

## UPDATE

Week of May 9, 2011

### BARGAINING BULLETIN Concurrent Negotiations

AALA has been engaged with LAUSD in the following three sets of negotiations concurrently:

1. AALA's tentative 2011-2012 Jobs Restoration Agreement
2. Health benefits for active members and alumni for 2012 and beyond
3. AALA's three-year contract with the District (2011-2014)

Following is a status report on these separate sets of negotiations.

1. **AALA's tentative 2011-2012 Jobs Restoration Agreement** was reached last week (see *Update* week of May 2, 2011). Given the economic deficit faced by the State and District, the goal has been to prevent school closures and consolidations, save as many jobs for AALA members as possible and minimize pay cuts. Restoration of E-Basis to Title I principals is a key component. As explained in last week's *Update*, funds for the jobs restoration will be generated by 12 furlough days, temporary underfunding of Workers Compensation and other central District budgets and a loan (or equivalent) from the Health Benefits reserve. The Jobs Restoration Agreement includes a parity clause and contingency language to reopen negotiations if another bargaining unit gains fewer furlough days or if additional resources come to the District.

AALA members will vote on ratification of this tentative agreement between Tuesday, May 10, 2011, and Monday, May 16, 2011. The ratification will be conducted on-line using Survey Monkey. AALA's recent elections were conducted in this way, and many of our members expressed appreciation for the convenience and security of the process. Look for an e-mail next Tuesday with a link to the ratification process. Please review the Executive Summary of the Jobs Restoration Agreement, and vote immediately.

2. **Health benefits** are negotiated on behalf of LAUSD employees by the Health Benefits Committee (HBC), which includes representation from all eight bargaining units, including AALA, and the District. Each union and the District have a single vote. The HBC is reviewing Health Benefits reserve fund data to determine whether a loan to the District is viable. A major priority is negotiating another three-year agreement with the District. The committee is meeting with health care providers to estimate costs for next year, maintain the best possible benefits for employees and keep costs down.
3. **AALA's three-year contract negotiations** (2011-2014) are focused on improved working conditions and expanded job protections for our members. The District's initial bargaining proposals, which include the evaluation of administrators, have been introduced to our bargaining team in a preliminary fashion. Discussions are at the very beginning stage, and no tentative agreement has been reached. A ratification vote of AALA members will take place once there is a tentative agreement.

If you have any questions, please contact AALA at 213.484.2226 or [aalaooffice@aala.us](mailto:aalaooffice@aala.us).

**RESPONSE TO GALATZAN'S "MYTH"**

Tamar Galatzan, Member  
Los Angeles Board of Education

Dear Ms. Galatzan:

In the April 26, 2011, *Galatzan Gazette*, the article "Myth" focuses on the administrative staffing levels within the Division of Adult and Career Education (DACE). The article implies that the California Code of Regulations (CCR) forces LAUSD to overstaff the schools that fall within the Division. AALA wishes to set the record straight by addressing the erroneous assumptions of the author.

First, the author states that the CCR was based on the K-12 model. Not true! Adult Education possesses unique characteristics such as operating programs up to 14 hours per day, offering classes 6 days per week, and having multiple satellite locations (a handful for a few, but dozens for most). All of this is managed by 3-4 administrators, who may work split shifts, split weekends, or take the day shift while other assigned administrators take the evening. For these reasons and more, the CCR staffing formula was designed specifically for adult schools. Applying the CCR formula for the 2009-10 school year, we discover that DACE generated 50,951 units of ADA, which would call for 127 administrators. Number of administrators at the adult schools? Try 83! If we include the occupational centers (which the CCR does not cover), the total of 70,139 ADA would call for 175 administrators. How many did DACE have? How about 128!

The author quotes an adult school teacher, "There are no fights, no drugs, no parent pressure, and no discipline problems," inferring that the job is easier and thus there is no need for administrators. Perhaps the author should check the Incident System Tracking Accountability Report or check with School Police to get a better handle on the number of "Threats," "Harassments," "Thefts," "Arrests," "Possessions of Weapons," etc., that are on record. In statistical proportion to the number served, when 375,000 students pass through the doors on an annual basis, the number of incidents poses numerous challenges.

The author makes it a point to denigrate the Assistant Principals of Adult Counseling Services (APACS), implying they graduate a handful of students per year. In 2009-10, the APACS reduced the District's dropout rate by 10% by serving the nongrads; served 100,695 secondary students with academic courses, thus allowing them to graduate with their class; and served 52,871 secondary students in Career Technical Education courses. Finally, the APACS worked with more than 58,000 adult students who also are the parents of children attending LAUSD schools.

AALA affirms and recognizes that DACE administrators manage the largest adult education program in the country, which is equivalent in size to the third largest school district in California. They do so with competence, pride, efficiency, and caring.

AALA believes that the author has insulted DACE administrators and demands an apology.

Sincerely yours,

Dr. Judith Perez  
President, AALA

**HEALTH BENEFITS FAQ**

*Topic: How is Your Health Coverage Affected by Life Events?*

**What is meant by “life events”?**

The Health Insurance Portability and Accountability Act (HIPAA) takes into account the fact that most individuals go through a number of major life events that affect their health benefits. Qualifying life events under HIPAA include beginning or ending full-time employment, retirement, changes in marital status, dependent status, birth of a child, legal adoption and other qualifying events. The *2011 Annual Benefits and Enrollment Guide* provides a full list of events under “Mid-Year Plan Changes.”

**What is significant about these life events?**

The IRS requires that benefits paid with pre-tax contributions stay in effect through the full plan year. Therefore, once plan choices are made during Open Enrollment, you cannot change your election unless you have a qualifying event. HIPAA allows for special enrollment in health plans for life events that take place midyear--outside of the open enrollment period.

**What happens when an employee or spouse and/or dependents lose their health coverage?**

When employees and/or their dependents lose medical, dental, and vision coverage due to job loss, divorce, dependent child age limits, or other life events, they may apply for continued coverage under COBRA and pay premiums for the coverage. COBRA benefits are especially helpful to protect individuals who have preexisting conditions. Federal COBRA coverage may continue for 18 months. While COBRA benefits do not extend to domestic partners, they may be eligible for Cal-COBRA. In California, Cal-COBRA extends for an additional 18 months. More detailed information is available on the Benefits Administration website at <http://benefits.lausd.net>.

**What about marriage, divorce, and legal separation?**

HIPAA allows for special enrollment rights for employees to add a spouse upon marriage. In cases of spousal coverage, when divorce or legal separation results in loss of health care coverage, HIPAA provides for continued coverage under COBRA.

**Do the same rules apply for birth of a child or legal adoption?**

Yes.

**Are there time limits for making midyear changes?**

Yes, you must submit your changes within 31 days of your event by completing the required documentation. If you miss the deadline, you may still apply for enrollment. Coverage, however, will not begin until the first of the following month.

**BOARD ELECTION DISTRICT 5: Ten days left!**

Ten days are left until the run-off election between **Bennett Kayser**, endorsed by AALA, and **Luis Sanchez, Mónica García's** deputy, for the School Board District 5 seat. Vote absentee if you live in zip codes 90027, 90026, 90039, 90041, 90065, 90031, 90280, 91754, 90022, 90023, 90040 or 90255. Please contact friends and relatives in those areas and remind them to vote for Bennett Kayser. If you live in the above zip codes, make your educator voice heard. Let people know who you are and why your opinion about the candidate matters. When Bennett's opponent attacks school principals and other administrators, he demonstrates his ignorance of our role in instructional leadership, school safety, customer service, accountability and the health of the District. Please inform your community about the importance of the May 17, 2011, election for Board of Education District 5 seat.

**AALA ALUMNI SPRING LUNCHEON – SUCCESSFUL EVENT**

The AALA Alumni Spring Luncheon was held on Wednesday, April 27, at the Stadium Club at Dodger Stadium with over 130 people in attendance. Those attending enjoyed reconnecting with past friends and colleagues and listening to a presentation by **Dr. John Deasy**, Superintendent of Schools. He first shared with the guests a brief update on his background, which included a daring display of a Boston Red Sox baseball cap at Dodger Stadium, and then he focused on his District leadership responsibilities during these challenging times. Dr. Deasy acknowledged that his job is not going to be easy, but with a strong team to assist him and the courage to lead that team, he knows he is up to the challenge. After his presentation, he took time to answer some thoughtful questions from the guests.

Following a buffet lunch, **Dr. Judith Perez**, AALA President, provided an update on AALA activities and thanked the following generous luncheon sponsors: Specialists in Long Term Care Insurance Services, Inc. (**Ernie Strobel**); Dickerson Employee Benefits Insurance Services (**Carl Dickerson** and **Tony Lee**); SchoolTipline (**David Neuenschwander**); and School-Link Technologies (**Lawrence Goodman**). **Dr. Eve Sherman**, President of Friends of AALA Board of Directors, thanked the alumni present for supporting the scholarship fundraising effort and encouraged them to tell family and friends about the continuing campaign. **Dan Isaacs**, AALA Administrator, recognized the contributions of **Dr. William J. Johnston** to LAUSD and announced that annually one of AALA's scholarships will be designated the Dr. William J. Johnston Leadership Scholarship in his honor. Just the day before the luncheon, Dr. Johnston was honored with the renaming of Cooper Community Day School to the William J. Johnston Community Day School. A well-deserved recognition!

Along with Dr. Johnston, the following retired LAUSD superintendents were in attendance: **Sid Thompson, Dr. Richard Cooper, Dr. Sid Brickman, Phil Jordan, Dr. Phil Linscomb, and Dr. Angie Stockwell**. Former Board members **Vickie Castro** and **David Tokofsky** were also in attendance. The luncheon concluded with **Jack Moscovitz's** "In Memoriam" presentation honoring the past year's deceased members. From all of the comments heard, the lunch was an enjoyable event.

**DR. WILLIAM J. JOHNSTON HONORED AT THE BOARD**

At the April 26, 2011, Board of Education meeting, **Dr. William J. Johnston**, retired superintendent of schools, was honored by the Board with the renaming of Cooper Community Day School to the William J. Johnston Community Day School. Participants in this recognition included the following retired LAUSD senior staff: **Dr. James Taylor**, deputy superintendent; **Dr. Sid Brickman**, assistant superintendent; and **Phil Jordan**, associate superintendent, also retired Pasadena Unified School District superintendent. In addition, community representatives praised Dr. Johnston for his accessibility through his open-door policy. **Dr. Judith Perez**, AALA President, and **Dan Isaacs**, AALA Administrator, were in attendance at the meeting to applaud this recognition, which had been initiated by **Dr. Richard Vladovic**, District 7 Board member.

**REPRESENTATIVE ASSEMBLY MEETING**

The final Representative Assembly Meeting of this school year will be on **Thursday, May 12, 2011**. We will convene with the usual caucus meetings at 4:30 p.m., followed by a dinner meeting at 5:30 p.m. in the third floor conference room. So that we may plan appropriately for the dinner, **please be sure to RSVP** by either replying to this e-mail or calling the AALA office at 213.484.2226. **NOTE:** Parking is only available in the Church Parking Structure located on Glendale Boulevard. You may enter the structure on Glendale Boulevard and park on the 2<sup>nd</sup> or 3<sup>rd</sup> floor. **The Church has informed us that if you park behind the bank you will be asked to move to the parking structure. However, if you need handicapped parking, let Cathy at AALA (213.484.2226) know so that appropriate arrangements can be made.**

**GRANADA HILLS CHARTER HIGH SCHOOL  
ACADEMIC DECATHLON TEAM - NATIONAL CHAMPIONS!**

Granada Hills Charter High School's Academic Decathlon team captured first place in the United States Academic Decathlon national competition last week in Charlotte, North Carolina. The team amassed a total of 52,114 points out of a possible 60,000 to win the competition. Individually, the team members collected 35 medals and claimed 5 of the 9 top-scoring positions in Division 1, earning them \$4,250 in scholarships. **Austin Kang** was the top-scoring student in the competition with a score of 9,214 points out of a possible 10,000. Congratulations to the team members, **Harsimar Dhanoa, Elysia Eastty, Shagun Goyal, Riki Higashida, Austin Kang, Jiyong "Eugene" Lee, Joon Lee, Sindhura Seeni, and Celine Ta**, and their coaches, **Matt Arnold, Spencer Wolf, and Nick Weber**, for this outstanding accomplishment. This marks the 12th national competition win for LAUSD. **Cliff Ker**, the District's Academic Decathlon Coordinator, is to be congratulated for another outstanding year for this premier academic event.

**IN MEMORIAM**

**JANET (JAN) BOUSKA** – Former Principal of Narbonne HS and Fleming MS, Assistant Principal of Narbonne, Roosevelt and Washington Prep high schools. Jan retired on April 23, 1990, and passed away on April 30, 2011. Services will be held Monday, May 9, 2011, at 11:00 a.m. at Holy Trinity Church, 1292 W. Santa Cruz, San Pedro, CA.

**MARVIN STARER** – Former Principal of Manual Arts HS, Madison MS, Mann MS and West Hollywood Community Day School, Assistant Principal of Sun Valley and Nightingale middle schools. Marvin retired on June 28, 1991, and passed away on April 26, 2011.

**TEACH PLUS OFFERS NEW OPPORTUNITIES AIMED AT  
RETAINING YOUR TOP TEACHERS**

Nominate great teachers for the selective Teaching Policy Fellowship! Teach Plus is currently seeking outstanding teachers with 2-10 years of experience who want to continue to teach while also engaging in “big picture” education reform initiatives. The 2011 Los Angeles Teaching Policy Fellowship is an 18-month fellowship with a \$2,400 stipend that offers teachers opportunities to analyze innovative policy initiatives, connect with local and national leaders, and advocate for changes they believe will better retain and support great teachers. Please forward this information to your faculty and nominate excellent teachers from your school. For more information, contact Executive Director **John Lee** at [jlee@teachplus.org](mailto:jlee@teachplus.org).

**SAVE THE DATES**

**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 St., Los Angeles. For information contact **Dean Tagawa** at 213.380.5039 or e-mail [dtagawa@lausd.net](mailto:dtagawa@lausd.net).

**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**

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
Principal, Secondary Small School	Valley Region HS #5	818.252.5400	05/13/11
	Teacher Prep. Academy		05/06/11
	Humanitas-Social Justice Academy		
Principal, Elementary	99 <sup>th</sup> Street ES	<a href="mailto:employment@partnershipla.org">employment@partnershipla.org</a>	05/13/11
Principal, K-12	Ambassador School Global - Leadership	213.241.0133	05/13/11
Instructional Specialist	Jordan HS	<a href="mailto:employment@partnershipla.org">employment@partnershipla.org</a>	05/11/11

POSITION	DEADLINE
<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>

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

SCHOLARSHIP/COMMUNITY AWARDS BANQUET

Millennium Biltmore Hotel

Gold Room

506 South Grand Avenue, Los Angeles



DATE: Wednesday, May 25, 2011

TIME: 5:30 p.m. – Social Hour

6:30 p.m. – Dinner

7:30 p.m. – Presentation of Awards

- Scholarship Awards
- Community Volunteer Awards

COST: \$70

PARKING: \$6.60 Self-Parking – Pershing Square

\$22 Valet – Millennium Biltmore Hotel

----- tear-off -----

Scholarship/Community Awards Banquet

Return tear-off with check payable to: AALA

1910 W. Sunset Boulevard, Suite 850

Los Angeles, CA 90026

Reservation Deadline: Wednesday, May 11, 2011.

Name \_\_\_\_\_ Phone number (    ) \_\_\_\_\_

Number in your party \_\_\_\_\_ Check enclosed for \_\_\_\_\_

Name of guest(s) \_\_\_\_\_