



January 15, 2015

Max McGee, Superintendent  
Palo Alto Unified School District  
25 Churchill Ave.  
Palo Alto, CA 94306

Re: Public Records Act Request

Dear Max:

I have recently learned from Gunn principal Denise Herrmann, confirmed by Assistant Superintendent Scott Bowers, that a grievance was recently submitted by teachers at Gunn pertaining to certain requests made of them by Denise and/or the district. My understanding is that the matter has now been resolved.

My request for additional information was declined by Denise and Scott based on the union contract stating that all grievances are confidential.

While the purpose of confidentiality of a grievance made by an individual teacher is obvious, since it concerns a specific employee matter, my understanding is that this grievance was made on behalf of many teachers at Gunn and addressed a disagreement over the authority of the administration to direct certain teacher actions.

If so, our attorneys believe the union contract clause is not a basis for denying the public knowledge of the grievance and access to the related documents, as it concerns a matter of district policy and how a possible conflict between the administration and teachers as a group was handled and resolved.

Therefore, this letter is to request copies of all records, including the grievance, response(s) to the grievance by the district and any emails or other written communications pertaining to the grievance between district or Gunn administrators and the union or teachers, and between administrators and members of the Board of Education.

If you deny this request, please cite the applicable exemption of the Public Records Act and indicate whether there are responsive documents to this request.

Thank you for your help.

Sincerely,

Elena Kadvany  
Staff Writer