

# UPDATE

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

Week of March 12, 2012

## A CRY FOR HELP!

On Thursday, March 1, 2012, **Michelle King, Dr. Jaime Aquino** and **Dr. Donna Muncey** issued a memo to all principals and Local District Superintendents entitled, “FY 2012-2013 Categorical Allocations.” The memo indicated that, “. . . due to significant budgetary constraints, the District has been compelled to take steps to address financial shortfalls. Resources are needed to fund the Office of Civil Rights (OCR) Voluntary Agreement, Teaching and Learning Initiative and Implementation of the Common Core State Standards and Assessments.” The memo enumerates major reductions in categorical allocations to schools. Almost immediately following the issuance of the aforementioned memo, many phone calls and e-mails flowed into the AALA office protesting the major loss of funding to schools.

The memo below from **Dr. Randy Delling**, Principal of North Hollywood High School and President of the Senior School Principals’ Organization, to **Dr. Deasy** is a sample of the numerous communications that were sent to AALA. Randy’s memo captures the essence of the concerns mirrored in the many messages we received. Wouldn’t it be interesting to know how much the District is spending on the OCR Agreement, the Teaching and Learning Initiative and on the Common Core Implementation? Given the facts that California is 49<sup>th</sup> in the nation in funding for public education and that the District’s current financial crisis is even worse than last year’s, AALA questions whether this is the time to further erode funding to schools in order to underwrite these initiatives.

*After carefully reviewing the categorical allocations memo dated 3/1/2012, from Michelle King, Dr. Jaime Aquino and Dr. Donna Muncey, I believe it will be virtually impossible to serve the students of North Hollywood High School for the 2012-2013 school year. It appears that North Hollywood High School will not have the services of a school nurse, school psychologist, special education/bridge coordinator, testing coordinator, librarian and a staff member to sustain our school network. Only teachers and counselors will be available to accomplish the schools mission that “all students will graduate proficient and prepared.”*

*The District leadership needs to thank school administrators for what we have been able to accomplish with an existing bare-bones budget and recognize that you cannot provide us with the resources needed to be successful under any accountability system. The District needs to postpone accountability measures such as the performance meter/tier system. I hold you (LAUSD Leadership) harmless because you did not create this problem and because you cannot give me what I am telling you I need to operate an effective instructional program. However, I need you to let me know that you hear me and will hold me harmless for not being achievable to the District-imposed accountabilities under this resource starvation scheme. A reality check by senior staff would include setting aside some initiatives until such time as adequate State resources become available.*

## A CRY FOR HELP (Cont.)

*When the District leadership is failing to support schools, you cannot label schools as failing without calling yourselves failures.*

*An administrative team cannot work 18 hours a day and weekends without jeopardizing the health and well-being of individuals.*

*Again, I understand that you did not create these conditions, but you can do a lot to promote as positive a condition as possible for our students and employees by suspending most, if not all, accountability systems until a realistic funding scheme is returned to education that will allow us, as professionals, to do our jobs well again. Senior leadership's credibility is at stake. Please consider returning sanity to the District.*

### **ONE OF MANY RESPONSES TO RANDY'S MEMO**

AALA thanks **Heather Daims**, Principal of Miguel Contreras Learning Complex, for sharing her response to Randy.

*Well said, **Randy**. I have been formulating a very similar letter in my head but have not yet put pen to paper (or fingers to keyboard) yet.*

*After sitting down yesterday to review next year's likely budget with my two assistant principals (which will become one at the start of the new year), we have determined that we will most likely lose our college/career counselor, the remaining three days of our nurse, our librarian, our Title I/Bilingual/Special Education/Textbook/Main Office clerk (yes, that is one position on this campus), our microcomputer technician, the last day of PSA time we have left, the school psychologist **and** two additional teachers (minimum). I also am curious about the expectation that we continue to raise the bar with absolutely no support staff. We haven't even heard, yet, about additional cuts that are still likely to our security, custodial, cafeteria staff and to our athletic director and athletics program.*

*At a school where there is no QEIA, no SIG money and the only certificated staff out of the classroom are the principal, one assistant principal and the two counselors who do not have a teaching credential, I wonder how we will provide the needed support to students, not to mention the fulfillment of the mandates which grow more numerous each day.*

*On top of the financial chaos, the District is reorganizing into a model that makes little sense to many of us in the field.*

*Thanks, Randy, for expressing what I am certain most of us are feeling. Wishing you a good weekend!*

## HEALTH BENEFITS FAQ

### *Topic: Stress in the Workplace – Administrators can facilitate assistance for their staff members*

Troubling times within the District continue, affecting employees' well-being, work performance, and productivity. Right in the midst of current negative media coverage of the District comes an internal assault—the annual March 15 Reduction in Force (RIF) notices sent to thousands of certificated employees. These notices will soon be followed by projected cuts in classified staffing. These and other unforeseen events are potential sources of emotional distress for employees. As administrators, we can facilitate support for staff members by knowing about services that are available through the District health benefits. This FAQ addresses some general questions.

### **I understand only employees who do not have health benefits may use the Employee Assistance Program (EAP) for immediate counseling support for stress and anxiety. Is this true?**

Yes. Employees who have health benefits can access mental health services through their health plans. Only nonbenefited employees have access to immediate counseling support during an emotional crisis through the EAP plan provider, MHN, a Health Net company. However, all of the health plans provide 24/7 emergency phone service. Coverage for nonbenefited employees and their dependents includes the same benefits as benefited employees and they receive additional services that include short-term support for marriage, family/relationship issues, stress and grief/loss. Nonbenefited employees have access to as much phone support as needed, three face-to-face clinical counseling sessions per incident and as many web-video sessions as needed.

### **What if the distress is not a clear case of emotional distress, but combined with family problems, financial concerns or other issues? To which services should these situations be referred?**

It's safe to refer all employees with complex needs to the EAP for immediate help. MHN's call procedures now provide for initial screening of each individual caller, followed by the representative connecting him/her to the appropriate provider's crisis counseling services. No one will be denied help.

### **Are services available through EAP that fully-benefited employees can't get through their health plans?**

Fully-benefited employees and their dependents have access to direct services on the EAP website, [www.members.mhn.com](http://www.members.mhn.com), under Work and Life, including childcare, eldercare, daily living issues, as well as online resources and tools to maintain wellness. MHN's specialists will also do the legwork to find services employees need and help reduce the stresses of employees' busy schedules. To access these services, call 800.285.7717.

### **Are there costs involved with using EAP services?**

There are no copayments, coinsurance or deductibles; employees do not pay MHN counselors for any services covered by the EAP. Some services, such as those for financial and legal issues, as well as identity theft, offer limited free service per issue. For example, you can obtain 30 minutes of financial assistance related to a specific topic. Then if you need assistance with a different financial topic, you may receive another 30 minutes of free telephonic consultation.

### **What other features or resources of the Employee Assistance Program should members know about?**

The Online Member Services website provides a wide range of tools and information to help simplify life and maintain a healthy lifestyle. There is a health risk assessment and self-help programs for stress, weight management, nutrition, fitness and smoking cessation. Also, there are articles on financial and legal issues and more. Employees can explore all the services at: [www.members.mhn.com](http://www.members.mhn.com) and register with company code lausd.

### **Do retirees have access to EAP?**

No. This program is specifically designed for active employees and their dependents. Employee assistance programs are designed to help organizations address productivity issues by assisting employees to identify and resolve personal concerns that affect job performance.

**CONVERSION OF 4213s AND 4214s TO REGULAR STATUS**

Local District Superintendents recently received a memo dated March 2, 2012, from **Vivian K. Ekchian**, Chief Human Resources Officer, entitled, *Affirmative Decision Process/Conversion of Certificated Administrators to Regular Status*. The memo reminds Local District Superintendents of their responsibility to “. . . assess and make key decisions regarding each certificated school-based administrator serving in nonregular status. . .” in the Local District. Nonregular status includes those serving under Administrative Regulations 4213 or 4214. The LD Superintendent must review the performance of these administrators and make a decision whether to release or retain them in their current position. The recommendation for release must be made after meeting with the individual, but **before March 30, 2012**. In addition, anyone who has served as a 4213 or 4214 for three school years is eligible, with the recommendation of the LD Superintendent, for conversion to regular status, returning to the previous classification or remaining in the same category. AALA reached this agreement with the Superintendent to ensure that these administrators are converted to regular status in a timely manner.

Included with this memo was an attachment that listed all administrators in the above categories as well as those in other nonregular statuses, Q1, Q2, L1 and T1. All administrators on the attachment may be subject to reduction in force reassignment. If you are not certain of your status, contact the Administrative Assignments Office at 213.241.6886.

**SUMMER SCHOOL**

Pending funding, credit recovery high school summer school is scheduled for July 9 to August 3, 2012, at 16 high school sites. Administrators interested in working this summer must apply online at <https://summer.lausd.net>. **The online application is available from March 5 to March 29, 2012.**

**AND SO IT GOES . . .**

*AALA thanks Dr. Vince Carbino, DACE Principal, for contributing to this article.*

*"We are not going to balance on the backs of K-12 students the funding of adult education."* These were our superintendent's words. Does **Dr. Deasy** fail to realize that over 58,000 Division of Adult and Career Education (DACE) students are the parents of students in grades K-12? In addition to ESL and career training, they are learning skills integrated into the curriculum on how to tutor their children in English and interact with teachers and school staff. While K-12 instructors are asking for more parental involvement, how can we consider eliminating the very resource that assists them in doing so?

Hyperbole does not educate or create. A successful budget is not built on hyperbole, but on distributing the available resources to address the needs of those the organization serves. The LAUSD *Fingertip Facts* shows that the District budgeted \$793 million for "business expenses" and another \$121 million for "miscellaneous expenses." It appears that these business and miscellaneous expenses are the true burdens on the backs of K-12 students, not adult education programs. DACE programs make up less than 3% of the total budget, so let us not use hyperbole and perhaps allow the public to get the wrong impression.

As the self-imposed deadline for budget submission approaches, the clamor of those protesting the various cuts becomes louder. It is imperative that the needs of the parents and students of LAUSD become the priority in budget development. Programs like those offered in DACE that have been proven to improve the literacy and socioeconomic standards of its students cannot be sacrificed for "miscellaneous and business expenses" that have yet to be explained. We ask that our current opaque budgetary process be clear, open and prioritized, not on political expediency, but on the LAUSD mission statement: *The teachers, administrators and staff of the Los Angeles Unified School District (LAUSD) believe in the equal worth and dignity of all students and are committed to educate all students to their maximum potential.*

## REASSIGNMENT/DISPLACEMENT RIGHTS FAQs

AALA President **Dr. Judith Perez** and **Dan Isaacs** recently spoke with senior staff in HR regarding the reassignment/displacement of administrators. While the questions below were answered specifically for adult school administrators, similar rules apply for all AALA members in the specified categories. Please contact **Maria Voigt** at 213.241.6365 for further information.

**1. How do principals bump back to AP and/or APACS?**

Principals who are displaced from their current position due to RIF will be placed on a reemployment list for a period of 39 months. Principals with return rights to one of the two AP Adult classifications will be assigned to the position by seniority date in the AP class. An employee has return rights to a class when he/she has earned regular status (R1) or promoted while in a Q1 or Q2 status. If an employee left the AP class while in a provisional status (V1) or restricted status (W1), he/she will not have return rights to the AP position.

**2. How do principals/APO/APACS, who were permanent/tenured teachers, bump to teacher and what role does seniority play in this scenario?**

Permanency in an Adult Education teaching assignment will need to be verified by DACE as well as the process. If current Adult School Principals/APOs/APACSs are displaced and have return rights to a K-12 teacher class, they will be assigned by seniority in the teacher class.

**3. Under what circumstances would administrator seniority be null and void?**

The only instance which invalidates a seniority date is an involuntary demotion from the classification.

**4. Would there be a requirement/opportunity for recourse to due process in these circumstances?**

Due process is a right in a demotion situation, but not in a RIF.

## CHANGES TO CALSTRS RETIREMENT PROCESS

Senate Bill 349, sponsored by CalSTRS, made some substantive changes to the California Teachers' Retirement Law in an effort to make it more efficient for members. These changes became effective January 1, 2012, and two directly relate to the retirement application process for STRS members.

When completing the retirement application, members may now make their retirement date as early as the day after their final day of compensation (but no earlier than January 1, 2012). Previously, the retirement date could be no earlier than the beginning of the month in which the application was received by CalSTRS. If one applies for *Service Retirement during Evaluation of a Disability Application*, the effective date still cannot be any earlier than the first day of the month in which CalSTRS receives the application.

In prior years, changes could be made to the retirement application only until the last day of the month in which the retirement became effective. Under the new law, members now have 30 days from the date their first benefit payment was issued to submit the appropriate forms to make changes to or cancel their application. This includes making changes to options that had previously been selected.

For more information, visit [www.CalSTRS.com](http://www.CalSTRS.com) or call 800.228.5453.

## OMA FACTS

### Who or What is OMA?

OMA is the Organization of Management Administrators. Any administrator (specialist, coordinator, director, administrator, etc.) who is not based at a school site is automatically a member of OMA. There is neither an application to complete nor dues to pay.

### Why do I need OMA?

OMA is an organization similar to the Senior High, Middle School and Elementary Principal and Assistant Principal Organizations. These Organizations are created and supported at the behest of the Superintendent to provide his office with the ideas and concerns of each respective group. OMA's sponsor, selected by the Superintendent, is **Earl Perkins**, Assistant Superintendent, School Operations. These organizations have requested meetings with the Superintendent to address topics that are specific to the organization. When the meeting is arranged, each organization sends a representative group to meet with the Superintendent to discuss pertinent issues. It is especially important during these drastic budgetary times that our voice be unified and heard. The Superintendent or his representative also attends each OMA meeting to give the Superintendent's Report.

### What do I need to do?

You need to stay informed and involved. Our most current need is for people willing to take on a leadership role in the organization. To nominate yourself or someone else, please complete the nomination form at <http://bit.ly/wP5UfU>. The deadline for nominations has been extended to Friday, March 23, 2012. To determine the appropriate "category" for yourself, refer to pages 6-8 of the OMA Constitution and Bylaws found at: <https://docs.google.com/viewer?a=v&pid=sites&srcid=ZGVmYXVsdGRvbWFpbmxsYXVzZG9tYXxneDoyNTVhMjIOMDExYzZhOTRi>.

OMA meetings are held on a quarterly basis. When you receive an invitation from OMA, please schedule yourself to attend if at all possible. For more information about OMA, please visit our website [www.omalausd.org](http://www.omalausd.org).

## CONGRATULATIONS!!

AAALA extends congratulations to **Jacqueline Purdy**, Assistant Principal at Mulholland Middle School, who received the *2012 Diane L. Brooks Outstanding Administrator Award* at the California Council for the Social Studies (CCSS) Awards Dinner on Saturday, March 3, 2012. This award, presented at the CCSS Annual Conference, recognizes a school administrator who has contributed significantly to the profession of social studies. Jacqueline's work was noted to have ". . . contributed greatly toward creating an educated, engaged and responsible citizenry committed to upholding the principles of a democratic society." Our hats are off to AALA member, Jacqueline Purdy.

AAALA also wishes to congratulate **Dr. Angel Barrett**, Principal of Plummer Elementary School, who was appointed to a 3-year term on the California State Instructional Quality Commission (IQC), formerly the Curriculum Development and Supplemental Materials Commission, by the State Board of Education. Angel will lend her expertise to the Commission as it revises the curriculum frameworks and evaluation criteria aligned to the Common Core State Standards with California additions (CCSS) for mathematics and English language arts. Kudos to Angel.

## SAVE THE DATE—COBA CONFERENCE

The Council of Black Administrators (COBA) is holding its 37<sup>th</sup> Annual Black Child Conference/Scholarship Luncheon on Saturday, June 2, 2012, from 8:00 a.m. – 3:00 p.m. at the Hilton Hotel Los Angeles Airport. The conference is open to administrators, coordinators, teachers, counselors and parent representatives. For additional information, go to [www.lausd.net/orgs/coba](http://www.lausd.net/orgs/coba).

## RETIREMENT CELEBRATION

**Richard Lioy** will be celebrating his retirement on Sunday, March 25, 2012, beginning at 5:00 p.m., at Shepherd of the Valley Church, 4191 Cochran Street, Simi Valley, CA 93063. Richard retired in January as principal of Roscoe Elementary School. For more information, contact **Carmen Jimenez** at 818.767.3018.

## AN INVITATION . . .

**On Thursday, March 15, 2012, the Association of California School Administrators (ACSA)** presents the **2012 ACSA Region XVI Social**, from 5:30 p.m. to 7:00 p.m., at the University Club (Lamb's Lounge), California State University Northridge, 18111 Nordhoff Street, Northridge, CA 91330-8271. Featured Keynote Speakers from LAUSD are **Dr. Jaime Aquino**, Deputy Superintendent of Instruction; **Linda Del Cueto**, Local District 1 Superintendent; and **Alma Pena-Sanchez**, Local District 2 Superintendent. Admission is free and refreshments will be provided. Current ACSA members and anyone interested in joining ACSA are welcome. Parking is available in Lot G1 on the corner of Nordhoff and Zelzah. For additional information contact **Brian Sida** at 818.609.2522 or by e-mail at [bsida@lausd.net](mailto:bsida@lausd.net).

## WANT TO EARN A PH.D. THAT WORKS AROUND YOUR SCHEDULE?

The School of Educational Studies at Claremont Graduate University invites you to attend an informational session for *Prospective Urban Leadership Program Ph.D. Students*:

Saturday, March 24, 2012

2:00 - 4:00 p.m.

Michael T. Johnston Board Room

Claremont Graduate University

150 N. Dartmouth Avenue, Claremont, CA 91711

- Preview the program's unique format designed to meet the needs of current and future leaders in public education.
- Talk to the Dean of the School of Educational Studies, the UL Co-Directors, **Dr. Carl Cohn** and **Dr. Susan Paik**, as well as current faculty, staff and students.
- Learn about the **only weekend Ph.D. Cohort Program** at a selective private-research university.
- Hear from current students and faculty on how to prepare a successful application.

Please RSVP by 3/22/12 to the Urban Leadership Program at [uleducation.rsvp@cgu.edu](mailto:uleducation.rsvp@cgu.edu). **Don't miss the last UL information session of the academic year!** Guests and colleagues are welcome to attend. Refreshments and hors d'oeuvres will be provided. For more information visit <http://www.cgu.edu/urbanleadership>, e-mail [uleducation.info@cgu.edu](mailto:uleducation.info@cgu.edu), or call 909.607.3416.

**POSITIONS AVAILABLE**

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements have been met. Please do not contact AALA for information regarding positions; use the contact phone number provided in the announcement or go to [http://certificated.lausd.k12.ca.us/admin\\_vacancies](http://certificated.lausd.k12.ca.us/admin_vacancies). Select School-Based or Non-School-Based Positions and click on any position to view the specific flyer.

**CERTIFICATED POSITIONS**

**ADMINISTRATIVE COORDINATOR**

**Charter Schools Division, MST 44G, Temporary Adviser, E Basis.** For information and application procedures contact Aaron Eairleywine, Central Business Adviser, at 213.241.5516. **Filing deadline is Friday, March 16, 2012.**

**INSTRUCTIONAL SPECIALIST**

**Carver Middle School, MST 39G, Temporary Adviser, B Basis.** For information and application procedures contact Luz Cotto, Principal, at 323.846.2911. **Filing deadline is Friday, March 16, 2012.**

**PREVIOUSLY ANNOUNCED POSITIONS**

<b>POSITION</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>INSPECTOR GENERAL</i> , Classified Senior Management Position	Administrative Offices Beaudry Building	213.241.5549 <a href="mailto:Katie.wong@lausd.net">Katie.wong@lausd.net</a> <a href="mailto:Anna.forsberg@lausd.net">Anna.forsberg@lausd.net</a>	Until filled
<i>COORDINATOR, ELD- COMPLIANCE</i> , 5 positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>COORDINATOR, ELD- INSTRUCTION</i> , 5 positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>COORDINATOR, INST. DATA</i> , 5 positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>COORDINATOR, ELA</i> , 5 elementary and 5 secondary positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>COORDINATOR, MATH</i> , 5 elementary and 5 secondary positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>COORDINATOR, TITLE I</i> , 5 elementary and 5 secondary positions, MST 41G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012
<i>SPECIALIST, INST. TECH.</i> , 5 positions, MST 38G, B Basis	Local Educational Service Center	Administrative Assignments 213.241.6886	5:00 p.m. Monday March 12, 2012