



# PERRIS UNION

## HIGH SCHOOL DISTRICT

### MINUTES

#### REGULAR MEETING OF THE CALIFORNIA MILITARY INSTITUTE February 12, 2025

### ROLL CALL

#### **Present:**

Trustee Steve Campos, President  
Trustee Edward Garcia, Jr., Vice President  
Trustee Charles Hall, Clerk  
Trustee Jamie Anaya, Member  
Trustee Anthony T. Stafford, Sr., Member

#### **Administrative Staff Present:**

Dr. Jose Luis Araux, Superintendent; Candace Reines, Deputy Superintendent — Business Services; Alfredo Andrade, Chief Human Resources Officer; Joseph Williams, Assistant Superintendent — Innovation and Technology Services; Mimi Capistrano, Director — Fiscal Services; Hector Gonzalez, Director — Facilities; Sylvia Hinojosa, Director — Purchasing; Audrey Mitchell, Director — Nutrition Services; Adam Estrada, Director — Risk Management/Environmental Safety; John Hannon, Director — Security; Dian Martin, Director — Learning Support Services; Charles Tippie, Director — Learning Support Services; Marvin Atkins, Director — Pupil Services; Maribel Escobar, Director — Human Resources; James Heckman, Assistant Director — Innovation & Technology Services; Lindsay Chavez, Principal — Heritage High School; Dr. Erika Tejeda, Principal — Liberty High School; Amanda Darton, Assistant Principal — Paloma Valley High School; Juan Santos, Principal — Perris High School; Lee Alfred, Principal — Perris Lake High School; ChaKwan Jones, Principal — Pinacate Middle School; Dr. Michael Dodson, Principal — California Military Institute; and David Aguilera, Plant Supervisor — Paloma Valley High School

#### **Others Attending:**

Cynthia Navarro, Jose Rodriguez; Cynthia Avila-Medina, Nina Paz, Heliezer Espinoza; Mariela Murillo, Christine Sanchez, James Daniels, David Sibley, Alma Perez, Anna Fetzner, Sarah Rico, and others

## **PUBLIC NOTICE**

**1.1 PUBLIC NOTICE: The writings, documents, or public records described in SB No. 343 are available at the District Office, currently located at 155 East Fourth Street, Perris, CA 92570**

## **CALL TO ORDER**

**2.1 CALL TO ORDER: The President of the Board of Trustees Will Call the California Military Institute Meeting to Order**

The President of the Board of Trustees called the meeting to order at 5:36 p.m.

## **REVISION/ADOPTION/ORDERING OF AGENDA**

**3.1 REVISION/ADOPTION/ORDERING OF AGENDA: February 12, 2025**

### **ORIGINAL - Motion**

Member **(Edward Garcia, Jr.)** moved, member **(Anthony T. Stafford, Sr.)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve any revision/adoption/ordering of the Agenda of the Regular Meeting of the California Military Institute for February 12, 2025."

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

## **ORAL REPORTS**

**4.1 CMITA President Angel Love-Behrens**

**CMITA President Angel Love-Behrens shared the following statement:**

Good evening, Board of Trustees, Superintendent, and Cabinet. I'd like to thank Mr. Hall. I agree with your thought that tomorrow's never given.

It comes with a heavy heart that CMITA is having some struggles. This evening I am before you with concerns centered around respect, fair and equal treatment, and professional responsibilities.

A concern recently brought to my attention is the incompleteness of the personnel files for the certificated members under this unit. In accessing their files, several members reported missing documents from their discipline records. These include both letters of reprimand and rebuttals submitted in

### **ORAL REPORTS** (continued)

response to those letters. After speaking to both Dr. Dodson and Mr. Andrade I agree this issue exists not at their hand but others. Regardless, this issue must be addressed.

The mission of the California Military Institute is to ensure high levels of learning for all students through academic rigor, leadership development, high character expectations and social emotional support in order to prepare students to be college and career ready.

In every classroom, these foundational principles are posted. The expectations for the members of this unit are to maintain, instruct, uphold, and develop these traits in all of our students. We are to remain respectful, responsible, be kind and provide a safe environment for all. In recent weeks, we have not been provided the same kindness, respect, nor the Charter in fulfilling their responsibilities in their roles. Dr. Dodson has worked above and beyond with me to address issues and concerns as they arise. Unfortunately, some things were left behind by others unresolved and incomplete.

Last week during a phone conversation with an HR person, I was told very bluntly "You do not follow Ed Code". The conversation continued with "as a courtesy". The courtesy being referred to was a routine procedure for non-re-elections of a P2 member. When I corrected the person on the other end of the telephone line that we DO follow Ed Code, it was met with push back and condescending words. As certificated personnel we are held to standards that include these measures posted in our classrooms and office. These steps are followed by numerous Ed Codes that mandate how we perform our jobs. Without following these Ed Codes, we can be reprimanded and even dismissed. Yes, an apology was given after I clearly stated my view of the disrespect and rudeness of the comments. Unfortunately, not one but two employees in the HR department continued to stand on the position that Ed Code does not apply to CMITA, implying courtesies were not needed. In my view of the conversation and the dozens of conversations, discussions, and debates that have occurred over the past ten plus years in creating and growing CMI and its certificated union, the Charter has the right to apply Ed Code as they see fit under the Manga Waiver. While the members represented by our CBA must in fact follow the Ed Codes, we were told to apply to us. This is the nature of our job. We accept these rules and comply. We expect to be treated with respect and integrity, not talked down to, or made to feel less than. And yes, stating that we do not follow the Education Code of the State of California under a dependent charter of this district leaves us with a feeling of feeling less than. Whether this is a leftover mindset from former charter personnel or not, it should not be acceptable. CMITA members, its mission, our commitment to our students, we serve, are not less than. In closing, I leave with you CMI's rules and expectations of our campus, which is posted in every office and every classroom. Be safe, be kind, be responsible, and be respectful. Thank you.

#### **4.2 CSEA President Rosa Galvan**

There was no report at this time.

#### **4.3 Principal's Update**

There was no report at this time.

## **INVITATION TO ADDRESS THE BOARD OF TRUSTEES**

### **5.1 INVITATION TO ADDRESS THE BOARD OF TRUSTEES: Non-Agendized Items**

There were no requests to address the Board of Trustees.

## **CONSENT CALENDAR**

### **6.1 CONSENT CALENDAR: Approval of Consent Calendar Items**

#### **ORIGINAL - Motion**

Member **(Edward Garcia, Jr.)** moved, member **(Anthony T. Stafford, Sr.)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the items listed under the Consent Calendar categories of General Functions, Curriculum, and Business."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

### **6.2 GENERAL FUNCTIONS: Minutes of the Regular Board Meeting of the California Military Institute for January 15, 2024**

The Board of Trustees approved the regular minutes of the California Military Institute board meeting of January 15, 2024.

### **6.3 CURRICULUM: Overnight Field Trip Request for California Military Institute Cadets to Attend Officer Candidate School at the California Military Institute, February 28, 2025, through March 1, 2025 (funded through the California Military Institute CMD MOU at a total cost not to exceed \$500, not the Charter General Fund)**

The Board of Trustees approved the overnight field trip request for California Military Institute Cadets to attend Officer Candidate School at the California Military Institute, February 28, 2025, through March 1, 2025.

### **6.4 CURRICULUM: Overnight Field Trip Request for California Military Institute Cadets to Attend the Drill Instructor Course at March Air Reserve Base in Riverside County, California, March 21-23, 2025 (no fiscal impact)**

The Board of Trustees approved the overnight field trip request for California Military Institute Cadets to attend the Drill Instructor course at March Air Reserve Base in Riverside County, California, March 21-23, 2025.

### **6.5 CURRICULUM: Revised English Course: Honors English II (meets A-G requirement "B")**

### **CONSENT CALENDAR** (cont.)

The Board of Trustees approved the revised English course: Honors English II.

#### **6.6 CURRICULUM: Revised VAPA Courses: Intermediate Treble Choir and Theater Production (meets A-G requirement "F")**

The Board of Trustees approved the revised VAPA courses: Intermediate Treble Choir and Theater Production.

#### **6.7 CURRICULUM: New Math Course: Advanced Placement PreCalculus (meets A-G requirement "C")**

The Board of Trustees approved the new Math course: Advanced Placement PreCalculus.

#### **6.8 CURRICULUM: New Physical Education Course: PE 10 Dance Emphasis (does not meet A-G requirements)**

The Board of Trustees approved the new Physical Education course: PE 10 Dance Emphasis.

#### **6.9 CURRICULUM: New Science Course: Honors Chemistry (meets A-G requirement "D")**

The Board of Trustees approved the new Science course: Honors Chemistry.

#### **6.10 CURRICULUM: New Social Science Course: Advanced Placement Government and Economics (meets A-G requirement "A and G")**

The Board of Trustees approved the new Social Science course: Advanced Placement Government and Economics.

#### **6.11 CURRICULUM: New VAPA Courses: Music Appreciation, Chamber Choir, Rock Band: Contemporary Music Performance, and Advanced Theater (meets A-G requirement "F")**

The Board of Trustees approved the new VAPA courses: Music Appreciation, Chamber Choir, Rock Band: Contemporary Music Performance.

#### **6.12 BUSINESS: Report of Purchases - January 2024**

The Board of Trustees approved the Report of Purchases for January 2024.

### **ORAL REPORTS (Continued)**

#### **7.1 Local Control Accountability Plan Mid Year Update**

Dr. Michael Dodson, Principal of California Military Institute, updated us on CMI's Local Control Accountability Plan.

## **WRITTEN REPORTS**

### **8.1 DISCIPLINE: January 2025 Monthly Suspension Report**

The Board received the January 2025 monthly Suspension report for its review.

## **ACTION ITEMS**

### **9.1 PERSONNEL: Certificated Personnel Action Items**

#### **ORIGINAL - Motion**

Member **(Edward Garcia, Jr.)** moved, member **(Jamie Anaya)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Certificated Personnel Action Items as presented."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

### **9.2 PERSONNEL: Classified Personnel Action Items**

#### **ORIGINAL - Motion**

Member **(Edward Garcia, Jr.)** moved, member **(Charles Hall)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Classified Personnel Action Items as presented."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

### **9.3 PERSONNEL: Memorandum of Understanding Between the California Military Institute and the California School Employees Association, and its California Military Institute Chapter #778 Regarding the Change in Shifts for Custodial and Campus Safety Officers Classifications**

#### **ORIGINAL - Motion**

Member **(Edward Garcia, Jr.)** moved, member **(Jamie Anaya)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Memorandum of Understanding between the California Military Institute and the California School Employees Association, and its California Military Institute Chapter #778 regarding the Change in Shifts for Custodial and Campus Safety Officers classifications".

### **ACTION ITEMS** (cont.)

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

### **INFORMATION ITEMS**

#### **10.1 CURRICULUM: Revised English Elective Course: Critical Science Fiction and the Future (meets A-G requirement "B")**

The Board of Trustees received, for its review and consideration, as part of the first reading, the revised English Elective course: Critical Science Fiction and the Future.

### **OTHER ITEMS BY THE SUPERINTENDENT**

#### **11.1 OTHER ITEMS BY THE SUPERINTENDENT**

Superintendent Araux reported on the following:

- Superintendent Araux introduced Alfredo Andrade, Chief Human Resources Officer, to present the following CMI RAVE Awards:
  - Mr. Andrade recognized Christina Sanchez, Library Clerk. Ms. Sanchez has truly gone above and beyond her duties and responsibilities while serving students and staff at the California Military Institute. She treats everyone with the utmost respect and dignity. Ms. Sanchez has transformed the school's library into a warm, welcoming, and safe haven where all the students feel grounded. She strongly believes in maintaining a diverse selection of books and magazines to reflect and celebrate the backgrounds of all CMI students. With complete mastery of her role and a deep knowledge of all aspects of running the library, Ms. Sanchez is an invaluable asset to our school. She is well liked by students, staff, and parents alike. We are extremely proud to work alongside her as one of CMI's most valued colleagues.
  - Mr. Andrade recognized 1st Sgt. James Daniel, Military Advisor, Sgt. James Daniel has been a cornerstone of the California Military Institute community since 2019. He consistently goes above and beyond the call of duty in his interactions and involvement at CMI. Sgt. Daniels is a positive role model for our cadets, especially our athletes. As the head coach of the CMI football team for the past five years, he has mentored multiple assistant coaches and catered personnel fostering a culture of growth and leadership. It is common to see Sgt. Daniels working with cadets before, during, and after school, helping them navigate personal challenges. Many cadets see him as a second father, or even the only father figure they have known. His wisdom, altruism, and compassion have helped hundreds of cadets overcome obstacles that once seemed insurmountable. Sgt. Daniels is rarely seen without a smile on his

### **OTHER ITEMS BY THE SUPERINTENDENT** (cont.)

face or his son in his sleep. His sense of humor combined with his caring nature has endeared him to students, staff, parents and administrators alike. His unwavering dedication to the cadets and all CMI programs has had a profound and lasting impact on school functions and activities. His leadership is ever-present and the staff, students and community deeply appreciate the investment he has made in shaping the next generation of leaders. Thank you.

### **OTHER ITEMS BY THE BOARD OF TRUSTEES**

#### **12.1 OTHER ITEMS BY THE BOARD OF TRUSTEES**

Trustee Hall commended everyone at CMI, stating that they were all doing a great job.

Trustee Garcia thanked everyone at CMI, stating they are all doing a phenomenal job.

Trustee Campos echoed Trustee Garica's statements thanking all the staff for their work. He also encouraged Ms. Behrens, stating that the Board has heard her concerns and that they will be addressed.

### **ADJOURNMENT**

#### **13.1 ADJOURNMENT: Regular Meeting of the California Military Institute for February 12, 2025**

##### **ORIGINAL - Motion**

Member **(Anthony T. Stafford, Sr.)** moved, member **(Charles Hall)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees adjourn the February 12, 2025, Regular Meeting of the California Military Institute" at 6:14 p.m.

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Jamie Anaya	Yes
Steve Campos	Yes
Edward Garcia, Jr.	Yes
Charles Hall	Yes
Anthony T. Stafford, Sr.	Yes

---

Dr. Jose Luis Araux, Superintendent

---

Steve Campos, President

---

Charles Hall, Clerk