



KAREN BASS  
MAYOR

November 6, 2023

Honorable Members of the City Council  
c/o City Clerk  
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have reappointed Dr. Rosalinda Lugo to the Employee Relations Board for the term ending September 23, 2028. Dr. Lugo's current term expired on September 23, 2023.

I certify that in my opinion Dr. Lugo is especially qualified by reason of training and experience for the work which shall devolve upon her, and that I make the appointment solely in the interest of the City.

Sincerely,

KAREN BASS  
Mayor

KB:tga

Attachment

## COMMISSION APPOINTMENT FORM

**Name:** Rosalinda Lugo  
**Commission:** Employee Relations Board  
**End of Term:** 9/23/2028

### Appointee Information

1. **Race:** Latinx
2. **Gender:** Female
3. **Council District and neighborhood of residence:** N/A
4. **Are you a registered voter in the City of Los Angeles?** N/A
5. **Prior commission experience:**
6. **Highest level of education completed:** Doctor of Education in Educational Leadership, University of Southern California
7. **Occupation/profession:** Retired, Administrator - Assistant Principal 95th Street School, Los Angeles Unified School District
8. **Experience(s) that qualifies person for appointment:** See attached resume
9. **Purpose of this appointment:** Reappointment
10. **Current composition of the commission:**

Commissioner	APC	CD	Race	Gender	Term End
Collins, Douglas	N/A	N/A	Caucasian	M	9/23/2024
Diaz-Herrera, Christine	N/A	N/A	Latinx	F	9/23/2026
Lugo, Rosalinda	N/A	N/A	Latinx	F	9/23/2023
Baquet Smith, Dianne	N/A	N/A	African American	F	12/31/2025
Suttonwills, Brenda	N/A	N/A	African American	F	9/23/2027

# **PROFESSIONAL RESUME**

## **ROSALINDA LUGO, Ed.D.**

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### **PROFESSIONAL SUMMARY**

An accomplished educational leader with a successful pattern of improving academic achievement and fostering positive relationships with key constituencies as demonstrated by the following:

- Transformed a school's culture as a principal through research-based theories of collaboration, implementation of Professional Learning Communities, distributed leadership, transparent decision making, and active parent engagement.
- Provided close supervision to new principals to ensure they were successful in their first two years as principals.
- Excellent organizational and management skills required for long term planning, goal setting, and systemic accountability.
- Knowledgeable of school and district level budget process including categorical funds, LCAP, and general funds.
- Knowledgeable of A-G requirements, District requirements essential for a high school diploma.
- Tiered differentiated support for schools based on formative and summative data around principal experiences, school academic progress, and other school data.
- Supported schools, parents, and staff with the new web-based tools during the pandemic ensuring that schools were safe following all LA County Health Department protocols and requirements.

### **PROFESSIONAL EXPERIENCE**

**Los Angeles Unified School District (LAUSD)**

**August 17, 2023**

**Retired Administrator-Assistant Principal 95<sup>th</sup> Street School**

**St. Lawrence of Brindisi Catholic School**

**September 22, 2022**

**Substitute Teacher 5<sup>th</sup> and 6<sup>th</sup> Grade (Substituted for 2 months)**

**Los Angeles Unified School District (LAUSD)**

**Los Angeles, CA**

**Retired**

**August 25, 2022**

**LAUSD Office of School Culture, Climate and Safety  
Administrator**

**Los Angeles, CA**

**September 2019-Present**

- Initiated a process to coordinate District-wide Vaping Prevention support for schools, including the revision of the LAUSD's substance abuse policy.
- Supported the opening of a new District office by identifying the mission and vision of the new office.
- Supported the District's Safe Steps for Safe School partnership with Microsoft on the development of two web-based tools called the Daily Pass and the Daily Pass Dashboard. These tools provide staff, parents, and students the ability to schedule COVID 19 test appointments, vaccine appointments, upload vaccine information, and obtain a Daily Pass QR code by answering the required LA County Daily Health Check Questions.
- Established a process for employees to receive a \$100.00 daily stipend for their work at the LAUSD's Grab and Go food distribution centers during the first 6 months of the pandemic.
- Provided on-going technical support to employees and parents on the use of the web-based Daily Pass by responding to a helpdesk email address.

# PROFESSIONAL RESUME

## ROSALINDA LUGO, Ed.D.

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### **LAUSD Office of Parent and Community Services Administrator**

**Los Angeles, CA  
2017-2019**

- Supervised the staff at LAUSD's Office of Parent and Community Services, which included a Director, Administrator Coordinator, Specialist, and senior facilitators.
- Supported the implementation of a parent portal developed by LAUSD and guided the tool to support parent engagement.
- Established the LAUSD Community Help Desk to assist parents and community members who attend the LAUSD School Board meeting and have concerns to share with the Board of Education.
- Supervised the work of three District Parent Committees (DELAC, PAC, and CAC).
- Implemented School Staff Parent Engagement Summits in Local Districts focusing on creating welcoming environments for each school.
- Provided opportunity for parents to engage with each other and District staff around key instructional topics and including the LCAP development, EL topics, and the Special Education Local Plan Area.
- Organized three dialogue sessions between the LAUSD's parent leaders and the LAUSD Superintendent where the Superintendent shared District updates and the parents' shared concerns and recommendations.

### **LAUSD Local District West Instructional Director**

**Los Angeles, CA  
2012-2017**

- Established and implemented the LAUSD's Public School Choice 3.0 Fall and Spring Reviews.
- Supervised 22 schools in Local District West focused on instruction, English learners' reclassification, attendance, leadership, parent engagement.
- Led a Parent Engagement Process at a school in the West Athens area resulting in improved communication between parents and the school. A Collaboration Agreement was signed between the LAUSD's Superintendent, West Athens Elementary School, and a Parent Union. This agreement outlined steps to address parent concerns and improve the communication with the school and principal.

### **LAUSD Local District 7 Director of School Services**

**Los Angeles, CA  
2009-2012**

- Supervised 15 schools in Local District 7 focused on instruction, English learners' reclassification, attendance, leadership, parent engagement, and the establishment of positive school climate.
- Led the establishment of a partnership with the United Teachers of Los Angeles (UTLA) and Local District 7 in the Public-School Choice 1.0, 2.0, and 3.0 process, which included writing an instructional plan for seven schools.
- Supervised an affiliated charter school which had a partnership with the California Science Center.

### **LAUSD Sixty-Eighth Street Elementary School Elementary Principal**

**Los Angeles, CA  
2000-2009**

### **LAUSD West Athens Elementary School Assistant Principal**

**Los Angeles, CA  
1997 – 2000**

### **LAUSD Murchison Elementary School Teacher, 3<sup>rd</sup> Grade**

**Los Angeles, CA  
1996 – 1997**

### **Active Citizenship Campaign (ACC) Community Organizer**

**Pasadena, CA  
1995 – 1996**

# PROFESSIONAL RESUME

## ROSALINDA LUGO, Ed.D.

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<b>Hope in Youth-Los Angeles Catholic Charities</b>	<b>Los Angeles, CA</b>
Associate Director	1993 – 1995
<b>LAUSD Rowan Elementary School</b>	<b>Los Angeles, CA</b>
Teacher, 5 <sup>th</sup> /6 <sup>th</sup> Grade	1992 – 1993
<b>LAUSD Recruitment and Selection</b>	<b>Los Angeles, CA</b>
Bilingual Advisor	1990 – 1992
<b>LAUSD 92<sup>nd</sup> Street School</b>	<b>Los Angeles, CA</b>
Teacher, 3 <sup>rd</sup> and 6 <sup>th</sup> Grade	1982 – 1990
<b>Our Lady of Lourdes Catholic School</b>	<b>Los Angeles, CA</b>
Teacher 3 <sup>rd</sup> Grade	1981 – 1982

### EDUCATION

<b>University of Southern California</b>	<b>Los Angeles, CA</b>
Doctor of Education in Educational Leadership	2010
Master of Science in Teaching English as a Second Language	1984
Bachelors of Science in General Studies	1981

### **Credentials:**

• California Multiple-Subject Credential (Renewed)	2024
• Specialist Instruction Credential in Bilingual Cross-cultural	2024
• Administrative Service Credential (Renewed)	2024

### ADDITIONAL INFORMATION

<b>LAUSD Executive Certificated Leadership EXCel Program</b>	2016
<b>Association of California School Administrators (ACSA)</b>	
Superintendent Academy	2016
<b>City of Los Angeles Employee Relations Board, Commissioner</b>	2018
• Re-appointed to a Five-year term.	
• Appointed to a Five-year term (2013)	
<b>Association of California School Administrators, Elementary Director</b>	2007
<b>Elementary Principals Organization (EPO) LAUSD, President</b>	2006
<b>LEARN's Parent Involvement Task Force, Co-Chairperson</b>	1992
<b>LEARN Working Group, Member</b>	1991
<b>UNO Co-Chair</b>	1988
<b>UNO Chairperson Education Committee</b>	1984



KAREN BASS  
MAYOR

November 6, 2023

Dear Dr. Lugo:

I am pleased to inform you that I am reappointing you to the Employee Relations Board for the term ending September 23, 2028, subject to confirmation by the City Council.

To begin the reappointment process, please review, sign, and return the enclosed undated Letters of Separation **within one week** of receiving this letter. These documents are necessary to ensure the most efficient, open, and accountable city government possible.

As part of the reappointment process, Councilmember Tim McOsker, the Chair of the Personnel, Audits, and Hiring Committee, may wish to meet with you to answer any questions he may have. Our office will assist with arranging this meeting.

Should this apply to your commission, you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws, and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission via the California Fair Political Practices Commission's eDisclosure website, or by mailing the forms to City Hall at 200 N. Spring Street, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Nicole Enriquez at the City Ethics Commission by email at [nicole.enriquez@lacity.org](mailto:nicole.enriquez@lacity.org).

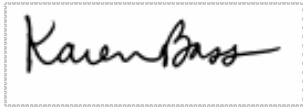
Additionally, you will be required to attend public meetings at City Hall where your reappointment will be considered. You will be hearing from our office and a City Council Clerk who will let you know when your reappointment will be considered by the Personnel, Audits, and Hiring Committee. Sometime thereafter, you will be notified of the date when your reappointment will be presented to the full City Council. Immediately following the meeting, you will again be required to take the Oath of Office in the City Clerk's Office located in Room 395 of City Hall. If you require parking for these meetings, please contact my Commissions team by email at [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org).

Dr. Rosalinda Lugo  
November 6, 2023  
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Lastly, if you move at any point during your term, or your contact information changes, please contact my Commissions team immediately at the email listed below. While we hope that you complete a successful term, if for some reason you intend to resign, please do so in writing to my Commissions team at [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org).

Congratulations, and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink, reading "Karen Bass", enclosed within a rectangular box with a dashed border.

KAREN BASS  
Mayor

KB:tga

Attachment I  
Dr. Rosalinda Lugo  
November 6, 2023

## **Nominee Check List**

### **I. Within 7 days:**

- ☐ Email the below completed documents, found on the last two pages of this letter, to: [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org) OR mail them to:

Office of the Mayor  
Attn: Thomas Arechiga  
200 N. Spring Street, Room 303  
Los Angeles, CA 90012

- Undated Separation Letters (2)

### **II. Before your appointment is heard in committee or full council (you will be contacted by the Clerk's Office with this date):**

- ☐ File the following forms with the City Ethics Commission. If you are required to file, you will receive these forms via email from that office. Be sure to take no more than 21 days to file, per City law.

- Statement of Economic Interest ("Form 700")  
*IMPORTANT:* The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
- CEC Form 60

### **III. The Mayor's Office will notify the below Councilmember of your nomination, so that they may reach out to schedule a meeting with you should they wish.**

- ☐ Councilmember Tim McOsker, Chair of the Council Committee considering your nomination

### **IV. Public Meetings at City Hall:**

- ☐ Personnel, Audits, and Hiring Committee Hearing
- ☐ Full Council Hearing