

UPDATE

www.aala.us

Week of February 16, 2015

REPRESENTATIVE ASSEMBLY HIGHLIGHTS

Following is a summary of the February 5, 2015, AALA Representative Assembly meeting. The complete agendas and minutes are posted on the AALA website.

PAC Council Meeting: Board Endorsements

AALA President **Dr. Judith Perez** introduced the 11 members of the PAC steering committee, which represents all AALA departments: **Anna Madrid** and **Martha Peralta** (Adult); **Nery Paiz** and **Richard Guillen** (Elementary); **Margaret Prietto** and **Harold Boger** (Secondary); **Marsha Oh-Bilodeau** and **Dr. Victor Gonzalez** (Supervisory); **John Gilbert** and **Dr. Mohammad Shaheen** (Unit J); and Dr. Judith Perez, AALA President.

AALA’s PAC Council reaffirmed our endorsement in December 2014 for **Dr. George McKenna** for Board of Education District 1. He is running unopposed. In January, the PAC Steering Committee invited every candidate for Board Districts 3, 5 and 7 to be interviewed. All came, with one exception, a no-show. Candidates received AALA’s core values in advance which may be accessed [HERE](#). Interviews were 30 minutes in length and each candidate was asked the same six questions on the following topics: background information; policy priorities; selection and evaluation of the next superintendent; AALA’s core values; administrators’ roles and workload; political base, fundraising and campaign; final comments and questions.

Margaret Prietto and Harold Boger presented the PAC Steering Committee’s recommendations for endorsement and donation. Following lively discussion, the PAC Council voted to endorse the following candidates:

- **Board District 3** **Scott Schmerelson**
- **Board District 5** **Bennett Kayser** (incumbent)
- **Board District 7** **Dr. Richard Vladovic** (incumbent)

The Council voted to donate \$1,100 to these candidates’ respective campaigns, the maximum allowed by law. These funds come from AALA’s PAC account, which is separate from AALA’s budget. AALA members choose individually to donate a portion of their AALA dues to the PAC. Information about endorsed candidates’ fundraisers and other election activities may be found on Page 7.

AALA Executive Board Elections

Dr. Judith Perez announced the names of self-nominated candidates and asked for nominations from the floor (there were none). The candidates are:

AALA President

Harold Boger, Principal, Los Angeles Center for Enriched Studies (LACES)
Dr. Randall Delling, Principal, Special Projects

IN THIS ISSUE

- REPRESENTATIVE ASSEMBLY
- HEALTH BENEFITS FAQ
- LEGAL BRIEF
- LAUSD ANSWERS THE CALL
- CONGRATULATIONS
- AALA ADMINISTRATOR OF THE YEAR
- SECONDARY CLASS SIZES
- CHANGES TO ELECTION CALENDAR
- SAVE THE DATES
- CALENDAR

REP. ASSEMBLY (Cont.)

AAALA President (Cont.)	Dr. Debbie Dillard , Coordinator, Gifted/Talented Juan Flecha , Administrator of Operations, ESC North Kevin Kilpatrick , Specialist, Student Integration Services Salvador Velasco , Principal, ESC East
Adult Director	Juan Urdiales (incumbent), Principal, Huntington Park Service Area
Elementary Vice President	Nery Paiz (incumbent), Principal, Toland Way ES Dalys Stewart , Principal, Hamasaki ES
Secondary Vice President	Robert Clarke , Assistant Principal, John F. Kennedy HS Margaret Prietto (incumbent), Assistant Principal, Holmes MS
Supervisory Director	Dr. Victor Gonzalez , Specialist, Beyond the Bell
Unit J Vice President	John Gilbert (incumbent), Chief Construction Inspector, Facilities Inspection Department

The election will take place online February 20 – 26, 2015. Active members will receive their ballot and candidates' statements via email. Agency fee members must change their status to "active" in order to vote. If you are not sure of your status or wish to change it in order to vote, please contact **Cathy Vacca** at cvacca@aala.us or **Gema Pivaral** at gpivaral@aala.us prior to February 20, 2015.

President's Report

1. **AAALA membership numbers:** Non-school, 787; school-based, 1,641; classified, 254; total, 2,682.
2. **Negotiations:** All unions on LAUSD Health Benefits Committee (HBC) want to negotiate a three-year MOU (2016-2019) with the District as soon as possible. The current agreement is through 2015. AALA is participating in the all-union health benefits activity to wear stickers saying "Stand up for Health Benefits" the week of February 9, 2015.
3. The consolidation of generic AP and Instructional Specialist classes (not including APEISs) will commence on July 1, 2015. It will reduce bumping, grant seniority to all ISs, give schools the opportunity to select administrative staff and increase stability.

Old Business

AAALA Administrators of the Year: Dr. Debbie Dillard, Chair of the committee, reminded representatives that the deadline to submit names of nominees is February 27, 2015.

New Business

Friends of AALA: **Jane Pollock** reported on the need for support from members for the \$2,000 scholarships to be awarded to 25 graduating students at the AALA Scholarship and Community Awards Banquet at the Millennium Biltmore Hotel on May 20, 2015. Friends of AALA is a 501(c) (3) nonprofit corporation and all donations are tax deductible.

Department Reports

All five AALA departments shared recommendations and asked specific questions. Responses are attached to the meeting minutes.

The fourth AALA Representative Meeting this year will be held on Thursday, April 23, 2015.

HEALTH BENEFITS FAQ: SECURITY STEPS FOR ANTHEM HEALTH PLAN MEMBERS

I am an Anthem health plan member concerned about waiting weeks until Anthem notifies me about whether my information was accessed by cyber attackers on February 4, 2015. What can I do right now? Here are a few steps you can take right now to protect your identity:

1. **Place a freeze or fraud alert on your credit file by contacting one of the three national credit reporting companies** (either click on the name or call)—[Experian](#), 888.397.3742; [Equifax](#), 800.525. 6285; [TransUnion](#), 800.680.7289. When you contact one and place an alert, the company should notify other two. When calling to place a fraud alert, you may also request credit report, as guaranteed by the Federal Trade Commission (FTC).
2. **Monitor your credit card accounts/statements** to check for any charges that you didn't make. Continue to do so weeks and even months after the data has been stolen; unrecognizable charges, even for small amounts, should be challenged.
3. **Beware of phishing scam emails.** Anthem has informed the Health Benefits Committee that scammers are targeting Anthem's California members and **former** plan members. Phishing email scams may look like they come from Anthem and include a "click here" link for credit monitoring. **These emails are NOT from Anthem.** Anthem warns members to:
 - a. NOT click on any links in email.
 - b. NOT reply to the email or reach out to the senders in any way.
 - c. NOT supply any information on the website that may open if you have clicked on a link in the email.
 - d. NOT open any attachments that arrive with email.
 - e. NOTE that Anthem Blue Cross will send information via **U.S. Mail** with information regarding credit monitoring services.
4. **Monitor your medical records frequently if you have online access.** Monitoring includes checking your Explanation of Benefits (EOB) statements to ensure their accuracy.
5. **Make a copy of your medical files** so that you have a baseline record and history of your medical conditions and treatment received.
6. **Check your Anthem member account** for any changes to your member profile, such as changes in your address or phone number.
7. **Change your user access passwords** for any credit card accounts and/or emails associated with your Anthem account. Make sure that you change other passwords if you use the same one for multiple accounts.
8. **Consider switching** to a chip card for in-person purchases. These chips encrypt your card information to make it harder for thieves to access your information.
9. **Look for more secure** online retailers. For example, those who use two-factor authentication to verify your account information.



the
a free

Where can I get more information about Anthem's cyber-attack?

Benefits Administration website, <http://benefits.lausd.net>, has posted links regarding Anthem Blue Cross' data breach. To access, visit Anthem's dedicated [website](#), read their [FAQs](#) or call 877.263.7995. Anthem is offering [free credit monitoring](#) services for all members. [BEWARE OF SPAM EMAIL!](#)

Legal Brief

CAN PRINCIPALS ISSUE DIRECTIVES TO TEACHERS?

Yes, a fundamental management right is the authority of principals to direct their work force, which includes issuing directives to teachers. In general, principals are responsible for the supervision and administration of their school. Principals are also responsible for the supervision and safety of students and staff who are on school grounds or otherwise under the school's supervision. To that end, principals have the authority to make rules and issue directives to their workforce, which includes giving directives to teachers.

Notwithstanding the above, there are two areas of law that limit a principal's ability to issue directives to teachers. First, the directive cannot be in conflict or inconsistent with the law, such as the Education Code. Second, the directive cannot be in conflict or inconsistent with the school district's policies or the terms or conditions in the teacher's collective bargaining agreement.

FREQUENTLY ASKED QUESTIONS

1. Can principals give oral directives as opposed to written directives? Yes, nothing in the law prohibits oral directives or mandates written directives. Principals, however, may put directives in writing to avoid a possible dispute by an employee that may question the directive's content or that the directive was ever given to the employee.

2. Do principals need to cite (i.e., written or oral) authority (i.e., District policy or law) to support an oral or written directive to a teacher? No, there is not a requirement that a principal's rules, orders or directives be authorized by district policy or confirmed by the law. In other words, a principal is permitted to issue any directive whatsoever as long as it is not in conflict with the law, District policy or the teacher's collective bargaining agreement. To that end, the teacher *not* the principal, if questioning the validity of the directive, would be required to cite authority demonstrating the directive's inconsistency with the law, policy or the collective bargaining agreement.

Legal Authority: Education Code section 35160; 5 California Code of Regulations sections 5551 and 5552. This Legal Brief is written by Robert Cuen and 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/or circumstances.

LAUSD ANSWERS THE CALL

Responding to **Governor Jerry Brown's** request of school districts throughout the state, LAUSD became the first to authorize its attorneys to voluntarily work pro bono on deportation cases involving students. In action approved at the meeting of the Board of Education on Tuesday, February 10, 2015, District lawyers may voluntarily accept a limited number of cases involving unaccompanied minors living within LAUSD boundaries. You may recall a previous article in *Update* regarding the plight of thousands of children who have fled the violence in their native El Salvador, Honduras and Guatemala, many of them, without their parents. More than 50,000 of these children entered the United States in 2014. By law, when a child who is not accompanied by a parent or legal guardian is apprehended by immigration authorities, the child is transferred to the care and custody of the Office of Refugee Resettlement (ORR)

LAUSD (Cont.)

until he/she can be released to sponsors (usually family members), while awaiting immigration proceedings.

Almost 3,000 of these children live in Los Angeles and many of them attend District schools. Research has shown that students are five times more likely to not be deported when their case is heard in Immigration Court if they are represented by an attorney. LAUSD attorneys will only be allowed to represent one student at a time and have a limited number of hours allocated per week to do so. During the discussion at the Board meeting, Board members **Tamar Galatzan** and **Dr. George McKenna** expressed concerns about the possible use of District resources and also the singling out of this particular legal need. However, District General Counsel **David Holmquist** was confident that this program will work and could potentially expand to providing assistance to students with other legal problems.



Teams from North Hollywood (**Ricardo Rosales**, Principal) and Franklin (**Arturo Valdez**, Principal) high schools are among the top 12 finalists in the 2015 National Youth Cyber Defense Competition. North Hollywood HS was the 2014 national champion in this premier cyber defense competition that is part of the Cyber Patriot Program that was created by the Air Force Association to encourage students to consider careers in cyber security or STEM disciplines. During the competition, the teams assume the roles of newly assigned IT professionals who manage a small company's network. Their task is to find and fix the vulnerable areas in the network, without interrupting service. The final competition will be held March 11 – 15, 2015, in Washington, D.C., and consists of teams that have succeeded through three rounds of competition in a field of 3,000 teams from around the country.

The Cyber Patriot Program is an after-school program sponsored by Beyond the Bell Branch, which has sent more teams to compete than any other state. In addition to the all-expense paid trip to the nation's capital, student participants will also meet with elected officials, prominent educators, decorated military officers and veterans. The winners will receive college scholarships.

AALA ADMINISTRATOR OF THE YEAR AWARD REMINDER

AALA's new Administrator of the Year Award, sponsored by the California Credit Union, is now in progress. Five administrators, one from each of the departments (Adult, Elementary, Secondary, Supervisory and Unit J), will be selected as recipients of this award and receive a \$500 stipend to be used to help support an LAUSD student program/activity. The criteria for selection and the nomination application are available on the AALA website. Take a minute to review the material and consider a special colleague to nominate. The due date for applications is **Friday, February 27, 2015**. For questions regarding the award, please contact **Cathy Vacca** in the AALA office at 213.484.2226 or cvacca@aala.us.

SECONDARY SCHOOL CLASS SIZES

The Superintendent sent a report to members of the Board of Education, ESC superintendents and secondary principals, among others, which included an analysis of class sizes in secondary schools as of January 29, 2015. Carlson Hospital Home School, community day schools, continuation and opportunity schools were not included. **Mr. Cortines** said that he intended for the report to help principals and superintendents monitor class sizes as they prepare the fall master schedule. Information was collected through MiSiS from 88 middle schools and 109 high schools. The report included several charts which showed the distribution of cumulative class sizes for all middle and high schools, then broken down by the English, mathematics, science and social science departments. Special day classes were not included. Following are two charts taken from the report which show the total number of classes in all of the middle and high schools by enrollment. For example, there are 2,708 high school classrooms that have 10 or fewer students enrolled.

Chart 1: Distribution of Class Sizes for Middle Schools: All courses

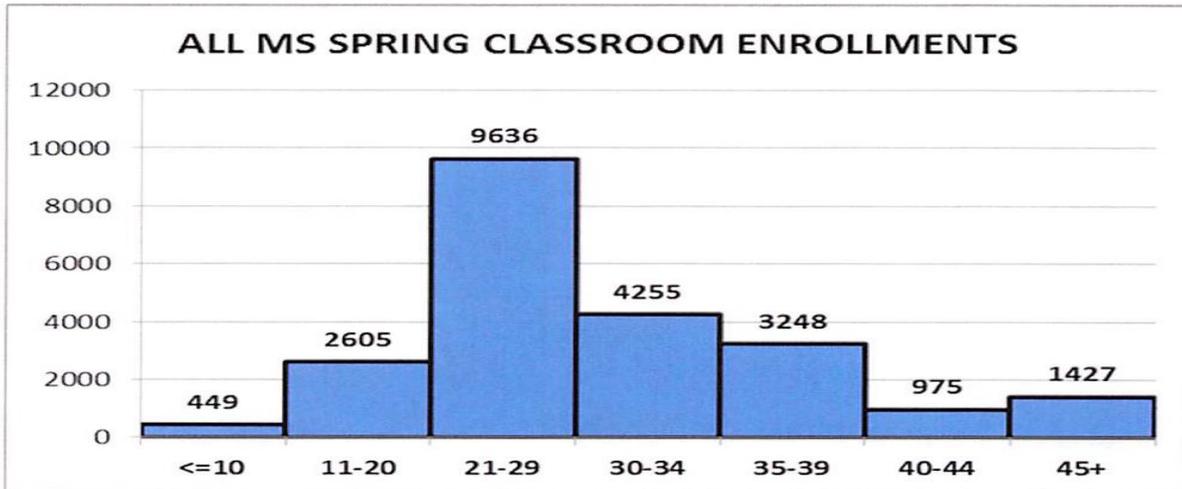
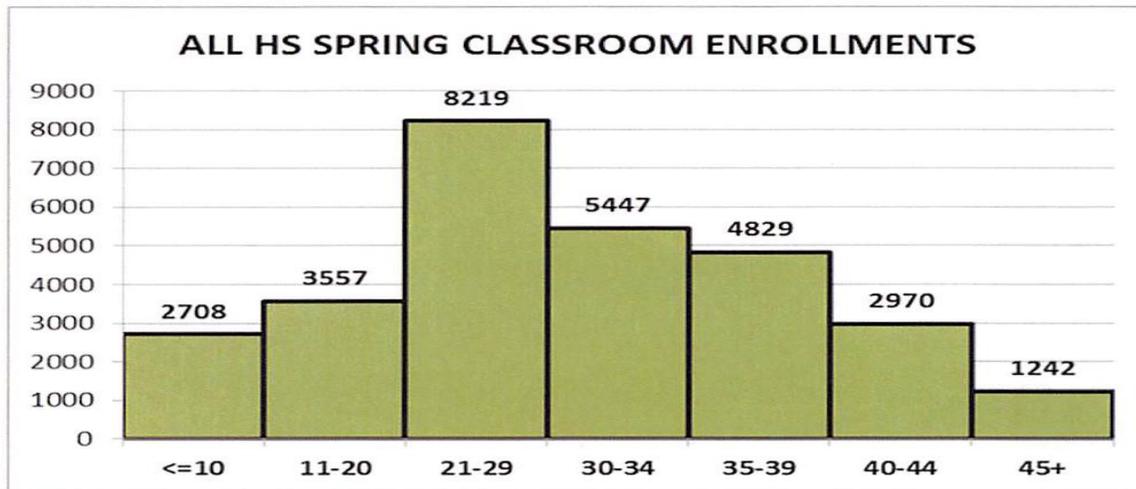


Chart 6: Distribution of Class Sizes for High Schools: All courses



NOTICE OF CHANGES TO AALA'S ELECTION CALENDAR

Because AALA elections are now held online with no return mailings required, the date to return ballots has been moved earlier. Voting will take place between **9:00 a.m. on Friday, February 20, 2015, and 11:59 p.m. on Thursday, February 26, 2015**. Results will be available to active members on Friday, February 27, 2015. Runoff voting, if required, will take place between **9:00 a.m. on Friday, March 13, 2015, and 11:59 p.m. on Thursday, March 19, 2015**, with results posted on Friday, March 20, 2015.

SAVE THE DATES

- ✦ **Dave and Brenda Winter and AALA** invite you to join them at a fundraiser for **Scott Schmerelson** to support him in his bid for election to the Board of Education representing District 3 on Saturday, February 21, 2015, from 2:00 p.m. – 4:00 p.m., at 3864 Encino Hills Place, Encino. Please contact **Tresa McCoy** at tresa.mccoy24@gmail.com or 310.487.6954 for more information or to RSVP.
- ✦ AALA members are invited to join **Charlotte Lerchenmuller** as she hosts a fundraiser for **Scott Schmerelson** on Sunday, February 22, 2015, from 2:00 p.m. – 4:00 p.m., at her home, 2631 Ivanhoe Dr., Los Angeles. Please contact **Tresa McCoy** at tresa.mccoy24@gmail.com or 310.487.6954 for more information or to RSVP.
- ✦ Board Members **Dr. George McKenna** and **Steve Zimmer**, along with AALA, are hosting a fundraising event for **Bennett Kayser**, who is running for reelection to the LAUSD Board of Education. Please join us on Wednesday, February 25, 2015, at La Golondrina Mexican Café, 17 N. Olvera Street, Los Angeles, from 4:30 p.m. – 6:00 p.m. Please call 323.465.9655 or email nancydolanassociates@gmail.com to RSVP.
- ✦ AALA is sponsoring a reception for **Dr. Richard Vladovic** at Taix Restaurant, 1911 Sunset Blvd., Los Angeles, on Thursday, February 26, 2015, at 4:30 p.m. Join us as we support Dr. Vladovic for reelection to LAUSD Board of Education.

CALENDAR

EVENT	DATE	CONTACT
EPO Meeting at Pickwick Gardens (Required)	February 13, 2015 7:30 a.m.	Jose Rodriguez , 323.225.9574 or jmr7481@lausd.net
Fundraising Event for Dr. George McKenna at 1650 Morton Ave., L.A.	February 13, 2015 4:30 p.m. – 6:30 p.m.	Tresa McCoy , 310.487.6954 or tresa.mccoy24@gmail.com
CalSTRS Pre-Retirement Workshop at Burbank MS, Room A-106	February 19, 2015 4:00 p.m.	
Becoming an Autonomous School Workshop at Gratts LA	February 19, 2015 4:30 p.m. – 7:00 p.m.	RSVP at http://achieve.lausd.net/Page/1393

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Town Hall Meeting with Dr. George McKenna at Palms MS	February 19, 2015 6:00 p.m. – 7:30 p.m.	Paubla Roma , 323.939.6315 or paubla.romo@lausd.net
Online Voting for AALA Elections	February 20 - 26, 2015	
One Conference at RFK Campus, 701 S. Catalina Street, Los Angeles	February 21, 2015 7:30 a.m. – 1:30 p.m.	Michelle Windmueller , michelle.windmueller@lausd.net or Karla Estrada , karla.estrada@lausd.net
Town Hall Meeting with Dr. George McKenna at Middle College HS at LA Southwest College, Bldg. 16	February 21, 2015 11:00 a.m. – 12:30 p.m.	Paubla Roma , 323.939.6315 or paubla.romo@lausd.net
Memorial for Ethel Cullom at Luminarias Restaurant	February 21, 2015 1:00 p.m. – 3:00 p.m.	
Fundraising Event for Scott Schmerelson at 3864 Encino Hills Place, Encino	February 21, 2015 2:00 p.m. – 4:00 p.m.	Tresa McCoy , 310.487.6954 or tresa.mccoy24@gmail.com
Fundraising Event for Scott Schmerelson at 2631 Ivanhoe Dr., Los Angeles	February 22, 2015 2:00 p.m. – 4:00 p.m.	Tresa McCoy , 310.487.6954 or tresa.mccoy24@gmail.com
Becoming an Autonomous School Workshop at Willow ES	February 23, 2015 4:30 p.m. – 7:00 p.m.	RSVP: http://achieve.lausd.net/Page/1393
OMA Meeting in the Board Room at Beaudry	February 25, 2015 8:00 a.m.	Kevin Kilpatrick , 213.241.2418 or kkilpatr@lausd.net
Fundraising Event for Bennett Kayser at La Golondrina Mexican Café, 17 N. Olvera St., Los Angeles	February 25, 2015 4:30 p.m. – 6:00 p.m.	RSVP: 323.465.9655 or nancydolanassociates@gmail.com
COBA Meeting at Crenshaw HS Library	February 25, 2015 5:30 p.m.	Josephine Ruffin , 323.296.2040 or www.cobalausd.net
EAPISO Meeting at Pickwick Gardens (Required)	February 26, 2015 7:30 a.m.	Dr. Sylvester Harris , 323.268.8508 or sylvester.harris@lausd.net
MSAPISO Meeting at Pickwick Gardens (Required)	February 26, 2015 12:30 p.m.	Martha Valencia , 323.826.1500 or mlv3216@lausd.net
SHAPISO Meeting at Pickwick Gardens (Required)	February 26, 2015 12:30 p.m.	Juanita White-Holloman , 323.227.4400 or jdw9998@lausd.net
Fundraising Event for Dr. Richard Vladovic at Taix Restaurant	February 26, 2015 4:30 p.m.	Nicole Ward , 213.605.5471 or nicole.ward.ca@gmail.com
AALA Administrator of the Year Applications Due	February 27, 2015	Cathy Vacca , 213.484.2226 or cvacca@aala.us
AJE Presents Hava Nagila at Yeshiva of Los Angeles Girls School	March 1, 2015 2:00 p.m. – 4:00 p.m.	Maralyn Soifer , paulmaral@yahoo.com
WEEK OF THE SCHOOL ADMINISTRATOR	March 1 – 7, 2015	

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

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST

Division of Special Education, MST 37G or 38G, B Basis. For more information and application procedures, please contact **Sharyn Howell**, Executive Director, at 213.241.6701. Application deadline is 5:00 p.m., Tuesday, February 24, 2015.

CLASSIFIED

LOCAL CONTROL ACCOUNTABILITY PROGRAM ADVISOR

Local Control Accountability Program, \$97,000 - \$120,900, A Basis. For more information and application procedures, please click [HERE](#). Application deadline is Tuesday, February 17, 2015.

BRANCH HR MANAGER

Transportation Services Division, \$84,600 - \$105,000, A Basis. For more information and application procedures, please click [HERE](#). Application deadline is Monday, February 23, 2015.

LEGISLATIVE LIAISON

Legal Affairs and Governmental Affairs, \$79,500 - \$98,800, A Basis. For more information and application procedures, please contact **Steve Lahamjian** at steve.lahamjian@lausd.net or click [HERE](#).

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>INSTRUCTIONAL SPECIALIST</i> MST 38G, B Basis (may be assigned as an Assistant Principal)	Commonwealth ES & Los Angeles ES, ESC East	Maria S. Martinez , Instructional Director, 323.224.3100	5:00 p.m. Friday February 13, 2015
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Marvin Avenue Language Magnet, ESC West	Scott Whitbeck , Instructional Director, 310.914.2100	5:00 p.m. Friday February 13, 2015
<i>INSTRUCTIONAL SPECIALIST</i> MST 40G, B Basis	John A. Sutter MS, ESC North	Dr. Margaret Kim , Instructional Director, 818.654.3600	<u>EXTENDED</u> 5:00 p.m. Monday February 16, 2015

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>INSTRUCTIONAL SPECIALIST</i> MST 40G, B Basis	Legacy HS Complex, STEM & VAPA HS, ESC South	Terry Ball , Instructional Director, 310.354.3400	5:00 p.m. Tuesday February 17, 2015
<i>INSTRUCTIONAL SPECIALIST</i> MST 39G, B Basis	San Fernando Institute for Applied Studies Pilot School, ISIC	Blanca A. Castillo-Alves , Instructional Director, 213.241.0100 or blanca.alves@lausd.net	5:00 p.m. Tuesday February 17, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>CONTRACT ADMINISTRATION MANAGER</i> \$89,004 - \$110,230, A Basis 3 positions	Procurement Services Division and Facilities Services Division	Sonya Martin , smartin@lausd.net or click HERE	Tuesday February 24, 2015
<i>ASSISTANT CONTRACT ADMINISTRATION MANAGER</i> \$85,280 - \$105,776, A Basis	Procurement and Contract Administration Branch, Procurement Services Division	Sonya Martin , smartin@lausd.net or click HERE	Tuesday February 24, 2015
<i>CHIEF INFORMATION OFFICER</i> \$179,148 - \$223,186, A Basis	Information Technology Division	Deborah Jansen , deborah.jansen@lausd.net or 213.241.5449	Until Filled