

BEFORE THE GOVERNING BOARD OF THE
SAN FRANCISCO UNIFIED SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Employment Status of:

THE RESPONDENTS WHO ARE LISTED
IN ATTACHMENT "A" HERETO.

OAH No. N 2004020393

PROPOSED DECISION

Robert Walker, Administrative Law Judge, Office of Administrative Hearings, State of California, heard this matter in San Francisco, California, on April 19, 2004.

Laurie S. Juengert, Attorney at Law, and Namita S. Brown, Attorney at Law, represented the complainant, Michele Modena, Chief Administrative Officer, Human Resources Department, San Francisco Unified School District.

Stewart Weinberg, Attorney at Law, represented the respondents, employees of the San Francisco Unified School District. Yu-Yee Wu, attorney at Law, was associated with Mr. Weinberg in representing the respondents who are members of the Association of Chinese Teachers.

The respondents are listed in Attachment A, which consists of seven pages. Pages 1 and 2 contain a list of 59 employees working pursuant to emergency credentials. Pages 3 and 4 contain a list of 57 employees in "Probationary I" positions. Page 5 contains a list of 16 employees in "Probationary II" positions. Page 6 contains a list of 8 tenured employees. Page 7 contains a list of 24 university interns.

The respondents who are members of the Association of Chinese Teachers are listed in Attachment B, which consists of three pages.

FACTUAL FINDINGS

1. The parties, by and through their counsel, stipulated as follows:

The correct seniority date for Margaret K. Burns is March 12, 2003.

The district failed to serve Margaret K. Burns with a notice that it was recommended that she be notified that the district would not require her services for the ensuing school year. The district will not lay off Ms. Burns.

The district rescinds the notice served on Eunice Nuval.

Amber Cross is a "Probationary II" employee with a date of hire of August 21, 2002.

On the district's bumping chart, Amber Cross is replaced with Kristena Bass, a "Probationary I" employee with a date of hire of September 4, 2003.

On the district's bumping chart, Phyllis Ciment is replaced with Henry Mach.

The correct seniority date for Gabriel Alegre is December 21, 2003.

Lisa Vasquez-McGee is a "Probationary II" employee with a date of hire of August 16, 2002.

Maureen M. Lin is a permanent employee in the children's center. The district will not lay off Ms. Lin.

2. Not later than March 15, 2004, in accordance with sections 44949 and 44955 of the Education Code,¹ the superintendent caused the governing board of the district and respondents – except for respondents Margaret K. Burns and Jessie Bunn -- to be notified in writing that it was recommended that respondents be notified that the district would not require their services for the ensuing school year. The notice stated the reasons for the recommendation. The recommendation was not related to respondents' competency.

3. A notice was delivered to each respondent – except for respondents Margaret K. Burns and Jessie Bunn -- either by personal delivery or by depositing the notice in the United States mail, registered, postage prepaid, and addressed to respondent's last known address. In the case of Ms. Burns, the district sent no notice and has agreed that she will not be laid off. In the case of Ms. Bunn, the district deposited a notice in the mail on March 12 with \$4.42 postage on it. The post office returned the envelope to the district with a note saying "postage due 46 ¢". On March 22, the district added 46 cents postage and mailed the notice again. It is found that the district failed to provide the notice that the code requires. This, however, is of no consequence, because Ms. Bunn is a temporary employee. The district sent precautionary notices to temporary employees because of the possibility that the district's records concerning an employee's temporary status might be incorrect. And the notice the district sent Ms. Bunn was merely a precautionary notice.

¹ All references to the Code are to the Education Code unless otherwise specified.

4. The notice advised respondents of the following: A respondent has a right to a hearing. In order to obtain a hearing, a respondent had to deliver a request for a hearing in writing to the person sending the notice. The request had to be delivered by March 22, 2004, which was not less than seven days after the notice of termination was served. And the failure to request a hearing would constitute a waiver of the right to a hearing.

5. Each respondent -- except for respondents Margaret K. Burns and Jessie Bunn -- timely filed a written request for a hearing to determine whether there was cause for not reemploying him or her for the ensuing year. An accusation was timely served on each respondent. Each respondent filed a timely notice of defense.

6. The original recommendation was to reduce or discontinue particular kinds of services by 110.4 full time equivalent positions (FTE). The parties, by and through their counsel, stipulated that the recommendation should be modified. The modifications eliminated the recommendation regarding certain positions and changed the number of FTE regarding other positions. The original recommendation, with the modifications written on it, is attached as Attachment C, which consists of two pages. In category I, the recommendation was modified to eliminate the recommendation regarding items I(b), I(h), I(j), I(k), and I(l). The recommendation was modified regarding item I(e) to change the number of FTE from 2 to 1. The recommendation was modified regarding item II(a) to change the number of FTE from 9 to 7.5. The recommendation was modified to eliminate the recommendation regarding item VI(c). That changed the total number of FTE to 110.4 less 8.5, which equals 101.9.

7. Within the meaning of section 44955 of the Code, the services are "particular kinds of services" that can be reduced or discontinued. The recommendation to reduce or discontinue these services was not arbitrary or capricious but constituted a proper exercise of discretion.

8. The reduction or discontinuation of particular kinds of services relates to the welfare of the district and its students. The reduction or discontinuation is necessary in order to decrease the number of certificated employees of the district.

9. By a resolution dated March 4, 2003, the governing board of the district adopted needs-based criteria for assigning relative rankings for laying off employees who share a date of first rendering paid service. The board further resolved that, if there were further ties after applying the criteria, those further ties should be resolved by lottery. After the district applied the needs-based, tie breaking criteria, there were further ties. The district broke these further ties with lotteries.

10. Respondents contend that a district must consider positively assured attrition in deciding how many employees' services are subject to termination. The district has received notification that a number of certificated employees will resign or retire effective the end of the current school year. Respondents contend that this positively assured attrition must be used to reduce the number of respondents subject to termination. Subdivision (b) of

section 44955 of the Code provides for two types of justification for terminating employees' services. One justification concerns a decline or anticipated decline in average daily attendance (ADA). The other justification concerns a reduction in or discontinuation of a particular kind of service (PKS). Complainant acknowledges that a school district must consider positively assured attrition when the justification for terminating services is a decline or anticipated decline in ADA. The termination of services in this case, however, is justified by a reduction in or discontinuation of PKS. And complainant, citing *San Jose Teachers Association v. Allen*,² contends that attrition need not be considered in a PKS layoff.

LEGAL CONCLUSIONS

1. Jurisdiction in this matter exists under sections 44949 and 44955 of the Code. Except as to respondents Margaret K. Burns and Jessie Bunn, all notice and jurisdictional requirements contained in those sections were satisfied.

2. Must a district consider positively assured attrition in deciding how many employees' services are subject to termination? Subdivision (b) of section 44955 of the Code provides that, when a school district has experienced a decline in its average daily attendance or when a particular kind of service is to be reduced or eliminated, "*and when in the opinion of the governing board ... it shall have become necessary by reason of any of these conditions* to decrease the number of permanent employees in the district, the governing board may terminate the services of not more than a corresponding percentage of the certificated employees of the district...." (Emphasis added.) In *Burgess v. Board of Education*³ the court held that "normal attrition" must be used to offset layoffs justified by a decline in ADA since ignoring such attrition "results in a reduction in force not necessarily required by decline in average daily attendance." Two years later, citing *Burgess*, the court in *Lewin v. Board of Trustees*⁴ held that, "because the number of employees may be reduced only when it is 'necessary' to do so, the governing board must consider normal attrition in the work force as a part of *any* reduction in employment."⁵ (Emphasis added.) Reasoning that "[b]oard members are not soothsayers," the court held that a district must consider only "positively assured attrition," that is, attrition known to the board by the time of its final determination on or before May 15. A district need not consider "potential attrition," that is, retirements and resignations that are expected to occur before the beginning of the next school year.

² (1983) 144 Cal.App.3d 627.

³ (1974) 41 Cal.App.3d 571, at 579.

⁴ (1976) 62 Cal.App.3d 977, at 980-983.

⁵ *Id.* at p. 980.

3. *Moreland Teachers Association v. Kurze*,⁶ concerned notices that cited both ADA and PKS as the grounds for termination. In discussing, the attrition issue, however, the court focused on the ADA ground. In calculating the number of employees to be laid off, the school district had considered attrition occurring before the initial notice date of March 15. The respondents contended that the district was required to consider attrition occurring between March 15 and May 15, also. The district contended that it was not required to do that. In *Moreland*, the court elaborated on the *Lewin* holding.

Acknowledging actual attrition occurring between March 15 and May 15 to reduce the number of employees to be laid off results in no prejudice to the school district, while sparing that number of employees unnecessary termination of employment.

... We see no legal or practical impediment to revising downward the number of needed terminations resulting from events occurring in the intervening two months. On the contrary, there is sound reason to do so, as otherwise the reduction in force for the ensuing school year would be greater than that necessitated by the decline in attendance.⁷

4. In *San Jose v. Allen*, the case on which complainant relies, the court held that a school district is not required to consider attrition in a PKS layoff.

A board's decision as to reduction or discontinuation of a particular kind of service is not tied in with any statistical computation, such as reduction in the number of students. The number of terminations made necessary by PKS reductions depends totally upon the district's decision as to how many services to reduce. Put another way, the language of section 44955 that the governing board of a school district "may terminate the services of not more than a corresponding percentage of the certificated employees of said district" is only applicable to ADA terminations based upon an actual reduction in attendance. Where the governing board determines to discontinue or reduce a particular kind of service, there is no way to calculate a "corresponding percentage," hence it is within the discretion of the board to determine the amount by which it will reduce a particular service.

...

⁶ (1980) 109 Cal.App.3d 648.

⁷ Id. at p. 654.

... In PKS cases the determination of the amount by which a service is to be reduced is the determination of the number of positions to be eliminated.

... In making a final decision on PKS reductions, the extent to which the services are reduced inherently determines the number of positions to remain. If a service is to be eliminated, for example, it is obvious that it is unnecessary to consider attrition in any way.⁸

5. In deciding that a school district is not required to consider attrition in a PKS layoff, the *San Jose* court focused on only part of the language of subdivision (b) of section 44955. The court focused on the provision that "[T]he governing board may terminate the services of not more than a corresponding percentage of the certificated employees in the district." And, as the court said, that language can apply only to ADA terminations. When a governing board decides to discontinue or reduce a particular kind of service, there is no way to calculate a "corresponding percentage." But the court was mistaken in concluding that it follows that it is unnecessary to consider attrition in PKS cases. The court was mistaken, because other language in subdivision (b) should be considered. In both ADA and PKS cases, employees' services may be terminated only when termination has "become necessary" and only when that necessity is "by reason of" the ADA or PKS condition. In an ADA termination, employees' services may be terminated only when, in the opinion of the governing board, decreasing the number of permanent employees has "become necessary by reason of" the ADA condition. Similarly, in a PKS termination, employees' services may be terminated only when, in the opinion of the governing board, decreasing the number of permanent employees has "become necessary by reason of" the PKS condition. In the *San Jose* case, the court focused solely on the number of positions to be reduced and on the "corresponding percentage" language. The court did not consider whether the loss of a certain number of positions would, in all cases, cause it to "become necessary" to terminate the services of an equal number of employees.

6. Consider the following illustration. Assume that a district with six full-time music teachers decides to reduce music for the following school year from six to three FTE. Because of that reduction, the three most junior music teachers would be laid off. It is true, as the *San Jose* court held, that the reduction from six to three positions would not be affected in any way by, for example, the May 10 retirement of a music teacher. For the following school year the district would still be offering only half as many music courses as it does in the current school year. But that retirement would mean that the PKS condition no longer made it necessary to decrease the number of employees by three. After the retirement, it would be necessary to decrease the number of employees only by two. The decrease regarding the third position would be accounted for by attrition.

⁸ *San Jose Teachers Association v. Allen*, 144 Cal.App.3d at pp. 635-636.

7. In both ADA and PKS layoffs, the words of the *Moreland* court hold true. Considering attrition results in no prejudice to the district and spares some employees from *unnecessary* termination. And not to consider attrition would result in a greater decrease in the number of employees than the condition necessitates.

8. The only attrition that must be considered is attrition that creates a vacancy in a position in which a permanent employee would be qualified to serve.

9. In the *San Jose* case, the court said that whether a school district is required to consider attrition in a PKS layoff was "an issue of first impression."⁹ The court noted that courts in other cases had held that a school district is required to consider attrition in an ADA layoff. One of the cases the *San Jose* court cited as being limited to ADA layoffs was *Lewin*. But in fact, *Lewin* concerned both ADA and PKS. The *Lewin* court said, "In March 1974, following a two-year decline in attendance *and in light of planned reductions in services*, the board decided not to re-employ 171 certificated employees." (Emphasis added.)

10. As noted above, the *Lewin* court held:

Because the number of employees may be reduced only when it is "necessary" to do so, the governing board must consider normal attrition in the work force as a part of *any* reduction in employment.¹⁰ (Emphasis added.)

11. Thus, the *Lewin* court -- in a PKS case, that is, in a case that concerned both ADA and PKS layoffs -- held that a school district is required to consider attrition.

12. The *San Jose* court mistakenly read *Lewin* as not being a PKS case. *Lewin* was decided by Division Two of the Second Appellate District of the court. *San Jose* was decided by Division Five of the First Appellate District of the court. Thus, it appears there is a disagreement between those districts as to whether a school district is required to consider attrition in a PKS layoff. And it is determined that the *Lewin* decision is more faithful to the language of section 44955 and should be followed.

13. Within the terms of sections 44949 and 44955 of the Code, the district has cause to reduce or discontinue 101.9 full time equivalent positions of particular kinds of services -- except that the district must reduce that number to the extent there is positively assured attrition that creates vacancies in positions in which permanent employees would be qualified to serve. The cause relates solely to the welfare of the schools and the pupils.


⁹ *Id.* at p. 635.

¹⁰ 62 Cal.App.3d at p. 980.

ORDER

1. The correct seniority date for Margaret K. Burns is March 12, 2003.
2. The district shall not lay off Ms. Burns.
3. The district shall not lay off Eunice Nuval.
4. Amber Cross is a "Probationary II" employee with a date of hire of August 21, 2002.
5. On the district's bumping chart, Amber Cross is replaced with Kristena Bass, a "Probationary I" employee with a date of hire of September 4, 2003.
6. On the district's bumping chart, Phyllis Ciment is replaced with Henry Mach.
7. The correct seniority date for Gabriel Alegre is December 21, 2003.
8. Lisa Vasquez-McGee is a "Probationary II" employee with a date of hire of August 16, 2002.
9. The district shall not lay off Maureen M. Lin.
10. Before May 15, 2004, the district may give notice to employees in 101.9 full time equivalent positions that the district will not require their services for the ensuing school year — except that the district must reduce that number to the extent there is positively assured attrition that creates vacancies in positions in which permanent employees would be qualified to serve.

Dated: April 30, 2004


ROBERT WALKER
Administrative Law Judge
Office of Administrative Hearings

	ID	Name	Site	Status
1	020473	Diaz, Denise D.	Philip & Sala Burton High Sch	ET
2	020377	Sui, Juliette Helen	Francisco M.S.	ET
3	17635	Goji, Yu	Clarendon Alt E.S.	ET
4	12599	Chouinard, Daniel L	Presidio M.S.	ET
5	020329	O'Connor, Sarah E	Herbert Hoover M.S.	ET
6	020255	Booth, Andrea M.	Balboa High School	ET
7	020149	Scholnik, Daniel	Newcomer H.S.	ET
8	020121	Takhar, Pauline	John O'Connell High School	ET
9	020164	Payne, Jeffrey G.	Philip & Sala Burton High Sch	ET
10	020298	Phillips, Raymond E.	Philip & Sala Burton High Sch	ET
11	020152	Orellana, Luis Mario	Philip & Sala Burton High Sch	ET
12	020125	Mercer, Christopher Charles	Galileo Academy of Science & T	ET
13	020128	Page, Douglas William	Galileo Academy of Science & T	ET
14	10880	Dudin, Jacqueline B	Kate Kennedy CDC	ET
15	5687	Acosta, Josie Gomez	Excelsior CDC @ Guadalupe	ET
16	20056	Lee, William M.	Thurgood Marshall High School	ET
17	19987	Walton, Gregory Louis	Gloria R. Davis Middle School	ET
18	10169	Kim, Soonhee	Claire Lilienthal E.S.	ET
19	19577	Brown, Michael Tawan	Thurgood Marshall High School	ET
20	19995	Johnson, Ayana	International Studies Academy	ET
21	20015	Paynter, David S.	Marshall Annex/Community Day	ET
22	20007	Mesáros, Debra Lee	Galileo Academy of Science & T	ET
23	20010	Stem, Stanley M.	Ida B. Wells H.S.	ET
24	19956	Arzola, Frank M.	Everett Middle School	ET
25	19332	Webdale, Dale	Mission High School	ET
26	19979	de Rijke, Ellen Aegidia	Horace Mann Middle School	ET
27	19581	Cordero, Maria Feliz	Thurgood Marshall High School	ET
28	17991	Dyhrberg, Liselotte	Elementary Schools	ET
29	19162	Hollis, Vanya Lynn	Thurgood Marshall High School	ET
30	19488	Barragan, Cesar F.	Buena Vista E.S.	ET
31	19252	Soto, Maricela	Aptos M.S.	ET
32	19207	Rosenfeld, Adam M.	Lowell H.S.	ET
33	7717	Haran, Brigid M	Tule Elk Park CDC	ET
34	12204	Smith, Anthony Marchmann	Balboa High School	ET
35	11374	Streeter, Will L	Balboa High School	ET
36	18920	Morales-Beale, Gloria Enid	Childrens Ctr. Administration	ET
37	19033	Liu, Julie Hsiang-Chi	Aptos M.S.	ET
38	19031	Gallagher, Meghan Colleen	James Lick Middle School	ET
39	18659	Robson, Cristen Ann	John O'Connell High School	ET
40	18738	Jovick, Lisa Ann	Thurgood Marshall High School	ET
41	15645	Jimenez, Ma-Elena	Cleveland E.S.	ET
42	18234	Jaeckel-Hill, Vera	Lowell H.S.	ET
43	17330	Green, Harry Scott	Balboa High School	ET
44	17375	Prichard, David E.	Balboa High School	ET
45	15910	Bravo, Guadalupe Sanchez	Cleveland E.S.	ET
46	16008	Portugal, Fernando Arturo	Center For Indpdt Stdy	ET
47	15789	Gray, Cezanne A.	Philip & Sala Burton High Sch	ET
48	6026	Bell, Valerie Lyn	Twenty-First Century Academy	ET
49	9741	Vanberg, Bente	Special Education Services	ET
50	15661	Ramsey, Robert Allen	Balboa High School	ET
51	15098	Hirakawa, Brian Takamitsu	International Studies Academy	ET

	ID	Name	Site	Status
52	12805	De Arce, Carmen M.	Enola B. Maxwell Middle School	ET
53	14002	Considine, Patrick M.	Twenty-First Century Academy	ET
54	12416	Jefferson, Othello	Lowell H.S.	ET
55	12736	Kim, Hyun Jung	Galileo Academy of Science & T	ET
56	8967	Naing, Win	Philip & Sala Burton High Sch	ET
57	6091	Horan, Patricia	Visitacion Valley Middle Sch	ET
58	12106	Leyva, Ana Estela	John Muir Elementary School	ET
59	9301	Van Meerbeek, Madelyn K.	Woodside Learning Center	ET

	ID	Name	Site	Status
1	17258	Gin, Anna Pek Lan		
2	020463	Grace-Braun, Virginia	James Denman Middle School	TPR1
3	020373	Burgos, Dina V.	Balboa High School	TPR1
4	020315	O'Brien, Patrick E.	Philip & Sala Burton High Sch	TPR1
5	020151	Sopko, Anna	Galileo Academy of Science & T	TPR1
6	6394	Lau, Miu H	Buena Vista E.S.	TPR1
7	17270	Sinovoi, Jonathan Samuel	Chinese Educ Cntr	TPR1
8	14941	Giannetti, Kristina Socha	James Lick Middle School	TPR1
9	9145	Chu, Cindy Sf	John O'Connell High School	TPR1
10	15956	Malizia, David Carl	Golden Gate Pre-K	TPR1
11	16350	Schwarz, Alexander Joseph	Starr King Elementary School	TPR1
12	15369	Williams, Marc Gerald	Lowell H.S.	TPR1
13	16079	Leung Mak, Yim Sin Vivian	Alice Fong Yu Alt. School	TPR1
14	11645	Tirado, Claudia Livier	Benjamin Franklin Middle Sch	TPR1
15	16093	Williams, Monique	Bret Harte E.S.	TPR1
16	020209	Olstad, Christie L.	Visitation Valley E.S.	TPR1
17	19061	Tsoi, Diana	Thurgood Marshall High School	TPR1
18	020145	Sharp, Steven Dean	Enola B. Maxwell Middle School	TPR1
19	020142	Diamond, Sharon Evonne Isquith	Enola B. Maxwell Middle School	TPR1
20	020146	Teotia, Smita	Rooftop - Burnett Campus (k-4)	TPR1
21	020153	Mahan, Paula	Alvarado E.S.	TPR1
22	020129	Waller, Kimberly L	Philip & Sala Burton High Sch	TPR1
23	16546	Holland-Matthews, Margie Faye	Dr. G. Washington Carver E.S.	TPR1
24	4540	Alarcon, Jackquelin	Claire Lilienthal E.S.	TPR1
25	20084	Cisek, Bernadette T.	Galileo Academy of Science & T	TPR1
26	20056	McIntosh, Patrick Joseph	Philip & Sala Burton High Sch	TPR1
27	15574	Alegre, Gabriel S.	A.P. Giannini M.S.	TPR1
28	20059	Addison, Bridget Lynn	Gordon J. Lau Elementary	TPR1
29	19313	Moore, Ian C.	Roosevelt M.S.	TPR1
30	20002	Rodriguez, Kathleen	Galileo Academy of Science & T	TPR1
31	20019	Bass, Kristina	Everett Middle School	TPR1
32	19610	Fuentecilla, Clemevel R.	School Of The Arts	TPR1
33	20003	Bittle, Todd A.	Thurgood Marshall High School	TPR1
34	20057	Hogan, Matthew B.	I. S. A.	TPR1
35	19529	Hom, Betty Tin-Yee	Thurgood Marshall High School	TPR1
36	15770	Hernandez, Leticia	Abraham Lincoln H.S.	TPR1
37	13775	McCormick, Glenn	Galileo Academy of Science & T	TPR1
38	19999	Agrawal, Priya	Thurgood Marshall High School	TPR1
39	19649	Prohias, Rebecca	Special Education Services	TPR1
40	18678	Rosendale, Adria Cyrene	Thurgood Marshall High School	TPR1
41	19998	Green, Michael Douglas	Benjamin Franklin Middle Sch	TPR1
42	19436	Lee, Tony Buck	Thurgood Marshall High School	TPR1
			Marina M.S.	TPR1

	ID	Name	Site	Status
43	19954	Eberhardt, Scott P.	School Of The Arts	TPR1
44	19988	McWilliams, Katherine A.	Philip & Sala Burton High Sch	TPR1
45	19560	Holmes, Nathan Samuel	Galileo Academy of Science & T	TPR1
46	17473	Henares, Nicole Noel	Lowell H.S.	TPR1
47	18082	Forero, Valerie M.	John O'Connell High School	TPR1
48	15590	Kung, Nina Chung-Huey	Thurgood Marshall High School	TPR1
49	18968	Bledsoe, Kurt H.	Visitacion Valley Middle Sch	TPR1
50	17361	Mach, Henry	Galileo Academy of Science & T	TPR1
51	20055	Ciment, Pyllis R.	School Of The Arts	TPR1
52	19590	Grossman, Charles	Rooftop - Burnett Campus (k-4)	TPR1
53	18711	Vasquez-McGee, Lisa Marie	Health Program	TPR1
54	16057	Nuval, Eunice Moreno	Downtown H.S.	TPR1
55	19224	Moffett, Michelle Margaret	Galileo Academy of Science & T	TPR1
56	19544	Fishstrom, Vicki	Health Program	TPR1
57	19507	Hutchinson, Harold Philip	Philip & Sala Burton High Sch	TPR1

	ID	Name	Site	Status
1	16391	Alter, Joseph	Center For Indpdt Stdy	TPR2
2	19300	Ochs, Elisabeth Amy	Health Program	TPR2
3	12245	Martin, Roxane	Gloria R. Davis Middle School	TPR2
4	7177	Churchill, Joseph M.	James Lick Middie School	TPR2
5	18879	Babcock, Kathleen Linda	Health Program	TPR2
6	18924	Headman, Barbra Newby	Health Program	TPR2
7	18832	Quindlen, Theresa Bernadette	Martin Luther King Jr M.S.	TPR2
8	18669	Johnson, Jennifer Anne	Mission High School	TPR2
9	18834	Priddy, Thomas Russel	Lowell H.S.	TPR2
10	18831	Parker, Martha C.	Health Program	TPR2
11	19032	Baugh, Valerie Rudd	John O'Connell High School	TPR2
12	17318	Kryston, Daniel Edward	School Of The Arts	TPR2
13	18613	Wright, Dina Elaine	Abraham Lincoln H.S.	TPR2
14	18772	Marsh, Susan J.	Health Program	TPR2
15	15011	Goldstein, Margot Deborah	John O'Connell High School	TPR2
16	10143	Bryson, Derrek L.	Martin Luther King Jr M.S.	TPR2

	ID	Name	Site	Status
1	4852	Mottram, Thomas G.	Human Resources	TDTD
2	17528	Weaver, Sue May	Health Program	TPER
3	17423	Murphy, Monica Joyce	Health Program	TPER
4	17091	Lascano, Coralia Esperanza	Abraham Lincoln H.S.	TPER
5	15879	Britt, Morgan Thomas	James Denman Middle School	TPER
6	7599	Torrano, Frank C.	James Denman Middle School	TPER
7	12211	Gritzan, Thorsten	Everett Middle School	TPER
8	8361	Grice, Michael	Integration Department - Consent	ADM3

TPER

	ID	Name	Site	Status
1	020196	Gen,Laine P.		
2	020160	Li,Yu	Balboa High School	IT
3	20030	Randle,Sherene R.	Lowell H.S.	IT
4	17355	Bellotti,Deborah	Philip & Sala Burton High Sch	IT
5	9303	Berkelman,Wendy S	Mission Educ Center	IT
6	18134	Arnold,Michael Paul	Philip & Sala Burton High Sch	IT
7	18943	Newton,Lynne M.	Raoul Wallenberg H.S.	IT
8	18950	Johnk,Kyla	Elementary Schools	IT
9	19048	Liao,Kevin H.	Marshall E.S.	IT
10	19055	Martin,Anne Lindsay	Marina M.S.	IT
11	18965	Weiss,Emily Barrett	James Lick Middle School	IT
12	19049	Rohde,Tessa Jacqueline	Marina M.S.	IT
13	19039	Amar,Kevika Gupta	Marina M.S.	IT
14	19042	Tossman,Matthew Samuel	Philip & Sala Burton High Sch	IT
15	18953	Williamson,Devon Elaine	Philip & Sala Burton High Sch	IT
16	19051	Flower,Tina M.	Alvarado E.S.	IT
17	19054	LaBletta,Janine	Commodore Sloat E.S.	IT
18	17109	Chaves,Esmeralda Jasmin	Everett Middle School	IT
19	12215	Christensen,Patricia Louise	Guadalupe E.S.	IT
20	16248	Brown,Travis E.	Bret Harte E.S.	IT
21	9334	Robertson,Paul Y	James Lick Middle School	IT
22	17365	Nigro,Frank John	Galileo Academy of Science & T	IT
23	15763	Poong,Shauna Morgan	Benjamin Franklin Middle Sch	IT
24	15424	Williams, VanCedric	Marina M.S.	IT
			Gloria R. Davis Middle School	IT

- Temporary Teacher Notification List (ET, TT, IT, CTL)
1. Cheung, Helen 315 - Allison Street 94112
 2. Fong, Lydia 48 Barcelona Ave SF CA 94115
 - Ms. Laine Gen 856 Garfield ST. SF CA 94124
 4. Lim-Wang, Sunny 920 Harrison St Apt 1 SF 94107
 5. Kam-Hong Albert LAM
2075-18th Ave SF CA 94116
 6. Lawrence-Wong, Keith Jason 505-44th Ave SF 94121
 7. Lee, Jennie 1579-27th Ave SF 94122
 8. Lee, William M 880 Mission St. Apt 24N SF CA 94105
 - Ms. Yu, Li 15 Arellano Ave SF 94132
 10. Liao, Kevin 2461 Bryant ST. SF 94110
 11. Maureen M Lin 945 Taraval ST. 216 94116
Apt
 - 12 Julie Liu 334 B-21 ST. SF 94110
 - 13 Henry Mach 38 Morrell ST. SF 94109
 - 14 Dr. Win Naing (?) 1253 Alemany Blvd 94112
 - 15 Patrick Pei Liang Ng 303 Amber Dr 94131
 - 16 Shauna Poong (?) 1337 Club Lane El Sobrante 94803
 - 17 Juliette Sui 212 Kavanaugh Way Pacific 94044 B

Teachers who are members of Amer. of Chinese Teachers
which is organization that the Chinese represent

18 LIANE Jane Wong 3726 Campolindo Drive
Moraga

94556

recalled

*19 Joyce Alisbn Woo 950 Teresita Blvd SF CA 94127

Probationary / Permanent Layoff Notification
LIST

1. Chu, Cindy 945 Jackson St Apt A SF CA 94133
2. Gin, Anna 1487 Funston Ave SF CA 94122
3. Kung, Nina 1535 Elm St. El Cerrito 945302203
4. Ms M. Lau 1740 Mason St. SF 94133
5. Tony Buck Lee 2939 Clement St. Apt 3 SF 94121
6. Yim Sin Leung MAK 1675 - 32nd Ave SF CA 94122
7. Diana Tsoi 161 Cypress Ave San Bruno, CA
94066

26 Total out of 252

~~Group~~

Particular Kind of Services	Number of Full Time Equivalent positions including preparation and travel periods where applicable	Sub Total
I Administrative Services		
a. Reduce Interim Supervisor- School to Career	1	
b. Reduce Supervisor - Multilingual Programs	1	
c. Reduce Supervisor Leadership Development	1	
d. Reduce Assistant to the Superintendent	1	
e. Reduce Principal on Special Assignments	2 1	
f. Reduce Middle School Assistant Principals	4	
g. Reduce High School Assistant Principals	3	
h. Reduce Evening School Principal	1	
i. Reduce Teacher Support services	7	
j. Reduce Peer Assistance Review Coach services	1	
k. Reduce Elementary Music Program	1	
l. Reduce Elementary Art Program	1	
m. Reduce Regional Occupational Program (ROP) Services	4	
Sub total for Administrative Services		28
II Health Services Program		
a. Reduce Nursing Services	5 8.5 = 7.5	
b. Reduce Teacher on Special Assignment	1	
Sub total for Health Services Program		10
III Bilingual Program		
a. Reduce site support (Content Specialist)	1	
Sub total Bilingual Programs		1
IV Elementary School Program (K-8)		
a. Reduce Computer Technology Integration Specialist	3	
b. Reduce Resource Teachers - Literacy	3	
c. Reduce Reading Recovery Instructional Services	2	
d. Reduce Social Worker Services	0.4	
Sub total for Elementary Schools		8.4

Particular Kind of Services	Number of Full Time Equivalent positions including preparation and travel periods where applicable	Sub Total
V Middle School Program		
a. Reduce Librarian services	5	
b. Reduce Computer Technology Integration Specialists	5	
c. Reduce Resource Teacher services - Literacy	5	
d. Reduce Counseling services	4	
e. Reduce Peer Resource Services	2	
Sub total for Middle School Non Instructional Programs		21
f. Reduce the Instructional Program as follows: (2-Art)	2	
Sub total for Middle School Instructional Programs		2
VI High School Services		
a. Reduce Librarian services	2	
b. Reduce Computer Integration Technology Specialists	4	
c. Reduce Resource Teacher services - Reading	5	
d. Reduce Counseling services	1	
e. Reduce Peer Resource Services		13
Sub total for High School Non Instructional Programs		
f. Reduce the Instructional Program as follows:		
English 9-12	12	
Art	2	
Health Ed 9-12	2	
Music-Chorus	1	
Music-Band	1	
Driver Education	1	
Social Studies	4	
World Language - French	1	
World Language - Mandarin	1	
Art/Ceramics	1	
Culinary Arts		
Sub total for High School Instructional Programs		27
Total Cuts for All Programs		403.9

11
51

EXHIBIT A

102.9
101.9