

UPDATE

Week of July 19, 2010

AALA PREVAILS IN BROWN ACT SETTLEMENT WITH THE DISTRICT

As AALA members will recall, at the Board meeting of January 12, 2010, the President of the LAUSD Board of Education, **Mónica García**, refused to recognize AALA President, **Dr. Judith Perez**, as a speaker on the District's charter school policy. The reason given was that the seven speaker cards on this agendized topic had already been taken, even though only three speakers came forward to make comments. The Board then voted to adopt the proposed charter policy.

On February 19, 2010, AALA demanded in a letter to Board President García and Board Members, that the District cure or correct this action, which was in violation of the Ralph M. Brown Act, pursuant to California Government Code section 54960.1. As part of the demand to correct, AALA requested that the District rescind the newly adopted charter policy and allow the AALA President to speak on any topic at Board meetings.

Initially, the District denied that they violated the Brown Act and ignored AALA's demand. Consequently, on April 5, 2010, AALA filed a Petition for Writ of Mandate and Complaint for Injunctive and Declaratory Relief in the Superior Court of the State of California for the County of Los Angeles, Central District; Case No. BS125333 (the "litigation"). Following the filing of AALA's lawsuit, the District's legal counsel initiated settlement discussions with AALA's legal counsel.

After weeks of delicate negotiations, a settlement agreement was reached between the District and AALA on June 24, 2010. Key elements of the settlement include the following:

- **LAUSD concedes that there exists a legitimate argument that on January 12, 2010, the AALA President should have been recognized as a speaker on behalf of AALA by the President of the Board. Pursuant to the Ralph M. Brown Act, LAUSD recognizes the right of the AALA President or designee to address the Board of Education on any matter within the subject matter jurisdiction of the LAUSD.**
- **The Board agrees to interpret the Board policy on public speakers to permit any Board member, upon agreement by a majority of the Board, to recognize any speaker, including, without limitation, a representative from AALA to speak on any matter within the subject matter jurisdiction of the District, whether or not seven or fewer persons pulled one of the seven speaker cards to allow them to address the Board. The LAUSD recognizes AALA's right to address the Board on matters within the subject matter jurisdiction of the LAUSD, whether or not the seven speakers who pulled cards addressed the Board. Notwithstanding the foregoing, and as a material inducement to AALA to enter into this Agreement, LAUSD will recognize and allow the AALA President or designee to address the Board on any agendized matter, and further, will permit the AALA President or designee, to address the Board during public comment on any matter within the subject matter jurisdiction of the LAUSD.**

AALA PREVAILS IN BROWN ACT SETTLEMENT WITH THE DISTRICT (Continued)

- **LAUSD shall pay to AALA as and for its reasonable attorneys' fees and costs, the sum of \$6,000, representing attorneys' fees and costs actually incurred by AALA to protect its rights under the Ralph M. Brown Act to address the Board of Education on matters within the subject matter jurisdiction of the LAUSD, and of concern to AALA, its President, and its members.**

For our part, AALA agreed to forego reconsideration of the District's charter policy, which we have reason to believe would pass anyway. Finally, AALA strongly believes that this settlement will:

- Allow us to provide better service to AALA members.
- Promote freedom of speech, which will cause a higher level of public discussion at Board meetings.
- Hopefully, lead to a greater level of transparency by Board Members and senior staff to the students, parents and staff members that they serve.

BOARD COMMENTS: ESBMM

*On July 13, 2010, the LAUSD Board of Education held its final meeting until late August. Item #1 under "Old Business for Action" was the LAUSD and UTLA tentative agreement to add 30 additional Expanded School-Based Management Model (ESBMM) schools. Following Board discussion, UTLA President **Duffy** made comments and answered Board members' questions. Board President **Mónica García** attempted to call a vote before recognizing AALA President, **Dr. Judith Perez** as a speaker. When Dr. Perez waived Speaker Card #1 and approached the microphone, Ms. García did allow her to speak. Her comments follow:*

Good afternoon, Madam President, Board Members and Superintendent Cortines. My name is Judith Perez. I am President of Associated Administrators of Los Angeles.

AALA has a single concern about the expansion of the Expanded School-Based Management Model you are considering for approval today. First, I want to remind you that we support collaborative efforts at school sites to improve student achievement. We promote teacher leadership. We also believe that school transformation takes the whole team working together: administrators, teachers, classified staff, parents, community members and the students themselves. **However, when the ESBMM Memorandum of Understanding is negotiated, only two groups are represented at the table: LAUSD and UTLA. AALA is not included. Yet principals—not committees—are accountable for results. When a school does poorly, who is removed? It is the principal.**

Therefore, in the spirit of collaboration we ask you to include AALA when negotiating agreements with other bargaining units that directly affect our members. We need to be at the table so our members have a voice on ESBMM, pilot schools and other important agreements. Accountability rests with the principal. Therefore, AALA must be a part of the negotiations.

I would like to make a few comments about the budget presentation made earlier by **Edgar Zazueta**, Director of the Office of Government Relations. AALA is deeply concerned about the last-minute backroom deals taking place in Sacramento that could hurt the students of LAUSD. We want to know

BOARD COMMENTS (Continued)

what leadership you are organizing to make sure revenue is not shifted away from urban inner-city schools to suburban districts. AALA stands ready to help with this cause. Let us work together to inform the State Legislature and Governor's office that we support Assembly Speaker Perez' proposed budget, not the State Senate's nor the Governor's.

We oppose three items currently under consideration by the Senate. (1) The Special Education proposal to "equalize" all Special Education Local Plan Areas' revenues will, in fact, promote inequality for Special Needs students in large urban school districts. All Special Education Local Plan Areas are not equal. L.A.'s jurisdiction has more students in Special Education and more moderate to severe students than smaller towns do. (2) Allowing School Improvement Grant (SIG) money to supplant Quality Education Improvement Act (QEIA) money is a direct attack on the students and schools most in need. (3) Reducing urban districts' categorical funds by tying revenues to enrollment growth or decline will devastate schools already hurt by last year's 20% cut.

If these three proposals are adopted, the result could be well over \$100 million in cuts to LAUSD schools—funds we can ill afford to lose, given our continuing financial crisis. Mr. Superintendent and Board members, we ask you to speak up and take action to stop the Senate proposals. We pledge to support you in that effort.

TEACHING IS A HUMAN ENDEAVOR OF CARING NOT BUSINESS

In an entry on *The Washington Post's* Answer Sheet blog, **Valerie Strauss** publishes a recent letter to President Obama and U.S. lawmakers by the National Council of the Churches of Christ in the USA, a community of 36 communions with a combined membership of 45 million people. Strauss writes that the letter criticizes the administration's effort to increase the number of charter schools, to turn federal money used to help poor children into competitive grants, its punitive approach to low-performing schools, and the "ugly" demonization of public school teachers. "As a people called to love our neighbors as ourselves," the letter reads, "we look for the optimal way to balance the needs of each particular child and family with the need to create a system that secures the rights and addresses the needs of all children." The authors state their concern over the civil right to education being redefined as the right to school choice. "While competitive, market-based 'reforms' may increase educational opportunity for a few children, or even for some groups of children, do they introduce more equity or more inequity into the system itself?" the letter asks.

Read more: <http://voices.washingtonpost.com/answer-sheet/no-child-left-behind/christian-churches-oppose-race.html#more>

IN MEMORIAM

DR. ALFONSO PEREZ – Former Assistant Superintendent, Special Education, Deputy Administrator of Early Education and former Principal of Roosevelt High School, Widney Special Education Center, and Sepulveda Middle School. Dr. Perez retired June 30, 1980, and passed away July 2, 2010. Donations may be sent to the Alfonso B. Perez School, 4540 Michigan Avenue, Los Angeles, 90022, Attention - **Pat Chapa-Avelar** 323.269.0681.

JACK O'BRIEN – Former DACE Administrator, Assistant Principal, Operations, at Manual Arts-Crenshaw and Harbor CAS; former Assistant Principal, SSS, at Monroe, Narbonne and Hamilton high schools. He retired on July 1, 1995, and passed away on July 7, 2010. Donations may be made in his name to a cancer foundation.

GEORGE FINNEY – Former Assistant Principal, Elementary, of Fries Avenue and Broad Avenue schools. He retired in August 1986, and passed away on July 2, 2010.

ERNEST NAUMANN – Former Principal of Belmont and Reseda high schools and Assistant Principal of San Fernando High School. He retired on September 29, 1975, and passed away on July 8, 2010. Funeral services are 12 Noon, Friday, July 16, 2010, at San Fernando Mission Catholic Cemetery, 11160 Stranwood Ave. Mission Hills.

**SURVEY: ONE-FIFTH OF PRINCIPALS' OFFICES
TURN OVER EACH YEAR**

By Debra Viadero, *Education Week Blog*, July 7, 2010

A handful of researchers around the country have begun to focus on the rate of turnover in the principalship. The attention is long overdue. While much is known about attrition rates among teachers, scholars know almost nothing about mobility rates for principals. The drawback to some of the newer studies, though, is that they have been conducted mostly in a few states such as Texas. National data on the topic has been harder to find. Until now, that is.

The National Center for Education Statistics today trotted out findings from its first nationally representative survey on turnover in the principalship. It found that, of the 117,140 people who were principals of a public or private school during the 2007-08 school year, 80 percent remained at the same school the following year. Six percent moved to a different school. Another 12 percent left the principalship altogether and schools were unable to report the occupational status for another 3 percent of the principals who left.

Of the principals leaving the profession, the largest share—45 percent—were retiring. Another 33 percent had moved to another job within K-12 education, most likely a district administrative job. Only 3 percent had left education for a job in another field.

To me, that suggests burnout among principals may not be a *huge* factor in those decisions. For instance, while 17 percent of the public school principals who agreed or strongly agreed that they had less enthusiasm for the job now than they did when they started their career ended up leaving the field the next year, 74 percent who answered that question the same way stayed in the same school for another year. In all, though, only 23,000 principals—about a sixth of the total surveyed—concurred with that statement.

The survey also offers a gold mine of statistics on what principals do on the job and what their schools are like. And here's a piece of data around which principals and their students might even bond: More than 10,000 of the public school principals and nearly 3,000 of the private school ones said that, on occasion, they, too, think about staying home from school because they are just too tired to go.

HEALTH BENEFITS FAQ

Topic: Health Benefits Committee and the 2011 Health Plans Options

What is the process for reviewing and selecting Health plans for the 2011 calendar year?

During the summer months of each year, health plan insurers bring their proposed premiums and plans before the Health Benefits Committee. Historically, premiums have increased each year and insurers typically present the costs of maintaining current health plans and provide options for cost containment. This process began with the July meeting.

What leverage does the HBC have to offset proposed increases in premiums?

- For each of the three years since 2009, the HBC has worked with a union-negotiated budget for health care benefits. The budget contained a 3.5% contribution cap. This means that the District will contribute 3.5% more for health care costs than the previous year.
- The HBC must stay within this 3.5% cap. Last year's insurers proposed average premium increases of 15% for the same coverage. Plan changes and modifications were the result of the discrepancy between the budgeted amount and the increased costs.

With health plan members faced with higher co-pays, higher prescription costs, and a general erosion of benefits, how do employees and retirees benefit from having a union-represented Health Benefits Committee?

- Being union run, the HBC's sole function is to serve the collective interests of their members and retirees. For 2010, the HBC was faced with difficult decisions. The Health Benefits Committee is composed of representatives of all District bargaining units. Each union has one representative per 5,000 members. As such, AALA has one seat. The District also sits on the committee.
- The HBC meets monthly throughout the year, with additional meetings as necessary. Besides reviewing and selecting health plan options and modifications, the committee addresses constituent concerns, legal guidelines/legislation involving health care, Medicare requirements, usage reports, vendor contracts, and all other issues involving the District's health plans. Decisions are based on consensus.

How do AALA members address concerns?

- AALA receives many calls, e-mails, and letters detailing concerns about specific plan benefits for 2010. The HBC is addressing these concerns.

AALA provides support for our members throughout the year. Members may call 213.484.2226 for answers to their immediate questions and concerns. When AALA identifies common concerns, they are brought before the HBC. Members may also write to AALA at: 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026, or send an e-mail to AALAOffice@aala.us

SURVEY RESULTS

ALA’s online survey, titled *An Assessment of LAUSD Support 2009-2010*, was live between June 8 and June 20, 2010, and 758 active AALA members completed it. The overall results reveal a tepid rating of “Satisfactory” for support from Local Districts, Divisions, centralized services, and top management. Although members identified isolated pockets of excellence, the overall ratings showed no single source of stellar support within the District.

Support for the instructional needs of schools, despite severe cutbacks and elimination of positions, were rated within the “Satisfactory” range. Write-in instructional supports identified *Professional Development* (LD and Central) as leaning toward “Excellent.” If given a letter mark, this would translate to a “B+.” In Special Education, members identified and rated *Response to Intervention* professional development as “Satisfactory.”

Overall, all noninstructional supports provided by the District’s central offices were rated “Satisfactory.”

For the recruitment, selection, assignment, placement and discipline of certificated and classified personnel, Human Resources received a solid “Satisfactory” rating for all units and offices. Ratings of the Personnel Commission hovered between “Satisfactory” and “Barely Adequate,” with Classified Relief and Classified Assignments receiving the lowest ratings.

Comments reflected both kudos and criticism. Often mentioned was the lack of returned phone calls and phone machines with lengthy menus and messages. Other comments included poor communication from Central Offices including misinformation that needed subsequent corrections, mandates with unreasonable timelines, and decisions made in isolation. And, reflecting the “Best” and “Worst” support—for as many members complimenting Local District Directors and Superintendents, there was an almost equal number critical of them. Typical “good” comments were “always helpful” and “my local director was outstanding.”

These results clearly reflect the ripple effect of diminishing support faced by AALA members this year in light of the fiscal difficulties faced by the District.

RETIREMENT CELEBRATIONS

Name	Date, Time	Location	Contact
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

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.

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

Playa Del Rey School (3), MST 40, 12221 Juniette Street, Culver City, CA 90230
Playa Del Rey is an E Basis school. For information and application procedures contact **Gay Havard**, Interim Superintendent, at 310.253.7100. **Filing deadline is Friday, July 23, 2010.**

Angeles Mesa School (3), MST 40, 2611 West 52nd Street, Los Angeles, CA 90043
Angeles Mesa is an E Basis school. For information and application procedures contact **Gay Havard**, Interim Superintendent, at 310.253.7100. **Filing deadline is Friday, July 23, 2010.**

Queen Anne Place School (3), MST 40, 1212 Queen Anne Place, Los Angeles, CA 90019
Queen Anne Place is an E Basis school. For information and application procedures contact **Gay Havard**, Interim Superintendent, at 310.253.7100. **Filing deadline is Friday, July 23, 2010.**

Wilbur Avenue School (1), MST 40, 5213 Crebs Avenue, Tarzana, CA 91356
Wilbur is a D Basis school. For information and application procedures contact **Sue Klein**, Principal Leader, at 818.654.3626. **Filing deadline is Wednesday, July 28, 2010.**

PRINCIPAL, SECONDARY

Gage Middle School (6), MST 45, 2880 East Gage Avenue, Huntington Park, CA 90255
Gage is an A Basis school. For information and application procedures contact **Robert Hinojosa**, Chief of Staff, at 323.278.3954. **Filing deadline is 5:00 p.m., Monday, July 19, 2010.**

Wilmington Middle School (8), MST 45, 1700 Gulf Avenue, Wilmington, CA 90744
Wilmington is an E Basis school. For information and application procedures contact **Shannon Lee**, Principal Leader, at 310.354.3400. **Filing deadline is Wednesday, July 28, 2010.**

POSITIONS AVAILABLE (Continued)

EXTENDED/REQUIRED LEARNING ACADEMY ADMINISTRATOR

Huntington Pk. High School (6), MST 40 (Temp. Adv.), A Basis, 6020 Miles Ave., Huntington Pk., CA 90255
 Huntington Park is a YR, three-track school. For information and application procedures contact **Albert Castillo**,
 Principal Leader, at 323.278.3954. **Filing deadline is Thursday, July 29, 2010.**

PRINCIPAL, SMALL SCHOOL

South Region MS #2B, Arts and Media Focus (6), MST 40, 3720 Gage Ave., Bell, CA 90201
 South Region will open in the fall of 2010 as an E Basis school. For information and application procedures
 contact **Robert Hinojosa**, Chief of Staff, at 323.278.3954. **Filing deadline is 5:00 p.m., Friday, July 23, 2010.**

South Region MS #2C, Global Studies Focus (6), MST 40, 3720 Gage Ave., Bell, CA 90201
 South Region will open in the fall of 2010 as an E Basis school. For information and application procedures
 contact **Robert Hinojosa**, Chief of Staff, at 323.278.3954. **Filing deadline is 5:00 p.m., Friday, July 23, 2010.**

Position	Location	Deadline	Contact
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

<ul style="list-style-type: none"> ▪ DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis, Local District 5. For information and application procedures contact Roberto Martinez, Superintendent, at 323.224.3190. 	Fri., July 23, 2010
<ul style="list-style-type: none"> ▪ DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis, Local District 3. For information and application procedures contact Gay Havard, Interim Superintendent, at 310.253.7100. 	4:30 p.m. Fri., July 23, 2010
<ul style="list-style-type: none"> ▪ DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis, Local District 1. For information and application procedures contact Linda Del Cueto, Superintendent, at 818.654.3600. 	5:00 p.m. Fri., July 23, 2010
<ul style="list-style-type: none"> ▪ COORDINATOR, PROGRAM IMPROVEMENT, MST 43 (Temp. Adv.), E Basis, Local District 1. For information and application procedures contact Linda Del Cueto, Superintendent, at 818.654.3600. 	5:00 p.m. Fri., July 23, 2010
<ul style="list-style-type: none"> ▪ SPECIALIST, WORK EXPERIENCE EDUCATION, MST 39 (Temp. Adv.), B Basis, Office of Curriculum, Instruction and School support. For information and application procedures contact Nader Delnavaz, Administrative Coordinator, at 213.241.7510. 	5:00 p.m. Fri., July 23, 2010
<ul style="list-style-type: none"> ▪ 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. 	UNTIL FILLED