



April 7, 2025

San Francisco Unified School District Board of Education
555 Franklin Street
San Francisco, CA 94102

Dear President Kim, Superintendent Su, and Commissioners of the Board of Education,

We, the undersigned unions representing the dedicated workers of the San Francisco Unified School District, write in strong opposition to the proposed layoffs currently under consideration. These cuts will have severe consequences for our members—and more importantly, for the students and families we serve.

While nearly 400 teachers have been spared due to early retirements, the district still plans to eliminate hundreds of essential support staff positions, including 34 counselors, 134 teacher aides, and 278 administrators and professional technical employees. These are not optional luxuries, they are lifelines. Eliminating vital personnel will dramatically increase the burden on educators, many of whom are already stretched beyond capacity.

District layoffs, combined with national attacks on public education—like the Trump administration’s alarming push to dismantle the U.S. Department of Education—represent a dangerous trend with far-reaching consequences. In this critical moment, local school districts must not retreat—they must rise. Weakening our capacity to serve students only accelerates a national agenda that seeks to privatize and abandon public education altogether. We must stand united, defend our public schools, and fight for the future our students deserve.

We must also raise serious concerns about the state-imposed hiring restrictions and the role of the state-appointed fiscal advisor, Mr. Elliott Duchon. Despite exercising partial control over SFUSD’s staffing and budget since last year, Mr. Duchon has failed to provide stability. Instead, his oversight has created bureaucratic bottlenecks that left millions of voter-approved dollars—such as those from the Student Success Fund—frozen and unspent. These bureaucratic delays have hurt schools and deepened the staffing crisis we now face. The state’s intervention has not stabilized SFUSD—it has stalled progress and compounded the harm.

This is not fiscal stewardship—it is a failure of leadership. SFUSD’s financial future cannot and should not be managed through a strategy of austerity, disinvestment, and silence.

We call on the Board to:

- Fully staff our schools to ensure smaller class sizes and shared workloads;
- Ensure safe schools with stable funding, not layoffs, cuts, and school closures;
- Provide competitive wages and benefits to recruit and retain quality employees; and
- Reject layoffs as a first resort to balancing the budget.

Our students deserve stability. Our communities deserve transparency. And our staff deserve dignity and respect—not pink slips. We are committed to working with you to fight for the funding and solutions our schools need. We ask you to stand with us.

Sincerely,



Kim Tavaglione

Executive Director, San Francisco Labor Council



Cassondra Curiel

President, United Educators of San Francisco



Anastasia Klaffer

President, United Administrators of San Francisco



Antonae Roberston

President, SFUSD Chapter

Service Employees International Union (SEIU) 1021



Maria Salazar-Colon

On behalf of the Education Council

Service Employees International Union (SEIU) 1021



David Lanham

On behalf of the Executive Committee San Francisco Unified School District Pro-Tech Chapter

International Federation of Professional and Technical Engineers (IFPTE) Local 21



**UNITED EDUCATORS
OF SAN FRANCISCO**

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

