

## UPDATE

Week of October 5, 2009

### **THE EDUCATIONAL INFRASTRUCTURE: Comments to the Workforce Stability Task Force, Oct. 5, 2009**

**NOTE:** The Workforce Stability Task Force was created via Board Member **Nury Martinez's** amendment to the Board's *Public School Choice Resolution* (Aug. 25, 2009). The purpose of the Task Force is:

...to work collaboratively with all stakeholders to develop guidelines and a process or recommendation to the District to apply when evaluating staffing requirements for operational plans from external operators for schools not already subject to binding legal and contractual collective bargaining obligations and to submit the recommendation of said Task Force to the Board for approval within 60 days.

Good afternoon, Task Force Members. My name is **Judith Perez**, and I am President of Associated Administrators of Los Angeles. I am here today to address the Workforce Stability concerns of administrators in relation to the Public School Choice Resolution. The most pressing need in American public schools is to close the achievement gap. The data on independent charter school operators show very little concern for students who are the furthest behind in achievement—Special Education students and English Learners.

It is AALA's view that the stability of the educational infrastructure is essential for the education of all students, particularly Special Education and English Learners. The educational infrastructure consists of middle managers, administrators who are both school-based and nonschool-based, including principals, assistant principals; directors, specialists and others in Local Districts, the four Support Units and Central District offices.

Administrators are responsible for overseeing the instructional program, distributing resources, seeing that students receive the appropriate educational programs and services, and ensuring the health, safety and welfare of students and staff members. **AALA strongly believes that there has been inadequate District oversight of independent charter schools, resulting in a disregard for the needs of Special Education students and English Learners.**

Special Education students constitute over 11% of our total student population. As you know, federal law requires every student to receive "a free and appropriate public education." The modified consent decree has placed additional mandates on the District that must be met. Administrators play a pivotal role in every aspect of Special Education: searching for students who may qualify for special services, ensuring assessments are conducted as required, training and supporting teachers, making sure IEPs are convened and conducted in a timely manner, placing Special Needs students appropriately, providing them with the appropriate services (including services provided by classified employees), scheduling their mainstreaming, monitoring their progress, ensuring their safety and engaging their parents at school. The District's Independent Monitor has shared data indicating that independent charters push

**THE EDUCATIONAL INFRASTRUCTURE (Continued)**

Special Education students out because they are unable to fulfill these expectations, responsibilities LAUSD administrators handle daily.

Approximately 33% of our students are **English Learners**. Beyond being accountable for their basic instructional programs, administrators make sure teachers have the required credentials and training, organize classrooms around student needs, provide staff to conduct and analyze required assessments, conduct English Learner Advisory Committee meetings consistent with District guidelines and consult regularly with parents. Administrators ensure that English Learners receive primary language support, usually through the assistance of classified employees. We are deeply concerned that independent charters push English Learners out because they are unable to provide for these students' needs; responsibilities LAUSD administrators manage on a daily basis.

**We recommend to the District that external charter operators be required to meet the needs of all Special Education students and English Learners who attend their schools. The plans they submit must address how they will do so. Specifically:**

1. The administrative staffs of independent charter schools must fulfill the same responsibilities administrative staff of regular public schools are expected to, as referenced above. They must be accountable for the performance of Special Education students and English Learners.
2. Teachers in independent charter schools must be trained to meet the differentiated needs of Special Education students and English Learners.
3. Classified employees must be provided opportunities in independent charter schools to assist Special Education students and English Learners as they do in regular District schools.

**If the independent charter organizations cannot guarantee they will meet these expectations, they should not be granted the opportunity to operate District-owned schools.**

**Postscript, Oct. 6, 2009. . .**

*Frederick J. Weintraub, the District's Independent Monitor, stated today at a meeting about the District's progress in implementing the Modified Consent Decree that, "Special Education students are significantly underrepresented in charter schools." Furthermore, "Moderate to severe students are basically nonexistent in charters," and charters that previously served some Special Education students are "going backwards." As a result, the remaining District schools serve an increasingly higher percentage of students with disabilities, which means that it is harder for regular schools to meet students' academic goals. Therefore, the District cannot fairly compare the achievement of charter school students with that of regular school students. Apples and oranges, indeed!*

***A modest proposal for all LAUSD unions. . .***

Workforce stability would be enhanced if every bargaining unit, classified and certificated, provided an internship and/or apprenticeship model for students, in collaboration with the District. This would continue the flow of well-qualified employees to support students, parents and staff members.

## AALA ENCOURAGES MEMBERSHIP IN PTA

September and October are “PTA Membership Months.” PTA support for children is critical for the future of California. **AALA urges all administrators to become PTA members.**

The California State PTA, with nearly one million volunteer members, has been instrumental in efforts to support small class size, bring arts and physical education back into our schools, and ban junk food at schools.

PTA provides members with free resources and training to build leadership and parenting skills. It also provides programs on a wide range of topics, including student achievement, childhood nutrition, and prevention of violence and bullying, to increase parent awareness of issues affecting their children.

For more than a century, the PTA has been supporting and advocating for public schools, children and families under the motto “Every child, one voice.” The PTA is nonprofit, nonpartisan, and noncommercial. For more information about how you can join PTA go to [www.capta.org](http://www.capta.org) and click on “Join PTA.”

AALA encourages all schools to join either 10<sup>th</sup> District or 31<sup>st</sup> District PTA depending on your geographic location within the Los Angeles Unified School District. Representatives in either PTA District office can assist with forming a local chapter at your school. PTA supports public education and public educators should support PTA.

## SUGGESTIONS AND PREPARATIONS FOR HANDLING AN EMERGENCY

- ❖ How current is your Safe School Plan?
- ❖ How often do you review your Safe School Plan?
- ❖ Who do you call? 911, LAPD, LASD, School Police, Local District?
- ❖ Who should the Local District call? Office of Communications, Office of School Operations, Crisis Team, Human Relations Staff?
- ❖ Predetermined Personnel Actions
  - Who handles media?
  - Who addresses media?
  - Who authors script for person addressing media?
  - Who do you contact regarding legal questions?
  - Who authors letters for parents?
  - Who authors letters for staff and students?
  - Who authors script for personnel answering the phone?
  - Who prepares a message for parents for an automatic notification system?
  - Who assigns additional personnel to supervision?
  - Who coordinates parent room availability?
  - Who calls key community leaders to share factual information?
  - How do you evaluate the risk factor of an individual incident in a timely manner?
  - What are your short and long range plans to address similar situations?
  - Do you have backups for the key personnel assigned tasks?

## AALA RECEPTION A SUCCESSFUL EVENT!

AALA's annual reception to honor members for their exemplary administrative leadership was held on Wednesday, September 30, at The Center at Cathedral Plaza. Recognized also at this event was **Dr. Judith Perez**, AALA's new president, who has faced a challenging four months since taking office. From all observations and comments, it was a very successful event. Over 275 active and retired members enjoyed a delicious buffet of Italian, Southwestern, and Asian hors d'oeuvres while reconnecting with many of their friends and colleagues. **Judy Perez** presided over a brief program that included introductions of Board Members **Marguerite Poindexter LaMotte** and **Steve Zimmer**, Local District Superintendents, Senior Staff, and several special guests. Four retired LAUSD superintendents were also welcomed: **Sid Thompson, Richard Cooper, Al Perez, and Sid Brickman**. **Ms. LaMotte** and **Mr. Zimmer** shared brief, timely comments with those present. The evening concluded with each person receiving a commemorative gift.

## AALA REPRESENTATIVE ASSEMBLY MEETING

This year's first **Representative Assembly** meeting is scheduled for Thursday, October 15, 2009, at the AALA Offices, 3<sup>rd</sup> floor Conference Room. The meeting begins with department caucuses from 4:30 – 5:30 p.m., followed by the general meeting at 5:30. Dinner is served prior to the start of the general meeting; therefore, we request that members planning to attend contact the AALA office at 213.484.2226 or e-mail [rsvp@aala.us](mailto:rsvp@aala.us) so that an appropriate amount of food can be ordered.

The agenda will include department concerns, President's update, negotiations update, selection of an Executive Board Director by the Adult Department, and Health Benefits update.

## NEW GRANT & FUNDING OPPORTUNITIES

### [NEA: Books Across America](#)

The NEA Foundation makes awards to public schools serving economically disadvantaged students to purchase books for school libraries. Maximum award: \$1,000. Eligibility: Applicants must be a practicing pre-K-12 school librarian, teacher, or education support professional in a U.S. public school in which at least 70 percent of the students are eligible for the free or reduced-price lunch program. Deadline: October 15, 2009.

<http://www.neafoundation.org/pages/educators/grant-programs/grant-application/books-across-america/>

### [Target: Field Trip Grants](#)

Target Field Trip Grants are available to fund scholastic outings in situations where monies are otherwise lacking. Maximum award: \$1,000. Eligibility: teachers, principals, paraprofessionals, and classified staff in K-12 public, private, or charter schools in the U.S. Deadline: November 3, 2009.

<https://targetfieldtripgrants.target.com/rules.php>

## HEALTH BENEFITS FAQ

### There are so many changes for 2010. What hasn't changed?

- Benefits are still fully paid for by the District—There are NO employee or retiree premium contributions.
- Dental Benefits and vendors are the same.
- Vision Benefits and vendors are the same.
- Life insurance and vendors are the same.
- No changes to the Medicare Advantage plans for retirees covered under Medicare: Secure Horizons, Kaiser Senior Advantage, and HealthNet Seniority Plus.

### My current plan is Anthem HMO. If I move into the Anthem Select HMO, will there be increases in office visit co-payments?

No, there are no benefit changes except for the pharmacy benefit. The pharmacy (Caremark) Anthem Select HMO benefits are:

- Retail: \$5 generic/\$25 preferred brand/\$45 nonpreferred brand (34-day supply)
- Mail: \$10/\$50/\$90 (90 day supply) [mandatory mail/maintenance choice]

### I heard that the Kaiser benefit for hearing aids has changed? Is this correct?

Yes, for active employees and pre-Medicare retirees, hearing aids are no long covered. For Medicare retirees in Kaiser's Senior Advantage, hearing aids are still covered up to \$2500 per aid every 36 months.

### Where can I learn specific details of all plan options?

Open Enrollment booklets with detailed information will be mailed to employees and retirees before November 1, 2010. In addition, the information will be posted on the Health Benefits website at: [www.benefits.lausd.net](http://www.benefits.lausd.net).

### Next Health Benefits FAQ: Medicare and your health benefits

***NOTE: AALA is scheduling a Health Benefits meeting for all active and retired members. Check future UPDATES for date, time, and location.***

### REMINDER...

## AALA RETIREES FALL LUNCHEON

TUESDAY, OCTOBER 27, 2009  
THE CENTER AT CATHEDRAL PLAZA

11:00 A.M.

## EMPLOYEE ASSISTANCE PROGRAM

Are you taking advantage of the full range of expert services available through your LAUSD Employee Assistance Program (EAP)? With your EAP, you will find the information, resources, and referrals that you may need to improve life at home and at work.

- *Expert Counseling* – professional counselors are available to provide an objective viewpoint and expert guidance. You can have on-the-spot advice over the phone or a referral to work with a counselor face-to-face.
- *Legal Assistance* – help with resolving a legal dispute, drafting a will, or finding mediation services. You get a FREE initial 30-minute phone or in-person consultation with a local attorney or mediator, per separate legal matter. Additional services are available at a 25% discount with network attorneys and mediators.
- *Financial Services* – up to 60 minutes of NO-COST phone consultations per financial issue with credentialed financial professionals from a variety of specialties.
- *Workplace Training Programs* – seminars on popular topics such as team building and problem solving, plus management consultations and other workplace resources.
- *Online Resources* – log on to [www.liveandworkwell.com](http://www.liveandworkwell.com) to discover wellness articles, self-assessment tests, health tools, calculators, preventive health programs, medication information, common forms and more.

Call toll free anytime to: 1-866-312-3077 or log on to: [www.liveandworkwell.com](http://www.liveandworkwell.com), access code: LAUSD. All information and resources are FREE and CONFIDENTIAL.

## SAVE THE DATE

**FRIDAY, OCTOBER 23 – SUNDAY, OCTOBER 25, 2009** — The **Council of Black Administrators (COBA)** will hold a retreat, "The African American Crisis in LAUSD Leadership." The event will be at the Embassy Suites, 1325 Dyer Road, Santa Ana, CA. Registration fee is \$40. For more information on the retreat, call **Herbert Jones** at 323.731.9346 (W) or 323.574.1676 (C).

*"Security is mostly a superstition.  
It does not exist in nature,  
nor do the children of men as a whole experience it.  
Avoiding danger is no safer in the long run than outright exposure.  
Life is either a daring adventure, or nothing."*

...Helen Keller

**RETIREMENT CELEBRATION**

NAME	DATE, TIME	LOCATION	CONTACT
Verteane Lett Bereal	Saturday, November 14, 2009 11:30 a.m. – 3:00 p.m.	The Reef on the Water 880 Harbor Scenic Dr. Long Beach	Norma Berryman 323.242.1315 Faye Banton 310.631.7522

**FOUR STATES ARE LABELED "HIGH RISK" FOR ECONOMIC-STIMULUS SPENDING PROBLEMS**

A new report by the federal General Accounting Office (GAO) has identified California, Illinois, Michigan, and Texas as "high-risk" for stimulus spending problems, flagging them for intensive technical assistance by the Department of Education (ED) in their use of federal money, according to *Education Week*. The states, along with the jurisdictions of the District of Columbia and Puerto Rico, were singled out due to various indicators like audit findings and turnover in education leadership. Already, writes Ed Week, **California and Illinois have run afoul of the GAO over poor financial management:** "Illinois, for example, has apparently sent fiscal-stabilization money to school districts before they were prepared to spend the funds." Some California districts have yet to use monies after the state drew down 80 percent of its Title I aid, sending funds to districts before they were ready to spend it. **The GAO found that of the ten California districts receiving the largest amounts of Title I aid, seven had spent none, and all ten reported cash balances ranging from \$4.5 million to \$135 million.** ED has also identified an additional 12 states posing a "high risk" in the use of Title I funds--Arkansas, Colorado, Delaware, Florida, Idaho, Louisiana, Massachusetts, Missouri, New Jersey, New York, North Carolina, and Oklahoma.

Read more:

<http://www.edweek.org/ew/articles/2009/09/24/05gao.h29.html?tkn=TNBFnUZyMHYv0REpkpqSSW51LXeFcbw8DNDf>

See the report: <http://www.gao.gov/new.items/d091016.pdf>

**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.

**ASSOCIATE PRINCIPAL, EARLY EDUCATION CENTERS (MST 32, A Basis)**

**State Early Education Center (6), 3210 Broadway, Huntington Park, CA 90255**

**South Region Early Education Center #1 (6), 4449 Live Oak Street, Cudahy, CA 90201**

For information and application procedures contact **Lynne Uyehara** at 323.278.3900. **Filing deadline is 4:00 p.m., Friday, October 16, 2009.**

**POSITIONS AVAILABLE (Continued)**

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.

POSITION	FILING DEADLINE
<b>COORDINATOR, ZONE OF CHOICE, Temp. Adv., MST 43, E Basis, Local District 5.</b> For information and application procedures contact <b>Cristopher Ziegel</b> , Interim Assistant Superintendent, at 323.224.3100.	<b>Friday, Oct. 16, 2009</b>
<b>FIELD COORDINATOR, SCHOOL NURSING, Temp. Adv., MST 39, B Basis. Student Health and Human Services.</b> For information and application procedures call District Nursing Services at 213.765.2800.	<b>5:00 p.m. Wednesday, Oct. 21, 2009</b>
<b>COORDINATOR, HEAD START PROGRAM, EARLY CHILDHOOD EDUCATION, Temp. Adv., MST 38, B Basis, Office of Curriculum, Instruction, and School Support.</b> For information and application procedures contact <b>Ruth Yoon</b> , Early Childhood Education, at 213.241.8172.	<b>4:00 p.m. Tuesday, Oct. 20, 2009</b>
<b>DIRECTOR, SECONDARY SCHOOL SUPPORT SERVICES, Temp. Adv., MST 45, A Basis, Local District 1.</b> For information and application procedures contact <b>Corrine Lopez</b> at 818.654.3611.	<b>5:00 p.m. Friday, Oct. 23, 2009</b>
<b>SUPERVISOR, PROGRAM INFORMATION, COMMUNITY OUTREACH AND GRANTS, Temp. Adv., MST 38, B Basis. Division of Adult and Career Education.</b> For information and application procedures contact <b>Isabel Vazquez</b> , Director, Career Technical Education, at 213.241.3150.	<b>Friday, Oct. 23, 2009</b>

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
<b>Director of Instructional and Operational Oversight</b>	Charter Schools Division	<b>UNTIL FILLED</b>	213.241.2656
<b>Principal, Secondary</b>	West Adams Preparatory High School - <b>DEADLINE EXTENDED TO</b>	<b>10/16/09</b>	<b>213.745.4978</b>
<b>Principal, Elementary</b>	Weigand Avenue School	10/14/09	323.242.1315