

UPDATE

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Week of April 29, 2013

PARENT TRIGGER LAW, PART II

In last week's Update we began sharing information on the parent trigger law that was recently used at 24th Street ES. This is the second article on a very hot topic.

The California parent trigger law has some unique components: (1) no more than 75 schools in the state can be subject to a parent petition (however, there is pending legislation that will increase that number); (2) parents must disclose any financial or organizing support they receive during the process; (3) parents cannot be paid by proponents of charter conversion; and (4) signature collectors must disclose if they are being paid. The National Conference of State Legislatures' website, www.ncsl.org, provides a succinct summary of the views of those who support or oppose the parent trigger process:

Advocates argue that parents should have a more active role in how their child's school is managed. They also claim that the traditional procedures for turning around low performing schools are too slow and heavily influenced by political interests, not necessarily the students' interests. Supporters hope that the existence of a parent trigger law will encourage schools and districts to better communicate existing school improvements to parents in hopes of avoiding a parent petition.

Opponents claim that there are mechanisms already in place to intervene in low performing schools. They point to school accountability committees and local school boards as the existing means for parents to be involved in the operation of their child's school. They also worry that parents may not be aware of the changes low performing schools have already made such as hiring new administration and teachers. Some raise concerns that corporate charter school operators are using these laws to expand their business, an argument that some states look to address by prohibiting charter school operators from funding petition campaigns.

Former Senator **Gloria Romero**, who unsuccessfully ran for State Superintendent of Public Instruction, now heads the California chapter of Democrats for Education Reform, an advocacy group that supports school reform through increasing parental choice, tying student performance to teacher evaluations and changing how teachers are hired and fired. She says that the law empowers parents to become leaders and demand that bureaucrats do something about systemically failing schools and likens it to another civil rights movement. However, the parent trigger has received considerable opposition from organizations such as CTA and the California Democratic Party. In fact, delegates from the party recently passed a resolution condemning the activities of groups such as StudentsFirst (**Michelle Rhee**) and Democrats for Education Reform, saying that they are just fronts for Republicans and corporate interests.

Parents from Desert Trails Elementary School in Adelanto, assisted/organized by an L.A. advocacy group called Parent Revolution (heavily funded by the Walton Foundation which, according to many educators, strongly supports privatization of schools and antiunion policies), were the first Californians to use the parent trigger law. After an 18-month legal battle, the Adelanto Elementary District School

Board voted to approve LaVerne Elementary Preparatory Academy to take over the school. LaVerne is a charter school that operates in the nearby city of Hesperia and partners with the University of La Verne. All students and their siblings will be guaranteed spots at the new Desert Trails Preparatory Academy, which will open in Fall 2013, but every teacher and staff member will have to file an application if they want to continue to work there.

Parent Revolution attempted the same process at an elementary school in Compton last year, but was blocked by legal action initiated by the Compton School District. Their third attempt, 24th Street ES in LAUSD, was successful and resulted in the use of the restart model which pairs a charter with the District. Approximately 60 percent of eligible parents signed the original petition; about half of those voted on the intervention plan which resulted in LAUSD operating the PK-4 portion of the school and a charter, Crown Prep, operating grades 5–8. In essence, of the parents who have children who attend the school or will matriculate to the school, about 30 percent made this critical decision, and only 25 percent actually wanted the LAUSD/Crown partnership. LAUSD is the first district to approve a parent trigger petition without a court challenge and also without verification of the procedures or the voting processes that were used. Parents at 24th Street School so far seemed to have encountered much less resistance from LAUSD than the first two parent trigger groups. “Superintendent **John Deasy** has been unusually cooperative,” said **Ben Boychuk**, a Heartland Institute education policy advisor. He noted that LAUSD leadership is more receptive towards charter schools and Superintendent Deasy is much more inclined to embrace some of these reforms than the previous superintendents would have been. Members of Parent Revolution are currently courting parents at other District schools.

JOB STEWARDS AND THE RIGHT TO UNION REPRESENTATION

The U.S. Supreme Court has established the right of employees to have a union representative or job steward present during an investigatory conference that may result in discipline. These rights are called Weingarten Rights, based on the legal case that determined them, *NLRB v. J. Weingarten, Inc.* (1975). To summarize, you have the right to representation if (1) Your supervisor asks you questions that could result in discipline; (2) You believe that discipline could result from your answers to these questions; (3) You ask that a union representative be present during the conference. **The District is not required to inform you that you may have a representative present. Therefore, it is essential that you take the initiative and state that you wish to have an AALA steward with you.** You may do so, even after the meeting has started.

The supervisor may not deny your request for representation. If s/he does, ask again to have your steward present. Do not be afraid to repeat yourself, and do not walk out of the conference. Listen carefully, take notes and do not answer any questions. You may not be disciplined for refusing to answer.

Call the AALA office or your job steward immediately after the conference. Your job steward will assist you with the next steps. AALA’s phone number is 213.484.2226. Union members and stewards have other rights which will be discussed in future articles.

Note: *This is one of a series of articles on Job Stewards.*

HEALTH BENEFITS FAQ

TOPIC: DID YOU RECEIVE A DEPENDENT AUDIT LETTER?

Who is being audited? Did everyone with dependents get this letter?

The District is conducting Phase 1 of a dependent audit. Phase 1 involves a random sample of active employees enrolled in the Anthem Blue Cross EPO medical plan. Audit phases will continue until a full cycle of audits is completed for all plan members with dependents, with rolling audits thereafter.

Why are dependent audits necessary?

Past District dependent audits revealed a number of ineligible dependents, which has a direct impact on the premium costs for medical benefits paid by the District.

What are some examples of ineligibility?

Reasons why dependents lose eligibility for benefits include divorce, legal separation, death of spouse or dependent, loss of temporary, legal guardianship and other reasons. Remember that Health Benefits Administration does not receive copies of any legal records incurred by individuals; it is up to the benefitted employee or retiree to report any changes in status related to spouses and/or dependents.

My tax return lists me as the “spouse,” but the audit requires me to send my tax return showing my spouse as “dependent.” Will this be an issue?

No, Benefits Administration will look at the spousal relationship on the tax return.

I am divorced, but the court ordered me to provide medical coverage for my ex-spouse. I didn’t report my divorce because of this. Was this a mistake?

Yes, a divorced spouse, regardless of court order, is **not** eligible for medical coverage. To comply with the court order, you will need to pay for your spouse’s medical coverage out of your own pocket. S/he may be eligible for COBRA coverage.

I provide support for my 12-year-old grandson and claim him on my tax return. Shouldn’t this qualify him as a dependent?

No, your grandson doesn’t qualify as a dependent just because you claim him on your tax return. However, if you have legal guardianship of your grandson, then yes, he qualifies as a dependent.

I am requesting copies of my children’s birth certificates and may need more time. Can I get an extension without losing benefits for children?

Yes, contact Benefits Administration at 213.241.4262 and explain your situation to get an extension.

I don’t want to divulge my personal financial information on the documents I submit. Can I black out that data?

Yes, the District says you may use a black marker to hide personal financial data, as well as your Social Security Number, on your tax return before submission.

What happens to the documents I submit?

Benefits Administration will retain an electronic copy of your documents, stored to ensure restricted access and security. The paper copies will be kept until the audit is completed and then destroyed.

MARIA CANO ENDORSES MONICA RATLIFF

ALA's Political Action Committee (PAC) supports School Board candidate Monica Ratliff in the May 21, 2013, run-off elections. AALA shares this letter received from Monica Cano, candidate in the primary elections, for the same Board seat. AALA's PAC had endorsed both Maria Cano and Ratliff in that election. Monica Cano sent this letter of endorsement to AALA's PAC in support of Ratliff.

As a candidate for LAUSD School Board District 6, while campaigning alongside both remaining candidates, I had the opportunity to hear them speak on the issues that are important in this election. However, out of the two remaining candidates, only one stands out as the most qualified and ready to work for our students, parents and community. That candidate is Monica Ratliff. On May 21, voters face a choice with important implications for the future of the Los Angeles Unified School District. The best choice and the only choice with any hope for real progress in education is Monica Ratliff. Therefore, I urge voters, especially those who supported me in the primary, to vote early and to vote for Monica Ratliff for LAUSD School Board. Remember, your vote is your voice and neither your children nor your vote is for sale. Si Se Puede!

~ Maria Cano

NEW – ACCELERATED PRINCIPAL PREPARATION PROGRAM

AALA thanks Marilyn Fuller, Interim Manager, Human Resources Division, for providing the following information.

Background

One of the District's key goals is to ensure that every school is led by an effective administrator who is ready to drive the instructional program, accelerate student success and ensure a safe and caring environment for students, staff and the community.

To meet this goal, an Administrator Selection Steering Committee is planning a developmental recruitment and selection process that strengthens the success for new principals through early training and on-the-job support. The committee is comprised of current school-site principals, leaders from Educational Service Centers, Office of Curriculum and Instructional Support, Talent Management, Human Resources Division and AALA. This collaborative effort has resulted in the implementation of a new specialized professional development program -- the Accelerated Principal Preparation Program (APPP).

Accelerated Principal Preparation Program

The APPP is an accelerated training for aspiring principals who have demonstrated skills to serve as instructional leaders. It provides an overview of core operational systems and structures that support and

NEW PROGRAM (Cont.)

complement instructional leadership. The APPP presents a project-based learning experience with six training modules that include interactive dialogue focused on case studies related to operations, budget and safety. At the culmination of the program, participants will receive an APPP *Certificate of Completion*. Earning an APPP *Certificate of Completion* provides ESC leaders information relevant to the candidate's level of preparation when they are interviewed for a principal vacancy.

The APPP recruitment resulted in 351 individuals being recommended by their current supervisor as ready with the prerequisite experiences to be considered for this opportunity. After the screening process based on meeting minimum qualifications for a principal position and key school leadership criteria, 166 individuals were selected to participate in the first APPP training which began on April 18, 2013, for the Thursday evening cohort and April 20, 2013, for the Saturday morning cohort. Early feedback from the APPP participants has been positive, and comments from surveys have indicated that the program is "collaborative and engaging," "very informative and directly related to what I will be facing in the near future," and "excellent, step-by-step instruction on what I will need to do before I start an assignment as a principal."

INSTRUCTIONAL SPECIALISTS AND APs' CONCERNS

AALA President, **Dr. Judith Perez**, submitted a letter to Superintendent, **Dr. John Deasy** on April 19, 2013, seeking negotiations regarding the District's unilateral decision to reduce the pay of Instructional Specialists starting in 2013-2014. To date, the Superintendent has not responded to the letter or to phone calls to his office on this matter. We will continue to await his response and will address the issue and related concerns in next week's *Update*.

WE WOULD LIKE TO HEAR FROM YOU!

AALA members, both active and retired, are encouraged to submit letters or articles for possible inclusion in the *Update* about issues that are pertinent to their position or status. In the past we have asked for letters about your workload, surveys, morale, etc., and would like to expand that request to include any topics that you may feel impact your work environment. In addition, please advise us of any topics you wish us to cover in the *Update*. As you are aware, the *Update* is read by more than AALA members and we would like to provide a forum for you to share your thoughts. Letters or articles may be e-mailed to Jeri Durham at jdurham@aala.us. Please indicate your name, school or office, position and if you wish your name published or to remain anonymous.

SUPPORT AALA SCHOLARSHIPS

Friends of AALA is a 501(c)(3) nonprofit organization dedicated to providing scholarships to deserving students in LAUSD. Donations are fully tax-deductible and 99% of the funds received goes towards student scholarships. Send donations to **Friends of AALA**, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026.

IN MEMORIAM

WILLIAM HENRY BAILEY – Former Tuskegee Airman, Director Human Resources and Administrative Coordinator, Area 7. Bill retired from the District in 1973 and passed away on April 3, 2013.

CALENDAR

EVENT	DATE	CONTACT
Asian Pacific American Heritage Month	May 1 – 31, 2013	
CalSTRS Pre-Retirement Workshop at Holmes ES Auditorium	May 1, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
AALA Scholarship & Community Awards Banquet at Millennium Biltmore Hotel	May, 1, 2013 5:30 p.m.	Cathy Vacca , cvacca@aala.us or 213.484.2226
CalSTRS Pre-Retirement Workshop at Noble ES Auditorium	May 2, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
Steve Zimmer's Birthday Celebration at Next Door Lounge	May 2, 2013 7:00 – 9:00 p.m.	rsvp@nicoconsulting.com or 818.715.1128
ASAPO Meeting at Friedman Occupational Center	May 3, 2013 8:00 a.m.	Denise Becker , 323.732.0153 or dsb2186@lausd.net
ACSA Awards Banquet at Casa Italiana	May 7, 2013	Cathy Vacca , cvacca@aala.us or 213.484.2226
AMAE Día del Maestro	May 8, 2013	
SEPO Meeting at Perez Special Ed. Ctr.	May 8, 2013 8:00 a.m.	Michael Terry , mterry@lausd.net
CCAIE LA-Metro Section Spring Awards at Luminarias	May 10, 2013	Sonya Ramirez , 213.765.2400 or Cory Rayala at 310.547.5551
Beyond the Bell at Dodger Stadium (Discounted tickets for Marlins game)	May 10, 2013 7:10 p.m.	Jose Di Raimondo , 213.241.3547 or jose.diraimondo@lausd.net
Beyond the Bell Take Action Leadership Campaign at Paramount Studios	May 11, 2013 10:00 a.m. – 4:00 p.m.	Jose Di Raimondo , 213.241.3547 or jose.diraimondo@lausd.net
AMAE-AEMP Parent Conference, "Parents as Partners"	May 18, 2013 9:00 a.m. – 3:00 p.m.	Antonio José Camacho , 310.324.4454 losangeles-amae@sbcglobal.net

UPCOMING EVENTS

- ❖ Join AALA at its annual **Scholarship and Community Awards Banquet** on Wednesday, May 1, 2013, at the Millennium Biltmore Hotel. The deadline to purchase tickets to this event has been extended through Monday, April 29, 2013. Contact **Gema Pivaral** at 213.484.2226.
- ❖ The **ACSA Awards Banquet** at Casa Italiana will be held May 7, 2013. For information contact Cathy Vacca at cvacca@aala.us or 213.484.2226 for ticket information.
- ❖ A “Roaring Retirement Party” will be held for **Ken Urbina**, Principal of Gardner Street School, on Sunday, June 9, 2013, at Castaway Restaurant, 1250 Harvard Road, Burbank, CA 91501. Tickets are \$60 per person, with purchase deadline on June 1, 2013. You can register online at www.KenUrbinaRetirement.com. Mail payment to **Lali Oustinovskaya** at 7450 Hawthorn Ave., Los Angeles, CA 90046. For additional information, contact Lali at 323.876.4710.

ADMINISTRATIVE CREDENTIAL & MA DEGREE AT CSUN*

The CSUN program provided me with a strong foundation and the skills to work as a successful administrator. I was able to immediately use what I learned from the ELPS program as an assistant principal and especially now as a principal. The program was also an excellent launching point for the Doctoral program completed. Overall the ELPS program was a great opportunity for my advancement in the field of Education.

~ Steve Martinez, LAUSD Principal

Find someone with leadership potential to “tap on the shoulder”! New LAUSD Cohorts will be starting in August 2013 in the California State University, Northridge (CSUN) Tier I Preliminary Administrative Credential and Master’s Degree Program in Educational Administration. New cohorts are planned as follows:

- LAUSD North & ISIC Cohort at Mulholland Middle School
- LAUSD West & ISIC at Burroughs MS
- LAUSD East & ISIC at Ochoa Learning Center

For further information about the program, visit our website at <http://www.csun.edu/education/elps/> or call the Educational Leadership & Policy Studies office at 818.677.2591 or e-mail christine.hayashi@csun.edu or peggy.johnson@csun.edu.

**This is a paid ad/announcement.*

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/ (certificated) and <http://www.lausdjobs.org> (classified) for detailed requirements for positions and employment updates.

CERTIFICATED

INSTRUCTIONAL DIRECTOR

Intensive Support and Innovation Service Center (ISIC), MST 45G, Temporary Adviser, E Basis. For information and application procedures see announcement at www.teachinla.com/admin_vacancies. Application deadline is May 7, 2013

PRINCIPAL, SECONDARY SMALL SCHOOL

Humanitas Academy of Arts and Technology @ Torres, MST 42G, E Basis. For information and application procedures contact **Dr. Shawn Bird**, Instructional Director, at 213.241.1919. Application deadline is May 10, 2013.

PRINCIPAL, ELEMENTARY

Westwood Charter Elementary School, MST 40G, E Basis. For information and application procedures contact **Scott Whitbeck**, Instructional Director, at 310.914.2100. Application deadline is May 10, 2013.

PRINCIPAL, SMALL SCHOOL

School of Business & Tourism at Miguel Contreras Learning Center, MST 42G, E Basis. For information and application procedures contact **Mark Sims**, Instructional Director, ISIC, at 213.241.0124. Application deadline is May 10, 2013.

LEAD COORDINATOR

Operations Support Services, MST 43 G, Temporary Adviser, A Basis. For information and application procedures contact **Dr. Christopher Ortiz**, Director of School Operations, at 213.241.5337. Application deadline is 5:00 p.m., May 10, 2013.

SPECIALIST, INSTRUCTIONAL

Alexander Science Center, **MST 36G, Temporary Adviser, B Basis.** For information and application procedures contact **Norma Spencer**, Principal, at 213.746.1995. Application deadline is 4:00 p.m., May 10, 2013.

SPECIALIST, INTENSIVE INSTRUCTION

Division of Special Education, MST 38G, B Basis. Multiple positions are offered for 2013-2014. For information and application procedures contact **Sharyn Howell**, Executive Director, at 213.241.6701.

CLASSIFIED

ADMINISTRATIVE PROJECT COORDINATOR

Superintendent's Office (Admin Analyst), \$88,900 - \$100,100, A Basis. For information, go to <http://www.lausdjobs.org>. For technical assistance, call 213-241-3455 weekdays between 8:00 a.m. - 5:00 p.m. or by e-mail athelpmeapply@lausd.net. Position is open until filled.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, SECONDARY</i> MST 48G, E Basis	Roosevelt High School (Partnership LA)	www.partnershipla.org/careers	Friday April 26, 2013
<i>SPECIALIST, MCD MONITORING/ INSTRUCTIONAL SERVICES SUPPORT</i> MST 38G, B Basis	Division of Special Education	Veronica Smith , Director, 213.241.5438	5:00 p.m. Friday April 26, 2013
<i>SPECIALIST, PSYCHIATRIC SOCIAL WORK</i> MST 37G, B Basis	School Mental Health, Division of Student Health and Human Services	Pia Escudero , Director, 213.241.3841	5:00 p.m. Friday April 26, 2013
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Banning Academies of Creative and Innovative Sciences (BACIS), ISIS	Travis Collier , Instructional Director, 213.241.0113	Tuesday April 30, 2013
<i>PRINCIPAL, SECONDARY SMALL SCHOOL</i> MST 42G, E Basis	Humanities and Arts Academy of Los Angeles (HArts Academy) at Narbonne HS, ISIS	Rosie Martinez , Instructional Director, 213.241.1921	Tuesday, April 30, 2013
<i>PRINCIPAL, SECONDARY SMALL SCHOOL</i> MST 41G, E Basis	Early College Academy School at LA Trade Tech College, ISIS	Georgia Ann Lazo , Instructional Director, georgia.lazo@lausd.net	Tuesday, April 30, 2013
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Castle Heights Elementary School, ESC West	Autrie Streeck , Instructional Director, 310.914.2100	Tuesday, April 30, 2013
<i>COORDINATOR, CENTRAL K – 12 COUNSELING</i> MST 41G, E Basis	Office of Curriculum, Instruction and School Support	http://teachinla.com/admin_vacancies/	5:00 p.m. Tuesday, April 30, 2013
<i>ASSISTANT PRINCIPAL, SCHOOL FOR THE DEAF & HARD OF HEARING</i> MST 37G, B Basis	Marlton School, Division of Special Education	Sharyn Howell , Executive Director, 213.241.6701 or sharyn.howell@lausd.net	<u>EXTENDED TO</u> 5:00 p.m. Friday May 3, 2013
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>REGIONAL TRANSPORTATION MANAGER</i> \$80,800 - \$100,700, 10-, 11- or 12-month positions	Transportation Services Division	For information about the position, please click here .	Until Filled
<i>MOBILE DEVICE MANAGEMENT SPECIALIST</i> \$89,000 - \$99,700, A Basis	Information Technology Division	For information about the position, please click here .	Until Filled