PRESS RELEASE
For Immediate Release

Board of Education Approves 485 Positions for Preliminary Layoffs
Agrees to Bypass Teachers in the Superintendent’s Zone

February 28, 2012 (San Francisco) – Tonight the San Francisco Board of Education voted to approve preliminary layoff notices for more than 485 full time positions in the district. By a vote of five to one, with one member absent, the Board also approved skipping teachers in the 14 schools in the Superintendent’s Zone.

Based on the most recent proposed budget from Governor Jerry Brown, SFUSD projects a shortfall of $83.3 million over the next two years if the Governor’s tax proposal passes and $119.4 million over the next two years if it doesn’t pass.

SFUSD will be issuing preliminary layoff notices by March 15 to 123 Full-Time Equivalent (FTE) administrators; 210 FTE instructional services (e.g., teachers, counselors, etc.); 35 FTE permit teachers (early education employees); and 106.4 FTE paraprofessionals, in addition to a reduction of 462.5 paraprofessional hours (equivalent to 11.57 FTE).

“We are facing another year of devastating budget cuts from the state,” said Superintendent Carlos Garcia. “The schools we’re proposing to skip have had four times the teacher turn over. Though we wish we didn’t have to lay off any employee, we must do what’s right for the children in our highest need schools and communities.”

In general, layoffs are strictly based on seniority within program and service areas that are being cut. In SFUSD positions in hard-to-fill subject areas, such as math, science, and Special Education are exempted. Tonight the Board of Education voted on skipping teachers who work in the 14 schools in the Superintendent’s Zone.

In 2010 Superintendent Carlos Garcia created a Superintendent’s Zone of 14 schools located primarily in the Bayview and Mission neighborhoods of San Francisco to focus more resources on closing the achievement gap in some of the city’s historically lowest performing schools. Nine out of the 14 schools in the Superintendent’s Zone received federal School Improvement Grants in 2011, which they were eligible for given their identification as “persistently low achieving schools” (lowest 5% of schools statewide). After only one year the Superintendent’s Zone showed greater gains than the district as a whole.

SFUSD has made significant investments in recruiting, selecting, and developing employees in the Superintendent’s Zone, including investing $1.3 million in professional development for all Superintendent’s Zone teachers and nearly $6 million in instructional
coaches, academic acceleration teachers, and equity release teachers. Teachers in the Zone were provided 8 hours per month of early release days.

The Superintendent’s resolution to the Board of Education states “In skipping certificated employees in the Superintendent’s Zone in the layoff process, the District is living up to its commitment to access, equity, and social justice. Creating stability protects the investments made and values the work being done in these schools that have produced results for some of our most historically disenfranchised communities.”

While the Board and superintendent agreed to exempt teachers in the Superintendent’s Zone, teachers will still be noticed until an administrative law judge has the opportunity to rule on the matter.

By state law, preliminary layoff notices are required for teachers and principals as well as other certificated staff by March 15 of every year, far in advance of when actual budgets are available from the state. Over the past two school years, to help minimize layoffs, all employees took four furlough days. The district is currently negotiating with the teacher’s union regarding deficit reduction proposals, including a continuation of furlough days for another two years.

For the 2012-2013 school year budget, SFUSD may be eligible to receive $6 million from the city’s rainy day fund. The district is eligible for up to 25 percent of this fund if a combination of certain conditions are met, including that the district must be getting less money per pupil from the state and facing significant teacher layoffs.

Due to uncertainties regarding the state’s final budget and other important variables, such as the November ballot measures, district officials will not know what SFUSD’s revenues will be until after it has to issue final layoff notices in May and submit a budget to the state by July 1, 2012.


SFUSD has approximately 8,000 employees and serves 56,000 preschool through 12th grade students.

##