



**CALIFORNIA DEPARTMENT
OF EDUCATION**

TONY THURMOND
STATE SUPERINTENDENT OF
PUBLIC INSTRUCTION

1430 N STREET, SACRAMENTO, CA 95814-5901 • 916-319-0800 • WWW.CDE.CA.GOV

March 10, 2026

Denise Saddler, Interim Superintendent
Oakland Unified School District
1011 Union Street, Suite 946
Oakland, CA 94607
denise.saddler@ousd.org
jenine.lindsey@ousd.org
esklar@lozanosmith.com

Re: Case Matters 2025-0154, 2025-0108 and 2025-0284

Dear Interim Superintendent Saddler:

We are writing regarding overdue corrective actions in three Uniform Complaint Procedure (UCP) matters.

Corrective Actions

In Case Number **2025-0154**, the California Department of Education (CDE) directed the Oakland Unified School District (District) to submit evidence to the CDE by January 9, 2026, that the District had provided a training by a non-District trainer to all District high school social studies teachers and high school site administrators that addresses, when conducting lessons about the situation in the Middle East, the obligation to comply with *Education Code* 51500, which states that a teacher shall not give instruction and a school district shall not sponsor any activity that promotes a discriminatory bias, with a particular emphasis on ensuring that instruction does not promote an anti-Semitic bias.

In Case Number **2025-0108**, the CDE directed the District to submit evidence by January 16, 2026, that it had provided a training to the teachers and administrators at Westlake Middle School on ensuring that the District does not show discrimination or bias towards persons with protected characteristics, with a particular emphasis on anti-Semitism.

In Case Number **2025-0108**, the CDE also directed the District to submit evidence by January 16, 2026, that it had provided training for the journalism faculty adviser at Oakland Tech on ensuring that a District publication does not show discrimination or bias towards persons with protected characteristics, with a particular emphasis on anti-Semitism.

In Case Number **2025-0108**, the CDE also directed the District to submit evidence by January 16, 2026, that it had provided training to all Montera Middle School administrators and teachers, and the District Coordinator of Complaints or Coordinator for Discrimination Complaints (or

equivalent position), on ensuring that the District does not show discrimination or bias towards persons with protected characteristics, with a particular emphasis on anti-Semitism.

In **Case Number 2025-0284**, the CDE directed the District to complete the following corrective actions by March 1, 2026:

1. The District Superintendent shall send a letter to all District families that condemns anti-Semitism and addresses the District-wide actions that the District is taking to prevent and remedy it. Acceptable evidence to the CDE UCP office for Corrective Action 1 shall be a copy of the letter along with an attestation by the Superintendent that it was sent to all District families.
2. The District Superintendent shall send a letter to all District employees that condemns anti-Semitism and addresses the District-wide actions that the District is taking to prevent and remedy it. Acceptable evidence to the CDE UCP office for Corrective Action 2 shall be a copy of the letter along with an attestation by the Superintendent that it was sent to all District employees.
3. The District shall hold a required training by an outside trainer for all District employees on preventing and remedying anti-Semitism. The outside trainer must at minimum consult with a Jewish or Israeli educational or advocacy organization in developing the training. The training must include, at a minimum:
 - a. Employees' obligations under Board Policy and Administrative Regulation 6144 on Controversial Issues, as it specifically relates to the prohibition on discrimination against persons who are Jewish or Israeli.
 - b. Employees' obligations under Board Policy 4040 on Employee Use of Technology and BP 1113 on School Websites, as it specifically relates to the prohibition on discrimination against persons who are Jewish or Israeli.
 - c. Employees' obligations under Board Policy 4119.25 on Political Activities of Employees, as it specifically relates to the prohibition on discrimination against persons who are Jewish or Israeli.
 - d. Employee's obligations under Board Policy 0410 and 5145.3 on Nondiscrimination (in District programs and activities), as it specifically relates to the prohibition on discrimination against persons who are Jewish or Israeli.
 - e. Discussion of the findings in this Decision.
 - f. Coverage of topics that includes, but is not limited to: posters, displays, flags, murals, publications, websites, email, instructional materials, workshops, meetings, guest speakers, field trips, and religious and cultural observances.

Acceptable evidence to the CDE UCP office for Corrective Action 3 shall include evidence of consultation with a Jewish or Israeli educational or advocacy

- organization in developing the training, a copy of the training agenda and training materials, and attestations by every site principal and every District-level administrator that both they and all of the employees who they supervise have attended.
4. The District shall notice, agendaize and present an information item for a public Board meeting that discusses the findings in this Decision and addresses the actions that the District is taking to prevent and remedy anti-Semitism. Acceptable evidence to the CDE UCP office for Corrective Action 4 shall include a copy of the notice, agenda, and supporting materials (which shall at minimum include a copy of this Decision), and a link to any District-recorded video of the hearing, with a notation as to the relevant time period where the item appears.
 5. Each site Principal in the District shall send a letter to all of the school's families that condemns anti-Semitism and addresses the specific actions that are being taken at that particular school site to prevent and remedy it. Acceptable evidence to the CDE UCP office for Corrective Action 5 shall be a copy of each letter along with an attestation by each Principal that it was sent to all District families.
 6. American Indian Model Schools, Thornhill Elementary School, Montera Middle School and Oakland Tech High School shall each hold an assembly (or set of assemblies) attended by all of their students that addresses the Holocaust, what a swastika represents, and the harm that graffiti involving such imagery and other anti-Semitic imagery may cause. Acceptable evidence to the CDE UCP office for Corrective Action 6 shall be a copy of the agenda and supporting materials for each assembly or set of assemblies, and an attestation by each Principal that all students attended.
 7. The District shall hold a training for the District Superintendent, the District Superintendent's Executive Team/Cabinet, and the District's UCP coordinator, on the District's obligations relating to processing UCP complaints of discrimination based on a protected characteristic. The training shall emphasize the District's obligations under the *California Code of Regulations*, Title 5 (5 CCR), sections 4631 and 4633(a), and the findings in this Decision. Acceptable evidence to the CDE UCP office for Corrective Action 7 shall be a copy of the training agenda, training materials, and attendance sheet confirming attendance.
 8. The District shall develop a specific plan for ongoing professional development for the remainder of the 2025–26 school year on ensuring that instruction does not have a discriminatory bias, with a particular emphasis on anti-Semitism. The District shall consult with a Jewish or Israeli educational or advocacy organization in developing the plan. Acceptable evidence to the CDE UCP office for Corrective Action 8 shall be the plan and evidence that the District consulted with a Jewish or Israeli educational or advocacy organization in developing the plan.

Deficiencies

As stated in our letter to you dated March 2, 2026, the District has not fulfilled the corrective action identified above in Case Number 2025-0154, because the evidence submitted reflects a training dated December 4, 2025, that appears to have been attended only by certain administrators, but not by high school social studies teachers. The District is required to provide a training to all high school administrators and all high school social studies teachers, as stated in the corrective action.

As further stated in our letter to you dated March 2, 2026, the District has not fulfilled the three corrective actions identified above in Case Number 2025-0108.

As stated in our letter to you dated March 3, 2026, the District has not fulfilled the corrective actions identified in Case Number 2025-0284.

Conclusion

To the extent that the District's March 4, 2026, letter requests an extension of time to complete the above corrective actions, that request is denied. Please submit evidence of completion of the corrective actions immediately. As noted previously, the CDE cannot withhold funding from the District until the CDE has determined that compliance cannot be secured by another means, including, if necessary, a lawsuit. 5 CCR, Section 4670. The issue of the District's compliance with the CDE's corrective actions is now the subject of a lawsuit filed in Alameda County Superior Court on March 5, 2026. A courtesy copy of the lawsuit (case number still to be assigned) is attached.

Sincerely,

Uniform Complaint Procedures Office
Legal, Audits, and Charters Branch
eeucpo@cde.ca.gov

Enclosure: Copy of lawsuit in *California Dept. of Educ. v. Oakland Unified Sch. Dist.*