

## UPDATE

Week of December 19, 2011

[www.aalausd.com](http://www.aalausd.com)

### **WHAT CAN THE DISTRICT AFFORD?**

AAALA has been informed that LAUSD leadership is seeking Board approval to close the District's Division of Adult and Career Education (DACE) programs next year and redirect tens of millions of dollars in funding to offset General Fund shortfalls. Can the District afford to prevent high school students from participating in adult education classes to earn credit for graduation? Can the District afford to eliminate educational opportunities for thousands of parents and community members who depend upon adult education to learn English and earn American citizenship? Can the District afford to cut high-quality apprenticeship programs that lead to decent jobs?

We believe that such an ill-conceived plan should be scrapped to avert a political and educational debacle. The District needs to recognize that DACE programs, in fact, do not encroach on the General Fund. While providing critically needed basic education and career training for the community at large, Adult and Career Education pays its own way through both direct and indirect assessments levied by the District against their severely limited resources. Additionally, the District sweeps every dollar left in Adult and Career Education accounts at the end of each year.

DACE administrators carefully manage their programs including the successful AEWG dropout recovery program and labor union-supported apprenticeship programs and have a long history of successes on a shoestring, including:

- More than 10% of last year's high school dropouts were enrolled in Adult and Career Education courses on norm day 2011, thus reducing the District's 2010-2011 dropout rate by 10%. The previous year's reduction was also 10%, and nearly 9% the year before that. Clearly, LAUSD's dropout rate would increase dramatically if DACE programs were not available to these students.
- Approximately 1,500 former dropouts were graduated from DACE programs in 2010-2011. These graduates were reported in ISIS, further reducing the District's dropout rate.
- In 2010-2011, 88,200 high school students took Adult and Career Education courses to make up credits and keep up with their cohorts. Reducing accessibility for these students would simply transfer educational costs to the General Fund at a higher per-capita cost.
- In 2010-2011, 51,844 high school students took courses at occupational centers and in ROP. Reducing accessibility to these programs would cause students to be transferred back to their home schools and would increase costs to the General Fund, again at a higher per-capita cost.
- In 2010-2011, 58,147 parents took DACE courses.

AAALA fully understands LAUSD's budget problems. We strongly believe, however, that the District cannot afford to shut down the District's Adult and Career Education programs. Doing so would have the unintended consequence of increasing General Fund costs, increasing dropout rates and eliminating valuable educational services to tens of thousands of needy parents and community members District- wide.

**THE VALUE OF EARLY CHILDHOOD EDUCATION**

The District's 2012-2013 Fiscal Stabilization Plan includes the possible elimination of general fund support for early childhood education next year. Considering the longitudinal research on the value of early education programs and their economic benefits, AALA believes that the District cannot afford to do this. We are planning to publish a series of articles in *Update* on the value of early childhood education, both educationally and economically, to children, their families and the entire community. We invite AALA members, active and alumni, to share your knowledge and views on this topic. E-mail your thinking to the AALA office at [aalaoffice@aala.us](mailto:aalaoffice@aala.us).

**WE GET LETTERS. . .**

Greetings, Dr. Perez,

I want to begin by thanking you for your professionalism and high degree of confidentiality. I am writing you because I am really irked with our leadership at the top. Recently, two new people from Central visited the Local District. They immediately informed us they worked for the District's Portfolio Assets Management office. I was genuinely chagrined because I have never heard of such a term! The portfolio is the tool the District is using to metricize schools into PSC 4.0. With this example in mind, I am bothered by the lack of transparency.

How many employees are in each of these central offices? I think we have a right to know and who they are! How do we know where to turn for help if we do not know of their existence? I can guarantee you there are many more examples of employees we do not know exist. The impression is they are behind the "Beaudry Iron Curtain" working like mad scientists to create acronyms, initiatives, metrics, budgetary tools and the like (for the dummy, long-time employees of the District who are ignorant and backwards)!

I understand Dr. Deasy has the right to transform the system as he sees fit and necessary. However, no principal in this District has the right, authority, or resources to work in isolation and augment their teams as they see fit. Perhaps, this is a segue for my next peeve. I have never felt so disrespected by the central office. There is obvious disdain for veteran employees. There is this idea we are complacent bureaucrats with no imagination or fresh ideas. The system has never given us the leverage to dream and be truly innovative. It is so hypocritical for outsiders with no contextual knowledge of our work to denigrate us, and for them to be afforded the tools we have never had in the field!

Thirdly, principals are dying on the vine. My heart truly goes out to them. They are running their organizations on a shoestring budget and it is beginning to show. I am afraid they will ultimately pay some price when they can no longer "squeeze blood from the proverbial turnip!" It is hard to see them suffer when Beaudry continues to expand. Hearing the employees are funded by foundations is unacceptable. The foundations need to visit our bursting-at-the-seam classrooms and understaffed and overworked classified staffs.

I appreciate your "ear" and continued support, and most of all your confidentiality. I do not feel safe!

-A Concerned Principal Leader

**HEALTH BENEFITS FAQ**

**Topic: Continuity of Care Provisions When Enrolled in New Health Plans**

**What is meant by “continuity of care” in our District health plans?**

Under California law, you have the right to continued medical care even if your previous doctor is not part of your current health plan. Continuity of care is defined as temporary coverage when you become a member of another health plan and have an acute or serious chronic condition being treated by an out-of-network provider.

**What conditions are covered under “continuity of care”?**

Type of Problem or Condition	How long you can receive continuity of care
Acute Medical Condition*	As long as the condition lasts
Serious Chronic Condition (for example, severe diabetes or heart disease)	Until you complete a course of treatment and your doctor can safely transfer your care to another doctor, up to 12 months
Pregnancy	During Pregnancy and immediately after the delivery (Post-Partum period)
Terminal Illness	As long as the person lives
Care of a Child under 3 years	For up to 12 months
An already scheduled Surgery or other Procedure (for example, knee surgery or colonoscopy)	Scheduled to happen within 180 days of your doctor or hospital leaving your health plan

*\*An acute medical condition is generally one caused by injury, illness (such as pneumonia) or other medical problem that requires prompt medical attention for a limited duration.*

**I just changed health plans and have a condition that may qualify for continuity of care. How do I access continuity of care in my new health plan?**

You must call your health plan provider to ask for continuity of care. Additionally, your doctor or hospital must agree to keep you as a patient and agree to your plan’s reimbursement terms. As part of this process, be ready to discuss your medical information, such as the name of your doctor or hospital, your medical condition and treatments you are receiving. You can also ask for a copy of your health plan's policy on continuity of care at any time.

**What if I need immediate treatment for a medical condition covered under “continuity of care”?**

Complete the continuity or transition of care application form and contact the Member or Customer Service number for your plan. Be sure to identify your medical emergency and your need for immediate care. Your request should be expedited.

## AALA MyPay SURVEY RESULTS Employees Gearing Up For Paperless Pay Stubs

Last month the District conducted a MyPay test run. Employees were asked to access their pay stubs via the LAUSD Employee Self-Service website to practice logging on, viewing and printing the pay stubs. The actual launch will take place on January 1, 2012, with January direct deposit pay stubs no longer printed and sent to employees' work sites.

AALA conducted a simple survey to obtain administrator feedback on employee experiences with MyPay. Survey questions sought to learn about employees' knowledge of the planned launch of paperless pay stubs, accessing and logging onto the District's MyPay website, challenges faced during the log-on process and concerns and suggestions for improvement.

Conducted December 5-10, 2011, the online survey was sent to all active AALA members, both certificated and classified. Of the more than 2,000 surveys sent out, 700 were returned with responses, which yielded the following:

- The majority of employees know that direct deposit pay stubs will no longer be delivered to their school/office sites as of January 1, 2012. Over 63% of the survey participants reported that 90-100% know about the launch; another 18% reported that 75-89% know about the launch.
- Most employees know about the Employees Self-Service website and are fairly satisfied with it.
- The majority of employees found logging on to the Employee Self-Service website from "very easy" to "somewhat easy." About 15% found logging on somewhat difficult to difficult.
- Very few employees experienced long lines at the site's designated MyPay Computer.
- Log-on, site navigation, error messages and printing problems were not major problems for the majority of employees.

While the survey showed that more than one-third of survey takers have no concerns and are generally prepared for going paperless, open-ended questions revealed some common concerns: **Nearly 22% still lacked the promised hardware (computers and printers), while 20% were concerned about site staff needing to assist employees without the ability to get immediate help on payday.** A minority of administrators view going paperless as simply a way of shifting the costs of printing pay stubs to the work site or to employees and adding to the administrative workload. **Another concern was whether the District's server could adequately handle payday traffic without system failures or blackouts.** Although only mentioned by a few administrators, the pay stub printout lacks official document status, i.e., the employer's identification, name and address, is not included on the pay stub and, therefore, cannot be used for verifying salary for mortgage loans and other financial activities that require salary verification.

Suggestions for assistance called for continued communication to employees via e-mail with MyPay reminders, access and log-on instructions and general information. Continued employee training was also suggested. Survey responses revealed that some administrators and employees do not know about the opt-out option where printed pay stubs may be requested.

Overall, the AALA MyPay Survey shows Districtwide readiness for going green, give or take the 10%-15% of employees who will need help. Survey results will be shared with senior staff members and those responsible for implementation of the MyPay initiative.

**AALA HOLIDAY SCHEDULE**

The AALA offices will be closed during the District’s shutdown period, Monday, December 26, 2011, through Monday, January 2, 2012. We will reopen on Tuesday, January 3, 2012.

The last *Update* for 2011 will be dated December 19. *Update* will not be published the weeks of December 26, 2011, or January 2, 2012. The first issue in January will be dated January 9, 2012.

For information about positions available, go to the AALA website at [www.aalausd.com](http://www.aalausd.com).

**IN MEMORIAM**

**LINDA HECKENBERG-GARNER** – Former Assistant Principal of Elizabeth Learning Center. She retired on July 1, 2005, and passed away on December 6, 2011. Services will be held at 10:00 a.m. on Saturday, December 17, 2011, at St. Paul Lutheran Church, 548 Chestnut Avenue, Holtville, CA 92250, 760.356.4315. A Memorial Service will be held at 1:00 p.m. on Saturday, January 7, 2012, at St. Luke Lutheran Church, 5633 E. Wardlow Rd., Long Beach, CA 90808, 562.429.5967. In lieu of flowers, contributions may be made in her memory to the American Cancer Society at [www.cancer.org/involved/donate/donateonlinenow/index](http://www.cancer.org/involved/donate/donateonlinenow/index).

**RETIREMENT CELEBRATIONS**

Name	Date, Time	Location	Contact
Lanny Nelms	Sunday, January 22, 2012 10:30 a.m.-2:30 p.m.	DoubleTree Hotel 2800 Cabrillo Marina San Pedro	Alex Alexander 310.547.4425 323.344.8011
Robert Meier	Saturday, January 28, 2012 6:00 p.m.	Castaways Restaurant 1250 East Harvard Road Burbank	Sunshine Sepulveda-Klus 818.778.6895 <a href="mailto:sunnilluvu@yahoo.com">sunnilluvu@yahoo.com</a>

*That all citizens will be given an equal start through a sound education is one of the most basic, promised rights of our democracy. Our chronic refusal as a nation to guarantee that right for all children...is rooted in a kind of moral blindness, or at least a failure of moral imagination.... It is a failure, which threatens our future as a nation of citizens called to a common purpose...tied to one another by a common bond".*

—Senator Paul Wellstone, March 31, 2000

*Happy New Year!*

## CSUDH URBAN SCHOOL LEADERS MASTER SCHEDULE INSTITUTE CULMINATION

On December 8, fifteen administrators received certificates for their work this fall in the inaugural hybrid Master Schedule Institute. This professional development for administrators was provided at California State University, Dominguez Hills, through a grant from the Department of Education and in collaboration with AALA and LAUSD.

Recipients were congratulated and presented certificates by **Dr. James Bryan**, their instructor, and **Dr. Joe Scollo**, USL Co-Director. **Dr. Ann Chlebicki**, the Director of the Urban School Leaders program, also greeted the recipients.

The following administrators received Certificates: **Gabriel Arreguin**, Administrator, Central Office; **Melinda Azpetia**, Assistant Principal, Rancho Dominguez Preparatory MS; **Jessica Boro**, Assistant Principal, Valor Charter MS Academy; **Ruben Duenas**, Principal, Bert Corona Charter HS; **Wende Fitzpatrick**, Coordinator, Roy Romer MS; **Rolf Janssen**, Assistant Principal, Bell HS; **Louie Mardesich**, Principal, Harry Bridges Span School; **Derek Moriuchi**, Assistant Principal, Carver MS; **Kevin Myers**, Assistant Principal, Bert Corona Charter HS; **Yesenia Patino**, Coordinator, Roy Romer MS; **Fatima Penalba**, Counselor, Elizabeth Learning Center; **Andre Spicer**, Instructional Specialist, Curtiss MS; **Debbie Taylor**, Assistant Principal, Banning HS; **Yasmin Vega**, Assistant Principal, Gompers MS; and **Gayle Windom**, Principal, Watts Learning Center.

Cohort 2 of the new hybrid Master Schedule Institute will begin in March. Registration is limited, and will be available online in January. The online registration, as well as information about the Institute, is available at: [www.csudh.edu/soe/ead](http://www.csudh.edu/soe/ead).

### 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. The following positions are available to view in their entirety by going to [http://certificated.lausd.k12.ca.us/admin\\_vacancies](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.

***PRINCIPAL, SECONDARY***

**Polytechnic HS (2) MST 46**, 12431 Roscoe Blvd., Sun Valley, CA 91352

Poly is an E Basis school. For information and application procedures contact **Manuel Diaz**, Principal Leader, at 818.252.5400. **Filing deadline is 5:00 p.m., Friday, December 23, 2011.**

***PRINCIPAL, CONTINUATION HIGH SCHOOL***

**Jane Addams HS (1) MST 38**, 16341 Donmetz Street, Granada Hills, CA 91344

Jane Addams is an E Basis school. For information and application procedures contact **Juan Flecha**, Principal Leader, at 818.654.3600 or [juan.flecha@lausd.net](mailto:juan.flecha@lausd.net). **Filing deadline is Tuesday, January 3, 2012.**

***INSTRUCTIONAL SPECIALIST***

**Elizabeth Learning Center (6) MST 39 (Temp. Adv.)**, 4811 Elizabeth Street, Cudahy, CA 90201

Elizabeth is a B Basis school. For information and application procedures contact **Walter Flores**, Principal Leader, at 323.568.8500. **Filing deadline is Friday, January 6, 2012.**

POSITION	LOCATION	CONTACT	DEADLINE
Instructional Specialist	Manual Arts HS	213.745.4928	Until Filled
Instructional Specialist	Hale Charter Academy	818.654.3600	12/20/11
Instructional Specialist	John Mack ES	323.730.7620	12/20/11
Instructional Specialist	Vista MS	818.654.3600	12/23/11

POSITION	DEADLINE
<ul style="list-style-type: none"> <li><b>SPECIALIST, STUDENT INFORMATION SYSTEMS, MST 38 (Temp. Adv.), E Basis, Student Information Systems Branch, Office of Data and Accountability.</b> Contact <b>Amancio Pardini</b>, Deputy Director, at 213.241.2450.</li> </ul>	<b>EXTENDED TO January 6, 2012</b>

*The Associated Administrators of Los Angeles staff wishes AALA members and their families a healthy and relaxing holiday season.*

*We are hopeful that you will set aside the increasing challenges you face as administrators and spend quality time with your family and friends during the holidays.*

*Warm wishes for a happy and healthy 2012!*

*Charlotte      Judy      Don*  
*Michael      Jack      Lorraine*  
*Steve      Sylvia      Hema      Michelle      Cathy*  
*Sharon      Gloria      David*  
*Pellian      Jane      Joan M.      "Mike O"*