

2022-23 CIVIL GRAND JURY FINDINGS, RECOMMENDATIONS, AND RESPONSES TO FINDINGS AND RECOMMENDATIONS

Report Title [Publication Date]	F#	Finding	Respondent Assigned by CGJ [Response Due Date]	Finding Response (Agree/ Disagree)	Finding Response Text
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F4	Finding 4: Ineffective Payroll Administration The San Francisco Unified School District's failures to correctly administer teacher and staff payroll can negatively affect SFUSD's recruitment and retention of credentialed teachers.			

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Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R4.1 [for F4]	By September 30, 2023, the Mayor should request that the San Francisco Controller's Office prepare a public report that performs a root-cause analysis of the San Francisco Unified School District's purchase and implementation of EMPowerSF.	Office of the Mayor [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R4.2 [for F4]	By September 30, 2023, the Mayor should request that the San Francisco Controller's Office prepare a public report that performs a root-cause analysis of the San Francisco Unified School District's failure to correctly report staff tax withholdings to the California Franchise Tax Board.	Office of the Mayor [August 14, 2023]		

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Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F1	Finding 1: Insufficient Credentialed Teachers By assigning 26% fewer clear credentialed teachers to classroom roles and 56% more misassigned teaching positions than school districts statewide, the San Francisco Unified School District does not employ an adequate number of credentialed teachers to afford a quality education to all San Francisco	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F2	Finding 2: Low Pay The San Francisco Unified School District's starting salary for credentialed teachers of \$54,289 is both lower than the United States Department of Housing and Urban Development's limit for affordable housing in the San Francisco Bay Area, and lower than the starting salary for credentialed teachers in many other Bay Area school districts, which can negatively affect SFUSD's recruitment and retention of	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F3	Finding 3: Insufficient Publicity of Competitive Benefits The San Francisco Unified School District's competitive pension benefits and San Francisco's subsidy programs for teacher housing are not broadly publicized, which can negatively affect SFUSD's recruitment and retention of credentialed teachers.	Superintendent of Schools [August 14, 2023]		

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Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F5	Finding 5: Lack of Employee Data The San Francisco Unified School District's lack of data about candidates who decline SFUSD job offers and credentialed teachers who leave SFUSD jobs impairs its ability to understand and remediate its shortage of credentialed teachers.	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	F6	Finding 6: Non-Responsive Administrators Some SFUSD administrators initially did not assist the Jury's investigation because they were unfamiliar with our institution and their responsibility to respond to our requests. These delays slowed our examination of the District's shortage of credentialed teachers.	Superintendent of Schools [August 14, 2023]		

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Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R1 [for F1]	Prior to the start of the 2024–2025 school year, the San Francisco Board of Education should direct the Superintendent of schools to prepare an annual public report on SFUSD’s efforts to recruit and retain credentialed teachers.	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R2.1 [for F2]	Prior to the start of the 2024–2025 school year, the San Francisco Board of Education should direct the Superintendent of schools to prepare an annual public report on SFUSD’s credentialed teacher salaries relative to United States Department of Housing and Urban Development (HUD) data.	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R2.2 [for F2]	Prior to the start of the 2024–2025 school year, the San Francisco Board of Education should direct the Superintendent of schools to prepare an annual public report on SFUSD’s credentialed teacher salaries relative to those of other school districts in the San Francisco Bay Area.	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R3 [for F3]	By December 30, 2023, the San Francisco Board of Education should direct the Superintendent of schools to expand its promotion of SFUSD’s pension and benefits programs and San Francisco’s teacher housing subsidies in its recruiting materials.	Superintendent of Schools [August 14, 2023]		

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Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R4.2 [for F4]	By September 30, 2023, the Mayor should request that the San Francisco Controller's Office prepare a public report that performs a root-cause analysis of the San Francisco Unified School District's failure to correctly report staff tax withholdings to the California Franchise Tax Board.	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R5.1 [for F5]	By December 30, 2023, the San Francisco Board of Education should direct the Superintendent of schools to incorporate the appropriate training, protocols, and software tooling to record the reasons credentialed teachers do not accept job offers in SFUSD, and prepare an annual summary report analyzing	Superintendent of Schools [August 14, 2023]		
Not Making the Grade: San Francisco's Shortage of Credentialed Teachers [June 15, 2023]	R5.2 [for F5]	By December 30, 2023, the San Francisco Board of Education should direct the Superintendent of schools to incorporate the appropriate training, protocols, and software tooling to record the reasons credentialed teachers leave SFUSD—for example, exit interviews—and prepare an annual summary report analyzing these	Superintendent of Schools [August 14, 2023]		

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