

**BOARD OF EDUCATION OF THE CITY OF LOS ANGELES**  
**Governing Board of the Los Angeles Unified School District**

**SPECIAL MEETING STAMPED ORDER OF BUSINESS**

333 South Beaudry Avenue, Board Room

1:00 p.m., Tuesday, October 26, 2021

The meeting shall be held through teleconferencing pursuant to the provisions of California Assembly Bill 361. Members of the public may observe the meeting [online](#) and offer public comment telephonically.

**Roll Call**

**Pledge of Allegiance**

**Board President's Reports**

National Blue Ribbon Recognition - Balboa Gifted/High Ability Magnet

**Consent Items**

Items for action are assigned by the Board at the meeting to be adopted by a single vote. A Board Member may remove an item(s) from the consent calendar for further discussion by at any time before action is taken.

**Method for Providing Public Comment and Accessing the Meeting**

The Board of Education is committed to ensuring the health and safety of the community. As a precaution to help prevent the spread of COVID-19, there will be no speakers or visitors allowed into the Board Room. Only a limited number of staff along with Board Members who choose to attend in person, are allowed to be in the Board Room. Members of the public may access the meeting [online](#) ([http://lausd.granicus.com/player/camera/4?publish\\_id=18&redirect=true](http://lausd.granicus.com/player/camera/4?publish_id=18&redirect=true)).

The Board of Education encourages public comment on the items on this Special Board Meeting agenda, and all other items related to the District. Individuals wishing to address the Board must register to speak using the Speaker Sign Up website: <https://boardmeeting.lausd.net/speakers>. Registration will open 24 hours before the meeting. Each action item will allow for up-to seven (7) speakers, except those items for which a Public Hearing will be held, will allow for up-to twelve (12) speakers. After items are assigned to the consent calendar, speakers on these items will be heard. Speakers commenting on action items not on the consent calendar will be heard when the item is before the Board.

You may register online to provide comments and call in during the meeting but please consider using our alternative methods. Commenters can email all Board Members at [boardmembers@lausd.net](mailto:boardmembers@lausd.net), or use the US Mail at 333 S. Beaudry Ave., Los Angeles, CA 90017, or leave a voicemail message at (213) 443-4472, or fax (213) 241-8953. Communications received by 5 p.m. the day before the meeting will be distributed to all Board Members.

Speakers who have registered on the Speaker Sign Up website for this meeting will need to follow these instructions:

1. Call 1-669-900-6833 and enter Meeting ID **851 6899 7858** at the beginning of the meeting.
2. Press #, and then # again when prompted for the Participant ID.
3. Remain on hold until it is your turn to speak. You can watch the meeting on the live video stream until your item comes before the Board.
4. Callers will be identified based on their phone number. You will need to call in from the same phone number entered on the Speaker Sign Up website. Callers will need to have their phone number ID displayed and may need to adjust their phone settings.
5. Callers will know to speak when receiving the signal that their phone has been removed from hold and/or unmuted. Callers will then press \*6 (Star 6) and be brought into the meeting.

Speakers will have three (3) minutes to provide comments. Please contact the Board Secretariat at 213-241-7002 if you have any questions.

### **New Business for Action**

1. Board of Education Report No. 106 – 21/22 **ADOPTED**  
Charter Schools Division **PUBLIC HEARING HELD**  
(Approval of the Proposed Material Revision for Ivy Bound Academy Math, Science, and Technology Charter Middle 2) Recommends approval of the proposed material revision of the charter for Ivy Bound Academy Math, Science, and Technology Charter Middle 2, a fifth through eighth grade school located in Board District 3 and Local District Northwest, to add an admissions preference for students who are currently enrolled in and who reside in the attendance area of a public elementary school in which fifty-five percent or more of enrolled students qualify for free or reduced price meals.
2. Board of Education Report No. 107 – 21/22 **ADOPTED BY CONSENT VOTE**  
Charter Schools Division **PUBLIC HEARING HELD**  
(Approval of the Proposed Material Revision to Add an Admissions Preference to Six KIPP SoCal Middle Schools) Recommends approval of the proposed material revision of the charters for six specified KIPP SoCal middle schools, located in Board Districts 1, 2, and 7 and Local Districts Central, East, and South, to add an admissions preference for 4<sup>th</sup> grade students matriculating from specified KIPP SoCal elementary schools into a specific KIPP SoCal Public Schools middle school.
3. Board of Education Report No. 102 – 21/22 **ADOPTED**  
Office of the Chief of Schools  
Office of the Chief Financial Officer  
(Approval of the American Rescue Plan Act Elementary and Secondary School Emergency Relief Fund (ESSER III) Expenditure Plan) Recommends approval of the ESSER III Expenditure Plan, as required by the American Rescue Plan Act, and authorization for staff to submit the plan to the Los Angeles County Office of Education.

4. Board of Education Report No. 119-21/22 **ADOPTED BY CONSENT VOTE**  
Office of the Board Secretariat  
(Resolution Making Certain Findings to Permit Meetings to Be Held Through Teleconferencing Pursuant to Assembly Bill 361 and in Compliance with Government Code Section 54953(e)(3))  
Recommends adoption of a Resolution making findings pursuant to Assembly Bill 361, and in Compliance with Government Code Section 54953(e)(3) for the continuation of virtual meetings of the Board of Education and all Los Angeles Unified School District Committees, including the Bond Citizens' Oversight Committee, for a period of 30 days, which will allow the Board of Education and its committees to continue to meet virtually without meeting all requirements of the Ralph M. Brown Act.

### **Board Member Resolutions for Action**

5. Mr. Melvoin, Ms. Ortiz Franklin, Ms. García, Ms. Gonez, Ms. Kanuga - Got a Plan for That? Removing Barriers to College and Career Success (Res-009-21/22) (Noticed October 12, 2021)  
**ADOPTED AS AMENDED**

Whereas, The Los Angeles Unified School District is committed to ensuring that all students graduate college- and career-ready;

Whereas, This commitment is demonstrated by the newly adopted college and career readiness goal of the Governing Board of the Los Angeles Unified School District; by the resolutions Creating Pathways to Lifelong Success for Our Students (Res-010-17/18) and Accelerating College Access, Awareness, and Attainment (Res-006-21/22); and by the graduation and proficiency goals within the District's Local Control Accountability Plan;

Whereas, Affordability is a primary barrier to college entry, particularly for low-income students, and completing the Free Application for Federal Student Assistance (FAFSA) or, if a student is undocumented, the California Dream Act Application (CADAA) opens opportunities for financial support to overcome this hurdle;

Whereas, Financial aid application completion is a strong predictor of college enrollment and persistence, particularly among low-income students. The National College Access Attainment Network states that 90 percent of high school seniors who complete the FAFSA attend college directly from high school, compared to just 55 percent of those that do not;

Whereas, Assembly Bill 132 and Assembly Bill 469 were ~~was~~ recently signed into law, which, beginning in 2022-23, will require school districts to ensure that high school seniors submit a FAFSA or CADAA or an opt-out form;

Whereas, The COVID-19 pandemic has caused greater declines in FAFSA submission from students from low-income, Black, and Latino communities compared to their peers in 2020-21. District students graduating in 2020 had a FAFSA completion rate of 65.7 percent, and in 2021 had a completion rate of 63 percent. According to the California Student Aid Commission, FAFSA completion rates fell 25 percent across the State during the 2020-2021 school year. While the District did better than State averages in 2021, thousands of District students still did not have the opportunity to benefit from critical financial support.

Whereas, Recognizing this challenge, the District has successfully partnered with college access organizations to enhance its existing and expanding FAFSA and CADAA supports and campaigns to support the completion of student applications; and

Whereas, Research shows that requiring a post-graduation plan for high school seniors improves post-graduation outcomes, including increased FAFSA completion rates; now, therefore be it,

Resolved, That the Governing Board of the Los Angeles Unified School District directs the Superintendent to develop and present a FAFSA Completion Plan (FCP) within 90 180 days to ensure that starting in the 2022-23 academic year, in compliance with Assembly Bill 132 and Assembly Bill 469, all high school seniors will submit a FAFSA or CADAA application, or complete an opt-out form signed by their parent or guardian. The FCP should:

- Be developed in partnership and with input from relevant stakeholders, including, but not limited to, Division of Instruction staff, teachers, secondary counselors, students, parents, and representatives from community colleges, universities, community-based organizations, philanthropy, and direct service organizations;
- Include recommended strategies and investments, such as: providing additional professional development and planning time for counselors who support students with financial aid applications and post-secondary planning, strategies to leverage each school site Post-Secondary Leadership Team to support Tier 1 approaches to increase FAFSA/CADAA completion efforts, increasing counseling staff, engaging and supporting parents in the financial aid and college application process, differentiating supports for high-need schools and students who have been impacted the most, utilizing existing and novel methods and utilities, such as the use of Naviance and its post-graduation planning platforms, or other student-centered and evidenced-based alternatives, and, expanding partnerships with other public agencies and community based organizations to achieve this milestone;
- Include how the District will provide differentiated supports for students eligible for CADAA, including, but not limited to: collaborating with partner organizations such as UnidosUS, MALDEF, CARECEN, CHIRLA, and theDream.US to enhance staff capacity and develop resources for staff, students, and families that meet the unique needs of eligible students;

Resolved further, That in order to help students enter the college and career of their choice, the Division of Instruction, in collaboration with the Office of the Superintendent, shall assess and improve the functionality of the Individualized Graduation Plan (IGP) student goal attainment ~~as documented in the Individualized Graduation Plan (IGP)~~, and provide quarterly progress regular updates to the Board which include the following areas as part of the progress monitoring efforts of the adopted Board goals:

- Identification of gaps in capacity to meaningfully engage families and students as part of the continuing conversation about college and career readiness, starting as early as Early Transitional Kindergarten and through twelfth grade and recommendations to address those gaps, which may include more regular and responsive tools for staff, students, and families to help monitor student achievement, as well as partnering with community based organizations including but not limited to college-going and faith-based organizations,
- ~~Incorporation~~ Development of a post-graduation plan component in the IGP that all high school students will complete each year to help determine goals after graduation and

within the individualized culmination plan (ICP) for eighth grade students. Both plans should engage students on their plan in at least one of the following post-secondary pathways: enrollment in a 2 or 4 year college program, a military acceptance or enlistment letter, acceptance to a job program (e.g. coding boot camp), enrollment in a trades pre-apprenticeship or apprenticeship program, plans for a “gap-year,” a current job or job offer letter, or another diverse pathway, such as entrepreneurship, industry certification completion, continued education at a specialty school, or ~~continuation of high school~~ an adult education school;

Resolved further, That the District shall review and analyze data collected from post-graduation plans and any accompanying feedback from students and staff to inform the allocation of programs, pathways, partnerships, and supports for students at both the individual school site, Community of School (CoS), and Local District level;

Resolved further, That for the 2021-22 school year, the Los Angeles Unified School District will launch a Financial Aid For All campaign to raise awareness of the opportunity to enroll starting October 1st and with the priority deadline of March 2<sup>nd</sup>, about the importance of college access and financial aid, and to educate students on the net cost of college, like that the cost difference between attending a 4-year and 2-year schools often is negligible once financial aid is included, with the goal of helping, by the 2022-23 school year, increase financial aid application completion to at least 80 percent while striving for 100 percent; and, be it finally

Resolved, That the District shall track completion rates for FAFSA or CADAA and the post-graduation plan component of the IGP and ICP; share the results, disaggregated by student groups and by school, to the extent allowable by law, on the District’s Open Data platform; and provide ~~quarterly~~ updates to the Board as part of the Board Goals progress monitoring efforts.

6. Dr. McKenna, Ms. García, Mr. Schmerelson, Mr. Melvoin, Ms. Goldberg, Ms. Gonez, Ms. Ortiz Franklin, Ms. Kanuga - Recognition of National Domestic Violence Awareness Month (Res-010-21/22) (Waiver of Board Rule 72) **ADOPTED BY CONSENT VOTE**

Whereas, October is annually recognized as National Domestic Violence Awareness Month;

Whereas, Although progress has been made toward preventing and ending domestic violence and providing support to survivors and their families, important work remains to be done;

Whereas, Domestic violence programs in California provide essential, lifesaving services for survivors, their children, and communities;

Whereas, There is a need to provide education, awareness, and understanding of domestic violence and its causes including the use of technology;

Whereas, There is a need to focus on the individualized needs of domestic violence survivors;

Whereas, Approximately 40 percent of California women experience physical intimate partner violence in their lifetimes;

Whereas, Women between 18 and 24 years of age are significantly more likely to be survivors of physical intimate partner violence than women in other age groups;

Whereas, Domestic violence affects people of all genders, sexual orientations, ages, and racial, ethnic, cultural, social, religious, and economic groups in the United States and here in California;

Whereas, The marginalization of certain groups in society, including undocumented individuals, transgender individuals, and people living with disabilities, increases their vulnerability to domestic violence;

Whereas, Thirty-five percent of California women and 31 percent of California men experience intimate partner physical violence, intimate partner sexual violence and/or intimate partner stalking in their lifetimes and in 2018, while there were 166,890 domestic violence-related calls to law enforcement, many other incidents went unreported;

Whereas, In a single day in 2019, 81 percent of California domestic violence shelters served 5,644 adults and children. 1,236 requests for services went unmet due to lack of resources;

Whereas, Commission on COVID-19 and Criminal Justice found the pandemic led to a 9.7 percent increase in domestic violence calls when applied nationally means there were 1,330 more calls daily for service nationally;

Whereas, According to the American Psychological Association, women with disabilities have a 40 percent greater risk of intimate partner violence than women without disabilities;

Whereas, Fifty-four percent of transgender and gender nonconforming people have experienced domestic violence in their lifetime;

Whereas, Domestic violence is the third leading cause of homelessness among families in the United States;

Whereas, Domestic violence has a significant economic impact on women throughout the country. An estimated 8,000,000 days of paid work are lost each year as the result of intimate partner violence. Domestic violence costs \$8.3 billion in expenses annually: a combination of higher medical costs (\$5.8 billion) and lost productivity (\$2.5 billion);

Whereas, Children exposed to domestic violence can experience long-term consequences, including difficulty at school, substance abuse, behavioral problems in adolescence, and serious adult health problems;

Whereas, Recognizing the need to understand the complexity of violence perpetuated within communities and against communities and the fear of many survivors to report domestic violence to law enforcement is imperative;

Whereas, All survivors deserve access to culturally responsive programs and services to increase their safety and self-sufficiency; and

Whereas, All communities deserve access to culturally responsive prevention programs and initiatives to improve overall community health and safety by challenging the societal norms that perpetuate violence; now, therefore, be it

Resolved, The Governing Board of the Los Angeles Unified School District recognizes the vital role that all Californians can play in preventing and, one day, ending domestic violence;

Resolved further, That the Board recognizes October 2021, and each following October, as Domestic Violence Awareness Month; and, be it finally

Resolved, That the Superintendent call upon all of Los Angeles Unified School District family to ensure Domestic Violence Awareness is shared, where appropriate, with our staff, students, families, and community to help in the eradication of violence everywhere.

7. Ms. Ortiz Franklin, Mr. Melvoin, Ms. García -- Staffing is Critical: Concrete Actions to Prioritize Classrooms and Equity in Hiring (Res-011-21/22) (Waiver of Board Rule 72)

**WITHDRAWN PRIOR TO MEETING**

Whereas, The infusion of additional state and federal dollars has led to unprecedented growth in positions in the Los Angeles Unified School District this year and in school systems across the country, exacerbating teacher shortages and leading to the most challenging hiring environment in recent years;

Whereas, The Governing Board of the Los Angeles Unified School District demonstrated its commitment to educational equity through adopting the resolutions Equity is Justice 2021: A New Standard for Public Education Centered on Racial Justice and Equity for the Highest-Need Students in Our Most Impacted Schools (Res-023-21/22) and Accelerating Achievement through Equity in Action (Res-003-21/22), which committed the District to targeting resources to address historic inequities and systematically assessing to what extent its efforts will result in closed opportunity gaps or will perpetuate inequities, including staffing vacancies;

Whereas, Schools identified as “highest” and “high” need under the Student Equity Need Index (SENI) have historically had the greatest staffing challenges and inequities, including more vacancies, more turnover, and more mandatory assignments;

Whereas, Even with intensive efforts from the District, including the recent recruitment incentive program for credentialed teachers in priority high- and highest-need school to earn up to \$5,000 in their first three years, high- and highest-need schools in the District continue to face challenging staffing outcomes, including more vacancies and greater difficulty recruiting candidates;

Whereas, An analysis of 2021 hiring revealed that the average time passed between notice of intent to hire and actual hire date is 47 days and could be upwards of 100 days, potentially leading to high quality candidates choosing offers from other districts or positions;

Whereas, Despite this historic effort to recruit and hire and being the second largest employer in Los Angeles County, the District’s Human Resources (HR) capacity remained the same and did not increase to reflect the tremendous influx of new positions;

Whereas, The growth of new out of classroom positions exacerbated already existing vacancies in SENI high- and highest-need schools, which has caused disproportionate vacancies to persist, with highest-need schools experiencing 2.5 times the number of vacancies when compared to lowest-need schools; and

Whereas, To ensure students at high- and highest-need SENI schools receive access to equitable teaching and learning opportunities, the District must act urgently to prioritize stabilizing classroom positions; now, therefore, be it

Resolved, That the Superintendent will within 5 days improve the school-site staffing conditions for students, in particular at high- and highest-need schools, through the following actions:

- Freeze hiring of any new or vacant non-roster carrying classroom teachers and principals until at least 99.5 percent of classroom positions are filled and direct all HR staff to focus on stabilizing in-classroom positions, prioritizing SENI high- and highest-need schools and City of Angels, while still respecting school-site autonomy to choose candidates for themselves,
- Produce biweekly (every other week) data reports to the Governing Board of the Los Angeles Unified School District of current vacancies by school, credential and position and listing tiered actionable strategies with timelines that reflect the prioritization of SENI high- and highest-need schools, including hiring for District-wide programs (such as Primary Promise and Black Student Achievement Plan) at these schools before others,
- Identify and reassign District staff or available and approved contractors to support hiring efforts;

Resolved further, That the Superintendent will within 15 days streamline and improve the candidate hiring process for the 2021-22 school year and beyond, removing or reducing barriers to timely hiring that are not required by law, such as conducting District and school-site interviews simultaneously, creating a checklist for new candidates with expected timelines (i.e., 30 hours of New Teacher Orientation should begin as soon as the offer is made), collapsing steps in the process to run simultaneously (e.g., background checks and school site interviews), and clearly defining salary offers when offers are made; and, be it finally

Resolved, That the Superintendent, in collaboration with school-site principals and staffing experts, will evaluate current hiring and succession processes (e.g., retirement) including the impact of recent budgetary investments and, as a result, develop and present a plan by February 2022 to implement for the Spring 2022 hiring season that improves the staffing system and processes, including, but not limited to:

- Upgrading the data-collection and candidate tracking such that data is accurate, complete, and timely;
- Increasing the number of staff within and reorganizing the department of Human Resources to strengthen the customer service orientation to avoid losing candidates through the hiring process;
- Identifying opportunities to improve the holistic competitiveness of the District's job offers;
- Prioritizing the filling of classroom and school-site vacancies at SENI high- and highest-need schools before June 2022 and no later than Norm Day of Fall 2022.

## **Miscellaneous Business**

### **Announcements**



## Adjournment

Requests for disability related modifications or accommodations shall be made 24 hours prior to the meeting to the Board Secretariat by calling (213) 241-7002.

Materials related to an item on this Order of Business distributed to the Board of Education are available for public inspection at the Security Desk on the first floor of the Administrative Headquarters, and at:

<http://laschoolboard.org/10-26-21SpclBdCharter>

Items circulated after the initial distribution of materials are also available for inspection at the Security Desk.