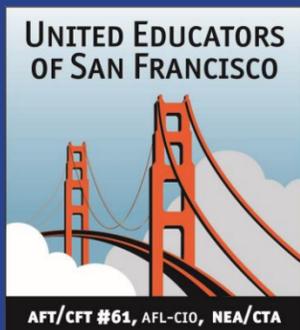


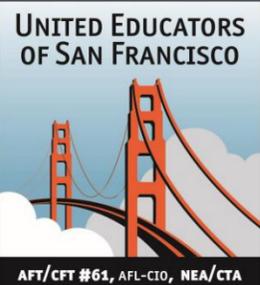
Real Impacts on Staff at SFUSD Schools in the proposed RAI

Resource Alignment Initiative



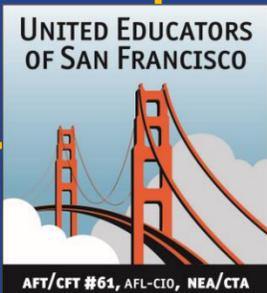
School	# of students	# of UESF staff
El Dorado Elementary School	128	16
Harvey Milk Civil Rights Academy (Elementary School)	133	15
Jean Parker Elementary School	123	15
Malcolm X ELeментарy School	101	23
Redding Elementary School	241	20
SF Community Alternative TK-8	234	23
San Francisco Public Montessori (Preschool/EED)	105	7
Spring Valley Elementary School	233	22
Sutro Elementary School	253	20
Visitacion Valley Elementary School	237	22
Yick Wo Elementary School	217	31
June Jordan School for Equity (High School)	179	26
The Academy (High School)	126	29

School Sites Named for Merger



Impacted *Sanchez Elementary School	273	37
Impacted *Gordan J. Lau Elementary School	654	46
Impacted *John Yehall Chin Elementary School	232	17
Impacted *George Washington Carver Elementary School	92	12
Impacted *Paul Revere TK-8	455	49
Impacted *Rosa Parks Elementary School	328	44
Impacted *John Muir	266	31
Impacted *Lafayette Elementary School	468	39
Impacted *Alamo Elementary School	390	28
Impacted *Chinese Immersion School @ DeAvila	417	27
Impacted *Sherman Elementary School	293	30
Impacted *John O'Connell High School	505	62
Impacted *Raoul Wallenberg High School	528	54
26 school impacts (IF families go direct)	7,211	745

School Sites Impacted by Merger



- SFUSD's 2025-26 Fiscal Stabilization Plan anticipates a districtwide reduction of 535 FTE. The reductions listed below result in a reduction in the service levels across our schools that will meet our financial target.
- These reductions will impact both Unrestricted and Restricted Resources.

- 1.0 Instructional Coach for all Elementary and K-8 schools
- Elementary grades will require increased combo classes and reduced kindergarten classes
- 1 Asst. Principal for every 500 students, max. 4 FTE
- 1 Clerk for every 550 students
- 1 Counselor for every 450 students; Head Counselor allocations eliminated
- 1 Social Worker for schools with enrollment >450; 0.5 FTE Social Worker for schools <450
- Nurse allocations to be directly tied to specialized healthcare needs
- T10 allocations aligned with school size
- Elementary Libraries, PE, and Arts allocations adjusted based on enrollment (1 hour per class per week)
- Program allocations in MS and HS reduced or eliminated where there is no dedicated funding
- Focal Student Concentration Weight reduced from \$1,000 to \$800 per pupil

Cycle of Crisis

- ❑ Layoff cycle is most detrimental to current educators and to future recruitment efforts; Spring is hiring season in education industry and all Districts are actively recruiting.
 - ❑ Spring 2022 = 350 layoff notices (all rescinded)
 - ❑ Fall 2022 SY started with 100s vacancies
 - ❑ Spring 2024 = 335 layoff notices (all rescinded/paras consolidated)
 - ❑ Fall 2024 SY started with 100s vacancies

Cycle of Crisis

- ❑ Payroll crisis is tied as most severe liability to retaining educators
- ❑ Hiring delays/errors impeding staffing (position control needed)
- ❑ Contracting out our work is **RISING** and more expensive
 - ❑ Costs more to pay agency than to hire our own (SSW, Speech Path, etc)
- ❑ Average year 400 UESF members separate
 - ❑ Last year UESF saw an increase in separations beyond 600

Current Impacts

- ❑ Since 2018 we have over 500 fewer UESF positions in the district
- ❑ Fall 2024 = 230 Temporary Contracts, expecting to retain all on permanent tenure track contracts
- ❑ Still ~60 certificated vacancies
- ❑ Systemic failure in pipeline/preparation for credentialed teachers - especially in Special Education and Bilingual programming
 - ❑ Need relationships with universities to cultivate welcome recruitment

Current Impacts

- ❑ 900 positions eliminated last school year (unfilled positions but budgeted)
 - ❑ ~\$54 million in “savings” with no layoffs
- ❑ 100s of reassigned UESF members as District eliminated coaching and support positions (reductions of ARTIFs, Interventionist, Class-size reduction Teachers, etc)
- ❑ *With “merging” schools will come reduction of positions, while need of students and school community increase in the years of transition

Where can the District cut?



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THE WRONGS OF HISTORICAL
MISMANAGEMENT IN SFUSD**

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AFT/CFT #61, AFL-CIO, NEA/CTA

But what about declining enrollment??

- ❑ 1 in every 8 children in the U.S. lives in California, and we see declining enrollment throughout the state.
- ❑ SFUSD Enrollment Center system has failed schools and our families for decades. Our District is an ecosystem, everything impacts everyone.
 - ❑ Lottery is NOT choice, it is a gamble. Some families report being encouraged away from some schools by EC (formerly EPC).
- ❑ How can school communities survive this? How can they maintain stable staffing when the District sets a “CAPACITY” that impacts programming?