

We, the undersigned members of  
Sweetwater Education Association,  
Sweetwater Counseling and Guidance Association,  
California School Employees Association, and  
National Association of Government Employees  
declare **NO CONFIDENCE** in Superintendent Jesus Gándara  
for the following reasons:

1. He neither welcomes nor respects input from all stakeholders, including teachers, counselors, classified staff, and management.
2. He is unwilling to engage in dialogue with colleagues; rather than seek consensus, he relies on intimidation to gain consent.
3. He does not foster collaborative relationships with all bargaining units, even though doing so is in the best interests of all parties.
4. His actions are contrary to the beliefs expressed in the Sweetwater District's Strategic Plan, including that of building "a culture of integrity, respect and trust."
5. His budget priorities, as articulated in the district's bargaining proposals, demonstrate a complete lack of understanding of the needs and priorities of students, parents, and the community of SUHSD.

Therefore, we ask the Board of Trustees of the Sweetwater Union High School District to immediately begin the process of seeking a new superintendent and to return our district to its mission of providing a superior education to its students as well as a dignified working environment for its employees.

<b>Print Name</b>	<b>Sign Name</b>	<b>Date</b>	<b>Bargaining Unit</b>
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
16.			
17.			
18.			
19.			
20.			
21.			
22.			
23.			
24.			
25.			
26.			
27.			
28.			
29.			
30.			