

## UPDATE

Week of March 8, 2010

### AALA BARGAINING BULLETIN NO. 10

AALA's negotiating team has met with the District's team ten times, for a total of 30 hours, since mid-December 2009. Our most recent session took place on Wednesday, March 10, 2010. Before informing you about the progress of negotiations, let's review the definition of *negotiate*: "To confer with one another in order to come to terms or reach an agreement. To arrange or settle by confirming or discussing, e.g., negotiate a union contract."

AALA realizes that the District has a severe budget crisis, and we have informed the Superintendent and Board of Education members that we are willing to take our **fair share** of cuts. **However, the District has failed to provide critical information needed by AALA's bargaining team, causing negotiations to move at the proverbial snail's pace.** AALA has proposed several nonmonetary modifications to our contract, all of which the District's negotiating team summarily rejected.

As of this writing, the District has yet to submit an economic proposal for your bargaining team to consider and review, saying only that when they finally develop one, it will call for "substantial cuts" in salaries and other economic benefits. As a result of the vagueness of the District's position, we told them in late February that they need to make a decision and give us a proposal to consider. As stated earlier, we have not received a proposal from the District.

Instead of giving us a proposal and bargaining our contract, the District continues to pressure AALA to agree to shortening the 2009-2010 and 2010-2011 school years by five and seven days respectively. In exchange for accepting these 12 furlough days, the District team has told us that AALA would receive "credit" toward what we "owe" the District as a result of the continuing financial shortfall anticipated during the 2010-2011 school year.

**Superintendent Cortines and the Chief Financial Officer have stated in the past that if bargaining units agree to take the proposed furlough days, union jobs would be saved. AALA has asked repeatedly for the number and percentage of AALA positions that would be preserved if we agree to accept the 12 furlough days.** We have asked the District to provide us with information about the projected reduction in force of our members for the 2010-2011 school year. We have yet to receive answers to these questions. We cannot bargain in an effective and intelligent way without this information.

In October 2009, when the Superintendent initially proposed furlough days, AALA strongly recommended that the District shorten the school year for both fiscal and operational reasons. At that time, we were informed that shortening the school year was impossible because the District had already reached agreement with several classified unions to accept furlough days, and these agreements could not be modified. **Had the District made a timely decision to shorten the school year, as AALA suggested, the District's poorly implemented furlough agreements with classified staff members could have been avoided, and our students would have been better served.**

**BARGAINING BULLETIN #10 (Continued)**

AALA has also requested the following information:

- Copies of any and all written memoranda containing directives or policies detailing the procedures that would be followed regarding the implementation of a shortened school year(s). This request would extend to matters such as payroll considerations, graduation arrangements, issuance of marks, access to schools by bargaining unit members during the shutdown period, and the manner in which the shortened school year(s) will be implemented at multitrack, year-round schools.
- An explanation of the District's priority and the process that will be employed with respect to restoring AALA-represented positions to the former levels, in the event that resources become available to the District.

To negotiate means to confer, discuss and share information in order to come to terms or to reach an agreement. AALA's bargaining team will continue to pursue answers to our questions along with reasonable concessions in return for accepting our fair share of cuts. **We hope that Superintendent Cortines and Members of the Board of Education can motivate the District's negotiating team to actually negotiate with us.**

**By the way, the District's team includes two highly paid outside lawyers. We wonder how many District employee positions could have been saved if the District had used some of its thirty-seven (37) highly paid, full-time attorneys to represent them instead!**

**FOR YOUR INFORMATION**

**CLASSIFIED FURLOUGH DAYS**

A large number of classified employees have taken one furlough day in the month of February and are scheduled to take another furlough day in the month of March. In order to permit consideration and development of the alternative furlough plan that would move the March furlough day and other remaining furlough days to the end of the school year, you should have your employees defer their use of the March furlough day until later in March when we will know whether the new plan will be approved by the unions. We will keep you posted, and let you know as soon as possible, hopefully no later than mid-March, as to which plan is to be implemented.

-Ramon C. Cortines  
Superintendent  
(Memo to administrators, February 26, 2010)

***"Yesterday is a canceled check: Forget it.  
Tomorrow is a promissory note: Don't count on it.  
Today is ready cash: Use it!"***  
*Edwin C. Bliss, Author*

**HEALTH PLAN ALERT –  
Retirees 65+ Not Enrolled in Medicare Part A and/or Part B**

Your health plan benefits are in jeopardy of interruption if you and/or your spouse/domestic partner are over 65 years of age **and have not** submitted proof of Medicare Part A and/or Part B enrollment to the District. Retirees born before January 1, 1935, are not affected by these requirements.

**The consequences of not having Medicare are the following:**

1. **Those without Medicare Part A** will incur the full costs (less applicable deductibles) of what Medicare would have paid for hospitalization and other costs covered by Part A.
2. **Those without Medicare Part B** will have their medical plan canceled until they get Part B. All retirees 65 and over are required to enroll in Part B and maintain their enrollment.

**To meet the July 1, 2010, deadline for enrollment, you must enroll by March 31, 2010. Missing this deadline means you will have to wait until January 2011 to enroll for an effective date of July 1, 2011.**

**To enroll in Medicare Part A, Part B, or both, see the following:**

1. Go to the nearest Social Security offices to enroll. If you do not qualify for premium-free Medicare Part A, obtain documentation from Medicare stating you must pay Part A premiums (plus penalties, if applicable).
2. Some of you may be eligible for premium-free Medicare Part A or premium reimbursement by CalSTRS. To contact CalSTRS and find out if you are eligible for CalSTRS to cover your Medicare Part A payment, call 800.228.5453.
  - If you are not eligible, CalSTRS will provide you with a letter denying payment of Part A.
  - If you are eligible, any Medicare penalties assessed must be paid by you or your spouse/domestic partner.

**Submit Medicare documentation to the District:**

1. Write your employee number on all documents.
2. Mail or fax copy of Medicare card (or copies if also for spouse/domestic partner), or mail or fax letters of ineligibility from **both** Medicare and CalSTRS to the District's Health Benefits Office. You will not have to pay Medicare Part A premiums; the two documents will provide an exemption for the District's Part A requirement.
3. Mailing address: LAUSD Health Benefits Office, PO Box 513307, Los Angeles, CA 90051 Fax: 213.241.4247

**If you have any questions, contact the District's Health Benefits Office at 213.241.4262. Information about Medicare is available at [www.medicare.gov](http://www.medicare.gov) or at 800.633.4227. You may reach CalSTRS at 800.228.5453.**

## 15 STATES PLUS D.C. ARE NAMED RACE TO THE TOP FINALISTS

By [Michele McNeil](#), *Education Week*, March 4, 2010

And the highly anticipated Round One finalists are...Colorado, Delaware, the District of Columbia, Florida, Georgia, Illinois, Kentucky, Louisiana, Massachusetts, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, and Tennessee. The Final 16 beat out 25 other states and earned the highest scores from the peer reviewers, who awarded points based on a 500-point grading scale that judged states' commitments to improve teacher effectiveness, data systems, academic standards, and low-performing schools. The list of finalists is supposed to reflect U.S. Secretary of Education Arne Duncan's promise that he would set a very high bar for this education-reform competition, which has become one of the Obama administration's most high-profile policy levers. At stake is \$4 billion from the economic-stimulus package approved by Congress last year, not to mention bragging rights. We'll have more analysis on the winners—and losers—later, but our first take on the list of finalists is that many of them are Southern, right-to-work states. New York is a surprise because many argue its student-teacher data law is weak, and its attempt to loosen restrictions on charters failed. Kentucky made the list, but has no charter law. Also, Colorado is the only Western state to make the cut. Now, these finalists will each assemble a five-person team that will come to Washington the week of March 15 to make a presentation to the peer reviewers, who can then adjust their grades before coming up with a final score. Duncan will have the final say—especially when it comes to how many awards are given out in this first round—but the general idea is that the scores will be ranked in order, with the highest-scoring states winning. Winners will be announced in April. Losers can reapply by June 1 for Round Two; the final awards will be given out in September.

## RACE TO THE TOP'S OTHER "FINALISTS"

By [Leslie Maxwell](#), *Education Week*, March 5, 2010

The Sweet Sixteen—15 states and the District of Columbia—are the obvious winners in moving one step closer to claiming a piece of the \$4 billion Race to the Top prize. But there are behind-the-scenes victors in this big elimination round, too. Let's call them the Shadow Finalists. One of the biggies is the Boston-based Mass Insight Education and Research Institute. All six states that Mass Insight has partnered with to use its strategies for turning around low-performing schools are finalists. Is that coincidence? Or was that a feature of each state's application that stood out to the Race to the Top reviewers? Either way, it's good news for Mass Insight. Another is the Gates Foundation. Fourteen of the 16 actual finalists had \$250,000 in Gates dough to help polish their applications. And then there are the four consulting firms—McKinsey and Co., among them—that Gates required the applicants to use. It wasn't a perfect victory for Gates, though. Several states that had an assistance grant from the foundation didn't make it to the final round, and two states that it turned down for help—Delaware and South Carolina—did. *The Washington Post*, meanwhile, cast the finalist status of the District of Columbia as an endorsement of Chancellor Michelle Rhee's controversial, hard-charging agenda for the public schools in the nation's capital. No doubt there are dozens of other unnamed, or little-known beneficiaries of yesterday's finalists announcement.

**AALA ELECTION**

Adult, Elementary, Secondary and Supervisory departments each have a three-year Executive Board Director position up for election. Self-nomination forms have been mailed to the home addresses of all **active** members. Return **DUE DATE** to the AALA Office is **Friday, March 19, 2010**. Nominations from the floor can be made at the Representative Assembly meeting on Thursday, March 25, 2010.

**SCHOLARSHIP APPLICATION and COMMUNITY AWARD  
NOMINATION FORMS DUE MARCH 19**

The due date for students in regular high schools, continuation high schools, and adult schools to submit their applications for the 2010 AALA Scholarships is rapidly approaching. All applications must be in the AALA office by Friday, March 19. Encourage eligible students to apply for these scholarship awards.

The due date for AALA members to submit nomination forms for the AALA Community Awards is also Friday, March 19. If you have not already nominated an individual or a group of individuals for one of these awards, please consider doing so now. You may mail or fax (213.484.0201) your nomination to the AALA office (1910 W. Sunset Blvd., Ste. 850, Los Angeles, CA 90026). The nomination form is also available on our website at [www.aalausd.com](http://www.aalausd.com) under "**Community Volunteer Nomination.**"

Should you have questions or need additional information about either of these awards, contact the AALA office at 213.484.2226.

**SCHOLARSHIP and COMMUNITY AWARD  
SELECTION COMMITTEE MEMBERS NEEDED**

AALA members, active or retired, are needed to serve on the Scholarship Selection Committee and the Community Award Selection Committee. The dates for the selection meetings are as follows:

Scholarship Award: Tuesday, April 6, 2010 – 12:00 – 4:30 p.m. (lunch provided)

Community Award: Thursday, April 8, 2010 – 1:00 – 3:30 p.m. (lunch provided)

If you are able to serve on either or both of these committees, please contact **Gema Pivaral** in the AALA office, 213.484.2226.

**CORRECTION**

In the UPDATE of March 1, 2010, NEWS FROM HUMAN RESOURCES article, the expiration date for the Principal, Secondary Eligibility List was listed as March 1, 2010. The correct Expiration Date for the Principal, Secondary Eligibility List is MARCH 1, 2011.

## Team HEAL NEEDS YOUR HELP!

The LA Marathon is in 11 days! Team HEAL needs at least six (6) more people to run/walk in support of them. The 5k run is March 20, 2010, and the 26.6-mile run/walk is March 21, 2010. Money is coming in very slowly and the staff is working very hard to make this event happen.

If you know of friends or family that can walk or sponsor a walker, call 310.645.8347. The primary reason for their participation is to raise funds for Team HEAL, which provides free services to all athletes in several LAUSD high schools. Letters have gone out asking physical therapists, doctors' patients, and regular Team HEAL donors and friends to sponsor Dr. **Clarence** and **Barbara Shields** in the event. How can you help? You can sponsor the Shields or have friends sponsor them. Please help in anyway that you can. The goal is to raise \$15,000.

## FRESNO UNIFIED MUST REPAY RETIREES

By Tracy Correa / *The Fresno Bee*, March 8, 2010

Fresno Unified School District must uphold its promise to give retirees free health benefits for life, a Fresno County Superior Court judge has ruled. The decision by Judge **Donald Franson Jr.** could cost the district millions as it struggles to cut \$35 million from next year's budget. Franson's ruling, issued Friday, requires Fresno Unified School District to reinstate the free benefits policy and repay—with interest—contributions made by 3,500 retirees since 2005, said Oakland attorney **Robert Bezemek**, who represented the Fresno Unified Retirees Association. "It was an unexpected and pleasing development," said Bezemek, who said the 100-plus retirees at the hearing were visibly emotional. There were so many in attendance that the overflow crowd had to be moved into a second courtroom. The judge's decision has yet to be finalized in writing, which could take several weeks, Bezemek said. Fresno Unified hasn't decided what it will do next and hasn't ruled out an appeal. District spokeswoman **Susan Bedi** said the decision would not have an immediate effect on development of the 2010-11 budget. The contributions—about \$800,000 a year from the retirees—were paid into a health fund that is separate from the district's general fund, Bedi said. Retirees would be repaid from that fund, she said. Fresno Unified began requiring retirees to pay for some benefits to help close a health-care funding gap. But retirees—who said they were promised free health benefits for life—accused the district of backing away from its promise. The pledge was made in collective bargaining agreements dating back to 1977. The district changed the benefit in 2005 after negotiating with employee unions. Retirees said they felt betrayed because they went without pay raises for years to help the district financially and to maintain their benefits. When they were ordered to begin paying, charges ranged from \$30 to \$70 monthly, depending on the number of dependents. The retirees association—made up of administrators, teachers, cooks, janitors and other employees—hired an attorney and filed a lawsuit in September 2006. The lawsuit was granted class-action status. With attorneys' fees and other expenses, the case will end up costing more than \$4 million, but Bezemek couldn't say exactly how much. "We put in quite a lot of hours," he said. Among those who testified were three former superintendents, two district chief labor negotiators, a risk manager and recruiters. **Carole Sarkisian-Bonard**, the retirees association's president, said the group is grateful for the decision after five years of legal wrangling. She was deputy superintendent when she retired in 2004. "Nobody wanted to see litigation against our former employer, but there was no other alternative," she said.

**SAVE THE DATES**

**SATURDAY, MARCH 13, 2010** – The "**Critical Teaching in Action**" Conference will be held from 8:00 a.m. –5:00 p.m. at Mount St. Mary's College, Doheny campus, Los Angeles. For more information go to [www.culturalfluency.org](http://www.culturalfluency.org) and click on "**Critical Teaching in Action Conference.**"

**WEDNESDAY, MARCH 17, 2010** – **Association of California School Administrators (ACSA)** presents the **2010 ACSA Region XVI Social** from 5:30 p.m. to 7:00 p.m. at the University Club (Lamb's Lounge), California State University Northridge, 18111 Nordhoff Street, Northridge, CA. Featured Keynote Speakers are **Tamar Galatzan**, LAUSD School Board Member, and **Sid Thompson**, Retired LAUSD Superintendent. Current ACSA members and anyone interested in joining ACSA are welcome. Parking is available at **LOT G1** on the corner of Dearborn and Zelzah. For additional information contact **Brian Sida** at 818.609.2522 or e-mail [bsida@lausd.net](mailto:bsida@lausd.net).

**WEDNESDAY, MARCH 24, 2010** – **ACSA-R Region XVI** presents an "**Opportunity Faire**" from 9:30 a.m. – 12:00 p.m. at the Junior Achievement Center, 6250 Forest Lawn Drive, Los Angeles.

**SATURDAY, MARCH 27, 2010** – **AEIOU (American Educators of Italian Origin United)** Annual Scholarship Dinner Dance will be held at Casa Italiana, 1051 North Broadway, Los Angeles, beginning at 6:00 p.m. For information and tickets, contact **Dan Basalone** at 714.992.5728.

**EDUCATIONAL LEADERSHIP WORKSHOP**

The Superintendent Advisory Council at Pepperdine University presents the 6<sup>th</sup> annual "**Key Strategies for Educational Administrator Advancement**," a daylong workshop dedicated to strengthening and advancing careers in school administration. In a seminar-style format, participants will hear from superintendents and administrators from the Wiseburn Elementary, Laguna Beach, and Culver City Unified districts, who will be leading discussions and presenting on self-assessment, résumé building, gaining a promotion, and more! Participants will prepare for their future and expand their professional network at this seminar.

Date: Saturday, April 17, 2010  
Time: 9 a.m. – 3 p.m.; check-in begins at 8:30 a.m.  
Location: Pepperdine's West Los Angeles Graduate Campus, 6100 Center Drive, 3<sup>rd</sup> Floor, Los Angeles, CA 90045 (in the Howard Hughes Center)  
Cost: \$25 includes seminar materials, breakfast, and lunch. (*Free for Pepperdine GSEP Students; \$10 for Pepperdine Alumni*)

RSVP at 310.568.5662 or online at [gsep.pepperdine.edu/key-advancement](http://gsep.pepperdine.edu/key-advancement)

**IN MEMORIAM**

**DR. WILSON JORDAN** – Former Area Superintendent, Associate Deputy Superintendent, Administrative Coordinator, and Principal of Washington Preparatory High School. He retired on June 30, 1982, and passed away on March 5, 2010. Services will be on Saturday, March 13, 2010, 10:00 a.m., at St. Edward the Confessor Catholic Church, 33926 Calle La Primavera, Dana Point, CA, 949.496.1307. Donations in his memory may be made to "We the People," Center for Civic Education, 5145 Douglas Fir, Calabasas, CA 91302 or Hoag Hospital, Dr. Shankle's research program on Alzheimer's, Attn: **Kenya Beckmann**, 500 Superior Avenue, Suite 350, Newport Beach, CA 92633.

## 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.

***PRINCIPAL, ELEMENTARY***

**Central Region School #17 (5) MST 40**, 900 East 33<sup>rd</sup> Street, Los Angeles, CA 90011

Central Region #17 will open in September 2010 on E Basis. For information and application procedures contact **Celia Ripke**, Director, at 323.224.3172. **Filing deadline is Thursday, March 18, 2010.**

**Central Region School #18 (Small School K-5 Grade) MST 40**, 260 East 34<sup>th</sup> Street, Los Angeles, CA 90011

Central Region #18 will open in September 2010 on E Basis. For information and application procedures contact **Stephen Cockrell**, The Partnership for Los Angeles Schools, at [employment@partnershipla.org](mailto:employment@partnershipla.org). **Filing deadline is Friday, March 26, 2010, or until filled.**

***PRINCIPAL, SECONDARY***

**West Adams Prep High School (MLA) MST 45**, 1500 W. Washington Blvd., Los Angeles, CA 90007

West Adams is an MLA, E Basis school. For information and application procedures contact **Elsa Chagolla**, Vice President of School Operations, at 213.745.4928. **Filing deadline is Friday, April 16, 2010.**

***SPECIALIST, TRANSITION SERVICES***

**Office of Transition Services Temp. Adv., MST 38**, B Basis, 333 South Beaudry Avenue, Los Angeles, CA 90017. For information and application procedures contact Dr. **Luther Waters**, Coordinator, Division of Special Education, District Office of Transition Services, at 213.241.8050. **Filing Deadline is Friday, March 26, 2010.**

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
Principal, Elementary	Valley Region School #8	03/15/10	818.755.5428
Principal, Elementary	Julie Korenstein School	03/15/10	818.755.5427
Principal, Elementary	Valley Region School #6	03/17/10	818.654.3729
Principal, Elementary	Valley Region School #9	03/22/10 (new)	818.755.5312
Principal, Elementary	Valley Region School #10	03/17/10	818.654.3627
Principal, Secondary (5 Academy Positions)	Esteban Torres High School	03/19/10	323.224.3100
Instructional Specialist	Stevenson Middle School	03/02/10 or Until filled	<a href="mailto:justin.sergi@partnershipla.org">justin.sergi@partnershipla.org</a>
Principal, Secondary (7 positions)	Roosevelt High School	Until filled	<a href="mailto:Stephen.cockrell@partnershipla.org">Stephen.cockrell@partnershipla.org</a>

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 NONSCHOOL-BASED POSITIONS AND CLICK ON ANY POSITION TO VIEW THE SPECIFIC FLYER.

POSITIONS	FILING DEADLINE
<b>COORDINATOR, CHARTER SCHOOLS DIVISION, MST 41</b> , B Basis, Charter Schools Division.  <b>DIRECTOR OF INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45</b> , B Basis, Charter Schools Division. For information and application procedures for BOTH positions contact <b>Aaron Eairleywine</b> , Central Business Advisor, at 213.241.5516.	<b>UNTIL FILLED</b>