

UPDATE

Week of January 24, 2011

BARGAINING BULLETIN: AALA'S SUNSHINE LETTER

AALA forwarded our initial bargaining proposals to the President of the Board of Education and Superintendent this week. The proposals will be “sunshined” at the Board meeting of February 1, 2011. As was previously explained in *Update* (week of January 10, 2011), this formal presentation is the first step for the commencement of negotiations. The initial proposals are written in general terms to allow the essential in-depth discussion to take place at the bargaining table. Because our collective bargaining agreement is a legal document, the language used in the initial bargaining proposals is, likewise, legal.

All of our initial bargaining proposals are grounded in the priorities identified by AALA members through the survey we conducted during the 2009-2010 school year. Following is AALA's sunshine letter with our initial bargaining proposals:

January 18, 2011

Dear President García and Superintendent Cortines:

Associated Administrators of Los Angeles hereby submits its initial proposals in connection with upcoming negotiations for a successor Agreement to the Agreement that expires on June 30, 2011.

In the event that you have any questions regarding the attached proposals, please do not hesitate to contact the undersigned.

Sincerely,

*Dr. Judith Perez
President, Associated Administrators of Los Angeles*

Associated Administrators of Los Angeles Initial Proposals For 2011 Successor Agreement Negotiations

Professional Interaction Between the Parties

As referenced, in part, Article I, Recognition

1. Modify, to include new language designed to require both parties to respond in writing to inquiries from the other party regarding the interpretation of various sections of the Agreement in a timely fashion.

INITIAL PROPOSALS (Continued)

Timely Procedure to Regularize 4213 and 4214 Appointments

As referenced, in part, Article IV, General Provisions

1. Procedure to ensure that such appointments are regularized in a consistent and timely manner.

Expanded Jurisdiction of Procedure

As referenced, in part, Article VI, Grievance Procedure

1. Expanded definition of provisions subject to the grievance procedure.

Placement in Basis Consistent with Responsibilities and Clarification of Responsibilities

As referenced in Article X, Duties, Responsibilities and Hours

1. Assignment of Administrators (principals) to appropriate basis commensurate with responsibilities and confirmation of specific duties and responsibilities which fall under the purview of Administrators.

Economic

Health and Welfare/Salaries/Other

As referenced, in part, Article XII, Salaries

1. Deferral of health and welfare benefits negotiations to coordinated bargaining under the auspices of the Health Benefits Committee for the term of this Agreement.
2. Expansion of Master Salary Schedule and additional career increments to affect equity with other bargaining unit(s).

Employee Option With Respect to Earned Vacation

As referenced in Article XIII, Holidays

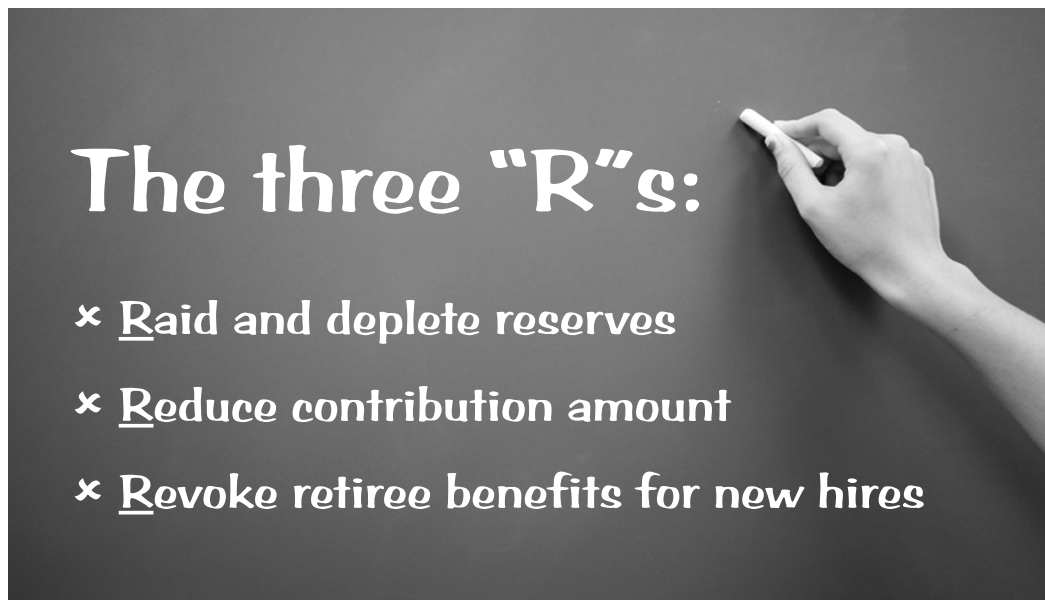
1. Employee option with respect to distribution of earned vacation under certain circumstances.

Term of Agreement

1. AALA proposes a three (3) year Agreement effective July 1, 2011, up to and including June 30, 2014.

Associated Administrators of Los Angeles reserves the right to add to, modify, delete, or revise the foregoing, and submit additional proposals.

The District's position on health benefits?



On January 10, 2011, the District "sunshined" and made public its proposals for the future of our health benefits. They propose taking the \$200 million reserve we built up to protect our benefits and using it to "mitigate potential layoffs."

And that's not all: It has also proposed "that the District's annual contribution rate for health and benefits be decreased commencing in 2012." If it takes the reserves and reduces its contribution, everyone's benefits are in serious jeopardy as healthcare costs will increase not decrease.

Ever mindful of the future, this forward thinking District has taken this opportunity to propose eliminating retiree health care benefits for new hires; **a proposal that will not save them one cent until at least the year 2036.**

All of the Unions and Associations have committed to work together to stand up to the District and protect our hard won health benefits. You will be receiving further information and updates as they become available.



COMMUNITY REDEVELOPMENT AGENCIES (CRAs)

ALA strongly believes that the newly emerged controversy pertaining to the use of community development agency resources, which was sparked by **Governor Brown's** State of the State message, ought to be clearly understood by all District staff along with those involved in critical health and human service entities. Governor Brown, in his bid to avoid raising taxes and to return monies to the local jurisdictions, has proposed abolishing community redevelopment agencies.

The current CRA law is intended to help improve blighted areas located in California cities. Currently, the law takes property taxes allocated to the State and redirects them to local community redevelopment agencies. **Because of this allocation, the State loses some portion of the property taxes that would otherwise have gone to school districts, cities and counties for hospitals and other essential city services.** The CRA concept is based on the hope that redirecting investments to blighted areas will result in future increases in property value that would lead to a greater amount of property tax derived for the State. CRA funds are supposed to be used, in part, to build affordable housing. However, this expectation seems to have been pushed aside all too often in favor of high profile commercial projects. The reality, no doubt, varies from jurisdiction to jurisdiction. Los Angeles has 32 community redevelopment districts. One of the largest is Bunker Hill, while there are others in Hollywood, South LA, and the Valley such as North Hollywood. An example of a potentially significant proposed Los Angeles CRA expenditure is to support the planned **Eli Broad** art museum located on Grand Avenue in downtown Los Angeles.

The bottom-line question is, who wins and who loses? In short, school and county services lose significant tax revenues to the CRAs. Cities benefit, in part, because they can use the diverted revenue immediately for current needs, which would otherwise have to be taken from their general fund revenue. **The State, according to Governor Brown's proposal, would save \$1.7 billion for the next fiscal year by eliminating CRAs.** Since there are no new resources in Sacramento, the elimination of the CRA monies would, in effect, help Sacramento send more money to support schools, hospitals and human service agencies.

The Los Angeles City Council and the Mayor, as of this date, appear to vigorously oppose the Governor's position because it will mean significantly less money for the city and Council Members' pet projects. On the other hand, the Board of Supervisors of Los Angeles County has stated its support for the Governor's proposal. Some school boards across LA County and the State, along with statewide education groups, will be supporting the Governor, who intends to pass this change along with his proposed budget before April 2011.

ALA believes that all of our members should be aware that this is a major budgetary issue and, if passed, could have a positive impact on funding for LAUSD schools. AALA hopes that the Board of Education and the Superintendent will openly discuss the Governor's proposal and the potential ramifications for the District. We will continue to keep you informed in *Update* as events unfold.

MANAGING EVENING CLEANING, SITE SECURITY AND KEY CONTROL

ALA appreciates that the District has recently addressed the need for the “Managing Evening Cleaning, Site Security and Key Control” in a memo sent to principals by Assistant Superintendent **Earl Perkins** on or about January 10, 2011.

Principals have been asked to share late schedules with their Complex Project Manager or their evening Plant Manager. On days where there are individual late events, such as parent conferences, the cleaning team will be responsible for securing the site at the conclusion of the activity.

ALA staff has asked Superintendent **Ramon Cortines** how these procedures will be measured and evaluated. The Superintendent has indicated that he will be communicating the need for accountability to the Chief Facilities Officer **James Sohn**.

ALA will await further communication from Superintendent Cortines and/or Mr. Sohn. Once we receive the information, we will share it in the *Update*.

ACADEMIC DECATHLON VOLUNTEERS NEEDED

The 2011 LAUSD Academic Decathlon competition, the 30th annual, will be held on Saturday, January 29, 2011, and Saturday, February 5, 2011, at Roybal Learning Center, 1200 West Colton Street, Los Angeles 90026. Past support by administrators and teachers, **elementary, middle, and high school**, for this competition has been outstanding, and that support is needed again this year, especially on the first day, January 29, for the Speech, Interview and Essay events. Also, participating schools’ principals and assistant principals are encouraged to volunteer as Super Quiz proctors on February 5. Volunteer applications are available at all participating high schools, Local District offices, and at www.acadecala.net. Contact **Cliff Ker**, Academic Decathlon Coordinator, at 818.654.3695 or at cliff.ker@lausd.net if you have any questions.

Special Request for Retired Administrators to Volunteer: Your help is needed on both days of the Decathlon, January 29 and February 5, and you are encouraged to volunteer for this exceptional student activity. Also, there is a special need for readers to score student essays on Wednesday, February 2, 2011, from 7:30 a.m. to 3:00 p.m. at Beaudry, 25th Floor. If you can help read essays, please contact Cliff Ker at the numbers above. Validated parking will be available in the Visconti garage.

Associated Administrators of Los Angeles

ASSOCIATED ADMINISTRATORS OF LOS ANGELES 2010-2011 MASTER CALENDAR

January

Saturday 22 CMAA Leadership Conference – Kingsley Elementary School
Thursday 27 **Representative Assembly**
Saturday 29 Academic Decathlon - Speech/Interview/Essay Events - Roybal Learning Center

February

Saturday 5 Academic Decathlon - Objective Tests/Super Quiz - Roybal Learning Center
Friday 11 Academic Decathlon Awards Ceremony – Hollywood HS
Monday 14 Second Semester Begins - Single-Track Schools
Monday 21 Presidents' Day
Tues.–Fri. 22-25 Furlough Days – Track C
Monday 28 **Executive Board Meeting**

March

Friday 4 Furlough Day – Track A
Monday 7 Second Semester Begins – Track A
Monday 7 AALA Scholarship applications due
Wednesday 9 Administrative Interest Groups – Presidents' Breakfast Meeting – AALA Office
Monday 14 ACSA Legislative Action Day - Sacramento
Friday 18 AALA Community Award applications due
Tuesday 22 Selection of AALA Scholarship recipients – AALA Committee
Thursday 24 **Representative Assembly**
Saturday 26 AEIOU Dinner Dance – Casa Italiana
Thursday 31 Selection of AALA Community Award recipients – AALA Committee

April

Friday 1 Unassigned Day, Cesar E. Chavez Day Observed – Single-Track Schools
Monday 11 **Executive Board Meeting**
Mon. – Fri. 18-22 Spring Recess – Single-Track Schools
Monday 18 Eve of Passover
Tues./Wed. 9/20 Passover
Friday 22 Good Friday
Sunday 24 Easter
Wednesday 27 AALA Alumni Luncheon – Stadium Club, Dodger Stadium
Wednesday 27 Administrative Professionals Day
Fri./Sat. 29/30 CAUSA Conference – San Diego

May

Tuesday 3 Last Day of Instruction – Track C
Wednesday 4 Furlough Day – Track C
Tues./Wed. 3/4 Furlough Days – Track B
Thursday 5 ACSA, Region XVI, Awards Banquet – Casa Italiana
Thursday 12 **Representative Assembly**
Sunday 15 AJE Scholarship Brunch
Wednesday 18 AAPA Scholarship Awards Banquet – Empress Pavilion
Saturday 21 CMAA Scholarship Brunch – Almansor Court
Wednesday 25 Scholarship/Community Awards Banquet – Millennium Biltmore Hotel
Monday 30 Memorial Day Observed

June

Saturday 4 COBA Black Child Conference/Scholarship Luncheon – Airport Radisson Hotel
Monday 6 **Executive Board Installation Dinner**
Friday 24 Last Day of Instruction – Single-Track Schools
Mon./Tues. 27/28 Furlough Days – Single-Track Schools
Thursday 30 Last Day of Instruction – Tracks A and B

REMINDER...REPRESENTATIVE ASSEMBLY MEETING

The second of this school year's four Representative Assembly meetings is scheduled for **Thursday, January 27, 2011**, at 1910 West Sunset Boulevard, Los Angeles 90026. The format will be the same as in the past: 4:30 p.m.—Departmental caucuses; 5:30 p.m.—Dinner meeting/Third Floor Conference Room. These meetings are always important and even more so now. **The PAC Council will be convened, and will decide which Board of Education candidates to endorse.** Please RSVP your attendance to AALA at 213.484.2226 or e-mail cvacca@aala.us so that we may prepare adequately for the meal.

USC PHI DELTA KAPPA

The USC Chapter of Phi Delta Kappa has just confirmed a very special opportunity for LAUSD administrators to learn more about our new superintendent.

The USC Chapter of Phi Delta Kappa has announced that **Dr. John E. Deasy**, incoming superintendent of the Los Angeles Unified School District, will be this year's featured speaker at the Annual Emery Stoops Lecture Dinner. The dinner will be held Friday, January 28, 2011, at 6:00 p.m. at the USC Davidson Conference Center's Vineyard Room. The event is open to both members and nonmembers of PDK for \$36 per person, which includes a three-course dinner and parking through USC Gate #4. To register for the dinner, please contact **Dr. Guillermina Jauregui**, chapter vice-president, at gjauregu@lausd.net by Monday, January 24, to guarantee your place at this exclusive event. For more information, please contact **Lisa Regan**, chapter president, at lisa.regan@lausd.net or 323.271.3608.

LOS ANGELES URBAN TEACHER RESIDENCY PROGRAM

Administrators, here is information about an opportunity you may wish to share with aspiring teachers.

The Los Angeles Urban Teacher Residency (LAUTR), in collaboration with the Center for Collaborative Education (CCE) and California State University, Los Angeles (CSULA), is a 14-month intensive credential and master's degree program that provides teacher residents with rigorous, practical coursework connected to the experience of observing and working with a math or science mentor teacher for an entire school year in a reform-minded school in LAUSD. Residents continue as a teacher of record for a three-year commitment to LAUSD.

Residents earn a teaching credential, a master's degree, and valuable teaching experience. LAUTR provides a \$20,000 living stipend, a cohort of other beginning teachers, and side-by-side mentoring in an LAUSD classroom. For more information, please visit www.lautr.org or e-mail losangelesutr@gmail.com or contact **Molly Arevalo** at 213.804.9526.

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.

CLASSIFIED POSITIONS AVAILABLE

SENIOR POLICY ANALYST, MAYOR'S OFFICE OF EDUCATION

The Senior Policy Analyst will work with the Deputy Mayor of Education to carry out the Mayor's education policy agenda. Compensation will be negotiated within established annual salary range commensurate with demonstrated skills and work experience. Interested individuals should send a letter of interest and résumé to Alysha-Stein Manes at alysha.stein-manes@lacity.org.

PROGRAM AND POLICY DEVELOPMENT ADVISOR

The Los Angeles Unified School District (LAUSD) is seeking a highly qualified and motivated individual with extensive knowledge and considerable experience managing the entire life cycle of large-scale school reform initiatives. The individual chosen to fill this position will be part of the innovative team that will be setting strategic vision for the District's future. For information about this opportunity go to: <http://lausdjobs.lausd.k12.ca.us/appv1/main> or http://lausdjobs.lausd.k12.ca.us/appv1/main/pdf/ppda_monique.pdf.

CERTIFICATED POSITIONS AVAILABLE

INDUCTION DIRECTOR, LOS ANGELES URBAN TEACHER RESIDENCY

This is a full-time position housed at the Center for Collaborative Education's (CCE) Los Angeles offices. The Los Angeles Urban Teacher Residency (LAUTR) is a partnership with diverse organizations that are committed to creating excellent schools with high-quality teachers, and includes the CCE, CSU, Los Angeles, LAUSD, UTLA, key community organizations (Alliance for Better Communities, Families in Schools, CARECEN, and WestEd. Interested applicants should send a cover letter and résumé to W. Willis, Center for Collaborative Education, LAUTR, 2845 West 7th Street, Los Angeles, CA 90005 or wwillis@ccebos.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 School-Based and Nonschool-Based positions and click on any position to view the specific flyer.

PRINCIPAL, ELEMENTARY

Braddock Dr. ES & HG Magnet (3) MST 41, 4711 Inglewood Ave., Culver City, CA 90230
Braddock is an E Basis school. For information and application procedures contact **Sue Allen**, Principal Leader, at 310.914.2103. **Filing deadline is Friday, January 28, 2011.**

San Antonio ES (6) MST 42, 6222 State Street, Huntington Park, CA 90255
San Antonio is an E Basis school. For information and application procedures contact **José Hernandez**, Principal Leader, at 323.357.7998. **Filing deadline is Wednesday, February 2, 2011.**