

## UPDATE

Week of May 2, 2011

### **BARGAINING BULLETIN** **Tentative Jobs Restoration Agreement**

At the conclusion of several weeks of bargaining, including three sessions during Spring Break and a full day of negotiations on April 25, 2011, AALA and LAUSD reached tentative agreement to restore the vast majority of administrative positions for the 2011-2012 school year.

#### **Jobs Restoration:**

The tentative agreement maintains the current administrative norms, resulting in the restoration of 139 administrative positions, including 38 elementary principals, 7 elementary APs, 43 secondary APs, 34 options principals, 7 options APs/APSCSs, 1 adult education coordinator, 6 adult education APs operations, 2 ROC/P APs operations, 1 ROC/P coordinator. Additionally, the current number of APEISs will be retained. The agreement will prevent the closure of options schools and restore the concept of one principal for each elementary school, thus preventing implementation of the plan to assign a single elementary principal to two schools.

All Title I principals, a total of 526, will have E Basis restored. Due to the Superintendent's reorganization of central functions, some supervisory members assigned to central, Local District and Support Unit offices will have their basis changed. AALA was able to negotiate 6 additional days of Z Basis time at their regular rate to help offset this change.

#### **Furlough Days:**

The job restorations are to be funded by twelve furlough days, a loan from the Health Benefits reserve fund and temporary underfunding of Workers Compensation and other central District budgets (see *Update*, week of April 11, 2011). For school-based administrators, these furlough days will include reduction of five instructional days (the maximum allowed by State waiver), two pupil-free days, and five paid nonworkdays. For non-school-based administrators, the District will determine the furlough days.

#### **Parity Clause and Budget Contingency Language:**

The agreement includes a parity clause, which calls for a reopening of negotiations should another bargaining unit gain fewer furlough days. It also contains contingency language to reopen negotiations if there are changes to the District's projected budget deficit.

Implementation of this tentative agreement is contingent upon the Health Benefits Committee (HBC) agreeing to loan the District a portion of its reserve. These negotiations are in process. If the HBC agrees to the loan (or equivalent solution), AALA members will vote on ratification of the tentative jobs restoration agreement. If the HBC does not agree, AALA will return to the bargaining table. In any case, implementation of the tentative agreement will take place only after ratification.

## **BARGAINING BULLETIN (Continued)**

### **One-Year Agreement:**

The AALA bargaining committee has stated repeatedly to the Superintendent and to the District's negotiating team that the 2010-2011 bare-bones administrative norms are inadequate, at best. This one-time solution for the 2011-2012 school year will allow the District to survive but does not meet the needs of students, teachers or AALA members. It is absolutely crucial that legislation be passed in Sacramento which provides the District with adequate revenues to sustain the public schools of Los Angeles.

### **Further Negotiations:**

AALA and LAUSD are continuing negotiations to modify our current collective bargaining agreement, expand the rights of our members and extend the agreement for three more years. These negotiations address issues that AALA has pursued on behalf of members for the past several years, as well as District priorities. We will provide additional details in *Update* as negotiations proceed. As always, active members will have the opportunity to ratify any tentative agreement reached by AALA's bargaining team.

If you have any questions about the tentative jobs restoration agreement or any other matter, feel free to contact the AALA office at 213.484.2226 or [aalaooffice@aala.us](mailto:aalaooffice@aala.us).

## **AALA EXECUTIVE BOARD ELECTION RESULTS**

AALA's Executive Board plays a fundamental leadership role in the operation of our Association. The Board meets regularly to represent members, make recommendations to the District and make timely decisions between Representative Assembly meetings. We congratulate the following AALA members who have been elected to serve on our Executive Board for three-year terms from July 1, 2011, through June 30, 2014:

<b>Adult Department Vice President</b>	<b>Dr. Lanny Nelms</b> , Principal, Harbor CAS
<b>Elementary Department Director</b>	<b>Ken Urbina</b> , Principal, Gardner Street ES
<b>Secondary Department Director</b>	<b>Kevin Kilpatrick</b> , Assistant Principal, Bell HS
<b>Supervisory Department Vice President</b>	<b>Marsha Oh-Bilodeau</b> , Coordinator, PAR

We thank everyone who ran and look forward to your continued active involvement in AALA!

The following current Executive Board members have continuing terms:

<b>Adult Department Directors</b>	<b>Karen Kuser</b> , Principal, Franklin - Hollywood CAS <b>Michael Wada</b> , Principal, Fremont - Washington CAS
<b>Elementary Department Vice President</b>	<b>Dr. Angel Barrett</b> , Principal, Plummer ES
<b>Elementary Department Director</b>	<b>Joan Blair</b> , Principal, Kittridge ES
<b>Secondary Department Vice President</b>	<b>Margaret Prietto</b> , AP, Mt. Gleason MS
<b>Secondary Department Director</b>	<b>Scott Schmerelson</b> , Principal, Johnnie M. Cochran MS
<b>Supervisory Department Directors</b>	<b>Manuel Caldera</b> , Associate Principal, South Region EEC <b>Douglas Waybright</b> , LD 3 Principal Leader
<b>Early Education Director (<i>ex officio</i>)</b>	<b>Euna Anderson</b> , Principal, Alexandria & Vine St. EEC

**HEALTH BENEFITS FAQ**

*Topic: Understanding Health Information Privacy*

**In my District-provided health plans, how are my medical records protected?**

The HIPAA Privacy Rule provides federal protections for personal health information held by health plans, health care providers and others. HIPAA is the acronym for the Health Insurance Portability and Accountability Act that was passed by Congress in 1996. This act requires the protection and confidential handling of protected health information. It also mandates industry-wide standards for health care information on electronic billing and other processes.

**What information is protected?**

Protected information includes what your doctors, nurses and other health care providers put in your medical record, including conversations your doctor has about your care or treatment with nurses and others. Protected information also includes records about you kept in your health insurer's computer system, including billing information by providers.

**Who must follow these laws?**

Everyone with access to information about you and your health plans must follow these laws. For District plans, this includes the District, your health plan providers, District insurance consultants and organizations, like the HBC. The Health Benefits Committee members often receive protected information and must follow HIPAA rules.

**How is this information protected?**

Safeguards are required such as who can view and access your health information, limits on uses and disclosure and training for employees on how to protect your health information. Health insurers utilize secure e-mail, with encryption, to exchange information. Commercial e-mail providers like Yahoo, Hotmail and even LAUSDnet are not "secure."

**When I call, e-mail or fax AALA about a problem about my medical treatment or medical coverage, is this information covered under HIPAA?**

Yes, AALA protects information we receive from you. AALA will never disclose your private information (name, address, employee #) and medical information in any unprotected e-mail communications. AALA employees are aware of and follow HIPAA rules.

**What other safeguards are provided for under HIPAA?**

HIPAA also provides the ability to transfer and continue health insurance coverage when employees change or lose their jobs. Future *Update* issues will address the other safeguards such as plan change elections, COBRA coverage, change of marital status, dependent status change and others.

**LEGAL BRIEF**

**Dealing With Custody Issues**

School administrators often have to deal with custody issues regarding the students enrolled at the school. Below are some basic definitions and key points to assist you in these matters.

Legal custody is the right to make decisions for the child and includes educational rights and decisions such as special education, grade change appeals and authorizing access to pupil records. Physical custody indicates where the child resides. When the order states parents have joint physical custody, consideration should be made as to which school the child attends if the parents live within different school attendance areas. Joint custody is the most common custody arrangement. When the order states the parents have joint custody, both parents have equal rights and either can make decisions, consent to services, etc., unless otherwise noted in the custody order.

**Key Points to Remember**

- School personnel have no legal obligation to provide letters of support/recommendation for parents involved in custody battles.
- For parents with joint legal and physical custody who split time during the school week, you may want to have each fill out an emergency card. Caveat: whether or not a court order exists, a school should not release a child to a dangerous person/situation—contact police or DCFS instead.
- If there is no custody order (e.g., separation, never married), verified biological parents have equal rights to the child. Ways to verify include a state-issued identification card along with a birth certificate, paternity action or custody order stating this individual is the parent.
- For students in the juvenile court system, schools may receive a copy of an order limiting the parent’s educational rights and appointing a “responsible adult” to be the “holder of educational rights.” This appointee functions as parent for purposes of educational decisions, including special education.
- The school is NOT a party to a custody order. The school is also not a judge and can’t create or imply parental rights. Follow the most recent custody order the parents have provided to the school.

*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.*

**MASTER PROGRAM INSTITUTE (MPI) GRADUATES**

Twenty-three participants in Cohort 11, Series III, of the LAUSD/AALA Master Program Institute Collaborative successfully completed the 64-hour intensive training program and received their completion certificates on Wednesday, April 6. The graduates included the following: **Philice Arrington**, Brete Harte MS; **Carmen Barbeito**, Miles Avenue ES; **Michael Berger**, Bell HS; **Shakara Brembry**, Gage MS; **Robert Clarke**, Taft HS; **Maura Crossin**, Roosevelt HS; **Yela Dirlam**, Sepulveda MS; **Janet Fujii**, Ellen Ochoa LC; **Ben Gertner**, Roosevelt HS; **Penny Holland**, Marshall HS; **Jeff Jacobson**, Fleming MS; **Tracy Jones**, Wright MS; **Paul Jurgens**, Madison MS; **Kevin Kilpatrick**, Bell HS; **Mary Mills**, Nimitz MS; **Wanda Nicholson**, Roosevelt HS; **Adriana Ostos**, Elizabeth LC; **Freya Reisman**, Marshall HS; **Tracey Smith**, Wright MS; **Christina Wantz**, Wright MS; **Violetta Mary White**, Marina Del Rey MS; **Lorraine Wilson**; Roosevelt HS; and **Helena Yoon**, Burroughs 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 Teacher and Administrator Development Branch (TAD). **Jane Pollock** serves as the AALA Liaison to the institute.

**Series IV** of the Master Program Institute begins on June 8, 2011, and is designed to support administrators currently responsible for building the master schedule. Application procedures are now available on the Leadership Academy website and Inside LAUSD. **May 13, 2011**, is the deadline for submitting applications. Please contact the Leadership Academy office at 213.241.6608 for additional information.

**BOARD ELECTION UPDATE**

The school board race for Board of Education District 5 is in its last two weeks. The election takes place on May 17, 2011. If you live in District 5, send in your absentee ballot now! Call friends who live in Los Feliz, Silverlake, Echo Park, Eagle Rock, Atwater, Mt Washington, El Sereno, City Terrace, East LA, the Southeast cities or Monterey Park, and remind them to vote.

**Bennett Kayser**, AALA-endorsed candidate, is running against **Luis Sanchez**, Mónica García's Deputy. In several recent mailers, Sanchez attacked AALA specifically and unions, in general. He wrote, "Bennett Kayser is strongly supported by the LAUSD downtown administrators' union. This group, the Associated Administrators of Los Angeles, has opposed every single significant reform in the LA School District. They have vigorously fought against efforts to reduce the downtown bureaucracy."

If this concerns you, call **Mónica García** and Luis Sanchez to set the record straight about AALA's commitment to students, educational excellence and the survival of the District. Additionally, get involved in the final two weeks of the campaign by phone banking, walking precincts or donating much-needed funds. For details, call the campaign office at 213. 422.7022. Remember: Vote absentee now!!

## EDUCATIONAL LEADERSHIP SUMMIT AT USC

The USC Rossier School of Education and the USC Chapter of Phi Delta Kappa International are presenting the second annual: [Leadership Summit 2011 – Mirrors of Excellence, Windows of Opportunities](#). The summit will be held 8:00 a.m. – 4:00 p.m., Wednesday, June 1, 2011, at the USC Davidson Conference Center.

The 2011 Leadership Summit will provide instructional leaders with opportunities to learn about the latest research and best practices from the USC Rossier School of Education's world-renowned faculty, alumni, graduate students and practitioners with valuable experience in urban public schools. This thought-provoking day will leave you excited to plan for your next school year in new and innovative ways. We encourage you to bring teams of teachers and other school leaders to expand the number of presentations you can attend and the learning you can take back and share with your faculty. USC alumni, PDK members, and early birders receive a discount on registration before May 2. A full-color brochure has already been sent to each principal through LAUSD mail. Register online at [www.regonline.com/USC-PDK2011](http://www.regonline.com/USC-PDK2011). For information contact **Lisa Regan** at [lisa.regan@lausd.net](mailto:lisa.regan@lausd.net) or 323.271.3608.

## TIER II PROGRAM AT CSUN

California State University, Northridge (CSUN), will be offering its one semester, 12 unit Tier II program to qualified administrators, including those who have been displaced from their administrative positions. The cohort will be held during the fall 2011 semester.

While the displaced administrators are waiting for reassignment into an administrative position, they may complete the course work necessary to apply for the Clear Credential. Any educator who has activated his/her Preliminary Administrative Services Credential is eligible to apply for the Tier II program. All other requirements to be granted the Clear Administrative Services Credential will still apply.

The CSUN program is a hybrid program, with five face-to-face classes and all other work completed online. The five class sessions will be held in a central location, to be determined, and will run from 4:20 to 9:30 p.m.

For additional information, contact the CSUN Educational Leadership & Policy Studies Office at 818.677.2591 or Graduate Advisor **Debbie Leidner** at 818.677.2528 or e-mail [debbie.leidner@csun.edu](mailto:debbie.leidner@csun.edu).

## IN MEMORIAM

**DONALD F. GROTH** - Former Principal of Carson and Dorsey high schools, Assistant Principal of Hollywood, Van Nuys and Canoga Park high schools and former Temp Advisor of Instructional Media Services. Don retired from the District June 28, 1991, and passed away April 12, 2011. Services are as follows: Saturday, May 14, 2011, 2:00 p.m., Foothills Church, 23122 Arroyo Vista, Rancho Santa Margarita, CA 92688, 949.858.7814.

**PATRICIA "PATT" CUMMINGS HARDY** – Former Principal of Lomita Magnet, President Avenue, Taper Avenue, Broad Avenue schools and McBride Special Education Center. Patt retired on August 30, 2001, and passed away on April 15, 2011. A memorial service will be held on Saturday, April 30, 2011, at 3:00 p.m. at her home in Long Beach. For more information contact her sons **Mark Hardy** at 562.494.1706 or **Kevin Hardy** at 562.972.9597.

**JEROME LANGSAM** – Former Principal of Vintage Street Fundamental Magnet School. He retired on April 6, 1984, and passed away on January 10, 2011.

**SAVE THE DATES**

**THURSDAY, MAY 5, 2011** – **ACSA Region XVI Annual Administrators of the Year Awards Banquet** will be held 5:00 – 8:00 p.m. at Casa Italiana Restaurant, 1051 N. Broadway, Los Angeles. For information and reservations contact **Barbara Friedrich** at [bfriedri@lausd.net](mailto:bfriedri@lausd.net).

**MONDAY, MAY 9, 2011** - **Women in Educational Leadership Annual Mentor and Awards Dinner** will honor **Vivian Ekhian**, Chief Human Resources Officer, and **Tony Danza**, actor and star of the A&E series "Teach." For reservation and additional information, visit the WEL website at <http://www.w-e-l.org/> or contact WEL President **Dr. Janet Lew** at [JLLewChu@aol.com](mailto:JLLewChu@aol.com).

**SUNDAY, MAY 15, 2011** - **The Association of Jewish Educators (AJE) Scholarship Brunch** will be held from 11:00 a.m. - 2:00 p.m. (program at 12:30 p.m.) at the Westside Jewish Community Center, 5870 W. Olympic Blvd., Los Angeles 90036. Tickets are \$50. You can pay at the door or contact **Mike Bennett** at Patrick Henry Middle School at 818.832.3870 for more information.

**WEDNESDAY, MAY 18, 2011** – **The Alliance of Asian Pacific Administrators (AAPA) Scholarship Dinner** will be held at 5:00 p.m. at the Empress Pavilion, 988 N. Hill S., Los Angeles. For information contact **Dean Tagawa** at 213.380.5039 or e-mail [dtagawa@lausd.net](mailto:dtagawa@lausd.net).

**WEDNESDAY, MAY 25, 2011** – **AALA Annual Scholarship/Community Awards Banquet** will be held from 5:30 – 9:00 p.m. at the Millennium Biltmore Hotel, 506 South Grand Avenue, Los Angeles.

**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**

***INSTRUCTIONAL SPECIALIST (MST 40, Temp. Adv.)***

**Valley Region HS #4**, 10445 Balboa Blvd., Granada Hills, CA 91344  
Valley Region #4 is a B Basis school. For information and application procedures contact **George Bartleson**, Principal Leader, at 818.654.3615. **Filing deadline is Wednesday, May 4, 2011.**

***PRINCIPAL, SMALL SCHOOLS (MST 40, Temp. Adv.) – 2 POSITIONS***

**Valley Region HS #5**, 1001 Arroyo Avenue, San Fernando, CA 91340  
Valley Region #5 is a D Basis school.

**Teacher Preparation Academy – Filing deadline is Friday, May 13, 2011.**

**Humanitas-Social Justice Academy – Filing deadline is Friday, May 13, 2011.**

For information and application procedures contact **José Rodriguez**, Principal Leader, at 818.252.5400.

**PRINCIPAL, ELEMENTARY**

**99<sup>th</sup> Street ES (PLAS) MST 40 (+ A Basis Stipend)**, 9900 Wadsworth Ave., Los Angeles, CA 90002  
 Wadsworth is a D Basis school. For information and application procedures contact **Phyllis Bradford** at [employment@partnershipla.org](mailto:employment@partnershipla.org). **Filing deadline is Friday, May 13, 2011.**

**PRINCIPAL, K-12**

**Ambassador School Global-Leadership (4) MST 42**, 701 S. Catalina St, Los Angeles, CA 90005  
 Ambassador is a D Basis school. For information and application procedures contact **Ada Sneathen-Stevens**, Principal Leader, at 213.241.0133. **Filing deadline is Friday, May 13, 2011.**

**INSTRUCTIONAL SPECIALIST**

**Jordan HS (PLAS) MST 40 (Temp. Adv.)**, 2265 East 103<sup>rd</sup> Street, Los Angeles, CA 90002  
 Jordan is a B Basis school. For information and application procedures contact **Phyllis Bradford** at [employment@partnershipla.org](mailto:employment@partnershipla.org). **Filing deadline is Wednesday, May 11, 2011, or until filled.**

**South Region HS #4 (8) MST 40 (Temp. Adv.)**, 4110 Santa Fe Avenue, Long Beach, CA 90810  
 South Region is a B Basis school. For information and application procedures contact **Juan Flecha**, Principal Leader, at 310.354.3400. **Filing deadline is Wednesday, May 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 Non-school-Based positions and click on any position to view the specific flyer.

POSITION	LOCATION	CONTACT	DEADLINE
<b>Principal, Secondary Small School</b>	South Region Learning Complex #2 Site Operations Coordinator	05/06/11	323.242.1492

POSITION	DEADLINE
<ul style="list-style-type: none"> <li>• <b>DIRECTOR, EARLY CHILDHOOD EDUCATION, MST 40 E Basis +Z Time (Temp. Adv.), Local District 3</b></li> <li>• <b>SECONDARY DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis +Z Time (Temp. Adv.), Local District 3</b></li> <li>• <b>ELEMENTARY DIRECTOR (PRINCIPAL LEADER), MST 45 (Temp. Adv.), E Basis +Z Time (Temp. Adv.), Local District 3</b></li> <li>• <b>ADMINISTRATOR, INSTRUCTIONAL SERVICES, MST 45 (Temp. Adv.), A Basis, Local District 3</b></li> </ul> For information and application procedures contact <b>Dr. Brenda Manuel</b> , Interim Superintendent, at 323.242.1337.	<b>5:00 p.m. Fri., May 6, 2011</b>
<ul style="list-style-type: none"> <li>• <b>SPECIALIST, EARLY CHILDHOOD EDUCATION, HUMAN RESOURCES, MST 38 E Basis +Z Time (Temp. Adv.), Early Childhood Education, Human Resources</b></li> </ul> For information and application procedures contact <b>Steven Brandick</b> , Director, at 213.241.2404.	<b>5:00 p.m. Fri., May 6, 2011</b>
<ul style="list-style-type: none"> <li>• <b>SPECIALIST, PSYCHIATRIC SOCIAL WORKER, MST 37 Temp. Adv.), B Basis, School Mental Health Services EXTENDED DEADLINE</b></li> </ul> For information and application procedures contact <b>Pia Escudero</b> , Director, at 213.241.3841.	<b>EXTENDED TO 5:00 p.m. Mon., May 9, 2011</b>