

## UPDATE

Week of March 14, 2011

### SCHOOL BOARD ELECTION RESULTS

ALA wishes to congratulate the following LAUSD Board of Education candidates, all incumbents, who won re-election to their respective seats:

**District 1:** Longtime administrator **Marguerite LaMotte** won in a landslide victory over the **Reverend Eric Lee**, gaining approximately 75% of the vote to his 25%. Many ALA members worked hard on Ms. LaMotte's campaign, and we thank those who helped. Ms. LaMotte will begin her third term on the Board July 1, 2011.

**District 3:** **Tamar Galatzan** won handily, with approximately 63% of the votes to **Louis Pugliese's** 37%. Ms. Galatzan will begin her second term.

**District 7:** **Dr. Richard Vladovic**, former administrator, won outright in a strong showing of 61% against two opponents. Many ALA members worked actively in support of Dr. V, who will be serving his second term.

Finally, **District 5's** semi-final numbers as of Thursday morning show **Bennett Kayser** holding **Luis Sanchez**, Board President **Mónica García's** Chief of Staff, just short of the 50% +1 vote needed to win. If Mr. Sanchez does not receive the required percentage, a run-off will take place on May 17, 2011. The run-off will determine if the Mayor's Board majority continues or if power shifts toward educators' concerns. We will let you know of the outcome of this race next week.

**Marguerite LaMotte, Bennett Kayser and Dr. Richard Vladovic have all expressed strong support for ALA's Core Values, including the continuation of lifetime health benefits.**

### CRA NOTES

Governor Brown's proposal to end the Community Redevelopment Agency (CRA) law in California made the next hurdle as the State legislature approved the Governor's proposal and passed it out of committee. In the meantime, according to the *L.A. Times* (March 9, 2011), on March 8, ". . .The Los Angeles City Council voted to transfer \$930 million in building projects overseen by the CRA to the city's coffers. . ." to prevent the State from using the funds for education and social services.

**LATEST NEWS ON THE REED CASE**

*ALA thanks the District General Counsel's office for providing this information.*

Approximately one year ago, the American Civil Liberties Union (ACLU) and Public Counsel sued the Los Angeles Unified School District (LAUSD) and other state defendants, on behalf of students at Gompers, Liechty and Markham middle schools, alleging that certificated reductions in force (RIFs) had disproportionately impacted those schools. The lawsuit alleged that the schools were at risk of suffering further harm in the 2010 layoffs and, as a result, the students would be denied equal access to education in violation of the California Constitution. Attorneys for the students sought, and obtained, a court order stopping the LAUSD from proceeding with classroom teacher layoffs at those three schools in 2010.

After the conclusion of the 2010 RIF hearing, the parties to the lawsuit commenced settlement negotiations. Ultimately, the parties agreed to a deal whereby the LAUSD would skip up to 45 schools in case of a RIF. The agreement, which was approved by the Superior Court in January 2011, requires the District to skip classroom teachers at the 25 schools with the highest teacher turnover, which are ranked in API deciles 1-3, which also are showing academic progress over time. The District also is permitted to skip up to 20 more schools that are either new and in need of protection, or otherwise demonstrate intense need. The three schools that were the subject of the lawsuit will be skipped through June 30, 2013; thereafter, they will be skipped only if they continue to fall within the skipping criteria.

In order to minimize negative consequences at other schools as a result of skipping the 45 schools, the District will ensure that no other school is impacted greater than the District average. The District average has yet to be determined. Furthermore, teacher displacements may occur at this time due to schools losing positions. Under that scenario, teachers may get displaced from Reed schools and, if low in seniority, they may be still be RIFed.

United Teachers Los Angeles (UTLA) appealed the Superior Court's settlement approval and order on February 11, 2011. UTLA had asked the Court of Appeal to require the District to delay implementation of the settlement agreement while the appeal was pending, but the Court rejected that request on March 7, 2011. While it is expected that UTLA will request that the California Supreme Court step in to stop implementation, lawyers for the District do not believe any such request would be granted. As such, the District plans to proceed with the RIF in full compliance with the Reed settlement, while the UTLA appeal makes its way through the courts.

Because of the uncertainty presented by UTLA's request to stop implementation pending appeal, the District had issued precautionary RIF notices to teachers at the 45 Reed-protected schools. The District will rescind those letters once it is clear that any and all legal challenges, either in court or before the administrative law judge assigned to the reduction in force hearing, have been resolved in favor of the settlement, as implemented. LAUSD is urging administrators at the 45 schools to advise classroom teachers to remain cautiously optimistic, but understand that the case remains in litigation.

**REMINDER: OMA MEETINGS**

Organization of Management Administrators (OMA) represents all certificated management personnel on the master salary schedule serving at Beaudry, Local District offices and support units. OMA meetings for 2011 are scheduled for the following dates: Thursday, March 24<sup>th</sup>, at 3:30 p.m. and Thursday, May 26<sup>th</sup>, at 3:30 p.m., in the Board Room, 333 S. Beaudry, Los Angeles 90017.

**PROFESSIONAL COURTESY AND DUE PROCESS**

One of AALA's major responsibilities is to make sure our members' due process rights are respected, as defined in the AALA/LAUSD Bargaining Agreement. We assume that Staff Relations personnel will represent the District well by abiding by the AALA contract. Furthermore, we expect Staff Relations, Senior Staff and line supervisors to treat AALA members with professional courtesy and respect at all times. Such treatment depends upon clear communication, good listening and transparent intent. When our members are not treated professionally, the District's credibility suffers and administrators are hurt. Recently, a principal was mistreated in Local District 2, and Local District Superintendent **Alma Peña Sanchez** responded to AALA's concerns with sensitivity. The sequence of events follows:

1. The Principal Leader (Director) called the principal on February 16, 2011, and directed her to attend a meeting in his office on Friday, February 18, 2011, at 5:00 p.m., just before a three-day weekend. The principal asked, "Is this a disciplinary meeting?" The response from the Director was, "Well, I have contacted AALA."

**The Director, assisted by the Staff Relations Coordinator, should have provided the principal a written notice of the meeting, explaining its purpose and the principal's right to have a representative present.**

2. The principal informed the Director that she had to pick up her child by 6:00 p.m. and, due to traffic and the distance of the childcare facility, asked to have the meeting earlier that afternoon. The Director's response was, "That's the time it will be." The time was later changed to 4:30 p.m. because **Sylvia Perea**, AALA Field Representative, contacted the Staff Relations Coordinator and requested the change. During a phone call, the Staff Relations Coordinator told Ms. Perea, "Since the principal is a 4213, she will not be continued in the position." Ms. Perea assumed that this change of assignment would occur at the close of the school year.

**The Director should have accommodated the principal's request for a time change for the meeting. There was no need to increase her level of anxiety unnecessarily. The Staff Relations Coordinator should have revealed the date of the assignment change and the purpose of the meeting.**

3. The Director began the conference by stating that based on concerns about the principal's performance, he was recommending that she not be continued in her current position. Ms. Perea indicated that it was only February, and there was certainly time left in the year for the principal to demonstrate improvement. She asked, "What if the principal improves between now and May 2011 based upon the assistance and guidance you provide?" The Director's response was, "I've made up my mind. My recommendation will remain the same."

Ms. Perea gave the Director and Staff Relations Coordinator a copy of the same Director's 2010 evaluation of the principal, which reflected an outstanding performance. She also shared a handwritten complimentary note that the Director gave the principal in 2009. She asked the Director if the school's API score had risen 44 points under the principal's leadership. Neither the Director nor the Staff Relations Coordinator responded but simply stared at the principal and AALA's representative.

**LACK OF PROFESSIONAL COURTESY AND DUE PROCESS (Continued)**

**The Director and Staff Relations Coordinator should have treated the principal and Sylvia Perea with professional courtesy and should have responded appropriately.**

4. Ms. Perea then asked the Director to briefly summarize the concerns he had about the principal's performance. He gave no verbal response and, again, simply stared back. At that point, the Staff Relations Coordinator interjected, "We are not here to discuss the principal's performance. If you want that information, the principal can give you copies of the conference summaries or we can give you copies. The purpose of this meeting is to let the principal know that after June, she will not be continued and will be reassigned as a generic Assistant Principal in August. We are not going to discuss anything else, and you (AALA) are only here as a courtesy."

Ms. Perea asked, "When are we talking about this change occurring?" The Director's response was, "Due to the holiday, it will be effective Tuesday, February 24, 2011."

5. Ms. Perea stated that the District's action in this matter appeared to be an abuse of power in that it not only has a contractual responsibility to provide assistance and guidance, but also to give the employee sufficient time to act on that assistance and guidance. Furthermore, Local District 2 staff provided no notice of consequences given to the employee if she failed to improve her performance.

Neither the Director nor Coordinator provided a response. At that point, the Staff Relations Coordinator consulted privately with the Director. Upon returning, the Director give the principal a written memo stating that she was to report to the Operations Director in Local District 1 on the Tuesday immediately after the holiday. Furthermore, she was not to return to school or contact anyone connected with the school. He told her to pick up her personal belongings over the weekend.

**AALA wonders what professional training has been provided to the Local District 2 Staff Relations Coordinator and the Director regarding the AALA/LAUSD Collective Bargaining Agreement and respectful treatment of all individuals. LAUSD administrators are owed respectful treatment whether they are in their second year or thirty-second year. A basic tenet of good management is that respect breeds respect.**

While the District has the right to reassign a 4213 or 4214 administrator, the conference must be conducted in a sensitive and professional manner. Unfortunately, the Local District 2 Staff Relations Coordinator and Director did not do so in this case.

**CONCLUSION: AALA staff contacted Local District 2 Superintendent Alma Peña Sanchez to review the entire sequence of events. At AALA's request, Mrs. Peña Sanchez spoke directly with Sylvia Perea to get details first-hand. She was highly apologetic about the manner in which her subordinates treated this principal and has since scheduled a meeting with her to provide appropriate guidance and support. We appreciate her following through, as promised.**

**HEALTH BENEFITS FAQ**

**Topic:** *CVS Caremark Prescription Use Report for LAUSD*

**What findings were significant in the January 2011 report?**

The major findings were:

- The cost of prescription drugs used by actives and retirees in the CVS Caremark plan decreased by 7.6% in 2010, compared to 2009. This cost trend was significantly lower than same industry (school system) entities—which increased by 2.4% in 2010 from 2009. Other industry usage increased by 5.2% during the same period.
- Generic drug dispensing increased by 8.4% compared to brand-name drugs.
- CVS’s Maintenance Choice Prescriptions for 90-100 mail-order refills (or store pick-up) increased by 18.3%.
- The net cost per-member, per-month decreased by 18%.
- Member cost sharing rose by 10.6%.

**What are possible reasons for the decrease in the use of prescription drugs?**

Copayment increases in 2010 and better drug management by members are two possible reasons.

Generally, in 2009, CVS drug copayments were \$5 for generics and \$7.50 for brand-name medications in both Anthem’s HMO and PPO plans. In 2010, plan increases were implemented. For Anthem HMO members, generics remained at \$5, but for EPO members, generics rose to \$10. For HMO Select members, brand-name drugs increased from \$7.50 to \$25 and a third pricing tier was added for nonpreferred drugs at \$45. For EPO members, generics rose to \$10 and brand-name drugs increased from \$7.50 to \$30 and \$50 for nonpreferred drugs.

The 8.3% increase in the use of Maintenance Choice© Prescriptions for refills of medications for chronic conditions suggests that members are taking medication more regularly. CVS studies have shown that the ease and convenience of refills through mail-order or in-store pick-up have encouraged drug adherence, resulting in better health.

**What are the implications of the cost/usage reductions shown in the report?**

Plan changes in 2010 resulted in higher copayments for brand-name drugs. Many active members and retirees converted to less expensive but effective generic drugs and opted for price-saving mail-order refills. Given this trend, premiums increases for prescriptions should be contained for the 2012 plan year. However, much uncertainty remains with the December 31, 2011, expiration of the health benefits MOU. While members have helped the District control prescription costs, Dr. Deasy desires even greater cuts to benefits to the tune of \$225 million and employee/retiree contributions.

**Health Benefits Alert: Cancellation letters also sent to Anthem HMO Select Retirees—**

According to Anthem, many retirees in the HMO also received letters of cancellation in addition to EPO Medicare retirees. Please note that **YOUR COVERAGE IS NOT CANCELLED**. The letter was sent in error; a change in your plan’s group number took place on January 1, 2011. You were already sent a new identification card for the new group. Anthem will issue a letter about this error.

**AN AALA MEMBER CRITIQUES THE PSC REVIEW PROCESS**

As a reader of the recent Public School Choice 2.0 proposals, I would like to express my concern with the actual evaluative process as it was implemented this year. I am specifically troubled by the following issues:

- PSC 2.0 readers were not required to participate in provided trainings before evaluating the proposals.
- PSC 2.0 readers who did participate in the provided trainings were not adequately prepared to use the Public School Choice rubric in their assessment of assigned proposals (in fact, readers were told that they were not required to use the rubric at all if they chose not to).
- PSC 2.0 readers did not participate in group readings of sample proposal to calibrate their assessment levels prior to starting their individual proposal evaluations.
- PSC 2.0 readers were allowed to select additional proposals to evaluate on their own, neutralizing the implied impartiality of this process.

The fact that individual plans from across the District received such disparate evaluations from their assigned readers certainly suggests that there was no reader-rater reliability in this process. By accepting such wide variation in recommendations without sufficient lead-reader oversight, we run the risk of contributing to an inequitable voting process.

**Because the many groups who wrote proposals for Public School Choice 2.0 dedicated such time and effort to the creation of their plans, we should feel obligated to provide a legitimate, informed assessment process. I hope the Superintendent and Senior Staff will consider these concerns carefully in their preparation and planning for the next round of Public School Choice.**

**REMINDER: AALA ELECTION SELF-NOMINATION FORM DUE**

Adult, Elementary, Secondary and Supervisory departments each have a three-year Executive Board position up for election. The link for the self-nomination form was e-mailed to all **active** members. Return **DUE DATE** to the AALA Office is **Friday, March 18, 2011**. Nominations from the floor can be made at the Representative Assembly meeting on Thursday, March 24, 2011. Please click on the link below to connect with the self-nomination form. You will need to download the form at [http://www.aalausd.org/pages/self\\_nomination\\_form.html](http://www.aalausd.org/pages/self_nomination_form.html) and either fax it to 213.484.0201 or e-mail it to [gpivaral@aala.us](mailto:gpivaral@aala.us).

**RECEPTION FOR TOM TORLAKSON**

**WEDNESDAY, MARCH 23, 2011** - AALA is hosting a **Reception for Tom Torlakson**, California Superintendent of Public Instruction, at The California Science Center, 700 Exposition Park Drive, Los Angeles from 5:00 to 7:00 p.m. We look forward to seeing many AALA members at the event to meet and support Mr. Torlakson. Contributions are expected and must adhere to California Election Law. Should you have questions regarding the reception, please call the AALA office at 213.484.2226. RSVP to Farrell or Nancy at 323.465.9655 or [nancydolanassociates@gmail.com](mailto:nancydolanassociates@gmail.com).

## ANNUAL FORM 700s – DUE BY APRIL 1!

Once again, the annual April 1 deadline for the state-mandated Form 700 Statement of Economic Interests (SEI) filing is fast approaching. Hopefully, most principals, APs, and coordinators have completed and submitted their form. Filers who still need to complete the requirement may download the form and watch the “Form 700” video on the Ethics Office website at <http://ethics.lausd.net/seinotice.html>. The video provides an online in-service that walks a filer through the completion of the form. Please remember that, by law, faxed or electronic copies of Form 700 cannot be accepted. You can also contact the Ethics Office at 213.241.3330 with any questions.

## DRAFT OF 2011 – 2012 SINGLE TRACK CALENDAR

**DRAFT** —

▣ Pupil Free Days  
Tuesday, Sept. 6, 2011  
Monday, June 25, 2012



**LOS ANGELES UNIFIED SCHOOL DISTRICT**  
**DISTRITO ESCOLAR UNIFICADO DE LOS ANGELES**

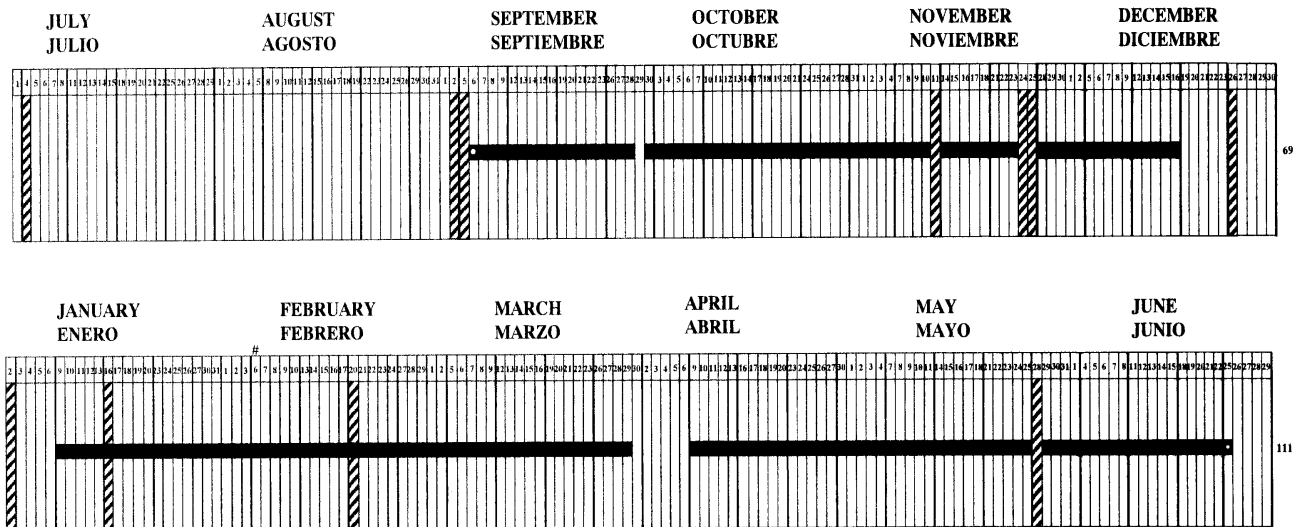


**DATE**  
**3/2/2011**

\* If a school selects Monday, February 6, 2012 as a Pupil Free Day, then Monday, June 25, 2012 becomes an Instructional Day

### SINGLE TRACK INSTRUCTIONAL SCHOOL CALENDAR 2011-2012 CICLO UNICO CALENDARIO ESCOLAR DE INSTRUCCIÓN

**DRAFT**



<b>IMPORTANT DATES:</b>					
07-04-2011	Independence Day	11-11-2011	Veterans Day	03-30-2012	Cesar E. Chavez Birthday Observed
09-02-2011	Admissions Day	11-24 & 11-25-2011	Thanksgiving Holiday		
09-05-2011	Labor Day	12-19-2011 thru 01-06-2012	Winter Recess	04-02 thru 04-06-2012	Spring Recess
09-06-2011	Pupil Free Day	01-16-2012	Dr. Martin L. King, Jr.'s Birthday Observed	05-28-2012	Memorial Day Observed
09-07-2011	First Day of Instruction	# 02-06-2012	Second Semester Begins	06-22-2012	Last Day of Instruction
09-29-2011	Unassigned Day	02-20-2012	Presidents' Day	* 06-25-2012	Pupil Free Day

## ADMINISTRATIVE INTEREST GROUPS' BREAKFAST

On March 9, representatives from the following Administrative Interest Groups attended an annual Spring Breakfast at the AALA office: Alliance of Asian Pacific Administrators (AAPA), Association of California School Administrators (ACSA), Association of Jewish Educators (AJE), Association of Mexican American Educators (AMAE), California Association of Regional Occupational Centers and Programs-Angelino chapter (CAROCP), California Council of Adult Education (CCAЕ), Council of Mexican American Administrators (CMAA) and Council of Black Administrators (COBA). Unable to attend this time were Gay and Lesbian Administrators and Allies (GALAA) and American Educators of Italian Origin United (AEIOU).

At the meeting, representatives gave a brief update regarding their current activities and shared information concerning their respective scholarship programs and their upcoming scholarship events. Among these groups, over 100 scholarships are awarded annually to outstanding Los Angeles Unified School District students. AALA supports their programs by donating each year to their scholarship funds. They in turn support AALA's scholarship program, which awards a minimum of 16 scholarships a year to LAUSD scholars.

The selection of AALA's scholarship recipients this year is about to occur, and the selected students will be honored at the AALA Scholarship/Community Awards Banquet on Wednesday, May 25, 2011, at the Millennium Biltmore Hotel. We hope that you will calendar this date and join us as we celebrate the accomplishments of our selected scholars. Also, we encourage you to calendar the date(s) for one or more of the other scholarship events being held this spring.

## 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](mailto: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 questions about the selection process, go to [www.lausdjobs.net](http://www.lausdjobs.net).

### **CERTIFICATED POSITION AVAILABLE**

#### ***ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (APSCS)***

**Bravo Medical Magnet HS (5) MST 38**, 1200 N. Cornwell Street, Los Angeles, CA 90033  
Bravo is a B Basis school. For information and application procedures contact **Raul Correa**, Principal Leader, at 323.224.3173. **Filing deadline is Friday, April 1, 2011.**