

**Minutes of the Regular Meeting of the Board of Education  
Pomona Unified School District  
Education Center Board Room  
800 South Garey Avenue, Pomona**

Wednesday, May 10, 2016

4:30 p.m.

**CALL TO ORDER**

Jason Rothman, Board President, called the meeting to order at 4:44 p.m.

**MEMBERS PRESENT**

Jason A. Rothman, President; Roberta A. Perlman, Vice President; Adrienne Konigar-Macklin. Frank Guzman joined the meeting at 4:52; and Andrew S. Wong joined the meeting at 5:00 p.m.

**STUDENT REPRESENTATIVE**

Marco Ruiz, Palomares Academy of Health Sciences

**ADMINISTRATIVE STAFF PRESENT**

Richard Martinez, Superintendent

Stephanie Baker, Deputy Superintendent, Educational Services

Leslie Barnes, Assistant Superintendent and Chief Financial Officer, Business Services

Darren Knowles, Assistant Superintendent, Human Resources

Fernando Meza, Administrative Director, Pupil & Community Services

Oliver Unaka, Public Information Officer

**OTHERS PRESENT**

Jim C. Moore, Attorney, Mundell, Odlum & Haws, LLP

**CLOSED SESSION ITEMS**

1. Request for Student Expulsions
2. Public Employee Dismissal/Release  
Case No. 16-017-019; 16-017-020; 16-017-021; 16-017-022
3. Conference with Legal Counsel Pursuant to California Government Code Section 54956.9, Subdivision (d) (4) Regarding Potential/Pending Litigation (2 Cases):  
(1) Case No. BC644620 and (2) Case No. 2:15-cv-007895
4. Public Employee Performance Evaluation Pursuant to Government Code Section 54957  
Title of Position: Superintendent

**PUBLIC COMMENT ON CLOSED SESSION ITEMS: None**

**ADJOURN TO CLOSED SESSION: 4:49 p.m.**

**1 OPENING BUSINESS**

**5:30 p.m.**

**Information: 1.01 Reconvene to Regular Session: 5:40 p.m.**

**Information: 1.02 Pledge of Allegiance**

The Pledge of Allegiance was led by Cadet Corporal Angel Sanchez, Cadet Private

First Class Jasmin Oropeza, and Cadet Sergeant Cyan Murillo from Pomona High School.

**Information: 1.03 Action Taken in Closed Session**

Mr. Moore said by a vote of 4-0 the Board made a decision to approve a 60 day pay suspension for certificated employee # 16-017-022.

4-0-1 Final Resolution: Motion Carries

Yea: Frank Guzman, Adrienne Konigar-Macklin Roberta Perlman, Jason Rothman

Abstain: Andrew Wong

**Information: 1.04 Superintendent's Comments - Corrections or Additions to the Agenda**

The following items were pulled from the Agenda:

Agenda Item 5a.05 Certificated Personnel – Changes of Assignment, Salary or Status, pull Section B only.

Agenda Item 5a.19 Certificated Personnel – Special Assignment – Extra Pay, pulled.

Agenda Item 5b.09 Classified Personnel – Elections – Summer Employment, pull Section E, #6 and #14 only.

Agenda Item 7.20 Fiscal Agreement: Amendment – Law Firm of Fagen, Friedman & Fulfroost, LLP, pulled.

Agenda Item 4.03, Certificated Personnel – Special Assignments, pulled for separate vote Section RR, # 9 only.

Agenda Item 4.04 Certificated Personnel – Inservice, pulled for separate vote Section D#, #36 only and Section K, #9 only.

Mr. Martinez called on Park West High School teacher Mr. Lopez and four students. Mr. Lopez announced they wanted to thank board members for their generous donations. He said this is the first performance of the first band at Park West in 34 years. The students performed a Fleetwood Mac song.

Mr. Martinez asked Mr. Knowles to give an update on the union-district collaboration at PUSD (Pomona Unified School District). Mr. Knowles said for the past several years we have been working with APT (Associated Pomona Teachers) and CSEA (Classified School Employees Association) to establish a culture where people are excited about their roles, work together for student success, treat each other with respect, trust one another and foster an environment focused around teaching and learning. The Union-District-Board relationships impact everything in our District, especially the classroom. Through collaboration, union and management now have shared responsibility and work together in a positive way. APT, CSEA and PUSD now speak with one voice. Examples of this work are evidenced in the following programs. We've been doing fair share at the bargaining table; professional development days are determined with input from teachers; professional learning communities focus around teacher collaboration; the teacher evaluation system is being revamped using a system of professional growth and learning which we will be piloting at our SIG sites; interest-based bargaining and then our cohorts, our Phase 1, 2 and 3 schools where the principals and teachers actively collaborate to discuss site issues and set school procedures. Parents feel more welcome on our campuses and students are asked for input on school policies because the schools belong to them. District and union are now committed to a collaborative process of problem solving. The Board has been involved from the outset. Some Board

members have attended the Cal-Turn conference with us and supported our endeavors. They participated in trainings when Dr. Patrick Dolan was with us. Collaboration makes us realize we are all working towards the same goal, and that's teaching and learning which in turn leads to success for students. Mr. Knowles said he appreciates it and thanked Michael (da Rosa) and his team, and Mariana (Orozco) and her team. He said it's not always easy. There are times when we disagree and there's times where we have to work through some really tough problems agree but we are working together and that's important; to make sure that when teachers are in the classroom and their teaching, that they're focused on teaching and learning.

**Information: 1.05 Student Representative Comments (Moved)**

**Information: 1.06 Associated Pomona Teachers' Representative Comments:** Michael da Rosa, President, Associated Pomona Teachers, said it has been an honor to work with this board, Superintendent Martinez and Cabinet. He said he has been very fortunate to be in Pomona because they are genuinely interested in the teachers' perspective and are respectful of our thoughts and concerns. This district understands the importance of collaboration, not only between union and management leadership but more importantly among grade level teams and departments at the secondary level. As a result of the trust that we built together our hope is that we continue to seek additional opportunities to support our practitioners in learning how to collaborate. He expressed his thanks for every time he was told yes when they sought to make a change moving PUSD and APT towards creating a collaborative culture. APT has a history of having a voice and a presence of fighting for what is right for students and the community through their social justice efforts. They also will continue to work to become the professional union that is widely respected by our stakeholders and the community. Yesterday the union officers and administration worked together to create a system of professional learning and growth, including induction, a replacement for process objectives, scrapping the old evaluation instrument, and even reinstating a peer assistance and review panel. These are just some of many examples of transforming our profession locally and transforming PUSD. Mr. da Rosa said because of the deep respect and high level of trust we were willing to take risks together. Interest-based bargaining has proven to be a successful method. Deep listening of what matters most to our members such as how we will spend our Professional Development days and continuing to learn together through attending labor management conferences, especially CalTurn. He extended his deepest appreciation to all the wonderful people he worked with in PUSD over the past 31 years, especially the teachers at the sites where he taught or worked with as their principal. He said he is so very proud to be PUSD. The next APT President Dorothy Kim is ready and eager to begin and equally committed to continue our collaborative efforts. Congratulations on her recent recognition as recipient of the state of California, We Honor Our Own award. Only one of these is given each year by CTA in each region.

Mr. Rothman said on behalf of the entire school board we will miss you.

**Information: 1.07 California School Employees' Association Representative Comments:** Marian Orozco, President, California School Employees Association (CSEA), Chapter 14, wished everyone has a Happy Mother's Day today and will save her comments for the CSEA scholarship recipients, our future leaders.

**Information: 1.08 Audience Comments**

Washington Elementary School teacher and APT representative Susan Villa said she is speaking on behalf of the DLT (District Learning Team) program that is a part of the collaboration program in the NEA grant and the collaboration in the district. She referenced Dr. Patrick Dolan's triangle and said she had felt trapped in the triangle on the bottom of that piece. Becoming a member of the DLT gave her the opportunity to participate with administrators, principals and other teachers for what our vision of the DLT meant. It meant making collaboration really work in Pomona. Everyone had an equal voice and felt free to speak in a respectful manner to the issues that were at hand. Decisions were made to incorporate a teacher voice at different school sites to allow people coming from administrative positions to work with teachers. Teachers got a chance to be trained in the capacity building opportunities of the PLC trainings. The DLT oversees meetings with the CEC (Consortium for Educational Change) so that we get trained in the PLCs (Professional Learning Communities) and the SLTs (School Leadership Team). It tells teachers there will be challenges but you can work through them, the teacher voice is there and at the end of it you'll be happier because of the collaboration. At Washington Elementary we incorporated that collaborative model in our Day of Action. Our Day of Action took place inside after school began. She believes that was a direct result of the idea that union and principals and administrators worked together for the community. Parents appreciate the fact that we are saying that we have safe schools. You are safe, you are welcome and we got a lot of positive results. The DLT sets the tone and the nuts and bolts.

Community member Andrea Gomez expressed her opinion about parents support for Mr. Meza, a letter they wrote in support of Mr. Meza to remain in his role or their desire to see him in a better position next year, and if he is replaced for that person to speak Spanish.

Ranch Hills Elementary School parent Ana Portillo expressed her opinion about making her vote count in many types of elections and how parents who cannot vote can ask for an administrator to not be placed elsewhere. She also expressed her displeasure about the scheduling of an early morning special board meeting where she believed an administrative assignment placeholder listed on the agenda was for Mr. Meza and about the lack of fairness to the parents and lack of transparency with items listed on that agenda.

Mr. Martinez said on April 17 there was a special board meeting about facilities session with no action items. He said he wants to clarify that Mr. Meza at this point has no intentions of leaving his department and we have no intentions of changing him from that division. In June you are welcome to come to the board meeting but as we have previously stated there are no intentions of moving him from that division. He said he wants to make sure the Board is aware he is not recommending this to come forward in June, July or any time next year. Again he clarified that we have not had this item on the board agenda at all.

Parent and community organizer Claudia Bedolla expressed her thanks to so many who have served PUSD and have done so much for our schools and children. She also expressed her thanks to the Superintendent and Board for their help with a father in the community who is now at home with his family. She expressed her desire to allow a

principal who will be moving to welcome him, let him grow and continue helping our students succeed.

Community member Esther Garcia expressed her displeasure that an administrator who in her opinion failed to protect a student continues to be compensated and might be promoted in the district and it speaks to the district ethics. She also expressed her desire to have the new Garey principal to be someone who understands the community and is either Spanish or speaks Spanish.

Garey High School teacher Ion Puschila said he was speaking on behalf of the DLT. For the last few years we have sought to create a collaborative model in this district. It is an important body and project. He said the DLT and collaborative model along with community schools will hopefully bring a better community and better understanding of one another. If we assume good will and understand we cannot see what everyone else is doing, when we meet and talk we will understand one another better.

Parent and Pomona High School employee Ana Tostado said she came to make an informal complaint about her transfer request for her son Eduardo to Bonita High School. She expressed her disappointment and frustration that we did not allow the transfer. She also expressed her concerns and comparisons to PUSD about other districts test scores and available support for students, and that she believes we don't want to lose students only because of money.

Decker Elementary School parent Nayer Brera from Decker, expressed his opinion about how the district administrators and board work for the parents and volunteers, and the need for us to share our plans and to listen to their opinions about who is hired to work with the parents.

Parent Lucia Zepeda said she wants to know why Mr. Meza is being moved. She has a petition signed by 75 community members who do not want him moved. Ms. Zepeda said she also is collecting signatures to find out why there is corruption here and will go to human resources to look at individuals files and continue her investigation as to why this is happening.

Parent Maria Zepeda expressed her opinion about the district bringing in a person that does not have experience, or has a bad record and the need to consider the children's welfare and communities benefit when decisions are made. She also expressed her opinion about not checking records of people who are hired. Ms. Zepeda thanked Mr. Meza for his help in a prior situation.

## **2 INFORMATION ITEMS/PRESENTATIONS**

### **Information: 2.07 Retirement Service Awards, Moved**

Mr. Knowles read the names and years of service of the retiring certificated and classified employees who were in attendance and presented each with a plaque noting their years of service.

### **Information: 2.01 Superintendent Oral Communications on Agenda Items: None**

**Action: 2.02 Request for Student Expulsions**

Point of order to table this item as there was no quorum.

Motion to table this item made by: Roberta Perlman

Seconded by: Jason Rothman

Final Resolution: Motion Carries

Yea: Frank Guzman, Roberta Perlman, Jason Rothman, Andrew Wong

Absent: Adrienne Konigar-Macklin

**Action: 2.03 Approval of the Minutes for the Special Board Meeting of March 29, 2017**

Motion made by: Roberta Perlman

Seconded by: Andrew Wong

Final Resolution: Motion Carries

Yea: Frank Guzman, Roberta Perlman, Jason Rothman Andrew Wong

Absent: Adrienne Konigar-Macklin

**Information: 2.04 Recognition of Student Representative to the Board of Education**

Mr. Martinez presented Palomares Academy of Health Services Marco Ruiz with a Certificate of Recognition for his service as Student Representative and thanked him for representing the students throughout the district. Marco thanked everyone for this amazing opportunity that has been one of the best things that has ever happened to him. Thanked his mother for all of her sacrifices and wished all mothers a very happy Hispanic Mother's day.

**Information: 1.05 Student Representative Comments (Moved from Section 1)**

Marco Ruiz, Student Representative, provided a brief report on high school activities.

**Information: 2.05 Recognition of Associated Pomona Teachers Scholarship Recipients for 2016-17**

The APT scholarship recipients were recognized.

**Information: 2.06 Recognition of the California School Employees Association Scholarship Recipients for 2016-17**

The CSEA scholarship recipients were recognized.

**Information: 2.07 Retirement Service Awards, Moved**

**3 CONSENT CALENDAR**

**Information: 3.01 Oral Communications on Consent Calendar Items Only**

Marian Orozco spoke in reference to Agenda Item 5b.06, number 4, Classified Personnel. She said we have a reclassification committee that consists of three management PAC<sup>2</sup>E members and three classified CSEA members. All classified employees whether they are PAC<sup>2</sup>E or CSEA come to this committee to make a recommendation to cabinet and then cabinet can say "yes" or "no" to the recommendation for the re-class. This position, no reflection towards the individual, it is just the position itself being re-classed from where it is now. She said we are just asking how this person is going from Human Resources, Senior Staff to a Senior Technical

Assistant. This is also a concern not only for CSEA but PAC<sup>2</sup>E individuals to be able to see how is it that this person being transferred is being re-classified to this position. Whether it is district initiated or the member themselves this is the concern they have. Members are asking how this happened. As we say collaboration and working together. They would like to be able to answer how, especially to the re-classification committee, if it is not too late.

Separate action was taken on the following agenda items:

Mr. Guzman left the chamber for the following items.

**Action: 4.03 Certificated Personnel – Special Assignments, pull Section RR, # 9 only.**

**Action: 4.04 Certificated Personnel – Inservice, pull Section D#, #36 only and Section K, #9 only.**

Motion for both items made by: Roberta Perlman

Seconded by: Andrew Wong

Final Resolution: Motion Carries

Yea: Roberta Perlman, Jason Rothman, Andrew Wong

Absent: Adrienne Konigar-Macklin

Abstain: Frank Guzman

Mr. Guzman returned to the chamber.

**Action: 5b.06 Classified Personnel – Changes of Assignment, Salary or Status, pull #4 only.**

Motion to table this item made by: Frank Guzman

Seconded by: Andrew Wong

Yea: Frank Guzman, Roberta Perlman, Jason Rothman, Andrew Wong

Absent: Adrienne Konigar Macklin

**Action: (Consent): 3.02 Consent Calendar**

Consent Calendar (Agenda Items 3-8)

Motion made by: Roberta Perlman

Seconded by: Frank Guzman

Final Resolution: Motion Carries

Yea: Frank Guzman, Roberta Perlman, Jason Rothman, Andrew Wong

Absent: Adrienne Konigar-Macklin

## **9 SPECIAL ACTION ITEMS**

**Information: 9.01 Oral Communications on Special Action Items Only: None**

**Action: 9.02 Adoption of Resolution No. 31 (2016-2017) Clarifying the Primary and Secondary Purposes and Functions of the Pomona Unified School District, and Discerning CORE Services from Supplemental Services**

Deputy Superintendent Stephanie Baker gave a report on this item.

Motion made by: Roberta Perlman

Seconded by: Frank Guzman

Final Resolution: Motion Carries

Yea: Frank Guzman, Roberta Perlman, Jason Rothman, Andrew Wong

Absent: Adrienne Konigar-Macklin

## 10 OPEN ORAL COMMUNICATIONS

**Information: 10.01 Audience Comments: None**

### **Information: 10.02 Board and Superintendent Oral Communications and Concluding Comments**

Mr. Martinez wished the mothers a Happy Mother's Day today and also Sunday. He said he is very proud of the work they have done in our organization and our students do quite well with the partnerships of moms and dads working with our teachers. Success definitely takes the village. Four years ago when Michael (da Rosa) was voted in as president, you came to my office and it was a good meeting. He said he wanted to know what his plan for APT was; where he wanted to go and what he wanted to do. One thing he said to me that resonated was that he wanted to co-lead this organization. He told him he wanted to help him lead this organization. Mr. Martinez said they talked about Mariana's role in CSEA, and said we will co-lead but three ways. We will ensure this entire group is represented. He thanked him for his commitment and dedication to that. He believes we have moved and transformed the system together. And he wants to thank him for allowing him to be a part of that process. He wished him well and said he doesn't think he will go too far and feels he'll be back in our system quickly. He thanked him again for all he has done. Mr. Martinez announced the PUPIL Foundation is having a luncheon on the 18th at the Fairplex. He congratulated all of our scholarship recipients, and all those that are taking their AP exams he wished them well. He wished everyone a happy year as our next meeting will be in June and most of you will be on vacation.

Mr. Guzman thanked everyone that remained in the audience. He said sitting up here and hearing some of the comments from the community really makes a board member think and some of the comments made tonight he naturally cannot agree with. One thing specifically is we are not doing great things in Pomona Unified and he said our students are doing extremely well. Recently five of our schools were named in the U.S. News and World Report as some of the top in the country. So while we have room to grow, we certainly are doing great things. The schools are Fremont Academy, Village Academy, Diamond Ranch, Ganesh and Palomares. This is an example of the great things we are doing in Pomona Unified. Some of our students are returning after their first year of college and some of them are returning after graduating medical school as doctors and are talking to our students. Those are examples of great things happening here in Pomona Unified School District so when I hear that we are failing their kids essentially he said he takes that very personal. Mr. Guzman said he does make his decisions for our kids. So while I'm elected by the people, I work for our kids and I'm going to continue to do that. He said he really thought he needed to say that because what he was hearing was disheartening. It makes him feel that maybe we're not doing a good job. He said he knows we have room to grow. He knows we might be able to do things better sometimes. We certainly have a long way before we are perfect as a society but he doesn't think we'll ever get there. He said he knows there are many individuals in this room, as he looks in the crowd, that have been assets to our community for 28 years working 7 days a week in some instances. And parents, PTA's and PTO's are giving their time and effort of which where he started before he became a board member. Today he visited a school in Montebello looking at a film project by Edward James Olmos because it is something of interest to me that I think would be



great for Pomona Unified School District. We have a retiring APT president who has given 31 years to PUSD and is leaving a legacy with his members. So thank you for that. We have had an amazing Learning Expo this past weekend. We had our first Latino Family Symposium two weeks ago which was a great success. So we are doing many great things. We have had Golden Bell awards and he can keep going. Yes there are things we can improve. He said he thinks if we work together we can improve on them and if we work against one another it is going to be hard. He said he knows we are doing great things and thanked everyone who is here this evening sharing this with us. He said he wished there were more here at the end of the meeting than at the beginning to hear this message because we don't do it alone. We do it with your help. We work with one another and sometimes people are happy and sometimes they are not. Our superintendent clearly stated that Fernando is remaining in his role and there is no recommendation. He said he hopes the parents heard that message but if not he thought he would say it again in case you stepped out. He thanked everyone again who is here and thanked them for continuing to support PUSD and as a product of Pomona he is definitely proud to be PUSD.

Mr. Wong thanked everybody for coming this evening. He congratulated all of the retirees and thanked them for all of the years of service they provided to our district and our students. He said we appreciate all that they have done for the District and the community. He congratulated Mr. da Rosa, and welcomed Ms. Kim. He thanked Student Representative Ruiz for his insights and his time on the Board and wished him the best in the future. Mr. Wong said he had the chance to visit many campuses including Fremont, Garey and Lopez. He attended the Learning Expo and was also able to address the District's principals before the end of the school year. He also had a very productive meeting with Ms. Jackson about the work of the DLT. Mr. Wong again thanked everyone for participating and being a part of the meeting.

Dr. Perlman said the Learning Expo was great. The Sarah and Bob Ross Foundation gave away \$7,500 in scholarships to college-bound seniors, art contest winners, and Learning Expo innovators. She said over the weekend she saw her daughter graduate from IU (Indiana University) School of Optometry. She attended school in PUSD from Kindergarten through 12<sup>th</sup> grade. She went on to UCLA (University of California Los Angeles) and on to IU for her optometry degree. She said her other daughter is also an optometrist who went through K through 12<sup>th</sup> grade in Pomona Unified, attended Bates College in Maine, has two masters degrees, and now a doctorate (also in optometry!). They received an excellent education in PUSD and were prepared for college and graduate level study. She expressed her thanks to Mr. Lopez and the Park West students who did a beautiful job. Mr. Lopez always goes beyond the call of duty and she really appreciates that. She also expressed her thanks to Maria (Garcia), Diana (Marmolejo-Reymundo), Fernando (Meza) and Krystana (Walks-Harper) for the work they have done with the parent leads. The program continues to grow and we don't often stop and thank them for this exceptional parent engagement program. Dr. Perlman thanked Mike (da Rosa) for his leadership. She stated that it was an honor getting to know him. She said that she appreciates that Mr. da Rosa always puts students first. She also expressed her thanks to all of the retirees. She thanked them for all of their dedication to the students and families Dr. Perlman said Bright Prospect College Decision days are coming up, and she is looking forward to all of the graduations and promotions. We are always proud of our students. She also thanked

Marco (Ruiz) adding it has been a pleasure getting to know him and congratulated him on his college acceptance to UCI (University of California Irvine).

Mr. Rothman thanked everyone for attending the meeting, especially those that remain in the audience. He said he had a great time at the Ross-McCracken Science and Learning Expo. It was one of the best attended and a fantastic event. It ended with a thunderstorm and that made it neat for a science expo. He wished everyone a Happy Mother's Day. Mr. Rothman congratulated all of the retirees, especially those still here in the audience. Mrs. Villa, it's amazing when you pour 43, 27 or 18 years into the district. It is an unsurmountable amount of dedication to our students. He said he also wanted to officially congratulate the class of 2017 from Pomona Unified School District. Last and certainly not least he congratulated Mr. da Rosa on a fantastic term as president of APT. He brought decorum, cooperation, compassion and collaboration to the presidency and APT and we're going to miss you for the next six months until you come back to volunteer. Mr. Rothman also welcomed Ms. Kim to the presidency of APT. He said he is sure you will do great things as you always have and he's sure that will not change. He wished everyone a good evening.

**NEXT BOARD MEETING: Regular Board Meeting June 14, 2017, at 6:30 p.m.**

**12 ADJOURNMENT**

**12.01 Adjournment: 7:37 p.m.**

  
Secretary, Board of Education

Attested and Approved:

  
President, Board of Education