

UPDATE

Week of December 5, 2011

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BARGAINING BULLETIN: Board Approves a New Three-Year Health Benefits Agreement

The Board of Education approved a new three-year Health and Welfare Agreement on Tuesday, November 29, 2011. The result of months of weekly negotiation meetings by the presidents of all the unions represented on the Health Benefits Committee (HBC), the new agreement succeeds the current Memorandum of Understanding (MOU) that ends December 31 of this year. It outlines the District's budget contributions for calendar years 2012 through 2014, with a possible extension for 2015.

The Good News: Funding for health benefits is ensured for three years and possibly a fourth, if healthy reserves remain at the end of 2014. Most importantly, employees and retirees will not be required to make premium contributions for their health benefits, like what is occurring in many public and private sector employer health plans.

Due to cost-cutting strategies applied for 2010, the Health Benefits Committee has successfully kept the total costs of health benefits below the District's funding limit and accrued a nearly \$200 million reserve fund. This feat enabled the HBC to maintain 2011 benefit levels for 2012 within the specified amount in the MOU. Funding for years 2013 and 2014 takes into account potential premium increases, estimated at about 9% per year.

The new agreement includes a cost-sharing strategy that provides a combination of increased District contributions and the use of the Health and Welfare reserve funds, as follows:

- 2012: Same funding level as 2011, no increase in the District's contribution.
- 2013: District contribution increases by up to \$45 million and up to \$45 million of the Health and Welfare reserves.
- 2014: Same amounts (\$45 million) of increased District/HBC reserve contributions to cover premium increases.
- 2015: Potential extension if adequate reserve funds remain. Both sides would contribute one-half of the needed amount.

Although adequate funding for health benefits was solved for at least three years and most likely for four, the HBC will continue to seek efficiencies to ensure the long-term stability of our health benefits. During this period of time, some plan design changes will be considered, if necessary. Despite the difficult decisions that the HBC may need to confront, the new agreement represents an excellent solution for District employees during these cash-strapped times.

BREAKING NEWS!

The Superintendent announced on November 30, 2011, that Districtwide implementation of the Per-Pupil Budget Funding model, scheduled for 2012-2013, has been delayed. More information will be forthcoming from the District on or after December 8, 2011. However, schools may request to join the Per-Pupil Budget Pilot by e-mailing both their Local District Superintendent and Principal Leader (Director) and copying cheryl.simpson@lausd.net.

STULL LAWSUIT NEWS

Lawyers for the plaintiffs in the Stull lawsuit (see *Update*, week of November 7, 2011) filed an amended petition for writ of mandate on November 18, 2011, which deleted AALA, UTLA and the Public Employment Relations Board (PERB) as respondents, leaving LAUSD, members of the LAUSD Board of Education and **Superintendent John Deasy** as respondents in the case. The petitioners are seeking declaratory relief to, among other things, ask the court to declare null and void AALA's collective bargaining agreement dealing with evaluation and the AALA-LAUSD Memorandum of Understanding (MOU) for the pilot program on evaluation, or portions thereof, as allegedly not being in compliance with the petitioners' reading of the Stull Act.

A trial-setting conference was held in Los Angeles Superior Court on November 21, 2011. **Judge James Chalfant** ruled that AALA and UTLA are real parties in interest since their members' rights may be affected by the outcome of the case, and accordingly, AALA and UTLA have standing to participate in the case. The hearing is set for June 1, 2012.

In conjunction with our legal counsel, AALA is in the process of planning our future participation in the case to defend our existing contract. Concurrently, AALA and the District are implementing the agreed-upon MOU, which sunsets on June 30, 2012. We will continue to keep you informed about this lawsuit via *Update*.

GET ACQUAINTED WITH BENNETT KAYSER

Board of Education Member Bennett Kayser invites all administrators in Board District 5 to a "meet and greet" on December 7, 2011, at his Beaudry Office, on the 24th Floor, 4:00-6:00 p.m. Please RSVP to ed.burke@lausd.net to make it easier to get through security.

**UTLA-LAUSD TENTATIVE AGREEMENT:
Preservation of District Schools and Increased Local Autonomy**

UTLA and LAUSD have reached a tentative agreement that amends the Public School Choice process to keep focus and new schools within the District for the next three years as opposed to giving them away to outside charter operators. The agreement will allow all schools the option of preparing a plan to increase their autonomy in exchange for a higher degree of accountability.

AAALA leadership is in the process of fully analyzing the agreement to determine its potential effect on our members. While details have not yet been made public, following are some of the general issues addressed in the tentative agreement:

- No “must place” teachers will be assigned to participating schools; they will select their own staff members.
- Increased autonomy will enable schools to design locally their educational programs, select instructional materials and plan their own professional development.
- Schools may request waivers from certain UTLA contract provisions and LAUSD policies in order to create innovative instructional approaches to improve student performance.
- The District’s role will be to provide ongoing support instead of top-down directives on how to improve.
- Schools will be able to select from a variety of governance models such as Pilot, Expanded School Based Management (ESBM) or the new “Local Initiative School” model.

UTLA members must ratify the agreement and the Board of Education must vote to support it in order for it to be implemented. Ratification is supposed to take place immediately, and the Board is expected to vote on Tuesday, December 13, 2011.

How the agreement is ultimately implemented remains to be seen. AALA is requesting immediate negotiations with the District because many of the agreement’s provisions could have a significant impact on our members. We have requested that they be scheduled early this month. We will keep you informed about progress via *Update*.

ALERT: AALA SURVEY ON MyPay

Beginning Monday, December 5, 2011, AALA will conduct a survey of its active members on the District’s MyPay Pilot for paperless paychecks and paystubs. The purpose of the survey is to determine the relative ease or difficulty employees faced during the November pilot. AALA leaders have expressed the concern to the Superintendent and Senior Deputy Superintendent, Operations, that administrators may be inundated by requests for assistance from employees at their respective sites, thus adding to their already heavy workload. To gather accurate data, we encourage you to seek informal feedback from the employees you supervise. As you know, phase one of the three-phase MyPay Initiative will be implemented in January 2012.

The deadline for completed surveys to be submitted is 5:00 p.m., Friday, December 10. Your participation is important because we will share survey results with LAUSD senior staff members and those responsible for implementing MyPay. Look for a summary in a future issue of *Update*.

HEALTH BENEFITS FAQ

Topic: The Health Benefits Committee Process

Who sits on the Health Benefits Committee?

The Health Benefits Committee (HBC) is composed of representatives of all District bargaining units. District representatives also sit on the committee. While each union has one representative per 5,000 members, each union and the District have one vote.

What are the responsibilities of the HBC?

The HBC meets monthly throughout the year, with additional meetings as necessary. The committee reviews and selects health plan options, including any plan design modification, premium costs and vendor contract renewals and/or new vendors. The committee addresses constituent concerns, legal guidelines/legislation involving health care, Medicare requirements, usage reports and other issues involving the District's health plans. Decisions are based on consensus, with roll call voting when necessary.

How do employees and retirees benefit from having a union-represented Health Benefits Committee?

Being union run, the HBC's sole function is to serve the collective interests of their members and retirees. Since 2009, because of economies adopted by the HBC, the Health and Welfare account was able to build up reserves to offset future premium increases beyond the 3.5% contribution cap built into the Memorandum of Understanding for 2009-2011. Increases over the past three years have ranged between 9 and 21%, depending on the plan.

How does the HBC review and determine health plans for each calendar year?

During the summer months of each year, health plan insurers bring their proposed premiums and plans before the Health Benefits Committee. For 2012, health insurance premiums increased by an average of 9.6%. However, because of plan change designs made in previous years, adequate funds were available to maintain health benefits at the 2011 levels. This process began with the July 2011 meeting.

What is the negotiations process for securing the MOU on a three-year budget for Health Benefits?

Contract negotiations on the Health and Welfare budget take place as a separate process from regular HBC business. The negotiating committee of the HBC consists of all the union presidents or their designees. With the current three-year Memorandum of Understanding (MOU) ending in December of this year, the HBC Negotiating Committee began meeting with the District in the spring, with talks continuing through the summer and the fall until an agreement was tentatively forged in late October. The new agreement for 2012-2014 was approved by the Board of Education on November 29, 2011.

How do AALA members address concerns?

AALA members may contact the District Health Benefits office at 213.241.4262 or by e-mail at benefits@lausd.net. The District can answer particular questions or concerns about a member's coverage. Throughout the year, AALA receives many calls, e-mails and letters detailing concerns about specific plan benefits. AALA can answer general questions and, in some cases, facilitate solutions to individual member concerns. Members may call 213.484.2226. When AALA detects a pattern of concerns, AALA brings the concern before the HBC. Members may also write AALA at: 1910 W. Sunset Blvd., Suite 850, Los Angeles 90026, or send an e-mail to AALAOoffice@aala.us.

ADMINISTRATOR WORKLOAD #10

AAALA wishes to thank an anonymous LAUSD principal for writing this piece.

Since principals are very busy people, I will be brief on how administrators' supervisors and District leaders should *pump up the tires* of middle management when morale seems low. The solution is magical. Just acknowledge our e-mails by replying. Acknowledgment validates our existence. We can handle a terse though timely "yes" or a "no" or a "Jump on it." After all, that's why we make the *big bucks* for our work, *and* it's called work for a reason. At times, it's even gratifying to receive a light-hearted auto-reply than no reply at all.

An e-mail "thank you" is noteworthy and often the topic of parking lot conversations where tire pressure is checked often by principals. Perhaps, the salient words of Mark Twain capture my sentiments: "I can live for two months on a good compliment" and drive better, too.

FRIENDS OF AALA 2012 CAMPAIGN BEGINS

Friends of AALA, our 501(c)(3) nonprofit corporation, is initiating its 2012 fundraising campaign with a special end-of-year appeal for those of you who may be looking for a charitable donation opportunity before the end of 2011. If you are, there are two ways to accomplish this. They are: (1) call (213.484.2226) or come by the AALA office and secure a Friends of AALA donation envelope (check or credit card option available) or (2) send a check made payable to Friends of AALA to AALA at 1910 W. Sunset Blvd., Suite 850, Los Angeles 90026. Perhaps you are looking for a "special" gift for the person who has everything, why not consider a donation in his/her name to Friends of AALA? An LAUSD graduate will be the beneficiary of that "gift."

The generous support Friends of AALA received last year was outstanding, and we were able to award 21 scholarships to extraordinary LAUSD scholars. Initially, there were to be only 16 awarded, but your generosity allowed that number to be increased. We would like to do that again this year, and we can with your help.

Should you have any questions regarding Friends of AALA, please call 213.484.2226 or e-mail cvacca@aala.us. Your support is important to the scholarship program. If we do not hear from you at this time, Friends of AALA will be reaching out to you in early March when the major fundraising campaign will begin.

SAVE THE DATE

TUESDAY, DECEMBER 6 – WEDNESDAY, DECEMBER 7, 2011 – The **Secondary Literacy Summit XI** will be held at the Anaheim Marriott Hotel, 700 West Convention Way, Anaheim. Workshop sessions will focus on content/disciplinary literacy and the Common Core State Standards. Registration is \$199. For more information visit <http://www.cacompcenter.org/secondaryliteracy> or call ACSA's Educational Services Department at 650.692.4300 or 800.672.3494.

**OUR CHILDREN, OUR FUTURE:
Local Schools and Early Education Investment Act**

On November 30, 2011, the Advancement Project filed the *Our Children, Our Future: Local Schools and Early Education Investment Act* initiative with the California Attorney General. Supporters, which include the Parent Teacher Association (PTA), will need to gather 500,000 signatures for the measure to appear on the November 6, 2012, ballot. The purpose of the initiative is to provide a new, dedicated source of per-pupil funding to local K-12 public schools and provide funding for early childhood development and childcare programs. A copy of the initiative and additional information may be found at: www.OurChildrenOurFuture2012.com.

Molly Munger, Co-Director of the Advancement Project, stated in a recent press release that the act, ". . . will enable California schools to take a giant step toward providing a well-rounded education that supports college and career readiness for every student, including a high-quality curriculum of art, music, physical education, science, technology, engineering and math (STEM), and vocational and technical education courses; as well as smaller class sizes; school libraries, school nurses and counselors."

Additionally, it will require accountability, oversight and public disclosure of local school budgets, which must be developed with parent, teacher and community input. Regular audits will be one component of the monitoring process.

If it passes, the measure will raise approximately \$10 billion per year in new revenue through a sliding scale income tax increase, which will vary according to taxpayers' ability to pay, with those earning the highest incomes contributing the most. The money will not be part of the State budget and can only be spent on local schools, early childhood education and childcare, as authorized by the provisions of the Act. The measure will end after 12 years unless voters approve it again.

Of the funds raised, 85% will be allocated on a per-pupil basis to all local public schools, and 15% will be used to raise standards and expand access to public preschool and early childhood education programs to help children excel in kindergarten and beyond. Notably, the initiative will limit what schools can spend from these new funds on administrative costs to 1% and prohibits the use of these funds to pay for salary or benefit increases. [Note: The implications of these specific provisions are not yet clear.] Instead, the money will be used at local school sites to expand instructional programs and save teaching positions, based on local needs and priorities.

This initiative is one of a half dozen, or so, that are expected to be submitted to the public during the 2012 Presidential election season. Governor Brown may have his own proposal and, most likely, will try to consolidate the competing initiatives. AALA leadership plans to review all the initiatives in depth, highlight their similarities and differences as they affect our members and LAUSD schools. We will share information via *Update*.

INVESTMENT WORKSHOP

Cosponsored by UTLA's Pre-Retirement Committee and LAUSD's Retirement Investment Advisory Committee, an Investment Workshop is planned for Saturday, January 21, 2012, at the UTLA building. This workshop is open to all LAUSD employees, both classified and certificated.

Learn about the District-sponsored 457(b) plan; 403(b) investment products and how to evaluate them; mutual funds; annuities; active vs. passive investments; asset allocation and much, much more. At this time **Barbara Healy**, CFP of SST Benefits Consulting and **Dan Otter**, author of "Teach and Retire Rich" are two of the presenters scheduled.

Whether you are a novice or an experienced investor, there will be sessions to meet your needs. The workshop begins at 8 a.m. (check-in begins at 7 a.m.). A continental breakfast and light lunch will be provided. Preregistration is **required**. Register at investwksop@UTLA.net. The cost for the workshop is \$5.00 per person if registered by Monday, December 12, 2011, and \$10.00 per person after December 12, 2011. For more information, please contact **Margaret Ruiz/Hernandez**, UTLA Conference Secretary at 213.637.5171.

The UTLA building is located at 3303 Wilshire Blvd., 2 blocks west of Vermont at the corner of Berendo. Validated free parking is available in the UTLA parking structure located north of the UTLA building on Berendo. The workshop will be held in the 2nd floor auditorium.

ACSA AWARDS

The Association of California School Administrators (ACSA) Region 16 presents awards to outstanding administrators each year. The honorees are announced each spring at the annual Awards Banquet, which will take place on Thursday, May 3, 2012.

ACSA Region 16 seeks your nominations of outstanding administrators in LAUSD. Winners may have their names forwarded for statewide candidacy as well. To nominate someone, please [download the nomination form](#) and submit it to Victor Gonzalez, Beyond the Bell, 333 S. Beaudry Ave., Los Angeles, CA 90017 or visit <http://www.lausdadminaward.org> to complete the form online. For questions, please contact victor.gonzalez@lausd.net. Award recipients must be active ACSA members, but feel free to nominate anyone that you believe is worthy of recognition. The nominee's membership in ACSA will be verified later.

IN MEMORIAM

HELEN T. WILLIAMS – Former Elementary Principal of Hyde Park and Langdon Avenue schools; Assistant Principal of 75th Street, Normandie Avenue and Menlo Avenue schools; and Specialist, Non- Public Schools Program. She retired in 1983 and passed away on November 15, 2011, in New Orleans, LA. Donations in her memory may be sent to the "Virgil Maupin Dreams for Youth Fund" of the Community Foundation of Middle Tennessee, 3833 Cleghorn Ave., # 400, Nashville, TN 37215.

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

PRINCIPAL, ELEMENTARY

Lockhurst Drive ES (1) MST 40, 6170 Lockhurst Drive, Woodland Hills, CA 91367
Lockhurst is a D Basis school. For information and application procedures contact **Dr. Sue Klein**, Principal Leader, at 818.654.3600. **Filing deadline is Monday, December 12, 2011.**

SITE OPERATIONS COORDINATOR

Valley Region HS #5 (2) MST 40 (Temp. Adv.), 1001 Arroyo Avenue, San Fernando, CA 91340
Valley Region #5 is a D Basis school. For information and application procedures contact **José Rodriguez**, Principal Leader, at 818.252.5400. **EXTENDED Filing deadline is Tuesday, December 6, 2011.**

INSTRUCTIONAL SPECIALIST

Bethune MS (7) MST 40, 155 West 69th Street, Los Angeles, CA 90003
Bethune is a B Basis school. For information and application procedures contact **Daryl Narimatsu**, Principal Leader, at 323.242.1314. **Filing deadline is Monday, December 5, 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	Manual Arts HS	213.745.4928	Until Filled

POSITION	DEADLINE
<ul style="list-style-type: none"> • LOCAL DISTRICT STRATEGIC SUPPORT COACH (Local Districts 1, 4 and 5), MST 43 (Temp. Adv.), E Basis, Talent Management Division. Contact Sarah Walters at sarah.walters@lausd.net. 	5:00 p.m. Tue., Dec. 6, 2011
<ul style="list-style-type: none"> • SPECIALIST, STUDENT INFORMATION SYSTEMS, MST 38 (Temp. Adv.), E Basis, Office of Data and Accountability. Contact Amancio Pardini, Deputy Director, at 213.241.2450. 	EXTENDED TO Thur., Dec. 8, 2011
<ul style="list-style-type: none"> • DIRECTOR, LAUSD CHARTER OPERATED PROGRAMS, MST 45 (Temp. Adv.), A Basis, Division of Special Education. Contact Sharyn Howell, Executive Director, at 213.241.6701. THE DEADLINE TO APPLY HAS BEEN EXTENDED. 	5:00 p.m. Fri., Dec. 9, 2011
<ul style="list-style-type: none"> • SPECIALIST, INSTRUCTIONAL SUPPORT SERVICES, MST 38 (Temp Adv.), B Basis, Local District 5. Contact Frances Gipson, Administrator of Instruction, at 323.224.3195. 	5:00 p.m. Fri., Dec. 9, 2011
<ul style="list-style-type: none"> • DIRECTOR, LITIGATION RESEARCH, MST 42, A Basis, Office of the General Counsel. Contact Charlotte Sewell, Administrative Coordinator, at 213.241.2018. 	5:00 p.m. Fri., Dec. 9, 2011
<ul style="list-style-type: none"> • SPECIALIST, TITLE I, PART A, PRIVATE SCHOOLS PROGRAM, MST 39 (Temp. Adv.), B Basis, LAUSD, Title I, Private Schools Program. Contact Tina Saunders, Coordinator, at 213.241.6996. 	5:00 p.m. Fri., Dec. 9, 2011