

UPDATE

www.aala.us

Week of February 24, 2014

STATUS OF THE PENSION REFORM ACT OF 2014

AALA members may recall an article last fall in which we alerted you that San Jose Mayor **Chuck Reed** was leading an effort to get an initiative on the November 2014 ballot called the Pension Reform Act of 2014. It was touted as a way to address funding shortfalls faced by the state and many of its cities and to ensure that state and local governments can continue to provide a reasonable level of services to the public. What it would do is reduce retirement benefits for California public workers, including not only city, county and state workers, but policemen, firemen and teachers. What is so alarming about the initiative is that it would amend the California State Constitution to allow retirement benefits for current employees to be reduced for the work they perform after it becomes effective, contrasting with most pension reform efforts that primarily apply to new hires, not those currently on the job. Supporters of the initiative included the **Koch** brothers, **John Arnold** (Enron) and other prominent conservatives.

The initiative was cleared by Attorney General **Kamala Harris** for signature-gathering to place it on the November ballot on January 6, 2014, with the unwieldy title [Public Employees' Pension and Retiree Healthcare Benefits Initiative Constitutional Amendment](#). Her office gives a ballot description of the initiative as, "... (It) eliminates constitutional protections for vested pension and retiree healthcare benefits for current public employees, including teachers, nurses and peace officers, for future work performed."

Mayor Reed and his backers say that the language is inaccurate and unfair and objects to the mention of teachers, nurses and peace officers, even though they are affected. Ms. Harris' office says that an accurate title and summary of the initiative was issued. The only recourse to change a ballot summary in California is in court and on February 6, 2014, a lawsuit was filed by Mayor Reed and four other government officials to do so. However, all signature gathering to place the measure on the 2014 ballot must stop until the case is resolved which may take several weeks. Supporters have said that the lawsuit, in essence, means a delay until 2016 for the initiative because even if Reed prevails, it's unlikely that he can collect the more than 800,000 paid signatures that are needed by mid-April to make the next deadline in the qualifying process.

Interestingly, organized labor also objected to Harris' title and summary, but for different reasons. Unions say the phrasing doesn't reflect the goal of the measure which is really "to slash the retirement

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PENSION REFORM (Cont.)

benefits and retiree healthcare of current and future employees,” saying Harris should have noted that the proposal would abrogate contracts, since pensions are normally negotiated and are considered deferred compensation.

On a related note, WNET, the New York City public television station, agreed to return a \$3.5 million grant it received from the Laura and John Arnold Foundation to sponsor a project on public pensions. The project, *Pension Peril*, had already begun broadcasting across the country on PBS NewsHour Weekend when a report surfaced on the website PandoDaily by **David Sirota** that criticized the station for accepting the grant. Mr. Sirota alleged that it was an ethical violation for the station to accept the funding as **John Arnold**, a hedge fund manager who was involved in the sinking of Enron, has financially backed efforts to persuade municipalities to cut public employee pension benefits. One of the episodes of *Pension Peril* featured the story of a city in Northern California, Vallejo, and its efforts to cut employee pensions, never mentioning that the Laura and John Arnold Foundation is a heavy financier of the California Pension Reform Act of 2014! WNET has currently put the project on hiatus “in order to eliminate any perception on the part of the public...that the foundation’s interests influenced the editorial integrity of the reporting for this program.”

UPDATE ON DISTRICT ONE

As you are aware, the LAUSD Board of Education has authorized a special election to be held in June to fill the seat vacated by the passing of Board Member **Marguerite P. LaMotte**. As of Tuesday, February 18, 2014, the closing of the filing date for candidacy, thirteen persons had completed the necessary paperwork. Those persons and their designations are:

- **Lady Cage-Barile**—Teacher/Publicist/Treasurer
- **Genethia Hudley-Hayes**—Education Consultant
- **Alex Johnson**—Education Policy Advisor
- **Rachel C. Johnson**—Educator/Gardena Council Member
- **Omarosa O. Manigault**—Teacher/Children Advocate
- **Hattie B. McFrazier**—Retired Educator/Counselor
- **George McKenna**—Retired Principal/Superintendent
- **Marco P. Mendoza**—Parent
- **David Earle Moch**—Educator
- **Alison "Alis" Noel**—Education Advocate/Engineer
- **Sherlett Hendy Newbill**—Teacher/Mother/Coach
- **Priscilla Reed**—Volunteer/Advocate/Mother
- **Marilyn Veinentotzs**—Educator/School Psychologist/Professor

The AALA PAC will be conducting interviews with the candidates.

Also on February 18, the Board voted to appoint **Dr. Sylvia Rousseau** to be a liaison to the Board for District 1 until the seat is filled by the special election in June. The vote took place following a private meeting during which the Board members agreed on Dr. Rousseau. The previous week, Board Members could not agree on a choice for the position. Dr. Rousseau, as liaison or caretaker for District 1, will not be able to attend closed session meetings or cast votes. She will represent the concerns of the District and act as an advocate for the students. Dr. Rousseau was formerly an administrator and local superintendent in LAUSD. She is also a professor of clinical education and urban scholar for the USC Rossier School of Education.

HEALTH BENEFITS FAQ

TOPIC: DISTRICT-PROVIDED LIFE INSURANCE

Who is eligible to receive group life insurance coverage from the District?

Life insurance coverage is provided to all active employees of the District who work at least half of a full-time regular assignment in one classification. Eligibility requirements are listed in the guide: [ING life insurance plan](#).

How much insurance does the District provide?

Eligible District employees automatically receive premium-free basic life insurance coverage equal to \$20,000. This amount decreases to 65% after an employee reaches age 65 and to 50% after age 70. If an employee is on an approved unpaid illness or industrial injury leave, coverage extends for up to 12 months.

Can I purchase additional coverage or do I need to find a separate plan?

You may purchase optional coverage for yourself and also purchase coverage for your spouse and/or your dependents through ReliaStar's Supplemental Term Life Insurance program. The District will offer a special Open Enrollment period between March 10, 2014, and March 21, 2014, to purchase optional coverage. Look for a special enrollment mailer in early March. Your offer will include several options, such as coverage up to five (5) times your annual salary (\$500,000 limit) and accidental death and dismemberment insurance. To preview these options, as well as premium costs, see the life insurance [Enrollment at a Glance](#) document.

What happens to my basic and optional life insurance when I retire?

When you retire, your basic life insurance coverage ends. However, if you are enrolled in the District's optional supplemental life insurance plan, upon retirement you will be automatically enrolled in a special "decreasing term" policy. Your coverage immediately drops to 50% of the amount of your active employee coverage. This amount then decreases each year by 10% of your original coverage amount, until you reach \$5,000, the minimum coverage amount. To continue coverage, retirees must make premium payments directly to ING. For additional information about continuing or canceling this coverage, contact ING at 877.236.6564.

How do I change my designated beneficiary?

It is very important to keep your beneficiary information up to date. You can make a change by contacting ING ReliaStar at 877.236.6564 or by completing the form: [2014 ING Beneficiary Change Request](#).

What's the procedure for filing a claim?

If you or a spouse/dependent dies while covered under the District's basic and/or optional life insurance plan, the designated beneficiary should contact ING at 877.236.6564. ING will assist with filing a claim under your plan.

UTLA'S INFORMATIONAL PICKETING

UTLA members will be conducting informational picketing and distributing flyers to parents and community members before school on Friday, February 28, 2014. The other LAUSD unions have been invited to participate as well. Their stated goal is to inform stakeholders that more than a year after the passage of Proposition 30, LAUSD class sizes remain enormous, vital staffing has not been restored and the financial sacrifices made by all District employees during the recession have not been addressed (even though surrounding school districts have already begun the process of salary restoration).

REMAIN CALM AND CARRY ON

Last year, we wrote an article in *Update* that addressed “initiative fatigue.” This is a phenomenon that occurs when employees are faced with one new initiative after another, before having time to digest, understand and successfully implement any of them. These initiatives are complex and multifaceted and often do not work in concert with each other. They are time-intensive and have separate reporting requirements. One year later, we still find ourselves stuck in that same mode.

Administrators have been overworked and overwhelmed for so long, that it has become the status quo. Even Superintendent **John Deasy** acknowledges this in the February 7 LAUSD *Brief* where he tells administrators to *remain calm and carry on*, stating that he understands their anxiety when facing so many challenges. He admits that this is just one of many transition years and that the rules are changing midstream. We appreciate that the Superintendent is acknowledging the myriad demands and responsibilities that are causing such stress for administrators. Yet, we don't see many attempts to mitigate it. In fact, the same *Brief* then proceeds to list twenty-five new items that require action and more acronyms than the law should allow: LCFF, CCSS, TGDC, MiSiS, DPI, LOOC, LTEL, to name a few.

LAUSD administrators are not alone. Principals' responsibilities are on the increase nationwide. A recent article in *Education Week* focused on the accumulative demands that are being placed on principals and school leadership in general. They are being attacked by mandates, multiple reform efforts, rapidly changing technology and more involved and time consuming evaluation systems. All of this while dealing with the day-to-day tasks needed to operate a school. The authors of the article say that never have there been so many mandates being implemented simultaneously, citing CCSS, new assessments and teacher evaluations. In addition, decentralization, which certainly has its benefits, can lump even more tasks on the site administrator. The caption to the article sums it up: *That cry for help you hear? It's a nearby principal struggling to complete reams of paperwork.*

Recognizing the workload of his employees is a first step. Now that Dr. Deasy has publicly acknowledged the challenges facing his leaders, their resulting anxiety and the anticipated stumbles that may occur, we are looking forward to negotiations to restore all schools and offices to their previous levels of service and provide appropriate compensation to employees. They need more than his stated *faith in their professionalism.*

THE BENEFITS OF A COLLEGE EDUCATION

The Pew Research Center recently released a report that found that those without a college education are rapidly losing ground in terms of wage earning. Researchers looked at the wages of those 25-32 years of age and compared them to the same age group in 1965 and found that those with a college education were making almost \$7,000 more today than in 1965 (with adjustments made for inflation). Conversely, in the same age group, high school graduates' earnings had decreased by more than \$3,000 from those in 1965.

Millennials (those born after 1980) are the best-educated generation in history with about one-third holding a college degree. Their unemployment rate is 12.1 percent for those with only a high school diploma and 3.8 percent for those with a college degree. Almost 22 percent of the high school graduates live in poverty, compared to only 6 percent of those with a college degree. In what is a vast change through the years, millennials with only a high school diploma earn an average of about 62 percent of what the college graduate makes, whereas in the baby-boomer generation, high school graduates earned 77 percent of those with a college degree.

These statistics bolster the **Obama** administration's thrust to increase the number of Americans with a college degree. The White House hosted a College Opportunity Summit in January, where more than 100 college, philanthropic and nonprofit leaders committed to help low-income students get through college. They acknowledged that a college degree today is the equivalent of a high school diploma a generation ago and earning a college degree has never been more important because it is projected that there will be 10 million new, high-paying jobs requiring postsecondary training over the next decade.

In 1980, the United States was ranked number 1 in the world in the number of citizens with degrees; by 2013, we had fallen to 12th place. To counteract this downward trend and as the income and achievement gap continues to widen, it is imperative for the economy and the country that a major national effort be made to move millions of low-income students onto the college track.

LEGISLATION PROPOSED TO ALLOW COMMUNITY COLLEGES TO OFFER A.B. DEGREE

Senator **Marty Block** (D-San Diego) has introduced legislation that would allow California community colleges to offer a degree called an applied baccalaureate. He cites research by the Public Policy Institute of California and the California Competes group that indicates that the state will need 1 million more bachelor's degrees by 2025 as a demonstrable need for the new law. The bill does not designate specific majors, but they would likely be in skilled professional areas such as nursing, dental hygiene and automotive technology. The community colleges would not be offering degrees in English, political science or history as do universities; the degrees that would be offered are to target specific areas to meet the needs of the work force. Many fields, such as dental hygiene and respiratory therapy, have undergone considerable advancements and require a more highly educated workforce. A baccalaureate degree would offer more opportunities for workers to increase their knowledge and abilities and improve their career options.

LEGISLATION (Cont.)

This will be the fifth time since 2004 that state legislators have tried to give community colleges the authority to grant bachelor's degrees. Historically the CSU and UC systems have been opposed, but both were represented in a study group established by Community Colleges Chancellor **Brice Harris** that is leaning in favor of community college baccalaureates. The study group's summary states, "After much discussion and feedback, the study group believes that the offering of baccalaureates by the California community colleges merits serious review and discussion by the chancellor and the Board of Governors." Chancellor Harris also noted that community college students are finding it more difficult to get employment with only an associate degree and even more difficult to meet their career goals.

Some opposition is also coming from within the community college system. Many faculty and administrators are more concerned about restoring services that were lost due to \$1.5 billion in budget cuts than starting any new programs. Others are concerned about the probable increase in tuition, but more so about the fact that offering a bachelor's degree changes the fundamental philosophical mission of community colleges. Supporters are quick to counter that the legislation is only addressing the offering of one or two specific degrees, not moving the schools toward becoming universities. Twenty-one other states already grant their community colleges the authority to confer baccalaureate degrees.

SEEKING RETIRED PRINCIPALS

The Administrators Development Branch of Talent Management is seeking the leadership and expertise of recently retired principals to serve as mentors for the second cohort of the Aspiring Principals Program (APP). Mentors are expected to commit between 35-50 hours per month and will be paid the agreed upon mentor rate per hour. Mentors are expected to attend and cofacilitate weekly sessions (from 4:00 p.m. - 8:00 p.m.), coach APP participants, review their course work and assist with the overall Certification of Readiness process.

The APP sessions take place every Thursday beginning on February 27, 2014, through the end of the semester. Mentor assignments will begin the first week of March. All sessions will be held at 333 S. Beaudry Avenue on the 2nd floor. Interested retirees are asked to submit a letter of interest describing any previous experience as a mentor and coach along with a recent resume to admindevelopment@lausd.net by February 28, 2014. Please contact **Cherise Roper**, Administrative Coordinator, at 213.241.4122 or cherise.roper@lausd.net for more information.

OUTSTANDING SCHOOL PSYCHOLOGIST AWARD

The Los Angeles Association of School Psychologists (LAASP) is now accepting applications for the annual Outstanding School Psychologist of the Year Award. Administrators are asked to nominate a school psychologist who has provided outstanding service. This formal recognition often validates the school psychologist's dedication, pride and commitment to providing exceptional services. The deadline for nominations is February 28, 2014. To obtain more information, please contact **Dr. Beverly Williams** at Beverly.x.williams@lausd.net or 818.255.5174. Nomination materials may be accessed here: [2013-2014 OSP Letter](#).

CORRECTION

*The event for **Bennett Kayser** being held on February 28, 2014, is at the loft of **Alan Helfman**, 800 Traction Ave., #9, Los Angeles 90013. The address given last week was incorrect. We apologize for the error.*

CALENDAR

EVENT	DATE	CONTACT
APACS Meeting at Friedman Occupational Center, Room 402	February 21, 2014 8:00 a.m.	Lisa Baskin , 310.664.5888 or lbaski1@lausd.net
Retirement Celebration for Graciela Rodriguez at Casa Torres Restaurant	February 22, 2014 3:00 p.m. – 6:00 p.m.	Rosa Mohammad or Mary Bonilla , 818.892.1104
Creating a Welcoming School for Parents Workshop at UTLA	February 22, 2014 4:30 p.m. – 7:00 p.m.	213.241.8700 or looc@lausd.net
AAALA Executive Board Meeting at AALA Offices	February 24, 2014 4:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us
Focus Group Session for TGDC Administrators at ESC North Office	February 24, 2014 4:30 p.m. – 6:00 p.m.	seth.cutler@lausd.net , michele.parsons@lausd.net , jacquelyn.ewart@lausd.net or jxi7502@lausd.net
MSAPO and SHAPO Meeting at Gage MS	February 26, 2014 7:30 a.m.	Felicia Drew , fdrew@lausd.net Juanita White-Holloman , jdw9998@lausd.net
OMA Meeting at Beaudry, Board Room	February 26, 2014 8:00 a.m.	Ted Johnson , 213.241.2690 or ted.johnson@lausd.net
Focus Group Session for TGDC Administrators at ESC East Office	February 26, 2014 4:30 p.m. – 6:00 p.m.	mdyen@lausd.net , eliza.muhammad@lausd.net or edith.urzua@lausd.net
COBA Meeting at the Crenshaw HS Library	February 26, 2014 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
Structures for Collaborative Decision Making Workshop at Gratts ES	February 27, 2014 4:30 p.m. – 7:00 p.m.	213.241.8700 or looc@lausd.net
ACSA Classified Educational Leaders Institute in Emeryville, CA	February 27-28, 2014	Lori Allred , 800.608.2272 or lallred@acsa.org
Event for Bennett Kayser at 800 Traction Avenue, L.A.	February 28, 2014 5:00 p.m. – 7:00 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
COBA Black Child Conference & Scholarship Luncheon at the Sheraton Gateway Hotel	March 1, 2014 7:00 a.m. – 3:00 p.m.	323.296.2040 or www.lausd.net/orgs/coba
“Datawise” Data Analysis Tool Workshop (Location TBD)	March 3, 2014 4:30 p.m. – 7:00 p.m.	213.241.8700 or looc@lausd.net
SEPO Meeting at Beaudry, 17 th Floor, Room 105	March 5, 2014 8:00 a.m.	Christina Cisneros , 213.749.8310 or cmc0506@lausd.net

EVENT	DATE	CONTACT
SHSPO/MSPO/SHSOPO Meeting at the RFK Community Schools MPR	March 5, 2014 8:00 a.m.	Ed Trimis , 818.951.5400 Deborah Acosta , 818.951.2580 Jason Garrison , 818.345.0203
CalSTRS Pre-Retirement Workshop at South Gate HS (Auditorium)	March 6, 2014 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
School Governance Workshop at Beaudry	March 6, 2014 4:30 p.m. – 7:00 p.m.	213.241.8700 or looc@lausd.net
CAUSA Conference in San Diego	March 7 – 8, 2014	
ASPO Meeting at Beaudry, 18th Floor, Room 124	March 12, 2014 8:00 a.m.	Juan Urdiales , 323.826.2400 or jurdiale@lausd.net
CalSTRS Pre-Retirement Workshop at Sheridan Street ES (Auditorium)	March 12, 2014 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
APSCO Meeting at Olive Vista MS	March 13, 2014 8:00 a.m.	Dr. Lillia Postell , imp9321@lausd.net or 818.678.5100
CalSTRS Pre-Retirement Workshop at Eagle Rock HS (Student Dining Room)	March 13, 2014 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
AALA Representative Assembly Meeting at AALA Office	March 13, 2014 4:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us
AAPA Professional Development at Gratts ES	March 15, 2014 7:30 a.m. – 12:15 p.m.	Donna Hirota , dnh8944@lausd.net

DEADLINE FOR AALA SCHOLARSHIPS AND COMMUNITY AWARDS IS NEAR!

Administrators, please remind your students to submit their scholarship applications by Friday, February 21, to AALA. You are also reminded that community award nomination forms are due on Friday, February 21. Questions regarding either program should be directed to Gema Pivaral at 213.484.2226 or gpivaral@aala.us. Don't miss this deadline!

CALPERS LONG-TERM CARE PROGRAM

CalPERS recently announced that it is again offering a Long-Term Care (LTC) Program for public employees, retirees and their eligible family members. This is the first time since 2008 that the program is accepting new applications. All public employees or retirees between the ages of 18 and 79 are eligible to apply and do not have to be members of CalPERS. An application kit may be obtained by calling 800.908.9119 or by visiting the website: <https://www.calperslongtermcare.com/>.

TGDC ADMINISTRATORS

Administrators who are participating in the Teacher Growth and Development Cycle during this school year have two remaining opportunities to participate in focus-group sessions about their experience with the process. Focus groups will be held from 4:30 p.m. – 6:00 p.m. at ESC North Office on February 24, 2014, and ESC East Office on February 26, 2014. Please e-mail your intent to attend to **Esther Kim** at ekim01@lausd.net.

FREE WORKSHOPS ON BUILDING EFFECTIVE AUTONOMOUS SCHOOLS

The Local School Stabilization agreement of 2011 allows schools to adopt new autonomy models. The Local Options Oversight Committee (LOOC), composed of AALA and UTLA members, supports the schools in this process and is offering a series of free workshops that are open to all. Workshops are scheduled from 4:30 – 7:00 p.m. and PD hours or salary point credit may be available. Please call 213.241.8700 or e-mail looc@lausd.net for more information. Registration for the workshops listed below is required at: <https://lausdisi.wufoo.com/forms/looc-autonomy-overview-workshops>.

WORKSHOP	DATE	LOCATION
Creating a Welcoming School for Parents	February 22, 2014	UTLA
Structures for Collaborative Decision-Making	February 27, 2014	Gratts ES
Budget and Local School Funding Formula	March 1, 2014	Beaudry
“Datawise” Data Analysis Tool	March 3, 2014	TBD
School Governance	March 6, 2014	Beaudry
Curriculum and Assessment	March 17, 2014	RFK Schools

POSITIONS AVAILABLE



Note to Applicants: Please be advised that you are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions; for detailed requirements for positions and employment updates use the contact phone number provided in the announcement or visit the District website at http://teachinla.com/admin_vacancies/ (certificated) or <http://www.lausdjobs.org> (classified). Employees who change basis during the school year may not earn a full year

of service credit and annualized employees who change their basis during the year may sustain an annualized settlement.

CERTIFICATED

SMALL SCHOOL PRINCIPAL

Nava College Preparatory Academy, ISIC, MST 41G, E Basis. For information and application procedures, please contact **Dr. Michelle Windmueller**, Instructional Director, at 213.241.0100 or michelle.windmueller@lausd.net. Application deadline is 5:00 p.m., Friday, March 7, 2014.

CERTIFICATED

TEACHING AND LEARNING COORDINATOR, ESC

Talent Management Division, MST 41G, Temporary Adviser, E Basis. For information and application procedures, please visit http://teachinla.com/admin_vacancies/. Application deadline is 5:00 p.m., Wednesday, March 5, 2014.

INSTRUCTIONAL SPECIALIST

Washington Preparatory High School, ISIC, MST 41G, Temporary Adviser, B Basis. For information and application procedures, please contact **Dina Sim**, CCSS Director, at 213.241.0100 or dina.sim@lausd.net. Application deadline is 5:00 p.m., Friday, March 7, 2014.

CLASSIFIED

ASSOCIATE COMPUTER APPLICATIONS SPECIALIST

Information Technology Division, \$71,300 - \$88,800, 10- or 11-month position. For information and application procedures, please click [HERE](#). Application deadline is Monday, February 24, 2014.

MECHANICAL ENGINEER

Facilities Services Division, \$76,300 - \$94,700, A Basis. For information and application procedures, please click [HERE](#). Position is open until filled.

SUPERVISING MECHANICAL ENGINEER

Facilities Services Division, \$84,900 - \$105,400, A Basis. For information and application procedures, please click [HERE](#). Position is open until filled.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT</i> MST 38G, B Basis	Division of Special Education, ESC East	Sharyn Howell , Executive Director, 213.241.6701	5:00 p.m. Friday February 21, 2014
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 38G, B Basis	Harbor Teacher Preparation Academy, ESC South	Veronica Aragon , Instructional Director, 310.354.3400	5:00 p.m. Wednesday February 26, 2014
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Nobel Charter School, ESC North	Angela Hewlett Bloch , Instructional Director, 818.654.3600 or angela.hewlett@lausd.net	5:00 p.m. Thursday February 27, 2014