

UPDATE

www.aala.us

Week of March 3, 2014

BARGAINING BULLETIN INTEREST-BASED BARGAINING

On Monday, February 24, 2014, the District and AALA’s certificated bargaining teams completed the joint training in interest-based bargaining which started last October (see *Update*, Week of October 24, 2013). District participants included the Chief Labor Negotiator and staff from the Office of Labor Relations, Human Resources, Talent Management, ITD and Fiscal Services. The Superintendent stopped by briefly to greet participants.

The training was facilitated this time by **Irma Tyler-Wood** and **Maria Choi Fernandopulle** from Ki ThoughtBridge, who are both experts in the field and regularly conduct such training in educational, corporate and political settings throughout the country. As mentioned in October, Ms. Tyler-Wood studied with **Roger Fisher**, Harvard law professor and founder of the Harvard Negotiation Project.

Now retired, Professor Fisher developed interest-based bargaining along with colleagues after years of teaching negotiation and conflict management strategies based on his real-world experiences in the Middle East and other challenging domestic and international settings. He, **William Ury** and **Bruce Patton** wrote the bestseller *Getting to YES, Negotiating Agreement Without Giving In* in 1981, and it is still in print. Since then, Fisher and his colleagues have written many other scholarly articles, books and publications which continue to be used around the world.

The recent AALA-LAUSD training focused, in part, on the Seven Elements model (©Ki ThoughtBridge) for conducting the negotiation. In essence, the model is based on the idea that before getting to substance, teams must attend to the processes of clear two-way communication and building constructive relationships. Use of these processes enables teams to build trust, which is essential to implementation of interest-based bargaining. Both teams may then identify their common interests, brainstorm a variety of options to meet the needs of both sides and consider “legitimacy,” or what is justifiable and appropriate. Only at this point do the teams decide to commit to an agreement or independently determine their Best Alternative to a Negotiated Agreement (BATNA), which may entail walking away.

To integrate all we learned during several days of training, we practiced using the model by working on *Phase IV of the School Leader Growth and Development Cycle (SLGDC), 2014-2015*, a real issue that AALA and the District teams actually plan to negotiate in the coming months. All in all, the AALA team appreciated the opportunity to learn with District colleagues. We identified many areas of shared interest and sincerely look forward to upcoming negotiations with the District. We will keep you apprised of our progress via *Update*.

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AAALA's INITIAL BARGAINING PROPOSALS

On February 20, 2014, **Dr. Judith Perez**, AALA President, submitted Initial Bargaining Proposals for certificated successor agreement negotiations to LAUSD Superintendent **John Deasy** and Board President **Richard Vladovic**. The current AALA contract covers 2011 through 2014. The proposals are expected to go to the Board of Education on March 4, 2014. Once they are approved, negotiations will be scheduled. The proposals are deliberately general to allow for full discussion at the bargaining table. Following are the proposals:

Improved Safety, Security and Instructional Support

1. Revise current administrative ratios at school sites.
2. Eliminate temporary status for Instructional Specialists.

Timely Procedure to Regularize 4213 and 4214 Appointments

1. Procedures to ensure that such appointments are regularized in a consistent and timely manner.

Placement in Basis Consistent with Responsibilities and Clarification of Responsibilities

1. Assignment of administrators to appropriate Basis commensurate with their responsibilities and confirmation of specific duties and responsibilities, which fall under the purview of administrators.
2. Restoration of work year and commensurate salary for previously reduced administrative positions.

Economic

1. Improvement of compensation package, salary schedules and working conditions.
2. Expansion of Master Salary Schedule and additional career increments to effect equity with other bargaining unit(s).

Term of Agreement: AALA proposes a one (1) year Agreement effective July 1, 2014.

Associated Administrators of Los Angeles reserves the right to add to, modify, delete or revise the foregoing, and submit additional proposals.

UNIT J NEGOTIATIONS

The collective bargaining agreement for Unit J, AALA's classified unit, covers the years 2012 through 2015 so its bargaining team will work on a successor agreement next year. This year, the Unit J team plans to negotiate salary. Members will discuss other potential contracted items to consider reopening this year during their caucus at the Representative Assembly meeting on March 13, 2014.

HEALTH BENEFITS FAQ

TOPIC: HEALTH BENEFITS AND MEDICARE FOR RETIREES—PART ONE

Of the many weekly phone calls AALA receives, Medicare enrollment continues to be a major member concern. In this issue of *Update*, we provide a basic overview of Medicare and will follow up with additional Medicare information in next week's issue.

Why is Medicare enrollment required for retirees to keep their District health benefits?

Medicare is the national health insurance program for retirees who are age 65 or older. The District pays lower premiums for Medicare retirees compared to those for active employees and retirees under age 65.

- Retirees are required to enroll in Medicare Part A (hospital care) and Medicare Part B (physician services and outpatient hospital care) at age 65 to retain their District paid health benefits.
- District retirees **must not** enroll in Medicare Part D (prescriptions). Premium costs for prescription coverage are covered as part of your District-paid health benefits.

How and when should I enroll in Medicare?

The initial enrollment period is seven months — from three months before the month of your 65th birthday to three months after your birthday. Plan to enroll before your 65th birthday to ensure that your coverage will begin when you turn 65. You may enroll in several ways—online, by phone or by going to your nearest Social Security Administration office. If you miss the initial enrollment window, you will need to wait and enroll during Open Enrollment, between January 1 and March 31 of each year. Late enrollment will have an adverse effect on your medical coverage.

Are there premium costs related to Medicare?

- Yes, **all** Medicare retirees pay an income-based Medicare Part B premium. For 2014, the basic premium is \$104.90 a month for gross incomes up to \$85,000, increasing for higher income levels. District retirees are often surprised by the Medicare Part B payment requirement since they have never paid any premiums for their medical coverage.
- Medicare Part A may be premium free, based on whether the retiree or spouse paid 40 quarters of social security and/or Medicare taxes.

What plans are available for Medicare retirees?

The District's Medicare retirees may enroll in two types of plans—Medicare Advantage plans or Anthem's Exclusive Provider Organization (EPO) plan. The three Medicare Advantage plans are HMO plans and include Kaiser Senior Advantage, Seniority Plus (HealthNet) and UnitedHealthCare® Group Medicare Advantage HMO. Anthem EPO plan subscribers select doctors and medical facilities within Anthem's provider network. All plans include prescription coverage.

How does Medicare interact with the District's plans?

District and Medicare benefits work together to provide medical coverage for retirees.

- Medicare Advantage plans provide comprehensive medical, hospital and prescription coverage with low copays and deductibles. There is no separate accounting of Medicare covered services and payments.
- The Anthem EPO plan first uses the Medicare payment to cover 80% of approved medical costs and then pays the 20% not covered by Medicare. Anthem bills Medicare for each separate medical service.

For additional enrollment information, call Medicare at 1.800.MEDICARE (1.800.633.4227) or visit the Medicare website at www.medicare.gov.

CORRECTION – HEALTH BENEFITS FAQ

The FAQ on Flexible Spending Accounts (*Update* February 24, 2014) had an incorrect link to IRS Publication 502 on eligible and ineligible expenses. The correct links are:

- Health FSA: <http://www.irs.gov/pub/irs-pdf/p502.pdf>
- Dependent Care FSA: <http://www.irs.gov/pub/irs-pdf/p503.pdf>

Eligible medical expenses are listed on the ADP claim form: [2014 Health care FSA claim form](#).

For additional publications and forms: <http://benefits.lausd.net/related-publications-and-forms-1>.

THE STATUS OF ADULT EDUCATION IN LAUSD

There are currently more than 14,000 adults and concurrent students on waiting lists for classes in the Division of Adult and Career Education. However, there are only ten Adult Education Service Areas presently open to serve the LAUSD of 710 square miles and 27 cities. Not long ago, there were 39 Community Adult Schools, some of which—in addition to three or four major campuses—had more than 30 classes in community locations such as elementary and middle schools. Churches and many community-based/nongovernmental organizations also opened their doors for adult education classes. Due to budget reduction, most of those classes and community collaborations are now history. Consequently, addressing the need for adult education in LAUSD is not simply a matter of securing ongoing funding, but of planning for the expansion of current services. AALA continues to advocate for the restoration of adult schools and additional classes to serve the needs of both adults and high school students.

WARNING TO PARENTS

The California Department of Education recently issued a warning about a possible telemarketing scam targeting families. The department has received inquiries from parents asking whether education officials are calling homes with offers related to the PSAT. The PSAT is a practice SAT test that is offered by the College Board exclusively and can only be administered through high schools.

Callers ask for personal information, including credit card numbers. The Caller ID shows the calls coming from the State of California or from the main telephone line of the Department of Education. However, officials issued a news release stating that these calls are not from the Department of Education. “We’re just very concerned that parents are revealing personal information about their families, and we want them to know the calls are not coming from us,” said department spokeswoman **Tina Jung**. Police have been notified of the potential scam. Anyone who receives a call about the PSAT should not answer any questions and can [file a complaint](#) with the Federal Trade Commission.

LAUSD TENTATIVE 2014-2015 BASIS DATES

E Basis: July 17, 2014, to June 22, 2015

B Basis: July 28, 2014, to June 12, 2015

C Basis: August 11, 2014, to June 5, 2015

BUDGET DEVELOPMENT TIMELINE FOR FISCAL YEAR 2014-2015

The tentative budget timeline for 2014-2015 has been established. The Schools Front End is scheduled to open on March 17, 2014, and close on April 11, 2014. Notification letters will be released on March 15, 2014, and the Program and Budget Handbook will be available the week of March 3, 2014. Retired principal **Heather Daims** is available to assist administrators with the budget development process. She may be reached at hgdaims@gmail.com. Principals are reminded of the checklist sent from **Michelle King**, Senior Deputy Superintendent, School Operations, of the following items that should be brought to the school's budget session:

- Signed Signature Forms for each program
- Assurances and Justifications, Single Plan Pages and/or Updates to the Single Plan, if necessary
- Signed Employee Roster Letter
- Budget adjustments for funding positions with carryover funds, grants and restricted items
- Resignation forms for TA positions, as applicable
- Approval from Personnel Commission to close Financial Manager, School Administrative Assistant or Office Tech positions, as needed
- Itinerant Letters to fund Support Services
- Alternate Staffing Pattern form if closing APSCS position
- Request for Personnel Action (RPA) for new, temporary and modified positions
- Request for Change of Assignment forms
- Toshiba Copier contract funding

CALSTRS SERVICE CREDIT

December issues of *Update* contained articles about a change that affects CalSTRS members. Some AALA members have received notification from the District that, based on the new CalSTRS direction, their position may not be eligible for CalSTRS creditable service. The communication also had a *Retirement Election* form attached that the affected employee was asked to complete and return. AALA has received additional information from Human Resources about this change. Apparently, CalSTRS has identified some positions as not academic and not eligible for certificated service credit, e.g., administrators in HR and ITD, among others (refer to California Education Code 22119.5 for definition of creditable service). **Certificated employees currently working in a position that does not meet the CalSTRS definition of creditable service may elect to receive CalSTRS service credit toward their retirement.** There is a form that these employees can complete to ensure that they continue to receive STRS service credit in their current positions. It does not affect salary or position, but indicates that they wish to remain CalSTRS members while in a position that STRS now considers as classified. Below are links to three important documents related to this issue and the links are also posted on the AALA website, www.aala.us. AALA members are encouraged to review this information and to contact HR at 213.241.6131 to verify if their jobs require an election form.

- [CalSTRS Circular—Positions not Eligible for Creditable Service](#)
- [CalSTRS Retirement Election Form](#)
- [Retirement/CalSTRS Contact Numbers](#)

CONGRATULATIONS!

This is a week for many congratulations! First, AALA congratulates **Doris Dillard**, our newly assigned Field Representative. She joins Dr. **Mike O’Sullivan**, **Sylvia Perea**, **Mike Perez** and **Steve Quon** in representing certificated members who have been called to a conference and providing support where needed.

We congratulate **Vivian Ekchian** for being named LAUSD’s Chief Labor Negotiator. We look forward to working collaboratively with her in her new role and maintaining our positive relationship with the District’s bargaining team so we may negotiate effectively on behalf of AALA members.

We congratulate **Justo Avila** for his appointment as Interim Chief Human Resources Officer and **Debbie Ignagni**, Interim Deputy Chief Human Resources Officer. Both provide outstanding service to District employees, and we are pleased to continue working with them.

SAVE THE DATE! – AALA SPRING ALUMNI LUNCHEON

The AALA Spring Alumni Luncheon will be held on Thursday, March 27, 2014, at Taix French Restaurant. The cost is \$32.00 per person and includes a buffet luncheon and parking. We ask that you return your check by March 24, 2014, to AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles 90026. The guest speaker is **Dr. George J. McKenna III**.

BEFORE YOU PURCHASE NEW TEXTBOOKS...

Researchers from the University of Southern California and Michigan State University have found that claims from publishers that their materials are aligned to the Common Core State Standards (CCSS) are generally not true. **Dr. Morgan Polikoff** (USC) and **Dr. William Schmidt** (MSU) conducted reviews of the 40-50 textbooks that cover first through ninth grades and are used by 60 percent of the U.S. students and found that they were *only modestly aligned to the common core...and systematically failed to reach the higher levels of cognitive demand* that the CCSS call for. Most of the books failed to cover between 10 and 15 percent of the standards and were very similar to the pre-CCSS versions. They advise schools and districts to verify any claims of common-core alignment. The researchers say they are in the early stages of researching digital materials but found that they hold a great deal of promise. They shared their findings at a seminar hosted by the Education Writers Association.

The necessary revisions to textbooks that the CCSS require are expensive and difficult and something publishers generally do not want to go through, so they have made some general modifications to their existing materials. Schmidt and Polikoff say that they hope that materials that have been created since the implementation of CCSS will be better, but have no systematic research as yet. The real concern is that teachers tend to teach what is in textbooks and if the material is not aligned to CCSS, students will suffer. Dr. Schmidt said, “Don’t spend your money until [instructional materials] arrive that actually fully line up,” with the new standards.

OCR LOOKING AT TEACHER ASSIGNMENTS

The No Child Left Behind Act mandated that states have plans to ensure that their teachers were “highly qualified” and that poor and minority students were not taught by unqualified teachers at higher rates than their peers. Federal officials haven’t required those plans to be updated in years. However, the provision about unqualified teachers is starting to get more attention, particularly in California, due to the Students Matter lawsuit that is currently being heard in Los Angeles. That lawsuit, filed on behalf of nine students, alleges that five California laws related to teacher tenure and dismissal deprive students of their right to a quality education. Recently, the **Obama** administration announced an ambitious plan to address the inequitable distribution of the nation’s best teachers. The 50-state strategy will be a combination of new rules, plans and guidelines that will force states into making sure that poor and minority students do not have higher rates of unqualified or ineffective teachers.

Deborah Delisle, Assistant Secretary for Elementary and Secondary Education, admitted in a news conference that it would be quite complex to evaluate all of the states because there are so many differing laws affecting teacher hiring and placement. In addition, inequitable distribution can take many forms—between schools, between districts or within a single school. Another evolving factor is that teacher effectiveness, once judged by qualifications, is now focusing more on student growth and achievement.

The Department of Education is considering using the power of its Office for Civil Rights (OCR), state teacher-equity plans (fewer than half the states have them) and perhaps new rules for NCLB waivers. However, it does not want to be too prescriptive. The NEA wants the federal agency to help states and districts gather the data to identify where problems exist, but is also concerned with what it will do with the data. Currently, data on teacher experience, out-of-field teaching and absenteeism is being collected. The OCR plans to begin collecting data on teacher turnover in 2015-16. Officials patently dismiss the reasons for inequities, saying they are against the law and must be corrected.

ACSA SOCIAL

On Thursday, March 20, 2014, the Association of California School Administrators (ACSA) is presenting the 2014 ACSA Region XVI Social, from 5:00 p.m. - 7:00 p.m., (new member orientation starts at 4:30 p.m.), at the University Club/Orange Grove Bistro (Lamb's Lounge), California State University, Northridge, 18111 Nordhoff Street, Northridge, CA 91330-8271. The featured speakers are: **Tamar Galatzan**, School Board Member; **Byron Maltez**, ESC North Instructional Area Superintendent (Interim); **Dr. Tommy Chang**, ISIC Instructional Area Superintendent; and **Wes Smith**, Executive Director, Association of California School Administrators. There will also be an opportunity to meet with representatives of California State Legislators such as **Jessica Golly**, Director for State Senator **Ted Lieu**, and **Abigail Marquez**, Deputy for **Thelma Melendez**, Education Advisor to Los Angeles Mayor **Eric Garcetti**. Join us so that you can share stories of your school and hear the news from Sacramento. Admission is free and refreshments will be served. Current ACSA members and anyone interested in joining ACSA are welcome. Parking is available in Lot G1 on the corner of Nordhoff and Zelzah. Please RSVP by March 19, 2014, to **Brian Sida** at 818.609.2522 or e-mail him at bsida@lausd.net.

CALENDAR

EVENT	DATE	CONTACT
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
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 AALA Headquarters – 3 rd floor conference room	March 13, 2014 8:00 a.m.	Dr. Lilia 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
Curriculum and Assessment Workshop at RFK Schools	March 17, 2014 4:30 p.m. – 7:00 p.m.	213.241.8700 or looc@lausd.net
Supporting Beginning Teachers Workshop at 52nd St. Delta Center, Room A	March 20, 2014 8:00 a.m. – 12:00 p.m.	Register at: https://lz.lausd.net/lz/index.jsp
Supporting Beginning Teachers Workshop at 52nd St. Delta Center, Room A	March 20, 2014 1:00 p.m. – 5:00 p.m.	Register at: https://lz.lausd.net/lz/index.jsp

AAPA PROFESSIONAL LEARNING CONFERENCE

AAPA is presenting its professional learning conference on Saturday, March 15, 2014, from 7:30 a.m. – 12:15 p.m., at Gratts Elementary School. In addition to the guest speaker, Dr. **Tommy Chang**, four key workshops will be offered: (1) Resume Building and Interview Skills; (2) Are All Dollars Green? (budgeting); (3) Avoiding the Pitfalls of Administration; and (4) School Data Tool: Getting Started with Google Forms (questionnaire and survey tools). The cost is \$25 for members and \$50 for nonmembers. Please register at: www.bit.ly/AAPALC.

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 with **Dr. Teresa Marquez-Lopez** and **Elisabeth Douglass** to learn about the Preliminary Administrative Services Credential (PASC) program and Master of Arts in Collaborative Educational Leadership designed specifically for LAUSD educators. Information sessions will be held at the San Antonio Winery in Los Angeles. To view flyer click [HERE](#) or for more information, please contact Dr. Teresa Marquez-Lopez, Associate Dean, at 951.288.9849 or e-mail teresaml@fielding.edu.

INFORMATION SESSION
Tuesday, March 4, 2014, 4:00 p.m.

San Antonio Winery
737 Lamar Street
Los Angeles, CA 90031
323.223.1401

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

INSTRUCTIONAL THEME SPECIALIST

Irving Magnet Middle School, ESC East, MST 39G, Temporary Adviser, B Basis. For information and application procedures, please contact **Kirk Roskam**, Principal, at 323.259.3700. [Application deadline is 4:30 p.m., Monday, March 10, 2014.](#)

POSITIONS AVAILABLE (Cont.)

INSTRUCTIONAL THEME SPECIALIST

Orville Wright STEAM Magnet Middle School, ESC West, MST 39G, Temporary Adviser, B Basis. For information and application procedures, please contact **LaVerne Brunt**, Instructional Director, at 310.914.2104 or lhb2304@lausd.net. Application deadline is 5:00 p.m., Friday, March 14, 2014.

CLASSIFIED

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.

MECHANICAL ENGINEER

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

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>TEACHING AND LEARNING COORDINATOR, ESC MST 41G, E Basis</i>	Talent Management Division	Please visit http://teachinla.com/admin/vacancies/	5:00 p.m. Wednesday March 5, 2014
<i>INSTRUCTIONAL SPECIALIST MST 41G, B Basis</i>	Washington Preparatory HS, ISIC	Dina Sim , CCSS Director, 213.241.0100 or dina.sim@lausd.net	5:00 p.m. Friday March 7, 2014