

UPDATE

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Week of November 5, 2012

AALA PAC RECOMMENDS A YES VOTE ON PROPOSITION 30 AND A NO ON PROPOSITION 32

If Proposition 30 does not pass, the District will have to:

- Cut this year's budget by an additional \$255 million!
- Reduce the school year by an additional 15 days, resulting in a total of 20 days this year!
- Eliminate transportation for students!

These reductions will mean:

- The elimination of weeks of breakfast, lunch and dinner for many of our students.
- Families will have to find day care and child care.
- Seniors will not receive a complete school year, thus rendering them in a far less competitive situation for college acceptance against students from states that have a full school year.
- Transcripts will be incomplete.
- Students will not be able to take AP and IB Exams.
- A reduction in the amount of instructional time before state examinations.
- The loss of critical scholarship opportunities.
- The recalibration of Proposition 98 funding for education, lowering it permanently.

PROPOSITION 32 IS AN ATTACK ON UNIONS!

Proposition 32 is promoted by its backers as the "Paycheck Protection Initiative" or the "Stop Special Interest Money Now Act," however, it is really an attack on organized labor. If approved, it would prohibit unions, government contractors and corporations from using money they receive through payroll deductions for political purposes. It would also ban both corporate and union contributions to state and local candidates and prohibit government contractors from contributing to politicians who control contracts awarded to them. At first glance, one would think this is a good thing: employees' money should not be used for political positions to which they may object and corporations should not exert undue influence in elections. However, the real fact is that most unions' sole source of money is payroll deduction. While the employees of corporations don't pay dues or make political donations through payroll deductions. The corporations use their treasury or get contributions from highly paid executives and pass money over to Super PACs that are exempt from 32. Passing of Proposition 32 will cripple labor unions politically, making them almost extinct in the landscape of California politics, while enabling business Super PACs and independent expenditure committees to become the major funders of political campaigns. Opponents point out that it was written to exempt thousands of big businesses that have contributed more than \$10 million to political campaigns since 2009.

It only takes one look at the conservative backers of Proposition 32 (**Howard Jarvis** Taxpayers Association, **Charles** and **David Koch**, **Charles Munger, Jr.**, Americans for Responsible Leadership, **Jerry Perenchio**) to

PROPOSITION 32 (Cont.)

decipher the real purpose of this initiative, to reduce the political clout of unions and give corporate special interests even more influence in the political process. **John Logan**, Director Labor Studies at San Francisco State, notes that business interests already outspend unions on politics by 2.5 to 1 and says, “If this were to pass, it would make the distortion of elections by big money even worse than it is. It would be physically impossible for unions to raise money. But it would have no impact on business or billionaires.” **George Skelton** of the *Los Angeles Times* says, “Even a cursory look at Proposition 32 shows that it’s about a covey of special interests from the right attacking a rival interest on the left, organized labor.”

Another reason to be wary of Proposition 32 is that millionaire Stanford nuclear physicist and Republican activist Charles Munger, Jr. has donated more than \$35 million of his own money to support 32 and oppose 30. Why would he do that? **Harold Meyerson**, a columnist in *The American Prospect*, said, “... he is nothing if not strategic. His donations show a man determined to remake California in his own image: economically conservative, socially moderate. He seeks a state that won’t tax the rich or cut deals with unions, but whose Republican Party elects prochoice candidates like **Arnold Schwarzenegger** and **Pete Wilson**, California’s last two Republican governors.” A clandestine group from Arizona called the Americans for Responsible Leadership has donated more than \$11 million. This group is registered as a nonprofit organization, but Arizona laws allow it to participate in politics and avoid the disclosure of the names of its members. Its relatively low profile suggests that it’s a shell group for large donors eager to influence elections without publicity. California’s Fair Political Practices Commission has filed a suit to obtain the names of the contributors.

Even more telling than the backers of 32 are those opposed to it: The League of Women Voters, California Common Cause, California Democratic Party, California School Employees Association, California Labor Federation, SEIU, CTA, UTLA and AALA, among other groups such as transportation workers, longshore workers, firefighters, health care providers and peace officers. Proposition 32 is the third antiunion proposition since 1998 to try to restrict the use of payroll deductions and weaken the public sector’s and labor unions’ influence in elections. AND to make matters worse, the California Legislative Analyst documents that the costs to enforce this initiative could exceed \$1 million annually.

Don’t be fooled by the misleading ads touting 32 as stopping special interests. An informed electorate is our only recourse to those who seek to manipulate the political process and deny us our civil liberties. **We encourage all AALA members to exercise your right to vote and to encourage those in your school and home communities to do so as well.**

PRESIDENT OBAMA VS. “PRESIDENT” ROMNEY	
Will cut college tuition growth in half over the next ten years	Will eliminate federal support for Common Core State Standards and common assessments
Plans to prepare 100,000 new math and science teachers	Will expand school choice by using Title I and IDEA funds for public and private school vouchers
Has committed to strengthening public schools in every community	Promises to not cut education spending
Will expand Race to the Top	Supports Race to the Top; will give grants to states that compensate teachers, based on performance
Will continue to offer waivers from NCLB	Would overhaul law and reduce waivers
Plans more partnerships between community colleges and businesses for economic development	Wants states to use an A – F grading system to measure schools’ progress

HEALTH BENEFITS FAQ

Topic: Get a Tax Break in 2013 by Enrolling in a Flexible Spending Account (FSA)

What are the advantages of enrolling in an FSA during Open Enrollment?

Flexible spending accounts allow you to pay for certain health care and dependent care expenses using pre-tax income. If you are an active employee and can estimate some of your known out-of-pocket health care expenses, you are a candidate for the Health Care Flexible Spending Account (FSA). Enrollment in an FSA takes place during Open Enrollment; FSA enrollment does not carry over from year to year.

What types of FSA accounts does the District offer?

The District offers two special tax-savings accounts to eligible employees: (1) a Health Care FSA and (2) a Dependent Day Care FSA. For 2013, the Health Care FSA's annual spending limit has changed to \$2,500. The spending limit of the Dependent Day Care FSA remains at \$5,000 per year if the employee is married and filing a joint return, or \$2,500 if the employee is married, but filing separately. The District's FSA plans run on a calendar year basis, from January 1 to December 31.

Who is eligible to enroll in an FSA account?

Active employees are eligible to apply for an FSA and have voluntary contributions withheld from their salary. Eligible expenses are reimbursable for the employee and dependents claimed on the federal tax return. Expenses for domestic partners and children of domestic partners are not eligible for reimbursement. Retirees are not eligible for an FSA.

What are the differences in eligible and ineligible expenses under each type of FSA?

For the Health Care FSA, eligible out-of-pocket costs include deductibles, copayments, coinsurance, prescription drugs, orthodontia or other planned dental treatments, LASIK, prescription eyewear and contact lenses and medically prescribed devices, for you, your spouse and dependent children.

Health care expenses you cannot claim for reimbursement include over-the-counter medications, vitamins, maternity clothes, fees or dues for exercise clubs or classes, premiums on health and long-term care plans, products such as exercise equipment, whirlpools and saunas or charges for vitamins, cosmetic surgery unless it is directly related to a mastectomy.

For the Dependent Day Care FSA, dependents must be either under age 13 or physically or mentally disabled (regardless of age). 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).

Dependent Care expenses that are not reimbursable 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.

How much can I put aside?

When you enroll, you decide how much pay to set aside for the Health Care FSA and/or Dependent Care FSA. The maximum for the Health FSA is \$2,500 per calendar year, while the Dependent Care FSA is \$5,000. If you are a dual employee household, each of you may enroll in the same FSA, but the combined total must not exceed the maximum spending limit. Your annual contribution will be divided equally and deducted from your pay throughout the year. The minimum contribution is \$120 annually. No taxes will be deducted from the money you set aside.

CALIFORNIA'S EDUCATION FUNDING IS FUNDAMENTALLY UNFAIR

So says the Executive Summary of a study released last week by Education Trust—West, an educational policy, research *and advocacy organization*. *The study, Tipping the Scale Towards Equity: Making Weighted Student Formula Work for California's Highest-Need Students, used data from the Office of Civil Rights to reveal school funding inequities and inconsistencies in California's twenty largest school districts. Key findings were:*

1. Most of the 20 largest districts have significant gaps in salary between their highest- and lowest-poverty schools. This is attributed to the fact that, in most districts, teachers with more experience tend to work in low-poverty schools. LAUSD was actually one of three districts that did not follow this trend. LAUSD, Fontana and Santa Ana have higher average teacher salaries in their highest-poverty schools.
2. Per-pupil spending is not clearly aligned to student need. While one would expect schools serving students with the greatest needs (low income, students of color and English learners) to receive more funding, the study found that in most of the 20 school districts this was not the case. Riverside and San Francisco Unified were identified as districts that showed above average expenditures in its highest-need schools.
3. Large gaps exist between what districts receive from the state and what they actually spend per student. Data for LAUSD show that the District received \$9,094 per student from state and local revenues in 2009-10, yet spent an average of \$3,720 per student at the school level. This large gap can be due to several factors, but accounting practices make it difficult to determine how districts are actually using their funding. In the best case scenario, a district would be providing services to students that are administered centrally, such as coaches, specialists and itinerant teachers.

While **Governor Brown's** weighted student formula (WSF) is designed to simplify the state's funding system and will correct funding inequities *between* districts, the Education Trust's study says it will not fix funding gaps *within* districts. It recommends an enhanced WSF with more accountability that corrects teacher spending gaps and ensures that dollars go to schools based on student need. It also advocates for more fiscal transparency in order that stakeholders can understand local spending decisions. To access the entire study, go to www.edtrust.org/west.

EARNINGS LIMITS FOR 2013 RETIREES

CalSTRS members who plan to retire on or after January 1, 2013, are subject to the new provisions of the pension reform legislation as it relates to post-retirement earnings. The new law prohibits all retirees, regardless of age, from working for any California public K-14 system for the first six months (180 days) of retirement. It applies whether the retired member is an employee of a CalSTRS employer, an employee of a third party performing service for a California public school or an independent contractor performing such service. There are a few exemptions. If you have questions, please contact CalSTRS at 800.228.5453.

THE PERSONNEL COMMISSION ANNOUNCES CUSTOMER SERVICE REORGANIZATION AND NEW TECHNOLOGY ENHANCEMENTS

ALA thanks Dr. Janalyn Glymph, Personnel Commission Director, for providing this information.

Classified Employment Services has reorganized its service groups to align with the newly formed Educational Service Centers and central offices to provide better customer service. Additionally, a two (2) person team has been assigned to each ESC providing a single point of contact for issues related to classified employees. With the opening of school, the assignment technicians on each team made contact with the 820 school sites to introduce themselves and to provide their direct contact information. The communications flow between the Personnel Commission and school sites has improved tremendously as a result of the reorganization which has led to new and nurtured relationships. In an effort to respond to principals' needs prior to the start of school, the hours of the Personnel Commission Reception Desk have also been extended one half hour beginning at 7:30 a.m. Offices will remain open for calls and walk-ins until 5:00 p.m.

On an equally exciting note, schools will soon experience the much anticipated launch of **SmartFindExpress** this month. **SmartFindExpress** is an enhanced automated web- and phone-based substitute employee management system that can be accessed 24 hours a day, 7 days a week. School staff members will be able to create and accept substitute assignments after hours and overnight. Registration is currently underway and the new system will be available for use on November 8, 2012, at <http://classifiedsubs.lausd.net> or by phone at 866.477.3233.

CONTRIBUTION INCREASE ALLOWED

The IRS has raised the annual contribution limit for 403(b), 457(b) and 401(k) retirement plan accounts to \$17,500 for 2013. This represents an increase of \$500 more than the previous limits. Both CalSTRS and CalPERS recommend that members make contributions to a tax-deferred retirement account that is separate from their employment mandated retirement system. Both systems do offer optional accounts. Visit www.calstrs.com or www.calpers.ca.gov for more information.

IN MEMORIAM

M. Jane Zartman—Former assistant principal of Thomas Starr King Middle School and Garfield High School. Jane retired from the District on June 24, 1983, and passed away on June 16, 2012.

Lotene “Tinky” Morgan —Former principal of Verdugo Hills High School and assistant principal at Eagle Rock and Huntington Park high schools and Patrick Henry Middle School. Tinky retired from the District on June 29, 1982, and passed away in June 2008.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
AALA Executive Board Meeting at AALA Office	November 5, 2012 4:30 p.m.	
WEL Fall Reception at San Antonio Winery	November 5, 2012 5:00 p.m.	Penny Sommers, laurice.sommers@yahoo.com
ELECTION DAY	November 6, 2012	PLEASE VOTE!!! 
MSPO Meeting at Marina del Rey MS	November 7, 2012 8:00 a.m.	Ann Allocca, aalocca@lausd.net
CalSTRS Pre-Retirement Workshop at Woodcrest ES Auditorium	November 7, 2012 4:00 p.m.	Maria Voigt, 213.241.6365
AAPA Bring Your Boss to Dinner at the Empress Pavilion	November 7, 2012 5:00 p.m.	Jina Kim-Qvale, jxk5501@lausd.net
K-12 Track D Certificated Furlough Days	November 8 – 9, 2012	
Veterans Day Observed	November 12, 2012	
K-12 Track D Certificated Furlough Day	November 13, 2012	
ASPO Meeting at Beaudry, 18 th Floor, Room 124	November 14, 2012 8:00 a.m.	Donna Brashear, donna.brashear@lausd.net
CalSTRS Pre-Retirement Workshop at Manhattan Place ES Auditorium	November 14, 2012 4:00 p.m.	Maria Voigt, 213.241.6365
Academic Decathlon Scrimmage at Multiple Sites	November 17, 2012 8:00 a.m.	Cliff Ker, 213.241.3503 or cliff.ker@lausd.net
AALA Office Closed	November 19 – 23, 2012	
K-12 Single, A, B and C Track and DACE Certificated Furlough Days	November 19 – 21, 2012	
Tracks A, B, C School-Based Classified Furlough Day	November 19, 2012	
Single Track School-Based Classified Furlough Day	November 21, 2012	
ECE Certificated A Basis Furlough Day	November 21, 2012	
Thanksgiving Holidays	November 22-23, 2012	
SHSOPO Meeting at Bernstein HS	November 29, 2012	Jason Garrison, jason.garrison@lausd.net
ASAPO Meeting at Friedman OC	November 30, 2012 8:00 a.m.	Denise Becker, dsb2186@lausd.net
AAPA Conference	November 30 – December 2, 2012	Jina Kim-Qvale, jxk5501@lausd.net

In a president, character is everything. A president doesn't have to be brilliant... He doesn't have to be clever; you can hire clever... You can hire pragmatic, and you can buy and bring in policy wonks. But you can't buy courage and decency; you can't rent a strong moral sense. A president must bring those things with him. He needs to have, in that much maligned word, but a good one nonetheless, a vision of the future he wishes to create... But a vision is worth little if a president doesn't have the character – the courage and heart – to see it through.

Peggy Noonan, 20th century American author and speech writer for U.S. President Ronald Reagan

VOTE!

The future depends on it!



UCLA PRINCIPAL LEADERSHIP INSTITUTE

The UCLA Principal Leadership Institute invites aspiring administrators and teacher leaders to apply for the 2013-2014 cohort of social justice leaders. We offer a Tier 1 Administrative Services Credential and Master of Education starting in June 2013 and ending in August 2014. Small scholarships are available to assist with tuition fees. Explore our website at <http://centerx.gseis.ucla.edu/principal-leadership> and attend an upcoming information session on: November 7 or 10. The application deadline is February 1, 2013. For additional information, contact **Nataly Birch** at birch@gseis.ucla.edu or 310.267.4905.

PLACING AN AD IN UPDATE

Individuals, businesses or organizations that wish to communicate with AALA members may do so by placing an ad/announcement in the *Update*. All ads/announcements must receive the approval of **Dr. Judith Perez**, AALA President, and be deemed appropriate for members. The price to run an ad is \$80 for one week; \$140 for two weeks; and \$180 for three weeks. Fees for ads are payable to Friends of AALA and help support our scholarship and awards programs.

**LOYOLA MARYMOUNT UNIVERSITY ED.D. IN EDUCATIONAL LEADERSHIP
FOR SOCIAL JUSTICE**

The program prepares leaders to create more socially just learning environments for all children. LMU’s innovative 3-year program integrates theory with practice in a curriculum designed for working professionals. The program provides educators with the tools, theories and experiences needed to be agents of change. Please visit the website: <http://soe.lmu.edu/doctoral> and plan to attend an **information session** to learn more about LMU’s Ed.D. program on **Tuesday, November 13, 2012**, from 6:00 – 8:00 p.m. RSVP to doctoral@lmu.edu or call 310.338.7449.

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/ for more detailed requirements for positions and employment updates.*

CERTIFICATED

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

San Fernando High School (ISIC), MST 40G, B Basis. For information and application procedures contact **Timothy Lino**, Instructional Director, at 213.241.0100. Filing deadline is Tuesday, November 13, 2012.

SPECIALIST, EARLY CHILDHOOD SPECIAL EDUCATION

Division of Special Education, MST 38G, Temporary Adviser, A Basis. For information and application procedures contact **Theresa Martin**, Director, at 213.241.4713. Filing deadline is Friday, November 9, 2012.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Nimitz MS (ISIC)	Dina Sim , Instructional Director, 213.241.0100	5:00 p.m. Tuesday November 6, 2012
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Fleming MS (ESC South)	Terry Ball , Instructional Director, 310.354.3400	5:00 p.m. Tuesday November 6, 2012
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Jefferson High School (ISIC)	Dr. Shelley Holt , Instructional Director, 213.241.0100	5:00 p.m. Tuesday November 6, 2012

Associated Administrators of Los Angeles

<i>SPECIALIST, MODERATE TO SEVERE DISABILITIES</i> MST 38G, B Basis	Division of Special Education	Nancy Franklin , Director, 213.241.8051	5:00 p.m. Monday November 5, 2012
<i>SPECIALIST, ELEMENTARY LITERACY/ENGLISH LANGUAGE ARTS</i> MST 38G, B Basis	Office of Curriculum, Instruction and School Support	Human Resources, 213.241.6886	5:00 p.m. Tuesday November 6, 2012
<i>SPECIALIST, TRANSITION SERVICES</i> MST 38G, B Basis	Division of Special Education	Aaron Jeffery , Transition Services Coordinator, 213.241.8050	EXTENDED Monday November 5, 2012
<i>SPECIALIST, BEHAVIOR</i> MST 38G, B Basis	Division of Special Education	Nancy Franklin , Director, 213.241.6701	EXTENDED Friday November 2, 2012
CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>DEPUTY DIRECTOR OF PAYROLL ADMINISTRATION</i> \$95,820 - \$118,630, A Basis	Accounting and Disbursements Division	www.lausdjobs.org (Spotlight Section)	Until Filled