



**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**

After a hearing in Unfair Practice Case No. SF-CE-3556-E, *Berkeley Council of Classified Employees v. Berkeley Unified School District*, in which all parties had the right to participate, the Public Employment Relations Board (PERB) found that the Berkeley Unified School District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Retaliating against employees for exercising rights under EERA.
2. Interfering with or harming rights guaranteed to employees under EERA.
3. Interfering with Berkeley Council of Classified Employees' right to represent bargaining unit employees.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF EERA:

1. Rescind and expunge from all files it maintains regarding Amber Spencer the August 2, 2023 Involuntary Transfer letter and any other documentation that refers to the involuntary transfer.
2. Return Spencer to her Executive Assistant I position supporting the Associate Superintendent of Educational Services, at Spencer's election. If Spencer so elects, the parties, including Spencer and Jill Hoogendyk, Associate Superintendent of Educational Services, will first participate in a mediation conducted by the State Mediation and Conciliation Service.

Dated: 10/27/2025

BERKELEY UNIFIED SCHOOL DISTRICT

By: Samantha Tobias-Espinosa
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.