

1 **Declaration of Robert Carlos**

2 I, Robert Carlos, hereby declare:

3 1. I make this declaration based on my own personal knowledge and if called to  
4 testify I could and would do so competently as follows:

5 2. During the 2000-2001 school year, I was a teacher of eighth grade reading and  
6 language arts at Cesar Chavez Academy in East Palo Alto. I have been on paid administrative  
7 leave since February 22, 2001. I have been a teacher for four years. Before coming to Cesar  
8 Chavez Academy, I taught at Pacific Heights Middle School in Pacifica, California, and at  
9 Brewer Island Elementary School in San Mateo, California.

10 3. I am an emergency credentialed teacher. Less than ten percent of the teachers at  
11 Cesar Chavez Academy have their full credentials. It is difficult to get a credential, because of the  
12 time and cost involved. The state should subsidize the credentialing process, especially because  
13 teachers' salaries are so low. This is the first year I have been teaching that I have not had to  
14 work two jobs, not including summer school, in order to get by on a teacher's salary while still  
15 being able to afford my living expenses and my credentialing courses.

16 4. Teacher turnover at Cesar Chavez Academy is very high. I would estimate that at  
17 least forty percent of the faculty left the school at the end of the 2000-2001 school year. This is a  
18 conservative estimate.

19 5. About fifteen to twenty percent of the students at Cesar Chavez are primarily  
20 Spanish speakers. In the primary grades, this percentage is higher. I know that there are entire  
21 classrooms of primary grade students at Cesar Chavez who are English Language Learners. To  
22 the best of my knowledge, during the 2000-2001 school year, only about six teachers at Cesar  
23 Chavez, which has about thirty-five teachers in total, had their CLAD or their BCLAD. Some of  
24 these teachers are leaving, and of the faculty returning for the 2001-2002 school year, I think that  
25 only three or four teachers have their CLAD or BCLAD. I speak some Spanish, but I am not  
26 completely fluent, and I do not have my CLAD or my BCLAD.

27 6. In the beginning of the 2000-2001 school year, Cesar Chavez Academy had not  
28 hired enough teachers to fill all of its faculty positions. There were not always enough substitute

1 teachers available to fill the empty positions. As a result, the other teachers had to take the  
2 students who did not have teachers into their classes. During the first semester of the 2000-2001  
3 school year, there were twenty to twenty-five days when I had forty children, all day, in my  
4 classroom, due to the fact that I had to take in students from other classes who did not have  
5 teachers.


6 7. I believe that there are conditions in the classrooms at Cesar Chavez Academy  
7 which pose a health hazard to the students. My classroom, during the 2000-2001 school year,  
8 had no fire alarm. When the school held fire drills, someone from the office, or the teacher next  
9 door, would have to come by my classroom and knock in order to let us know that we were  
10 supposed to evacuate the classroom. This was especially a problem because my class was held in  
11 a portable classroom, so there was only one door for the students to exit. Obviously, if there  
12 were a real fire, this would be a very dangerous situation. There were five other classrooms like  
13 mine that also did not have a fire alarm and had only one exit. There is asbestos in some of the  
14 classrooms. I know this because there are signs in the classrooms indicating the presence of  
15 asbestos.

16 8. The bathrooms at Cesar Chavez Academy are disgusting. There are actually eight  
17 boys' bathrooms and eight girls' bathrooms, but the administration locks most of the bathrooms,  
18 so that there are only three boys' bathrooms and three girls' bathrooms available for use. The  
19 school says that the reason for this is that they are afraid that the students will damage the  
20 bathrooms. However, six bathrooms is not enough for seven hundred students, and I think that  
21 the better solution would be to hire some supervisory staff for the bathrooms. It is hardest for the  
22 seventh and eighth grade students, because there is only one bathroom on their side of the  
23 campus, and it is always locked, so they have to run all the way across campus in order to use the  
24 bathrooms. I have sneaked students into the staff bathrooms when they have really needed to go.  
25 The bathrooms are also very dirty. When you have students as young as in grammar school, you  
26 need to clean the bathrooms more than just at the end of the day. However, there is only one  
27 janitor on the entire campus during the day, and so this is impossible.

28 9. I have personally seen mice on the Cesar Chavez Academy campus.

1           10.     I was instructed by my principal at one point during the 2000-2001 school year  
2 that I was not permitted to allow the students to take their books home. As an eighth grade  
3 reading and language arts teacher, I know that it is a violation of state curriculum requirements  
4 not to let the students take their books home to read. At the beginning of the 2000-2001 school  
5 year, none of my students were reading on grade level. When I stopped teaching, approximately  
6 five to eight of them were reading on grade level. I believe that if these students had always been  
7 able to take books home from the time that they started school in kindergarten, they could have  
8 read more, and maybe more of them could have been reading on grade level.

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10           I declare under penalty of perjury of the laws of the State of California and the United  
11 States that the foregoing is true and correct. Executed this 12 day of July, 2001 in East Palo  
12 Alto, California.

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Robert Carlos

