To The Community of Rowland Heights,  
  
My name is  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and I am a member of The Association of Rowland Educators. I wish to declare my lack of confidence in the leadership of the Rowland Unified School District. When in the course of events that it becomes necessary for educators to declare their lack of faith in their leadership they should declare the causes which impel them to this decision.   
  
The history of the present leadership of our school district is a history of repeated injuries and usurpations, all having a direct effect on the future this community, our teachers, and our students. They have repeatedly refused to openly and honestly present an accurate budget to the educators, and taxpayers of the community. The current leadership of the district has proceeded to hoard taxpayers’ money. This gross mismanagement of public funds, and lack of resources provided to educators has had a direct effect on student achievement and the livelihood of myself and our members.  
  
California requires public school districts to hold a reserve in excess of 3% of the previous years operating budget. This requirement for the Rowland Unified School District is approximately $4 million dollars. The current reserve of our school district is in excess of $54 million. The hoarding of taxpayers funds at the expense of the achievement of our students and the livelihood of our teachers can not be tolerated. This mismanagement of public funds has had a direct effect on my livelihood, and the livelihood of my colleagues. Rowland teachers, counselors, psychologist, and nurses have become the lowest paid employees in terms pay, and health benefit contributions in the San Gabriel Valley. Class sizes have increased, teacher training has been severely curtailed, supplies have been slashed, and resource centers have been closed. All of this has a direct effect not only on my livelihood, but on the achievement of student of our community.  
  
During this period administrative compensation has ranked among the top in the State. The current compensation of the Superintendent is $221,000, and a retirement salary of $170,000 for life. While employee compensation is the lowest in the San Gabriel Valley, the Superintendent’s annual salary is higher than the Governor of California’s $173,000. This lack of parity, gross mismanagement of public funds, and lack of respect for educators is sending our district down a dangerous course.   
  
Our leadership  has not only made Rowland Unified the least competitive district in the San Gabriel Valley in terms of attracting new employees, and maintaining a quality standard of compensation for current educators; it  has also made our district the least competitive in terms of student achievement growth in the San Gabriel Valley. When comparing AYP growth for ten surrounding districts, RUSD ranks number ten. Rowland teachers are working hard to achieve growth in the classroom with the limited resources being made available to them, however, it is time that there is a paradigm shift in leadership of our district with a focus on a more efficient and effective way of achieving results.   
  
In every stage of these Oppressions We have Petitioned for Redress in the most humble terms: Our repeated Petitions have been answered only by repeated injury. It is now time that We make clear our lack of confidence to all stakeholders involved. Change must happen now, parity is non-negotiable, and a new focus on student achievement and the allocation of resources to meet those goals must be made evident.

Yours in Education,