



June 20, 2016

Krystyana Brame

Re: Harassment, Intimidation, and Bullying Complaint

Dear Ms. Brame:

The purpose for this letter is to let you know that the Seattle School District ("District") has completed its investigation into the alleged conduct engaged in by your former supervisor Eric McCurdy. The District assigned an investigator to look into the allegations that Mr. McCurdy intimidated and bullied you in violation of District policy and procedure. You also indicated that you feared retaliation from Mr. McCurdy. The District takes such allegations very seriously.

According to Board Policy No. 3207 (Prohibition of Harassment, Intimidation and Bullying), harassment, intimidation and bullying is intentional conduct that is so severe, persistent, or pervasive that it creates an intimidating and/or threatening work environment and/or has the effect of substantially disrupting the orderly operation of the school or work place. Although I do not find that Mr. McCurdy's behavior violated the precise terms of Board Policy No. 3207, I do find that he made inappropriate comments and used inappropriate language in the workplace and will be directing that his supervisor Associate Superintendent for Capital, Facilities, and Enrollment, Flip Herndon, take appropriate corrective action.

I want you to know that I support a positive work environment for all employees. As the new Assistant Superintendent for Human Resources this is very important to me. Moving forward, I want to look at professional development opportunities for supervisors so that they can learn strategies for engaging in difficult conversations, such as when an employee can and cannot take vacation leave and how to raise performance expectations in a fair and balanced manner. I want both the employee and the supervisor to have the opportunity to be heard. My hope is that such training may reduce stress in the work place.

I understand that you decided to leave the District for employment elsewhere, but if you are ever interested in returning to the District, please know that you are welcome to return and if I can assist you in any manner, please let me know.

If you are not satisfied with my response to your complaint of harassment, intimidation, and bullying, you may appeal my decision to Superintendent Larry Nyland. A written appeal must be filed with the Superintendent; Seattle School District; MS 32-150; PO Box 34165; Seattle, WA 98124 on or before the tenth calendar day after you receive this letter. Either the

Superintendent or his designee will hear your appeal. Alternatively, if you would like to meet with me, I am open to a meeting with you if you decide to do that instead of an appeal.

Thank you for sharing your experiences and for bringing this to my attention.

Sincerely,

A handwritten signature in black ink that reads "Clover Codd". The signature is written in a cursive, slightly slanted style.

Clover Codd  
Assistant Superintendent, Human Resources

cc: Larry Nyland, Superintendent  
Flip Herndon, Associate Superintendent  
Noel Treat, General Counsel