

## UPDATE

Week of June 20, 2011

### **BARGAINING BULLETIN** **Administrator Evaluation and the Pilot Project**

AALA and UTLA members received a letter from Superintendent **Dr. John Deasy** dated April 28, 2011, announcing his plans to implement a new evaluation system, beginning with a “no stakes” pilot project during the 2011-2012 school year. In the letter he stated, “We have sought, and will continue to seek, the input and participation of our collective bargaining partners at UTLA and AALA. LAUSD remains committed to the collective bargaining process. As such, while the District is developing and intends to implement various measures to assess teacher and administrator quality, we remain obligated to negotiate their impact.”

AALA welcomed Dr. Deasy’s comments, in part, because evaluation is a mandatory subject of collective bargaining. We believe, nevertheless, that both the process itself and its “impact” are negotiable. We have mentioned in previous issues of *Update* that our bargaining team has engaged for months in negotiating our three-year contract with the District, and evaluation is included. However, we have not published in-depth information because details of what takes place at the bargaining table are confidential.

The fact is that while negotiations on various articles in the AALA contract have taken place, to date the topic of evaluation of AALA members is not one of them. The lack of a negotiated agreement on evaluation has not stopped the District from speeding ahead with implementation of the pilot project. On May 11, 2011, during a scheduled negotiating session, the District lead negotiator informed AALA’s bargaining team that the District is moving forward with the pilot project without negotiating a change to our collective bargaining agreement—a clear violation of the rights of our members. Consequently, AALA filed an unfair labor practice complaint with the Public Employee Relations Board (PERB) on May 16, 2011, on the grounds that the District has failed to bargain in good faith. UTLA, independently from AALA, also filed a complaint with PERB.

PERB held an informal hearing for AALA and the District on June 3, 2011, during which AALA proposed a settlement agreement. We are currently awaiting a response from the District. The informal hearing will be continued later this month, and we are hopeful that the issues will be resolved. If they are not, AALA will request an expedited PERB hearing.

On June 14, AALA President **Dr. Judith Perez** and Superintendent Deasy had a productive conversation, during which the Superintendent said that the District is ready to return to the bargaining table and negotiate evaluation. Even though the school year is coming to an end, we remain optimistic that these negotiations will lead to a tentative settlement. We will continue to keep you informed via *Update*.

**SUPPORTING ALL EMPLOYEES?**

Each week *Superintendent Deasy's Update* online includes four goals, the second of which is "Supporting all Employees." The goal description states, "We are accountable for our students' success. We will use data to personalize the supports that all our employees need to serve our students, from professional development and training to creating measurable performance goals." AALA challenges Superintendent Deasy to examine closely how Local District 5 leadership neglected to support a middle school principal whose efforts resulted in improved student achievement and support for students and staff.

The LD 5 Superintendent has chosen to discontinue this individual's assignment despite the fact that he has received five years of meets/exceeds on Stull evaluations. Furthermore, he has been given no conference memos or written feedback describing any areas of concern. His school has experienced a 49-point API growth. He has brought harmony and stability to a site that had suffered years of turmoil, discord among staff members and repeated administrative turnover.

AALA understands that Local District superintendents have significant responsibilities and they are answerable to both the LAUSD Superintendent and to the Board of Education. Nevertheless, Local District superintendents need to be responsive to the needs of the administrators whom they supervise. AALA members also have significant responsibilities and work long hours to ensure student safety and improved academic performance.

**What does AALA expect?** We expect the District to treat AALA members with dignity and respect. We expect the District to provide them support and guidance when needed. We expect the District to afford all of our members their due process rights and to treat them fairly.

AALA leadership has shared information with Superintendent Deasy and Senior Deputy Superintendent **Michelle King** regarding the inept handling of personnel matters by Local District 5 leadership. We asked central District leadership to review several cases along with the relevant data. The Senior Deputy Superintendent responded that Superintendent Deasy is supporting the decisions made by the LD 5 Superintendent despite the fact that his actions were inconsistent with Superintendent Deasy's goal of "Supporting All Employees."

Additional cases demonstrating poor personnel practices by Local District 5 leadership will be shared in upcoming editions of the *Update*. Stay tuned.

**IN MEMORIAM**

**DANIEL "DAN" AUSTIN** – Former Chief of Staff, Assistant Superintendent, Regional Administrator, Operations (Accounting & Disbursements Division and Special Education Programs), Cluster Advisor, Elementary Region Administrator, Administrative Coordinator, Principal of Crenshaw and Cleveland high schools and Foshay Learning Center. Dan retired in 2000 and passed away on June 12, 2011. Services will be held on Saturday, June 18, 2011, 11:00 a.m. at Second Baptist Church, 2412 Griffith Avenue, Los Angeles. A viewing will be held on Friday, June 17, 2011, 3:00 – 8:00 p.m. at Inglewood Cemetery, Manchester Chapel, 3801 Manchester Blvd., Inglewood.

**STATE BUDGET NEWS**

*ALA wishes to thank Michael Bilbrey, CSEA First Vice President, for providing the following information.*

On Wednesday, June 15, 2011, the California Legislature passed a balanced budget to the Governor. Specifically, legislative Democrats approved a majority vote state budget that closes the remaining \$9.6 billion budget deficit through additional cuts, some fees and other adjustments like the sale of state properties. The plan was passed on a partisan vote. While the legislative budget plan does not include additional revenues, it is a balanced approach to address the state's current deficit for school year 2011-2012.

The majority vote budget plan was passed after months of negotiations between the Governor and Republican legislators faltered. The Governor proposed to extend existing taxes and provide a funding bridge until the issue could have been approved by a vote of the people. A two-thirds vote of the Legislature is required to move the tax extension to a statewide ballot. In the end, negotiations faltered because the Republican minority held the budget hostage while trying to extract so-called reforms to pensions, regulatory and environmental programs, as well as a cap that would have frozen California spending at the lowest levels in recent history.

The legislative budget plan continues the Governor's intent to protect K-12 education from additional cuts on top of the \$18 billion in cuts that have been levied over the last three years. Rather than cut education funding, the legislative budget plan reinstates the \$2.85 billion deferral, which maintains education funding at the same level as the previous year.

This is the first time that the Legislature has exercised a majority vote budget since voters authorized the Legislature to pass a budget with a simple majority. It is also the first year law makers would have lost their pay if they didn't pass a budget by June 15, the constitutional deadline for the legislature to submit a spending plan to the Governor.

**What's Next?** The Governor has until June 30 to review, blue pencil and sign or veto the budget. While the Legislature has provided a balanced plan without extending existing taxes, the plan is different from the Governor's proposal to fix the multiyear structural budget problem of the State. With two weeks before the end of the fiscal year, there is some speculation that the Governor may use this time to continue his negotiations with Republicans to give the people a chance to vote to extend the existing taxes.

**NEWS FLASH:**

**Governor Jerry Brown** vetoed the entire Legislature's budget package today, Thursday, June 16, indicating he would not push California's budget problems into future years as previous administrations have done. Governor Brown apparently will continue to pursue a tax extension of five years on a limited set of issues to address the current budget deficit. The Governor will continue to seek an election to allow the people to decide on the proposed tax extension.

## HEALTH BENEFITS FAQ

### *Topic: Adult Immunizations and Disease Prevention*

#### **If I had regular immunizations as a child and additional ones as an adult, shouldn't that be enough?**

The best answer is “maybe.” Recent studies by the Center for Disease Control (CDC) show that between 30% and 50% of adults neglect keeping up to date on recommended disease-preventable immunizations. This compares with a 90% childhood immunization rate for most of the common childhood diseases. Part of the problem is that recommended immunizations change fairly frequently. In 1995, the list included 10 vaccines. Today, the CDC recommends 16 vaccines for children to age 18 and additional ones for adults. Consult your primary care physician to review your immunization history and needs.

#### **I thought that immunizations for childhood diseases lasted a lifetime?**

Certain vaccines, like influenza, are needed every fall or winter. Others, like tetanus/diphtheria (Td) require booster doses every 10 years. Most recently, with the outbreak of whooping cough (pertussis), a one-time dose of Tdap is recommended for adults age 65 and older who are in close contact with children younger than age 12 months. Tdap is also recommended in the immediate postpartum period before discharge from hospital for new mothers who were either not previously vaccinated or whose vaccination status is unknown.

#### **I avoid certain immunizations because I worry about adverse reactions and side effects. Are my worries unfounded?**

All vaccines may have some side effects, such as a sore arm or slight fever. Most are minor. The CDC website ([www.cdc.gov](http://www.cdc.gov); search “vaccine safety”) is a reliable source of a vaccine’s potential side effects—from very minor reactions to severe. The website also provides information about who should not be vaccinated. Most importantly, you should discuss your concerns with your primary care physician.

#### **What are the most important vaccines that adults need?**

CDC in 2011 recommends this schedule of immunizations for various age cycles:

| VACCINE ▼   | AGE GROUP ► | 19–26 years  | 27–49 years | 50–59 years | 60–64 years | ≥65 years |
|---|-------------|--|-------------|-------------|-------------|-----------|
| Influenza <sup>1,*</sup>                                |             | 1 dose annually  |             |             |             |           |
| Tetanus, diphtheria, pertussis (Td/Tdap) <sup>2,*</sup> |             | Substitute 1-time dose of Tdap for Td booster; then boost with Td every 10 years |             |             |             |           |
| Varicella <sup>3,*</sup>                                |             | 2 doses  |             |             |             |           |
| Human papillomavirus (HPV) <sup>4,*</sup>               |             | 3 doses (females)  |             |             |             |           |
| Zoster <sup>5</sup>                                     |             |  |             |             | 1 dose      |           |
| Measles, mumps, rubella (MMR) <sup>6,*</sup>            |             | 1 or 2 doses   |             |             | 1 dose      |           |
| Pneumococcal (polysaccharide) <sup>7,8</sup>            |             | 1 or 2 doses   |             |             |             | 1 dose    |
| Meningococcal <sup>9,*</sup>                            |             | 1 or more doses  |             |             |             |           |
| Hepatitis A <sup>10,*</sup>                             |             | 2 doses  |             |             |             |           |
| Hepatitis B <sup>11,*</sup>                             |             | 3 doses  |             |             |             |           |

\* Covered by the Vaccine Injury Compensation Program



For all persons in this category who meet the age requirements and who lack evidence of immunity (e.g., lack documentation of vaccination or have no evidence of previous infection)



Recommended if some other risk factor is present (e.g., based on medical, occupational, lifestyle, or other indications)



No recommendation

Legal Brief\*

**REQUESTS FOR INTERVIEWS ON CAMPUS**

**NOTE:** In general, if a school cannot disclose pupil record information to a person, a school cannot confirm or deny a student's attendance to that person. In emergency situations (as determined by the school), the school can share information with appropriate persons in connection with an emergency if the knowledge of the information is necessary to protect the health or safety of a pupil or other persons (EC section 49076 (b) (1)). Necessary information might include confirmation the student is in attendance, parent/guardian contact information, and/or medical information if the child is being taken into custody.

**Law enforcement:** Can interview suspected child victim with (1) court order; (2) parent consent; or (3) if law enforcement determines there are exigent circumstances. Can interview anyone else regarding suspected child abuse/neglect investigation. Other interviews are permissible if investigating a crime and the disruption to instruction is minimized. In general, for suspected in-home child abuse/neglect or abduction/ kidnapping cases, the school should not contact the parent regarding the interview. However, the school should obtain the officer's name and contact information should the parent later contact the school about an interview. If a student is released from school to law enforcement, the school should take immediate steps to notify the parent unless the case is suspected child abuse/neglect or kidnapping/abducting (Education Code section 48906).

**DCFS:** Can interview suspected child victim with (1) court order; (2) parent consent; (3) consent of child 12 or older; (4) no consent or order if interview is 30 minutes or less; or (5) if DCFS determines there are exigent circumstances. Can interview anyone else regarding suspected child abuse/neglect investigation. Other interviews are permissible if some documentation of link to child (e.g., minute order with worker and child's name) and the disruption to instruction is minimized.

**Probation officers:** Interviews are permissible if some documentation of link to child (e.g., minute order with officer and child's name) and the disruption to instruction is minimized.

**District Attorney/Public Defender Investigators:** Permissible with a subpoena or parent/guardian consent or consent of adult employee and disruption to instruction/work is minimized.

**Private investigators:** Permissible with a subpoena or parent/guardian consent or consent of adult employee and disruption to instruction/work is minimized.

**Board Rule 1204 INTERVIEWING OF STUDENTS**

**Rule Text:** Upon presentation of proper identification, duly authorized representatives of law enforcement agencies having jurisdiction over the region in which the school concerned is located shall be allowed to interview students in the presence of the principal or a teacher. Police Officers of the City of Los Angeles and of other jurisdictions within the Los Angeles Unified School District, Los Angeles County Sheriff's Deputies, Los Angeles County Probation Officers, California State Police, Investigators for the Domestic Relations Court, agents of the California Youth Authority, and the Federal Bureau of Investigation will produce official identification cards. Special and honorary officers, honorary deputy sheriffs, etc., and members of the press, although carrying identification cards issued by law enforcement agencies, shall not be permitted to interview students at school; provided, however, that students may be interviewed by members of the press in connection with school activities, in the presence of and with the approval of the school principal or the Director of Public Information. Information regarding the identification of persons other than those mentioned above may be secured from the Student Attendance and Adjustment Services Branch. (See Board Rule 1421) (Adopted 2-11-57)

\*This LAUSD Legal Brief is for information only and does not constitute legal advice. Please contact the Office of the General Counsel to determine how this information may apply to your school's specific facts and circumstances.

# Associated Administrators of Los Angeles

## AALA ACTIVE, ALUMNI, AND FRIENDS...THANK YOU FOR YOUR GENEROSITY

The Friends of AALA Board of Directors wants to thank the AALA active and alumni members and their friends listed below for so generously responding to the Board's request for funds to support AALA's scholarship program, which this year awarded twenty-one scholarships to outstanding LAUSD scholars. The success of this first year's campaign has been extraordinary, and the Board is grateful to all of our donors who have helped accomplish this.

|                                  |                          |                                |
|----------------------------------|--------------------------|--------------------------------|
| Teri Ito Abbott                  | Dolores Díaz-Carrey      | Ellis and Mary Kaufman         |
| Barry Agovino                    | Art and Ruth Drye        | Marilynne Kennedy              |
| Debbie DePuy and Jill Aguilar    | Paul Dubrovin            | Cliff Ker                      |
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| Terri Arnold                     | Sally Erskine            | Linda Lane                     |
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| Dr. Robert H. Bailey             | Al Fasani                | Elizabeth Lem                  |
| Dan and Carmen Basalone          | Lourdes Fasani           | Charlotte Lerchenmuller        |
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| Marcia Cholodenko                | Jim Grover               | Amelia McKenna                 |
| Beverly and James Coakley        | Teri Guberman            | Eileen M. McNabb               |
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| Dr. Verna B. Dauterive           | Dr. Donnalyn Jaque-Anton | Janet Minami                   |
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| Rita Davis                       | Maureen F. Jensen        | Marta Miyazawa                 |
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| Doris Dent                       | Phillip B. Jordan        | Alma Monroe                    |
| Sheila Derrig                    | Herb Kanigher            | Charles R. Mortensen           |
| Dr. Ronald Diaz                  | Stan and Pam Katase      | Jack Moscowitz                 |

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## FRIENDS OF AALA (Continued)

|   |  |  |
|---|--|--|
| Roberta Nathanson<br>Dio Neiman<br>Dr. Lanny Nelms<br>Doreen and Donald Nortman<br>Arnold W. O'Connor<br>Beth Ojena<br>Dr. Ogo Okoye-Johnson<br>Carolyn Okuno<br>Judi O'Sullivan<br>Dr. Michael O'Sullivan<br>Judy M. Patel<br>Sylvia Perea<br>Dr. Judith Perez<br>Michael Perez<br>Jack and Jane Pollock<br>Dr. Paul M. Possemato<br>Doug Pozzo<br>Evelyn G. Price<br>Joan L. Pylman<br>Robert G. Quihuis<br>Susan Quinn<br>Steve Quon<br>Eddy Rambo<br>Fran Ramirez<br>Tomas Ramirez<br>Diane Ramos Ramirez<br>Corinne H. Ramos<br>Rose and Joe Rao<br>Elizabeth Reynolds<br>Mary Reynolds<br>Ruth Rhodes<br>Perlisa Riley-Dorn | Henry Ronquillo<br>Sharon Rose<br>Mel Rosen<br>Arne Rubenstein<br>Larry Rubin<br>L. Ruiz<br>Helen E. Salandra<br>Rudolph C. Sandoval<br>Warren Sata<br>Dr. Allan H. Scholl<br>Sanford Scholton<br>Suzanne Scholton<br>Ruth Shaw<br>Dr. Jeff and Lisa Sherman<br>Dr. Eve Sherman<br>Geri and Jim Sherman<br>Tadashi Shibata<br>Marcee Seegan<br>Dr. Alexandra Selna<br>John H. Small<br>Sheila H. Smith<br>Lynn L. Snyder<br>Dr. Carol J. Spain<br>Carlo and Cheryl Sparti<br>Elsa and Charles Stewart<br>Belinda D. Stith<br>Dr. Evangelina (Angie) Stockwell<br>Catherine Sumpter<br>Katherine Swank<br>Esther Taira<br>Dr. James B. Taylor | Carmen Terrazas<br>Sid Thompson<br>Steven Toda<br>Dr. Floria Trimble<br>Carol Truscott<br>Dr. Lillian Utsumi<br>Vincent C. Villagran<br>Barbara J. Wallace<br>Lonnie Wallace<br>Linda L. Wesley<br>Nicole Wesley<br>Patricia White<br>Roger Wilcox<br>Dr. Doug Williams and Sylvia Rogers<br>Dr. Harriette F. Williams<br>Jacqueline Williams<br>Linda Wilson<br>Ida Mae Windham<br>Edna Yoshii<br>Maxine J. Young<br>Anonymous Donors<br><br><u>Zelda Fisher Memorial Scholarship Fund</u><br>Rita A. Foley<br>Sharon Hall-Johnson<br>Dr. Thomas L. Johnson<br>Margaret A. Just<br>Corrine V. McCollum<br>Amelia Aguirre's Students<br>Aimee Yao's Students |
|---|--|--|

## RETIREMENT CELEBRATIONS

| Name                 | Date, Time  | Location   | Contact   |
|----------------------|---|--|---|
| Marilyn Gavin        | Saturday, August 13, 2011<br>11:00 a.m. – 4:00 p.m. | The Grand,<br>Long Beach Events Ctr.<br>4101 E. Willow St.<br>Long Beach | Jackie Hill<br>323.751.3817<br><a href="mailto:marchfish@aol.com">marchfish@aol.com</a> |
| Gloria "Ginger" Cole | Sunday, July 24, 2011<br>12:00 Noon                 | The Castaway<br>Burbank  | Sara Lasnover<br>213.241.6532   |

## 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.

### CERTIFICATED POSITIONS AVAILABLE

#### *PRINCIPAL, ELEMENTARY*

**Lemay ES (1) MST 40**, 17520 Vanowen Street, Van Nuys, CA 91406  
Lemay is an E Basis school. For information and application procedures contact **Lisa Gaboudian**, Principal Leader, at 818.654.3600. **Filing deadline is Thursday, June 30, 2011.**

**Capistrano Avenue ES (1) MST 40**, 8118 Capistrano Avenue, Canoga Park, CA 91304  
Capistrano is an E Basis school. For information and application procedures contact **Lisa Gaboudian**, Principal Leader, at 818.654.3600. **Filing deadline is Tuesday, June 28, 2011.**

#### *PRINCIPAL, SECONDARY*

**Taft HS (1) MST 45**, 5461 Winnetka Avenue, Woodland Hills, CA 91364  
Taft is an E Basis, "Early Start" school. For information and application procedures contact **Cheryl Hildreth**, Principal Leader, at 818.654.3673. **Filing deadline EXTENDED TO Thursday, June 30, 2011.**

The following positions are available to view in their entirety by going to the AALA website, <http://www.aalasd.com>. By clicking on "positions available" to the left of the screen, you can select School-Based and Non-School-Based positions and click on any position to view the specific flyer.

| POSITION                 | LOCATION   | CONTACT                      | DEADLINE     |
|--------------------------|--|------------------------------|--------------|
| Principal, Elementary    | Corona Avenue ES                                   | 323.568.8500                 | 06/24/11     |
| Principal, Elementary    | Balboa Gifted/High Ability Magnet ES               | 818.654.3600                 | 06/24/11     |
| Principal, Elementary    | Castlebay Lane ES                                  | 818.654.3600                 | 06/22/11     |
| Principal, Elementary    | Walgrove Avenue ES                                 | 310.914.2103                 | 06/22/11     |
| Principal, Elementary    | Middleton Street ES                                | 323.568.8500                 | 06/24/11     |
| Principal, Secondary     | Gompers MS   | 213.201.2000                 | Until filled |
| Instructional Specialist | Belvedere MS                                       | 323.224.3100                 | 06/23/11     |
| Principal, Small School  | Mendez Learning Center, School of Math and Science | employment@partnershipla.org | Until filled |
| Principal, Elementary    | 99 <sup>th</sup> Street ES                         | employment@partnershipla.org | Until filled |

| POSITION  | DEADLINE                   |
|---|----------------------------|
| <ul style="list-style-type: none"> <li><b>ELEMENTARY DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis + Z Time, Local District 8.</b> Contact <b>Sandra Winchell, Administrator, Instructional Services</b>, at 310.354.3400.</li> </ul> | <b>Fri., June 24, 2011</b> |