



Burbank Unified School District

Office of the Superintendent

1900 W. Olive Avenue

Burbank, CA 91506

Ph: 818.729.4442

Board of Education

Abigail Pontzer Kamkar, President

Dr. Emily Weisberg, Vice President

Laurette Cano, Clerk

Kelsey Olson

Dr. Armond Aghakhanian

Interim Superintendent

Oscar Macias, Ed.D.

June 25, 2026

Dear BUSD Community,

In June 2025, following an internal investigation by District staff, we learned that former Board member Charlene Tabet participated in approving, and likely personally profited from, a contract now widely known as the Specialized Support Services (SSS) contract. In the course of staff's internal investigation, additional issues of concern, involving Tabet and others, also came to light. Because of the seriousness of the SSS contract and some of these other concerns, the Board directed the District's general counsel to retain an independent investigator, the Sobel Group (Sobel), to conduct a thorough, independent investigation. At the time the Board authorized this investigation, we also committed to provide the BUSD community with additional information as appropriate and as available.

Sobel's report is now complete. While it is an attorney-client privileged document, consistent with our commitment to share additional information, we are providing an Executive Summary of Sobel's key findings on the primary issues of concern. Employees' names and most titles have generally been omitted from the summary in an abundance of caution to ensure compliance with employee confidentiality, privacy, and other protected interests.

The District's general counsel will provide a presentation of the key findings at the Board's June 25, 2026 regular meeting. Finally, early in the new school year, the Board will make the findings from the Sobel report available for review to the BUSD community after appropriate redactions are completed by District counsel.

With regard to the SSS contract, the report confirms what we knew from staff's internal investigation but with significantly more detail. Former Trustee Tabet abused her office and breached the trust of the Board, the District, and the BUSD community for personal gain. She also misused her office to obtain preferential treatment or advantage in other ways over the course of years. The report further reveals how and when others in the District had knowledge of, participated in, or supported (often under pressure) Tabet's activities.

Finally, the report also revealed important weaknesses in the District's human resources, fiscal and other operational policies, procedures and practices that must be addressed.

To be clear, the report reveals unacceptable lapses and conduct at many levels within the District. Regardless, the care and shepherding of the District ultimately falls on the Board, and we are firmly committed to fulfilling that responsibility. The completion of the Sobel investigation and leadership's critical analysis of its findings is an important step in continuing that work. But this will not be our first step, nor is it likely to be our last.

Whatever further actions are needed based on the Sobel findings will continue under the leadership of our new Superintendent, Dr. Tom McCoy. We are confident in, and excited about, Dr. McCoy's leadership and vision. He already has a clear action plan, in partnership with the Board, to take any additional steps needed to address this unfortunate past and most importantly return our community focus to our core mission of teaching, learning, and offering the best, high quality instructional programs available to our students and families.

Sincerely,
Board of Trustees
Burbank Unified School District