

Dear PAUSD School Board of Education,

We write today with deep outrage over recent events that have not only undermined the professionalism and integrity of PAUSD leadership but have also emboldened racism within our school district. Racism, in any form, is unacceptable. It has no place in our schools, our leadership, or our community.

Following the January 23, 2025, PAUSD Board Meeting, newly elected Board Member Rowena Chiu engaged in conduct that engendered racist comments on social media and was fundamentally incompatible with the responsibilities of public service. By posting and commenting on an incendiary social media post filled with racially charged rhetoric and personal attacks against a PAUSD initiative and staff, Ms. Chiu has violated the ethical obligations of her position and betrayed the trust of the community she was elected to serve. Her actions reflect a divisive, harmful, and regressive mindset that threatens the very foundation of inclusivity and educational equity that PAUSD upholds.

These actions undermine constructive dialogue and do not align with PAUSD's values of inclusion and professionalism. All school board members must hold the education of students above any partisan principle, group interest, or personal interest as mandated in Board Bylaw 9200. We also reaffirm in Board Bylaw 9260 that no board member shall act with recklessness or flagrant indifference to a harmed person's right to safety.

The PAUSD Board is entrusted with creating a climate of integrity, collaboration, and inclusion—one that fosters productive dialogue and ensures that every student, educator, and staff member feels safe, valued, and respected. Instead, Ms. Chiu's conduct has contributed to a hostile and antagonistic environment, directly undermining the work of educators who dedicate themselves to fostering inclusive, academically enriching experiences for all students. Such behavior erodes public trust, compromises the district's credibility, and sends a dangerous message that racism and bigotry will be tolerated in leadership.

This is not about political differences—it is about moral clarity and ethical leadership. There is no room for individuals in positions of power who vilify the work of educators, dismiss efforts toward racial equity, and perpetuate racist narratives that threaten students and staff alike. Racism cannot be debated, excused, or downplayed—it must be called out and confronted with unequivocal condemnation.

Given the gravity of Ms. Chiu's actions and the harm they caused, we demand her immediate resignation from the PAUSD Board of Education. Her continued presence on the board not only undermines the district's ability to lead effectively but also sets a dangerous precedent that racism and divisive rhetoric will go unchallenged.

Furthermore, we call upon the PAUSD Board to establish clear norms that uphold ethical governance and require accountability from all board members. It is imperative that public officials are held to the highest standards—ensuring that every decision, policy, and public statement reflects the district's unwavering commitment to justice, equity, and respect for all students and staff.

Moving forward, all Board Members must publicly reaffirm their commitment to fostering an inclusive, student-centered environment that prioritizes the well-being of students and supports the educators who bring that mission to life. The school board plays a critical role in shaping the future of PAUSD—including fostering innovation and supporting curriculum development that reflects the diverse experiences of our students. We are proud of our educators who worked diligently to develop and unanimously support two new courses presented last week—a rare moment of unity that deserves encouragement, not racist attacks and obstruction.

PAUSD deserves leadership that upholds the values of equity, integrity, and respect. Rowena Chiu has demonstrated that she is not fit to serve in this capacity.

It is time to act. Racism cannot be tolerated in any form. We demand accountability, we demand action, and we demand leadership that reflects the values of our district.

Over 60 members of PAMA collectively support the content of this letter and the call for Ms. Chiu's resignation. This is not an individual concern—it is a shared demand for leadership that reflects the values of our district and community.

Palo Alto Management Association

**Additionally Endorsed by:**

Brent Kline, PAMA President, Principal, Palo Alto High School

Courtney Carlomagno, PAMA Vice President, Principal, Frank S. Greene Jr. Middle School

Iris Wong, PAMA Treasurer, Principal, Walter Hays Elementary School

Amy Sheward, PAMA Secretary, Principal, Lucille M. Nixon Elementary School

Nikole Manou, Principal, Hoover Elementary School

Jeff Downing, Principal, Addison Elementary School

Trebor Winslow, Principal, Fairmeadow Elementary School

Judy Argumedo, Principal, Barron Park Elementary School

Leonel Argumedo, Principal, El Carmelo Elementary School

Brittany Gardner, Principal, Duveneck Elementary School

Leslie Crane, Principal, Escondido Elementary School

Kathryn Bimpson, Principal, Juana Briones Elementary School

Elsa Chen, Principal, Ohlone Elementary School

Annora Lee, Principal, Palo Verde Elementary School

Brooke Tassa, Assistant Principal, Escondido Elementary School

Emily Garrison, Principal, Palo Alto Middle College High School

Melissa Howell, Principal, Ellen Fletcher Middle School

Chris Grierson, Principal, Jane Lathrop Stanford (JLS) Middle School

Wendy Stratton, EdD, Principal, Gunn High School

Kat Catalano, Assistant Principal, Gunn High School

Erik Olah, Assistant Principal, Gunn High School

Harvey Newland, Assistant Principal, Gunn High School

LaDonna Butler, Assistant Principal, Palo Alto High School

Jose Sanchez, Assistant Principal, Frank S. Greene Jr. Middle School

Mimi Kwon, Assistant Principal, Frank S. Greene Jr. Middle School

Kim Lohse, Assistant Principal, Jane Lathrop Stanford (JLS) Middle School

Sarah Pierce, Assistant Principal, Jane Lathrop Stanford (JLS) Middle School

Hanisi Accetta, Assistant Principal, Fletcher Middle School

Kevin Rouse, Assistant Principal, Fletcher Middle School

Jerry Berkson, Assistant Principal, Palo Alto High School

Rebecca Shen Lorenson, Assistant Principal, Palo Alto High School

Mycal Hixon, Assistant Principal, Gunn High School

Michelle Steingart, Assistant Principal, Palo Alto High School

Jim Sherman, Principal, Palo Alto Adult School

Marcela Simões de Carvalho, Principal on Special Assignment

Herb Espiritu, Director of Human Resources (Certificated)

Anne Le, Director of Human Resources (Classified)

Kelly Bikle, Director of Professional Learning and Leadership

Eric Holm, Director of Facilities and Construction

Amanda Boyce, Director of Student Services

Dawn Yoshinaga, Director of Mental Health & Wellness

Teri Lee, Director of Special Education

Amy Love, Manager, Enrollment Services

Amanda Bark, Manager of Policy and Compliance

Robert Andrade, Civil Rights & Legal Affairs Coordinator

Rita Rodriguez, Special Education Program Coordinator

Rosemarie Dowell, Health Services Coordinator

Kelly Martin, Director of Visual and Performing Arts

Lisa Romero, Staff Mental Health Specialist, Supervisor

Scott Yarbrough, School Psychologist

Melissa Clark, School Psychologist, Gunn High School

Marci Hakeman, School Psychologist, El Carmelo Elementary School

Megan Warter, School Psychologist, Jane Lathrop Stanford (JLS) Middle School

Michael Galaviz, School Psychologist, Gunn High School

Rammaine Landells, School Psychologist, Frank S. Greene Jr. Middle School

Kerith Bates, School Psychologist, Greendell School & Lucille M. Nixon Elementary School

Sheri Heise, School Psychologist, Escondido Elementary School

Todd Daly, School Psychologist, Ellen Fletcher Middle School

Lara Duenas, School Psychologist, Barron Park Elementary School & Lucille M. Nixon Elementary School

Evan Watanabe, School Psychologist, Palo Alto Middle College High School

Jaime Fanciullo, School Psychologist, Palo Alto High School

Jason Krienke, School Psychologist, Alternative Programs

Samira Rastegar, School Psychologist, Private Schools

Erika Gardiner, School Psychologist, Duveneck and Walter Hays Elementary Schools

Janice Choi, School Psychologist, Hoover Elementary School