



January 12, 2016

To the Certificated and Classified Staff of Berkeley High School and Berkeley Unified School District:

My name is Mansour Id-Deen. I am the President of the Berkeley, NAACP. For the past 9 months we have been investigating discrimination and hostile employment practices of the Berkeley Unified School District. My office continues to get numerous complaints from staff members fearful of retaliation and reprisal. Up until this point, the district has taken **zero** action for self-corrective measures to remedy these problems. Therefore, I encourage all staff members who feel they are being bullied and harassed by the administration to continue to send complaints to my office. We will take complainants from **all** ages, race, gender, and religious backgrounds.

The current narrative from School Board Member Karen Hemphill is that "the Board passes policy and teachers don't carry it out" The Board seem to think that some teachers do what they want. It is now clear to me why there is such a tremendous disconnect between the policy makers on one hand and certified/non instructional staff on the other. The NAACP **disagrees** with Director Hemphill's characterization emphatically. We believe that the Administration, School Board member, and the Union must work with teachers in the best interest of all students. The employees of BUSD care about kids with whom this crisis negatively affects.

Finally, please know that your complaints will be kept **confidential** and will not end up in the hands of District Administrators. Also of note, the leadership of BFT and BCCE has not been responsive to the complaints and grievances of their own members. This fact has not affected my organizations' resolve to respond to the grievances of employees. We also have a similar investigation pending with the City of Berkeley for the past 3 years. Our mission is to ensure that your independent complaints will get the attention that they deserve. Please fill out the attached complaint form and return it to me (middeen@berkeleynaacp.com). If you would like to speak to me personally, I can be reached at 510-206-2129.

We believe equity will come through our collaboration. Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to be "Mansour Id-Deen", written over a horizontal line.

Mansour Id-Deen
President, BNAACP