

UPDATE

Week of April 5, 2010

FURLOUGH DAYS CALENDAR

Revised 2009-2010 and 2010-2011 calendars, which include the tentative furlough days, have just been published on the LAUSD website. The revised calendars remain tentative until AALA and UTLA members ratify their respective agreements with the District. Thank you, Dr. **Ogo Okoye-Johnson** and **Heather Daims**, for representing AALA on such short notice at the emergency calendar meeting held on April 6, 2010.

Please be aware that the document, *Furlough Day Implementation for the 2009-2010 School Year—UTLA*, which was distributed by UTLA chapter chairs, was preliminary and contained errors, caught by several astute AALA members. For A Basis employees, the June 24, 2010, furlough day was incorrect. The correct date is May 28, 2010.

AALA has been informed that the payroll cuts resulting from this year's furlough days will be spread over the May, June and July pay periods. Several issues are still to be resolved, such as the scheduling of B time for 2009-2010. AALA has brought to the District's attention the necessity of making this decision immediately since graduation plans and other end-of-year activities were scheduled by most schools many months ago. **We have encouraged senior staff to offer administrators maximum flexibility so that they may complete all the activities and required paperwork prior to schools closing in June.**

Professional Development Days: The 2010-2011 tentative calendars fail to indicate the two professional development days negotiated by AALA; the calendars do include seven furlough days. **To clarify:** Two of these seven days are supposed to be pupil-free professional development days for school-site administrators and teachers to review student data and plan instruction. School-site AALA members are to receive their regular pay for both days. Once the District confirms which will be designated PD days, we will inform you. Stay tuned!

TWO OF THE BEST PART-TIME JOBS IN AMERICA!

Recently, AALA published the fact that the District had hired **Dick Fisher**, a retired attorney, for \$250,000 for a six-month period to head negotiations with UTLA and AALA. It should be noted that Mr. Fisher capably served the District in years past. AALA also just received information regarding another part-time employee hired by the District. It seems that the District has a contract with the legal firm of Paul, Hastings, Janofsky and Walker, LLP, for the services of attorney **Eric Joss**, at an hourly rate of \$590, to represent the District in negotiations with AALA and classified unions. As of March 26, 2010, in a letter to Dr. **Judith Perez**, AALA President, from **Kathleen E. Collins**, LAUSD's Associate General Counsel, Mr. Joss has worked 530 hours to date, which is equivalent to 13 ½ weeks of work for a sum total of \$312,700.

AALA asks, what are the 37 full-time attorneys employed by the District doing now that makes them unavailable to serve as negotiators for the District? Have any attorneys been reduced in force to help pay these two part-time employees? Is the need for outside legal help a compliment to AALA's negotiators? Are they so "intimidating" that special assistance is needed to effectively negotiate with them? **The District needs to take a look at these "extra" expenditures during times of fiscal crisis and evaluate their worth. Or perhaps the District leadership believes they are assisting President Obama by increasing employment!**

**FIRE—AIM—READY OR
ARE YOUR COMPARTMENTS FULLY LOADED?**

AALA has commended good leadership and criticized ineffective leadership evident in some central and local district offices during the 2009-2010 school year. We know that there are a considerable number of knowledgeable and caring leaders in local district and central offices serving the schools in an excellent manner, but there are some offices woefully lacking in thoughtful, sensitive leadership. Last week, AALA learned of two incidents where a total breakdown of professional leadership and communication occurred, negatively impacting principals. We would like to share them with you.

The first incident concerned a line supervisor in Local District 3. This person called an elementary principal on Tuesday afternoon, March 23, 2010, and told her to submit a transfer request. There was no explanation as to why this directive was given. She was told to contact the Local District Superintendent and provide suggestions as to the schools she would consider for a transfer. It was not until Thursday evening, March 25, 2010, at the AALA Representative Assembly meeting where this Westside principal learned that her school was on a list recommended for closure for the 2010-2011 school year.

The second incident involves a principal in Local District 4 who attempted to obtain his categorical budget a few days prior to a meeting where it would be reviewed along with those of other principals. On March 18, 2010, the Director advised the principal that he would be receiving a budget. On March 19, 2010, the Local District fiscal specialist sent an e-mail to Central Budget staff requesting the principal's budget.

On March 23, 2010, a Central Budget staff person informed the principal, who again called requesting his budget, that she was told not to provide a budget for his school. The principal was redirected to his Local District. The principal, after being given the run-around for days, realized that the District was planning on closing his school. It should be noted that on March 9 and again on March 19, 2010, a memo entitled "Small School Consolidation/Closure Recommendations for the 2010-2011 School Year" was prepared by the Office of School Operations (It was neither marked confidential nor draft.) and sent to the Superintendent. The memo listed a number of schools for closure or consolidation. Here is a principal of a school on the list who is the last person to find out that his school is closing! What does he say to parents, students and community members? [Note: AALA hopes to share some positive news on this topic next week.]

This saga reflects a very sad chain of events including a damaging lack of communication involving senior staff and budget personnel that generates the following unanswered questions:

1. Was this aforementioned memo from School Operations shared with Local District Superintendents?
2. When should a principal be told that his/her school might be closed? Who should tell him/her? Should the principal be the first or last to know?

FIRE—AIM—READY (Continued)

3. Who directed budget staff not to tell a principal that his school is being considered for closure?
4. Why was the Local District Director not informed of this potential closure so that she could advise the principal? NOTE: The Director has been very supportive of the principal in his quest to receive his budget; however, an obvious lack of proper information flow hindered her efforts.

It should be noted that the fragmented administrative leadership of the Early Education sites by the Local District Superintendents and **Whit Hayslip** also failed to communicate properly with Early Education principals regarding potential consolidation of 14 schools. It should be noted that Mr. Hayslip reports directly to Dr. **Judy Elliott**, the Chief Academic Officer. AALA is certain that Dr. Elliott does not believe this lack of thoughtful leadership is her fault! Senior staff must get their act together or they will continue to FIRE—AIM—READY! AALA questions whether or not some members of senior staff have the necessary "firepower" to lead!

HEALTH BENEFITS FAQ

Topic: *Health Care Reform Law and LAUSD Health Benefits*

The District has been receiving many calls about the Health Care Reform Law's provision for adding dependent coverage for adult children who are under 26 years of age. The Segal Company, consultant to the Health Benefits Committee, bases responses to questions related to the new law on a preliminary analysis of the Health Care Reform Law. Additional information impacting the District's health plans will be published in *Update* as they become available. As with any new law, regulations will be issued over the next several years that will clarify many of the new law's provisions.

Will dependent coverage of adult children under 26 years of age become immediately effective with all LAUSD health plans?

No. Under the new law, the effective date for collectively bargained health plans, such as those in LAUSD, is the plan year beginning after the expiration of the latest expiring collectively bargained agreement in place as of the signing of the law, March 30, 2010. The current contractual agreement for health benefits with the District ends December 31, 2011. This would indicate that the Health Care Reform Law provisions for dependents become effective on January 1, 2012.

I received a Student Verification notice from the District's Health Benefits Administration for my dependent child who is 20 years old. In light of the new Health Care Reform Law, am I required to prove student status to the District?

Yes. All guidelines for dependent eligibility remain the same because the Health Care Reform Law honors collectively bargained contracts. We are currently in the second year of the three-year contractual agreement with the District for health benefits.

When must I return the Student Verification information?

The Student Verification forms must be submitted by April 30, 2010. Send via fax to 213.241.4247 or mail to Benefits Administration, P.O. Box 513307, Los Angeles 90051-1307. For further information about the Student Verification process, contact Benefits Administration at 213.241.4262.

URGENT!

ACTIVE MEMBERS: Remember to return your CONTRACT RATIFICATION BALLOT to AALA by April 15, 2010, for it to be counted.

**TEACHERS NEEDED FOR ONLINE
SUMMER HIGH SCHOOL**

This summer LAUSD is launching the City of Angels (COA) Virtual Academy with online summer school through Beyond the Bell. The COA Virtual Academy Summer School is a collaborative effort between LAUSD Educational Technology, Office of Instruction, Beyond the Bell, and City of Angels School. The online program may be the first large-scale effort by a large urban school district to offer this kind of program on a system-wide scale. Twelve (12) courses will be offered this summer: English 9 A/B, English 10 A/B, Algebra 1 A/B, Geometry A/B, World History A/B, and US History A/B. Students must have already taken the course and received a D or F in order to enroll. Eighth grade students who are entering 9th grade and received a D or F in Algebra 1 A or B are also eligible.

TEACHERS ARE NEEDED (online teaching experience preferred). Please let your teachers know of this unique, cutting-edge opportunity. The deadline for applications is April 9, 2010. Teachers may apply online at: <http://summer.lausd.net>. Follow directions. **Region:** North, Central, or South; **School:** City of Angels. City of Angels Virtual Academy is planning to open a complete program of classes for the full online school this fall. For information, call 213.745.1100

**AALA SCHOLARSHIP AND COMMUNITY AWARDS BANQUET
MILLENNIUM BILTMORE HOTEL
THURSDAY, MAY 20, 2010
5:30 - 8:30 P.M.**

PARCEL TAX ELECTION

Please remember that there is an election on June 8, 2010. The LAUSD Parcel Tax will be on the ballot. In the next issue of *Update*, we will publish the key rules of information for administrators regarding the campaign. Let your councils know that there is an election on June 8 and their support is needed.

THE BUDGET CRISIS or STAND AND DELIVER

The budget crisis is real. However, it should not paralyze our thought nor our seeking constructive solutions. We are in April. Tax revenues are due. Some good news exists now. The Legislative Analyst says that this year's revenues, like last year's, surpass expectations. Sacramento has revenue. They have not acted to cut nor to tax in order to help local communities with the economic crisis. The Democrats won't make cuts. The Republicans won't tax. Sacramento balances its budget on local governments especially school districts and urban students.

We understand that LAUSD has made some gains. The Superintendent is to be commended for getting waivers and 50 million new dollars for QEIA schools that just opened and were precluded from getting the monies for class-size reduction. The District is trying to get grant monies in Sacramento for Persistently Low Performing Schools. There is so much more to do, however, for the budget and for the students and educators the budget serves.

Under Assembly Bill 1200, which was passed nearly two decades ago because Richmond Unified went bankrupt, local school districts now must show a 3-year, not 1-year, balanced budget. Districts are responsible for 3 years of balanced budgets even though the state and county offices can't balance their budgets over 3 years. So let's get aggressive rather than just cut LAUSD to the bare bone.

1. Start campaigning for the passage of the parcel tax, which will yield \$100 million for each of four years.
2. Ask the County Office of Education if they have any legal argument against "booking" revenue owed by the state to the District such as "mandated costs owed" and the Education Revenue Augmentation Fund (ERAF). Both have court decisions favoring the District's position and revenue.
3. Join wholeheartedly in the campaign to support public education and march on the Capitol. Board member **Steve Zimmer** passed this Board motion. Thanks, Mr. Zimmer.
4. Engage in Federal efforts to pass the Jobs Bill. Continue to pursue all sorts of Stimulus grant applications.
5. Don't disperse the new and old Title I monies without central accountability for performance and success of schools and kids.
6. Make sure all local cities in LAUSD have collected and paid their developer fees to LAUSD. Have they been audited lately?
7. Make district reorganizations use the charter-like flexibilities that the state has granted and STOP MAKING LOCAL SCHOOLS COMPLETE USELESS COMPLIANCE DOCUMENTS if the school is improving on API.
8. Close mediocre charters with the same vehemence as claiming that LAUSD is a low-performing district.
9. Open more magnet schools close to charter schools to give parents a choice.
10. Maximize the number of legitimately dual-enrolled students in high school and adult school so that immediately students can access a school-to-career path while meeting A-G requirements. This is good ADA!!

There are many paths that can yield real money in the hands of the Board and Superintendent. Not all of them will yield money immediately. Some will help the AB1200 requirements today and the out years of 2010-2012. But if the District remains silent and plays a victim role, then the hope of the last presidential election will be squandered locally. Paralysis is not an option. Let's fight for LAUSD, which serves all students from all communities within the District's boundaries.

SAVE THE DATES

SATURDAY, MAY 8, 2010 – Project Change will be hosting "Making a Difference in Uncertain Times," an LAUSD-Area Conference for Secondary Administrators, from 8:00 a.m. – 12:30 p.m. at Edward Roybal Learning Center, 1200 West Colton Street, Los Angeles. All LAUSD secondary administrators and recommended classroom teachers with Tier 1 Administrative Credentials are invited to participate in this conference to share best practices (a \$150 stipend for half-day attendance for secondary administrators and Tier 1 administrative candidates). **Participant registration (on a first-come basis AND completed by April 16, 2010) for the conference opens online on March 24, 2010, at <http://tinyurl.com/peregistration>.** Project Change is a secondary education reform initiative funded by a U. S. Department of Education grant, and it is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite-LA, Inc. of the Los Angeles Area Chamber of Commerce; LAUSD; and AALA. Questions may be directed to **Eliza Corpuz** at 818.677.2591 or to prjekchange@aol.com.

WEDNESDAY, MAY 19, 2010 – Alliance of Asian Pacific Administrators (AAPA) Scholarship Awards Dinner will be held at the Empress Pavilion, 988 North Hill Street, Los Angeles, from 5:00 – 8:00 p.m.

EDUCATIONAL LEADERSHIP WORKSHOP

The Superintendent Advisory Council at Pepperdine University presents the 6th annual **Key Strategies for Educational Administrator Advancement**, a daylong workshop dedicated to strengthening and advancing your career in school administration.

In a seminar-style format, participants will hear from superintendents and administrators from the Culver City Unified, Norwalk-La Mirada Unified, and Wiseburn school districts, as well as the Los Angeles County Office of Education. Speakers will present on self-assessment, résumé building, gaining a promotion, and more! Participants will prepare for their future and expand their professional network at this seminar.

Date: Saturday, April 17, 2010
Time: 9 a.m. – 3 p.m. (check-in begins at 8:30 a.m.)
Location: Pepperdine University West Los Angeles Graduate Campus, 6100 Center Drive, 3rd Floor, Los Angeles, CA 90045
Cost: \$35 includes seminar materials, breakfast, and lunch. (*Free for Pepperdine GSEP Students; \$10 for Pepperdine Alumni*)

RSVP at 310.568.5662 or online at gsep.pepperdine.edu/key-advancement

IN MEMORIAM

JOSEPH JANUARY – Former Principal of Playa Del Rey, Angeles Mesa, and Westminster schools. He retired on June 25, 1987, and passed away on March 9, 2010.

JOHN W. RILEY – Former Principal of Roosevelt and Jackson high schools and Stevenson Middle School. Retired on January 28, 1983, and passed away on March 26, 2010.

MASTER PROGRAM INSTITUTE GRADUATES

Thirty participants in Cohort 10, Series III, of the LAUSD/AALA Master Program Institute Collaborative successfully completed the 40-hour intensive training program and received their completion certificates on Wednesday, March 24. The graduates included the following: **David Abrolat**, L.A. Academy MS; **Kimberly Alafat**, LeConte MS; **Issac Alatorre**, Francis Polytechnic HS; **Anne Marie Ankers**, Burbank MS; **Pedro Avalos**, Adams MS; **Peter Benefiel**, Support Unit Central/West; **Myriam Carmona**, Nimitz MS; **Helen Choi**, Peary MS; **Elva Crowell**, Adams MS; **Gwenda Cuesta**, Career Ladder; **Nuantia Flowers**, Peary MS; **Allen Forsythe**, City of Angels; **Kymberly Garret Shilling**, Peary MS; **Hector F. Hernandez**, Jordan HS; **Marquis Jones**, Fremont HS; **Gina Kim**, Carnegie MS; **Cynthia Mays**, Westchester HS; **Victor Medina**, Cochran MS; **Tracy Murray**, Mann MS; **Zoe Naranjo**, Virgil MS; **Ihuaku Ogbuagu**, Los Angeles HS; **Kendra Peterson**, Operations/Beaudry; **Paul Porter**, Fleming MS; **Kimberly Read**, Millikan MS; **Natilia Roundtree**, Adams MS; **Mirian Rubalcava**, Nimitz MS; **Karen Shane**, Henry MS; **Stacie Sheffie**, Wright MS; **Jennifer Tsui**, Orthopaedic HS; and **Elidia Vazquez**, Francis Polytechnic HS.

Cohort 10 – Series IV of the Master Program Institute (MPI) will begin on April 14. **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**, are Master Program Institute mentors. **Gina Smith-DeVile** is the Administrator of the Teachers and Administrator Development Branch (TAD). **Jane Pollock** is the AALA liaison to the program.

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, ELEMENTARY

South Region School #1 (7) MST 42, 8919 South Main Street, Los Angeles, CA 90003

School #1 is an E Basis school. For information and application procedures contact **Rosalinda Lugo**, Director, at 323.242.1315. **Filing deadline is open until filled.**

South Region School #2 (7) MST 42, 1125 East 74th Street, Los Angeles, CA 90001

School #2 is an E Basis school. For information and application procedures contact **Francisco Gonzalez**, Director, at 323.242.1315. **Filing deadline is open until filled.**

Central Region School #13 (3) MST 41, 3200 W. Washington Blvd., Los Angeles, CA 90018

School #13 is an E Basis school. For information and application procedures contact **Gay Havard**, Elementary Director, at 310.253.7100. **Filing deadline is Thursday, April 15, 2010.**

POSITIONS AVAILABLE (Continued)

PRINCIPAL, PILOT SCHOOL (6-8 Grade)

San Fernando Institute for Applied Media (2) MST 40, 130 N. Brand Blvd., San Fernando, CA 91340

This is an E Basis autonomous Pilot School scheduled to open in September 2010. For information and application procedures contact **José Rodriguez**, Director, at 818.755.5300. **Filing deadline is Friday, April 23, 2010.**

PRINCIPAL, PILOT SCHOOL (9-12 Grade)

Leadership in Entertainment & Media Arts (5) MST 40, 3501 N. Broadway, Los Angeles, CA 90031

This is an E Basis autonomous Pilot School. The school will open in August 2010 initially on the Lincoln High School campus. For information and application procedures contact **Jesus Angulo**, Director of School Services, at 323.224.3100. **Filing deadline is Friday, April 23, 2010.**

PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Principal, Elementary	Julie Korenstein School DEADLINE EXTENDED	04/23/10	818.755.5427
Principal, Elementary	Valley Region School #8 DEADLINE EXTENDED	04/23/10	818.755.5428
Principal, Secondary	West Adams Prep High School	04/16/10	213.745.4928
Instructional Specialist	Stevenson Middle School	Until filled	justin.sergi@partnershipla.org
Principal, Secondary (7 positions)	Roosevelt High School	Until filled	Stephen.cockrell@partnershipla.org

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