

UPDATE

Week of January 19, 2009

RUMOR CONTROL

Many members have called inquiring about certain issues currently being considered by the District. We feel a need to restate what is known at this time:

1. Changes in the Health Benefits programs - There are **NONE** as of Thursday, January 22. There are proposals and counter proposals going back and forth between the District and the Joint Union Negotiating Committee, but nothing has been finalized.
2. Likewise, there have been no final decisions relating to cuts, bump backs, or anything else related to midsemester changes. Once again, everything is still being reviewed and considered.
3. There have been no final decisions relating to the Early Retirement options previously announced by the Board. We expect something fairly soon.

Please be patient, and know that your staff at AALA will be carefully watching all developments in both of these areas.

BILL TO REPEAL SOCIAL SECURITY OFFSETS REINTRODUCED

Representatives **Howard Berman** (D-CA) and **Buck McKeon** (R-CA) have reintroduced the Social Security Fairness Act to repeal the Government Pension Offset and Windfall Elimination Provision. **The new bill number is H.R. 235.** The previous bill, which had over 300 cosponsors, expired at the end of the last Congress. When the new Congress convened the first week in January, the sponsors immediately reintroduced the bill demonstrating their strong support for the issue and desire to send a message about its importance to their congressional colleagues.

The bill was introduced with over 80 cosponsors (a sampling listed below). We expect the Senate version to be re-introduced shortly.

ACTION NEEDED: Contact Members of Congress immediately and urge them to cosponsor

H.R. 235 – the new Social Security Fairness Act. Concentrate on members who are not currently listed as cosponsors as well as all new members of Congress. In addition, a thank-you call or message to current cosponsors would be appreciated.

BILL TO REPEAL SOCIAL SECURITY OFFSETS REINTRODUCED (Continued)

OUR GOAL: Rebuild the cosponsor list as quickly as possible to show momentum and convince congressional leaders to take action on the bill.

Current California delegation cosponsors of H.R. 235 include: Baca (D-CA), Berman (D-CA), Bilbray (R-CA), Capps (D-CA), Farr (D-CA), Filner (D-CA), Gallegly (R-CA), Harman (D-CA), Honda (D-CA), Lofgren (D-CA), McKeon (R-CA), Miller, George (D-CA), Sanchez, Linda (D-CA), Schiff (D-CA), Sherman (D-CA), Stark (D-CA), Tauscher (D-CA), Waxman (D-CA) and Woolsey (D-CA).

Special thanks to **Bill Lambert**, retired UTLA government relations officer, who has spearheaded the effort to pass the Social Security Fairness Act.

REMINDER – REPRESENTATIVE ASSEMBLY MEETING

The second of our four REPRESENTATIVE ASSEMBLY meetings is scheduled for **Thursday, January 29, 2009**. The format will be the same as in past years: 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 this year. The agenda will include a review of our bargaining proposals for this year, the latest information on health benefits and a sharing of department concerns that arise from the caucuses.

Please RSVP your attendance to AALA at **213.484.2226** or email to rsvp@aala.us so that we may adequately prepare for the meal.

ACADEMIC DECATHLON VOLUNTEERS NEEDED

The 2009 LAUSD Academic Decathlon competition, the 28th annual, will be held on Saturday, January 31, 2009, at Bravo Medical Magnet High School and Saturday, February 7, 2009, at UCLA. Past support by administrators and teachers for this competition has been outstanding, and that support is needed again this year, especially at Bravo for the Speech and Interview events. Volunteer applications are available at all participating high schools, Local District offices, and at www.acadecala.net. Contact **Cliff Ker** at 818.654.3714 or at cliff.ker@lausd.net if you have any questions.

ATTENTION HIGH SCHOOL PRINCIPALS

This is an excellent opportunity for one of our teachers. You might wish to share it with appropriate staff at your school.

TEACH IN JAPAN at a public high school, August 2009 – July 2011. Sister City program seeks an experienced teacher in ESL, ELA, sheltered English or foreign language at the secondary level. Flexibility, cross-cultural sensitivity and a two-year commitment required. Return rights to District. Call (323) 290-2175 or (310) 710-7634. (Early evenings only, please.) Complete information:

<http://LANSCAteachr.googlepages.com>.

FAMILY CARE AND MEDICAL LEAVE

Family Care and Medical Leave can help protect you and your job. It is in our contract – **ARTICLE 16.0**. Here are a few questions and answers to assist you:

What is a Family Care and Medical Leave?

The Family Care and Medical Leave is a benefit that was made available under the federal Family and Medical Leave Act of 1993 and the California Family Rights Act of 1991.

Who is entitled to use this leave?

Any employee who has been employed for at least 12 months immediately preceding the leave request and who has served for 130 workdays during those 12 months.

Under what circumstances can I be approved for a Family Care and Medical Leave?

The Family Care and Medical Leave can be granted due to a serious health condition of your child (under the age of 18), a parent, spouse, for the birth, adoption or foster care of a child, or for your own serious health condition.

What constitutes a serious health condition?

Serious health condition means an illness, injury, impairment or other condition that involves either inpatient care or continuing treatment.

Is this a paid leave?

It depends. You may use your accrued illness leave benefits for yourself. You may use any accrued vacation leave to care for family members.

Who pays my health benefits if I take an unpaid Family Care and Medical Leave?

The District will continue to pay the premiums for your health benefits package (if you were previously eligible for benefits). However, if you do not return from the leave or you do not remain on the job for at least 30 days after the leave, you will be required to reimburse the District for the cost of your health benefits package.

How do I take this leave?

As soon as you know that you will need to be off work to care for an ill family member, notify your supervisor, preferably in writing, that you will need to take a Family Care and Medical Leave. Follow this up as quickly as possible by filling out the official leave request form.

Do I have to provide a doctor's note?

Yes. The law requires that you **must** provide supporting medical documentation from the doctor of the seriously ill family member, or yourself, whichever is applicable.

How far in advance of the leave do I need to apply?

If at all possible, at least 30 days prior to the time that you must start using the leave. Otherwise, you must make a “good faith” effort to notify your supervisor within 48 hours after you first know that you must take the leave.

FAMILY CARE AND MEDICAL LEAVE (Continued)

When do I need to submit the medical documentation?

You must try to submit all the medical certification documents within 15 days after you have requested the leave. You may begin the leave, even if you have not submitted all the documents, pending receipt of the proper certification.

Do I have to take the leave all at once?

No. If you are using the leave for the birth, adoption or foster care of a child, then you can only split the leave two different times. But if you are using the leave to care for an ill family member, or yourself, you can take leave in increments as small as one hour at a time.

Can I use this more than once?

Yes. Once you have exhausted the leave provisions for the first year, you may reapply. The calendar year begins on the first day you have taken a qualifying Family Care and Medical Leave.

My spouse works for the District. Can he/she also take this leave?

Yes. But you both are restricted to a total of 12 weeks for the birth, adoption or foster placement of a child. This restriction does not apply if you are taking the leave to care for an ill family member.

For complete information, be sure to read the Family Care and Medical Leave section in the LAUSD/AALA contract. It is **ARTICLE 16.0**.

ADDENDUM

As of March 20, 2000, language to implement legislation enabling employees to take time off for the specific reason of illness of a parent, child or spouse was added to our contract – **ARTICLE 5.0 (3) m.**

The language reads:

“An employee shall be allowed up to six additional days of personal necessity leave in any calendar year to attend to the illness of a child, parent or spouse of the employee as provided by Section 233 of the Labor Code. All existing contractual conditions for use of illness leave shall apply to this leave as well.

Use of illness leave as provided above shall not extend the maximum period of leave to which an employee is entitled under Article 16.0, Family Care and Medical Leave.”

NOTE: Employees must have accrued full pay illness days to use this leave.

RETIRED ASSOCIATES CORNER

WE GET LETTERS!

Dear AALA Colleagues:

In February 1959, I began my teaching career at Roosevelt High School. During the intervening years, I am so proud to have worked with literally thousands of students, teachers, administrators, classified employees and parents for over fifty years.

Regardless of my positions as a teacher or administrator, my life has been greatly enriched by you. Thank you for giving me the opportunity to work with you to educate our students.

Before memorials are read or past titles or awards are remembered, I will continue to respect all of those good and dedicated professionals who have served together in LAUSD.

Thank you and best wishes,
Ed Sams

CALL FOR PRESENTERS: LAUSD AREA CONFERENCE ON SECONDARY REFORM

A Districtwide secondary reform conference sponsored by the Project Change collaborative and AALA will be held on Saturday, March 28, 2009. Project Change is a secondary education reform initiative funded by a U. S. Department of Education grant, and is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite LA of the Los Angeles Area Chamber of Commerce; LAUSD; and AALA.

The purpose of the conference is to provide LAUSD administrators with a Districtwide opportunity to share their most successful practices. Presentations should be based on researched-based best practices that have resulted in the improvement of student achievement and/or the instructional climate. Presentations should offer participants an opportunity to share experiences as well as to receive information and descriptions of practice. Presenters will have the opportunity to make one or more presentations, each approximately 75 minutes in length. Participants will rotate through three sessions, two in the morning and one in the afternoon. Presenters (or presenting *groups*) will be provided a \$500 stipend for the presentations.

To access, download, and print the Presenter Application click on the link below:

<http://www.aalausd.com/documents/Call%20for%20Presenters.pdf>

Questions regarding being a Presenter should be directed to **Eliza Corpuz** at 818.677.2591 or e-mail to prjekchange@aol.com. **Deadline for returning applications is February 15, 2009.** Return applications to California State University, Northridge, Department of Educational Leadership and Policy Studies, 18111 Nordhoff Street, Northridge, CA 91330-8265. Applications are also available at the AALA office.

**PEPPERDINE UNIVERSITY DOCTOR OF EDUCATION
(ED.D.) IN EDUCATIONAL LEADERSHIP
ADMINISTRATION, AND POLICY**

Take your career in administration to the next level by earning your doctoral degree at the Pepperdine University Graduate School of Education and Psychology. Pepperdine prepares you for administrative roles in pre-K, K-12, and adult education nationwide.

This program is designed for the working professional with a hybrid learning format that is **40% online and 60% face-to-face sessions at the West Los Angeles Graduate Campus.**

Applications are currently being accepted for the 2009 academic year, which begins in June 2009.

To speak with an admissions manager or to begin the application process, please contact us at (866) 503-5467 or email elapadm@pepperdine.edu or visit the website www.gsep.pepperdine.edu.

The application deadline is April 1, 2009.

**PEPPERDINE UNIVERSITY MASTER OF SCIENCE IN
ADMINISTRATION AND PRELIMINARY
ADMINISTRATIVE SERVICES CREDENTIAL**

Earn your master's degree in administration within one year at the Pepperdine University Graduate School of Education and Psychology. This applied program strengthens your leadership skills for a successful career in education administration.

In lieu of a traditional thesis, you will focus on your current school or district through a customized action research project, thus, you will learn strategies that immediately enhance your job performance. Program is offered at the West Los Angeles and Irvine Graduate campuses.

Applications are currently being accepted for the Fall 2009 term. To attend an information meeting or to begin the application process, please contact us at (366) 503-5467 or email ms-education-admin@pepperdine.edu or visit the website www.gsep.pepperdine.edu.

The application deadline is June 1, 2009.

SOWING SEEDS OF HOPE

The 8th Annual Best Practices in Counseling Resource Fair, "*Sowing Seeds of Hope*," will be held on February 9, 2009, at the Davidson Conference Center on the campus of USC.

All attendees must pay their own admission fee of \$60, which covers a full day including the continental breakfast, keynote address, three workshops, access to educational support vendors, a gourmet boxed lunch, materials, parking, and the opportunity to connect with colleagues in addition to being appreciated and, hopefully, inspired.

All workshops are applicable to working with students as principals, assistant principals, and coordinators. You are encouraged to send as many support staff members as you can spare that day including elementary and secondary counselors, PSA counselors, deans, psychiatric social workers, Healthy Start staff, school nurses, school psychologists, PICS, ELA counselors, diploma project advisors, and others. Registration is extended to January 30, 2009. For information and a registration form go to www.resourcefair.net or for additional information contact: **Sherri Jaye**, Resource Chair Fair, (310) 625-9658 or email sherrijaye@sbcgobl.net, **Karen Timko**, Coordinator, (213) 241-3858 or Email Karen.timko@lausd.net **Araceli May**, Organization Facilitator, (213) 241-3847 or email araceli.may@lausd.net

WESTERN REGIONAL COUNCIL ON EDUCATING BLACK CHILDREN – 13TH ANNUAL CONFERENCE

The Western Regional Council on Educating Black Children (WRCEBC), in collaboration with the Council of Black Administrators (COBA) and the Education is A Civil Right Committee (ECRC), will host its 13th Annual Conference on Thursday, March 5, through Saturday, March 7, 2009, at the Four Points Sheraton—Los Angeles International Airport Hotel. The Theme of this year's conference is: **Hope, Change and Unity for African American Children...Making their dreams come true: "Implementing the Blueprint for Action – Phase XIII."**

For information go to www.wrcebc.org, or for additional information, please contact **Doris M. Dillard**, Outreach Committee Chairperson, at (310) 412-0052 or email ddmdillard@aol.com.

IN MEMORIAM

BRUCE LE CLAIRE – Former Principal of Reseda Elementary and Brainard Avenue Elementary schools. He passed away on January 20, 2009, in Colorado. In his memory donations may be made to the Boy Scouts of America.

2009 AALA CALENDAR OF EVENTS

January

- 19 Martin Luther King, Jr. Holiday
- 19-23 Community Award application mailed to members
- 26 WEL Winter Social – Kyoto Restaurant (formerly New Otani)
- 29 Representative Assembly meeting**
- 31 Academic Decathlon – Speech/Interview/Essay Events – Bravo HS

February

- 7 Academic Decathlon – Objective tests/Super Quiz at UCLA
- 12 Administrative Groups – Breakfast Meeting - AALA
- 12 Academic Decathlon – Awards Banquet at L.A. Convention Center
- 16 Presidents' Day Holiday
- 20 CAROCP – Angeleno Chapter Student Scholarship Fundraiser

March

- 1-2 CCAE Legislative Day - Sacramento
- 2 Executive Board meeting**
- 15-16 CAROCP Legislative Day
- 20 AALA Scholarship/Community Award applications due
- 23 WEL Mentor Dinner at Kyoto Grand Hotel and Gardens (Carol Truscott honoree)
- 26 Representative Assembly meeting**
- 28 AEIOU Dinner Dance – Casa Italiana
- 31 Selection of AALA Scholarship recipients – AALA Committee

April

- 1 AAPA Spring Social
- 2 Selection of AALA/Community Award recipients – AALA Committee
- 6-10 Spring Recess
- 8 Eve of Passover
- 9 Passover
- 13 Executive Board meeting**
- 22 Administrative Professionals Day
- 24-25 CAUSA – Los Angeles – LAX Marriott Hotel
- 29 AALA Retirees Luncheon at The Center at Cathedral Plaza**
- 30 CCAE State Conference (Host) – Pasadena Hilton Hotel

May

- 1 – 2 CCAE State Conference (Host) – Pasadena Hilton Hotel
- 2 CMAA Leadership Conference/Scholarship Luncheon at Millennium Biltmore Hotel
- 14 Representative Assembly meeting**
- 16 WEL End-of-the-Year Brunch – Marina Del Rey Hotel
- 17 AJE Scholarship Brunch
- 20 AAPA Scholarship Dinner at Empress Pavilion Restaurant
- 21 AALA Scholarship/Community Awards Banquet at Millennium Biltmore Hotel**
- 25 Memorial Day Holiday
- 28 ACSA-Region XVI Awards Banquet at Casa Italiana

June

- 1 Executive Board Installation Dinner**
- 5 CCAE/CAROCP – Angeleno Chapter Student Scholarship Awards Dinner
- 6 COBA Black Child Conference/Scholarship Luncheon
- 22 Adult Division Year-End Luncheon at The Center at Cathedral Plaza