Leaders, weekend 5	Salinas
23-24	Equity Administrators, weekend 5	Sacramento
23-24	Personnel Administrators	Ontario
23-24	Personnel Administrators, weekend 6	Stockton
23-24	Principals, weekend 6	Sacramento
23-24	Pupil Services, weekend 5	Upland
23-24	Special Education, weekend 6	Arcadia
23-24	Special Education, weekend 5	Riverside
23-24	Special Education, weekend 6	Sacramento
23-24	Superintendents, weekend 5	Tustin
29	Co-Administrators, weekend 5	City of Industry

## april

3-5	Equity Institute	Los Angeles
5-6	Personnel Administrators, weekend 7	Rancho Cordova
5-6	Principals, weekend 8	Sacramento
12-13	Curriculum & Instructional Leaders, weekend 8	Costa Mesa
12-13	Curriculum & Instructional Leaders, weekend 7	Salinas
12-13	Personnel Administrators, weekend 7	Danville
12-13	Personnel Administrators	Ontario
12-13	Pupil Services, weekend 7	Walnut Creek
12-13	Superintendents, weekend 7	Sacramento
12-13	Superintendents, weekend 7	San Fernando
12-13	School Business, weekend 10	Riverside
18 & 20	Co-Administrators, weekend 7	City of Industry
19-20	Equity Administrators, weekend 7	Sacramento
19-20	Pupil Services, weekend 7	Upland
19-20	Special Education, weekend 7	Riverside
26-27	Curriculum & Instructional Leaders, weekend 8	Salinas
26-27	New Superintendents Seminar Series, session 5	Sacramento
26-27	Superintendents, weekend 7	Tustin

## march

1-2	Equity Administrators, weekend 7	San Bernardino
1-2	Personnel Administrators, weekend 6	Azusa
1-2	Personnel Administrators, weekend 6	Rancho Cordova
1-2	Personnel Administrators, weekend 7	Roseville
1-2	Principals, weekend 8	Rancho Cucamonga
1-2	School Business, weekend 8	Riverside
1-2	Special Education, weekend 7	Sacramento
2	Co-Administrators, weekend 5	City of Industry
2	Classified Educational Leaders, weekend 5	Fresno
6-8	Lead with Price	Southern CA
8-9	New Superintendents Seminar Series, session 4	Sacramento
8-9	Personnel Administrators	Ontario
8-9	Personnel Administrators, weekend 7	Salinas
8-9	Pupil Services, weekend 6	Walnut Creek
8-9	Superintendents, weekend 6	San Fernando
15-16	Curriculum & Instructional Leaders, weekend 7	Costa Mesa

# information, resources and publications

## questions?

Call ACSA's Communications Department at 916.444.3216 or 800.608.ACSA

### **ACSA Communications:**

ACSA features a full-service communications staff providing news, information, and advocacy across all traditional and emerging media platforms. From print and online products to training and media relations, ACSA's staff of communicators are industry leaders in disseminating information to education leaders statewide.

### **Media Relations and Crisis Management**

Providing clear and concise information is critical when communicating with teachers, parents and members of your community. ACSA offers training modules to school leaders designed to build your internal capacity, including creating contingency tactics and strong and effective messaging.

ACSA also provides districts with staff on an as-needed basis to act as a spokesperson and strategist. This member benefit includes construction of messaging and talking points, event planning and acting as a district media relations officer.

**Contact: Naj Alikhan; ACSA Senior Director of Marketing and Communications; nalikhan@acsa.org; 916.832.2818**

### **EdCal**

EdCal is the state's only weekly education-oriented print newspaper. The full-color publication provides members with a comprehensive look at the news, issues and initiatives involving ACSA and its members. EdCal offers features on ACSA members, as well as information on state and national issues impacting school leaders and announcements on professional development activities. A digital version of EdCal is available at [edcal.acsa.org](http://edcal.acsa.org).

**Contact: Michelle Carl, EdCal Editor; mcarl@acsa.org**

### **Career Center and CareerConnect**

Our multi-platform career network keeps you up to date on the latest employment opportunities for education leaders. We make it easy to find and apply for jobs through our website and app, and each edition of EdCal features 1-3 pages of CareerConnect employment classifieds, with short descriptions and details of the job openings.

ACSA's interactive Career Center is on the cutting edge of education-based employment opportunities. This online component provides complete information on statewide employment openings, with confidential resume posting, online applications, employer profiles, personalized alerts and saved searches. The Career Center is constantly updated with new job listings and resources and is accessible at <http://careers.acsa.org> or the ACSA app.

**Contact: Tracy Olmedo, CareerConnect Coordinator; tolmedo@acsa.org**

### **Leadership magazine**

ACSA's professional magazine is written by members, for members. Each edition features in-depth articles from experienced practitioners and recognized experts on a wide range of educational topics. Best practices, research and case studies, resources and commentary are included in each issue. All ACSA members are encouraged to submit articles.

Leadership Magazine is published five times a year, and a digital edition of Leadership is also available for ACSA members at [leadership.acsa.org](http://leadership.acsa.org).

**Contact: Michelle Carl, Leadership Editor; mcarl@acsa.org**

### **ACSA Video Programming**

ACSA provides hours of live and on-demand broadcast programming on our online platforms. Our original programming options include the ACSA Legislative Lunch Break, the Every Student Succeeding video series featuring California public school students, as well as special series and ACSA news coverage. All ACSA broadcast programming can be accessed on YouTube, Facebook and the ACSA Resource Hub.

**Contact: Naj Alikhan; ACSA Senior Director of Marketing and Communications; nalikhan@acsa.org**

### **ACSA Storytellers**

Too often, we fail to hear about the positive stories involving students, teachers and administrators. That's where ACSA Storytellers comes into play. ACSA Storytellers highlights the best in California education. Our journalists travel up and down the state covering stories that matter. From the students who overcome tremendous adversity to get to where they are today, to the substitute-turned-principal who is committed to enriching the lives of students. ACSA Storytellers is devoted to inspirational, motivational and heartwarming stories.

**Contact: Michael Kelly, Multimedia Strategist; mkelly@acsa.org**

### **ACSA.org**

The ACSA website serves as our main portal to the public, providing visitors with the background on our organization, members and campaigns to advocate for students.

For members, the website is a portal to learn about professional development opportunities and events statewide. Visitors can learn more about our campaigns and student advocacy, watch newscasts and find out why it's important for school leaders to be ACSA members.

**Contact: Emily Agpoon, Communications Coordinator; eagpoon@acsa.org**

## ACSA Resource Hub

Members can find relevant, topical tools, resources, and information on myriad subjects to assist them at work and in their own leadership development. Members can read, review, download, share and rate content.

You can access the Hub at [content.acsa.org](http://content.acsa.org) and we invite you to submit resources and tools to [content@acs.org](mailto:content@acs.org).

Contact: Michelle Carl, EdCal Editor; [mcarl@acs.org](mailto:mcarl@acs.org)

## Social Media

ACSA's online community stretches across numerous social media networks, including several member-driven platforms to provide educators with opportunities to participate in one-on-one communications opportunities.

ACSA is available on many of the most popular social media networks, including Facebook, Twitter, LinkedIn, YouTube and Instagram.

Contact: Gianna Miller, Communications Content Specialist; [gmler@acs.org](mailto:gmler@acs.org)

## lobbying and legislation

ACSA has maintained its commitment to advocacy on behalf of public education and students through lobbying the legislative and executive branches of state and federal government and employing strategies to increase grass-roots engagement. ACSA also exerts political influence by making state-level candidate endorsements during statewide elections and maintains a political action committee (PAC) to manage campaign contributions and to advocate on policy issues including ballot initiatives

### Governmental Relations Department | State and Federal

ACSA maintains a staff of registered lobbyists to handle all of the policy and fiscal issues that impact preschool through adult education in California. Each lobbyist is assigned to cover specific issue areas. ACSA tracks hundreds of bills over a two-year legislative session. ACSA covers federal legislation that impacts public education as well as administrators which includes ESSA, IDEA, Carl Perkins and Social Security fairness. The Governmental Relations Department also leads a delegation of ACSA leadership to Washington, D.C. every year to lobby federal education issues impacting California.

Lobbying the Legislature includes testifying on bills before the Legislature's policy and fiscal committees, meeting with legislators and their staff on issues impacting public education across the state, negotiating amendments to individual bills, and working in concert with other organizations on issues of common interest.

ACSA's lobbyists maintain close relationships with the California Department of Education, State Board of Education, Commission on Teacher Credentialing, California State Teacher's Retirement System, California Public Employees Retirement System, and other state boards and agencies that affect public education and administrators. Fiscal agencies such as the Department of Finance and the Legislative Analyst's Office are also monitored and lobbied.

In addition to four registered lobbyists, ACSA's Governmental Relations Department includes a senior director for both State and Federal relations as well as professional administrative staff who assist and support ACSA's advocacy efforts.

### How You Can Influence ACSA's Positions on Legislation: The Legislative Policy Committee

The Legislative Policy Committee has the primary authority for determining ACSA's legislative positions.

Committee membership includes one member from each of ACSA's 19 regions as well as one representative from ACSA's councils and committees. Committee and council rosters are listed on pages 28-54.

Legislative Policy Committee members determine ACSA's positions on each bill that is brought before the committee by ACSA Governmental Relations staff. Another important function of the Legislative Policy Committee is developing the One Voice Legislative Platform, which plays a pivotal role in prioritizing the work of the Governmental Relations' team and members' local advocacy efforts. The One Voice Platform development is led by ACSA's Legislative Policy Committee, ratified by the Leadership Assembly and adopted by the Board of Directors every two-year legislative session, with a mid-session update. The platform is informed by input gathered from ACSA's Board of Directors, councils and committees, and broader ACSA membership. While the Legislative Platform identifies key advocacy priorities, the Governmental Relations staff advocates on additional policy areas that arise over the course of the legislative session that promote the organization's mission and vision.

### Making Things Happen: Vice Presidents for Legislative Action

ACSA's Vice Presidents for Legislative Action (VPLAs) support the association's advocacy efforts through local grass-roots operations. Composed of elected VPLAs from each of ACSA's 19 regions and one elected state ACSA VPLA, this group organizes local networks to engage politically active ACSA members to contact legislators on key issues. The VPLAs plan and coordinate ACSA's annual Legislative Action Days event, where hundreds of ACSA members lobby legislators in Sacramento on priority education related issues and legislation. The VPLAs also help lead ACSA's regional legislative candidate endorsement process and make recommendations to the Board of Directors on which candidates to endorse. To become more active on the political side of what ACSA does and to advocate for the interests of children and administrators, contact your region's Vice President for Legislative Action (listed on page 14).

### questions?

Call ACSA's Governmental Relations Department at 916.444.3216 or 800.608.ACSA

## **When All Else Fails, Challenge the Law: ACSA's Education Legal Support Fund**

Although ACSA's Governmental Relations Department works diligently to lobby against poorly drafted and ill-conceived legislation, some occasionally get signed into law. No matter what the cause, seeking litigation to protect the interests and integrity of public education is a necessary interest of ACSA and its members. In answer to this need, ACSA created the Education Legal Support Fund (ELSF) in 2006. The ELSF is a voluntary fund used for payment of legal fees necessary for involvement in education-related legal cases. The Governmental Relations Department works closely with legal advisors, the ELSF Advisory Group composed of ACSA members, as well as the California School Boards Association Legal Alliance to participate in, or initiate, legal cases challenging such laws. For additional information on ACSA's ELSF or to participate in the fund, please contact ACSA's Governmental Relations Department.

## Member Benefits

### **\$10,000 Free AD&D Insurance**

Regular ACSA members (not including associate/student or retired) receive \$10,000 Accidental Death & Dismemberment (AD&D) insurance free. (See AD&D rates listed under the “Insurances” section to add higher limits for yourself and family.) Claims can usually be processed in less than two weeks, assuring family members a ready source of income for house payments, funeral expenses and other immediate needs.

### **Free Professional Liability Insurance**

Provided to all members working for a school, district or county office – this is an excess plan supplemental to your mandated district coverage.

**For more information, please call ACSA at (800) 608-ACSA.**

## Insurances

ACSA offers several popular insurance plans designed for today’s dual income families:

### **Group Term Life underwritten by Standard Insurance Company**

- Level Term Life

### **Long Term Disability underwritten by Standard Insurance Company**

- Supplements STRS and meets certain gaps in STRS allowance

### **Accidental Death and Dismemberment underwritten by Standard Insurance Company**

- High limit coverage costing less than most credit card offerings

See the following pages for details and rates.

**For more information or to apply, call Mestmaker & Associates at (877) 472-6722 or (661) 325-5999.**

## Active Members

### Members

You may elect Voluntary Life coverage in units of \$10,000 to a maximum of \$750,000. Accidental Death and Dismemberment Insurance is also included in this plan. There is a guaranteed issue of 3X member's salary not to exceed \$300,000 for members applying within 90 days from their membership date. Rates effective October 1, 2020.

### Member's Spouse

Level Benefit is available in units of \$10,000 to a maximum of \$250,000, but not to exceed 50 percent of Member's Life & AD&D coverage. Rates effective October 1, 2020.

### Active Member & Spouse Monthly Rates

Age	Rate (Per \$1,000 of Total Coverage)
<34	\$0.09
35-39	\$0.10
40-44	\$0.13
45-49	\$0.17
50-54	\$0.27
55-59	\$0.32
60-64	\$0.39
65-69	\$0.73
70+	\$1.02

### Member's Dependent

Children will be covered through age 18 (or through 22 if a full time student at an accredited institution).

### Dependent Child's Monthly Rates

Child's Age	Term Life	
	Option 1	Option 2
Under 6 months	\$200.00	\$750
6 months through 18 years	\$2,000.00	\$7,500
18 through 22	\$2,000.00	\$7,500
<b>Monthly Premium</b>	<b>\$0.40</b>	<b>\$0.70</b>



## Retired Members

Retired Members may convert their Standard Group Life Insurance after retirement to a Reducing Term Life Policy with premiums deducted through STRS. Those enrolled in Active Plan 1 or Option 1 are limited to the same under the retired schedule below. **Please call Mestmaker & Associates at (661) 325-5999 or (877) 472-6722 for applications.**

### Retired Member Monthly Rates

Member's Age	Reducing Term Life Insurance			
	Plan 1	Plan 2	Plan 3	Plan 4
Under 60	\$12,500	\$25,000	\$37,500	\$50,000
60 through 64	\$8,000	\$16,000	\$24,000	\$32,000
65 through 69	\$5,250	\$10,500	\$15,750	\$21,000
70 through 74	\$3,500	\$7,000	\$10,500	\$14,000
75 or over	\$1,750	\$3,500	\$5,250	\$7,000
<b>Monthly Premium</b>	<b>\$13.10</b>	<b>\$26.10</b>	<b>\$39.10</b>	<b>\$52.10</b>

### Retired Member's Spouse Monthly Rates

Spouse's Age	Reducing Term Life Insurance			
	Option 1	Option 2	Option 3	Option 4
Under 60	\$625	\$3,125	\$6,250	9,375
60 through 65	\$625	\$1,550	\$3,125	\$4,700
66 through 69	\$625	N/A	N/A	N/A
70 or over	\$300	N/A	N/A	N/A
<b>Monthly Premium</b>	<b>\$0.40</b>	<b>\$2.30</b>	<b>\$4.90</b>	<b>\$7.50</b>

### Accelerated Death Benefits

If you or your spouse becomes terminally ill, you may be eligible to receive up to 75 percent of the Life Insurance benefit, provided you meet certain conditions.

### Accidental Death & Dismemberment Insurance (AD&D)

High-limit coverage costing less than credit card offerings (premiums billed yearly or semi-annually).

**Call Mestmaker & Associates at (877) 472-6722 or (661) 325-5999 for applications.**

AD&D Benefit Level	Member Plan 1 Monthly Premium	Family* Plan 2 Monthly Premium
\$25,000	\$0.50	\$1.00
\$50,000	\$1.00	\$2.00
\$75,000	\$1.50	\$3.00
\$100,000	\$2.00	\$4.00
\$150,000	\$3.00	\$6.00
\$200,000	\$4.00	\$8.00
\$250,000	\$5.00	\$10.00
\$300,000	\$6.00	\$12.00
\$350,000	\$7.00	\$14.00
\$400,000	\$8.00	\$16.00
\$450,000	\$9.00	\$18.00
\$500,000	\$10.00	\$20.00

### \* Family Coverage Benefit Levels:

1. Spouse insured for 60% of member principal amount, if no dependent children.
2. Spouse insured for 50% of member principal amount and each dependent child insured for 15% of member principal amount.
3. Each dependent child insured for 20% of member principal amount, if no spouse.

## Disability Income Protection Insurance

Long Term Disability coverage underwritten by The Standard Insurance designed to supplement STRS as well as meet certain gaps in STRS, such as when disability will last less than 12 months or you are only partially disabled. Benefit level cannot exceed 66 2/3 percent of your monthly salary. Benefits paid in addition to accumulated sick leave after selected elimination period (60 or 120 days) for as long as combined total income does not exceed 100% of predisability earnings. Integrates with STRS or any other disability income. **Call Mestmaker & Associates at (877) 472-6722 or (661) 325-5999 for applications.**

If Annual Salary is at least	5-Year Monthly Benefit	Monthly Premium after Waiting Period of	
		60 days	120 days
27,000	1,500	28.50	23.55
36,000	2,000	38.00	31.40
45,000	2,500	47.50	39.25
54,000	3,000	57.00	47.10
63,000	3,500	66.50	54.95
72,000	4,000	76.00	62.80
81,000	4,500	85.50	70.65
90,000	5,000	95.00	78.50
\$99,000	\$5,500	\$104.50	\$86.35
\$108,000	\$6,000	\$114.00	\$94.20
\$117,000	\$6,500	\$123.50	\$102.05
\$126,000	\$7,000	\$133.00	\$109.90
\$135,000	\$7,500	\$142.50	\$117.75

## Auto, Home, Renters, Condo, Motorcycle, Boat, Rental Property

California Casualty's Auto & Home Insurance Program offers a complete line of auto and home insurance products tailored to member needs since 1977. Special features include:

### Discounts

- Auto Premium Savings – Members receive special auto and home insurance rates guaranteed for an entire year.
- Numerous Discounts – Mature driver, new home/utility, good student and more!
- Multi-Policy Discounts – Generous discount when you combine your auto and home policies.

### Outstanding Coverage

- Comprehensive and Collision Coverage deductible reduced to \$0 due to Vandalism, Malicious Mischief or a Collision takes place:
  - While educator's car parked on or within 500 feet of school premises, a school administrative office, or an education association office, or
  - While parked away from school if you are participating in an authorized activity or event as required by your school employment
- Auto policy includes \$500 personal property protection, including school supplies you have purchased.
- Home policy includes coverage up to \$3,000 for your educational equipment/computers and materials when used on school premises or in school activities.
- Earthquake, Flood, and Umbrella coverage available... to make your coverage complete.

### Pet Injury Coverage Benefit

- \$1,000 vet bills or death benefit with a zero deductible for personal dog or cat injured in a covered loss

### Superior Service

- 24/7 emergency claim service, 365 days a year.
- Review Panel Process – to ensure member satisfaction.
- Identity Theft resolution service to lead our customers through the entire resolution process – FREE!

**For more information, call 877-776-0874 or visit [www.readyforquote.com/rm](http://www.readyforquote.com/rm)**

## shop ACSA

shopACSA, an exciting feature of ACSA's website, offers one-stop shopping for all official ACSA logo items, books and professional tools. The online marketplace allows you to conveniently browse for and buy ACSA's outstanding professional publications, gift sets, clothing, portfolios, pins and much more.

Visit the ACSA website and click "Shop" or go directly to <http://shop.acsa.org> to start shopping!

## holidays and meetings

## 2023-2024 ACSA Holidays and Meetings

**Holidays (ACSA Offices Closed)**

July 4, 2023 .....	Independence Day
September 4, 2023 .....	Labor Day
November 10, 2023 .....	Veterans Day
November 23-24, 2023 .....	Thanksgiving and day after
December 22-29, 2023 .....	Winter break
January 1, 2024 .....	New Year's Day
January 15, 2024 .....	Martin Luther King Day
February 12, 2024 .....	Lincoln's Birthday
February 19, 2024 .....	Washington's Birthday
March 29, 2024 .....	Good Friday (½) day
April 1, 2024 .....	Cesar Chavez Day
May 27, 2024 .....	Memorial Day
June 19, 2024 .....	Juneteenth

**Board of Directors Meetings**

July 19, 2023 .....	Incline Village
October 13, 2023 .....	Ontario
February 9, 2024 .....	Virtual
May 10, 2024 .....	Sacramento

**Leadership Assembly Meetings**

October 12, 2023 .....	Ontario
February 8, 2024 .....	Virtual
May 9, 2024 .....	Sacramento

**Leadership Summit**

November 2-4, 2023 .....	San Diego
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**Legislative Action Day**

April 22-23, 2024 .....	Sacramento
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## ARTICLE I: Name, Principal Office, Purposes and Restrictions

### 1.01 Name.

The name of the association is Association of California School Administrators, a California nonprofit mutual benefit corporation (ACSA).

### 1.02 Principal Office.

The Board of Directors (board) shall determine the location of the principal office of the association.

### 1.03 Purposes.

The purposes of ACSA are to promote the advancement of education by:

- (a) Improving the educational process by helping members become more effective in their various roles as educational leaders.
- (b) Creating the resources that will enable California school administrators to develop and apply creative leadership and management.
- (c) Providing programs specifically designed to relate the association's activities to students, their needs and problems at all levels, pre-school through adult education.
- (d) Advancing education by sponsoring research and investigation.
- (e) Meeting the needs of members by providing a single organization to represent those needs to the other publics with whom school administrators interact.
- (f) Disseminating information about the school administrator's profession through a communications system of publications, conferences and various field services, local, state and federal public relations.
- (g) Cooperating and working with teachers, students and the public so that the needs of learners and the community may be best served.

### 1.04 Restrictions.

All policies and activities of the association shall be consistent with:

- (a) Applicable federal, state and local antitrust and trade regulation laws;
- (b) Applicable tax-exemption requirements including the requirements that the association not be organized for profit and that no part of its net earnings inure to the benefit of any private individual; and
- (c) All other legal requirements including the California Nonprofit Corporation Law under which law this association is incorporated and to which its operations are subject.

## ARTICLE II: Organization

### 2.01 Regions.

#### 2.011 Definition.

ACSA shall be divided into regions within the State of California, the geographical boundaries and numerical designations of which shall be recorded in the procedures. New regions may be created and changes in region boundaries may be recommended by the board and approved by the leadership assembly.

#### 2.012 Bylaws.

The region bylaws shall be consistent with the State ACSA bylaws, reviewed every two years, and submitted to State ACSA by May of even numbered years. *(Revised, Leadership Assembly 05/17)*

#### 2.013 Governance.

Each region shall have a governing board composed of Region President, Region President-Elect, Region Vice President for Legislative Action, State Board Director, and other members as may be provided in the region's bylaws. Each region must have a treasurer (non-profit corporation law). *(Revised, Leadership Assembly 05/17)*

#### 2.014 Region Presidents shall serve a minimum of a one-year or a maximum of a two-year term.

Region President-Elect shall serve a minimum of a one-year or a maximum of a two-year term. The term of this position should tie directly to the term of the Region President. Region VPLA shall serve a minimum of two years and a maximum of four years.

Region President, region President-Elect, and region VPLA may serve two non-consecutive terms. Each region shall develop bylaws that indicate how vacancies in the region President, region President-Elect, region VPLA, and State Board Director positions will be filled and aligned with the terms. *(New, Leadership Assembly 05/17)*

#### 2.015

Each region is expected to submit to the Leadership Development Committee a programmatic plan and budget by October 1st as well as a report of progress on the objectives of that plan each year by August 31st. *(New, Leadership Assm. Oct. 2016)*

#### 2.016 Functions.

The functions of each region shall be to promote within the region the purposes of ACSA as stated in these bylaws, with programs and activities similar to and consistent with those of ACSA. Additional responsibilities may be adopted by the board and recorded in the policies and procedures.

Regions are specifically expected to develop and oversee Charters and Charter leadership with the region. They are to support and encourage networking, professional development and information dissemination within the region. They should also focus on identification and cultivation of future leaders, working with the Leadership Development Committee; provide professional recognition, support member recruitment and participation of Region officers in the ACSA Leadership Assembly. *(revised, Leadership Assm 05/17)*

### 2.02 Election of State Director.

Each region shall have the responsibility for conducting an appropriate election by the spring leadership assembly for one member of the Board of Directors at times and in a manner consistent with these bylaws and the policies and procedures of ACSA.

**2.03 Charter Groups.**

Charter groups are smaller units of ACSA within each region. Charters shall be issued by the board in accordance with standards in the policies and procedures of ACSA. Each charter is expected to submit to the leadership of their region programmatic plan and budget by October 1st, as well as a report of progress on objectives of that plan each year by August 31st. *(updated Leadership Assm. 10/16)*  
Charters generally consist of single school districts, union high school districts which include feeder elementary districts, and some County Offices of Education. For some rural counties, a charter may consist of multiple school districts. Colleges and Universities and/or regions are eligible to establish student/associate charters. *(New, Leadership Assm. 10/16)*

**ARTICLE III: Members****3.01 Membership Qualifications.**

Membership in ACSA is extended to persons who have professional involvement in leadership responsibility in education including persons in training, supporting and consulting services as provided in this article.

**3.02 Membership Privileges.**

Regular members shall have voting privileges and be eligible to serve as officers, directors, committee members, or council members at state, region and charter levels; other privileges of regular membership shall be set forth in the policies and procedures. The privileges of membership of all other classes of members other than regular members shall be set forth in the policies and procedures.

**3.03 Regular Membership.**

Regular membership shall be extended to persons employed in California as follows:

- (a) Those employees in a school district or other educational agency designated or functioning as management employees, members of the management team, administrators with regular part-time teaching responsibilities, confidential employees or certificated supervisory employees. No person shall be eligible for regular membership who is represented by an exclusive bargaining representative, except for certificated supervisory and classified supervisory employees whose positions have previously been designated by the public school employer as management or who are functioning as management.
- (b) Professors of Education. Those full-time professors of educational administration who elect regular membership pursuant to bylaw 3.09.
- (c) Regular members on leave/sabbatical who are committed to return to active employment as set forth in (a) and (b) above.

**3.04 Retired Membership.**

Retired membership shall be extended to: ACSA members not currently employed in the field of education, but receiving compensation from the state retirement system and ACSA members who have been diagnosed by a physician as being totally and indefinitely disabled from working in the field of educational administration. Active region consultants shall receive complimentary retired membership under the "Full Regular Retired" subcategory of retired membership.

**3.05 Honorary Life Membership.**

The board may award Honorary Life membership to persons making an outstanding contribution to education.

**3.06 Associate Membership.**

Those not qualified for other membership categories, but who have an interest in educational leadership, can become Associate members. Associate membership shall only be extended to individuals not eligible for Regular, Consolidated, Student or Retired membership. Associate membership may be especially appropriate for:

- (a) Regular members reassigned to the classroom or other duties outside administration/supervision.
- (b) Individuals meeting credential requirements for membership but who are not currently employed in a position qualifying them for regular membership.
- (c) Educational consultants.
- (d) Individuals employed under an early retirement program who would otherwise qualify under Section 3.02. (Regular Membership)
- (e) ACSA staff upon appointment (complimentary).
- (f) Former ACSA members not qualifying under other membership categories.
- (g) Others working in schools, districts, or other educational agencies and organizations who are not currently seeking a credential or holding a management position.
- (h) Other individuals as approved by the board.

*(Revised: Feb. 2012 DA)*

**3.07 Student Membership.**

Student Membership is extended to individuals who are graduate students verified to be enrolled in programs of education administration leading to an administrative credential in an accredited institution of higher learning or to individuals (who do not hold an administrative credential nor are working as an administrator) who are enrolled in an accredited higher education institution related to educational leadership leading to a Masters or Doctoral Degree or other certification.

**3.08 Corporate Affiliate Program.**

Corporate affiliation is limited to those organizations and businesses which provide education services or programs (and whose employees are not otherwise eligible for regular membership).

**3.09 Professors of Educational Administration Membership.**

Notwithstanding any other provision of these bylaws to the contrary, full time professors of educational administration shall be entitled to elect membership status as either regular members or associate members.

**3.10 Department of Education.**

Notwithstanding any other provision of these bylaws to the contrary, employees of the California Department of Education (CDE) shall be entitled to elect membership status as either regular members or associate members.

**3.11 Commission on Teacher Credentialing.**

Notwithstanding any other provision of these bylaws to the contrary, employees of the Commission on Teacher Credentialing shall be entitled to elect membership status as either regular members or associate members.

**3.12 Consolidated Membership.**

Consolidated Membership is extended to those persons who meet regular ACSA membership requirements under Section 3.02 and are active members of a local administrator association that meets the requirements established by the board.

**3.13 Discipline.**

A member may be disciplined (which discipline may include private or public reprimand, suspension or expulsion) based on the good faith determination by the board, or a committee or person authorized by the board to make such a determination, that the member has failed in a material and serious degree to observe the association's rules of conduct, or is engaged in conduct materially and seriously prejudicial to the purposes and interests of the association, provided that the board adopts appropriate procedures that meet or exceed the standards set forth in California Corporations Code Section 7341.

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**ARTICLE IV: Leadership Assembly**

**4.01 Purpose.**

The leadership assembly shall have the authority of the members to do the following: Elect officers, approve bylaw changes, approve the association's goals and objectives, receive and review information from task forces, ratify the ACSA legislative platform, make recommendations to state board members relating to issues brought before the leadership assembly, advise state board members concerning major policy issues, statewide ballot measures and on statewide candidate endorsements, and serve as liaison to regions.

**Enhanced Definition of Responsibilities.**

The Leadership Assembly, in addition to electing officers, also votes on those to serve on the Leadership Development Committee. Other expanded responsibilities of the Leadership Assembly include identifying critical issues, needs and challenges at the region/local levels; set ACSA's legislative policy and priorities; play a proactive environmental scanning role, helping to identify emerging issues and needs; and as needed, conduct forums to collect input on specific issues. The Leadership Assembly should regularly discuss and understand the ACSA Strategic Plan, goals and priorities, and discuss aligned region priorities and be accountable for reporting back to regions. *(New: DA February 2016)*

**4.02 Composition and Terms.**

The leadership assembly shall be composed of the following:

- 1) president, president-elect, and vice president for legislative action from each region or a designee.
- 2) Additional members from each region will be based on the following formula: the base number shall be 250 regular/consolidated members and shall equal three delegates (region president, president-elect, and vice president for legislative action). An additional delegate will be added (to the base number of three) for each additional 200 regular/consolidated members in the region.

Selection of additional delegates will be determined by the region.

The number of delegates shall be computed as of April 30 each year. The determination shall be effective July 1 until the following June 30.

- 3) members of the ACSA board
- 4) state committee chairs
- 5) state council presidents
- 6) No member may serve simultaneously in more than one of the following region positions: President, President-Elect, Vice President for Legislative Action (VPLA) and State Board Director. *(New, Leadership Assembly 05/17)*

**4.03 Meetings.**

**4.031 Regular Meetings.**

The leadership assembly shall hold not less than two meetings per year to be presided over by the ACSA president. The last regular meeting shall be designated as the annual meeting.

**4.032 Special Meetings.**

Special meetings may be called by the board, by the president, or by a majority of the region presidents.

**4.033 Quorum.**

A quorum shall consist of a representative two-thirds of the regions and a majority of the total membership of the leadership assembly. A majority of the quorum shall be authorized to take action, unless otherwise specified in these bylaws.

**4.04 Nominations.**

**4.041 President/President Elect**

The vice president shall automatically become the president-elect and the president-elect shall automatically become the president the following term. *(Revised, Delegate Assembly, 10/15)*

**4.042 Nominating Committee.**

Nominations for vice-president and vice president for legislative action shall be made by the Nominating Committee. The Nominating Committee shall be composed of (1) two members to be appointed for a term of one year by the president from the leadership assembly at the annual meeting, (2) alternate regional members appointed by the president as follows: regional members shall consist of regional representatives of odd numbered regions in odd numbered years, and even numbered regions in even numbered years, and (3) the immediate past president, who shall serve as chairperson. *(Rev. DA 10/15)*

**4.043 Report of the Nominating Committee.**

The Nominating Committee shall publish its report in the preliminary agenda of the first leadership assembly meeting of the fiscal year. The Nominating Committee shall not nominate any of its members for any office.



**4.044 Additional Nominations.**

Additional nominations may be made from the floor only at the first leadership assembly of the fiscal year provided prior consent has been obtained from the nominee and provided further that seven voting delegates, each from a different region, concur. A written list of the seven concurring delegates shall be presented to the ACSA President prior to the nomination from the floor. Assuming continuing eligibility to serve, no nominations for President or President-Elect will be accepted from the floor. *(Revised May 2016 DA)*

**4.05 Elections.**

Elections shall be held at the annual meeting of the leadership assembly.

**4.06 Voting.**

Each region delegate, member of the board, director-at-large, state officer, committee chair, and council president shall be entitled to one vote. Voting by mail ballot is permissible for the purpose of special mail votes by the entire assembly.

**ARTICLE V: Board of Directors****5.01 Responsibilities.**

The Board of Directors is the governing body of the association whose authority includes the following functions: employ and evaluate the executive director, establish a clear strategic direction for the association, and monitor the strategic plan; establish and monitor policies; govern the operation of the association; develop, approve and monitor the budget; approve committee appointments; ratify council appointments/elections; give final approval to political candidate endorsements; approve recommendations from issue-based task forces; evaluate, review and approve reports and recommendations from the Leadership Development Committee; approve position papers, recommend bylaw changes to the leadership assembly, and approve annual dues. *(Revised January 2017, LA)*

**5.02 Composition and Qualifications.**

The board shall consist of five officers and 19 directors of the association. Annually, up to four directors-at-large may be appointed by the president, with the approval of the board, to achieve a more balanced representation in the best interests of the association. Qualifications of board members should include the following considerations: job-alike disciplines, ethnicity, age, gender, size of districts, urban/rural geographic areas of the state, demonstrated leadership abilities, and governance experience. *(New: DA May 2016)*

**5.03 State Officers**

Each region shall elect a State board director for a three-year term, who shall be a member of their region board during their term. A State Board Director elected by a Region may serve two (2) non-consecutive terms. A State Board member who fills an open region State Board position and does not serve a complete three-year term, may serve consecutive terms and may not exceed a total of 6 years on the Board. At-large directors shall serve for a one-year term, can be re-appointed twice for one-year terms, and may subsequently serve a full three-year term as an elected State board director from their region, not to exceed a total of 6 years on the Board. *(Revised, Leadership Assembly February 2018)*

**5.04 Meetings and Quorum.**

The board shall hold not less than six meetings per year. Other meetings of the board, including meetings by conference call, shall be held upon the call of the president or by a majority of the board. A majority of the board shall constitute a quorum and a majority of the quorum shall have power to act.

**5.05 Vacancies.**

In the event the state board director becomes employed outside the region and/or a vacancy occurs, the region which elected the director shall fill the vacant position. *(Revised, Leadership Assembly 05/17)*

**ARTICLE VI: Officers****6.01 Officers.**

The officers of the association are a president, president-elect, vice president, vice president/legislative action and past president.

**6.02 Election and Term of Office.**

Officers shall be elected for a one year term by the leadership assembly at the times and manner set forth in these bylaws. All officers shall serve one year terms, provided the vice president/legislative action shall serve a two year term.

**6.03 Duties.**

The officers shall perform those duties that are usual to their position and that are assigned to them by the board, including those duties that are set forth in the policies and procedures from time to time. In addition, the president acts as chairman of the board, the president-elect acts in place of the president when the president is not available. The vice-president is the secretary-treasurer (chief financial officer) of the association. . An Executive Committee of the board of directors, consisting of the president, president-elect, vice president, vice president for legislative action, past president and two directors selected annually by the full board of directors, will develop performance criteria and an instrument for evaluation of board performance. *(revised Leadership Assm January 2017)*

**6.04 Vacancies****6.041 Office of President.**

In case a vacancy occurs in the office of president, at the discretion of the leadership assembly, the president-elect may succeed to the office of president and serve the remainder of the term. The past president may be asked to serve the remainder of the unexpired term, or a special election may be conducted. *(revised: DA May 2016)*

**6.042 Office of President-Elect.**

In case a vacancy occurs in the office of president-elect, at the discretion of the leadership assembly, the vice president may succeed to the office of president-elect and serve the remainder of the term. The current president may be asked to serve a second year, or a special election may be conducted. *(revised: DA, May 2016)*

**6.043 Offices of Vice President and Vice President for Legislative Action.**

In the event a vacancy occurs in the office of vice president or vice president for legislative action, the vacancy may be filled temporarily by the president with the approval of the board until the next regular or special meeting of the leadership assembly, at which time the vacancy will be filled through the normal election process. *(Revised DA February 2016)*

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**ARTICLE VII: Committees/Councils**

**7.01 Formation and Purpose of Committees.**

**7.011 Formation.**

There shall be such standing and taskforce/special committees as the board may authorize. A list of standing committees shall be included in the policies and procedures. *(LA January 2017)*

**7.012 Purpose.**

The purpose and suggested activities of any taskforce/committee shall be determined by the board and the board shall review annually the achievements of all committees. Committees are expected to provide annual plans and budgets to the Leadership Development Committee by October 1st, as well as a report of progress on objectives of that plan each year by August 31st. Such plans are to be approved by the Board of Directors. *(revised LA January 2017)*

**7.02 Membership.**

**7.021 Composition.**

The composition and number of members on a committee shall be determined by the board.

**7.022 Appointment.**

Committee members shall be appointed and the chairperson designated by the president with the approval of the board unless otherwise provided for in these bylaws.

**7.023 Terms, Standing Committees.**

Members of standing committees shall serve three-year terms unless otherwise designated by the board.

**7.024 Terms, Special Committees/Task Forces.**

Members of special committees/task forces shall serve terms to be designated at the time of their appointments. *(revised LA January 2017)*

**7.03 Responsibility to Regions.**

Committees shall have the responsibility to develop a close working relationship with their regional counterparts.

**7.04 Formation and Purpose of Councils.**

**7.041 Formation.**

There shall be such councils as the board may authorize. A list of councils shall be included in the policies and procedures.

**7.042 Purpose.**

The purpose of councils is to be ongoing and viable in terms of representing the job-alike group it serves. Councils shall be responsible for association activities and policy relating to its job-alike function. Such activities and policy would be required to be consistent with ACSA policy, and subject to ACSA's "Conflict Resolution Process." Councils would be responsible for the gathering of input and expertise, and for dissemination of council information as needed.

Councils are expected to provide annual plans and budgets to the Leadership Development Committee by October 1st, as well as a report of progress on objectives of that plan each year by August 31st. Such plans are to be approved by the Board of Directors. *(revised LA January 2017)*

**7.05 Membership.**

**7.051 Composition/Appointment.**

Councils shall consist of region representatives elected by their job-alike peers or appointed by their region president.

**7.052 Rules.**

Councils will create their own bylaws, mission statements, operating rules, procedures, subcommittees, meeting practices and related rules. Such bylaws, rules and policies will be consistent with ACSA bylaws, rules and policies, and will be subject to ratification by the ACSA Board of Directors.

**7.053 Terms.**

Terms for councils shall be determined by the councils' rules.

**7.06 Responsibility to Regions.**

Councils shall have the responsibility to develop a close working relationship with their regional counterparts.

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## ARTICLE VIII: Fiscal

### 8.01 Budget

#### 8.011 Responsibility.

The board shall be responsible for the preparation, adoption and maintenance of an annual operating budget employing proper accounting procedures. The board shall cause a financial report to be made at each regular meeting of the leadership assembly.

#### 8.012 General Reserve.

The annual budget of the association shall include a general reserve.

### 8.02 Income Sources.

#### 8.021 Annual Dues.

The board shall develop the annual dues structure and the method for collecting all classes of dues.

#### 8.022 Other Sources.

Other sources of funds may be solicited and/or accepted by the board.

### 8.03 Expenditures.

Expenditures of funds within the annual budget shall be the prerogative of the board.

### 8.04 Fiscal Year.

The fiscal year for the association shall be July 1 through June 30 of the following year.

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## ARTICLE IX: Affiliation

### 9.01 Requirements.

ACSA may accept affiliations with other state or national professional organizations which share mutual interests and/or concerns in accordance with procedures established by the board. The procedures shall be included in the policies and procedures.

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## ARTICLE X: Policies and Procedures and Rules of Order

### 10.01 Policies and Procedures.

All rules and policies adopted by the board in accordance with these bylaws, but not specifically covered therein, shall be recorded in the policies and procedures of ACSA.

### 10.02 Parliamentary Procedures.

Sturgis Standard Code of Parliamentary Procedure shall control parliamentary procedures.

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## ARTICLE XI: Indemnification and Insurance

### 11.01 Indemnification.

To the fullest extent permitted by the law, the association shall indemnify and hold harmless any and all agents against all claims to which they may be subjected by reason of any alleged or actual action or inaction in the performance of their duties performed in good faith on behalf of the association. "Agent" for this purpose shall include directors, officers, and employees.

### 11.02 Insurance.

The association shall have the right to purchase and maintain insurance to the full extent permitted by the law on behalf of its agents against any liability asserted against or incurred by the agent in such capacity arising out of the agent's status as such.

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## ARTICLE XII: Amendment

### 12.01 Amendment of Bylaws.

These bylaws may be amended by the leadership assembly at any meeting at which a quorum is present by a majority vote.

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## ARTICLE XIII: Interpretation

### 13.01 Interpretation.

These bylaws are subject to the California Nonprofit Corporation Law and must be interpreted so as to conform with that law, as it is interpreted, and amended from time to time.

*May 2017 -SC Revised*

# statement of ethics

## Statement of Ethics

A management, supervisory or confidential school employee's behavior must conform to an ethical code. The code must be idealistic and at the same time practical, so that it can apply reasonably to all. The professional acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all and provides professional leadership in the school and community. This responsibility requires standards of exemplary professional conduct. It must be recognized that the professional's actions will be viewed and appraised by the community, associates and students. To these ends, the professional subscribes to the following statements of standards.

### **The management, supervisory, confidential school employee:**

1. Makes the well-being of students the fundamental element in all decision making and actions.
2. Fulfills professional responsibilities with honesty and integrity.
3. Supports the principle of due process and equal treatment under the law.
4. Obeys local, state and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.
5. Implements the governing board of education's policies and administrative rules and regulations.
6. Pursues appropriate measures to correct those laws, policies and regulations that are not consistent with sound educational goals.
7. Avoids using positions for personal gain through political, social, religious, economic or other influence.
8. Accepts academic degrees or professional certification used in relationship with professional responsibilities only from duly accredited institutions.
9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
10. Honors all contracts until fulfillment or release.
11. Seeks to involve the public and keep them honestly informed.
12. Recommends the employment, development, promotion and retention of the best possible personnel to assure a quality educational program.

# bill of rights

### **ACSA encourages that each member be afforded:**

1. The right to a written description of the professional duties and responsibilities expected to be fulfilled.
2. The right to a full and impartial evaluation of professional performance including constructive counseling on a regular and continuing basis.
3. The right to participate in staff "inservice" training program(s) to improve professional performance.
4. The right to be furnished the reason(s) when recommended for probation, demotion, non-renewal of contract or termination.
5. The right to due process procedures including the right to be heard by the Board of Education prior to probation, demotion, non-renewal of contract or termination.
6. The right to professional assistance from professional associations.
7. The right to adequate compensation for providing important, complex and learned professional services.
8. The right to input in district policy and procedure development consistent with the individual's position on the management team and the individual's unique experience and expertise.
9. The right to be accorded the respect and dignity due a member of an honorable and learned profession and an individual, sensitive human being.

## Professional and Legal Assistance

### Guidelines

In the event any REGULAR member of ACSA needs assistance involving an ethical question or a legal question pertaining to the following: breach of employment contract, tenure rights, credential issues, dismissal, demotion, salary policy disputes, paid or unpaid leave of absence, he or she can contact a Member Assistance Advocate at [www.acsa.org/legalsupport](http://www.acsa.org/legalsupport). *(Note: Administrators who belong to their local charter only and not state ACSA are not considered regular members.)*

If the circumstances warrant further assistance, the Member Assistance Advocate will handle the matter and recommend what course of action should be taken. In some instances the matter can be resolved through administrative remedies; however, if it is necessary to involve legal counsel the member will make application for direct legal assistance.

A person requesting legal assistance must have been a regular ACSA member in good standing for six months at the time his/her problem arose. Retired members are eligible for legal assistance only if the matter occurred while they were a regular member. ACSA membership is required to receive this benefit.

For ACSA members who are represented by a collective bargaining unit, legal assistance or member assistance services shall be granted only when the request relates to an issue which is not included in a collective bargaining agreement or is not subject to the rules and regulations of PERB and meets the requirements for legal assistance or member assistance services.

Consolidated members are not eligible for legal assistance.

### Direct Legal Assistance Procedures

If the foregoing professional assistance has not resolved the problem, the member may make application for direct legal assistance. If the member's problem meets the criteria for legal assistance and his/her application is approved, the following procedures apply:

#### 1. Panel Attorneys

ACSA has contracted with attorneys in various parts of the state who are experienced in school law matters (panel attorneys). The legal assistance plan provides that the member will utilize the services of one of the panel attorneys. Ordinarily, the member will be referred to the panel attorney in his/her geographical region.

Direct legal assistance may, and often does, take the form of telephone consultation. In any event, all legal advice, regardless of form, shall be charged to the member.

#### 2. Non-Panel Attorneys

The Member Assistance Advocate may approve the use of non-panel attorneys in limited instances where in their judgment geographic or emergency conditions warrant such authorization. Legal assistance when authorized in such cases shall be limited to a maximum of \$2,000 based on ACSA providing not more than sixty percent (60%) of appropriate legal costs. Members authorized to use non-panel attorneys shall be responsible for all billings from and payments to their attorneys. Upon receipt of paid statements from such attorneys, ACSA will reimburse to the member, through the attorney, sixty percent (60%) of authorized costs.

#### 3. Preliminary Consultation (2 hours) [Level 1]

The program provides that the first two hours of direct legal assistance, when authorized, be provided the member at no charge.

Legal assistance without charge to members who are involved in a common concern shall be limited to two (2) hours for the first member and fifteen (15) minutes for each additional member to a maximum of eight (8) hours. Such assistance shall be limited to consultation to determine if further legal action or litigation is necessary.

#### **4. Further Legal Assistance [Level 2]**

If legal assistance beyond two hours is necessary, the Member Assistance Advocate may approve additional legal assistance to a maximum of \$1,000 (ACSA involvement). ACSA will bear 60% of the authorized costs and the member will bear 40% of such costs. Example: Based on a 60%/40% split, attorney would bill a maximum of \$1,667, with ACSA paying \$1,000 and the member paying \$667.

When such additional assistance is authorized, the member will be notified by telephone or e-mail. The member shall then make arrangements with the assigned attorney for the payment of his/her share (40%) of all attorney fees and costs. The attorney shall submit a total billing to ACSA stipulating that portion to be paid by the member (40%) and that portion to be paid by ACSA (60%). The member and the Association shall be responsible for making their respective payments directly to the attorney.

The member shall assume the responsibility for all legal fees and costs which exceed any amount authorized by the Association.

In no event shall ACSA bear any additional costs of legal assistance attributable to a promise of punitive damages; the attorney shall bill the member for all such additional costs and the member shall be responsible for full payment of all such additional costs.

#### **5. Protracted Legal Assistance [Level 3]**

Protracted legal assistance may be authorized in cases where further legal assistance is warranted to potentially resolve the problem. Normally, protracted assistance will only occur in litigation cases.

When the Member Assistance Advocate believes that protracted assistance is needed, he/she will recommend approval to the Member Support Program Director, and a yearly report of all such authorizations will be generated and provided to ACSA's Executive Committee.

Following approval, ACSA shall bear sixty percent (60%) of additional legal fees and costs (not to exceed \$4,000) and the member shall bear forty percent (40%).

When such additional assistance is authorized, the member will be notified by telephone or e-mail. The member shall then make arrangements with the assigned attorney for the payment of his/her share (40%) of all attorney fees and costs. The attorney shall submit a total billing to ACSA stipulating that portion to be paid by the member (40%) and that portion to be paid by ACSA (60%). The member and the Association shall be responsible for making their respective payments directly to the attorney.

The member shall assume responsibility for all legal fees and costs that exceed any amount authorized by the Association.

Eligible members with ten years, or less, as an ACSA member shall be eligible for a maximum of \$5,500. Beginning in year eleven, members shall be eligible for a maximum of \$500 of legal assistance for each year of ACSA membership. All requests for protracted legal assistance remain under the purview of the Member Support Program Director. Retired members are limited to levels 1, 2 and 3 of legal assistance for a total of \$5,500.



## Appendix A

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### Legal Assistance Plan: Scope and Criteria

#### A. Scope.

Legal assistance may be provided to members for employment-related problems including: (1) breach of employment contract, (2) tenure rights, (3) credential issues, (4) dismissal, (5) demotion, (6) salary policy disputes and (7) paid or unpaid leave of absence.

#### B. Criteria.

To qualify for legal assistance, the member's problem must also meet the following criteria:

- 1. Due process.** The primary goal of the ACSA legal assistance program is to assure that each member is accorded due process of law in connection with the employment-related problem set forth above. The first criterion, therefore, is the extent to which the member has been accorded due process.
- 2. Professional significance.** Another equally important and related criterion is professional significance. That is, the extent to which the member's problem significantly affects the profession as a whole either as a matter of legal precedent or otherwise.
- 3. Member's conduct.** The member shall demonstrate that he/she has acted in accordance with professionally acceptable behavior and ethics.
- 4. Eligibility.** The applicant must have been a regular ACSA member in good standing for six months at the time his/her problem arose. Retired members are eligible for legal assistance only if the matter occurred while they were a regular member. ACSA membership is required to receive this benefit.

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