



Administrative Offices
510 G Street
Antioch, CA 94509-0940

Preparing Students for Success in College, Career, and Life.

May 15, 2024

Dear Antioch Unified School District Staff,

I hope this message finds each of you well and thriving in your roles within our District.

As you may be aware, there has been recent media coverage regarding certain personnel matters within our organization. I want to take a moment to provide clarity and address some of the concerns that may have arisen as a result.

First and foremost, I want to assure you that the District takes all employee matters seriously and handles them with the utmost care and diligence. Any complaints or issues brought forward are thoroughly investigated by our Human Resources Department or a third party, independent firm, in accordance with established protocols, procedures, board policy, and applicable law.

Two of the four complaints recently highlighted in the media coverage, were in fact processed consistent with the District's practices, protocols, procedures, board policy, and applicable law in that they were investigated by Human Resources and the complainants were responded to with Confidential Administrative Determination letters that contained findings of those investigations. In addition, under the Superintendent's direction they were subsequently reviewed by an outside, third-party, independent investigator which found that the internal investigations and appeal process were appropriately conducted, finding no irregularities in the investigation processes or the findings of the investigations. The two more recent complaints are under investigation and will go through a similar process. If and when there is a need for employee discipline, based on the evidence and findings, such discipline would be assigned by the Human Resources Department, again based on appropriate protocols, board policy, collective bargaining agreements, and applicable law.

Last month, the Board President spoke to the media claiming the District mishandled certain employee complaints. However, it was not until last Wednesday, May 8th, that the Board first heard about the steps the Human Resources Department took to investigate and respond to the complaints. Moreover, the District and subsequently the Board has also been informed by an outside, third-party, independent investigator who reviewed the District's handling of the complaints, that the District acted appropriately and in accordance with the law.

It is important to understand that personnel matters are confidential in nature, and as such, we are limited in the information that we can disclose publicly. While we understand that this may lead to speculation or misinformation, we want to emphasize that the District remains committed to protecting the privacy rights of employees while being transparent where possible.

We also want to make it clear that Superintendent Anello was not directly involved in the investigations, findings, or disciplinary actions related to these matters. This is consistent with the District's practices, policies and procedures.

We understand that media coverage can be unsettling, especially when it involves our organization. However, we encourage you to focus on the important work that we do every day to support our students and the community. We have had a challenging but rewarding year. All schools will soon see some much-needed facility improvements because of the passage of Measure B, which will bring 195 million in upgrades and repairs to our schools, and the District has implemented a new approach to early literacy to advance the skills of our students. Additionally, all schools have engaged in the equity audits commissioned by the Board of Education and most importantly, we provided a comprehensive, positive learning environment that was safe and supportive which has allowed students to thrive. This work, the work of our amazing employees, and the positive impact to students continues to be our focus and a reason to celebrate as we wind down the 2023-2024 school year.

Superintendent Anello is currently on medical leave and looks forward to returning once her doctor releases her to return. The Governing Board is working to identify an acting superintendent in her absence. More information will be shared once that person has been determined by Board action.

Thank you all for your dedication and commitment to the Antioch Unified School District. Your hard work and professionalism are greatly appreciated.

Warm regards,



Robert A. Martinez, Ed.D.
Chief Human Resources Officer
Antioch Unified School District