

UPDATE

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Week of September 30, 2013

IPADS BRING MORE UNRESOLVED ISSUES

On Tuesday, September 24, 2013, Superintendent **John Deasy** temporarily reversed his initial directive to have all students take their recently distributed iPads home *until the District can be 100 percent certain the problem has been resolved and students are using the devices safely and appropriately*. This decision was in response to students at Westchester and Roosevelt High Schools and Valley Academy of Arts and Sciences hacking into the security system of the District-issued iPad and accessing various and sundry websites on the Internet at will. The schools are among the first to distribute the iPads as part of a yearlong project to put them in the hands of every student in the District. This breach has caused additional concern for what is already a controversial project that uses \$1 billion in construction funds to buy the devices and the required hard- and software. **Ron Chandler**, Chief Information Officer, said that the District was immediately alerted that students were accessing unauthorized sites and the iPads were locked down.

Thirty million dollars has been expended in this first phase of the rollout of what seems to be an initiative that has been implemented without sufficient thought and preparation. While reasonable people agree that students need access to technology as a tool, opinions vary greatly whether the second largest district in the nation should spend construction money on iPads for every student when so many schools sorely need improvement of their infrastructure, in addition to facilities maintenance, safety and basic repairs.

Yet, in what are still difficult economic times for many, parents are being required to accept responsibility for an approximately \$700 instructional item without their input. As parent **Sara Roos** said in her blog, “I do not WANT to be responsible for this much money. If I felt comfortable letting my child be responsible for that much money, I might perhaps have bought her one of these machines already.” But inasmuch as the iPads replace the traditional textbook and are, therefore, mandatory instructional materials, parents really have no choice. In fact, according to the *Los Angeles Times* (September 26, 2013), **Gerardo Loera**, Executive Director of Curriculum and Instruction, said that parents cannot opt out.

The form that parents must sign just for the students to use the iPad is probably mind-boggling for many. They and the student must agree to a variety of guidelines and restrictions—and this form only addresses in-school use. While we understand that there is a separate form if students are allowed to take them home, it was not part of the public documents shared at the Board meeting on September 17. And to make matters worse, different schools have used different forms. These inconsistencies are troubling.

Mr. Chandler reportedly told the LAUSD Technology Committee that there would be no cost to students if something happened to the tablet because the District has the capability to “kill” a tablet, making it useless to thieves. Even Board Member **Monica Ratliff** said that she had been told that students were not being held responsible for the device. But, how can that be, when parents must sign a form

IPADS (Cont.)

accepting financial responsibility? Another issue which no one seems to have really addressed is that of the potential physical danger to students as they carry these devices back and forth to school. But that's a topic for another article.

According to Mr. Chandler, when Dr. Deasy's temporary moratorium is lifted, it is going to be up to individual principals whether the devices are allowed to leave the campus. As has frequently happened in the past, when the District is not sure how to proceed, leadership delegates the tough decision to the local school site. However, AALA believes that with an investment of this magnitude, there should be one standard District policy. Individual site administrators should not have the burden of making that decision. Further, we are concerned about the equity issue that Dr. Deasy has spoken about. Is it fair for students at some schools to get to take the iPads home when others cannot? What about access to the Internet at home? That certainly is a concern for many families. As more and more questions arise about the use of the iPads, prudent minds may want to delay their distribution until, at least, the security issues can be worked out, a more coherent use policy is developed and District leadership is on the same page with their expectations.

**BARGAINING BULLETIN:
2013-2014 MENTOR PRINCIPAL STIPEND**

On September 19, 2013, AALA's certificated bargaining team and the District reached tentative agreement on the *2013-2014 Mentor Principal Stipend*. The agreement is in the form of a memorandum of understanding (MOU) which sunsets on June 30, 2014, and is subject to approval by the Board of Education. It is expected to be on the Board's agenda in October.

The MOU provides for identified mentor principals to earn a stipend of \$3,000, to be paid in two lump sums of \$1,500 at the conclusion of each semester. Approximately fifteen (15) mentor principals will be selected. Their role will be to provide support to aspiring, new and continuing principals. They will be expected to participate in training, submit activity logs and contribute to the program's evaluation.

The LAUSD Administrator Development Branch, which is part of the Talent Management Division, will oversee the Mentor Principal Program. AALA is meeting regularly with those in charge and will continue to participate fully in the implementation process. We will provide further information via *Update* when we receive it. To see the full agreement, follow this link: [2013-2014 Mentor Principal Stipends](#).

DR. DIANE RAVITCH

Join **Dr. Diane Ravitch** in Thorne Hall at Occidental College on Tuesday, October 1, 2013, at 7:00 p.m., as she speaks about her new book, *Reign of Error: The Hoax of the Privatization Movement and the Danger to America's Public Schools*. Dr. Ravitch is a historian of education, an educational policy analyst and a research professor at New York University's Steinhardt School of Culture, Education, and Human Development. Previously, she was a U.S. Assistant Secretary of Education. This event is jointly sponsored by AALA, the Urban & Environmental Policy Department and Policy Institute at Occidental College, UTLA, CTA, CFT and CSEA.



HEALTH BENEFITS FAQ

TOPIC: USE CAUTION WITH OVER-THE-COUNTER PAINKILLERS

What pain medications are safe and effective?

According to the FDA, pain medications are safe and effective when used as directed. However, misuse of these products can be extremely harmful and even deadly. There are two types of over-the-counter pain-relieving medications—acetaminophen (Tylenol and others) and nonsteroidal anti-inflammatory drugs (NSAIDs) that include aspirin, naproxen (Aleve), ketoprofen and ibuprofen (Advil, Motrin and others). Acetaminophen is used to relieve fever or pain and has no anti-inflammatory action. NSAIDs are used to relieve pain, fever and inflammation.

Who shouldn't take acetaminophen and what are the risks?

- Individuals who drink alcoholic beverages (three or more a day)
- Individuals who have liver disease
- Individuals who take another medication that contains acetaminophen should consult their doctor first.

Taking more than the maximum dose of acetaminophen can cause liver damage, ranging from abnormal liver functioning to liver failure and even death. The symptoms and signs of liver damage may not be readily recognized, but may become deadly within several days.

Who shouldn't take NSAIDs and what are the potential risks?

- Children (ages 0-18 years) because of the risk of Reye's syndrome, a rare but very serious illness that harms the liver and brain
- Those who consume three or more alcohol beverages a day
- Individuals with bleeding stomach or intestines or peptic ulcers
- Individuals with liver or kidney disease
- Individuals who take blood-thinning medication
- Pregnant women late in their pregnancy; breastfeeding mothers should consult their doctors about taking NSAIDs

Taking more NSAIDs than directed on the label can cause kidney damage, ulcers, gastrointestinal bleeding and risks of heart attack.

Tylenol has always been advertised as the “safe” pain reliever? When did the FDA issue the warnings that acetaminophen and NSAIDs aren't as safe as claimed?

The FDA began issuing warnings about acetaminophen since the late 1990s when research began to show acetaminophen as a major cause of acute liver failure in the United States, with up to half of the cases due to accidental overdose. In 2009, the FDA required new warning labels on acetaminophen about potential liver damage and when to consult a doctor. Also, labels on NSAIDs required warnings on the potential for stomach bleeding. In 2011, the FDA reduced maximum daily dosage of acetaminophen from 4,000 mg to 3,000 mg. Additionally, prescription pills/capsules containing acetaminophen can have no more than 325 mg. Recently, the FDA issued another warning on acetaminophen about rare skin reactions that can be fatal.

Many different headache, flu, cold and cough remedies contain acetaminophen or NSAIDs. Can combining these medications with others containing acetaminophen and NSAIDs lead to overdose?

Yes. The FDA recommends you take only one medicine containing acetaminophen. Read labels carefully, noting the active ingredients (drugs included), dosage of each and directions for use. More detailed information is available on the FDA website, including a Q&A on acetaminophen and liver damage, at <http://www.fda.gov/forconsumers/consumerupdates/ucm168830.htm>.

Legal Brief

SOCIAL MEDIA POLICY

Social media is a form of electronic communication where users create online communities to share information, ideas, personal messages and other content and has become an integral form of communication for our schools and communities. Schools use electronic communications to share information, gather input and publicize events, among other purposes. The District recently issued a bulletin regarding social media, Bulletin No. 5658, *Social Media Policy for Employees and Associated Persons*, to help clarify roles and responsibilities of District stakeholders when using this communication tool. Below are some key points to consider from the bulletin.

Social media is broadly defined to include podcasts in MP3 format, social networking sites including Facebook, Google+, digital publishing services such as Shutterfly or Flickr and wikis for creating interlinked web pages. This bulletin applies to both District employees and associated persons. For purposes of this bulletin, “Associated Persons” includes, but is not limited to, parents, parent-elected leaders of school committees, representatives and volunteers, consultants, contracted employees, walk-on coaches, child care/enrichment program providers, vendors and afterschool providers.

When District employees or associated persons use District computers, e-mail accounts or resources, all related District policies and procedures apply. Even when non-District equipment or resources are used, there are restrictions as to what can be shared or posted. District employees and associates are responsible for information they post, share or respond to online. The bulletin reminds us that we can’t rely on privacy settings to ensure online security. Pupil record information, including information such as names, grades, and attendance as well as photographs or other recordings, may not be shared without written authorization from parent/legal guardian/adult student first. Personnel information and any other confidential or privileged information should not be posted. Posting inappropriate threatening, harassing, racist, biased, derogatory, disparaging or bullying comments toward or about any student, employee or associated person on any website is prohibited and may be subject to discipline. Use of District logos, names or images without District authorization is also prohibited.

When an incident is reported, schools should take reported incidents of online misconduct seriously and investigate, report, follow up and monitor, in accordance with applicable District bulletins. Inappropriate postings may be documented by printing screen shots or saving the screens to a flashdrive and stored in a secured location. Document all critical incidents in iSTAR. The target of online misconduct may request removal of objectionable postings by contacting the internet service provider or webmaster—many sites have a “report abuse” button. If there are inappropriate or sexualized images of minors or child pornography, contact local law enforcement and LASPD. If the content raises a reasonable suspicion of child abuse or neglect, contact a child protective services agency (local law enforcement or DCFS). If there is an online threat, try to obtain a copy of the threatening post and refer to Bulletin 5610.0, *Workplace Violence, Bullying and Threats (Adult to Adult)* or *Organizing for Assessing and Managing Threats*, Bulletin 1119.1.

As preventative measures, school administrators may want to review this policy with parent groups and other associated persons and develop guidelines for parent/community “netiquette” if e-mail listservs are established.

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.

LASDI LEADERSHIP INSTITUTE

AALA thanks **Michelle Bennett**, LASDI Co-Lead, for sharing this information.

The Los Angeles School Development Institute is a collaboration between AALA, UTLA and LAUSD and has been in existence since October 2009. We offer personalized and differentiated support to school teams involved in Public School Choice.

This school year, LASDI has added a new dimension to its work. We developed a research-based pilot project that focuses on collaborative leadership development for administrators and teachers. The work of the Institute underscores the importance of creating a collaborative school culture in order to implement strategies designed to improve student achievement. We selected five school teams that consist of the principal and UTLA Chapter Chair (or designee) from Michelle Obama ES, West Athens ES, Walnut Park MS, Banning HS and Huntington Park Institute of Applied Medicine.

The Institute consists of three key components:

- Learning Seminars – Discussions with professors from UCLA and CSUN on research-based practices and improvement strategies.
- Consultation with other schools – Discussions with other school teams to share best practices and brainstorm solutions to shared challenges.
- One-to-one coaching – Each team was matched with one LASDI consultant based on the schools' needs.

The school teams spent four days in July beginning this work together and will continue throughout this school year.

UPDATE ON FACILITIES SERVICES

AALA thanks **Mark Hovatter**, Chief Facilities Executive, for providing this information.

We wish to provide AALA members with information about Facilities Services, our bond-funded construction and modernization program and our plans moving forward. As you may be aware, the District's building and modernization program started to ramp up in 1997 when Proposition BB was approved and provided bond funds for the construction of new schools and the modernization of existing campuses. At that time, we needed professionals who could work on an as-needed, project basis with the skills and experience to hit the ground running.

As there were not enough employees with the necessary skills and experience, and the LAUSD's procedures did not readily lend themselves to hiring short-term employees, we turned to contract professionals to meet much of the demand. With the passage of subsequent bond measures (Measure K in 2002, Measure R in 2004, Measure Y in 2005 and most recently Measure Q in 2008) the District was able to make more long-term plans for the building and modernization program. This in turn has allowed us to redirect our focus from hiring short-term professionals to providing more opportunities for staff.

FACILITIES (Cont.)

A major obstacle to these efforts was the fact that many of the existing job classifications required skills and experience employees did not possess. Additionally, no opportunities existed within the District to obtain the necessary expertise. To address this issue, Facilities Services worked with the Personnel Commission to develop new job classifications that gave employees opportunities to gain experience to successfully compete for jobs and advance their careers. We also created flexibility in the job classifications so there were a variety of ways to meet the requirements, and, when possible, meet some of the requirements after hire.

An example is the classification of Project Engineer which provides a career path to Resident Construction Engineer and from there to Senior Resident Construction Engineer. The classification was developed so that a candidate for Project Engineer can meet the requirements in a couple of different ways: a bachelor's degree and certain number of years of experience; or graduation from high school with additional years of experience and a Certified Construction Manager Credential by the Construction Management Certification Institute (CMCI). Those who meet the requirements via the second option have nine months from the time they are hired to obtain their Certified Construction Manager Credential.

Over the last several years, we have significantly reduced the percentage of contract professionals working on our projects. In 2007 the percentage of contract professionals was 45%; in 2012-13 our percentage was 13%. While we believe that some contract professionals are beneficial as they can provide fresh views and are able to take on short-term projects, moving forward we plan to enhance our efforts to grow our own. We anticipate many more opportunities in the near future as we plan for our Measure Q modernization projects. While we are proud of our efforts to provide opportunities for employee growth, we are equally proud of our efforts to build quality facilities that meet the high standards our students, teachers and principals deserve.

As Chief Facilities Executive, I meet regularly with AALA representatives so if there are questions or comments AALA members would like me to address, please pass them on to your representatives.

AALA'S FALL RECEPTION—ALWAYS A GREAT EVENT!

An enthusiastic crowd gathered on September 18 at The Center at Cathedral Plaza in downtown Los Angeles for AALA's annual Fall Reception honoring its members for their extraordinary administrative leadership. Over 300 active and retired members attended the reception and enjoyed a delightful buffet of Italian, Southwestern, and Asian hors d'oeuvres while reconnecting with many of their friends and colleagues. From all observations and comments heard, everyone enjoyed the evening's activities. **Dr. Judith Perez**, AALA President, presided over a program that included brief presentations by **Board President Dr. Richard Vladovic**, **Board Members Steve Zimmer, Marguerite Poindexter LaMotte, Bennett Kayser**, and **Monica Ratliff** and **Superintendent John Deasy**. The Board Members and the Superintendent commended the administrators and thanked them for their dedicated leadership and service to LAUSD. Other introductions included the Educational Service Center Superintendents and Administrators of Operations, LAUSD Senior Staff and retired superintendents in attendance. Friends of AALA, our 501(c)(3) nonprofit corporation, launched its 2014 fundraising campaign in a successful manner.

RECEPTION (Cont.)

For the fourth year, AALA was fortunate to secure generous sponsors for the reception. The levels of sponsorship were: Platinum, Gold+, Gold and Bronze. All sponsors were acknowledged at each table with a display flyer. The representatives present for the Platinum sponsors were introduced and one person from the group addressed the guests briefly. The following are this year's generous sponsors:

PLATINUM LEVEL

Academic Advantage Online (2nd year)
Arey Jones Educational Solutions (2nd year)
Blackboard Connect (4th year)
National Life Group
Francie Alexander, Scholastic (3rd year)
Voyager/Sopris Learning (3rd year)

GOLD

ACHIEVE 3000 (2nd year)
Compass Learning
Davis Publications, Inc.
First in Art Education Since 1901
Houghton Mifflin Harcourt (3rd year)
Nannette Macbeth, The Macbeth Group, Merrill
Lynch (4th year)
Retirement Choices of California (2nd year)
SMART Technologies (3rd year)
USC Rossier Online (2nd year)

GOLD+

California Credit Union (3rd year)
Parker & Covert LLP (4th year)

BRONZE

Apex Learning
AVAYA
Barnes & Noble Booksellers
California Council on Economic Education
(2nd year)
Curriculum Associates Institute
McGraw Hill Education (4th year)
MIND Research Institute
Promethean World (2nd year)
Public Interest Investigations, Inc. (2nd year)
Renaissance Learning, Inc. (3rd year)
Schools Federal Credit Union (3rd year)
SolarCity (2nd year)
Specialists in Long Term Care Ins. Services, Inc.
(4th year)

CONGRATULATIONS

Congratulations to music students from Foshay Learning Center who were invited to play on the inaugural segment of the **Queen Latifah** talk show. The students and their teacher, **Vince Womack**, were supported by their principal, **Yvonne Edwards**, and had the once-in-a-lifetime opportunity to play with musician Alicia Keys. The school also received over \$45,000 worth of instruments from Yamaha Corporation, including clarinets, synthesizers, flutes and drums. Well done, Foshay!!

SAVE THE DATE!

Flyers have been mailed to AALA alumni members inviting them to attend the annual fall luncheon which will be held on Wednesday, October 16, at The Center at Cathedral Plaza, 555 W. Temple Street, Los Angeles 90012. The guest speaker will be **Mark Slavkin**, former member of the LAUSD Board of Education and current Vice President for Education at the Music Center/Performing Arts Center of Los Angeles County. The cost is \$37 per person and we ask that you RSVP by October 11, 2013.

CALENDAR

EVENT	DATE	CONTACT
National Principals Month	October 1 – 31, 2013	www.principalsmonth.org
Dr. Diane Ravitch Speaks at Thorne Hall, Occidental College	October 1, 2013 7:00 p.m.	
SHSPO and MSPO Meeting	October 2, 2013 8:00 a.m.	Ed Trimis , etrimis@lausd.net Deborah Acosta , dacosta@lausd.net
SEPO Meeting at Beaudry, 17 th Floor, Room 105	October 2, 2013 8:00 a.m.	Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
Dr. Diane Ravitch Speaks at CSUN, University Student Union	October 2, 2013 7:00 p.m.	http://CTLevents.eventbright.com
ACSA-R Mixer for New Retirees at Taix Restaurant	October 3, 2013 2:00 p.m.	Charlotte Lerchenmuller , clerch@aala.us
ASPO Meeting at Beaudry Bldg., 18 th Floor, Room 124	October 9, 2013 8:00 a.m.	Donna Brashear , 323.224.5970 or donna.brashear@lausd.net
AALA Representative Assembly Meeting at AALA Offices	October 10, 2013 4:30 p.m.	Gema Pivara , 213.484.2226 or gpivara@aala.us
National Coming Out Day	October 11, 2013	Dr. Judy Chiasson , 213.241.5337
AALA Alumni Luncheon at The Center at Cathedral Plaza	October 16, 2013 11:30 a.m.	Gema Pivara , 213.484.2226 or gpivara@aala.us
ACSA Region XVI General Membership Meeting	October 17, 2013 5:30 p.m.	Dr. Victor Gonzalez , victor.gonzalez@lausd.net
APACS Meeting at Friedman Occupational Center	October 18, 2013 8:00 a.m.	Lisa Baskin , 310.664.5888 or lbaski1@lausd.net
CAUSA Conference in Sacramento	October 18 – 19, 2013	
COBA Meeting at the Crenshaw HS Library	October 23, 2013 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
MSAPO and SHAPO Meeting	October 30, 2013 7:30 a.m.	Felicia Drew , fdrew@lausd.net Juanita White-Holloman , jdw9998@lausd.net
SHSOPO Meeting at Bernstein HS	October 31, 2013 8:00 a.m.	Jason Garrison , 818.345.0203 or jason.garrison@lausd.net

SEE FOLLOWING PAGE FOR POSITIONS

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

DEPUTY SUPERINTENDENT OF INSTRUCTION

Office of the Deputy Superintendent of Instruction, \$250,000, A Basis. For information and application procedures please visit http://teachinla.com/admin_vacancies/. Application deadline is 5:00 p.m., Monday, November 4, 2013.

PRINCIPAL, K-12

Logan Elementary SPAN School, ESC East, MST 43G, E Basis. For information and application procedures please contact **Al Vega**, Instructional Director, at 323.224.3356 or avegal@lausd.net. Application deadline is Friday, October 11, 2013.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>INSTRUCTIONAL SPECIALIST</i> MST 41G, B Basis	Polytechnic HS, ESC North	Ari Bennett , Principal, 818.394.3600	Friday September 27, 2013
<i>SPECIALIST, PSYCHOLOGICAL SERVICES</i> MST 37G, B Basis (2 positions)	ESCs North and West	Beth Kauffman , Director, 213.241.8303	5:00 p.m. Friday September 27, 2013
<i>INSTRUCTIONAL SPECIALIST</i> MST 40G, B Basis	Sherman Oaks Center for Enriched Studies	Dr. Margaret Kim , Instructional Director, 818.654.3697	<u>EXTENDED</u> 5:00 p.m. Friday September 27, 2013
<i>INSTRUCTIONAL SPECIALIST, SECONDARY</i> MST 40G + stipend, B Basis	Markham MS, Partnership LA	Please visit www.partnershipla.org .	<u>EXTENDED</u> Monday September 30, 2013
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 39G, B Basis	Westchester Enriched Sciences Magnets, ESC West	LaVerne Brunt , Instructional Director, 310.914.214.	Tuesday October 1, 2013
<i>TEACHING AND LEARNING OBSERVER</i> MST 37G, E BASIS (3 positions: 2 secondary; 1 elementary)	Talent Management Division	Joel Bonilla , 213.241.6608, joel.bonillarosales@lausd.net	<u>EXTENDED</u> 5:00 p.m. Friday October 11, 2013
CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>DESIGN NETWORK ENGINEER</i> \$81,900 - \$116,900, A Basis	Information Technology Division	For information and application procedures please click here .	Monday October 14, 2013