

UPDATE

Week of October 3, 2011

AALA BARGAINING BULLETIN: Ratification Vote Reminder

AALA's secure online ratification process began on Wednesday, September 28, 2011, and will conclude on Tuesday, October 4, 2011, at 5:00 p.m. Two tentative agreements with LAUSD are up for ratification:

- AALA/LAUSD Successor Agreement, 2011-2014, substantially expands members' rights to file grievances; commits the District to negotiate salary increases when District resources permit; vastly improves the District's response time when AALA requests information; allows employees terminated from A Basis to defer the lump-sum payment of their accumulated vacation until retirement; and for those with an excess of vacation accrual, upon request for a waiver, lifts the vacation cap based on the number of furlough days for that year. Finally, resulting from negotiations, the Superintendent has provided assurances that he will work with AALA to improve AR 4213 and 4214 and make sure that after three years, members are notified in a timely manner that they are being regularized.
- AALA/LAUSD Memorandum of Understanding (MOU) on Phase II of the Educator Growth and Development Program, 2011-2012, provides protections to AALA members participating in the pilot program to modify administrator and teacher evaluation; mitigates their workload; increases the stipend for site administrators and *provides an equal stipend to Principal Leaders**; requires the District to obtain AALA's input during the course of the pilot program; reasserts the principal's role in teacher evaluation; commits the District to negotiate in good faith with AALA regarding evaluation prior to full-scale implementation of a new process in 2012-2013; and allows AALA to withdraw the PERB unfair labor practice against the District.

We urge all active AALA members to vote in support of both tentative agreements. If you did not receive the e-mail with the link to the executive summaries and ballots, please call the AALA office at 213.484.2226. Feel free to contact Dr. Judith Perez or Dan Isaacs if you have any questions. Ratification results will be e-mailed to members on Wednesday, October 5, 2011, and will be published in the *Update* of October 10, 2011.

**New provision negotiated the week of September 26, 2011*

AALA REPRESENTATIVE ASSEMBLY MEETING

This year's first **Representative Assembly** meeting is scheduled for Thursday, October 13, 2011, at the AALA Office, 3rd floor Conference Room. The meeting begins with department caucuses from 4:30 – 5:30 p.m., followed by the general meeting at 5:30. Dinner is served during the general meeting; therefore, we request that members planning to attend contact the AALA office at 213.484.2226 or e-mail rsvp@aala.us so that an appropriate amount of food may be ordered.

The agenda will include announcements of the voting results for Executive Board Adult Department Vice President and Supervisory Department Director that are conducted during their respective caucuses, President's update, health benefits news, three noticed motions and department concerns.

CUSTODIAL SUPPLIES FOR SCHOOLS

Following several calls from principals regarding custodial supplies, AALA staff contacted Chief Facilities Executive **Kelly Schmader** and Interim Director of Maintenance and Operations **Neil Gamble** to inquire why custodial supplies are now being purchased centrally as opposed to schools having that responsibility locally with a corresponding budget. Mr. Schmader's response follows:

As to questions on centralizing custodial supplies for schools under Team Cleaning, I am giving each Principal my assurance that M&O will be responsible and accountable for ensuring that sufficient supplies are available at each and every school. As a result of the severe budget cuts, centralizing the accounts not only streamlines the overall ordering process by not having to order via multiple accounts, but also provides flexibility to ensure that each school's needs are addressed, and that surpluses are made available where they may be needed. The Pod Plant Manager, AOS and CPM will be responsible for addressing your needs. Should you have any issues with supplies, please contact your CPM immediately.

Mr. Schmader further indicated to AALA that if centralizing the ordering of custodial supplies does not work in support of the principals, he will strongly consider reverting to the former procedure.

SCHOOL POLICE POLICY FOR OFFICER ABSENCES

Recently, some AALA members shared their concerns regarding the absence of school police officers from the school campus on their assigned day(s) and for leaving the campus during the school day without notifying the administrator or designee. AALA staff contacted **School Police Chief Steve Zipperman** about this issue. Subsequently, Chief Zipperman issued a memo to School Police Department Personnel that stated the following existing department policies regarding absences:

Unscheduled Absence

- In the event of an unscheduled absence, such as illness, personal necessity or bereavement, the affected officer shall call the Watch Commander's office as early as possible but at least thirty (30) minutes prior to the time the officer would have reported to his/her scheduled duty.
- Officers assigned to school sites, in addition to the above notification, shall call the school principal or designee. In the case of long distance calls or an officer's inability to contact the site administrator, the Watch Commander's office shall notify the school at the officer's request.

Leaving Campus

- When leaving campus, an officer shall notify the appropriate school administrator.
- Upon returning to campus, the officer will immediately notify the appropriate school administrator.

AALA wants to thank Chief Zipperman for his timely response to our members' concerns.

HEALTH BENEFITS FAQ

Topic: Comparing the District's Dental Plan Options

What types of dental plans are available?

There are two basic types of dental plans—dental HMO's and dental PPO's. The District has three DHMO plans—two administered by Western Dental and one by MetLife. There is one dental PPO plan offered through MetLife.

What is the difference between a dental HMO and the dental PPO?

The major differences are the selection of dentists and out-of-pocket costs. Participants in dental HMO (DHMO) plans select a primary care dentist within the provider's network. DHMOs are cost-effective for participants, since many services, such as cleaning and x-rays are free (up to a certain limit per year). Member copays for other treatments, such as fillings, root canals, and extractions may vary, but have identified maximums. For example, a crown may cost a member between \$20 to \$165, depending on the material chosen. None of the three DHMO plans has either an annual deductible or an annual maximum benefit.

In the dental PPO plan with MetLife, there are two types of services—In-Network and Out-of-Network. Both have an annual deductible of \$100, and an annual maximum benefit of \$1,000. An in-network dentist is a general dentist or specialist who participates in MetLife's Preferred Dentist Program ("PDP") and one who agrees to accept negotiated fees as payments-in-full for services rendered. For services by an in-network dentist, you are only responsible for the difference between what the plan benefit pays and the negotiated fee. For example, the copayment for a root canal is \$40, while a filling may cost up to \$140.

An out-of-network dentist is one who does not participate in MetLife's PDP with its prenegotiated fees. As a result, this means that members are responsible for any difference between the dentist's usual fee and MetLife's payment. For most services, except preventative services, MetLife payments vary from 50% to 80% of either a maximum allowable charge or a reasonable and customary charge for a particular service. For example, a non-network dentist may charge \$1,000 for a crown, but MetLife's allowable maximum is \$800. MetLife covers \$400--and the member pays the remaining amount—for a total of \$600. Once the \$1,000 annual maximum is reached during the plan year, members must pay the full amount for additional dental services.

I have healthy teeth and gums and get my teeth cleaned and checked three times a year. Why does it seem like I'm paying a lot more than 20%? My dentist is out-of-network.

When reviewing your dental statement, check to see whether the annual \$100 deductible was applied. This would increase your copayment. Also, remember that your PPO coverage only covers two cleanings a year, requiring you to pay the full cost of your third cleaning. Review your statements carefully, and know when you are approaching your annual maximum.

ADMINISTRATORS' WORKLOAD, Part 4

*Assistant Principals have expressed many concerns to AALA regarding their heavy workload this year. We wish to thank AP **Sayne Maza**, who addressed the following comments to District leadership:*

I didn't know whether to laugh or cry when I received calendar dates for the District and Local District meetings I am expected to attend. Does anyone outside of the schools really think administrators have the time to attend even one of these meetings? I'm not going to give a litany of all the work I have to do as an Assistant Principal, for I know everyone works as hard as I do, and everyone knows what each other's job entails. But I will say that I have no time to attend any off-campus or nonschool hours meetings because I don't even have the time to do MY job. I can't do MY job because. . . oh yeah, we lost an administrator, and my coadministrators and I have had to take up the slack. I haven't even had time to schedule my classroom observations because of all the other tasks heaped on me.

I can't do those extra administrative duties because, oh yeah, we lost our locker clerk, and guess who is the new locker clerk? I can't issue all the lockers in a timely manner because guess who is the new textbook clerk? Yeah, you got it. I just finished scanning 12,000 books. Next week we will lose an attendance office clerk. 'spect I'll be taking on those duties, too. Hope we don't lose our nurse.

So I hope I can be forgiven for not attending any nonessential, nonmandatory meetings, for I will most likely be unpacking boxes of textbooks, bar-coding them, scanning them, following up on missing orders, assigning lockers to new students, checking lockers and trying to open them, doing reports and writing plans that another administrator was supposed to do, while not getting to my own duties—unless I continue staying until 10:00 p.m. and come in on weekends, which I'm currently doing.

Laugh or cry? I won't cry. I wouldn't give the District the satisfaction.

EARLY START CALENDAR FOR 2012-2013

On Tuesday, September 13, 2011, the LAUSD Board of Education voted to proceed with the Early Start Calendar during the 2012-2013 school year. The Board had initially approved the calendar on December 14, 2010, during Superintendent Cortines' tenure. However, earlier in September 2011, Superintendent Deasy recommended that the Board hold off for another year because of the District's financial crisis.

The District-authorized calendar dates for 2012-2013 include the following:

Monday, August 13, 2012	Pupil free day
Tuesday, August 14, 2012	First day of instruction
Tuesday, June 4, 2013	Last day of instruction
Wednesday, June 5, 2013	Pupil free day

Superintendent John Deasy has asked AALA leadership for ideas to help contribute to a successful implementation of the Early Start Calendar. Here are our initial suggestions:

1. The Superintendent and senior staff should develop an organized and coordinated approach so that requests for information and reports are limited to the bare necessities.
2. Eliminate Local District meetings during E Basis.
3. Provide preregistration counseling hours for secondary schools.
4. Regularly publicize the dates of the new calendar to parents, students, staff, community members and the media.
5. Insure that the calendar is published early and that it includes holidays; standardized testing dates; Board of Education meeting dates; mandated reporting and compliance dates; norm day; administrative organization meeting dates; Local District meeting dates; school budget time-task outline so that principals have adequate time to adopt a school budget; graduation and culmination dates.

EARLY START CALENDAR (Continued)

6. Insure that principals have authority over their schools' projected enrollment.
7. Provide essential instructional materials to schools well before the first day of instruction.

We encourage you to e-mail or call AALA with additional suggestions to add to the list above. All suggestions will be forwarded to Dr. Deasy in response to his request.

Legal Brief

GUIDELINES FOR STUDENTS' RIGHT OF FREE EXPRESSION

Students have a right to freedom of expression and may participate in free speech activities, including political or religious speech, while on school campus. Students may distribute literature reflective of their views and opinions. Students may assemble on campus during noninstructional time to discuss their views and opinions and may participate in peaceful protests and demonstrations on campus. Students may exercise these rights as long as their speech, expression, or conduct is not obscene, lewd, libelous, slanderous, incite students to destroy property or inflict injury upon any person, or cause a substantial disruption to the operations of the school.

California law permits school-site administrators to establish reasonable parameters for those students who wish to exercise their free speech rights on campus or during the school day. School-site administrators may establish reasonable restrictions on the time, place, and manner of the speech or activity in order to maintain a safe and peaceful campus for all students and District employees.

While Los Angeles Unified School District recognizes and respects a student's freedom of speech rights, District employees shall not promote, endorse, or participate in any student demonstration, distribution of materials, assembly, sit-in, or walk-out. Below are some examples, not exhaustive, of protected student activities:

- (1) Silent protests during a school assembly or activity, including wearing a ribbon or armband.
- (2) Peaceful demonstrations during noninstructional time that do not disrupt the educational program (e.g., are not so loud as to make instruction impossible, do not block entrance/exit to a common area).
- (3) Opinions/editorials in the student newspaper, within the parameters of a school-sponsored publication (see Board Rule 1275 for more information).

From Board Rule 1275:

D. Material Not Permitted in Official School Newspapers:

1. *Material which is libelous or which violates the right of privacy.*
2. *Material which is obscene, according to current standards of our community.*
3. *Profanity, hereby defined as that language which would not be used in the L.A. Times or the L.A. Herald-Examiner.*
4. *Material which advocates the breaking of any law.*
5. *Material which criticizes or demeans any race, religion, sex, or ethnic group.*
6. *Ads for cigarettes, liquor, or any other product not permitted to teenager.*
7. *Any material, the publication of which would cause substantial disruption of the school. Substantial disruption is hereby defined as the threat of physical violence in the school or nearby community and/or the disruption of the school's educational program.*

LEGAL BRIEF (Continued)

8. *Official endorsements of political candidates or ballot measures whether such endorsements are made by editorial, article, letter, photograph or cartoon. A student newspaper may not officially advocate a position. It may, however, present through article, letter, photograph, or cartoon opposing positions and candidates so long as all major issues and candidates are given equal space, content, and strength of argument.*

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.

ALA – Celebrating 30 Years of Exemplary Leadership

ANNUAL FALL RECEPTION

Honoring AALA Members

**INVITED GUESTS INCLUDE: ALL ACTIVE and ALUMNI AALA MEMBERS,
CLASSIFIED ADMINISTRATORS, FRIENDS,
SUPERINTENDENT and BOARD MEMBERS**

WEDNESDAY, OCTOBER 5, 2011

4:30 - 7:00 p.m.

**THE CENTER AT CATHEDRAL PLAZA
555 W. TEMPLE STREET, LOS ANGELES**

PLEASE RSVP TO: AALA, 1910 Sunset Blvd., Suite 850, Los Angeles, CA 90026

Phone: 213.484.2226 - Fax: 213.484.0201 – E-mail: rsvp@aala.us

VALIDATED PARKING IN THE CATHEDRAL PARKING STRUCTURE

FREEDOM'S SISTERS EXHIBIT AT MOT

The Museum of Tolerance has launched a new exhibit called "Freedom's Sisters" highlighting the contributions of Africa American women in the Civil Rights movement. Administrators (and teachers) are invited to visit the museum for free on October 2 and October 9, 2011. For more information contact **Dr. Judy Chiasson**, Office of Chief of Staff, Human Relations, Diversity and Equity, at 213.241.5626 or judy.chiasson@lausd.net.

IN MEMORIAM

WILLIAM H. "BILL" FARMER – Former Principal of Heliotrope Avenue and Plainview Avenue schools, former Assistant Principal of Utah Street School. Bill retired on October 19, 1984, and passed away on September 15, 2011. Donations in his memory may be made to the Pasadena Senior Center.

PRERETIREMENT WORKSHOPS

The District and CalSTRS are cosponsoring preretirement workshops for the 2011-2012 school year. Information will be provided regarding the calculation of retirement allowances, available options, required forms, and District requirements necessary to establish benefits upon retirement. Time will be provided at the end of the workshop presentation for questions and answers. The workshops are individual meetings (not a series). All CalSTRS members are encouraged to attend a preretirement workshop at least **three (3) times** during their career in order to plan for retirement security: early in their career; again just prior to age 50; and one (1) year prior to retirement. **All workshops will be held from 4:00-5:30 p.m.**

Date	Location
10/06/11 (Th))	Beachy ES Auditorium, 9757 Beachy Avenue, Arleta
10/13/11 (Th)	Marlton School Auditorium, 4000 Santo Tomas Dr., Los Angeles
10/19/11 (Wed)	Belvedere ES Auditorium. 3724 E. First St., Los Angeles
10/20/11 (Th)	Parmelee Avenue School Auditorium, 1338 E. 76 th Pl., Los Angeles
10/27/11 (Th)	Meyler ES Auditorium, 1123 W. 223 rd St., Torrance
11/02/11 (Wed)	Nobel MS, Room 10, 9950 Tampa Avenue, Northridge
11/03/11 (Th)	Evans CAS Cafetorium, 717 N. Figueroa Street, Los Angeles
11/09/11 (Wed)	Woodcrest ES Auditorium, 1151 W. 109 th St, Los Angeles
11/16/11 (Wed)	Manhattan Place ES Auditorium, 1850 W. 96 th Street, Los Angeles
12/01/11 (Th)	Polytechnic HS Cafetorium/MP Room, 12431 Roscoe Blvd., Sun Valley
12/06/11 (Tue)	Ramona ES Auditorium, 1133 N. Mariposa Ave., Los Angeles,
01/11/12 (Wed)	Stanford Avenue ES Auditorium, 2833 Illinois Ave., South Gate
01/12/12 (Th)	Hazeltine Avenue ES Auditorium, 7150 Hazeltine Avenue, Van Nuys
02/02/12 (Th)	Gardena ES Auditorium, 647 W. Gardena Blvd., Gardena
02/09/12 (Th)	West Hollywood ES Auditorium, 970 Hammond St., West Hollywood
02/23/12 (Th)	Burbank MS, Room A-106, 6460 N. Figueroa St., Los Angeles
03/08/12 (Th)	South Gate High School Auditorium, 3351 Firestone Blvd., South Gate
03/14/12 (Wed)	Sheridan Street ES Auditorium, 416 N. Cornwell Street, Los Angeles
03/15/12 (Th)	Eagle Rock HS Student Dining Room, 1750 Yosemite Dr., Los Angeles
03/22/12 (Th)	Woodland Hills ES Auditorium, 22201 San Miguel St., Woodland Hills
04/12/12 (Th)	Caroldale Avenue School Auditorium, 22424 Caroldale Avenue, Carson
04/19/12 (Th)	Alta Loma ES Library, 1745 Vineyard Ave., Los Angeles
04/26/12 (Th)	Weems ES Auditorium, 1260 West 36 th Place, Los Angeles, CA
05/02/12 (Wed)	Holmes Avenue ES Auditorium, 5108 Holmes Avenue, Los Angeles
05/03/12 (Th)	Noble Avenue ES Auditorium, 8329 Noble Avenue, North Hills

For certificated retirement information visit www.teachinla.com/retirement.

For assistance or further information contact Maria Voigt, Coordinator, Certificated Employment Operations at 213.241.6356.

UPCOMING EVENTS: Council of Mexican American Administrators (CMAA)

Professional Development–November 19, 2011–Contact: **Renee Fuentes-Campa** at rcampa@lausd.net.
 Winter Membership Social–December 2, 2011–Contact: **Adriana Cortez** at axc7702@lausd.net.
 Professional Development–March 3, 2012–Contact: **Renee Fuentes-Campa** at rcampa@lausd.net.
 Scholarship Awards Evening–May 1, 2012–Contact: **Miguel Campa** at mcammpa13@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.

CLASSIFIED POSITIONS – To view all positions available go to www.lausdjobs.org.

Director of Budget Services and Financial Planning - LAUSD

Contact **Deborah Jansen**, LAUSD Personnel Commission, at deborah.jansen@lausd.net.

School Business and Operations Manager - LAUSD

Contact **Deborah Jansen**, LAUSD Personnel Commission, at deborah.jansen@lausd.net.

CERTIFICATED POSITIONS

INSTRUCTIONAL SPECIALIST

Huntington Park HS, MST 40 (Temp. Adv.), 6020 Miles Avenue, Huntington Park, CA 90255
 Huntington Park is a B Basis, Concept 6 school embarking in Transformation. For information and application procedures contact **Lupe Hernandez**, Principal, at 323.826.2300. **Filing deadline is Friday, October 7, 2011.**

Sun Valley MS, MST 39 (Temp. Adv.), 7330 Bakman Avenue, Sun Valley, CA 91352
 Sun Valley is a B Basis school going through Public School Choice 3.0. For information and application procedures contact **Jose Rodriguez**, Principal Leader, at 818.252.5400. **Filing deadline is Tuesday, October 11, 2011.**

The following positions are available to view in their entirety by going to http://certificated.lausd.k12.ca.us/admin_vacancies. Select School-Based and Non-School-Based positions and click on any position to view the specific flyer.

POSITION	LOCATION	CONTACT	DEADLINE
Instructional Specialist	West Adams Prep HS	213.745.4929	Until filled
Principal, Elementary	Mountain View ES	818.252.5404	10/05/11

POSITION	DEADLINE
<ul style="list-style-type: none"> DIRECTOR, LAUSD CHARTER SELPA, MST 45 (Temp. Adv.), A Basis, Division of Special Education. Contact Sharyn Howell, Executive Director, at 213.241.6701. 	5:00 p.m. Fri., Oct. 7, 2011
<ul style="list-style-type: none"> COORDINATOR, OPERATIONS SUPPORT SERVICES, MST 43 (Temp. Adv.), E Basis, Local District 2. Contact Debra McIntyre-Sciarrino, Administrator, Instructional Services, at 818.252.5400. DEADLINE EXTENDED TO 	5:00 p.m. Fri., Oct. 7, 2011
<ul style="list-style-type: none"> COORDINATOR, LOCAL DISTRICT Pre-K–12 SCHOOL COUNSELING, MST 41 (Temp. Adv.), Opening in Local District 1, Office of Curriculum, Instruction and School Support. Contact Graciela Gonzalez (on behalf of Nader Delnavaz, Administrative Coordinator), at 213.241.5333. 	5:00 p.m. Tue., Oct. 11, 2011