

UPDATE

Week of December 13, 2010

AALA FILES UNFAIR LABOR PRACTICE CHARGE AGAINST LAUSD

On Wednesday, December 8, 2010, AALA filed an unfair labor practice charge against LAUSD, with the State of California Public Employment Relations Board (PERB), for refusing to negotiate in good faith. Here's the background: Beginning in the Spring of 2010, AALA requested that the District negotiate a memorandum of understanding (MOU) to insure that administrators serving in pilot schools are protected and served by the AALA-LAUSD Collective Bargaining Agreement (CBA). AALA staff has made it clear to the District that we support pilot schools as one option of viable in-District reform, and we support their expansion.

However, AALA staff and legal counsel have determined that at least several of the individual pilot school agreements are in conflict with the AALA-LAUSD CBA. Our goal in requesting to negotiate an MOU with the District was to resolve such conflicts and, thereby, prevent any unnecessary problems from arising at pilot schools. Nevertheless, the District repeatedly refused to negotiate. This is a summary of AALA's unfair labor practice charge:

The three (3) allegations set forth below constitute unlawful acts by the District and violate the EERA at Government Code Sections 3543.5(a), (b), and (c). The District has violated the Educational Employment Relations Act (EERA), Government Code Sections 3543.5(a), (b), and (c) by failing to negotiate in good faith with AALA regarding the following decisions:

- a) Failure to negotiate the effects created by the MOU between LAUSD and UTLA Los Angeles Pilot School Agreement. The District has unilaterally hired principals at pilot schools under different conditions of employment than other principals in the same classification. The District has not bargained the effects of those changes. A change to a classification is an unfair practice, violating Section 3543.5(c) of the Act, and by the same conduct, violates Sections 3543.5(a) and (b).
- b) Violation of Article 1.2 of the Collective Bargaining Agreement (CBA) with AALA, because the District is hiring principals at Pilot Schools and substantially changing the responsibilities of an existing classification. Article 1.2 states:
"The parties agree that this [CBA] represents the appropriate unit. It may be received only by mutual agreement or by a Public Employment Relations Board unit clarifications decision, but it agreed that the parties may file for a unit clarification proceeding involving this unit only to the extent that the District create new classifications or substantially changes the responsibilities of an existing classification."
- c) Implementing these decisions prior to reaching an agreement with AALA.

AALA FILES UNFAIR LABOR PRACTICE CHARGE AGAINST LAUSD (Continued)

Numerous communications and correspondence have been sent by AALA to District staff requesting the opportunity to negotiate an agreement, which would resolve this matter. Unfortunately, the District has failed to respond favorably.

The changes in unit agreement terms and conditions for pilot school principals compared with the “class” of principals includes items such as differences in the evaluation process, length of the work year, length of the instructional day and internal appeals process for alleged violations and conditions governing the pilot school that changes the grievance process already included in the CBA.

Two of the nine remedies cited by AALA in the PERB filing are as follows:

1. PERB shall order that the District cease and desist from interfering with or denying unit members their right to be represented by an exclusive representative of their own choosing in violation of Government Code Section 3543.5(a).
2. AALA shall be awarded attorney’s fees for the District’s violation of the EERA necessitating AALA’s filing of an unfair practice charge as a result of the District’s inaction.

AALA will keep members updated on this matter as developments occur.

SUPERINTENDENT CORTINES SUPPORTS PRINCIPALS

During our regular meeting with the Superintendent this past week, AALA leadership discussed a variety of topics, including the current workload of administrators, the Board’s proposed parent engagement resolution, and requests made of principals to respond in writing to frivolous issues and anonymous correspondence. In response to AALA’s concerns about how some anonymous correspondence has been handled recently, Superintendent Cortines sent the following communication to the District’s senior staff, including local district superintendents:

Good Afternoon,

More than the majority of our principals are extremely trustworthy. At times, we may receive anonymous or non-anonymous correspondences about a principal. I believe this information should be brought to the attention of the school principal. This information should not be shared in a judgmental way, but it should be shared with the principal so he or she can work along with the local district superintendent to determine if the concerns are justified or not justified.

I do not want our principals to feel that they are not trusted. I visit too many schools and realize how hard our principals work. I want principals to be included in whatever communication that is received by our leadership team or local district office. Principals have the right to know.

*Thank you for your consideration.
Ray Cortines*

AALA appreciates Superintendent Cortines’ support of principals. Remember, if negative correspondence is sent about you to your supervisor, it is your right to see the correspondence and respond to it in writing. AALA staff members will be glad to assist you with your response.

LAUSD'S LEGISLATIVE PRIORITIES

Superintendent **Ramon C. Cortines** has prepared focused legislative priorities for LAUSD to pursue in Sacramento in 2011. In a memo to **Edgar Zazueta**, Director of Legislative & Governmental Affairs, the Superintendent stated, in part, “. . .(T)here is no more important issue for this school district than to ensure that every classroom is led by an effective teacher, and every school is led by an outstanding leader, surrounded by a team of excellent support personnel. . .” The Superintendent further stated, “. . .Of utmost importance is to establish clear expectations and the system to measure performance against these expectations, and then to act on this information.” A summary of the District’s legislative priorities is as follows:

Performance Reviews: Performance should be a key indicator in decisions about teachers, school leaders and support personnel.

1. An evaluation system that uses multiple measures, including review of practice, contributions to student academic growth over time and stakeholder feedback; that places teachers and school leaders into four bands (highly effective, effective, needs improvement or unsatisfactory).
2. Review processes that are rigorous, transparent and fair, with a minimum of 30% of the evaluation attributed to student growth.

Tenure: Allow districts more time to make informed choices about permanency.

1. Extension of the probationary period from the current two to four years.
2. Extension of the yearly decision deadline from March 15 to a date at the end of the school year.

Dismissals/Commission on Professional Competence: Ensure a coherent dismissal process that balances the fundamental civil right for all students to have an effective teacher while maintaining due process rights.

1. Ideally, elimination of the Commission on Professional Competence.
2. Alternatively, Commission decisions be advisory with the local school board making the final decision.
3. Adjustment of panel composition to include stakeholders such as parents and community members.

Layoffs: End quality-blind layoffs; revise layoff criteria to include employee quality measures and high needs schools and positions.

AALA respectfully requests answers to the following questions about LAUSD’s legislative priorities:

1. Why is the District moving forward with legislative priorities, which, in turn, could circumvent AALA’s negotiation rights?
2. How were these legislative priorities established? AALA knows of no focus groups of practicing administrators who reviewed these priorities nor were our members provided the opportunity to make recommendations to the Superintendent.
3. How did the District determine that a minimum of 30% of the evaluation of certificated staff be attributed to student growth? (While the percentage issue was discussed during meetings last year of the Teacher Effectiveness Taskforce, the concept did not receive adequate support to be recommended to the Board of Education.) What research evidence is the District relying upon to support the concept of 30%?

LAUSD'S LEGAL PRIORITIES (Continued)

4. What additional resources will the District provide to assist with the increased workload administrators will face if teachers' probationary period is extended an additional two years?
5. While it is always wise to have parent and community input, how will the state avoid the potential politicization that could accompany their inclusion on the Commission on Professional Competence?

The District's responses to these questions will be considered for publication in a future edition of *Update*.

NEW ADMINISTRATOR PROGRAM (NAP)

The Leadership Academy is continuing the 2010-2011 New Administrator Program (NAP) series. The sessions for 2011 are as follows:

Career Development Program Sessions:

January 31 and March 14 – Presentation of the new promotional process for experienced assistant principals seeking to promote with guidance by mentor principals (5:00 p.m. – 7:00 p.m.)

New Administrator Program Sessions:

January 24	“Supervision of Instruction”	5:00 p.m. – 8:00 p.m.
February 28	“Conducting Performance Evaluations”	5:00 p.m. – 8:00 p.m.
March 28	“Technology for Leaders”	5:00 p.m. – 8:00 p.m.
April 25	“Leading the Multi-Tiered Problem Solving Process”	5:00 p.m. – 8:00 p.m.
May 23	“Ensuring Equity and Access for All Students through Differentiation”	5:00 p.m. – 8:00 p.m.
June 13	“Utilizing the Problem Solving Process to Improve Teacher Practice”	5:00 p.m. – 8:00 p.m.

All Sessions are located at: Beaudry Building, 14th Floor, Room 246

Please register using LAUSD Learning Zone (<http://lz.lausd.net>). Click on “Courses” (Upper left side of screen); Click on “Class Offerings”; Change Program Name drop down to “Leadership Academy”; Click “Search”; Click on the NAP sessions and then click on “Enroll now.” For further information, please contact **Christian Mendez** at 213.241.6608 or at christian.mendez@lausd.net.

10 THINGS CHARTER SCHOOLS WON'T TELL YOU

For an excellent article on 10 things charter schools won't tell you, please click on the link below:

<<http://www.smartmoney.com/spending/rip-offs/10-things-charter-schools-wont-tell-you/?page=all>>

MEMBERSHIP/ATRIBA SAVINGS CARDS

If you are an active or retired member of AALA, you should have received your new AALA Membership/Atriba savings card this week. The only exception to this would be the very newest members who might have joined AALA in the last couple of months. We will be sending those cards out in a second mailing. We want every member to enjoy the various discounts that are available through our new membership card program. If you need assistance in registering online, please call the AALA office at 213.484.2226.

MASTER PROGRAM INSTITUTE (MPI) GRADUATES

Twelve participants in Cohort 11, Series I, of the LAUSD/AALA Master Program Institute Collaborative successfully completed the 64-hour intensive training program and received their completion certificates on Wednesday, November 17. The graduates included the following: **Ofelia Antonio**, San Fernando Institute for Applied Media, San Fernando MS; **Debra Bryant**, Taft HS; **Tadeo Climaco**, Hollywood HS; **Royce Hill**, Porter MS; **Maggie Ku**, Taft HS; **Armond McDaniels**, Manual Arts HS; **Clarice Newson-Henry**, Bret Harte MS; **Gabriela Santillan**, Gompers MS; **Angelique Sims**, Washington Preparatory HS; **Linda Spears**, Clay MS; **Connie Vandergriff**, Mark Twain MS; and **Margaux Williams**, Markham MS.

Aminika Readeux and **April McNeel**, Coordinators, Leadership Academy, serve as facilitators for the Master Program Institute (MPI). **Gina Smith-DeVile** is the Administrator of the Teachers and Administrator Development Branch (TAD). **Jane Pollock** is the AALA liaison to the program. Series II of Cohort 11 is now in progress. Series III of the Master Program Institute will begin on February 16, 2011. Additional information and application procedures can be found on the Leadership Academy website or call the Leadership Academy office at 213.241.6608.

NOTE:

UPDATE will not be published during the WINTER BREAK.

December 20, 2010, is the final edition of ***UPDATE*** this year.

The first edition of ***UPDATE*** for 2011 will be the week of **January 10, 2011**.

For information about POSITIONS AVAILABLE, go to the AALA website at www.aalausd.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.

CLASSIFIED POSITIONS AVAILABLE

SENIOR POLICY ANALYST, MAYOR'S OFFICE OF EDUCATION

The Senior Policy Analyst will work with the Deputy Mayor of Education to carry out the Mayor's education policy agenda. Compensation will be negotiated within established annual salary range commensurate with demonstrated skills and work experience. Interested individuals should send a letter of interest and résumé to **Alysha-Stein Manes** at alysha.stein-manes@lacity.org.

PROGRAM AND POLICY DEVELOPMENT ADVISOR

The Los Angeles Unified School District (LAUSD) is seeking a highly qualified and motivated individual with extensive knowledge and considerable experience managing the entire life cycle of large-scale school reform initiatives. The individual chosen to fill this position will be part of the innovative team that will be setting strategic vision for the District's future. For information about this opportunity go to: <http://lausdjobs.lausd.k12.ca.us/appv1/main> or <http://lausdjobs.lausd.k12.ca.us/appv1/main/pdf/ppdamonique.pdf>.

CERTIFICATED POSITIONS AVAILABLE

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (AP, SCS)

Sepulveda MS (2) MST 39, 15330 Plummer Street, North Hills, CA 91343

Sepulveda is a B Basis school. For information and application procedures contact **Manuel Diaz**, Principal Leader, at 818.252.5400. **Filing deadline is Tuesday, January 4, 2011.**

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.

Position	Location	Deadline	Contact
Instr. Specialist	Markham MS	Until filled	employment@partnershipla.org
Instr. Specialist	West Adams Prep HS	Until filled	lvasquez@mlapartnerschools.org
Principal, EEC	Crescent Hts./Marvin Ave.	12/16/10	310.914.2100

<ul style="list-style-type: none"> ▪ LOCAL DISTRICT SUPERINTENDENT (Local Districts 3, 4, 6 and 8), Salary: \$155,239 - \$171,239/year. For information and application procedures contact Vivian Ekchian, Chief Human Resources Officer, at 213.241.6131 or 333 S. Beaudry Ave., 14th Floor, Los Angeles, CA 90017. 	<p>Apply by Friday, Dec. 17, 2010</p>
<ul style="list-style-type: none"> ▪ SPECIALIST, TRANSITION SERVICES, MST 38 (Temp. Adv.), B Basis, Division of Special Education For information and application procedures contact Dr. Luther Waters, Coordinator, at 213.241.8050. 	<p>5:00 p.m. Wed., Dec. 15, 2010</p>
<ul style="list-style-type: none"> ▪ CATEGORICAL PROGRAMS COORDINATOR, MST 41 (Temp. Adv.), B Basis, Local District 6 For information and application procedures contact Theresa Lopez, Administrator of Instruction, at 323.278.3900. 	<p>5:00 p.m. Wed., Dec. 22, 2010</p>

*The Associated Administrators of Los Angeles staff
wishes AALA members an enjoyable and relaxing
holiday season.*

*We are hopeful that for a brief time you will
set aside the challenges you face every day as administrators
and spend time with your family and friends
during the holidays.*

Warm wishes for a happy and healthy 2011!

*Charlotte Judy Don
Michael Jack Lorraine
Steve Sylvia Hema Michelle Cathy
Doris David
William Jane Jade m. "Mike"*