

# UPDATE

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

Week of September 3, 2012

## 2012-2015 STRATEGIC PLAN

The Superintendent, **Dr. John Deasy**, and the President of the Board of Education, **Mónica García**, recently released a beautiful, colorful, artistically stimulating and above all, politically correct document titled *All Youth Achieving, 2012-2015 Strategic Plan*. The plan literally constitutes a yeoman's amount of work and is impressive, encompassing all of the current trends and buzz words in education and we were duly impressed. However, in all its glory, it does raise a few questions:

1. Where did it come from?
2. Who wrote it?
3. How much did it cost?
4. Who endorsed it?
  - a. Where are the rest of the Board Members?
  - b. Where are the unions and employee groups?
  - c. Where are the parent groups?
5. Who provided input? Where was the collaboration?
6. Although it is posted on the LAUSD website, has anyone really read it?
7. How many new initiatives are introduced via the Plan?
8. What does it really mean for those in the field?
9. Where do all of those happy, smiling people in the pictures really work?

We think this may be another blatant attempt to manipulate the public by dazzling them with a full press of education lingo and pictures of beaming, well-rested, jovial people. Is it another effort to divert attention from the real issues facing the District: tremendous lack of resources, exceedingly low morale, poor working conditions and leadership through fear and intimidation? Or is it the work of those paid "education experts" in the District or outside agencies who have not ever run a school or its supporting units?

We plan to read the Strategic Plan in depth, explore the various initiatives, review the Performance Meter and report to the membership key provisions that will affect working conditions. Prior to seeing the Strategic Plan, AALA asked the Superintendent not to burden school staffs with more new initiatives on top of CCSS, new evaluation procedures, new graduation requirements, new reporting structures and a new discipline policy, all with reduced resources and increased administrative norms. Alas, that apparently fell on deaf ears; so much for "dynamic and distributive leadership" (one of the tenets of establishing a positive collaborative, professional culture).

We encourage AALA members to share their views of Dr. Deasy's "roadmap," based on his "Theory of Change," by sending us a letter via e-mail.

## AALA's POLITICAL ACTION COMMITTEE (PAC)

AALA members are aware that this is a most challenging political year for public education. To prepare for the work ahead, AALA will soon convene its Political Action Committee (PAC) to begin making decisions about ballot measures to support and political candidates to endorse. Following is information about PACs, in general, and AALA's PAC, in particular.

## *PAC (Cont.)*

**What is a PAC?** A PAC is a legal vehicle for conducting candidate and ballot measure activity. PACs are governed by State campaign laws and provisions of tax law regarding tax exempt organizations. A PAC is usually part of an overall program to promote an organization's policy goals. AALA's PAC was first organized in 1993.

**Who participates in AALA's PAC, and how does it work?** AALA's PAC consists of two representative groups, the PAC Steering Committee and the PAC Council. The AALA PAC Steering Committee is currently composed of nine members, including:

- Four members selected by the AALA President, each representing one of the four certificated departments on the Executive Board (adult, elementary, secondary, supervisory)
- Four members representing each of the above four departments respectively who are active participants in the AALA Representative Assembly
- AALA's President

On September 10, 2012, AALA's Executive Board will vote on amending our *PAC Policies and Procedures* to add two classified administrator representatives to the PAC Steering Committee, thus potentially expanding its membership to eleven. The Board will also review AALA's core values in preparation for the PAC to begin its work.

The PAC Steering Committee will meet and select a Chair, Vice-Chair, Treasurer and Secretary. It will invite spokespeople for ballot initiatives and political candidates (or their representatives) to make presentations on why AALA's PAC should support their respective campaigns. The Steering Committee will make recommendations to AALA's PAC Council.

The PAC Council is comprised of AALA's Representative Assembly. Endorsements of ballot measures and candidates must be ratified by a sixty percent (60%) vote of the AALA PAC Council. Voting on endorsements is done without candidates or their representatives present. The Representative Assembly meets four times each year. The first meeting this year will be October 4, 2012.

**What campaigns does the AALA PAC get involved in?** Historically, AALA's PAC has supported initiatives that support public education and candidates who understand, advocate for and successfully implement ideas and programs beneficial to our members. Above all, our PAC has taken an active interest in ballot measures on funding for public education and LAUSD School Board elections. For example, in the last School Board election, AALA supported Board candidates, **Bennett Kayser** and **Dr. Richard Vladovic**. We donated \$10,000 toward the LAUSD parcel tax measure in 2010 and raised an additional \$15,000 for the campaign. We donated funds to and actively supported such school bond campaigns as Measure Q (2008), Measure Y (2005) and Measure K (2002). We have also involved ourselves in the campaigns of various political candidates who support public education and recognize the essential role administrators play in schools and the District.

### **What campaigns will happen this year?**

- Proposition 30 (the Governor's initiative) and Proposition 38 (**Molly Munger's** initiative) are on the November 2012 ballot.
- Three school board seats are up for election in March 2013, as well as mayoral and City Council positions.

**How can AALA members help?** We will keep you informed via the *Update* regarding our PAC's support for political issues and candidates and ways you can help. Please stay tuned!

## HEALTH BENEFITS FAQ

### *Topic: Remember to Use Your Flexible Spending Account*

#### **What is a FSA?**

Flexible spending accounts (FSA) allow current employees to pay for certain eligible health care and dependent care expenses using tax-free earnings. If you selected an FSA during open enrollment last year, you set aside an annual amount (up to \$5,000) to be deducted from your salary for out-of-pocket health care and/or dependent care expenses during 2012. The District offers two special tax-savings accounts to eligible employees—a Health Care FSA and a Dependent Day Care FSA. Retirees, because they are not employees, are not eligible for an FSA.

#### **Health Care FSA**

This FSA covers out-of-pocket costs, including deductibles, copayments, coinsurance, prescription drugs, orthodontia or other planned dental treatments, as well as, LASIK, prescription eyewear, contact lenses and medically prescribed devices.

Not covered are over-the-counter medications, maternity clothes, fees or dues for exercise clubs or classes, premiums for long-term care, cosmetic surgery (unless directly related to a mastectomy) and products such as exercise equipment, whirlpools and saunas. Under guidelines that became effective on January 1, 2011, the cost of over-the-counter medicines or drugs cannot be reimbursed from an FSA account without a prescription.

#### **Dependent Day Care FSA**

This FSA provides coverage for dependent day care for children under age 13 or dependents, regardless of age, who are physically or mentally disabled. Eligible expenses include child or adult day care services provided in your home, including Social Security taxes paid on behalf of your employee, child or adult day care services provided at someone else's home, expenses for a licensed day care center, a portion of wages for a housekeeper whose duties include caring for a qualified dependent and schooling costs for children not yet in kindergarten (if it cannot be separated from the cost of care).

Ineligible expenses include babysitting charges for nonwork hours, fees paid to your dependent child under age 19, fees paid to someone who doesn't report income to the IRS, kindergarten or overnight camp and charges incurred if your spouse is not working, not going to school full time for at least five months, or is not disabled.

#### **This is my first FSA. How do I file for reimbursement?**

You may file a claim after services and/or payment(s) for covered expenses are incurred. Access claim forms online at the Benefit Administration's home page: <http://benefits.lausd.net>. Locate "Forms and Publications" at the top right of the screen, click on the type of FSA you have and then *FSA Claim Form*. Send your claim to: UniAccount, P.O. Box 4381, Woodland Hills, CA 91365, or fax it to 818. 234.4730. Your FSA plan will issue you a check once a month or when your expenses reach \$50. For additional information related to claims and reimbursement, contact UniAccount at 888.209.7976. For more information about the District's FSA plans, go to <http://benefits.lausd.net>, "Publications and Forms." Then click on *2012 FSA Newsletter* for more detailed information.

## UNIT J EXECUTIVE BOARD ELECTION RESULTS

Election for AALA's Unit J Executive Board members ended Thursday, August 30, 2012. You may view the results at: [http://www.aala.us/classified\\_elections/](http://www.aala.us/classified_elections/).

### CALSTRS AND CALPERS AT A GLANCE

With so much information in the news about public employee pension funds, we thought it may be of interest to our members to compare CalSTRS and CalPERS. Some of this information may change in January 2013 as a result of the Governor's Pension Reform Agreement. We will review the new legislation in next week's *Update*.

	<b>CALSTRS</b>	<b>CALPERS <i>All members</i></b>	<b>CALPERS <i>School employees only</i></b>
ACTIVE/INACTIVE MEMBERS	603,319	1,103,426	424,819
RETIREES, BENEFICIARIES	253,041	536,234	206,450
TOTAL MEMBERSHIP	856,360	1,639,660	631,269
Average monthly member-only benefit	\$4,088	\$3,065	n/a
Average Years of Service For Retirees	16.9	20.3	25.5
Average Age at Retirement	61.9	52	n/a
Number Retiring in June 2011	13,896	32,630	10,334
Governing Board	12 members— 4 elected, 4 appointed, 4 ex-officio	13 members—6 elected, 3 appointed, 4 ex-officio	
Investment Portfolio Value	\$150,600,000 (6/12)	\$236,800,000 (4/12)	
Funding Ratio	69%	69%	
Employees	916	2,366	
Retirement Age	55 years with 5 years service credit or 50 with 30 years service credit	50 years with a minimum of 5 years service credit	
Retirement Formula	Service credit x age factor x final compensation	Service credit x benefit factor x final compensation	
Highest Age Factor	2.4% at 63 (or 61½ with 30 years)	2.5% at 63	
Final Compensation	After 25 years, single highest year of contractual rate	Last consecutive 12 months of full-time and special earnings (with some exceptions)	
Supplemental Investment Plan	Pension 2 (403b & 457)	457 Plan	
Contribution Rates of Members	8%	5% - 9%	

## CONGRATULATIONS!!!

**Eduardo Solórzano**, principal of San Fernando Middle School, has been selected as the second AALA representative on the Local Options Oversight Committee. He joins AALA's other member, **Elaine Kinoshita**, and representatives from UTLA and the District as they work to support schools that implement one of the three autonomy models. Eduardo will join Elaine as soon as a new principal is selected. Congratulations, Eduardo. We welcome you to the team!!

**Dean Tagawa**, principal of Glassell Park Elementary School, has been selected by Children's Hospital to receive the 2012 Partner of Peace for Glassell Park Award. The Youth Violence and Gang Prevention Unit in the Division of Adolescent Medicine recognized Dean as an outstanding partner of the City of Los Angeles Gang Reduction Youth Development Program (GRYD). The award is being presented on Thursday, August 30, 2012. Congratulations, Dean!

## FRIENDS OF AALA – THE MISSION CONTINUES

As a new school year begins, so does the commitment of Friends of AALA, our 501(c)(3) nonprofit corporation, to raise needed funds for AALA's outstanding scholarship program. As a result of last year's generosity of AALA active and alumni members, their friends and the corporate community, twenty-two LAUSD students were awarded scholarships. Throughout the summer, we have received wonderful thank-you letters from the 2012 scholarship recipients. Not only are the students very appreciative of the financial support received, but also of the confidence the award has given them in their ability to succeed. The letters received only strengthen our resolve to continue to raise funds for LAUSD student scholars. They are our future and they need our help now.

The 2013 Friends of AALA fundraising campaign will begin at the AALA Fall Reception on September 6 at The Center at Cathedral Plaza. The Board of Directors will be there to answer any questions you may have about the campaign. The following is a list of the Friends of AALA Board of Directors:

President:	<b>Dr. Eve Sherman</b>	<a href="mailto:evesher@aol.com">evesher@aol.com</a>
Vice President	<b>Dr. Angie Stockwell</b>	<a href="mailto:laangierifa@sbcglobal.com">laangierifa@sbcglobal.com</a>
Secretary:	<b>Jane Pollock</b>	<a href="mailto:janepollock123@gmail.com">janepollock123@gmail.com</a>
Treasurer:	<b>Neal Kleiner</b>	<a href="mailto:nealb1051@aol.com">nealb1051@aol.com</a>
Members:	<b>Dr. Judith Perez</b>	<a href="mailto:jperez@lausd.net">jperez@lausd.net</a>
	<b>Dan Isaacs</b>	<a href="mailto:disaacs@aala.us">disaacs@aala.us</a>
	<b>Carol Truscott</b>	<a href="mailto:caroltruscott28@gmail.com">caroltruscott28@gmail.com</a>

## IN MEMORIAM

**Herbert Anderson**—Former principal of Calahan, Enadia Way, Hart Street and Justice elementary schools. Herbert retired on January 4, 1987, and passed away on August 16, 2012. For information regarding his memorial service, please contact his daughter, **Beth Anderson**, at [bethand28@gmail.com](mailto:bethand28@gmail.com).

# Associated Administrators of Los Angeles

## CALENDAR

EVENT	DATE	CONTACT
Admissions Day Observed <i>ECE Furlough Day</i>	August 31, 2012	
Labor Day <i>DACE Furlough Day</i>	September 3, 2012	
AAPA's Fall Social at Empress Pavilion	September 5, 2012 5:00 – 7:00 p.m.	<b>Donna Hirota,</b> <a href="mailto:djhirota@roadrunner.com">djhirota@roadrunner.com</a>
ALA's Annual Fall Reception at the Center at Cathedral Plaza	September 6, 2012 4:30 – 7:00 p.m.	ALA Office, 213.484.2226 or <a href="mailto:rsvp@aala.us">rsvp@aala.us</a>
Student Discipline Training at Friendship Auditorium (Elementary Principals)	September 7, 2012 8:30 – 11:00 a.m. or 11:30 a.m. – 2:00 p.m.	ESC Operations Coordinator
ALA Executive Board Meeting at AALA Office	September 10, 2012 4:30 p.m.	
Autonomy 101 Training Webinar (Registration Necessary)	September 11, 2012 4:00 – 6:00 p.m.	<b>Norma Berryman,</b> 213.241.5530 or <a href="mailto:norma.berryman@lausd.net">norma.berryman@lausd.net</a>
CMAA's Fall Social at Cities Restaurant and Lounge	September 12, 2012 5:30 – 7:30 p.m.	<b>Anthony Aguilar,</b> <a href="mailto:tonyaguilar@socal.rr.com">tonyaguilar@socal.rr.com</a>
Autonomy 101 Training at Fairfax HS Library (Registration Necessary)	September 13, 2012 4:00 – 6:00 p.m.	<b>Norma Berryman,</b> 213.241.5530 or <a href="mailto:norma.berryman@lausd.net">norma.berryman@lausd.net</a>
Rosh Hashanah <i>Unassigned Day for Single Track Schools</i>	September 17, 2012	
Rosh Hashanah	September 18, 2012	
Council of Black Administrators (COBA) Opening Meeting at California African American Museum	September 19, 2012 5:30 p.m.	<b>Josephine Ruffin,</b> <a href="mailto:josephineruffin@sbcglobal.net">josephineruffin@sbcglobal.net</a>
<b>Jean Anita Mitchell's</b> Retirement Dinner at Marina Del Rey Marriott	September 21, 2012 6:00 p.m.	<b>Kelli Davis,</b> 310.925.2857
<b>Mike Shannon's</b> Retirement Celebration at Ports O'Call Restaurant	NEW DATE! September 23, 2012 12:00 p.m.	<b>Dale Reinert,</b> <a href="mailto:dale.reinert@lausd.net">dale.reinert@lausd.net</a>
Yom Kippur <i>Unassigned Day for Single Track Schools</i>	September 26, 2012	
<b>Maxine Hammond's</b> Retirement Event at DoubleTree Hotel	September 30, 2012 11:30 a.m.	<b>Jesus Bastidas,</b> 323.564.1431
ALA Representative Assembly Meeting at AALA Offices	October 4, 2012 4:30 p.m.	

JOIN YOUR FRIENDS AND COLLEAGUES AT  
**ALA'S FALL RECEPTION**  
 THURSDAY, SEPTEMBER 6, 2012  
 THE CENTER AT CATHEDRAL PLAZA  
 RSVP AT 213.484.2226 or [rsvp@aala.us](mailto:rsvp@aala.us)

## URBAN SCHOOL LEADERS FALL MASTER SCHEDULE INSTITUTE

*California State University Dominguez Hills, LAUSD and AALA* invite you to apply for an excellent professional development opportunity, the Master Schedule Institute, in which you will learn how to build a master program specifically designed for high school and/or middle school under the direction of an experienced school-site administrator. The Institute is a hybrid seminar, beginning on Thursday, October 4, 2012, consisting of five face-to-face course sessions and four online sessions. Applications are currently being accepted through the deadline date of Friday, September 21, 2012.

- Questions? Contact: **Judy Radeke** at [jaradeke@csudh.edu](mailto:jaradeke@csudh.edu) or phone 310-243-3524.
- For details and application go to: <https://eadcsudh.box.com/s/6640d531971875c971b1>

## TUTORING COMPANY SEEKS RETIRED ADMINISTRATORS FOR CONSULTANT POSITIONS

Part-time consultants are needed by one of the nation's largest and most effective tutoring companies. Tutoring is offered in language arts and math subjects, as well as standardized test preparation, for students attending public or charter schools. The company, whose mission is to provide high-quality instruction for students in all major geographic regions, operates in several states across the country. Join a dynamic and intelligent team with great growth potential that is recognized among the nation's best. To obtain more information, please contact **A.J. Duffy** at [duffmanandcarol@verizon.net](mailto:duffmanandcarol@verizon.net) or at 213.880.3993.

### 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://www.teachinla.com/admin\\_vacancies/](http://www.teachinla.com/admin_vacancies/) for more detailed requirements for positions and employment updates.*

### **CERTIFICATED POSITIONS**

#### ***PRINCIPAL, ELEMENTARY***

**Riverside Drive Charter Elementary School (ESC North), MST 40G, D Basis.** For information and application procedures call **Jack Bagwell**, Instructional Director, at 818.654.3600. Filing deadline is 5:00 p.m., Wednesday, September 12, 2012.

**Sierra Park Elementary School (ESC East), MST 41G, E Basis.** For information and application procedures call **Francisco A. Gonzalez**, Instructional Director, at 323.224.3190. Filing deadline is 5:00 p.m., Wednesday, September 12, 2012.

#### ***INSTRUCTIONAL SPECIALIST***

**John H. Francis Polytechnic High School (ESC North), MST 40G, B Basis.** For information and application procedures call **Janet Kiddoo**, Instructional Director, at 818.654.3600. Filing deadline is 5:00 p.m., Monday, September 10, 2012.

# Associated Administrators of Los Angeles

## ***SPECIALIST***

**Special Education Service Center—Operations, Division of Special Education, MST 39G, Temporary Adviser, B Basis.** For information and application procedures call **Sharon Jarrett** at 213.241.6701. Filing deadline is 5:00 p.m., Tuesday, September 11, 2012.

## ***SPECIALIST, BEHAVIOR***

**Behavior Support, Division of Special Education, MST 38G, Temporary Adviser, B Basis.** For information and application procedures call **Nancy Franklin**, Director, at 213.241.6701. Filing deadline is 5:00 p.m., Thursday, September 13, 2012.

## ***SPECIALIST, PLANNING AND PERFORMANCE MANAGEMENT***

**Division of Special Education, MST 38G, Temporary Adviser, B Basis.** For information and application procedures call **Sharyn Howell**, Executive Director, at 213.241.6701. Filing deadline is 5:00 p.m., Wednesday, September 12, 2012.

### **PREVIOUSLY ANNOUNCED POSITIONS**

<b>POSITION</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<b><i>CHIEF OPERATING OFFICER (COO)</i></b>	L.A.'s Promise	<a href="http://www.laspromise.org/about/join-our-team.php">http://www.laspromise.org/about/join-our-team.php</a>	Until Filled
<b><i>PRINCIPAL, SECONDARY SMALL SCHOOLS</i></b> MST 40G, E Basis	Los Angeles High School of the Arts at RFK (ISIC)	<b>Shannon Corbett</b> , Instructional Director, <a href="mailto:sec0136@lausd.net">sec0136@lausd.net</a>	EXTENDED 5:00 p.m. Thursday September 6, 2012
<b><i>PRINCIPAL, SECONDARY SMALL SCHOOLS</i></b> MST 40G, E Basis	STEM Academy HS at Bernstein HS (ISIC)	<b>Rosie Martinez</b> , Instructional Director, <a href="mailto:rmart8@lausd.net">rmart8@lausd.net</a>	Friday September 7, 2012
<b><i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i></b> MST 40G, B Basis	Panorama High School (ISIC)	<b>Dr. Paula Nelson</b> , Instructional Director, <a href="mailto:paula.nelson@lausd.net">paula.nelson@lausd.net</a>	EXTENDED 5:00 p.m. Tuesday September 4, 2012
<b><i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i></b> MST 39G, B Basis	Liechty Middle School (ESC East)	<b>David Downing</b> , Instructional Director, <a href="mailto:david.downing@lausd.net">david.downing@lausd.net</a>	5:00 p.m. Tuesday September 4, 2012
<b><i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i></b> MST 37G, B Basis	Harbor Teacher Preparation Academy (ESC South)	<b>Terry Ball</b> , Instructional Director, 310.354.3400	5:00 p.m. Tuesday September 4, 2012
<b><i>COORDINATOR, PROGRAM &amp; POLICY DEVELOPMENT</i></b> MST 40G, B Basis	Division of Adult and Career Education	<b>Andres R. Ameigeiras</b> , Administrator, 213.241.3801	EXTENDED 5:00 p.m. Friday September 7, 2102
<b><i>INSTRUCTIONAL SPECIALIST</i></b> MST 39G, B Basis	Revere Charter Middle School	<b>Fern Somoza</b> , Principal, 310.917.4848	5:00 p.m. Friday September 7, 2012



## Associated Administrators of Los Angeles

<i>SPECIALIST, AUTISM</i> MST 38G, B Basis	Division of Special Education	<b>Nancy Franklin</b> , Administrator, 213.241.8051	5:00 p.m. Tuesday September 4, 2012
<i>SPECIALIST, LOW INCIDENCE PROGRAMS RELATED SERVICES</i> MST 38G, B Basis	Division of Special Education	<b>Kim Miller</b> , Coordinator, 213.241.6200	5:00 p.m. Tuesday September 4, 2012
<i>SPECIALIST, MCD OUTCOME 7</i> MST 38G, B Basis	Division of Special Education	<b>Sharyn Howell</b> , Executive Director, 213.241.6701	5:00 p.m. Thursday September 6, 2012
<i>SPECIALIST, SPECIAL EDUCATION COMPLIANCE SUPPORT AND MONITORING</i> MST 38G, B Basis (2 positions)	Division of Special Education	<b>Sharyn Howell</b> , Executive Director, 213.241.6701	5:00 p.m. Tuesday September 4, 2012