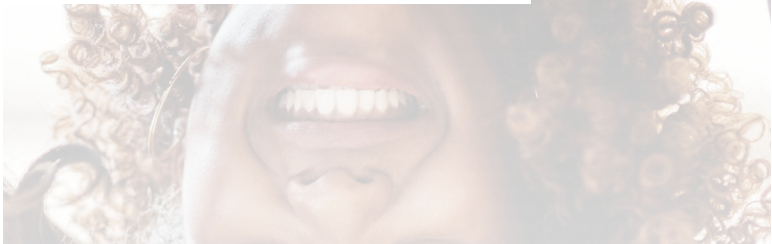
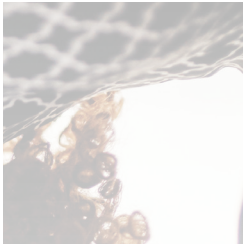


2024-2025
LEADERSHIP DIRECTORY AND
GUIDE TO MEMBER BENEFITS



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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:

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find us online:

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Facebook: 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

President's Letter.....	2
Introduction.....	3
2024-2025 Board Officers	4
2024-2025 Board of Directors	5
2024-2025 Leadership Assembly Members	7
2024-2025 Region Presidents.....	12
2024-2025 Region Vice Presidents for Legislative Action.....	14
2024-2025 Region Treasurers.....	15
2024-2025 Charter Presidents	16
Past ACSA Presidents	25
Councils	28
Committees	38
Special Groups	52
Staff.....	53
Member Assistance and Legal Support Team	54
Membership Recruitment Team	54
Member Services Ambassadors	55
Region Staff	56
Benefits and Services	57
Bylaws.....	74
Statement of Ethics and Bill of Rights.....	80
Legal Guidelines	81
Index.....	84
ACSA Region Map.....	88

president's letter



Dear ACSA leaders:

Welcome and thank you for your commitment to public education. Your work in supporting California's public school students unites our communities and is essential to growing our next generation of doctors, scientists, engineers, organizers and hopefully educators.

As we start the 2024-25 school year, ACSA begins the second year of our strategic plan. The plan is rooted in the mission statement and sets the tone for what we aim to accomplish over the next few 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 committed to supporting California public school administrators. We want to help you in creating positive change in the lives of your students and to do that, we must evolve our organization and provide you with more professional development, advocacy and opportunities to engage with each other.

We've listened to your feedback and we've honed in on diversifying the services we deliver. Professional development is now presented in multiple ways to fit your needs. Our one-on-one support is more robust. We're doing more every day to connect you with decision-makers in the state Capitol. We've even launched a podcast network to deliver leadership training, legislative updates and thoughtful discussions on key issues impacting your work.

This isn't the ACSA of yesterday. This is the ACSA of the future.

We play a key role in creating positive outcomes and helping our students achieve. It's an incredible responsibility and challenge, one that I share with you.

As educators, our commitment is to do right by students. ACSA is here to support your work and growth so we can do right by our nearly six million California public school students.

My best to all of you.

A handwritten signature in black ink, appearing to read 'Rafael Plascencia', with a long horizontal line extending to the right.

Rafael Plascencia

ACSA 2024-2025 President

Director of Personnel

Tustin USD

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.

2024-2025 board officers



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VICE PRESIDENT
R-13
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Chief Innovation Officer
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**VICE PRESIDENT FOR
LEGISLATIVE ACTION**
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PAST PRESIDENT
R-6
Parvin Ahmadi
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2024-2025 board of directors



R-1 (2027)
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R-2 (2025)
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R-3 (2026)
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R-4 (2027)
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R-7 (2025)
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R-8 (2025)
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2024-2025 board of directors



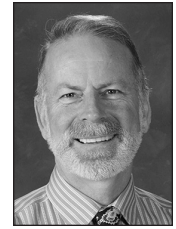
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R-15 (2025)
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2024-2025 directors at-large



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R-3 (2025)
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R-11 (2025)
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2024-2025 leadership assembly members

Region 1 (4 votes)

Region President

Jeff Harris

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Del Norte County USD
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Region President-Elect

Region Vice President for Legislative Action

Jared Caylor

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Region Delegate

Region 2 (5 votes)

Region President

Christine McCormick

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Region Vice President for Legislative Action

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Region 3 (4 votes)

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Region Vice President for Legislative Action

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Region 5 (3 votes)

Region President

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Region President-Elect

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Region 6 (6 votes)

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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.

2024-2025 leadership assembly members

Region Delegate

Deborah F. Brill

Executive Director of Student Services
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Region Delegate

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Region Delegate

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Region 7 (5 votes)

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Region 8 (5 votes)

Region President

Roxane Fuentes

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Region President-Elect

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Region Vice President

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Region Delegate

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Region Delegate

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Region 9 (4 votes)

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Region Vice President

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Region Delegate

Region 10 (4 votes)

Region President

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Region Vice President

for Legislative Action

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Region 11 (6 votes)

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2024-2025 leadership assembly members

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Region Delegate Richard Morosa

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Region 12 (7 votes)

Region President

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Region President-Elect

Cherina O. Betters
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Region Vice President for Legislative Action

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Region Delegate Salvador Flores

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Region 13 (5 votes)

Region President

Leslie A. Wagonseller
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Region President-Elect

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Region 14 (5 votes)

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Region 19 (7 votes)

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Region Delegate

Josue Reyna

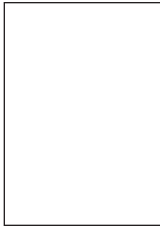
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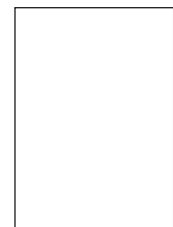
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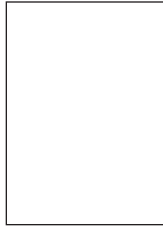
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purpose:

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.

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Support Staff: Kristy A. Gilmore

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03 Shasta County Charter

04 Siskiyou County Charter

05 Tehama County Charter
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06 Modoc County Charter

07 Trinity County Charter

08 Retiree Charter

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2024-2025 charter presidents

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03 Santa Clara County

04 Milpitas

05 West Santa Clara Valley Admin. Association

06 De Anza

07 Santa Clara

08 San Jose Admin Association

09 Gilroy

11 East Valley

12 Morgan Hill

13 Retiree (RACSAM)

14 Eastside

15 Oak Grove Management Assoc.

17 Alum Rock Administrators Assoc.

18 Cupertino Union ACSA Charter

20 Campbell Charter

21 Berryessa Charter

22 Franklin McKinley Charter

80 Aspiring Administrators

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03 Tulare County

04 West Kern

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08 SD Cnty Dept of Ed. Charter Group

09 Greater San Dieguito Charter Benjamin A. Churchill

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past acsa presidents



Ferd. J. Kiesel
July 1970-June 1971



Donald R. McKinley
July 1971-June 1972



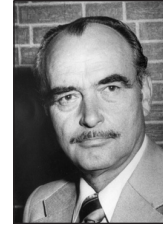
Wilson Grace
July 1972-June 1973



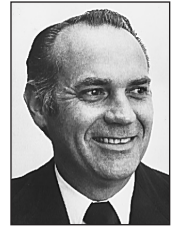
M. Ted Dixon
July 1973-June 1974



Ron E. Johnson
July 1974-June 1975



Robert Coney
July 1975-June 1976



William K. Noble
July 1976-June 1977



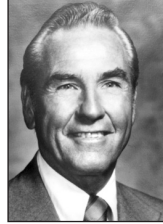
Bert C. Corona
July 1977-June 1978



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



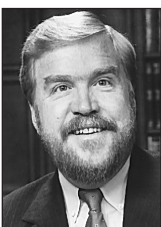
Ray E. Tolcacher
July 1988-June 1989



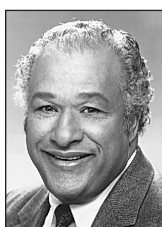
Carol O. Knipe
July 1989-June 1990



David E. Brown
July 1990-June 1991



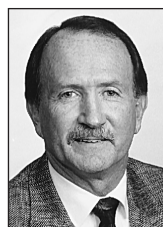
Charles Binderup
July 1991-June 1992



Louis J. Goins
July 1992-June 1993



Lawrence Kemper
July 1993-June 1994



Barry Reed
July 1994-June 1995



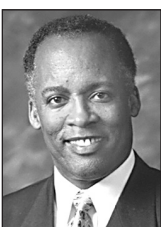
Tim Cuneo
July 1995-June 1996



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



Parvin Ahmadi
July 2023-June 2024

councils, committees and special groups

Councils

Council of ACSA/CAPEA Leaders	28
Council of Adult Education Leaders	29
Council of Business Services Leaders	30
Council of Career Technical Education Leaders	31
Council of Classified Educational Leaders	32
Council of Co-Administrator Leaders	33
Council of Curriculum, Instruction and Accountability Leaders	34
Council of Early Education Leaders	35
Council of Educational Options Leaders	36
Council of Elementary Education Leaders	37
Council of Equity Leaders	38
Council of Human Resources Leaders	39
Council of Middle Grades Education Leaders	40
Council of Retired Leaders	41
Council of Secondary Education Leaders	42
Council of Small School District Leaders	43
Council of Student Services and Special Education Leaders	44
Council of Superintendent Leaders	45
Council of Urban Education Leaders	47

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

Committees

Leadership Development	48
Legislative Policy*	49
Member Services*	51

**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.*

Special Groups

Representatives to FCMAT	52
Representatives to WASC	52

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

ACSA has more than 450 members working on councils and committees. Council/committee 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 council/committee 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.

council of acsa/capea leaders



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R-16 (2026)

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purpose

The following purpose of the Council of ACSA/CAPEA Leaders 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: Yvonne Sugimura

*Staff Liaison/Subject Matter Expert:
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purpose:

To identify and study issues relating to adult education. To recommend legislative positions to ACSA and advocate for legislation that advances public adult education statewide. To actively enhance and promote adult education's role with professional organizations, government officials, state agencies, school districts, business, industry, and the community at large. To plan and coordinate professional growth opportunities for administrators of adult education programs.

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*Staff Liaison &
Subject Matter Expert: Serette Kaminski*

Support Staff: Aryn Calvo

council of business services leaders



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R-6 (2026)

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purpose:

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 the 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: Amy M. Alzina

Staff Liaison & Subject

Matter Expert: TBD

Support Staff: Kristy Gilmore

council of career technical education leaders

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CAWEE Liaison

CAROCF Liaison

CCCC Liaison



COUNCIL PRESIDENT

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purpose:

The purpose of the Council of Career Technical Education Leaders 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

council of classified educational leaders



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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

council of co-administrator leaders

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purpose:

- To educate and empower co-administrators and aspiring administrators (vice-principals, assistant principals, deans, coordinators, etc.) in their role as instructional leaders within their schools and communities.
- To promote networking and increase communication among administrators and aspiring administrators.
- To provide access to professional development and mentoring experiences.
- To increase awareness of the co-administrator's role and the importance of that role.
- To be mindful of the social & emotional wellness of students and staff

Board Liaison: Laura Butler

Staff Liaison: Tamerin Tooker

Support Staff: Audrey Harmon

council of curriculum, instruction & accountability leaders



COUNCIL PRESIDENT

R-09 (2026)

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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

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CDE Liaison

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council of early education leaders

R-1

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purpose:

The Council of Early Education Leaders 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 education 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 engagements.

Board Liaison: Jason Provence

Staff Liaison &

Subject Matter Expert: Diana Vu

Support Staff: TBD

council of educational options leaders



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R-11 (2025)

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R-13

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At-Large Representative

At-Large Representative

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: Tracy Olmedo

Subject Matter Expert: Serette Kaminski

Support Staff: Gianna Miller

council of elementary education leaders

R-1

R-2 (2026)

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R-3 (2026)

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R-4 (2025)

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R-5 (2025)

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R-6 (2026)

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R-10 (2026)

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R-15 (2025)

Marci D. Chavez

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R-16 (2025)

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R-17 (2027)

Frances Hansell

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R-18 (2025)

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R-19 (2025)

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NAESP Board Member



COUNCIL PRESIDENT

R-10 (2026)

John Schilling

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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: Trish Elmore

council of equity leaders



COUNCIL PRESIDENT

R-14 (2026)

Patricia Brent-Sanco, Ed.D.

Dir of Equity, Access & Inst Svcs
Lynwood USD
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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: Alana Hughes-Hunter

Staff Liaison: Tracie Noriega

Support Staff: Crystal Flores

Subject Matter Expert: Diana Vu:

R-1

R-2 (2025)

Lauren Link

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R-3 (2027)

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R-4 (2025)

Rosalind K. Hines

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R-5 (2025)

R-6 (2027)

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R-7 (2027)

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R-8 (2025)

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R-9

R-10 (2025)

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R-11 (2025)

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R-12 (2026)

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R-13

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R-15 (2026)

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Urban Ed. Council Liaison

LGBT Liaison

R-1

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R-9

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R-12 (2026)

R-13 (2025)

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CTC Liaison

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Negotiator's Symposium

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Co-Chair Personnel & Negotiations Symposium

AASPA Liaison

Urban Education Council Liaison



COUNCIL PRESIDENT

R-19 (2025)

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COUNCIL PAST PRESIDENT

R-18 (2025)

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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.

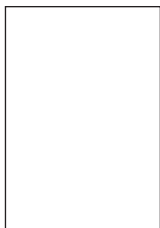
Board Liaison: Raul Zamora

Staff Liaison: Dorothy Johnson

*Subject Matter Expert:
ACSA GR Advocacy Team*

Support Staff: TBD

council of middle grades education leaders



COUNCIL PRESIDENT

R-16 (2024)

Christine Moore

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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: Trish Elmore

R-1 (2025)

Heather Becksted

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R-2 (2027)

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R-3 (2025)

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R-4 (2026)

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R-5 (2025)

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R-6 (2027)

Danielle N. Winford

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R-7 (2027)

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R-9

R-10 (2026)

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R-11 (2026)

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R-12 (2025)

R-13

R-14 (2026)

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R-15

R-16 (2026)

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R-17 (2026)

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R-18 (2027)

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R-19 (2026)

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CDE Liaison

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California League of Educators

Maryam Diaab

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R-1

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R-3 (2026)

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R-7 (2026)

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R-11

R-12 (2026)

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R-13 (2026)

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R-15 (2027)

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STRS Liaison

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PERS Liaison

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CRTA Liaison

OTAN Liaison



COUNCIL PRESIDENT

R-3 (2025)
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purpose:

The Council of Retired Leaders will provide leadership on issues that affect current retirees and will eventually affect all ACSA members. Members of the council will seek continued participation, service, and inclusion in all aspects of ACSA's governance and activities to provide institutional memory and expertise. The Council will actively work and advocate with other members of the Retirement Coalition to protect, enhance, clarify and advocate for the benefits of STRS and PERS. Council members will also monitor and recommend action on state and federal legislation that potentially affect retiree issues.

Board Liaison: Blanca Cavazos

Staff Liaison: Alice Petrossian

Subject Matter Expert: Dorothy Johnson

Support Staff: Stephanie Bernardo

council of secondary education leaders



COUNCIL PRESIDENT

R-12 (2026)

Heather Conkle

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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: Dustin Seeman

Staff Liaison: Mary Gomes

Subject Matter Expert: ACSA GR
Advocacy Team

Support Staff: Trish Elmore

R-1

R-2 (2026)

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R-4 (2026)

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R-5 (2027)

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R-6 (2026)

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R-8 (2027)

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R-9

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R-19 (2025)

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CDE Liaison

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NASSP Board Member

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derrick.lawson62@gmail.com

council of small school district leaders

R-1

R-1

R-1 (2025)

Thomas P. O'Malley
Superintendent
Modoc JUSD
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R-1 (2026)

Jaime Green
Superintendent
Trinity Alps USD
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R-2 (2025)

Eric N. Bonniksen
Superintendent
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R-2 (2027)

Scott Mikal-Heine
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R-2 (2025)

Jeremy O. Powell
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Hamilton USD
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R-3 (2026)

Christina L. Goennier
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R-4 (2027)

LaResha M. Huffman
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R-4 (2025)

Nick Driver
Superintendent
Griffin Technology Academies
Two Positive Pl
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R-4 (2026)

Joseph R. Aldridge
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R-5

R-6 (2025)

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R-7 (2026)

R-7 (2026)

Thomas W. Hoskins
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R-8 (2026)

Kevin S. Grier
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R-9 (2025)

Andrew R. Kersten
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R-9 (2026)

Wesley R. Sever
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R-10 (2025)

Jennifer J. Bernosky
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R-11 (2025)

Lou O. Saephan
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R-11 (2025)

Hiedi R. Witcher
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Buttonwillow UESD
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R-11 (2026)

R-12

R-13

R-14

R-15 (2026)

Eric J. Sahakian
Superintendent
Acton-Agua Dulce USD
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Acton, CA 93510
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R-16

R-17 (2026)

Sue Cramton Johnson
Superintendent
Savanna ESD
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R-18 (2025)

Richard J. Cordero
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R-18 (2026)

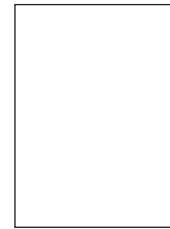
Angelita V. Ortiz
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Calipatria USD
501 West Main St
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aortiz@calipat.com

R-19 (2025)

John G. Huber Jr.
Superintendent
Nuview UESD
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Retired Superintendent

CSBA Liaison



COUNCIL PRESIDENT

R-11 (2027)

Melanie R. Matta
Superintendent/Principal
Hope ESD
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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: Margarita Cuizon-Armelino

Subject Matter Expert:

Support Staff: Aryn Calvo

council of student services & special education leaders



COUNCIL PRESIDENT

R-19 (2026)

Charity Plaxton-Hennings

Superintendent/Executive Director
Temecula Valley USD
Temecula Valley Charter-Winchester
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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: Julie Hatchel

Staff Liaison: Tracie Noriega

Subject Matter Expert:

Support Staff: Joanne Flowers

R-1 (2025)

Katie F. Cavanagh

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R-2 (2027)

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R-3 (2026)

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R-4 (2025)

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R-5 (2027)

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R-6 (2026)

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R-7 (2025)

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R-8 (2025)

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R-9 (2026)

Darla K. Beeson

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R-10 (2025)

R-11 (2027)

Tammy A. Bradford

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R-12 (2025)

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R-14 (2026)

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R-15 (2027)

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R-16 (2026)

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R-17 (2026)

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R-18 (2025)

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R-19 (2027)

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CEC-CASE Liaison

CASP Liaison

CDE Liaison

council of superintendent leaders

R-1 (2025)

R-2 (2026)

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R-3 (2026)

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R-4 (2026)

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R-5 (2025)

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R-6 (2026)

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R-7 (2027)

Benjamin Howell
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R-8 (2027)

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R-9 (2027)

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R-10 (2025)

Zandra Jo Galvan
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R-11 (2025)

Yolanda Valdez
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R-12 (2027)

Cali L. Binks
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R-13 (2025)

Holly C. Edds
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R-14 (2026)

John A. Garcia
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R-15 (2027)

R-16 (2026)

Denise Collier
Region West Superintendent
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R-17 (2027)

Frank E. Donovan II
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R-18

R-19 (2026)

Christi L. Barrett
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Small School Districts Liaison

Amy M. Alzina
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School of Sound Finance Liaison

Anthony H. Ranii
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CIF Liaison

Dan D. Stepenosky
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ROC/P Liaison

Fabrizio Lofaro
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CAPEA Liaison

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Executive Officer, West Ed Liaison

Jannelle Kubinec
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AASA Liaison

Julie A. Vitale
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CCSESA Executive Director Liaison

Karen Stapf Walters
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COUNCIL PRESIDENT

R-6 (2027)

Dana A. Eaton
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Brentwood UESD
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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: Rafael Plascencia

Staff Liaison: Iván Carrillo

Staff Liaison: Edgar Zazueta

*Subject Matter Experts:
ACSA GR Advocacy Team*

Support Staff: TBD

council of superintendent leaders (cont.)

Large School Districts Liaison

Lamont A. Jackson

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CCSESA Liaison

Lynn Mackey

County Superintendent
Contra Costa COE
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CAAASA Liaison

Mark E. Marshall, Ed.D

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FCMAT Liaison

CCEE Liaison

Matthew Navo

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CSBA Liaison

Vernon Billy

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CALSA Liaison

Zandra Jo Galvan

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Calif. Assoc. of Suburban Schools Liaison

Dan D. Stepenosky

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CAAPLE Liaison

Diann W. Kitamura

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Large School Districts

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Large School Districts

Jill A. Baker

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Large School Districts

Christopher R. Hoffman

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Superintendents' Symposium Liaison

Large School Districts Liaison

AASA Liaison

City Superintendents Liaison

Department of Education Liaison

Mid-Size School Districts Liaison

California League of Middle Schools Liaison

Bakersfield City ESD

R-11 (2027)

Laura Orozco

Assistant Superintendent
Bakersfield City ESD
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Downey USD

R-14 (2026)

Roger Brossmer

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Vista USD

R-18 (2027)

Dr. Matthew J. Doyle

Superintendent
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Moreno Valley USD

R-19 (2027)

Joseph Ochoa

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Santa Ana Unified School District

R-17 (2027)

Sandra E. Escalante-Palmer

Asst Principal
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San Francisco USD

R-5 (2027)

Rosina Y Tong

Principal
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Newport Mesa USD

R-17 (2027)

Lorena Rubio

Principal
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Fontana USD

R-12 (2027)

Kimberly M. MacKinney

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San Jose USD

R-8 (2027)

Nancy Albarran

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Redlands USD

R-12 (2027)

Sonya E. Balingit

Director II – Multilingual Education and Family Engagement
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Los Angeles USD

R-16 (2026)

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Rialto USD

R-12 (2026)

Patricia Chavez

Lead academic agent (executive director secondary ed)
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Corona-Norco USD

R-19 (2027)

Alexis Barile

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Glendale USD

R-15 (2027)

Darneika Watson

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COUNCIL PRESIDENT

R-17 (2026)

Renae Bryant

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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: Roxanna Villaseñor

Staff Liaison: Naj Ali Khan

Subject Matter Expert: Tracie Noriega

Support Staff: Tracy Olmedo

leadership development committee



CHAIR

R-15 (2026)

Maria Thompson

Director, Student Services,
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CO-CHAIR

R-13

Rene Rickard

Chief Innovation Officer
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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 Liaisons: Donya Ball, Rene Rickard & Katherine Castleberry

Staff Liaison: Margarita Cuizon-Armelino

Subject Matter Expert: Edgar Zazueta & Courtney Adams

Support Staff: Kristy Tinsley & Aryn Calvo

R-1 (2025)

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R-2 (2025)

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R-3 (2026)

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R-4 (2027)

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R-5 (2027)

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R-6 (2026)

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R-7 (2026)

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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.

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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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An Overview of What ACSA Has to Offer:

Legal Assistance

Professional Legal Assistance	60
Legal Guidelines.....	83

Management Team Services

Strike Preparation	60
Balancing Rights & Responsibilities	60

Career Development Opportunities

Administrative Credential Programs	61
ACSA Academies	61
Leadership for Accomplished Administrators	61
ACSA Quality Solutions.....	61
Other Workshop Offerings	61
Diversity, Equity and Inclusion.....	62
2024 Leadership Summit.....	63
2024-2025 Professional Development Calendar.....	64

Information, Resources and Publications

ACSA Communications.....	66
Media Relations and Crisis Management.....	66
<i>EdCal</i>	66
Career Center and CareerConnect.....	66
<i>Leadership Magazine</i>	66
ACSA Video Programming.....	66
ACSA Storytellers	66
ACSA.org	66
ACSA Resource Hub	67
Social Media	67

Lobbying/Legislation

Governmental Relations Department: State and Federal	67
How You Can Influence ACSA's Positions on Legislation: The Legislative Policy Committee.....	67
Making Things Happen: Vice Presidents for Legislative Action	68
ACSA's Education Legal Support Fund.....	68

Discounts and Savings

Insurances	69
shopACSA.....	73

ACSA Calendar

2024-2025 ACSA Holidays and Meetings	73
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Other

Bylaws	74
Statement of Ethics/Bill of Rights	80



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

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.**

- Regular0090 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, 2024).**

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 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.

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

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 support and promote your continued professional growth. These activities enhance and expand knowledge, sharpen leadership skills, and provide opportunities to discuss current educational trends and issues.

These programs offer a range of services, from professional learning for educators who are new or aspiring administrators, 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.

Professional Learning Services can work with you to assist your district, consortium, or ACSA Region deliver professional development programs locally.

Please call (800) 608-ACSA, or visit 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.

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.**

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

- | | | |
|--|----------------------------|---------------------|
| ■ Classified Educational Leaders | ■ Personnel Administrators | ■ School Business |
| ■ Curriculum and Instructional Leaders | ■ Principals | ■ Special Education |
| ■ Equity Administrators | ■ Pupil Services | ■ Superintendents |

Professional Learning for All Stages of Your Career!

ACSA also offers conferences, institutes and symposiums including:

- | | | |
|--|---|------------------------------------|
| ■ Classified Educational Leaders Institute | ■ Lead with Pride Summit | ■ Superintendents' Symposium |
| ■ Every Child Counts Symposium | ■ Personnel & Negotiations Symposium | ■ Women in School Leadership Forum |
| ■ Equity Institute | ■ Principals' Summer Leadership Institute | |
| ■ Leadership Summit | | |

Workshops and Trainings

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

- | | |
|--|---|
| ■ HR Boot Camp: Surviving the First Year | ■ Building Common Ground; |
| ■ Building the Student Schedule | Board Planning/Board Relationship |
| ■ Title IX Team Compliance Training | ■ Navigating First Amendment Rights in Education: |
| ■ Section 504 Plans | Practical Tips for Educators |
| ■ School Attendance Review Team and Board: | ■ Dare to Lead (Women's Leadership Forum) |
| Effective Strategies for Implementation | |
| ■ Home & Hospital Instruction | |

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 & Negotiations Symposium
- New Superintendents' Seminar Series
- Superintendents' Symposium
- Webinars and Online trainings

Diversity, Equity and Inclusion (DEI)

The DEI Department at ACSA is dedicated to empowering school, district, and county office of education leaders by providing comprehensive support in fostering inclusive and equitable educational environments. We offer tailored professional development, strategic guidance, and resources that address the unique challenges of each educational setting. Our services include equity audits, DEI-focused coaching, policy review, and training on topics such as implicit bias, cultural competency, and allyship. By partnering with leaders, we aim to cultivate a culture of belonging, enhance educational outcomes, and ensure that all students and staff thrive in a supportive and inclusive community.

Visit ACSA's DEI webpage: <https://acsa.org/Equity>.

ACSA's Equity Definition

Equity is the moral imperative to provide access and support for all marginalized persons to realize their personal best; liberating all through the eradication of – Ideological, Institutionalized, Interpersonal, and Internalized forms of oppression.



Together We Shine:

Nurturing Health, Hearts & Minds



2024 LEADERSHIP SUMMIT

NOVEMBER 14-16, 2024 | HILTON BAYFRONT HOTEL | SAN DIEGO

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.

- **Premium programming on the latest trends in education from experts and peers.**
- **Access to partners and innovative educational technology and service providers.**
- **Numerous networking opportunities for meaningful connections.**

2024 Leadership Summit Information

Keep up to date on registration information, and updates about the summit, visit **www.acsa.org/leadershipsummit**.

Upcoming ACSA Leadership Summits:

2025 Leadership Summit

November 6-8, 2025

Hilton Union Square San Francisco

2024-2025 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, or contact ACSA's Educational Services Department at 650.692.4300 or 800.608.ACSA

august

28 Title IX Team Compliance Training (Session 1) Virtual

september

6-7 Personnel Administrators, weekend 1 Costa Mesa
6-7 Personnel Administrators, weekend 1 Roseville
6-7 Personnel Administrators, weekend 1 Stockton
6-7 Principals, weekend 1 Sacramento
6-7 Pupil Services, weekend 1 Walnut Creek
6-7 School Business, weekend 1 Riverside
6-7 Special Education, weekend 1 Arcadia
6-7 Special Education, weekend 1 Costa Mesa
11 Title IX Team Compliance Training (Session 2) Virtual
11 Section 504 Plans (Session 1) Virtual
12 School Attendance Review Team & Board: Effective Strategies Virtual
13-14 Curriculum & Instructional Leaders, weekend 1 Costa Mesa
13-14 Curriculum & Instructional Leaders, weekend 1 Westminster
13-14 Equity Administrators, weekend 1 South
13-14 New Superintendents Seminar Series, session 1 Sacramento
13-14 Personnel Administrators, weekend 1 Dublin
13-14 Personnel Administrators, weekend 1 San Diego
13-14 Personnel Administrators, weekend 1 San Luis Obispo
14 Classified Educational Leaders, weekend 1 Fresno
14 Classified Educational Leaders, weekend 1 Santa Ana
16 Baila Conmigo (Session 1) Virtual
18 Section 504 Plans (Session 2) Virtual
18 Title IX Team Compliance Training (Session 1) Virtual
18-20 Women in School Leadership Forum Carlsbad
20-21 Curriculum & Instructional Leaders, weekend 1 Torrance
20-21 Personnel Administrators, weekend 1 Azusa
20-21 Principals, weekend 1 Rancho Cucamonga
20-21 School Business, weekend 2 Riverside
20-21 Special Education, weekend 1 Redwood City
20-21 Special Education, weekend 1 Riverside
20-21 Superintendents, weekend 1 Sacramento
20-21 Superintendents, weekend 1 Santa Barbara
20-21 Superintendents, weekend 1 Visalia
23 Baila Conmigo (Session 2) Virtual
25 Title IX Team Compliance Training (Session 2) Virtual
24-27 Personnel & Negotiators Symposium Burlingame
27-28 Equity Administrators North
28 Classified Educational Leaders, weekend 1 Rancho Cordova
30 Baila Conmigo (Session 3) Virtual

october

2 Navigating First Amendment Rights in Education Virtual
4-5 Equity Administrators, weekend 2 South
4-5 Personnel Administrators, weekend 2 Costa Mesa
4-5 Personnel Administrators, weekend 1 Ontario
4-5 Personnel Administrators, weekend 2 Roseville
4-5 Principals, weekend 2 Sacramento
4-5 School Business, weekend 3 Riverside
4-5 Special Education, weekend 2 Arcadia
4-5 Special Education, weekend 2 Costa Mesa
4-5 Superintendents, weekend 1 Los Angeles
11-12 Curriculum & Instructional Leaders, weekend 2 Costa Mesa
11-12 Equity Administrators, weekend 2 North
11-12 Personnel Administrators, weekend 2 Azusa
11-12 Personnel Administrators, weekend 2 Dublin
11-12 Principals, weekend 2 Rancho Cucamonga
11-12 Special Education, weekend 2 Riverside
11-12 Superintendents, weekend 2 Sacramento
11-12 Superintendents, weekend 2 Visalia
12 Classified Educational Leaders, weekend 2 Fresno

18-19 Curriculum & Instructional Leaders, weekend 2 Westminster
18-19 Personnel Administrators, weekend 3 Costa Mesa
18-19 Personnel Administrators, weekend 2 San Diego
18-19 Personnel Administrators, weekend 2 San Luis Obispo
18-19 Pupil Services, weekend 2 Walnut Creek
18-19 School Business, weekend 4 Riverside
18-19 Special Education, weekend 3 Costa Mesa
18-19 Special Education, weekend 2 Redwood City
18-19 Superintendents, weekend 2 Santa Barbara
24 Building Common Ground: Board Planning/Board Relationship (Session 1) Virtual
25-26 Curriculum & Instructional Leaders, weekend 3 Torrance
25-26 Personnel Administrators, weekend 2 Stockton
26 Classified Educational Leaders, weekend 2 Rancho Cordova
26 Classified Educational Leaders, weekend 2 Santa Ana
31 Building Common Ground: Board Planning/Board Relationship (Session 2) Virtual

november

1-2 Curriculum & Instructional Leaders, weekend 3 Costa Mesa
1-2 Equity Administrators, weekend 3 South
1-2 Personnel Administrators, weekend 2 Ontario
1-2 Personnel Administrators, weekend 3 Roseville
1-2 Personnel Administrators, weekend 3 San Luis Obispo
1-2 Principals, weekend 3 Sacramento
1-2 School Business, weekend 5 Riverside
1-2 Special Education, weekend 3 Arcadia
1-2 Superintendents, weekend 2 Los Angeles
1-2 Superintendents, weekend 3 Santa Barbara
7 Building Common Ground: Board Planning/Board Relationship (Session 3) Virtual
8-9 Principals, weekend 3 Rancho Cucamonga
14-16 Leadership Summit San Diego
22-23 Curriculum & Instructional Leaders, weekend 3 Torrance
22-23 Curriculum & Instructional Leaders, weekend 3 Westminster
22-23 Equity Administrators, weekend 3 North
22-23 New Superintendents Seminar Series, session 2 Sacramento
22-23 Personnel Administrators, weekend 3 Azusa
22-23 Personnel Administrators, weekend 3 San Diego
22-23 Personnel Administrators, weekend 3 Stockton
22-23 Special Education, weekend 3 Redwood City
23 Classified Educational Leaders, weekend 3 Santa Ana

december

4-6 Dare to Lead (Women's Leadership Forum) Santa Barbara
6-7 Curriculum & Instructional Leaders, weekend 4 Costa Mesa
6-7 Equity Administrators, weekend 4 North
6-7 Personnel Administrators, weekend 4 Costa Mesa
6-7 Personnel Administrators, weekend 3 Ontario
6-7 Personnel Administrators, weekend 4 Stockton
6-7 Principals, weekend 4 Sacramento
6-7 Special Education, weekend 4 Costa Mesa
6-7 Special Education, weekend 4 Costa Mesa
6-7 Special Education, weekend 3 Riverside
13-14 Curriculum & Instructional Leaders, weekend 4 Torrance
13-14 Curriculum & Instructional Leaders, weekend 4 Westminster
13-14 Equity Administrators, weekend 4 South
13-14 Personnel Administrators, weekend 3 Dublin
13-14 Personnel Administrators, weekend 4 Roseville
13-14 Personnel Administrators, weekend 4 San Luis Obispo
13-14 Personnel Administrators, weekend 4 San Diego
13-14 Principals, weekend 4 Rancho Cucamonga
13-14 Pupil Services, weekend 3 Walnut Creek
13-14 School Business, weekend 6 Riverside
13-14 Special Education, weekend 4 Redwood City
13-14 Superintendents, weekend 3 Los Angeles
13-14 Superintendents, weekend 3 Sacramento
13-14 Superintendents, weekend 3 Visalia
14 Classified Educational Leaders, weekend 3 Fresno

2024-2025 acsa professional development calendar

january

3-4	Equity Administrators, weekend 5	South
3-4	Special Education, weekend 4	Riverside
10-11	Curriculum & Instructional Leaders, weekend 5	Costa Mesa
10-11	Curriculum & Instructional Leaders, weekend 5	Torrance
10-11	Curriculum & Instructional Leaders, weekend 5	Westminster
10-11	Equity Administrators, weekend 5	North
10-11	Personnel Administrators, weekend 4	Azusa
10-11	Personnel Administrators, weekend 5	Costa Mesa
10-11	Personnel Administrators, weekend 4	Dublin
10-11	Personnel Administrators, weekend 4	Ontario
10-11	Personnel Administrators, weekend 5	Roseville
10-11	Personnel Administrators, weekend 5	San Luis Obispo
10-11	Personnel Administrators, weekend 5	San Diego
10-11	Personnel Administrators, weekend 5	Stockton
10-11	Principals, weekend 5	Rancho Cucamonga
10-11	Principals, weekend 5	Sacramento
10-11	Superintendents, weekend 4	Los Angeles
10-11	Superintendents, weekend 4	Sacramento
10-11	Superintendents, weekend 4	Visalia
11	Classified Educational Leaders, weekend 4	Rancho Cordova
13-15	Every Child Counts	San Diego
23	HR Boot Camp: Best Practices in Personnel Administration (Session 1)	Virtual
24-25	Pupil Services, weekend 4	Walnut Creek
24-25	School Business, weekend 7	Riverside
24-25	Special Education, weekend 5	Arcadia
24-25	Special Education, weekend 5	Costa Mesa
24-25	Special Education, weekend 5	Redwood City
24-25	Superintendents, weekend 5	Santa Barbara
25	Classified Educational Leaders, weekend 4	Santa Ana
28-29	New Superintendents Seminar Series, session 3	Monterey
29-31	Superintendents' Symposium	Monterey
30	HR Boot Camp: Best Practices in Personnel Administration (Session 2)	Virtual
31-1	Personnel Administrators, weekend 5	Azusa
31-1	Personnel Administrators, weekend 6	Roseville

february

TBD	Building the Student Schedule	Virtual
1	Classified Educational Leaders, weekend 4	Fresno
1	Classified Educational Leaders, weekend 4	Rancho Cordova
6	HR Boot Camp: Leading Best Practices in Personnel Admin (Session 3)	Virtual
7-8	Curriculum & Instructional Leaders, weekend 6	Costa Mesa
7-8	Equity Administrators, weekend 6	South
7-8	Personnel Administrators, weekend 6	Costa Mesa
7-8	Personnel Administrators, weekend 5	Dublin
7-8	Personnel Administrators, weekend 6	San Luis Obispo
7-8	Personnel Administrators, weekend 6	San Diego
7-8	Principals, weekend 6	Rancho Cucamonga
7-8	Principals, weekend 6	Sacramento
7-8	School Business, weekend 8	Riverside
7-8	Special Education, weekend 6	Costa Mesa
15	Classified Educational Leaders, weekend 5	Santa Ana
21-22	Curriculum & Instructional Leaders, weekend 6	Torrance
21-22	Curriculum & Instructional Leaders, weekend 6	Westminster
21-22	Equity Administrators, weekend 6	North
21-22	Personnel Administrators, weekend 5	Ontario
21-22	Personnel Administrators, weekend 6	Stockton
21-22	Pupil Services, weekend 5	Walnut Creek
21-22	Special Education, weekend 6	Arcadia
21-22	Special Education, weekend 6	Redwood City
21-22	Special Education, weekend 5	Riverside
21-22	Superintendents, weekend 5	Los Angeles
21-22	Superintendents, weekend 5	Sacramento
21-22	Superintendents, weekend 5	Santa Barbara
21-22	Superintendents, weekend 5	Visalia

26-28	Classified Educational Leaders Institute	Los Angeles
28-1	Personnel Administrators, weekend 6	Azusa
28-1	Personnel Administrators, weekend 7	Roseville
28-1	Principals, weekend 7	Rancho Cucamonga
28-1	School Business, weekend 9	Riverside

march

1	Classified Educational Leaders, weekend 5	Fresno
5	Home & Hospital Instruction: Nuts & Bolts for Effective Implementation	Virtual
7-8	Curriculum & Instructional Leaders, weekend 7	Costa Mesa
7-8	Equity Administrators, weekend 7	North
7-8	Equity Administrators, weekend 7	South
7-8	Personnel Administrators, weekend 6	Ontario
7-8	Personnel Administrators, weekend 7	San Luis Obispo
7-8	Personnel Administrators, weekend 7	San Diego
7-8	Principals, weekend 7	Sacramento
7-8	New Superintendents Seminar Series, session 4	Sacramento
7-8	Special Education, weekend 6	Riverside
7-8	Superintendents, weekend 6	Los Angeles
12-14	Equity Institute	Berkeley
14-15	Curriculum & Instructional Leaders, weekend 7	Westminster
14-15	Personnel Administrators, weekend 7	Costa Mesa
14-15	Personnel Administrators, weekend 6	Dublin
14-15	School Business, weekend 10	Riverside
14-15	Special Education, weekend 7	Costa Mesa
14-15	Superintendents, weekend 6	Sacramento
14-15	Superintendents, weekend 6	Santa Barbara
21-22	Curriculum & Instructional Leaders, weekend 7	Torrance
21-22	Personnel Administrators, weekend 7	Azusa
21-22	Personnel Administrators, weekend 7	Stockton
21-22	Principals, weekend 8	Rancho Cucamonga
21-22	Pupil Services, weekend 6	Walnut Creek
21-22	Special Education, weekend 7	Arcadia
21-22	Special Education, weekend 7	Redwood City
21-22	Superintendents, weekend 6	Visalia
22	Classified Educational Leaders, weekend 5	Rancho Cordova

april

4-5	Curriculum & Instructional Leaders, weekend 8	Costa Mesa
4-5	Principals, weekend 8	Sacramento
4-5	Special Education, weekend 7	Riverside
4-5	Superintendents, weekend 7	Sacramento
11-12	Personnel Administrators, weekend 7	Ontario
11-12	Pupil Services, weekend 7	Walnut Creek
11-12	New Superintendents Seminar Series, session 5	Sacramento
11-12	Superintendents, weekend 7	Los Angeles
11-12	Superintendents, weekend 7	Santa Barbara
25-26	Curriculum & Instructional Leaders, weekend 8	Torrance
25-26	Curriculum & Instructional Leaders, weekend 8	Westminster
25-26	Personnel Administrators, weekend 7	Dublin
25-26	Superintendents, weekend 7	Visalia
30-2	Lead with Pride Summit	Anaheim

june

11	HR Boot Camp: Best Practices in Personnel Administration (Session 1)	Virtual
18	HR Boot Camp: Best Practices in Personnel Administration (Session 2)	Virtual
25	HR Boot Camp: Best Practices in Personnel Administration (Session 3)	Virtual

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; nalikhhan@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.

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.

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; nalikhhan@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; mkelley@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 and we invite you to submit resources and tools to content@acs.org.

Contact: Michelle Carl, EdCal Editor; 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; gmiller@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.

questions?

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

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).

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
Monthly Premium	\$0.40	\$0.70

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
Monthly Premium	\$13.10	\$26.10	\$39.10	\$52.10

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
Monthly Premium	\$0.40	\$2.30	\$4.90	\$7.50

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

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

2024-2025 ACSA Holidays and Meetings

Holidays (ACSA Offices Closed)

July 4, 2024	Independence Day
September 2, 2024	Labor Day
November 11, 2024	Veteran's Day
November 28, 2024	Thanksgiving Day
November 29, 2024	Day after Thanksgiving
December 23-31, 2024	Winter Break
January 1, 2025	New Year's Day
January 20, 2025	Martin Luther King Jr. Day
February 10, 2025	Lincoln's Birthday
February 17, 2025	Washington's Birthday
March 31, 2025	Cesar Chavez Day
April 18, 2025	Good Friday (1/2 Day)
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth

Board of Directors Meetings

July 17, 2024	Oceanside
October 11, 2024	Ontario
February 14, 2025	Virtual
May 9, 2025	Sacramento

Leadership Assembly Meetings

October 10, 2024	Ontario
February 13, 2025	Virtual
May 8, 2025	Sacramento

Leadership Summit

November 14-16, 2024	San Diego
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Legislative Action Day

March 17-18, 2025	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.

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)*

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.

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.

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.

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.

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.

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.

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

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. (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

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.

a

Abdel, Cathie.....	39	Brahim, Giuliana.....	29	Cordero, Richard.....	43
Abreu-Coito, Dorothy.....	51	Brannon, Gary.....	36	Corona-Duran-Adriana.....	18
Aceves, Larry.....	25	Bravo, Rebecca.....	38	Corona, Bert C.....	25
Aceves, Lorena.....	23	Bravo, Robert.....	45	Corrao, Christine.....	31
Adams, Courtney.....	53	Brent-Sanco, Patricia.....	38	Cota, Caroline.....	52
Adams, Jay.....	55	Bridgewater, Belinda.....	7, 14, 16	Cramton Johnson, Sue.....	43
Adams, Kari.....	10, 13	Brill, Deborah.....	8, 18	Craven, Candace.....	21
Adams, Kory.....	54	Brooks, Aviette.....	33	Crawford, Alan.....	36
Agpoon, Emily.....	53, 66	Brosche, Susan.....	22	Crawford, Katherine.....	17
Aguero, Kerry.....	14	Brossmer, Roger.....	47	Creech, Renee.....	32
Aguero, Kerry.....	9	Brown, Clarissa.....	24	Cruz, Juan.....	6, 29
Ahern, Kevin.....	42	Brown, David E.....	25	Cruz, Maita.....	8, 14
Ahmadi, Parvin.....	26	Brown, Ebon.....	11, 14, 31	Cuevas, Susana.....	10
Ahmadi, Parvin.....	4	Brown, Justin.....	53	Cuizon-Armelino, Margarita.....	i, 43, 48, 51, 53, 54, 55
Albarran, Nancy.....	47	Brunson, Jonathon.....	54	Cummings, Jessica.....	20
Alberg Owings, Maryalice.....	54, 56	Bryant, Renae.....	47	Curiel, Esteban.....	29, 49
Aldaco, Jose.....	48	Bui, Nancy.....	17	Cutler, Todd.....	7
Aldridge, Joseph.....	43	Bullard, Matthew.....	45	d	
Alexander, Jaime.....	17	Bundtzen, Lena.....	39	Da Marto, Sonny.....	25
Alikhan, Naj.....	i, 31, 47, 53, 66	Bunton, Heath.....	33	Dahlstrom, Eric.....	34
Allen, Cindy.....	56	Burke, Deborah.....	54	Daniels, Terri.....	40
Allred, Karalee.....	53	Burkett, Roberta.....	39	Davis, Donald.....	41
Allred, Lori.....	53	Burks, Jennifer Ashley.....	47	Davis, Lisa.....	30
Almond, John.....	54	Burroughs, Mark.....	23	Davis, Terrence.....	6, 32
Alves, Teri.....	40	Butler, Laura.....	5, 33	Day, Sandra.....	36
Alzina, Amy.....	6, 30, 45	Buttles, Keda.....	29	DeCrescenzo, Mary Kay.....	41, 55
Anderson-Chaffee, Jennifer.....	33	c		Dees, Kerry.....	37
Andrade, Rebeca.....	35	Caballero, Priscila.....	32	DeFrancesco, Michael.....	39
Andrew, Eric.....	56	Cabrera, Carlota.....	54, 56	Delling, Randall V.....	26
Andrews, Kristyn.....	17	Caffrey, Suzanne.....	53	Despard, Kevin.....	10
Andrus, Ward.....	52	Calderon, Yuri.....	30	Dezutti, Sharon.....	54
Antonelli, Joseph.....	36	Calvo, Aryn.....	29, 43, 53, 54, 55	Diaab, Maryam.....	40
Appling, Jr. David.....	51	Cammack, Christopher J.....	45	DiGiovanni, Gabriela.....	24
Arellano, Claudia.....	32, 39	Camp, Daryl.....	4	DiMundo, Daniel.....	36
Arellano, Danny.....	8, 12	Campbell, Lillie.....	25	Dito, Hilary.....	49
Aristizabal, Karen.....	19, 51	Canal, Alma.....	21	Dixon, M. Ted.....	25
Armelino, Tom.....	26	Cantu, Yvette.....	34	Donahue, Tiffany.....	29
Aryo, Ivan.....	10	Carbuccia, Jennifer.....	32, 50	Donavan II, Frank.....	45
Auston, Kelley.....	18	Cardoso, Mary.....	15	Dorris, Jessica.....	29
b		Carl, Michelle.....	53, 66, 67	Douglas, Odie.....	52
Backman, Jennifer.....	51	Carr, Benisha.....	36	Dover, Aaron.....	20
Bagwell, Jack.....	28	Carrillo, Iván.....	i, 14, 45, 49, 53	Doyle, Matthew.....	47
Bailey, Steven.....	55	Carsten, Sandra.....	25	Driver, Nick.....	43
Baker, Jill.....	46	Carter, Bonnie.....	48	Duchon, Elliott.....	41
Balbuena, Christine.....	20, 51	Carter, Dana.....	29, 48	Dunbar, Natalie.....	53
Ball, Donya.....	5, 48	Carver, Allan.....	51	Duncan, John W.....	25
Barile, Alexis.....	47	Casas, Martin.....	34	Duncan, Julie.....	31
Barrett, Christi.....	45	Castaneda, Crystal.....	34	Durbin, Laina.....	53
Bazanos, Melissa.....	34	Casteberry, Katherine.....	6, 15, 48	Duszynski, Pamela.....	42
Beach, Stephanie.....	21	Castleman, Kyle.....	42	e	
Becksted, Heather.....	40	Castro, Carol.....	38	Eaton, Dana.....	45, 52
Beeson, Darla.....	44	Castro, Nidia.....	10	Ecker, Marc.....	26
Belenardo, Susan J.....	28	Cavanagh, Katie.....	44	Eckhoff, Lisa.....	5, 51
Bell, Matt.....	56	Cavazos, Blanca.....	6, 41	Edds, Holly.....	26, 45
Bennett, Grant.....	55	Caylor, Jared.....	7, 14	Eidmann, Beverly.....	34
Bennett, Judy.....	56	Ceasar, Joy.....	11	Elizondo, Fernando.....	54
Benson, Tarin.....	17	Cerna, Carlos.....	9	Ellington, Karen.....	36
Berg, Jacob.....	8	Cervantez, Elaine.....	32, 54	Elliott, Charlene.....	20
Bernardo, Stephanie.....	41, 54	Chamberlain, Matthew.....	7, 12	Elmore, Trish.....	37, 40, 42, 54
Bernosky, Jennifer.....	43	Champion, Richard.....	10, 15, 22	Emmington, Lori.....	34
Berrest, Stacy.....	44	Chapman, Frank.....	16, 55	English, Donald.....	9, 12, 36
Best, Morgan.....	35, 50	Charles, Simone.....	38	English, Michiko.....	8, 14
Betancourt, Zulema.....	32	Chavez-Diaz, Jazmin.....	10, 14	Ermert, Katie.....	37
Betters, Cherina.....	9, 38, 50	Chavez, Marci.....	37	Escalante-Palmer, Sandra.....	47
Biesecker, Luke.....	15	Chavez, Patricia.....	47	Escobar, Rafael.....	10, 15
Bietz, Henry.....	26	Cho, Esther.....	22, 33	Espino, Kristy.....	21
Bilicich, Nancy.....	29	Choe, Moohay Ahn.....	52, 56	f	
Billy, Vernon.....	46	Choi, Leonard.....	10, 14	Farina, Judy.....	41
Binderup, Charles.....	25	Churchill, Benjamin.....	11, 14, 24, 50	Farrer, Michelle.....	16, 51
Binks, Cali.....	45, 52	Cisneros, Jennifer.....	23	Faus, Joan.....	48
Birch, Kelley.....	31	Cisneros, Victor.....	42	Feins, Shannon.....	35
Blackstone, Ami.....	36	Clark, Tara.....	15	Field, Janaye.....	32, 54
Blevins, Kelene.....	8	Clifton, Sandra.....	25, 41	Felder, Matt.....	15
Boggs, Celeste.....	34	Cobb, Paulette.....	8	Files, Margaret.....	31
Bomendre, Rose.....	9	Coley, Melissa.....	42	Filius Yiannakopoulos, Christina.....	18
Bommersbach, Paul.....	9	Collier, Denise.....	45	Fillbrandt, Jim.....	25
Bond, Edd.....	39	Collins-Williams, Laura.....	44	Finneran, Clara.....	9, 14
Bonnicksen, Eric.....	43, 50	Collins, Kevin.....	52	Fisher, Andrew.....	16
Booth, Kassandra.....	30	Collins, Steve.....	56	Flores, Crystal.....	34, 38, 53, 54
Bourke, Brynn.....	44	Coney, Robert.....	25	Flores, Salvador.....	9
Bowers, Michelle.....	52	Conkle, Heather.....	42	Flowers, Joanne.....	44, 54
Boyenga, Ana.....	34	Conley, Corrin.....	32	Forrer, Susan.....	41
Bradford, Tammy.....	44	Contreras, Yvonne.....	55	Forsythe, Kathleen.....	56
		Coombs, Jim.....	22	Fountain, Kelly.....	35
		Cooper, Richard T.....	25	Fox, Jennifer.....	22
		Cordell, Claire.....	i, 53	Fox, Kevin.....	31

Fox, Rauna.....	37	Hernandez, Denise.....	11	Kremer, Erin.....	21
Franklin, Colby.....	31	Hernandez, Maricruz.....	42	Kubin, Debra.....	48
Franklin, Kevin.....	30	Hernandez, Ruben.....	30	Kubinec, Jannelle.....	45
Fraumeni, Penny.....	54	Heydari, Farnaz.....	17	I.....	
Frazee, Cindy.....	39	Hines, Rosalind.....	17, 38	La Bar, Dan.....	36
Fuentes, Karima.....	10, 51	Hirt, Lara.....	16	LaCome, Kathy.....	7, 14, 17
Fuentes, Roxane.....	8, 12	Hodgson, Jason.....	8, 14	Lam, Juwen.....	17
Fulcher-Gutierrez, Antoinette.....	11	Hoffman, Charlie.....	26	Lambert, Kristin.....	44
Fusano, Jennifer.....	30	Hoffman, Christopher.....	46	Lampariello, Rosanne.....	35
g.....		Hollander, Tina.....	37	Landero, Jennifer.....	35
Gacherieu, Dustin.....	39	Holman, Mark.....	22	Landuyt, Suzanne.....	16
Galvan, Zandra Jo.....	45, 46	Holmes, Jay.....	40	Lang, Justine.....	49
Garcia, Carmen.....	52	Hong, Julie.....	11	Lao, Emily.....	19
Garcia, John.....	45	Hopping, Peter.....	49	Lara, Jose.....	36
Garcia, Pauline.....	51	Horack, Bobbi.....	15, 56	Lawlor, Mary.....	55
Garcia, Tamara.....	8, 12	Horn, Jennie.....	41	Lawson, C. Derrick.....	15, 40, 42
Garcia, Veronica.....	35	Horton, Jennifer.....	31, 50	Lawton, Cheryl.....	33, 50
Garrett, Sherman.....	54	Horvath, Matthew.....	39	Lay, Scott.....	7, 14
Garrahy, Skyler.....	24	Hoskins, Thomas.....	43	Ledon, Judith.....	10, 51
Gast, Laurel.....	33	Houston, Stephanie.....	9, 14	Lee, Bob.....	26, 54
Gaviola, Jennifer.....	20	Hovey, Steven.....	24	Lee, Michelle.....	29
Gephart, Douglas.....	39	Howell, Benjamin.....	18, 45	Lemons-Shivers, Charlene.....	54
Gilmore, Kristy.....	14, 30, 49, 53	Hryciw, Kevin.....	39	Lemos, Andrea.....	7, 14, 50
Giove, Cynthia.....	37	Huang, Jenny.....	53	Leon, April.....	10, 21, 49
Glenn, Myra.....	i, 53	Huber, Jr. John.....	43	Lepire, Stephen D.....	49
Godfrey, Joanne.....	51, 54	Hudson, Sarah.....	19	Light, Hedrick.....	41
Goins, Louis J.....	25	Huffman, La Resha.....	43	Link, Lauren.....	38
Goitia, Judy.....	10	Hughes-Hunter, Alana.....	5, 38	Lishman, Alison.....	16
Gomes, Mary.....	37, 40, 42, 54	Hughes, Pamela.....	37	Lium, Kimberly.....	19
Gómez Porras, Ralph.....	26	Huh, Eveline.....	9	Lock, Rose.....	56
Gomez, David.....	26, 41	Huizar, Candi.....	38	Lofaro, Fabrizio.....	45
Gomez, Delia.....	38	Hulett, Emma B.....	25	Loftus, Benay.....	44
Gomez, Frank.....	26	Hungerford, Jared.....	14, 18	Logan, Liberty.....	37
Gomeztrejo, Jennifer.....	36	Hungerford, Jared.....	8	Lomanto, Krystal.....	49
Gonnier, Christina.....	43	Hutsell, Matthew.....	40	Long, Stephen.....	53, 66
Gonzales, Cynthia.....	49	Hyland, Toni.....	26	Lopes, Kathleen.....	18, 41
Gonzales, Lisa.....	26	i.....		Lopez, George.....	23
Gopal, Malati.....	15, 56	Iglesias, Don.....	25	López, Jovan.....	54
Gotanda, Linsey.....	9	Inbody, Miki.....	9	Louthian, Valerie.....	35
Goyal, Rani.....	17, 28	Iulio, Pearl.....	54	Loza, Rosa.....	30
Goyenaga, Kendall.....	42	j.....		Lozano, Mayra.....	37, 50
Grace, Wilson.....	25	Jackson, Daric.....	8	Lumbrick, Felicia.....	42
Gray, Nanette.....	28	Jackson, Lamont.....	46	m.....	
Green, Jaime.....	43	Jackson, Leroy.....	20	Mabery, Maggie.....	20
Green, Regina.....	49	Jaramillo, Sonia.....	8, 19	Machado, Raquel.....	53
Gregor, Rob.....	16	Jemo, Sheila.....	36	Mackey, Lynn.....	46
Gregory, Garry.....	20	Jimenez, Estella.....	36	MacKinney, Kimberly.....	47
Grier, Kevin.....	43	Johnson, Dorothy.....	39, 41, 53	MacLean, Lisa.....	17
Grissom, Claire.....	31	Johnson, Ron E.....	25	Madadi, Lavani.....	50
Groat, Stephanie.....	7, 16	Jolly, Christina.....	49	Madden, Ashley.....	16, 31
Gross, Trudy.....	38	Jones, Cory.....	38	Magnussen, Kraig.....	30
Guerrero, Miguel.....	42	Jones, James.....	41	Mahone, Michelle.....	33
Guizar, Efrain.....	5, 31	Jones, Joseph.....	54	Malfatti, Richard.....	56
Gutierrez, Violet.....	29	Jones, Melanie.....	39	Manalang, Sharimar.....	17
h.....		Jordan, Cheryl.....	49	Maner, Jackie.....	19
Hagar, J. Shane.....	24	Joye, Jean M.....	37	Manley, Sherry.....	15
Hale, Girlie.....	18	Joyner, Nicole.....	32	Marine, Lisa.....	32
Hamilton, Phyllis.....	18	Juarez, Anjelica.....	56	Marmolejo, Kelley.....	40
Hampton, Tiffan.....	36	k.....		Marquand, Jay.....	11, 29, 51
Hancock-Stoffers, Tuesday.....	42	Kahn, Mary.....	20, 34	Marroquin, Paz.....	48
Hansell, Frances.....	37	Kaminski, Linda.....	26	Marshall, Mark.....	46
Hansen, Carol.....	56	Kaminski, Serette.....	29, 31, 36, 53	Martin, Colleen.....	40
Hansen, Leslie.....	44	Katanic, Andrea.....	34	Martin, Sean.....	30
Hansen, Shannon.....	15, 30	Katimbang, Lisa.....	8	Martinez Kaufman, Sylvia.....	22
Hanson, Ann.....	21	Keeley, Patrick.....	23, 49	Martinez-Wade, Joycelyn.....	41
Hanson, Joell.....	31	Kelly, Michael.....	53	Martinez, David Michael.....	17
Harbauer, Penni.....	30	Kemper, Lawrence.....	25	Martinez, Sherry.....	22
Harmon, Audrey.....	28, 33, 54	Kempner, Megan.....	23	Martinez, Steve.....	40
Harper, Jennette.....	15, 56	Kersten, Andrew.....	43	Matta, Melanie.....	43
Harris, Jasmin.....	20	Kiernan, Jessica.....	19	Mawson, Lauren.....	55
Harris, Jeff.....	7, 12	Kiesel, Ferd. J.....	25	May-Vollmar, Kelly.....	48
Harrison, Julie.....	31	Kim, David.....	33	McCabe, Sheila.....	47
Harter, Claudette.....	53	King, Lorraine.....	55	McClennan, Melinda.....	32
Hatchel, Julie.....	6, 44	Kitamura, Diann.....	46, 50	McCleskey, Barbara.....	18, 55
Hawkins, Antoine.....	49	Klauser, Elaine.....	34	McCormick, Christine.....	52
Hawkins, S. Lee.....	25	Klinkenberg, Andrew.....	22	McCormick, Christine.....	7, 12
Heldman, Annette 30.....		Knipe, Carol O.....	25	McCreery, Kathleen.....	34, 41
Helenih, Erin.....	22	Koahou, Jessica.....	32	McDowell, Scott.....	34
Hendricks-Brown, Kimberly.....	38	Koide, Maurissa.....	42	McKearney, Gloria.....	24
Hendricks, Michael.....	15	Kosloski, Whitney.....	22	McKelvey, Michaelene.....	17
Hernandez, Daniel.....	7, 12, 48	Kosters-LaBriola, Andrea.....	44	McKenzie, Kim.....	28

McKinley, Donald R.	25	Parker, Laurel	35	Roussin, Becky	40
McLellan, Timothy	30	Parrish III, James	17, 44	Rowe, Deborah	8
McNally, Clarissa	51	Pascoa, Melissa	7, 16, 51	Rubalcaba, Christian	7, 40, 48
Mears, Jessicka	21	Paso, Martha	7	Rubio, Lorena	47
Megofina, Alicia	20	Payne, Michael	37	Rubio, Ryan	44
Meisenheimer, Brian	18	Payne, Michael	6, 40	Rublaits, Thoibi	29
Messinger, Jason	9	Payne, Samantha	40	Ruiz de Velasco, Jorge	36
Michaels, Margaret	44	Pecina, Michele	55	Rumayor Jr., Isaias	8
Mikal-Heine, Scott	43	Pedraza, Raul	31	Rutherford, Gary	54
Miller, Collin	10	Pellegrine, Jennifer	34	s	
Miller, Dale	23	Pelletier, Anjanette	44	Saephan, Lou	43
Miller, Gianna	36, 53, 66	Pensamiento, Brenda	34	Sahakian, Eric	43
Miller, Sandra	52	Perez, Diego	32	Sakata, Karen	55
Mitchell, Julie	50	Perez, Leopoldo	49	Sakuma, Mary	48
Mitchell, Kimberly	7, 37	Perry, Shellie	7	Salazar-Costella, Liz	21
Mohr, Robert D.	25	Peters, Jr., Bobby	31	Salvo, Karla	44
Molina, Anthony	18	Peterson, Canen	16	Sample, Jason	45
Molles, Yvonne	20	Peterson, Josh	53	Sanchez, Arleen	47
Montanez, Annamarie	29	Petrossian, Alice	41, 54	Sanchez, Daniela	20
Montano, Claudia	35	Phillips, Robert	56	Sanchez, Erika	19
Montano, Jeanette	11	Phillips, Therese	39	Sanchez, Irma	32
Moon, John	35	Pianta, Rebecca	10, 38	Sanchez, John Pablo	40
Mooney, Eric	52	Pickett, Jolie	23	Sanchez, Piedad	10, 13
Moore, Christine	40, 42	Pietrolungo, Stephen	50	Sanders, Lindsay	45
Moore, Tami	7, 12, 39	Pilgrim, Heather	8, 34, 50	Sanders, Mary Ann	56
Moraga, Gonzalo	20	Plascencia-Ojeda, Teresa	49	Sanderson, Bill	34
Morales, Jose	54	Plascencia, Rafael	2, 4, 45	Sandor, Ashley	16
Moretti, Ernest D.	25	Plaxton-Hennings, Charity	44, 50	Santos, Juan	50
Morey, Janet	54	Posadas-Gonzalez, Raquel	20	Scheel, Jennifer	16
Morgan, Jennifer	24	Potter, Gina	4, 14	Scheiber, Michelle	23
Morosa, Richard	9	Powell, Evan	17	Schiavo, Mark	33
Morrison, Sidney E.	25	Powell, Jeremy	43	Schilling, John	8, 12, 37
Mumulo, Shannon	10	Preston, Zhanna	38	Schimmel, Barry	55
Munguia, Bonnie	42	Price, Ryan Amanda	21, 33	Schreiner, Cindy	18
Munoz, M. Rocio	37	Price, Tomoko	21	Schuler, Philip	20
Munshi, Anisha	49	Prosapio, Joseph	44	Schwartz, Carrie	41
Murakawa-Leopard, Dawnalyn	30	Protzman, Tricia	18	Scott Wyatt, Louis	49
Murata, Jenna	9, 13	Provence, Jason	5, 35	Scott, Jaclyn	21
n		Putney, David	8, 51	Scott, James	45
Nagy, Amy	10, 48	q		Scott, Shannon	20
Nagy, Monica	15	Quann, Ginese	44	Seaton, Michael	56
Nakano, Adriana	40	r		Seeman, Dustin	6, 42
Nanik, Scott	5, 36	Rainer, Samantha	37	Segura, Leticia	23
Narula, Bhavna	51	Ramirez, Jose	24	Selvaggio, Ginger	17
Navabpour, Sanieh	53	Ramirez, Sonya	29	Sever, Wesley	43
Navo, Matthew	46	Ramos, April	39	Sexton, Kristine	33
Nazar, John	56	Ramsey, Darryl	20	Sheinberg, Mark	29
Neddersen, William	23	Ranii, Anthony	45	Shepherd, Michael	39, 50
Nellman, Stephen	20	Ready, Monica	17, 40	Shouse, Kristen	31
Nelson, Kristine	23	Reconose, Dorothy	15	Shroyer, Michael	42
Nelson, Robert	46	Reese, Doris	35	Shumate, Stephanie	10
Newman, Nicole	5, 45	Reid, Timothy	16	Siembieda, Douglas	44
Ng Duncan, Jacqueline	9	Rennacker, Alexis	51, 54	Silva, Bob	41
Nguyen, Hong Thi Minh	38	Reyna, Josue	11	Silva, Velma	32
Nguyen, Roger	22	Ricetti, Terri Lynne	44	Simmons, Emilie	56
Nichols, Robert	24	Rich, Mike	34	Simon, Erin M.	26
Noble, William K.	25	Richard, Amanda	8, 15	Skora, Sandra	56
Noche, Alma	22	Richard, Leyanna	47	Slattery, Colleen	39
Noriega, Tracie	i, 34, 38, 44, 53, 54	Richards, Kenny	56	Smith-Simmons, Tiffany	32
Noyes, Bob	26	Rickard, Rene	4, 48	Smith, Bonnie	53
o		Riggs, Casey	23, 31	Smith, Morgan	42
O'Connor, Lori	51	Rincon, Wendy	56	Soria, Rosa	21
O'Malley, Thomas	43	Rivas, Steven	31	St. Dennis, Tracy	53
O'Meara, Gregory	42	Rivera, Arnaldo	31, 53	Standring, Diane	37
Ochoa, Diego	5	Roberts, Rebecca	22	Stanley, Brian	21
Ochoa, Joseph	24, 47	Robertson, David	39	Stanton, Diane	41
Ochs, Jeffrey	42	Robinson, Anthony	53	Stapf Walters, Karen	46
Oh, Sue	50	Rocha-Salazar, M Lynn	8, 12	Steele, Holly	23
Olesiewicz, Julie	6, 34	Rocha, Rebecca	51	Stepenosky, Dan	45, 46
Olinger, Bill	56	Rochin, Blanca	29	Stewart, Deidra	22
Olmedo, Tracy	31, 36, 47, 53, 66	Rodgers, Jessica	33	Stewart, Ron	25
Olson, Gary	25	Rodriguez, Jose	48	Stice, Carlton	36
Olson, Tamara	29	Rodriguez, Lisa	31	Strawn, Amy	49
Orozco, Laura	47	Rodriguez, Luis	21	Streff, Kristy	19
Ortega, Javier	21	Rogers, Dwight	38	Stuckey-Smith, Felicia	8, 44
Ortiz, Angelita	43	Rogers, Roy	19	Sudaria, Gina45	
Ota, Shelly	44	Roggeman, Timothy	48	Sugimura, Yvonne	5
Owens, Felton	54	Roman, Yvette	19	28	
p		Romayor Jr., Antonio	23, 32	Sumbera, Becky	28
Padilla Jr., Lucio	11, 13	Root, Jennifer	11	Summers, Susan	48
Palm, Aaron	7	Rose, Alela	37	t	
Palomino, Kristi	17	Ross, Jason	23, 49	Tam, Victor	36
Parangan, Amy	34	Rouanzoin, Erick	40, 50	Tanimura, Ron	30
Park, Valerie	33	Roundy-Harter, Anne	48	Tapia, Michael	20, 55

Taylor, Natalie.....	10
Taylor, Tandy.....	35
Teagle, Thomas.....	15
Teagle, Tom.....	56
Tejada, Jessica.....	35
Tejada, Erika.....	11, 13, 42
Tennenbaum, Shawn.....	5, 43
Thompson, Maria.....	38, 48
Thornley, David.....	41
Tinsley, Kristy.....	48, 53
Tolcacher, Ray E.....	25
Tong, Rosina Y.....	47
Tonini, David.....	56
Tooker, Tamerin.....	28, 33, 54
Torres-Peters, Christina.....	39
Trinidad, Amy.....	36
Triplett, Bruce.....	42
Tucci, Frank.....	20
Turnbull, Scott.....	37
Tyler, Clifford.....	41
u	
Ufondu, Frances.....	30
v	
Vaars, Joann.....	48
Valdez, Yolanda.....	28, 45
Van Scyoc, Lucia.....	9
Vargas, Lilia.....	10, 13
Velasco-Aceves, Norma.....	21
Ventura, Lorianne.....	7
Vera, David.....	53
Vieira, Lura.....	7, 12
Vienna, Cara.....	22
Villa, Danielle.....	21
Villasenor, Roxanna.....	6
Villoria, Jason.....	10, 14
Vincelli, Mike.....	48
Virani, Neil.....	20
Vitale, Julie.....	45
Voss, Lisa.....	29
Vu, Diana.....	34, 35, 38, 53
w	
Waddell, Jason.....	16
Wagonseller, Leslie.....	9, 13
Waite, Brandi.....	33
Walker, Terry.....	38
Walls, Laura.....	40, 42
Walton, Monique.....	17
Wamhof, Lloyd.....	54
Wardrop, Benjamin.....	9, 36
Warren, Kristy.....	48
Wasser, Elie.....	17
Watson, Darneika.....	47
Wavering, Michelle.....	56
Webber, Victoria.....	32, 51
Weinstein, Jack.....	25
Weis, Chuck.....	26
Wellendorf, Heather.....	8, 14
Welsh-Treglia, Anne.....	54
Werner, John.....	29
Wheat, Stacy.....	44
Whitcomb, Francesca.....	17, 32
White, Jacqueline.....	36
White, John.....	22
Whitney, Darcy.....	35
Wiersma, Richard.....	30, 49
Willey, Joyce.....	32
Williams, Heather.....	39
Williams, Marguerite.....	32
Williams, Ron.....	26
Williams, Sharita.....	29
Williamson, Stephanie.....	22
Winford, Danielle.....	40
Winger, Marc.....	41, 50
Winston, Leisa.....	6, 47, 49
Wise, Crechena.....	31
Wise, Michelle.....	24
Witcher, Hiedi.....	43
Wohlman, Greg.....	36
Wong, Cori.....	41
Wong, Simon.....	54
Woodard, Barbara.....	33
Worth, Miriam.....	33
Wright, Jay.....	29
Wu, Loan.....	23
y	
Ybarra, Kyley.....	39
Yip, Shelton.....	16, 41, 55
Young, Deanna.....	41
Yung, Mary.....	7, 14, 49
Yurkovich, Robert.....	43, 51
z	
Zachry, Carolyn Ann.....	29
Zamarripa, Geoffrey.....	22
Zamora, Araseli.....	15
Zamora, Nina.....	36
Zamora, Raul.....	5, 39
Zamora, Raul.....	5
Zands, Vicki.....	7
Zazueta, Edgar.....	i, 45, 48, 53

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