

BEFORE THE
GOVERNING BOARD OF THE
SAN FRANCISCO UNIFIED SCHOOL DISTRICT

In the Matter of the Non-Reemployment of
535 Full-Time Equivalent Certificated
Employees for School Year 2008-2009,

Respondents.

OAH No. 2008020310

PROPOSED DECISION

Administrative Law Judge Melissa G. Crowell, State of California, Office of Administrative Hearings, heard this matter in San Francisco, California, on April 8 and 9, 2008.

Namita S. Brown, Attorney at Law, Lozano Smith, represented the San Francisco Unified School District.

Stewart Weinberg, Attorney at Law, Weinberg, Roger & Rosenfeld, represented the respondents who are members of the United Educators of San Francisco.

Respondent Noreen Abulencia was present and represented herself.

The record was left open for submission of an updated list of respondents. An updated list was filed on April 11, 2008, but that list was challenged by respondents. An agreed upon list was filed on April 28, 2008, and received in evidence as Exhibit 18. The record was closed and the matter submitted for decision on April 28, 2008.

FACTUAL FINDINGS

1. On February 26, 2008, the governing board of the San Francisco Unified School District adopted Resolution 82-26503, in which it resolved to reduce or discontinue the following particular kinds of services for the 2008-2009 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 2007-2008 school year:

Administrative Services	140 FTE
Elementary Schools Program (K-8)	173 FTE
Middle School Program	124 FTE
High School Services	<u>98 FTE</u>
Total Full-Time Equivalent Reduction	535 FTE

2. On March 10, 2008, Chief Administrative Officer Deborah D. Hirsh sent notice to 704 certificated employees that it had been recommended that notice be given to them that their services would not be required for the 2008-2009 school year. Respondents filed timely requests for hearing and notices of defense. Accusations were served on 696 certificated employees. All procedural requirements of Education Code sections 44949 and 44955 have been met.

3. Prior to hearing, the district rescinded accusations against 7.8 FTE positions by reason of allocated funding from the Public Education Enrichment Fund (Proposition H). The parties stipulate that as a result of this funding, the total number of full-time equivalent positions to be reduced or eliminated is 527.2 FTE.

4. On the first day of hearing, the district rescinded accusations against 141 FTE positions. This number took into account, among other things, attrition, that is, the number of positions held by certificated employees that have notified the district that they will retire or resign at the end of the current school year.

5. The parties, through their counsel, stipulated as follows:

- a. All certificated employees that are core substitutes will be classified as probationary employees for purposes of seniority.
- b. All certificated employees that are site support substitutes will be classified as probationary employees for purposes of seniority.
- c. The seniority dates for certificated employees who participated in the Dream Schools' Professional Development Institute in June of 2005 will be advanced to reflect the first day of their mandatory training. As a result of this change in seniority dates, the district rescinded accusations filed against certificated employees holding 46 FTE positions.
- d. The district will credit four employees, Robin Mantius, Justin Stoddard, John Hutchinson, and Patricia Kay Copeland, with one additional year of service upon verification of their first date of paid service in 2006.
- e. The district withdrew the accusation against Malart Cunningham.

- f. The district withdrew the accusation against Christine Palm. She is a Child Development Center teacher and she should not have received a notice in this layoff proceeding.
- g. The accusation against Rena Frantz is withdrawn.
- h. Darius Daniels is misclassified as a temporary employee. He is a first year probationary teacher.
- i. Andrea Calderon is misclassified as a probationary teacher. She is a permanent employee of the district.

6. As a result of the withdrawals of accusations before and during the hearing, there remain 355 respondents in this proceeding. The list of remaining respondents in this proceeding is set forth in Attachment A.

Tie-Breaking Criteria

7. On February 26, 2008, the governing board adopted Resolution No. 82-26503, which established tie-breaking criteria to be used to determine the order of termination of employees having the same seniority date. In the tie-breaking process, employees earn one point for each of the following credentials or authorizations:

- 1. Bilingual Cross Cultural Language and Academic Development (BCLAD) Certification or Emergency BCLAD.
- 2. Special Education Credential.
- 3. Single Subject Math Credential.
- 4. Single Subject Science Credential.
- 5. Single Subject Library/Media Services Credential.
- 6. Single Subject Physical Education Credential.
- 7. Pupil Personnel Services – School Counseling, or School Social Worker.
- 8. Cross Cultural Language and Academic Development (CLAD) Certification or Emergency CLAD, or current (as of 1/31/08) enrollment in CLAD certificate program.

The board resolved that any ties that existed after application of the criteria were to be resolved by lottery.

8. Respondents contend that the district erred in applying the tie-breaking criteria for those employees who hold a BCLAD certificate. They argue that a BCLAD certificate holder should earn two points, not one point, because a BCLAD holder is authorized to do everything that a CLAD holder is authorized to do but is also able to do so in a bilingual setting. The board's criteria are not ambiguous: a BCLAD holder is entitled to one point. In essence, respondents are challenging the wisdom of the board's decision to give the same credit to a CLAD holder as to a BCLAD holder. The board is vested with the discretion to develop tie-breaking criteria based on the needs of the district and its students. (Ed. Code, § 44955, subd. (b).) The district did not err in its application of the tie-breaking criteria to respondents.

Noreen Abulencia

9. Respondent Noreen Abulencia is a second year probationary certificated employee with a seniority date of August 23, 2006.

Prior to working in the K-12 program, Abulencia was a tenured teacher in the Child Development Program. She transferred to the K-12 program, at the request of the district, and, in accordance with the provisions in the union contract, she received a bonus for doing so. She argues that her seniority date should be her first date of paid service in the Child Development Program, which was in 1992, and not her first date of paid service in the K-12 program.

Abulencia was correctly given a seniority date of her first day of paid service in the K-12 program. The incentives in the union contract are to encourage certificated teachers to transfer from the Child Development Center to the K-12 program. These incentives have no bearing on the teacher's seniority, which is solely governed by the Education Code. There is no provision in the Education Code which would authorize respondent to add ("tack") her years of service in the Child Development Program.

10. No certificated employee junior to respondents is being retained by the district to perform services that a respondent is certificated and competent to render.

11. The reduction or discontinuation of particular kinds of services is related to the welfare of the schools and the pupils thereof.

LEGAL CONCLUSIONS

1. Jurisdiction for this proceeding exists pursuant to Education Code sections 44949 and 44955, and all notices and other requirements of these sections have been provided as required by law.

2. Cause for elimination of 527.2 FTE positions exists in accordance with Education Code sections 44949 and 44955. Cause exists to give notice to respondents listed in Attachment A that their services will not be required for the 2008-2009 school year. This cause solely relates to the welfare of the schools and their pupils within the meaning of Education Code section 44949.

ORDER

In accordance with the final seniority list, notice may be given to the respondents listed in Attachment A that their services will not be required for the 2008-2009 school year because of the reduction of particular kinds of services.

DATED: April 30, 2008



MELISSA G. CROWELL
Administrative Law Judge
Office of Administrative Hearings

Final List of Remaining Respondents

Appt / ID Count	Name	Loc Type	Location	FTE
1	Abulencia, Noreen A. Weddle	E	Bessie Carmichael E.S.	1.00
2	Adams, Kimberly Christine	E	Sunset E.S.	1.00
3	Adcock, Tanayah Marie	M	A.P. Giannini M.S.	0.60
4	Aguirre, Maria Guadalupe	M	James Lick Middle School	0.80
5	Alexander, Jennifer D.	E	Bessie Carmichael E.S.	1.00
6	Amsler, Terrance R.	H	June Jordan Schools for Equity	1.00
7	Applegate, Garth A.	H	County Community	1.00
8	Applin, Angela Perez	E	Junipero Serra E.S.	1.00
9	Aragon, Catherine Mercedes	E	Leonard Flynn E.S.	1.00
10	Aubry, Diane C.	E	John Muir Elementary School	1.00
11	Avila, Peter Anthony	A	Reform and Accountability	1.00
12	Babcock, Arianne Marie	M	James Lick Middle School	1.00
13	Bamberger, Terry L.	H	School Of The Arts	0.80
14	Barba, Marlene	E	Mission Educ Center	1.00
15	Barber, Jodie M.	M	Aptos M.S.	1.00
16	Barron, Christopher C.	H	Log. Cabin Sch. (Spec)	1.00
17	Bass, Steve L.	E	Monroe Elementary School	1.00
18	Battle, Song Suk	E	Claire Lilienthal E.S.	1.00
19	Baxter, Kalimi Alleyne	E	Dr. G. Washington Carver E.S.	1.00
20	Beckwith, Troy Allen	E	Daniel Webster Elementary Sch	1.00
21	Belfiglio-Gold, Laura Lynn	E	Buena Vista E.S.	1.00
22	Berman-Schroff, Naomi B.	E	Dianne Feinstein School	1.00
23	Beymer, Danielle L.	E	Sanchez Elementary School	1.00
24	Bisson, Michelle Mimi	M	A.P. Giannini M.S.	1.00
25	Blake, Mae Linh	M	Martin Luther King Jr M.S.	1.00
26	Bliquez, Judi Beth	M	Roosevelt M.S.	0.75
27	Bolick, Erin Mausisa	E	Leonard Flynn E.S.	1.00
28	Bonaccorso, Steven V.	H	John O'Connell High School	1.00
29	Booth, Anna Marie	M	Marina M.S.	1.00
30	Brinton, Charles Richardson	H	George Washington H.S.	1.00
31	Brook, Lori Renee	E	Dr. G. Washington Carver E.S.	1.00
32	Buckelew, Bianca Lorena	E	Sanchez Elementary School	1.00
33	Busche, Ling Maria	M	Marina M.S.	1.00
34	Camino, Hannah Ines	E	Mc Kinley E.S.	1.00
35	Cantrell, Christopher Troy	H	Thurgood Marshall High School	1.00
36	Capriles, Robert Charles	H	Philip & Sala Burton High Sch	1.00
37	Cary, Christopher Anselmo	H	International Studies Academy	1.00
38	Casey, Angela M.	E	Lafayette E.S.	1.00
39	Cavagnaro, Rebecca L.	E	Hillcrest Elementary School	1.00
40	Cervantes, Veronica	E	Fairmount E.S.	1.00
41	Chai, Jane Somi	E	Bessie Carmichael E.S.	1.00
42	Chamberlin, Tiffany R.	H	George Washington H.S.	1.00
43	Chan, Fong Lam	A	MUSIC - VISUAL & PERFORMING AR	1.00
44	Chan, Katherine K	E	Jose Ortega E.S.	1.00
45	Chang, Angelica Wei-Lun	E	Starr King Elementary School	1.00
46	Chavarri, Julio	H	Abraham Lincoln H.S.	1.00
47	Chavez, Mariana Victoria	H	John O'Connell High School	1.00
48	Chiarchiaro, Jessica A	E	El Dorado E.S.	1.00
49	Chung, Christine Kandolyn	E	Dianne Feinstein School	1.00
50	Churchill, Joseph M.	H	Lowell H.S.	1.00
51	Closek, Kristin Mckinley	O	Multiple Work Locations	1.00
52	Colker, Jennifer M	H	Mission High School	1.00

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Appt / ID Count	Name	Loc Type	Location	FTE
53	Collett, Jennifer Marie	E	Monroe Elementary School	0.50
54	Conneely, Tamara Nicolasa	E	Paul Revere E.S.	1.00
55	Copeland, Patricia	H	Abraham Lincoln H.S.	1.00
56	Cossick, Elizabeth A.	H	Balboa High School	1.00
57	Cottani, Maria Jose	E	Buena Vista E.S.	1.00
58	Cowan, Harris Scott	M	Roosevelt M.S.	0.60
59	Cramer, Maya Lise	E	Leonard Flynn E.S.	1.00
60	Cresswell, Lauren D	E	Guadalupe E.S.	0.80
61	Crews, Zena Marie	E	Dr. G. Washington Carver E.S.	1.00
62	Crouch, Emily Rose	E	Hillcrest Elementary School	1.00
63	Curcio, Nicole Rose	E	Dr. Charles Drew E.S.	1.00
64	Currin, Bethany Lyn	E	New Traditions E.S.	1.00
65	Dal Porto, Stephanie Rose	M	Everett Middle School	1.00
66	Damron, Brigitte M.	E	John Yehall Chin E.S.	1.00
67	Darlington, Gerraldine Helen	M	Herbert Hoover M.S.	1.00
68	De Loza, Miguel Angel	E	Fairmount E.S.	1.00
69	DeFrancesco, Diana	E	Glen Park E.S.	1.00
70	Diaz, Ariana	M	Everett Middle School	1.00
71	Dolowich, Ariel J.	A	Reform and Accountability	1.00
72	Drum, Michael John	E	Lafayette E.S.	1.00
73	Duque, Lisandrea	E	Clarendon Alt E.S.	1.00
74	Duskin, Zoe Max Urquhart	A	Reform and Accountability	1.00
75	Edens, Alexandra Rachelle	E	Dr. G. Washington Carver E.S.	1.00
	Eierweiss-Kilbreth, Gillian			
76	Margaret	E	Miraloma E.S.	1.00
77	Einhaus, Ashley Mikaela	E	Paul Revere E.S.	1.00
78	Elliott, Rachel	E	Willie L. Brown College Prep A	1.00
79	Elmansoumi, Deirdre Arlene	E	Cleveland E.S.	1.00
80	Erpenbeck, Stacey Michelle	E	Hillcrest Elementary School	1.00
81	Esteban, Cyrus Dominic	M	Martin Luther King Jr M.S.	0.20
82	Estes, James Michael	M	Francisco M.S.	1.00
83	Fairbanks, Rachel Mercedes	E	Dr. Charles Drew E.S.	1.00
84	Fedorchuk, Deborah Ann	H	Mission High School	0.60
85	Ferdon, Kathleen Fitzgerald	E	Paul Revere E.S.	1.00
86	Ferguson, Kyla J	E	R. L. Stevenson E.S.	1.00
87	Fernandez, Olga Victoria	E	Marshall E.S.	1.00
88	Fetzer, Lori Ellen	E	El Dorado E.S.	1.00
89	Fierst, Elizabeth Mary	M	Francisco M.S.	1.00
90	Fojtlin, Sarah B.	E	Dr. Charles Drew E.S.	1.00
91	Folan, Adrienne Marie	E	John Muir Elementary School	1.00
92	Francis, Andrea Kathryn	H	School Of The Arts	0.60
93	Frandle, Jody Faith	E	Clarendon Alt E.S.	1.00
94	Frazier, Richard Olan	M	Roosevelt M.S.	1.00
95	Fredrikson, Erica Ingrid	E	Malcolm X Academy	1.00
96	Garcia, Andressa Theresa	E	Cleveland E.S.	1.00
97	Garcia, Sara E	H	Galileo Academy of Science & T	1.00
98	Gaver, Chad Coleman	E	Paul Revere E.S.	1.00
99	Gebbie, Jennifer Renee	M	Horace Mann Middle School	1.00
100	Gee, Pamela Tew	E	Longfellow E.S.	1.00
101	Geiser, Christian E	H	Abraham Lincoln H.S.	1.00
102	Gemmer, Karen	E	Jefferson E.S.	0.50
103	Gencarella, Carolyn	E	Grattan E.S.	0.20

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Appt / ID Count	Name	Loc Type	Location	FTE
104	Gerrity, Shannon M.	M	James Lick Middle School	0.60
105	Gipson, Steven Glen	H	Mission High School	1.00
106	Girvin, Tiffany Lee	E	Willie L. Brown College Prep A	1.00
107	Gonzales, Lindsay Ann	E	Lafayette E.S.	1.00
108	Goodling, Erin K	H	Civic Center Secondary School	1.00
109	Gray, Donald	H	John O'Connell High School	0.20
110	Greenhill, Lisa Marie	E	Monroe Elementary School	0.50
111	Gregor, Denise A	H	Abraham Lincoln H.S.	1.00
112	Griffin, Courtney B.	M	A.P. Giannini M.S.	1.00
113	Gushiken, Keith M	M	James Lick Middle School	0.60
	Gustafson-O'Hare, Rebecca			
114	Christine	E	Rosa Parks Elementary School	0.50
115	Guzman, Marcella	H	International Studies Academy	0.60
116	Hall, Tefel	H	International Studies Academy	0.80
	Hamilton, Anna Jane Phan Thi			
117	Dinh	E	El Dorado E.S.	1.00
118	Hammond, Sarah Beth	E	Lakeshore E.S.	1.00
119	Hansen, Cecile	E	John Muir Elementary School	1.00
120	Harenza, Beth A	M	Everett Middle School	1.00
121	Harris, Jessica C	E	S.F. Community E.S.	1.00
122	Harris, Yukendra Louise	E	Miraloma E.S.	1.00
123	Herbert, Heather Mary	E	Cleveland E.S.	1.00
124	Heringer, Mark William	H	School Of The Arts	1.00
125	Hickerson, Jason R.	E	Mc Kinley E.S.	1.00
126	Hilmoe, Kristen Ann	E	Sunnyside E.S.	1.00
127	Hitchcock, Kimberly J	E	Paul Revere E.S.	1.00
128	Ho, Sally Ling Hon	E	Monroe Elementary School	1.00
129	Ho, Victor Sooi Beng	M	James Lick Middle School	1.00
130	Hobbs, Jessica J.	E	Hillcrest Elementary School	1.00
131	Hoelscher, Tina	E	Bret Harte E.S.	1.00
132	Holland, Lauren Beth	E	Leonard Flynn E.S.	1.00
133	Hooper, Hilda Estrada	E	E.R. Taylor E.S.	1.00
134	Hrizi, Nathalie Patricia	E	Cleveland E.S.	1.00
135	Hull, Elizabeth C	E	Glen Park E.S.	1.00
136	Hunt, Jacklyn Lisa	E	Redding E.S.	1.00
137	Hunt, Kristy Lynn	E	Guadalupe E.S.	1.00
138	Hurtado Jr., Raul	M	Everett Middle School	1.00
139	Huschke, Erin L.	E	Redding E.S.	1.00
140	Hutchinson, John Larson	H	Abraham Lincoln H.S.	1.00
141	Jabaji, Razan	H	County Community	1.00
142	Jackson, Haylee Diane	E	Dr. William Cobb Elem Sch	1.00
143	Jaramillo, Anthony	E	Bret Harte E.S.	1.00
144	Johnson III, David Felda	M	Horace Mann Middle School	1.00
145	Johnson, Jessica Marie	E	Fairmount E.S.	1.00
146	Jones, Douglas Sidney	H	County Community	1.00
147	Jones, Sarah Jennifer	M	James Lick Middle School	1.00
148	Juncker, Michael S	E	Dr. Charles Drew E.S.	1.00
149	Karanfilian, Lucy	H	International Studies Academy	1.00
150	Karney, Anna Katharina	H	George Washington H.S.	0.60
151	Kasper, Catherine D.	E	Bessie Carmichael E.S.	1.00
152	Keesling, Mary L.	E	Hillcrest Elementary School	1.00
153	Kehr, James Daniel	M	Herbert Hoover M.S.	1.00

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Appt / ID Count	Name	Loc Type	Location	FTE
154	Kennedy, James Patrick	E	Fairmount E.S.	1.00
155	Khaykin, Alla	E	Dr. G. Washington Carver E.S.	1.00
156	Kimmell, Marcia Ann	H	Mission High School	0.80
157	Kimura, Kyoko	O	Multiple Work Locations	0.80
158	Knight, Mariah Joann	E	John Muir Elementary School	1.00
159	Ko, Jae Nam	M	Martin Luther King Jr M.S.	1.00
160	Kuchman, Anne Serena	E	Garfield E.S.	1.00
161	Lai, Yat Ying	E	Monroe Elementary School	1.00
162	Lajoie, Tessa M.	E	Paul Revere E.S.	1.00
163	Lam, Cynthia Nha Yuan	E	Francis Scott Key E.S.	1.00
164	Lam, Douglas W	E	Malcolm X Academy	1.00
165	Lam, Irene O.	M	Francisco M.S.	1.00
166	Lam, Tina C.	M	Martin Luther King Jr M.S.	1.00
167	Lamb, Angela Jean	M	Horace Mann Middle School	1.00
168	Lander, Candice K.	E	Redding E.S.	1.00
169	Larkin, Joy A.	E	Junipero Serra E.S.	1.00
170	Larsen, Maren E	E	Lawton Alternative School	1.00
171	Laurence, Leslie Shayna	M	James Denman Middle School	1.00
172	LaViolette II, John Edwin	M	Visitacion Valley M.S.	1.00
173	Lazzaro, Chris A.	H	Woodside Learning Center	1.00
174	Lee, Allison Lisa	E	Jefferson E.S.	1.00
175	Lee, Amy S	E	Alice Fong Yu Alt. School	1.00
176	Lee, Lisa M.	E	Sunset E.S.	1.00
177	Lee, Lisa-Anne Ingrid	E	Sunnyside E.S.	1.00
178	Lee, Na Young	E	Claire Lienthal E.S.	1.00
179	Leiva, Selene Maya	E	Fairmount E.S.	1.00
180	Leontie, Heidi Van-Eck	E	Sunnyside E.S.	1.00
181	Leppla, Jacquelyn Kate	M	James Lick Middle School	1.00
182	Levien, Zareen Anjali Poonen	E	Cesar Chavez E.S.	1.00
183	Loarie, Anne Carene	E	Buena Vista E.S.	1.00
184	Lopez, Veronica E.	E	Daniel Webster Elementary Sch	1.00
185	Lopez-Ford, Esthela	E	Buena Vista E.S.	1.00
186	Louie, Kingston Jensen	M	A.P. Giannini M.S.	1.00
187	Luk, Tommy	E	Garfield E.S.	1.00
188	Luna, Rhonda Richelle	M	James Lick Middle School	0.20
189	Lyon, Dianne Elyse	M	Excelsior Middle School	1.00
190	Ma, Constance L.	E	Jefferson E.S.	1.00
191	Macfarlane, Cynthia	E	Glen Park E.S.	0.60
192	Mack, Hollie	H	John O'Connell High School	1.00
193	Mahto, Shirvan Christopher	E	Clarendon Alt E.S.	1.00
194	Mankini, Anthony Paul	M	James Lick Middle School	0.60
195	Mantius, Robin C.	E	Mc Kinley E.S.	1.00
196	Marcus-Janssen, Logan A.	E	Rosa Parks Elementary School	1.00
197	Mars, David Y	H	Lowell H.S.	1.00
198	Martinez, Evelyn Carolina	E	Fairmount E.S.	1.00
199	Martinez, Raquel Arely	E	Daniel Webster Elementary Sch	1.00
200	Mazotti, Laura M.	E	Miraloma E.S.	1.00
201	McCall, Russell C.	E	Cesar Chavez E.S.	1.00
202	McCormac, Catherine	E	Bessie Carmichael E.S.	1.00
203	McFadden, Robin Julia	E	Paul Revere E.S.	1.00
204	McHale, Erin A.	M	Francisco M.S.	1.00

Final List of Remaining Respondents

Appt / ID Count	Name	Loc Type	Location	FTE
205	McMahon, Megan Lynn	M	Horace Mann Middle School	1.00
206	Mena, Roselyn Jane	E	Bryant E.S.	1.00
207	Mercurio, Megan L	H	Woodside Learning Center	1.00
208	Millsap, Anna Christine	E	Cleveland E.S.	1.00
209	Minix, Adre	M	James Denman Middle School	1.00
210	Mironov, Jason	H	School Of The Arts	1.00
211	Moles, Jennifer Joan	E	El Dorado E.S.	1.00
212	Momjian, Betty Erin	M	A.P. Giannini M.S.	1.00
213	Montgomery, Lawrence	H	George Washington H.S.	1.00
214	Moore, Christopher Leonard	E	Malcolm X Academy	1.00
215	Moore, Dolores Ann	E	Mc Kinley E.S.	1.00
216	Mow, Natalie Harumi Meiying	E	Miraloma E.S.	1.00
217	Muldoon, Mary Courtney	E	Dr. Charles Drew E.S.	1.00
218	Munson, Danielle	E	Rooftop - Burnett Campus (k-4)	1.00
219	Neff-Hall, Brendan R.	E	S.F. Community E.S.	1.00
220	Nelson, Christina May	E	Paul Revere E.S.	1.00
221	Nelson, Katherine Dawn	E	Miraloma E.S.	1.00
222	Newton, Sarah Maria	E	Daniel Webster Elementary Sch	1.00
223	Ng, Colleen H.	E	Gordon J. Lau Elementary	1.00
224	Ngo, Elaine Yim Chi	M	Roosevelt M.S.	1.00
225	Nguyen, Bich Thi	M	Marina M.S.	1.00
226	Noguchi, Yukari	E	Rosa Parks Elementary School	1.00
227	Norris, Julie Lynne	E	Marshall E.S.	1.00
228	Nyoni, Maria Isabell	E	John Muir Elementary School	1.00
229	Odle, Kevin C.	M	James Denman Middle School	0.60
230	Olmedo, Cynthia I.	H	George Washington H.S.	1.00
231	O'Neill, Margaret	E	Willie L. Brown College Prep A	1.00
232	Orgill, Pamela D.	E	Hillcrest Elementary School	1.00
233	Orlando, Corey B	E	Dr. Charles Drew E.S.	1.00
234	Osborne, Carrie Keelikolani	E	Claire Lilienthal E.S.	1.00
235	Ozawa, Yukie	M	Herbert Hoover M.S.	0.20
236	Peckler, Douglas	E	Garfield E.S.	1.00
237	Pedersen, Cynthia L.	M	Aptos M.S.	1.00
	Pedroza-Chipman, Mali			
238	Yesenia	E	Cesar Chavez E.S.	1.00
239	Perez, Karla Yamileth	E	Fairmount E.S.	1.00
240	Persley, Shannon Brett	E	Paul Revere E.S.	0.50
241	Peters, Jacqueline	H	Galileo Academy of Science & T	1.00
242	Plack, Leah	E	Sunnyside E.S.	1.00
243	Pontzer, Emily S	H	George Washington H.S.	1.00
244	Pooner, Sarah Maia Conde	M	Aptos M.S.	1.00
245	Portugal, Fernando Arturo	H	Center For Indpdt Stdy	1.00
246	Powers, Mary Margaret Rose	H	Galileo Academy of Science & T	1.00
247	Pozzi, Lena Teresa	E	Dr. Charles Drew E.S.	1.00
248	Preyer-Watts, Mary-Michael	A	Health Program	1.00
249	Price, Hilary E.	E	Junipero Serra E.S.	1.00
250	Proctor, Morgan LeFay	E	Jefferson E.S.	1.00
251	Prout, Stephanie G.	M	Herbert Hoover M.S.	1.00
252	Przybyla, Nick James	M	Presidio M.S.	1.00
253	Quach, Chanh Phuoc	M	Everett Middle School	1.00
254	Quezada, Ruben	E	Willie L. Brown College Prep A	1.00

Final List of Remaining Respondents

Appt / ID Count	Name	Loc Type	Location	FTE
255	Quillin, Leslie	E	Sunnyside E.S.	1.00
256	Rabin, Donna Sharon	H	George Washington H.S.	1.00
257	Ramirez-Parra, Oram Said	E	Marshall E.S.	1.00
258	Ramos, Maria C	M	Horace Mann Middle School	1.00
259	Ramos, Tara D.	E	Paul Revere E.S.	1.00
260	Raupers, Elizabeth N	H	Abraham Lincoln H.S.	1.00
261	Read, Melissa Kay	A	CAO - Curriculum Improvement	1.00
262	Reiss, David Gunther	E	Claire Lilienthal E.S.	1.00
263	Restani, Kevin G.	H	Balboa High School	1.00
264	Richardson, Dale Thomas	E	New Traditions E.S.	1.00
265	Richardson, Francine Denise	E	John Muir Elementary School	1.00
266	Riechel, Aimee Sue	H	Mission High School	1.00
267	Ripley, Katherine Lynne	M	Aptos M.S.	1.00
268	Rishwain, Daniel G	O	Pupil Services	1.00
269	Rodriguez, Lilia	H	John O'Connell High School	1.00
270	Rolfson, Autumn Lynn	E	Dr. G. Washington Carver E.S.	1.00
271	Romano, Christina Marie	E	Bryant E.S.	1.00
272	Rosen, Elena Casel	E	Sanchez Elementary School	1.00
273	Rosenfeld, Jessica	E	Harvey Milk Civil Rights Acade	1.00
274	Rothstein, Rebekah L.	E	Bessie Carmichael E.S.	1.00
275	Ruben, Natalie B.	E	Starr King Elementary School	1.00
276	Russitano, David Allen	E	Paul Revere E.S.	1.00
277	Sabatini, Joanna Budney	M	Horace Mann Middle School	1.00
278	Sambrone, Amber E	E	Clarendon Alt E.S.	1.00
279	Sanchez, Juan Alfredo	M	Everett Middle School	1.00
280	Sandford-Smith, Rebecca E.	E	Cleveland E.S.	1.00
281	Sandoval, Jose C.	M	Everett Middle School	1.00
282	Sarver, Stephanie	E	El Dorado E.S.	1.00
283	Sasso, Steven N	H	Thurgood Marshall High School	1.00
284	Savelis, Velta Mara	E	George Peabody E.S.	1.00
285	Schaper, Andrew D	M	Excelsior Middle School	1.00
286	Schickenberg, Michael Hugo	M	Martin Luther King Jr M.S.	1.00
287	See, Michelle Marisa	E	Dianne Feinstein School	1.00
288	Seefeldt, Amy Adele	M	Excelsior Middle School	0.50
289	Sheehy, Jack Armen	M	Aptos M.S.	1.00
290	Small, Nicole Anne	E	Dianne Feinstein School	1.00
291	Smith, David Harris	H	John O'Connell High School	1.00
292	Smith, Heidi Avelina	M	James Lick Middle School	1.00
293	Sorro, Giulio Slvador	H	June Jordan Schools for Equity	1.00
294	Spencer-Davies, Laura R	E	Fairmount E.S.	1.00
295	Steinheimer, Kate Sheridan	E	Cesar Chavez E.S.	1.00
296	Stewart, James J	M	Aptos M.S.	1.00
297	Stoddard, Justin D.	E	Starr King Elementary School	1.00
298	Stone, Christina V.	E	Jose Ortega E.S.	1.00
299	Storbeck, Richard Bryce	A	MUSIC - VISUAL & PERFORMING AR	0.40
300	Sugano, Aya	E	Sanchez Elementary School	1.00
301	Sultan, Leon Elias	H	Abraham Lincoln H.S.	1.00
302	Sung, Sandy Yin Chen	E	Starr King Elementary School	1.00
303	Tafoya, Maria C	H	International Studies Academy	1.00
304	Takhar, Pauline	E	Alice Fong Yu Alt. School	0.80
305	Tang, Shui Ying	E	Sutro E.S.	1.00
306	Tappmeyer, Karie Baum	E	Rosa Parks Elementary School	1.00

Final List of Remaining Respondents

Appt / ID Count	Name	Loc Type	Location	FTE
307	Tavarez, Ricardo Juan	H	Raoul Wallenberg H.S.	1.00
308	Teper, Mina	A	Multilingual Programs	1.00
309	Thomas, Ayana Lioia	E	Cleveland E.S.	1.00
310	Thormann, Gabrielle J.	E	Junipero Serra E.S.	1.00
311	Thornton, Antoinette Nicole	E	El Dorado E.S.	1.00
312	Tian, Gong	H	Galileo Academy of Science & T	1.00
313	Tobler, Kalin Sue	M	Horace Mann Middle School	1.00
314	Toy, Cherise Kimberly	E	Bessie Carmichael E.S.	1.00
315	Traverso, Victoria L.	H	Thurgood Marshall High School	0.80
316	Traylor, Katrina	H	June Jordan Schools for Equity	1.00
317	Tyers, John Gerald	M	Martin Luther King Jr M.S.	1.00
318	Tyree, David Charles	M	James Denman Middle School	1.00
319	Valdez, Mica Justina	H	Thurgood Marshall High School	1.00
320	Valero-Arnal, Sonia	E	Buena Vista E.S.	1.00
321	Van Dyke, Emily M	H	Raoul Wallenberg H.S.	1.00
322	Van Engers, Max	H	Abraham Lincoln H.S.	1.00
323	Van Velsor, Sarah F.	E	Sanchez Elementary School	1.00
324	Varalli, Marisa Daniela	M	Horace Mann Middle School	1.00
325	Vargas, Juan M	E	Bessie Carmichael E.S.	1.00
326	Vedder, Emily M	A	CAO - Curriculum Improvement	1.00
327	Vera, Christopher S.	H	Lowell H.S.	0.80
328	Villafuerte, Elisa M.	H	Center For Indpdt Stdy	1.00
329	Villicana, Maximiliano	H	John O'Connell High School	1.00
330	Wade, Heather	H	Thurgood Marshall High School	1.00
331	Walsh, Michael J.	M	Marina M.S.	0.60
332	Wantorek, Michael David	E	Bret Harte E.S.	1.00
333	Watkins, Deedra G.	E	Bret Harte E.S.	1.00
334	Watsky, Clare Miller	E	Sherman E.S. (Amended)	0.30
335	Watson, David Lee	M	Roosevelt M.S.	1.00
336	Weisskopf, Nicholas A.	E	E.R. Taylor E.S.	1.00
337	Wermuth, Josette E	H	Philip & Sala Burton High Sch	1.00
338	Wheeler, Erin Marie	E	Bessie Carmichael E.S.	1.00
339	White, Adam Howard	M	Excelsior Middle School	1.00
340	Williams, Samuel	H	Lowell H.S.	1.00
341	Winford, Danielle Nicole	M	James Lick Middle School	1.00
342	Wolfe, Katherine Anne	E	Paul Revere E.S.	1.00
343	Wong, Elizabeth L.	E	Dianne Feinstein School	1.00
344	Wong, Ellen H.	H	Downtown H.S.	1.00
345	Wong, Erica J.	E	Redding E.S.	1.00
346	Wong, Son-Hui	E	El Dorado E.S.	1.00
347	Yasuda, Armaita M.	E	Lafayette E.S.	1.00
348	Yee, Chandra	E	Guadalupe E.S.	1.00
349	Yee, Kenny Pui Git	E	Sunnyside E.S.	1.00
350	Yildiz, Suzan F.	E	E.R. Taylor E.S.	1.00
351	Yodice, Brenda-Lyn	H	Thurgood Marshall High School	1.00
352	Zeppa, Ginny Lee	H	John O'Connell High School	1.00
353	Zhang, Gordon Guo Rong	M	James Denman Middle School	1.00
354	Zolt, Ethan	H	Center For Indpdt Stdy	1.00
355	Zucchi, James Joseph	E	Dianne Feinstein School	1.00
				339.85