



San Francisco Community College District  
**OFFICE OF THE CHANCELLOR**

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**Status of Laid-Off Positions - March 23, 2023**

**2022-23 Position Status Report**

During the 2021-22 fiscal year and in response to repeat audit findings, three consecutive years of Accrediting Commission for Community and Junior College (ACCJC) enhanced monitoring “at-risk” assessments, and the 2021 Fiscal Crisis and Management Assistance Team (FCMAT) findings report to the California Chancellor’s Office, CCSF initiated layoffs across different employee groups. In alignment with the CCSF board policies below, accreditation standards, and applicable laws, the Chancellor made the difficult and painful decision to issue layoff notices to faculty, classified staff, and administrator positions from the 2022-23 budget. The Chancellor’s decisions were approved, and identified positions were permanently removed from the college’s position control budget. Since then, CCSF has developed a balanced and sustainable budget as well as received the first clean independent audit report in 25 years.

As of March 23, 2023, the Chancellor has reinstated eight (8) full-time faculty permanent positions through the full authority delegated to the CEO through the CCSF board policies, accreditation standards, and applicable laws below. In all these reinstatements, the college followed the California Education Code and offered the positions first to individuals on the 39-month rehire list. In each situation, the individual on the 39-month rehire list accepted the permanent position.

**Faculty Position Layoffs**

50 full-time faculty positions were permanently removed from the budget

8 full-time faculty positions have been permanently reinstated

Note: Of the 50 full-time faculty positions that were permanently removed from the budget, 13 faculty selected retirement in lieu of waiting on the 39-month rehire list. Additionally, part-time faculty assignments totaling approximately 50 full-time equivalent faculty (FTEF) were permanently removed from the budget.

**Classified Staff Position Layoffs**

37 classified staff positions were permanently removed from the budget

0 classified positions have been permanently reinstated

Note: Of the 37 classified positions that were permanently removed from the budget, 5 employees selected retirement in lieu of waiting on the classified rehire list.

**Administrator Position Layoffs**

5 administrative positions were permanently removed from the budget

0 administrative positions have been permanently reinstated

**2023-24 Budget Development and Position Status**

As defined in CCSF Board Policy, accreditation standards, and California Education Code, all staffing decisions of the college, including the creation (or reinstatement) of positions and hiring (or rehiring) of employees, are fully delegated to and under the purview of the Chancellor. Such policies, standards, and law include:

1. BP 1.02 - Powers and Duties of the Board

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2. BP 1.25 - Chief Administrator: Authority, Selection, and Term of Office
3. BP 1.33 - Accreditation Eligibility Requirements
4. BP 1.37 - Delegation of Authority to the Chancellor
5. BP 2.01 - Assignment of Authority in the San Francisco Community College District
6. BP 2.02 - Organizational Structure of the San Francisco Community College District
7. BP 3.05 - Hiring Criteria for Faculty
8. BP 6.02 - Instructional Organization and Standards
9. California Education Code Section 70902
10. California Education Code Section 72400
11. Accreditation Standards 4.B.4, 4.B.5, 4.C.2, 4.C.7, and 4.C.12

It is under this full authority that, in the 2023-24 academic year, the Chancellor will not include any laid-off positions in the 2023-24 budget or instructional allocation. This decision is based on the ongoing budget restructuring of the college, future economic uncertainty, the loss of hold-harmless in 2025-26, and undetermined outcomes of significant and ongoing future expenditure decisions.

Additionally, the district has just completed the college-wide faculty prioritization process for the 2023-24 academic year. Through this long-standing process, 9 faculty disciplines were prioritized higher than the first impacted department. Of 37 disciplines scored, the impacted departments scored numbers 10, 15, 23, 27, 28, 30, and 31.