

## UPDATE

Week of February 1, 2010

### AN AALA WIN! 2010-2011 CALENDAR RECONSIDERED

*AALA has just been informed that the Calendar Committee is being reconvened immediately to reconsider the District's proposed Single Track School Calendar for 2010-2011. Thank you, AALA members, who informed us of the problems created by the DRAFT calendar. We pushed hard on your behalf, as evidenced by the following letter: **Stay Tuned!***

February 2, 2010

TO: Mónica García, President, Board of Education  
Yolie Flores, Member, Board of Education  
Tamar Galatzan, Member, Board of Education  
Marguerite LaMotte, Member, Board of Education  
Nury Martinez, Member, Board of Education  
Dr. Richard Vladovic, Member, Board of Education  
Steve Zimmer, Member, Board of Education

FROM: Dr. Judith Perez  
President, AALA

SUBJECT: **PARCEL TAX**  
**2010 – 2011 DISTRICT PROPOSED CALENDAR**

As President of AALA, I wish to express our membership's concerns regarding the two captioned subjects.

- **Parcel Tax** – AALA is very much in support of the District placing a parcel tax on the ballot for June 2010. Further, AALA is requesting that school administrators be included in the actual ballot measure as well as the rationale provided to support the tax. As you are aware, administrators are held accountable for staff evaluation, academic achievement and the safety and welfare of students and staff along with a whole host of other duties and responsibilities.
- **2010 – 2011 District Draft Calendar** – AALA strongly believes that the District proposed calendar for 2010 – 2011 needs to be modified for two reasons:

- The proposed calendar begins on September 13, 2010, and ends on June 29, 2011, thus permitting only one (1) day to close the school year for administrators and other school staff.

Recommendation: Begin the school year one week earlier and thus provide the usual allocated five (5) days to allow for an efficient closing at school sites. Another option to consider would be to reduce the school year by five (5) days.

- The Pupil Free Day scheduled on September 10, 2010, is in conflict with the second day of Rosh Hashanah. Last year, leaders of the Association of Jewish Educators met with the Superintendent and provided the District with a five-year calendar, which reflected religious holidays to avoid when creating district calendars. If the conflict remains, some principals would not be available to provide opening bulletins and instructions including



**AALA ADDRESSES BASIS CHANGE ISSUE**

February 2, 2010

Ramon C. Cortines, Superintendent  
Los Angeles Unified School District  
333 S. Beaudry Avenue, 24th Floor  
Los Angeles, CA 90017

**Re: Change of Basis/Requirement to Negotiate**

Dear Superintendent Cortines:

Recently, AALA has received several calls from members advising us that some senior staff members have informed them that the Los Angeles Unified School District would unilaterally change members on A or E Basis to B Basis. Please be advised that any change of Basis is subject to bargaining and must be included in the Collective Bargaining Agreement. Any unilateral change of Basis which affects the compensation, terms, or conditions of employment is an unfair labor practice, subject to the filing of an Unfair Labor Practice Charge with the Public Employees Relations Board (PERB).

AALA has been advised by our legal counsel that when a member suffers a reduction of compensation (i.e., a reduced work year), or suffers other adverse terms and conditions of employment, such proposed adverse terms and conditions of employment are proper subjects of negotiation under the "Sunshine Negotiations for a Successor Collective Bargaining Agreement."

An LAUSD decision to change AALA members' hours, work year, transfer of duties to a new position, conditions of employment, or to implement Basis changes, must be negotiated with AALA where it impacts upon a manner within the scope of representation. (*Rialto Unified School District* [1982] PERB Decision No. 209)

Any LAUSD decision to reduce hours is within the scope of representation, defined in EERA section 3543.2 as "limited to matters related to wages, hours of employment, and other terms and conditions of employment." Pursuant to the Collective Bargaining Agreement between the LAUSD and AALA, Article X, Section 1.2, "Any changes in the hours, work year, transfer of duties to a new position, must be negotiated." Article X, Section 1.2 further states, "Matters related to wages, hours of employment, and other hours and conditions of employment, shall be subject to negotiations."

AALA respectfully requests that you rescind any directive or any action that may have been initiated to unilaterally change members' Basis from A or E to B Basis.

If upon your receipt and review of this correspondence, should you have any questions or wish to discuss the matter, please do not hesitate to contact me.

Sincerely,

Dr. Judith A. Perez  
President

C: David Holmquist, Dr. James Morris, Vivian Ekchian, Dr. John Bowes, Tom Beatty, Dan Isaacs  
Henry R. Kraft, Parker & Covert LLP

**TECHNIQUES TO USE WHEN CALLED TO A CONFERENCE**

1. Ascertain the nature and purpose of the conference.
  - a. Disciplinary? (If so, contact AALA immediately. You have a contractual right to have a representative present.)
  - b. For discussion purposes?
  - c. A sharing of information?
  - d. Fact-finding?
  - e. Will a Conference Memo be sent to you after the meeting?
2. Determine who will be present at the conference. (IMPORTANT: see #6)
3. To the degree possible, prepare for the conference by:
  - a. Placing your facts in chronological order.
  - b. Gathering written statements from witnesses that may support your position.
4. Do not over respond to questions — state the facts succinctly — only respond to the question(s) asked.
  - a. It may be a good idea to prepare a set of notes (if the subject of the conference is known).
  - b. It is OK to say, "I don't recall" or "I don't know."
5. Do not permit the conference to be electronically recorded.
6. If the person holding the conference with you has an additional person present, you are also entitled to have someone with you.
7. Take notes of key items discussed during the conference, especially those items which you may wish to research or respond to following the conference.
8. Do not engage in "off the record" comments. Oftentimes "off-the-record statements" become part of the record.

**NOTE: You need to provide a written response to any Conference Memo.**

**WHEN IN DOUBT, CONTACT AALA.**

**FORUM HAS BEEN RESCHEDULED - HOLD THE DATE!**

**ACSA REGION XVI and AALA are proud to host an  
Education Forum with the candidates for State Superintendent of Public Instruction on**

**Thursday, February 25, 2010, 5:00-8:00 p.m.,**

**at Los Angeles Central Area High School #9 (Visual and Performing Arts),  
450 North Grand Avenue, Los Angeles. Additional supporting organizations include  
Alliance of Asian/Pacific Administrators (AAPA), Association of Mexican American Educators (AMAE),  
California Council for Adult Education (CCAЕ), Los Angeles Chamber of Commerce, the Los Angeles School  
Police Association, Los Angeles/Orange Counties Building and Construction Trades Council, Teamsters,  
UNITE-LA, and United Teachers Los Angeles (UTLA)**

**HEALTH BENEFITS ALERT -**

**LIMITED HEALTH PLAN CHANGES ARE  
STILL POSSIBLE**

Superintendent Cortines will be issuing new correspondence about late enrollment plan changes that may be permitted during February. Read the correspondence carefully when you receive it. Some of the allowable changes that may be permitted include switching to an HMO or between HMOs due to the following:

- The medical group that your physician belongs to is no longer part of your current HMO to which you were defaulted.
- You do not live in the service area of the HMO to which you were defaulted.
- You have moved since you made your open enrollment election.
- You requested a change to another Medicare Advantage plan—Health Net’s Seniority Plus, Kaiser’s Senior Advantage, or PacifiCare’s Secure Horizons. If you enrolled in Health Net’s Seniority Plus and selected Cedars Medical Group or UCLA Medical Group, you will be able to select PacifiCare Secure Horizons that includes these two groups in its network.

The Anthem Blue Cross EPO will NOT be an option. (Specific Anthem procedures and guidelines were published in the January 25, 2010, Update.) If you had already sent in an appeal, the District is processing it and will contact you.

**MASTERY (SPEEDY) OPTION FOR  
TIER-2 ADMINISTRATIVE SERVICES CREDENTIAL**

Cal State LA Educational Administrators’ Institute offers a very “speedy” option to obtain a California Professional Administrative Services (Tier-2) Credential **in just 1 month during the summer!** This high-quality program features authentic assessment using multiple measures. In four weeks, when you successfully demonstrate your competence through multiple assessments, including portfolio assessment, you will be recommended for the Tier-2 Credential. You only need to attend three 2-hour sessions between June 22 and July 20, 2010, to make your presentations.

**Admissions Requirements:**

- Must have at least TWO (2) years of successful experience as an administrator WITH a Preliminary Administrative Services (Tier-1) Credential and
- Meet other regular Tier-2 admissions requirements

\*For more info, email to Dr. **Lori Kim** at [Lkim@calstatela.edu](mailto:Lkim@calstatela.edu).

**Tuition:** \$4,672 for Summer 2010

**Application+Tuition Submission: March 18, 2010 (Thursday)**

For application materials, please contact **Joann Edmond**, Associate Director of Extended Education Programs, 323.343.4919 or [jedmon2@cslanet.calstatela.edu](mailto:jedmon2@cslanet.calstatela.edu).

**Tier-2 Mastery Option Information Meeting**

**Date:** February 10, 2010 (Wednesday)

**Time:** 4:00-5:00 p.m.

**Location:** King Hall, D2076A, Cal State LA

\*For directions to the campus, <http://www.calstatela.edu/univ/maps/cslamap.htm>

**TIER II ADMINISTRATIVE CREDENTIAL**  
**URBAN SCHOOL LEADERS: *Learn, Lead, Inspire***

California State University Dominguez Hills, LAUSD, and AALA invite you to the Urban School Leaders program Information Meeting for the organization of cohorts to complete the USL program that leads to the Tier II Professional Administrative Services Credential.

- Earn your Tier II credential this summer beginning on May 6, 2010.
- Benefit from a tuition-defraying stipend for successful candidates.
- Take advantage of a blended program of online and four instructional seminars designed to meet individual candidate's needs.
- Participate in field experiences, university and nonuniversity sponsored activities, panel discussions, independent reading and reflective practice.
- Be part of an extraordinary network of Urban School Leaders.

*For further information, please attend one of the Information Meetings below, or go to the EAD website at [www.csudh.edu/cps/soe/ead](http://www.csudh.edu/cps/soe/ead), or contact:*

Dr. Ann Chlebicki	<a href="mailto:achlebicki@csudh.edu">achlebicki@csudh.edu</a>	310-243-3960
Dr. Joseph Scollo	<a href="mailto:jscollo@csudh.edu">jscollo@csudh.edu</a>	310-243-1063
Judy Radeke	<a href="mailto:jaradeke@csudh.edu">jaradeke@csudh.edu</a>	310-243-3524

**Information Meetings:**

<u>LD</u>	<u>Day/Date</u>	<u>Time</u>	<u>Location</u>
5	Wednesday – 2/24/10	5:00 – 6:30 pm	LD 5 Admin Offices – PDC 2151 N. Soto St. Los Angeles, CA 90032
6	Thursday – 3/4/10	5:00 – 6:30 pm	LD 6 Admin Offices – 3 <sup>rd</sup> Floor 5800 Eastern Avenue City of Commerce, CA 90040
7	Thursday – 2/25/10	5:00 – 6:30 pm	Bethune MS – Room D1 155 W. 69 <sup>th</sup> St. Los Angeles, CA 90003
8	Wednesday – 3/3/10	5:00 – 6:30 pm	LD 8 Admin Offices -Lunch Room 1208 Magnolia Ave. Gardena, CA 90247

**RETIREMENT CELEBRATION**

Name	Date/Time	Location	Contact
Willie Richardson	Saturday, March 13, 2010 11:30 a.m. – 3:30 p.m.	Proud Bird Restaurant 11022 Aviation Blvd. Los Angeles	Pat Nichols 310.702.0137

**LAUSD/AALA MASTER PROGRAM  
INSTITUTE COLLABORATIVE**

Cohort 10 of the successful LAUSD/AALA Master Program Institute Collaborative, a 40-hour intensive training program focused on the preparation of master schedules for middle and high schools, is well under way this year. Series I of Cohort 10 was successfully completed by the following thirty-one District staff in November 2009:

**Susie Adams**, Fremont HS; **Barbara Ann Baker**, Belmont; **Calvin Baker**, Stevenson MS; **Nancy Chavez**, El Sereno MS; **Ruben Escobar-Aguado**, Roosevelt HS; **Imelda Fruto**, HR/Sp.Ed.; **Joanne Godinez-Ali**, Fulton CDS; **Karen Green**, Carson HS; **Elsa Gutierrez**, Jefferson HS; **Wendy Hamamoto**, Roosevelt HS; **William Hatrick**, HR/Sp.Ed.; **Angel Lares**, El Sereno MS; **Gerardo Llamas**, South Gate MS; **Peter Luevano**, Clinton MS; **Caryn Michaels**, Canoga Park HS; **Cheryl Minke**, Verdugo Hills HS; **Elsa Naranjo**, Hollenbeck MS; **Erica Nava**, West Adams Prep. HS; **Hector Ornelas**, Verdugo Hills HS; **Astghik Parsamyan**, Cleveland HS; **Robert Rakauskas**, Cleveland HS; **Veronica Rivera**, Horace Mann MS; **Cassandra Robbins**, Carver MS; **Victoria Ruffin**, Panorama HS; **Shoshana Taitz**, Fulton CDS; **Christina Trevino-Swanson**, Verdugo Hills HS; **Ricardo Valencia**, Nimitz MS; **Diane Wilson**, Belmont HS; **Missaghiah Yaganagi**, Cochran MS; **Wendy Yen**, Gardena HS; and **Charmain Young**, San Pedro HS.

Currently, forty-four District staff members are participating in Series II of Cohort 10, which will conclude this month. Applications for participation in Series III of Cohort 10, beginning on February 24, are now being accepted. **Please review Mem-4898.1 for registration information.** The deadline for applying is February 12, 2010.

**Aminika Readeux**, Coordinator, Leadership Academy, serves as facilitator for the Master Program Institute (MPI). **Jim Bryan**, **Maggie Connelly**, **Lew McCammon**, **Rose Rao**, **Julie Ronquillo**, and **Suzanne Woods**, Master Program Institute (MPI) Mentors, assist with professional development and technical support. **Gina Smith-DeVile** is the Administrator of the Teacher and Administrator Development Branch (TAD). **Jane Pollock** is the AALA liaison to the program.

**IN MEMORIAM**

**ANNE KENNEDY** – Former Principal of Grand View Boulevard, Brentwood Science Magnet, and Charnock Road schools. She retired on June 30, 1988, and passed away on December 25, 2009.

**ALLEN BRICKMAN** – Former Assistant Principal, Secondary Counseling Services, of Holmes, Revere, Belvedere, Northridge, and Webster middle schools. He retired on May 31, 2006, and passed away on January 29, 2010. A memorial service is planned for May. Information will follow at a later date.

**POSITIONS AVAILABLE**

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions. Use the listed contact phone number.

**PRINCIPAL, SECONDARY (Small School, 9-12) – Seven (7) Positions**

**Roosevelt High School, MST 40**, 456 S. Mathews Street, Los Angeles, CA 90033  
 Roosevelt is part of The Partnership for Los Angeles Schools, and is composed of 7 autonomous small schools on E Basis, with an equivalent stipend to A Basis. For additional information contact **Stephen Cockrell**, The Partnership for Los Angeles Schools, at [Stephen.cockrell@partnershipla.org](mailto:Stephen.cockrell@partnershipla.org). **Filing deadline is Friday, February 19, 2010, or until filled.**

**THE FOLLOWING POSITIONS ARE AVAILABLE TO VIEW IN THEIR ENTIRETY BY GOING TO THE AALA WEBSITE, <http://www.aalausd.com>. BY CLICKING ON “POSITIONS AVAILABLE” TO THE LEFT OF THE SCREEN, YOU CAN SELECT NONSCHOOL-BASED POSITIONS AND CLICK ON ANY POSITION TO VIEW THE SPECIFIC FLYER.**

POSITIONS	FILING DEADLINE
<b>COORDINATOR, CHARTER SCHOOLS DIVISION, MST 41, B Basis, Charter Schools Division.</b> <b>DIRECTOR OF INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45, B Basis, Charter Schools Division.</b> For information and application procedures contact <b>Aaron Eairleywine</b> , Central Business Advisor, at 213.241.5516	<b>UNTIL FILLED</b>

**BLEAK TIMES FOR PUBLIC EDUCATION IN CALIFORNIA**

The annual Educational Opportunity Report from the UCLA Institute for Democracy, Education & Access paints a grim picture of the recession's impact on California schools. Its survey was conducted with a representative sample of 87 principals from across the state, revealing common themes across socioeconomic and demographic diversity, but also differences in the degree of impact on families and school programs. Seventy-four percent of elementary principals and 54 percent of secondary principals were forced to increase class sizes. Seventy percent had cut back or eliminated summer school, and 58 percent had either reduced or eliminated textbook purchases. Forty-three percent reported teacher layoffs, and 25 percent reported cuts to school psychologists, social workers, and nurses. More than half of the principals reported a sharp increase in student needs for health, psychological, or social services; many reported extremely high social needs -- "an epidemic of hunger" -- with children receiving no food when they go home for the night or weekend. Educators have responded by connecting students and families with social service providers or by contributing food and clothing, but budget cuts to social welfare programs and school services have left the system with less capacity to respond to these growing needs.

See the report: <http://idea.gseis.ucla.edu/educational-opportunity-report>