

Margate Middle School

Bettye W. Brown, Principal

500 NW 65th Avenue

Margate, FL 33063

(954) 977-2277

May 10, 2002

To Whom It May Concern:

I am writing this letter of character reference for Nasra Ibrahim. Ms. Ibrahim has worked as a substitute at Margate Middle School for the past two years. Ms. Ibrahim enjoys working with our students in the classroom setting. She has proven to be extremely reliable and willing to work in any capacity. She has earned the respect of both staff and students.

Sincerely,



Lynn Verlinde
Office Manager

Instructional Staffing Department
EMPLOYMENT Processing Form

6590

Instructional Staffing Department
Clearance Approval Form

E-16590

NASRA

IBRAHIM

Social Security Number

29901

ID Number

00911000 Deerfield Beach Middle

N

8/2/2005

BU Date

Loc. No. Location Name

Science Assignment SCIENCE - MIDDLE

Appt date & time:

One Year Only? No

Items needed to have a complete file. Mark if acceptable.

- Application/Update
- Satisfactory References
- Complete Transcripts

RECEIVED

AUG 22 2005

HRIS

Additional items that may be required. If items are not needed, mark through.

- Contract Expires Memo/Replacement Teacher Memo
- Recommendation for Special Expertise Certificate
- Last Principal Recommendation, if needed
- Out-of-field waiver

If marked the candidate is Out-of-field.

Comments:

This teacher has been approved.

Signature

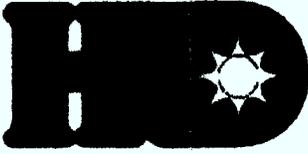
John P. Dreghe

Date

8/19/05

*KW
9/13/05*

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Proof of Service

Name: NALPA TIRTA Hira Date of Follow-up: June 12-01 Jan 5th 08

I worked as a Substitute Teacher for Broward County Public Schools on the following days:

1. Date: 5/29/01

School: Ramblewood Middle School

Verification Signature: *Joy L. Emerson*

Joy L. Emerson, Confidential Office Manager
Print Name and Title

2. Date: 5/30/01

School: Margate Middle School

Verification Signature: *Kathy Squicciarino*

Kathy Squicciarino - Sub Co-ordinator
Print Name and Title

3. Date: _____

School: _____

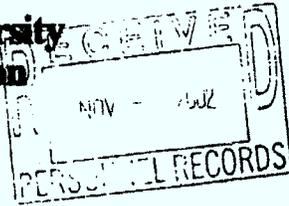
Verification Signature: _____

Print Name and Title

When you have completed three substituting session, prior to your follow-up date above, call Claire Brandt at HRD, 382-6256, to register to attend the follow-up session. Reservation is on a first come, first served basis.

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**Office of Admissions
Nova Southeastern University
Health Professions Division
College of Pharmacy
Evaluation Form**



3200 South University Drive
Fort Lauderdale, Florida 33328
(954) 262-1101
(800) 356-0026

Evaluator: Pursuant to the Family Education Rights and Privacy Act (Buckley Amendment) signed into law December 31, 1974,

_____ has _____ has not _____ waived his/her right of access to inspect and review this recommendation form upon its completion. Since the applicant's file will not be further considered until we receive this form, we ask that you return it as soon as possible. It is important that you answer each question. If additional space is needed, please use the space for additional comments on the reverse side or attach an additional page.

1. Applicant's name (Please print)

I. BRAHIM

Last Name

NASRA

First

M.

Middle/Initial

2. How long have you known the applicant?

11 years

3. What is your relation to the applicant? (Check categories which are most appropriate)

Professional (Indicate type) SR-Worker Teacher Employer Other

4. Please rate the applicant's abilities in the following areas using the scale below:

4 = Outstanding; 3 = Above Average; 2 = Average; 1 = Below Average; 0 = Poor; N = No basis for judgment

	4	3	2	1	0	N
Judgment-common sense, decisiveness, considers alternative solutions, able to accept suggestions		✓				
Assertiveness-non-abrasive, firmness in stating position		✓				
Knowledge of and interest in Pharmacy-depth of commitment	✓					
Oral Expression-clarity, articulates position well			✓			
Initiative-self-starter, independent, needs little or no supervision		✓				
Mood Stability-performs well under pressure, level-headed, adjusts to situations		✓				
Demeanor-warm, responsive to others' moods, positive		✓				
Industry-perseverance, endurance, works hard		✓				
Reliability-dependability, you can count on him or her	✓					
Leadership-cares respect by example, others turn to him or her for direction, steps in to organize			✓			
Integrity-practices high principles without evoking moral antagonism, moral consistency		✓				
Self-understanding-knows own strengths, knows and works on weaknesses		✓				
Openness-shares his or her feelings, seeks advice of others		✓				
Personal Appearance-appropriate for whatever occasion arises, neatness	✓					
Inquisitiveness-eager to learn, curious		✓				
Cooperation-ability to work with others	✓					
Written Communication-clear, concise			✓			

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5. If you wish, please use this space to amplify any of your ratings in question four or to comment on other aspects of the applicant's character and personality.

6. In daily interactions with others, the applicant tends to be:
 Strongly introverted; Mildly introverted; Mildly extroverted; Strongly extroverted.

7. What do you feel are the applicant's major strengths which will make him or her an effective pharmacist?
Nasara is hard working and works well with others. He is reliable and commited about his work.

8. What do you feel are the applicant's weaknesses?
Nasara needs to improve his communication skills

9. As a member of an admissions committee, how would you rate this candidate?

- I highly recommend this applicant.
- I recommend this applicant.
- I recommend this applicant, but with some reservations.
- I am not able to recommend this applicant.

10. Additional comments.

Nasara is hard working and dedicated. I highly recommend him for the Pharmacy program.

Signed *Martin Horvath*

Date 12-13-99

Name MARTIN HORVATH
(Please Print)

Title or occupation PHARMACIST

Address 4004 N.W. 105 DRIVE
Number Street

Telephone Number 954-752-1181
(9 a.m. - 5 p.m. for confirmation purposes)

Coral Springs FL 33071
City State Zip Code

Please return form to:

Office of Admissions
Nova Southeastern University
Health Professions Division
College of Pharmacy
3200 South University Drive
Fort Lauderdale, Florida 33328

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Humana Health Care Plans
5317 W. Atlantic Avenue
Delray Beach, Florida 33484
(407) 496-6000



The Delray Medical Group
5317 W Atlantic Ave
Ste 104
Delray Beach, FL 33484

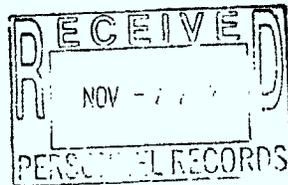
Sharavon Pottier, R.P.H.
Pharmacy Manager

To Whom it May Concern:

This letter is in regards to Mrs. Nasra M Ibrahim. Mrs. Ibrahim has been employed at Humana pharmacy # 1628 since April 19, 1999. She works on a full time basis Monday thru Friday. She has been a competent employee. She works with the public on a daily basis and there have not been any problems. She is respectable with all employees that she works with. She gets along well with others and has never shown any violent behavior.

Sincerely,

Sharavon Pottier
RPH
Pharmacy Manager



A 40

Pharmacy Technician Certification Board

This Certifies That

MARVA M. ZURAHM

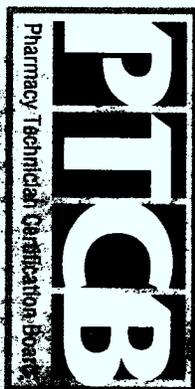
Has Met All Requirements for Certification and
Merits The Designation Of

Certified Pharmacy Technician (CPT)

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[Signature]
Chairman, Board Of Governors

CERTIFICATION NUMBER
0757059961201



[Signature]
Executive Director

CERTIFICATION DATE

NOVEMBER 30, 1998

Certification is valid for two years.

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Certificate of Participation

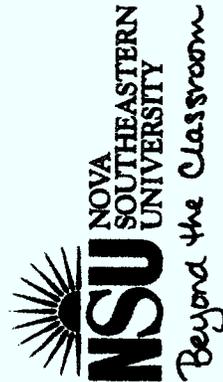
This document certifies that

Nasra Ibrahim

participated in the 2004 Conference on Global Leadership, Learning, and Research

Nova Southeastern University

held on July 25—July 30, 2004



H. Wells Singleton, Ph.D., Education Provost and University Dean



State of Florida
Department of Education
Temporary Educator's Certificate

This Certifies That

NASRA MOUSTATE IBRAHIM

*Has satisfactorily completed all requirements of law and State Board of
Education Rules for the coverages listed below:*

CHEMISTRY (GRADES 6 - 12)

July 01, 2005-June 30, 2008

Department of Education Number: 831064

Chert Pearson Yecke

Chert Pearson Yecke, Ph.D.
Chancellor, K-12 Public Schools



John L. Winn

John L. Winn
Commissioner of Education

EX-#E

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FLORIDA DEPARTMENT OF EDUCATION



John L. Winn
Commissioner of Education

STATE BOARD OF EDUCATION

F. PHILIP HANDY, *Chairman*

T. WILLARD FAIR, *Vice Chairman*

Members

DONNA G. CALLAWAY

ROBERTO MARTÍNEZ

PHOEBE RAULERSON

KATHLEEN SHANAHAN

LINDA K. TAYLOR



May 30, 2006

Ms. Nasra Ibrahim
Post Office Box 772177
Coral Springs, Florida 33077

RE: Case No.: 056-0831-EA
SSN: XXX-XX-5996
DOE No.: 831364

Dear Ms. Ibrahim:

Pursuant to the provisions of Sections 1012.56, 1012.796, and 1012.795, Florida Statutes, I have determined no probable cause to deny your application for a Florida Educator's Certificate. Accordingly, I am directing the Office of Professional Practices Services to prepare and make all required notices of this decision. This decision does not affect action by the Bureau of Educator Certification in determining your eligibility for certification or any action deemed appropriate by any local school district.

As you progress through your career, you are bound to uphold the Code of Ethics and Principles of Professional Conduct for the Education Profession in Florida. As Commissioner of Education, I am firmly committed to protecting the integrity of Florida's education profession. Educators are role models in our communities and must uphold high ethical standards of conduct in and out of the classroom, our children deserve nothing less.

I wish you success in your career and encourage you to call on us for guidance and assistance in meeting the many challenges of your profession.

Sincerely,

John L. Winn

mwl/ch

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444

Nasra M. Arafat
P.O.BOX 772177
Coral Springs FL,33077

JOB OBJECTIVE: A Chemist in Quality Control Environment, Certified Substitute Teacher & Certified Teacher Middle School.

Education: **Master of science in Educational Leadership October 31,2007**
Degree Specialization: management & Administration of Educational Program-Nova Southeastern University, Ft. Lauderdale

Bachelor of Science in chemistry and Zoology (September 1979)
College of Science Mansoura University, Egypt

Certified Teacher / Florida Department of Education Chemistry (Grade 6-12) July 01,2005-June 30,2008

Can be Renew any Time I want

Statement of Eligibility (Grade 5-9) General Science -Middle Grade
Certified Substitute Teacher July 2005-2010 School Board Broward County Florida

Certified Pharmacy Technician (National Certification Nov.1998)
Pharmacy Training School. Palmetto General Hospital,(1997)

Educational Experiences:

2000/2001 *with* **School Board of Broward County, Florida certified Substitute teacher**
-Present 6th, 7th, and 8th Grade. Follow and administrated teacher's Lessons
April 28/2010 Plan. Observed students & subjects and reported data to improve teaching & learning.
Assisted students to follow school rules and polices.
Provide variety of instructional methodology to assist divers students'
Population based research.

2005/2006- **7th Grade Integrated Science Teacher:** adopting the curriculum content based on
Nov.2005/2006 students acadmic levels motivating, and encouraging students to create teaching & Learning atmosphere.

1999/2000 **School of Islamic Studies of Broward, Inc. FL**
-2006/2007 Teacher/ Office assistant/ Religious Studies (week end school)

2002/2003 **Educational Leadership Experinances:**
-2004/2007 Completed and passed 36 credit hours in Educational Leadership Courses
Which include:

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Create lesson plan for Middle School Science with improving to science Curriculum.
Develop plan for clinical assessments to improve Science Education based research, experiences, and application of Science Education Standards.

Other Professional Experiences

Certified pharmacy Technician:

Nov. 1997 **WALGREEN'S PHARMACY, FL**
-July 2000 Responsibilities: read, type and fill the prescriptions, receiving and return patients calls through phone and window and maintain patient records.

May 1997 **HUMANA PHARMACY, FL**
-Dec. 1999 Responsibilities: preparing of prescriptions, ordering, receiving orders, stocking, Checking stock and handling outdated medications, maintaining patients profiles, Providing quality communications and service for patients.

A Chemist in Quality Control Environment:

May 1994 **SAN-MAR LABORATORY, INC. N.Y.**
-OCT.1995 **Chemist/ quality Control Laboratory, Responsibilities: Analysis of ointments, creams and lotions using computerized HPLC, UV, and other laboratory equipments**

Nov.1993 **VILARDI BIOANALYTICAL LABORATORY, N.Y.**
-OCT. 1995 **Medical technology /Hematology and Chemistry**
Responsibility: prepared blood smear for Diff's, Retic., C.B.C. using Coulter Counter E.S.T. and Coagulation tests, Chemistry electrolyte tests using Ciba Coring.

Feb 1992 **PAR-PARMACEUTICAL COMPANY, N.Y.**
-July 1993 **Chemist/ Quality Control Laboratory, Responsibility: Analysis of analytical and stability pharmaceuticals products and raw materials. Development of analytical Methods utilized to test pharmaceuticals products using U.S. pharmacopeia, using Computerized HPLC, UV, and other laboratory equipments.**

Nov. 1998 **LEDERLIE LABORATORIES (A DIVISION OF AMERICAN CYANAMID**
-Dec 1990 **COMPANY)N.Y.**
Chemist: Research & Development of Standards Products to submitted to FDA
Responsibilities: analysis of analytical and stability samples, raw materials and development of analytical methods utilized to test tablets and capsules using USP, B.P. familiar with Spectrophotometer, (U.V. & Colorimetric G.C. / I.R. HPLC and Electronic Dissolution Test Apparatus.

PROFESSIONAL ACTIVITIES:

Research in a Quality Control Environment and Analysis of analytical and stability samples. Development of analytical methods utilized to test pharmaceuticals samples for standards products to be submitted to FDA.

Submitted assignment for new strategies towards schools improvements plans based research Such as instructional Methodology. Laboratory activities plans with a full application for safety rules and regulation. Create plans for staff development through consistent and continuous support to science teachers.

Implementation new plans with new advance evaluation system according to National and international Education Standards.

Applied field experiences in the school site participate in staff developed sessions through scientific association. Interview staff members, reported data and creat plans to improve staff development towards practice and application for Science Education Standards based research.

Praticipate in conferances of Golable Teaching and Learinning, School Reform and Communities Conferances.

Understand and provide help to diverse students' population based research.

TECHNOLOGY EXPERIENCES

Computers, using PC Windows XP 2000-using Microsoft Office XP (power point, access & excel)

Data Warehouse-computer order entry, collecting and analysis data base, using computerized HPLC, using Spectrophotometers' U.V. Ciba Coring and Colorimetric, using Computrized Dissloluation Test equipments and operate TLC Methods for Sciemtific Analyses.

STAKEHOLDER EXPERIRNCES

Assisted students with their need in the community weekend schools and public schools to follow School Code of conduct, ethics and mentored school operation then provided recommendation based experiences and based research.

SCHOOL WIDE ISSUES

A Member of (NSTA) National Science Teacher Association.
Attending SAC meeting and collecting and reporting data for schools improvements
Volunteering at Elementary Schools and at communities organizations.

REFERENCES

Mrs./ Lynn Vertinde
Margate Middle School-Office Manager
500 N. W. 65 Ave. Margate FL, 33086(Ph.# 754-322-3800

Mr./ Eugene E. Cioffi
3709 N.W. 22 place
Sunrise FL, 33323 (ph.# 954-838-0790

Law Offices

John Gaudiosi, P.A.

3801 North Federal Highway
Pompano Beach, Florida 33064

Tel: (954) 785-1300

Fax: (954) 785-9130

February 8, 2001

Re: Ibrahim v. Ibrahim

To Whom It May Concern:

This is to advise that this office represents Mrs. Nasra Ibrahim in post judgment divorce proceedings. In this particular case, Mrs. Ibrahim, who had difficulty understanding our customs and laws, was confused over two (2) conflicting Court Orders active at the same time; one Order which granted her shared parental responsibility but required that she not approach her former husband's home where her children live when exercising her right for overnight visitation, and the other Order which allowed her to take her children to school each morning. As a result, she was cited for contempt of Court for violation of the first Court Order.

It should be noted that this is a civil matter only. Mrs. Ibrahim, after a hearing on the issue of the violation of the Court Order, was ordered to be incarcerated for her alleged contempt of Court. In discussion with the Court and the other attorneys, we believe that Order will be rescinded.

It has come to our attention that Mrs. Ibrahim's position as a teacher by the Broward County Board of Education is being delayed until August, 2001. When she attempted to obtain a position in a private school, the background check on an HRS form revealed a criminal record. This form only indicates that a file was opened in her name as a result of the arrest, not that she has been convicted of any crime. She has not been. Mrs. Ibrahim was arrested as a result of a charge brought by her former husband and his attorney for the same offense as stated above. The Court did not adjudicate her guilty of any crime. With that case disposed of, Mrs. Ibrahim continued with the divorce to protect her children.

Our information is that Mrs. Ibrahim was not convicted of any criminal offense and has no criminal record which would prevent her from being employed as a teacher for the Broward County School Board, any private school or any child care center. Mrs. Ibrahim was arrested for her concern for her children's protection and education, in their best interest.

If I may be of further assistance in this matter, please contact me at the above address or phone number.

Sincerely yours,



John Gaudiosi

A48 Court record was back since my Divorce 1997-2002

Nasra M. Ibrahim
P.O.BOX 772177
Coral Springs FL, 33077

April 25,2008

The School Board Broward County
Instructional staffing

600 Southeast Third Ave.
Ft. Lauderdale, Fl, 33301

Ss.# 075-70-5996
personal # 29901/substitute teacher

**Up Date Record & Acknowledgment About looking for Availability for
A new position**

Dear/ Director:

Please accept my a **new transcript for my Master Degree** which completed on October 31,2007 in order to up date my record as well as my **updated resume**.

Please be advised I will be available to work as a General Science teacher or in Science Curriculum Department based on the availability to any position on 2nd week of September 2008.

I will forward my address to contact me if there is vacant position before Sep. 2008 but my above address will still exist for any regular mail as usual.

Thank you very much for your support and caring and God bless all of you.

Sincerely



Nasra Ibrahim

Cc:
Science Curriculum Dept.
Personal record

A49

Nasra M. Arafat
P.O.BOX 772177
Coral Springs FL, 33077

February 27,2009

Mr./ Carlton B. Campbell, Principal
Pins Middle School
200 Northwest Douglas Road
Pembroke Pins, FL, 33024

New Position

Dear Mr. / Campbell:

I'm resending my resume for 2nd time since November 23,2008 I did know that there is another science position listed on the School Board website which dated February 17,2009. If there is chance and the position still available please let me know early because my rent agreement will be expire on April 30,2009 and I would like to move closer to the school.

Thank your for your time

Sincerely



Nasra M. Arafat

Attachments

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**Nasra M. Arafat (pervious married Ibrahim)
P.O.BOX 772177
Coral Sprigs FL, 33077**

January 01,2011

Broward County Public Schools
Tyisha Cunningham Sub Central Manger
600 S.E. 3rd Ave.
Fort Lauderdale FL, 33301

Complete the verification of employment form

Dear Mrs./ Cunningham:

As a manger who are responsible about any issue related to substitute teachers in Broward County Public School I'm forwarding the unsolved critical issue regarding my employment verification which as follow:
Personal record failed to report accurate and right information about my employment to be reported within legal form. After several communication with the director as I informed her that all boxes must be fill according to my employment record. Also it is understood that Substitute teachers has no constant salary therefore the box which stated (other) must be filled to indicate the hourly rate with indication that the work hours is variable according to W-2 for the last three or four years can be attached or I can attached them. But she cross out all boxes and entered every thing as Zero in addition she take off the start date for my employment using correction fluid I entered it my self as was on 2000/2001 school year. She only filled the part she interested to which my position as substitute teacher which still pending issue based on my official answer dated Oct. 29,2010 with all exhibits total of 19 pages to the district as attached.

Please see what was entered in this form by personal record dated Nov. 29.2010 attached.

This record is incomplete and not accurate legally and morally. Therefore the blank form attached once again to be completed accurately to reflect the facts especially after I discovered there is some body who has same my name and title as science teacher while I'm certified science teacher too who working in full time Islamic private school in my community which I attending for my religious services since 1996 or it could be my personal information used by some way or other while this person may be not exist. Therefore this matter is so critical and action must be taken by complete this form with correct records and separate letter can't and will not be accepted as a matter of law. Also there is a copy from pay stub a check dated Sep. 2010 send with this form but I'm never see it before while the funds taken back automatically as payroll department told me that because I'm over payment while I didn't work since April 2010 then how I can be over payment either? Also there is some days I'm still didn't get pay for it as all records was provided to you and Mrs./ Brito agreed on Feb, 2010 meeting but yet nothing done.

Thank you

Sincerely



Nasra M. Arafat

Cc:

SIU

Mrs./ Gracie Diaz Associate Superintendent

Mrs. / Karen Instructional Staffing

Personal record

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NAME: AKAFAT NASRA MOUSTAFA		LOCATION: SUBSTITUTE TEA		CHECK DATE: 10/01/2010			
PERS. NO.: 000299C1		POSITION: Integration: default posi		PERIOD FROM: 09/13/2010			
TAX STATUS: Single		GROUP: NONUNION		PERIOD THRU: 09/26/2010			
EXEMPTIONS: 01		STEP/RANGE: 00		FSA/CAL: Temporary/Subs			
GROSS INCOME		TAXABLE INCOME		POST-TAX DEDUCTION		NET PAY	
CURRENT	0.69	0.00	0.00	0.00	0.00	0.00	0.00
CAL. YTD	2,614.15	1,927.61		33.22			1,894.39
ANNUAL SALRY	0.00						
DESCRIPTION	POSITION	RATE	HOURS	CURRENT	RETRO	CHK TOTAL	YTD
Overpay: Claim adv Reg Hours-Secondar	99999999			0.69		0.69	3.69
Total gross				0.69		0.69	2,013.46
						TAXES	
						FED W/H	
						MEDICARE	
						TaxYTD	
						PRE-TAX	
						Fica Alter	
						Overpay:Cl	
						TTL PRE-TA	
						CURR	
						YTD	
						CURR	
						YTD	
						156.23	
						0.69	
						33.22	
						156.98	

11/30/10
Will Cao
Alverine
This afternoon

Why this check issued while
I didn't work since April 28, 2010
and why I'm over payed? ?

Fant 247-9061
954-247-9061

VACATION	BEG BAL	ADJUST	EARNED	USED	END BAL
	0.00	0.00	0.00	0.00	0.00
SICK	0.00	0.00	0.00	0.00	0.00
SPR *Included in SICK	0.00	0.00	0.00	0.00	0.00
COMP TIME	0.00	0.00	0.00	0.00	0.00

The School Board of Broward County, Florida

Nasra M. Arafat
P.O. BOX 772177
Coral Springs FL, 33077

Oct. 06, 2010

School Board Broward County
Administrators Public Schools District
600 S.E. 3rd Ave.
Ft. Lauderdale FL, 33301

Immediate professional action required

Dear respected / Administrators.

Respectfully be advised that I believe strongly that I have full right to be not only at the fair but also to have same as Mrs./ Rock man's position as director or higher not less. What she did as she preventing me from this opportunity when there is a 400 positions and all teachers who get off or similar to my situation have priority to get hire first based on long experiences with same schools for 10 years as substitute teacher, higher education (Master Degree in education), certification in shortage subject area (science) and above all never convicted with any sort of crime. What happened on Oct. 05, 2010 at signature grant is direct heat crime not just discriminatory act which started when I changed my married name Ibrahim to Arafat on 2008 according to all official record and detail when my hours was reduced as substitute teacher since Nov. 2008 till this year.

Mrs./ Rock man stated that {the superintendent of north area is a women there is no Mr./ Scotte at North area} as I went to north area and I met with a gentle, polite and Kind man as MR. if him or some body like him by same name any way he is not a women. Therefore based on her statement about Mr./ Scotte I asked for her ID when she ask me to leave the fair after Mrs / karen human resources employee asked me to go to register and follow the procedures at the fair.

I'm refusing any body to traumatized me emotionally especially at fair exist designed for equal opportunity for all in educational filed who is the 1st company to teach this message and support it as role model to end any sort of violation to civil right, human right and any sort of discrimination including heat crimes in the 1st place.

I will not be homeless or continuo to get food stamp because Mrs./ Rock man and all other like wise her choose too. Section 8 message that they aren't accepting application especially for professional people and there is up to 400 positions must be filed in the same day in my own employer for 10 years. Three days notice to pay my rent by land lord attached according to Fl Statutes 83.56

Thank you

Sincerely


Nasra M. Arafat 10/6/10
Superintendent of public schools
Dr./ Keener science department
Mrs./ Graci Diaz/ Human resources
Instructional Staffing Department
Core curriculum department

A
A=4

Nasra M. Arafat
P.O.BOX 772177
Coral Springs FL,33077

Oct. 07.2010

School Board Broward County
Mrs./ Graci Diaz A. D. H. R.
600 S.E. 3rd Ave.
Ft. Lauderdale FL. 33301

**Confirmation To All Discriminatory Actions
And hate Crime**

Thank you for sending the evaluation letters for these schools finally after 5 months. What you sent me by fax today after the district failed to do so when was due and required it confirmed and indicated the facts of the discriminatory action by few individuals which very much norm at any organization, company or institution. Please re-review my answer I sent related to West Broward H.S. incident on Dec.05,2008. The rest of these letters are false while it back to few years ago and you never acknowledge me about them by any way. The negative documents I'm never acknowledge about it as E-mail between sub-central and other employees it indicate pure conspiracy in nature while I never been in their school and they want to block me from working in advance.

Kindly I need more detail about the following:-

Now you taking action to supersede my education and experience (my life) but you didn't take action when a principal of elementary school on 2002 wrote negative evaluation using letterhead of school board then you discovered that I'm never work or will work at her school as I requested in sub-form.

Is any body investigated what I wrote immediately about North East H.S. incident on April 16,2010 before even I got their letter and Why not? Is this school action against me appropriate?. Henry P. M.S. negative letter as I explained to you for what happened as well as to Mrs./ Karen then who you believe the person said the B-word (rude) or the person who heard it? Therefore I have no communication with those individuals which is seldom because I can tell from what they are doing and talking about also the nature of my work and personality.

Leaving these disease without enforcing the consequences when those few individuals with comparing to all the schools I did work with for 10 years will allow these disease to be all over in our societies not just in these schools.

Nova H. S. I'm never work there how it can be that some body wrote a letter to block me from working before even knowing me or knowing them? Involving in my family / divorce matter is not appropriate action especially when I have different culture and believe which must be respected. Please tell them know to leave my daughter at Nova H.S. alone she is ok and only if you leave her alone. I believe resume my employment immediately will be fair if you want to know why bring those individuals with their negative letters ! and face me. Also prepared the basic rules and the law of ethics of conduct if the School Board Broward County Intention and willing to treat such disease in good faith which effected children in the first place. I will send as soon as I can further response for more prove that this abuse and discrimination is a fact since goodbye team was organized!.

Thank you

Sincerely



Nasra M. Arafat 10/7/10

Cc:

Superintendent of public schools
David Golt Executive Director
Mrs./ Graci Diaz/ Human resources
Instructional Staffing Department

A55

Attachment B

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Nasra M. Arafat
P.O.BOX 772177
Coral Springs FL,33077

October 29,2010

School Board Broward County
Mrs./ Graci Diaz
Associate director of human resources
600 S.E. 3rd Ave.
Ft. Lauderdale FL, 33301

1st Official Response On Human Resources Department's
Letter Dated October 06,2010

I'm in response to your letter dated Oct. 06,2010 this official response now become due and obligation. This response after I received a copy from the six negative evaluation letters which attached to your letter when you considered it as a reason to stop my eligibility to work in specific positions. This matter was pending since instructional staffing department failed to disclose a copy of these letters even after I requested them in writing. Calling your office or come to the lobby of the district to get these letters it was your staff's direction to do so.

After my careful review to these letters I find the below facts to be considered according to the employment and labor law as well as the rules and regulations of department of education in state of Florida and USA in general; while I earned salary and paying taxes with existence for the following facts:

1- these six letters not submitted to me within a reasonable time. These evaluation letters scattered since 2006-2010 when my name was removed from sub list according to Mrs./ Brito instructional staffing department letter on April 28,2010 and this department failed to attached any of these letter to such decision according to all policies and regulations. Review these letters is essential and critical step in order for me to response and in order for you as human recourses department to provide accurate investigation and fair judgment based on the determination of these letters as a true or false matter which can't be done without hearing both sides as a matter of law and according to the schools system policies and department of education.

2- There was no response to my other request for a better position and/ or better salary (promotion) according to my letter to Mr./ James Notter the superintendent dated Jan.02,2010 who referred my request to your department please see attached exhibit # 1. your staff's answer was that there is a new director named Mrs./ Rockleman she is reviewing my file while the schools started but your staff asked me to wait. Such action and failure to respond not only prevented me from working with school system but full paralyzed me till today. There is nothing I can do without superseding these false negativities done against me which was mention in April 28,2010 but I couldn't response while no body send it to me in order for me to know who wrote what, when and why.

B - Attachments

3- thank you for your response with these negative six letters which was after another hate crime committed against me on Oct. 05,2010 at signature grant by instructional staffing a new director who in charge to review my file and / or provide any response please see my response dated Oct. 06,2010 to her action explained in exhibit # 2. while I was waiting for her to review my file but she acted in unlawful and disrespectful manner. While she can simply send any written response similar to what you did on Oct. 07,2010 but dated Oct. 06,2010. You send what I requested later and only after my emergency documentation response to her action at the fair for district administrators seeking help and relief from her action. Why no body couldn't before Oct. 05,2010 but you did it later after the fair and after the harm was done on Oct. 05,2010. While I did know about this fair on TV channel 7 on Oct. 04,2010. If she response either way before the fair then I don't have to go until all steps to resolve the matter can be completed. Mrs. / Rockleman has a full opportunity and she got enough time to respond but she choose and intended not to without valid good reason. While her staff kept convincing me that my file reviewing which since April. But still nothing to do with providing me with these negative letters I requested it and I came personally to district to get it. Removing my name from sub list was occurred based on false tall verbally or/and on writing without disclosing these letters to me now after emotional abuse for long time and now we just started to resolve the matter which wasting times and resources. This act considered violation to the minimum of the law requirements and the principles of humanity rules and meaning.

The facts for these six evaluations letters listed as following:

A- Before year 2010 there was four letters and I did respond to only what you informed me with as West Broward H.S evaluation on Dec. 05,2008. My official response was explained the problem which was between the technology staff and students who want to see a video according to the teacher's lesson's plan and teacher previous notice to their students. I did work between them as a mediator till the office provided me with a new lesson plan please see 2nd another copy exhibit # 3. If you provided a copy from any negative evaluation previously you should have official written response done immediately and the case was closed as well as for Seminole M.S. Other wise I have no responsibility about any letter never disclosed to me similar to some of these letters you just send it now which written back on year 2006/2007 but I will provided my response. In addition, according to payroll's employee conclusion record that this school didn't pay me for one day. This record provided to instructional staffing who agreed to pay me but yet nothing done as well as Western H.S. I worked but I didn't get paid yet because their payment withdraw again based on payroll record.

B- 2nd one by North East H. S I provided a documentation to the district dated May 21,2010 please see exhibit # 4 ; when I requested these negative letters plus investigation for the incident happened on April 16,2010 and after I made a police report when the negative act was committed against me not vise versa. This incident was before I reported to the class the principal and other two men's asked me to go home because I asked one of them please don't touch me when he did improperly. My question is did any body investigated this incident? Why not? Of course one of these six letters was from this school which I just got it from you after 5 months. The nature of my work that there is no chance for any sort of communication at the time I need to reach the classroom immediately when the classes already started. I was simply asking them to show me the class to save time because sub-coordinator didn't provided me with a map and I couldn't reach it. But their letter stated that I have poring communication skills when I reject their negative behavior. There was nothing related to my performance as a teacher while this position it just title and temporary in my case. also I didn't enter the class in the first place to evaluate me.

C- the 2nd negative evaluation letter from Henry D. Perry M.S. dated April 13,2010.

I saw this sub-coordinator about twice while there was another employee previously and there is no chance to say any thing except good morning then receiving the lesson plan with a substitute teacher's file then report to class as I did many times in this school before and all the times for 10 years in middle schools all over the district. But this sub-coordinator told me that I'm rude when I'm trying to explain to her that I'm late because the automated system called me late this morning. She also wrote the same word in her negative evaluation letter but she didn't indicated what the cause of action to indicate such adjective about me in my face and in writing. I need to know who acted negatively to fit such description for this word (rude) or very rude as she wrote in her evaluation form dated April 13,2010 the person who say it or the person who heard it without any action? If there is consequences then must be taken against who me or her? And why I have to wait for the system to call me after they prevented me from accessing the major primary automated system access like every body else by phone or through internet ?

Reducing my hours occurred on 2008-2009 by controlling my work schedule and which school I have to go and how many times the system will call me and when. This restricted technology odd line use for emergency only when there is shortage to cover the classes day by day which against the routine task for substitute teacher's position policies and provision. This position which give the sub freedom to make their own choices to his /her schedule and which school to go to work through the primary automated line to have access to all schools which provided a full schedules as we need in advance not vise versa. This privilege and flexible hours sub-teacher has because in return they got law salary as \$10/hour and no any benefits when many professionals obligated to accepted to fit their schedules, personal matter, earn experiences for better future job and gain fund on the same time. If this policies changed then all other related issues should be change accordingly because you will be in hold full time doing nothing for reasonable hours will never be exist. This issue shouldn't be exist because there is pool -sub for this matter.

D- The only response to why my hours got reduced was accusing me that it is my fault because as you stated that I'm not available to work which indicated contradiction to all facts especially when Mrs./ Rockleman who should fix the problem by applying proper consequences towards the schools who misusing DON'T CALL LIST or abusing substitute position asked me to leave the fair at signature grant on Oct. 05,2010. Her action done when the fair was open for thousands of people in public. Her action was on contrary to your pervious record on Feb. 02,2010 which stated I'm not available to work and the system keep calling me. But new automated technology told me that the job offered to another sub after I press the right number in my phone to accept it according to the direction of the system if I got access to the line as I explained in my official record to you. When it doesn't make sense if it is offered to another sub then why the system called me or why the assignment still in the Q and asking me to press specific number to accept it. Why it exist and can't be given I reported all of these problems because it is shameful to happened in educational field.

Mrs Rockleman knows very well that these several false negative letters will not be fit during the fair when thousand of teachers, principals, and assistant principals who accepting application and hiring immediately on that day knows me as a co-worker for long years especially in science while I'm still have their recent appreciation certificates to my position as sub. Why these positive evaluations not count rather negative ones?. Mrs./ Rockleman's followed me at the fair asked me to leave. Which open for public while 500 positions must be filled on Oct. 05,2010 at signature grant. What

description can fit this act why she had full opportunity to response officially and professionally?.

E- others from these six letters I have no clue about them and never disclosed to me by any way but I will answer them as follow:

1- you have two letters indicated conspiracy act when the teacher which I'm never work at her/his school communicating by E-mail with sub central (substitute teacher department) or others in order to block my name from working in advance. These letters (E-mail) should be considered as evidences against those employees who committed conspiracy against me because I'm never work at their schools or I know them but they trying to block me from working according to their E-mail you sent which considered public record as was printed from the school technology system. Also other evaluation (E-mail) by principal dated Oct. 31, 2006 asking Ms. Megan in only 21 words to block me from working and stated that because I'm not good match! Please see exhibit # 5 other stated because of my culture. If they just can tell me how I can be match or what's wrong with my culture!.

2- since I started working with schools board on 2000/2001 school year there was no any school removed me from campus because of any negative act. If this occurred I will report it immediately and it should be in my record in the district file and or the court system if it reach this level if necessary till those individuals face the right consequences because of their negative action.

At Coral Glades H.S. March 05, 2007 I have to ask the sub-central my department if I can give them my drive license to make a copy while it was a new request from this school when other schools never requested it even till now during my work on 2010 year. All people who got effected by identity theft including my self was through individuals who has right to have a copy from this personal information which they misusing it as well. I didn't tell them no or committed a crime by asking to clarify this new request from sub-central at the district which open at 6:00 am daily for general help. Is this the reason any employee can lose his/her job for or this is a routine stuff all of us facing at work? Also at North East H.S. incident while I didn't acted against them I just let them know to stop such unnecessary behaviors from going further or in future but they didn't like it and asked me to go home when I just arrived to work.

Where is the consequences if several employees put my name on DON'T CALL LIST which prevented my name to inter the automated line after I change my name on Nov. 2008. Their act because they didn't like it, as Mrs. / Strong the former administrator reported in her record to me. Therefore what you can expected when there is no action was taken to stop this ongoing abuse. This ignorance expanded these negativities till become sever till my name removed on April 28, 2010.

This issue is not an election or debate issue; this issue is a pure discrimination issue which prohibited by law on any basis such age, color, disability, gender, national origin, martial status, race, religion, or sexual orientation as included within the district policies and regulations. After revealing the facts and providing my side which I couldn't before while these negative letters never provided to me. Therefore it is the first opportunity for me to disclose the facts for accurate and fairly judgment within the law, rules and regulations which all of us we have to follow and respected.

Yes I did signed that my name may be removed from sub-list if three or more negative evaluation letters written about me. Now based on all of the above facts what the determination will be to these letters false or true?. On other hand when I started to work in 2000/2001 the system requesting three schools to provide three positive evaluation letters after working as substitute teacher according to HRD form please see exhibit # 6 in order to continue working. Therefore negative evaluation should be in the beginning of working as well. How you can balance this equation now while these positive