



Dear Director Berg & Others:

I offer the following in response to Director Berg's 'personal' letter to editor published in the Kitsap Sun dated 9-3-21. If you have not yet read Mr. Berg's 'private' letter to his constituents, you can find it here:

<https://www.kitsapsun.com/story/opinion/readers/2021/09/03/talk-elected-officials-if-you-want-part-process/5719448001/>

I find it disconcerting that a director who professes that no one board member can speak for the board wrote this letter and is essentially speaking for the school board. Never mind his salutation. Warm fuzzy words such as "*Thoughtful and Civil Communications*" are in stark contrast to Mr. Berg's general communication style and treatment of 'some' others. While these are the manners in which he wants others to think he practices, his communication methods reveal something completely different in practice.

Let's review the facts and perhaps set the record straight here. While Mr. Berg claims to have created an "educational website" for our community and his constituents, what he posts is far, far from being educational in purpose. When anyone persists in pecking and group chastations of school board candidates (pages were directed to be removed by the Washington State Public Disclosure Commission case investigator) here is what is still left for us to ponder just how polite, respectful, and civil Mr.

Berg's communication skills and website postings are. How Director Berg communicates with one board member and our community can be reviewed on his website here: <https://skschools.info/>

Partial list of titles/efforts by Berg on his website/blogs

Instigated censure efforts of a fellow board director.

Instigated need to investigate a fellow board director.

Promotes recall of a fellow board director.

Provides 'education' in hopes for a recall of a fellow board director.

Instigates and encourages community groups to start recall of a fellow board director.

Suggests removal of a fellow board director is an option.

Provides a "how to" guide on how remove a fellow board director from elected office.

Lists and details reasons why a fellow board member should be recalled (now who do we think he is talking about, and for what purpose)

Further listing of additional acts and activities practiced by Board Director Berg

Obsessive 'fact checking' of a fellow board director.

Compulsively characterizes a fellow director to be against and/or us (us being other board members and the district/kids)

Allegations that a fellow school board member is attacking him.

Allegations that other community members and groups are attacking him.

Identifies by contrasting specific community groups as either good or bad.

Actively pits specific community groups against each other for no other reason than a lack of tolerance for others opinions and values.

Constantly alludes to and suggests that other community groups are against him, attacking him, and are against the kids and the school district's best interests.

Consistent, compulsive, and obsessive inventory taking of community member(s) who don't share his same views/values.

Consistent, compulsive and obsessive inventory taking of specific community groups he dislikes and disagrees with. Fails to understand that diversity means tolerance of all, not just who he approves of.

Consistently persists in efforts to tarnish and/or stain a specific fellow board member's character.

Consistently encourages consorted efforts to tarnish and/or stain a fellow board member's reputation.

Intolerant of others who do not share his rules, thoughts, and values. Most will see this as an ethics violation from a public official.

Note: While this is not an exhaustive nor exclusive list, these are nevertheless my observations and experiences of the character and tenor of current, and past comments and posts by Director Berg.

Again, it is revealing to visit Mr. Berg's 'private' website and read some of his posts for yourself. Here is that link again: <https://skschools.info/>. Keep in mind, all or perhaps any one of these offensive activities might be an indicator(s) of a considerable degree of anger, hostility, and at best, a lack of respect for others. What may be coming into play here could also be some feelings of being inferior to others. As these actions and comments are extremely charged, seeped in anger and distrust - we should expect, and not be surprised to this 'situation' to further unravel. Subsequently, Mr. Berg has created a rich breeding ground for continued unethical actions and behaviors which currently do not seem to be '*spreading further*' among his fellow board members. Based on comments made at prior board meetings I believe at least one board director had no idea how inflamed this entire situation would become, just how 'big' it would all become.

Disclaimer: I am not a psychology major (like Berg) as my degrees are in sociology and paralegal studies with a major in criminal justice.

Director Berg, while you steadfastly and tacitly claim that '*others*' need to communicate with the board (and apparently you particularly) in thoughtful and civil communicative fashions, your posts reveal you hold a far different standard for yourself. It's very clear that what you have written in your letter to the editor lies in stark contrast to your everyday words and deeds in your '*real-life*'. The example of his statement in his letter about how to engage an individual board member seems at the very least, contrary to board policies. Just another one lone director policy initiator without any concern for including any of the other directors.

It's notable that Berg's reveals his views of how board dynamics work when he essentially suggests we have to "*beg*" a board member to ask to get an item added to the agenda. This is like a flare going up! Something is very wrong when the only way to get anyone's concern on the board agenda is to convince a board member of your cause. There is no accepted board policy for what Berg suggests here. Shouldn't there be a way for anyone to ask for something to be added to the agenda without having to beg or grovel to be heard because the board has no work meetings to informally, discuss issues. Remember, this board will not will not let us talk to them during board meeting. They won't answer questions. We are told the Superintendent 'will get back to us' and that he has the answers to our questions. Ha! This was a board policy massaged and 'refined' by Berg. This has been and remains is a terrible way to run a board or allow a board to operate.

Your public forum postings (website or blog, or whatever you wish to call it) clearly demonstrate your continuing pursuit of an exact opposite course of communications you are now soliciting from others. I wonder, who yelled at you recently so that you felt compelled to respond with your letter? Those who edit letters would not insert in a title "*don't yell*" unless someone has finally been giving you some richly deserved feedback!

As far as your education website, what you (and your webmaster) have created is in essence a type of *"hate site."* It certainly is fostering hostile environments for your targets. You have tried extremely hard to single-handedly put "a stain" on a fellow board member, community members, and community groups. I would bet your actions and an activity in this regard are certainly not something our school district administration supports, condone, or appreciates and is probably an ethics violation. You appear to be successful at now making SKSD the laughing stock of our region. Even an associate editor from the Education Week online paper (in Bethesda, Md) wonders just what is going on at SKSD!

For those who are unaware, Mr. Berg was interviewed by Education Week regarding his CRT resolution. He certainly seems to be speaking for the board as he said he is working on another resolution for the board. Yet, the board has already addressed the issue. But, Mr. Berg has decided that he will work counter to the board decision in a published interview, which clearly identifies him as a SK board member. Find Mr. Berg's interview *'representing'* South Kitsap directly after Peninsula School District's interview at the following link: <https://www.edweek.org/leadership/local-school-boards-are-also-banning-lessons-on-race-heres-how-that-looks-in-7-districts/2021/08>

Many are well aware of you activities and efforts or should I say your 'dogged persistence' to try to *'take down'* a fellow board member. Tell us, what have your efforts so far accomplished other than an invitation to meet and discuss these issues in Superior Court. Do you really feel that others will elect you to the Board Chairman position based on your conduct and damage to the board and other board members? Taking another director out of the running sure makes your actions look politically and selfishly motivated.

So Mr. Berg, you have *'successfully spawned'* your very own civil court action, dragging in all of your fellow board members and by proxy, the District! Will you now entertain us with your *'minimization dance'* and continue your claim that you have not been sued? Regardless of what you call it, an administrative appeal against the board is indeed civil litigation with all the costs and embarrassment that attaches. Any litigation costs money, time, and will in the end impact not only your reputation in our community and the entire school board and district's reputation.

We should not be shocked nor surprised *'if'* the simple administration appeal ends up morphing into more *'serious'* civil litigation. The potential *'expansion'* of additional civil litigation may very well drag in various individuals not yet named. Anytime anyone is called into a court hearing, shame and embarrassment often follows. Certainly, any future proceedings will feel just like being sued, especially when the attorney bills come due. And right about now we can guess that those involved are asking, "Just who is going to pay my legal bills".

Here's a thought. Perhaps consider starting a *"Go Fund Director Berg's Legal Defense Fund"* in the event SKSD District or their insurer refuses to cover legal costs. But not to worry, you will have three other directors to share in those costs. Might as well invite them to join in on your "Go Fund John Page." Let's not forget, it may have all started as just fun and games for you. You have remained eager to prod, poke, harass, discriminate against, libel, and slander others. Soon the bills for all that fun you have had will come due.

Dave Kimble
Manchester