





Public Hearing Trustee Area Map Options

September 3, 2025

Jonathan Salt, F3 Law David Lopez, WSSC

What is the California Voting Rights Act ("CVRA")?



- Took effect January 1, 2003
- Prohibits the use of "at-large" elections when such an election system:

"impairs the ability of a protected class to elect candidates of its choice or its ability to influence the outcome of an election...."

(Elections Code §14027.)

What is a "protected class?"



A class of voters who are members of a race, color, or language minority group, as this class is referenced and defined in the federal Voting Rights Act of 1965 (52 U.S.C. Sec. 10301 et seq.).

(Elections Code §14026(d).)



What is a "By-Trustee Area" Election System

- Only safe harbor from a CVRA claim
- School district is divided into trustee areas
- A governing board member is elected from each trustee area
- Board members are elected by only the registered voters in the particular trustee area where the governing board member resides

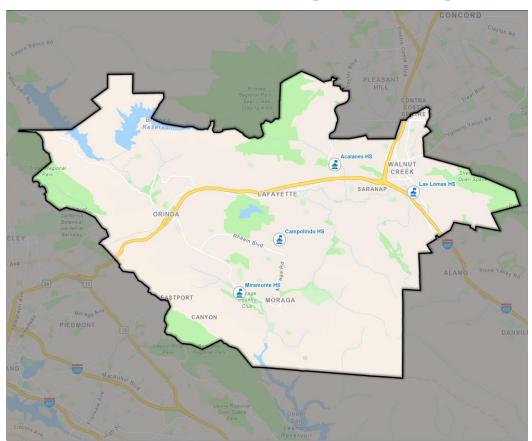
Keep in mind...



- With a total population of 119,039, each Trustee Area will include approximately 23,808 people.
- The difference between the largest and smallest trustee areas can be no more than 2,380 people.
- Census Blocks vary significantly in shape, size, and population totals – approximately 1,100 Census blocks in the District.
- Census Blocks generally are not to be "split" with a Trustee
 Area boundary line since we would lose the accuracy of the population balancing count.

District's Demographics 2020 Census Data (Total Population)

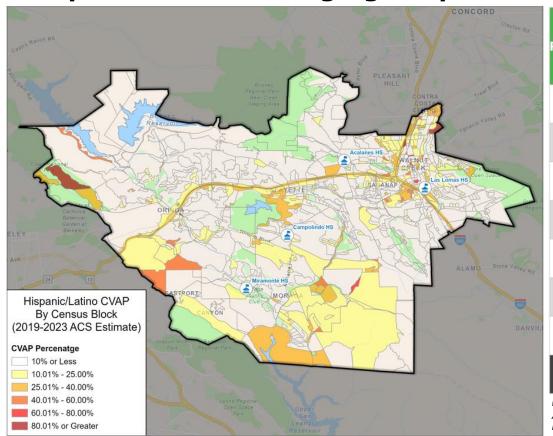




Domilation	Total Population		Age 18 +	
Population	Total	%	Total	%
Hispanic/Latino	10,870	9.1%	7,814	8.2%
White	79,149	66.5%	66,087	69.4%
Black/ African American	1,872	1.6%	1,549	1.6%
American Indian/Alaska Native	116	0.1%	100	0.1%
Asian	18,211	15.3%	14,665	15.4%
Native Hawaiian/ Pacific Islander	169	0.1%	148	0.2%
Other	740	0.6%	542	0.6%
Two or More Races	7,912	6.6%	4,313	4.5%
Total Population	119,039	100%	95,218	100%

District's DemographicsHispanic Citizen Voting Age Population Estimates



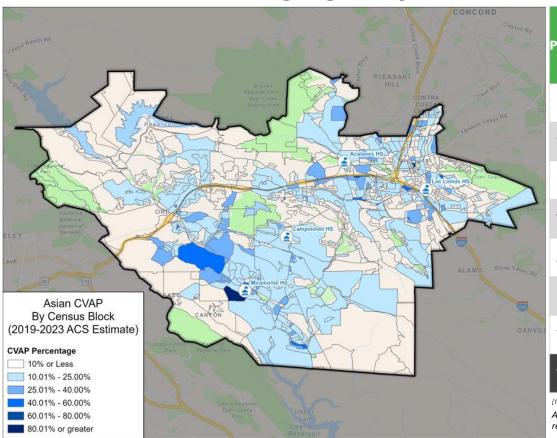


Danulation	2019-2023 ^[1]		
Population	Total	%	
Hispanic/Latino	7,258	8.3%	
White	64,173	73.3%	
Black/ African American	1,545	1.8%	
American Indian/Alaska Native	146	0.2%	
Asian	11,155	12.7%	
Native Hawaiian/ Pacific Islander	75	0.1%	
Two or More Races	3,219	3.7%	
Total Population	87,571	100%	

^[1] CVAP data taken from the California Statewide Database which provides the 2019-2023 American Community Survey CVAP estimates with DOJ by 2020 Census blocks and adjustment to reallocate incarcerated persons to their last known residential address.

District's DemographicsAsian Citizen Voting Age Population Estimates



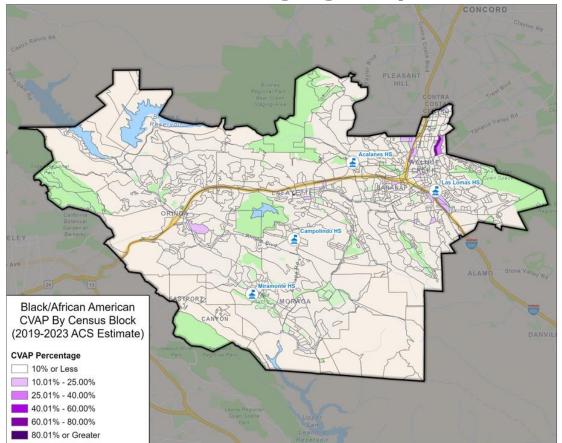


Danulation	2019-2023 [1]			
Population	Total	%		
Hispanic/Latino	7,258	8.3%		
White	64,173	73.3%		
Black/ African American	1,545	1.8%		
American Indian/Alaska Native	146	0.2%		
Asian	11,155	12.7%		
Native Hawaiian/ Pacific Islander	75	0.1%		
Two or More Races	3,219	3.7%		
Total Population	87,571	100%		

^[1] CVAP data taken from the California Statewide Database which provides the 2019-2023 American Community Survey CVAP estimates with DOJ by 2020 Census blocks and adjustment to reallocate incarcerated persons to their last known residential address.

District's Demographics Black Citizen Voting Age Population Estimates

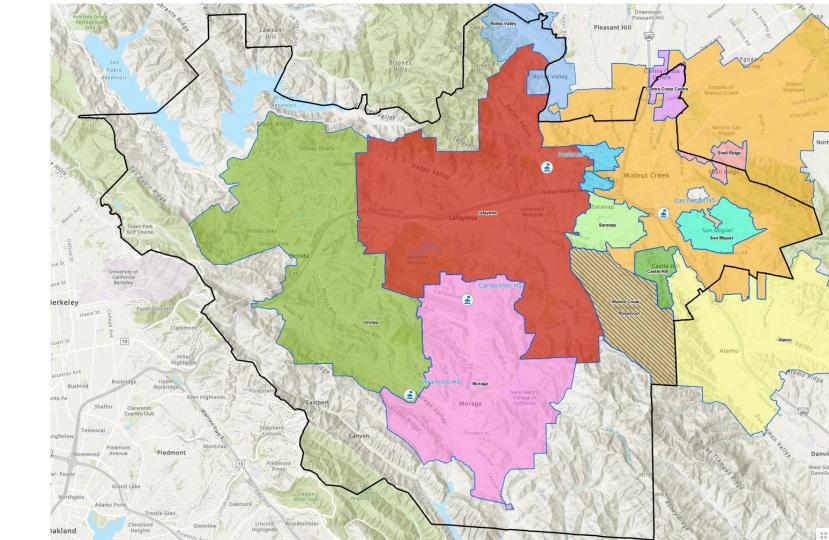




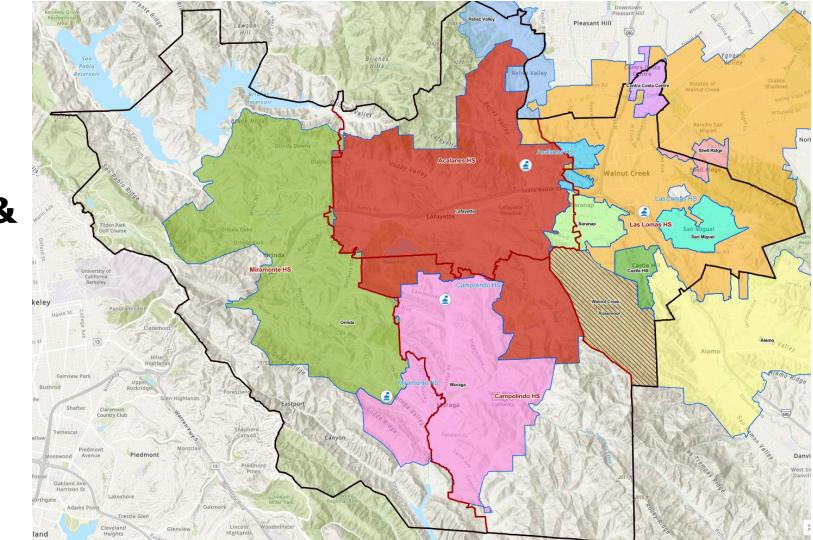
Panulatian	2019-2023 [1]		
Population	Total	%	
Hispanic/Latino	7,258	8.3%	
White	64,173	73.3%	
Black/ African American	1,545	1.8%	
American Indian/Alaska Native	146	0.2%	
Asian	11,155	12.7%	
Native Hawaiian/ Pacific Islander	75	0.1%	
Two or More Races	3,219	3.7%	
Total Population	87,571	100%	

^[1] CVAP data taken from the California Statewide Database which provides the 2019-2023 American Community Survey CVAP estimates with DOJ by 2020 Census blocks and adjustment to reallocate incarcerated persons to their last known residential address.

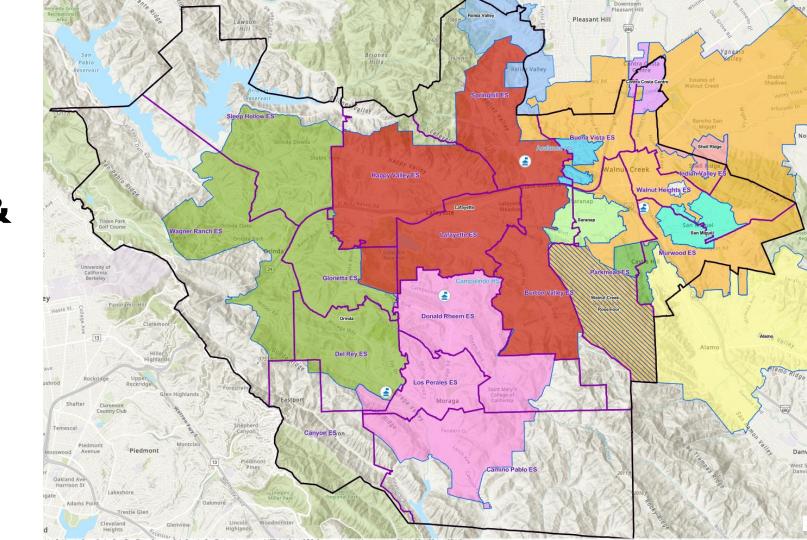
Cities, CDPs



Cities, CDPs, & HS Areas



Cities, CDPs, & ES Areas

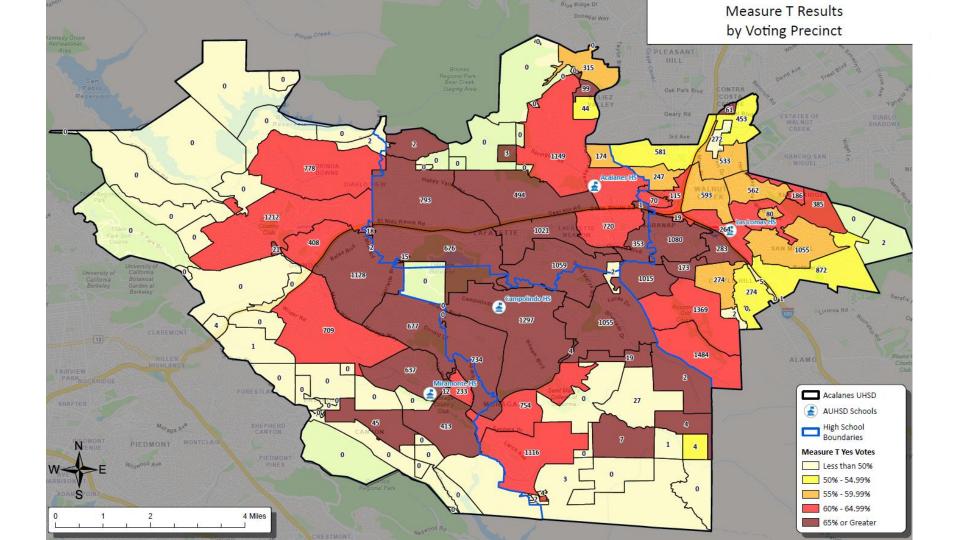


Summary/Recap of Pre-Map Stage



Feedback:

- □ Elementary School sites are Communities of Interest ("CoI")
- Rossmoor is a CoI
- Buena Vista/Downtown Walnut Creek is a CoI
- □ Northeast portion: N. Main, apartments/condos along BART tracks
- □ Income (ensure lower income areas are being represented as much as higher income areas)
- Consider supporters of special education
- □ Consider those who voted in support of school bonds/parcel taxes
- Cross HS school boundaries to avoid balkanization/silos
- All trustees are accountable to all schools



District Student Special Education/504 Data per Map Option



Trustee Area	Option 1	Option 2	Option 3	Option 4
Trustee Area	% Share	% Share	% Share	% Share
Trustee Area No. 1	13.2%	13.1%	16.7%	14.0%
Trustee Area No. 2	9.6%	10.6%	14.8%	14.9%
Trustee Area No. 3	25.3%	24.5%	16.8%	18.4%
Trustee Area No. 4	22.1%	23.4%	23.2%	22.1%
Trustee Area No. 5	27.2%	25.9%	25.9%	28.0%
Out of District	2.6%	2.6%	2.6%	2.6%
Total Population	100.0%	100.0%	100.0%	100.0%

Current Step: Draft Maps



- Draw Draft Trustee Area Plans
 - Demographer to use 2020 Census Data and additionally permitted updated data.
 - □ Population must be as equal "as is practicable" people, not citizens.
 - □ Ed Code section 1002: "...trustee areas shall be as nearly equal in population..."
 - □ A certain amount of deviation (10%) may be permitted.

Criteria for Consideration



- Comply with the U.S. Constitution.
- Comply with the California Constitution.

Population Balance:

□ Each area shall contain nearly equal number of inhabitants

Comply with the Federal Voting Rights Act:

Determine whether it is possible to create an election district or districts in which a minority group is sufficiently large and geographically compact to constitute a majority in a single-member district.

Criteria for Consideration AB 764 / Elections Code § 21130



Order of priority:

- Contiguous
- Local Neighborhoods/Communities of Interest
- □ City/Census designated places
- □ Natural/artificial boundaries
- Geographical compactness

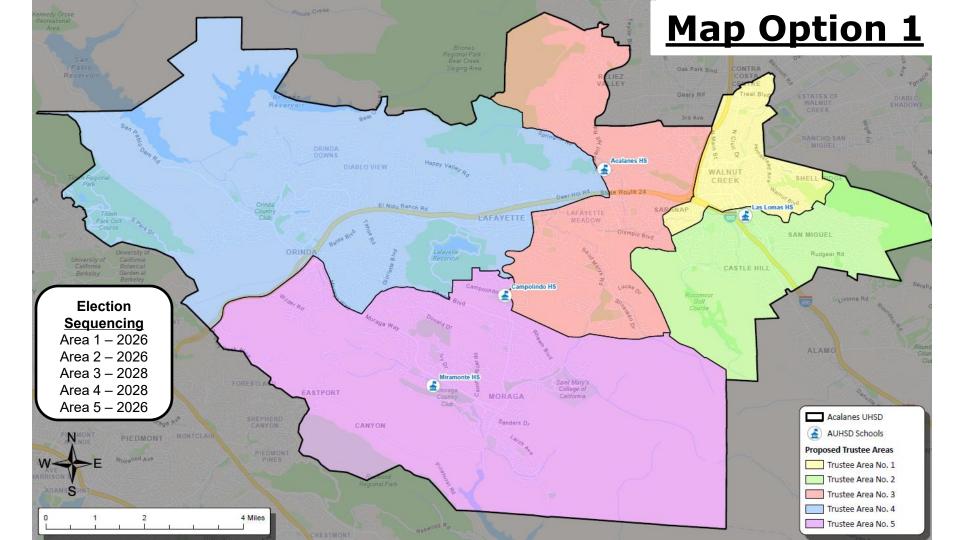
Other Criteria for Consideration:

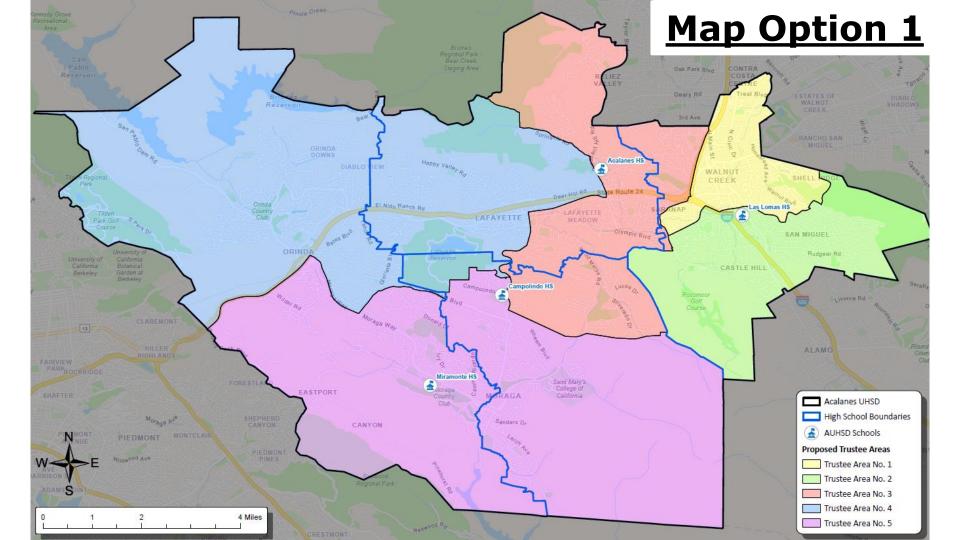
- Other local considerations
- May not adopt boundaries for the purpose of favoring/discriminating against an incumbent, political candidate or political party.

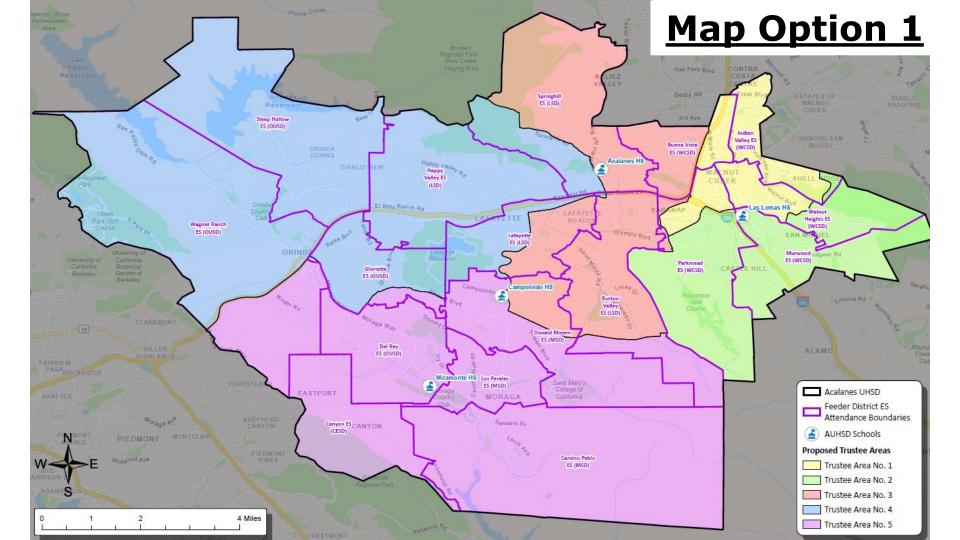
The Map Options - Background

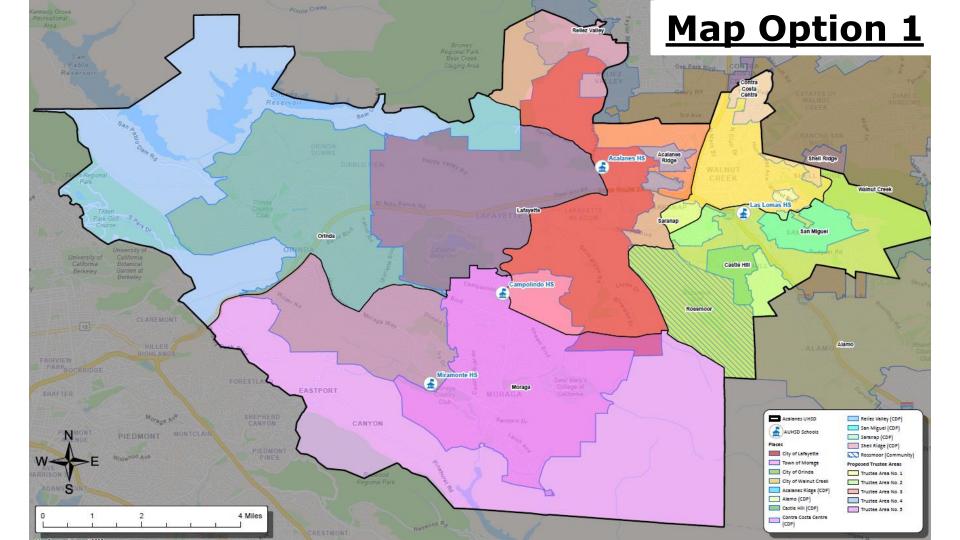


- Each map was randomly assigned a number as a name (i.e., "Option 1," "Option 2," etc.)
- The number name of the map has <u>nothing</u> to do with the numbers of each trustee area on each map.
- Each map option has 5 balanced Trustee Areas.
- On each map:
 - Trustee Area 1 is shaded in YELLOW
 - Trustee Area 2 is shaded in GREEN
 - Trustee Area 3 is shaded in RED
 - Trustee Area 4 is shaded in BLUE
 - Trustee Area 5 is shaded in PURPLE









Map 1 – Total Population Data



Total Population:	119,039	Ideal Population:	23,808	Variance:	3.1%		
Total Population (2020 Census)							
Trustee Area 1 Trustee Area 2 Trustee Area 3 Trustee Area 4 Trustee Area 5							
Population	23,786	24,182	23,880	23,445	23,746		
Domilation Variance	-22	374	72	-363	-62		
Population Variance	-0.1%	1.6%	0.3%	-1.5%	-0.3%		
Hispanic/Latino	12.9%	7.7%	8.6%	7.3%	9.1%		
White	58.8%	72.3%	69.3%	69.6%	62.3%		
Black/ African American	3.2%	1.7%	1.0%	0.8%	1.2%		
American Indian/ Alaska Native	0.2%	0.1%	0.1%	0.1%	0.1%		
Asian	17.3%	13.1%	12.8%	14.4%	18.8%		
Native Hawaiian/ Other Pacific Islander	0.2%	0.2%	0.1%	0.1%	0.2%		
Other	0.8%	0.5%	0.6%	0.6%	0.6%		
Two or More Races	6.5%	4.5%	7.5%	7.0%	7.6%		

Map 1 – CVAP Data

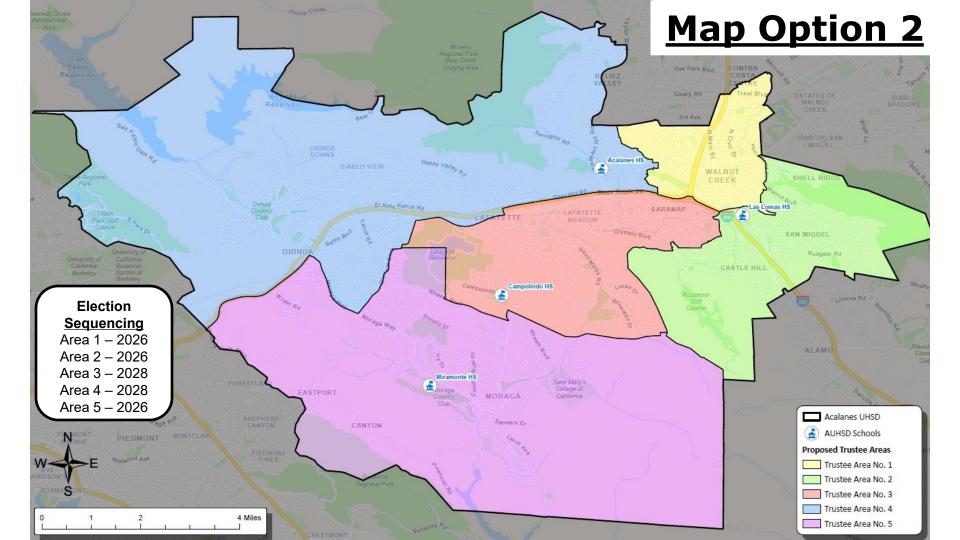


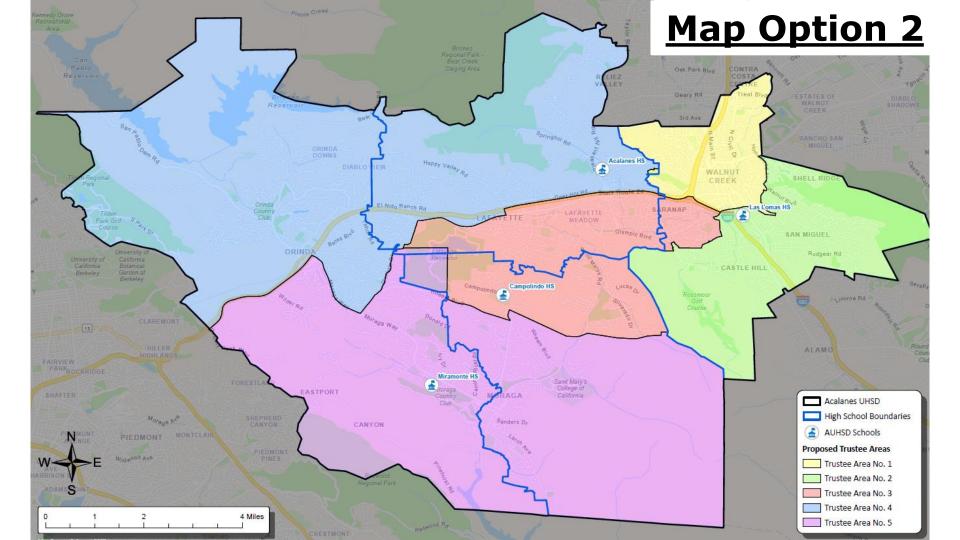
Citizens by Voting Age Population Estimate (2019-2023)						
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5	
Population	17,750	19,444	17,242	16,469	16,666	
Hispanic/Latino	12.2%	6.3%	7.4%	6.3%	9.3%	
White	67.3%	78.1%	75.9%	76.8%	67.9%	
Black/ African American	3.0%	2.1%	1.8%	1.1%	0.7%	
American Indian/ Alaska Native	0.3%	0.1%	0.2%	0.0%	0.3%	
Asian	13.0%	10.2%	11.2%	11.2%	18.4%	
Native Hawaiian/ Other Pacific Islander	0.1%	0.1%	0.0%	0.0%	0.2%	
Other	N/A	N/A	N/A	N/A	N/A	
Two or More Races	4.1%	3.1%	3.4%	4.6%	3.2%	

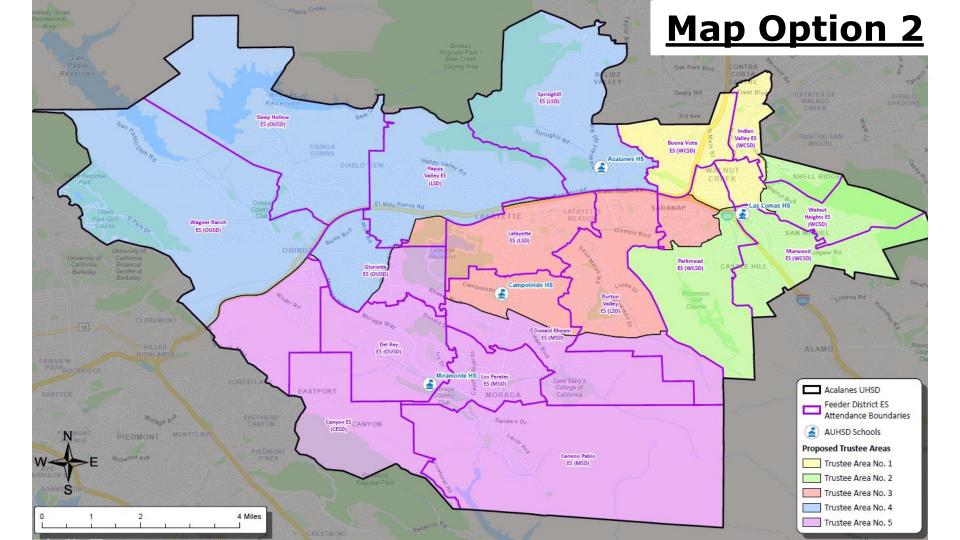
Map 1 – Income Data

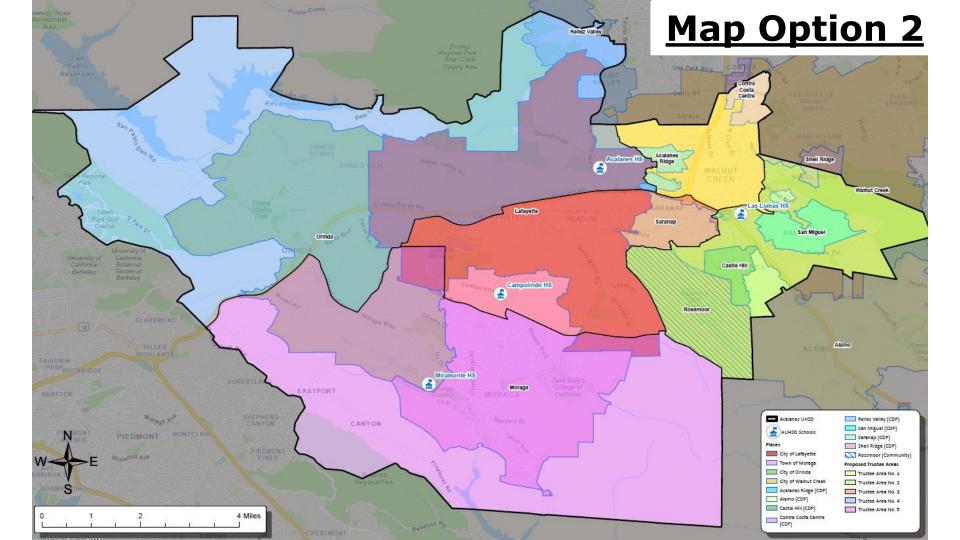


Household Income (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Income Less Than \$20K	7.0%	3.6%	4.7%	5.4%	6.5%
Income \$20K - \$50K	9.2%	11.4%	7.9%	6.4%	5.2%
Income \$50K - \$75K	7.6%	8.2%	4.7%	5.1%	5.9%
Income \$75K - \$100K	10.5%	10.8%	7.3%	3.5%	5.5%
Income \$100K - \$200K	35.4%	27.2%	25.5%	20.9%	23.9%
Income Over \$200K	30.3%	38.8%	49.9%	58.7%	53.1%









Map 2 – Total Population Data



Total Population:	119,039	Ideal Population:	23,808	Variance:	8.7%		
Total Population (2020 Census)							
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5		
Population	24,123	24,902	23,102	24,072	22,840		
Daniel Variance	315	1,094	-706	264	-968		
Population Variance	1.3%	4.6%	-3.0%	1.1%	-4.1%		
Hispanic/Latino	13.0%	7.7%	9.2%	6.6%	9.3%		
White	57.6%	72.5%	68.7%	70.9%	62.5%		
Black/ African American	3.2%	1.7%	1.0%	0.7%	1.3%		
American Indian/ Alaska Native	0.2%	0.1%	0.1%	0.1%	0.1%		
Asian	18.4%	12.8%	13.0%	14.0%	18.5%		
Native Hawaiian/ Other Pacific Islander	0.2%	0.2%	0.1%	0.1%	0.2%		
Other	0.8%	0.5%	0.6%	0.6%	0.6%		
Two or More Races	6.7%	4.7%	7.4%	7.0%	7.6%		

Map 2 – CVAP Data

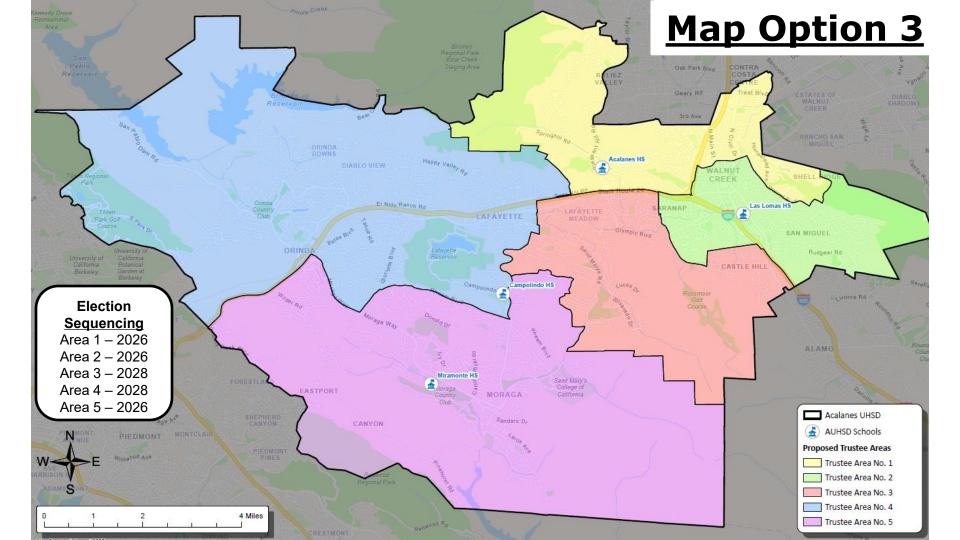


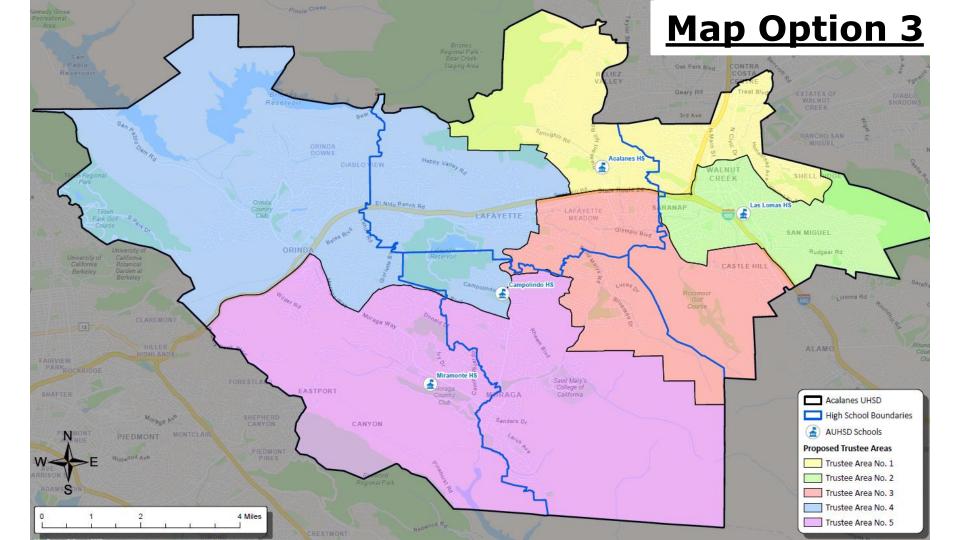
Citizens by Voting Age Population Estimate (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Population	18,685	19,690	15,810	17,449	15,937
Hispanic/Latino	13.1%	5.6%	8.1%	5.1%	9.7%
White	65.1%	79.2%	74.3%	79.8%	67.4%
Black/ African American	3.5%	2.1%	1.6%	0.6%	0.7%
American Indian/ Alaska Native	0.4%	0.1%	0.1%	0.0%	0.3%
Asian	13.9%	10.2%	11.0%	10.7%	18.6%
Native Hawaiian/ Other Pacific Islander	0.1%	0.1%	0.0%	0.0%	0.2%
Other	N/A	N/A	N/A	N/A	N/A
Two or More Races	4.0%	2.8%	4.9%	3.7%	3.1%

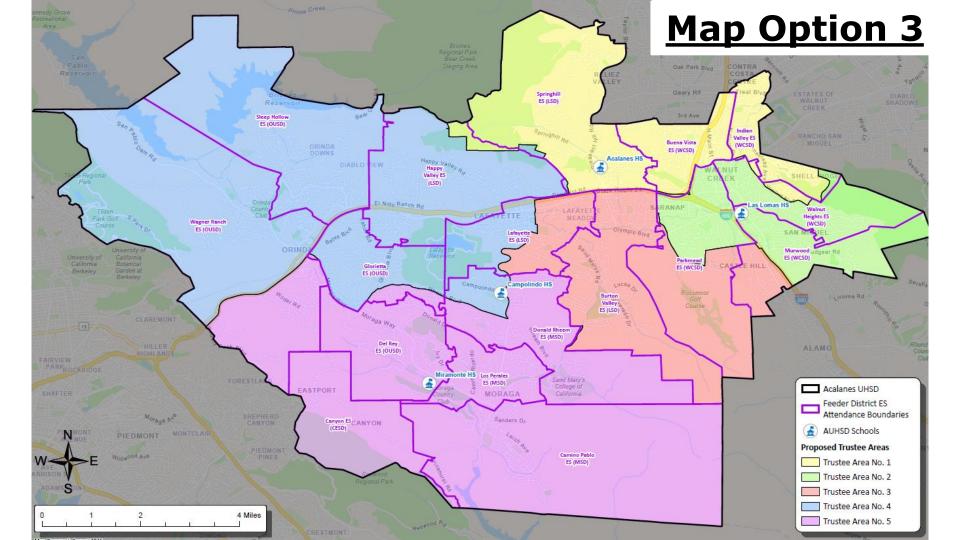
Map 2 – Income Data

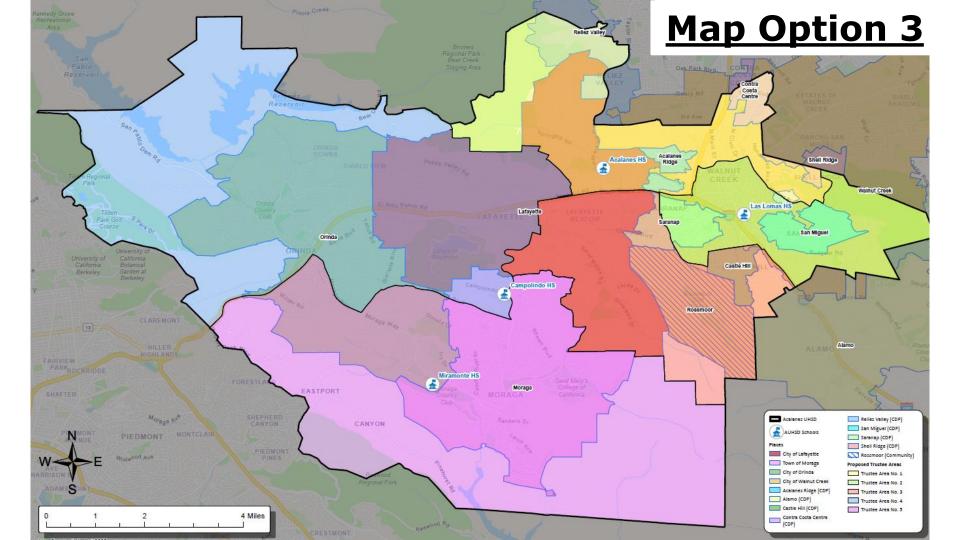


Household Income (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Income Less Than \$20K	6.5%	4.1%	5.1%	5.4%	6.5%
Income \$20K - \$50K	11.5%	10.8%	6.7%	5.3%	5.5%
Income \$50K - \$75K	7.3%	7.8%	6.6%	4.6%	5.2%
Income \$75K - \$100K	9.7%	10.3%	8.1%	3.9%	5.3%
Income \$100K - \$200K	34.6%	27.9%	27.1%	19.6%	24.4%
Income Over \$200K	30.4%	39.2%	46.4%	61.2%	53.1%









Map 3 – Total Population Data



Total Population:	119,039	Ideal Population:	23,808	Variance:	7.9%
		Total Population	(2020 Cansus)		
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Population	23,800	24,379	24,244	24,108	22,508
Donaldtion Variance	-8	571	436	300	-1,300
Population Variance	0.0%	2.4%	1.8%	1.3%	-5.5%
Hispanic/Latino	10.3%	12.2%	6.7%	7.2%	9.2%
White	62.0%	64.7%	74.0%	69.1%	62.2%
Black/ African American	2.3%	2.7%	0.8%	0.8%	1.3%
American Indian/ Alaska Native	0.1%	0.1%	0.0%	0.1%	0.1%
Asian	17.4%	13.3%	12.3%	15.0%	18.8%
Native Hawaiian/ Other Pacific Islander	0.1%	0.2%	0.1%	0.0%	0.2%
Other	0.9%	0.6%	0.5%	0.6%	0.6%
Two or More Races	6.8%	6.3%	5.5%	7.2%	7.6%

Map 3 – CVAP Data

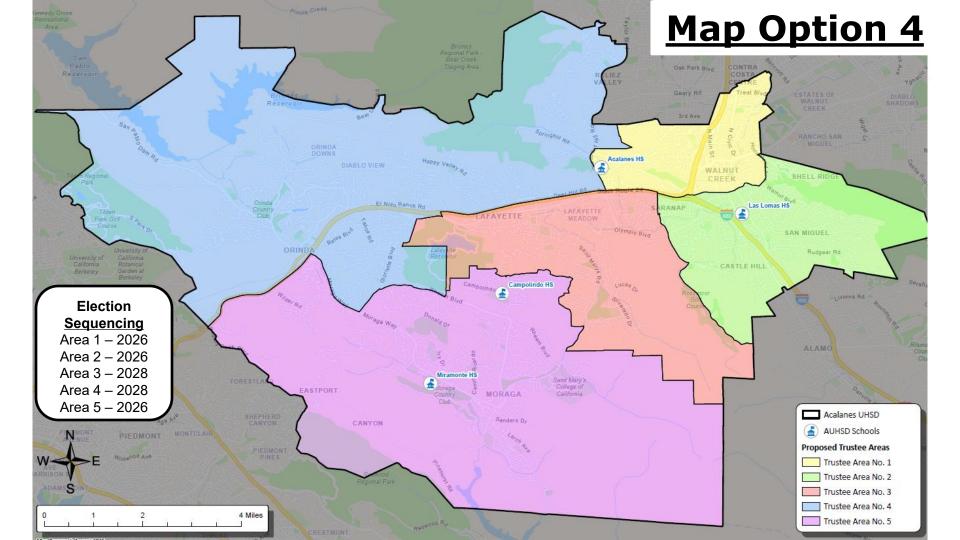


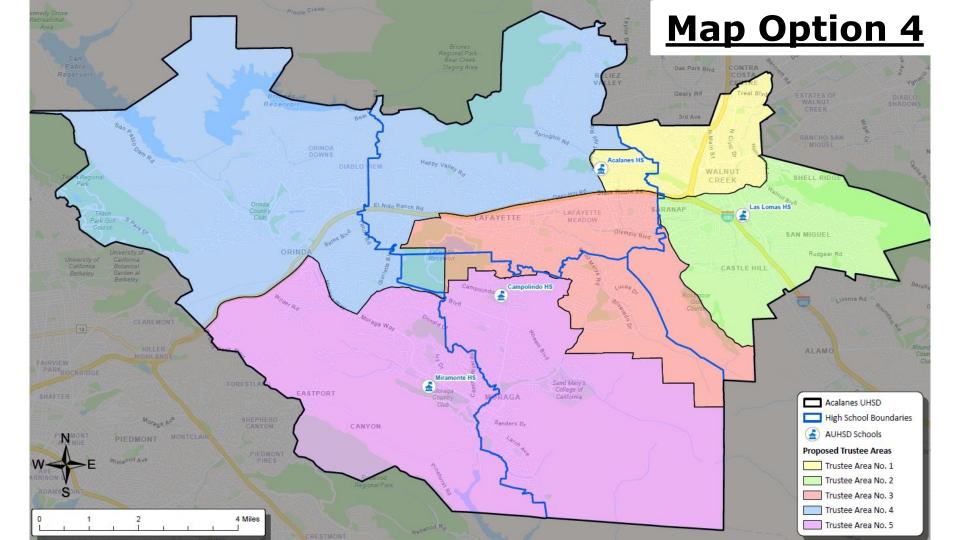
Citizens by Voting Age Population Estimate (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Population	17,543	18,902	18,477	16,867	15,782
Hispanic/Latino	12.3%	9.3%	4.3%	6.1%	9.6%
White	66.7%	72.6%	82.3%	76.5%	67.5%
Black/ African American	3.5%	2.5%	1.0%	0.9%	0.8%
American Indian/ Alaska Native	0.4%	0.0%	0.1%	0.0%	0.3%
Asian	12.8%	11.6%	9.9%	11.8%	18.4%
Native Hawaiian/ Other Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.2%
Other	N/A	N/A	N/A	N/A	N/A
Two or More Races	4.2%	3.9%	2.3%	4.8%	3.2%

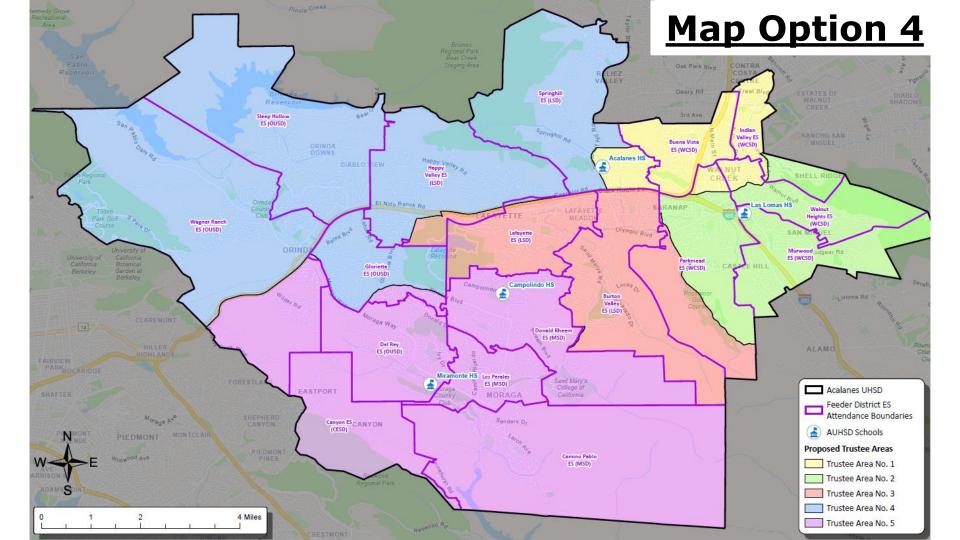
Map 3 – Income Data

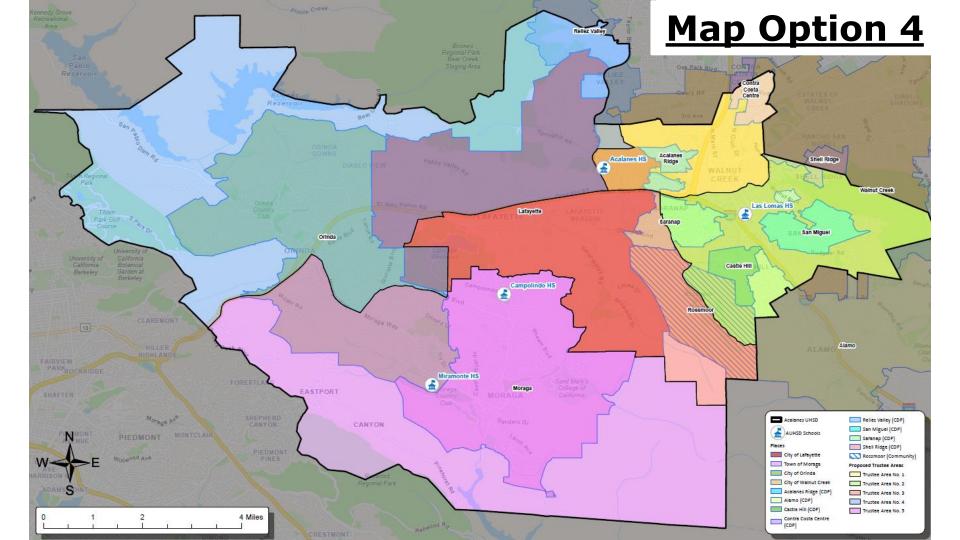


Household Income (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Income Less Than \$20K	5.9%	4.8%	4.8%	5.5%	6.8%
Income \$20K - \$50K	9.9%	7.2%	10.6%	6.3%	5.3%
Income \$50K - \$75K	4.9%	8.5%	6.6%	5.7%	5.2%
Income \$75K - \$100K	6.3%	11.6%	9.7%	3.8%	5.5%
Income \$100K - \$200K	29.7%	34.4%	24.4%	20.9%	24.2%
Income Over \$200K	43.3%	33.5%	43.9%	57.8%	53.0%









Map 4 – Total Population Data



Total Population:	119,039	Ideal Population:	23,808	Variance:	5.2%
			(2222		
	Trustee Area 1	Total Population Trustee Area 2	(2020 Census) Trustee Area 3	Trustee Area 4	Trustee Area 5
Population	23,533	24,236	24,183	22,997	24,090
Danulation Variance	-275	428	375	-811	282
Population Variance	-1.2%	1.8%	1.6%	-3.4%	1.2%
Hispanic/Latino	12.5%	10.1%	7.5%	6.5%	9.0%
White	57.8%	68.7%	72.5%	71.3%	62.3%
Black/ African American	3.0%	2.1%	0.8%	0.7%	1.2%
American Indian/ Alaska Native	0.1%	0.1%	0.1%	0.1%	0.1%
Asian	18.8%	12.3%	12.6%	13.8%	19.0%
Native Hawaiian/ Other Pacific Islander	0.2%	0.2%	0.1%	0.1%	0.2%
Other	0.8%	0.6%	0.6%	0.5%	0.6%
Two or More Races	6.7%	5.9%	5.9%	7.0%	7.7%

Map 4 – CVAP Data

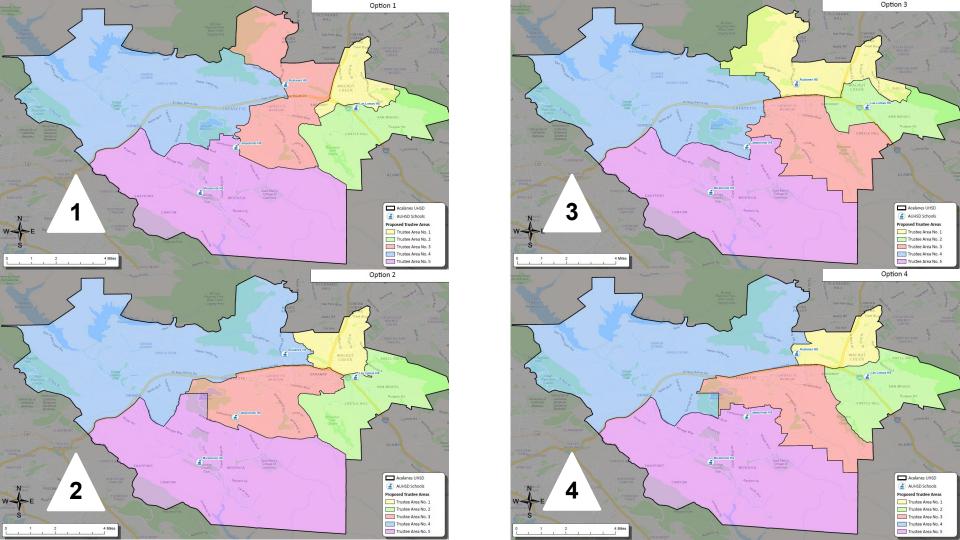


Citizens by Voting Age Population Estimate (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Population	18,134	17,948	18,016	16,594	16,879
Hispanic/Latino	13.0%	8.3%	5.7%	5.0%	9.2%
White	65.3%	74.1%	79.7%	79.7%	67.9%
Black/ African American	3.6%	2.4%	1.3%	0.7%	0.7%
American Indian/ Alaska Native	0.4%	0.0%	0.1%	0.0%	0.3%
Asian	13.7%	11.0%	9.9%	10.9%	18.4%
Native Hawaiian/ Other Pacific Islander	0.1%	0.0%	0.1%	0.0%	0.2%
Other	N/A	N/A	N/A	N/A	N/A
Two or More Races	3.9%	4.1%	3.2%	3.7%	3.4%

Map 4 – Income Data



Household Income (2019-2023)					
	Trustee Area 1	Trustee Area 2	Trustee Area 3	Trustee Area 4	Trustee Area 5
Income Less Than \$20K	6.7%	3.9%	5.1%	5.3%	6.6%
Income \$20K - \$50K	11.5%	7.0%	10.6%	5.2%	5.3%
Income \$50K - \$75K	6.4%	7.8%	6.7%	4.7%	5.9%
Income \$75K - \$100K	9.5%	8.8%	9.1%	3.9%	5.6%
Income \$100K - \$200K	34.2%	30.7%	25.8%	19.4%	23.8%
Income Over \$200K	31.7%	41.7%	42.8%	61.5%	52.9%



Final Thoughts





- Does not change overall District boundaries
- Does not change school attendance boundaries
- Does not change how the District is governed:
 - □ Each Board member, regardless of the trustee area in which he/she resides, still owes fiduciary duty to entire District
 - Still one District with common goals and challenges!!!

Schedule

August 6, 2025	Pre-Map Public Hearing #1	
August 20, 2025	Pre-Map Public Hearing #2	
Draft map options pre	pared by demographer	
September 3, 2025	Map Public Hearing #1	
September 17, 2025	Map Public Hearing #2	
October 15, 2025	Map Public Hearing #3 / Map Adoption	

Sign In

Union High School District

We educate every student to excel and contribute in a global society.

Home

Schools Departments

Parents

Facilities & Aquatics

Staff

Employment

Contact Us

Governing Board

- **Governing Board Overview**
- Transition to By-Trustee Area **Election System**
- **Governing Board and District** Goals
- **AUHSD Governance** Handbook 2024-2025
- Board Policies
- Board Meeting Dates
- Board Meeting Agendas
- Board Meeting Video Broadcast
- Awareness and Heritage Month Resolutions

Home > District > Governing Board > Transition to By-Trustee Area Election System

September 3 - Draft Map Public Hearing #1

September 3 - Map Public Hearing #1 Notification September 3 Presentation September 3 Map Public Hearing #1 Streaming

Draft Trustee Area Maps - Options 1 - 4

Draft Trustee Area Map Options 1 - 4 will be considered by the Governing Board. Page two overlays our high school attendance boundaries; page three overlays our partner elementary school attendance boundaries; and page four overlays cities and census-designated places (CDPs). Page five provides demographic data for the draft map.

- DRAFT Trustee Area Map Option 1
- DRAFT Trustee Area Map Option 2
- DRAFT Trustee Area Map Option 3
- DRAFT Trustee Area Map Option 4
- AUHSD Election Sequencing Draft Map Options 1 4

Election sequencing indicates when each trustee area would have an election for each of the draft map options.

This link will take viewers to an interactive map tool. The tool allows users to search for addresses, zoom in, click on multiple maps at the same time to see the differences, and overlay either high school boundaries, elementary school boundaries, and city/census-designated places (CDPs) boundaries.

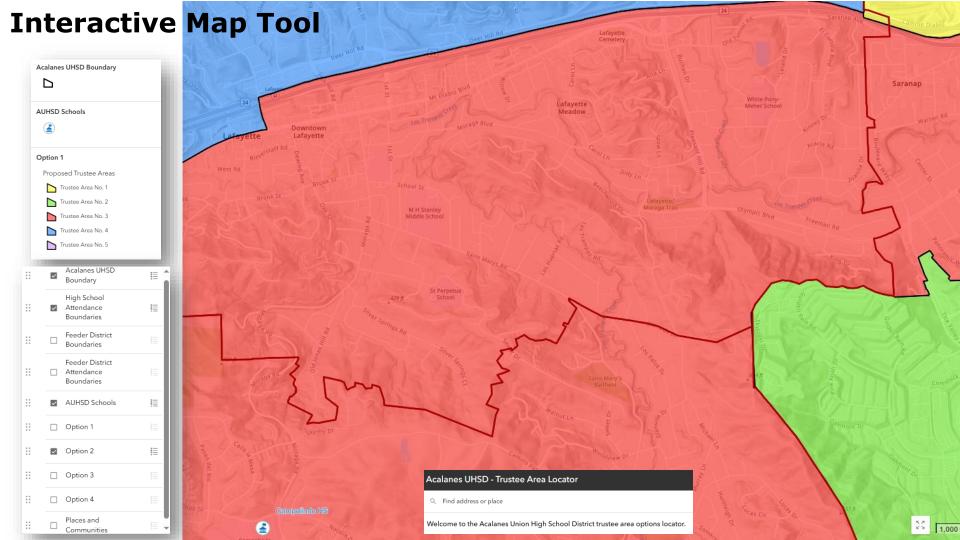
Live Feedback Opportunities (Prior to Creation of Map Options)

<u>Date</u>	Place*	Time**
Wednesday,	Acalanes	
August 6,	Union High	7:05
2025	School	p.m.
Public	District	
Hearing -	District	
COMPLETE	Office	
Regular	Community	
Governing	Room	
Board	1212	
Meeting	Pleasant	
	Hill Road	
	Lafayette,	
	CA 94549	
Wednesday,	Acalanes	
August 20,	Union High	7:05
2025	School	p.m.
Public	District	
Hearing -	District	
COMPLETE	Office	
Special	Community	
Governing	Room	
Board	1212	
Meeting	Pleasant	
	Hill Road	
	Lafayette,	
	CA 94549	

Live Feedback Opportunities (After Creation of Map Options)

<u>Date</u>	Place*	Time**	
Wednesday,	Acalanes		
September	Union High	7:45	
3, 2025	School	p.m.	











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