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

REGULAR MEETING ORDER OF BUSINESS
333 South Beaudry Avenue, Board Room
1208 Magnolia Avenue, Gardena, CA 90247
9945 Laurel Canyon Blvd, Pacoima, CA 91331
11:00 a.m., Tuesday, May 13, 2025

Roll Call

Pledge of Allegiance

Board President's Reports

Labor Partners
Committee Chair Reports
- Committee of the Whole
- Facilities and Procurement Committee
- Children and Families in Early Education Committee
- Special Education Committee

Student Board Member Report

Superintendent's Reports

Consent Items

Items for action are assigned by the Board at the meeting to be adopted by a single vote. Any item may be pulled off of the consent calendar for further discussion by any Board Member at any time before action is taken.

General Public Comment (Approximately 3:30 P.M.)

Providing Public Comment
The Board of Education encourages public comment on the items for action on this Regular Board Meeting agenda and all other items related to the District. Any individual wishing to address the Board must register to speak using the Speaker Sign Up website: https://boardmeeting.lausd.net/speakers, and indicate whether comments will be provided over the phone or in person. Registration will open 24 hours before the meeting. Each action item will allow for ten (10) speakers, except those items for which a Public Hearing will be held will allow for 15 speakers, and 20 speakers may sign up for general Public Comment.

Each speaker will be allowed a single opportunity to provide comments to the Board, with the exception of public hearings, and shall be given two minutes for their remarks. **Speakers signed up to speak on an agenda item must constrain their remarks specifically to the item or items on the agenda or may be ruled out of order.**

Public comment can be made in-person or by telephone, and members of the public must sign up on-line for either method, as described above. Members of the public can only make remote public comment by calling 1-888-475-4499 (Toll Free) and entering the Meeting ID: **879 7060 8197**.

Speakers addressing items not on the agenda will be heard at approximately 3:30 p.m. Speakers commenting on items on the consent calendar will be heard prior to the Board's consideration of the items, and speakers on items not on the consent calendar will be heard when the item is before the Board.

Speakers who do not register online to provide comments may use the following alternative methods to provide comments to Board Members:

- Email all Board Members at boardmembers@lausd.net;
- Mail comments via US Mail to 333 S. Beaudry Ave., Los Angeles, CA 90017; and
- 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 to provide public comments over the phone need to follow these instructions:

1. Call 1-888-475-4499 (Toll Free) and enter Meeting ID: **879 7060 8197** 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.
4. Call in from the same phone number entered on the Speaker Sign Up website. If you call from a private or blocked phone number, we will be unable to identify you.
5. When you receive the signal that your phone has been removed from hold and or unmuted, please press *6 (Star 6) to be brought into the meeting.

Please contact the Board Secretariat at 213-241-7002 if you have any questions.

The Office of the Inspector General would like to remind you that they investigate the misuse of LAUSD funds and resources as well as retaliation for reporting any misconduct. Anyone can make a report via the OIG hotline on their website (https://www.lausd.org/oig), by telephone at 213-241-7778, or by emailing inspector.general@lausd.net. Reports are confidential and you can remain anonymous if you wish.

Attending the Meeting

Please note there are three ways members of the public may watch or listen this Regular Board Meeting: (1) online (Granicus stream or join the zoom webinar) (2) by telephone by calling 1-888-475-4499 (Toll Free) and entering the Meeting ID: **879 7060 8197**, or (3) in person.

New Business for Action

1. Board of Education Report No. 291-24/25
   Division of Instruction
   (Adoption of Reading Difficulties Risk Screening Instrument) Recommends adoption of one state-approved reading difficulties risk screening instrument to screen all kindergarten through second grade students annually for the risk of reading difficulties, including dyslexia, beginning in the 2025-26 school year.

2. Board of Education Report No. 124-24/25
   Division of Adult and Career Education
   (Approval of Adult Education Career Technical Education (CTE) Advisory Committee) Recommends approval of the establishment of the Career Technical Education (CTE) Advisory Committee for the Division of Adult and Career Education (DACE) to fulfill the requirements of the Perkins Grant (Strengthening Career Technical Education Act). Approval will allow DACE to maintain grant eligibility and continue offering state-of-the-art equipment and programs across 15 industry sectors.

3. Board of Education Report No. 304-24/25
   Facilities Services Division
   (Define and Approve Three Early Education Center Outdoor Classroom Projects and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends definition and approval of three projects to provide outdoor classrooms at early education centers, as detailed in Exhibit A, and the amendment of the Facilities Services Division Strategic Execution Plan to incorporate therein, for a combined budget of $16,756,045.

4. Board of Education Report No. 322-24/25
   Facilities Services Division
   (Define and Approve 86 Projects to Provide Critical Replacements and Upgrades of School Building/Site Systems and Components and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends definition and approval of 86 projects essential for replacing and upgrading critical systems and components of school buildings, as detailed in Exhibit A, and the amendment of the Facilities Services Division Strategic Execution Plan to incorporate therein, for a combined budget of $9,754,697.

5. Board of Education Report No. 324-24/25
   Facilities Services Division
   Division of Adult and Career Education
   Information Technology Services
   (Define and Approve Two Projects to Provide Adult and Career Education Facilities Upgrades and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends definition and approval of two projects to upgrade Adult and Career Education facilities, as detailed in Exhibit A, and the amendment of the Facilities Services Division Strategic Execution Plan to incorporate therein, for a combined budget of $12,220,730.

6. Board of Education Report No. 327-24/25
Facilities Services Division
Eco-Sustainability Office
(Define and Approve Six Sustainable Environment Enhancement Developments for Schools (SEEDS) Projects and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends the definition and approval of six Sustainable Environment Enhancement Developments for Schools Projects, as described in Exhibit A, and the amendment of the Facilities Services Division Strategic Execution Plan, for a combined budget of $1,080,000.

7. Board of Education Report No. 328-24/25
Facilities Services Division
(Define and Approve 17 Board District Priority and Region Priority Projects and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends the definition and approval of 17 Board District Priority and Region Priority projects, as detailed in Exhibit A, and the amendment of the Facilities Services Division Strategic Execution Plan to incorporate therein, for a combined budget of $971,739.

8. Board of Education Report No. 326-24/25
Facilities Services Division
Office of the Superintendent
(Define and Approve the 2025-2026 Education Code Section 47614 (Proposition 39) Facilities Renovation Effort and Amend the Facilities Services Division Strategic Execution Plan to Incorporate Therein) Recommends definition and approval of up to 48 projects to provide facilities renovations at 45 District school sites in order to fulfill the Los Angeles Unified School District's responsibilities imposed by Proposition 39, as detailed in Exhibits A, B, and C, and the amendment of the Facilities Services Division Strategic Execution Plan to incorporate therein, for a cumulative budget of up to $2,369,284.

9. Board of Education Report No. 272-24/25
Procurement Services Division
(Approval of Procurement Actions) Recommends the ratification of the contract actions taken by the Procurement Services Division within delegated authority as listed in Attachment "A" to include the approval of award of Professional Service Contracts not exceeding $250,000: New Contracts; Purchase Orders; Goods and General Services: District Card Transactions; Rental of Facilities; Travel/Conference Attendance; General Stores Distribution Center; Book/Instructional Material Purchase Orders; and approval of Professional Service Contracts (exceeding $250,000): New Contracts; Goods and General Services Contracts (exceeding $250,000): New Contracts; and Piggyback Contracts as listed on Attachment "B."

10. Board of Education Report No. 258-24/25
Procurement Services Division – Facilities Contracts
(Approval of Facilities Contract Actions) Recommends the ratification of the Procurement Services Division contract actions taken by Facilities Contracts under delegated authority as listed in Attachment "A" including award of advertised construction contracts; award of job order contracts; award of job order contract amendments; approval of change orders; completion of contracts; award of informal contracts; award of architectural and engineering contracts; extra services/amendments for architectural and engineering contracts; emergency contracts/purchase orders for professional services.

11. Board of Education Report No. 310-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Alfred B. Nobel Charter Middle) Recommends approval of the renewal petition for Alfred B. Nobel Charter Middle, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 1,995 students in grades 6-8 in each year of the charter term.

12. Board of Education Report No. 311-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Dearborn Elementary Charter Academy) Recommends approval of the renewal petition for Dearborn Elementary Charter Academy, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 548 students in grades TK-5 in each year of the charter term.

13. Board of Education Report No. 312-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for El Oro Way Charter for Enriched Studies) Recommends approval of the renewal petition for El Oro Way Charter for Enriched Studies, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 477 students in grades TK-5 in each year of the charter term.

14. Board of Education Report No. 313-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Encino Charter Elementary) Recommends approval of the renewal petition for Encino Charter Elementary, located in Board District 4 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 546 students in grades TK-5 in each year of the charter term.

15. Board of Education Report No. 314-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Hamlin Charter Academy) Recommends approval of the renewal petition for Hamlin Charter Academy, located in Board District 3 and Region North, for five (5) years, beginning July 1, 2025, until June 30, 2030, to serve up to 326 students in grades TK-5 in each year of the charter term.

16. Board of Education Report No. 315-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Louis Armstrong Middle) Recommends approval of the renewal petition for Louis Armstrong Middle, with a benchmark in the area of academics, located in Board District 3 and Region North, for five (5) years, beginning July 1, 2025, until June 30, 2030, to serve up to 1,584 students in grades 6-8 in each year of the charter term.

17. Board of Education Report No. 316-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Superior Street Elementary) Recommends approval of the renewal petition for Superior Street Elementary, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 487 students in grades TK-5 in each year of the charter term.

18. Board of Education Report No. 317-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Topeka Charter School for Advanced Studies)
Recommends approval of the renewal petition for Topeka Charter School for Advanced Studies, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 622 students in grades TK-5 in each year of the charter term.

19. Board of Education Report No. 318-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Wilbur Charter for Enriched Academics) Recommends approval of the renewal petition for Wilbur Charter for Enriched Academics, located in Board District 4 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 572 students in grades TK-5 in each year of the charter term.

20. Board of Education Report No. 319-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Woodlake Elementary Community Charter) Recommends approval of the renewal petition for Woodlake Elementary Community Charter, located in Board District 3 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 577 students in grades TK-5 in each year of the charter term.

21. Board of Education Report No. 320-24/25 **PUBLIC HEARING**
Charter Schools Division
(Approval of the Renewal Petition for Woodland Hills Elementary Charter for Enriched Studies)
Recommends approval of the renewal petition for Woodland Hills Elementary Charter for Enriched Studies, located in Board District 4 and Region North, for six (6) years, beginning July 1, 2025, until June 30, 2031, to serve up to 669 students in grades TK-5 in each year of the charter term.

22. Board of Education Report No. 321-24/25
Charter Schools Division
(Approval of the Proposed Material Revision for Collegiate Charter High School of Los Angeles) Recommends approval of the material revision for Collegiate Charter High School of Los Angeles to transfer operations, governance and management to Equitas Academy Charter School, Inc.; relocate outside the community; and revise related charter elements and provisions. Collegiate Charter High School of Los Angeles is presently located in Board District 2 and Region East.

23. Board of Education Report No. 331-24/25
Division of Special Education
Medical Services Division
(Delegation of Authority to Negotiate and Execute Master Contracts for Special Education Supports and Services and Special Education Health and Nursing Services) Recommends the Board of Education delegate authority to the Superintendent and/or his designee(s) to execute NPS/A Master Contracts for Special Education Supports and Services, including Related Services and NPA Master Contracts for Special Education Health and Nursing Services for the 2025-26 school year, and each specific school year thereafter. Pursuant to state requirements (Education Code Section 56360 et seq. and Title 5 of the California Code of Regulations), stating each Special Education Local Plan Area ("SELPA") ensure a continuum of program options are available to meet the needs of students with Individualized Education Programs ("IEP") in special education and related services.

24. Board of Education Report No. 305-24/25
Human Resources Division
(Approval of Routine Personnel Actions) Recommends approval of 4,822 routine personnel actions (including, but not limited to elections, promotions, transfers, leaves, terminations, separations, permits and contracts).

25. Board of Education Report No. 306-24/25
Procurement Services Division
(Provisional Internship Permits) Recommends approval for 5 teachers to be employed under the Provisional Internship Permit pursuant to Title 5 California Code of Regulations, Section 80021.1.

26. Board of Education Report No. 309-24/25
Business and Finance Division
(Donations of Money to the District) Recommends approval of the donation of money to the District totaling $769,343.30 and Donations of Money to the Associated Student Body totaling $225,000.00.

27. Board of Education Report No. 330-24/25
Office of the Chief Financial Officer
(Impact Fee Policy Update) Recommends approval to update the District's Impact Fee Policy that outlines certain guidelines for the use, collection, and expenditure of impact fees, to add a fourth type of construction project eligible for a Board authorized exemption, (Attachment A: Impact Fee Policy, Section 6.2, Board Authorized Exemptions Eligibility).

28. Board of Education Report No. 308-24/25
Business and Finance Division
(Report of Cash Disbursements, Request to Reissue Expired Warrants) Recommends the ratification of cash disbursements amounting to $1,036,182,884.85 made by the District from March 1, 2025, to March 31, 2025. It also seeks approval for the reissuance of expired warrants totaling $137.55.

Board Member Resolutions for Action

29. Ms. Griego, Dr. Rivas, Ms. Gonez - Aligning Site-Based Professional Development, Collaboration, and Decision-Making in the Community School and Pilot Models (Res-066-24/25) (Noticed April 8, 2025)

VERSION 2
1:30 P.M. TIME CERTAIN

Whereas, Community Schools are public schools that provide instruction, curriculum, services and support that fit each neighborhood's needs, created and run by the people who know our children best;

Whereas, The mission of the Los Angeles Unified School District Community Schools Initiative (CSI) is to improve student outcomes through addressing students' academic, cognitive, physical, mental, and social-emotional needs. Needs of children and youth are met by building a positive school climate and trusting relationships, along with providing rich and rigorous learning opportunities that prepare all students to be ready for the world;

Whereas, To fulfill these purposes, Community Schools must have the time and space for creative and collaborative problem-solving, and each local school community must be engaged authentically in the governance of their local school;

Whereas, Pilot schools are teacher-designed and -led District schools that are part of a Memorandum of Understanding between the District and UTLA that provides certain autonomies over budget, governance, curriculum, and assessment, and the school calendar to meet their specific students' needs; and

Whereas, The structure which supports authentic engagement and shared decision making at a community school is the Local School Leadership Council (LSLC); now, therefore be it

Resolved, That the Community School LSLCs and Pilot schools will have decision making purview over all site based professional development, including all banked time and after school professional development, except for professional development mandated by state or federal law and topics specifically approved by the Governing Board of the Los Angeles Unified School District;

Resolved further, That the Community Schools Steering Committee (CSSC) will create a "Community School Professional Development" subcommittee to support Community Schools development, and effective site-based professional development that could align with the school's Assets and Needs Assessment (ANA) data, student academic outcome data, school experience survey data, and whole child data;

Resolved further, That the CSSC will appoint two Los Angeles Unified School District representatives and two UTLA representatives to serve on the Community Schools Professional Development Subcommittee;

Resolved further, That the Community Schools Steering Committee Professional Development Subcommittee be provided an opportunity to give meaningful input on the implementation of Board-approved professional development topics; The Community School Steering Committee

Professional Development Subcommittee will provide differentiated support to Priority Schools as needed, and, be it finally

Resolved, That the above actions shall be effective by the beginning of the 2025/2026 school year.

30. Ms. Ortiz Franklin, Ms. Gonez, Ms. Griego - Parental Package: LAUSD as an Equitable Employer of Choice for Thriving Families (Res-068-24/25) (Noticed April 8, 2025)

VERSION 2
12:30 P.M. TIME CERTAIN

Whereas, The Los Angeles Unified School District prepares all students to thrive in college, career and beyond with the core beliefs of equity, collaboration and excellence being applied to students, staff, and all families;

Whereas, The LAUSD Strategic Plan Pillar 5 Investing in Staff sets a vision to recognize, empower, and support our staff and a clear focus to recruit, develop and retain our talented and dedicated staff, along with sustaining staff wellness;

Whereas, The LAUSD Strategic Plan Pillar 3 Engagement and Collaboration propels us towards being a model district for authentic family engagement which begins in the earliest years setting a foundation for and honoring that the first and most important teacher for each child is their parent/caregiver;

Whereas, Becoming an employer of choice requires providing comprehensive and competitive compensation and support including benefits that promote the holistic wellness of our employees during all stages of their life;

Whereas, In 2024, *Under Pressure: The U. S. Surgeon General's Advisory on the Mental Health and Well-Being of Parents* elevated the importance of parental stress, mental health and well-being, stressors unique to parenting, and the bidirectional relationship between parental mental health and child outcomes; recommending employers take action by expanding policies and programs that support the well-being of parents and caregivers in the workplace such as: offering paid parental, medical and sick leave; flexible and fair work schedules; access to child care; and implementing training for managers on work-life harmony and a family-friendly culture;

Whereas, Research documents that the postpartum period is a critical time for the health, development and well-being of both the mother and baby and paid parental leave policies bolster the maternal mental and physical health, and leaves of shorter than 12 weeks are associated with higher rates of maternal depression, stress and anxiety, increased work stress and overload, and reduced understanding of infant development and bonding;

Whereas, Employers that have extended their paid parental leaves saw higher rates of retention, for example when Google extended its paid leave from 12 to 18 weeks, attrition dropped by 50% and when Aetna extended its maternity leave the share of women returning to work increased from 77 to 91%;

Whereas, Research documents that women who receive paid maternity leave are significantly more likely to return to work and employee stability is unquestionably critical for supporting academic achievement;

Whereas, In 2024 the Learning Policy Institute's updated their research-based teacher turnover calculator, which estimates the cost of recruiting, hiring, and training a new teacher in large, public school districts such as Boston Public Schools and Chicago Public Schools can cost $29,650 and $29,762 respectively and that the cost of losing teachers also negatively impacts student achievement and instructional quality, resulting in greater potential costs in tutoring and professional development;

Whereas, After California passed its paid family leave policy, research found long-term child physical

health improvements lasting through elementary school, and poverty risk among mothers of infants decreased by more than 10%, among other positive effects;

Whereas, California became the first state to provide paid family leave in 2004, which gives a portion of an employees' salary to take leave to care for a seriously ill family member, bond with a new child, or participate in a qualifying event because of a family member's military deployment for those that pay into state disability, yet the majority of public employees including LAUSD employees do not have access to this benefit and they must use vacation or illness time to receive pay during their leave, receiving half-pay or no pay when earned illness depletes;

~~Whereas, Recognizing the importance of this benefit in January 2025, California increased leave payments for paid family leave to 90% of income for workers making up to $60,000 a year and 70% for workers that make more than that;~~

Whereas, AB65 (Aguiar-Currie), currently in committee, is a statewide effort supported by educators to provide 14 weeks of fully paid pregnancy leave to school employees who currently must take their earned illness, partial pay and unpaid time for pregnancy, childbirth, miscarriage and recovery from such experiences;

~~Whereas, District employees whose bargaining unit has not chosen to bargain to participate in state disability, must use vacation or sick time in order to receive compensation during their Family and Medical Leave, Pregnancy Disability Leave, and when they run out of full-time pay receive half-time pay or unpaid leave;~~

Whereas, Inequitable access to paid parental leave places an inequitable burden on employees, often times resulting in employees being forced to make impossible choices to return before it is optimal for their own and their family's wellness or face financial hardship; this burden is most heavily felt by women and employees who are single parents, who do not earn vacation, without access to child care support and those historically under-resourced;

Whereas, California passed SB 729, which requires large and small group health care service plan contracts and disability insurance policies issued, amended, or renewed on or after July 1, 2025, to provide coverage for the diagnosis and treatment of infertility and fertility services;

Whereas, In Vitro Fertilization (IVF) is the leading use of Assistive Reproductive Technology (ART); the use of home births and doulas are on the rise; and none of these supports are currently covered by any health care plan offered to LAUSD employees;

Whereas, Research documents the critical role early learning and care programs play in the cognitive, socioemotional learning, school readiness, and health and well-being of our earliest learners and provides essential resources and supports to parents and caregivers; and as an education institution it is our responsibility to ensure our employees have equitable access to high quality, affordable early learning and care; and

Whereas, the Economic Policy Institute reported in February 2025 the average cost of infant-care in California is $21,945, more than twice the cost of in-state tuition for California public universities and roughly 18.4% of the median family income when the Department of Health and Human Services deems childcare "affordable" at no more than 7% of family income;

Whereas, In June 2021 the Governing Board of the Los Angeles Unified School District unanimously passed "Mommy, Daddy and Me," a student-board member authored resolution calling for a plan, informed by student-parents, that creates a more robust and comprehensive student maternity support system, and an ideal school setting for student-parents; now, therefore it be,

Resolved, That the Governing Board of the Los Angeles Unified School District values all families and is committed to being an employer of choice as a critical component of being a premier school district, including for parent-employees and employees planning to become parents; respecting the full scope of family building and thriving, including:

- Family planning, becoming pregnant (inclusive of fertility treatment like that of Assisted Reproductive Technology (ART) such as in vitro fertilization (IVF) or intrauterine insemination (IUI)), adoption and fostering, physical and mental health from miscarriage and loss;
- Pregnancy, parental and family leave, including prenatal and postpartum care and education, adequate time and support for preparation, recovery and returning to work, access to high quality lactation spaces and necessary accommodations;
- Early learning and care from 0-5 years old, including seeking partnerships with family childcare and non-profit providers and cost-savings for affordable care, and placement in and strategic growth of LAUSD infant centers and Early Education Centers (EECs); and
- Education from preschool through college, encouraging and supporting employees to enroll their children in LA Unified Early Education Centers and UTK-12 programs, offering employees priority where possible.

Resolved further, That the Los Angeles Unified School District, consistent with and subject to Equal Employment Opportunity (EEO) and privacy laws, will evaluate the following data, where available, in preparation for a written report and public presentation to the Board:

- General employee demographics for context such as age, gender, race/ethnicity, location, parental status, marital status, labor union representation, and retention;
- Average and range of time actually taken off by staff for all leave types related to reasons of pregnancy, family bonding, kin care for a child's illness, prenatal care including but not limited to whether the days were paid or unpaid and by position type;
- Potential budgetary implications for offering paid family leave programs for at least 12 weeks, given historical data of the number of employees that take such leave in LAUSD and Los Angeles more broadly;
- Percentage of employee-parents with children enrolled in LAUSD EECs and UTK-12 schools; and
- Health care plan coverage and cost for prenatal, postnatal and family planning including but not limited to assisted reproductive technology, delivery, doula, home birth, midwife support, and lactation support.

Resolved further, That the District, consistent with and subject to EEO and privacy laws, will conduct or procure a study on the needs, concerns, and experiences for LA Unified employees and/or employees in Los Angeles related to reproductive health and parenting support in preparation for a written report and public presentation to the Board of information, as it relates to improving the experience of employees, such as:

- Interest in becoming a parent or caregiver;
- Fertility and Family Planning Needs including interest and awareness of access to ART;
- Impact of access or lack thereof to District-provided reproductive supports on an employee's satisfaction, retention and ability to work;
- Health care benefits; Desired time and actual time taken for pre- and postpartum care and child bonding;
- Barriers to why individuals do not take more time for all stages of their child's life from birth through college;
- Average and range of costs of child care;
- Age of children when childcare started; and
- If children are enrolled in LAUSD schools, why, what school level(s), distance from home

Resolved further, That the District shall take immediate steps to support growing families, by (1) confirming provisions of adequate, accessible, and welcoming lactation spaces and training around such spaces for all staff at school sites, regions, and central offices, (2) identifying a dedicated liaison within the relevant departments and sites to support employee-parents in understanding and utilizing benefits, completing leave forms, understanding service credit and impacts to retirement, confirming appropriate payroll adjustments, planning returns to work – including part-time and adjusted schedules, and enrolling in an LAUSD early education program in a friendly, clear, and streamlined manner, and (3) identifying childcare provider partners who can provide affordable and backup childcare on an as-needed basis to employees; and, be it finally

Resolved, That in response to the quantitative and qualitative data and employee/labor engagement, disaggregated by age, gender, race/ethnicity, location, parental status, and labor union representation, where possible and legally permissible, as well as available research, best practices, and any requirements for bargaining, the District will prepare a plan and present it at a Board Meeting or Committee of the Whole no later than November 2025.

- The plan shall include:
  - Specific, measurable outcomes to becoming an employer of choice, including for employee-parents;
  - Feedback from labor and employee-parents on the plan;
  - Legislative advocacy, including but not limited to legislation for longer-term substitute teachers and staff (beyond 60 days), state-supported family leave, and more state-subsidized infant and toddler programs;
  - The ability to donate to colleagues' illness days for prenatal doctor appointments and child sickness, as offered for catastrophic illness
  - Personalized projected cost of health care and impacts to retirement savings associated with family planning (i.e. personalized calculator);
  - Improved practices and professional development on appropriate accommodations for lactating employees, including but not limited to a dedicated space at all district sites; ~~and~~
  - Improved practices and professional development on sensitivity for parent-employees, inclusive of consideration of disproportionate impact on parent-employees of absences due to child illness, parental leave, and the like; and
  - Improved practices and professional development on assisting employees in enrolling their children into LAUSD schools, including but not limited to inter/intra District transfers to LAUSD schools in close proximity to the employee's worksite

- The plan may include:
  - Specific timeframes for implementation, feasibility and cost of components;
  - A pilot program, similar to the pilots organized by LA County and LA City;
  - Planning days for substitute teachers and teachers when a teacher goes on leave, exploration of job sharing and clear communication on what exists already;
  - Back up daycare coverage to affordable, available providers;
  - Recommendations to the Health Benefits Committee on potential health care plan design offerings to provide fertility and family planning in alignment with all relevant legislation including but not limited to those provided through SB 729, full coverage of doulas, midwives, home births, contraception, lactation visits at home or District Wellness Centers, and/or other supports;
  - Recommendations on where to open Infant and Early Education Centers to meet the needs of employees and the community, guided by data on access to programs and partnering with family childcare and non-profit providers;
  - Option for remote work or flexible scheduling for childcare accommodations where possible;
  - Additional compensated days/time for pregnancy appointments and child sickness;

- Leveraging bond dollars or other resources for lactation spaces for employees and students;
- Partnering/researching cost-sharing models with labor, such as New York Department of Education and American Federation of Teachers; and
- Professional development and coaching on policies, supports, sensitivity and cultural competency in supporting family building, including how employee attendance is incentivized and acknowledged.

Resolutions Requested by the Superintendent

31. Motion Declaring Salaries Indefinite to Comply with Law and Allow for Implementation of Labor Agreements (Sup Res-007-24/25)

That the Board of Education (Board) hereby declares salaries and benefits for all District employees, including union represented, management, supervisory, District represented, and other unrepresented certificated, classified and unclassified, to be indefinite and subject to change on or after July 1, 2025, for the 2025-2026 school year, in order to ensure compliance with California Constitution Article XVI, Section 6, and to allow for implementation of labor agreements. Changes include, but are not limited to, retroactive increases in salaries, adjustments to salary rates, tables and differentials. The District shall act to implement such changes as the District deems necessary. All such changes are to be consistent with the collective bargaining process, where appropriate, and all Board Rules, policies and practices are subject to revision to carry out any of the changes described above. The above actions are listed by way of example, not limitation, and may be supplemented or revised at the discretion of the Board of Education.

Correspondence and Petitions

32. Report of Correspondence including Williams Uniform Complaint Quarterly Report Summary (ROC-011-24/25) **PUBLIC HEARING**

Minutes for Board Approval

33. Minutes for Board Approval (Min-007-24/25)

January 13, 2025 Regular Board Meeting, 11:00 a.m.
March 11, 2025 Regular Closed Session, 9:00 a.m.
April 3, 2025 Special Board Meeting, 9:30 a.m.

Miscellaneous Business

34. Adoption of the 2025-2026 Board Meeting Schedule (070-24/25)

Board Member Resolutions for Action (continued)

35. Ms. Newbill – Recognizing May as Mental Health Awareness Month and Focusing on Student Mental Health (Res-076-24/25) (Waiver of Board Rule 72)

Whereas, The Los Angeles Unified School District has a goal of reaching 100 percent graduation and must provide a learning environment that promotes social-emotional learning and support for students and adults;

Whereas, Childhood and adolescence are critical times for physical and mental development, and the development of good mental health is important for overall good health and well-being throughout the lifespan;

Whereas, While approximately 1 in 5 children have a diagnosable mental disorder and approximately 1 in 10 children have a serious emotional or behavioral disorder that is severe enough to cause substantial impairment in functioning at home, at school, or in the community;

Whereas, Chronic absenteeism in students is strongly linked to mental health challenges, with studies showing that students with poor mental health are more likely to be absent from school. Conversely, chronic absenteeism can also exacerbate or trigger mental health issues, creating a cycle of negative consequences;

Whereas, A screening of 572 District students revealed that 88 percent reported experiencing three or more traumatic events, with 55 percent showing symptoms of PTSD, depression, or anxiety, according to the L.A. Trust for Children's Health;

Whereas, It is currently estimated that 70 to 80 percent of children with mental health disorders may not receive any care at all;

Whereas, In 2021, the Centers for Disease Control and Prevention's Youth Risk Behavior Surveillance System for LAUSD students indicated that 42 percent of high school students reported a prolonged sense of sadness or hopelessness every day for two or more continuous weeks; 22 percent of middle school and 18 percent of high school students seriously considered attempting suicide; and over 9 percent of middle school and 10 percent of high school students attempted suicide;

Whereas, The District envisions an environment where every student has equitable access to timely, effective, and culturally responsive mental health and wellness services seamlessly integrated into the school community;

Whereas, The District's Student and Family Wellness Hotline, which was created during the pandemic to provide families continued access to wellness services, received over 35,000 calls between April 2020 and June 2022 for a wide range of supports, including mental health, attendance and enrollment, access to basic needs, specialized student programs and immunization information;

Whereas, Schools serve as vital gateways to connecting students and families with mental health services. By fostering strong partnerships with over 60 community mental health agencies, including the District's School Mental Health Clinics and Wellness Centers, the District can ensure that students and their families have easy access to support;

Whereas, Families can call the Student and Family Wellness Hotline at 213-241-3840 to get access to mental health services, and other essential school and community resources. The wellness line is open weekdays from 8-4:30pm and closed on major holidays;

Whereas, As part of the 2022-26 Strategic Plan, Los Angeles Unified called for prioritizing telehealth programs, allowing students to connect to health care professionals through video conferencing technology and the District began offering telehealth services to its schools in the fall 2023;

Whereas, Families can directly refer their children to our School Mental Health Clinics and Wellness Centers for individual, family, and group counseling services. These services are available both in-person

and through telehealth; and

Whereas, Each LAUSD Region is supported by a mental health team, including Psychiatric Social Workers based on most school campuses. These professionals are ready to assist families in accessing mental health services both at their child's school and within their community; now, therefore, be it

Resolved, That the Governing Board of the Los Angeles Unified School District hereby declares May as Mental Health Awareness Month and directs the Superintendent and District staff, to inform families of the resources and activities available through the District promoting education and awareness of the mental health needs of our students and families.

36. Ms. Newbill – Recognizing May 2025 as National Foster Care Youth Awareness Month (Res-077-24/25) (Waiver of Board Rule 72)

Whereas, May is National Foster Care Youth Awareness Month, intended to raise awareness about the needs of children and youth in the foster care system;

Whereas, In 2024, there were approximately 46,000 students in California's foster care system who often face significant barriers to academic success, including school instability, chronic absenteeism, and higher rates of suspension and expulsion.

Whereas, Youth in foster care experience rates of homelessness ranging from 11 to 38 percent, disproportionately higher than the general population;

Whereas, During the 2024-2025 school year, Los Angeles Unified School District had students from preschool to post-high school in the foster care system;

Whereas, Half of all children in foster care have endured four or more adverse childhood experiences such as abuse, neglect, and abandonment, which can negatively affect their health and development;

Whereas, Organizations across the nation have declared May as Foster Care Youth Awareness Month to recognize resource parents (also known as foster parents), relative/nonrelative caregivers, volunteers, mentors, advocates, child welfare representatives, and others within the community and to increase awareness of the urgent needs of children and youth in foster care;

Whereas, Students in foster care are identified as a unique student population under the Local Control Funding Formula and Local Control and Accountability Plan due to being among the lowest academically achieving groups in California;

Whereas, Older students in foster care often face housing and food insecurities, challenges that have been exacerbated by the lasting residual effects of the COVID-19 pandemic, including disruptions in access to stable resources and support networks, underscoring the ongoing and urgent need for comprehensive and personalized assistance;

Whereas, The Los Angeles Unified School District Student Health & Human Services provides services to students in the foster care system, including Know Your Rights cards, Foster Youth Achievement Program, college counseling, support with school transitions, and access to conferences and career fairs, and ensures the educational rights of foster youth are honored; now, therefore, be it

Resolved, That the Governing Board of the Los Angeles Unified School District hereby declares May 2025 as Foster Care Youth Awareness Month and recognizes the unique needs of children in foster care and the ongoing importance of empowering students in foster care by emphasizing the need for community-wide efforts to provide holistic support, strengthen connections and create pathways for educational and personal success.

Adjournment

Please note that the Board of Education may consider at this meeting any item referred from a Board Meeting 5 calendar days prior to this meeting (Education Code 54954.2(b)(3)). The Board of Education may also refer any item on this Order of Business for the consideration of a committee or meeting of the Board of Education.

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

If you or your organization is seeking to influence an agreement, policy, site selection or any other LAUSD decision, registration may be required under the District's Lobbying Disclosure Code. Please visit http://ethics.lausd.net/ to determine if you need to register or call (213) 241-3330.

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:
https://www.lausd.org/boe#calendar73805/20250529/event/71709

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