



Los Angeles Unified School District

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January 20, 2015

Dr. Judith Perez, President
Associated Administrators of Los Angeles
1910 W. Sunset Blvd., Suite 850
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RE: Consolidation of AP and Instructional Specialist Classifications

This is to confirm that, after careful deliberation, and based on the underlying mutual agreement that incumbents in the two above-captioned classifications perform similar duties and responsibilities, and are frequently used interchangeably at work sites, the District and AALA have reached a mutual understanding and agreement that the classifications of Assistant Principal and Instructional Specialist are to be merged and consolidated into the classification of Assistant Principal, Secondary or Assistant Principal, Elementary, subject to the following:

Consolidation/Mergers and Seniority Dates:

1. The classifications of Assistant Principal, Secondary Counseling Services or Assistant Principal, Elementary Instructional Specialist are to remain separate, and are not included in this consolidation agreement.
2. As of July 1, 2015, the consolidation and merger shall be deemed completed and the classification of Instructional Specialist will no longer be available for schools to budget. All current Instructional Specialists with continuing assignments will become Assistant Principals, though their status (Regular vs. Provisional) will be determined as set forth below.
3. The seniority dates of Assistant Principals (both current and with return rights to an Assistant Principal Secondary or Assistant Principal Elementary classification) shall be maintained and unaffected by the consolidation/merger.
4. The seniority dates of current Instructional Specialists are to be determined by the effective date of their current regular continuous assignment in that classification.
 - a. Those who have successfully completed three (3) consecutive years or more of Instructional Specialist service (with satisfactory performance evaluations) in that classification will be reassigned as an Assistant Principal in Regular status (R1) effective July 1, 2015, carrying over their Instructional Specialist seniority date. Regular status (R1) will be attained through the Affirmative Decision Process.
 - b. Those who have successfully completed less than three (3) consecutive years in the Instructional Specialist classification will be assigned to Assistant Principal

positions in Provisional status (V1) effective July 1, 2015. Upon successfully completing three (3) consecutive years of combined Instructional Specialist and Assistant Principal service (with positive performance evaluations) they will attain Regular status (R1) through the Affirmative Decision Process. A year of service for this purpose is defined as a minimum of 130 paid days within a school year.

Displacements:

Displacements of APs may occur at school sites or District offices. In the event of a District action reducing positions at a school site, the incumbent AP at that site with the most recent seniority date is to be displaced and placed on a Reemployment List (see below); however, the District may deviate from that seniority-based displacement order when the school has a specific and special need to retain the affected employee's services when that employee has special skills or training (e.g., bilingual skills or training/experience with the school's master schedule) needed at the school site and not possessed by others at the site with higher seniority. In that case the incumbent AP with the next most recent date is to be displaced and placed on the Reemployment List.

In the event of a District action reducing positions at a District office, a displaced employee with return rights to the AP Classification will be placed on a Reemployment List, subject to the same exemption based upon special skills or training.

Reemployment Lists:

Displaced employees are to be placed on an AP Reemployment List by seniority in the classification. When other sites or offices are selecting from that List, vacancies are to be filled from among the top 50% of employees (in terms of seniority dates) on the Reemployment List, up to a maximum of 35, whichever is the lesser. Such List participation rights (and return rights) expire after 39 months, unless the District and AALA (in their respective discretions) mutually consent to an extension of up to one calendar year.

Future Budget Development Processes:

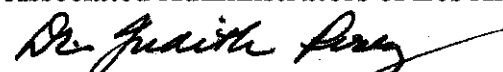
During Budget Development by the Board of Education for the 2015-16 and future years, normed positions will no longer (due to the above consolidation/merger) include Instructional Specialists, and will instead consist entirely of Assistant Principal positions.

Assuming that the above accurately describes the parties' intentions on these matters, please so indicate by signature below. Thank you for your cooperation and leadership on this matter.



Vivian Ekchian
Chief Labor Negotiator

IT IS SO AGREED,
Associated Administrators of Los Angeles



by Dr. Judith Perez, President

1-20-2015

Date