BEFORE THE GOVERNING BOARD OF THE  
SAN FRANCISCO UNIFIED SCHOOL DISTRICT

In the Matter of:  The Non-Reemployment of 506 Full 
Time Equivalent Certificated Employees

ACCUSATION
) OAH Case No. 2009020566
) BOARD RESOLUTION: ISSUANCE
) OF 2008-2009 FINAL
) CERTIFICATED LAYOFF NOTICES

WHEREAS, the Board of Trustees of the SAN FRANCISCO UNIFIED SCHOOL
DISTRICT adopted a Resolution February 24, 2009, authorizing and directing the
Superintendent or his designee, to initiate and pursue procedures necessary not reemploy the
equivalent of 506 full-time certificated employees of this District pursuant to Education Code
Sections 44949 and 44955 because of a reduction and discontinuance of particular kinds of
services; and

WHEREAS, the Superintendent, or his designee, duly and properly served notice on the
certificated employees listed on Attachment “A” on or about March 9, 2009 indicating that the
Governing Board did not intend to reemploy them to the extent indicated in the Resolution and
Notice for the 2009-2010 school year; and

WHEREAS, the certificated employees listed on Attachment “A” were informed of their
right to request a hearing and that failure to do so in writing by March 18, 2009, would constitute
a waiver of the right to a hearing; and

WHEREAS, the certificated employees listed in Attachment “A” did request a hearing by
March 18, 2009; and

WHEREAS, the layoff proceedings were conducted via written briefs submitted to the
Office of Administrative Hearings, State of California, Case No. OAH Case No. 2009020566, for
those certificated employees requesting a hearing; and

WHEREAS, a Proposed Decision dated May 5, 2009 has been submitted by Judge David
Benjamin, Administrative Law Judge, Office of Administrative Hearings, in the matter of
Accusations against those employees requesting a hearing; and

WHEREAS, a copy of said Proposed Decision has heretofore been served on the
certificated employees listed on Attachment “B” on or before May 7, 2009; and
WHEREAS, the Board has duly considered said Proposed Decision and finds that said Decision, including Findings of Fact, Determination of Issues and Order, should be adopted as the decision of this Board, in accordance with the terms of the Board Decision on 2008-2009 Certificated Layoffs ("Board Decision"), a true and correct copy of which is marked as Exhibit "B" attached and is made a part of this Resolution by this reference;

THE BOARD HEREBY FINDS that those matters found that the Board Decision as it relates to the positions of Vocation Education and JROTC teachers and administrators, does constitute sufficient cause for not reemploying the certificated employees listed on Attachment "A" and do relate to the welfare of the schools of the District and pupils thereof.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that the aforesaid Board Decision is adopted, as amended on May 12, 2009, as the decision of the Board the San Francisco Unified School District and said decision shall be effective immediately;

BE IT FURTHER RESOLVED THAT considering the certificated staffing requirements of the San Francisco Unified School District for the 2009-2010 school year, as well as the seniority and qualifications of each of the certificated employees of the District, it is necessary that the services of the certificated employees listed on Attachment "A" will not be required for the ensuing school year to the extent indicated in the February 24, 2009 Resolution and March 9, 2009 Notice of the Employee;

BE IT FURTHER RESOLVED that the Superintendent of the San Francisco Unified School District, or his designee, is authorized and directed to notify those certificated employees listed on Attachment "A" pursuant to Section 44949 of the Education Code that their services to the extent indicated in the February 29, 2009 Resolution, will not be required by this District for the ensuing 2009-2010 school year. Said notice shall be given by serving upon the certificated employees listed on Attachment "A", along with a true copy of this Resolution and Board Decision.

BE IT FURTHER RESOLVED that this decision is effective immediately.

Duly and regularly adopted May 12, 2009 by the following vote:

AYES: ________________

NOES: ________________

ABSENT: ________________
President, Board of Trustees of the
SAN FRANCISCO UNIFIED SCHOOL DISTRICT
San Francisco County, California

I, _______________________, Clerk of the Board of Trustees of the SAN FRANCISCO UNIFIED SCHOOL DISTRICT, do hereby certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its meeting held on ____________, 200_.

__________________________
Clerk, Board of Trustees
ATTACHMENT A TO BOARD RESOLUTION: ISSUANCE OF 2008-2009 FINAL CERTIFICATED LAYOFF NOTICES

R.O.T.C.

Bullard, Doug
Collier, Michael
Conley, Elmo F
Daniels, Darius X
Hardee, Stephen S
McCoy, Dennis C
Paratore, Gerald L
Powell Jr., Robert L
Smith, Ray C
Washington, Melvin H
Windham, Robert
Wiseman, David R

Total number of employees: 12

VOCATIONAL EDUCATION

Gray, Donald
Jones, Douglas S

Total number of employees: 2

ADMINISTRATORS

Nagy, Monica
Wickersham, Kevin

Total number of employees: 2
BEFORE THE GOVERNING BOARD OF THE
SAN FRANCISCO UNIFIED SCHOOL DISTRICT

In the Matter of: ACCUSATION
The Non-Reemployment of 506 Full ) OAH Case No. 2009020566
Time Equivalent Certificated Employees )

After considering the record of this proceeding, the Governing Board of the San Francisco Unified School District amends the Proposed Decision (Attachment A) and adopts its Decision as follows:

1. The Board rejects and deletes the following provisions:

   (A) FACTUAL FINDINGS
   Facts, Paragraphs 8-19.

   (B) LEGAL CONCLUSIONS
   (1) Delete Paragraph 1 in its entirety; and
   (2) Delete the term “Site Support Substitute” from Paragraph 2.

   (C) ORDER
   (1) Delete Paragraph 1 in its entirety; and
   (2) Delete the term “Site Support Substitute” from Paragraph 2.

2. All other provisions of the Proposed Decision are adopted.

ADOPTED: May 12, 2009

IT IS SO ORDERED.
In the Matter of:
The Non-Reemployment of 506 Full-Time Equivalent Certificated Employees,
Respondents.

OAH No. 2009020566

PROPOSED DECISION

This matter was heard by Administrative Law Judge David L. Benjamin, State of California, Office of Administrative Hearings.

Maribel S. Medina and Deborah A. Cooksey, Attorneys at Law, represented the San Francisco Unified School District (district).

Stewart Weinberg, Attorney at Law, Weinberg, Roger & Rosenfeld, represented the respondents identified as Core Substitutes, Site Support Substitutes, Junior Reserve Officer Training Corps, and Vocational Education on Appendices A, B, C and D, respectively; the appendices are attached hereto and incorporated herein by this reference. All of these respondents are members of the United Educators of San Francisco (UESF).

Robert Links, Attorney at Law, Slote and Links, represented two respondents holding Administrative positions who were not identified by name, both of whom are members of the United Administrators of San Francisco (UASF).

Prior to the hearing that was set for April 13, 2009, the parties agreed to submit the matter on stipulated facts without a hearing. The parties' stipulations, and the exhibits attached thereto, were marked collectively as Exhibit I and admitted into evidence.\(^1\) The record remained open to permit the parties to file simultaneous closing briefs, which were timely filed. UESF's brief was marked for identification as Exhibit II and the district's brief was marked for identification as Exhibit III.\(^2\) With its brief, the district offered the Declaration of Angela Sagastume; her declaration and the exhibits attached thereto were

---

\(^1\) All references to exhibits are to hearing exhibits. No hearing exhibits are attached to this decision.

\(^2\) UASF did not file a brief and, in a telephone conference with all parties on April 24, 2009, Mr. Links stated that UASF has no interest in the disputed issues between the district and UESF.
marked collectively as Exhibit IV. In a telephone conference on April 24, 2009, Mr. Weinberg stated that UESF had no objection to the introduction of Exhibit IV as direct evidence, with the exception of paragraph 12 of the Sagastume declaration. The district agreed to strike paragraph 12 and, with that change, Exhibit IV was admitted into evidence. The parties requested an opportunity to file another round of briefs and their request was granted. UESF’s brief was timely filed on April 24, 2009, and marked for identification as Exhibit V. The district’s brief was timely filed on April 27, 2009, and marked for identification as Exhibit VI. With its brief, the district offered the Declaration of Reeta Madhaven, which was marked for identification as Exhibit VII. In a letter dated May 1, 2009 (Exhibit VIII), Mr. Weinberg stated that he had no objection to the admission of Exhibit VII, which was then admitted into evidence. The record closed and the matter was deemed submitted on May 1, 2009.

FACTUAL FINDINGS

Procedural background

1. On February 24, 2009, the governing board of the San Francisco Unified School District adopted Resolution 92-24S02, in which it resolved to reduce or discontinue the following particular kinds of services for the 2009-2010 school year, and directed the superintendent, or his designee, to give notice to certificated employees that their services would be terminated at the end of the 2008-2009 school year:

   Administrative Services: 144 FTE
   Instructional Services: 362 FTE
   Total Full-Time Equivalent Reduction: 506 FTE

2. On March 9, 2009, the superintendent gave written notice to the governing board of his recommendation that notice be given to certificated employees in 506 FTE positions that their services would not be required for the 2009-2010 school year.

3. On March 9, 2009, respondents (and others) were timely served in the manner prescribed by law with written notice that it had been recommended that notice be given to them that their services would not be required for the 2009-2010 school year.

4. The district issued accusations against respondents and approximately 436 other certificated employees.

5. Each respondent herein timely requested a hearing to determine if there was cause for not reemploying him or her for the 2009-2010 school year. (Although the parties’ stipulations do not expressly address the point, it is assumed that all respondents also filed a timely notice of defense, as there is no objection to jurisdiction.) All prehearing jurisdictional requirements have been met.

---

3 Full-time equivalent.
6. On April 2, 2009, the governing board rescinded and modified its original intent and now seeks to reduce or eliminate only the following particular kinds of services in the indicated full-time equivalents:

   a. Core Substitutes: full-time equivalent elimination or reduction – 15.0.

   b. Site Support Substitutes: full-time equivalent reduction – 39.00 (total number of positions 40, total number of certificated employees filling the 40 positions, 40)

   c. Junior Reserve Officer Training Corps: full-time equivalent positions – 12.

   d. Vocational Education positions:

      1. John O'Connell High School, Industrial – 0.20
      2. Abraham Lincoln High School, Computer Operations Education – 1.00
      3. George Washington High School, Computer Systems (Concepts Applications) – 1.00 FTE

      Total FTE – 2.20 (total number of positions – 3, total number of employees – 3)

   e. Administrative positions: full-time equivalent elimination or reduction - 2

The total number of positions sought to be reduced is 70.2 full-time equivalents.

Classification of Core Substitutes and Site Support Substitutes

7. The district contends that Core Substitutes and Site Support Substitutes are not permanent or probationary employees, and therefore are not entitled to the protections of Education Code sections 44949 and 44955. The district sent these employees layoff notices and served them with the accusation as a precautionary measure. UESF contends that the Core Substitutes and Site Support Substitutes are at least probationary employees, if not

---

4 All further statutory citations are to the Education Code.
permanent employees. Litigation is pending between the district and UESF on this issue, but no final decision has been issued.

Facts

8. The district created its Core Substitutes program about 10 years ago and its Site Support Substitutes program about five years ago. The programs were the subject of negotiations between the district and UESF and are identified in the contracts that the parties have entered into over the years. The general purpose of both programs is to support the district's "STAR" ("Students and Teachers Achieving Results") schools. A majority of the students at STAR schools underperform on standardized tests and those schools are located in the most economically disadvantaged parts of the city. STAR schools have high rates of teacher turnover and absenteeism and experience extreme difficulty securing substitutes from the district's day-to-day pool. The purpose of creating Core Substitutes and Site Support Substitutes was to allow STAR schools immediate access to substitute teachers for the district's most underserved students.

All of the Core Substitutes are full-time, fully-credentialed teachers. The district's contract with UESF describes them as "full-time non-tenure track temporary teachers." They are salaried employees who receive the same fringe benefits as regularly assigned teachers. Each Core Substitute is employed for the entire school year under a form contract which states that he or she is being hired as a temporary certificated employee. At the end of each school year, the contracts expire and the Core Substitutes are released by the district. Most of the district's 15 Core Substitutes have been working for the district for many years under this arrangement.

During the school year, Core Substitutes are assigned to STAR schools or other low performing sites, but they may be assigned to any school. Angie Sagastume, the district's Director of Certificated Staffing, states in her declaration that Core Substitutes "provide additional support and flexibility to allow the District to staff for probationary and permanent teachers who are absent or on leave." Sagastume also writes that, since the 2005-2006 school year and perhaps earlier, "the number of Core Substitutes employed by the District has not exceeded the number of permanent or probationary teachers absent or on leave."

The evidence does not establish that the number of Core Substitutes is limited to the district's need to replace teachers who have been granted leave for a semester or year, or who are experiencing long-term illness. Core Substitutes may substitute for employees who are on leave, but they also function as day-to-day substitutes. When respondent Stephen Dolgin was first employed as a Core Substitute in 2001, the district wrote to him and stated:

UESF also argues that the district cannot "unilaterally" eliminate the positions of Core Substitutes and Site Support Substitutes because both programs are included in UESF's contract with the district. Whether the district violated its contract with UESF, however, is not within the jurisdiction of this proceeding.
You will be expected to cover the difficult schools and assignments. We recommend that you do not arrange assignments with absent teachers or secretaries. You will receive your assignments on a daily basis from the substitute office instead of the system. All lengthy assignments must be pre-approved by the Substitute office staff.

9. The contract between the district and UESF describes Site Support Substitutes as “substitutes who are assigned to a site daily for the entire year to provide support for on-site professional development as well as continuity for regular substitute coverage.” Unlike Core Substitutes, Site Support Substitutes are categorically funded by Targeted Instructional Improvement Grant funds (TIIG). TIIG funding expires at the end of each school year.

Legal principles

10. Under the Education Code, certificated employees may be classified in one of four ways: permanent, probationary, substitute or temporary. (Kavanaugh v. West Sonoma County Union High School Dist. (2003) 29 Cal.4th 911, 916.) A teacher’s classification governs the level of job protection that the teacher enjoys and controls the procedural protections the teacher is entitled to before he or she is dismissed. (Id. at p. 917.) The code grants various protections to permanent and probationary employees. Substitute and temporary employees, on the other hand, “fill the short range needs of a school district and generally may be summarily dismissed . . .” (Id. at pp. 917-918.) Because teachers in the substitute and temporary classifications are not entitled to the same due process protections that permanent and probationary teachers receive, those classifications are “narrowly defined by the Legislature and should be strictly interpreted.” (Balcom v. Peralta Junior College Dist. (1974) 11 Cal.3d 821, 826.) The classifications are intended to limit, rather than enlarge, a district’s power to classify employees as temporary. (Bakersfield Elementary Teachers Assn. v. Bakersfield City School Dist. (2006) 145 Cal.App.4th 1260, 1280.) Probationary status is the default classification. (Ibid.) A teacher who has not been classified as a permanent, substitute or temporary employee is a probationary employee. (Ibid; § 44915.)

11. The district has classified Core Substitutes and Site Support Substitutes as “substitute/temporary teachers.”

Core Substitutes

12. The district asserts that Core Substitutes are either temporary employees under section 44920 or substitute employees under section 44917.6

6 The district also asserts that, because the contract with UESF has stated for many years that Core Substitutes are temporary non-tenure track employees, the Core Substitutes have either waived their right to challenge their classification, are estopped from doing so, or are precluded from doing so by laches. None of these defenses is persuasive. The Core Substitutes did challenge their classification during a layoff initiated by the district prior to the 2008-2009 school year and they are currently
13. Section 44920 states:

'The governing board of a school district may employ as a teacher, for a complete school year, but not less than one semester during a school year... any person holding appropriate certification documents, and may classify such person as a temporary employee. The employment of such persons shall be based upon the need for additional certificated employees during a particular semester or year because a certificated employee has been granted leave for a semester or year, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need, as determined by the governing board.

A temporary employee under section 44920 does not need to replace a particular teacher. In Santa Barbara Federation of Teachers v. Santa Barbara High Sch. Dist. (1977) 76 Cal.App.3d 223, the court held that section 44920 only requires that the number of temporary teachers cannot exceed the number of probationary and permanent employees on leave at any one time.

Based upon the declaration of Sagastume, its Director of Certificated Staffing, the district argues that Core Substitutes fall within section 44920 because the "total number of Core Subs does not exceed the number of permanent or probationary teachers on leave." Sagastume's declaration, however, is insufficient to support the district's argument. If the district is asserting that the number of Core Substitutes does not exceed the number of probationary and permanent employees on leave from STAR schools, Sagastume's declaration does not say that. Sagastume states only that the "number of Core Subs employed by the District [does not exceed] the number of permanent or probationary teachers absent or on leave." If, on the other hand, the district is asserting that the number of Core Substitutes does not exceed the number of teachers on leave in the entire district, its assertion has no probative value: the evidence does not establish the number of teachers on leave throughout the district, nor does it establish the total number of temporary employees hired under section 44920 to replace them, which must surely exceed the 15 Core Substitutes.

But the more fundamental flaw in the district's position is that there is no evidence that the employment of Core Substitutes is "based upon the district's need for additional certificated employees during a particular semester or year because a certificated employee has been granted leave for a semester or year, or is experiencing long-term illness," and there

challenging their classification in court. In addition, it is well-settled that the rights of teachers under the Education Code are an expression of public policy and cannot be bargained away. (Bakersfield Elementary Teachers Assn. v. Bakersfield City School Dist., supra, 145 Cal.App.4th at 1272-1276.) Any contractual provision which purports to waive those rights is null and void. (Ibid; § 44924.)
is no evidence that the employment of Core Substitutes is limited to that need. On the contrary: Core Substitutes are employed on a full-time basis for the entire school year to perform any substitute duties that may be necessary, whether long-term, day-to-day, or otherwise. As noted above in Finding 10, the classification of "temporary" certificated employee under the Education Code must be strictly interpreted. The evidence fails to establish that Core Substitutes are temporary employees under section 44920.

14. The district contends that if Core Substitutes are not temporary employees, then they are substitutes under section 44917, which reads in relevant part as follows:

Except as provided in Sections 44888 and 44920, governing boards of school districts shall classify as substitute employees those persons employed in positions requiring certification qualifications, to fill positions of regularly employed persons absent from service.

After September 1 of any school year, the governing board of any school district may employ, for the remainder of the school year, in substitute status any otherwise qualified person who consents to be so employed in a position for which no regular teacher is available.

Core Substitutes fill positions of regularly employed persons absent from service, and therefore meet that element of section 44917. But section 44917 also limits the ability of districts to hire substitutes for the complete school year. It provides that "[a]fter September 1" the board may employ a substitute "for the remainder of the school year . . . in a position for which no regular teacher is available." That is not the way Core Substitutes are employed. Core Substitutes are routinely employed for the entire school year. The contract for respondent Dolgin for the 2008-2009 school year, for example, was executed on August 19, 2008 and effective August 20, 2008. There is no evidence that, when Core Substitutes are hired for the year, they are employed "in a position for which no regular teacher is available." Again, Core Substitutes are a pool of full-time teachers hired for a complete school year to support the district's substitute needs as those needs arise. Core Substitutes are not substitute employees within the meaning of section 44917.

15. The district's own classification of Core Substitutes - "substitute/temporary teachers" - is an apt description. Core Substitutes possess some of the characteristics of substitute employees and some of the characteristics of temporary employees. The district, however, must classify its certificated employees according to one of the four classifications set forth in the Education Code. Core Substitutes are not substitute employees under section 44917 and they are not temporary employees under section 44920. Since they fall into neither classification, they must be treated as probationary employees.

7 Section 44888 has been repealed.
16. Appendix A states the first date of paid service for each Core Substitute. For the purpose of this proceeding, the district must treat Core Substitutes as probationary employees with the seniority dates set forth in Appendix A.

17. UESF argue that some of the Core Substitutes should be classified as permanent employees. The apparent basis for this argument is section 44929.21, which states in relevant part that “[e]very employee of a school district . . . who, after having been employed by the district for two complete consecutive school years in a position . . . requiring certification qualifications shall, at the commencement of the succeeding school year be classified as . . . a permanent employee . . .” This decision does not address or decide the question of whether some or all of the Core Substitutes should be permanent employees. Since they are probationary employees with identified seniority dates, it is not necessary to decide that question to resolve the issues presented under sections 44949 and 44955. (See Schnee v. Alameda Unified School Dist. (2004) 125 Cal.App.4th 555, 562.)

Site Support Substitutes

18. Undisputed evidence establishes that Site Support Substitutes are categorically funded within the meaning of section 44909. Employees in categorically funded positions are treated as temporary employees: their service does not count toward permanent status, and their employment rights are controlled by contract. (Zalac v. Governing Bd. of Ferndale Unified School Dist. (2002) 98 Cal.App.4th 838.)

UESF asserts, correctly, that even if Site Support Substitutes are categorically funded, they can only be laid off if the program that supports them has expired. The evidence establishes, however, that the district’s TIIG funding expires at the end of each school year.

Site Support Substitutes are temporary employees under section 44909.

Respondent Stephen Dolgin

19. Respondent Dolgin is a Core Substitute. He asserts that, because of his particular employment history with the district, he should be classified as a permanent employee and given a seniority date of August 23, 1999. As noted in Finding 17, it is not necessary to decide whether any Core Substitute is a permanent employee to resolve the issues presented by this layoff. Findings 15 and 16 have the effect of granting Dolgin the seniority date he seeks, and thus his claim to permanent status is moot for the purpose of this proceeding.
Other matters

20. All contentions made by respondents not specifically addressed above are found to be without merit and are rejected.

21. As to those respondents holding Junior Reserve Officer Training Corps, Vocational Education, and Administrative positions, no permanent or probationary employee with less seniority is being retained to render a service which those respondents are certificated and competent to provide.

22. The cause for the reduction in particular kinds of services relates to the welfare of the schools and their pupils.

LEGAL CONCLUSIONS

1. The district must treat Core Substitutes as probationary employees and assign them their seniority dates as set forth in Appendix A. (Findings 15 & 16.) The district must reconsider the status of each Core Substitute in the layoff on the basis of his or her seniority date. Pursuant to section 44955, subdivision (b), the district may not lay off a Core Substitute if it is retaining for the 2009-2010 school year an employee with less seniority than the Core Substitute to render a service which the Core Substitute is credentialed and competent to provide. If the district determines as to any Core Substitute that no such junior employee is being retained, cause exists to give that Core Substitute notice that, because of the reduction of particular kinds of services pursuant to section 44955, his or her services will not be required for the 2009-2010 school year. This cause relates solely to the welfare of the schools and the pupils thereof within the meaning of section 44949.

2. Cause exists because of the reduction of particular kinds of services pursuant to section 44955 to give notice to respondents holding Site Support Substitute, Junior Reserve Officer Training Corps, Vocational Education, and Administrative positions that their services will not be required for the 2009-2010 school year. This cause relates solely to the welfare of the schools and the pupils thereof within the meaning of section 44949.

ORDER

1. The district shall treat respondent Core Substitutes as probationary employees, assign each Core Substitute his or her seniority date as set forth in Appendix A, and reconsider the status of each Core Substitute in the layoff on the basis of his or her seniority date. The district shall dismiss the accusation against any Core Substitute if it finds that a junior employee is being retained to render a service that the Core Substitute is certificated and competent to provide. If there is no such junior employee, the district may give notice to the Core Substitute that his or her services will not be required for the 2009-2010 school year because of the reduction of particular kinds of services.
2. Notice may be given to respondents holding Site Support Substitute, Junior Reserve Officer Training Corps, Vocational Education, and Administrative positions that their services will not be required for the 2009-2010 school year because of the reduction or elimination of particular kinds of services.

DATED: May 5, 2009

DAVID L. BENJAMIN
Administrative Law Judge
Office of Administrative Hearings
### Appendix A

**APPOINTMENT TYPE:** TT - Core Subs

<table>
<thead>
<tr>
<th>Empl ID</th>
<th>Type</th>
<th>Name</th>
<th>LocationDescr</th>
<th>Appt Type</th>
<th>FTE</th>
<th>SenDate</th>
<th>Credential</th>
</tr>
</thead>
<tbody>
<tr>
<td>9515</td>
<td>0</td>
<td>Choy,Tina Lee</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/25/04</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>5547</td>
<td>0</td>
<td>Dolgin,Stephen M</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/23/99</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>6242</td>
<td>1</td>
<td>Fox,Dennis Wayne</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>01/07/92</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>11518</td>
<td>2</td>
<td>Freed,Linda Ann</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/26/02</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>12190</td>
<td>1</td>
<td>Gutierrez,Dante</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/21/02</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>5061</td>
<td>2</td>
<td>Hamilton,William A.</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/30/02</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>3002</td>
<td>0</td>
<td>Jeske,Paul David</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>01/02/82</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>4705</td>
<td>3</td>
<td>Lemon-Jones,Kanikah M</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>06/16/04</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>5031</td>
<td>2</td>
<td>Linker,Sharon E</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>10/21/05</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>5900</td>
<td>1</td>
<td>Markarian,Daniel J</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>11/14/90</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>3074</td>
<td>2</td>
<td>O'Connor,Richard C</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>10/21/05</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>2814</td>
<td>2</td>
<td>Petercupo,Nancy</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>08/25/04</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>3574</td>
<td>2</td>
<td>Rosenman,David A</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>10/21/05</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>5100</td>
<td>0</td>
<td>Simpson,Timothy J.</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>09/01/99</td>
<td>CORE SUB</td>
</tr>
<tr>
<td>4702</td>
<td>0</td>
<td>Solis,Linda J.</td>
<td>A Sub Pool</td>
<td>TT</td>
<td>1.00</td>
<td>10/19/87</td>
<td>CORE SUB</td>
</tr>
</tbody>
</table>

Total Number of Positions: **15**

Total Number of Employees: **15**

Total FTE: **15.00**
### Appendix B

**Appointment Type:** TTD - Site Support

<table>
<thead>
<tr>
<th>Empl ID: Rod:</th>
<th>Name:</th>
<th>Loc Type:</th>
<th>LocationDescr:</th>
<th>Appt Type:</th>
<th>FTE:</th>
<th>SenDate:</th>
<th>Credential:</th>
</tr>
</thead>
<tbody>
<tr>
<td>022502 2</td>
<td>Baron-Jordan, Roque T</td>
<td>E</td>
<td>Bryant E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025035 1</td>
<td>Basultas, Marcos</td>
<td>M</td>
<td>Martin Luther King Jr M.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>02/17/06</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025937 1</td>
<td>Boehm, Tara Jean</td>
<td>E</td>
<td>Cleveland E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>01/05/09</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024769 1</td>
<td>Buchanan, Sarah Lisa</td>
<td>M</td>
<td>Horace Mann Middle School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>022591 0</td>
<td>Chesire, Ryan M.</td>
<td>E</td>
<td>El Dorado E.S.</td>
<td>TTD</td>
<td>0.50</td>
<td>03/23/06</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>18484 0</td>
<td>Cox, Nathan D.</td>
<td>E</td>
<td>Malcolm X Academy</td>
<td>TTD</td>
<td>1.00</td>
<td>11/21/02</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>13920 1</td>
<td>Dabo, Charles</td>
<td>E</td>
<td>Monroe Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>06/17/02</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>021995 3</td>
<td>Faulcon, John C.</td>
<td>H</td>
<td>John O'Connell High School</td>
<td>TTD</td>
<td>1.00</td>
<td>01/12/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024121 0</td>
<td>Fernicola, Joseph</td>
<td>E</td>
<td>Harvey Milk Civil Rights Acad</td>
<td>TTD</td>
<td>1.00</td>
<td>09/22/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>2177 0</td>
<td>Fong-Tsukuda, Lois</td>
<td>H</td>
<td>Thurgood Marshall High School</td>
<td>TTD</td>
<td>1.00</td>
<td>11/08/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024786 2</td>
<td>Fordyce, Jami Lee</td>
<td>E</td>
<td>Sanchez Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>02/02/09</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>026157 0</td>
<td>Gaskin, Jobethah</td>
<td>E</td>
<td>Dr. G. Washington Carver E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>01/15/09</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>023144 0</td>
<td>Gebremariam, Eden</td>
<td>E</td>
<td>Rosa Parks Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>09/05/06</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024649 1</td>
<td>Gibson, Matthew J</td>
<td>H</td>
<td>Mission High School</td>
<td>TTD</td>
<td>1.00</td>
<td>12/10/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024386 1</td>
<td>Gonzalez, Silvia N</td>
<td>E</td>
<td>Cesar Chavez E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>04/08/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>12326 1</td>
<td>Gonzalez, Claudia Regina</td>
<td>E</td>
<td>Sherman Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>023323 4</td>
<td>Grenawalt, Ashleigh S.</td>
<td>H</td>
<td>Philip &amp; Sala Burton High Sch</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>14657 3</td>
<td>Hart, Judson Duncan</td>
<td>M</td>
<td>James Lick Middle School</td>
<td>TTD</td>
<td>1.00</td>
<td>02/29/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025717 0</td>
<td>Haworth, Trisha Monique</td>
<td>E</td>
<td>Hillcrest Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>09/26/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025632 1</td>
<td>Jackson, Patricia Anne</td>
<td>E</td>
<td>Glen Park E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>10/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>6128 5</td>
<td>Lagumbay, Owen K</td>
<td>H</td>
<td>Balboa High School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/23/06</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>023572 0</td>
<td>Lawson, Marc G.</td>
<td>H</td>
<td>Balboa High School</td>
<td>TTD</td>
<td>1.00</td>
<td>02/07/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024815 1</td>
<td>Lee, Jibrana A</td>
<td>E</td>
<td>El Dorado E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024292 0</td>
<td>Luger, Joseph Paul</td>
<td>E</td>
<td>Paul Revere E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>15552 0</td>
<td>Macinnes</td>
<td>E</td>
<td>Dr. William Cobb Elem Sch</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024245 1</td>
<td>Manning, Tafa Raashida</td>
<td>E</td>
<td>Willie L. Brown College Prep A</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>6085 2</td>
<td>Maia U, John</td>
<td>M</td>
<td>Visitacion Valley M.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>09/17/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025634 0</td>
<td>McNerney, Francis William</td>
<td>E</td>
<td>Leonard Flynn E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/25/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>020781 0</td>
<td>Modarai, Asadallah Qorosh</td>
<td>E</td>
<td>Fairmount E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/23/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>18795 6</td>
<td>Novoa, Luis Alberto</td>
<td>E</td>
<td>Marshall E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>08/23/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>025936 1</td>
<td>Oh, Saawon</td>
<td>E</td>
<td>John Muir Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>01/28/09</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>7084 4</td>
<td>Ong, Melvin D</td>
<td>E</td>
<td>Starr King Elementary School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/07</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>11136 3</td>
<td>Restani, Kevin G.</td>
<td>H</td>
<td>Balboa High School</td>
<td>TTD</td>
<td>1.00</td>
<td>02/05/04</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>024401 0</td>
<td>Robinson, Coygon Jr.</td>
<td>M</td>
<td>James Denman Middle School</td>
<td>TTD</td>
<td>1.00</td>
<td>01/25/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>17399 2</td>
<td>Rowley, Margaret E.</td>
<td>M</td>
<td>Everett Middle School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/20/08</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>13108 3</td>
<td>Schillinger, Ben Ari</td>
<td>E</td>
<td>Bret Harte E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>02/21/01</td>
<td>SITE SUPPORT</td>
</tr>
<tr>
<td>Employee ID</td>
<td>Name</td>
<td>School</td>
<td>Position</td>
<td>TDTD</td>
<td>Date</td>
<td>Category</td>
<td></td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------</td>
<td>---------------------------------</td>
<td>----------</td>
<td>------</td>
<td>------------</td>
<td>----------------</td>
<td></td>
</tr>
<tr>
<td>024635</td>
<td>Seryozhko, Yevheny</td>
<td>International Studies Academy</td>
<td>TTD</td>
<td>1.00</td>
<td>12/12/08</td>
<td>SITE SUPPORT</td>
<td></td>
</tr>
<tr>
<td>025613</td>
<td>Stankiewich, Carolina</td>
<td>Junipero Serra E.S.</td>
<td>TTD</td>
<td>1.00</td>
<td>11/10/08</td>
<td>SITE SUPPORT</td>
<td></td>
</tr>
<tr>
<td>5345</td>
<td>Tang, Johnny</td>
<td>Daniel Webster Elementary Sch</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/07</td>
<td>SITE SUPPORT</td>
<td></td>
</tr>
<tr>
<td>12149</td>
<td>Wherity, William Mordaunt</td>
<td>Mission High School</td>
<td>TTD</td>
<td>1.00</td>
<td>08/22/00</td>
<td>SITE SUPPORT</td>
<td></td>
</tr>
</tbody>
</table>

Total Number of Positions: 40
Total Number of Employees: 40

Total FTE: 39.00
### Appendix C

**Subject:**

<table>
<thead>
<tr>
<th>Emp ID</th>
<th>Name</th>
<th>Location</th>
<th>Type</th>
<th>Appt Type</th>
<th>FTE</th>
<th>Sen Date</th>
<th>Credential</th>
</tr>
</thead>
<tbody>
<tr>
<td>10977</td>
<td>Bullard, Doug</td>
<td>Lowell</td>
<td>TPER</td>
<td>1.00</td>
<td>08/24/98</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>18714</td>
<td>Collier, Michael</td>
<td>Mission</td>
<td>TPER</td>
<td>1.00</td>
<td>08/21/02</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>6783</td>
<td>Conley, Elmo F.</td>
<td>Balboa</td>
<td>TPER</td>
<td>1.00</td>
<td>09/07/93</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>6783</td>
<td>Daniels, Darius X</td>
<td>Mission</td>
<td>TPER</td>
<td>1.00</td>
<td>08/23/06</td>
<td>ROTC</td>
<td></td>
</tr>
<tr>
<td>020429</td>
<td>Hardee, Stephen S.</td>
<td>Galileo</td>
<td>TPER</td>
<td>1.00</td>
<td>02/09/04</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>20009</td>
<td>McCoy, Dennis C.</td>
<td>Balboa</td>
<td>TPER</td>
<td>1.00</td>
<td>10/06/95</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>8221</td>
<td>Paratore, Gerald L.</td>
<td>Abraham</td>
<td>TPER</td>
<td>1.00</td>
<td>09/15/03</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>3112</td>
<td>Powell Jr, Robert L.</td>
<td>Abraham</td>
<td>TPER</td>
<td>1.00</td>
<td>01/11/93</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>020150</td>
<td>Smith, Ray C.</td>
<td>Balboa</td>
<td>TPER</td>
<td>1.00</td>
<td>10/12/93</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>6544</td>
<td>Washington, Melvin</td>
<td>Abraham</td>
<td>TPER</td>
<td>1.00</td>
<td>08/26/96</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>6962</td>
<td>Windham, Robert</td>
<td>George</td>
<td>TPER</td>
<td>1.00</td>
<td>01/01/93</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
<tr>
<td>9209</td>
<td>Wiseman, David R.</td>
<td>Abraham</td>
<td>TPER</td>
<td>1.00</td>
<td>10/10/96</td>
<td>ROTC/CLAD</td>
<td></td>
</tr>
</tbody>
</table>

Total Number of Positions: 12
Total Number of Employees: 12
Total FTE: 12.00
## Appendix D

Subject: Voc. Ed.

<table>
<thead>
<tr>
<th>Empl ID:Rcd:</th>
<th>Name:</th>
<th>Loc:</th>
<th>LocationDescr:</th>
<th>Appt Type:</th>
<th>FTE:</th>
<th>Sendate:</th>
<th>Credential:</th>
</tr>
</thead>
<tbody>
<tr>
<td>024069 0</td>
<td>Gray,Donald</td>
<td>H</td>
<td>John O'Connell High School</td>
<td>TPR2</td>
<td>0.20</td>
<td>08/22/07</td>
<td>INDUSTRIAL</td>
</tr>
<tr>
<td>18907 0</td>
<td>Jones,Douglas Sidney</td>
<td>H</td>
<td>Abraham Lincoln H.S.</td>
<td>TPER</td>
<td>1.00</td>
<td>08/21/02</td>
<td>COMPUTER</td>
</tr>
<tr>
<td>022055 0</td>
<td>Olmedo,Synthia</td>
<td>H</td>
<td>George Washington H.S.</td>
<td>TPER</td>
<td>1.00</td>
<td>09/12/05</td>
<td>COMPUTER</td>
</tr>
</tbody>
</table>

**Total Number of Positions:** 3  
**Total Number of Employees:** 3  
**Total FTE:** 2.20