

DOCUMENTATION OF MARK BACA ISSUE

FEBRUARY 1998 - MARK BACA IS HIRED BY COMMUNITY CONSENSUS ORGANIZING INSTITUTE (C.O.I.).

NOVEMBER 1998 – MARK BACA AND C.O.I. INTO AN AGREEMENT WITH SWEETWATER HIGH SCHOOL.

FEBRUARY 1999 – MARK BACA BEGINS YOUTH PROGRAM AT SWEETWATER HIGH SCHOOL.

SEPTEMBER/

NOVEMBER 1999 – MARK BACA DOES 120 HOURS OF COMMUNITY SERVICE FOR SWEETWATER SECURITY GUARD EDDIE WILLIAMS COMPLETES PROGRAM IN SEPTEMBER, LETTER IS FORWARDED TO SUPERIOR COURT JUDGE ROBERT F. O'NEIL.

MARCH 17, 2000 - SAN DIEGO UNION ARTICLE IS PUBLISHED REGARDING YOUTH PROGRAM.

MARCH 31, 2000 – PRINCIPAL RALPH MORA INFORMS MARK BACA THAT HE RECEIVED AN ANONYMOUS PHONE CALL FROM?, AND SD UNION REPORTER ABOUT MARK'S BACKGROUND. PRINCIPAL MORA SENDS MARK TO DISTRICT OFFICE TO GET FINGER PRINTED AND TO PAY \$52.00 FOR A BACKGROUND CHECK. THIS AFTER THE DISTRICT FAILED TO ASK FOR THE ABOVE, AND MARK BACA HAD WORKED FOR 2 YEARS AT SWEETWATER. STATES TO MARK "THAT AS IS LONG AS YOU DON'T HAVE ANY FELONIES, THEIR WILL BE NO PROBLEM."

APRIL 3, 2000 – PRINCIPAL MORA INSTUCTS MARK BACA NOT TO COME ON CAMPUS UNTIL THE BACKGROUND CHECK IS DONE.

APRIL 6, 2000 - SUPERINTENDENT BRAND STATES TO MARK BACA "THAT IF THERE ARE NO FELONIES EVERYTHING WOULD BE OKAY."

APRIL 10, 2000 - SUPERINTENDENT BRAND STATES TO MARK THAT HE BELIEVES AND SUPPORTS MORA AND THAT "MARK HAS NO RIGHTS."

APRIL 11, 2000 - MARK REQUESTED OFFICIAL FORMAL NOTICE FOR HIS DISMISSAL."

MAY 1, 2000 - MARK IS DISMISSED FROM HIS C.O.I. POSITION.

MAY 3, 2000 - PRINCIPAL MORA, AND C.O.I. MEET, C.O.I. SUBMITS A \$105,00.00 PROPOSAL FOR FUNDING TO SWEETWATER SCHOOL DISTRICT.

MAY 8, 2000 - MARK'S \$51.00 MONEY ORDER IS RETURNED BY THE DISTRICT. BACKGROUND CHECK IS NEVER DONE.

(2)

- MAY 12, 2000 – CCR REQUEST INVESTIGATION FROM SWEETWATER BOARD OF TRUSTEES.**
- MAY 17, 2000 - SWEETWATER TRUSTEES ORDER INVESTIGATION AS REQUESTED BY CCR.**
- JUNE 16, 2000 - CCR REQUEST STATUS OF INVESTIGATION**
- JUNE 26, 2000 - BONNY GARCIA DISTRICT INVESTIGATOR AND HERMAN BACA MEET TO DISCUSS GARCIA'S STATEMENT THAT SECURITY GUARD EDDIE WILLIAMS SIGNED A BLANK PIECE OF PAPER (SWEETWATER LETTTERHEAD) WHICH WAS SENT TO JUDGE O'NEIL ALLEGING WRONGDOING BY ?.**
- AUGUST 2, 2000- AFTER APPROXIMATELY 3 MONTHS MEETING CALLED BY BONNY GARCIA TO MEET TO "PUT THE CARDS ON THE TABLE" BETWEEN 2 TRUSTEES, SUPERINTENDENT ED BRAND, PRINCIPAL RALPH MORA, BONNY GARCIA, MARK BACA, ATTORNEY DANIEL MARSHALL AND MYSELF.**

DOCUMENTATION OF SWEETWATER ISSUE

Chronological order:

March 28, 2000: I received a phone call from a district employee. The district employee informed me that I should be aware of what he had heard earlier in the morning. He stated to me, that Principal Ralph Mora had received a phone call from an anonymous caller stating that Mark Baca had a criminal record and that I should not be working with students. The district employee also told me that Principal Mora had asked the National City police to conduct a personal background check regarding my personal/criminal background. The police according to the employee told Principal Mora that they would not do this.

March 28, 2000: Got a phone message from SD Union reporter Ben Lumpkin who asked for me to call him. Later on that day I was at the National City Council meeting with my youth organizers and ran into Ben Lumpkin. Lumpkin asked me in front of the students that if I had a criminal record of a violent nature, I told the kids to go to the car and pulled Lumpkin to the side and told him I didn't think this was the place or time to discuss this matter.

March 30, 2000: I had a twenty-minute discussion, conversation with C.O.I. Director Richard Barrera. Richard emphasizing that everything is riding on a positive outcome of my meeting with Principal Ralph Mora. Richard explains that the bottom line is that I must satisfy Principal Mora and I must be totally truthful and honest with him. I told Richard that the reporter keeps calling.

March 31, 2000: I picked up Principal Mora at Sweetwater High School at 11:45 and went to lunch. After lunch, Ralph Mora and I met at his office and he stated the following to me. "Mark, I received an anonymous phone call earlier in the week and a phone call from Ben Lumpkin from the Union Tribune. Principal Mora explained to me that the reporter was probing and asking about my police record." Mora also told me that he had spoken with SWUHSD District Personnel Fred Ferguson and told him that he was going to send me for him to process a background check, so that I may continue with my work with the NCYO project at school. He gave me a memo and called Fred Ferguson, and told him he was sending me over to his office to do the background check. Principal Mora told me that "he gets phone calls like this once a week and that this was no big deal." I responded by saying, "how come you didn't tell me this immediately when you found out?" I told him that I had received this information via a source at the district. He said, "it was no big deal, as long as you don't have any felonies, there will be no problem." The background check will take "3 to 4 days that is was no big deal and for me to relax." I then asked Mr. Mora if he wouldn't mind calling my supervisor Richard Barrera to let him know that we had met and discussed the matter. He picked up the phone and called Richard and told him about our conversation, that we had a productive meeting, and that I represented the school and community.

April 3, 2000: Principal Mora leaves me a message, stating that "he hopes I have gone down and taken care of my fingerprints, and that "he and Ed Brand met this morning and that Superintendent Brand also agrees that the background should be done and that it is district policy. **Principal Mora stated that he didn't want me to come on campus, until the matter was resolved.**" "It's just one of those district policy." Principal Mora stated again that we should get the results of the background check, which would take 3 or 4 days. He said that this was not unusual and to give him a call.

April 5, 2000: Met with Superintendent Ed Brand at 1:30 and discussed my situation. Supt. Brand told me that he knew about the problem and that we had known each other since 1983. We had a good meeting and he told me that "if I had no felonies, no problem" and that the investigation should take three or four days.

Upon leaving Mr. Brand he stated to me that "if there were any felonies that he couldn't help me, that his hands were tied." Ed Brand then called Fred Ferguson, and told him that as soon as he received Mark Baca's background results to let him know. He also asked how long it would take, Ferguson responded by saying no later than Friday. Ed Brand said that he would give me a copy of my record and that he assured me that everything would be fine and this was just district policy. I left the meeting with an understanding that as long as I had no felonies everything would be fine, and I would be back to work in 2-4 days.

April 5, 2000:

Richard Barrera called and leaves a message on my machine stating: "for me to come to the office at 10 am so we can have a meeting himself, Liz and I to talk about youth development and moving forward with youth development." He also tells me that he had talked to reporter Lumpkin again and his sense is that Lumpkin just had a couple of more questions, and he thinks once the thing is resolved with the district's background check that, that would be the end of the story as well. At that time he brought up the issue of my community service because the reporter had asked him about it. I stated that "I had done it on my own time and after school."

April 6, 2000: I received a call from Principal Mora stating that there would be a 30-day delay on concluding my background check. Principal Mora also stated that the reason was probably because the district found "something," and I should call Fred Ferguson if I needed clarification or additional information regarding the 30-day delay on my background check.

April 6, 2000: I called Ben Lumpkin of the Union tribune to speak about his probing and the mess that was created by the anonymous phone call he received. He called back and left a message that he wanted to meet with me but that he couldn't talk to me off the record, because he was under strict orders from his editor Karen Clark. He said that he would "like to clear up some of the issues he found on my record."

April 6, 2000: Richard Barrera left me a message stating, "call Karen (my immediate supervisor) and let her know the situation with the 30 day situation with my background check." He also said "we got to have someone at Sweetwater on Monday for the kids." He also said he left Elizabeth a message saying that he wanted her to fill in for me in the interim.

April 7, 2000: I called District Fred Ferguson, for clarification about the 30-day delay. I told Mr. Ferguson that "it was my understanding that if there were no felonies, that there would be no problem." He said who told you that? I said "Principal Mora and Supt. Ed Brand." He responded by saying that it was not true, I asked him to explain, and he said that if somebody had a battery or drug charge that they would have to review the charge and determine if they could work on campus. He then gave me a scenario that if somebody had an embezzlement felony, that the district would not necessarily disqualify him but would not place them in a job that involved money. I told him I was unclear, and getting mixed messages from everybody and I needed clarification. I told him that according to "Supt. Brand and Principal Mora, in conversation that we had, that as long as I had no felonies, there would be no problem." I then asked him, who is doing the investigation? Is it the district? He said no, the justice department. He told me, that it was mandatory state law for any volunteer to submit an application and have a background check conducted. I told him, "I have been working at Sweetwater High School for over a year, and I was never asked **to feel out an application or was ever asked by anyone to do a police background check.**" He asked me, who do you work for? "I said the Consensus Organizing Institute." I was surprised that he didn't know that. Mr. Ferguson then asked me "how come you weren't asked to submit an application or a background check when you started?" I told him "as I stated already, no one ever asked me to." I told him that at that point, he should call Principal Mora and Supt. Ed Brand, and maybe they could explain why. He told me that he was meeting with Principal Mora at 10:30 am and would ask him. I did not have any other further information or questions, so I left. I told him that if I could be of any assistance in expediting this unfortunate matter to feel free to call me and I gave my phone number.

April 7, 2000: I received a phone call from Principal Mora who stated to me "Mark I am returning your phone call but I have a meeting with Eddie William's and Mr. Ferguson at the district." He said he had to leave to the meeting and that he would call me later.

April 7 2000: I received another call from Mr. Mora who asked me in an angry tone, "Mark did you tell Eddie William's that either myself or the VP's said it was okay for him to sign your community service papers? I said no, that this was not true, and that I never said that. He immediately stated to me, "on that basis turn in your keys, pick up your stuff, because you no longer work at Sweetwater High School." I responded by saying, this is a misunderstanding, this is a mistake... Principal Mora told me that at our last meeting "I thought you had told me everything, I said I did and that the community service was done after school and on my own time. He said "you should have told me," I stated, "I didn't think that I had to, because Eddie William's said it was OK. he is the one I did the community service hour's (120) with, on my own time and after school." "He signed off the hours for my community service for the court." I said Ralph.... we need to talk about this...this is not right.... Eddie is lying. He said he had to go to a meeting and hung up on me.

April 7, 2000, Richard Barrera left me 3 messages on my answer machine Richard Barrera. Richard accused me of lying about the security guard, wrecking my project, and letting the C.O.I. down. He further accused me of telling Eddie William's what Principal Mora said, that I lied, that I had never mentioned the community service to him, that I was guilty, and that he was so mad, he could "fire me." I called him back and told Richard "you knew about it because you asked me about the community service the day we met with Liz, when we spoke about youth development." "I told you that the community work was done after school and on my own time." And "I didn't think twice to mention it, because it wasn't work related." I asked Richard how he could accused me of the above without even talking or asking me. He responded by saying that he had to leave and that I should set up a meeting with Supt. Brand as soon as possible. I really felt bad, I felt like everyone was using me as a scapegoat.

April 7, 2000 I immediately called my father of the Committee on Chicano Rights and explained to him in detail what had just transpired, what was being done to me, and that I felt I was been unfairly accused.

April 7, 2000: Richard called me again and told me in a change of tone, that if Principal Mora was trying to cover his ass, and trying to kill the program because of Eddie William's comments that we would continue with the NCYO project at another site.

April 10, 2000: I Send a REGISTERED LETTER to Principal Mora which stated: Mr. Mora, as per your telephone call on Friday April 7, 2000. You stated to me that "I was to turn in my keys, pick up my stuff because I can no longer work at Sweetwater High School". I am requesting formal written notice of your decision regarding the above.

April 10, 2000: I got a message from Family Resource Center liaison, Melody Goodyear who said she had just tried to call me at Sweetwater and they told her I wasn't working there anymore and she wanted to know what's up with that?

April 10, 2000: Meet with Supt. Brand, he told me "he believes and supports Principal Mora, that I have no rights, because I am only a volunteer and its basically your word against Eddie William's and he is a union member. He stated "who do you think they are going to believe? I gave him a copy of the letter I had sent to Ralph Mora earlier that day. When I was leaving he stated "maybe we can talk about this in 30 days."

April 11,2000: Sent a letter to Ed Brand and Cc: to Richard Barrera and Committee on Chicano Rights which stated the following:

Superintendent Ed Brand,

As per our meeting yesterday 4-10-2000 regarding Principal Ralph Mora's decision to have me turn in my keys, pick up my stuff, and I no longer work at Sweetwater High School. You stated to me that you support Ralph Mora's decision. I am deeply disappointed that you have chosen to take this position without an investigation or following any due process. I always thought that a person in this country was innocent until proven guilty. I guess that doesn't apply if one works for the Sweetwater Union High School District. Since you have taken the above position I believe that I have the right to receive official notice from you regarding your decision.

April 17,2000: e-mailed Karen D. "need to know the status of the project, students and others are calling me, many unresolved issues, what do I do?"

April 17, 2000: conversation with Karen D. "Richard is to contact Mora about status of project." I asked, "Karen are you still my supervisor? Karen "yes." "Larry K. told me" they don't have anything on you." I asked, "what do I tell my students, and others that are calling?" Karen "ask Larry K."

April 17,2000: Larry Kuhn called me in and started to interrogate me about the issue, asked me if Richard B. knew about my "background?" I said "yes."

April 18,2000: Donna, Brands secretary calls and states "you can keep the cell phone if you want, and that Brand told her that since April 10, 2000 Mark no longer works with the district."

April 19,2000: Larry K. calls me in and tells me I have a very important job for you to do. "Ask me if I know Spanish, because he wants me to go looking for parking spaces for C.O.I. and if I come across a Mexican to try and cut a deal with him for the lowest price possible."

April 20,2000: Larry K. calls "we are going to set up a meeting with Brand, Richard's on vacation and we are going to write Brand a letter about what happened." Larry read the letter to me, and asked if I had any corrections or additions. I asked if he could e-mail the letter, he stated yes."

April 25,2000: I call Larry "what happened at the meeting?" Larry stated that "Brand had canceled out on them."

April 26,2000: I called the SWUHSD and spoke to Armida and asked "if a meeting could be set up between Richard B. and Brand, because students and others were calling me." Meeting set up for 4/27/00, 10:00 a.m. Richard immediately called after the meeting and asked to meet with him. Richard stated "Brand won't budge, I think it's total unfair what has happened to you." "Hear me out, I am going to have to lay you off until August the 1st because of budgets cuts, and there are going to be new conditions that you must be willing to agree to." Conditions are, you have to go to college, and agree to leave Superintendent Brand and Principal Mora alone." Because "I would be a better man."

May 1, 2000: received letter (**contract**) from Richard B. laying me off, and instructing me to sign it take blame and waive my rights.

May 3, 2000: received another letter from Larry K. informing me that instead of being "laid off" I am being "discharged" effective 5/6/00.

Mark Baca,
Youth project Manager



SWEETWATER UNION HIGH SCHOOL DISTRICT

Office of the Superintendent • 1130 Fifth Avenue • Chula Vista, California 91911-2896
(619) 691-5555 • FAX (619) 426-2252

December 1, 1997

Consensus Organizing Institute
1807 Robinson Ave., Ste. 206
San Diego, 92103

Attn: Micheal Eichler, President
Richard Barrera, Regional Coordinator

Gentlemen:

It is my pleasure to recommend Mark Baca for your office manager position. I have known Mark for the last 20 years as he was a student in my Associated Student Body Class at Sweetwater High School.

Mr. Baca possesses several positive traits including great organizational skills, and he is a highly motivated team player. He also has the ability to continually get the best out of every individual he comes in contact with.

Additionally, Mark has been involved in many leadership activities during the last several years, including co-chairman of the Gail Devers Parade in National City. He has also been a leader in community activities throughout the South Bay.

Please feel free to contact me should you have any additional questions regarding his qualifications.

Sincerely,

Edward M. Brand, Ed.D.
Superintendent

EB:dh



SWEETWATER UNION HIGH SCHOOL DISTRICT
Office of the Superintendent • 1130 Fifth Avenue • Chula Vista, California 91911-2896
(619) 691-5555 • FAX (619) 498-1997

Edward M. Brand, Ed.D.
Superintendent

November 12, 1998

Board of Directors
City Heights Community Development Corporation
4265 Fairmount Ave.
San Diego, Ca 92104

To Whom It May Concern:

It is a pleasure to recommend Mr. Mark Baca for a position on the Board of Directors of your corporation. I have known Mr. Baca for the past 20 years, as he was a student in my Associated Student Body Class at Sweetwater High School.

Mr. Baca possesses many positive traits, including great organizational and leadership skills, and is also a highly motivated team player. He has been involved in many leadership activities during the past several years including community activities throughout the South Bay. He has also been on the Board of Directors for the Golden Hills Planning Committee since 1995.

I am confident that Mr. Baca possesses the skills, knowledge, and experience necessary to serve as a member of your Board of Directors. Please feel free to contact me should you have any additional questions regarding Mr. Baca's qualifications.

Sincerely,

Edward M. Brand
Superintendent

EMB:dh

COPY

Dr. Maria-Elena Ochoa
Sweetwater High School
2900 Highland Ave
National City, CA 91950

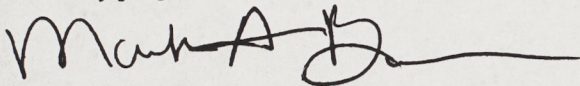
Mark Baca
1807 Robinson Ave, Suite 206
San Diego, CA 92103

November 29, 1998

Dr. Ochoa,

As we discussed, attached is a description of the youth organizing project that we would like to implement at Sweetwater High School. We have met with Dr. Brand and Mr. Mora regarding the project description and Mr. Mora suggested we schedule a meeting with you and your counseling team next week on the 5th or 6th of November, if you cannot make these dates we can reschedule after Thanksgiving. Please feel free to call me regarding any questions you or your team may have and to confirm the appointment. Looking forward to seeing you.

Ordinary people with extraordinary ideas!



Mark A. Baca

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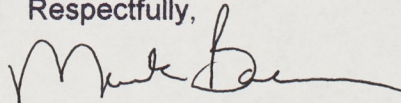
July 18, 1999

To: Richard Barrera
Fr: Mark Alan Baca
Re: Confirmation phone call

Richard,

This will confirm our phone discussion July 16, 1999 with regards to your earlier accusations which were unfounded of my involvement of selling illegal drugs and using illegal drugs on the premises at 1807 Robinson Avenue Suite 206, 92103 last year and also confirms from sources that you would not disclose. The allegations made by Isabel Vidales (COI employee) and the other source have tainted my reputation, my professional status, all which have placed a doubt in your mind of my truthfulness, honesty and loyalty to the organization. I will accept your explanation and apology for your misunderstanding of all the facts involved with the most recent incident with Isabel Vidales and giving more weight to her statements against me, rather than taking an unbiased position. I have always and will continue to be committed to the organization and the goals I have set for myself with the Consensus Organizing Institute and hope that these events will strengthen my confidence in my ability to carry out my responsibilities with COI.

Respectfully,

A handwritten signature in black ink, appearing to read 'Mark Alan Baca', written in a cursive style.

Mark Alan Baca



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

5911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92105
619-299-9585

September 1, 1999

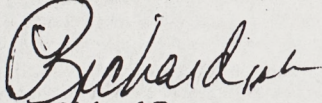
Mark Baca
1412 East 14th Street
National City, CA 91950

Dear Mark:

I am happy to inform you that COI's Board of Directors authorized a salary increase for you at their August 19, 1999 meeting. Your new salary is \$30,000 and will be retroactive to July 1, 1999. The paycheck you receive on September 3, 1999 will include the amount due you from July 1 through September 3.

Mark, I appreciate your hard work and dedication to COI in your position as Community Organizer. Your contributions will go far in helping us fulfill our mission.

Sincerely,


Richard Barrera
President

Sweetwater High School

SWEETWATER UNION HIGH SCHOOL DISTRICT

2900 Highland Avenue
National City, CA 91950-7495
Phone: (619) 336-7009
FAX: (619) 474-7635

Re: Mark Baca DOB: 01/15/66
CASE # M764585

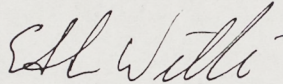
November 10, 1999
San Diego Superior Court:
Attn: Judge ROBERT F. O'NEIL

Mark Baca has worked for me 3-4 days a week since September and has completed 120 hours of his community service requirement. He was punctual and a hard worker. In my opinion, his work was better than average. I have found him steady and cooperative - two qualities I appreciate.

I am sorry he is leaving, and I sincerely feel that whoever is fortunate enough to have him will be rewarded with work well done.

In conclusion, If you have any questions regarding Mr. Baca do not hesitate to call me at 619-339-7009.

Sincerely,



Mr. Eddie Williams
Sweetwater High School

LEHR
CUR
NOV 17 1999
F11

MUNICIPAL COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
SAN DIEGO JUDICIAL DISTRICT

NOTIFY WARRANT ISSUED FOR APPEARANCE ON NOVEMBER 4, 1998 @ 08:00 A.M.
01-15-1966 SDPD FABREGAS #4581 - slr

THE PEOPLE OF THE STATE OF CALIFORNIA,

Plaintiff,

v.

MARK ALAN BACA

Defendant.

No. M-

764585

COMPLAINT - CRIMINAL

VP7973

The San Diego City Attorney charges:

FIRST COUNT: PC487(a): GRAND THEFT

That on or about January 7, 1998, in the City of San Diego, County of San Diego, State of California, a misdemeanor was committed by said defendant, who did take and steal personal property of another, of a value in excess of four hundred dollars (\$400.00), in violation of Penal Code section 487(a) pursuant to Penal Code section 17(b)(4).

Based on information and belief, I declare under penalty of perjury that the foregoing is true and correct.

Dated 10/10/98 at San Diego, California.

Andres L. Garcia
Deputy City Attorney

Pursuant to Penal Code section 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by Penal Code section 1054.3.

CRIMINAL COMPLAINT FILED

OCT 13 1998

Klein

NOV 13 1998

CASE m764585 DA _____ EV _____ SAN DIEGO MUNICIPAL COURT
 DATE 11/29/99 AT 1234 DEPT TSD JUDGE ROBERT F O'NEILL
 CLK JP RPT _____ PEO VS. PC22 Mark
 VIOLATION(S) PC484(A) 488

NA NA
 Attorney for People Atty. for Deft. (Appt./Ret./TAO) Interpreter Booking #

DEFENDANT FAILED TO:	DEFENDANT COMPLIED:
<p><input type="checkbox"/> Enroll in/complete —</p> <p><input type="checkbox"/> First Conviction Program.</p> <p><input type="checkbox"/> Public Service Program. Defendant completed _____ days of _____ days ordered.</p> <p><input type="checkbox"/> Young Adult Misdemeanor Program.</p> <p><input type="checkbox"/> Shoplifting Prevention Program.</p> <p><input type="checkbox"/> SB-38 program.</p> <p><input type="checkbox"/> AIDS awareness/testing.</p> <p><input type="checkbox"/> Battered Women's Services (YWCA) program.</p> <p><input type="checkbox"/> Domestic Violence Recovery program.</p> <p><input type="checkbox"/> Other: _____</p> <p><input type="checkbox"/> Show proof of —</p> <p><input type="checkbox"/> Completion of Guardian Interlock.</p> <p><input type="checkbox"/> Attendance at: <input type="checkbox"/> Alcoholics <input type="checkbox"/> Narcotics <input type="checkbox"/> Cocaine Anonymous.</p> <p><input type="checkbox"/> Above ordered program.</p> <p><input type="checkbox"/> Report for custody for _____ days/hours at —</p> <p><input type="checkbox"/> San Diego County Jail <input type="checkbox"/> East Mesa</p> <p><input type="checkbox"/> Work Furlough <input type="checkbox"/> _____</p> <p><input type="checkbox"/> Pay <input type="checkbox"/> Fine <input type="checkbox"/> Restitution</p> <p><input type="checkbox"/> Victim's Restitution Fund \$ _____</p> <p><input type="checkbox"/> Administrative fee \$ _____</p> <p><input type="checkbox"/> Posted NSF check <input type="checkbox"/> Bad check fee \$ _____</p> <p><input type="checkbox"/> Other <input type="checkbox"/> TOTAL DUE: \$ _____</p> <p><input type="checkbox"/> Complete Diversion (PC1000)</p> <p><input type="checkbox"/> Progress Report filed.</p> <p><input type="checkbox"/> Criminal proceedings reinstated.</p> <p><input type="checkbox"/> Review hearing requested by Probation Officer.</p> <hr/> <p><input type="checkbox"/> Order to Show Cause/Revocation Hearing</p> <p><input type="checkbox"/> Request for hearing received from _____</p> <p><input type="checkbox"/> Set for _____ at _____ am/pm in Department _____, Room _____.</p> <p><input type="checkbox"/> All parties notified.</p>	<p><input checked="" type="checkbox"/> Proof of —</p> <p><input type="checkbox"/> Enrollment in _____</p> <p><input type="checkbox"/> Compliance with _____</p> <p><input checked="" type="checkbox"/> Completion of <u>volunteer work</u> filed.</p> <p><input checked="" type="checkbox"/> Good cause appearing, defendant continued on probation on same terms and conditions as previously ordered.</p> <p><input type="checkbox"/> Date of _____ is vacated.</p> <p><input type="checkbox"/> Date of _____ to remain as set.</p> <p><input type="checkbox"/> Results of AIDS testing received.</p> <p><input type="checkbox"/> Date of _____ at _____ am/pm in Department _____ to remain as set/is vacated.</p> <p><input type="checkbox"/> Diversion (PC 1000) —</p> <p><input type="checkbox"/> Progress report signed and filed.</p> <p><input type="checkbox"/> Good cause appearing, defendant continued on diversion under same terms and conditions as previously ordered.</p> <p><input type="checkbox"/> Defendant having successfully completed PC1000 diversion program, case/charge(s) is/are dismissed.</p> <p><input type="checkbox"/> Electronic Surveillance</p> <p><input type="checkbox"/> granted. <input type="checkbox"/> denied.</p> <p><input type="checkbox"/> Copy of recommendation filed and original returned to Work Furlough.</p> <p><input type="checkbox"/> Correspondence received from defendant requesting</p> <p><input type="checkbox"/> Further stay on fine.</p> <p><input type="checkbox"/> Request GRANTED — stayed until: _____</p> <p><input type="checkbox"/> Additional \$ _____ administrative fee added.</p> <p><input type="checkbox"/> TOTAL DUE \$ _____.</p> <p><input type="checkbox"/> Request DENIED.</p> <p><input type="checkbox"/> Other: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p><input type="checkbox"/> Copy of docket/disposition sheet forwarded to Probation Department.</p> <p><input type="checkbox"/> Defendant notified by mail.</p> <p><input type="checkbox"/> Other: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p><input type="checkbox"/> Date of <u>1-11-00</u> remains as set/is vacated.</p>
<p style="text-align: center;">FINDINGS/ORDERS</p> <p><input type="checkbox"/> Prima facie finding by court that defendant is in violation of probation.</p> <p><input type="checkbox"/> No action taken at this time in view of:</p> <p><input type="checkbox"/> Reassignment/deletion of condition</p> <p><input type="checkbox"/> Modification.</p> <p><input type="checkbox"/> Outstanding warrant.</p> <p><input type="checkbox"/> Continued on probation on same terms and conditions.</p> <p><input type="checkbox"/> Probation <input type="checkbox"/> is summarily revoked.</p> <p><input type="checkbox"/> remains revoked.</p> <p><input type="checkbox"/> reinstated, same terms and conditions.</p> <p><input type="checkbox"/> Warrant of _____ to remain outstanding.</p> <p><input type="checkbox"/> Warrant of _____ recalled.</p> <p><input type="checkbox"/> BENCH WARRANT ORDERED Bail \$ _____</p> <p><input type="checkbox"/> Mandatory appearance.</p> <p><input type="checkbox"/> Night service authorized.</p> <p><input type="checkbox"/> Cash bail may be forfeited.</p> <p><input type="checkbox"/> BENCH WARRANT ISSUED _____</p>	

Civil

Apr 10, 2000 12:49:56 PM

San Diego Superior Court Civil Index Selected Names Report

<u>Case Number</u>	<u>Plaintiff/Defendant</u>	<u>Opposing Party</u>	<u>File Date</u>
U074130	BACA MARK	GLASSER THOMAS	11/18/98
? L540211	<u>BACA MARK A</u>	PROFESSIONAL BUSINESS TRADE BUREAU	03/23/92
SS113395	BACA MARK ALAN	ADVANCE AMERICA, CASH ADVANCE CENT	02/09/00
358782	BACA MARYANN CDE	THOMAS WILLIAM EARL	10/07/74
S623678	BACA MICHAEL	NORTHERN AUTOMOTIVE CORPORATION	09/12/94
U053708	BACA MIGUEL A	AGUERO DANIEL	11/20/96
U007202	BACA MR JOHN	TORRES ROBERT	08/14/92
U007202	BACA MRS JOHN	TORRES ROBERT	08/14/92
? L540211	<u>BACA MRS MARK</u>	PROFESSIONAL BUSINESS TRADE BUREAU	03/23/92
SBL018600	BACA NICHOLAS	QUIMIRO RUDOLPH	09/24/96

San Diego Superior Court Domestic Index Case Information Report

Case Number: DV004797
Category: A61614 - Domestic Violence
File Location: Family Law Court

Site: San Diego

File Date: 1/9/98

Dissolution Date:

Plaintiffs

DAVIS JANICE

Defendants

BACA MARK ALAN

Apr 10, 2000 12:47:21 PM

San Diego Superior Court Domestic Index Selected Names Report

<u>Case Number</u>	<u>Petitioner/Respondent</u>	<u>Opposing Party</u>	<u>File Date</u>
DV004797	BACA MARK ALAN	DAVIS JANICE	01/09/98
D186122	BACA MARTHA	BACA HECTOR	06/30/91
D407417	BACA MARTHA ELENA	HOREH SHAHRAM DERAKHSHAN	06/20/95
DF023415	BACA MARTIN	COUNTY OF SAN DIEGO	05/23/96
D393451	BACA MICHAEL	BACA DEBRA	02/07/95
DN97696	BACA MICHELLE LYNN	BACA MITCHELL LAWRENCE	12/30/96
D148799	BACA MIREYA	MEDINA ALBERTO	02/29/80
DN97696	BACA MITCHELL LAWRENCE	BACA MICHELLE LYNN	12/30/96
D307998	BACA NOEL DAWN	BACA DANNY ROBERT	07/25/90
E192577	BACA PAREE M	BACA RAMON P	11/16/83

Search for Felonies
○

Apr 10, 2000 12:51:02 PM

San Diego Superior Court Criminal Index Selected Names Report

<u>Case</u> <u>Number</u>	<u>File Date</u>	<u>Last Name</u>	<u>First Name</u>	<u>DA</u> <u>Number</u>	<u>AKA</u>
SCN107540-01	01/11/00	BACA	MARTIN MEDINA	OAB28001	Y
CRN21183-01	10/11/91	BACA	ORIE	B9009901	
CRN27413-01	09/24/94	BACA	ORIE	P3384701	
SCN035886-01	02/05/96	BACA	ORIE	P6918801	
CR130837-01	04/20/92	BACA	PATRICIA A	P1212001	
CR131633-01	05/22/92	BACA	PATRICIA ANN	B9545801	
SCD113945-01	07/18/95	BACA	PATRICIA ANN	P6373601	Y
SF111661-01	02/03/97	BACA	PATRICIA ANN	P8756001	Y
CR77919	12/30/85	BACA	PATTY	A95522	Y
CR131633-01	05/22/92	BACA	PATTY	B9545801	Y
SCD113945-01	07/18/95	BACA	PATTY	P6373601	Y
SF111661-01	02/03/97	BACA	PATTY	P8756001	Y



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

CONSENSUS ORGANIZING INSTITUTE/ NATIONAL CITY YOUTH ORGANIZERS

Employment Agreement

The Consensus Organizing Institute (COI), a non-profit organization, has established a skills-building community service project for students at Sweetwater High School. This project has been named by its participants "National City Youth Organizers" (NCYO).

Student members of NCYO may become part-time employees of the Consensus Organizing Institute. Their employment is subject to the following conditions and acknowledgements of responsibility:

- NCYO members who join the COI staff are paid for their work. Their participation is a job—very different from membership in a school club.
- NCYO members on the COI staff agree to take direction from COI staff member Mark Baca.
- NCYO members on the COI staff agree to be diligent and responsible in completing the work assigned by Mr. Baca, including attending all scheduled meetings, participating in all scheduled training, and completing all homework.
- If, for any reason, NCYO members on the COI staff cannot adhere to the schedule developed by the group with Mr. Baca, or are otherwise unable to fulfill their obligations, they will notify Mr. Baca and discuss options for resolving the situation.
- COI retains final authority over who joins its staff. COI reserves the right to dismiss any NCYO member from its staff at any time, for any reason consistent with applicable law. One reason COI might dismiss a member is if COI believes that participation in NCYO is having an adverse effect on the member's academic performance.
- COI's work on the NCYO project is funded by grants from charitable organizations, including the San Diego Foundation. These organizations expect that the NCYO project will yield products of high quality, including an "asset map" of National City. NCYO members on the COI staff understand that it is their responsibility to produce

these high-quality products, with the assistance of Mr. Baca and other COI staff members.

- COI is in the process of seeking additional grants to support the NCYO project. While we do not anticipate any problem in this effort, it is possible that we will be unable to obtain more grants, and that funding constraints could force COI to terminate its participation in the project prematurely.
- NCYO members on COI's staff work, and are compensated for, 1.6 hours (1 hour, 36 minutes) per day, Monday through Friday, excluding holidays. Some NCYO activities may extend beyond this 1.6 hour period on a given day. If so, members' participation beyond the first 1.6 hours will be voluntary and uncompensated.

I understand and agree to the conditions and statements of responsibility set forth above.

NCYO Member:

Steve Rodriguez

(Sign name)

STEVE RODRIGUEZ

(Print name)

I have read the conditions and statements of responsibility set forth above, and agree that the Sweetwater High School student identified above may participate as a member of NCYO on COI's staff:

Parent/Guardian:

Alberta Secas

(Sign name)

Alberta Secas

(Print name)

I accept the student identified above as a part-time COI staff member:

Mark A. Baca

Mark Baca, COI Staff

received
Nov 16, 1999

From: markbaca1@juno.com
To: Dbhoffman@aol.com, Kardemasi@aol.com
Subject: Dave,

I gotta bring this to your attention. I have been questioned about the verbage in the proposals we have submitted to funders . It has to do with COI making reference about the NCYO members as "poor" and that they come from "working Poor families", this is very strong language that "labels" the students, families and community. Honestly, I think this is inappropriate and degrading to say that National City residents are "people with little or no wealth" I am sure their is alternative language we can use in its place.

Students put National City on the map

Complex project aims to chart people as well as streets

By Ben Lumpkin
STAFF WRITER

NATIONAL CITY — Long after most Sweetwater High School students saunter off into what remains of a balmy, blue-skied afternoon, a small group gathers in a windowless classroom to plot a revolution.

Taped on the wall is a map of National City. It's a basic map, black lines on thin white paper. But it serves as the prototype for what may be one of the most sophisticated maps ever made of the city.

Beyond just the names of streets and neighborhoods, this map will tell the story of the people living there. Choose a street, and it will tell you about some of the families, what they like about National City and what they would like to see change.

And the map soon will be posted on the Internet

for all to see.

It's all the work of the National City Youth Organizers Project, an after-school program initiated through a partnership between the school and the nonprofit Consensus Organizing Institute and funded by a \$10,000 grant from the San Diego Foundation.

The youth organizers have been going door to door in each National City neighborhood since October. Armed with a list of questions and their own curiosity, the students have knocked on thousands of doors and completed more than 500 surveys.

Along the way, they've helped register more than

100 people to vote.

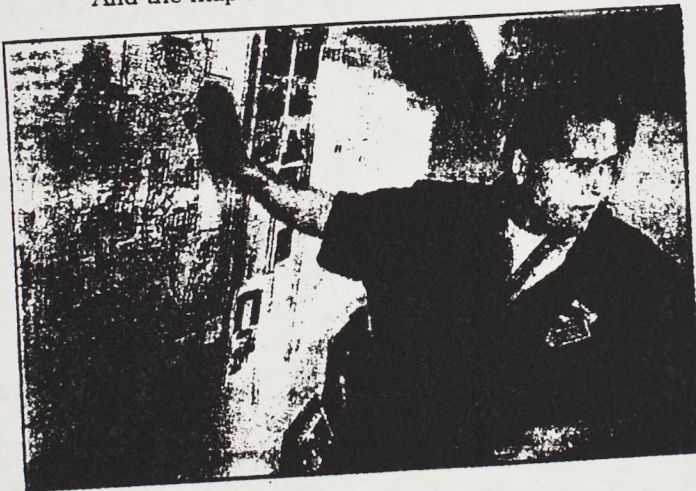
Speaking through half-open front doors or, when lucky, seated on cozy living room couches, the students ask what people are doing to improve their neighborhoods and who they are working with. They ask where they have been successful and where they have failed.

Mark Baca, leader of the National City Youth Organizers Project, said the "asset map" will eventually bring together like-minded people from all over the city, encouraging collaboration across social boundaries and a heightened level of civic engagement.

"The people who are affected by problems are the ones who are going to fix those problems," said Baca, a National City native who took on the project as a community organizer with the Consensus Organizing Institute.

Baca said the project could have a particularly powerful impact in National City, where social divisions between ethnic groups, immigrants and nonimmigrants, young and old, Spanish speakers and non-Spanish speakers, make coordinated movements for change difficult to organize.

"It's not about brown, black or white," Baca said. "It's about neighborhoods coming together and finding similarities."



More than a map: Project leader Mark Baca displayed the work of his student volunteers.

In a recent day of surveying, students Steve Rodriguez and Jessica Garcia found a family new to National City eager to talk about how to make things better.

"Get us something more in the neighborhood for the kids to do after school, to keep them out of trouble," said Marcos Salgado, 44.

Salgado's wife, Alma Ramos, 40, said in Spanish that she had been disappointed to learn that the Boys and Girls Club of National City has a policy of allowing kids to come and go, making it impossible for parents to know for certain where their kids are during the critical interval between the end of school and the end of the parents' workday.

(Greg Beatie, executive director of the club, said the policy keeps the club from being required to become a licensed day care center, a move that Beatie said would both decrease the number of kids the center could serve and raise the price for services.)

Salgado and Ramos also called for more English classes, like those currently offered by the Family Resource Center at Kimball Elementary School.

"Most everybody here speaks Spanish and they need the English to help build themselves up," Salgado said.

Ramos was so excited by the students' visit that she later contacted the youth organizers to ask how she

and her friends could help with the survey.

"When people come together you can get a lot done," she said.

In addition to putting together the asset map, the National City Youth Organizers Project aims to increase the political awareness and leadership skills of the student volunteers, Baca said.

"Youth are more than just a problem," said Baca. "Youth are organizers and actors who can systematically make community change."

The students say working on the asset map was a daunting task at first, but one that opened their eyes to the political realities of their city.

"We didn't really know what was out there," said senior Felipe Garcia. "It was kind of like stepping into this complete open field."

The students said they were amazed at the array of opinions to be found within just a few city blocks, ranging from people with urgent complaints to people who couldn't think of a single problem and simply entertained the students with happy memories.

"It's a grueling process," Garcia said. "Now I realize that if change is going to happen it's going to take time."

But the students have already seen how the work they are doing can make a difference.

"National City has a lot of lower- and middle-class people who are busy doing other things, like working two jobs to support a family," Garcia said. "In a way, these people are being cheated because they don't know what's going on. But (the asset mapping) is putting the ball back in their court."

In the course of the last year, Baca has lost some of his student volunteers. But for those who have remained, the asset mapping seems to have taken on the character of a crusade.

"This is a group of students with a passion to improve the community," said Sweetwater High School Principal Ralph Mora. "But in order to do that, you have to have access to the community."

Youth organizer Iriz Lomeli agreed: "We've become more informed citizens. And since most of us are reaching legal voting age, that's going to help out."

National City Councilman Ron Morrison helped the Sweetwater students at the beginning of the project, giving a tour of the city with information on its history and current events. He said the asset map, when complete, could become an important tool for both the public and city government.

"Too often, people don't know what's available and how it can be used. ... And a lot of times we (politicians) are out there working blind and we have these assumptions about what's important to people. A lot of times we might be wasting efforts."

Baca said the National City asset map should be posted on the Consensus Organizing Institute Web site (<http://www.consensusorganizing.com>) by early next month.



City of National City
Office of the City Council

1243 National City Boulevard, National City, CA 91950
RON MORRISON-COUNCILMAN (619) 336-4233
(619) 475-2996

March 20, 2000

National City Youth Organizers
Mark Baca

Dear Mark:

I read with excitement the recent newspaper article that outlined the great progress that your organization has made. Let me say that you and all the youth organizers involved can be proud of not only the work that you are doing, but also the type of work that your group is involved in.

All too often when a 'mapping' is assembled it is put together in a cold statistical fashion, that can lead many policy makers to erroneous conclusions. The fact that your students are basing your work on the human element within each neighborhood gives this mapping a remarkable potential as a tool for providing intelligent information as we look to making long range policy decisions.

The involvement of young people in such a positive, and informationally vital project is both refreshing and gives great hope and encouragement for the future of our community.

Please accept both my congratulation and sincere thanks for the fantastic job that you and the students are doing for our community. Please feel free for you or any of the student organizers to call upon me for any assistance I can provide.

Thank you and please keep up the great work

Ron Morrison

SWEETWATER HIGH SCHOOL

OFFICE OF THE PRINCIPAL

2900 Highland Avenue
National City, Ca 91950
Phone: (619) 336-7009
Fax: (619) 474-7635



March 21, 2000

The National City Concensus Organizers
Mark Baca

Dear Concensus Organizers and Mark:

It is with a great deal of pride that on March 17, 2000, I read the article in the Union Tribune on the fine work that you are doing to make the National City community a better place. Through your efforts in registering voters and serving the needs of the community, you are learning how to access the system and improve the quality of life for all of us that live or work in National City.

Please continue your mission and I support what you stand for.

Sincerely,

Ralph Mora

Mr. Ralph Mora
Principal

RM/gw

CC: Dr. Ed Brand
Mr. Robert Acuna



SWEETWATER UNION HIGH SCHOOL DISTRICT

Office of the Superintendent • 1130 Fifth Avenue • Chula Vista, California 91911-2896
(619) 691-5555 • FAX (619) 498-1997 • e-mail: ebrand@suhsd.k12.ca.us

Edward M. Brand, Ed.D.
Superintendent

March 22, 2000

National City Youth Organizers
C/O Mark Baca
Sweetwater High School
2900 Highland Ave.
National City, Ca 91950

Dear National City Youth Organizers:

I recently saw the impressive article, *Students put National City on the Map*, that was featured in the San Diego Union-Tribune on March 17, 2000! I would like to take this opportunity to let you know how proud I am of you and your efforts on behalf of the citizens of National City.

I understand that you have registered more than 100 people to vote, and have completed more than 500 surveys on what people can do to improve their neighborhoods. Your cooperative, self-sacrificing efforts to this project are certainly valuable to bringing members of the community together for a common purpose, and a heightened level of civic awareness.

The success of this outstanding project is certainly a reflection of your many hours of hard work and dedication, and I want to commend all of you for your commitment to your community.

Sincerely,


Edward M. Brand, Ed.D.
Superintendent

*Thanks for
all you
do*

EMB:dh

Memo

To: Mr. Fred Ferguson, Human Resources

From: Mr. Ralph Mora, Principal 

CC: Mr. Mark Baca

Date: 3/31/00

Re: Mark Baca

I am sending Mr. Mark Baca to you to process a background check in order that he may be able to continue with his Concensus Organizing Institute work after school at Sweetwater High School.

From: mark a baca <markbaca1@juno.com>
To: coirichard@webcombo.net, Kardemasi@aol.com
Date: Mon, 3 Apr 2000 15:09:01 +0000
Subject: Fw: FYI

----- Forwarded message -----

From: mark a baca <markbaca1@juno.com>
To: ebrand@suhsd.k12.ca.us, rmora@suhsd.k12.ca.us, kdemasi@aol.com,
coirichard@webcombo.net
Date: Mon, 3 Apr 2000 14:53:43 +0000
Subject: FYI
Message-ID: <20000403.145346.-3989431.0.markbaca1@juno.com>

and Private E-mail

Personal

Richard,

I just finished speaking with superintendent Ed Brand and meeting with principal Ralph Mora. Mr. Mora stated that a background check is being conducted by the school district and if there are no felonies there should be no problems. He also advised me that it is district policy that until the background check is completed that I am not allowed on campus. Mr. Mora stated that the background check should take 3 or 4 days. Please give me a call on this matter.

Mark Baca

Cc. Ed Brand
Ralph Mora
Karen DeMasi

April 9, 2000

Mr. Ed Brand:

Ed,

At your office on April 6, 2000, you stated to me after speaking with Mr. Ferguson on the phone that "the background would be finished by 4-6-00. You stated that if my record had any felonies that there was nothing that you could do...it was a policy." We both agreed. You also stated that if my record only contained misdemeanors that there would be no problem. That I would be able to continue my work with the National City Youth Organizers at Sweetwater High School. I would like to know what happened.

Today, April 6, 2000 I received a call from Principal Ralph Mora, who stated that there would be a 30-day delay on concluding my background check. Ed, for the record number 1) you are the one that asked me to set up the NCYO program at Sweetwater last year. 2) Principal Ralph Mora and CEO Mike Eikler, Richard Barrera and myself and came to an understanding of how the program would be implemented and carried out, and were all in agreement. 3) Principal Ralph Mora after approving the program at Sweetwater High School, gave me his personal card key for entry and access to the teacher's work room 4) He also authorized the purchase of the remote control gate opener which I paid \$20.00 for which gave me access to the teacher's parking structure 5) he also gave me keys to the gate because I would occasionally assist with campus supervision when understaffed and also provided keys to room 401A for the our program.

On one occasion, Mr. Warren asked me to substitute a class for Ms. Espinosa. However, after two periods, he realized that I was not a credential teacher, so he provided another teacher for the room after he realized that he assumed I was a credential teacher without first asking.

During that period of one year, until April 3, 2000, let me state that neither yourself, the district or Principal Mora ever asked me to fill out an application or get fingerprinted or do a background check, in fact as you know, Mira Stanovich told you in my presence that I didn't have to do any of that.

During the period of the last year, since I started the Youth Program, I have carried out my employment responsibilities and obligations to you, the district, Principal Ralph Mora, and the students at Sweetwater High School. After the San Diego Union Tribune article of 3-17-00, Principal Mora's letter and your letter of commendation was received.

It was the your administrations responsibility to conduct a background check. If at the point, I was not suitable to work on campus the issued should have been addressed.

I feel that the mistakes I have made in the past, should not be used against me the present. I paid my debt by complying with the courts. I wasn't until someone made an anonymous phone call regarding my past, that this issue has escalated. I was not trying to or have never tried to conceal my record. Mr. Eddie William's was fully aware of my situation with my community service.

I have done nothing wrong. I went on campus and did my job.

I feel that it is unfair that I am being punished for something that I had no control over and responsibility for. The background checks are the administration responsibility. Ms. Stanovich, stated that it was not necessary for a background check to be conducted.

My behavior and actions on campus have been in a professional manner from day one. You have not received one complaint about my presence at Sweetwater High School; in fact I have received nothing but praise.

I am demanding my immediate reinstatement at Sweetwater High School after the completion of the background investigation. If this does not happen, I will contact a lawyer and pursue legal representation.

Sincerely,

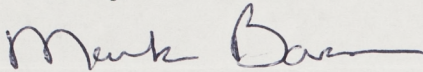
Mark Baca

April 10, 2000

Ralph Mora,

As per your telephone call on Friday April 7, 2000 at 11:45am you stated to me that I was to turn in my keys and pick up my stuff because I can no longer work at Sweetwater High School. I am requesting formal written notice of your decision regarding the above.

Sincerely,

A handwritten signature in black ink that reads "Mark Baca". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Mark Baca

Cc:

Richard Barera

Ed Brand

Fred Ferguson

Herman Baca,

Committee on Chicano Rights

April 11, 2000

Superintendent Brand,

As per our meeting yesterday 4-10-00 regarding Principal Ralph Mora decisions to have me turn in my keys and I could no longer work at Sweetwater High School. You stated that you support Mr. Mora decision. I am deeply disappointed that you have chosen to take this position without an investigation or following any due process. I always thought that a person in this country was innocent until proven guilty, unless one works for the Sweetwater Union High School District. Since you have taken the above position I believe that I have the right to receive official notice from you regarding your decision.

Mark Baca

Youth Project Manager

Cc:

Richard Barerra
Herman Baca
Committee on Chicano Rights

April 20, 2000

BY FACSIMILE

Mr. Edward Brand
Superintendent
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, California 91911

Re: National City Youth
Organizers

Dear Ed:

As you may have been informed already, we have arranged, through Armida of your office, a meeting for the two of us at 6:00 p.m. next Monday, April 24, 2000. Prefatory to that meeting, we are writing you to express some concerns and ask some questions about how the matter of Mark Baca's continued work in our Sweetwater program is being handled by your District.

First, as you know, Mark's fine work with the Sweetwater students, for which he has received widespread recognition and gratitude by the community, has now been placed in jeopardy because of his suspension or termination by the District-- we are not sure which to be the case given conflicting reports we have received, and we would like to discuss this with you. As best we know, all that has happened with Mark and COI's program has occurred as a result of one anonymous telephone call in which some information about Mark's past was disclosed--which information we, candidly, view as having marginal, if any, relevance to the fine work Mark is doing at Sweetwater. However, if there are additional facts about Mark's background of which you are aware that he has never shared with us, we would appreciate your apprising us of those facts in the meeting. In that regard, we are somewhat puzzled as to why what, we understand, started out as a

three to four day background check has now expanded to thirty days. We would appreciate an explanation on this as well.

Second, we are quite concerned about what Mark's students are being told concerning his absence from the program. We have heard that his students have been told by an assistant principal that the District will be replacing him in the program. Although Ralph Mora and I had discussed the possibility of a contingency plan if Mark were not to return to Sweetwater, no agreement was ever reached on any contingency plan. Consequently, if such information were indeed conveyed to the students, we believe that doing so would, at best, be premature on the part of the District and certainly does not reflect the kind of cooperative spirit under which both COI and the District entered this program. It further is Mark's understanding that, if nothing additional turns up from whatever is occurring in the thirty day background check, the issue of his continuation with the program will be revisited by you and him. A consistent plan and strategy needs to be developed jointly with COI about how Mark's students are approached and what they are told. Our concern is that the District has already acted unilaterally.

Third, we have very serious concerns about the way in which Mark has been treated by the District as it sorts through all of the information and issues here. Although both Mark and we have heard other things at other times about what was going to happen with Mark, at one point we understand that Ralph Mora told Mark he was being terminated because his version of what was said between him and one of the high school security guards regarding authorization to sign his community service papers differed. From what Mark has described, Ralph Mora simply asked Mark whether he (Mark) had told the security guard that the guard was authorized by the principal or vice principals to sign the community service papers. According to Mark, when he denied this, he was summarily informed by Ralph Mora that he was being terminated on that basis. Under such circumstances and with the disparity between the security guard and Mark's versions of events, we believe strongly that Mark was not given a full and fair opportunity to be heard on the issue. We would like to know if this one exchange between Ralph Mora and Mark has

Mr. Edward Brand

April 20, 2000

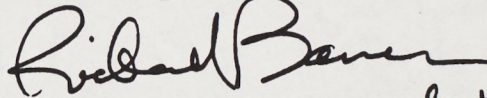
Page 3

formed the sole basis for Mark's being told that he was being terminated. If there was some other consideration that led up to this statement by Ralph Mora, we would appreciate your informing us as to the specifics. Mark had been told previously by Ralph Mora that he would be reinstated in the program provided no felonies were found in the background check.

Finally, based on the facts of which we are currently aware, we think the fallout for Mark's reputation and standing in the National City community from all that has occurred to be most unfortunate and regrettable. In the absence of additional problematic information's surfacing concerning Mark's past, we believe it incumbent on all dealing with this issue, including the District, to minimize the personal impact for Mark. COI has made a strong commitment to Sweetwater's students and program. We want to feel comfortable going forward with the District in a cooperative manner making decisions jointly regarding the program and issues, such as this, as they arise.

I look forward to having the opportunity to discuss these issues with you in person next Monday.

Sincerely yours,



Richard Barrera

by [unclear]

April 20, 2000

To Whom It May Concern;

For the past seven months I have been in the National City Youth Organizers with Mr. Mark Baca. It has been a great experience, both fun and educational. The National City Youth Organizers are a group of young adults attending Sweetwater High School. We as a group have come together to further acknowledge and better the quality life of our community. Our main interest lies with our community and helping residents take an active role in decisions that effect their lives. We help by getting out there in the community registering people and encouraging them to vote. We look towards internal and external partnerships for relationships in the help with community problem solving. As we build these partnerships we involve the community in our master plan, and together help solve some of the problems in National City.

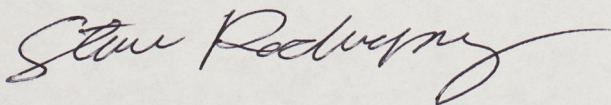
Our first project was to conduct an asset mapping in National City. We were undertaking a deliberate process to discover everything that's right in National City and highlight its positivity instead of pointing out its negatives. The asset mapping of National City consisted of going out in the community and collecting the thoughts and opinions of its residents. Personally I loved the the asset mapping process, I had a lot of fun. I got to see some parts of National City that I had never seen before, see and meet new people, and get in touch with my community. I got to meet a variety of people from the oldest to the newest residents. Through my experiences I had the opportunity to meet people that have been living here for over eighty-six years. I heard senior's stories and got the feel of how National City evolved from a farm land to the very city we live in

today. Asset mapping was a very interesting project, and I think more people should explore experiences like this.

The National City Youth Organization is a very good opportunity and I feel more students should take advantage of the program. As a member students get a chance to work with the community from the inside out. It has been a great experience, I have had the opportunity to meet and work with local city politicians, like the Mayor and the city's councilman board. I have also had the honor of meeting and having an actual discussion with Mrs. Denise M. Ducheny a former leader of the forty-ninth district in California. Most students in other schools feel the same way we do and that is why another idea was installed into our group. We feel other schools and communities should have an opportunity like this, so that is why we are trying to implant programs like this in other schools. We as a group are further being recognized by the school, community, and city of San Diego. The Sweetwater's Devils Advocate (school paper) and San Diego Union Tribune have both posted stories on the group and its incredible achievements. We know feel we are being known and recognized for our achievements.

I feel I got the best out of the group to my advantage. Now I have great experience and skills I could use for future purposes, such as getting jobs, applying for universities, and being recommended for other purposes. I have gained a lot from the group and I just hope others can as well.

Sincerely,

A handwritten signature in cursive script that reads "Steve Rodriguez". The signature is written in dark ink and is positioned above the printed name.

Steve Rodriguez

From: mark a. baca markbaca1@juno.com
To: AZTECPRINT@juno.com
Date: Sun, 23 Apr 2000 14:10:14 -0700
Subject: Request for assistance

April 23, 2000

To: Committee on Chicano Rights

Fr.: Mark Baca

Re.: Violation of Civil Rights

I am requesting assistance be from the Committee on Chicano Rights regarding the violations of my civil rights. I believe I have been falsely discharged from both my position and project without an impartial investigation, or due process. I have attached documentation to this e-mail to support my statements and a chronological history of the events of what has happened. Because of my being discharged from my job, and having unknown and informal charges made against myself, I am being defamed, slandered, and damaged in the community, which I lived all my life and work in. The individuals involved in the violation of my civil rights are SUHSD Superintendent Ed Brand, Sweetwater High School Principal Ralph Mora, and other employees from the Sweetwater Union School District. I am requesting that the Committee on Chicano Rights investigates this matter, and provide me whatever assistance's it can. Thank you in advance for your time and effort.

Sincerely,
Mr. Mark Baca
1412 E. 14th Street
National City, CA 91950



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

May 1, 2000

Mr. Mark Baca
1412 East 14th Street
National City, California 91950

Dear Mark:

I am writing to confirm COI's position regarding your future employment with our organization. I appreciate your willingness to listen fully to this position as I articulated it to you in our conversation last Thursday.

After May 5, 2000, you will be laid off for what we hope will be a relatively short period of time. COI has been forced to make this decision because of severe budgetary constraints currently facing the organization. We have been running a monthly deficit since last year, and COI can no longer afford to compensate you from its general fund. As you know, all of the revenue we have been able to raise for the National City Youth Organizers program to date has gone to pay the students in the program. The costs associated with your time, as well as that of other COI staff supporting you in the program—including Karen DeMasi, David Hoffman, and myself—have gone unfunded. We do not currently have other duties in the organization that we can appropriately assign to you so as to enable us to continue paying your salary. We regret having to take this action, but to do otherwise would be irresponsible to our organization and its continued survival.

Our plan would be to bring you back as a full-time, salaried employee as soon as we are able to raise enough revenue for the program in which you would be working to cover your costs. We do not foresee our being able to do so before August 1, 2000, and you should not understand any of what we have said in this paragraph as constituting any type of promise or guarantee by COI of future employment for you.

Mr. Mark Baca
May 1, 2000
Page 2

Irrespective of our financial ability to rehire you, your returning to COI would be based on your first agreeing to meet (as would be evidenced by your signature below) and then actually meeting, to the satisfaction of your supervisor, the following terms and conditions of reemployment:

First, you will need to enroll in a bachelor's degree program at a fully accredited academic institution of your choice. To maintain employment at COI, you will need to make reasonable progress toward receipt of your bachelor's degree. You and your supervisor will need to agree on a process for evaluating your progress towards your degree. We are currently contemplating establishing a policy within COI of no longer hiring full-time employees who have not obtained a bachelor's degree or who are not making reasonable progress towards obtaining such a degree.

Second, in order to continue working in National City and in the South Bay—the target areas of your work if you return to COI, you will need to initiate a process of rebuilding your relationships with Ralph Mora at Sweetwater High School and with Ed Brand at the Sweetwater Unified School District. As I have told you, while I do not believe that the decision to remove you from Sweetwater came about through a fair process and have expressed this view to both Ed Brand and Ralph Mora, they are, nevertheless, standing firm in their decision, and it is my hope and intention that COI can continue a partnership with the high school and the District as we move forward with our work in National City. For you to be integral to that work, your relationship with these individuals, as well as with the high school and the District as a whole, will need to be sufficiently positive that Mr. Brand and Mr. Mora can trust COI as a partner.

If you do decide to repair your relationship with these two men, it is critical for you to understand their current thinking and state of mind. Based on my conversations with Ed Brand last Thursday and with Ralph Mora last Friday, I believe I have a clear understanding where they stand regarding their relationship with you. While they both acknowledge the fine work you have done at Sweetwater, they feel you made a severe error in judgment in not informing them that you had done community service hours at Sweetwater. No matter what you may have told the security guard, they feel you owed them the courtesy of clearing the situation with them first. Ed Brand said he would not have had a problem with your doing community service with the District but would have preferred that, for the

Mr. Mark Baca

May 1, 2000

Page 3

sake of perception, you had done it at the District office or elsewhere off the high school campus.

Ed Brand's being upset with you is also based on his views of how you have handled the situation over the past month. He believes you have not been accepting responsibility for your own mistakes—such as your failing to tell people about your community service hours and your instead blaming the District for your current situation. He believes that both he and Ralph Mora gave you an opportunity to work at Sweetwater when others would not have done so, and, instead of showing gratitude for the opportunity, you have displayed an irresponsible attitude. He points to your failure to date to return certain items to Sweetwater, such as the cellular phone you were lent, as an example of this irresponsible attitude. Ed Brand further believes that you have been attempting to pressure him into allowing you back on campus by circulating to others copies of letters you had sent to him and Ralph Mora. He believes that removing you from campus was the "right thing to do," and is committed to "doing the right thing" no matter what pressure he faces. He told me that, had you simply come to him when the situation began and said, "Look Ed, I messed up here, can you help me," he would have helped. Instead, he feels you have burned a bridge with him and with Ralph Mora.

I asked him how he would feel about your continuing to be connected with the National City Youth Organizers program through working off campus and in the South Bay community. In response, he said such a decision was up to me, but he believes that you can continue to do good work in the community. He is concerned, however, that you might be critical of the District and of the high school in your community work. He was quite clear with me that he/the District would not be willing to partner with COI if we were to have a staff member who is out in the local community causing problems for the District. In sum, Mark, you will need to be honest with yourself as to whether you can put your feelings about the recent incident sufficiently behind you to be able to move forward positively with these two men and with the Sweetwater District.

I am providing you the details of the views held by Mr. Brand and Mr. Mora, because, regardless of whether you see them as fair or accurate, you need to know where they stand if you are to attempt to rebuild your relationship with them. Also, regardless of whether Mr. Brand and Mr. Mora are correct in their perceptions about you, the continuation of our work in and

Mr. Mark Baca

May 1, 2000

Page 4

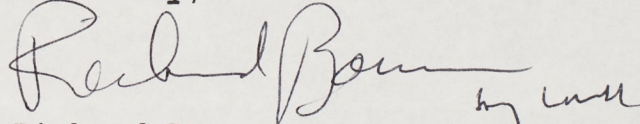
for the South Bay community—outstanding work for which you have been, in large part, responsible—is simply too important to jeopardize because of a dispute over who is right or wrong. Moreover, Mark, if you are to work on behalf of COI in the South Bay community and are to be successful in that work, you will need to keep focused on continuing our important work as a goal. It will require your moving forward, as positively as possible, with Ed Brand and Ralph Mora. You and your supervisor will need to determine an appropriate plan of action for rebuilding your relationship with the District, and you will need to carry out this plan with great care.

Mark, I know this is and has been a difficult period for you personally and professionally. You have done fine work in National City and have put your heart and soul into the project there. If you can agree to the terms and conditions we have laid out for you in this letter, your doing so will open the possibility of your returning to work as a COI staff member. From our end, we will do everything within our power to raise the necessary funds that would facilitate your return to a staff position working in National City.

If you are interested in returning to COI on the above terms and conditions, please sign and date the enclosed copy of this letter where indicated below, and let us know of your decision on or before close of business May 10, 2000.

We look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script that reads "Richard Barrera". To the right of the signature, there is a small handwritten note that says "by hand".

Richard Barrera
President

Mr. Mark Baca

May 1, 2000

Page 5

I agree to the terms and conditions set forth above for my returning to work at the Consensus Organizing Institute. I understand that, even if I do agree to and fulfill all of the above terms and conditions, my returning to COI is still dependent on COI's ability to raise the necessary funds to support my position, and there is no guarantee or certainty that this will be accomplished.

Mark Baca

Date

From: mark a baca <markbaca1@juno.com>

To: AZTECPRINT@juno.com

Date: Mon, 1 May 2000 13:03:16 -0700

As per our conversation of April 27,2000 you stated. 1. Brand wouldn't budge and would not give you an official reason from my job as youth coordinator at Sweetwater Union High School District. 2. That you were going to lay me off until August 1st 2000 because there were no funds available. 3. To leave Ed Brand and principle Ralph Mora alone because I would be the better man. You also stated that you would put in writing, please forward me the above correspondance as soon as possible.

Mark Baca

5-2-00

Notice to Employee as to Change of Relationship

(Termination Notice Pursuant to Provisions of Section 1089 of California's Unemployment Insurance Code)

Name Mark Baca

SS # 558-43-9070 Location San Diego

Your employment status has changed for the reason checked below:

Voluntary quit effective _____ (date)

Layoff effective _____ (date)

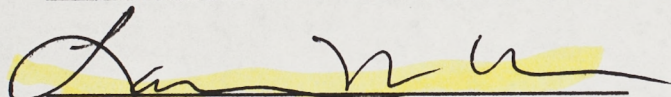
Leave of absence effective _____, with a return to work date of _____ (date)

Discharge effective 5/6/00 (date)

Refusal to accept available work effective _____ (date)

Change of status from employee to independent contractor, effective _____ (date)

Comments:



Supervisor's Signature

CONSENSUS ORGANIZING INSTITUTE

San Diego
Work Location

Date: 5/2/00

NOTICE ACKNOWLEDGEMENT

I received a copy of this notice on _____ (date)

Signed _____

Date _____

sign / date & return these



150 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

May 3, 2000

Dr. Edward Brand, Ed.D.
Superintendent
Sweetwater Union High School District
1130 5th Ave
Chula Vista, CA 91911

Dear Ed:

We had a great meeting with Principal Mora and his team yesterday. Elizabeth Crespo, who is the new youth organizer assigned to this project, is in the process of getting her background check.

We anticipate being able to continue our work at Sweetwater soon.

Attached is our budget in order to move forward with this program. We are also in the process of putting together a cost statement to date and we will submit this to you as soon as we have completed the calculations.

Any help that you are able to provide to further support this program is greatly appreciated.

Sincerely yours,

Richard Barrera
President

Enclosure

Sweetwater Proposed Budget
July 1, 2000 - June 30, 2001

Personnel

Elizabeth Crespo, Community Organizer (1.0)	32,000
David Hoffman, Vice-President (.05)	3,000
Karen DeMasi, Vice-President (.20)	11,000
Richard Barrera, President (.05)	4,000
	<hr/>
	50,000

Fringe Benefits @ 30%	15,000
	<hr/>
	65,000

Student Stipends

(10 students x 200 p/m x 12 months)

24,000

Workers Comp & FICA (\$24,000 x 10%)	2,400
	<hr/>
	91,400

Overhead & Administration

(15% x 91,450)

13,710

105,110



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

May 3, 2000

Facsimile: (718) 658-6289

Hard copy and documentation to follow.

Mr. Ben Bulter
President Board of Directors
Consensus Organizing Institute
Members of the Board of Directors
114-15 174th Street
Saint Albany, New York 11434

Re: Dismissal of Mark Baca

Mr. Bulter:

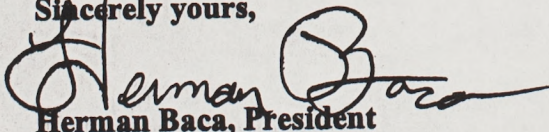
This letter is to formally inform the Consensus Organizing Institute (C.O.I.) Board of Directors that the Committee on Chicano Rights has voted to support Mark Baca a C.O.I. employee on the issue of the violation of his civil rights by both Sweetwater Union High School District and C.O.I.

Our organization is requesting before this matter escalates into a legal and political issue that the C.O.I. Board of Directors initiate the following:

1. An immediate full scale investigation by the C.O.I. Board of Directors and or an outside impartial mediator into the unjust dismissal of Mark Baca from his position as youth project coordinator at Sweetwater High School and the subsequent illegal "retaliation" by C.O.I. Director Richard Barrera that has resulted in his "firing or laying off" from C.O.I.
2. Immediately stop the "firing or laying off" of Mark Baca from his employment at C.O.I. It is our position that in the name of fairness that Mark be placed on paid administrative leave until such time as he is accorded due process based on established procedures and policies, and the above investigation is concluded. The board at that time can then make a final decision, based on the facts from the investigation as to what really transpired.

For your initial information, I am enclosing two contradictory and legally questionable letters from Project Director Richard Barrera regarding the issue. Also enclosed for your information is backup documentation on Mark Baca's job performance, and a chronological history (given to us by Mark Baca) of the events leading up to his dismissal. Further information and documentation can and will be provided by us after you response as to C.O.I. position on the above.

Sincerely yours,


Herman Baca, President

Cc. Attorney Daniel Marshall

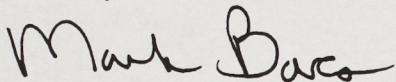
May 3, 2000

Mr. Fred Ferguson:
Human Resources
1130 Fifth Avenue
Chula Vista, CA 91911

Mr. Ferguson:

On 3/31/00 Sweetwater High School Principal Ralph Mora instructed me to go to you for a background (see enclosed memo) check. On April 3, 2000 I paid \$52.00 for the background check. Since I am no longer at Sweetwater, I am demanding that you either forward me copies of the background check (you stated that it would take 30 days) or my \$52.00. ^{MB}

Sincerely,



Mark Baca

Cc. Committee on Chicano Rights

Money Orders make a
GREAT GIFT for any
 special occasion!

753 (11/99) 700/14000

TRAVELERS EXPRESS COMPANY, INC. DRAWER
 P.O. BOX 9476, MINNEAPOLIS, MN, 55480
 1-800-542-3590
 PLEASE SEE TERMS ON REVERSE SIDE

04/03/00 \$52.00
 94244690969

PLEASE SEE TERMS ON REVERSE SIDE

DETACH HERE AND SAVE

REDIFORM 8K800

RECEIPT				Date <u>Apr 3</u> 19 <u>00</u>	8894
Received From <u>Mark Beck</u>					
Address _____					
For <u>fingerprints</u>				Dollars <u>\$52⁰⁰</u>	
ACCOUNT		HOW PAID			
AMT. OF ACCOUNT		CASH			
AMT. PAID		CHECK			
BALANCE DUE		MONEY ORDER	<input checked="" type="checkbox"/>		
				By <u>Jae M Lisare</u>	

318 E. 22nd St apt. 201
National City Ca. 91950

Richard Barrera
COI President
3911 Fifth Ave.
Ste. 300 San Diego Ca.
92103

May 11, 2000

I Maria G. Ramirez and my daughter Lilian F. Gonzalez forward this letter with the objective of asking on regard to my daughter's position and the job she has been doing since December 1999 we feel the contract still current and we want to know what has happened to the program N.C.Y.O.(National City Youth Organizers) we would like to have an explanation if the program will continue or not. I Lilian and the other three youth organizers were told that we were going to continue working after the week of easter with a new advisor and we haven't got any information. I assume that I should be getting pay because I feel that my job still not terminated. I would be waiting for a timely manner.

Sincerely

Maria Guadalupe Ramirez

Lilian F. González

May 11, 2000

Edward M. Brand
Superintendent,
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, CA 91911

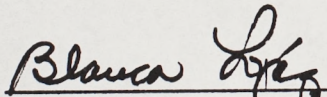
Superintendent Brand:

Last year my son Daniel Lopez who is a student at Sweetwater High School, and myself signed a contract with the Consensus Organizing Institute. My son as a student was to participate in the National City Youth Organizers project and the program was to be part of his education. Students were to learn about their school, city and neighborhood. In turn C.O.I. as per the contract signed was to pay the students for their participation.

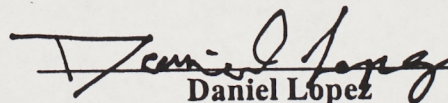
I am now writing to ask, what happened to the program? To date neither Sweetwater nor C.O.I. has not told us or contacted us about what happened to the program, or if the program is going to be continued. Since we signed the contract in good faith, I would like to know if there is still a program, why we haven't been told anything, and why my son has not been paid for over a month? We are a low-income family as I am sure the other students are, and the money that Daniel was receiving was money that he depended on, for his education, social activities and which he also contributed to help with family expenses. Daniel enjoyed the program, was learning a lot, and now that there is no program, I feel that his and the other student's education has been damaged.

I believe that both you and C.O.I. owe us an explanation as to the above matters, which I have raised. I want to let you know that we have contacted the Committee on Chicano Rights because what you have done to the students and us as parent's is not right. I will wait for your response, which you can forward to me at the following address:

Sra. Blanca Lopez
706 E. 22nd Street
Apt. #403
National City, CA 91950



Sra. Blanca Lopez
Parent



Daniel Lopez
Student



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619-477-3829

May 12, 2000

President Greg Sandoval
Board of Trustees
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, CA 91911

Mr. Sandoval:

As per our conversation, the Committee on Chicano Rights (CCR) is formally requesting an investigation by the Sweetwater Union High School Board of Trustees, or an outside impartial mediator into the following:

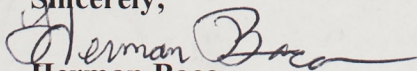
1. The unwarranted dismissal of Mark A. Baca (who has requested our assistance) from his position as youth organizer at Sweetwater High School. Superintendent Ed Brand and Sweetwater High School Principal Ralph Mora dismissed Mark A. Baca without formal charges filed, an investigation done, disregarded established rules and policies, and have violated due process.
2. Termination of the Youth Project due to the above. Sweetwater District parents and students (see enclosed letters) who signed contracts with the Consensus Organizing Institute to date, have not been notified as to the status of the program, their status, and why they are no longer being paid by C.O.I.

Enclosed for your information and for the other board members is a packet containing information on the above matter. It is our organization position that:

1. District employees Ed Brand and Principal Ralph Mora have arbitrarily defamed, slandered, and damaged Mark A. Baca, and have violated the students' rights.
2. That upon the conclusion of the investigation, that if Mark A. Baca has been unjustly accused that he be reinstated to his former position, his name cleared, and a public apology issued by the district.
3. Those Sweetwater District employees guilty of violating any rules, regulations, policies or laws be reprimanded.

Before this matter escalates into a public, legal and political issue hopefully the board will conduct an investigation and let "the chips fall where they may." In concluding, please let me know as to the above, and if a closed-door board meeting (as we discussed) to address the trustees is permissible.

Sincerely;


Herman Baca

Cc. Attorney Daniel Marshall

May 16, 2000

Dear Edward Brand:

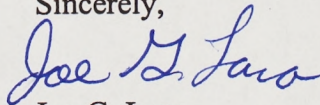
This letter is written regarding the National City Youth Organizers program started at Sweetwater High School by Mark Baca and the Consensus Organizing Institute. I want to share with you my thoughts about this program and the impact that it had at our school.

I had the opportunity to work with Mark Baca and the Sweetwater students that started this program. From the beginning I could tell that this was a different kind of program. The students were being empowered to guide the direction and make the major decisions for the group. All the while Mr. Baca's role was as a facilitator to this process. I sat in on several of the after school meetings and I saw the positive impact this was having on the students.

Recently this all came to an end. Mark Baca was released from Sweetwater High School and the program abruptly was stopped. My biggest concern here is for the Sweetwater students. What explanation have they been given? What consideration has been given to them? What are they to think regarding all of their work and efforts that they made? I believe that our number one concern should first and foremost be the education and welfare of the students. They are in fact the reason for our being, and when we lose sight of that, then it is they who suffer because of it.

Too many times these students have been given empty promises and have had a lack of follow-through by adults. Unfortunately, I believe this situation falls into this same kind of negative category. I implore you to not let this happen. I am requesting that the school district resolve this issue in the most prudent and timely manner possible. Regardless of what the problems may be, I don't believe that it can be anything beyond resolution, if all parties are committed to working towards a mutual decision. I hope you take this into consideration, not just because of Mark Baca, Sweetwater High School, or me but for the sake of the students. We owe them an honest and sincere effort to fix this problem, so that they once again may have faith in us as adults and as educators.

Sincerely,



Joe G. Lara

Teacher, Sweetwater High School

CC: Mark Baca (markbaca1@juno.com)
Ben Butler, COI Pres. Board of Directors
Richard Barrera



SWEETWATER UNION HIGH SCHOOL DISTRICT

Office of the Board of Trustees • 1130 Fifth Avenue • Chula Vista, CA 91911-2896
(619) 585-6134 • FAX (619) 585-7380

*Greg R. Sandoval, President
Board of Trustees*

May 17, 2000

Mr. Herman Baca
Committee on Chicano Rights
710 East 3rd Street
National City, CA 91950

Dear Mr. Baca:

I am in receipt of your letter regarding your issue of concern. This matter has been turned over to Bonny Garcia, the district's legal counsel, who will conduct an investigation for the board.

Thank you for your interest and concern.

Sincerely,

A handwritten signature in cursive script that reads "Greg R. Sandoval".

Greg R. Sandoval
President, Board of Trustees

c: Board of Trustees



Briar Company

1247 Highland Avenue, Suite #3

PO BOX 236

National City, CA 91950

(619) 474-1883 Fax (619) 47402939

May 19, 2000

Mr. Mark Baca,

After working with you at Sweetwater High School, it is with great concern that I write addressing your recent experience with Sweetwater High School that ultimately led to your removal from the COI youth project at Sweetwater High School.

I personally know of the commitment and dedication you provided to the students through this project. As a COI staffperson along with your community connections, you were able to establish a comprehensive program that followed guidelines established by COI. Your exceptional ability, to expose the innocent participating Sweetwater students to a level of community awareness that is sought by many, but achieved by few, and your personal dedication again speaks volumes as to the administrative skills you brought to embellish this program.

The San Diego Union Tribune Newspaper article of March 2000 was a true declaration of your skill in working with local youth. This article captured the spirit of dedication in the COI's Sweetwater Project. The newspaper article was a true testimony to the success of your administration of the CIO's goals in National City program.

I hope that this letter will serve a verification of your continuing dedication to the youth of our National City community.

If I can be of any assistance, please contact me at the above address.

Sincerely,

Alethea R. Pruitt

Owner / Office Manager

MAHARLIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC.

P.O. Box 1408
National City, CA 91950
(619) 477-8307

NENITA B.F. ROSALES
-FOUNDER-
President - Chairwoman

REGISTERED & LICENSED
JULY 08, 1987

May 21, 2000

TO WHOM IT MAY CONCERN:

May I have the honor to introduce myself; my name is NENITA ROSALES, a National City resident for eighteen years, Filipino and a naturalized U.S. citizen. I am also a senior citizen community leader, an identity I have established in this city for the past fifteen years.

I have known Mr. Mark Baca since February, this year. He and three male students from the Sweetwater Union High School were then campaigning for support on behalf of their project, the CONSENSUS YOUTH PROGRAM, of which Mr. Baca is the organizer and the students were officers. Incidentally, I am also currently undertaking a program related to the Seniors, THE MAHARLIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC. duly licensed and registered with the Secretary of State, State of California on July 8, 1987, which revolves around social, civic, cultural, recreational, educational, and other senior-related aspects. After a brief discussion, about certain issues that had some bearing on our respective projects, we parted with the idea of either complementing or coalescing some of our activities in the immediate future, youth and seniors in order to expand the concept for the betterment of our future generation. We believed that by so doing, our own children and our grandchildren will be beneficiaries of what we are doing now. Since then, we have been exchanging bright and worthwhile ideas to pursue with our projects as our community service.

I was invited to the Sweetwater High School one afternoon, was introduced to Mr. Mora, the principal, to a group of students, male and female, and a couple of Union Tribune staffwriters. Most of us were interviewed including Mr. Baca and myself. On my turn, I briefly gave an account of my life as a young girl, a student, high school and college, eventually practiced my profession as a high school teacher, a civil service office worker until I retired and immigrated to America in 1981. Landed on a job in the Federal, then the County and now volunteering as a part of my retirement years. I guess I have achieved a degree of Success because I am indeed happy and contented without I have spent my life .By accounting my life, I thought that I was providing an incentive and an inspiration to the young minds. Dedication, hard work, serious studies and determination to achieve the goals in life are the keys and essentials. I concluded by predicting, "Who knows that some of you here today may be sitting in the National City Council Chamber or the White House tomorrow!"

At the height of my enthusiasm, planning, projecting possible expect actions for what we are doing now to make things happen, as leaders, I was really saddened by the information that Mr. Baca has been laid off, terminated or fired, for what reason. Our respective programs will-be hampered due to this incident.

(2)

I hope and pray that this case will soon be resolved. I am very positive that your office will conduct an immediate investigation of the case with proper ethics, justice and fairness. And whoever is responsible for the detriments caused thereto should also be properly handled as the case may be. In the event that no sufficient grounds for dismissal can warrant the cause prejudicial to Mr. Baca, I pray that he be reinstated to the same position that he had been appointed to.

May we all work to the best interest of our community and our people.

Thank you.

NENITA ROSALES, President-Founder
MAHARBIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC.
P.O. Box 1408
National City, CA

**Richard Barrera President,
Consensus Organizing Institute
3911 Fifth Avenue, Ste. 300
San Diego, CA 92103**

Mr. Barrera:

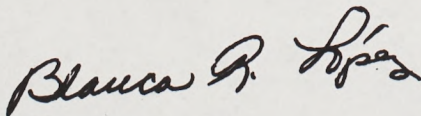
I am in possession of your letter dated (5/22/00) and the check to my son Daniel Lopez for the amount of \$294.58. I appreciate your response and the check, but I still have a large number of questions from my 5/11/2000 letter and your letter, which you have failed to answer.

1. You state that the check paid is for "Daniel's last paychecks through the end of the present school year" Because our figures are different than the amount you paid for the period, please explain. Also what do you mean by the end of the school year, since we are a year round school?
2. You still haven't informed us as to what has happened to the program. Since we signed the contract with C.O.I in good faith, I believe that you owe us an explanation in writing to us, as to what happened with the program. My son has been out 1 1/2 month's from the program. Also I would like to know why Mr. Mark Baca was dismissed as youth project coordinator.
3. We understand that the reason Mr. Mark Baca was dismissed and the project discontinued was due to lack of funds. So how are the students getting paid? And how is the new staff person going to be paid? Why weren't we told the reason(s) why Mr. Mark Baca was dismissed, since he is the person that we signed the contracts with, who build the program up, and whom the students know, worked with, and trust? I believe we have a right to know why Mr. Mark Baca was dismissed, and who the new person is which is supposed to replace him.
4. In my letter I asked you what happen to the program? You state in your letter that with the "continued support of Sweetwater District you intend to continue." Since you have no money, what happens if Sweetwater doesn't support you? Also what happens to the program if your new staff person can't comply with the District's personnel policies?
5. If C.O.I. is paying the students, why did Principal Ralph Mora attempt to pay my son and other students \$40.00 from the ASB fund?
6. Is Daniel still going to be in the project in the coming year, you failed to make that clear in your letter.

After signing contracts in good faith with you, I have to be honest and tell you that I am very disappointed over the manner in which my son Daniel, Mr. Mark Baca, the students and parents in National City have been treated by C.O.I. We appreciate the money, but there are questions, which have to be answered. Money is important, but so is mutual respect, the education of my son and other students and the just treatment of other persons in our community.

In closing, I would appreciate it, if you would honestly address, answer and response to the questions above.

Sincerely;



Sra. Blanca Lopez

Cc. Committee on Chicano Rights



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

May 22, 2000

Facsimile: (718) 658-6289

Mr. Ben Bulter
President Board of Directors
Consensus Organizing Institute
Members of the Board of Directors
114-15 174th Street
Saint Albany, New York 11434

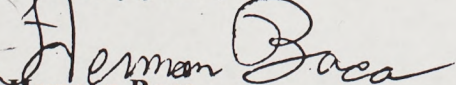
Re: Unanswered letter on Mark Baca

Mr. Bulter:

On May 3, 2000 our organization formally communicated with you by fax, and a followed up packet, of documentation was send to you (which you received) by registered mail. In our May 3, 2000 letter the CCR requested formal action by the C.O.I. Board of Directors on the dismissal of Mark A. Baca. To date you have, "unprofessionally" chosen not to acknowledge or respond to our May 3, 2000 letter. Unfortunately this, "unprofessionalism" has also been very evident in the handling of both the dismissal of Mark A. Baca by Director Richard Barrera (who retaliated against him), and the students in C.O.I.'s youth program. In the process, CO.I.'s stated goal of helping "poor people," (which it receives moneys for) has been exposed in this issue for all to see. C.O.I.'s treatment of Mark A. Baca, and the young students has exposed what your goal really is, a classic "poverty pimp" ruse, and a shameless hoax to attempt to make money by using people in this poor community. Richard Barrera (salary \$80,000.00) dismissal of Mark A. Baca supposedly because of lack of funds has resulted in Mark not only losing his livelihood, but also in being defamed, slandered, and damaged in his community. The parents and students on the other hand have also been shamelessly used by C.O.I. to date (see enclosed letters) have not even been given the common courtesy of an official reason(s) as to the status of the youth project, their status, or why students are no longer being paid.

In closing, let me state that if C.O.I. thinks or believes for one minute, that Mark A. Baca's dismissal is going to go unchallenged, or that the damage done to the parents and students (who signed contracts with C.O.I.) is going to be forgotten, that C.O.I. and you are seriously mistaken. Furthermore, if you also think that our community is not going to be informed, or that your funding sources are not going to be contacted about C.O.I. treatment of people in this issue, you are even more mistaken. As I stated in my May 3, 2000 letter, it was CCR's hope that, "before this matter escalates into a legal, and political issue" that C.O.I. Board of Director's (if you informed them) would've of addressed, investigated and resolved this matter. Unfortunately your "unprofessional" failure to acknowledge or respond to our correspondence has now left us with no other alternative but to initiate a public, legal and political course of action.

Sincerely yours;


Herman Baca,

President

Cc. Attorney Daniel Marshall



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

May 3, 2000

Facsimile: (718) 658-6289

Hard copy and documentation to follow.

Mr. Ben Bulter

President Board of Directors
Consensus Organizing Institute
Members of the Board of Directors
114-15 174th Street
Saint Albany, New York 11434

Re: Dismissal of Mark Baca

Mr. Bulter:

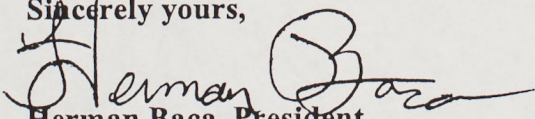
This letter is to formally inform the Consensus Organizing Institute (C.O.I.) Board of Directors that the Committee on Chicano Rights has voted to support Mark Baca a C.O.I. employee on the issue of the violation of his civil rights by both Sweetwater Union High School District and C.O.I.

Our organization is requesting before this matter escalates into a legal and political issue that the C.O.I. Board of Directors initiate the following:

1. An immediate full scale investigation by the C.O.I. Board of Directors and or an outside impartial mediator into the unjust dismissal of Mark Baca from his position as youth project coordinator at Sweetwater High School and the subsequent illegal "retaliation" by C.O.I. Director Richard Barrera that has resulted in his "firing or laying off" from C.O.I.
2. Immediately stop the "firing or laying off" of Mark Baca from his employment at C.O.I. It is our position that in the name of fairness that Mark be placed on paid administrative leave until such time as he is accorded due process based on established procedures and policies, and the above investigation is concluded. The board at that time can then make a final decision, based on the facts from the investigation as to what really transpired.

For your initial information, I am enclosing two contradictory and legally questionable letters from Project Director Richard Barrera regarding the issue. Also enclosed for your information is backup documentation on Mark Baca's job performance, and a chronological history (given to us by Mark Baca) of the events leading up to his dismissal. Further information and documentation can and will be provided by us after you response as to C.O.I. position on the above.

Sincerely yours,


Herman Baca, President

Cc. Attorney Daniel Marshall



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

May 1, 2000

Mr. Mark Baca
1412 East 14th Street
National City, California 91950

Dear Mark:

I am writing to confirm COI's position regarding your future employment with our organization. I appreciate your willingness to listen fully to this position as I articulated it to you in our conversation last Thursday.

After May 5, 2000, you will be laid off for what we hope will be a relatively short period of time. COI has been forced to make this decision because of severe budgetary constraints currently facing the organization. We have been running a monthly deficit since last year, and COI can no longer afford to compensate you from its general fund. As you know, all of the revenue we have been able to raise for the National City Youth Organizers program to date has gone to pay the students in the program. The costs associated with your time, as well as that of other COI staff supporting you in the program—including Karen DeMasi, David Hoffman, and myself—have gone unfunded. We do not currently have other duties in the organization that we can appropriately assign to you so as to enable us to continue paying your salary. We regret having to take this action, but to do otherwise would be irresponsible to our organization and its continued survival.

Our plan would be to bring you back as a full-time, salaried employee as soon as we are able to raise enough revenue for the program in which you would be working to cover your costs. We do not foresee our being able to do so before August 1, 2000, and you should not understand any of what we have said in this paragraph as constituting any type of promise or guarantee by COI of future employment for you.

Mr. Mark Baca

May 1, 2000

Page 2

Irrespective of our financial ability to rehire you, your returning to COI would be based on your first agreeing to meet (as would be evidenced by your signature below) and then actually meeting, to the satisfaction of your supervisor, the following terms and conditions of reemployment:

First, you will need to enroll in a bachelor's degree program at a fully accredited academic institution of your choice. To maintain employment at COI, you will need to make reasonable progress toward receipt of your bachelor's degree. You and your supervisor will need to agree on a process for evaluating your progress towards your degree. We are currently contemplating establishing a policy within COI of no longer hiring full-time employees who have not obtained a bachelor's degree or who are not making reasonable progress towards obtaining such a degree.

Second, in order to continue working in National City and in the South Bay—the target areas of your work if you return to COI, you will need to initiate a process of rebuilding your relationships with Ralph Mora at Sweetwater High School and with Ed Brand at the Sweetwater Unified School District. As I have told you, while I do not believe that the decision to remove you from Sweetwater came about through a fair process and have expressed this view to both Ed Brand and Ralph Mora, they are, nevertheless, standing firm in their decision, and it is my hope and intention that COI can continue a partnership with the high school and the District as we move forward with our work in National City. For you to be integral to that work, your relationship with these individuals, as well as with the high school and the District as a whole, will need to be sufficiently positive that Mr. Brand and Mr. Mora can trust COI as a partner.

If you do decide to repair your relationship with these two men, it is critical for you to understand their current thinking and state of mind. Based on my conversations with Ed Brand last Thursday and with Ralph Mora last Friday, I believe I have a clear understanding where they stand regarding their relationship with you. While they both acknowledge the fine work you have done at Sweetwater, they feel you made a severe error in judgment in not informing them that you had done community service hours at Sweetwater. No matter what you may have told the security guard, they feel you owed them the courtesy of clearing the situation with them first. Ed Brand said he would not have had a problem with your doing community service with the District but would have preferred that, for the

Mr. Mark Baca

May 1, 2000

Page 3

sake of perception, you had done it at the District office or elsewhere off the high school campus.

Ed Brand's being upset with you is also based on his views of how you have handled the situation over the past month. He believes you have not been accepting responsibility for your own mistakes—such as your failing to tell people about your community service hours and your instead blaming the District for your current situation. He believes that both he and Ralph Mora gave you an opportunity to work at Sweetwater when others would not have done so, and, instead of showing gratitude for the opportunity, you have displayed an irresponsible attitude. He points to your failure to date to return certain items to Sweetwater, such as the cellular phone you were lent, as an example of this irresponsible attitude. Ed Brand further believes that you have been attempting to pressure him into allowing you back on campus by circulating to others copies of letters you had sent to him and Ralph Mora. He believes that removing you from campus was the "right thing to do," and is committed to "doing the right thing" no matter what pressure he faces. He told me that, had you simply come to him when the situation began and said, "Look Ed, I messed up here, can you help me," he would have helped. Instead, he feels you have burned a bridge with him and with Ralph Mora.

I asked him how he would feel about your continuing to be connected with the National City Youth Organizers program through working off campus and in the South Bay community. In response, he said such a decision was up to me, but he believes that you can continue to do good work in the community. He is concerned, however, that you might be critical of the District and of the high school in your community work. He was quite clear with me that he/the District would not be willing to partner with COI if we were to have a staff member who is out in the local community causing problems for the District. In sum, Mark, you will need to be honest with yourself as to whether you can put your feelings about the recent incident sufficiently behind you to be able to move forward positively with these two men and with the Sweetwater District.

I am providing you the details of the views held by Mr. Brand and Mr. Mora, because, regardless of whether you see them as fair or accurate, you need to know where they stand if you are to attempt to rebuild your relationship with them. Also, regardless of whether Mr. Brand and Mr. Mora are correct in their perceptions about you, the continuation of our work in and

Mr. Mark Baca

May 1, 2000

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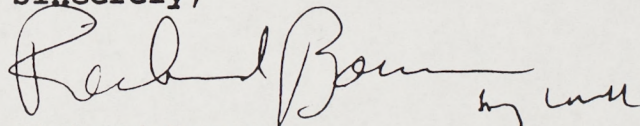
for the South Bay community—outstanding work for which you have been, in large part, responsible—is simply too important to jeopardize because of a dispute over who is right or wrong. Moreover, Mark, if you are to work on behalf of COI in the South Bay community and are to be successful in that work, you will need to keep focused on continuing our important work as a goal. It will require your moving forward, as positively as possible, with Ed Brand and Ralph Mora. You and your supervisor will need to determine an appropriate plan of action for rebuilding your relationship with the District, and you will need to carry out this plan with great care.

Mark, I know this is and has been a difficult period for you personally and professionally. You have done fine work in National City and have put your heart and soul into the project there. If you can agree to the terms and conditions we have laid out for you in this letter, your doing so will open the possibility of your returning to work as a COI staff member. From our end, we will do everything within our power to raise the necessary funds that would facilitate your return to a staff position working in National City.

If you are interested in returning to COI on the above terms and conditions, please sign and date the enclosed copy of this letter where indicated below, and let us know of your decision on or before close of business May 10, 2000.

We look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Richard Barrera", followed by a smaller signature "by [unclear]".

Richard Barrera
President

Mr. Mark Baca
May 1, 2000
Page 5

I agree to the terms and conditions set forth above for my returning to work at the Consensus Organizing Institute. I understand that, even if I do agree to and fulfill all of the above terms and conditions, my returning to COI is still dependent on COI's ability to raise the necessary funds to support my position, and there is no guarantee or certainty that this will be accomplished.

Mark Baca

Date

April 20, 2000

BY FACSIMILE

Mr. Edward Brand
Superintendent
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, California 91911

Re: National City Youth
Organizers

Dear Ed:

As you may have been informed already, we have arranged, through Armida of your office, a meeting for the two of us at 6:00 p.m. next Monday, April 24, 2000. Prefatory to that meeting, we are writing you to express some concerns and ask some questions about how the matter of Mark Baca's continued work in our Sweetwater program is being handled by your District.

First, as you know, Mark's fine work with the Sweetwater students, for which he has received widespread recognition and gratitude by the community, has now been placed in jeopardy because of his suspension or termination by the District-- we are not sure which to be the case given conflicting reports we have received, and we would like to discuss this with you. As best we know, all that has happened with Mark and COI's program has occurred as a result of one anonymous telephone call in which some information about Mark's past was disclosed--which information we, candidly, view as having marginal, if any, relevance to the fine work Mark is doing at Sweetwater. However, if there are additional facts about Mark's background of which you are aware that he has never shared with us, we would appreciate your apprising us of those facts in the meeting. In that regard, we are somewhat puzzled as to why what, we understand, started out as a

Mr. Edward Brand

April 20, 2000

Page 2

three to four day background check has now expanded to thirty days. We would appreciate an explanation on this as well.

Second, we are quite concerned about what Mark's students are being told concerning his absence from the program. We have heard that his students have been told by an assistant principal that the District will be replacing him in the program. Although Ralph Mora and I had discussed the possibility of a contingency plan if Mark were not to return to Sweetwater, no agreement was ever reached on any contingency plan. Consequently, if such information were indeed conveyed to the students, we believe that doing so would, at best, be premature on the part of the District and certainly does not reflect the kind of cooperative spirit under which both COI and the District entered this program. It further is Mark's understanding that, if nothing additional turns up from whatever is occurring in the thirty day background check, the issue of his continuation with the program will be revisited by you and him. A consistent plan and strategy needs to be developed jointly with COI about how Mark's students are approached and what they are told. Our concern is that the District has already acted unilaterally.

Third, we have very serious concerns about the way in which Mark has been treated by the District as it sorts through all of the information and issues here. Although both Mark and we have heard other things at other times about what was going to happen with Mark, at one point we understand that Ralph Mora told Mark he was being terminated because his version of what was said between him and one of the high school security guards regarding authorization to sign his community service papers differed. From what Mark has described, Ralph Mora simply asked Mark whether he (Mark) had told the security guard that the guard was authorized by the principal or vice principals to sign the community service papers. According to Mark, when he denied this, he was summarily informed by Ralph Mora that he was being terminated on that basis. Under such circumstances and with the disparity between the security guard and Mark's versions of events, we believe strongly that Mark was not given a full and fair opportunity to be heard on the issue. We would like to know if this one exchange between Ralph Mora and Mark has

Mr. Edward Brand

April 20, 2000

Page 3

formed the sole basis for Mark's being told that he was being terminated. If there was some other consideration that led up to this statement by Ralph Mora, we would appreciate your informing us as to the specifics.

Finally, based on the facts of which we are currently aware, we think the fallout for Mark's reputation and standing in the National City community from all that has occurred to be most unfortunate and regrettable. In the absence of additional problematic information's surfacing concerning Mark's past, we believe it incumbent on all dealing with this issue, including the District, to minimize the personal impact for Mark. COI has made a strong commitment to Sweetwater's students and program. We want to feel comfortable going forward with the District in a cooperative manner making decisions jointly regarding the program and issues, such as this, as they arise.

I look forward to having the opportunity to discuss these issues with you in person next Monday.

Sincerely yours,

Richard Barrera



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

May 22, 2000

Sra. Blanca Lopez
706 E. 22nd Street, #403
National City, CA 91950

Dear Sra. Lopez:

Thank you for your letter dated May 11, 2000.

We are writing you to express our appreciation for your past and continued support of your child's efforts in connection with the National City Youth Organizers program over the past school year. We also wish to apologize for the lack of communication from our organization to this point. To reaffirm our organization's commitment to this program and to your child's participation in it, we are enclosing a check payable to your Daniel. The amount of this check covers the time period from Daniel's last paycheck through the end of the present school year.

With continued support from the Sweetwater District, our organization intends to move forward with this program over the coming months and next school year. We are making this commitment because we believe the program and your children as participants in it have made a valuable contribution to the National City community. We want to see this important work continued.

Currently, Sweetwater High School and the Sweetwater Union High School District are requesting that another professional from our staff continue the work of this program. We have shifted personnel internally to make this possible and have selected a staff member for the work who is highly qualified. This person is now in the process of complying with the District's personnel policies. Once this process has been completed, she will be in contact with each student participant in the program. When she does so, she will have a conversation with each student individually to explain what has happened with the program. We invite and encourage your parental participation in this discussion as well.

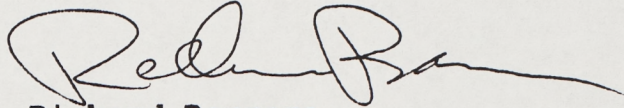
Sra. Blanca Lopez

May 22, 2000

Page 2

Again, we apologize for any inconvenience that this interruption and lack of communication may have caused. We are very pleased with the commitment your student has demonstrated towards the program and look forward to his continued involvement with our program in the very near future.

Very truly yours,

A handwritten signature in black ink, appearing to read "Richard Barrera", with a long horizontal flourish extending to the right.

Richard Barrera
Executive Director

Enclosure

Too many times these students have been given empty promises and have had a lack of follow-through by adults. Unfortunately, I believe this situation falls into this same kind of negative category. I implore you to not let this happen. I am requesting that the school district resolve this issue in the most prudent and timely manner possible. Regardless of what the problems may be, I don't believe that it can be anything beyond resolution, if all parties are committed to working towards a mutual decision. I hope you take this into consideration, not just because of Mark Baca, Sweetwater High School, or me but for the sake of the students. We owe them an honest and sincere effort to fix this problem, so that they once again may have faith in us as adults and as educators.

Sincerely,

Joe G. Lara
Teacher, Sweetwater High School

CC: Mark Baca (markbaca1@juno.com)
Ben Butler, COI - Pres. Board of Directors.

May 23, 2000

To whom it may concern:

I Mark A. Baca returned the following items that I received as a Consensus Organizing Institute employee:

- 1) Key to Sweetwater High School room 400A (authorized by Principal Ralph Mora).
- 2) Key St 440 that opens most gates at Sweetwater High School campus (authorized by Principal Ralph Mora).
- AD 3) Authorized gate sensor for the district teacher's parking lots (which I paid \$20.00).
- 4) 1 Sprint PCS cellular phone (authorized by Supt. Ed Brand).
- 5) 1 Sweetwater High School District pager (authorized by Supt. Ed Brand).
- 4) 6) 1 key card for teacher's workroom (authorized by Principal Ralph Mora).
- 6) 3 C.O.I. checks (which I attempted to deliver to the following students).
 - a. Afua Larbi (Ck. # 1273 - \$42.32)
 - b. Raul Serrano (Ck.# 1273 - \$42.32)
 - c. Leticia Hernandez (Ck.# 1606 - \$84.65)

Mark Baca
Mark A. Baca

Elizabeth Crespo
Elizabeth Crespo

Mr. Ralph Mora
Sweetwater High School

Mark Baca
* received \$20 from Elizabeth for #3 mb.

Juno e-mail printed Tue, 23 May 2000 11:04:19 , page 1

From: "Joe Lara" <joe.lara@suhsd.k12.ca.us>
To: mark a baca <markbaca1@juno.com>
Date: Mon, 22 May 2000 14:10:43 +0000
Subject: info. requested

Mark- here's the rough draft. CALL me and let me know what you think.
Thanks.

May 16, 2000

Dear Edward Brand:

This letter is written regarding the National City Youth Organizers program started at Sweetwater High School by Mark Baca and the Consensus Organizing Institute. I want to share with you my thoughts about this program and the impact that it had at our school.

I had the opportunity to work with Mark Baca and the Sweetwater students that started this program. From the beginning I could tell that this was a different kind of program. The students were being empowered to guide the direction and make the major decisions for the group. All the while Mr. Baca's role was as a facilitator to this process. I sat in on several of the after school meetings and I saw the positive impact this was having on the students.

Recently this all came to an end. Mark Baca was released from Sweetwater High School and the program abruptly was stopped. My biggest concern here is for the Sweetwater students. What explanation have they been given? What consideration has been given to them? What are they to think regarding all of their work and efforts that they made? I believe that our number one concern should first and foremost be the education and welfare of the students. They are in fact the reason for our being, and when we lose sight of that, then it is they who suffer because of it.

May 24, 2000

Richard Barrera
Executive Director
Consensus Organizing Institute

Mr. Barrera,

I appreciate your letter, and as you stated Jessica and I continue to support the National City Youth Organizers, we are glad that all the important work these Sweetwater students completed is acknowledged and will move forward to complete even greater accomplishments in their community.

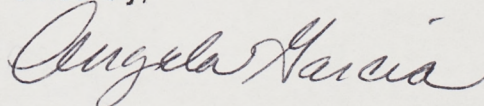
It is unfortunate that your organization took so long in addressing our questions and concerns, in order for this program to succeed there must be a partnership between your organization, students and parents, effective partnerships consist of communication and trust.

I am encouraged that this valuable program that benefits all National City residents will continue through the next school year, my concern is why are you requesting another professional to continue the work Mr. Baca started? Did he not comply with the district's personnel policies?

What are the district's personnel policies? Did the school fail to follow these policies, that protect our children?

I accept and thank you for your invitation to participate in discussing some of these issues.

Sincerely,



Angela Garcia
2039 N Avenue
National City, CA 91950



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

June 16, 2000

Ken Seaton-Msemaji

President

United Domestic Workers of America

610 Gateway Center, Ste. "K"

San Diego, CA 92102

Estimado Ken:

It has come to my attention that you are a board member of the Consensus Organizing Institute. Enclosed below, for your information is a matter that I would like to request your assistance on.

For almost 2 months our organization has made repeated attempts to communicate with C.O.I. Board of Directors through President Ben Bulter. Unfortunately, President Bulter has "unprofessionally" failed to respond or extend to us the "professional courtesy" of acknowledging our correspondence, and appears to have made a unilateral decision to "stone wall" the serious issues which we have raised.

Issues involved are as followed:

- 1. The unjust unwarranted dismissal of Mr. Mark Baca without just cause, investigation or due process.**
- 2. The failure by C.O.I. to live up to it's contractual obligation to parents and students from National City, who signed individual contracts with C.O.I.**

I now write to you as an individual who has fought and struggled for social justice. To request from you, that you as a board member inquire and raise the issue as to why the board (if informed by Mr. Bulter), and President Bulter have failed to address, acknowledge, or respond to our past correspondence on the following issues:

- 1. Our call for an immediate full scale investigation by the C.O.I. Board of Directors, and or an outside impartial mediator into:**
 - a) The unjust dismissal of Mark Baca from his position as Youth Project Coordinator at Sweetwater High School.**
 - b) The subsequent illegal "retaliation," by C.O.I. Director Richard Barrera, that has resulted in Mark A. Baca being, "fired, laid off, or terminated" without just cause.**

(2)

c) Reason(s) why President Bulter ignored our just request for C.O.I. to immediately stop the "firing or laying off" of Mark Baca from his employment. It is our position that in the name of fairness that Mark should have been placed on paid administrative leave until such time as he was accorded due process based on established procedures and policies, and the above investigation was concluded. The board at that time could of (and still can) make a final decision based on the facts from the investigation as to what really transpired.

d) The reason(s) why the "Youth Project" has been discontinued or terminated, (negatively effected the student's education) at Sweetwater High School. Parents and students from National City and Sweetwater High School, signed legal contracts with C.O.I and to date have not been informed or given the common courtesy by C.O.I. as to the official reason(s) on the status of the youth program, or status of the students.

In calling for the above, please note that the Sweetwater Board of Trustees has initiated an investigation (and will soon issue a report) into this matter. We except no less from C.O.I. and its board of directors.

In concluding, I am enclosing documentation on the above matter. If you have any further questions or are in need of further documentation, feel free to call me at the above phone number. I will be waiting for your respond, thank you in advance.

Sinceramente;

Heramn Baca, President

Cc. Attorney Daniel Marshall



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

June 16, 2000

Ralph Arreola
Judge - Superior Court
220 W. Broadway
San Diego, CA 92101

Estimado Ralph:

It has come to my attention that you are a board member of the San Diego Foundation. Enclosed below, for your information is a matter that I would like to request your assistance on.

For almost 2 months our organization has made repeated attempts to communicate with an organization that the San Diego Foundation funds, the Consensus Organizing Institute. C.O.I. Board of Directors President Ben Bulter, has "unprofessionally" failed to respond or extend to us the "professional courtesy" of acknowledging our correspondence, and appears to have made a unilateral decision to "stone wall" the serious issues which we have raised.

I am writing to you as an individual who has fought and struggled for social justice, to request that you as a board member could inquire and have your board investigate the following issues which I am certain violate your funding guidelines:

- 1. The unjust unwarranted dismissal of Mr. Mark Baca without just cause, investigation or due process.**
- 2. The failure by C.O.I. to live up to it's contractual obligation to parents and students from National City, who signed individual contracts with C.O.I.**

In calling for the above, please note that the Sweetwater Board of Trustees has initiated an investigation (and will soon issue a report) into this matter. We are requesting the same of the San Foundation and C.O.I.'s other funding sources.

For your information and your fellow board members', I am enclosing documentation on the above matter. If you have any further questions or are in need of further documentation feel free to call me at the above phone number. I will be waiting for your response, thank you in advance.

Sinceramente;

Herman Baca, President

Cc. Attorney Daniel Marshall



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

May 22, 2000

Facsimile: (718) 658-6289

Mr. Ben Bulter
President Board of Directors
Consensus Organizing Institute
Members of the Board of Directors
114-15 174th Street
Saint Albany, New York 11434

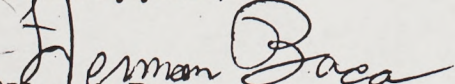
Re: Unanswered letter on Mark Baca

Mr. Bulter:

On May 3, 2000 our organization formally communicated with you by fax, and a followed up packet, of documentation was send to you (which you received) by registered mail. In our May 3, 2000 letter the CCR requested formal action by the C.O.I. Board of Directors on the dismissal of Mark A. Baca. To date you have, "unprofessionally" chosen not to acknowledge or respond to our May 3, 2000 letter. Unfortunately this, "unprofessionalism" has also been very evident in the handling of both the dismissal of Mark A. Baca by Director Richard Barrera (who retaliated against him), and the students in C.O.I.'s youth program. In the process, CO.I.'s stated goal of helping "poor people," (which it receives moneys for) has been exposed in this issue for all to see. C.O.I.'s treatment of Mark A. Baca, and the young students has exposed what your goal really is, a classic "poverty pimp" ruse, and a shameless hoax to attempt to make money by using people in this poor community. Richard Barrera (salary \$80,000.00) dismissal of Mark A. Baca supposedly because of lack of funds has resulted in Mark not only losing his livelihood, but also in being defamed, slandered, and damaged in his community. The parents and students on the other hand have also been shamelessly used by C.O.I. to date (see enclosed letters) have not even been given the common courtesy of an official reason(s) as to the status of the youth project, their status, or why students are no longer being paid.

In closing, let me state that if C.O.I. thinks or believes for one minute, that Mark A. Baca's dismissal is going to go unchallenged, or that the damage done to the parents and students (who signed contracts with C.O.I.) is going to be forgotten, that C.O.I. and you are seriously mistaken. Furthermore, if you also think that our community is not going to be informed, or that your funding sources are not going to be contacted about C.O.I. treatment of people in this issue, you are even more mistaken. As I stated in my May 3, 2000 letter, it was CCR's hope that, " before this matter escalates into a legal, and political issue" that C.O.I. Board of Director's (if you informed them) would've of addressed, investigated and resolved this matter. Unfortunately your "unprofessional" failure to acknowledge or respond to our correspondence has now left us with no other alternative but to initiate a public, legal and political course of action.

Sincerely yours;



Herman Baca,

President

Cc. Attorney Daniel Marshall



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

May 3, 2000

Facsimile: (718) 658-6289

Hard copy and documentation to follow.

Mr. Ben Bulter

President Board of Directors
Consensus Organizing Institute
Members of the Board of Directors
114-15 174th Street
Saint Albany, New York 11434

Re: Dismissal of Mark Baca

Mr. Bulter:

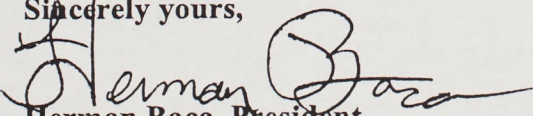
This letter is to formally inform the Consensus Organizing Institute (C.O.I.) Board of Directors that the Committee on Chicano Rights has voted to support Mark Baca a C.O.I. employee on the issue of the violation of his civil rights by both Sweetwater Union High School District and C.O.I.

Our organization is requesting before this matter escalates into a legal and political issue that the C.O.I. Board of Directors initiate the following:

1. An immediate full scale investigation by the C.O.I. Board of Directors and or an outside impartial mediator into the unjust dismissal of Mark Baca from his position as youth project coordinator at Sweetwater High School and the subsequent illegal "retaliation" by C.O.I. Director Richard Barrera that has resulted in his "firing or laying off" from C.O.I.
2. Immediately stop the "firing or laying off" of Mark Baca from his employment at C.O.I. It is our position that in the name of fairness that Mark be placed on paid administrative leave until such time as he is accorded due process based on established procedures and policies, and the above investigation is concluded. The board at that time can then make a final decision, based on the facts from the investigation as to what really transpired.

For your initial information, I am enclosing two contradictory and legally questionable letters from Project Director Richard Barrera regarding the issue. Also enclosed for your information is backup documentation on Mark Baca's job performance, and a chronological history (given to us by Mark Baca) of the events leading up to his dismissal. Further information and documentation can and will be provided by us after you response as to C.O.I. position on the above.

Sincerely yours,


Herman Baca, President

Cc. Attorney Daniel Marshall



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2036

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

May 1, 2000

Mr. Mark Baca
1412 East 14th Street
National City, California 91950

Dear Mark:

I am writing to confirm COI's position regarding your future employment with our organization. I appreciate your willingness to listen fully to this position as I articulated it to you in our conversation last Thursday.

After May 5, 2000, you will be laid off for what we hope will be a relatively short period of time. COI has been forced to make this decision because of severe budgetary constraints currently facing the organization. We have been running a monthly deficit since last year, and COI can no longer afford to compensate you from its general fund. As you know, all of the revenue we have been able to raise for the National City Youth Organizers program to date has gone to pay the students in the program. The costs associated with your time, as well as that of other COI staff supporting you in the program—including Karen DeMasi, David Hoffman, and myself—have gone unfunded. We do not currently have other duties in the organization that we can appropriately assign to you so as to enable us to continue paying your salary. We regret having to take this action, but to do otherwise would be irresponsible to our organization and its continued survival.

Our plan would be to bring you back as a full-time, salaried employee as soon as we are able to raise enough revenue for the program in which you would be working to cover your costs. We do not foresee our being able to do so before August 1, 2000, and you should not understand any of what we have said in this paragraph as constituting any type of promise or guarantee by COI of future employment for you.

Mr. Mark Baca

May 1, 2000

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Irrespective of our financial ability to rehire you, your returning to COI would be based on your first agreeing to meet (as would be evidenced by your signature below) and then actually meeting, to the satisfaction of your supervisor, the following terms and conditions of reemployment:

First, you will need to enroll in a bachelor's degree program at a fully accredited academic institution of your choice. To maintain employment at COI, you will need to make reasonable progress toward receipt of your bachelor's degree. You and your supervisor will need to agree on a process for evaluating your progress towards your degree. We are currently contemplating establishing a policy within COI of no longer hiring full-time employees who have not obtained a bachelor's degree or who are not making reasonable progress towards obtaining such a degree.

Second, in order to continue working in National City and in the South Bay—the target areas of your work if you return to COI, you will need to initiate a process of rebuilding your relationships with Ralph Mora at Sweetwater High School and with Ed Brand at the Sweetwater Unified School District. As I have told you, while I do not believe that the decision to remove you from Sweetwater came about through a fair process and have expressed this view to both Ed Brand and Ralph Mora, they are, nevertheless, standing firm in their decision, and it is my hope and intention that COI can continue a partnership with the high school and the District as we move forward with our work in National City. For you to be integral to that work, your relationship with these individuals, as well as with the high school and the District as a whole, will need to be sufficiently positive that Mr. Brand and Mr. Mora can trust COI as a partner.

If you do decide to repair your relationship with these two men, it is critical for you to understand their current thinking and state of mind. Based on my conversations with Ed Brand last Thursday and with Ralph Mora last Friday, I believe I have a clear understanding where they stand regarding their relationship with you. While they both acknowledge the fine work you have done at Sweetwater, they feel you made a severe error in judgment in not informing them that you had done community service hours at Sweetwater. No matter what you may have told the security guard, they feel you owed them the courtesy of clearing the situation with them first. Ed Brand said he would not have had a problem with your doing community service with the District but would have preferred that, for the

Mr. Mark Baca

May 1, 2000

Page 3

sake of perception, you had done it at the District office or elsewhere off the high school campus.

Ed Brand's being upset with you is also based on his views of how you have handled the situation over the past month. He believes you have not been accepting responsibility for your own mistakes—such as your failing to tell people about your community service hours and your instead blaming the District for your current situation. He believes that both he and Ralph Mora gave you an opportunity to work at Sweetwater when others would not have done so, and, instead of showing gratitude for the opportunity, you have displayed an irresponsible attitude. He points to your failure to date to return certain items to Sweetwater, such as the cellular phone you were lent, as an example of this irresponsible attitude. Ed Brand further believes that you have been attempting to pressure him into allowing you back on campus by circulating to others copies of letters you had sent to him and Ralph Mora. He believes that removing you from campus was the "right thing to do," and is committed to "doing the right thing" no matter what pressure he faces. He told me that, had you simply come to him when the situation began and said, "Look Ed, I messed up here, can you help me," he would have helped. Instead, he feels you have burned a bridge with him and with Ralph Mora.

I asked him how he would feel about your continuing to be connected with the National City Youth Organizers program through working off campus and in the South Bay community. In response, he said such a decision was up to me, but he believes that you can continue to do good work in the community. He is concerned, however, that you might be critical of the District and of the high school in your community work. He was quite clear with me that he/the District would not be willing to partner with COI if we were to have a staff member who is out in the local community causing problems for the District. In sum, Mark, you will need to be honest with yourself as to whether you can put your feelings about the recent incident sufficiently behind you to be able to move forward positively with these two men and with the Sweetwater District.

I am providing you the details of the views held by Mr. Brand and Mr. Mora, because, regardless of whether you see them as fair or accurate, you need to know where they stand if you are to attempt to rebuild your relationship with them. Also, regardless of whether Mr. Brand and Mr. Mora are correct in their perceptions about you, the continuation of our work in and

Mr. Mark Baca

May 1, 2000

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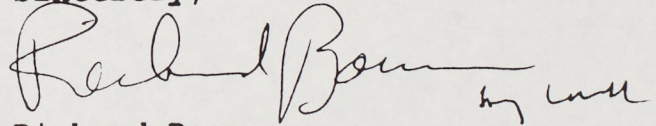
for the South Bay community—outstanding work for which you have been, in large part, responsible—is simply too important to jeopardize because of a dispute over who is right or wrong. Moreover, Mark, if you are to work on behalf of COI in the South Bay community and are to be successful in that work, you will need to keep focused on continuing our important work as a goal. It will require your moving forward, as positively as possible, with Ed Brand and Ralph Mora. You and your supervisor will need to determine an appropriate plan of action for rebuilding your relationship with the District, and you will need to carry out this plan with great care.

Mark, I know this is and has been a difficult period for you personally and professionally. You have done fine work in National City and have put your heart and soul into the project there. If you can agree to the terms and conditions we have laid out for you in this letter, your doing so will open the possibility of your returning to work as a COI staff member. From our end, we will do everything within our power to raise the necessary funds that would facilitate your return to a staff position working in National City.

If you are interested in returning to COI on the above terms and conditions, please sign and date the enclosed copy of this letter where indicated below, and let us know of your decision on or before close of business May 10, 2000.

We look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Richard Barrera", followed by a smaller signature or initials "by [unclear]".

Richard Barrera
President

Mr. Mark Baca

May 1, 2000

Page 5

I agree to the terms and conditions set forth above for my returning to work at the Consensus Organizing Institute. I understand that, even if I do agree to and fulfill all of the above terms and conditions, my returning to COI is still dependent on COI's ability to raise the necessary funds to support my position, and there is no guarantee or certainty that this will be accomplished.

Mark Baca

Date

April 20, 2000

BY FACSIMILE

Mr. Edward Brand
Superintendent
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, California 91911

Re: National City Youth
Organizers

Dear Ed:

As you may have been informed already, we have arranged, through Armida of your office, a meeting for the two of us at 6:00 p.m. next Monday, April 24, 2000. Prefatory to that meeting, we are writing you to express some concerns and ask some questions about how the matter of Mark Baca's continued work in our Sweetwater program is being handled by your District.

First, as you know, Mark's fine work with the Sweetwater students, for which he has received widespread recognition and gratitude by the community, has now been placed in jeopardy because of his suspension or termination by the District-- we are not sure which to be the case given conflicting reports we have received, and we would like to discuss this with you. As best we know, all that has happened with Mark and COI's program has occurred as a result of one anonymous telephone call in which some information about Mark's past was disclosed--which information we, candidly, view as having marginal, if any, relevance to the fine work Mark is doing at Sweetwater. However, if there are additional facts about Mark's background of which you are aware that he has never shared with us, we would appreciate your apprising us of those facts in the meeting. In that regard, we are somewhat puzzled as to why what, we understand, started out as a

Mr. Edward Brand

April 20, 2000

Page 2

three to four day background check has now expanded to thirty days. We would appreciate an explanation on this as well.

Second, we are quite concerned about what Mark's students are being told concerning his absence from the program. We have heard that his students have been told by an assistant principal that the District will be replacing him in the program. Although Ralph Mora and I had discussed the possibility of a contingency plan if Mark were not to return to Sweetwater, no agreement was ever reached on any contingency plan. Consequently, if such information were indeed conveyed to the students, we believe that doing so would, at best, be premature on the part of the District and certainly does not reflect the kind of cooperative spirit under which both COI and the District entered this program. It further is Mark's understanding that, if nothing additional turns up from whatever is occurring in the thirty day background check, the issue of his continuation with the program will be revisited by you and him. A consistent plan and strategy needs to be developed jointly with COI about how Mark's students are approached and what they are told. Our concern is that the District has already acted unilaterally.

Third, we have very serious concerns about the way in which Mark has been treated by the District as it sorts through all of the information and issues here. Although both Mark and we have heard other things at other times about what was going to happen with Mark, at one point we understand that Ralph Mora told Mark he was being terminated because his version of what was said between him and one of the high school security guards regarding authorization to sign his community service papers differed. From what Mark has described, Ralph Mora simply asked Mark whether he (Mark) had told the security guard that the guard was authorized by the principal or vice principals to sign the community service papers. According to Mark, when he denied this, he was summarily informed by Ralph Mora that he was being terminated on that basis. Under such circumstances and with the disparity between the security guard and Mark's versions of events, we believe strongly that Mark was not given a full and fair opportunity to be heard on the issue. We would like to know if this one exchange between Ralph Mora and Mark has

Mr. Edward Brand

April 20, 2000

Page 3

formed the sole basis for Mark's being told that he was being terminated. If there was some other consideration that led up to this statement by Ralph Mora, we would appreciate your informing us as to the specifics.

Finally, based on the facts of which we are currently aware, we think the fallout for Mark's reputation and standing in the National City community from all that has occurred to be most unfortunate and regrettable. In the absence of additional problematic information's surfacing concerning Mark's past, we believe it incumbent on all dealing with this issue, including the District, to minimize the personal impact for Mark. COI has made a strong commitment to Sweetwater's students and program. We want to feel comfortable going forward with the District in a cooperative manner making decisions jointly regarding the program and issues, such as this, as they arise.

I look forward to having the opportunity to discuss these issues with you in person next Monday.

Sincerely yours,

Richard Barrera

Students put National City on the map

Complex project aims to chart people as well as streets

By Ben Lumpkin

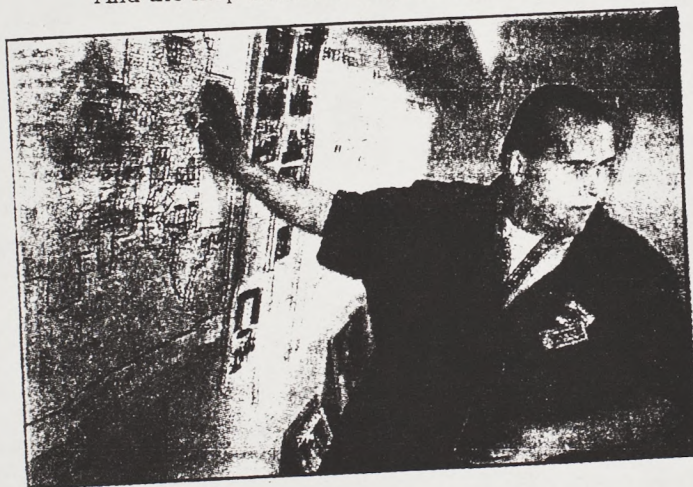
STAFF WRITER

NATIONAL CITY — Long after most Sweetwater High School students saunter off into what remains of a balmy, blue-skied afternoon, a small group gathers in a windowless classroom to plot a revolution.

Taped on the wall is a map of National City. It's a basic map, black lines on thin white paper. But it serves as the prototype for what may be one of the most sophisticated maps ever made of the city.

Beyond just the names of streets and neighborhoods, this map will tell the story of the people living there. Choose a street, and it will tell you about some of the families, what they like about National City and what they would like to see change.

And the map soon will be posted on the Internet



More than a map: Project leader Mark Baca displayed the work of his student volunteers.

for all to see.

It's all the work of the National City Youth Organizers Project, an after-school program initiated through a partnership between the school and the nonprofit Consensus Organizing Institute and funded by a \$10,000 grant from the San Diego Foundation.

The youth organizers have been going door to door in each National City neighborhood since October. Armed with a list of questions and their own curiosity, the students have knocked on thousands of doors and completed more than 500 surveys.

Along the way, they've helped register more than

100 people to vote.

Speaking through half-open front doors or, when lucky, seated on cozy living room couches, the students ask what people are doing to improve their neighborhoods and who they are working with. They ask where they have been successful and where they have failed.

Mark Baca, leader of the National City Youth Organizers Project, said the "asset map" will eventually bring together like-minded people from all over the city, encouraging collaboration across social boundaries and a heightened level of civic engagement.

"The people who are affected by problems are the ones who are going to fix those problems," said Baca, a National City native who took on the project as a community organizer with the Consensus Organizing Institute.

Baca said the project could have a particularly powerful impact in National City, where social divisions between ethnic groups, immigrants and nonimmigrants, young and old, Spanish speakers and non-Spanish speakers, make coordinated movements for change difficult to organize.

"It's not about brown, black or white," Baca said. "It's about neighborhoods coming together and finding similarities."

In a recent day of surveying, students Steve Rodriguez and Jessica Garcia found a family new to National City eager to talk about how to make things better.

"Get us something more in the neighborhood for the kids to do after school, to keep them out of trouble," said Marcos Salgado, 44.

Salgado's wife, Alma Ramos, 40, said in Spanish that she had been disappointed to learn that the Boys and Girls Club of National City has a policy of allowing kids to come and go, making it impossible for parents to know for certain where their kids are during the critical interval between the end of school and the end of the parents' workday.

(Greg Beatie, executive director of the club, said the policy keeps the club from being required to become a licensed day care center, a move that Beatie said would both decrease the number of kids the center could serve and raise the price for services.)

Salgado and Ramos also called for more English classes, like those currently offered by the Family Resource Center at Kimball Elementary School.

"Most everybody here speaks Spanish and they need the English to help build themselves up," Salgado said.

Ramos was so excited by the students' visit that she later contacted the youth organizers to ask how she

and her friends could help with the survey.

"When people come together you can get a lot done," she said.

In addition to putting together the asset map, the National City Youth Organizers Project aims to increase the political awareness and leadership skills of the student volunteers, Baca said.

"Youth are more than just a problem," said Baca. "Youth are organizers and actors who can systematically make community change."

The students say working on the asset map was a daunting task at first, but one that opened their eyes to the political realities of their city.

"We didn't really know what was out there," said senior Felipe Garcia. "It was kind of like stepping into this complete open field."

The students said they were amazed at the array of opinions to be found within just a few city blocks, ranging from people with urgent complaints to people who couldn't think of a single problem and simply entertained the students with happy memories.

"It's a grueling process," Garcia said. "Now I realize that if change is going to happen it's going to take time."

But the students have already seen how the work they are doing can make a difference.

"National City has a lot of lower- and middle-class people who are busy doing other things, like working two jobs to support a family," Garcia said. "In a way, these people are being cheated because they don't know what's going on. But (the asset mapping) is putting the ball back in their court."

In the course of the last year, Baca has lost some of his student volunteers. But for those who have remained, the asset mapping seems to have taken on the character of a crusade.

"This is a group of students with a passion to improve the community," said Sweetwater High School Principal Ralph Mora. "But in order to do that, you have to have access to the community."

Youth organizer Iriz Lomeli agreed: "We've become more informed citizens. And since most of us are reaching legal voting age, that's going to help out."

National City Councilman Ron Morrison helped the Sweetwater students at the beginning of the project, giving a tour of the city with information on its history and current events. He said the asset map, when complete, could become an important tool for both the public and city government.

"Too often, people don't know what's available and how it can be used. ... And a lot of times we (politicians) are out there working blind and we have these assumptions about what's important to people. A lot of times we might be wasting efforts."

Baca said the National City asset map should be posted on the Consensus Organizing Institute Web site (<http://www.consensusorganizing.com>) by early next month.



City of National City
Office of the City Council

1243 National City Boulevard, National City, CA 91950

RON MORRISON-COUNCILMAN (619) 336-4233

(619) 475-2996

May 31, 2000

Ed Brand
Superintendent, Sweetwater Union High School District
1150 5th Ave.
Chula Vista, California

Dear Ed

I've known Mark Baca for a little under two years, during which time I've had many opportunities to observe and interact with Mark and the Sweetwater High students in his care. During this time my observation of Mark has been that of a young man serious about his job, and committed both to the young people he was working with and to the welfare of the National City community as a whole. I was able to observe and participate with Mark and the Sweetwater High young people in planning sessions, an instructional tour of the city that I conducted, various civic meetings, and one on one. During these times Mark's professionalism and conduct was above reproach and indicative of the good names of the Sweetwater School District and the Consensus Organizing Institute.

Mark Baca's dedication and commitment to both the young people and community of National City is to be commended and nurtured as a valuable resource. It would be my desire that everything possible be done to allow this young man to mature and grow in his talents and obvious desire to see young people better themselves.

With all respect

Ron Morrison

cc. Ben Butler
Greg Sandoval
Ralph Mora
Richard Barrera
Mark Baca

May 24, 2000

Richard Barrera
Executive Director
Consensus Organizing Institute

Mr. Barrera,

I appreciate your letter, and as you stated Jessica and I continue to support the National City Youth Organizers, we are glad that all the important work these Sweetwater students completed is acknowledged and will move forward to complete even greater accomplishments in their community.

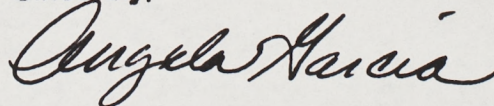
It is unfortunate that your organization took so long in addressing our questions and concerns, in order for this program to succeed there must be a partnership between your organization, students and parents, effective partnerships consist of communication and trust.

I am encouraged that this valuable program that benefits all National City residents will continue through the next school year, my concern is why are you requesting another professional to continue the work Mr. Baca started? Did he not comply with the district's personnel policies?

What are the district's personnel policies? Did the school fail to follow these policies, that protect our children?

I accept and thank you for your invitation to participate in discussing some of these issues.

Sincerely,



Angela Garcia
2039 N Avenue
National City, CA 91950

MAHARLIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC.

**P.O. Box 1408
National City, CA 91950
(619) 477-8307**

**NENITA B.F. ROSALES
-FOUNDER-
President - Chairwoman**

**REGISTERED & LICENSED
JULY 08, 1987**

May 21, 2000

TO WHOM IT MAY CONCERN:

May I have the honor to introduce myself; my name is NENITA ROSALES, a National City resident for eighteen years, Filipino and a naturalized U.S. citizen. I am also a senior citizen community leader, an identity I have established in this city for the past fifteen years.

I have known Mr. Mark Baca since February, this year. He and three male students from the Sweetwater Union High School were then campaigning for support on behalf of their project, the CONSENSUS YOUTH PROGRAM, of which Mr. Baca is the organizer and the students were officers. Incidentally, I am also currently undertaking a program related to the Seniors, THE MAHARLIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC. duly licensed and registered with the Secretary of State, State of California on July 8, 1987, which revolves around social, civic, cultural, recreational, educational, and other senior-related aspects. After a brief discussion, about certain issues that had some bearing on our respective projects, we parted with the idea of either complementing or coalescing some of our activities in the immediate future, youth and seniors in order to expand the concept for the betterment of our future generation. We believed that by so doing, our own children and our grandchildren will be beneficiaries of what we are doing now. Since then, we have been exchanging bright and worthwhile ideas to pursue with our projects as our community service.

I was invited to the Sweetwater High School one afternoon, was introduced to Mr. Mora, the principal, to a group of students, male and female, and a couple of Union Tribune staffwriters. Most of us were interviewed including Mr. Baca and myself. On my turn, I briefly gave an account of my life as a young girl, a student, high school and college, eventually practiced my profession as a high school teacher, a civil service office worker until I retired and immigrated to America in 1981. Landed on a job in the Federal, then the County and now volunteering as a part of my retirement years. I guess I have achieved a degree of Success because I am indeed happy and contented without I have spent my life .By accounting my life, I thought that I was providing an incentive and an inspiration to the young minds. Dedication, hard work, serious studies and determination to achieve the goals in life are the keys and essentials. I concluded by predicting, "Who knows that some of you here today may be sitting in the National City Council Chamber or the White House tomorrow!"

At the height of my enthusiasm, planning, projecting possible expect actions for what we are doing now to make things happen, as leaders, I was really saddened by the information that Mr. Baca has been laid off, terminated or fired, for what reason. Our respective programs will-be hampered due to this incident.

I hope and pray that this case will soon be resolved. I am very positive that your office will conduct an immediate investigation of the case with proper ethics, justice and fairness. And whoever is responsible for the detriments caused thereto should also be properly handled as the case may be. In the event that no sufficient grounds for dismissal can warrant the cause prejudicial to Mr. Baca, I pray that he be reinstated to the same position that he had been appointed to.

May we all work to the best interest of our community and our people.

Thank you.

**NENITA ROSALES, President-Founder
MAHARBIKA SENIORS FELLOWSHIP OF SAN DIEGO, INC.
P.O. Box 1408
National City, CA**



Briar Company

1247 Highland Avenue, Suite #3

PO BOX 236

National City, CA 91950

(619) 474-1883 Fax (619) 47402939

May 19, 2000

Mr. Mark Baca,

After working with you at Sweetwater High School, it is with great concern that I write addressing your recent experience with Sweetwater High School that ultimately led to your removal from the COI youth project at Sweetwater High School.

I personally know of the commitment and dedication you provided to the students through this project. As a COI staffperson along with your community connections, you were able to establish a comprehensive program that followed guidelines established by COI. Your exceptional ability, to expose the innocent participating Sweetwater students to a level of community awareness that is sought by many, but achieved by few, and your personal dedication again speaks volumes as to the administrative skills you brought to embellish this program.

The San Diego Union Tribune Newspaper article of March 2000 was a true declaration of your skill in working with local youth. This article captured the spirit of dedication in the COI's Sweetwater Project. The newspaper article was a true testimony to the success of your administration of the CIO's goals in National City program.

I hope that this letter will serve a verification of your continuing dedication to the youth of our National City community.

If I can be of any assistance, please contact me at the above address.

Sincerely,

Alethea R. Pruitt

Owner / Office Manager

May 16, 2000

Dear Edward Brand:

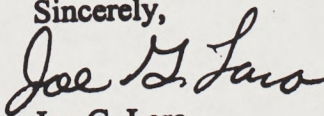
This letter is written regarding the National City Youth Organizers program started at Sweetwater High School by Mark Baca and the Consensus Organizing Institute. I want to share with you my thoughts about this program and the impact that it had at our school.

I had the opportunity to work with Mark Baca and the Sweetwater students that started this program. From the beginning I could tell that this was a different kind of program. The students were being empowered to guide the direction and make the major decisions for the group. All the while Mr. Baca's role was as a facilitator to this process. I sat in on several of the after school meetings and I saw the positive impact this was having on the students.

Recently this all came to an end. Mark Baca was released from Sweetwater High School and the program abruptly was stopped. My biggest concern here is for the Sweetwater students. What explanation have they been given? What consideration has been given to them? What are they to think regarding all of their work and efforts that they made? I believe that our number one concern should first and foremost be the education and welfare of the students. They are in fact the reason for our being, and when we lose sight of that, then it is they who suffer because of it.

Too many times these students have been given empty promises and have had a lack of follow-through by adults. Unfortunately, I believe this situation falls into this same kind of negative category. I implore you to not let this happen. I am requesting that the school district resolve this issue in the most prudent and timely manner possible. Regardless of what the problems may be, I don't believe that it can be anything beyond resolution, if all parties are committed to working towards a mutual decision. I hope you take this into consideration, not just because of Mark Baca, Sweetwater High School, or me but for the sake of the students. We owe them an honest and sincere effort to fix this problem, so that they once again may have faith in us as adults and as educators.

Sincerely,



Joe G. Lara

Teacher, Sweetwater High School

CC: Mark Baca (markbacal@juno.com)
Ben Butler, COI Pres. Board of Directors
Richard Barrera

318 E. 22nd St apt. 201
National City Ca. 91950

May 11, 2000

Richard Barrera
COI President
3911 Fifth Ave.
Ste. 300 San Diego Ca.
92103

I Maria G. Ramirez and my daughter Lilian F. Gonzalez forward this letter with the objective of asking on regard to my daughter's position and the job she has been doing since December 1999 we feel the contract still current and we want to know what has happened to the program N.C.Y.O.(National City Youth Organizers) we would like to have an explanation if the program will continue or not. I Lilian and the other three youth organizers were told that we were going to continue working after the week of easter with a new advisor and we haven't got any information. I assume that I should be getting pay because I feel that my job still not terminated. I would be waiting for a timely manner.

Sincerely

Ma. Guadalupe Ramirez

Lilian F. Gonzalez

May 11, 2000

Richard Barrera
President,
Consensus Organizing Institute
3911 Fifth Avenue
Ste. 300
San Diego, CA 92103

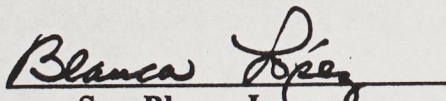
Mr. Barrera:

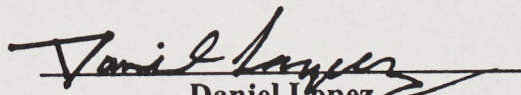
Last year my son Daniel Lopez who is a student at Sweetwater High School, and myself signed a contract with the Consensus Organizing Institute. My son as a student was to participate in the National City Youth Organizers project and the program was to be part of his education. Students were to learn about their school, city and neighborhood. In turn C.O.I. as per the contract signed was to pay the students for their participation.

I am now writing to ask, what happened to the program? To date neither Sweetwater nor C.O.I. has not told us or contacted us about what happened to the program, or if the program is going to be continued. Since we signed the contract in good faith, I would like to know if there is still a program, why we haven't been told anything, and why my son has not been paid for over a month? We are a low-income family as I am sure the other students are, and the money that Daniel was receiving was money that he depended on, for his education, social activities and which he also contributed to help with family expenses. Daniel enjoyed the program, was learning a lot, and now that there is no program, I feel that his and the other student's education has been damaged.

I believe that both you and Sweetwater owe us an explanation as to the above matters, which I have raised. I want to let you know that we have contacted the Committee on Chicano Rights because what you have done to the students and us, as parent's is not right. I will wait for your response, which you can forward to me at the following address:

Sra. Blanca Lopez
706 E. 22nd Street
Apt. #403
National City, CA 91950


Sra. Blanca Lopez
Parent


Daniel Lopez
Student

**Richard Barrera President,
Consensus Organizing Institute
3911 Fifth Avenue, Ste. 300
San Diego, CA 92103**

Mr. Barrera:

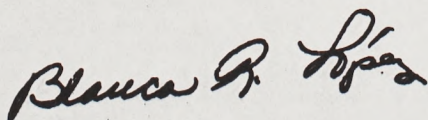
I am in possession of your letter dated (5/22/00) and the check to my son Daniel Lopez for the amount of \$294.58. I appreciate your response and the check, but I still have a large number of questions from my 5/11/2000 letter and your letter, which you have failed to answer.

1. You state that the check paid is for "Daniel's last paychecks through the end of the present school year" Because our figures are different than the amount you paid for the period, please explain. Also what do you mean by the end of the school year, since we are a year round school?
2. You still haven't informed us as to what has happened to the program. Since we signed the contract with C.O.I in good faith, I believe that you owe us an explanation in writing to us, as to what happened with the program. My son has been out 1 1/2 month's from the program. Also I would like to know why Mr. Mark Baca was dismissed as youth project coordinator.
3. We understand that the reason Mr. Mark Baca was dismissed and the project discontinued was due to lack of funds. So how are the students getting paid? And how is the new staff person going to be paid? Why weren't we told the reason(s) why Mr. Mark Baca was dismissed, since he is the person that we signed the contracts with, who build the program up, and whom the students know, worked with, and trust? I believe we have a right to know why Mr. Mark Baca was dismissed, and who the new person is which is supposed to replace him.
4. In my letter I asked you what happen to the program? You state in your letter that with the "continued support of Sweetwater District you intend to continue." Since you have no money, what happens if Sweetwater doesn't support you? Also what happens to the program if your new staff person can't comply with the District's personnel policies?
5. If C.O.I. is paying the students, why did Principal Ralph Mora attempt to pay my son and other students \$40.00 from the ASB fund?
6. Is Daniel still going to be in the project in the coming year, you failed to make that clear in your letter.

After signing contracts in good faith with you, I have to be honest and tell you that I am very disappointed over the manner in which my son Daniel, Mr. Mark Baca, the students and parents in National City have been treated by C.O.I. We appreciate the money, but there are questions, which have to be answered. Money is important, but so is mutual respect, the education of my son and other students and the just treatment of other persons in our community.

In closing, I would appreciate it, if you would honestly address, answer and response to the questions above.

Sincerely;



Sra. Blanca Lopez

Cc. Committee on Chicano Rights

April 20, 2000

To Whom It May Concern;

For the past seven months I have been in the National City Youth Organizers with Mr. Mark Baca. It has been a great experience, both fun and educational. The National City Youth Organizers are a group of young adults attending Sweetwater High School. We as a group have come together to further acknowledge and better the quality life of our community. Our main interest lies with our community and helping residents take an active role in decisions that effect their lives. We help by getting out there in the community registering people and encouraging them to vote. We look towards internal and external partnerships for relationships in the help with community problem solving. As we build these partnerships we involve the community in our master plan, and together help solve some of the problems in National City.

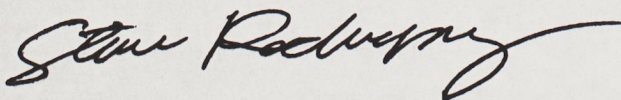
Our first project was to conduct an asset mapping in National City. We were undertaking a deliberate process to discover everything that's right in National City and highlight its positivity instead of pointing out its negatives. The asset mapping of National City consisted of going out in the community and collecting the thoughts and opinions of its residents. Personally I loved the the asset mapping process, I had a lot of fun. I got to see some parts of National City that I had never seen before, see and meet new people, and get in touch with my community. I got to meet a variety of people from the oldest to the newest residents. Through my experiences I had the opportunity to meet people that have been living here for over eighty-six years. I heard senior's stories and got the feel of how National City evolved from a farm land to the very city we live in

today. Asset mapping was a very interesting project, and I think more people should explore experiences like this.

The National City Youth Organization is a very good opportunity and I feel more students should take advantage of the program. As a member students get a chance to work with the community from the inside out. It has been a great experience, I have had the opportunity to meet and work with local city politicians, like the Mayor and the city's councilman board. I have also had the honor of meeting and having an actual discussion with Mrs. Denise M. Ducheny a former leader of the forty-ninth district in California. Most students in other schools feel the same way we do and that is why another idea was installed into our group. We feel other schools and communities should have an opportunity like this, so that is why we are trying to implant programs like this in other schools. We as a group are further being recognized by the school, community, and city of San Diego. The Sweetwater's Devils Advocate (school paper) and San Diego Union Tribune have both posted stories on the group and its incredible achievements. We know feel we are being known and recognized for our achievements.

I feel I got the best out of the group to my advantage. Now I have great experience and skills I could use for future purposes, such as getting jobs, applying for universities, and being recommended for other purposes. I have gained a lot from the group and I just hope others can as well.

Sincerely,

A handwritten signature in black ink that reads "Steve Rodriguez". The signature is written in a cursive, flowing style with a long, sweeping underline.

Steve Rodriguez



130 SEVENTH STREET
PITTSBURGH, PA 15222
412-201-2056

3911 FIFTH AVENUE
SUITE 300
SAN DIEGO, CA 92103
619-299-9585

September 1, 1999

Mark Baca
1412 East 14th Street
National City, CA 91950

Dear Mark:

I am happy to inform you that COI's Board of Directors authorized a salary increase for you at their August 19, 1999 meeting. Your new salary is \$30,000 and will be retroactive to July 1, 1999. The paycheck you receive on September 3, 1999 will include the amount due you from July 1 through September 3.

Mark, I appreciate your hard work and dedication to COI in your position as Community Organizer. Your contributions will go far in helping us fulfill our mission.

Sincerely,

Richard Barrera
President



SWEETWATER UNION HIGH SCHOOL DISTRICT

Office of the Superintendent • 1130 Fifth Avenue • Chula Vista, California 91911-2896
(619) 691-5555 • FAX (619) 498-1997 • e-mail: ebrand@suhsd.k12.ca.us

Edward M. Brand, Ed.D.
Superintendent

October 7, 1999

Dear Mr. Baca:

As you may recall, last year the school bond measure to fund critically needed repairs and improvements to the schools in the Sweetwater district was narrowly defeated. Unfortunately, since that time, problems caused by aging and increased enrollment at our school facilities have worsened and continue to threaten limited educational resources. Working towards a long-term solution to address the facilities needs at each of our middle, junior, and senior high schools remains one of this District's and my highest priorities.

During the last several months, District staff, including school custodians, maintenance crews, principals, teachers, and others have spent a great deal of time assessing our schools. They have identified specific facilities needs at each of them. What we need now is the help of parents and others concerned about the quality of our schools, as we prioritize the facilities needs and consider the next steps. You were recommended by your principal or other community leader to participate in this effort.

I would like to invite you to an informational meeting on Wednesday, October 20, 1999, at 6:30 p.m. in the board room at the District Office. The District Office is located at 1130 Fifth Avenue in Chula Vista, and the entrance to the board room is located at the south end of the building off the parking lot. The purpose of the meeting is to provide you with up-to-date information on our facilities assessment; the steps being considered by our school district to address the serious facilities needs at our middle, junior, and high school campuses; and to seek your input and continued assistance. Please confirm your attendance by calling Donna or Maria at 691-5555.

I look forward to seeing you on October 20.

Sincerely,

Edward M. Brand, Ed.D.
Superintendent

at this meeting at Board room
in front of 120 supporters of Bond.
Ed tells everyone publicly that I was
an ex-student who he had asked to help him
pass a school bond & him & organization (COI)
have created a way of he also introduced them
and students (guido) asked a question that he
said: "Is the Consultant who the District is
working with are they local or outsiders to
San Diego,



SWEETWATER UNION HIGH SCHOOL DISTRICT

Office of the Superintendent • 1130 Fifth Avenue • Chula Vista, California 91911-2896
(619) 691-5555 • FAX (619) 498-1997 • e-mail: ebrand@suhsd.k12.ca.us

Edward M. Brand, Ed.D.
Superintendent

March 22, 2000

National City Youth Organizers
C/O Mark Baca
Sweetwater High School
2900 Highland Ave.
National City, Ca 91950

Dear National City Youth Organizers:

I recently saw the impressive article, *Students put National City on the Map*, that was featured in the San Diego Union-Tribune on March 17, 2000! I would like to take this opportunity to let you know how proud I am of you and your efforts on behalf of the citizens of National City.

I understand that you have registered more than 100 people to vote, and have completed more than 500 surveys on what people can do to improve their neighborhoods. Your cooperative, self-sacrificing efforts to this project are certainly valuable to bringing members of the community together for a common purpose, and a heightened level of civic awareness.

The success of this outstanding project is certainly a reflection of your many hours of hard work and dedication, and I want to commend all of you for your commitment to your community.

Sincerely,

Edward M. Brand, Ed.D.
Superintendent

EMB:dh

SWEETWATER HIGH SCHOOL

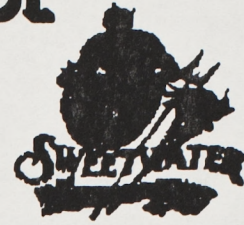
OFFICE OF THE PRINCIPAL

2900 Highland Avenue

National City, Ca 91950

Phone: (619) 336-7009

Fax: (619) 474-7635



March 21, 2000

The National City Concensus Organizers

Mark Baca

Dear Concensus Organizers and Mark:

It is with a great deal of pride that on March 17, 2000, I read the article in the Union Tribune on the fine work that you are doing to make the National City community a better place. Through your efforts in registering voters and serving the needs of the community, you are learning how to access the system and improve the quality of life for all of us that live or work in National City.

Please continue your mission and I support what you stand for.

Sincerely,

A handwritten signature in black ink that reads "Ralph Mora". The signature is written in a cursive, flowing style.

Mr. Ralph Mora

Principal

RM/gw

CC: Dr. Ed Brand

Mr. Robert Acuna



City of National City
Office of the City Council

1243 National City Boulevard, National City, CA 91950
RON MORRISON-COUNCILMAN (619) 336-4233
(619) 475-2996

March 20, 2000

National City Youth Organizers
Mark Baca

Dear Mark:

I read with excitement the recent newspaper article that outlined the great progress that your organization has made. Let me say that you and all the youth organizers involved can be proud of not only the work that you are doing, but also the type of work that your group is involved in.

All too often when a 'mapping' is assembled it is put together in a cold statistical fashion, that can lead many policy makers to erroneous conclusions. The fact that your students are basing your work on the human element within each neighborhood gives this mapping a remarkable potential as a tool for providing intelligent information as we look to making long range policy decisions.

The involvement of young people in such a positive, and informationally vital project is both refreshing and gives great hope and encouragement for the future of our community.

Please accept both my congratulation and sincere thanks for the fantastic job that you and the students are doing for our community. Please feel free for you or any of the student organizers to call upon me for any assistance I can provide.

Thank you and please keep up the great work

Ron Morrison

From: markbaca1@juno.com
To: AZTECPRINT@juno.com
Date: Fri, 16 Jun 2000 00:38:28 -0700
Subject: Fw: Re:

Dad

FYI, Mark

----- Forwarded message -----

From: MCBUT2@aol.com
To: markbaca1@juno.com
Date: Wed, 14 Jun 2000 22:03:02 EDT
Subject: Re:

Message-ID: <14.4f2d3b2.26799356@aol.com>

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by m7.jersey.juno.com with SMTP id AAA6WSQMCAW3DHRJ
for <markbaca1@juno.com> (sender <MCBUT2@aol.com>);
Wed, 14 Jun 2000 22:03:14 -0400 (EST)

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by mx2.jersey.juno.com with SMTP id AAA6WSQMCAUBM7R2
for <markbaca1@juno.com> (sender <MCBUT2@aol.com>);
Wed, 14 Jun 2000 22:03:14 -0400 (EST)

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Wed, 14 Jun 2000 22:03:16 -0400 (EST)

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by imo-d01.mx.aol.com (mail_out_v27.10.) id o.14.4f2d3b2 (3988)
for <markbaca1@juno.com>; Wed, 14 Jun 2000 22:03:03 -0400 (EDT)

X-Mailer: AOL 4.0 for Windows 95 sub 15

MIME-Version: 1.0

Content-Type: text/plain; charset="US-ASCII"

Content-Transfer-Encoding: 7bit

Return-Path: <MCBUT2@aol.com>

Mark,

I am aware of the situation with your employment with COI. I have had extensive conversations with Richard about the situation and your termination. COI's President is responsible for all personnel decisions and

it is not my role to interfere with the Presidents decision making authority.

I support all decisions that Richard has made in regards to your termination.

Personel decisions, with the exception of hiring of the Presidents).

Juno e-mail printed Sat, 17 Jun 2000 12:11:13 , page 2

Mark, I hope this is helpful.



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

June 26, 2000

Bonny Garcia
Attorney - Investigator
Sweetwater Union High School District
801 South Grand Avenue
Los Angeles, CA 90017

Facsimile (213) 362-0715
(Hard copy to follow)

Re: June 23, 2000 meeting

For the record, on June 21, 2000 you requested a meeting (you asked that Mark Baca not be present) before you issued your report to the Sweetwater Union High School District Board of Trustees on the long awaited investigation of the Mark A. Baca issue. The proposed meeting you stated was to discuss and share information that you had "discovered" during your investigation of the above matter. At the meeting, which was held in my office on June 23, 2000, you shared information of a letter signed by Mr. Eddie William's, which you stated the following:

- That Mr. Eddie William's, head Security Officer for Sweetwater High School, told you that, "**the letter to Superior Court Judge Robert F. O'Neil, which was on official Sweetwater High School letterhead, that confirmed Mark A. Baca's 120 hours of community service, was not drafted by him.**"
- That incredibly, Mr. William's signature on the Sweetwater High School letterhead and letter (which he supposedly did not draft) was "**his signature!**"
- That the reason given by Mr. William's for his signature being on the letterhead and the letter to Superior Court Judge O'Neil was because, "**he signed a blank piece of paper, which he gave to Mark A. Baca, to fill out.**" And the reason Mr. William's signed the blank piece of paper (letterhead) was because it was his understanding (because Mark Baca told him) that, "**Principal Mora and the Vice Principal were also going to affix their signature to a blank Sweetwater letterhead, for Mark to fill out!**"
- That everyone in the District agreed that Mark A. Baca was doing an "**outstanding job**" before Principal Mora dismissed him from his position and that, "**you were sharing the above because no one wanted to see Mark, further damaged.**" This was the reason why you wanted to share your discovery, to prevent further damage to Mark. In your opinion, Mark could be damaged (implying that Mark would be seen as drafting the letter) "**if the above went public, or worst if Judge O'Neil were to find out.**"
- That Principal Mora proceeded to "**dismiss Mark A. Baca, from his position, based solely on the above information and statements, which he received from Mr. William.**"

As agreed, I stated to you that I would speak to Mark about your concerns, and he would have to make the final decision. I have spoken to Mark, below is his response and position on the matter:

1. Mark A. Baca has advised the CCR to **continue its efforts to procure justice and resolvment on his issue between the District, C.O.I. and himself.**
2. Mark A. Baca's position on the William's letter remains the same as stated to you at the 5/25/00 interview. At that time you questioned Mark asking, **"if he knew who wrote Mr. William's letter?" Mark stated to you, "I have no idea who wrote the letter, but I assume Mr. William's did, because he is the one who gave it to me."**

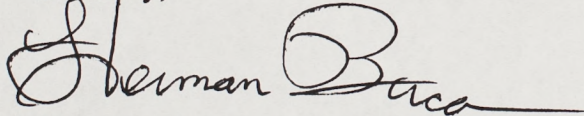
You also requested what CCR position is, to have this matter resolved. Allow me, to repeat what I have stated in past correspondence to the Board, as to what would be a fair and just conclusion to the Mark A. Baca issue:

1. **Upon conclusion of the investigation, if Mark A. Baca has been unjustly accused, he is immediately reinstated to his former position, his name cleared, and the District issues a public apology.**
2. **Sweetwater District employees guilty of violating any rules, regulations, policies or laws are reprimanded.**

In closing, please inform us as to the date that you plan to file your report with the Board. The CCR except you to file your investigative report (done at taxpayer's expense) with the Board of Trustees, and then to immediately forward us a copy. I have requested that the Board allow me to address them at a close door meeting before you file your report.

In concluding, I am at a loss as to the purpose of the June 23, 2000 meeting. But aside from that, we will wait for your response, so that hopefully the above matter and the remaining issue of the students and their parents, who had contracts with Sweetwater High School and C.O.I., can be addressed and resolved.

Sincerely;



Herman Baca

Cc. Attorney Daniel Marshall
Board President, Greg Sandoval
Trustee, Jim Cartmill
Trustee, Robert Greigo
Trustee, Lorenzo Provencio
Trustee, Arlie Ricasa,

July 30, 2000

Richard Barrera
Executive Director
Consensus Organizing Institute

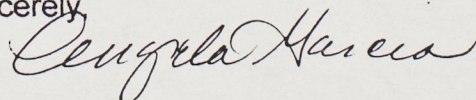
Mr Barrera,

It has now been approximately two months since receiving your letter dated May 22/2000, and have not been contacted or received any further information regarding this program, my daughter Jessica Garcia and I would like to know if or when the program will continue at Sweetwater High School. As I stated in my letter dated May 24, 2000, it is unfortunate that this organization which promotes communication as one the biggest motivators for community organizing lacks communication between the students, parents and staff.

I would also like to mention, that I am grateful for the compensation given to Jessica for the remainder of the school year. However my son Carlos Garcia also worked for the program and was not paid, while others that worked less than he, received checks?

I continue to believe this program is tremendously valuable not only to our community and its residents, but to the Sweetwater students which have participated in it.

Sincerely,



Angela Garcia



CCR

Committee on Chicano Rights, Inc

July 11, 2000

Bonny Garcia
Attorney - Investigator
Sweetwater Union High School District
801 South Grand Avenue
Los Angeles, CA 90017

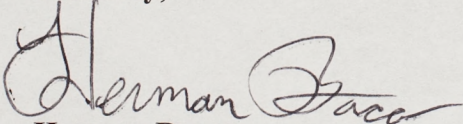
Facsimile (213) 362-0715

Re: Proposed meeting

Sr. Garcia:

Regarding our conversation on July 7, 2000 regarding the above. Mark Baca and I are receptive to your proposal to meet "to lay the cards on the table and attempt to resolve the issue of SWUHSD district, and Mark A. Baca." As per your proposal, the meeting would include yourself, two board trustee members, Superintendent Ed Brand, Principal Ralph Mora, Mr. Mark Baca and myself. Mark and I are available on either Monday, July 17 or the Tuesday July 18th 2000. As I stated to you, since there is going to be an attempt to "resolve" the above issue, I believe that CCR's attorney Daniel Marshall, should also be present. Please let me know as to the scheduled date, and time of the meeting, and also your response to my request to have Attorney Marshall present at the proposed meeting. Please forward me your response to the above, to the above phone or fax number, thank you in advance.

Sincerely,


Herman Baca

Cc. Attorney Daniel Marshall

710 E. 3rd Street
National City CA 91950
(619) 477-3800



United Domestic Workers of America

Affiliated with AFSCME, AFL-CIO

State Office: 3737 Camino del Rio South • Suite 400 • San Diego, California 92108
Tel (619) 263-7254 • Fax (619) 263-7899

July 21, 2000

Herman Baca
710 East Third Street
National City, CA 91950

Dear Brother Herman:

Just a quick note to acknowledge that I received your letter and package dated June 16, 2000. The package has been in my office for several weeks; however, due to extensive out of town travel, I just opened it about a week ago.

I am not on the Executive Committee of COI, where the Chairman, Ben Butler, is addressing this matter. In fact, I will probably be resigning from the board due to the time demands of our union (we now have home care jurisdiction in 29 California counties).

I am sorry I can't be of help.

Sincerely,

Ken Seaton-Msemaji
President

KSM:cMc

Faint mirrored text from the reverse side of the page, including "UNITED DOMESTIC WORKERS OF AMERICA" and "COI"

Faint mirrored text from the reverse side of the page, including "I just opened it about a week ago"



Committee on Chicano Rights

710 East Third Street • National City, CA 91950 • (619) 477-3800 • Fax: (619) 477-3829

July 24, 2000

Bonny Garcia
Attorney - Investigator
Sweetwater Union High School District
801 South Grand Avenue
Los Angeles, CA 90017

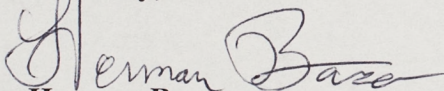
Facsimile (213) 362-0715

Re: Proposed August 2, 2000 meeting.

Sr. Garcia:

Regarding my telephonic conversation with your secretary Mill, July 24, 2000 on the above matter. This letter is to confirm that the scheduled time for the proposed meeting on August 2, 2000, at 3:00 p.m. at the Sweetwater District office is a go. According to Milly the following individuals will be present at the scheduled meeting, Trustee Greg Sandoval and Arlie Ricasa, Superintendent Ed Brand, Principal Ralph Mora, yourself, CCR Attorney Daniel Marshall, Mark Baca and myself. I look forward to the meeting so that hopefully, the matter can be resolved.

Sincerely,


Herman Baca

Cc. Attorney Daniel Marshall