

UPDATE

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Week of March 26, 2012

BARGAINING BULLETIN Significant Progress for Unit M Negotiations

AALA's Unit M (Classified Unit): Negotiations with the District on Unit M's first contract have been progressing steadily since late January. On March 20, 2012, both sides reached a tentative agreement on the following 10 articles: District Rights, Effect of Agreement, Grievance Procedure, Holidays, Non-Discrimination, Recognition, Safety Conditions, Subcontracting, Tuition Reimbursement and Work Stoppage.

Upcoming Unit M negotiations, scheduled for March 28, 2012, promise to be a marathon session addressing such major topics as AALA rights, hours of work, vacation, transfers and other matters. Although, it is impossible to predict when Unit M negotiations will be completed, the Unit M bargaining team is hopeful that steady progress will continue. AALA Unit M members will have the opportunity to ratify the new contract, once a complete tentative agreement has been reached.

AALA's Certificated Unit: AALA has requested verbally and in writing that the District immediately commence negotiations with us on Jobs Restoration and Evaluation for 2012-2013. While the District sunshined their Initial Bargaining Proposals on Compensation and Evaluation at the Board meeting on February 14, 2012, we are still waiting for a response to our numerous requests for bargaining dates. On March 6, 2012, AALA's bargaining team was treated to a general update on the District budget situation. Since we are approaching the end of March, it is highly unlikely that these negotiations will begin before April.

The LAUSD-AALA Local School Stabilization and Empowerment Initiative of 2011 (LSSEI): Negotiations on an MOU for AALA members began at the end of February, and an agreement is close to being finalized. The MOU will address the issues arising from the LAUSD-UTLA initiative which provides for a new approach to the Public School Choice process for the next three years: The agreement lifts UTLA's former cap on the number of pilot schools allowed; charter schools may no longer apply to run Focus or new schools (however, the provisions of Proposition 39 remain in place); and many schools will have the opportunity to prepare plans and request waivers to obtain greater autonomy. Additionally, the Local Options Oversight Committee (LOOC), representing AALA, UTLA and the District, will have major responsibility to ensure school teams receive needed support, training and mediation (if needed).

School Improvement Grant (SIG) Memorandum of Understanding (MOU): As we reported in February, AALA and the District signed an MOU on behalf of our members working in Cohort I SIG schools. This MOU, which sunsets on June 30, 2012, may be accessed via the AALA website. We are looking forward to negotiating an MOU on behalf of this group of administrators for 2012-2013, their third year in the SIG program. We are also looking forward to negotiating an MOU on behalf of Cohort II SIG administrators for 2012-2013.

Please read the *Update* regularly for news on negotiations. We will continue to keep you informed.

A LETTER TO MARGUERITE LAMOTTE

ALA was copied on this letter to Board Member Marguerite LaMotte from Dr. William Johnston, former Superintendent of Schools, 1971-1981. We share many of his sentiments.

“Thank you for your courage, your vision, your understanding of the proposed Los Angeles Unified School District Budget for the 2012-2013 school year. What was presented to you was neither a budget, nor a workable plan for a new school year. It was a detailed plan for failure of our school district to serve our children, our adults, our staff and our community!

Your stand-alone vote was, in my opinion, spectacular, greatly admired and appreciated. There was no mention of cutting or curtailing consultants, attorneys or other staff in the Beaudry building. There was no mention of salary cuts for senior staff. There was no mention of cutting a few Superintendents. I only heard, it’s UTLA’s fault and the need for voters to approve ballot measures.

Thank you, Marguerite, for your leadership, your spirit, your courage. You are an exemplary Board Member.”

AN E-MAIL FROM A MEMBER

The following relates to the comments made by Dr. Judith Perez, AALA President, to the Board of Education on Tuesday, March 13, 2012, and is a portion of an e-mail that we received on the AALA website. The author is an administrator who wishes to remain anonymous.

“Judy, again, I would like to thank you for your words yesterday at the Board meeting on behalf of our students, schools and membership. What you said rings true and the 24th floor needs to share in the accountability demanded by the District. This teacher evaluation system is so time consuming and clunky. The trainings have been poor at best! Now, we are being asked to both help the District out with concessions for next year, plus support a parcel tax. In good faith, I understand the shared responsibilities, but I cannot support taking pay concessions and the parcel tax. Many of our members feel the same way. We cannot afford to personally take furlough days and pay more taxes while fiscal abuse continues within our District. I do not expect the parcel tax to pass. At this time, I plan on voting no on it. Many AALA members in our building feel the same way. Most of my personal friends feel the same way. I cannot support handing our top administration more money to spend on outside consultants. They do not know what our kids need, nor do they care. . .”

REGARDING THE PARCEL TAX. . .

Last week, LAUSD Board Members approved the placement of a parcel tax on the November 2012 ballot. AALA members will recall that we actively supported the District’s effort two years ago to pass such a tax. While over 50% of voters supported the parcel tax, it did not receive the mandatory 2/3 vote and therefore, failed. AALA is waiting for more information regarding this new proposal before taking an official position. We will keep you informed.

HEALTH BENEFITS FAQ

Topic: Individual Mandate and Health Benefit Exchanges

What is the intent of the Affordable Care Act (2010) mandate that all uninsured must purchase health insurance?

The Act requires that all persons not covered by an employer-sponsored health plan, Medicaid, Medicare or other public insurance program purchase and comply with an approved private insurance policy or pay a penalty. Exceptions to this are if the applicable individual is a member of a recognized religious sect exempted by the Internal Revenue Service or in cases of financial hardship. This mandate, which is currently being challenged in court, is meant to address key health insurance coverage issues—denial of health care coverage for individuals with preexisting conditions, fair health insurance premiums, guaranteed coverage, excessive waiting periods and discrimination based on health status.

What is the role of health insurance exchange and the individual mandate?

The Affordable Care Act (ACA) of 2010 establishes health insurance exchanges (state-regulated and standardized healthcare plans) in each state to offer individuals and small employers a choice of health insurance plans based on coverage, premium costs, cost-sharing (i.e., deductibles, coinsurance, out-of-pocket limits, etc.), quality and other factors. State exchanges become fully operational on January 1, 2014.

What's happening with California's exchange?

California was the first state to create a Health Benefit Exchange (HBEX), an independent public entity with a five-member executive board appointed by the Governor and the Legislature. Diane Dooley, Secretary of Health and Human Services, chairs the board's monthly meetings. The mission of HBEX focuses on increasing the number of insured Californians, improving health care quality, lowering costs and offering an innovative, competitive marketplace that "empowers" consumers to choose the best possible affordable health plan. Currently, an estimated 3 million Californians do not have health insurance coverage.

What if the Supreme Court upholds the individual mandate provision of the ACA?

If the individual mandate is upheld, insurance coverage will be available for both healthy and less healthy individuals. This means that costs of treating the sick will be spread over a greater number of insured individuals, with the anticipated effect a reduction in premiums for everyone, including employer-based health plans such as those offered by LAUSD.

What if the Supreme Court finds the individual mandate to be unconstitutional?

Most healthcare reform analysts predict rising premiums if the individual mandate is overturned. The argument that premiums will escalate is based on predictions that healthy individuals will defer insurance coverage until they are sick, leaving insurance plans to cover a disproportionate number of sick individuals, at greater costs. The minority opinion is that there will be little to no effect on premium costs.

Will the exchanges continue if the individual mandate is stricken?

It depends. If the individual mandate is stricken as a stand-alone issue, then the exchanges will continue. If the entire ACA is stricken, then the exchanges and provisions of the ACA will no longer be mandated. However, according to **Peter V. Lee**, Executive Director of HBEX, California will continue its work toward full health care reform, ACA or no ACA.

Legal Brief

SOCIAL MEDIA

Social media is a form of electronic communication in which users create online communities to share information, ideas, personal messages, and other content and has become an integral form of communication for our schools and communities. Schools use electronic communications to inform, gather input, and publicize events, among other purposes. The District recently issued a bulletin regarding social media, Bulletin No. 5658, *Social Media Policy for Employees and Associated Persons*, to help clarify roles and responsibilities of District stakeholders when using this communication tool. Below are some key points to consider from the bulletin.

Social media is broadly defined to include podcasts in MP3 format, social networking sites including Facebook, Google+, digital publishing services such as Shutterfly or Flickr, and Wikis for creating interlinked web pages. This bulletin applies to both District employees and associated persons. For purposes of this bulletin, “Associated Persons” includes, but is not limited to, parents, parent-elected leaders of school committees, representatives and volunteers, consultants, contracted employees, walk-on coaches, child care/enrichment program providers, vendors and afterschool providers.

When District employees or associated persons use District computers, e-mail accounts or resources, all related District policies and procedures apply. Even when non-District equipment or resources are used, there are restrictions as to what can be shared or posted. District employees and associates are responsible for information they post, share or respond to online. The bulletin reminds us that we cannot rely on privacy settings to ensure online security. Pupil record information, including names, grades, and attendance as well as photographs or other recordings, may not be shared without written authorization from the parent/legal guardian/adult student first. Personnel information and any other confidential or privileged information should not be posted. Posting inappropriate threatening, harassing, racist, biased, derogatory, disparaging or bullying comments toward or about any student, employee or associated person on any website is prohibited and may be subject to discipline. Use of District logos, names or images without District authorization is also prohibited.

When an incident is reported, school staff members should take reported incidents of online misconduct seriously and investigate, report, follow up and monitor, in accordance with applicable District bulletins. Inappropriate postings may be documented by printing screen shots or saving the screens to a flash drive and storing in a secured location. All critical incidents must be documented in iSTAR. The target of online misconduct may request removal of objectionable postings by contacting the internet service provider or webmaster—many sites have a “report abuse” button. If there are inappropriate or sexualized images of minors, or child pornography, contact local law enforcement and LASPD. If the content raises a reasonable suspicion of child abuse or neglect, contact a child protective services agency (local law enforcement or DCFS). If there is an online threat, try to obtain a copy of the threatening post and refer to Bulletin 5610.0, Workplace Violence, Bullying and Threats (Adult to Adult) or Organizing for Assessing and Managing Threats, Bulletin 1119.1.

As preventative measures, school administrators may want to review this policy with parent groups and other associated persons and develop guidelines for parent/community “netiquette” if e-mail listservs are established.

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.

DR. DEASY'S DIRECTIVE ADJUSTED AGAIN

Superintendent Deasy has responded again to concerns raised by AALA regarding his letter to principals on February 15, 2012, in which he directed them to immediately review all working folders at their sites, determine if all required reports were made to law enforcement and/or DCFS, complete mandated forms, scan and send copies of relevant documents to the District. In response to AALA's initial concerns, the Superintendent asked District legal staff and **Michelle King, Senior Deputy Superintendent, School Operations**, to prepare a list of Frequently Asked Questions (FAQ) to provide clarification for principals.

Because we are keenly aware that our members are extremely overworked and morale is at its lowest ebb ever, **Dr. Judith Perez, AALA President**, asked the Superintendent to allow principals to delegate the file review to an assistant principal and to be given additional time to complete the massive task. His agreement is reflected in the memo Ms. King sent to principals on March 15, 2012. While we appreciate the responsiveness of Dr. Deasy and Ms. King, we continue to seek additional relief on behalf of AALA members and will keep you informed.

RIF ADMINISTRATOR FAQ

Staff members in Human Resources have provided answers to some frequently answered questions regarding the reduction-in-force letters that were sent to administrators. These FAQs will be updated as new questions arise. They can be accessed at <http://ww.teachinla.com/assistance/faqs/admin.html>.

APEIS UPDATE

AALA has received confirmation from **Sharyn Howell**, Executive Director of Special Education, that all administrators in APEIS positions will be assigned to B Basis for the upcoming 2012-2013 school year.

LOOKING UP FROM THE BOTTOM

Morale – how one feels emotionally; the general level of confidence or optimism felt by a person or group of people, especially as it affects discipline and motivation. This is the definition of morale. Given the myriad job responsibilities and complexities, is it any wonder that morale of LAUSD administrators is at an all-time low? Each time that we write an article addressing this topic we are sure that we have reached the bottom. Yet, the District continues to find ways to make the morale of its teachers, administrators and all support staff sink to even lower depths. Annually you are asked to do more with less. Budgets are cut, but responsibilities just continue to grow. In the past two decades, schools have faced public and political pressure to improve teaching and learning and the duties and responsibilities of principals have expanded from managing the site to improving instruction to leading school reform and improving overall student achievement. Principals are also responsible for facilitating their school's interactions with parents and others in the school community, including those who serve on school advisory boards, councils, parent/teacher organizations, and booster clubs. They must ensure that their staff members all feel appreciated and supported, that facilities and equipment are safe and in good working order, that discipline policies are developed and enforced and that students are consistently supervised, especially in areas where the potential for injury is greater such as labs, shops, athletic activities and field trips.

LOOKING UP (Cont.)

Add to this the various federal and state mandates, local district meetings, mandated professional development, assessments, shared campuses, severely reduced budgets, special education, child abuse, litigation, volunteers, ambivalence about the position, lack of systemic accountability and transparency, annual RIF notices and the penultimate directive to “. . . review all files regardless of date . . .” is it no wonder that site administrators feel overwhelmed, overworked, overcome, inundated, engulfed and stretched beyond the limit?

So, how can you feel better in these dark days? Keep in mind that lean years, like those that are flush, are cyclical. They come and go, the economy is improving and things will get better. In the meantime, remember that you are doing work that matters, in a truly noble profession; and, every day, you are making a difference in the life of a child! There really is no greater, more important task.

CALSTRS UPDATES—IT’S NEVER TOO EARLY TO PLAN!

NAMING A BENEFICIARY

Are you aware that your retirement system, CalSTRS, may provide benefits to your beneficiaries at the time of your death, whether you are active or retired? Have you completed the necessary beneficiary form for CalSTRS? Unfortunately, many of us think that the beneficiary information provided to the District automatically applies to CalSTRS; however, that is not the case. Your retirement system is a completely separate entity from LAUSD; certificated employees in every public school in California are members of STRS. Therefore, check your CalSTRS account online or review your Annual Statement/Progress Report to see if you have listed a beneficiary. If you have not, do so immediately. The necessary forms can be accessed at the CalSTRS website, www.calstrs.com, by calling 1.800.228.5453, or visiting the new CalSTRS Member Service Center in Glendale.

SELECTING AN OPTION

If you are eligible, yet not ready to retire, you can plan now to protect your loved one(s) by making a *preretirement election of an option*. By doing so, in the event of your death, whether working or already retired, your beneficiary will receive a monthly sum from CalSTRS for the rest of that person’s life. This is a simple process that has a great impact on both the retiree’s and the beneficiary’s future earnings since it does reduce the retiree’s monthly benefit while he/she is alive but it guarantees an income for the lifetime of the beneficiary. The amount of the reduction is based on the option elected, your age and the ages of your beneficiary(ies) when the option is selected. It is most common for married couples to select an option, however, anyone may be chosen as the option beneficiary and, in fact, members may elect to have multiple loved ones receive the lifetime benefits.

There are advantages and disadvantages to the preretirement election of an option. The advantages are:

1. If you should die before retirement and you have preselected an option, your beneficiary(ies) will immediately begin to receive the benefits.
2. In most cases, the earlier you select the option, the higher your benefit will be.

There is a disadvantage: If you cancel or change your preretirement election of an option before retiring, your retirement benefit may be reduced for life. Death of your beneficiary is an automatic cancellation.

If you have 30 years of service or are 55 years old with at least 5 years of service credit, we encourage you to determine if selecting an option is best for you and your loved ones.

SAVE THE DATES!

On **Thursday, May 17, 2012**, the School of Education at California State University Dominguez Hills Urban School Leaders Annual Spring Conference will be held and will reflect both a celebration and culmination as the program welcomes its last 2 cohorts of aspiring leaders. The Urban School Leaders Program has graduated over 190 LAUSD teachers and administrators through a U.S. Department of Education grant for study in urban education. AALA played an important role in the initial implementation of this grant.

The Association of Jewish Educators will be hosting its annual Scholarship Brunch on **Sunday, May 20, 2012**, 11:00 a.m. – 2:00 p.m. For more information contact **Maralyn Soifer** at mps1907@lausd.net.

Explore AALA's website at www.aalausd.com

*If you haven't experienced the powerful impact of blogs, just check out the AALA website. We have posted a number of blog sites under the menu tab **Educational News**. Just click on **Educational Blogs** and then **4LAKIDS** to catch up on all the news and buzz about what's happening in the LAUSD. Blogs are fast flowing and timely, with information and news posted as quickly as written. You'll see straight news, opinions, the latest rumors and reactions and responses from the public. We've created links to the most popular blogs, including the Los Angeles Times, the Washington Post, the Economic Policy Institute, the U.S. Department of Education and others.*

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

This is your last chance to attend the School of Educational Studies at Claremont Graduate University's 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.

You can still RSVP to the Urban Leadership Program at uleducation.rsvp@cgu.edu. **Don't miss the last UL information session of the academic year!** For more information call 909.607.3416, e-mail uleducation.info@cgu.edu or visit <http://www/cgu.edu/urbanleadership>.

The **Update**, Week of April 2, 2012, will be the last before Spring Break.
The next issue will be published the week of April 16, 2012.

IN MEMORIAM

DR. ANDREW W. ANDERSON, JR.—Former principal of Carver, Nobel and Parkman (now Woodland Hills Academy) middle schools and assistant principal at Northridge Middle School. Andy retired on June 30, 1992, and passed away on March 16, 2012. Private services were held at his home in Northridge on Sunday, March 18, 2012. Condolences may be shared with his widow, **Virginia**, at 818.709.7050.

SHARON BOLITA—Former assistant principal at Fulton College Preparatory Span School and San Fernando and Olive Vista middle schools. Sharon retired on January 26, 2012, and passed away on March 16, 2012, from cancer. Services were held on Thursday, March 22, 2012, at St. Didicus Catholic Church in Sylmar.

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. Select School-Based or Non-School-Based Positions and click on any position to view the specific flyer.*

CERTIFICATED POSITIONS

FIELD COORDINATOR, MENTAL HEALTH

STUDENT HEALTH AND HUMAN SERVICES DIVISION, MST 39G, Temporary Adviser, B Basis. For information and application procedures contact Administrative Assignments at 213.241.6886. **Filing deadline is Thursday, April 5, 2012.**

FIELD COORDINATOR, PUPIL SERVICES AND ATTENDANCE

STUDENT HEALTH AND HUMAN SERVICES DIVISION, MST 39G, Temporary Adviser, B Basis. For information and application procedures contact Administrative Assignments at 213.241.6886. **Filing deadline is Thursday, April 5, 2012.**

PREVIOUSLY ANNOUNCED POSITIONS

POSITION	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR</i> (2 positions), MST 40G, E Basis	Early Childhood Education Division, Beaudry Bldg.	Administrative Assignments 213.241.6886	5:00 p.m. Friday, March 23, 2012
<i>COORDINATOR, OPERATIONS SUPPORT SERVICES</i> (23 positions), MST 43G, B Basis	Local Educational Service Centers	Administrative Assignments 213.241.6886	5:00 p.m. Wednesday, March 28, 2012
<i>ADMINISTRATOR, SUMMER SCHOOL</i> (<i>pending funding</i>), July 9 - August 3, 2012	16 Senior High School Sites	https://summer.lausd.net	Thursday March 29, 2012
<i>ADMINISTRATIVE COORDINATOR</i> , MST 44G, E Basis	Charter Schools Division, Beaudry Bldg.	Aaron Eairleywine , Central Business Adviser 213.241.5516	EXTENDED TO 5:00 p.m. Friday, March 30, 2012