

Regular Meeting of Board of Education - Conducted Telephonically - 6:00 p.m. (Monday, August 10, 2020)

1.1 Call To Order : The meeting was called to order at 6:02 p.m.

1.2 Pledge of Allegiance

The pledge of allegiance was led by Ruben Frutos, Assistant Superintendent-Business Services

1.3 Roll Call

Members present

Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

1.4 Approve Agenda Regular Meeting August 10, 2020

Approval of the Regular Meeting agenda August 10, 2020.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

1.5 Special Meeting Minutes July 1, 2020

Approve the minutes of the Special Meeting July 1, 2020.

Motion by Carmen Gomez, second by Sonia De Leon.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

1.6 Regular Meeting Minutes July 13, 2020

Approve the minutes of the Regular Meeting July 13, 2020

There was a question/discussion on the following: in reference to President Hansen's comment that a Board member is in collusion, could you be clear as to which Board member are we talking about (De Leon)

Motion by Carmen Gomez, second by Sonia De Leon.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

2. Employee Representative Reports

TAP April O'Connor - Good evening President Hansen, Board of Education members, Dr. Perez, executive cabinet and guests. I want to thank you for listening and making the time to support our educators that truly are devoted to PUSD. I also want to say we are so appreciative of working together and the positive outcome with our 2019-2020 contract. We are one week away from the 2020-2021 school year opening. It will look different than ever before. In these "unprecedented times" which I am sick of saying, it helps to review our purpose and regain our focus. We have the most outstanding educators in PUSD and our purpose and focus is to provide the best educational opportunities for our children. I trust our highly trained practitioners to make decisions for what is best to serve our students. This takes time, planning, evaluation and support so educators can determine what are the needs and how to create the best learning plan for our kids. The educators must be trusted with the ability to make these determinations and given flexibility. We are also pleased to have completed a tentative agreement for the reopening of school. We will be taking it to membership tomorrow for a ratification vote. Our focus has been and will continue to be the success of PUSD students.

CSEA Executive Board – We would like to start off by thanking all of our essential workers - the ones who have been selflessly reporting to work in the midst of this pandemic since it started and our custodians and operations workers who have come back more recently, ensuring that we have clean and safe facilities to return to when and if we do all eventually return. In the spirit of acknowledging classified employees' commitment and loyalty - we the association feel it is not appropriate, nor is it in the best interest of students to reduce security presence. When presented with the reduction of two CSPs, the board didn't even blink an eye or ask a question in regards to why

this classification was selected. If we watched the board meetings from February of 2020, the board and community were solidly in support of additional security - now you don't even have any questions or concerns about cutting those positions? With more direction being needed for social distancing, multiple entry and exit points at school sites in compliance with the task forces' plan - how do you expect to accomplish this while also cutting the staff meant to help implement the plan? Also, to address the proposed reduction of 1.5 office staff positions - with all the added work due to campuses re-opening in the new COVID environment, we feel it is imperative to secure all of our employees and resources. It was said the cuts were due to lack of enrollment, however the governors' budget is protecting ADA, guaranteeing the same funding this year as our previous year no matter what the enrollment is. We ask for you, the board to inquire and advise to find a different approach, as we do not take this lightly. We also want to thank TAP for all of their hard work during this pandemic. As we have stated before, all of CSEA's hard work in ensuring the smooth operation of school sites would be for naught if we didn't have the BEST teachers our students could ask for. What our teachers have done during this pandemic is nothing short of extraordinary. We are confident that our students will thrive with whatever model we use to return in the fall and it is because of our wonderful teachers. That being said, we also would like to acknowledge our partnership with TAP in conducting interviews with new board member candidates. We are united in our mission to ensure what's best for our district, our students, and our fellow employees and we will keep an open mind when endorsing any candidates we see fit.

3. Public Hearing - The following public comments were received and read word for word - three (3) minute time limit applied.

Fernando Jimenez - Good evening Board members and staff. I am a parent of two young boys in elementary and I am now in the process of further adjusting to a virtual learning environment. With this change comes the need for more materials in an effort to recreate a sense of school at home for my children. Laptops that have been provided by the district do help, although we also need materials such as tables and chairs. I ask that the district explore the idea of assisting parents with chairs and small tables/desk for children either by a form of loan or rebates with the aim of ensuring our kids have what they need to adjust. We do not know how long virtual learning will be in place, but the need to adjust is here to stay at least for the rest of this year. The district has many desks and chairs that are not being used and will not be used right now. I thank you for providing laptops for our children for virtual learning, but I request assistance with materials that are currently sitting idle at each classroom today. Please help us.

Christine Barboza - Good evening Superintendent Dr. Perez, Board President Hansen, Board Members, Executive Cabinet, My name is Christine Barboza and I am a teacher at Paramount High School. I want to first publicly thank you for your leadership during this very difficult time. Of course, on everyone's mind is the pandemic and what will happen to the education of our students. While the pandemic has certainly presented its own share of problems for us as a district it has also exposed the racial inequities of our society and our most vulnerable members. And this is the focus of my comments: how can we address the achievement gap in our students of color? There have been many band-aids over the years which include remedial courses, extended day, Edgenuity, etc...however these "band-aids" do not get to the root of the problem: cultural validation. It has been proven that if a student regardless of their ethnic makeup takes an ethnic studies class in high school it will positively impact the students' academic engagement and achievement. According to a Stanford University research study which examined the impact of an ethnic-studies curriculum for struggling ninth-graders who participated in a pilot program from 2010-2014, it found that students who were high risk for dropping out of high school increased their attendance by 21%, grade-point average jumped by 1.4 points, and the students earned 23 more credits toward graduation. Overall, the largest gains were found among boys and Hispanic students and in the subjects of math and science. According to Thomas S. Dee the study's coauthor and a professor at Stanford's Graduate School of Education, the critical-thinking skills and self-esteem they develop in ethnic studies help them advance in their education, communities, and careers. With the rise of overt racism in our society coupled with the increasing mental health issues in our youth, the implementation of a robust ethnic studies course should be a priority. When students can actively engage in a curriculum which validates the value of their contribution to society as well as other ethnic groups' contribution, the students' confidence and self- efficacy is improved. Not only that, but the awareness and value of other ethnicities will also contribute to positive relationships at school and in society as a whole. The California Legislature has already confirmed the positive effects of including an ethnic studies course to the high school graduation requirements in AB-331 which states that commencing with the 2024-2025 school year a one-semester course in ethnic studies for graduation will be required. Three minutes expired.

Heather VanEede - Good evening board members and executive cabinet I hope you are doing well and staying safe. I love this community and district however I have become very disheartened with the communication between the district and its teachers. I have been a teacher in this district for many years and during this distance learning process Paramount has definitely dropped the ball, especially when it comes to the new school year. You have a multitude of teachers that are more than happy to help and yet we are given a curriculum that doesn't help us, or give us additional resources. I'm disappointed in the fact that we are a week before school starts and we're barely getting information. It also is interesting to me that some of the information being put out is being put out to the community before the teachers and staff even know. We can do better than this and we need to for the students and for staff. I am very concerned for them. Thank you so much for your time.

Anonymous - I love Paramount. I love our families, our kids, and the idea of what our district could be. Yet, the way this whole back to school situation has been handled has made me rethink my future at this district. I cannot bring myself to understand the amount of secrecy the district has shown. As teachers we just want to be supported. We asked district for simple things like a more digital curriculum, more planning time to support this change, and nothing. With so much personnel in the district office, you think this would be easy to do. Other districts around us had plans ready at least 1-2 weeks before us. Ask any parent and they will also say they are angered by the lack of communication. Back to k-5 curriculum, it offers no extra support. I assume district believes since we have websites with our curriculums, that is enough. There is no innovation, no digital support. Our teachers made so many resources last spring, and when looking at the district curriculum you would think we lack technology innovation at our district. It is such disappointment. Now I have to spend endless amount of hours creating materials, and with no extra planning time. Before distance learning k-5 begged for extra planning, and now with a basic curriculum we have to put hours into revamping materials, and no extra planning in sight. I am disappointed, angered, and honestly indignant. I have very little hope for this year. As a teacher I already feel like I am drowning, and our students will suffer from the lack of communication and support from our district. PUSD can do better.

Board President Hansen provided responses to questions received via public comments at the July 1, 2020 Special Meeting, July 13, 2020 Regular Meeting and July 27, 2020 meeting. These responses are archived and can be located on the District website under Board Agendas and Minutes and also in BoardDocs under General by clicking on the Library Tab.

4. Board Member Reports

Vice President Cuarenta thanked those who have reached out to her with their concerns and to all those who attended the Gen Z for discussion. She invited everyone to a virtual community meeting, taking place on Thursday, August 13th from 6:00 to 7:30 PM via zoom with Compton College District Board of Trustee, Dr. Deborah LeBlanc.

Board Member Garcia thanked the Back To School Task Force for their hard work this summer. She has participated in a few webinars from CSBA in our region on Senate Bill 98 and the budget that are ahead. She asked Dr. Perez to look into offering another college level ethnic studies class from Cal State Long Beach for students. She knows this is on the agenda and that the district has been waiting for the state to release a curriculum. She encouraged everyone to fill out the Census 2020. She watched the City Council meeting last week that the city started in a unity committee and thanked Dr. Perez for working with the community members that are in charge of this to plan. She asked Dr. Perez to please post on the district website, the dates of the committee meetings. She wished for everyone to be safe and to take care of themselves.

Board Member De Leon shared that as they last met in her constant effort to be better educated on all things concerning our school district from issues such as LCAP, parent engagement and the importance of teacher input, she participated in many webinars. One was closing the digital divide brought by the California department of education, which spoke about SB 98 and the COVID-19 funding for technology. Another webinar she attended was the loan and grant writing workshop hosted by Supervisor Kathryn Barger on how to apply for grants. She mentioned the pandemic release funds that help school districts be compensated for purchasing items that are needed during this pandemic. She also participated in discussions with first amendment lawyers in order to better understand the rights of parents, teachers, students, and Board members and their exercise of public commentary.

Board Member Gomez shared that she continues to stay updated with the CSBA, State and County updates on reopening schools and COVID-19. She thanked all central workers who continue to serve our students. As we enter the 2021 school year, we will face many challenges, but with the strength of our teacher, students and parents and community, we will persevere.

5. Superintendent's Report

5.1 Introductions - The following new administrators were introduced to the Board and welcomed and each shared a few words about themselves and appreciation to the Board.

Becky Perez, Principal-Odyssey STEM Academy
Viola Scott, Interim Principal-Alondra Middle School
Gina Kasper, Program Administrator

5.2

Learning Continuity and Attendance Plan

Dr. Deborah Stark, Assistant Superintendent-Educational Services presented the Board with information on the new requirement for a Learning Continuity and Attendance Plan which replaces the LCAP for the 2020-21 school year and next steps.

What is the Learning Continuity Plan

- Senate Bill 98, written to address school and district needs in light of the COVID 19 Pandemic, eliminates the requirement for a Local Control and Accountability Plan for the 2020-21 school-year.
- In its place, A Learning Continuity and Attendance Plan will be required; its purpose is to provide a succinct description of our work to support students in light of the new context for education in 2020-21.

Dr. Stark provided an overview of the plan which included:

- Stakeholder engagement
- Continuity of learning
- Pupil learning loss
- Student mental health and emotional well being
- Pupil engagement and outreach
- School nutrition
- Increased or improved services for students

There were questions/discussion on the following: what does the support look like for students with exceptional needs, English learners, Foster youth and students who experience homelessness (De Leon), how will you address the assessing of the effectiveness of actions to address learning loss with the focus on language arts, ELD, and mathematics (De Leon), how will we engage stakeholders (De Leon), if they have a combo class will they be teaching two classes (De Leon), SDC classes typically have more than one grade level, have we addressed those solutions (De Leon), are the teachers fully aware how this will be conducted (De Leon)

The presentation in its entirety can be viewed on the District website.

Bact To School Plans

Dr. Myrna Morales, Assistant Superintendent-Human Resources presented the Board with an update on the full-time Distance Learning instructional program for the opening of the 2020-21 school year.

Dr. Morales shared that the Goals are to keep students and staff as safe as possible, to continue to provide rigorous instruction to our students, prepare teaching and support staff to maximize the instruction in an on-line setting and to ensure high level of engagement and participation for and from our students. Dr. Morales also shared information on Enhanced Full-time Distance Learning, synchronous learning and synchronous learning, common expectations for teachers during full-time distance learning, student expectations, instructional minutes, samples of the elementary, middle school and high school schedules, support for students with disabilities during distance learning, music, art and physical education programs, re-engagement plans, and adjusted curriculum for full-time distance learning, teacher professional development, device training, parent training, breakfast and lunch distribution, parent communication, safety protocols and employee expectations, preparing district facilities, personal protection equipment, an update on drinking water, air filtration update and upcoming events.

There were questions/discussion on the following: do we have an estimate on how many teachers are going to be wanting to work on campus (Garcia), for struggling learners, English learners, students with disabilities, foster our and homeless students, what type of strategies are we using (Gomez), what is office hours used for, is it to connect

with parents, is it only for planning time (Gomez), do the teachers have planning time for the middle school schedule (Gomez), what is the semester plan for training and supporting the special ed moderate/severe teachers, parents and support staff in the distance learning (Gomez), what can a special ed program specialist do to provide academic support to personally train and support moderate/severe teachers and support staff in order to help throughout the year (Gomez), how can parents be reassured that what they agreed upon the IEP will be followed by all service providers and how can this be monitored (Gomez), have we looked into other staff that can help the teachers fill out these forms if necessary (Gomez), is eight days sufficient for teacher training (Gomez), page 19, will these also be in Spanish (Gomez), when you say small group or individual instructional, how many would be on the small group (Garcia), page 12, i expect that we will support or students with special needs, how many grants have we procured or applied for (De Leon), page 22, can you be clear as to what schools have Merv 16 (De Leon), when, where and from whom did we purchase the Merv 16 and did the Board approve of the Merv 16 filters to be purchased (De Leon), do we have them or are going to procure them (De Leon), slide 23, how many grants have we procured, applied for and waiting for approval (De Leon), is there an MOU with teachers (De Leon), if a teacher is not teaching, then how are we going to legally hold them accountable (De Leon), are they going to have a choice (De Leon), is it going to be just teaching from home (De Leon), what are we going to do for those teachers that their bandwidth is not to par, are we going to try see grants (De Leon), would there be combos (De Leon) sixth graders to transitioning from one teacher to having multiple periods can be challenging, as a district how are we going to address this (De Leon)

The presentation in its entirety can be viewed on the District website.

6. Board Meeting Calendar

There were no changes to the Board meeting calendar.

7. Consent Items

7.1 Approval Consent Items 7.2 - 7.5

Resolution: Recommend of approval of Consent items as presented.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

7.2 Personnel Report 20-02

Resolution: Accept Personnel Report 20-02 as submitted. The report includes details, assignments, terminations and employment of personnel. Certain assignments listed in this report may be contingent upon allocation of funding in the 2020-21 State Budget Act and related legislation.

There were questions/discussion on the following: what is the maximum time an employee can be allowed a leave of absence without pay (Gomez), when an employee is on leave without pay, are they allowed to come back to the district employment without losing their years of service (Gomez)

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

7.3 Purchase Order Report, 20-02

Resolution: Approve Purchase Order Report 20-02 authorizing the purchase of supplies, equipment, and services for the District.

There were questions/discussion on the following: #21-00422 walkthrough body temperature detectors, where would these detectors be placed (Gomez), #21-00446 desk guards, which schools will these desk guards be placed

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

7.4 Consultant and Contract Services Report, 20-02

Resolution: Approve the Consultant and Contract Services request authorizing contracts with consultants or independent contractors who provide specialized service as submitted.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

7.5 Warrants for the Month of July 2020

Resolution: Approve warrants for all funds through July with a total of \$18,701,145.45.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8. Action Items

8.1 Resolution 20-11: Institutional Memberships for the 2020-21 School Year

Adopt Resolution 20-11 authorizing Paramount Unified School District's institutional memberships for the 2020-21 school year.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.2 Public Hearing – Negotiated Tentative Agreement between Paramount Unified School District and the Teachers Association of Paramount, Regarding Salary Enhancement and Health & Welfare Benefits for 2019-20

Hold a public hearing regarding the Tentative Agreement, dated July 10, 2020, between the District and the Teachers Association of Paramount, regarding salary enhancement and health and welfare benefits for 2019-20.

There were no speakers during the public hearing.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.3 Approval of the Negotiated Tentative Agreement between Paramount Unified School District and the Teachers Association of Paramount, Regarding Salary Enhancement and Health & Welfare Benefits for 2019-20

Approve the Tentative Agreement, dated July 10, 2020, between the District and the Teachers Association of Paramount, regarding salary enhancement and health and welfare benefits for 2019-20.

Motion by Linda Garcia, second by Carmen Gomez.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.4 Memorandum of Understanding with California State University Dominguez Hills to Provide Practicum Interns in the Field of Social Work

Approve the Memorandum of Understanding with the California State University Dominguez Hills for master social worker practicum interns for the 2020-25 school years.

Motion by Carmen Gomez, second by Vivian Hansen.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.5 Consolidated Application for Funding Categorical Aid Programs

Approve submission of the Consolidated Application for Categorical Aid Programs for the 2020-21 school year.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.6 NWEA - MAP Growth Assessment Pilot Agreement

Approve the NWEA - MAP Growth Assessment Pilot for the 2020-21 school year at Paramount High West Campus

There were questions/discussion on the following: what did the district do before MAP (Gomez), did we look at other assessment programs (Gomez), how do we determine then how much money is allocated (De Leon), is there a certain criteria (De Leon), do we determine, do they determine, how is that determined (De Leon)

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.7 Notice of Completion – Field Service Contract

Accept as completed the Field Service Contract as listed above and authorize the Superintendent or designee to file the Notice of Completion and make payment to all contracted parties upon expiration of the lien period and determination that no liens are outstanding.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.8 Resolution 20-12 Lease-Purchase Agreement for Copier Equipment and Agreement for Services

Adopt Resolution 20-12 for the lease copier equipment with De Lage-Landen Public Finance, LLC and authorize service support agreement with Ricoh Corporation, further authorize the Superintendent or designee to execute all necessary documents.

Motion by Carmen Gomez, second by Vivian Hansen.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

8.9 Implementation of the STAR/ASES Extended Program for the 2020-21 School Year

Approve the implementation of the STAR/ASES extended program for the 2020-21 school year.

Motion by Carmen Gomez, second by Linda Garcia.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez

9. Conference Items

9.1 Paramount Unified School District Board Bylaws, Policies, and Regulations

The Board accepted for first read the proposed changes to the Board Bylaw, policies and regulations.

There were questions/discussion on the following: can you let the audience know what first read implies (Gomez), if there's any questions that a Board member has, we can email you and cc the president correct (Gomez)

10. Information Items

10.1 2020 Series C General Obligation Bond Issuance

There were questions/discussion on the following: When is the new body position going to be flown (De Leon), how are the community stakeholders, how can they apply to be on this oversight committee of Measure I (De Leon), have we updated our webpage as far as the bylaw reports that we do of expenditures by the end of the year (De Leon), have we also posted minutes (De Leon), when is the body of oversight committee members going to be put in those positions (De Leon), when are we going to have our minutes up on the website and when are we going to have that annual expenditure report completed (De Leon)

11. Communications/Discussion

Ethnic Studies - Board Member De Leon commented that she is happy that this was placed on the agenda and added that at the March meeting she said we have to address the racial attacks that are happening at schools and can no longer play political and be politically correct, but have to really, truly acknowledge that there is a problem

and our students are in the myth of this problem that nobody wants to admit that there is and at least our school district acknowledged that there is, but due to the George Floyd incident people have been protesting and now she is hearing and viewing the many really important meetings that Tony Thurmond has had and he stated that we do need ethnic studies and it's going to be now mandated. We need something that is engaging. We need to have collaborative conversations. We need to bring community organizers into our facilities and have these hard discussions, because we can no longer function as a society, as an oppressed society, especially in our black and Brown communities. When the community unites, good things and changes occur. She is hoping that not only do we keep it in as a choice if they want to earn college credits, but it should be taught, because we are in a society, it's a global society, a 21st century society, and our students need to know about other ethnicities and what have brought into society. There's a tremendous amount of information data that supports ethnic studies and more children are graduating and that is something that she wholeheartedly believes. She hopes that they are all in this together and decide to be in leadership.

12. Announcements

12.1 Next Regular Meeting Monday, September 14, 2020, 6:00 p.m

13. Closed Session

The Board adjourned to Closed Session at 9:25 p.m. to discuss the following:

Conference with Labor Negotiator per Govt. Code 54957.6

Public Employee Appointment per Govt. Code Section 54957

Public Employee Performance Evaluation per Govt. Code Section 54957 - Superintendent

14. Open Session

The Board reconvened to open session at 10:31 p.m.

In closed Session the Board approved the appointment of Strawn Holmes as Dean of Students as soon as mutually agreeable.

Motion by Carmen Gomez, second by Vivian Hansen.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Linda Garcia, Carmen Gomez

Nay: Sonia De Leon

15. Adjournment

The Board adjourned the August 10, 2020 Regular meeting at 10:32 p.m. in memory of Board Member Linda Garcia's mother Esther Espitia Hernandez.

Motion by Carmen Gomez, second by Vivian Hansen.

Final Resolution: Motion Carries

Yea: Vivian Hansen, Yesenia Cuarenta, Sonia De Leon, Linda Garcia, Carmen Gomez