

UPDATE

Week of July 14, 2008

PAYING IT FORWARD

For over thirty years, ever since former Superintendent Dr. **William J. Johnston** initiated the LAUSD health benefits program for eligible active and retired employees, District employees have been paying for their health benefits through reduced in-pocket compensation. The average health benefits inflationary cost increase for the past seven years has been approximately one percent per year of total compensation.

The fact that total compensation pays for active and retiree health benefits is important to know because the claim is made by some in the District that current benefit levels are too expensive to maintain. The one-percent annual increase belies this claim. From the start of the program, all employees, including nonbenefited, have contributed up to one percent of their potential for earned income in order to maintain their health benefits. This was done with the expectation that retiree benefits would also be available upon retirement if they stayed in the District long enough to maintain eligibility.

If an employee worked for the past thirty years, for example, that employee would have contributed 30% or more of compounded salary to his or her health benefits. And being that health benefits are on an annual pay as you go system, the District liability is always covered by the 1% or less increase in lieu of a 1% pay raise. And, in those years when the inflationary increase is less than expected, the unused funds have been put in a health benefits reserve and used to defray cost increases in succeeding years. In some years, no additional funds were required from the District.

The problem, as AALA sees it, is not with the funds needed to cover the annual inflationary increases in health benefit costs, but it is with the lack of good fiscal practice on the part of the District by not building this 1% total compensation need into the three-year projected budgets submitted to the County Office of Education. If this were done, the GASB accounting concern for long-range solvency would be met. No public or private entity worth its salt would submit budgets year after year that never reflect compensation increases for employees. A one-percent annual increase is beyond minimal when it comes to inflationary increases. In fact, the Cost of Living Adjustments (COLA) from the State of California have historically been much more than 1%, usually in the 2.5 – 5.0% range. As with any other District cost, be it gasoline, food, textbooks, etc., health benefits inflation is part of the cost of doing business, and again we state that is the reason for a State COLA.

This reasonable inflationary cost for eligible active and retiree health benefits has been covered and will continue to be covered by current employees taking 1% or less of their total compensation in health benefits for now and their future retirement. It is a prudent thing to do for them and their families, and it is a public acknowledgement by the District that health benefits are critical for the well-being of employees. LAUSD should be proud to provide health coverage now and in the future that is the model for others. **By paying the cost forward as part of their total compensation, all employees and the District are doing the right thing.**

FOR YOUR INFORMATION

WELCOME TO LAUSD EXTENSION

Westside Enrichment, a two-year pilot project created to develop fee-based, community classes at Westside Education and Career Center within the Division of Adult and Career Education, is going to be *extended* into a Districtwide program as of July 7, 2008. To reflect the new status, the program name has been changed from Westside Enrichment to **LAUSD EXTENSION**. This means that the Los Angeles Unified School District will be able to offer these valuable, short-term classes to interested adult students in community settings throughout the District. Local adult schools and other District educational institutions are expected to join in this new venture.

To this end, the District is opening up the opportunity for nonadult schools, K-12, to participate in this growing program. The goals of this new endeavor are to provide additional discretionary funds to participating schools through profit sharing; make additional teaching opportunities available to District employees; offer the opportunity to participate to all District schools; expand the scope of adult education to include nonmandated courses such as short-term/intensive classes, seminars, and lecture series; expand the reach of educational offerings in communities in which fee-based classes are normally not offered; maximize the use of existing facilities to offer low-cost, competitively-priced classes; and, finally and most importantly, be self-supporting.

The financial model of the program is set up in a "fee-based" structure. Modest and competitive class fees are charged for the courses. LAUSD EXTENSION receives no state or federal funding to pay the faculty. The instructors are paid solely with monies collected from the student class fees.

Benefits to Participating Schools

Participating schools will benefit from these community classes by profit sharing, providing additional teaching assignments to their regular instructors, meeting the specific short-term education needs of their communities, expanding course offerings at their schools, and identifying and sharing experienced instructors from other participating schools. In addition, the LAUSD Extension staff will be responsible for processing instructors and professional experts centrally for consistency, financial accounting, and student evaluation of instructors.

Responsibilities of Participating Schools

In return, participating schools will be responsible for identifying a staff member as a liaison to LAUSD Extension; identifying possible course offerings; offering classroom space and available scheduling times; identifying and assisting in the recruitment of instructors and professional experts; providing advertising space in school publications such as schedule of classes, brochures, press releases, and flyers; participating in a central marketing plan; and distributing advertising materials.

Principals who are interested in taking part in this new and exciting program should contact **Rene Smoller**, Director, LAUSD EXTENSION, at 310.914.3570 or rene.smoller@lausdextension.com.

POSITIONS AVAILABLE

Minimum Qualifications: Candidates are responsible for making sure all the District requirements for administrative positions have been met. AALA is not responsible for errors in publication.

NOTE: Please do not contact AALA for information regarding administrative positions. Use the listed contact phone number, or contact LAUSD Human Resources Division at 213.241.6886 or via e-mail at http://certificated.lausd.k12.ca.us/admin_vacancies.

PRINCIPAL, ELEMENTARY

Stanford Avenue School (6) MST 42, 2833 Illinois Avenue, South Gate, CA 90280
Stanford is an E Basis school. For information and application procedures contact **José Hernandez**, Director, School Support Services, at 323.278.3920. **Filing deadline is 4:30 p.m., Friday, July 25, 2008.**

Graham School (7) MST 42, 8407 South Fir Avenue, Los Angeles, CA 90001
Graham is an E Basis school. For information and application procedures contact **Verteane Bereal**, Director, School Services, at 323.242.1300. **Filing deadline is 4:30 p.m., Friday, August 1, 2008.**

Sunland School (2) MST 41, 8350 Hillrose Street, Sunland, CA 91040
Sunland is an E Basis school. For information and application procedures contact **Mercedes Velazquez**, Director, School Services, at 818.755.5428. **Filing deadline is 4:30 p.m., Friday, August 1, 2008.**

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST

Leapwood Avenue School (8) MST 37, 19302 Leapwood Avenue, Carson, CA 90746
Leapwood is a B Basis school. For information and application procedures contact **Valerie Moses**, Director, School Services, at 310.354.3400. **Filing deadline is Friday, August 1, 2008.**

Banneker Special Education Center (8) MST 37, 14024 S. San Pedro St., Los Angeles, CA 90061
Banneker is a LEARN/SBM B Basis center. For information and application procedures contact **Hector DuBon**, Director, School Services, at 310.354.3400. **Filing deadline is Friday, August 1, 2008.**

White Point School (8) MST 37, 1410 Silvius Avenue, San Pedro, CA 90731
White Point is a LEARN, B Basis school. For information and application procedures contact **Michael Romero**, Director, at 310.354.3400. **Filing deadline is 4:30 p.m., Wednesday, July 30, 2008.**

Langdon Avenue School (1) MST 38, 8817 Langdon Avenue, North Hills, CA 91343
Langdon is a YR 90/30 school. For information and application procedures contact **Berta Reynoso Cochario**, Director, School Support Services, at 818.654.3627. **Filing deadline is Friday, August 1, 2008.**

PRINCIPAL, ELEMENTARY (MST 40 + A Basis Equivalent Stipend, E Basis)

Partnership for L. A. Schools, 200 N. Spring St., Rm. 303, Los Angeles, CA 90012 213.978.8778
99th Street School, 9900 S. Wadsworth Avenue, Los Angeles, CA 90002
Figuroa Street School, 510 West 111th Street, Los Angeles, CA 90044
Ritter School, 11108 Watts Avenue, Los Angeles, CA 90059
For information and application procedures contact **April McFadden**, Office of the Mayor. **Filing deadline is Friday, July 25, 2008.**

POSITIONS AVAILABLE (Continued)

PRINCIPAL, SECONDARY

Los Angeles School of Global Studies (4) MST 40, 322 S. Lucas Avenue, Los Angeles, CA 90017

LA School of Global Studies is an E Basis, autonomous New Tech High School located on the campus of Miguel Contreras Learning Complex. For information and application procedures contact **Rosa Maria Hernandez**, Director, Secondary School Services, at 323.932.2221. **Filing deadline is Friday, August 1, 2008.**

Partnership for L. A. Schools, 200 N. Spring St., Rm. 303, Los Angeles, CA 90012 213.978.8778

Gompers Middle School (MST 44, A Basis), 234 East 112th Street, Los Angeles, CA 90061

Markham Middle School (MST 44, A Basis), 1650 East 104th Street, Los Angeles, CA 90002

Hollenbeck Middle School (MST 45, A Basis), 2510 East 6th St., Los Angeles, CA 90023

Stevenson Middle School (MST 45, A Basis), 725 S. Indiana St., Los Angeles, CA 90023

For information and application procedures contact **April McFadden**, Office of the Mayor. **Filing deadline is Friday, July 25, 2008.**

ASSISTANT PRINCIPAL, SECONDARY

Partnership for L. A. Schools, 200 N. Spring St., Rm. 303, Los Angeles, CA 90012 213.978.8778

Markham Middle School (MST 39, B Basis), 1650 East 104th Street, Los Angeles, CA 90002

Stevenson Middle School (MST 39, B Basis), 725 S. Indiana St., Los Angeles, CA 90023

Roosevelt High School (MST 40, A Basis), 456 South Mathews Street, Los Angeles, CA 90033

Santee Education Complex (MST 40, A Basis), 1921 South Maple Ave., Los Angeles, CA 90011

For information and application procedures contact **April McFadden**, Office of the Mayor. **Filing deadline is Friday, July 25, 2008.**

Jordan High School (7) MST 40, 2265 East 103rd Street, Los Angeles, CA 90002

Jordan is a B Basis school. For information and application procedures contact **Russ Thompson**, Director, Secondary School Services, at 323.242.1314. **Filing deadline is Friday, August 1, 2008.**

Wright Middle School (3) MST 39, 6550 West 80th Street, Los Angeles, CA 90045

Wright is a B Basis school. For information and application procedures contact **Amy Orringer**, Design Schools Liaison, Innovation Division, at 213.505.4097. **Filing deadline is Friday, August 1, 2008.**

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)

Jordan High School (7) MST 40, 2265 East 103rd Street, Los Angeles, CA 90002

Jordan is a B Basis school. For information and application procedures contact **Russ Thompson**, Director, Secondary School Services, at 323.242.1314. **Filing deadline is Friday, August 1, 2008.**

Ramona Community Day School (5) MST 38, 231 South Alma Avenue, Los Angeles, CA 90063

Ramona is a continuous enrollment A Basis school, 7-12. For information and application procedures contact **Marylou Amato**, Director, Secondary School Services, at 323.224.3173. **Filing deadline is Friday, August 1, 2008.**

Associated Administrators of Los Angeles

POSITIONS AVAILABLE (Continued)

ASSISTANT PRINCIPAL, SECONDARY (MST 40, A Basis)

MLA Partner Schools, 1035 S. Grand Avenue, 2nd Fl., Los Angeles, CA 90015, 213.745.4928

Manual Arts High School, 4134 South Vermont Avenue, Los Angeles, CA 90037

There are **2 POSITIONS AVAILABLE** with separate criteria and filing deadlines for each. For information and application procedures contact **Elsa Chagolla**, Chief Operating Officer. **Filing deadlines are Monday, July 28, 2008, and Tuesday, July 29, 2008.**

SPECIALIST, SECONDARY MATHEMATICS (Temp. Adv., MST 38, A Basis)

Local District 7, 10616 S. Western Avenue, Los Angeles, CA 90047 323.242.1341

Responsibilities include providing assistance with the implementation of the District Mathematics Plan, instructional guides, and periodic assessments. Requires 5 years of successful full-time certificated service, with 3 years as a secondary teacher. For information and application procedures contact **Irene Herrera-Stewart**. **Filing deadline is Friday, July 25, 2008.**

SPECIALIST, PSYCHIATRIC SOCIAL WORKER (MST 37, A Basis)

School Mental Health Services, 333 S. Beaudry Ave., 29th Fl., Los Angeles, CA 90017 213.241.3841

Responsibilities include supporting mental health services staff in the coordination and supervision of field work. Requires 5 years of successful full-time certificated service, 3 years working as a Licensed Clinical Social Worker (LCSW), a master's degree in social work, and a License in Clinical Social Work registered with the California Board of Behavioral Sciences. For information and application procedures contact **Gil Palacio**, Director. **Filing deadline is 4:30 p.m., Friday, August 1, 2008.**

PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Asst. Prin., EIS	Dearborn Street School	07/21/08	818.654.3604
Principal, Elementary	Albion Street School	07/25/08	323.224.3100
Asst. Prin., EIS	Westwood Charter School©	07/25/08	310.253.7100
Principal, Secondary	Central Los Angeles High School#9	07/31/08	323.932.2002
Asst. Prin., Secondary	Caroldale Learning Community	07/25/08	310.354.3400
Asst. Prin., Secondary	Birmingham High School (2 Positions)	1-07/21/08 2-07/25/08	818.654.3673
Asst. Prin., Secondary	Westchester High School	07/21/08	213.505.4097
Asst. Prin., SCS	City of Angels School	07/24/08	213.241.6895
Asst. Prin., SCS	Westchester High School	07/21/08	213.505.4097
Asst. Prin., SCS	Cochran Middle School	07/25/08	310.253.7156
Extended/Required Learning. Academy Administrator	Local District 6 -for Elizabeth Learning Center	07/25/08	323.278.3954
Specialist, English Learner	Local District 4	07/25/08	323.932.2281
Personnel Field Specialist	Human Resources Division	07/21/08	213.241.5103
Asst. Dir., Certificated Credentials & Contract Services	Human Resources Division	07/21/08	213.241.4669
Coordinator, Plan Writing	Specially Funded Programs Division	07/25/08	213.241.6990

HOME EQUITY ACCELERATION PLAN

Mr. Antione Turner, Wealth Concepts, Inc., previously has offered seminars on financial planning to AALA members. This is another topic that might be of interest to members. If you would like to explore the power of the Home Equity Acceleration Plan (H.E.A.P.™) and how it works, call Wealth Concepts at 310.524.9588 or email Antione Turner at antione@WealthConceptsOnline.com. **(This is informational only and not an endorsement of this product by AALA nor an advertisement.)**

RETIREMENT CELEBRATIONS

Name	Date/Time	Location	Contact
Barbara Kamon	Saturday, August 2, 2008 11:00 a.m. – 4:00 p.m.	The Reef on the Water 880 Harbor Scenic Dr. Long Beach	Martha Contreras 323.587.4235
Gwendolyn Brumfield	Friday, August 22, 2008 8:00 p.m.	Marina del Rey Hotel Bay View Ball Room 4100 Admiralty Way Marina del Rey	Patricia Johnson 213.749.8310 x212 pdj451@lausd.net
Michael Repp	Sunday, August 24, 2008 11:00 a.m. – 4:00 p.m.	The Reef on the Water 880 Harbor Scenic Dr. Long Beach	Hilda Muñoz 323.567.1488

SAVE THE DATE

CIF LOS ANGELES CITY SECTION GOLF TOURNAMENT – On Monday, August 25, 2008, the CIF Los Angeles City Section will be hosting its 2nd annual golf tournament at the Porter Valley Country Club, 19213 Singing Hills Drive, Northridge. Funds raised are used for student athletic programs and IAC Trust Fund. For tournament information contact **Vicky Lagos** at 213.207.2202 or Victoria.lagos@lausd.net.

BEYOND the BELL BRANCH GOLF TOURNAMENT – On Monday, September 22, 2008, Beyond the Bell will hold its inaugural Golf Tournament at Braemar Country Club, 4001 Reseda Blvd., Tarzana. All proceeds from this event will go to help BTB programs. For tournament information, call **Wendy** or **Dennis** at 213.241.7900.

IN MEMORIAM

H. SPENCER RAY – Former Head Counselor of San Fernando and Granada Hills high schools. He retired on June 30, 1976, and passed away on July 9, 2008. Memorial services will be held at Church of the Chimes, 14115 Magnolia Blvd., Sherman Oaks, CA, at 2:00 p.m., on Thursday, July 24, 2008. A reception will follow in Hamilton House, behind the church.

TENTATIVE ADMINISTRATIVE EXAM PROJECTION

The **tentative** schedule for certificated administrative examinations is listed below. **The schedule is subject to change based on budget considerations, need, priorities, staffing, and other unforeseen factors.**

2008/2009 School Year

Fall 2008 (to be announced Summer 2008)

Principal, Secondary

Spring 2009 (to be announced Fall 2008)

Assistant Principal, Elementary Instructional Specialist

Assistant Principal, Adult Counseling Services

**LATINO STUDENTS LACK CHANCES TO
LEARN ABOUT COLLEGE**

About half of Hispanic high school students in Indiana would be the first in their families to attend college, and most feel they can't afford higher education, according to *Learn More* Indiana's annual survey of high school freshmen and juniors, reports **Deanna Martin** of the Associated Press. "The majority of students are saying they want to go to college," Crouch said. "When asked if they have a plan or way to pay for it, they don't know." Following the road map to college -- a path filled with tests, applications and deadlines -- can be more difficult for students without family members who have gone to college. About a quarter of black and white 9th-grade students in the 2007-08 school year said no one in their household attended college, compared with 50 percent of Hispanic freshmen. Potential first-generation college students often face more obstacles than others in high school. Researchers say those teenagers frequently lack the rigorous academic preparation and family encouragement that others have. Sometimes parents without college degrees urge their children to get a job instead of continuing their education. But some Hispanic parents - especially those who have recently immigrated to the country - often push their children to get a college education, said **Lisa Sandoval**, Director of Communications at the Hispanic College Fund. "Parents realize they're exposing their children to opportunities they didn't have," Sandoval said. "The main barrier is knowing how and having the resources to actually pursue that education."

<http://www.indystar.com/apps/pbcs.dll/article?AID=/20080618/LOCAL/806180418/1013/NEWS04>

DEBATING THE COST OF FIRING BAD TEACHERS

In New York City, it often costs taxpayers \$250,000 just to fire one incompetent teacher, the Associated Press reports, and some teachers remain on the payroll even after a felony conviction, requiring their districts to hold disciplinary hearings in prison. Such situations illustrate a persistent problem in school districts around the country, and are part of an ongoing debate over education reform and the role of tenure. Argues one foe of tenure, **B. Jason Brooks** of the Foundation for Education Reform & Accountability: "Protecting jobs of adults without regard to how well their students perform almost certainly will lead to greater costs, stagnant academic achievement, and greater dysfunction of our public education system." But **Richard Iannuzzi**, president of New York State United Teachers, counters: "Tenure provides the right to due process. It is consistent with the American way; a person is innocent until proven guilty." According to the Center for Union Facts, from 1995 to 2005, a total of 112 Los Angeles tenured teachers out of some 43,000 faced termination, while in New Jersey, 47 teachers out of about 100,000 were fired in a 10-year period.

Read more at <http://www.msnbc.msn.com/id/25430476>

THE DEMISE OF FOR-PROFIT EDISON SCHOOLS

"After 16 years, endless controversy, and a sea of red ink, Edison Schools is no longer," blogs Education Sector co-director **Tom Toch** in "The Quick and the Ed." **Terry Stecz**, who replaced Edison's founder, **Chris Whittle**, as its chief executive last year, announced that Edison Schools would henceforth be known as edisonlearning, Toch notes, and the company intends to become a player in education software, focusing on student tracking systems and other "achievement management solutions." The work of running schools for mostly disadvantaged kids in poor neighborhoods proved a lot tougher, and less profitable, than the company had expected, says Toch. "Nor has the company been able to scare up much new business in the No Child Left Behind era, a period where states and schools systems have scrambled to find help in turning around the many failing schools identified by the law. Edison's competitors haven't fared much better."

See the blog at <http://www.quickanded.com/2008/07/company-formerly-known-as-edison.html>