

GARVEY SCHOOL DISTRICT
Rosemead, California

Minutes of Regular Meeting
June 5, 2014

The Garvey Board of Education met in regular session on June 5, 2014, at the Education Center, 2730 N. Del Mar Avenue, Rosemead, California.

CALL TO ORDER

The meeting was called to order at 6:34 p.m., by Board President Bob Bruesch.

ROLL CALL

Present at the meeting were Mr. Bob Bruesch, Ms. M. Janet Chin, Ms. Maureen Chin, Mr. Henry Lo, Mr. Ronald Trabanino, Interim Superintendent Virginia Preciado, and Interim Superintendent Dolores Preciado.

Also in attendance were Mr. Genaro Alarcon, Mr. Robert McEntire, Dr. Mary Suzuki, and Ms. Maria De La Cruz.

VISITORS PRESENT

Present as visitors were the persons listed on the attached Register of Attendance who signed the register and whose signatures were legible and are hereby made an official part of these minutes.

PLEDGE OF ALLEGIANCE TO THE FLAG

Ken Tang led the recitation of the Pledge of Allegiance.

PUBLIC COMMENT PERIOD FOR CLOSED SESSION AGENDA ITEMS: None

MOTION TO GO INTO CLOSED SESSION

On the motion of Henry Lo, seconded by Janet Chin, and carried by a vote of 5 to 0, the Board adjourned at 6:37 p.m. to closed session and addressed those items posted on the agenda.

Vote:	Bob Bruesch	Yes
	Janet Chin	Yes
	Maureen Chin	Yes
	Henry Lo	Yes
	Ronald Trabanino	Yes

Virginia Peterson stated it is the legal opinion from the District's counsel that it is not necessary to take a voice vote all the time, except that the votes have to be recorded by listing the name of members who voted yes and those who voted no.

RECONVENE INTO PUBLIC SESSION

The Board reconvened in public at 7:10 p.m.

REPORT OF ACTION TAKEN IN CLOSED SESSION

Bob Bruesch indicated there was no reportable action taken during the closed session and that the Board would re-adjourn to close session following the Public Session.

Approval of Requests to Speak During Hearing of Persons in the Audience

By unanimous consent, the Board allowed two speakers who submitted their Requests to Speak after closed session started.

Vote: Bob Bruesch Yes
Janet Chin Yes
Maureen Chin Yes
Henry Lo Yes
Ronald Trabanino Yes

Motion to Extend the Board Meeting

On the motion of Ronald Trabanino, seconded by Maureen Chin, and carried by a vote of 5 to 0, the Board extended the meeting to 11:00 p.m.

Vote: Bob Bruesch Yes
Janet Chin Yes
Maureen Chin Yes
Henry Lo Yes
Ronald Trabanino Yes

COMMUNICATIONS/REPORTS FROM THE BOARD AND SUPERINTENDENT

Janet Chin announced the elected officials to the Los Angeles County School Boards Association (LACSTA), Linda Wah as President, Xilonin Cruz-Gonzalez as Vice President, and Micah Ali as Secretary/Treasurer.

Henry Lo commented on his participating in promotion ceremonies today at Temple Intermediate School and at Garvey Intermediate School. Mr. Lo thanked GEA for the invitation and hospitality at the recent retirement dinner.

Maureen Chin stated she attended today the California Distinguished School award ceremony held and she congratulated the staff of Monterey Vista and Willard School. Ms. M. Chin also attended today the promotion ceremony at Garvey Intermediate School.

Bob Bruesch spoke of the graduation ceremonies he attended, including one of the Parent Institute of Quality Education (PIQE) graduation ceremonies of about 100 parents. Mr. Bruesch hopes that the PIQE Program continues to serve the parents in our District.

REPORTS AND INFORMATION ITEMS:

1. A presentation was held by Dutra, Cerro & Graden regarding District Asset Management Plan.

Robert McEntire introduced a team of consultants that specialize in long-term strategic asset management for school districts and public institutions.

Briana Garcia, Director, School Services of California (SSCAL), explained what a strategic asset management plan is and how it can help the District meet its goal of educating the children we served. She discussed how the plan is critical to ensure the fiscal resources and sustainability of the District are moving forward with transparency and with guidelines using the strategic plan as a road map.

Juan Barroso, Director, Derivi Constructions and Architecture (DCA), spoke of the plan approach and the benefits of evaluating district assets to ensure they are not underutilized and to look for ways to develop a stream of income. Mr. Barroso spoke of the best practices for having a strategic plan in place that is aligned to the District's vision and mission, enhancing the educational program, and having community input. Mr. Barroso described the steps to build a facilities master plan that would include taking inventory of assets, looking at demographic forecasts, and determining needs and utilization of assets across District facilities to provide equity within the identified physical resources.

Dominic Dutra, Chief Executive Officer, Dutra, Cerro, Graden (DCG), recommended that the District start with policies and regulations establishing a relationship between the strategic plan and the Board policies, creating a multi-year effort, and giving an opportunity to look at all possible options.

Bob Bruesch asked about property uses and waivers needed to determine the uses for the vacant District property. Mr. Dutra explained that this involves a process of notifying State agencies and making proposals to build affordable housing relevant to the city ordinances; looking at how best to meet the educational mission of the District. In some cases, the Board may need to seek approval to use revenue from the sales of school facilities for operating expenses. This process needs to follow a State deadline which was extended to January 2016.

Mr. Dutra spoke of goals according to community needs giving examples of case studies where assistance was provided to develop a strategic asset management plan. The projects included a school district in San Fernando and other schools and public institutions in North and Central California.

Janet Chin asked about how best to prioritize the uses of vacant school facilities based on community needs. Briana Garcia indicated each school with its specifications and cost analysis should be part of the strategic plan to ensure that each facility is meeting the objectives of the facilities plan with systematic decisions, as well as, meeting the needs of each school facility.

Henry Lo stressed the importance of ensuring that the consultants working on a strategic asset management plan are aware of the local needs of the communities (Rosemead, Monterey Park, and San Gabriel) in our District boundaries. He asked that should our District pursue passing another bond, whether this would become duplicate work for the District. Robert McEntire stated that these are two different phases, one of the District's overall plans; the other is having a project manager to oversee the bond expenditures. After a strategic plan is in place, there will be a need to involve a construction manager.

Ronald Trabanino asked if the plan would include building low income housing. Mr. Dutra indicated that a market analysis along with objectives of the plan and costs associated with the plan can be put in place for adding the building of low income housing.

Bob Bruesch talked about the rapid changes throughout this community and the need of affordable family housing to help alleviate the declining enrollment in the District. Mr. Dutra stated this is where the community input would be important to accomplish the school goals in the future and ensure that city ordinances are also taken in consideration.

Emily Zeto, addressed the Board regarding Action Item No. 15.A., Board Direction on Use of District Property. Ms. Zeto spoke about the Herald Christian Health Center, a community clinic that provides free services in this community.

Carolyn Eng, addressed the Board regarding Action Item No. 15.A. Ms. Eng presented a proposal to utilize a school building to expand the services provided by the Herald Christian Health Center.

REPORT FROM UNION REPRESENTATIVES

- **Garvey Education Association (GEA)**

Michael Drange, president of GEA, addressed the Board regarding the GEA retirement dinners. He stated there were ten (10) retirees honored. The We Honor our Own (WHO) dinner was held last night. Dr. Chris Wallace was the recipient of the WHO award. Mr. Drange spoke about the District's Surplus Property Committee and the status of the members of this committee since there was some reconfiguration of the

committee. The committee has not met for some time. Mr. Drange recommended that the Board get some input from this committee before looking to have in place an asset management plan. Mr. Drange commended the process of developing and reviewing the Local Control Accountability Plan (LCAP). Mr. Drange spoke of the 8th grade promotions that were held today and the 6th grade promotions taking place tomorrow morning.

- **California School Employees Association (CSEA):**

Olivia De Leon reminded the Board of tomorrow's CSEA retirement dinner honoring ten (10) retirees. Ms. De Leon addressed the review of the Local Control Accountability Plan (LCAP) stating the District provided clarification on maintenance, warehouse, and custodial staff which are funded from the General Fund and not from LCAP funding. Ms. De Leon stated that technology is overly represented in the plan. Ms. De Leon spoke in support of having library technicians at the elementary schools and intermediate schools. She reminded the board that technology will be obsolete in a few years; instead, she asked the Board to invest in personnel helping students with the available technology.

REPORT FROM HEAD START REPRESENTATIVE

Angela Rios, Head Start Policy Committee Chair, addressed the Board regarding a comparison of non-Federal share hours from 2012-13 to the present. Ms. Rios commented on how much time parents are spending in volunteer hours showing how much they care about their community.

REPORTS FROM DISTRICT REPRESENTATIVES

- **Garvey Council PTA**

Joyce Tamanaha-Ho announced that Ruth Hernandez was the recipient of a \$100 PTA scholarship in the form of a Target gift card for leadership and scholarly skills.

- **SELPA Community Advisory Committee (CAC) Representative**

Ariadna Banuelos, SELPA CAC representative addressed the Board regarding a conservatorship workshop held at Monterey Vista School. Ms. Banuelos be sending the District information to Board members regarding an upcoming workshop on June 30, 2014, and a retreat on August 9th. Ms. Banuelos hopes that with assistance from the District, the flyers for these workshops will be translated in other languages.

HEARING OF PERSONS IN THE AUDIENCE

Gloria Lopez addressed the Board against the decision to move the cafeteria manger form Rice School. Ms. Lopez presented a petition to the Board from employees and students in support of keeping Paula Montes at Rice School.

Stephanie Gutierrez addressed the Board regarding the LCAP Plan. She spoke in support of having a librarian at Emerson. Ms. Gutierrez expressed concern that the public hearing for the LCAP Plan was not widely publicized and that the information was not given in other languages. Ms. Gutierrez felt that the percentage of people responding to the LCAP Survey was very small and that some questions seem misleading. Ms. Gutierrez noted that a majority of the schools do not have a librarian and she would like to see students visiting the library after school hours. Ms. Gutierrez asked the Board to consider eliminating all the combination classrooms. Ms. Gutierrez talked about the need to locking all the gates at afterschool hours at all school sites.

Ken Tang addressed the Board regarding the LCAP and commented on the need to have a librarian and library aide in place at the schools helping to increase enrollment in the District. Mr. Tang talked about the need to include performing arts which is of benefit to students in their academics; he asked to bring back to the District the visual arts, drama, and music programs, and the honors program.

Juan Nunez addressed the Board regarding a letter he received from the Family Research Council regarding teaching young children about homosexual activities. Mr. Nunez hopes this is not happening in our schools.

Angela Rios addressed the Board asking the Board to reinstate Ms. Montes as cafeteria manager of Rice School.

CONSENT AGENDA

On the motion of Henry Lo, seconded by Ronald Trabanino, and carried by a vote of 5 to 0, the Board approved the Consent Agenda as indicated below.

Vote: Bob Bruesch Yes
Janet Chin Yes
Maureen Chin Yes
Henry Lo Yes
Ronald Trabanino Yes

A. Board/Superintendent

1. Approval of Minutes
Regular Meeting – May 22, 2014
Approved.

Bob Bruesch noted a change, pg. 4, fourth paragraph from last, to read: "...addressed the Board during closed *session regarding a student matter.*"

2. Conference/Convention Attendance
It is recommended that the Board of Education approve requests for conference and convention attendance as presented. Approved.

B. Human Resources

1. Personnel Assignment Order
It is recommended that the Board of Education approve the Personnel Assignment Report No. 13-14-15 as presented. Approved.

C. Learning Support Services

1. Migrant Education Memorandum of Understanding (MOU)
It is recommended that the Board of Education approve the Migrant Education Memorandum of Understanding (MOU) to operate the Migrant Education Program for the 2014-15 school year. Funding for program year 2014-15 will be \$48,223.00. Approved.
2. 2014 Migrant Education Summer School
It is recommended that the Board of Education approve the 2014 Migrant Education Summer School for sixty-six (66) Migrant Education students (K-6) to be held at Bitely School in two classrooms from June 16, 2014 through July 11, 2014. Approved.
3. Employ Consultant
It is recommended that the Board of Education approve a contract with Janie R. Lewings & Associates to provide training and technical assistance to the Head Start/State Preschool Education

Staff on the Creative Curriculum from June 9 through June 30, 2014, at an estimated cost of \$4,000. Approved.

4. Employ Consultant – Le Anderson

It is recommended that the Board of Education approve the contract with Le Anderson, a Common Core Math consultant, to provide a two-day training for district and school administrators and a one-day training for grades 7-8 teachers on the Common Core Math and depth of knowledge, from June 25, 2014 to August 14, 2014, at an estimated cost of \$3,750, to be paid Common Core State Standards (CCSS) funding or Local Control Funding Formula (LCFF) Program Funds pending Board approval. Approved.

5. Los Angeles County Office of Education Consultant

It is recommended that the Board of Education approve the contract with the Los Angeles County Office of Education to provide a two-day training and a one-day follow-up for grades 7-8 teachers and administrators in the Expository Reading and Writing Course, from June 12, 2014 through October 31, 2014, at an estimated cost of \$6,750, to be paid Common Core State Standards (CCSS) funding or Local Control Funding Formula (LCFF) Program Funds pending Board approval. Approved.

D. Business Services

1. Purchase Order Report 13-14-14

It is recommended that the Board approve Purchase Order Report 13-14-14. Approved.

2. Appropriation Transfers

It is recommended that the Board of Education approve the Appropriation Transfers as presented. Approved.

3. Surplus Property

It is recommended that the Board of Education authorize the Disposal of Surplus Property (145 Cisco 1131 wireless access points recently decommissioned). Approved.

ACTION ITEMS

A. Board Direction on Use of District Property

Board to give possible direction on the use of surplus property and/or active properties and/or hiring of a professional group to assist the District with surplus property and a comprehensive asset management plan.

Janet Chin asked the Board to continue the discussion regarding this matter to see if there is a need for a building expert team outside from the District. Robert McEntire spoke of two different ways of approaching the day-to-day operations and the potential for long-term leases or uses of property under the Civic Center Act. This would not add a cost to the District and the District would be able to charge closer to market value. Mr. McEntire said he would like to have an asset management plan in place to take a more global approach when requests come in to lease our facilities. Ms. Chin stated that the Board needs to have a more in-depth discussion about creating a plan that would of be community value.

Ronald Trabanino spoke of legal expertise and cost comparisons that a consultant can provide to eliminate the maintenance cost for the district caused by vacant property. Mr. McEntire indicated that a master plan is an allowable modernization expense.

Henry Lo asked about the number of lease proposals received. Mr. McEntire stated there are seven requests for long-term use. Virginia Peterson stated that District staff needs to hear from the entire Board on direction to the District when these proposals are received. Mr. Lo spoke of the need to continue this

conversation setting parameters within the different cities that the District serves and avoid real estate speculators who may not have the best interest for the District. Mr. Lo requested that the input from Surplus Property Advisory Committee be included to ensure that we are being sensitive to the uses of land. Mr. Lo asked to ensure that any lease agreements are clearly reflecting the values of our School District and not be exclusionary.

Maureen Chin spoke in support of hiring a team of consultants which can be paid for from General Funds as she would like to be able to learn from this process from a company especially with children in mind and as their first priority.

Bob Bruesch stated that the Board has not had the ability to fix our schools as voters have been asking for the last seven years. He stated it would be better to have a plan in mind that would generate income continually to minimize the need of seeking to pass another bond measure. Mr. Bruesch talked about the challenge of having building codes from three different cities when evaluating the use of our assets. Mr. Bruesch stated that we need to have a functioning Surplus Property Committee that would include representation from businesses and city planners.

By unanimous consent, the Board tabled Action Item A.

B. Board Meeting Date Change

On the motion of Janet Chin, seconded by Henry Lo, and carried by a vote of 5 to 0, the Board approved moving the Board meeting day of June 26, 2014 to June 25, 2014.

Vote:	Bob Bruesch	Yes
	Janet Chin	Yes
	Maureen Chin	Yes
	Henry Lo	Yes
	Ronald Trabanino	Yes

C. Presentation on Local Control Accountability Plan (LCAP)

A presentation was held as part of legislation encompassed in the Local Control Funding Formula (LCFF) regarding the 2014-15 Local Control Accountability Plan (LCAP).

Dr. Mary Suzuki thanked all the people who provided input throughout the fifteen (15) different meetings held in the District. She stated that the LCAP is a constant process to seek what is best for the students. Ms. Suzuki noted a list of acronyms included in the LCAP. Dr. Suzuki stated that tonight is another opportunity of gathering input to make needed revisions before the LCAP is adopted on June 25, 2014.

Dr. Suzuki spoke of the overarching themes and goals aligned to actions and expenditures, along with a matrix on measuring results in increasing student achievement and in line with the Common Core State Standards. Dr. Suzuki described the recent changes to the LCAP based on comments that have been received from various stakeholders, including the District Advisory Council/District English Language Advisory Council (DAC/DELAC) and the District Site Leadership Team (DSLTL). The changes related to technology needs, class sizes, and adding teacher coaches in Year I and Year II of the LCAP, as well as, staffing needs, furniture, and science/laboratory needs.

D. Public Hearing on Local Control Accountability Plan (LCAP)

A public hearing opened at 10:08 p.m., and closed at 10:31 p.m., regarding the 2014-15 Local Control Accountability Plan (LCAP). As part of legislation encompassed in the Local Control Funding Formula (LCFF), districts are required to hold a public hearing at a separate Board meeting (prior to adoption) of the Local Control Accountability Plan (LCAP) at the next Board meeting which will occur at the June 25 Board meeting.

Stephanie Gutierrez brought up a huge gap for teachers to assist students with learning disabilities and the need for interventionists. She expressed a need for the Board to review the job descriptions of academic coaches for she sees these positions are utilized in different ways at school sites. Mr. Gutierrez suggested that the LCAP meetings be more creative (offering pizza or free babysitting) so that parents do not feel intimidated when asked to attend these meetings.

Ted Saulino asked about the added position of a social worker on page 7 of the LCAP. Dolores Preciado stated this position is needed to restructure the Pupil Personnel Services aligned to the needs of the students. One need is for the transitioning foster youth coming into and out of our District. Bob Bruesch spoke in support of this added position.

Grace Carmona addressed the Board asking that efforts be taken for parents to feel welcomed and perhaps hold different groups of parent discussions to help and encourage parents to provide their input to the LCAP. Ms. Carmona felt that one million dollars of technology is too excessive; she spoke in support of added staff to provide students and parent the needed support for learning. Ms. Carmona asked to ensure that reducing class sizes do not entail more combination classes. Ms. Carmona indicated that, in the past, the home school coordinators have been utilized efficiently and she asked that the enrichment programs not be affected by the LCAP. Ms. Carmona spoke in support of hiring a social worker.

Joyce Tamanaha-Ho asked that the District provide real-time language translation to ensure that every parent understands and is able to speak freely in their native language. Ms. Tamanaha-ho spoke in support of reinstating the library services with added circulation of books and adding on page 30 of the LCAP dedicated staff to replenish every library offerings. Ms. Tamaha-ho asked for expanded library hours to have a safe place for students to learn and fill a need for after-school activities. Ms. Tamanaha-ho spoke in support of eliminating combination classes and to add classes in music, art, drama, and foreign language, perhaps adding on page 49 of the LCAP an opportunity academy that would help young children with their social-emotional needs.

Ken Tang spoke in support of adding home school coordinators who speak Spanish, Chinese and Vietnamese. Mr. Tang recommended that the Board look at school average class sizes instead of District class sizes when evaluation the remediation classes.

Motion to Waive the Board Bylaws and Extend the Board Meeting a Second Time

On the motion of Henry Lo, seconded by Bob Bruesch, and carried by a vote of 5 to 0, the Board waived the Board Bylaws and extended the Board meeting a second time to 11:59 p.m.

Vote:	Bob Bruesch	Yes
	Janet Chin	Yes
	Maureen Chin	Yes
	Henry Lo	Yes
	Ronald Trabanino	Yes

Maureen Chin asked about combination classes. Ginny Peterson indicated that having combination classes is a programmatic not implementation issue of the LCAP. This evaluation needs to be done site by site. Ms. M. Chin suggested adding aides in lower grades, especially for those classrooms having more than 30 students.

Ronald Trabanino asked about the safety of classrooms and the need for additional custodians. Virginia Peterson stated that the LCAP funding is for increasing student achievement, especially in the below basic levels and English learners.

Janet Chin suggested that in addition to adding librarians, that an inventory of books is necessary. Ms. J. Chin asked that on page 9 of the LCAP, the percent of professional development for teachers be increased to one hundred percent. Mr. McEntire stated that on page 17, the difference in cost for professional development is related to per diem salary rates inflation increases in the future. These are some of the contingencies that were built into the plan based on priorities. New furniture for children can be purchased outside of the LCAP.

Henry Lo asked about the benchmark on pages 12-13. Dr. Mary Suzuki stated that looking at the suspensions, Latino students are five times more likely to be suspended than Asian students and the percentage in the benchmark reflects these numbers. Mr. Lo commented on one of the comments of the LCAP relating to adding a Twitter account for the District; he indicated this would not help all the non-English speaking parents.

Bob Bruesch commented on the need to have many different books programmed in tablets used by students with the help of library media clerks. Mr. Bruesch noted the success in suspensions that an opportunity academy can provide. He asked that the position of teacher coach be defined carefully, as well as, the position for home school coordinator to ensure that these do not have an impact on having more combination classes.

Virginia Peterson summarized the comments on the LCAP as follows:

- Increase library technicians at all school sites to six hours and reviewing the job descriptions for technology skills; seeking technology to help with parent translations and building a 21st learning environment in the library.
- Page 9, related to Common Core, increase teacher staff development to 100 percent.
- Eliminating combination classrooms needs to be considered only after looking to the data that will be provided to the Board. Ms. J. Chin requested that the Board also be advised of the impact to children and families due to the combination classrooms.

Bob Bruesch commented that all positions in the District need to be redefined carefully to ensure that they fully reflect these changes to the LCAP.

E. Presentation on 2014-15 Proposed Budget

A presentation was held on the 2014-15 Proposed Budget.

Robert McEntire indicated that the proposed budget included changes required from the Local Control Accountability Plan (LCAP) and input gathered from District staff and the community. Mr. McEntire described the budget timeline and adoption phases from the First Interim Report, the Second Interim Report, and the May Revise that would include the Governor's budget proposals. Mr. McEntire outlined the adjustments needed at each phase, as well as the increases provided by the Local Control Funding Formula (LCFF).

Mr. McEntire addressed the projected funding short-falls caused by the STRS/CALPERS (employee pension funds) that are expected to not be fully funded soon. Mr. McEntire stated that the Governor is making alternative proposals which will mean that employees will be paying more from their net pay salaries.

Mr. McEntire explained that the proposed budget included assumptions and expectations that the student enrollment will remain flat. The LCAP expenditures included staffing changes and other State restricted and unrestricted revenues. Mr. McEntire talked about the estimated amounts on encroachments from Special Education expenses and transportation costs. Mr. McEntire gave the multi-year projections, the ending fund balance and funding reserves.

F. Public Hearing on 2014-15 Proposed Budget

A public hearing opened at 11:36 p.m., and closed at 11:37 p.m., regarding the 2014-15 proposed budget. As part of legislation encompassed in the Local Control Funding Formula (LCFF), districts are required to hold a Public Hearing prior to the annual budget adoption at the next Board meeting which will occur at the June 25 Board meeting. There were no requests to speak.

MOTION TO GO INTO CLOSED SESSION

On the motion of Janet Chin, seconded by Ronald Trabanino, and carried by a vote of 5 to 0, the Board adjourned at 11:36 p.m. to closed session and addressed those items posted on the agenda.

RECONVENE INTO PUBLIC SESSION

The Board reconvened in public at 11:43 p.m.

REPORT OF ACTION TAKEN IN CLOSED SESSION

Bob Bruesch indicated that the Board discussed in closed session PERB Case No. LACE5848E and gave direction to staff on how to handle this matter.

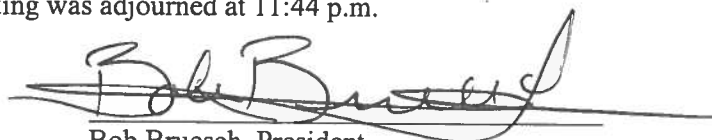
PUBLIC AGENDA ITEMS: None

FUTURE MEETINGS

The following are future Board meetings and agenda topics. Public session will begin at 6:30 p.m., and closed session to begin at 7:00 p.m.

Meeting Date	Agenda Topic
June 26, 2014	
July 17, 2014	
August 7, 2014	

There being no additional items, the meeting was adjourned at 11:44 p.m.



Bob Bruesch, President



Dolores Preciado, Interim Secretary



Virginia Peterson, Interim Secretary

**REGISTER OF ATTENDANCE AT GARVEY SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING**

A. Banuelos
Grace Carmona
L. Chew
Olivia De Leon
Diane Drange
Michael Drange
Stephanie Gutierrez
Connie Jameson
Gloria Lopez
Juan R. Nuñez
Angela Ríos
Terry Skotnes
Joyce Tamanaha-Ho
Ken Tang
Michele Yamarone