

April 27, 2022

To: SFUSD Human Resources Department

We, the Chinese Bilingual teachers, are writing in response to the recent layoff/consolidation process. The Chinese bilingual teachers were excluded from the process. Teachers did not receive any notification of the process until we made multiple attempts to prompt the District. Teachers were notified of their rights to the consolidation process less than 12 hours prior to their consolidation interviews. Teachers were emailed instructions for the consolidation interview, including providing an updated resume as well as preparing a 15-minute pitch detailing teaching experience and philosophy, on the day of the interview event during instructional hours. Additionally, the Chinese bilingual teachers were not given choices of schools and were assigned to an interview at a specific site with no other alternative choices.

We are frustrated and saddened by the negligence and the lack of respect for the consolidated Chinese bilingual teachers. The consolidation candidates were not given a fair opportunity to apply for the open positions as they were not given sufficient notice prior to the consolidation event. While other consolidated staff in the general education pathway were given ample notice, our Chinese bilingual teachers were notified on the day of the event (April 21st) and not able to vet and apply and interview for open multiple-subject positions. As such, the Chinese bilingual teachers were at a disadvantage when compared to the other consolidated teachers. The District's negligence violates the Chinese bilingual teachers' rights to the consolidation process.

To rectify the District's oversight in this matter and the unfair treatment of the Chinese bilingual consolidation candidates, we, as a community, demand the following:

- 1) HR will hold off assigning ALL consolidated teachers to positions on this Friday, April 29, 2022.
- 2) HR will generate a list of all Chinese bilingual positions and a list of all corresponding enrollment numbers by Friday, April 29, 2022.
- 3) HR will extend the Preference Form due date to May 6, 2022 for Chinese bilingual teachers so that they can choose from the list of positions available.
- 4) HR will prioritize the placement of Chinese bilingual teachers in Chinese bilingual positions. This will include supporting the internal transfer of teachers from multiple subject positions into Chinese bilingual positions.
- 5) HR will assign a staff member as a point of contact for the Chinese bilingual members to navigate this process.
- 6) HR will acknowledge the root cause of miscategorizing Chinese bilingual members and rectify the problem before proceeding with future communications.
- 7) HR will issue a formal apology to the members in the Chinese bilingual community for the mistakes of not recognizing the credentials qualification of the Chinese bilingual teachers, the negligence and lack of respect for teachers' rights.

Thank you for your attention. We look forward to hearing from you.

In Community,
(Type your name)