

---

**From:** Peggy <outlndr929@yahoo.com>  
**Sent:** Monday, June 17, 2013 5:00 PM  
**To:** Carmen Aminzadeh  
**Subject:** Fw: "anonymous" email

Carmen,

I'd like to make this correspondence public.

Peggy

**From:** Peggy <outlndr929@yahoo.com>  
**To:** Anna Song <Anna\_Song@sccoe.org>; Darcie Green <Darcie\_Green@sccoe.org>; Leon Beauchman <Leon\_Beauchman@sccoe.org>; Michael Chang <Michael\_Chang@sccoe.org>; Joseph DiSalvo <Joseph\_DiSalvo@sccoe.org>; Julia Hover-Smoot <Julia\_Hover-Smoot@sccoe.org>; Grace Mah <Grace\_Mah@sccoe.org>  
**Sent:** Thursday, May 23, 2013 3:19 PM  
**Subject:** "anonymous" email

This afternoon, an "anonymous" email was sent to selected leadership team members to their work email addresses soliciting help in what can only be called a witch hunt.

I write "anonymous" because it's obvious this person has more than a fair share of technology knowledge (such detailed instructions on how to create an email that would be difficult to trace back to anyone) and it's not too hard to guess who this person might be.

It's interesting, that this email went to a select group --- obviously folks who either are already "on the bandwagon" or who could be coerced into jumping on.

I've heard that the board members have received a few complaints and have solicited more. When will the call go out to employees who support the new leadership?

If you meet with John Smith ([sccoeconcerned@gmail.com](mailto:sccoeconcerned@gmail.com)), please tell him for me that he is a coward, hiding behind a generic email address. "His" email encouraged folks to say what had to be said.

Please invite the "rest of us" to the forum. We have plenty to say.

Peggy Stull  
Sr. Executive Assistant  
Educational Services Branch  
Work: 408-453-6508  
Cell: 408-453-8864

June 12, 2013

Members of the Board  
Santa Clara County Office of Education  
1290 Ridder Park Drive  
San Jose, CA 95131

Respected Members of the Board,

I am writing you as a very concerned employee of the County Office (COE). Some of you have known me since the 1990's when I was hired by this office as the Assistant Controller in Internal Business. Over the years, I have had the honor of serving this office under the leadership of four County Superintendents. It is with this perspective and history, I represent to you my utmost faith, confidence in, and respect for, the current superintendent, Dr. Xavier De La Torre.

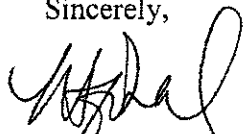
During my early years with the COE, I experienced an atmosphere of oppression, fear and intimidation. Things changed dramatically when Mr. Fimiani was named interim superintendent. The climate within the COE improved and for the first time in many years we were starting to feel like a cohesive group of people working towards a common goal. During that year, it did not matter which branch you worked in, everyone was part of the same team. The board, in its infinite wisdom, chose to hire Dr. Weis to lead the COE for the next four years. Classifying that time as a period of "living large" would not be an exaggeration. Many decisions were made without careful analysis and with a lack of expertise.

Many of us who hold the COE in high esteem and considered it an honor to work for this organization, felt that a change was needed. We were very supportive of the board when Mr. Di Salvo shared the board's vision of characteristics they desired in the new superintendent. The board desired to see some of the same qualities in the new superintendent as those modeled by the likes of Martin Luther King, Mahatma Gandhi and, Ronald Reagan, to name a few. When Dr. De la Torre was hired, it soon became apparent what the board had seen in him.

Dr. De La Torre lends grace to the office of the Superintendent. He is a natural leader who aspires to work in partnership with all of us to build a community within the COE. He is the heart of this organization. He is confident, independent, inspiring, persevering, independent and, above all very humble. I have personally witnessed him interacting with school district board members and other superintendents. He conducts himself with poise. In all these interactions, he naturally gains a position of superiority due to his immense knowledge and high intellect. I have also had the privilege of attending a few internal meetings that he has chaired. There too, he is at ease. He listens well, speaks intelligently and maintains respect even under the most trying circumstances.

Unfortunately, due to the "living large" years within the COE, Dr. De La Torre is now forced to make drastic changes. He inherited an organization that was not high functioning; rather there were "dressed up" windows that were shown to the world as accolades of accomplishments of the past. Change, as we all know, brings about varied reactions. There are the four well known stages of change – storming, norming, forming and performing. We are currently at the storming stage. In District Business and Advisory services, we too had a similar experience five years ago. When I was hired as the Director to lead this department, we were one of the most dysfunctional groups. We did not like ourselves and the districts liked us even less. Over the course of the next one year, we went through intense change and experienced all of the stages of change that I mentioned above. We too had our fair share of "anonymous" letters and other forms of "backstabbing" behaviors directed at us. Today, we are probably one of the highest functioning departments within the COE. The reason we were able to get through this change was the immense support that I received from my superiors. I was only dealing with 26 people and Dr. De La Torre is dealing with 1800. It is therefore natural that the problems he faces are far greater than any I encountered. However, the one common thread is that he too needs support. He needs support from the same people who believed in him when they hired him. He is the right person to lead this office and with your support, he can make a positive difference for all of us who consider it an honor to be a part of this amazing organization.

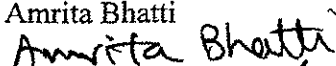
Sincerely,



Nirrat Johal

The following COE staff agrees with the views expressed in this letter and wishes to show their support by signing this letter:

Amrita Bhatti



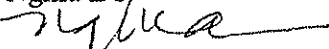
Monica Montes



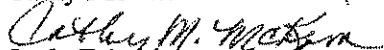
Ann Redd



Nghia Do



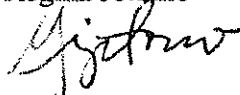
Cathy McKim



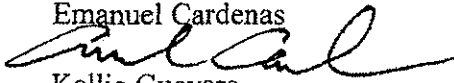
Carla Friend



Regina Jetomo



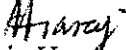
Emanuel Cardenas



Kellie Guevara



Anita Maharaj

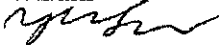


Janie Huang

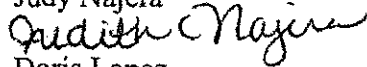


Jenina Salcedo

Yen Lam

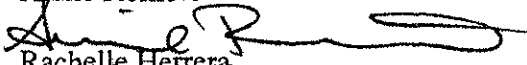


Judy Najera

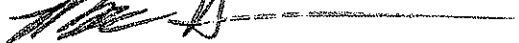


Doris Lopez

Annie Romero



Rachelle Herrera



Kolvira Chheng



Emma Eclevia



CC: Ms. Micaela Ochoa, Chief Business Officer

Dr. Xavier De La Torre, County Superintendent