

UPDATE

Week of November 3, 2008

HOPE TRUMPS FEAR

Congratulations to President-elect **Barak Obama** for his historic presidential victory. His campaign was uplifting in many respects but none more than the feeling of hope that he engendered. A deteriorating economy, potential terrorist threats, and global warming are among many concerns that make fear inevitable. However, when hope is expressed in no uncertain terms, fear has a chance to be interpreted as challenges, and challenges may soon become solutions.

Just as our country has had to face its fears and our President-elect has brought hope and spirit to bear on our problems, LAUSD must bring the same emotional tone to employees facing the fear of a District budget that causes anxiety to spread among them. When the Superintendent and Board of Education Members constantly stress the need for budget cuts without ever referencing some reassurances for employees, hope fades rapidly. When employees are directed to balance the District budget through furloughs, loss of buy-back days and possible health benefit reductions, depression replaces hope and spirit is diminished.

AALA has had an ongoing concern that employees are not recognized in the three-year budget projections that the District sends to the County Office of Education. This lack of acknowledgement undermines hope. Zero percent salary increases in the future is a morale killer! If the Superintendent in his infinite wisdom budgeted a mere one percent of the total District budget for salary increases, all employees would feel more valued. A mere one percent will secure rightful health benefits and provide employees some peace of mind.

Budgets are made based on priorities. **What is a more important priority than the well-being of the hardworking employees in all bargaining groups who serve the children of this District?** Inflationary increases in goods and services are reflected in the three-year budget projections, but not for health benefits or other employee benefits. **The District leadership should not discount employees.**

AALA respectfully requests that the Superintendent and the Board of Education replace employee anxiety and fear with hope. Employees are rational people who understand that times are tough. We HOPE that District leadership is rational and understands that all employees need to feel valued and respected as well. Hope usually does trump fear, and it springs eternal in the hearts of LAUSD employees. **Mr. Superintendent, give all employees something meaningful for which to hope!**

LOS ANGELES UNIFIED SCHOOL DISTRICT
Office of the Senior Deputy Superintendent

Inter-Office Correspondence

To: To All LAUSD Employees **Date:** October 31, 2008
From: Ramon C. Cortines, Senior Deputy Superintendent
Subject: **BUDGET INFORMATIONAL MEETINGS**

As indicated in the Superintendent's letter to all employees, informational meetings regarding budget have been scheduled as follows:

Date: Monday, November 10, 2008
Time: 4:00 p.m. to 5:00 p.m.
Location: Polytechnic Senior High School - Auditorium
12431 Roscoe Boulevard
Sun Valley, CA 91352

Date: Thursday, November 13, 2008
Time: 4:00 p.m. to 5:00 p.m.
Location: LAUSD Central Administrative Offices - Board Room
333 S. Beaudry Avenue
Los Angeles, CA 90017

Date: Monday, November 17, 2008
Time: 4:00 p.m. to 5:00 p.m.
Location: El Sereno Middle School - Auditorium
2839 N. Eastern Avenue
Los Angeles, CA 90032

The above-mentioned meetings are open to all District employees. The purpose of these informational meetings is to provide information and answer questions about the District's current financial situation and plans for addressing the grim State funding outlook. Additional meetings will be scheduled if deemed necessary.

SAVE THE DATE

THURSDAY, NOVEMBER 20, 2008 – The **Elementary Principals' Organization** will meet at the California Endowment, 1000 N. Alameda Street, Los Angeles from 8:00 a.m. to Noon. For information, call **Christopher Ortiz**, at 323.269.0581.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES 2008-2009 MASTER CALENDAR

November

Fri.-Sat.	7/8	ACSA Conference - Grand Hyatt Hotel, San Diego
Friday	7	CCAE Fall Awards Dinner - Casa Italiana
Tuesday	11	Veterans Day
Monday	17	<i>Executive Board Meeting</i>
Wednesday	19	AAPA Bring Your Boss to Dinner - Empress Pavilion
Wed. - Fri.	19 - 21	CAROCP-Angelino Chapter State Conference - Rancho Mirage
Thurs./Fri.	27/28	Thanksgiving

December

Mon. - Fri.	1 - 5	AALA Scholarship Applications to schools
Fri. - Sun.	5 - 7	AAPA Las Vegas Conference
Friday	5	CMAA Winter Social
Saturday	6	COBA 40th Anniversary Celebration - African American Museum
Monday	22	Winter Recess begins - Single-Track Schools (to 1/9/09)
Wednesday	24	Winter Recess begins - Three-Track Schools (to 1/2/09)

January

Thursday	1	New Year's Day Holiday
Monday	12	<i>Executive Board Meeting</i>
Monday	19	Martin Luther King, Jr., Holiday
Mon. - Fri.	19 - 23	Mail Community Award applications to members
Monday	26	WEL Winter Social (Guest Speaker)
Thursday	29	Representative Assembly
Saturday	31	Academic Decathlon - Speech/Interview/Essay Events - Bravo

February

Saturday	7	Academic Decathlon - Objective Tests/Super Quiz - UCLA
Thursday	12	Administrative Interest Groups - Breakfast Meeting - AALA
Thursday	12	Academic Decathlon Awards Ceremony - LA Convention Center
Monday	16	Presidents' Day
Friday	20	CAROCP-Angelino Chapter Student Scholarship Fundraiser

March

Sun.-Mon.	1/2	CCAE Legislative Day - Sacramento
Monday	2	<i>Executive Board Meeting</i>
Sun. - Mon.	15/16	CAROCP Legislative Day
Monday	23	WEL Mentor Dinner (Guest Speaker)
Thursday	26	Representative Assembly
Saturday	28	AEIOU Dinner Dance - Casa Italiana

Senator Barack Obama wrote this letter to the NEA reaffirming his intent to eliminate the GPO/WEP.

BARACK OBAMA

October 22, 2008

Dear NEA Members,

I appreciate the opportunity to share a few thoughts about your retirement and what I will do to protect you and make sure you get the benefits you've earned. Nobody should be penalized for serving our children, and that's why I support repealing the GPO/WEP and will work to do so as President.

As you know, the Windfall Elimination Provision and the Government Pension Offset have a serious detrimental impact on hundreds of thousands of educators and your spouses. That's why as a Senator I co-sponsored the Social Security Fairness Act, which would repeal these provisions. The first provision cuts the spousal benefits of some public employees; while the second cuts the Social Security benefits that some public employees earned themselves.

These provisions also hurt police officers, firefighters, and other public employees. I believe that we have a responsibility to take care of workers who have devoted their lives to public service and that we shouldn't discourage young people from working in these essential jobs at a time when so many teachers are at or near retirement age and we're struggling to replace them.

I will work to repeal GPO and WEP, but I won't stop there. We need to think now about how we provide retirement security for today's retirees and workers retiring 20 or 30 or more years down the road. Let me tell you about my comprehensive plan.

It starts with protecting Social Security. It is one of the most successful social programs in American history, and we need to preserve and maintain it, without risky privatization plans. I will work to forge a bipartisan consensus that will keep the program financially secure for future generations. I will also encourage personal savings and hold companies to their pension promises by reforming the bankruptcy code so that companies do not use it to take benefits away from their workers. And since almost half of full-time workers do not have a job with a retirement savings plan, my retirement security plan will automatically enroll workers in a workplace pension plan. I will also expand the existing Savers Credit to match 50 percent of the first \$1,000 of savings for families that earn under \$75,000, and make the credit refundable. Coupled with the automatic workplace pension plan, this proposal will stimulate tens of millions of new Americans to invest for their retirement.

Improving retirement security for educators through sensible steps like these will be a high priority for me as President. I greatly appreciate the support I have from the NEA, and I look forward to working with you as President to create the changes we all want to see in our country.

Sincerely,

Barack Obama

ADDITIONAL PAYROLL AND NONPAYROLL RESOURCES

The following table provides guidance on obtaining assistance with issues that may affect your payroll.

TYPE OF ISSUE	CONTACT
Time Issues <ul style="list-style-type: none"> • Missing time • Time has been incorrectly reported 	Check with your time keeper Have your time keeper run the "Display Working Times CATS - DA " report and review your reported time with you If additional assistance is needed, have your time keeper contact the BTS Support Desk at (213) 241-5200, ext. 6
Rate Step/Schedule Leaves	Classified Employees: contact Personnel Commission (213) 241-7800 or (213) 241-6300 (Beaudry, 12 th Floor) Certificated Employees: contact Human Resources (213) 241-5300 (Beaudry, 14th Floor)
Workers' Compensation	Issues regarding a claim and/or claim status: Sedgwick Claims Management Services (866) 247-2287 Payroll issues: Workers' Compensation Payroll Unit (213) 241-2859 General information: Workers' Compensation Department (213) 241-3139
Tax Sheltered Annuity (TSAS) and 403b	Risk Management, Benefits Administration (213) 241-4262
Garnishments	Garnishments (213) 241-3190 (Beaudry, 27th Floor)
Deductions <ul style="list-style-type: none"> • Tax • Union dues • Credit union • All deductions except garnishments 	Deductions (213) 241-3187 (Beaudry, 27th Floor)
Direct Deposit Retired Employees Substitutes	Direct Deposit Unit (213) 241-2933 or 2931 Retirement Unit (213) 241-3197 Start with your time keeper If additional help is needed: <ul style="list-style-type: none"> • Certificated substitutes: Certificated Substitute Unit (213) 241-6117 • Classified substitutes: Personnel Commission Employment Transaction Services Branch (213) 241-6300 Division of Adult and Career Education (213) 241-3150 Employee Service Center (213) 241-6670
Adult Education	Division of Adult and Career Education (213) 241-3150
General Information	Employee Service Center (213) 241-6670

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.

NOTE: Effective Friday, October 24, 2008, the District implemented a hiring freeze on all certificated school-based and nonschool-based positions.

PRINCIPAL, ELEMENTARY

Chandler School (2) MST 40, 14030 Weddington Street, Van Nuys, CA 91401
Chandler is an E Basis school. For information and application procedures contact **Jack Bagwell**, Director, School Services, at 818.755.5300. **Filing deadline is Friday, November 14, 2008.**

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST (EIS)

Canyon School (3) MST 37, 421 Entrada Drive, Santa Monica, CA 90402
Canyon is a B Basis school. For information and application procedures contact **Gay Havard**, Director, Elementary Support Services, at 310.253.7123. **Filing deadline is Friday, November 21, 2008.**

INSTRUCTIONAL SPECIALIST (Temp. Adv., MST 40, A Basis)

Local District 6, 5800 S. Eastern Avenue, 5th Floor, Commerce, CA 90040 323.278.3900
For Huntington Park High School – Responsibilities include providing teacher support to implement standards-based, culturally relevant pedagogy, and District instructional initiatives. Requires 5 years of successful full-time public school certificated service, with 3 years as a teacher, 2 years at a middle or senior high school, and 1 year of verifiable experience in a nonclassroom leadership position such as coordinator, instructional coach, or dean. For information and application procedures contact **Albert Castillo**, Director, School Services. **Filing deadline is 5:00 p.m., Friday, November 21, 2008.**

EXTENDED/REQUIRED LEARNING ACADEMY ADMINISTRATOR (MST 39, B Basis)

Local District 1, 6621 Balboa Blvd., Lake Balboa, CA 91406 818.654.3644
For Columbus Middle School - Responsibilities include assisting the principal and the Beyond the Bell Branch in the operation and administration of the Extended/Required Learning Academy, the Supplemental Educational Services, and all other academic intervention programs. Requires 5 years of successful full-time public school certificated service, with 3 years as a classroom teacher in a K-12 program, and 1 year of verifiable leadership experience such as coordinator, instructional coach, or dean. For information and application procedures contact **Lynda Schwarz**, Director, School Services. **Filing deadline is 12:00 p.m., Friday, November 21, 2008.**

PREVIOUSLY ANNOUNCED POSITION STILL AVAILABLE

Position	Location	Deadline	Contact
Principal, Small Schools	Bruin Community School	11/10/08	323.932.2002

BRAVO MEDICAL MAGNET IN U. S. PUBLICATION

Francisco Bravo Medical Magnet High School is featured in a new U. S. Department of Education publication on successful magnet high schools. The report is part of the department's series on innovations in education around the country. Here are some excerpts from the three-page article:

High levels of achievement and motivation are not hard to find along the corridors and in the classrooms at Francisco Bravo Medical Magnet High School (Bravo). Display cases show recent awards: a National Title I Distinguished School plaque hangs next to photos of students, community members, and administrators at a ceremony celebrating Bravo's 2006 recognition as a National Blue Ribbon School. (Both award programs honor schools for their academic excellence; the former is administered by the National Association of Title I Directors, the latter by the U.S. Department of Education.) Nearby posters, including one titled "Determination of Neurostimulating Electrode Surface Area Using Electrochemical Impedance Spectroscopy," exhibit students' academic excellence in the medical field and summarize their research projects conducted with university faculty and biomedical researchers.

Such accomplishments signal Bravo's rigorous curriculum. Students are motivated because if they do well, they will qualify for a program that enables them to become certified nursing assistants and find employment as paraprofessionals in a California health-care center. Bravo's principal **Maria Torres-Flores** sums up the school's ambitious aim: "Our belief is that every student that comes through our doors can and will be successful. It's not just about graduating from high school, but about continuing their education and going on to college." Of its 2007 graduating class, 94 percent went on to two- or four-year colleges.

Bravo's 74 faculty members serve 1,723 students. Forty percent of its students live in the Boyle Heights neighborhood, although the school draws the balance of its students from all backgrounds and from various areas of LAUSD. Bravo has successfully realized its goal: All students complete California's "A-G" course work for college admission. A second option available to students may include a community college, occupational center, technical school, or other postsecondary training programs.

Though students at Bravo vary in achievement levels, assistant principal **Felipe Caceres** explains that Bravo's administrators have "challenged the faculty to look at the composition of the more rigorous classes such as AP courses so that the underrepresented minorities are a part of that." Bravo offers an Advancement Via Individual Determination (AVID) program, which provides support to the academically average so that they can be placed in more rigorous classes. It requires a 7:1 student-to-tutor ratio, and teaches students foundational strategies like note taking and organizational skills that help them thrive in all their classes, and even into college.

In 2005, Bravo became one of the very few Title I high schools that had surpassed the 800 Academic Performance Index (API) target set by the state of California.

To read the complete report go to:

http://www.ed.gov/admins/comm/choice/magnet-hs/report_pg17.html#sec17

**SUMMER 2009 TIER II IN THAILAND
& Certificate in International Leadership**

Join a select group of school administrators for this highly rated and well-respected program! The SUMMER program was designed in collaboration with the University of California, Irvine's FastTrack Tier II Program, and will support candidates completing Tier II requirements. Share this information with a colleague. And, yes, spouses (significant others), family, and friends may also come and "vacation" while you will be working during the weekdays--and we can assist in their travel arrangements, too.

Dates: July 20-30, 2009, in Chiang Mai, Thailand

Cost: \$3,560 (International Program, Tier II tuition, flight, & hotel) or \$2,990 without Tier II

For further information contact **Linda Orozco**, Ph.D., at Orozco@Leadership-Innovation.org or 949.413.5483 or <http://leadership-innovation.org>.

**CONGRATULATIONS MASTER PROGRAM
INSTITUTE GRADUATES**

Gina Smith-DeVille, Director, Leadership Academy, and **Mike O'Sullivan**, President, AALA, presented completion certificates to twenty-five district staff members for successfully completing the Master Program Institute, an intensive training program focused on the preparation of master schedules for middle and high schools. The graduates included the following LEAD interns: **Mauricio Arocha, Nathan Arredondo, Douglas Brown, Lakisha Clark, Eric Diaz, Kimberly Haywood, Christian Horton, Tunua Johnson, Joshua Klarin, Claudia Lara, Donald Moorer, Masaya Mura, Beverly Pearson, Kaylyn Redmond, and John Vladovic**; current APSCS's and secondary counselors: **Heather Armas, Catherine Diaz, Eimen Hernandez, Young Kim, Alex Revel, Salvador Rodriguez, Vithrel Searchwell, Barbara Trees, and Amie Whiteley**; and principal, **Edward Colacion**. The Institute facilitator was **Aminika Readeux**, Coordinator, Leadership Academy. She was assisted by **Jim Bryan, Maggie Connelly, Robin Day, Lew McCammon, Judi O'Sullivan, Jane Pollock, Rose Rao, Julie Ronquillo, and Carolyn Woo**, APSCS mentors; **Shelley Loftus**, School Improvement Facilitator, Local District 2: and **Cindy Cordova**, Secondary Coordinator, Local District 5. **Penny Brown, Desdra Butler, Dana Perryman, and Lynn Williams**, Leadership Academy Coordinators, and **Chris Mendez**, ITAF, provided invaluable support. **CONGRATULATIONS TO ALL!**

NOTE: DUE TO THE **THANKSGIVING HOLIDAY**, *UPDATE* WILL NOT BE PUBLISHED THE WEEK OF NOVEMBER 24, 2008.