

STAFFING IN SAN FRANCISCO UNIFIED SCHOOL DISTRICT

Policy Analysis Report to Supervisor Ronen

Presentation to:

PUBLIC SAFETY AND NEIGHBORHOOD SERVICES COMMITTEE

BOARD OF SUPERVISORS

CITY AND COUNTY OF SAN FRANCISCO

March 22, 2017

Budget and Legislative Analyst

170188

Years of teaching service

Teacher FTE Count by Years of Service, 2015-2016

Years of Service	FTE Count	Percent
1 to 3 years	575	17%
4 to 6 years	459	14%
7 to 9 years	449	13%
10 to 12 years	445	13%
13 years and more	1,458	43%
Total	3,386	100%

Source: California Department of Education

Certificated staff, 2015–16

Fully-credentialed teachers*

Annual Salary	Count	Percent
Less than \$60,000	1,116	33%
\$60,000–\$70,000	737	22%
\$70,000–\$80,000	885	26%
More than \$80,000	648	19%
Total	3,386	100%

Source: California Department of Education
 * Per Education Code 45023.1

Teachers with intern, emergency, and emergent credentials

Annual Salary	Count	Percent
Less than \$45,000	141	89%
More than \$45,000	17	11%
Total	158	100%

Source: California Department of Education

Paraprofessionals

Weekly hours by position

Hours per Week	Count	Percent
Less than 20 hours	171	10%
20 to 39 hours	1,298	80%
40 hours	171	10%
Total	1,640	100%

Source: SFUSD

Hourly earnings by position

Hourly Wage	Count	Percent
Up to \$20/hour	47	3%
\$20–\$25/hour	1,423	87%
More than \$25/hour	170	10%
Total	1,640	100%

Source: SFUSD

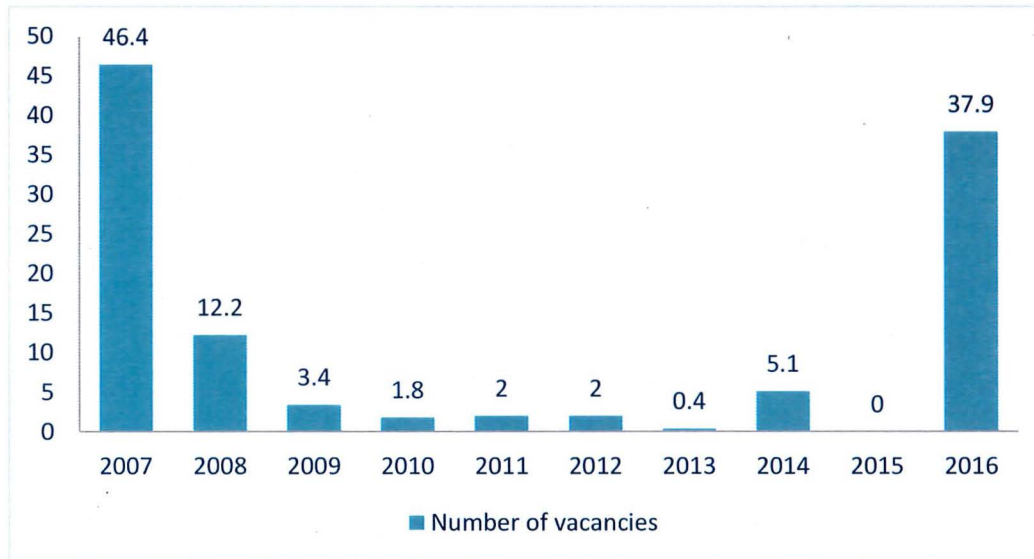
Paraprofessional earnings working half-time or more

Percent time	Annual rates	Number	Percentage
50-59%			
	\$20,000-\$25,000	49	3%
	\$25,000-\$27,000	30	2%
	\$27,000-\$31,000	86	6%
	\$31,000-\$38,000	1	0%
	<i>Total</i>	<i>166</i>	<i>11%</i>
60-75%			
	\$24,000-\$30,000	126	9%
	\$30,000-\$35,000	351	24%
	\$35,000-\$40,000	435	30%
	\$40,000-\$47,000	25	2%
	<i>Total</i>	<i>937</i>	<i>64%</i>
80-94%			
	\$26,000-\$36,000	40	3%
	\$36,000-\$42,000	51	3%
	\$42,000-\$45,000	94	6%
	\$45,000-\$55,000	10	1%
	<i>Total</i>	<i>195</i>	<i>13%</i>
100%			
	\$32,000-\$42,000	11	1%
	\$42,000-\$50,000	84	6%
	\$50,000-\$60,000	26	2%
	\$60,000-\$70,000	39	3%
	\$70,000-\$80,000	3	0%
	\$80,000-\$98,000	8	1%
	<i>Total</i>	<i>171</i>	<i>12%</i>
Grand Total		1,469	100%

Source: SFUSD

Vacancies and attrition

Vacancies on the first day of school

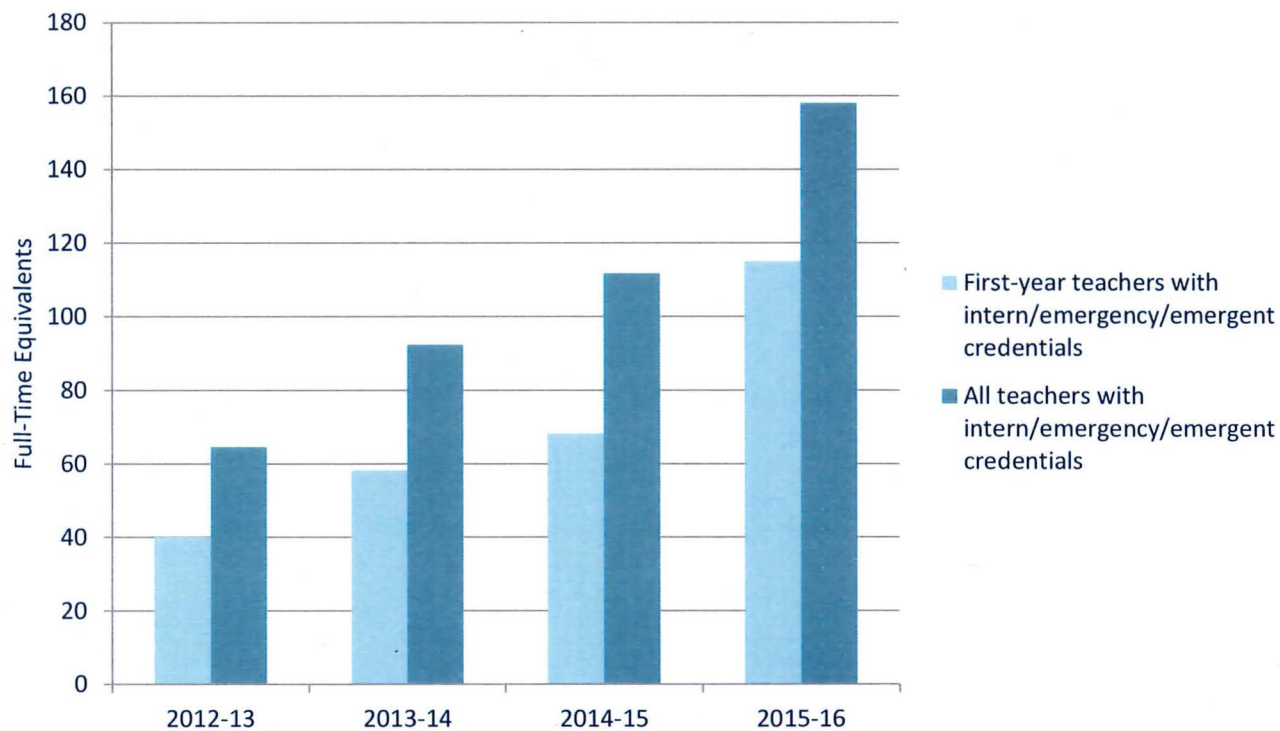


Source: SFUSD

Including resignation, retirement, and termination, district attrition rates have remained around 10 percent since 2011.

Increases in intern, emergency, and emergent teachers

Number of intern, emergency, and emergent teachers in SFUSD



Source: California Department of Education

Affordability gaps

Rent affordability gaps for teachers in San Francisco

Household size	Annual mkt rent	First-year salary ^a	Affordable annual rent	Gap	Mid-career salary ^b	Affordable annual rent	Gap	Senior teacher salary ^c	Affordable annual rent	Gap
Studio	32,340			(16,355)			(11,366)			(6,042)
1 BR	39,240			(23,255)			(18,266)			(12,942)
2 BR	54,000	\$53,283	\$15,985	(38,015)	\$69,913	\$20,974	(33,026)	\$87,660	\$26,298	(27,702)
3 BR	69,600			(53,615)			(48,626)			(43,302)

^a: B.A. +30, year 1, 1/1/2016

^b: B.A. +60, year 10, 1/1/2016

^c: B.A. +60, year 30, 1/1/2016

Source: MOHCD, market rate rents (data from Zumper); California Department of Education, 2016 annual teacher salaries.



Questions and comments

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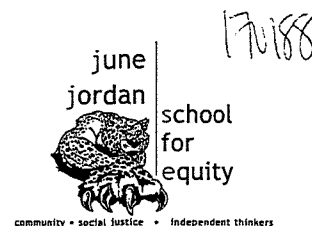
BOARD OF SUPERVISORS

CITY AND COUNTY OF SAN FRANCISCO

March 22, 2017

Contact: Severin Campbell, severin.campbell@sfgov.org

Aim High **brightline**
D E F E N S E



Metro College Success Program
GRADUATION WITH EQUITY AND EXCELLENCE



MISSION HIGH SCHOOL



SNBC
SUNSET NEIGHBORHOOD
BEACON CENTER



UNIVERSITY OF
SAN FRANCISCO

School of Education

May 31, 2016

The Honorable Mark Leno
State Senator
State Capitol Room 5100
Sacramento, CA 95814

RE: Support – SB 1413 (Leno) Teacher Housing Act of 2016

Dear Senator Leno:

We are writing to express support for SB 1413, which addresses the shortage of affordable housing for K-12 teachers and school staff. SB 1413 authorizes school districts to establish and implement programs that address the housing needs of teachers and school district employees.

The San Francisco Educator Pathway Coalition is committed to serving the needs of youth by fostering the growth of educator leaders of and for our community. We are deeply concerned about California's growing teacher shortage, which threatens to leave our youth with fewer and less personalized educational opportunities. We are also concerned that housing costs, especially in San Francisco and the Bay Area, constitute a substantial barrier to our efforts to create equitable pathways to becoming an educator.

California is facing an unprecedented housing crisis. High rents and home prices cause many Californians to move away from their home communities. Teaching jobs can't be outsourced. Teachers and school workers are vital to their communities and must be able to live there.

Lack of affordable housing creates barriers to effective teaching and teacher retention. Teachers face long commutes, substandard housing, and a lack of connection to their

school's neighborhoods. Students suffer when teachers' lives are unstable, or when teachers must choose to move away and leave the school.

SB 1413 will enable school districts facing the most acute teacher shortages to directly address the lack of affordable housing, which is forcing teachers out of our communities and out of a vital profession. Thank you for your leadership on this critical issue.

Sincerely,

Michelle Capobres
Director of Academics and Program Evaluation, Aim High

Eddie H. Ahn
Executive Director, Brightline

Clifford Yee
Director of Youth Programs, CORO Northern California

Myrna Melgar
Executive Director, Jamestown Community Center

Matt Alexander
Co-Director, June Jordan School for Equity

Maritza Pulido
Recruitment and Student Services Coordinator, Metro College Success Program

Eric Guthertz
Principal, Mission High School

Pui Ling Tam
Executive Director, Peer Resources

Jonathan Osler
Executive Director, San Francisco Teacher Residency

Matt Pemberton
Director, Sunset Neighborhood Beacon Center

Kevin Kumashiro, Ph.D.
Dean of School of Education, University of San Francisco