

UPDATE

Week of January 21, 2008

REMARKS TO THE INNOVATION and CHARTER DIVISION COMMITTEE

— *by Mike O'Sullivan on January 16, 2008*

Chairperson Canter, committee members, staff, and audience, I am **Mike O'Sullivan**, President of AALA. I am pleased to have this opportunity to address you on the issue of Partnership Schools with this District.

You will recall that AALA (alone among all of the unions) stood with the District in defeating the very flawed **AB 1381** legislation that was nothing more than a blatant attempt to grab control of this District for political purposes. Also, you will recall, one of the primary arguments against the implementation of 1381 was that there was no planning behind it. There was no clear cut proposal from any proponent of 1381 as to how change would be stimulated for the better, and the Board of Education agreed with that analysis at that time.

It is clear to us that this Innovation Division Partnership business is nothing more than another attempt to disguise 1381 in a more palatable context, but we continue to note the same fatal flaw. **There is no plan, no clear-cut concept as to how we can move these schools forward. However, now it seems to have, at least, the tacit approval of the Board, very inexplicably.**

We have other issues as well, and I have recently expressed these to you in writing, with no response I might add.

1 . Documents published by the Innovation Division describing the "election" process clearly stated that part of the process would be an assessment of support for becoming a partnership school on the part of the management and nonteaching personnel at the school. That was summarily disregarded during the handful of sham elections.

MIKE'S REMARKS (Continued)

2. Not only were management personnel ignored, but the classified units in these schools do not appear to have had any input. I will leave that matter to their bargaining units to address.
3. Also, during all the discussions leading up to this "election," proponents of the Innovation and Partnership Schools concept repeatedly stated that all collective bargaining unit agreements would remain in force. Indeed, they had little choice because to do otherwise would have been an overt violation of collective bargaining law.
4. If that was indeed the intention, then why are Partnership personnel arranging planning meetings with school staffs and not even so much as sharing their thinking with AALA or any of the other units. UTLA is immediately in the loop, because they have representatives at these schools, but it appears the other bargaining units, at best, will be an afterthought.

Please do not make the mistake of thinking that AALA will allow any abrogation of employee rights and prerogatives under the guise of Innovation or Partnership agreements devised without our direct input.

The time has come for the Board to reemphasize the importance of keeping all parties to this process in the loop **PRIOR** to making decisions. We need to bring a halt to the inexperienced senior staff's "Decide and Announce" mentality before it really diverts everyone from the task of assisting schools to improve.

AALA wonders whether or not the superintendent, senior staff, and some members of the Board of Education have so little history that the important leadership of principals and all middle managers is not clearly understood. We ask the Board Members, the superintendent and his immediate staff, who will manage the schools and provide the needed leadership during the difficult times ahead?

AALA has a budget recommendation for the Board of Education and the Superintendent: Why not eliminate the Innovation Division, or merge it into the High Priority Schools and, therefore, eliminate several recently added staff positions?

Last thought..... When did the Board of Education become completely irrelevant with regard to the Partnership Schools process? Why would a Board Member feel compelled to ask the staff member speaking for the Innovation Division, "How were these elections conducted anyway?" That clearly suggests the Board of Education never even reviewed nor approved the process in advance....very strange times, indeed!

W-2 UPDATE FROM BEAUDRY

Your W-2 is the only official and accurate record of your 2007 earnings. This is always true but this year even more so because: (i) the first pay check of the year was produced on the old system, (ii) due to a variety of issues, many employees were occasionally paid outside of the new system and finally, (iii) returned overpayments are still being calculated into the final W-2s. For these reasons, the year-to-date totals on your final pay stub of the year may not be an accurate reflection of your full 2007 earnings amount.

After much testing and analysis, we are confident that the W-2s will be within an acceptable error rate for an organization of this size and complexity, having gone through a similar conversion of systems. Accuracy of the W-2 is defined as being an accurate statement of the dollars distributed from the District to you in 2007 and the taxes withheld on your behalf. Our massive effort to stabilize the payroll system has greatly contributed to our ability to produce accurate W-2s for our valued employees.

Given the volume and complexity of producing approximately 120,000 W-2s, they will be released in waves so do not be alarmed if a colleague receives his/hers before you. All W-2s will be in the mail in time to comply with the federal deadline of January 31.

As with any organization and as in past years, there probably will be a small number of errors and/or missing W-2s. For those few employees who experience a problem, an amended W-2, known as a W-2C, can and will be issued. Details of the process for assisting those individuals will be communicated by the District directly to employees at the same time the W-2s are issued.

We sincerely appreciate your continued patience as we complete this first year with the new payroll system. Please continue to look to the LAUSD Payroll website for additional updates.

AALA REPRESENTATIVE ASSEMBLY MEETING

The next Representative Assembly meeting is **Thursday, January 31, 2008**, at 4:30 p.m., at the AALA offices. **Please RSVP to AALA** at 213.484.2226 or email to rsvp@aala.us.

2008 AALA CALENDAR OF EVENTS

January

- 26 Academic Decathlon – Speech/Interview/Essay events at Bravo HS
- 31 **Representative Assembly meeting**

February

- 2 Academic Decathlon – Objective tests/Super Quiz at UCLA
- 5 Academic Decathlon – Awards Banquet at L.A. Convention Center
- 18 Presidents' Day Holiday

March

- 3 **Executive Board meeting**
- 3 WEL Mentor Dinner at Kyoto Grand Hotel and Gardens (formerly New Otani Hotel)
- 9–10 CCAE State Legislative Days
- 17–21 Spring Recess
- 27 **Representative Assembly meeting**
- 28 Scholarship/Community Award applications due

April

- 14 **Executive Board meeting**
- 19 Eve of Passover
- 19 AEIOU Dinner Dance at Casa Italiana
- 20 Passover
- 23 **AALA Retirees Luncheon at The Center at Cathedral Plaza**
- 25–26 CAUSA Conference in San Diego

May

- 1 – 3 CCAE State Conference at DoubleTree Hotel in San Diego
- 3 CMAA Leadership Conference/Scholarship Luncheon at Millennium Biltmore Hotel
- 15 **Representative Assembly meeting**
- 16 CCAE Certificated Awards Dinner
- 17 WEL End-of-Year Brunch at Marina Del Rey Hotel
- 18 AJE Scholarship Brunch (tentative)
- 21 AAPA Scholarship Dinner at Empress Pavilion Restaurant
- 22 **AALA Scholarship/Community Awards Banquet at Millennium Biltmore Hotel**
- 26 Memorial Day Holiday
- 29 ACSA-Region XVI Awards Banquet at Casa Italiana

June

- 2 **Executive Board Installation Dinner**
- 7 COBA Black Child Conference/Scholarship Luncheon
- 23 Adult Division Year-End Luncheon at Maggiano's (tentative)
- 27 Adult Division Scholarship Foundation Golf Tournament (tentative)

Note from Board Member TAMAR GALATZAN: "Innovation"

The following article is reprinted from the January 18, 2008, issue of the "Galatzan Gazette," the newsletter published by LAUSD Board Member *Tamar Galatzan*.

Anyone who pays attention to the Los Angeles Unified School District will hear "innovation" mentioned several times. It's the magic word at LAUSD these days. In that spirit, here are some examples of what innovation means to me:

- Training a skilled staff to effectively run the BTS system after outside experts move on to other projects.
- Providing a sufficient number of up-to-date computers – and the IT specialists to run them – to every school in the District.
- Navigating through the current budget crisis without harming the educational programs that have succeeded and without doing further damage to a school police force that is already overextended.
- Keeping Board meetings to a manageable length – no more than four hours.
- Building a reputation for excellence that will bring students back to LAUSD schools.

By the way, neither the District nor the Board has ownership of innovation. If you have ideas you would like to contribute, feel free to contact my office at 213.241.6386.

LOCAL UNIVERSITY TIER II ADMINISTRATIVE CREDENTIAL PROGRAMS

University	Length of Program	Cost
CSU, Northridge	1 Semester	\$1,500
Azusa Pacific	4 Semesters	\$495 per unit
CSU, Los Angeles	Summer Institute (4 meetings)	\$3,000
Loyola Marymount	1 Semester	\$2,500
National	3 Months (3 classes)	\$3,900
Cal Lutheran	Embedded in Doctorate Program	TBD
CSU, Dominguez Hills	Summer Program (4 meetings)	\$1,950

WHAT'S HAPPENING WITH FACILITIES IN LAUSD?

The Facilities Committee is a Board of Education Committee that meets monthly to collaborate with staff, hear comments from the public, and make recommendations to the Board as a whole on facility projects.

Chaired by Board Member **Yolie Flores Aguilar**, with members **Mónica García**, **Marguerite LaMotte** and **Richard Vladovic**, there are external representatives from the Bond Oversight Committee, AALA and Parents that take an active part in the discussion.

The District is involved in the largest modernization project in the nation! More new schools have been built within the last three years than the previous two decades. With resources coming from the BB Bond program, Measures K, R and Y, the State and through Joint Use Projects, the District plans call for \$550 million in construction starts for the year 2007/2008. Originally, Proposition BB (passed in 1997) contained more than 10,000 projects. So far, 97% of the projects selected under BB Bonds have been completed. By December of 2008, all safety and technology projects such as internet connection at all schools, PA systems, bells and tones, and telephone for 911 access will be completed.

The Facilities Department has made great improvement in serving the schools. An example is the "Nordstrom-like" warehouse where principals that are opening new schools can go shopping for the furniture for that school.

It is most encouraging to hear that a Project Control Center manned by staff representing all phases of construction, working full time, has been established to address problems in completing projects.

The District is on-track to have all schools on two semesters by the 2012/2013 school year, with all students attending neighborhood schools; involuntary busing eliminated; Concept 6 calendar eliminated; and all new secondary schools created with Small Learning Communities.

Guy Mehula, Chief Facilities Executive, and his staff, have provided excellent stewardship for these multimillion-dollar projects.

It is my privilege to represent AALA on this committee. For comments, questions or concerns regarding facilities, please contact me at: robert.kladifko@csun.edu

Robert Kladifko, Retired Member
Assistant Professor
Department of Educational Leadership and Policy Studies
California State University, Northridge

POSITIONS AVAILABLE

Minimum Qualifications: Candidates for **LEARN, SBM, and Charter School** positions, unless otherwise noted, must currently be serving in the class for which they are applying, or on the eligibility list for the class. If fewer than 5 eligibility list candidates apply, other qualified candidates from within and outside the District may be considered. Valid California administrative credentials are required for all positions posted here. 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 pd-admin@lausd.k12.ca.us or <http://certificated.lausdk12.ca.us/certificated>.

ASSISTANT PRINCIPAL, SECONDARY

Bancroft Middle School (4) MST 39, 929 North Las Palmas Avenue, Los Angeles, CA 90038

Bancroft is a B Basis school. For information and application procedures contact **Philip Naimo**, Director, School Support Services, at 323.932.2221. **Filing deadline is Wednesday, January 30, 2008.**

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)

Wilson High School (5) MST 40, 4500 Multnomah Street, Los Angeles, CA 90032

Wilson is a B Basis school. For information and application procedures contact **Guadalupe Paramo**, Director, Secondary School Services, at 323.224.3124. **Filing deadline is Friday, February 1, 2008.**

Bravo Medical Magnet High School (5) MST 39, 1200 N. Cornwell Street, Los Angeles, CA 90033

Bravo is a B Basis school. For information and application procedures contact **Guadalupe Paramo**, Director, Secondary School Services, at 323.224.3124. **Filing deadline is Friday, February 1, 2008.**

SPECIALIST, PERIODIC ASSESSMENTS (MST 38, A Basis)

Instructional Support Services, 333 S. Beaudry Ave., 24th Fl., Los Angeles, CA 90017 213.241.7001

Responsibilities include assisting in the implementation of the District's *Periodic Assessment* program to increase student achievement. Requires 5 years of successful full-time public school experience and ability to travel. For information and application procedures contact **Joan Evans**, Director, Standards-Based Education. **Filing deadline is Thursday, January 31, 2008.**

COORDINATOR, SECONDARY LITERACY/ENGLISH-LANGUAGE ARTS (MST 41, A Basis)

Instructional Support Services, 333 S. Beaudry Ave., 25th Fl., Los Angeles, CA 90017 213.241.8291

For Local District 6. Responsibilities include establishing and maintaining the support necessary for secondary schools to effectively implement researched-based and standards-aligned instruction as defined by District plans, initiatives, and policies. Requires 8 years of successful full-time public school secondary certificated experience, with 2 years in a secondary management role. For information and application procedures contact **Arzie Galvez**, Director, Secondary Literacy Branch. **Filing deadline is Monday, February 4, 2008.**

Associated Administrators of Los Angeles

POSITIONS AVAILABLE (Continued)

PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Principal, Secondary	University High School	01/30/08	310.253.7156
Asst. Prin., Secondary	Southeast High School	01/28/08	323.278.3900
Asst. Prin., Secondary	Los Angeles High School EXTENDED TO	02/06/08	310.253.7111
Asst. Prin., Elementary	92 nd Street School	01/28/08	323.242.1300
Asst. Prin., EIS	Arlington Heights School	01/29/08	310.253.7123
Asst. Prin., EIS	Richland Avenue School	01/30/08	310.253.7100
Sel - Achievement Gap Specialist	Closing the Gap branch	01/30/08	213.241.3340
Asst. Superintendent, Adult & Career Education	Human Resources Division	01/30/08	213.241.6356
Director, High Priority Schools	Human Resources Division	01/30/08	213.241.6356
Human Resources Technology Project Manager	Human Resources Division	01/30/08	213.241.6356
Specialist, Personnel Research & Assessment	Human Resources Division	01/30/08	213.241.6359

AALA IS GOING GREEN!!

In the near future, AALA is going to make its contribution to the conservation of trees. We will be paperless! We shall make it possible for members to receive the UPDATE online on the same day it is published, usually on Thursday (if that is your decision).

AALA is in the process of upgrading it's website as well, and soon you will be able to have easier access to more information.

IT'S ALL COMING SOON! WATCH FOR IT!

IN MEMORIAM

DR. MARTA BIN – Former Cluster Administrator, Administrator, High Schools Division, Principal of Belmont High School, Principal of Virgil Middle School. She retired in May 2000, and passed away on January 19, 2008. The Belmont High School Alumni Association is sponsoring a **Marta Bin Scholarship** to honor her in a way she would appreciate, helping deserving students. If you would like to contribute to the scholarship, make out a check payable to Belmont High School Alumni Association with a notation indicating "Marta Bin Scholarship." Mail contributions to Belmont High School, 1575 W. Second St., Los Angeles, CA 90026. Mark the envelope: Attention Belmont HS Alumni Association.