

UPDATE

Week of June 21, 2010

LOOKING BACK and LOOKING FORWARD

As I complete my first year as AALA President, I would like to thank all of our members for your support and for your hard work this year. Rarely do administrators receive thanks from District leadership, so allow me to acknowledge your commitment to students, staff and community members, and, especially, your resilience during this most stressful year. It is no secret that the lack of adequate funding from the State is the major cause of our District's continuing financial crisis. As you know, California now holds the unenviable distinction of hovering near the bottom of all States in education funding. This year LAUSD's budget deficit has been accompanied by considerable gaps in District communication, a lack of transparency in many District functions and failure to implement clear line/staff protocols.

Nevertheless, AALA is rightfully proud of our successes this year. We communicated regularly with Superintendent Cortines, senior staff and Board members and advocated on the behalf of AALA members collectively and individually. We negotiated a solid contract that extended additional protections to our members, while saving over 200 jobs. Our contract provided for creation of a Professional Development Committee for administrators, with AALA representing half of the membership. We won many victories for individual employees by protecting their due process rights.

AALA promoted several important initiatives, including a pilot program for mentor principals that will expand next year; a coalition of LAUSD unions working together with the L.A. County Federation of Labor on issues of mutual concern; and the preliminary stages of organizing classified administrators into a bargaining unit under the AALA umbrella. Our members played leadership roles on the Teacher Effectiveness Task Force and its subcommittees, ensuring that administrators have a voice in the design of teacher and administrator evaluation, differentiated compensation systems, support mechanisms for teachers and administrators and legislation, including potential changes in teacher tenure.

AALA became a signatory to the L.A. Compact, a collaboration of 18 major institutions to transform education in Los Angeles. One of the L.A. Compact's projects is the Los Angeles School Development Institute (LASDI), co-led by AALA, which provides in-depth support to school and District teams preparing and implementing plans required by the Board's Public School Choice (PSC) resolution.

We strengthened our partnership with the Association of California School Administrators (ACSA) by co-sponsoring a public forum for candidates for Superintendent of Public Instruction and offering ACSA-designed professional development for mentor principals. In the near future, we will sponsor an ACSA Institute in Los Angeles for aspiring school superintendents. We are actively involved with California State University, Northridge, and California State University, Dominguez Hills, in planning and offering professional development for AALA members.

LOOKING BACK and LOOKING FORWARD (Continued)

AALA gave scholarships to 18 deserving students and community service awards to 8 individual volunteers and 2 groups for supporting our public schools. We provided financial support to organizations and interest groups within our District for their student scholarships.

We know that next year will be equally, if not more, difficult. While the overall economy shows some signs of improvement, a continuing LAUSD deficit looms. Administrators will be expected to do more with far fewer resources and much less support. Know that no matter what happens, AALA will continue to promote the interests of all of our members. We are in the process of upgrading our website to improve internal communication. We expect to enter into negotiations with the District early next year.

As administrators, you are fully aware of the collaborative nature of our work. Our team depends on the talents of each individual to be effective.

We wish to thank the following AALA office staff members for keeping us organized and responding to members' concerns with grace and good sense: **Lorraine Bush**, Office Manager; **Gema Pivaral**, **Gloria Souquette** and **Cathy Vacca**. We are grateful to **Dan Isaacs**, AALA Administrator, for generously sharing his wise counsel, intelligence and deep knowledge of the District. Many thanks to AALA's gifted Consultants, **Sara Bradshaw**, **Charlotte Lerchenmuller**, **Mike Perez**, **Jane Pollock**, **Jack Silas** and **Dr. Lillian Utsumi**, for patiently assisting our members in so many ways; Strategist **David Tokofsky** for his creative thinking and sense of humor; Field Representatives, **Hugh Gottfried**, **Jack Moscowitz**, **Sylvia Perea**, **Dr. Mike O'Sullivan** and **Steve Quon** for supporting members with sensitivity and ensuring their due process rights are respected. We appreciate **Tom Beatty**, AALA's lead negotiator, for helping us win the best contract possible in a difficult year. We recognize **Michelle Bennett**, AALA's LASDI Lead, for being so effective in ensuring public school teams prevail in their PSC plan writing and implementing the most meaningful kind of reform.

AALA's Executive Board members, representing all departments, have worked tirelessly on your behalf this year. We salute them for their efforts, which benefit all of our members!

Elementary: Vice President **Dr. Angel Barrett**; and Directors, **Joan Blair** and **Ken Urbina**

Secondary: Vice President **Margaret Prietto**; and Directors, **Scott Schmerelson** and **Mark Simmons**

Supervisory: Vice President **Marsha Oh-Bilodeau**; and Directors, **Manuel Caldera** and **Doug Waybright**

Adult: Vice President **Ben Avila**; and Directors, **Dr. Lanny Nelms** and **Mike Wada**

Early Education Ex Officio: **Euna Anderson**.

As we informed you in an earlier *Update*, Adult Vice President Ben Avila has decided to spend more time with his growing family and is leaving the Board. Dr. Lanny Nelms will replace him as Vice President in July 2010. We congratulate **Karen Kuser**, newly elected Adult Director.

COMMITTEE MEMBER RECOGNITION

Many AALA members volunteered their valuable time and expertise this past year to represent administrators on various District committees. We appreciate their thoughtful contributions to the functioning of our District, while ensuring that your concerns and interests are addressed.

Negotiating Team: Dr. Angel Barrett, Marsha Oh-Bilodeau, Margaret Prietto

Calendar Committee: Dr. Ogo Okoye-Johnson, Heather Daims, Elizabeth Abramowitz, Ken Urbina

CFO's Advisory Committee: Rosalinda Lugo, Coleen Kaiwi

Commission on Human Relations, Diversity and Equity: Ashley Parker, Freida Smith

Ewing Committee: Debra Hirsch, Rosalinda Lugo, Kerry Kehrley

Grading Policy and Practice Working Group: Eugene Hernandez, Lisa Regan, Traci Calhoun, Bernadette Lucas, Terry Ball, Katty Iriarte, Evelyn Wesley, Scott Schmerelson, David J. Gonzalez, Gerald Kobata, Dr. Ogo Okoye-Johnson, Christine Clark, George Bartleson

ISIS Stakeholders Group and 457-B Oversight Committee: Alan Warhaftig

PAR Panel: Milica Mladinich, Walter Flores, Doug Waybright, Elaine Kinoshita

Principals' Task Force:

Elementary: Heather Lower-Lowe, Lisa Jeffery, Dr. Angel Barrett, Eugene Hernandez, Grace Fuller, Julie Kane, Lynn Andrews, Robert Burke, Roger Avila, Renee Fuentes-Campa

Middle School: Bob Bilovsky, Donna Tobin, Dr. Edna Burems, John McLaughlin, Terry Ball, Scott Schmerelson, Travis Collier, Raul Fernandez, Veronique Wills

High School: Luis M. Lopez, Maria Torres-Flores, Linda Calvo

QEIA Focus Group: Dr. Evelyn Mahmud, Jan Lyons, Martin Sandoval, Raul Fernandez

Pre-K thru 8th Grade Districtwide Mandatory School Uniform Policy Committee: Dr. Christopher Ortiz

Report Card Committee: Carmel Vela-Madady, Christine Cassidy, Dr. Angel Barrett, Dr. Greg Vallone, Reuben Rios

Transition Kindergarten Committee: Dr. Angel Barrett, Ivalene Cass, Titus Campos, Shannon Corbett, Dean Tagawa, Victoria Verches

Safety and Violence Prevention Committee: Antonio Camacho, Carmel Vela-Madady, Scott Schmerelson

Special Education Staff Development Council: Jessie Lucas-Thompson, Dan Schar, Marilyn Hisatomi-Estrada

Teacher Effectiveness Task Force: Scott Schmerelson, Maria Torres-Flores, Margaret Prietto, Doug Waybright, Marsha Oh-Bilodeau

Teacher Professional Development Advisory Committee: Lisa Regan

THANK YOU, AALA MENTOR PRINCIPALS

We extend our gratitude and appreciation to AALA members who willingly provided good counsel to colleagues by serving as AALA Mentor Principals for no extra compensation this year. This pilot project filled a service gap and was so successful that we are working with the District to expand the project in 2010-2011. Thank you, AALA Mentor Principals!

Elementary: Roger Avila, Dr. Angel Barrett, Robert Burke, Christine Cassidy, Grace Fuller, Eugene Hernandez, Lisa Jeffery

Middle School: Terry Ball, Robert Bilovsky, Dr. Edna Burems, Travis Collier, John McLaughlin, Scott Schmerelson, Donna Tobin, Veronique Wills

High School: George Bartleson, Linda Calvo, Luis Lopez, Jan Lyons, Maria Torres-Flores, Ed Zubiarte

SCHEDULING PROFESSIONAL DEVELOPMENT DAYS 2010-2011

Since April, when AALA members ratified our contract, we have repeatedly requested Staff Relations to send a memo to administrators with guidelines for scheduling the two contractually agreed upon PD days for 2010-2011 and procedures for handling payroll. Because the District did not follow through, dozens of AALA members have contacted our office for clarification so they could plan for next year. In response to our efforts to obtain clarity from the District, Staff Relations personnel and the Superintendent have provided contradictory information.

We learned on June 24, that the District, in fact, reached an agreement with UTLA regarding the scheduling of PD days but neglected to inform AALA, principals or directors of this agreement. Despite the fact that local district superintendents received details on June 4, many principals learned about it from their UTLA chapter chairs on June 22, 2010. This agreement states: **One of the two PD days may be scheduled on a furlough day at the beginning of the year (September 8 or 10 for traditional calendar schools). The second PD may be scheduled on any other nonwork day, but not on a furlough day.**

AALA wonders why administrators, who are accountable for implementing District policy, are often the last to be informed. When will the District begin to consult AALA about UTLA/ District agreements that affect our members? Is this another example of chaos in our District, or does it represent a lack of respect for administrators and the pivotal role we play?

BOARD OF EDUCATION ELECTIONS 2011

Board of Education elections will take place in March 2011, with runoffs scheduled for June. The following Board members are up for re-election: Marguerite LaMotte (District 1), Tamar Galatzan (District 3) and Dr. Richard Vladovic (District 7). Yolie Flores (District 5) is not seeking re-election so her seat is open. Board members serve four-year terms. Next fall the AALA Political Action Committee (PAC) will invite announced candidates to present their educational priorities and reasons for their candidacy, for possible AALA endorsement. **AALA has not yet endorsed any candidate nor donated funds to any campaign.** We are keeping all of our options open.

HE'S ALIVE...HE'S ALIVE!!

Due to erroneous information received from the U. S. Postal Service, AALA reported in last week's "*In Memoriam*" that former AALA member **CHARLES COLLIER** was deceased. AALA is delighted to report that he called to say that he was still very much alive! Stay well, Charles. This is great news.

CHARTER SCHOOLS

Charter schools are part of the national trend over the past twenty-five years to deregulate various industries. Lately, as a result of the British Petroleum fiasco, we are learning how the oil industry had close relationships with regulators, and therefore, true oversight did not exist for BP. The message from the White House had been to let the oil industry drive policy rather than the government being in charge. We are now reaping the havoc of such a policy, although we were happy when gas prices declined.

Charter schools, likewise, want to be freed of the burdens of responsible regulations. They insist that they will outperform traditional public schools if left alone to educate their students. Similarly, oversight becomes lax in this situation. Close relationships begin to emerge between those charged with monitoring access, student achievement, safety and other arenas of a charter school's functioning. Unfortunately, true oversight does not yet exist.

- AALA hopes all schools succeed, but there are some key issues that need to be resolved regarding charters. Here are a few.
- If District schools enroll 12% special needs students and charters enroll only 4%, how can we fairly compare their academic performance?
- Are adjustments made for schools that do not test some, most or many of their Special Education students?
- Do we realize that some charters do not reach out to serve special needs students and their families?
- Are we adjusting our school comparisons based on the number and types of student disabilities? How does this affect the number of subgroups a school must show as proficient or advanced on national Annual Yearly Program (AYP) reporting?
- Are regulators providing accurate information about charter performance to policymakers and decision makers?

AALA believes that there are some key actions that can take place to provide transparent information, processes and policy regarding charter schools. They are:

- Require all charter petitions to show an action plan to reach out to all segments of the communities served by a school, especially students with special needs.
- Notify by mail all students and families whose zip codes match the location of the emerging charter school so that they are aware of the opening of a new school.
- Adjust API and CST measures to allow for more accurate comparisons among student populations at deregulated charter and regulated District schools before the Board votes to approve or renew a charter.
- Require all facilities issues identified by the Office of the Independent Monitor regarding access and compliance with ADA and IDEA to be resolved before approval or renewals of charters.

Granted, LAUSD is not a "model citizen" when it comes to special needs students, but that is why there is a federal consent decree to improve and remedy the situations for special needs students and their families. Nonetheless, charter schools cannot behave nor should they be treated as though they have been granted a deregulation of the requirements of federal law on disabilities. AALA recommends that District staff members identify charters that serve special needs students well so visitors may observe these "best practices."

MESSAGE FROM CalSTRS CEO

Recent studies, accompanied by alarmed media reports, have suggested that public retirement systems have substantially understated future funding shortfalls. These studies rely upon questionable accounting methods to inflate the liabilities associated with public pension benefits. Unfortunately, we have learned that in at least one instance these reports have been used by financial advisors to encourage CalSTRS members to take financial actions that are likely not in their best interest.

Your CalSTRS Defined Benefit is guaranteed by law, and protected by both the California and the U.S. constitutions. Based on our current projections, CalSTRS will have sufficient funds to pay benefits through 2045. If, in the worst-case scenario, CalSTRS assets were depleted, the state would have a contractual obligation, enforceable in court, to pay the guaranteed benefits.

CalSTRS members should not take any action with respect to their own financial security simply because CalSTRS is facing a future financial shortfall—especially, if someone suggests you should withdraw your CalSTRS funds and invest the money with them. Only members who no longer work for public schools can elect a refund from CalSTRS. Withdrawal of CalSTRS funds results in the refund of member contributions and a small amount of interest. Vested members who leave CalSTRS and obtain a refund do not receive the monthly lifetime benefit that is funded not only from member contributions, but contributions from their employers and the state, plus investment income.

An average member with 25 years of service retiring at age 61 with average final compensation had \$136,000 in her account when she retired. Her benefit is \$41,000 annually. So in 3 years and 4 months, she would have received as much in benefits as the value of her account.

CalSTRS encourages you to look into supplementing your CalSTRS benefits with your own investments through available payroll savings programs. An online information source about 403(b) accounts is www.403bCompare.com, which provides specific information on 403(b) products authorized to be sold to you through your employer.

Although 403bCompare is maintained by CalSTRS, the listing of a vendor or product on this site does not constitute an endorsement or warranty by CalSTRS or your employer; only that the vendor submitted the required information to be submitted and is therefore allowed to offer the product to you. CalSTRS takes its mission to secure the financial future of California's public educators very seriously. To stay informed about your benefits and current funding status, please visit: CalSTRSBenefits.US.

SAVE THE DATE

SATURDAY, SEPTEMBER 18, 2010 – Team HEAL (Helping to Enrich Athletes Lives) presents its 6th Annual **Afternoon of Jazz**, 2:00 - 7:00 p.m. at the Wilshire Country Club, 301 N. Rossmore Avenue, Los Angeles. The 2010 honorees are **James Worthy** (Laker Great, NBA Hall of Famer, Analyst for CBS 2 "Sports Central") and **Marques Johnson** (First recipient of the **John Wooden** Collegiate Player of the Year Award, NBA Great, Fox Sports Analyst, Crenshaw High Graduate). Team HEAL Foundation, Inc., a nonprofit, has provided full-time Certified Athletic Trainers to treat and rehabilitate injured student athletes. They currently provide services to Banning, Carson, Crenshaw, and Manual Arts high schools. For information, contact **Barbara Shields** at 310.645.8347 or teamheal@ca.rr.com.

RETIREMENT CELEBRATIONS

Name	Date, Time	Location	Contact
Hilda Almada-Higgins	Sunday, June 27, 2010 5:00—10:00 p.m.	Rio Hondo Country Club 10627 Old River School Rd. Downey	Rita Rivero 562.716.9245 rxr4892@lausd.net
Richard Hickcox	Sunday, June 27, 2010 6:30 p.m.	The Castaway 1250 East Harvard Road Burbank	Shannon Garrison 323.223.4291
Dr. Mary Hall	Saturday, July 10, 2010 12 Noon	Lakeside Country Club 4500 Lakeside Drive Burbank	Joanne Chang or Jeanette Ward 323.939.7322
Elke Allwelt Miyahara	Saturday, July 17, 2010 11:00 a.m. – 4:00 p.m.	Brookside Golf Club Pasadena	Lois Nichols 818.248.9062 Ingrid Allwelt 626.440.1275
Bob Bilovsky	Sunday, July 18, 2010 11:00 a.m.	Odyssey Restaurant 15600 Odyssey Dr. Granada Hills	Glenn Parness 213.739.5600, Ext. 5665

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.

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 School Based and Nonschool based positions and click on any position to view the specific flyer.

PRINCIPAL, ELEMENTARY

Hart Street School (1) MST 43, 21040 Hart Street, Canoga Park, CA 91303
Hart is an E Basis school. For information and application procedures contact **Lisa Gaboudian**, Director, at 818.654.3604. **Filing deadline is Friday, July 2, 2010.**

Beckford Avenue School (1) MST 40, 19130 Tulsa Street, Northridge, CA 91326
Beckford is a D Basis school. For information and application procedures contact **Lisa Gaboudian**, Director, at 818.654.3604. **Filing deadline is Friday, July 2, 2010.**

PRINCIPAL, SECONDARY

Venice High School (3) MST 45, 13000 Venice Blvd., Los Angeles, CA 90066
Venice is an E Basis school. For information and application procedures contact **Kavin Dotson**, Director, at 310.253.7131. **Filing deadline is Wednesday, July 7, 2010.**

POSITIONS AVAILABLE (Continued)

ASSISTANT PRINCIPAL, DEAF and HARD OF HEARING

Marlton School (3) MST 37, 4000 Santo Tomas Drive, Los Angeles, CA 90008

Marlton is a K-12 B Basis school. For information and application procedures contact **Kavin Dotson**, Director, at 310.253.7100. **Filing deadline is Wednesday, July 7, 2010.**

INSTRUCTIONAL SPECIALIST (MST 40, A Basis)

Manual Arts High School (MLA), 4131 South Vermont Avenue, Los Angeles, CA 90037

Manual Arts is a YR Concept 6, MLA Partner school. For information and application procedures contact **Elsa Chagolla**, VP of School Operations, at echagolla@mlamartnerschools.org or 213.745.4928. **Filing deadline is Friday, July 2, 2010.**

EXTENDED/REQUIRED LEARNING ACADEMY ADMINISTRATOR (Temp. Adv., MST 40, A Basis)

Bell High School (6), 4328 Bell Avenue, Bell, CA 90201

Bell is a YR, three-track school. For information and application procedures contact **Robert Hinojosa**, Director, at 323.278.3954. **Filing deadline is Friday, July 2, 2010.**

Position	Location	Deadline	Contact
Principal, Elementary	Griffith-Joyner School	06/30/10	Stephen Cockrell employment@partnershipla.org
Prin., Elementary	South Region School #1	Until filled	323.242.1315
Prin., Elementary	South Region School #2	Until filled	323.242.1315
Principal, Small School (K-5 Grade)	Central Region School #18	Until filled	Stephen Cockrell employment@partnershipla.org

<p>▪ PARENT OMBUDSPERSON, MST 41 (Temp. Adv.), B Basis, Local District 6. For information and application procedures contact Martin Galindo, Superintendent, at 323.278.3919.</p>	<p>5:00 p.m. Fri., July 2, 2010</p>
<p>▪ SPECIALIST, PSYCHIATRIC SOCIAL WORKER (3 POSITIONS), MST 37, B Basis, School Mental Health Services. For information and application procedures contact Pia Escudero, Director, at 213.241.3841.</p>	<p>4:30 p.m. Fri., July 2, 2010</p>
<p>▪ COORDINATOR, OPERATIONS SUPPORT SERVICES, MST 41 (Temp. Adv.), E Basis, Local District 4. For information and application procedures contact Danny Palma, Administrative Assistant, at 213.241.0100.</p>	<p>5:00 p.m. Tue., July 6, 2010</p>
<p>▪ ADMINISTRATOR, INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45, B Basis, Charter Schools Division. For information and application procedures contact Aaron Eairleywine, Central Business Advisor, at 213.241.5516.</p>	<p>UNTIL FILLED</p>