

UPDATE

www.aala.us

Week of December 17, 2012

AALA UNIT J JOB STEWARD ELECTIONS

On December 12, 2012, Unit J members received, via e-mail, information regarding the Job Steward elections that will take place in January. The Job Stewards represent Unit J members in adherence to the contract and due process procedures. They help keep members informed, interface with members and their supervisors, maintain workplace harmony and ensure that member voices are heard and represented. Job Stewards are not compensated and must fulfill their responsibilities outside of their working hours (before and after work, during breaks and/or during lunch). Five stewards will be elected to fulfill the following responsibilities:

- Communicate with and disseminate AALA policy and information to active Unit J AALA members, outside of duty hours.
- Coordinate union meetings at the work site, outside of duty hours.
- Monitor and enforce the provisions of the Unit J Contract.
- Recruit members.
- Represent members at predisciplinary meetings, when requested.
- Identify potential grievances and represent members, upon request, at initial grievance meetings with the immediate supervisor.
- Post Unit J information on a designated space on a bulletin board.

Nominations must be received by Friday, January 11, 2013, and voting will occur January 24 – January 29, 2013.

THOUGHTS ON THE REORGANIZATION

On December 6, 2012, six LAUSD administrators met with ten educators associated with the Aspen Institute to discuss the reorganization of the District. The Aspen Institute is an educational policy studies organization based in Washington, D.C. **Dr. John Deasy**, Superintendent, was able to select the District's reorganization as a "problem of practice" for review by the Institute. The Aspen representatives interviewed four different groups from the District (school-site administrators, senior staff, central office staff and one other) to obtain their views on the reorganization. **Gary Garcia**, SHSPO President and Hamilton High School Principal, provided the following summary of issues raised by his group regarding the new ESCs. Below is an excerpt from his letter to high school principals, summarizing the meeting, that was copied to **Dr. Judith Perez**, AALA President, and **Michelle King**, Senior Deputy Superintendent, School Operations.

I gave the Aspen Institute group copies of the comments e-mailed to me from SHSPO members and made clear that as long as schools are underresourced – the 4 Cs: class size, clerical, custodial and counselors, it is irrelevant how the District reorganizes itself. The irrelevancy is exacerbated by the significant increase we have seen this school year of school-site administrators' workloads with the new District initiatives and other tasks.

REORGANIZATION (Cont.)

- *There is a need to clarify the roles of the instructional directors and operations coordinators.*
 - *In most cases, we now have more meetings than last year; some called by the directors and others by the operations coordinators.*
 - *How well the reorganization is going very much depends on the quality of individual directors and operations coordinators.*
 - *Many operations coordinators have not interacted well with high school principals in that some assumed the role of a director in what and how they speak to principals.*
 - *Still lacking clarity on what items are operational and what items are instructional. I find myself responding to the same item twice to each director.*
 - *What actions can be taken by operations coordinator to alleviate or eliminate compliance items on our check list? There seems to be a disconnect between the checks on a document and the time needed to complete the document.*

Below are some of the comments sent to Gary by principals that he shared at the meeting.

- *...there is little consistency between the ESCs, particularly with the aspect that affects us most—how the networks are set up.*
- *I was surprised to learn that some principals like the networks. I don't—we do not have access to our colleagues en total. It seems more like a divide and conquer maneuver to me.*
- *We went from control over our own professional development to mandated modules that are repetitive and not all that helpful. We are not able to focus on strategies and programs that grow out of data specific to our own campus... Lock step. Stepford teachers and campuses.*
- *As a matter of fact, given appropriate resources at the school site, we could eliminate most of the ESCs altogether.*
- *The assertion that the network meetings might be better than the “full K-12 LD meetings” of the past, is probably correct; however, it does not honor the good work that at least one LD did as far as differentiating the PD for the elementary and secondary levels.*
- *There are more meetings, plans, worksheets due which is diluting my ability to spend time on instruction.*
- *In retrospect, I received more help when I was with my LD... This year in ISIC, I saw the math coach the first week and... have not seen her since. My director... stops by infrequently at best. I don't think anyone on our staff knows who our local superintendent is, probably because he has not visited the school... Being a pilot school only adds another layer of reports and accountabilities to navigate through.*

THANK YOU, DR. DEASY

All principals received a letter from **Dr. John Deasy**, Superintendent, on December 10, 2012, expressing gratitude for their leadership as the District is going through the throes of the reorganization. In his letter, he mentions the establishment of a clearinghouse process to streamline communications and reduce the number of e-mails that principals receive from the central offices. AALA certainly appreciates this initial step in response to the vociferously expressed concerns of our members regarding this issue and look forward to its implementation.

*The Update will not be published the next two weeks.
The next issue will be dated January 7, 2013.*

HEALTH BENEFITS FAQ

Topic: Health Care Reform and District Benefits for 2013

Has the Affordable Care Act required changes in our District health plans?

The major change affecting our District health plans has been the extension of dependent coverage to age 26, with no restrictions, such as student status. However, for the most part, our District plans are designated as “grandfathered” plans which means they are not subject to all of the ACA requirements.

What ACA mandates are required for grandfathered plans for 2013 and 2014?

In 2013, employees’ W-2 for 2012 will show an amount in Box 12. The Affordable Care Act requires employers to report the cost of coverage under an employer-sponsored group health plan on an employee’s Form W-2, Wage and Tax Statement. The amount shown in Box 12 on an employee’s W-2 form will be based on the annual composite cost of medical, dental and vision plan premiums for 2012.

The amount reported for health benefits coverage on the W-2 is not taxable. According to the IRS, this reporting is for information only, to show employees the value of their health care benefits so they can be more informed consumers. Retirees will not receive a W-2 statement from the District.

What’s happening with the Health Exchanges?

With the ruling by the Supreme Court that the ACA’s individual mandate and Medicaid expansion are constitutional, state health exchanges must be fully operational by January 1, 2014, with enrollment beginning on October 1, 2013. California’s exchange, titled *Covered California*, will establish two exchanges, one for individuals and families and the other, a Small Business Health Options Program (SHOP) Exchange for employer-sponsored health plans. The California legislature has granted *Covered California* the role of active purchaser, authorized to selectively contract for coverage with qualified health plans.

Will District employees be eligible to purchase insurance on *Covered California*?

District employees who work less than half-time, with the exception of part-time cafeteria workers, will be eligible to purchase insurance on *Covered California*. Since the District provides employer-paid health insurance to all full- and half-time employees and part-time cafeteria workers and their dependents, individuals in these assignment categories are not eligible.

Will my child, who turns 26 next year, be eligible to purchase affordable health insurance on California’s exchange?

Yes, your child may purchase insurance through the exchange and may also qualify for federal subsidies or Medi-Cal, based on his or her income.

Where can I learn more about ACA mandates, health exchanges and *Covered California*?

These websites provide good information:

- *ACA Timeline*: <http://www.healthcare.gov/law/timeline/>
- *State Exchange Plans*: <http://www.ncsl.org/issues-research/health/state-actions-to-implement-the-health-benefit-exch.aspx>
- *Covered California*: <http://www.cahba.com/exchange/covered-california.htm>

MAINTENANCE AND OPERATIONS ISSUES

Roger Finstad, Director of M & O, recently met with the SHSPO and responded verbally to their concerns. We thank him for providing us a written response which is printed below.

- The District does not provide sufficient funds to purchase the maintenance and supplies that we need for a whole school year, e.g., toilet paper, soap, paper towels.

This has been an ongoing problem and has been exacerbated by the latest budget reductions. I am preparing a recommended custodial staffing and supply funding level, in alignment with schools' needs which will be submitted to Budget Services for consideration for next year's budget. To what degree the recommendation will be funded I cannot say at this point and will be contingent on funding levels and budget decisions made for next year.

- Trouble calls are not always answered in a timely manner. It seems that someone is canceling trouble calls right before they reach the 30-day limit. Administrators and Plant Managers have to make repeated calls for service, sometimes for many months.

Service calls should not be canceled except in the case of duplicate calls. A report was provided to the Executive Committee that showed overall service call response and resolution has improved at the 94 secondary sites where the Site Assigned Maintenance Worker program has been implemented. Unfortunately, the schools not in this program and requests for Skilled Trades such as Plumbers, Electricians and HVAC have experienced extended delays with their requests for service. This is due to the RIF of approximately 440 Skilled Trades positions last July. During our discussion of this topic, the plan to provide every student with a tablet computer was brought up. The comment was made by one Principal that the concern for the condition of the campus buildings and grounds is so great that if the choice is between tablet computers or repairs made to the campus, his choice would be to do repairs first.

- The prices that are quoted to us for work that we must fund with dollars not allocated by the District to address our facilities needs are often grossly more expensive than what a professional in the private sector would charge.

Often the cost comparison between a private contractor and the District is not an apples to apples comparison. School building repair and construction requirements are much more stringent than for residential buildings and many contractors are not aware of this. Prevailing wage must be paid as well. M&O is committed to providing competitive pricing and will match a cost estimate provided by a private contractor that has bid a project according to District Standards.

- Campuses with old buildings (some of our high schools were built in the 1920s and 1930s) receive maintenance budgets at the same allocation rates that newer campuses are funded. However, the needs of the older campuses are more expensive. For example, while dozens of new schools have electric utility carts, the cart that was provided to my campus 20 or more years ago needs to be replaced, however there are not funds for this; the large sodium lights on the perimeter of my school must be replaced and are expensive, but newer schools do not have to pay for new lights.

Some new campuses have built-in costs that older campuses don't have such as waterless urinal cartridges which can be quite expensive. This issue is very similar to the first question. As stated above, I will be submitting a recommended custodial staffing and supply funding level to Budget Services for consideration for next year's budget. For assistance with issues involving specialized lamps and electric cart repair, the responsible administrator should work with their Complex Project Manager (CPM).

LOW-INCOME, HIGH-ABILITY STUDENTS NEED MORE SUPPORT

The National Association for Gifted Children (NAGC) recently released a report that found that students from low-income homes and students learning English who are capable of doing more challenging work “literally languish in our schools.” The report, *Unlocking Emergent Talent: Supporting High Achievement of Low-Income, High-Ability Students*, was written by the president and the director of public education for NAGC and says that the U.S. must move beyond focusing on just narrowing the achievement gap to identifying and developing the talent of all students who are capable of high achievement, including low-income and culturally and linguistically diverse students. Experts at a national summit convened by NAGC made recommendations for educators and policymakers based on three assumptions:

- *Poverty and minority status are not the same. Although there is overlap, poverty manifests differently based on geography, ethnicity, and race.*
- *Poverty is pervasive and includes students from rural, White, urban, African American, Hispanic, Asian, and other cultural backgrounds.*
- *Typical characteristics of gifted students may manifest differently in low-income, high-ability learners.*

The report found that schools generally do not do enough to improve or sustain top student performance and identifies numerous factors that impede participation in advanced programs by low-income, high-ability students, such as policies, perceptions, pedagogy and curriculum. *Unlocking Emergent Talent* also encourages educators to look beyond scores on ability and achievement tests when assessing students’ potential. To see the recommendations and access the full report, visit www.nagc.org.

NOMINATIONS REQUESTED

The Los Angeles Association of School Psychologists (LAASP), the local affiliate of the California Association of School Psychologists, is now accepting applications for the annual Outstanding School Psychologist of the Year Award. Administrators are asked to nominate a school psychologist who has provided outstanding service. This formal recognition often validates the school psychologist’s dedication, pride and commitment to providing exceptional services. To obtain more information and nomination forms, please go to: <http://www.aala.us/docs/2012/12/OSP-Letter-2012-2013.docx>.

AALA SCHOLARSHIP AND COMMUNITY AWARDS CALENDAR

After the Winter Break during the week of January 7, 2013, the AALA Scholarship applications will be e-mailed to school administrators (principals and assistant principals, secondary counseling services) and college counselors at comprehensive, options and adult schools. We urge administrators to provide copies of the application to all interested graduating students. There is no limit to the number of applicants from a school. All applications with supporting documents are due on Friday, February 22, 2013. Scholarship recipients will be selected and notified in March. Awards will be presented at the banquet on Wednesday, May 1, 2013, at the Millennium Biltmore Hotel.

AWARDS (Cont.)

The Community Volunteer Award nomination form will be available online the week of January 7, 2013. School administrators are encouraged to nominate outstanding volunteers at their sites. Nomination deadline is Friday, February 22. Don't miss out on this opportunity to recognize your outstanding community members. The selected honorees will be introduced and presented recognition plaques at the banquet on May 1, 2013. Questions regarding the scholarship and/or the community awards programs should be directed to **Gema Pivaral** in the AALA office at 213.484.2226 or gpivaral@aala.us.

IN MEMORIAM

JAMES A. COAKLEY—Former assistant principal of Byrd and Burbank middle schools and Jefferson and Verdugo Hills high schools. James retired from the District on January 29, 1982, and passed away on November 27, 2012. Services were private.

CALENDAR

EVENT	DATE	CONTACT
SEPO Meeting at Beaudry, 17 th Floor	December 12, 2012 8:00 a.m.	Michael Terry , mterry@lausd.net
CalSTRS Pre-Retirement Workshop at Ramona ES Auditorium	December 12, 2012 4:00 p.m.	Maria Voigt , 213.241.6365
Winter Recess	December 17, 2012 — January 4, 2013	
AALA Office Closed	December 24, 2012 — January 1, 2013	
Christmas Day	December 25, 2012	
HAPPY NEW YEAR!	January 1, 2013	
Second Semester Begins	January 7, 2013	
SEPO Meeting at Beaudry	January 9, 2013 3:00 p.m.	Michael Terry , mterry@lausd.net
CalSTRS Pre-Retirement Workshop at Stanford ES Auditorium	January 9, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
CalSTRS Pre-Retirement Workshop at Hazeltine ES Auditorium	January 10, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
Unit J Job Steward Nominations Due to AALA Office	January 11, 2013 5:00 p.m.	Gema Pivaral , gpivaral@aala.us
AALA Executive Board Meeting at AALA Office	January 14, 2013 4:30 p.m.	Cathy Vacca , cvacca@aala.us
ASPO Meeting at Beaudry, 18 th Floor, Room 124	January 16, 2013 8:00 a.m.	Donna Brashear , donna.brashear@lausd.net
AALA Representative Assembly Meeting at AALA Office	January 17, 2013 4:30 p.m.	Cathy Vacca , cvacca@aala.us

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://teachinla.com/admin_vacancies/ for more detailed requirements for positions and employment updates.

CERTIFICATED

PRINCIPAL, ELEMENTARY

10th Street Elementary School (ESC East), MST 43G, E Basis. For information and application procedures contact **Dr. Chiae Byun-Kitayama**, Instructional Director, at 323.224.310 or cbyun1@lausd.net. Filing deadline is Wednesday, January 2, 2013.

ADMINISTRATIVE COORDINATOR, K-12

Multilingual and Multicultural Education Department, Office of Curriculum, Instruction and School Support, MST 43G, A Basis. For information and application procedures contact **Hilda Maldonado**, Director, at 213.241.5333. Filing deadline is 5:00 p.m., Friday, December 21, 2012.

SPECIALIST, COMPLIANCE SUPPORT AND MONITORING

Division of Special Education, MST 37G, Temporary Adviser, B Basis. For information and application procedures contact **Lisa Kendrick**, Director, at 213.241.6701. Filing deadline is 5:00 p.m., Friday, January 11, 2013.

SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT

Division of Special Education, MST 38G, Temporary Adviser, B Basis. For information and application procedures contact **Sharyn Howell**, Executive Director, at 213.241.6701. Filing deadline is 5:00 p.m., Tuesday, January 15, 2013.

CLASSIFIED

CHIEF ERP DIRECTOR, BUSINESS SYSTEMS

Information Technology Division, \$128,100 – \$159,600, A Basis. For information and application procedures visit <http://www.lausdjobs.org>. Filing deadline is Thursday, December 20, 2012.

CONSTRUCTION MANAGER (BUSINESS ADMINISTRATIVE)

Facilities Services Division, \$112,900 – \$140,500, A Basis. For information and application procedures visit <http://www.lausdjobs.org>. Filing deadline is Tuesday, January 15, 2013.

APPLICATIONS SERVER ADMINISTRATOR

Information Technology Division, \$91,600 – \$113,400, A Basis. For information and application procedures visit <http://www.lausdjobs.org>. Filing deadline is Wednesday, January 2, 2013.

DATA BASE ADMINISTRATOR

Information Technology Division, \$91,600 – \$113,400, A Basis. For information and application procedures visit <http://www.lausdjobs.org>. Filing deadline is Wednesday, January 2, 2013.

Peace

The Associated Administrators of Los Angeles staff wishes all AALA members and their families a joyous holiday season.

We are hopeful that you will set aside the professional challenges you face and spend quality time with your family and friends during the holidays.

Warm wishes for a happy and healthy 2013!

Charlotte Judy Dan Edudo S
Michael Jeri Lorraine
Steve Sylvia Hema Michelle Cathy
Allian David Jane Joe M. Mike O
Elaine