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**Re: Letter of Recommendation - School Leaders / Program and Project Management Services**

I am writing to recommend School Leaders for program and project management services. School Leaders has served as Monrovia Unified School District's bond program management partner since 2025, and the firm's performance has been one of the strongest professional engagements I have overseen as Chief Business Official.

When I evaluate a bond program management partner, the questions I ask are: are the schedules realistic and managed in real time, is the budget tracked transparently against committed and forecast costs, are change orders disciplined, and is my Board getting a clear, honest picture of the program every month. School Leaders has delivered on every one of those. Their monthly status reports are detailed enough for our Independent Citizens' Oversight Committee to do its job and clear enough for the broader community to follow. Their cash-flow projections have been accurate, which has been essential for our bond fund disbursement and investment decisions. And when an issue has arisen - and on a multi-year bond program, issues do arise - School Leaders has surfaced it early, recommended a path forward, and helped us hold contractors and consultants accountable without straining the District's relationships.

Beyond the technical work, what has set this firm apart is their genuine understanding of how a school district functions. Joe Dixon and his team operate as partners to my office, not as vendors invoicing against a contract. They know the difference between a CBO's job and a Director of Facilities' job, and they staff and communicate accordingly. Their team includes former Superintendents, former CBOs, and former Directors of Facilities - and the depth shows in every interaction.

School Leaders' track record on bond program management, their fluency with DSA, OPSC, and California school facility funding, and their commitment to district-side partnership are exactly what a district needs from this kind of engagement.

I recommend School Leaders without reservation for program and project management services.

Please feel free to contact me at [ggero@monroviaschools.net](mailto:ggero@monroviaschools.net) or (626) 471-2050 if I can answer any questions about our experience.

Sincerely,



Dr. Greg Gero  
Chief Business Official  
Monrovia Unified School District