



San Francisco Unified School District • 555 Franklin Street • San Francisco, CA 94102  
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Carlos A. Garcia  
Superintendent of Schools

REVISED

Notice and Agenda

**SPECIAL MEETING OF THE BOARD OF EDUCATION  
SAN FRANCISCO UNIFIED SCHOOL DISTRICT**

There will be a Special Meeting of the Board of Education, San Francisco Unified School District, on Tuesday, March 1, 2011, at 5:00 p.m. The Special Meeting will take place in the Irving G. Breyer Board Meeting Room, 555 Franklin Street, First Floor, San Francisco, California, for the following:

AGENDA

Special Order of Business - ACTION ITEMS:

- Resolution to Decrease the Number of Certificated Employees Due to Reduction in Particular Kinds of Services PAGES 1 - 8

*Recommendation:* That the Board of Education of the San Francisco Unified School District approves the resolution to decrease the number of certificated employees due to a reduction in particular kinds of services.

- Resolution Establishing the Order of Seniority for Those Employees with the Same Date of First Paid Service PAGES 9 - 10

*Recommendation:* That the Board of Education of the San Francisco Unified School District approves the criteria for determining the order of seniority for certificated employees hired on the same date of first paid service.

- Resolution to Lay Off Employees in the Child Development Program - PAGE 11

*Recommendation:* That the Board of Education of the San Francisco Unified School District approves that the positions as set forth in the resolution shall be discontinued and the order of layoff shall be determined by length of service.

- Reduction of Paraprofessional Services PAGES 12 - 16

*Recommendation:* That the San Francisco Board of Education approves the resolution to reduce 108.23 FTE of paraprofessional services due to lack of work or lack of funds and also approves a reduction of 226.70 hours (equivalent to 5.66 FTE) due to consolidations.


- Instructional Calendar for 2011-2012 School Year PAGES 17 - 18

*Recommendation:* That the Board of Education of the San Francisco Unified School District adopts the 2011-2012 Instructional Calendar.

Requests to Speak Regarding General Matters (Non-Agenda Items) 5 minutes total

This part of the Board's Special Meeting is set aside for members of the public requesting to address the Board on general items which are not agenda items calendared for action, which are not First Readings listed in the agenda, and are not previously referred to committee and not yet returned to the Board for Action. This agenda item will be limited to five (5) minutes.

Commissioner Sandra Lee Fewer will be participating by teleconference from 14 Barnard Street, Savannah, GA 31401

  
SUPERINTENDENT OF SCHOOLS AND  
SECRETARY, BOARD OF EDUCATION

an equal opportunity employer

*new resolution  
fix bracket*

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT  
San Francisco, California**

**Special Order of Business  
Special Meeting of March 1, 2011**

**RESOLUTION ESTABLISHING THE ORDER OF SENIORITY FOR THOSE EMPLOYEES  
WITH THE SAME DATE OF FIRST PAID SERVICE**

**RESOLUTION NO. 113-1SO1b (as amended)**

**WHEREAS:** Education Code sections 44949 and 44955 provide for the termination of certificated employees because of reduction of particular kinds of services; and

**WHEREAS:** The order of termination is generally based on the date a teacher first rendered paid service in a probationary position; and

**WHEREAS:** Education Code section 44955 expressly provides that the relative seniority (for layoff purposes) of employees first rendering paid probationary service to the San Francisco Unified School District ("District") on the same date shall be determined by the Board of Education solely on the basis of the needs of the District and the students thereof.

**NOW, THEREFORE, BE IT RESOLVED:** That to meet the requirements of Education Code section 44955, the following criteria for establishing the order of seniority for those employees hired on the same date will be used. One point will be added for each of the following credentials or authorizations:

1. Possession of clear or preliminary Cross Cultural Language and Academic Development ("CLAD") Certification, as of February 15, 2011.
2. Possession of Emergency CLAD Certification or current enrollment in CLAD Certificated program, as of February 15, 2011.
3. Possession of clear or preliminary Bilingual Cross Cultural Language and Academic Certification ("BCLAD") Certification, as of February 15, 2011.
4. Possession of an Emergency BCLAD Certification or current enrollment in BCLAD Certification program, as of February 15, 2011.
5. Breadth of clear or preliminary credential(s), as of February 15, 2011.  
(Point awarded only if the employee also holds a clear or preliminary CLAD or BCLAD Certification.)

Breadth is defined as follows: two or more credentials where at least one credential is a currently-valid, non-expired single subject mathematics credential, single subject science credential, or special education credential.

**113-1SO1b (as amended)**

Employees need not be teaching under the credential or authorization listed above during the 2010-2011 school year in order to be awarded point(s) as described above.

Any ties that may occur after application of these criteria shall be resolved by lottery.

**ADOPTED** by the Board of Education of the San Francisco Unified School District on March 1, 2011 by the following votes:

AYES: 6  
NOES: 1  
ABSENT: 0  
ABSTAIN: 0



Secretary of the Governing Board  
San Francisco Unified School District

THIS IS TO CERTIFY THAT THE FOREGOING  
RESOLUTION WAS ADOPTED BY THE BOARD OF  
EDUCATION OF THE CITY AND COUNTY OF SAN  
FRANCISCO AT ITS SPECIAL MEETING HELD  
ON 3/1/11 BY A VOTE OF 6 AYES  
10 NAYS 0 ABSTAIN 0 ABSENT.  
Esther V. Casco  
Esther V. Casco, Executive Assistant  
Board Of Education Date 3/7/11

new resolution amended.

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT  
San Francisco, California**

**Special Order of Business  
Special Meeting of March 1, 2011**

**RESOLUTION TO LAY OFF EMPLOYEES IN THE CHILD DEVELOPMENT PROGRAM**

**RESOLUTION NO. 113-1SO1c (as amended)**

**WHEREAS**, due to ~~lack of work and/or~~ lack of funds in the San Francisco Unified School District ("District"), the Board of Education, under the authority of Education Code section 8366, hereby finds it necessary and in the best interest of the District to eliminate the full-time equivalent (FTE) of the employees in the child development program as specified below:

<b>Position Classification</b>	<b>Full Time Equivalent</b>
Permit Teacher	<u>32.07</u>
<b>TOTAL</b>	<b>32.07</b>

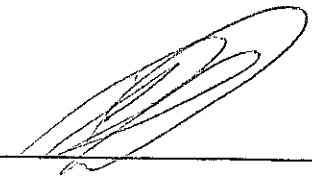
**NOW, THEREFORE, BE IT RESOLVED**, that as of June 30, 2011, the positions set forth above shall be discontinued to the extent herein above set forth. The order of layoff shall be determined by length of service.

**BE IT FURTHER RESOLVED**, that the Superintendent or his designee is authorized and directed to give notices of layoff to all affected employees not later than 45 days prior to the effective date of the layoff set forth above.

**BE IT FURTHER RESOLVED**, that the Superintendent or his designee be authorized and directed to take any other actions necessary to effectuate the intent of this resolution.

**PASSED AND ADOPTED** by the Board of Education of the San Francisco Unified School District this \_\_\_1st\_\_\_ day of \_\_\_March\_\_\_ 2011, by the following vote:

AYES: 6  
NOES: 1  
ABSTAIN: 0  
ABSENT: 0



Secretary of the Governing Board  
San Francisco Unified School District

THIS IS TO CERTIFY THAT THE FOREGOING RESOLUTION WAS ADOPTED BY THE BOARD OF EDUCATION OF THE CITY AND COUNTY OF SAN FRANCISCO AT ITS SPECIAL MEETING HELD

ON 3/1/11 BY A VOTE OF 6 AYES

1 NAYS 0 ABSTAIN 0 ABSENT.

Esther V. Casco  
Esther V. Casco, Executive Assistant  
Board Of Education Date 3/7/11



*Eric Hall*

**HUMAN RESOURCES**

Roger L. Buschmann, Chief Human Resources Officer  
555 Franklin Street, San Francisco, CA 94102  
WWW.SFUSD.EDU

*low # wins*

March 8, 2011

**Memorandum to 2011-2012 Lay off Process**

Lay Off Process – Seniority Ranking and Lottery

In Attendance for Lottery:

- UESF Representative
- SFUSD Representative
- SFUSD Representative
- SFUSD Representative

Eric Hall *Eric Hall*  
 Angie Sagastume *ES/De*  
*Miriam Ramirez*  
*Karen Oshy*

Ranking and Lottery Process

1. All Teachers hired on the same date will be given a ranking based on criteria set forth in Board Resolution # 113-1501B
  - Two teachers having the same seniority date, with one teacher earning higher point(s) based upon the criteria stated in Board Resolution # 113-1501B will be ranked to reflect that the teacher with the higher number of point(s) has better seniority.
  - Within the same seniority date and the same point ranking, names will be listed in alpha order.
2. After the ranking process is complete, any ties that remain will be resolved by a lottery as follows:
  - A deck of index cards marked with numbers 1-500 is shuffled
  - Cards are turned down
  - The top card will be pulled: the lowest number has the best seniority
  - The layoff list will be revised to reflect results of the lottery

If an error is made while drawing a card for any group, all cards drawn for that group will be null and void and new cards will be drawn.

*The union does not waive any rights as it has not had an opportunity to review the data prior to the tie breaking process & has no knowledge that the criteria are correct.*

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT  
San Francisco, California**

**Special Order of Business  
Special Meeting of March 1, 2011**

**RESOLUTION TO DECREASE THE NUMBER OF CERTIFICATED EMPLOYEES DUE TO  
REDUCTION IN PARTICULAR KINDS OF SERVICES**

**RESOLUTION NO. 113-1SO1a (as amended)**

**WHEREAS:** Education Code sections 44949 and 44955 authorize a school district governing board to reduce or discontinue particular kinds of services subject to the provisions set forth therein; and

**WHEREAS:** The state and federal education budgets as currently proposed do not adequately serve the needs of the students of the San Francisco Unified School District ("District"); and

**WHEREAS:** Overall funding for the District has decreased significantly; and

**WHEREAS:** The Board of Education of the District has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as set forth in Exhibit A at the conclusion of the 2010-2011 school year; and

**WHEREAS:** It shall be necessary at the end of the 2010-2011 school year to terminate the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services; and

**WHEREAS:** ~~There exists a severe shortage, both in the District and throughout the State of California, of certificated employees with certification who are qualified to serve the needs of K-12 students with respect to the following programs and services: Math, Science, Special Education, Bilingual Education; and~~

**WHEREAS:** Bilingual Education and Special Education are highly specialized programs requiring the possession of additional, specialized credentials and special training and experience by certificated employees and there is a severe statewide shortage of those employees; and

**WHEREAS:** There is a direct and specific need within the District for certificated employees possessing the credentials necessary to provide the services in the 2011-2012 school year in the areas of Math, Science, Special Education, and Bilingual Education, and a lack of such certificated employees would impair the ability of the District's students to meet state and federal graduation requirements; and

**WHEREAS:** Under the Education Code, the District has no alternative but to take action at the present time and send out notices of layoff on or before March 15, 2011.

**113-1SO1a (as amended)**

**NOW, THEREFORE, BE IT RESOLVED:**

1. That a total of 139 FTE in administrative services and 140 FTE in instructional services, as set forth in Exhibit A, shall be reduced or eliminated no later than the beginning of the 2011-2012 school year;
2. That due to ***lack of funds requiring*** the reduction or elimination of particular kinds of services and programs, it shall be necessary to reduce the number of certificated employees employed by the District at the end of the 2010-2011 school year ; and
3. That the Superintendent or his designated representative is directed to send Notice of Recommendations not to reemploy in accordance with the provisions of sections 44949 and 44955 of the Education Code to the number of certificated employees allowed pursuant to Education Code section 44955 by March 15, 2011.

**BE IT FURTHER RESOLVED:** That nothing herein shall be deemed to confer any status or rights upon temporary certificated employees or any other employee in addition to those specifically granted to such employees by statute.

**BE IT FURTHER RESOLVED:** That the Board of Education has considered positively accrued and anticipated attrition and that even with the accrued and anticipated attrition, it is necessary to terminate certificated employees equal in number to the positions identified in this resolution.

**BE IT FURTHER RESOLVED:** That pursuant to Education Code § 44955(d)(1), it will be necessary to retain the services of certificated employees in the 2011-2012 school year regardless of seniority, who possess credentials, special training, and experience, and qualifications needed for and who are currently assigned in this 2010-2011 school year to render service in the following programs:

- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency single subject mathematics credential during the 2010-2011 school year;
- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency single subject science credential during the 2010-2011 school year;
- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency special education credential during the 2010-2011 school year; and
- All certificated employees serving in a bilingual education classroom and possessing and teaching, during the 2010-2011 school year under a clear, preliminary, intern or emergency Bilingual Cross Cultural Language and Academic Development (BCLAD) Certification.

**113-ISO1a (as amended)**

**ADOPTED** by the Board of Education of the San Francisco Unified School District on March 1, 2011 by the following votes:

AYES: 6  
NOES: 1  
ABSENT: 0  
ABSTAIN: 0

  
Secretary of the Governing Board  
San Francisco Unified School District

THIS IS TO CERTIFY THAT THE FOREGOING  
RESOLUTION WAS ADOPTED BY THE BOARD OF  
EDUCATION OF THE CITY AND COUNTY OF SAN  
FRANCISCO AT ITS SPECIAL MEETING HELD  
ON 3/1/11 BY A VOTE OF 6 AYES  
1 NAYS 0 ABSTAIN 0 ABSENT.  
Esther V. Casco  
Esther V. Casco, Executive Assistant  
Board Of Education Date 3/7/11

2011 - 2012 PKS Exhibit A

113-1501a

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
<b>I. Administrative Services</b>			
Reduce Deputy Superintendent	1.00	1.00	
Reduce Associate Superintendent - Academic & Professional Development	1.00		
Reduce Associate Superintendent - Student Support Services	1.00	2.00	
Reduce Assistant Superintendent - Academics & Professional Development	1.00		
Reduce Assistant Superintendent - Elementary School Operations	3.00		
Reduce Assistant Superintendent - Middle School Operations	1.00		
Reduce Assistant Superintendent - High School Operations	1.00		
Reduce Assistant Superintendent - LEAD	2.00	8.00	
Reduce Chief-Child Development Programs	1.00	1.00	
Reduce Senior Executive Director - Labor Relations	1.00	1.00	
Reduce Executive Director - APD	1.00		
Reduce Executive Director - Charter/Small School by Design	1.00		
Reduce Executive Director - Child Development Program	1.00		
Reduce Executive Director - Educational Placement Center	1.00		
Reduce Executive Director - Elementary Instructional Support & Operations	4.00		
Reduce Executive Director - Middle School Instructional Support & Operations	1.00		
Reduce Executive Director - High School Instructional Support & Operations	1.00		
Reduce Executive Director - Human Resources Administrative Services	1.00		
Reduce Executive Director - Human Resources Certificated Staffing	1.00		
Reduce Executive Director - LEAD	1.00		
Reduce Executive Director - Parent Relations	1.00		
Reduce Executive Director - State & Federally - Funded Project	1.00		
Reduce Executive Director - Student Support Services	1.00	16.00	
Reduce Director - LEAD	1.00		
Reduce Director - Policy & Operations	1.00		
Reduce Director - Student Support Services - Prevention	1.00	3.00	

2011 - 2012 PKS Exhibit A

113-1501a

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
Reduce Supervisor - APD	4.00		
Reduce Supervisor - Assessment & Accountability	1.00		
Reduce Supervisor - Special Education	5.00		
Reduce Supervisor - Student Support Services	1.00	11.00	
Reduce Program Administrator - APD	7.00		
Reduce Program Administrator - Assessment & Accountability	2.00		
Reduce Program Administrator - Policy & Operations	1.00		
Reduce Program Administrator - Special Education	1.00		
Reduce Program Administrator - Student Support Services	6.00	17.00	60.00
Reduce Child Development Program - Site Manager	2.00	2.00	
Reduce Elementary School - Principal	28.00		
Reduce Elementary School - Assistant Principal	10.00	38.00	
Reduce Middle School - Principal	8.00		
Reduce Middle School - Assistant Principal	8.00	16.00	
Reduce High School - Principal	8.00		
Reduce High School - Assistant Principal	15.00	23.00	79.00
<b>Subtotal for Administrative Services</b>	<b>139.00</b>		
<b>Total for Administrative Services</b>		<b>139.00</b>	<b>139.00</b>

2011 - 2012 PKS Exhibit A

113-1501a

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
II. Elementary School Program			
<b>Reduce the Elementary School Non-Classroom Program as follows:</b>			
Reduce Computer Technology Integration Specialist	1.00		
Reduce Nurses	1.00		
Reduce Resource Teachers-Literacy	2.00		
Reduce Social Workers	2.00		
Reduce Teacher on Special Assignment-Academic Professional Development Program	4.00		
Reduce Visual Arts and Performing Arts Program-Star Initiative	6.00		
<b>Subtotal for Elementary School Non-Classroom Programs</b>		<b>16.00</b>	
<b>Reduce the Elementary Classroom Program as follows:</b>			
Reduce Art Program	3.00		
Reduce Music Program	1.00		
Reduce Physical Education	1.00		
Reduce Kinder Services	2.00		
Reduce 1st Grade Services	3.00		
Reduce 2nd Grade Services	3.00		
Reduce 3rd Grade Services	8.00		
Reduce 4th Grade Services	8.00		
Reduce 5th Grade Services	8.00		
<b>Subtotal for Elementary School Classroom Programs</b>		<b>37.00</b>	
<b>Total for Elementary School Programs</b>		<b>53.00</b>	<b>53.00</b>

2011 - 2012 PKS Exhibit A

113-1501a

	Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
III.	Middle School Program			
	<b>Reduce the Middle School Non-Classroom Program as follows:</b>			
	Reduce Computer Technology Integration Specialists	1.00		
	Reduce Counselors	6.00		
	Reduce Librarians	1.00		
	Reduce Nurses	1.00		
	Reduce Social Workers	2.00		
	Reduce Teacher on Special Assignment-Academic Professional Development Program	2.00		
	<b>Subtotal for Middle School Non-Classroom Programs</b>		<b>13.00</b>	
	<b>Reduce the Middle School Classroom Program as follows:</b>			
	Reduce Art (Secondary Level)	3.00		
	Reduce English (Secondary Level)	3.00		
	Reduce Music (Secondary Level)	2.00		
	Reduce Physical Education (Secondary Level)	1.00		
	Reduce Social Science (Secondary Level)	3.00		
	Reduce 6th Grade Language Arts/Social Studies Core	8.00		
	Reduce 7th Grade Language Arts/Social Studies Core	8.00		
	Reduce 8th Grade Language Arts/Social Studies Core	8.00		
	<b>Subtotal for Middle School Classroom Programs</b>		<b>36.00</b>	
	<b>Total for Middle School Programs</b>		<b>49.00</b>	<b>49.00</b>

2011 - 2012 PKS Exhibit A

113-1501a

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
<b>IV. High School Program</b>			
<b>Reduce the High School Non-Classroom Program as follows:</b>			
Reduce Counselors	4.00		
Reduce Librarians	1.00		
Reduce Teacher on Special Assignment-Academic Professional Development Program	4.00		
<b>Subtotal for High School Non-Classroom Programs</b>		<b>9.00</b>	
<b>Reduce the High School Classroom Program as follows:</b>			
Reduce Art (Secondary Level)	3.00		
Reduce Cantonese (Secondary Level)	1.00		
Reduce English (Secondary Level)	4.00		
Reduce Italian (Secondary Level)	1.00		
Reduce JROTC - Junior Reserve Officer Training Corps.	9.00		
Reduce Mandarin (Secondary Level)	1.00		
Reduce Music (Secondary Level)	2.00		
Reduce Physical Education (Secondary Level)	1.00		
Reduce Social Science (Secondary Level)	4.00		
Reduce Spanish (Secondary Level)	3.00		
<b>Subtotal for High School Classroom Programs</b>		<b>29.00</b>	
<b>Total for High School Programs</b>		<b>38.00</b>	<b>38.00</b>
<b>TOTAL REDUCTIONS FOR ALL PROGRAMS</b>			<b>279.00</b>

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT**  
**San Francisco, California**

**Special Order of Business**  
**Special Meeting of March 1, 2011**

**RESOLUTION TO DECREASE THE NUMBER OF CERTIFICATED EMPLOYEES DUE TO  
REDUCTION IN PARTICULAR KINDS OF SERVICES**

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS:** Education Code sections 44949 and 44955 authorize a school district governing board to reduce or discontinue particular kinds of services subject to the provisions set forth therein; and

**WHEREAS:** The state and federal education budgets as currently proposed do not adequately serve the needs of the students of the San Francisco Unified School District ("District"); and

**WHEREAS:** Overall funding for the District has decreased significantly; and

**WHEREAS:** The Board of Education of the District has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as set forth in Exhibit A at the conclusion of the 2010-2011 school year; and

**WHEREAS:** It shall be necessary at the end of the 2010-2011 school year to terminate the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services; and

**WHEREAS:** There exists a severe shortage, both in the District and throughout the State of California, of certificated employees with certification who are qualified to serve the needs of K-12 students with respect to the following programs and services: Math, Science, Special Education, Bilingual Education; and

**WHEREAS:** Bilingual Education and Special Education are highly specialized programs requiring the possession of additional, specialized credentials and special training and experience by certificated employees and there is a severe statewide shortage of those employees; and

**WHEREAS:** There is a direct and specific need within the District for certificated employees possessing the credentials necessary to provide the services in the 2011-2012 school year in the areas of Math, Science, Special Education, and Bilingual Education, and a lack of such certificated employees would impair the ability of the District's students to meet state and federal graduation requirements; and

**WHEREAS:** Under the Education Code, the District has no alternative but to take action at the present time and send out notices of layoff on or before March 15, 2011.

**NOW, THEREFORE, BE IT RESOLVED:**

1. That a total of 139 FTE in administrative services and 140 FTE in instructional services, as set forth in Exhibit A, shall be reduced or eliminated no later than the beginning of the 2011-2012 school year;
2. That due to the reduction or elimination of particular kinds of services and programs, it shall be necessary to reduce the number of certificated employees employed by the District at the end of the 2010-2011 school year ; and
3. That the Superintendent or his designated representative is directed to send Notice of Recommendations not to reemploy in accordance with the provisions of sections 44949 and 44955 of the Education Code to the number of certificated employees allowed pursuant to Education Code section 44955 by March 15, 2011.

**BE IT FURTHER RESOLVED:** That nothing herein shall be deemed to confer any status or rights upon temporary certificated employees or any other employee in addition to those specifically granted to such employees by statute.

**BE IT FURTHER RESOLVED:** That the Board of Education has considered positively accrued and anticipated attrition and that even with the accrued and anticipated attrition, it is necessary to terminate certificated employees equal in number to the positions identified in this resolution.

**BE IT FURTHER RESOLVED:** That pursuant to Education Code § 44955(d)(1), it will be necessary to retain the services of certificated employees in the 2011-2012 school year regardless of seniority, who possess credentials, special training, and experience, and qualifications needed for and who are currently assigned in this 2010-2011 school year to render service in the following programs:

- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency single subject mathematics credential during the 2010-2011 school year;
- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency single subject science credential during the 2010-2011 school year;
- All certificated employees possessing and teaching under a clear, preliminary, intern or emergency special education credential during the 2010-2011 school year; and
- All certificated employees serving in a bilingual education classroom and possessing and teaching, during the 2010-2011 school year under a clear, preliminary, intern or emergency Bilingual Cross Cultural Language and Academic Development (BCLAD) Certification.

**ADOPTED** by the Board of Education of the San Francisco Unified School District on March 1, 2011 by the following votes:

AYES:

NOES:

ABSENT:

ABSTAIN:

**2011 - 2012 PKS Exhibit A**

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
<b>I. Administrative Services</b>			
Reduce Deputy Superintendent	1.00		
		1.00	
Reduce Associate Superintendent - Academic & Professional Development	1.00		
Reduce Associate Superintendent - Student Support Services	1.00		
		2.00	
Reduce Assistant Superintendent - Academics & Professional Development	1.00		
Reduce Assistant Superintendent - Elementary School Operations	3.00		
Reduce Assistant Superintendent - Middle School Operations	1.00		
Reduce Assistant Superintendent - High School Operations	1.00		
Reduce Assistant Superintendent - LEAD	2.00		
		8.00	
Reduce Chief-Child Development Programs	1.00		
		1.00	
Reduce Senior Executive Director - Labor Relations	1.00		
		1.00	
Reduce Executive Director - APD	1.00		
Reduce Executive Director - Charter/Small School by Design	1.00		
Reduce Executive Director - Child Development Program	1.00		
Reduce Executive Director - Educational Placement Center	1.00		
Reduce Executive Director - Elementary Instructional Support & Operations	4.00		
Reduce Executive Director - Middle School Instructional Support & Operations	1.00		
Reduce Executive Director - High School Instructional Support & Operations	1.00		
Reduce Executive Director - Human Resources Administrative Services	1.00		
Reduce Executive Director - Human Resources Certificated Staffing	1.00		
Reduce Executive Director - LEAD	1.00		
Reduce Executive Director - Parent Relations	1.00		
Reduce Executive Director - State & Federally - Funded Project	1.00		
Reduce Executive Director - Student Support Services	1.00		
		16.00	
Reduce Director - LEAD	1.00		
Reduce Director - Policy & Operations	1.00		
Reduce Director - Student Support Services - Prevention	1.00		
		3.00	

**2011 - 2012 PKS Exhibit A**

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
Reduce Supervisor - APD	4.00		
Reduce Supervisor - Assessment & Accountability	1.00		
Reduce Supervisor - Special Education	5.00		
Reduce Supervisor - Student Support Services	1.00		
		11.00	
Reduce Program Administrator - APD	7.00		
Reduce Program Administrator - Assessment & Accountability	2.00		
Reduce Program Administrator - Policy & Operations	1.00		
Reduce Program Administrator - Special Education	1.00		
Reduce Program Administrator - Student Support Services	6.00		
		17.00	
			60.00
Reduce Child Development Program - Site Manager	2.00		
		2.00	
Reduce Elementary School - Principal	28.00		
Reduce Elementary School - Assistant Principal	10.00		
		38.00	
Reduce Middle School - Principal	8.00		
Reduce Middle School - Assistant Principal	8.00		
		16.00	
Reduce High School - Principal	8.00		
Reduce High School - Assistant Principal	15.00		
		23.00	
			79.00
<b>Subtotal for Administrative Services</b>	<b>139.00</b>		
<b>Total for Administrative Services</b>		<b>139.00</b>	<b>139.00</b>

**2011 - 2012 PKS Exhibit A**

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
<b>II. Elementary School Program</b>			
<b>Reduce the Elementary School Non-Classroom Program as follows:</b>			
Reduce Computer Technology Integration Specialist	1.00		
Reduce Nurses	1.00		
Reduce Resource Teachers-Literacy	2.00		
Reduce Social Workers	2.00		
Reduce Teacher on Special Assignment-Academic Professional Development Program	4.00		
Reduce Visual Arts and Performing Arts Program-Star Initiative	6.00		
<b>Subtotal for Elementary School Non-Classroom Programs</b>		<b>16.00</b>	
<b>Reduce the Elementary Classroom Program as follows:</b>			
Reduce Art Program	3.00		
Reduce Music Program	1.00		
Reduce Physical Education	1.00		
Reduce Kinder Services	2.00		
Reduce 1st Grade Services	3.00		
Reduce 2nd Grade Services	3.00		
Reduce 3rd Grade Services	8.00		
Reduce 4th Grade Services	8.00		
Reduce 5th Grade Services	8.00		
<b>Subtotal for Elementary School Classroom Programs</b>		<b>37.00</b>	
<b>Total for Elementary School Programs</b>		<b>53.00</b>	<b>53.00</b>

**2011 - 2012 PKS Exhibit A**

	Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
III.	<b>Middle School Program</b>			
	<b>Reduce the Middle School Non-Classroom Program as follows:</b>			
	Reduce Computer Technology Integration Specialists	1.00		
	Reduce Counselors	6.00		
	Reduce Librarians	1.00		
	Reduce Nurses	1.00		
	Reduce Social Workers	2.00		
	Reduce Teacher on Special Assignment-Academic Professional Development Program	2.00		
	<b>Subtotal for Middle School Non-Classroom Programs</b>		<b>13.00</b>	
	<b>Reduce the Middle School Classroom Program as follows:</b>			
	Reduce Art (Secondary Level)	3.00		
	Reduce English (Secondary Level)	3.00		
	Reduce Music (Secondary Level)	2.00		
	Reduce Physical Education (Secondary Level)	1.00		
	Reduce Social Science (Secondary Level)	3.00		
	Reduce 6th Grade Language Arts/Social Studies Core	8.00		
	Reduce 7th Grade Language Arts/Social Studies Core	8.00		
	Reduce 8th Grade Language Arts/Social Studies Core	8.00		
	<b>Subtotal for Middle School Classroom Programs</b>		<b>36.00</b>	
	<b>Total for Middle School Programs</b>		<b>49.00</b>	<b>49.00</b>

**2011 - 2012 PKS Exhibit A**

Particular Kinds of Services	Equivalent positions including preparation and travel periods	Division Total	Total
<b>IV. High School Program</b>			
<b>Reduce the High School Non-Classroom Program as follows:</b>			
Reduce Counselors	4.00		
Reduce Librarians	1.00		
Reduce Teacher on Special Assignment-Academic Professional Development Program	4.00		
<b>Subtotal for High School Non-Classroom Programs</b>		<b>9.00</b>	
<b>Reduce the High School Classroom Program as follows:</b>			
Reduce Art (Secondary Level)	3.00		
Reduce Cantonese (Secondary Level)	1.00		
Reduce English (Secondary Level)	4.00		
Reduce Italian (Secondary Level)	1.00		
Reduce JROTC - Junior Reserve Officer Training Corps	9.00		
Reduce Mandarin (Secondary Level)	1.00		
Reduce Music (Secondary Level)	2.00		
Reduce Physical Education (Secondary Level)	1.00		
Reduce Social Science (Secondary Level)	4.00		
Reduce Spanish (Secondary Level)	3.00		
<b>Subtotal for High School Classroom Programs</b>		<b>29.00</b>	
<b>Total for High School Programs</b>		<b>38.00</b>	<b>38.00</b>
<b>TOTAL REDUCTIONS FOR ALL PROGRAMS</b>			<b>279.00</b>

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT**  
San Francisco, California

**Special Order of Business**  
**Special Meeting of March 1, 2011**

**RESOLUTION ESTABLISHING THE ORDER OF SENIORITY FOR THOSE EMPLOYEES  
WITH THE SAME DATE OF FIRST PAID SERVICE**

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS:** Education Code sections 44949 and 44955 provide for the termination of certificated employees because of reduction of particular kinds of services; and

**WHEREAS:** The order of termination is generally based on the date a teacher first rendered paid service in a probationary position; and

**WHEREAS:** Education Code section 44955 expressly provides that the relative seniority (for layoff purposes) of employees first rendering paid probationary service to the San Francisco Unified School District ("District") on the same date shall be determined by the Board of Education solely on the basis of the needs of the District and the students thereof.

**NOW, THEREFORE, BE IT RESOLVED:** That to meet the requirements of Education Code section 44955, the following criteria for establishing the order of seniority for those employees hired on the same date will be used. One point will be added for each of the following credentials or authorizations:

1. Possession of clear or preliminary Cross Cultural Language and Academic Development ("CLAD") Certification, as of February 15, 2011.
2. Possession of Emergency CLAD Certification or current enrollment in CLAD Certificated program, as of February 15, 2011.
3. Possession of clear or preliminary Bilingual Cross Cultural Language and Academic Certification ("BCLAD") Certification, as of February 15, 2011.
4. Possession of an Emergency BCLAD Certification or current enrollment in BCLAD Certification program, as of February 15, 2011.
5. Breadth of clear or preliminary credential(s), as of February 15, 2011.  
(Point awarded only if the employee also holds a clear or preliminary CLAD or BCLAD Certification.)

Breadth is defined as follows: two or more credentials where at least one credential is a currently-valid, non-expired single subject mathematics credential, single subject science credential, or special education credential.

Employees need not be teaching under the credential or authorization listed above during the 2010-2011 school year in order to be awarded point(s) as described above.

Any ties that may occur after application of these criteria shall be resolved by lottery.

**ADOPTED** by the Board of Education of the San Francisco Unified School District on March 1, 2011 by the following votes:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Secretary of the Governing Board  
San Francisco Unified School District

**SAN FRANCISCO UNIFIED SCHOOL DISTRICT**  
**San Francisco, California**

**Special Order of Business**  
**Special Meeting of March 1, 2011**

**RESOLUTION TO LAY OFF EMPLOYEES IN THE CHILD DEVELOPMENT PROGRAM**

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, due to lack of work and/or lack of funds in the San Francisco Unified School District ("District"), the Board of Education, under the authority of Education Code section 8366, hereby finds it necessary and in the best interest of the District to eliminate the full-time equivalent (FTE) of the employees in the child development program as specified below:

<b>Position Classification</b>	<b>Full Time Equivalent</b>
Permit Teacher	<u>32.07</u>
<b>TOTAL</b>	<b>32.07</b>

**NOW, THEREFORE, BE IT RESOLVED**, that as of June 30, 2011, the positions set forth above shall be discontinued to the extent herein above set forth. The order of layoff shall be determined by length of service.

**BE IT FURTHER RESOLVED**, that the Superintendent or his designee is authorized and directed to give notices of layoff to all affected employees not later than 45 days prior to the effective date of the layoff set forth above.

**BE IT FURTHER RESOLVED**, that the Superintendent or his designee be authorized and directed to take any other actions necessary to effectuate the intent of this resolution.

**PASSED AND ADOPTED** by the Board of Education of the San Francisco Unified School District this \_\_\_\_\_ day of \_\_\_\_\_ 2011, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
Secretary of the Governing Board  
San Francisco Unified School District

San Francisco Unified School District  
San Francisco, California

Special Order of Business  
Special Meeting of March 1, 2011

**Subject:** **Reduction of Paraprofessional Services**

**Requested Action:** That the Board of Education approves a resolution to reduce 108.23 FTE of paraprofessional services due to lack of work or lack of funds and also approves a reduction of 226.70 hours (equivalent to 5.66 FTE) due to consolidations.

**Background:** The District has determined that the State and Federal budgets as currently proposed do not adequately serve the needs of the students of the San Francisco Unified School District. As a result of a bona fide reduction or elimination of services and/or an actual and existing financial inability to pay the salaries of the paraprofessionals, the District has determined the need to conduct these layoffs for lack of work or lack of funds. (Ed. Code, §§ 45117, 45308) The District and the Board of Education must take action at this time and send out notices of layoff in order to meet the time deadlines set forth in the Education Code.



NOW, THEREFORE, BE IT RESOLVED that as of May 31<sup>st</sup> (**School Term**) and July 1<sup>st</sup> (**Full-Year**) the classified positions and loss of classified hours set forth above shall be discontinued to the extent hereinabove set forth.

BE IT FURTHER RESOLVED that the Superintendent or his designee is authorized and directed to give notice of lay-off to all affected employees no later than 45 days prior to the effective date of lay-off as set forth above.

The foregoing Resolution was adopted at a Special Meeting of the Board of Education on March 1, 2011, by the following vote:

AYES:

NOES:

ABSENT:

BOARD OF EDUCATION

Potential Weekly Reduction of Hours for School Term Paraprofessionals by Classification

Attachment A

	Classification	FTE	Hours	Employees Impacted
<b>I.</b>	<b>Instructional Aides-General Education Classroom Programs</b>			
	A01C (Prek Cantonese)	0.88	35.00	1
	Class Group I: A03, A04	7.69	307.50	15
	Class Group I: A03C,A04C (Cantonese)	4.94	197.50	9
	A03J	0.63	25.00	1
	A03M	0.50	20.00	1
	A03P	1.13	45.00	2
	A04R	0.13	5.00	1
	Class Group I: A03S, A04S (Spanish)	6.88	275.00	12
	Class Group I: A03X, A04X (Multiple Languages)	1.75	70.00	3
	A09	4.25	170.00	6
	A09C	1.25	50.00	2
	A09X	0.88	35.00	1
	<b>Total A Series</b>	<b>30.91</b>	<b>1235.00</b>	<b>54</b>
<b>II.</b>	<b>Outreach/Liaisons Non Classroom Programs</b>			
	Class Group II: R10,R40,R50,R70	29.93	1197.00	41
	Class Group II: R40C,R70C (Cantonese)	1.00	40.00	2
	R40J (Japanese)	0.50	20.00	1
	Class Group II: R10S,R40S,R50S,R70S (Spanish)	10.88	435.00	14
	Class Group II: R40X,R50X (Multiple Languages)	0.25	10.00	1
	R20	11.50	460.00	18
	R20C	0.88	35.00	1
	R20S	0.50	20.00	1
	R30	4.00	160.00	4
	<b>Total R Series</b>	<b>59.44</b>	<b>2377.00</b>	<b>83</b>
	<b>TOTAL School Term Layoff</b>	<b>90.35</b>	<b>3612.00</b>	<b>137</b>
<b>III.</b>	<b>Classification Potential Reduction of Hours Employees Retained</b>			
	A03	0.31	12.50	2
	A03J	0.10	4.00	4
	A03S	0.38	15.20	3
	A09	0.25	10.00	2
	Class Group II: R10,R40,R50,R70	3.25	130.00	11
	Class Group II: R10S,R40S,R50S,R70S (Spanish)	1.37	55.00	4
	<b>TOTAL Reduction of Hours</b>	<b>5.66</b>	<b>226.70</b>	<b>26</b>
	<b>TOTALS</b>	<b>96.01</b>	<b>3838.70</b>	<b>163</b>

Potential Weekly Reduction of Hours for Full-Year Paraprofessionals by Classification

Attachment A

	Classification	FTE	Hours	Employees Impacted
I.	Instructional Aides Child Development Program			
	C10	16.88	675.00	30
II.	P10X (General Support)	1.00	40.00	1
	<b>TOTAL</b>	<b>17.88</b>	<b>715.00</b>	<b>31</b>

Summary				
		FTE	Hours	Employees Impacted
	School Term	90.35	3612.00	137
	Full-Year	17.88	715.00	31
	<b>Total District Layoff</b>	<b>108.23</b>	<b>4327.00</b>	<b>168</b>
	Potential Reduction of Hours	5.66	226.70	26
	<b>TOTAL</b>	<b>113.89</b>	<b>4553.70</b>	<b>194</b>

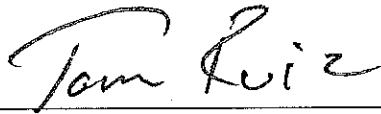
SAN FRANCISCO UNIFIED SCHOOL DISTRICT  
San Francisco, California

Special Meeting of the Board of March 1, 2011

**SUBJECT:** Instructional Calendar for 2011-2012 School Year

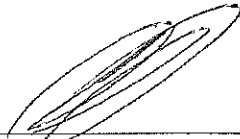
**REQUESTED ACTION:** *That the Board of Education of San Francisco Unified School District adopts the 2011-2012 Instructional Calendar.*

**BACKGROUND:** The process of setting up an instructional calendar involves getting feedback from labor organizations, parent and community groups, and district departments. The Board of Education has the sole authority to adopt the Instructional Calendar for the District.



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Submitted by Tom Ruiz, Sr. Executive Director, Labor Relations



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Approved by Carlos A. Garcia, Superintendent of Schools

## 2011-2012 Instructional Calendar

	M	T	W	T	F	Instructional Days	Significant Dates and Holidays
July 2011	4	5	6	7	8	0	Jul 4 – Independence Day Holiday
August 2011	1	2	3	4	5	13	Aug. 10-11 – Professional Development Days (K-12) Aug. 12 – Teacher Work Day Aug. 15 – First Day of Instruction – Students Report
September 2011	6	7	8	9	10	21	Sept. 5 – Labor Day (Holiday)
October 2011	11	12	13	14	15	20	Oct. 10 – Columbus/Indigenous People’s Day/El Dia de la Raza (Holiday)
November 2011	16	17	18	19	20	18	Nov. 11 – Veterans Day (Holiday) Nov. 23-25 – Thanksgiving Recess (No School)
December 2011	24	25	26	27	28	12	Dec. 16 – End of the Fall Semester Dec. 19 – 30 – Winter Break
January 2012	31	1	2	3	4	19	Jan. 2 – New Year Day Observance (Holiday) Jan. 16 – Martin Luther King Day (Holiday) Jan. 23 – Lunar New Year Observance (School Sites and CDP Ctrs Closed – District Offices Open)
February 2012	7	8	9	10	11	19	Feb. 17 – Furlough Day (Schools, CDP Centers, and District Offices Closed) Feb. 20 – President’s Day Observance (Holiday)
March 2012	14	15	16	17	18	16	Mar. 16 – Furlough Day (Schools, CDP Centers, and District Offices Closed) Mar. 26–29 – Spring Break (K-12) Mar. 30 – Cesar Chavez Day Observance (Schools and CDP Centers Closed – District Offices Open)
April 2012	21	22	23	24	25	19	Apr. 6 – Furlough Day (Schools, CDP Centers, and District Offices Closed) Apr. 23 – Professional Development Day (K-12) (No School K-12)
May 2012	28	29	30	31		19	May 25 – End of the Spring Semester May 28 – Memorial Day (Holiday) May 29 – Furlough Day (Schools, CDP Centers, and District Offices Closed)
June 2012						0	

### Service Days by Month

Fall Semester – 84  
Spring Semester – 92

Total Instructional Days - 176  
Teacher Work Day - 1  
Professional Development Days -- 3  
Total Service Days - 180

July	0	January	19
August	16	February	19
September	21	March	16
October	20	April	19
November	18	May	19
December	12	June	0