

UPDATE

www.aala.us

Week of January 7, 2013

NEW YEAR'S RESOLUTIONS

A new year usually signals optimism and hope for all of us, individually and collectively. Despite the horrors of the Sandy Hook massacre, our fears about the impact of the fiscal cliff and continuing economic uncertainty, we dutifully write annual resolutions to lose weight, begin that elusive exercise regimen and improve our overall health. After all, these are things over which we have some control. We avoid thinking about the things we can't control.

So many thoughtful and even eloquent articles have been written about what took place at Sandy Hook School—the heroism of the principal and teachers, the unimaginable murder of innocent children, the NRA's absurd response—that even though the attacks took place less than a month ago, we tend to push the underlying issues out of our minds. We are all busy. Yet there is nothing more fundamental for AALA members to be concerned about than the safety of students and staff members. We know that when children do not feel safe, they cannot focus on learning. When staff members do not feel safe, they cannot give 100 percent to students.

In the spirit of new beginnings, we respectfully suggest that LAUSD leadership, including Board members, adopt the following three New Year's resolutions for 2013:

1. We resolve to increase the number of school-based administrators to improve safety and security at school sites.
2. We resolve to find ways to use remaining bond money to ensure that all LAUSD schools, particularly older ones, receive needed security upgrades, including those that are technology based.
3. We resolve to identify and allocate the resources necessary to provide adequate mental health services and support for students and their families.

AALA has always maintained excellent communication and an outstanding relationship with the Los Angeles School Police Department. We thank **LASPD Chief Steven Zipperman** for writing the following article.

A MESSAGE FROM THE MEN AND WOMEN OF THE LASPD

Happy New Year to all LAUSD administrators and staff members and welcome to the 2013 Spring Semester! The men and women of the LASPD hope that you had a restful and joyous holiday season. For all of us, the tragic event that took place on December 14, 2012, at the Sandy Hook Elementary School in Newtown, Connecticut, certainly took away some of the joy from this festive season. This horrible tragedy reminds us all of how precious life is and of our duty, commitment and responsibility to be the guardians of our most precious commodity, our students.

LASPD (Cont.)

We often see “heroes” during tragic events, as a person or group of individuals place their lives on the line to protect others from harm. This could not have been more pronounced than in the stories of the heroic efforts that took place when school teachers, administrators and other staff members, raced toward the sound of gun fire or threw themselves in harm’s way by acting as shields to protect their “babies” from harm. They had neither weapons nor bullet-proof vests, just the courage and self-sacrifice to protect young lives from evil. These educators did not die in vain. They died giving their lives for the children for whom they cared so deeply.

All too often, the public forgets about those who commit their lives to the growth and development of future generations. The men and women of the LASPD salute teachers, administrators and all who sacrifice on a daily basis to ensure that our students are safe and secure while providing them a quality education.

As we move forward, the LASPD will remain extra vigilant in our efforts to maintain a safe and secure learning environment. “Your” School Police Department remains committed to providing high quality, professional campus policing and security services. We will be working hand-in-hand with local law enforcement agencies to ensure that a strong police presence is maintained. The LASPD will be partnering with campus administrators to ensure that Safe School Plans are complete and up to date. We will be evaluating current lockdown procedures and, along with law enforcement industry experts, examining nationwide best practices in response to “active shooter” situations. An effective response requires school-specific planning and coordination based on local school conditions. The advance development of options for action during the first few minutes of a crisis will save lives.

To learn more about updating a safe school plan, view the U.S. Department of Education’s “Readiness and Emergency Management for Schools” (REMS) at www.rems.ed.gov. The LASPD website, www.laspd.com, also has a comprehensive on-line guide to school safety plans and crisis response for educators and parents.

BARGAINING BULLETIN—FURLOUGH DAYS RESCINDED!

As AALA members are aware, the passage of Proposition 30 in November enabled the District to rescind the ten furlough days previously agreed to for 2012-2013. On December 18 and 20, 2012, AALA’s certificated bargaining team and Unit J bargaining team, respectively, reached agreement with the District on restoration of the three furlough days our members have taken. The underlying agreement is that employees are to work the three days in order to be paid for them. The one exception is members on A Basis who, by definition, already work a full year. Their furlough days will be restored fully, as well. To see both agreements, please click on the following links:

Certificated: <http://www.aala.us/docs/2013/01/Furlough-Restoration-Certificated.pdf>

Classified Unit J: <http://www.aala.us/docs/2013/01/Furlough-Restoration-Unit-J.pdf>

**VISIT THE UPDATED AALA WEBSITE TODAY AND SEE
WHAT’S NEW! www.aala.us**

HEALTH BENEFITS FAQ

Topic: Overview of 2013 Medical Plans (California)

Plan Name	Phone/Website	Copay	Annual Deductible	Annual Out-of-Pocket Limit
Anthem Blue Cross EPO	800.700.3739 www.anthem.com/ca	<ul style="list-style-type: none"> • 20% after deductible • Routine preventive care – \$25 (no deductible) • Emergency Room (ER) - \$100/visit (waived if admitted, then 20%) <p>Medicare Retiree: Same, except -</p> <ul style="list-style-type: none"> • If Medicare pays 80%, Anthem pays 20% 	0.5% of gross fiscal earnings (\$100 min., \$800 max./member), Family: 3x member deductible Medicare Retiree: \$300/member, up to 3 deductibles for family	\$7,500
Anthem Blue Cross Select HMO	800.700.3739 www.anthem.com/ca	<ul style="list-style-type: none"> • \$10/visit • Well Baby Care – no copay to age 7 • Adult physical exam – no copay • Well Woman - \$10 • ER - \$50/visit (waived if admitted) <p>No coverage for 65+</p>	None	\$1,500 per member \$3,000 for 2 members, \$4,500 per family
Kaiser HMO Senior Advantage (for Medicare Retirees)	800.464.4000 www.kp.org	<ul style="list-style-type: none"> • \$20/visit • Well Baby Care – no copay to 23 months • ER - \$100/visit (waived if admitted) <p>Medicare Retiree, Senior Advantage</p> <ul style="list-style-type: none"> • \$5/visit • No copay for Preventive Care Services and Well Woman exam • ER -\$50/visit (waived if admitted) 	None	\$1,500 per member \$3,000 per family
Health Net HMO Seniority Plus (for Medicare Retirees)	800.654.9821 800.275.4737 www.healthnet.com/lausd	<ul style="list-style-type: none"> • \$20/visit (PCP) • \$30/visit (Specialist) • Well Baby Care – no copay to age 2 • ER - \$100/visit (waived if admitted) <p>Medicare Retiree, Seniority Plus</p> <ul style="list-style-type: none"> • \$5/visit • No copay for Physical Exam & Well Woman Care • ER -\$50/visit (waived if admitted) 	None	\$1,500 per member \$3,000 per family Seniority Plus - \$3,400 per member
UnitedHealth Care® Group Medicare Advantage HMO	800.457.8506 www.uhretiree.com	<p>Plan for Medicare Retirees only:</p> <ul style="list-style-type: none"> • \$5/visit (Non CA - \$10/visit to PCP, \$15/visit to Specialist) • Physical exam – no copay • Well Woman exam – no copay • ER -\$50/visit (waived, if admitted) 	None	\$1,500 per member

Legal Brief

PROCESSING SUBPOENAS FOR PUPIL RECORDS

Federal and state laws govern pupil records access and confidentiality (Family Educational Rights and Privacy Act [FERPA], 20 USC section 1232g and its regulations [34 C.F.R. part 99] and the California Education Code [EC] section 49060 *et seq.* and its regulations [Title V, CCR sections 400, 430 *et seq.*]). Please also see BUL-2469, *Pupil Records: Access, Confidentiality and Notification of Educational Rights*. Under FERPA, unauthorized disclosures of pupil records may result in suspension of all federal funding.

A pupil record is any item of information directly related to an identifiable pupil which is maintained by a school district or required to be maintained by an employee in the performance of his duties whether recorded by handwriting, print, tapes, film, microfilm or other means. Student records do not include informal notes related to a pupil compiled by a school officer/employee, as long these notes remain in the sole possession of the maker and are not accessible/revealed to anyone else but a substitute who performs the duties of the individual who made the notes (EC section 49061 [b]).

Access to student records is limited by law. Third parties may access pupil records with a valid court order or subpoena, which FERPA recognizes as an exception to the general confidentiality requirements. A valid court order **must** specify the name of the student, which records and who receives the records. A “blanket order” that does not include a case number, name of a student, identification of pupil records requested **and** identification of the individual or entity recipient, is not valid under FERPA. A request letter from an agency, such as the Department of Children and Family Services or Department of Public Social Services, is not a substitute for a valid order. Please contact the Office of the General Counsel with any questions.

When the school has received a valid subpoena for pupil records, the following process applies:

1. Put the signed Affidavit of Custodian of Record on top. If this form was not provided with the subpoena, please contact the Office of the General Counsel for a generic form.
2. Put a copy of the subpoena under the signed Affidavit.
3. Put copies of the responsive pupil records next.
4. Make a complete set of copies to keep at the school.
5. Put the signed Affidavit and copies in a sealed envelope marked “Confidential—Contains Student Records” with the Case Name and Number (e.g., *The People v. John Doe*, Case Number FJ 12345; or *Kramer v. Kramer*, Case Number BC 12345).
6. Put this envelope inside of the mailing envelope, which should be addressed to the court. Be sure to send to the court or address noted on the subpoena (for example, if the subpoena is for records for a deposition, the location may be different from the court). Do **not** send a copy to the subpoenaing attorney unless there is separate authorization, such as parent/guardian consent. Send so that you can track receipt (certified mail, return receipt, etc.) and the envelope arrives by the date and time noted on the subpoena.
7. In addition, Education Code section 49077 requires schools to make a reasonable attempt to contact the parent/guardian of a student whose records are requested via subpoena to let the parent/guardian know the school received a subpoena and must comply. This reasonable attempt should happen prior to sending the documents (if you don’t have good phone numbers, document the attempt to contact).

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.

THE ROLE OF THE APEIS

AALA thanks **Sharyn Howell**, Executive Director, Division of Special Education, for providing this response to our request.

In response to questions posed by school administrators, the following information is provided regarding the role of the Assistant Principal, Elementary Instructional Specialist, as specified in the Modified Consent Decree (MCD):

The APEIS shall assist the elementary school principal in meeting the principal's special education compliance obligations which include, but are not limited to:

- (a) Ensuring and monitoring the legal requirements of the IEP process including mandated timelines, IEP team participants and IEP content and IEP dispute resolution;*
- (b) Ensuring an administrator serves as the chair of every IEP meeting or, if an administrator is not available, the appointment of appropriate personnel to serve as an administrative designee;*
- (c) Coordinating and ensuring the delivery of IEP mandated services under the supervision of the principal;*
- (d) Monitoring and reporting, as appropriate, on the delivery of IEP mandated services which are not under the supervision of the principal;*
- (e) Ensuring the school site implementation of the Chanda Smith Modified Consent Decree;*
- (f) Ensuring the provision of appropriate instruction and services to students with disabilities in the least restrictive environment, including that instructional modifications and interventions are provided to students within the general education classroom prior to referral for special education services;*
- (g) Facilitating implementation of instructional accommodations, modifications, and behavioral support plans;*
- (h) Facilitating parent involvement and active participation;*
- (i) Ensuring students with disabilities have access to the general curriculum and standards for academic achievement;*
- (j) Ensuring the integration of students with disabilities into the general program;*
- (k) Ensuring accurate identification of students with disabilities and the assignment of appropriate services;*
- (l) Monitoring the school's performance on the Modified Consent Decree Outcomes and ensuring accountability for results;*
- (m) Ensuring staff are qualified and knowledgeable in special education;*
- (n) Ensuring the implementation of the MCD Outcome Targeted Strategy Plans; and*
- (o) Monitoring school's MCD progress through use of the MCD Progress Reports, Snapshot Reports for targeted schools, Welligent Reports and other data.*

The APEIS shall not be assigned additional duties that do not involve special education services and supports.

Some Assistant Principals, Elementary Instructional Specialist, have requested information pertaining to the Teaching and Learning Framework Observer Training. All APEISs are invited to participate in this training although evaluation of staff is not one of their roles as delineated in the MCD. Many APEISs aspire to becoming principals and this training opportunity will build capacity to evaluate staff. A typical observation process includes a preobservation conference, the observation itself, and a postobservation conference. Each APEIS should anticipate an 8-10 hour commitment for the observation cycles.

ISIS WORKING COMMITTEE MEETING SUMMARY

ALA thanks Alan Warhaftig for providing this summary of the meeting.

On December 10, 2012, **Dr. Judith Perez**, AALA President, convened a three-hour “Working Committee” meeting with **Ron Chandler**, LAUSD Chief Information Officer, to discuss the status of the Integrated Student Information System (ISIS). The meeting was convened due to increasing complaints from users and concern that there had not been a meeting of the ISIS Stakeholders Group since May. Also attending the meeting were **Dan Isaacs**, AALA; **Eric Davidson**, **Margaret Prieto** and **Dan Blank**, school-site administrators; **Kevin Kilpatrick**, Office of Data Accountability; **Marvin Cruz**, ITD; **Robert Storaker** and **Jay Gehringer**, school site coordinators; **Dr. Brian Muller**, UTLA; and **Alan Warhaftig**, AALA.

Agreement to implement ISIS was part of the Modified Consent Decree. In 2003, the Board appropriated \$107.2 million for ISIS, including a \$38.3 million software development contract for SchoolMax. ISIS has also been supported by other budgets.

Schools have also had to bear significant costs. Severely depleted clerical staffs have had to manually enter SIS parent contact information into ISIS so that it can be transferred to the Connect Ed notification system. Schools must also provide paper and toner to print roll sheets from ISIS, which is substantially more expensive than using the blue and green pages of the secondary “computer” roll book. The unfortunate decision to discontinue these roll book components should be revisited.

Implementation of Phase 2 of ISIS in secondary schools is currently seven and a half years behind schedule. Mr. Chandler informed the committee that the relationship with Harris, the vendor of the SchoolMax software, has deteriorated. LAUSD will continue to use SchoolMax and pay Harris \$72,000 a month for software maintenance, while new ISIS modules are being developed utilizing Microsoft’s Atlas, software currently used by Fresno Unified. The plan is to eventually replace existing ISIS modules, including the poorly functioning Gradebook, with equivalent modules from Atlas. According to Mr. Chandler, the Gradebook replacement could be implemented within a year.

In effect, LAUSD plans to walk away from its investment in the SchoolMax software and replace it with software that is hopefully much better. Concern was expressed about whether Atlas can be adapted to the needs of LAUSD, which is ten times larger than Fresno.

The February 2012, ISIS Budget showed that at the end of June 2013, there will be an unencumbered balance of approximately \$13.1 million. Mr. Chandler said that ISIS has sufficient resources, though concern was expressed about whether ITD can continue operations, switch software platforms and complete ISIS within the existing budget. If ITD eventually requests additional funds for ISIS, hope was expressed that the funding request will include measures to relieve the burden on schools and their clerical staffs.

Pending approval by the Independent Monitor, elementary Phase 2 implementation will likely be postponed from February 2013, until the fall. Implementation of secondary Phase 2 is still scheduled for Fall 2013, but stay tuned, as ISIS deadlines have changed frequently.

The discussion with Mr. Chandler was very constructive, and the Working Committee is scheduled to meet again on January 28, 2013.

U.S. STUDENTS SCORE WELL IN INTERNATIONAL STUDIES

Below is a chart reflecting key achievements of students from the United States on two prominent international assessments. The results are from:

- TIMSS—Trends in International Mathematics and Science Study for 2011: 63 countries and 14 jurisdictions (including some US states as individual participants)
- PIRLS—Progress in International Reading Literacy Study 2011: 325,000 students around the world; 12,726 in the U.S.

4 TH GRADE MATH	4 TH GRADE READING	4 TH GRADE SCIENCE	8 TH GRADE MATH	8 TH GRADE SCIENCE
U.S. scored 541/1000;	U.S. scored 556—an increase of 16 points since 2006	Massachusetts scored 567; beaten only by Singapore	50% of students in South Korea, Singapore and Taiwan reached advanced level	Minnesota scored 553; beaten only by Singapore and Taiwan
U.S. is behind Singapore, South Korea, Hong Kong, Taiwan, Japan, Northern Ireland and Flemish Belgium	Only Finland, Hong Kong, Russia and Singapore scored higher	25% of Massachusetts students reached advanced level; 33% of Singapore did	7% of U.S. students reached advanced level	U.S. scored 525; Finland scored 552
U.S. is ahead of Germany, Ireland, Hungary and Australia	Florida, by itself, scored 569, and outperformed every country; all racial subgroups scored higher in Florida than in the U.S. overall		Russia, Quebec, Hong Kong and Japan outscored U.S. by significant margins	53% of Finnish students reached high or advanced level; 40 % of U.S. did
	24% of Singapore students reached advanced level; 17% of U.S. did		U.S. average remained same as in 2007	
	56% of U.S. students reached high; 86% reached intermediate			

CONGRATULATIONS!!!

Congratulations to the principal, **Emmanuel Annor**, teachers, staff and students of Chapman Elementary School (ESC South) for being one of thirty-five California public schools (and the only LAUSD) nominated for the National Blue Ribbon Schools Program award. **Tom Torlakson**, State Superintendent of Public Instruction, said, “Schools nominated for this significant recognition are performing at very high levels or are making impressive strides in student progress under challenging circumstances.” The winners will be announced in September.

CONGRATULATIONS (Cont.)

Congratulations are also extended to the staff and students of Holmes Middle School (**Blanca Hernandez**, Principal) for receiving a three-year extension on their status as a California model middle school in the Schools to Watch™–Taking Center Stage (STW–TCS) program. Schools selected for this honor are high-performing and demonstrate academic excellence, developmental responsiveness to the needs and interests of young adolescents, social equity and organizational support.

CALENDAR

EVENT	DATE	CONTACT
Second Semester Begins	January 7, 2013	
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
Dr. Martin Luther King, Jr. Birthday Observed	January 21, 2013	
MSAPO/SHAPO Meeting at Monroe HS	January 23, 2013 8:00 a.m.	Felicia Drew , fdrew@lausd.net Ali Galedary , gali@lausd.net
SEPO Meeting at Beaudry	January 23, 2013 3:00 p.m.	Michael Terry , mterry@lausd.net
COBA Meeting at Crenshaw HS	January 23, 2013 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
Unit J Job Steward Voting	January 24 -29, 2013	
Elementary Student Discipline Training at Friendship Auditorium	January 24, 2013 8:30 a.m. & 11:30 a.m.	http://lz.lausd.net/lz/index.jsp
OEECA Meeting at Beaudry	January 24, 2013 1:00 p.m.	Carmela Sainz-Anderson , carmela.anderson@lausd.net
ASAPO Meeting at Friedman Occupational Center	January 25, 2013 8:00 a.m.	Denise Becker , dsb2186@lausd.net
APSCO Meeting at Northridge MS	January 30, 2013 8:00 a.m.	Carol Willis , cwillis@lausd.net
SHSOPO Meeting at Bernstein HS	January 31, 2013 8:00 a.m.	Jason Garrison , jason.garrison@lausd.net

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

CERTIFICATED

PROJECT MANAGER, TEACHER INCENTIVE FUND

Talent Management Division, MST 43G, Temporary Adviser, E Basis. For information and application procedures contact **Sarah Figueroa**, Program and Policy Development Adviser, at 213.241.5474. Filing deadline is 5:00 p.m., Friday, January 11, 2013.

PRINCIPAL LIAISON

Talent Management Division, MST 41G, Temporary Adviser, E Basis. For information and application procedures contact **Sarah Figueroa**, Program and Policy Development Adviser, at 213.241.5474. Filing deadline is 5:00 p.m., Friday, January 11, 2013.

PRINCIPAL, ELEMENTARY

Maple Primary Center (ESC East), MST 40G, E Basis. For information and application procedures contact **Maria S. Martinez**, Instructional Director, at 323.224.3100. Filing deadline is 5:00 p.m., Friday, January 4, 2013.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Fremont High School (ISIC), MST 40G, B Basis. For information and application procedures contact **Dr. Gail Garrett**, Instructional Director, at 213.241.0132. Filing deadline is 5:00 p.m., Friday, January 11, 2013.

TEACHER AMBASSADOR

Talent Management Division, MST 38G, Temporary Adviser, E Basis (2 positions). For information and application procedures contact **Sarah Figueroa**, Program and Policy Development Adviser, at 213.241.5474. Filing deadline is 5:00 p.m., Friday, January 11, 2013.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, COMPLIANCE SUPPORT AND MONITORING</i> MST 37G, B Basis	Division of Special Education	Lisa Kendrick , Director, 213.241.6701	5:00 p.m. Friday January 11, 2013
<i>SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT</i> MST 38G, B Basis	Division of Special Education	Sharyn Howell , Executive Director, 213.241.6701	5:00 p.m. Tuesday January 15, 2013
CLASSIFIED POSITION			
<i>CONSTRUCTION MANAGER (BUSINESS ADMINISTRATIVE)</i> \$112,900 – \$140,500, A Basis	Facilities Services Division	http://www.lausdjobs.org	Tuesday January 15, 2013