

UPDATE

Week of November 9, 2009

ALA Sunshines. Will they see the light?

ALA BARGAINING BULLETIN – NO. 2

ALA President, **Judy Perez**, appeared before the Board of Education on November 10, 2009, to sunshine AALA's 2009-2010 bargaining proposals. Please note that we are pushing for immediate negotiations because we have been informed that the District does not plan to sunshine their initial proposals until December 2009, which means they will not be prepared to negotiate until January 2010. Furthermore, given the State's unprecedented budget crisis, the District may attempt to impose draconian measures on our members outside negotiations, such as the Superintendent's recent decision to charge employees for parking at Beaudry. **We wish to be proactive on behalf of all AALA members and negotiate the best contract possible, while preventing the imposition of poorly designed budget-saving policies that harm students, administrators, and public education.**

Here are Judy's Board comments:

Good afternoon, Madam President, Members of the Board of Education, and Superintendent Cortines. My name is Judith Perez, and I am President of Associated Administrators of Los Angeles.

I am here today to sunshine AALA's initial bargaining proposals for our 2009-2010 Successor Agreement with the District. We are ready and willing to commence negotiations now and urge the District to sunshine your proposals immediately. Given the District's current economic situation, we believe that immediate negotiations are imperative. It is our view that postponing negotiations until December or later will not be helpful to anyone.

As you know, AALA members—principals, assistant principals, directors and other administrators—play the pivotal leadership role in ensuring students achieve. While we all agree that every student deserves excellent teachers, leadership counts! Administrators select the teachers, supervise them, provide professional development and create the conditions in which they teach. We all know that every great school has outstanding leaders, who embrace excellence and accountability every day.

We ask you to support District administrators' work on behalf of students by working in good faith with AALA to craft a positive, productive collective bargaining agreement. We believe that challenging times demand a greater urgency than usual. Board members and Superintendent Cortines, we are willing to answer any questions you may have.

Thank you.

PRINCIPALS GAIN DUAL REPORTING ROLE WITH SUPPORT UNIT ADMINISTRATORS

AALA strongly believes that elementary principals are best situated to supervise and evaluate Assistant Principal, Elementary Instructional Specialists (APEISs). However, you will recall that Superintendent **Ramon Cortines** authorized eight newly hired Support Unit Administrators to oversee and evaluate APEISs. Following several meetings and exchanges of correspondence with the Superintendent and **Sharyn Howell**, Executive Director, Division of Special Education, AALA has made some gains to ensure that APEISs will have at least “a dual reporting role to their principal(s) and the Support Unit Administrators.”

Superintendent Cortines’ communication of October 27, 2009, reflects the District’s position:

There will be a dual reporting to the school site principal(s) and the Support Unit Administrators. Although the school site principal(s) and the Support Unit Administrators will be providing APEIS supervision, the Support Unit Administrator will conduct the APEIS Stull evaluations with input from the school site principal(s), local district administrator and the Division of Special Education. Our primary goal is to meet all stipulations of the Modified Consent Decree (MCD) so that we are in compliance with the court ordered MCD so that we can eventually disengage from the MCD. The MCD is clear that the Support Unit Administrator is to conduct the evaluations for the APEIS with input from the principals and others. The Support Unit Administrator will continue to seek input from the principal over the course of the year regarding the progress of APEIS in meeting the objectives identified on the Initial Planning Sheet, in addition to consulting with the principal prior to issuing the final Stull evaluation. By complying with this specific item as set forth, we continue our progress toward meeting all of the stipulations in the MCD.

AALA will continue to support the concept that the APEISs should report solely to site principals. We are urging the Superintendent to explain to the plaintiffs the reasons for principals to evaluate APEISs. To assist, AALA plans to evaluate the effectiveness of this absurd mixture of line/staff reporting and evaluation process.

Stay tuned!

PRERETIREMENT WORKSHOPS

The District and CalSTRS are cosponsoring preretirement workshops for the 2009-2010 school year. Information will be provided regarding the calculation of retirement allowances, available options, required forms, and District requirements necessary to establish benefits upon retirement. Time will be provided at the end of the workshop presentation for questions and answers. The workshops are individual meetings (not a series). All CalSTRS members are encouraged to attend a preretirement workshop at least three (3) times during their career in order to plan for retirement security: early in their career; again just prior to age 50; and one (1) year prior to retirement. **All workshops will be held from 4:00-5:30 p.m.**

Date	Location
11/18/09 (Wed)	Polytechnic High School Cafeteria, 12431 Roscoe Blvd., Sun Valley
12/03/09 (Th)	Ramona School Auditorium, 1133 N. Mariposa Ave., Los Angeles

CAUGHT IN THE MIDDLE — *AGAIN!*

The phrase “Caught in the Middle” may mean different things to different people. To many of the District’s experienced middle school administrators and teachers, it defines education reform efforts in the 1990’s to better provide instructional services to grades 6-8 students. To California politicians and residents, it describes Governor **Arnold Schwarzenegger** who wanted to reform education throughout the state until crucial budget decisions had to be made and education was thrown under the proverbial school bus.

To AALA, “Caught in the Middle” generally reflects the current status of all principals and their administrative teams throughout the District. While the District’s senior staff is reviewing potential budget cuts behind closed doors, principals have been left to fend for themselves in discussing the budget uncertainty with their communities. The flow of information from senior staff to Local District Superintendents may or not be effective; however, principals do not receive clear information. And, as usual, they are on the firing line when questions are asked about the budget cuts that may occur midyear and that the Board of Education will consider for the 2010-2011 school year.

Principals need and should have a question and answer sheet that will allow them to respond to questions from their constituent groups in a uniformly consistent manner. In AALA’s continuing effort to be helpful, we suggest the following questions be answered:

- Will the Superintendent initiate a parcel tax to counteract any need to increase class size and any potential loss of critical support personnel?
- Will school administrators need to develop two or more matrices or master schedules to accommodate different class size levels?
- Will additional counseling time be allocated to secondary schools because of late staffing changes directly attributed to less than untimely budget cutting?
- What assertive measures have senior staff initiated to secure a greater level of financial support than is currently anticipated?
- What are the guidelines for community donations to underwrite school needs that may be caused by reduction in force or other program losses?
- What is the District’s donation policy relative to equity across the District?
- What are the potential budget reductions that could impact schools?
- When will AALA be given the opportunity to review and provide input to the Superintendent's recommended cuts?
- What attempts are being made to ensure that the current funding formulas are flexible enough to meet specific school needs?
- Will the District prepare an easily understood document of proposed budget cuts for parents, staff, and community members?
- When will the District establish a direct, periodic, and timely line of communication with all middle managers?

CAUGHT IN THE MIDDLE — AGAIN! (Continued)

AALA is requesting that the Superintendent establish direct communication with AALA and principals to provide concrete budget information regarding projected budget cuts to allow for genuine input! This information is needed sooner rather than later. This would allow for genuine interaction and relevant input from the Middle Managers that hold this fragile District together. AALA respectfully asks the Superintendent and senior staff the following:

- Who is running the show? When will we see an up-to-date organization chart so that responsibilities are clearly defined?
- Why is senior staff continuing to hire additional central staff personnel?
- Why has the District added senior staff positions when a potential \$480 million or more needs to be cut for 2010-11?

AALA members do not have the luxury of a Beaudry office with adequate administrative assistance. They must cope with matriculation, testing, graduation, master schedules, matrices, reduction in force, and any other "helter-skelter" chaos emanating from Beaudry. **Perhaps Superintendent Ray Cortines will remind everyone about the role and responsibilities performed by principals and their administrative teams on a daily basis and begin to eliminate the "add-on" programs such as RTI and divisions as he deals with the reduction in force of senior staff.**

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

NOTE:
DUE TO THE THANKSGIVING HOLIDAY,
UPDATE WILL NOT BE PUBLISHED THE
WEEK OF NOVEMBER 23, 2009.

PLEASE GO TO THE AALA WEBSITE – www.aalausd.com - TO VIEW POSITIONS AVAILABLE. The flyers for positions can be printed out there.

HEALTH BENEFITS INFORMATION SESSION

ALA's Health Benefits Information Meeting on Monday, November 9, 2009, was highly successful, with over eighty active and retired members in attendance. Superintendent **Ramon Cortines** welcomed participants. Health Benefits expert, **Tom Morrison**, gave an overview of changes in health benefits for 2010. The session highlight was the question and answer period. Contributing their expertise were Interim Chief Risk Officer **George Tishler** and Interim Director, Benefits Administration, **Martha Palacios**.

HEALTH BENEFITS FAQ

Topic: Guidelines on Dual Coverage

My spouse/domestic partner and I are both District employees and want to retain our dual coverage. What guidelines or rules are there about dual coverage?

Information on dual coverage is covered on page 44 of the 2010 Annual Benefits and Enrollment Guide. You may each enroll in a medical, dental, and vision plan, as follows:

- You may each enroll in separate plans and cover each other as dependent spouses and each may cover eligible children OR
- You may enroll in the same plans. If you select this option, you may not cover each other as dependents. If you have children, only one of you may provide coverage for the eligible child.
- Exclusions apply to retirees 65 years of age or over who are enrolled in Kaiser Senior Advantage, Health Net Seniority Plus, and SecureHorizons by UnitedHealthcare. Retirees in these plans may neither cover spouses enrolled in a different plan nor be dependents under their spouse's or domestic partner's coverage.

When will the District's television program on health plan options be aired next?

The final two airings (KLCS, Chanel 58) of the program, *LAUSD Memo: Health Benefits*, will take place on:

Sunday	November 15	3:00 pm
Sunday	November 22	3:00 pm

How do I change plans or make new elections?

You can make changes online by going to the website <http://benefits.lausd.net>. In the middle of the page, you will see the words CLICK HERE. After clicking, you'll be directed to a login page. Read the *Sign On Tips* on how to fill in the fields.

CONTACT SHEET

RISK MANAGEMENT INFORMATION

Main Phone:	213.241.3139	Main Fax:	213.241.8993
TTY:	213.241.6882	Website:	http://riskmanagement.lausd.net

Integrated Disability Management

Family and Medical Leave Act

California Family Rights Act/Illness Donations

All Offices/FMLA/CFRA/PDL/Kincare Donations	213.241.3954 213.241.1619
Website	http://fmmla.lausd.net

Stay at Work/Return to Work

District 1	213.241.0679
District 2	213.241.2668
District 3 and 8	213.241.2820
District 4	213.241.2213
District 5	213.241.3996
District 6	213.241.3975
District 7	213.241.0678
Website	http://stayatwork.lausd.net

Reasonable Accommodation

District 1 through 4	213.241.2667
District 5 through 8	213.241.3978
Website	http://reasonableaccommodation.lausd.net

Absence Management

All Offices	213.241.1071
Website	http://absencemanagement.lausd.net

Liability and Unemployment Claims

GL/Property Claims (non-employee) A-K	213.241.3133
GL/Property Claims (non-employee) L-Z	213.241.3132
Restitution (non-employee) A-L	213.241.3140
Restitution (non-employee) M-Z	213.241.2860
Unemployment	213.241.1359
Employee Reimbursement Program	213.241.3130
Equipment Replacement Fund Claims	213.241.3127
Computer Insurance Claims	213.241.3127

Workers' Compensation Claims

To Report a Claim	800.528.7392
Sedgwick Customer Service	866.247.2287
Sedgwick Fraud Line	866.247.2287 extension 79272
District 1 and 3	213.241.3965
District 2	213.241.3967
District 4, 5, and 6	213.241.2637
District 7, 8, and Beaudry	213.241.3966
Fraud and Training	213.241.3839
Act of Violence	213.241.3839
Other Questions	213.241.3138
Website	http://workerscompensation.lausd.net

Insurance and Risk Finance

Part of Self-Insurance	213.241.3016
Student Accidental Insurance	213.241.2176
Special Events Liability Insurance	213.241.3065
Owner Controlled Insurance Program.	213.241.1843
Vendor Insurance Requirements	213.241.2176
Field Trips	213.241.3016
Vendor Fingerprints	213.241.2176

Benefits Administration

Customer Service	213.241.4262
Employee Wellness Program	213.241.7995
Benefits Website	http://benefits.lausd.net
Wellness Website	http://wellness.lausd.net

Disability Retirement

STRS	213.241.2569
PERS	213.241.2570

EMPLOYEE ASSISTANCE PROGRAM

Are you taking advantage of the full range of expert services available through your LAUSD Employee Assistance Program (EAP)? With 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 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, access code: LAUSD. All information and resources are FREE and CONFIDENTIAL.

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

Selma Avenue School (4) MST 40, 6611 Selma Avenue, Los Angeles, CA 90028

Selma is an E Basis school. For information and application procedures contact **Luis Valentino**, Director, at 213.241.0132. **Filing deadline is Friday, November 20, 2009.**

POSITIONS AVAILABLE (Continued)

PRINCIPAL, PILOT SCHOOL, K-5 (MST 40, E Basis)

Ambassador School for Global Education, Ambassador Learning Complex

The school is an autonomous K-5 Pilot School opening in September 2010. For information and application procedures contact **Edmundo Rodriguez**, Director, Pilot Schools Network, at 213.241.0100. **Filing deadline is 5:00 p.m., Friday, November 20, 2009.**

ASSISTANT PRINCIPAL, SECONDARY

San Fernando High School (2) MST 40, 11133 O'Melveny Avenue, San Fernando, CA 91340

San Fernando is a B Basis school. For information and application procedures contact **Maria Ochoa**, Director, School Services, at 818.755.5426. **Filing deadline is Friday, November 20, 2009.**

Byrd Middle School (2) MST 39, 8501 Arleta Avenue, Sun Valley, CA 91352

Byrd is a B Basis school. For information and application procedures contact **Maria Ochoa**, Director, School Services, at 818.755.5426. **Filing deadline is Friday, November 20, 2009.**

INSTRUCTIONAL SPECIALIST – Temporary Position

Washington Prep High School (8) MST 40, 10660 South Denker Avenue, Los Angeles, CA 90047

Washington is a B Basis school. For information and application procedures contact **Juan Flecha**, Director, High School Services, at 310.354.3400. **Filing deadline is Friday, November 20, 2009.**

INSTRUCTIONAL SPECIALIST, SCHOOL IMPROVEMENT FACILITATOR – Temporary Position

San Pedro High School (8) MST 40, 1001 West 15th Street, San Pedro, CA 90731

San Pedro is a B Basis school. For information and application procedures contact **Juan Flecha**, Director, High School Services, at 310.354.3400. **Filing deadline is Friday, November 20, 2009.**

THE FOLLOWING POSITION IS AVAILABLE TO VIEW IN ITS 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
DIRECTOR, SCHOOL MENTAL HEALTH SERVICES, Temp. Adv., MST 45, A Basis, Student Health and Human Services. For information and application procedures contact Rene Gonzalez , Assistant Superintendent, at 213.241.3840.	4:30 p.m. Monday, Nov. 30, 2009

PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Director of Instructional and Operational Oversight	Charter Schools Division	UNTIL FILLED	213.241.2656
Asst. Prin., Secondary	White Middle School	11/18/09	310.354.3400
Asst. Prin., Secondary	Millikan Middle School	11/18/09	818.755.5361
Asst. Prin., Secondary	Sylmar High School	11/18/09	818.755.5300