

UPDATE

Week of July 21, 2008

A VACATION CAP IS OUT-OF-DATE HEADGEAR

AALA believes that it is time to eliminate the Vacation Cap as we have most other types of out-of-date hats. Nowhere do we currently see berets, fedoras, beanies, tams, porkpies or other forms of faddish headgear being used in today's social arenas. The only "cap of the day" appears to be the baseball cap with the bill in back. All other headgear including the Vacation Cap appears to be haberdashery discards.

The Vacation Cap was instituted a decade or two ago at a time when some senior staff members had accumulated hundreds of hours of vacation time prior to their retirement, and they were able to cash out the time for very large amounts of money. Because of an overreaction to this innocent anomaly, the Board of Education at the time instituted the Vacation Cap for all vacation-earning employees. However, the reality is that no one other than senior staff can dictate that they don't want to take earned vacation each year!

Vacation is akin to earned income. It belongs to the employee who is conscientious and has rightfully earned it. District policy may certainly dictate that vacation earned each year be taken each year. However, if the senior staff that manage employees do not require vacation schedules for all employees under their supervision or if emergencies occur that make vacation schedules impossible, the earned vacation of employees should not be jeopardized.

With considerably fewer A-basis employees in schools due to the District's successful new school construction program causing the elimination of year-round schedules, very few school-based administrators will earn vacation time. Administrators making the change from a year-round basis can use their accumulated resources to ease this transition.

AALA strongly recommends that the District discard the Vacation Cap and contribute it to Goodwill. It does not save money, and it further complicates the BTS payroll system by giving it yet another thing to monitor. In addition, imagine the staff time saved each year in not having to generate Vacation Cap data. Every hour of vacation earned is a form of compensation and as such belongs to the employee. AALA will tip its institutional cap and salute the District when the out-of-date Vacation Cap leaves the fashion ways of the District!

Over 600,000 LAUSD Students Deserve the Best Schools Possible

A new construction bond for approximately 3.2 billion dollars is being proposed by the Superintendent and the Board of Education for the November ballot. While the bond addresses the needs of our aging schools (averaging 45 years in age) for necessary upgrades, it also proposed to contain approximately 320 million dollars for charter school construction to address Prop. 39 consideration.

AALA has supported and will continue to support LAUSD construction bonds that meet the school facility needs of our students. However, we find it difficult to support a bond that applies 10% or more to charter school construction **that is not required to meet Field Act construction specifications as do all other District schools**. Charter schools built with bond money would remain District property and as such may need to be returned to the District some time in the future if a charter were to be non-renewed. Therefore, AALA recommends that no bond funds should be spent on any construction that could not be used at some future time in support of District students.

It is also AALA's understanding that charter construction would be outsourced to nonunion labor. AALA is adamantly opposed to the use of nonunion labor for any building or maintenance needs of facilities funded by District construction bonds. **AALA hopes that all unions are of the same mind.**

In addition, AALA is concerned when 10% or more of bond funds would be used for charters while District students are attending old and poorly maintained facilities. Both overcrowding and year-round use have caused deterioration to existing facilities especially the communal areas of schools such as cafeterias, gymnasiums, libraries, restrooms, etc. Until all of the refurbishing and maintenance school issues have been addressed, it is inconceivable that the District would include 320 million dollars for charters. An amount in the 150 million dollar range would be much more reasonable if it were allocated to meet Field Act construction requirements.

District magnet schools, high-priority and partnership schools all deserve consideration for upgrading dollars. They are all worthy reform efforts, especially magnets that have maintained their worth over many years.

It has been estimated by Facilities Division that over 40 billion dollars is actually needed for repair of all school facilities in LAUSD. Therefore, every penny counts for the 600,000 plus students in the District. AALA is in favor of helping District students with limited bond money before we expand to support charters. If as is being proposed by some in the community that the bond needs to be 10 billion dollars, then, a slightly larger amount for charter construction may be in order.

Another consideration for the use of bond funds is local school involvement. Priority for needs must be transparent regardless of location. Certainly, all areas of the District must be included in the refurbishment; however, older, more congested inner-city sites must receive the primary consideration. If as the Board of Education has indicated in their small schools resolution that smaller is better, Board Members must consider this reality in their allocation formula.

If the aforementioned considerations are met, AALA would have no problem wholeheartedly supporting the bond initiative.

FOR YOUR INFORMATION

ATTENTION : ALL FRIENDS OF EDUCATION

Did you know that every teacher and school administrator in California who has earned Social Security, or is the surviving spouse of a deceased Social Security earner, is being cheated out of his or her earned retirement benefits?

Add to this Los Angeles County and City workers, highway patrolmen, many firemen and policemen, and postal workers--to name only some of the persons affected by the Government Pension Offset and Windfall Elimination Provision laws.

FOR EXAMPLE: A person works for 15 years as an accountant and contributes to Social Security. That person then goes into teaching and works for 15 years, contributing to the State Teachers' Retirement System. Upon retiring from teaching, after a total of 30 years of work, he or she loses all Social Security benefits for which he or she had paid for 15 years! And if the person's spouse was a Social Security payer and predeceased our teacher, any spousal benefit which the teacher would have been entitled to ends when the teacher retires!

What are the Government Pension Offset and Windfall Elimination Provision?

Two provisions of federal law reduce the amount of Social Security benefits, spousal benefits, or survivor benefits a person can receive if he/she is also receiving a public pension:

- **The Government Pension Offset (GPO)** reduces an individual's Social Security benefits (available to a person whose deceased spouse had earned Social Security benefits) by an amount equal to two-thirds of his/her public pension.
- **The Windfall Elimination Provision (WEP)** changes the formula used to figure benefit amounts - reducing an individual's own Social Security benefits (earned while working in a job covered by Social Security).

The Berman/McKeon bill (HR 82) and the Feinstein Bill (SB 206) will restore your benefits. Currently, HR 82 has 348 Congressional co-sponsors and SB 206 has 36 Senatorial co-sponsors.

With your help, we can fight to repeal the Government Pension Offset and Windfall Elimination Provision.

We need Senator **Barack Obama** and Senator **John McCain** to make these Social Security bills a part of their Presidential platforms.

HERE'S what you can do:

You, your neighbors, family and friends should contact Senators Obama and McCain by email, phone, or letter. They need to hear from educators and other public employees by the millions to make the passage of these bills a priority.

- Senator Obama is already a co-sponsor of SB 206, the Feinstein bill. He needs to be encouraged to make this a campaign issue. You can reach him at: Obama for America, Post Office Box 8102, Chicago, IL 60680
- Senator Obama's Social Security staff specialist is **Jason Furman**. He can be reached at: jfurman@barackobama.com
- Senator John McCain is not yet a co-sponsor. He needs to be motivated. He can be reached at: John McCain 2008, Post Office Box 16118, Arlington, VA 22215. His campaign telephone number is 703.418.2008.
- For more information contact **Bill Lambert**, Director of Governmental Relations, Retired, United Teachers of Los Angeles at: wsl@roadrunner.com

CONGRATULATIONS: Foshay Learning Center

"Witness To A Dream," a documentary film about the 2003 graduating class of choir members from Foshay Learning Center, will premiere at the Dances With Films Independent Film Festival on Saturday, July 26, 2008, 12:45 p.m., at the Laemmle Sunset 5 Theatre, 8000 Sunset Blvd., West Hollywood.

The 72-minute film tells the true story of a group of at-risk students who were mentored over six years by music executive **Tom Sturges** after he participated in a Career Day visit to the school (Principal, **Veronica Wills**). Along with Assistant Principal **Regina Boutte**, Sturges reached out to students dealing with inner-city challenges that threatened their getting an education and achieving academic success. Yet succeed they did. Members of the choir had a 100 percent graduation rate, 97 percent acceptance rate to four-year colleges/ universities, and a 92 percent college graduation rate.

Over six years, the choir performed for more than 50,000 people, including former U. S. Secretary of State **Colin Powell**, former California Governor **Pete Wilson**, former California First Lady **Sharon Davis**, and others. The choir also performed at the 2000 Democratic National Convention. In addition, the students wrote, sang, and recorded 10 songs under the guidance of Sturges. LAUSD Board Member **Marguerite LaMotte** hailed the documentary as "Inspirational...Transformational...Emotional... An excellent example of the partnership involving the arts, education and mentors." Educator/filmmaker **Reginald D. Brown** videotaped and directed the documentary. Regina Boutte and Tom Sturges are Executive Producers. The cost for the premiere is \$12. (Note: Tom Sturges was an AALA Community Award recipient in 2004.)

FAREWELL STEVE SIRY AND ALAN SCHER

AALA thanks **Steve Siry** (Elementary) and **Alan Scher** (Secondary) for their many years of service as Directors on the AALA Executive Board. By retiring from the District, Steve and Alan also have ended their service to AALA as Executive Board members. Their representation of colleagues and service to all members has been greatly appreciated. We hope that they have a most rewarding and enjoyable retirement, and we look forward to seeing them and all other retired associate members at the AALA Fall and Spring retiree luncheons.

According to the AALA Constitution and Bylaws, their positions on the AALA Executive Board will be filled by a member selected by their respective department caucuses at the first Representative Assembly meeting of the 2008-2009 school year (October 30, 2008). Any member interested in filling out the remainder of either Steve's or Alan's term needs to be present at the caucus and be elected by a vote of the caucus members in attendance.

Congratulations, Steve and Alan, on your retirement, and thank you for your many years of service to the District and AALA.

CONGRATULATIONS

Congratulations to LAUSD Nursing Services for receiving the American Stroke Association's Inspiration Award. The Gala, sponsored by the American Heart Association in recognition of the Power to End Stroke Program, was held on May 2, 2008, in Atlanta, Georgia. This highly esteemed national award was presented to LAUSD Nursing Services in recognition of the pioneering outreach program they led at five LAUSD high schools. The schools, **Contreras Learning Center, Crenshaw HS, Gardena HS, Jefferson HS, and King-Drew Medical Magnet**, incorporated the Power to End Stroke in their student curricula.

The Power to End Stroke brought messages and materials that were distributed to 180 students teaching them about stroke and the risk factors associated with stroke. At least 50% of the students were able to identify a stroke survivor or someone with elevated blood pressure within their own family. The students learned how to take blood pressures on each other using a digital monitor; for some, this was the first time that the students were aware of their blood pressure and the meaning of the systolic and diastolic numbers. They then went out and shared this information with their family members and friends.

The students' enthusiasm for this program was overwhelming; the Power to End Stroke Program had 70 students sign pledge cards making a commitment to reduce their stroke risks. The students were also empowered by their experience of making a difference within their own community.

This cost-effective and passion-driven program brought the message "You Have the Power to End Stroke" to 7% of the LAUSD community.

AAALA especially salutes members **Minoo Maasoumi** (Nursing Administrator-LD-7) and **Patti Hutchison** (Nursing Administrator-Special Programs) for their efforts in achieving this recognition.

IN MEMORIAM

FRANK KELLY – Former Principal of Castlebay Lane School. He retired on June 30, 1985, and passed away on July 8, 2008.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES MASTER CALENDAR 2008-2009 FALL SEMESTER

July

30-Wednesday E Basis Begins

August

11—Monday D Basis Begins
 18--Monday B Basis Begins
 20--Wednesday Administrative Interest Groups - Breakfast Meeting - AALA
 25—Monday Admission's Day Observance
 27—Wednesday Organization Presidents - Breakfast Meeting - AALA (3rd Fl.)
28--Thursday Superintendent's Opening Meeting - LA Convention Center

September

1--Monday Labor Day
 2--Tuesday First Day of Instruction - Track A
 Pupil-Free Day - Single-Track schools
 3--Wednesday First Day of Instruction - Single-Track Schools
 8--Monday AALA Executive Board Meeting
 29--Monday Eve of Rosh Hashanah
 30--Tuesday Rosh Hashanah (Unassigned Day)

October

1--Wednesday AALA Fall Reception - The Center at Cathedral Plaza
 8--Wednesday Eve of Yom Kippur
 9--Thursday Yom Kippur (Unassigned Day)
 17/18--Fri.-Sat. CAUSA - Oakland
 29--Wednesday Adult/Elementary/Secondary/Supervisory Retirees Luncheon -
 The Center at Cathedral Plaza
***30--Thursday AALA Representative Assembly (New Date) (Was 10/16/08)**

November

11--Tuesday Veterans Day
***17--Monday AALA Executive Board Meeting (New Date) (Was 11/3/08)**
 19--Wednesday AAPA Bring Your Boss to Dinner - Empress Pavilion
 27/28--Thurs./Fri. Thanksgiving

December

1-5--Mon.- Fri. AALA Scholarship Applications mailed to schools
 22--Monday Winter Recess begins - Single-Track Schools (to 1/9/09)
 24—Wednesday Winter Recess begins - Three-Track Schools (to 1/2/09)

***Note: These dates have changed.**

POSITIONS AVAILABLE

Minimum Qualifications: Candidates are responsible for making sure all the District requirements for administrative positions have been met. AALA is not responsible for errors in publication.

NOTE: Please do not contact AALA for information regarding administrative positions. Use the listed contact phone number, or contact LAUSD Human Resources Division at 213.241.6886 or via e-mail at http://certificated.lausd.k12.ca.us/admin_vacancies.

PRINCIPAL, ELEMENTARY

El Dorado Avenue School (2) MST 41, 12749 El Dorado Avenue, Sylmar, CA 91342

El Dorado is an E Basis school. For information and application procedures contact **Jack Bagwell**, Director, School Support Services, at 818.755.5427. **Filing deadline is 4:30 p.m., Wednesday, August 6, 2008.**

Primary Academy for Success (1) MST 40, 9075 Willis Avenue, Panorama City, CA 91402

PAS is an E Basis school. For information and application procedures contact **Berta Reynoso-Cochario**, Director, School Services, at 818.654.3627. **Filing deadline is Friday, August 8, 2008.**

ASSISTANT PRINCIPAL, SECONDARY

Eagle Rock High School (4) MST 40, 1750 Yosemite Drive, Los Angeles, CA 90041

Eagle Rock is a B Basis school. For information and application procedures contact **Rosa Maria Hernandez**, Director, Secondary School Services, at 323.932.2221. **Filing deadline is Friday, August 1, 2008.**

Gompers Middle School (PLA) MST 39, 234 East 112th Street, Los Angeles, CA 90061

Gompers is a B Basis school. For information and application procedures contact **April McFadden**, Partnership for Los Angeles Schools, Office of the Mayor, at 213.978.8778. **Filing deadline is Friday, August 1, 2008.**

Banning High School (8) MST 40, 1527 Lakme Avenue, Wilmington, CA 90744

Banning is a B Basis school. For information and application procedures contact **Elois McGehee**, Director, Secondary Support Services, at 310.354.3400. **Filing deadline is Monday, August 11, 2008.**

ASST. DIRECTOR, SPEC. EDUC. CERT. EMPLOYMENT OPER. BRANCH (MST 40, A Basis)

Human Resources Division, 333 S. Beaudry Ave., 15th Fl., Los Angeles, CA 90017 213.241.6334

Responsibilities include recruitment, selection and processing of all nonmanagement Special Education certificated employees. Requires 8 years of successful full-time LAUSD certificated service, 2 years in an administrative position. For information and application procedures contact **Deborah Ignagni**, Administrator. **Filing deadline is 5:00 p.m., Friday, August 8, 2008.**

Associated Administrators of Los Angeles

POSITIONS AVAILABLE (Continued)

DIRECTOR, CERTIFICATED PLACEMENT & ASSIGNMENTS (MST 45, A Basis)

Human Resources Division, 333 S. Beaudry Ave., 15th Fl., Los Angeles, CA 90017 213.241.6334

Responsibilities include recommending personnel policy and directing the placement and assignment of all teachers, including summer school and extended school year. Requires 8 years of successful full-time certificated service, and 3 years in administrative positions. For information and application procedures contact **Deborah Ignagni**, Administrator. **Filing deadline is 5:00 p.m., Friday, August 8, 2008.**

DIRECTOR, ORGANIZATIONAL CHANGE MANAGEMENT/COMMUNICATIONS INTEGRATED STUDENT INFORMATION SYSTEM (ISIS) PROJECT (MST 45, A Basis)

Information Technology Div., 333 S. Beaudry Ave., 29th Fl., Los Angeles, CA 90017 213.241.1256

Responsibilities include serving on the Integrated Student Information System (ISIS) project leadership team. Leads the development and execution of change management for schools, such as ISIS role-to-position mapping for school-based personnel. Requires 8 years of full-time certificated public school experience with no fewer than two years in a management position and a Master's degree or equivalent from an accredited university and completion of required multicultural education and Bilingual Master Plan coursework. For information and application procedures contact **Nader Ghodooslan**, Project Director. **Filing deadline is 5:00 p.m., Friday, August 8, 2008.**

PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Principal, Elementary	Graham School	08/01/08	323.242.1300
Principal, Elementary	Sunland Elem. School	08/01/08	818.755.5428
Asst. Prin., EIS	Leapwood Avenue School	08/01/08	310.354.3400
Asst. Prin., EIS	Banneker Spec. Educ. Center	08/01/08	310.354.3400
Asst. Prin., EIS	White Point School	07/30/08	310.354.3400
Asst. Prin., EIS	Langdon Avenue School	08/01/08	818.654.3627
Principal, Secondary	LA School of Global Studies	08/01/08	323.932.2221
Principal, Secondary	Central LA High School #9	07/31/08	323.932.2002
Asst. Prin., Secondary	Jordan High School	08/01/08	323.242.1314
Asst. Prin., Secondary	Wright Middle School	08/01/08	213.505.4097
Asst. Prin., Secondary	Manual Arts High School 2 POSITIONS	1-07/28/08 2-07/29/08	213.745.4928
Asst. Prin., SCS	Jordan High School	08/01/08	323.242.1314
Asst. Prin., SCS	Ramona Community Day School	08/01/08	323.224.3173
Asst. Prin., SCS	Westchester High School DEADLINE EXTENDED TO	08/08/08	213.505.4097