



**OFFICE OF THE SUPERINTENDENT**

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*Philip R. Stover*  
*Interim Superintendent*

**CONFIDENTIAL**

**MEMORANDUM**

**DATE:** April 22, 2015  
**TO:** Board Members  
**FROM:** Philip R. Stover, Interim Superintendent  
**RE:** Confidential Recommendation

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Mr. Ernie Zamudio has currently been placed as Interim Principal at Olympian High School. This decision was predicated by a situation at Hilltop High School of which you are each aware. I have read all the relevant documentation regarding this issue, as well as the final investigative report by the outside counsel, Mr. Jack Sleeth. I have also spoken with Mr. Zamudio, his immediate superior, Mr. Brosz and Sandra Huevo regarding this situation. I also am aware that a panel was initiated to identify a permanent principal at Olympian. This panel ultimately, as a result of the standard process, chose Mr. Zamudio to be the recommendation for permanent principal.

The outside counsel's investigation into this matter resulted in the final conclusion and decision:

*There is ample evidence of harsh treatment of teachers perceived by Mr. Zamudio to be poor teachers. There is no evidence of discrimination, harassment or retaliation. There is evidence that might be called bullying on the basis of perceived poor performance, which is not illegal. There is evidence of "abusive conduct" which is identified by the Legislature as a management technique that should be discouraged by training, but it is not illegal. I find the conduct crosses the line and is "abusive conduct" and recommend training to correct an imperfect management technique.*

Mr. Zamudio's supervisor, Mr. José Brosz indicated to me that he has visited Olympian every two weeks since Mr. Zamudio became Principal there and has had no complaints from staff, and in contrast has heard positive statements about Mr. Zamudio's tenure as Principal. Having considered all the input from the various written documents and from interviews, it is my recommendation that Mr. Zamudio be made permanent in his role as Principal at Olympian, with the condition that he enter into a regular coaching and mentoring plan with a senior SUHSD Administrator, Mr. Ramon Leyba for a period of one year. Mr. Leyba and Mr. Zamudio would create a mentoring/coaching plan that I would review and approve within one month of the permanent appointment. Mr. Zamudio agreed to this. I also have spoken with Mr. Leyba who has agreed to work with Mr. Zamudio as coach and mentor regarding his management and leadership style.

In my discussions with Mr. Zamudio he expressed regret and remorse for the issues in his former school. I am convinced that he will make every effort not to repeat the same and that his experience and knowledge as a Principal will be of great value to the students at Olympian.

Thank you.