

UPDATE

www.aala.us

Week of July 4, 2016

HAPPY 35TH ANNIVERSARY AALA! 1981 - 2016

Thirty-five years ago, the median price of an existing home was \$66,400 and the average income per year was \$21,050. Most apropos to AALA's journey are the Hollywood blockbusters released in 1981. *Superman II* echoes how much every AALA president "cares for innocent humans" (AALA members) and always promises to never let the membership down. *Nine-to-Five* is an approximation of a defined workday and decent work hours for our membership along with a duty-free lunch. *Any Which Way You Can* has always been our marching orders to improve working conditions, health benefits, and compensation. *On Golden Pond* is reminiscent of AALA's efforts to repair strained relationships when there is a cantankerous Superintendent at the helm. *Raiders of the Lost Ark* reflects **President Flecha** as Indiana Jones wanting to pry from **Superintendent King's** hands the Ark of the Covenant—those additional administrative positions which were negotiated for 2016-17, and have yet to appear!

We want to thank **Lorraine Bush**, AALA Office Manager, for her many years of service, and for being the association's brain trust and unofficial historian. Ms. Bush provided us with the following historical perspective:

AALA was formed in 1981 when AESA (elementary association), LAASSA (secondary association), CDS (supervisory association), and ACCE (adult association) joined forces to form a single association to represent all middle managers in the Los Angeles Unified School District. During the first ten years, AALA members were represented in dealings with the Board of Education by the Superintendent, and membership in AALA was voluntary. Ten years later, in 1991, AALA requested, and was granted, supervisory status in order to become the exclusive bargaining unit representing all certificated middle managers except confidential and personal service contract senior staff. Supervisory status was accomplished by means of a Memorandum of Understanding (MOU) that codified the administrative regulations in the 4000 series of the Board Rules as the AALA/LAUSD Contract. Starting in 1992, agency fee status was ratified, making AALA membership (or agency fee) dues mandatory for all middle managers eligible for AALA membership. In 2004, AALA agreed to a formal union contract with the District. This contract replaced the MOU that had been in effect since 1991.

In 1993, AALA joined forces with UTLA and the classified bargaining units to form the Health Benefits Committee (HBC). The HBC oversees health and welfare benefits for all District employees and makes annual benefit recommendations to the Board of Education. This collaborative bargaining process culminated in formal coordinated bargaining for health benefits in 2006, a milestone in union/District negotiations. As importantly, AALA organized classified middle managers in 2012, now known as the

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thriving and vibrant Unit J. AALA is proud of its history as it has met the ever-changing requirements of its members for enhanced due process rights, fair and equitable working conditions, and well-deserved benefits.

What the next 35 years brings will be determined in large part by the needs of the members and their willingness to demand their rights. AALA owes a debt of gratitude to the many former members who fought for the rights now protected in our AALA/LAUSD contract.

In closing, to celebrate our 35th anniversary, the inaugural theme is how each and every member is an essential piece to the educational puzzle. Diversity is indeed our strength while we recognize what a wonderful thing it is that we are all different! Each of us has strengths and skills to share. And when we link our individual strengths together, we are invincible!

AALA can't imagine us without you!

MOU SIGNED WITH DISTRICT REGARDING EDUCATOR DEVELOPMENT AND SUPPORT: SCHOOL LEADERS, 2016-17

AALA President **Juan A. Flecha** signed an agreement with the District on June 24, 2016, regarding the Educator Development and Support (EDS) Program for next school year (2016-17) and further refining the evaluation process for K-12, Options, and Early Education principals and generic assistant principals, including secondary counseling. Adult Education principals and assistant principals, as well as, APEIS, directors, and other non-school-based administrators will be evaluated utilizing the Stull method.

The new MOU includes some new and revised protocols—

- School Leadership Framework focus elements shall include a maximum of five, three identified by the District on a Districtwide basis and one or two additional determined by the individual administrator and the evaluatee.
- The EDS cycle is to be one continuous, flexible observation of practice and evidence-collection process, instead of formal and informal visits.
- Visits will usually be cooperatively scheduled, but unscheduled visits may occur at the discretion of the evaluator.
- There is no specific number, frequency, or duration of visits required.
- The observations will include one interim formative rating as to the performance of each of the identified focus elements.
- EDS Training for school-site administrators will be conducted on days in which students are not in attendance within the assignment basis. Administrators will be compensated at their regular rate for training outside of these times.
- AALA and the District will continue to meet at least monthly to review, discuss, and promptly address any issues, concerns, questions, or suggestions from AALA members relating to the operation, monitoring, and evaluation of the EDS Program.

**HEALTH BENEFITS FAQ—
SUMMER SAFETY PRECAUTION: PROTECT YOURSELF
AGAINST MOSQUITOES**

What is different about the mosquito threat this year?

According to the Greater Los Angeles County Vector Control District (GLACVCD), three new black-and-white mosquitoes have been found in the Los Angeles area. The three invasive species are the **Asian tiger mosquito** (*Aedes albopictus*), **yellow fever mosquito** (*Aedes aegypti*), and **Australian backyard mosquito** (*Aedes notoscriptus*). These mosquitoes adapt very well to urban environments and can thrive in our neighborhoods.

What threat do these new mosquitoes pose?

The Asian tiger mosquito and yellow fever mosquito have the potential to transmit debilitating viruses such as **dengue**, **yellow fever**, **zika**, and the painful **chikungunya virus**. To date, there haven't been any of these diseases transmitted, but the possibility is real. Currently, cities across the country have reported chikungunya cases from travelers coming back to the U.S. from Mexico, the Caribbean, and Latin America. The Australian backyard mosquito is a concern for dog owners since it can transmit canine heartworm.

How are these mosquitoes different from the mosquitoes we usually find in our neighborhoods?

About ¼" long and black with white stripes, they bite aggressively during the day and survive well indoors. They are able to lay eggs in stagnant, standing water and in containers—as small as a bottle cap—and in other commonly found containers such as plant saucers, rain barrels, swimming pools, and fountains. Despite these new mosquitoes, we still need to take precautions against the common dawn to dusk mosquitoes that can carry the West Nile virus.

What can I do to protect myself in my workplace and/or home?

The GLACVCD recommends taking the following steps to eliminate the threat:

- Report any black-and-white, daytime-biting mosquitoes to GLACVCD at 562.944.9656 or www.ReportMosquitoes.org. This FREE service includes inspection and treatment.
- Remove or drill holes in the bottom of all plant pots, saucers, barrels, bins, and old tires.
- Do not keep water in buckets or root plant cuttings in water. Sharing plant cuttings can spread mosquito eggs.
- Cover trashcans, toys, and recycle bins, and keep unneeded items out of the rain.
- Ensure rain barrels are properly sealed. Thousands of eggs can be laid inside rain barrels.
- Wear insect repellent containing DEET, Picaridin, IR 3535, or oil of lemon eucalyptus.
- For additional information and photos of the mosquitoes, click [here](#).

What about using a repellent on children?

- Keep repellents out of reach of children.
- Always follow the recommendations appearing on the product label.
- When using repellent on a child, apply it to your own hands and then rub on the child.
- Avoid children's eyes and mouth and use it sparingly around their ears.

FAQ (Cont.)

- Do not apply repellent to children's hands, as children tend to put their hands in their mouths and rub their eyes.
- Do not allow young children to apply insect repellent on themselves; an adult should always apply it.
- Do not apply repellent under clothing. If repellent is applied to clothing, wash treated clothing before wearing again. Check the label for specific instructions.

The American Academic of Pediatrics recommends applying products with the lowest dosage of DEET possible and only once a day for children over two months of age.

Congratulations



Congratulations to AALA member **Joseph Stark** who was appointed as executive director of the Division of Adult and Career Education (DACE), effective July 1, 2016. Mr. Stark began his career as an ESL teacher at Venice Community Adult School eighteen years ago. He has served as the second-in-command in DACE for the past two years, after returning to LAUSD from the Burbank Unified School District. Mr. Stark said his vision is "...to increase the profile of adult education in the region, focusing on enhancing the quality of programs and strengthening student support..."

NEW STUDENT TECHNOLOGY STANDARDS ADOPTED

LAUSD has become the first school district in the country to adopt the student technology standards released by the **International Society for Technology in Education (ISTE)**, a nonprofit organization started by educators that strives for better use of technology in education. According to the news release, "Supporting a learner-driven approach, the 2016 ISTE Standards for Students are a blueprint by and for innovative educators worldwide to guide education transformation and meaningful, future-ready learning." The standards focus on skills and qualities and according to ISTE's chief learning-services officer, are not for compliance but are *aspirational*. They are student-centered and focus on building digital citizens who are:



- **Empowered learners**, who use technology to shape and choose their own learning paths.
- **Digital citizens**, who "recognize the rights, responsibilities, and opportunities of living, learning, and working in an interconnected digital world."
- **Knowledge constructors**, who draw on a mix of digital tools and resources to actively explore real-world issues.

TECHNOLOGY (Cont.)

- *Innovative designers, with the ability to "identify and solve problems by creating new, useful, or imaginative solutions."*
- *Computational thinkers, who can use technology to develop and test solutions.*
- *Creative communicators, who can express themselves "for a variety of purposes using the platforms, tools, styles, formats, and digital media appropriate to their goals."*
- *Global collaborators, who can work with others using digital tools.*

HIGHLIGHTS OF THE 2016-17 CALIFORNIA BUDGET

- \$200 million in funding for the College Readiness Block Grant. School districts, county offices of education, and charter schools will receive funding based on their number of English learners, foster youth, and low-income students. The money can be used for professional development, counselors, and partnership programs with postsecondary institutions to reduce dropout rates.
- \$88.3 billion for K-12 programs
- Increase of \$3.5 billion to Proposition 98 allocations
- An additional \$2.9 billion for the Local Control Funding Formula
- \$100 million to add about 9,000 more slots for full-day preschool over the next four years
- \$20 million to help classified employees earn a teaching credential
- \$10 million for four-year integrated teacher credential programs
- \$5 million to reestablish the California Center for Teaching Careers, CalTeach, to recruit individuals into the teaching profession
- \$20 million for charter schools
- \$18 million for grants for dropout and truancy prevention programs

TEACHER ABSENTEEISM RATES

Last week, we featured an article that cited research from the U.S. Department of Education (USDE) that found 13% of U.S. students were chronically absent—missing more than 15 days in the 2013-14 school year. The Department has now released more data that shows that more than 25% of U.S. teachers missed ten or more school days during the same year. At least 6.5 million students attend schools where half of their teachers missed 10 or more days. While research has found that students have lower math scores and are less engaged when their teachers miss 10 days, this is a typical allowable minimum leave for those in the profession. The supports and requirements for substitutes also impact the effect that teacher absence has on students. These vary greatly throughout the country. For example, a high school diploma or GED with a background check is all that is required to become a substitute teacher in Alabama with a salary of \$8.50 an hour. Whereas in Seattle, the requirement is a bachelor's degree, a teaching certificate, and two days of professional development, with a salary of \$17 an hour.

Education Week did more analysis and found that teacher absenteeism was not affected by student income levels. It also found that in 60 percent of the states, 20-29% of the teachers missed 10 days or more. Hawaii and Nevada had the highest levels of absenteeism at 75% and 49%, respectively. Idaho, South Dakota, and Utah had the lowest levels.

Associated Administrators of Los Angeles

CALENDAR

JULY IS NATIONAL PARKS AND RECREATION AND FIREWORKS SAFETY MONTH		
EVENT	DATE	CONTACT
Independence Day	July 4, 2016	 Happy 4th of July!
Extended Learning Opportunity Summer School/CORE Waiver Elem & MS Ends	July 15, 2016	
CalPERS Benefits Education Event at L.A. Hotel Downtown, 333 S. Figueroa, Los Angeles	July 15 - 16, 2016	Click HERE
Memorial for Dr. James Taylor at Friendship Auditorium, 3201 Riverside Drive, Los Angeles	July 17, 2016 6:30 p.m.	
ESY Ends	July 22, 2016	
Promising Practices Forum	July 23, 2016 8:30 a.m. – 3:00 p.m.	Antonio Plascencia, antonio.plascencia@lausd.net or Dr. Gina Hughes, gina.hughes@lausd.net
E Basis Begins	July 21, 2016	
High School Summer Session Ends	July 29, 2016	
AUGUST IS NATIONAL IMMUNIZATION AWARENESS AND CALIFORNIA CHILDREN'S EYE HEALTH & SAFETY MONTH		
EVENT	DATE	CONTACT
B Basis Begins	August 1, 2016	
Summer Institute Technology Cohort at Los Angeles Elementary School	August 1 – 3, 2016 8:00 a.m. – 3:00 p.m.	Julia Charles, 213.241.5532 or julia.charles@lausd.net
Retirement Luncheon for Carmela Sainz at the Odyssey Restaurant, Granada Hills	August 6, 2016 11:00 a.m. – 4:00 p.m.	Obioma Uche, oiu9972@lausd.net
Superintendent's Annual Administrators' Meeting at Garfield HS	August 9, 2016 8:00 a.m. – 10:00 a.m.	
C Basis Begins – Pupil Free Day	August 15, 2016	
First Day of Instruction	August 16, 2016	

ADVANCE YOUR CAREER WITH AN ED.D. IN EDUCATIONAL LEADERSHIP FOR SOCIAL JUSTICE FROM LOYOLA MARYMOUNT UNIVERSITY'S SCHOOL OF EDUCATION

As the highest level practitioner degree program in education, the LMU Ed.D. program prepares superintendents, principals, policymakers, and leaders of nonprofit and community organizations to drive socially-just change and make a difference in schools and communities. LMU's innovative 3-year program is designed for working professionals and is distinguished by its emphasis on social justice and the integration of theory and practice. LMU doctoral students set their own research agendas focused on social justice issues important to them and relevant to the real world of schools and communities. All doctoral students benefit from generous scholarship support and individualized attention from LMU faculty and staff.

Take the first step toward becoming a transformative leader for social justice. Attend an information session at Loyola Marymount University or join us virtually for an online information session. Get more information and RSVP at <http://soe.lmu.edu/doctoralinfo>.

Apply online by January 25, 2017. Questions? Contact the LMU Doctoral Center at 310.338.7449 or doctoral@lmu.edu.



POSITION AVAILABLE – CURRICULUM DIRECTOR

The Center for Collaborative Education (CCE) is seeking a Curriculum Director for the Los Angeles New Administrators Leadership Program (LANALP). The Los Angeles New Administrator Leadership Program is a two-year, competency-based leadership development program that will lead to a Professional Clear Administrative Services Credential for administrators who have a Preliminary Administrative Services Credential in LAUSD's autonomous schools (Pilot, School-Based Management, Local Initiative).



This is a half-time position that reports directly to the LANALP Director and works collaboratively with LAUSD's Professional Learning and Leadership Development Branch. The Curriculum Director will be responsible for overall curriculum development, design, and delivery as part of a team to successfully launch and refine the program. For the job description and more information, please click here: [LANALP Curriculum Director](#). If there are questions, please contact **Whitney Willis**, Office Manager, at 213.351.2000, ext. 101, or wwillis@ccebos.org.

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, SCHOOL-BASED

PRINCIPAL, SECONDARY

South Region High School #8, Local District East, MST 45G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Maricela Ramirez**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, July 15, 2016.

PRINCIPAL, SECONDARY

Holmes Middle School, Local District Northwest, MST 45G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Matthew Horvath**, Director, at 818.654.3600 or matthew.horvath@lausd.net. Application deadline is 5:00 p.m., Tuesday, July 12, 2016.

SMALL SCHOOL PRINCIPAL, SECONDARY

Academy of Environmental and Social Policy Magnet High School, Local District East, MST 42G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Christina Rico**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Wednesday, July 13, 2016.

PRINCIPAL, ELEMENTARY

Columbus Avenue Elementary School, Local District Northeast, MST 41G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Maria Nichols**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Thursday, July 21, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Fremont High School, Local District South, MST 41G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Reginald Sample**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Friday, July 15, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Woodland Hills Academy School, Local District Northwest, MST 40G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Joseph Nacorda**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Wednesday, July 13, 2016.

Update will not be published next week. The next issue will be dated July 18, 2016.

CERTIFICATED, SCHOOL-BASED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Los Angeles High School, Local District West, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Felipe Velez**, Director, at 310.914.2100 or felipe.velez@lausd.net. Application deadline is 5:00 p.m., Tuesday, July 12, 2016.

PRINCIPAL, CONTINUATION

Walt Whitman Continuation High School, Local District West, MST 38G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Jaime Morales**, Director, at 310.914.2100 or jaime.morales@lausd.net. Application deadline is 5:00 p.m., Wednesday, July 13, 2016.

CERTIFICATED, NON-SCHOOL-BASED

DIRECTOR, SPECIAL EDUCATION RELATED SERVICES

Division of Special Education, MST 45G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Beth Kauffman**, Associate Superintendent, at 213.241.6701 or beth.kauffman@lausd.net. Application deadline is 12:00 p.m., Thursday, July 14, 2016.

COORDINATOR, OPERATIONS SUPPORT SERVICES

Local District Northeast, MST 43G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Irene Hyland**, Lead Operations Coordinator, at 818.252.5415. Application deadline is 5:00 p.m., Friday, July 8, 2016.

COORDINATOR, INSTRUCTIONAL DATA

Local District East, MST 41G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Dr. David Baca**, Administrator of Instruction, at 323.224.3190 or david.baca@lausd.net. Application deadline is 5:00 p.m., Thursday, July 14, 2016.

SPECIALIST, PSYCHIATRIC SOCIAL WORKER

School Mental Health, Student Health and Human Services Division, MST 37G, Temporary Adviser, E Basis, 2 positions. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Pia Escudero**, Director, at 213.241.3841 or pia.escudero@lausd.net. Application deadline is 5:00 p.m., Friday, July 8, 2016.

SPECIALIST, ADAPTED PHYSICAL EDUCATION

Related Services Department, Division of Special Education, MST 37G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Cyndi Martinich** at 213.241.6200. Application deadline is 12:00 p.m., Friday, July 15, 2016.

Associated Administrators of Los Angeles

CLASSIFIED

ADA COMPLIANCE MANAGER

Office of the General Counsel, \$114,900 - \$142,300, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Friday, July 15, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Wilmington MS STEAM Magnet, Local District South	Terry Ball , Director, 310.354.3400	5:00 p.m. Friday July 1, 2016
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Calvert Charter for Enriched Studies, Local District Northwest	Yolanda Guerra , Director, 818.654.3600	5:00 p.m. Friday July 1, 2016
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Rosemont Avenue ES, Local District Central	Dr. Chiae Byun- Kitayama , Director, 213.241.0136 or cbyun1@lausd.net	5:00 p.m. Tuesday July 5, 2016
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Lockhurst Drive Charter ES, Local District Northwest	Yolanda Guerra , Instructional Director, 818.654.3600	5:00 p.m. Tuesday July 5, 2016
<i>COORDINATOR, OPERATIONS SUPPORT SERVICES</i> MST 43G, E Basis, 2 positions	Local District Central	Eugene L. Hernandez , Administrator of Operations, 213.241.0167	5:00 p.m. Wednesday July 6, 2016
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Vanalden Avenue ES, Local District Northwest	Eva N. Garcia , Director, 818.654.3600	5:00 p.m. Wednesday July 6, 2016
<i>COORDINATOR, INSTRUCTIONAL DATA</i> MST 41G, E Basis	Local District West	Celia Cruz , celia.cruz@lausd.net	5:00 p.m. Friday, July 8, 2016
CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR OF LEASING AND ASSET MANAGEMENT</i> \$133,900 - \$166,000, 12-month position	Facilities Services Division	Click HERE	Wednesday July 13, 2016