

# UPDATE

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

Week of August 5, 2013

## WELCOME TO 2013-2014

AALA would like to kick off the 2013-2014 school year by thanking both our certificated and classified administrators for your commitment to the children of LAUSD. Without you, the District train would not budge. If you were fortunate enough to have a vacation, hopefully you are reenergized for the year ahead. If you worked through the summer, we pat you on the back for your persistence. If you have recently been assigned to your position, congratulations for accepting a new challenge. Please know that AALA is here to support you. Fasten your seatbelts! It's going to be a challenging ride!

One year ago we wrote in *Update* (week of August 6, 2012) about the District's substantially diminished resources from the State, resulting in the RIFing of thousands of hard-working employees and painful cuts to important programs for students. Last year the District also adopted the Common Core Standards, opened many new schools, restructured local districts into education service centers and imposed additional initiatives and directives on already-overworked administrators such as the 40-year file review process.

This year our world promises to be significantly different. The voters passed Proposition 30 last year, which provided some financial relief, enabling the District to restore furlough days to employees, implement a new compensation plan for school-site administrators and bring back plant managers to elementary schools for this year. **Steve Zimmer** was reelected to the Board of Education; **Mónica Ratliff** was elected to her first term; and **Dr. Richard Vladovic** was elected President. The Board majority has shifted, giving us hope for increased transparency and responsiveness to the needs of students and employees.

For the first time since before the Great Recession, our district is not facing an immense budget deficit. Through the use of his prodigious political skills, **Governor Brown** persuaded the legislature to adopt his Local Control Funding Formula (LCFF), which promises to usher in a new era of funding for public education in California. While details are still being worked out, we are excited about the possibilities.

Here are AALA's major priorities for the 2013-2014 school year:

1. Improve administrator/student ratios at school sites, including elementary schools, to improve safety, supervision of instruction, family engagement and accountability.
2. Restore the Basis of certificated and classified employees who work at Beaudry, ESCs and other offices and departments, and who provide essential support to schools and services to students. Place adult school principals on E Basis as other principals are.
3. Maintain employees' health benefits.
4. Reduce administrators' workload to enable them to fulfill their professional responsibilities.
5. Improve compensation levels for administrators.

In the spirit of collaboration, we again offer the following suggestions to District senior staff:

- Lead with understanding and compassion, not intimidation. Banish fear from the District's culture.

## *WELCOME TO 2013-2014 (Cont.)*

- Commit to educating the whole student, not just improving the data.
- Limit the number of initiatives and directives to what is actually achievable.
- Establish a single line of communication between supervisor and administrator, especially the principal.
- Model effective leadership by communicating regularly and directly with AALA leadership; demonstrate an understanding that communication is two-way.

## **FIRST BUDGET ALLOCATION FROM LCFF ARRIVES**

A total of \$26.7 billion was sent to California school districts from the state controller's office by July 31, representing the first installment on the new Local Control Funding Formula. Funds were allocated based on last year's allotments because there has not been enough time for officials to do all of the necessary recalculations to restructure state K-12 spending. The LCFF provides districts with additional grant money to support educational services to low-income students, English learners and foster youth. Districts with high numbers of educationally disadvantaged students also receive a supplemental grant which provides 20 percent of the base amount. Also, the state is giving concentration grants to districts where disadvantaged students comprise more than 55 percent of enrollment, funding that adds 50 percent of the base.

All of this is good news for LAUSD and we anxiously await the Superintendent's new budget which must be approved by August 15, 2013. We also eagerly anticipate his three-year plan mandated by the Board's passage of the resolution sponsored by **Kayser, Zimmer** and **Vladovic** on June 24, 2013. The resolution directed that the Superintendent's plan:

1. Examine the feasibility of class size reduction in 2014-15.
2. Design a three-year strategy to return other school-site certificated positions, e.g., counselors and librarians, to 2007-2008 levels.
3. Design a three-year strategy to return classified positions and hours per position to 2007-2008 levels.
4. Add a psychiatric social worker to each school site.
5. Design a three-year strategy to increase enrollment in adult and early education.
6. Design a three-year strategy to increase funding for arts education and integrated arts instruction.
7. Design a three-year strategy to return school-site administrative levels to the 2007-2008 levels.
8. Design a three-year strategy to implement competitive wages for District employees whose pay rates have been cut.
9. Design a three-year strategy to implement an extended school year or provide for the restoration of a full summer intervention and enrichment program.

The LCFF comes with new accountability mandates that include requirements that Local Education Agencies adopt spending plans in consultation with parent advisory groups. There is also an audit provision and demands that districts track for the first time small subgroups as part of the Academic Performance Index. Regulations governing implementation of the LCFF are still being developed, particularly those related to the accountability portion of the law

## HEALTH BENEFITS FAQ

### ***TOPIC: BACK TO SCHOOL – SOME TIPS FOR REDUCING WORK PLACE INJURY***

Beginning a new school year is an extremely busy time involving a host of activities. This FAQ is just a reminder of key safety reminders for you and your staff.

#### **What is the best way to lift heavy objects such as file boxes, boxed books, and stored materials?**

Lifting heavy boxes can result in back injury or other accidents. First, assess whether you can lift the load or whether you need another person's help. It's best to underestimate your own strength. Whenever possible, consider pushing, pulling, sliding or using a dolly or hand truck, instead of lifting or carrying. If you must lift a box, remember to bend your knees and squat to lift a box on the floor. When carrying boxes, check your pathway for any obstacles you might trip over.



#### **Several of my staff who work at desks are plagued with back problems and signs of carpal tunnel syndrome. What are some ways to avoid these problems?**

Employees who sit at the computer for long periods of time should be reminded to:

- Take frequent rest breaks and gently stretch and bend hands and wrists periodically.
- Keep your wrist straight and neutral; make mouse movements from your elbow, not your wrist joint.
- Keep keyboard height at elbow level or slightly lower.
- Maintain good posture by being aware of when your shoulders roll forward or when you crane your neck.
- Adjust chair height so that your feet are squarely on the floor.
- Alternate work activities so you are not in the same position for prolonged periods.

#### **What about eyestrain from the computer screen?**

According to the National Eye Institute, computer users can reduce eye strain by using the 20-20-20 rule: look away from your computer every 20 minutes and look at least 20 feet away for 20 seconds.

#### **Where can I learn more about proper office ergonomics?**

Several websites offer good information and diagrams on workstation ergonomics, proper sitting position for deskwork, and even exercises to reduce stress. Go to UCLA Ergonomics at: <http://ergonomics.ucla.edu/> and/or OSHA at: <https://www.osha.gov/SLTC/etools/computerworkstations/positions.html>.

**CALSTRS MEMBERS: ELECTING AN OPTION CAN PROTECT  
LOVED ONES BEFORE YOU RETIRE**

CalSTRS members who joined before January 1, 2013, are eligible to retire at age 55 with 5 years of service or before 55 with 30 years of service. At that time, whether they choose to retire or not, they have the opportunity to elect an option that will provide a monthly lifetime income for a loved one (does not have to be a relative) when they die; even if they die before retirement. This is called a preretirement option election. It will reduce the monthly amount received once the member retires, but will ensure that the beneficiary will start receiving a CalSTRS benefit whenever the member dies. There are advantages and disadvantages of choosing a preretirement election of an option.

**ADVANTAGES**

- If you die before retirement, your designee will receive a monthly payment from CalSTRS for the rest of his/her life.
- The amount your beneficiary receives will be higher if you choose the option prior to retirement.
- The career factor applies if you die before retirement.

**DISADVANTAGES**

- If you select a preretirement option and then cancel or change it before retiring, your retirement benefit may be reduced for life.
- If your beneficiary dies before you retire, the option is automatically canceled and your retirement benefit may be permanently reduced.
- If you change beneficiaries, either due to death or cancellation, you may have to pay an assessment.

Members are encouraged to attend a CalSTRS workshop or make an appointment to see a counselor to consider your options. You may reach CalSTRS at [www.calstrs.com](http://www.calstrs.com) or 800.228.5453.

**CALPERS MEMBERS: OPTIONS AT RETIREMENT**

CalPERS operates somewhat differently in the manner in which its members can provide for loved ones after their death. CalPERS members must wait until their retirement to make this decision. At that time, they can choose to take a reduced monthly benefit in retirement in order to provide a lifetime benefit for the person they designate. The reduction to the member's monthly benefit is based on the life expectancy of the member and the beneficiary. The younger the beneficiary, the greater the reduction. In most cases, only one beneficiary can be named and it cannot be changed after retirement, except under limited circumstances.

If a CalPERS member dies before retirement, the benefits to the survivor depend on whether the member was old enough to retire or not, similar to CalSTRS. The benefits may range from a full refund of the member's contributions plus interest and up to six months' pay or a lifetime monthly allowance equal to one-half of the service retirement that would have been issued if the person retired on the date of death.

## IN THE NEWS

- Charter schools now serve approximately 4 percent of the nation’s public school students, with more than 2.3 million students in more than 6,000 schools in 41 states, an 80 percent increase in enrollment since 2009.
- Fresno, Long Beach and Jefferson County (CO) school districts are the recipients of a \$15 million grant from the Bill & Melinda Gates Foundation in *innovative professional development*. The districts are to use the grants to create new systems for professional development to deliver better-quality content using in-class coaching, video and online or blended learning. The districts will be expected to track the cost and efficacy of their new PD options and to share lessons learned with other districts. This will include new ways of using teacher time—at least one district has promised to revamp its schedule so as to provide teachers with a full day of professional learning each week.

## SAVE THE DATE!

**Professor Diane Ravitch** will speak on current public education issues at Occidental College, Thorne Hall, on October 1, 2013. This free event is cosponsored by AALA. We’ll publish further information once it is available.

## CALENDAR

EVENT	DATE	CONTACT
Administrative Interest Groups Meeting at AALA Office	August 6, 2013 7:30 a.m.	<b>Gema Pivaral</b> , 213.484.2226 or <a href="mailto:gpivaral@aala.us">gpivaral@aala.us</a>
Superintendent’s Annual Administrators Meeting at Hollywood HS	August 8, 2013 7:30 a.m.	213.241.7000
SHSPO Meeting at Hollywood HS	August 8, 2013 11:00 a.m.	
SEPO Meeting at Beaudry, 17 <sup>th</sup> Floor, Room 105	August 8, 2013 1:00 – 4:30 p.m.	
Beyond the Bell at Dodger Stadium (Discounted tickets for Devil Rays game)	August 9, 2013 7:10 p.m.	<b>Jose Di Raimondo</b> , 213.241.3547 or <a href="mailto:jose.diraimondo@lausd.net">jose.diraimondo@lausd.net</a>
Retirement Celebration for <b>Lupe Paramo</b> at Almansor Court	August 10, 2013 6:00 p.m. – Midnight	<b>Maria Luz Marquez</b> , 213.241.3121 or <a href="mailto:maria.marquez@lausd.net">maria.marquez@lausd.net</a>
Pupil Free Day	August 12, 2013	
First Day of Instruction	August 13, 2013	
CalPERS Webcast: Benefits Basics	August 23, 2013 9:00 a.m.	Registration Required - <a href="#">Click here</a>
CalPERS Webcast: Service Credit	August 23, 2013 12:30 p.m.	Registration Required - <a href="#">Click here</a>

# Associated Administrators of Los Angeles

## CALENDAR (Cont.)

CalPERS Webcast: Deferred Compensation	August 23, 2013 2:00 p.m.	Registration Required - <a href="#">Click here</a>
Retirement Celebration for <b>Dr. Rosa Maria Hernandez</b> at Almansor Court	August 24, 2013 6:00 p.m. – Midnight	<b>Michael Katzman</b> , 818.512.2783 or <a href="mailto:katzthetadaguy@gmail.com">katzthetadaguy@gmail.com</a>
SHSOPO Meeting at Bernstein HS	August 29, 2013 8:00 a.m.	
Admissions Day Observed	August 30, 2013	
AALA Alumni Membership Renewal Due	August 30, 2013	<b>Gloria Souquette</b> , 213.484.2226 or <a href="mailto:gsouquette@aala.us">gsouquette@aala.us</a>
Labor Day Observed	September 2, 2013	
Unassigned Day/School Holiday B, C, D, E Basis Single Track	September 5, 2013	
Team Heal's Afternoon of Jazz at the Wilshire Country Club	September 7, 2013 2:00 – 7:00 p.m.	<b>Nicole Levitt</b> , 424.500.2849 or <a href="mailto:nicole@ewamllc.com">nicole@ewamllc.com</a>
CalPERS Retirement Planning Fair at Westin Long Beach Hotel	September 13-14, 2013 8:30 a.m. – 4:00 p.m.	<a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
AALA Fall Reception at The Center at Cathedral Plaza	September 18, 2013 4:30 p.m. – 7:00 p.m.	<b>Gema Pivaral</b> , 213.484.2226 or <a href="mailto:gpivaral@aala.us">gpivaral@aala.us</a>
Beyond the Bell at Dodger Stadium (Discounted tickets for Rockies game)	September 27, 2013 7:10 p.m.	<b>Jose Di Raimondo</b> , 213.241.3547 or <a href="mailto:jose.diraimondo@lausd.net">jose.diraimondo@lausd.net</a>

## FIELDING GRADUATE UNIVERSITY PRELIMINARY ADMINISTRATIVE SERVICES CREDENTIAL (PASC)

District principals are encouraged to invite their teachers who have administrative potential to attend an information session to learn about Fielding's customized Preliminary Administrative Services Credential (PASC) cohort for Los Angeles Unified School District educators whose aim is to complete the program by August 2014. The program is designed to prepare California educators to become instructional leaders in a collaborative learning community environment.

**INFORMATION SESSIONS**  
San Antonio Winery  
737 Lamar Street  
Los Angeles, CA 90031  
**Tuesday, August 6, 2013, 4:00 p.m.**

To view flyer, click [HERE](#) or contact **Dr. Teresa Marquez-Lopez**, Associate Dean, at 951.288.9849 or e-mail [teresaml@fielding.edu](mailto:teresaml@fielding.edu) for more information.

**SAVE THE DATE!**

**AALA FALL RECEPTION**  
**The Center at Cathedral Plaza**  
**September 18, 2013**  
**4:30 p.m.**

**IN MEMORIAM**

**BIRDIE R. COLLINS**—Former teacher adviser. Birdie retired from the District in 1977 and passed away July 24, 2013. Services were held on July 30, 2013.

**DR. GRACE KIRTZ TISDALE-GOWARD**—Former principal of Grand View Boulevard School. Grace retired from the District in September 1979 and passed away on February 10, 2013.

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

**CERTIFICATED**

***PRINCIPAL, ELEMENTARY***

**Carthay Center Elementary School, ESC West, MST 41G, E Basis.** For information and application procedures please contact **Autri Streeck**, Instructional Director, at 310.914.2100. Application deadline is Monday, August 19, 2013

**68<sup>th</sup> Street Elementary, ESC South, MST 43G, E Basis.** For information and application procedures please contact **Robin Benton**, Instructional Director, at 310.354.3400. Application deadline is Friday, August 16, 2013.

***PRINCIPAL, SECONDARY***

**John Muir Middle School, MST 45G, E Basis with LA's Promise stipend to make it equivalent to an A Basis assignment.** For information and application procedures please contact **Liliana Vasquez**, Director of Operations, LA's Promise, at 213.745.4928 or [careers@laspromise.org](mailto:careers@laspromise.org). Application deadline is Friday, August 9, 2013.

***PRINCIPAL, CONTINUATION***

**Burke High School, MST 38G, E Basis.** For information and application procedures please contact **Salvador Valdovinos** at 213.241.3759. Application deadline is Friday, August 16, 2013.

***PRINCIPAL, CONTINUATION (Cont.)***

**San Antonio High School, MST 38G, E Basis.** For information and application procedures please contract **Salvador Valdovinos** at 213.241.3759. Application deadline is Friday, August 16, 2013.

***INSTRUCTIONAL SPECIALIST***

**Middle College High School, ESC West, MST 38G, B Basis.** For information and application procedures please contact **LaVerne H. Brunt**, Instructional Director, at 310.914.2100. Application deadline is Thursday, August 8, 2013.

**Nimitz Middle School, Temporary Adviser, ISIC, MST 40G, B Basis.** For information and application procedures please contact **Mark Sims**, Instructional Director at 213.241.0100. Application deadline is Monday, August 19, 2013.

***COORDINATOR, PUPIL SERVICES AND ATTENDANCE (PSA)***

**Division of Student Health and Human Services, Central Office, Temporary Adviser, MST 39G, B Basis.** For information and application procedures please contact **Erika Torres**, Interim Director, Pupil Services, at 213.241.3844. Application deadline is 5:00 p.m., Thursday, August 8, 2013.

**Community Development Department (CDD) Partnership, Temporary Adviser, MST 39G, B Basis.** For information and application procedures please contact **Erika Torres**, Interim Director, Pupil Services, at 213.241.3844. Application deadline is 5:00 p.m., Thursday, August 8, 2013.

***COORDINATOR, OPERATIONS SUPPORT SERVICES***

**School Operations Division, Temporary Adviser, MST 43G, E Basis.** E-mail application materials as attachments to **Zsuzsanna Vincze**, Director of School Operations, at [zsuzsanna.vincze@lausd.net](mailto:zsuzsanna.vincze@lausd.net) with the subject line to read, Coordinator, Operations Support Services; applicant's name. Application deadline is 4:00 p.m., Friday, August 9, 2013.

***SPECIALIST, ENGLISH LEARNER INSTRUCTION, ELEMENTARY***

**Office of Curriculum, Instruction and School Support (OCISS), Temporary Adviser, MST 38G, E Basis.** Submit materials to the Multilingual and Multicultural Education Department via e-mail to [graciela.gonzalez@lausd.net](mailto:graciela.gonzalez@lausd.net) with subject line to read, Specialist, English Learner Instruction, Elementary; applicant's name. Application deadline is 5:00 p.m., Thursday, August 8, 2013.

***SPECIALIST, SPEECH AND LANGUAGE PROGRAM***

**Division of Special Education, Temporary Adviser, MST 38G, E Basis.** For information and application procedures please contact **Elaine Shackelford**, Coordinator, at 213.241.6200. Application deadline is 12:00 p.m., Friday, August 16, 2013.

**PREVIOUSLY ANNOUNCED POSITIONS**

<b>CERTIFICATED POSITIONS</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>PRINCIPAL, SECONDARY MST 45G, E Basis</i>	Roy Romer MS, ESC North	<b>Joseph Nacorda</b> , Instructional Director, <a href="mailto:jcn9591@lausd.net">jcn9591@lausd.net</a> or 818.654.3600	Friday August 2, 2013
<i>PRINCIPAL, SECONDARY MST 45G, E Basis</i>	Vista MS, ISIC	<b>Dr. Paula Nelson</b> , Instructional Director, 213.241.0100 or <a href="mailto:paula.nelson@lausd.net">paula.nelson@lausd.net</a>	Friday August 2, 2013
<i>PRINCIPAL, ELEMENTARY MST 43G, E Basis</i>	Los Angeles ES, ESC East	<b>Dr. Chiae Byun-Kitayama</b> , Instructional Director, 323.224.3100	5:00 p.m. Monday August 5, 2013
<i>COORDINATOR, ORGANIZATIONAL CHANGE MANAGEMENT MST 43G, A Basis</i>	Office of Curriculum, Instruction and Support Services (OCISS)	Please visit <a href="http://teachinla.com/admin_vacancies/">http://teachinla.com/admin_vacancies/</a>	5:00 p.m. Monday August 5, 2013
<i>COORDINATOR, PUPIL SERVICES AND ATTENDANCE, ATTENDANCE IMPROVEMENT PROGRAM MST 39G, E Basis</i>	Division of Student Health and Human Services	<b>Erika Torres</b> , Interim Director, 213.241.3844	5:00 p.m. Monday August 5, 2013
<i>INSTRUCTIONAL SPECIALIST MST 40G, B Basis</i>	Sherman Oaks Center for Enriched Studies, ESC North	<b>Dr. Margaret Kim</b> , Instructional Director, 818.654.3697	<b>EXTENDED</b> 5:00 p.m. Monday August 12, 2013
<i>SMALL SCHOOL PRINCIPAL, OPERATIONS MST 41G, E Basis</i>	Diego Rivera Learning Complex, ISIC	<b>Georgia A. Lazo</b> , Instructional Director, 213.241.1934 or <a href="mailto:georgia.lazo@lausd.net">georgia.lazo@lausd.net</a>	5:00 p.m. Tuesday August 6, 2013
<i>SMALL SCHOOL PRINCIPAL PUBLIC SERVICE COMMUNITY SCHOOL MST 41G, E Basis</i>	Diego Rivera Learning Complex, ISIC	<b>Georgia A. Lazo</b> , Instructional Director, 213.241.1934 or <a href="mailto:georgia.lazo@lausd.net">georgia.lazo@lausd.net</a>	5:00 p.m. Tuesday August 6, 2013
<i>INSTRUCTIONAL DIRECTOR, SENIOR HIGH SCHOOL LINKED LEARNING MST 45G, E Basis</i>	Division of Intensive Support & Intervention (ISIC)	Please visit <a href="http://teachinla.com/admin_vacancies/">http://teachinla.com/admin_vacancies/</a>	5:00 p.m. Wednesday August 7, 2013
<i>PRINCIPAL, ELEMENTARY MST 41G, E Basis</i>	Westport Heights ES, ESC West	<b>Pamela Marton</b> , Instructional Director, 310.914.2107 or <a href="mailto:pmarton@lausd.net">pmarton@lausd.net</a>	Thursday August 8, 2013
<b>CLASSIFIED POSITION</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>SENIOR TECHNOLOGY PROJECT MANAGER \$92,200 - \$114,300, A Basis</i>	Information Technology Division	<b>Zach Jernberg</b> at 213.241.5453 or <a href="mailto:zachary.jernberg@lausd.net">zachary.jernberg@lausd.net</a>	5:00 p.m. Monday August 12, 2013