

UPDATE

www.aalausd.com

Week of May 7, 2012

UNANSWERED QUESTIONS

LAUSD's Second Interim Budget, which was submitted to the Los Angeles County Office of Education in mid-March 2012, included four plans to address the then-projected \$377 million deficit for 2012-2013, based upon potential revenues and some program restorations. The Superintendent's memo to the Board accompanying the budget mentioned that two critical factors were considered in development of the District's strategy: (1) The high level of uncertainty about next year's budget; (2) The need to send RIF notices to employees, as required, by the mandatory deadlines.

For the past couple of months, AALA members have continued to remain in the dark about many budget-related issues that affect them both personally and professionally. Will they have jobs next year? When will they know? Should they retire or continue working? Further, they worry about the safety and welfare of students and staff at their respective sites. They question whether or not they can do the quality and quantity of work they demand of themselves, especially since cuts to administrative staffing over the past three years (over 600 AALA positions) have dramatically increased their workload and decreased the amount of support they receive. As we have stated before, morale is at its lowest ebb ever.

For next year, the District has voted to make major cuts to early education, options, adult education and supervisory administration. These cuts, should they be finalized, will have a negative impact on the neediest students in the District as well as on their families. They will lessen the opportunity for many students to earn diplomas and will contribute to increased poverty in our city. The loss of well-trained supervisory personnel will further decrease the leadership and support provided to schools.

Now that it is May and the end of the school year is looming, we are requesting that senior staff provide substantive answers to the following questions being asked by our members. We will publish their answers in an upcoming issue of *Update*.

1. Given the fact that \$60 million has been restored to the District budget due, in part, to UTLA's furlough arbitration settlement, how many of AALA's adult education positions will be restored? What plans are being considered by the District to raise additional revenue to support adult education programs beyond the minimum currently being considered? If the number of adult education administrators is reduced, who will take responsibility for recruiting adult students?
2. Will schools be able to purchase administrative positions in the category of School-Determined Needs?
3. Why do none of the plans mention the potential restoration of early education sites and administrative positions? How many sites can an early education administrator reasonably be expected to manage?
4. How optimistic are District leaders regarding the full restoration of all options programs as a result of the Governor's May Revision?
5. What plans does the District have to ensure the safety and accountability of students and staff members, given the extensive cuts to the administrative ranks?
6. If the Governor's May Revision provides higher revenues than anticipated, what administrative positions will be added? What if the Governor's initiative and/or LAUSD's parcel tax passes in November?
7. What is the District's target for revenue efficiencies and enhancements? What amount will be allocated for administrative positions?

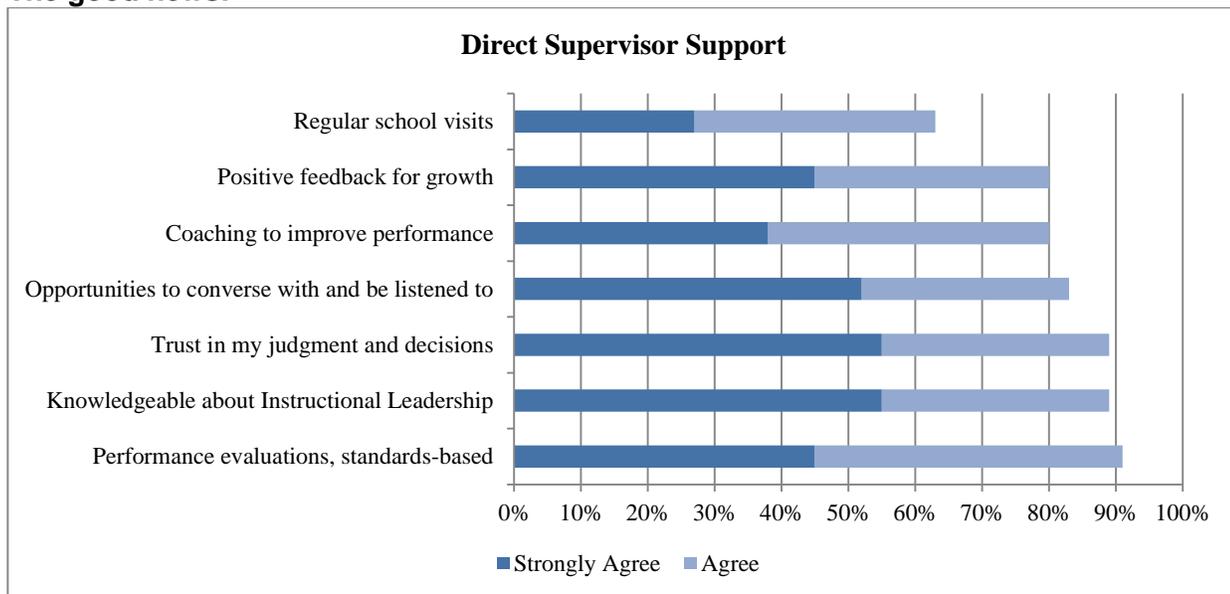
AALA continues to await the District's response to our requests for negotiations. Mr. Superintendent, how much longer must we wait? Our membership is the glue that holds this District together. Strong leadership is essential to lasting progress.

PRINCIPALS RATE SUPERVISORS

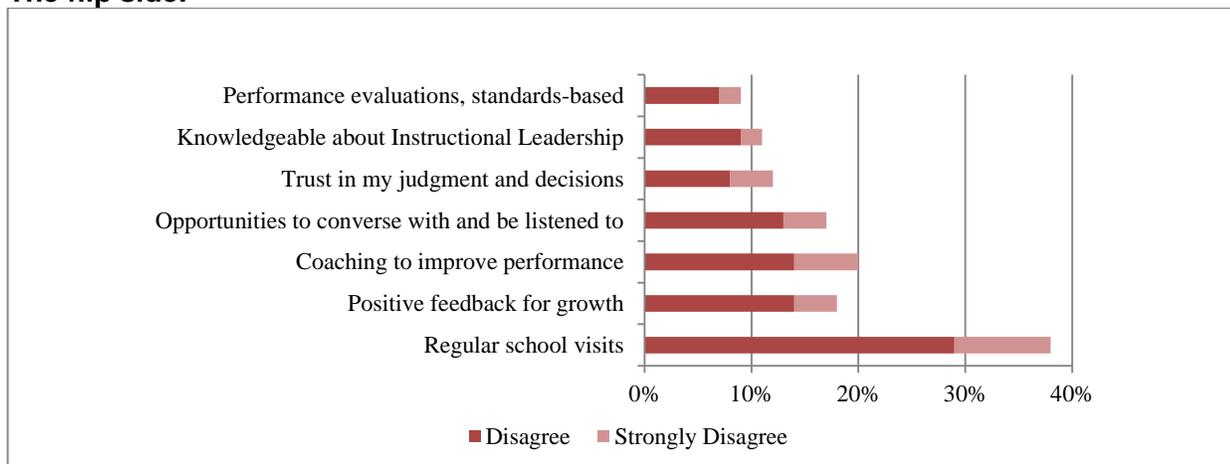
During the last week of April, AALA administered a *Leadership Support Survey for Principals* on the support received from their direct supervisor and Local District or Division Branch head. Fifty percent of active AALA members (377) completed the survey. More than 77% of the responses came from K-12 school principals. AALA will share findings with District leadership.

Overall, the results showed that, despite the severe fiscal shortfalls and cutbacks affecting schools, principals were very positive about the support received. The two graphs below show the percentage of principals and the degree of agreement about the support in the areas listed. More results will be provided in future *Updates*.

The good news:



The flip side:



Although the results are positive and many respondents made supportive comments about principals' principal leaders, it is often the not-so-positive comments that inform improvements needed. We share some of those responses here:

PRINCIPALS RATE SUPERVISORS (Cont.)

- “Relationship between principal and principal leader is subordinate to supervisor, rather than colleague to colleague.”
- “The amount of support I received from my immediate director was much less than last year.”
- “Most of the time, it’s been difficult to speak directly with anyone in LD_.”
- “I feel I received no support from my principal leader or Superintendent.”
- “I feel I am not valued or appreciated by my superiors. LAUSD central office needs to practice some of their beliefs such as honesty, transparency and support of all employees.”
- “With cuts, too many times I have a serious situation and cannot reach anyone on the phone.”
- “My supervisor did not ‘show up’ on several scheduled school visits.”
- “I was not evaluated last year, even though I turned in an IPS.”

THE GOVERNOR’S PENSION REFORM PLAN, PART TWO

This is the second article on Governor Brown’s 12-point Pension Reform Plan and will cover Points 4-6. The full details of the reform plan were issued in February 2012. Many Republican legislators embraced the full plan, while many Democratic legislators expressed skepticism. Several Republican-sponsored bills were sent to committee. Most recently, the Assembly Committee on Public Employees, Retirement, and Social Security, chaired by **Warren Furutani** (D-Gardena), effectively shelved the bills by referring them for interim study. The three points covered this week include: (1) three-year final compensation requirement; (2) benefits based on regular, recurring pay; and (3) limits on postretirement employment.

Point 4 – Require Three-Year Final Compensation to Stop Spiking: New Employees

This proposal for new employees would require that final compensation be based on the highest average annual compensation over a three-year period. Currently, most public employee pension benefits are based on a single year of “final compensation.” Only new state employees have the one-year requirement. The Governor’s rationale for this proposal is to prevent “spiking,” which he claims “encourages games and gimmicks” to artificially increase compensation during the final year of employment in order to increase pension benefits. CalSTRS, well aware of spiking, has formed an antispiking Compensation Review Unit to investigate compensation changes.

Point 5 – Calculate Benefits Based on Regular, Recurring Pay to Stop Spiking: New Employees

Spiking includes supplementing salaries with extra-pay assignments, unused vacation time, unused sick leave, other supplemental pay and “perks.” For new employees, this proposal would limit compensation to the “normal” rate of base pay, excluding identified “spikes.” Both CalSTRS and CalPERS have cracked down on spiking.

Point 6 – Limit Postretirement Employment: All Employees

This plan would limit all public service retirees to working 960 hours or 120 days per year for a public employer. Currently, retirees in CalPERS are limited to working 960 hours for a public employer, while CalSTRS has an annual earnings limit for public school employment. For 2011-2012, this limit is \$31,020. As of July 30, 2012, all past exemptions to the CalSTRS earnings limit will end.

Additional points of the reform plan will appear in the May 14 issue of *Update*.

Legal Brief

BASIC TIPS FOR CONTRACTS

Schools enter into contracts and Memoranda of Understanding (“MOUs”) for a variety of programs, services and goods. School administrators need to be aware of some of the basic requirements for entering into agreements to avoid issues later.

In general, schools enter into contracts where money will exchange hands and MOUs where programs and/or services are offered at no cost to the school. Schools should consult the Procurement Office or the Procurement Manual for assistance with the contract process. For MOUs for no-cost programs and services, a template agreement is available through the Office of General Counsel and the Office of Risk Management and Insurance Services, which includes provisions to ensure potential liability issues are addressed.

One key provision regarding contract authority is Education Code section 17604. This statute notes that the governing board may delegate authority to specified staff to enter into agreements. When an employee enters into an agreement without this authority, that employee may become personally liable for performing (e.g., making payments) under the agreement. Many schools have faced claims of failure to pay for goods and services when an unauthorized school employee or volunteer entered into an agreement. These situations have typically come up with extracurricular activities, athletics, and student body activities. Since the goods and services often have been received by the school, the school is often left with the unexpected bill. However, if a person without the appropriate authority personally signed the contract, that person may be liable for the bill.

School administrators should make sure that all faculty advisors, coaches including walk-on coaches, and other involved staff and community members understand that school administrators must preapprove and authorize these agreements. Furthermore, there are monetary limits to an administrator’s contractual authority. Please consult the Procurement Manual, available at www.psd.lausd.net, for details. If student body funds will be expended, the student body approval process must also be followed. Publications 464 and 465, available on Inside LAUSD, provide additional details and steps to ensure the approval process is followed.

Finally, whether a contract, MOU, or other type of agreement, any time a school or school district shares pupil record information with a third party organization, federal law requires specified provisions to ensure confidentiality, limit access, and protect against unauthorized redisclosure (Family Educational Rights and Privacy Act, “FERPA,” 20 U.S.C. section 1232g; 34 C.F.R. section 99). This requirement includes any web-based service that would require the sharing of student-level or personally identifiable pupil record information. This requirement also includes external research proposals, including projects of school staff working on graduate degrees. External research must be approved through the District’s Research Unit. Please refer requesters to this unit: 213-241-2460 and/or www.lausd.net, Offices, Office of Data & Accountability. If you have questions about FERPA requirements, please contact the Office of the General Counsel.

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.

SURVEY ON WORKING CONDITIONS FOR ELEMENTARY PRINCIPALS

Doctoral students in the UCLA Educational Leadership Program and AALA have partnered to conduct survey research on the working conditions of elementary school principals. The survey addresses the 13 essential job functions required of all elementary principals. AALA encourages principals to share the impact of the District’s diminished resources on their ability to effectively fulfill these functions. The survey is active through Tuesday, May 8, 2012.

CalSTRS FAQs

Information about CalPERS will be reviewed in a future issue of Update.

- 1. What is the Defined Benefit Program?** A program within the State Teachers' Retirement Plan that provides guaranteed, risk-free lifetime retirement benefits. A Defined Contribution Program, like those used in private industry, only provides retirement benefits as long as there is money in your account.
- 2. I have heard that CalSTRS is underfunded. What does that mean?** Ed Derman, Deputy Chief Executive, told reporters on April 10, 2012, that STRS currently has only 69% of the funds that it will need in the next three decades. Pension experts say that a minimum conservative funding level is at least 80%. To get to that point, CalSTRS will need to boost contributions from members, school districts and the state by 13% over the next 30 years.
- 3. Does this mean I may not get my retirement benefits for the duration of my lifetime?** No, by the California State Constitution your pension is a contractual obligation of the state which it cannot deny.
- 4. What is the value of CalSTRS?** CalSTRS is the nation's second largest public pension fund with assets totaling just over **\$152.2 billion** as of February 29, 2012. The investment portfolio is broadly diversified into six asset categories.
- 5. What are the six categories?** Global equity, fixed income, real estate, private equity, cash/liquidity and absolute returns (global treasury inflation securities).
- 6. What happens to my contributions if I leave the system before eligibility for retirement?** You have two options: (1) If you are vested (5 years of service), you can leave your money in CalSTRS and start drawing a retirement pension any time after you reach 55; or (2) You may take a refund of your contributions either in cash (pay stiff penalties and taxes) or rollover to a tax-deferred account.
- 7. Can I get a CalSTRS pension and Social Security?** YES; however, due to the *Windfall Elimination Act*, your Social Security allowance may be reduced once you start receiving your CalSTRS pension.
- 8. Am I eligible to receive a Social Security benefit from my spouse's contributions?** Yes; however, due to the *Government Pension Offset*, your spousal allowance will be reduced and probably eliminated.
- 9. What is the difference between CalPERS and CalSTRS?** CalSTRS members are those working in a position requiring a credential, certificate or permit, or under minimum standards adopted by the Board of Governors of the California Community Colleges and performing specific activities such as teaching, counseling or other services related to school curriculum and administration. CalPERS members are those employed by many municipalities, counties, state of California and LAUSD as classified employees.
- 10. What if I was a member of CalPERS before I became a member of CalSTRS?** If you leave your contributions in CalPERS, you may be eligible for a concurrent retirement when the time arrives. This means that you may be able to receive a retirement check from both systems and the higher final compensation may be used by both systems for calculating the amount of your benefit.

UPCOMING EVENTS

| EVENT | DATE | CONTACT |
|---|-----------------------------|--|
| AAPA Scholarship Dinner | May, 16, 2012 5:00 p.m. | Dean Tagawa , dtagawa@lausd.net or 323.223.2277 |
| ACSA-R Spring Luncheon | May 17, 2012 11:30 a.m. | Mike Perez , mperez@aala.us |
| AJE Scholarship Brunch | May 20, 2012 11:00 a.m. | Maralyn Soifer , mps1907@lausd.net or 818.903.6640 |
| AALA Scholarship and Community Awards Banquet | May 23, 2012 5:30 p.m. | Gema Pivaral , gpivaral@aala.us or 213.484.2226 |
| CMAA Scholarship Awards | May 31, 2012 5:30 p.m. | Miguel Campa , mcamp13@lausd.net |
| COBA Annual Black Child Conference/Scholarship Luncheon | June 2, 2012 7:00 a.m. | Sharon Brown , slb8612@lausd.net or Simone Charles , simone.charles@lausd.net |
| Women Educators Installation/Scholarship Awards Brunch | June 10, 2012 11:00 a.m. | Mariza Albers , 818.631.0386 or mariza.albers@lausd.net |

CSUDH URBAN SCHOOL LEADERS MASTER SCHEDULE INSTITUTE CULMINATION

On Thursday, April 26, twenty-four school leaders received certificates for their work this spring in the 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.

The following school leaders received certificates: **Raymond Aubele**, specialist LD 8; **Mistie Barela**, assistant principal, Manual Arts HS; **Kyle Boswell**, assistant principal, Peary MS; **Darvina Bradley**, teacher, Washington Prep HS; **Edgar Caizapanta**, counselor, West Adams Prep HS; **Manuel Elias**, counselor, West Adams Prep HS; **Cecilia Esparza**, specialist, Woodland Hills Academy; **Timothy Gomez**, counselor, West Adams Prep HS; **Karla Guillen**, counselor, West Adams Prep HS; **Brenda Herrera**, counselor, West Adams Prep HS; **Katie Hong**, assistant principal, Bret Harte MS; **Ed Johnson**, principal, Eagle Tree HS; **Candace Lee**, principal, Metro Skills Center; **William Lupejkis**, principal, Green Design HS; **Lamont Millender**, specialist, Manual Arts HS; **Ariana Mondrey**, teacher, West Adams Prep HS; **Nancy Naranjo**, counselor, West Adams Prep HS; **Terra Pfeiffer**, teacher, Woodland Hills Academy; **Barbara Shannon**, principal, Synergy Quantum HS; **Lilia Storey**, teacher, Rancho Dominguez Prep HS; **Erica Thomas**, assistant principal, Manual Arts HS; **Daniel Velasco**, counselor, Julian Nava MS; **Georgia Weir**, specialist, Woodland Hills Academy; **Tommy Welch**, principal, Julian Nava MS.

Cohort 4 of the new hybrid Master Schedule Institute will begin on July 12. Registration is limited and will be available online in June. The online registration as well as information about the Institute is available at: www.csudh.edu/soe/ead.

**GRANADA HILLS CHARTER HIGH SCHOOL
ACADEMIC DECATHLON TEAM—NATIONAL CHAMPIONS!**

Granada Hills Charter High School’s Academic Decathlon team captured first place in the United States Academic Decathlon national competition last week in Albuquerque, New Mexico, with a score of 54,082 points out of a possible 60,000. This is the highest score ever earned in a national event, and this is a second win in as many years for Granada Hills Charter. The team also placed first in Super Quiz with a score of 5,775 out of a possible 6,000 points. Individually, the team members earned 53 medals and claimed 7 of the top-scoring positions in Division 1. **Sean Wejebe** was the top-scoring student in the competition with a score of 9,442 points out of a possible 10,000. Three of his teammates also scored over 9,000 points. Congratulations to the team, **Christian Koguchi, Stella Lee, Priscilla Liu, Kimberly Ly, Hamidah Mahmud, Lev Tauz, Julia Wall, Sean Wejebe,** and **Jimmy Wu,** and the coaches, **Matt Arnold, Spencer Wolf,** and **Nick Weber,** for this outstanding accomplishment.

**INDUCTION DIRECTOR OF THE
LOS ANGELES URBAN TEACHER RESIDENCY**

The [Los Angeles Urban Teacher Residency \(LAUTR\)](#), located in The Center for Collaborative Education’s Los Angeles Office, is seeking an **Induction Director**. This position will be responsible for overall design of the induction period for new teachers in their first year, as part of a team to successfully support the Los Angeles Urban Teacher Residency. Responsibilities will include the following:

- ✓ Collaborate with California State University, Los Angeles, Community Partners (Alliance for Better Communities, Families in Schools, and CARECEN) and LAUSD to develop and implement the LAUTR curriculum, projects, and experiences during the induction period for new teachers.
- ✓ Work with LAUSD Human Resources Office on obtaining placements for all LAUTR graduates.
- ✓ Conduct observations and provide feedback to first-year LAUTR teachers.

Qualifications

- Minimum five years of classroom experience as a teacher in an urban public school
- Experience leading schoolwide reform efforts
- Knowledge and understanding of theory and practice of school reform and instruction, curriculum and assessment
- Knowledge and experience as a Mentor Teacher, Support Provider and/or BTSA Induction

For a complete job description, please visit www.ccebos.org. Interested applicants should send a cover letter and resume to **W. Willis** at wwillis@ccebos.org. This position is open until filled.

MASTER SCHEDULING WORKSHOPS—School Counseling

Two One-Day Workshops (5 hours each)

May 12, 2012 & June 2, 2012

Only \$50 per workshop

For flyer and application form click on: <http://www.aala.us/docs/2012/05/PhillipsGraduateInstitute.pdf>

At Phillips Graduate Institute – 19900 Plummer St., Chatsworth, CA 91311

8:00-8:25 a.m. Registration/Coffee; 8:30 a.m. – 2:00 p.m. Workshop

For more information contact:
Alan Scher, Workshop Coordinator
ascher@pgi.edu (818.633.4165)

To register contact:
Joceline Hernandez
jhernandez@pgi.edu

TIER II in THAILAND FOR SCHOOL ADMINISTRATORS

Earn your CA Professional Administrative Services Credential (Tier II) this summer – *In collaboration with the University of California, Irvine, (UCI)* in Chiang Mai, Thailand, from July 18-27, 2012. The cost is \$3,675 which includes the international program fee, Tier II tuition, flight & hotel- approx. For more information visit: <http://leadership-innovation.org>. Join the 9th year of this popular, well-respected INTERNATIONAL program-with over 130 alumni! The program supports completion of ALL Tier II requirements.

Where will you be in July 2012? JOIN US IN CHIANG MAI...

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.*

CERTIFICATED POSITIONS

LOCAL OPTIONS OVERSIGHT COMMITTEE MEMBER (LOOC) (1 or 2 Positions based on funding) MST 41G, Temporary Adviser, E Basis. For information and application procedures contact **Marilyn Fuller**, Principal Human Resources Specialist, at 213.241.5621. Filing deadline is 5:00 p.m., Monday, May 21, 2012.

PRINCIPAL, ELEMENTARY

Central Region Elementary School #21 (LD5), MST 40G, E Basis. For information and application procedures contact **Celia Ripke**, Principal Leader, at 323.224.3100. Filing deadline is 5:00 p.m., Thursday, May 17, 2012.

PRINCIPAL K-12 SPAN SCHOOL

Sylmar Leadership Span School, Valley Region Span K8 #1 (LD2), MST 42G, E Basis. For information and application procedures contact **Stephen Rochell**, Interim Principal, at 213.422.8141. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

PRINCIPAL, SECONDARY SMALL SCHOOLS

Augustus Hawkins High School (3 Positions, CHAS, C/DAGS and RISE) (LD7), MST 40G, Temporary Adviser, E Basis. For information and application procedures contact **George Bartleson**, Director, Office of the Superintendent, at 213.241.7003. Filing deadline is 5:00 p.m., Friday, May 11, 2012.

Linda Esperanza Marquez High School, Huntington Park Institute of Applied Medicine (LD6), MST 40G, Temporary Adviser, D Basis. For information and application procedures contact **Natividad Rozsa**, Principal Leader, at 323.568.8516. Filing deadline is 5:00 p.m., Friday, May 11, 2012.

Academy of Medical Arts at Carson High School (LD8), MST 40G, Temporary Adviser, E Basis. For information and application procedures contact **Veronica Aragon**, Principal Leader, at 310.354.3400. Filing deadline is 5:00 p.m., Thursday, May 17, 2012.

South Region High School #9, (2 Positions, STEAM and VAPA) (LD6), MST 40G, Temporary Adviser, E Basis. For information and application procedures contact **Terri L. Arnold**, Interim Principal, at 323.568.8505. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

South Region High School #12 (TAD) (LD7), MST 40G, Temporary Adviser, E Basis. For information and application procedures contact **George Bartleson**, Director, at 213.241.7000. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

PRINCIPAL, SECONDARY SMALL SCHOOLS (Cont.)

Walnut Park Middle School (STEM) (LD6), MST 39G, Temporary Adviser, E Basis. For information and application procedures contact **Barbara Gee**, Interim Principal, Walnut Park Middle School, at 323.568.8500. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

INSTRUCTIONAL SPECIALIST

San Fernando High School (LD2), MST 40G, Temporary Adviser, B Basis. For information and application procedures contact **Jose Rodriguez**, Principal Leader, at 818.252.5400. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

Pacoima Middle School (LD2), MST 39G, Temporary Adviser, B Basis. For information and application procedures contact **Marcy Hamm**, Principal, at 818.686.4200. Filing deadline is 5:00 p.m., Wednesday, May 16, 2012.

PREVIOUSLY ANNOUNCED POSITIONS

| POSITION | LOCATION | CONTACT | DEADLINE |
|---|--|---|---|
| <i>PRINCIPAL, Elementary, MST 41G, E Basis</i> | South Region ES #11 (LD7) | Robin Benton , Principal Leader, 323.242.1300 | 5:00 p.m. Wednesday, May 9, 2012 |
| <i>PRINCIPAL, Elementary, MST 40G, E Basis</i> | Lucille Roybal-Allard ES (LD6) | Jose Hernandez , Principal Leader, 323.568.8500 | 5:00 p.m. Friday, May 4, 2012 |
| <i>PRINCIPAL, Elementary, MST 41G, E Basis</i> | South Region ES #12 (LD7) AKA Dr. Lawrence Moore Math, Science & Technology Academy | Francisco Gonzalez , Principal Leader, 323.242.1316 | 5:00 p.m. Friday, May 11, 2012 |
| <i>PRINCIPAL, Secondary, MST 45G, E Basis</i> | Crenshaw HS (LD3) | Dr. Donna Muncey , Chief of Intensive Support and Intervention, 213.241.7000 | 5:00 p.m. Wednesday, May 23, 2012 |
| <i>PRINCIPAL, Secondary Small Schools, MST 40G, Temporary Adviser, E Basis</i> | Academies of Education & Empowerment at Carson HS (LD8) | Veronica Aragon , Principal Leader, 310.354.3400 | 5:00 p.m. Thursday, May 10, 2012 |
| <i>DIRECTOR, Early Childhood Education (2 Positions), MST 40G, Temporary Adviser, E Basis</i> | Approval pending final allocation of District funds. | Via e-mail, adminexam@lausd.net | EXTENDED TO 5:00 p.m. Friday, May 4, 2012 |
| <i>INSTRUCTIONAL SPECIALIST, MST 40G, Temporary Adviser, B Basis</i> | South East HS (LD6) | Jose Hernandez , Principal Leader, 323.568.8500 | 5:00 p.m. Friday, May 4, 2012 |
| <i>INSTRUCTIONAL SPECIALIST, MST 39G, Temporary Adviser, B Basis</i> | Burroughs MS (LD3) | Dr. Margaret Kim , Principal Leader, 310.914.2106 | 5:00 p.m. Friday, May 11, 2012 |
| <i>PRINCIPAL, Secondary Small Schools, MST 39G, Temporary Adviser, E Basis</i> | Walnut Park MS (LD6) (SJS-L) | Barbara Gee , Interim Principal, 323.568.8500 | 5:00 p.m. Friday, May 4, 2012 |