

UPDATE

www.aala.us

Week of September 22, 2014

KUDOS TO SCHOOL STAFFS FOR KEEPING IT TOGETHER!

This school year's opening has been one of the worst in history for school staffs. Not since the 1994 Northridge earthquake has the normal, day-to-day, operation of the school been so challenged. That natural disaster brought school closures, damaged buildings, power outages, loss of water, broken equipment, high student and staff absences and general turmoil throughout most of the LAUSD. But the MiSiS crisis has been far worse, in that it was not caused by forces beyond our control, like Mother Nature, but by our own District. With the unfortunate decision to move swiftly, caution was thrown to the wind and pleas by those in the field to delay implementation were ignored. Secondary students began school with their schedules in disarray and both elementary and secondary schools were unable to get required reports, teachers could not access student information for assignment purposes and enrollment had to be counted by hand.

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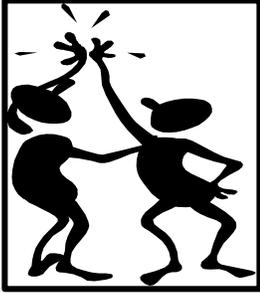
“This was one of the hardest school openings ever because of MiSiS!” Comments like this from administrators in e-mails and calls bombarded the AALA office during the first weeks of school. Nevertheless, staff members held their schools together by working long hours, evenings and weekends, and tenaciously made sure students were safe and campuses were orderly. AALA commends our members and other employees for working hard during this crisis. Students were eventually situated in the correct classes and the ITD team is working feverishly to get the system to accurately reflect information and provide administrators with the reports they need.



While the media pummels the District about the escalating iPad scandal, administrators and other staff are losing confidence in its leadership. This entire opening fiasco could have been avoided if the District had not rushed to roll out MiSiS in July 2014, when it had originally been scheduled for 2015. AALA members tried for two years to work with senior leadership and share their concrete concerns about the start date and the enhancements that were needed prior to the roll out. To its credit, the ITD team did make fixes here and there, but just did not have enough time

to work out all of the bugs that any new software will contain. Time and time again, we said MiSiS was not ready for prime time and asked for a delay in order for some of the key pieces needed at the schools to be included. Why did no one at Beaudry listen to those in the field? Was it hubris, job protection, public relations, politics? What caused this insensitivity and blatant disregard for the school site?

KUDOS (Cont.)



LAUSD has now become the national example of how not to provide technology to students and how not to activate a comprehensive student information system. The Board and Superintendent are being attacked in the media. Senior staff is on the defensive and a cloud is hovering over Beaudry. Yet, school administrators and staff persevere. Teachers are teaching, campuses are safe, students are engaged, support staff is steadfast and administrators remain committed. AALA and all other school staff members should be acknowledged, applauded and appreciated for making it through this chaotic opening and providing stability for students.

WE GET LETTERS

AALA thanks the secondary administrator, who wishes to remain anonymous, for submitting this letter. The opinions expressed are those of the author.

In reference to your 09/15/2014 article: *WHO WILL BE HELD ACCOUNTABLE?*

It is very convenient that Chief Information Officer Ronald Chandler and Chief Strategy Officer Matt Hill are willing to fall on their swords and take responsibility for the MiSiS CRiSiS. And very interesting that Superintendent John Deasy attempts to duck blame for the fiasco, stating “This is not my area of expertise.”

News Flash: Superintendent Deasy came to LAUSD from the Bill and Melinda Gates Foundation.

News Flash: Microsoft is the vendor for MiSiS.

News Flash: This is not the first instance of questionable financial shenanigans involving a proposed billion dollars being siphoned from the LAUSD treasury into the coffers of a major technology firm.

For the record:

- Student programming in ISIS was not implemented for years because of valid concerns around functionality requirements insisted upon by LAUSD veterans. But when it came to MiSiS, Deasy and his minions cared little about functionality requirements. We were told by the Beaudry Ivory Tower to just do it.
- Superintendent Deasy has done his best to privatize education by supporting charter schools (as does the Gates Foundation).
- Superintendent Deasy has worked hard at directing public funds to private industry, especially the technology sector.
- Superintendent Deasy will be well taken care of after he floats away from LAUSD with his golden parachute.

The fact that MiSiS was such a mess is actually a plus for Deasy and his pro-private industry masters. After all, the glitches that need to be fixed will cost hundreds of thousands more dollars than the initial projected roll out costs of half a billion dollars. And Bill Gates does need another billion dollars. The sooner we jettison Deasy and company, the better.

HEALTH BENEFITS FAQ

TOPIC: WHAT'S "ORGANIC" ABOUT THE FOODS YOU BUY?

What are the criteria for foods to be labeled as organic?

In order for a food product to be labeled as organic, its production methods must protect natural resources and exclude methods such as genetic engineering, synthetic fertilizers, prohibited pesticides, sewage sludge and prohibited irradiation. For organic livestock, animals must have been given access to the outdoors and given 100% organic feed. They must not have ever been given antibiotics and growth hormones. Multiingredient foods must list and identify organic ingredients with an asterisk or other mark.

Are there different levels of organic? If so, what are they and how do consumers know?



Yes, there are different claims for organic. Your best bet is to look for the USDA Organic seal somewhere on the product. 100 percent organic foods, either raw or processed, display this seal indicating that all ingredients are certified organic. This also means that any processing aids, such as fruit/vegetable washes, decoloring agents and enzymes, are also organic.

Multiingredient foods that bear the USDA seal verify that at least 95% of the ingredients are certified organic. Products that display the words "**Made with organic...** (identifies up to three ingredients)" must have at least 70% organic ingredients to make this claim, but may not display the USDA organic seal.

What about labeling with claims such as All Natural?

For meat and poultry products, the USDA defines natural as not containing artificial flavors, artificial ingredients or added color and is only minimally processed. Labeling requires an explanation of what natural means, such as no artificial ingredients; minimally processed. The June 2012 issue of Consumer Reports warns consumers that the natural label tells nothing about how an animal was raised or whether it was given antibiotics.

The U.S. Food and Drug Administration (FDA) does not have a definition for natural and they haven't objected to the use of the word if the food product uses no added color, artificial flavors or synthetic substances.

I am especially concerned about antibiotics and growth hormones used in the meats I purchase. What should I look for?

The June 2012 report *Meat on Drugs* by Consumer Reports advocates reading labels carefully and then selecting products marked Organic (with USDA Organic seal) and/or No Antibiotics Administered (including its multiple variations such as raised without antibiotics).

What about the label that says "No Antibiotics* (note asterisk) with a footnote?

Consumer Reports (CR) checked one footnote that read, "As verified by 120 day affidavit." Researching this further, they learned that the animal was antibiotic free for the 4 months of feeding prior to being processed as meat. When CR questioned the USDA about the approval of this label, the USDA's response was that producers could claim No Antibiotics* if the animal was antibiotic free for 120 days.

CLASSIFIED EVALUATION PILOT PROGRAM, 2014-2015

AALA's Unit J reached agreement with the District on September 16, 2014, for our classified members to participate in this year's pilot program. Next week a Bargaining Bulletin article will provide details. The following information is geared to certificated administrators, primarily, who supervise classified employees participating in the pilot.

The Classified Growth & Development Cycle (CGDC), sponsored by LAUSD's Talent Management Division, is scaling up this year. After a small pilot in 2013-2014 of approximately 60 participants across several classifications, the District's new agreements with AALA Unit J, SEIU, Local 99 (custodial staff, cafeteria staff, teacher assistants, bus drivers, paraprofessionals, supervision aides, etc.), Unit A (School Police), Unit H (Sergeants and Lieutenants) and District-represented staff mean many more participants for this second pilot year along with opportunities to provide feedback on the cycle itself and to inform the future classified evaluation process.

SEIU, for example, has agreed to allow up to 500 members to participate, which will then involve certificated administrators throughout the District who typically evaluate these employees. Other classified bargaining units may also reach agreement to include their members in the pilot, which continues to be no-stakes and completely voluntary.

The CGDC process includes:

- Submission of a sign-up form indicating agreement of both participating employee and corresponding administrative supervisor.
- Employee self-assessment and development of a growth plan based on self-assessment results.
- Review of the employee's self-assessment and planned areas of growth by the supervisor, periodic check-ins and collection of evidence.
- Attendance at a 3-hour training session for both employee and supervisor.
- Year-end review and final assessment at the close of the school year.

Over the last two weeks, the District has held five informational meetings attended by approximately 260 employees, 150 of whom fall under the supervision of principals and assistant principals and include paraprofessionals, teacher assistants and supervision aides. Interested employees may have already shared a sign-up form with their supervisors. Unit J will have its own separate informational meetings later this month.

Administrators' valuable input will shape the final evaluation, a process that is focused on building competencies and experience for both employee and supervisor. Should potential participants have any questions or concerns, please visit the Talent Management Division's website, <http://achieve.lausd.net/TalentManagement>, or contact **Heidi Hrowal**, Program and Policy Development Advisor, at heidi.hrowal@lausd.net or 213.241.4683, or **Linda Del Cueto**, Administrator, at linda.delcueto@lausd.net or 213.241.8785.

CONFIDENTIALITY

UNIT J – ARTICLE V

4.0 Confidentiality: From the time a grievance is filed until it is finally resolved, neither the Union, nor the grievant, nor the District shall publicly disclose or discuss the grievance or evidence regarding the grievance (e.g., specific facts, positions of the parties, merits, etc.). The prohibition is not intended to restrict normal interviewing of witnesses and other necessary preparations for the hearing or internal communication by the Union or the District for the purpose of evaluating, pursuing or resolving grievances. Moreover, nothing in this provision shall prohibit the internal disclosure by either the District or the Union of the general fact that a grievance has been filed regarding a particular contractual dispute and that the parties are utilizing the grievance process in an attempt to resolve that dispute.

CERTIFICATED – ARTICLE VIII

4.0 Confidentiality: In order to encourage a professional and harmonious disposition of grievances, it is agreed that from the time a grievance is filed until it is finally resolved, neither AALA, the District, the grievant nor any person acting in connection with any of them shall make public the grievance or evidence regarding the grievance. This prohibition is not intended to restrict normal interviewing of witnesses and other necessary preparations for hearings. If the grievant or AALA violates the above confidentiality requirement, the grievance shall be dismissed with prejudice. If the District violates the above confidentiality requirement, the grievance shall be deemed sustained, subject to a hearing limited to the issue of appropriate remedy.

The above are excerpts from the classified and certificated contracts of AALA members with the District. Confidentiality in the workplace refers to the ethical obligation to not reveal information obtained through a professional relationship. Just as students and families have the right for their personal information to not be disclosed, so do employees. In this day of immediate access to information, it is critical that AALA members be aware of the confidentiality guidelines that frame interactions with all of those with whom you may come in contact.

LAUSD has multiple bulletins addressing this issue and even an Office of Ethics that may deal with confidentiality issues. For certain types of information, there are laws about how the information should be handled, designed to maintain privacy for those who must trust entities, like schools and hospitals, with their personal information. The Family Educational Rights and Privacy Act (FERPA) mandates that student information not be shared with third parties without a parent's or eligible student's consent. Violation of this law may result in criminal and civil penalties as well as penalties imposed by the school district and/or state. The Individuals with Disability Education Act (IDEA) also provides guidelines regarding confidentiality of records with regard to special education students. School counselors and health professionals also have strict guidelines regarding confidentiality.

Employees also have a right to expect confidentiality when it comes to their personal information and personnel actions. The biggest category of records that must be kept confidential is medical information. The Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA) and the Health Insurance Portability and Accountability Act (HIPAA) all have very strict rules about how employers must protect certain types of medical information. The general intent of these rules is to

CONFIDENTIALITY (Cont.)

safeguard employee privacy and prevent managers from making discriminatory workplace decisions based on an employee's disability or genetic information.

Personnel actions and records are also confidential and the number of people who can view them is limited. As such, the grievance procedure makes it very clear the harms that can come from breaking confidentiality during the process. When you call AALA for assistance or with a concern, please know that your call is confidential and will not be shared with your supervisor, even if that person is a member. If you are involved in a grievance, be sure to speak with your AALA representative if you have concerns about a breach of confidentiality.

With the widespread use of social media, it is incumbent upon employees to be circumspect with what they post, tweet, e-mail, etc. Potential employers now even do a web search as part of the interview process. In the education arena, school personnel must be careful what they say or post about students and other staff members. There have been cases of lawsuits filed against school district employees for either providing private information to a third party or for making disparaging comments in a public arena. Please know that any information transmitted using District equipment or resources is not private. We wish to advise all members that your e-mail and web-surfing activities can be routinely read and reviewed. We also wish to remind you that the District has a social media policy with which all administrators should be familiar.

REPORT ON HOMELESS STUDENTS

The number of public school students in California who are homeless is on the rise, according to a recently released report from the California Homeless Youth Project. The report, *California's Homeless Students: A Growing Population*, is a state-sponsored initiative of the California Research Bureau. The McKinney-Vento Act identifies the federal definition of "homeless children and youth" as any who lack a "fixed, regular and adequate nighttime residence." It includes those whose families are sharing a residence or living in a motel, campground, trailer park or public shelter due to economic hardship, as well as, living in an area that is not typically used for nighttime residence such as parks or cars. There were more than 270,000 students classified as homeless in the country and with 4 percent, California has the highest percentage of any state and more than double the nation. Los Angeles County has more than 60,000 homeless youth, with LAUSD counting for nearly 16,000, followed by Santa Ana Unified. San Bernardino County had the highest percentage of homeless children enrolled in its school districts. Surprisingly, a number of rural counties were high on the list with the percentage of homeless enrollment: Trinity County (Northern California, population 13,000) was highest at 13.3 percent; followed by Santa Barbara County at 10.9 percent and Sierra County (Sierra Nevada, population 3,000) at 9.4 percent.

More than half of these students are in prekindergarten through 5th grade and 86 percent are living with friends or relatives. Despite what can be an uncomfortable situation due to the number of people residing in the home, many families fear that going to a shelter may result in the family being split up. The increase in numbers (8 percent between 2012 and 2013) can be attributed to the economic recession and escalating housing prices, in addition to more accurate data reporting. The number of California school districts that reported that they had no homeless youth in 2013 is 15 percent, compared to 40 percent in 2006. The report also found that while many homeless students do well academically, "school is their primary safety net...and they are in need of academic, emotional and health care support." School

HOMELESS (Cont.)

districts are asked to specifically identify their homeless students in their Local Control and Accountability Plans (LCAP) when detailing how new funding will be expended. LAUSD did not list these students as a separate group (like EL, low-income, foster youth) whose progress it would track. In fact, only one of the districts with the highest numbers of homeless students, Long Beach, did so. The report noted, “While homeless students are categorically considered low-income, they are not explicitly identified as targeted students in the LCFE and are not included in the LCAP template used across the state. As a result...schools are not likely to address their unique needs. Increasing the academic achievement of homeless students requires that LEAs focus on those students’ attendance and success. Including homeless students specifically in LCAPs is the only way to ensure such focus.”

The data, by state, county, school and legislative district can be found at www.kidsdata.org.

CALENDAR

EVENT	DATE	CONTACT
EPO Meeting at Pickwick Gardens <i>(Required)</i>	September 19, 2014 7:30 a.m.	Jose Rodriguez , 323.225.9574 or jmr7481@lausd.net
Fundraising Event for Bennett Kayser hosted by Emily & Stuart Magruder	September 19, 2014 6:00 p.m. – 7:30 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
Fundraising Event for George McKenna at Taix French Restaurant	September 23, 2014 4:30 p.m. – 7:00 p.m.	Tresa McCoy , 310. 487.6954 or tresa.mccoy24@gmail.com
CalPERS Webinar: <i>Your Retirement Options & Online Application</i>	September 24, 2014 10:30 a.m. – 11:30 a.m.	www.calpers.ca.gov
Fundraising Event for Bennett Kayser at Taix French Restaurant	September 24, 2014 7:00 p.m. – 9:00 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
Unassigned Day	September 25, 2014	
OEECA Meeting at Lakeshore Learning Store in Carson	September 25, 2014 12:00 p.m.	Deborah Aguet , 310.325.3344 or dja5453@lausd.net
Fundraising Event for Bennett Kayser hosted by UTLA Adult Education Committee	September 28, 2014 5:30 p.m. – 7:30 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
Fundraising Event for Bennett Kayser at Acapulco Mexican Restaurant in Glendale	September 29, 2014 4:00 p.m. – 6:00 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
SHSPO Meeting Location TBD	October 1, 2014 7:30 a.m.	Luis Rodriguez , 818.673.1300 or luis.x.rodriguez@lausd.net
MSPO Meeting Location TBD	October 1, 2014 7:30 a.m.	
AAPA Professional Development at ESC East	October 1, 2014 5:30 p.m. - 6:30 p.m. 6:45 p.m. - 7:45 p.m.	Register at http://bit.ly/AAPA-BrownBagPD

EVENT	DATE	CONTACT
PSO Meeting at Horace Mann MS <i>(Required)</i>	October 8, 2014	Jose Navarro , 818.838.3916 or jose.l.navarro@lasud.net
AALA Representative Assembly Meeting	October 9, 2014 4:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us
CalPERS Webinar: Family Status Changes	October 29, 2014 11:00 a.m. - 11:30 a.m.	www.calpers.ca.gov
AAPA Professional Development at PCSB	October 29, 2014 5:30 p.m. - 6:30 p.m. 6:45 p.m. - 7:45 p.m.	Daniel Kim , daniel.kim@lausd.net
Gifted/Talented Institute at the Pasadena Convention Center	November 1, 2014 8:00 a.m. – 12:30 p.m.	Gifted/Talented Programs Office, 213.241.6500 or www.giftedchildrenla.org
AALA Executive Board Meeting	November 3, 2013 4:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us

LONG-TERM CARE INSURANCE SERVICES, INC.

AALA members may enroll in a group long-term care insurance plan. Those who have been members of AALA fewer than 31 days are guaranteed enrollment into the program with no health questions asked. Other AALA active members, retirees, spouses and family members are also eligible to enroll; however, a health application must be completed. Long-term care is a consideration when financially planning for retirement and the age when applying, determines the rate. To receive more information or a free, no obligation enrollment packet with rates, please call Specialists in Long Term Care Insurance Services, Inc., at 1.800.764.6585 or e-mail info@siltc.com.

ADVERTISE IN UPDATE

Individuals, businesses or organizations that wish to communicate with AALA members may do so by placing an ad/announcement in the *Update*. All ads/announcements must receive the approval of **Dr. Judith Perez**, AALA President, and be deemed appropriate for members. The price to run an ad is \$80-\$100 for one week; \$150-\$180 for two weeks; and \$195-\$240 for three weeks, depending on the size. Fees for ads are payable to Friends of AALA and help support our scholarship and awards programs.

SEE NEXT PAGE FOR POSITIONS

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://www.lausdjobs.org> (classified) or http://teachinla.com/admin_vacancies/ (certificated). 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, SCHOOL-BASED

PRINCIPAL, ELEMENTARY

Cheremoya Avenue Elementary School, ESC West, MST 40G, E Basis. For information and application procedures, please contact **Autri Streeck**, Instructional Director, at 310.914.2100 or autri.streeck@lausd.net. Application deadline is 5:00 p.m., Friday, September 26, 2014.

INSTRUCTIONAL SPECIALIST

Horace Mann Middle School, Division of Special Education, MST 39G, Temporary Adviser, B Basis. For information and application procedures, please contact **Marco Tolj**, Administrative Coordinator, at 213.241.6701. Application deadline is 5:00 p.m., Tuesday, September 30, 2014.

CERTIFICATED, NON-SCHOOL-BASED

TEACHING AND LEARNING OBSERVER

Administrator Development Branch, MST 37G, Temporary Adviser, E Basis. For information and application procedures, please contact **Michele Shannon**, Senior Director, at 213.241.6608 or admindevelopment@lausd.net. Application deadline is 5:00 p.m., Friday, September 26, 2014.

CLASSIFIED

DEPUTY DIRECTOR OF FACILITIES LEGISLATION, GRANTS AND FUNDING

Facilities Services Division, \$94,100 - \$116,500, A Basis. For information and application procedures, please click [HERE](#). Application deadline is 5:00 p.m., Friday, September 26, 2014.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, OPERATIONS SUPPORT SERVICES</i> MST 43G, E Basis	ISIC	http://teachinla.com/admin_vacancies/	5:00 p.m. Friday September 19, 2014
<i>INSTRUCTIONAL SPECIALIST, ELEMENTARY</i> MST 38G, B Basis	Barrett and 96 th Street ES, ESC South	Christopher Downing , Instructional Director, 310.354.3400	5:00 p.m. Friday September 19, 2014

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Albion ES, ESC East	Julie Gonzalez , Instructional Director, 323.224.3100 or Julie.gonzalez@lausd.net	<u>EXTENDED</u> 5:00 p.m. Monday September 22, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Quincy Jones ES, ESC East	Celia Ripke , Instructional Director, 323.224.3100	5:00 p.m. Tuesday September 23, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 42G, E Basis	Leland Street ES, ESC South	Gina Ellis , Elementary Instructional Director, 310.354.3400	5:00 p.m. Wednesday September 24, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Calahan Comm. Charter School, ESC North	Mary Campbell , Instructional Director, 818.654.3600	<u>EXTENDED</u> 5:00 p.m. Wednesday September 24, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 41G, B Basis	Hamilton HS, ESC West	Jaime Morales , Instructional Director, 310.914.2113	5:00 p.m. Wednesday September 24, 2014
<i>PRINCIPAL, OPPORTUNITY</i> <i>HIGH SCHOOL</i> MST 42G, E Basis	Central High and Tri-C Community Day Schools, Educational Options Program	http://teachinla.com/admin _vacancies/	5:00 p.m. Friday September 26, 2014
<i>COORDINATOR, K-12</i> <i>ENGLISH LEARNER</i> <i>INSTRUCTION</i> MST 41G, E Basis	OCISS, vacancy in ESC South	http://teachinla.com/admin _vacancies/	<u>EXTENDED</u> 5:00 p.m. Thursday October 2, 2014
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DEPUTY DIRECTOR,</i> <i>FACILITIES MAINTENANCE &</i> <i>OPERATIONS</i> \$128,900 - \$160,600, A Basis	Facilities Services Division	Click HERE	Tuesday, September 23, 2014
<i>ASSISTANT DIRECTOR, LABOR</i> <i>RELATIONS</i> \$108,900 - \$135,700, A Basis	Office of Labor Relations	Click HERE	Tuesday, September 23, 2014
<i>COMPLEX PROJECT</i> <i>MANAGER</i> \$85,200 - \$105,700, A Basis	Facilities Services Division	Click HERE	Tuesday, September 23, 2014
<i>DIRECTOR, FACILITIES</i> <i>TECHNOLOGY SERVICES</i> \$106,200 - \$131,500, A Basis	Facilities Services Division	Click HERE	Until Filled