

UPDATE

www.aala.us

Week of February 8, 2016

THE AUDIENCE IS LISTENING

Superintendent **Michelle King** addressed secondary principals at their regularly scheduled organizational meeting on Wednesday, February 3, 2016. Superintendent King expressed her gratitude and her genuine understanding of how difficult it is to be a principal and a middle manager. She then immediately addressed one of the more important questions on everyone's mind: "Is her administration reorganizing the current Local District structure?" Ms. King asserted there is **NO** reorganization afoot, and she is moving ahead with the present Local Districts. The room cheered. She then shared the four significant areas she is initially tackling as Superintendent:

- ✓ **Engagement**: The focus of the engagement is having communities return to their neighborhood schools as a strategy to increase enrollment and generate ADA dollars. The role of the principal in leading vibrant educational programs is essential for this to occur. For this reason, it is important Superintendent King and the Board of Education support the reopening of Highlander School as a District school in Local District Northwest at the upcoming Board of Education meeting.
- ✓ **Resources**: Principals find it challenging to engage communities given the many restrictions and limitations of their local school budgets. Superintendent King has taxed Budget Services to reexamine funding streams and for funds to be more flexible and with less strings attached. The more flexible use of dollars will allow principals to more ably support and improve classroom instruction. Administrators know the needs of their schools and the inherent frustration of being able to use some dollars and not others to ameliorate the challenge. The charge is to repurpose existing dollars to more effectively support classroom instruction. Superintendent King stated she believes in AALA administrators to do right by the youngsters we all serve. She is committed to sharing this mantra with the community-at-large.
- ✓ **A-G completion rates/100% graduation**: The right engagement and the thoughtful repurposing of resources will continue the District's upward trajectory toward a 100% graduation rate and college and career ready twelfth graders. Superintendent King made it clear for this to happen "No middle school can be left behind." This means providing middle school administrators with the

IN THIS ISSUE

THE AUDIENCE IS LISTENING
FLEX TIME/EXTRA DUTY PAY
UTLA "WALK-IN" DAY
FAQ – ANTICIPATE NEW IRS FORMS
YOUR CHANGE AND PURCHASES
CONGRATULATIONS
ACADEMIC DECATHLON NEEDS YOU
NO GOLDEN HANDSHAKE
OSHA'S ANNUAL POSTING
NEW GUIDELINES/STUDENTS WITH
DYSLEXIA
CALENDAR
CSUN DOCTORAL PROGRAM
POSITIONS

THE AUDIENCE IS LISTENING (Cont.)

appropriate resources to provide in-time interventions and enrichment opportunities for students in the middle grades. The return of bridge programs from elementary to middle school and from middle to high school will make the achievement of these goals more realistic.

- ✓ **Strategic planning process:** Superintendent **King** is formulating a coherent and relevant strategic plan to organize the District's efforts to achieve the aforementioned goals and more. She fully expects to unveil the plan in the months ahead, and to clearly articulate her mission, vision, values, and beliefs to kick-off the 2016 school year.

Ms. King closed by expressing her gratitude for the support, and emphasized her administration's focus is to be a "united, collaborative team, and **NOT** top-down." She highlighted the importance of the role of the principal, how together "We are going to do great things, prove the naysayers wrong, and LAUSD kids are going to thrive." AALA is hopeful all this and more will come to fruition.

The administrators in attendance validated that Superintendent King is indeed hearing middle managers on her listening campaign. AALA is ALWAYS listening to all our members. Keep the channels of communication open and let us know of your successes, your obstacles, and how to best advocate on your behalf to ensure all-around success.

FLEX TIME/EXTRA DUTY PAY FOR CERTIFICATED ADMINISTRATORS

AALA thanks **Robert A. Samples** and **Gifty Beets**, Interim Co-Directors of Labor Relations, for the following information:

Dear Mr. Flecha,

*This is in response to your January 27, 2016, email to Superintendent **Michelle King** inquiring about District support of Flexible Time and Extra Duty Pay. [Article X Section 1.3](#) of the LAUSD/AALA Collective Bargaining agreement does provide "Flex Time" for AALA members who work extended hours on a given day and meet the subsequent requirements listed in that Article. In addition, Extra Duty Pay for Administrators is available for administrators who qualify under the guidelines in the document from Human Resources.*

In accordance with the attached guidelines it is the District's position that Extra Duty Pay would not be appropriate for the incident that occurred on December 15, 2015, [LAUSD Schools Closed to Credible Threat]. However, Flex Time for extended hours worked that day may be given as delineated in the contract Article referenced above.

Please click [HERE](#) for the link to the *Guidelines for Extra Duty Pay* and [HERE](#) for the fillable form *Requesting Extra Duty Pay*. If you have any questions, contact Labor Relations at 213.241.8322.

UTLA “WALK-IN” DAY

The following Interoffice Correspondence was sent to all Local District Superintendents from Superintendent **Michelle King**. The links to two of the referenced attachments are: [Sample Program for the Day](#) and [Draft Walk-in Program](#).

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Office of the Superintendent

TO: Local District Superintendents **DATE:** January 29, 2016
FROM: Michelle King
Superintendent
SUBJECT: UTLA “WALK-IN” DAY

In the spirit of collaboration, on Wednesday, February 17, members of the United Teachers of Los Angeles (UTLA) are planning to host a “Walk-In Day.” This “Walk-In” event is intended to highlight our schools and the great work that is taking place in our classrooms and on our campuses.

On this day, members of UTLA, in partnership with school staff, students, parents and community members will gather at schools across the District to share in a day of solidarity around equity and public education. Activities, which will take place before the start of the school day, may include group singing and chants, displaying of banners and signs, and other activities that show school pride and spirit. Many of our schools have expressed an interest in participating in this event. A list of those schools is attached.

I ask that you please share with your administrators that the “Walk-In” activities are meant to be unifying in support of our students, schools and public education, and in no way should be viewed as a job action.

For more information on this event or to learn how your schools can participate, please visit review the Day of Walk School Site Worksheet and the Sample Program of the Day attachments.

Thank you for your support.

Attachments (3): “Walk-In” List for LAUSD
Day of Walk School Site Worksheet
Sample Program of the Day

c: Members, Board of Education
Dr. Francis Gipson
Dr. Thelma Meléndez de Santa Ana
Administrators of Instruction
Administrators of Operations
Nicole Elam

HEALTH BENEFITS FAQ— ANTICIPATE NEW IRS FORMS BY MARCH 31, 2016

What is the new IRS form?

Beginning this year, the Affordable Care Act (ACA) requires the health marketplace, health insurers and/or employers to provide information about the coverage they provided to their insured members (who and when) for the 2015 tax year.

What form should I expect?

All plan members will receive IRS Form 1095 from the District, based on the plan in which they are enrolled.

When will I get the new form, and will I need it to file my tax return for 2015?

You should receive your form by March 31, 2016. Congress extended this date for 2016, to ease the transition for insurers and employers. This extension means that you may not receive your 1095 form by the time you are ready to file your 2015 tax return.

The information on the form shows who (including dependents) was provided coverage and whether coverage was for the entire year. If you and your dependents had coverage for the full year, you'll simply check the full-year coverage box on your return. According to the IRS, most individual taxpayers will not be affected by this extension and should file their returns as they normally would.

If I get my form in time for my taxes, will I need to attach it to my tax return?

No, you are not required to submit/attach this form to your 2015 tax return. You should keep it as part of your tax records.

Where can I learn more about this new reporting requirement?

See the District's [*Questions and Answers about Health Care Information Forms for Individuals*](#).

FEBRUARY IS HEART MONTH

- **Wear Red** – Friday, February 5, 2016
- Eat healthy and include almonds, apples, blueberries, beans, and fish!
- **Be Active!** Challenge yourself to 10 more minutes of physical activity each day.
- **Join the Conversation** – Follow Million Hearts® on Facebook and Twitter and share your #HeartMonth posts.
 - Facebook: <https://www.facebook.com/millionhearts>
 - Twitter: <https://twitter.com/millionheartsus>

Associated Administrators of Los Angeles

YOUR CHANGE AND YOUR PURCHASES WILL CHANGE LIVES!

As you are aware, Friends of AALA, the nonprofit arm of AALA, provides scholarships annually to LAUSD senior high, options and adult school students. Last year, 26 graduating seniors each received \$2000 scholarships to support their college education. Members of Friends of AALA work diligently each year to raise the funds needed for these generous awards. This year, two new fundraising initiatives are being implemented, and we are asking for your support.

- At meetings of administrators where AALA staff members attend, we will have a lovely container in which you can place that change rattling around in your pockets and/or wallets. Your loose change will go to Friends of AALA for scholarships and generous donors will receive a token of appreciation. Your change can really change lives!
- Amazon, the online giant retailer, has a special program called AmazonSmile, through which buyers can support their favorite charity with every purchase. Amazon will donate 0.5% of the purchase price of each eligible item to the selected charity. AALA urges its members and friends to designate *Friends of AALA* on AmazonSmile to support the scholarship program. Please go to <https://smile.amazon.com> to enroll and then bookmark it, so that each time you make an Amazon purchase you will be supporting Friends of AALA.



Congratulations to **Cedrick Argueta**, Lincoln High School Senior, who was one of 12 students worldwide to earn a perfect score on the Advanced Placement Calculus exam. AALA also commends math teacher **Anthony Yom** for this amazing accomplishment by his student. The proud principal is **Jose Torres**.

ACADEMIC DECATHLON NEEDS YOU – SATURDAY, FEBRUARY 6

Volunteers are still needed for the Academic Decathlon on Saturday, February 6, at Roybal Learning Center, 1200 West Colton Street, Los Angeles 90026, to proctor written exams at 7:30 a.m. and to proctor the Super Quiz Relay at 2:30 p.m. If you are able to help, please arrive at the school at 7:30 a.m. or at 2:30 p.m. and you will be given an assignment. For additional information, contact **Cliff Ker**, Academic Events Coordinator, Beyond the Bell, at 213.241.3503 or cliff.ker@lausd.net.

**AALA THANKS BUDGET SERVICES FOR CONFIRMING THERE IS
NO GOLDEN HANDSHAKE**

**OSHA’S ANNUAL POSTING REQUIREMENT OF WORK-RELATED
INJURIES & ILLNESSES**

AALA thanks Jennifer Flores, Environmental Health Supervisor, for providing this information.

California State law requires every District school and office to display the Annual Summary of Work-Related Injuries and Illnesses (Cal-OSHA Form 300A) in a conspicuous place where notices to employees are customarily posted. This form must be posted from **February 1 - April 30** each year. You may refer to [Reference Guide 5693.2, Cal/OSHA Log of Injuries and Illnesses](#) which is available at Inside LAUSD and on the Office of Environmental Health and Safety (OEHS) website.

Please ensure the site-specific logs are posted at every school and office to maintain compliance and prevent Cal-OSHA from issuing citations. A completed Cal-OSHA Form 300A will be mailed to each site or you may download them at: <http://achieve.lausd.net/Page/3639>.

Remember, there is also a requirement to verify that the log has been posted on the Administrator’s On-line Certification System. The due date for this item is also February 1, 2016. You may refer to [MEM-6128.3 Administrator Certification Online System 2015-2016 For School Sites and Offices](#) for additional information on this requirement.

If you have any questions regarding the posting requirement or believe the information on the website is inaccurate, please contact the OEHS at 213.241.3199 or <http://achieve.lausd.net/oehs>.

Cal/OSHA Form 300A (Rev. 7/2007) Appendix B
Annual Summary of Work-Related Injuries and Illnesses

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
00	00	00	00

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
00	00

Injury and Illness Types

Total number of:	(1) Injuries	(2) Skin disorders	(3) Respiratory conditions
00	00	00	00
	(1) Hearing loss	(1) Skin diseases	(1) Respiratory conditions
	(2) Other	(2) Other	(2) Other

Establishment Information

Your establishment name: _____
 Street: _____
 City: _____ State: _____ ZIP: _____

Standard Industrial Classification (SIC), if known (e.g. 80, 910): _____

OSHA-CES Case No. (if known): _____

Signature: _____
 Title: _____

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Printed Name: _____

NEW GUIDELINES REGARDING STUDENTS WITH DYSLEXIA

*AALA thanks **Maralyn Soifer**, retired AP/EIS, and **Kathy Futterman**, Decoding Dyslexia, for providing this information.*

On October 8, 2015, **Governor Brown** signed AB 1369, two new Education Code additions that revolutionize how school districts identify and serve students with dyslexia. These laws impact public education in the same manner as the Individuals with Disabilities Education Act did in 1975.

First introduced in 2014 by Assemblyman **Jim Frazier** after being approached by a mom with a son with dyslexia, **Tobie Meyer** (now Decoding Dyslexia CA's Principal Leader), the bill had a rocky road before reaching Governor Brown's desk. The bill's sponsor was Decoding Dyslexia California, part of a national grassroots movement committed to improving dyslexia awareness, teacher training, and implementing structured literacy approaches along with early identification in public schools. It wound its way through five committee hearings where it hit some opposition. After much lobbying by parents, children, educators, and family members from Decoding Dyslexia CA, along with experts in the field of dyslexia, AB 1369 was unanimously passed by both the state assembly and senate. California now joins 29 other states with specific legislation recognizing and supporting students with dyslexia.

Historically, "dyslexia" has been a forbidden word, never to be uttered at an IEP meeting. All students with reading/learning disabilities were lumped together under the category of SLD or specific learning disability, but with an estimated 1.2 million students with dyslexia in California public schools, this has been inadequate to serve the specific needs of this population.

The main points of AB 1369 include:

- The addition of phonological processing to the list of basic psychological processes considered in the California Education Code when determining special education eligibility.
- State Superintendent **Tom Torlakson** will develop program guidelines for general and special education teachers and personnel to identify and assess students with dyslexia, and to plan, provide, and evaluate educational services these students receive.
- These educational services are to be "evidence-based, multisensory, direct, explicit, structured, sequential" approaches to teaching reading for students with dyslexia.
- Program guidelines will be disseminated through the California Department of Education website and available for parents, teachers, administrators, and University programs.

Decoding Dyslexia (www.decodingdyslexiaca.org) has established a committee of leading experts in dyslexia research and collaborated with several professional organizations to present to State Superintendent Tom Torlakson and be part of developing the new program guidelines. As the largest school district in California, LAUSD can play a key role in the implementation of AB 1369. For more information on the law, please visit [AB 1369](#).

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
FEBRUARY IS AFRICAN AMERICAN HISTORY & AMERICAN HEART MONTH www.africanamericanhistorymonth.gov , February is Heart Month		
Academic Decathlon at Roybal LC	February 6, 2016 7:30 a.m.	Cliff Ker , 213.241.3503
Summer Term Principal Online Application Opens	February 8, 2016	Apply at http://summer.lausd.net Questions? Call 213.241.7900 or visit http://btb.lausd.net
Administrative Interest Groups Meeting at AALA Office	February 9, 2016 7:30 a.m.	Gema Pivaral , 213.484.2226
SHSOPO Meeting at Bernstein HS	February 11, 2016 7:30 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.292.0331 or vgutie1@lausd.net
Adult School Administrators Meeting at East Los Angeles Skills Center	February 12, 2016 8:00 a.m.	Dr. Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
Academic Decathlon Awards Ceremony at Hollywood HS	February 12, 2016	Cliff Ker , 213.241.3503
Presidents' Day	February 15, 2016	
AAPA Spring Social at Golden Dragon Restaurant	February 17, 2016 5:00 p.m. – 8:00 p.m.	Ramon Mella , ramoncito.mella@lausd.net
CalSTRS Pre-Retirement Workshop at Burbank MS, A-106	February 18, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
EPO Meeting at Pickwick Gardens (Required)	February 19, 2016 7:30 a.m. – 12:00 p.m.	Heather Lower-Lowe , 323.269.0415 or hlowe@lausd.net
CMAA Latino Leadership Conference at Markham MS	February 20, 2016 8:00 a.m. – 1:00 p.m.	Dr. Jose Rodriguez , jmr7481@lausd.net
OMA Meeting in Board Room at Beaudry Building	February 24, 2016 7:30 a.m. – 9:30 a.m.	Kevin Kilpatrick , 213.241.2418 or kkilpatr@lausd.net
COBA Meeting at Crenshaw High School	February 24, 2016 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
EAPO Meeting at Pickwick Gardens (Required)	February 25, 2016 7:30 a.m. – 12:30 p.m.	Dr. Sylvester Harris , 213.484.0326 or sylvester.harris@lausd.net
MSAPO & SHAPO Meeting at Pickwick Gardens (Required)	February 25, 2016 12:30 p.m. – 4:30 p.m.	Martha Valencia , 323.826.1500 or mlv3216@lausd.net ; Juanita White-Holloman , 323.227.4400 or jdw9998@lausd.net
Classified Leaders Institute at Crowne Plaza Hotel, Redondo Beach	February 25 - 26, 2016	www.acsa.org/edservices
Administrator of the Year Award Applications Due	February 26, 2016	Dr. Debbie Dillard , debra.dillard@lausd.net
AALA Community Awards Nomination Forms and Scholarship Applications Due	February 26, 2016	213.484.2226 or www.aala.us
Deadline for Outstanding School Psychologist Nominations	February 29, 2016	Esaul Guzman, exg9783@lausd.net



CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

Doctoral Program in Educational Leadership

Now Accepting Applications for our Fall 2016 PK12 Cohort!

The Michael D. Eisner College of Education at California State University, Northridge (CSUN) is a national leader in improving urban education through innovation and excellence. The college brings these same qualities to its Doctoral Program (Ed.D.) in Educational Leadership. Our program creates a network of school prepared to effect profound change in teaching and learning that leads to improved student achievement.

To learn more about our admissions process and requirements, or to download an application, please visit <http://www.csun.edu/eisner-education/doctoral-program>.

For more information, contact **Dr. Miguel Ceja** at miguel.ceja@csun.edu or 818.677.2403.

NEW 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://achieve.lausd.net/Page/1125> (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, NONSCHOOL-BASED

COORDINATOR, GIFTED AND TALENTED EDUCATION (GATE) PROGRAMS

MST 41G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Nonschool-Based Vacancies](#) or contact **Marie Danila** at marie.danila@lausd.net. Application deadline is 5:00 p.m., Friday, February 12, 2016.

Associated Administrators of Los Angeles

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, PROGRAM/ FISCAL ACCOUNTABILITY UNIT</i> MST 42G, A Basis	Division of Special Education	Aaron Jeffery , Director, 213.241.6701	5:00 p.m. Tuesday February 9, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Sherman Oaks CES, Local District Northwest	Dina Sim , Administrator of Instruction, 818.654.3600 or dina.sim@lausd.net	5:00 p.m. Wednesday February 10, 2016
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Serrania and Woodland Hills Charters for Enriched Studies, Local District Northwest	Yolanda Guerra , Director, 818.654.3600	5:00 p.m. Wednesday February 10, 2016
<i>DIRECTOR, PROGRAM/FISCAL ACCOUNTABILITY UNIT</i> MST 45G, A Basis	Division of Special Education	Beth Kauffman , Executive Director, at 213.241.6701	5:00 p.m. Friday February 12, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIAL ASSISTANT TO THE CEO</i> \$105,700 - \$130,900, 12-month position	Strategic Planning and Digital Innova- tion, ITD	Click HERE	Tuesday February 9, 2016
<i>SUPERVISING ARCHITECT</i> \$93,500 - \$115,500, 12-month position	Architectural & Engineering Services, Facilities Services Division	Click HERE	Thursday February 11, 2016
<i>ARCHITECT</i> \$83,900 - \$104,200, 12-month position	Architectural & Engineering Services, Facilities Services Division	Click HERE	Thursday February 11, 2016
<i>FISCAL OVERSIGHT ADMINISTRATOR</i> \$8,462.89 - \$10,544.09 per month, 10- or 11-month position	Charter Schools Division	Click HERE	Thursday February 11, 2016
<i>PLUMBING TECHNICAL SUPERVISOR</i> \$87,133 - \$108,106, 12-month position	Facilities Services Division	Click HERE	Thursday February 11, 2016
<i>FACILITIES SERVICES COORDINATOR</i> \$69,700 - \$86,900, 12-month position	Facilities Services Division	Click HERE	Tuesday February 16, 2016

Associated Administrators of Los Angeles

<p><i>SUPERVISING ACCESS COMPLIANCE SPECIALIST</i> \$95,800 - \$119,000, 12-month position</p>	<p>Facilities Services Division</p>	<p>Click HERE</p>	<p>Wednesday February 17, 2016</p>
<p><i>SUPERVISING PURCHASING SERVICES COORDINATOR</i> \$79,629 - \$99,240, 10-, 11-, or 12-month position</p>	<p>Procurement Services Branch</p>	<p>Click HERE</p>	<p>Tentatively Mid-February</p>
<p><i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$133,100 - \$165,800, 12-month position</p>	<p>Facilities Services Division</p>	<p>Click HERE</p>	<p>Tuesday March 1, 2016</p>