

UPDATE

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Week of October 24, 2016

A PIECE OF HAWAIIAN PARADISE

AALA's article last week resonated with administrators across the District who are struggling with the inconceivable workload with which they are saddled. Below is an excerpt from an email that was sent by one of our members:

... just a quick note of appreciation regarding the last AALA newsletter. You hit it spot on, describing the unfathomable workload, and silo type mentality of our district.

—Monday mornings seem especially painful, as every "silo" has sent an "urgent" message (between 4:30 p.m. Friday afternoon and 6:00 a.m. Monday morning) regarding an item being tracked in MiSiS, that may possibly, but not certainly, but positively, could be out of compliance.

—To be a leader of instruction would be a joy beyond redemption, but this job seems to be moving farther and farther away from that description, as I truly feel like nothing more than a "Compliance Manager." In addition, I often feel overwhelmed, disheartened and (recently) numb, which is not a prescription for long-term personal health or for excellence as a principal.

Keep fighting the good fight and thanks again!!

Referring to the District recommended resource, *Coherence* by **Michael Fullan** and **Joanne Quinn**, we would like to encourage the Superintendent, Local District Superintendents, and senior staff to take note of one of the authors' recommendations—*Develop a Clear Strategy: Reduce, Reframe, Remove*. Adopting this recommendation to reduce clutter, reframe the connections between the goals, and remove distractions, would eliminate some of the work and initiative overload, make the goals clearer and connected, and thereby enable us all to truly *talk the walk*.

Let us take a look at how the Hawaii Department of Education removed distractors. A task force was created to reduce 25 percent of the paperwork, forms, and demands on school leaders, in order that they could focus more time on literacy. By identifying duplication across departments, data collected but not used, and other inefficiencies, almost 50 percent of the workload related to compliance and documentation was reduced. This sent a strong message that policymakers were clear about the mission and goals and were committed to enabling their administrators to focus on the job at hand.

We invite the District to collaborate with us on implementing a similar effort to streamline and reduce much of the unnecessary and duplicative paperwork and other requests required of administrators. As Fullan says, "The idea is...to change the game from compliance to purposeful focus." Aloha!

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Associated Administrators of Los Angeles

GRADUATION RATES INCREASE NATIONWIDE

GRADUATION RATES BY SUBGROUP OF STUDENTS						
	2010-11	2011-12	2012-13	2013-14	2014-15	CHANGE FROM 2010-11 TO 2014-15
NATIONAL	79	80	81.4	82.3	83.2	4.2
CALIFORNIA	76	79	80.4	81	82	6.0
AMERICAN INDIAN/ALASKA NATIVE	65	67	69.7	69.6	71.6	6.6
ASIAN/PACIFIC ISLANDER	87	88	88.7	89.4	90.2	3.2
HISPANIC	71	73	75.2	76.3	77.8	6.8
BLACK	67	69	70.7	72.5	74.6	7.6
WHITE	84	86	86.6	87.2	87.6	3.6
LOW-INCOME STUDENTS	70	72	73.3	74.6	76.1	6.1
ENGLISH LEARNERS	57	59	61.1	62.6	65.1	8.1
STUDENTS WITH DISABILITIES	59	61	61.9	63.1	64.6	5.6

National Center for Education Statistics

Nationally, high school graduation rates have been increasing for the fourth year in a row, setting a record and reaching 83.2% in 2014-15. The District of Columbia made the most improvement, increasing its graduation rate by seven points. In addition, the graduation rates for students with disabilities increased by even more percentage points during the same time period (see chart above). 2010-11 was the first year that all states began using the same method to calculate graduation rates, which have been creeping up since that time. States must calculate how many ninth graders leave school with a diploma four years later, after making adjustments for transfers into and out.

President Obama lauded this growth trend and attributed it to several key investments in education made by his administration:

- Race to the Top School Improvement Grants
- Head Start, Preschool Development Grants, and Race to the Top Early Learning Challenge Grants
- Connect ED Initiative
- Computer Science for All Initiative
- Investing in Innovation Fund (i3)
- Redesigning High Schools
- School Leadership Program, Teacher Quality Partnership, Effective Educator Development Program, and Transition to Teaching



**HEALTH BENEFITS FAQ—
WANT A TAX BREAK? ENROLL IN A FLEXIBLE SPENDING ACCOUNT**

What are the advantages of enrolling in an FSA during Open Enrollment?

Flexible spending accounts allow you to pay for certain health care and dependent care expenses using tax-free pay. If you are an active employee and can estimate some of your known out-of-pocket health care expenses, you are a candidate for the Health Care Flexible Spending Account (FSA). Enrollment in an FSA takes place during the Open Enrollment period, but does not carry over from year to year.

What types of FSA accounts does the District offer?

The District offers two special tax-savings accounts to eligible employees—a Health Care FSA and a Dependent Care FSA. For 2017, the District’s Health Care FSA has a spending limit of \$2,500. The spending limit of the Dependent Care FSA is \$5,000 per household, or \$2,500 if the employee is married, but filing separately. The District’s FSA plans run from January 1 to December 31.

Who is eligible to enroll in an FSA account?

Active employees are eligible to apply for an FSA. Their voluntary contributions are withheld from their monthly salary warrant. Employees with an FSA may also submit eligible expenses for dependents claimed on the federal tax return. Expenses for domestic partners and children of domestic partners are not eligible for reimbursement. Retirees are not eligible for an FSA.

What are the differences in eligible and ineligible expenses under each type of FSA?

For the Health Care FSA, examples of eligible out-of-pocket costs include deductibles, copayments, coinsurance, prescription drugs, orthodontia, LASIK, prescription eyewear, contact lenses, and medically prescribed devices for you, your spouse, and dependent children.

Health care expenses you may not claim for reimbursement include over-the-counter medications, maternity clothes, fees or dues for exercise clubs or classes, premiums for health care plans and long-term care plans, products such as exercise equipment, whirlpools and saunas, cost of vitamins and supplements, and cosmetic surgery, unless it is directly related to a mastectomy.

For the Dependent Care FSA, dependents must be either under age 13 or physically or mentally disabled (regardless of age). Eligible expenses include child or adult day care services provided in your home, including Social Security taxes paid on behalf of your employee, child or adult day care services provided at someone else’s home, expenses for a licensed day care center, a portion of wages for a housekeeper whose duties include caring for a qualified dependent, schooling costs for children not yet in kindergarten (if it cannot be separated from the cost of care).

Dependent Care expenses that are not reimbursable include babysitting charges for nonwork hours, fees paid to your dependent child under age 19, fees paid to someone who doesn’t report income to the IRS, kindergarten or overnight camp, and charges incurred if your spouse is not working, not going to school full time for at least five months, or is not disabled.

How much can I put aside?

When you enroll, you decide how much pay to set aside for the Health Care FSA and/or Dependent Care FSA. The maximum for the Health FSA is \$2,500, while the Dependent Care FSA is \$5,000 per

FAQ (Cont.)

household. In a dual employee household, each employee may enroll in the Health FSA, but the combined total must not exceed the \$2,500 maximum limit. Your annual contribution will be divided equally and deducted from your pay throughout the year. The minimum contribution is \$120 annually. No taxes will be deducted from the money you set aside.

For additional information, see the District's [FSA Newsletter](#) and FSA [webpage](#).



Isela Lieber, an ESL teacher at James Monroe High School (**Chris Rosas**, Principal), was named as one of five California Teachers of the year. In addition, two other District teachers were selected as finalists in the competition—**Marcella DeBoer**, English teacher at Cesar Chavez Social Justice/Humanitas Academy (**Jose Navarro**, Principal) and **Matthew Waynee**, cinematic arts teacher at the LAUSD/USC Media Arts & Engineering Magnet (**Ezequiel Gonzalez**, Principal). Congratulations to them and their principals who mentored and supported them on their journeys to excellence. They will all be honored at a gala in Sacramento in February.

TOO BUSY TO VOTE? GET AN ABSENTEE BALLOT

The upcoming election is critical and it is imperative that all eligible persons in California exercise their right to vote. Because we know that AALA members are busy, this is a gentle reminder, that it is very easy to vote by mail and save yourself a trip to the polls. Any registered voter may vote using an absentee ballot instead of going to the polls on Election Day. California law also allows any registered voter to become a permanent vote-by-mail voter. You can apply for a vote-by-mail ballot for one election or permanently either online, by mail, via telephone, or in person. The last day to request the absentee ballot by mail is November 1, 2016. Please click here to access the application: <http://elections.cdn.sos.ca.gov/vote-by-mail/pdf/vote-by-mail-application.pdf>.

PROPOSITION 51 – PROS AND CONS

Proposition 51 is a bond initiative on the ballot that, if passed, would authorize \$9 billion in school construction throughout the state. The breakdown is as follows: \$3 billion in new construction for K-12 schools; \$3 billion in repairs for K-12 schools; \$2 billion for community college facilities; \$500 million for K-12 vocational education facilities; and \$500 million for charter school facilities. Funds can be used to upgrade technology, labs and libraries, retrofit buildings, fix leaky roofs, remove lead pipes, and also build sports stadiums, other athletic facilities, and playground areas.

Associated Administrators of Los Angeles

PROP. 51 (Cont.)

It is supported by the California Chamber of Commerce, California Building Industry Association, State Building and Construction Trades Council, California School Boards Association, and both the Democratic and Republican parties, along with **Lt. Governor Gavin Newsom, State Superintendent of Public Instruction Tom Torlakson** and former **Los Angeles Mayor Antonio Villaraigosa**. However, **Governor Jerry Brown** opposes the measure, saying that it *squanders money that would be far better spent in low-income communities*. Because the money is spent on a first-come, first-served basis, it will go to the districts that get their applications in the fastest, not to those most in need.

While there have been local bonds on previous ballots, there has been no statewide school construction bond since 2006. Preliminary polls indicate that 47% of likely voters support the measure, with 10 % unsure.

IN MEMORIAM

GEORGE J. AVAK—former Principal of Alexandria, Western Avenue and Kentwood elementary schools and assistant principal at Manchester Avenue and Compton Avenue elementary schools. George retired from the District on February 5, 1988, and passed away on October 10, 2016. A memorial service will be held on Saturday, November 12, 2016, at 12:00 noon, at Westwood Hills Congregational Church, 1989 Westwood Boulevard, Los Angeles, followed by a reception in the church.

CALENDAR

EVENT	DATE	CONTACT
OCTOBER IS BULLY PREVENTION, COLLEGE AWARENESS, CULTURAL DIVERSITY, DISABILITY AWARENESS, FILIPINO AMERICAN HISTORY, LGBT HISTORY, BREAST CANCER AWARENESS, SUBSTANCE ABUSE PREVENTION, AND DOMESTIC VIOLENCE AWARENESS MONTH		
CCAIE Meeting at LA Technology Center	October 21, 2016 2:30 p.m. – 4:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205, or sramir1@lausd.net
Special Education University/District Intern Fair at John Liechty MS	October 22, 2016 8:30 a.m. – 1:00 p.m.	Derek Ramage , 213.241.4669 or derek.ramage@lausd.net
RED RIBBON WEEK	October 23 – 31, 2016	
Deadline for Meal Applications	October 24, 2016	
COBA Meeting at Crenshaw HS – Library	October 26, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
SHSOPO Meeting at Belmont HS	October 27, 2016 8:00 a.m. – 12:30 p.m.	Jason Camp , 818.881.7737
ACSA Region 16 Fall Membership Social at the Ritz Carlton Downtown	October 27, 2016 5:30 p.m. – 8:00 p.m.	Michael Payne , 818.340.6677

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EVENT	DATE	CONTACT
Maintenance and Operations Branch Recruitment Fair at Roybal LC	October 29, 2016 9:00 a.m. – 12:00 p.m.	Maria , 213.241.5450 Candy , 213.241.5448
MSPO Meeting at the Music Center	November 2, 2016 7:30 a.m. – 12:00 p.m.	Dr. Sandra Cruz , 818.832.3870
PSPO Meeting at TBD	November 2, 2016	Tadeo Climaco , 213.240.3815
AAPA Bring Your Boss to Dinner at Golden Dragon Restaurant	November 2, 2016 5:00 p.m.	Robert Oye , robert.oye@lausd.net
Lunchtime Networking for OMA Members at Beaudry, Room 11-140	November 3, 2016 11:30 a.m. – 12:15 p.m.	Dr. Marguerite Williams , 213.241.0151
CalSTRS Pre-Retirement Workshop at Mountain View ES Auditorium	November 3, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
EPO Meeting at Pickwick Gardens (Required)	November 4, 2016 7:30 a.m. – 12:00 p.m.	Ana Escobedo , 213.250.7450
OEECA Meeting at Beethoven EEC	November 4, 2016 10:00 a.m. – 2:30 p.m.	Obioma Uche , 323.234.1428
Academic Decathlon Scrimmage	November 5, 2016	
Daylight Saving Time Ends	November 6, 2016 2:00 a.m.	
AALA Executive Board Meeting	November 7, 2016 4:30 p.m.	213.484.2226
ELECTION DAY	November 8, 2016	
EAPO, MSAPO, and SHAPO Meeting at Pickwick Gardens (Required)	November 10, 2016 7:30 a.m. – 12:00 p.m.	Dr. Sylvester Harris , 213.484.0326 Martha Valencia , 323.826.1500 Juanita White-Holloman , 323.227.4400
VETERANS DAY	November 11, 2016	
COBA Meeting at Crenshaw HS – Library	November 16, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
CalSTRS Pre-Retirement Workshop at Manhattan Place ES Auditorium	November 17, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
DACE Administrators' Meeting at East L.A. Skills Center	November 18, 2016 8:00 a.m. 12:00 p.m.	Dr. Clif DeCordova , cdecordo@lausd.net
CCAIE Fall Awards Dinner	November 18, 2016 5:00 p.m. – 8:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205, or sramir1@lausd.net

LONG-TERM CARE INSURANCE AVAILABLE

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

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INSURANCE (Cont.)

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 email info@siltc.com.

CSUN

MICHAEL D. EISNER
COLLEGE OF EDUCATION

“The CSUN program provided me with the foundation and the skills to work as a successful administrator. I was able to immediately use what I learned from the ELPS program as an assistant principal and especially now as a principal. The program was also an excellent launching point for the Doctoral program I completed. Overall the ELPS program was a great opportunity for my advancement in the field of Education.”

~Dr. Steve Martinez, LAUSD Principal

The Department of Educational Leadership & Policy Studies (ELPS), California State University, Northridge is pleased to announce its newest Spring 2017 Cohorts for the attainment of the Preliminary Administrative Services Credential (Tier I) and Masters’ Degree in Educational Administration to begin in January, 2017 at Roosevelt HS (LD East), Wright MS STEAM Magnet (LD West), and on the CSUN Campus.

For further information about the program, visit the ELPS website at <http://www.csun.edu/eisner-education/educational-leadership-policy-studies>. For additional information regarding the new cohorts, please contact **Dr. Jody Dunlap** at jody.dunlap@csun.edu, or **Ricardo Sosapavon** at ricardo.sosapavon@csun.edu, or call the ELPS Office at 818.677.2591.

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

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Roosevelt High School, Partnership for Los Angeles Schools, MST 41G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Margery**

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CERTIFICATED POSITIONS (Cont.)

Weller at 213.201.2000, ext. 248, or Margery.Weller@partnershipla.org. Application deadline is Friday, October 28, 2016.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Sutter Middle School, Local District Northwest, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Matthew Horvath**, Director, at 818.654.3600 or matthew.horvath@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 8, 2016.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Northridge Academy High School, Local District Northwest, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Matthew Horvath**, Director, at 818.654.3600 or matthew.horvath@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 8, 2016.

CERTIFICATED, NON-SCHOOL-BASED

SECONDARY COORDINATOR,

Master Program Institute, MST 42G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact Jesus Angulo, Director, Division of Instruction, at 213.241.7510. Application deadline is 5:00 p.m., Wednesday, November 3, 2016.

SPECIALIST, STUDENT INFORMATION SYSTEMS

Student Integration Services, MST 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Almarie Polk**, Principal Administrative Assistant, at 213.241.6933. Application deadline is 5:00 p.m., Tuesday, November 1, 2016.

CLASSIFIED

PROGRAM AND POLICY DEVELOPMENT ADVISOR, INNOVATION AND IMPROVEMENT SCIENCES

Division of Instruction, \$114,900 - \$142,300, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Wednesday, November 2, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis	Park Western Place ES and Cabrillo ES, Local District South	Gina M. Ellis, Director, 310.354.3400	4:00 p.m. Friday October 21, 2016

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, INVESTMENT SCHOOLS PROGRAM, REED</i> MST 40G, A Basis	Human Resources Division	Leanne Hannah , Director, 213.241.6158	5:00 p.m. Friday October 21, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Dana MS, Local District South	Terry Ball , Director, 310.354.3400	4:00 p.m. Friday October 21, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	South Region HS #8 Center for Enriched Studies Magnet, Local District East	Maricela Ramirez , Director, 323.224.3100	5:00 p.m. Friday October 21, 2016
<i>COORDINATOR, TEACHING AND LEARNING</i> MST 41G, A Basis	Local District East	Dr. David Baca , Administrator of Instruction, 323.224.3108 or david.baca@lausd.net	5:00 p.m. Tuesday October 25, 2016
<i>SPECIALIST, K-12 STANDARD ENGLISH LEARNER PROGRAM</i> MST 38G, E Basis Two Positions	Division of Instruction	Kandice McLurkin , Administrative Coordinator, 213.241.3340 or kandice.mclurkin@lausd.net	5:00 p.m. Tuesday October 25, 2016
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Evergreen ES, Local District East	Dalys A. Stewart , Director, 323.224.3100	5:00 p.m. Thursday October 27, 2016
<i>SPECIALIST, STEM/STEAM</i> MST 38G, E Basis	Instructional Technology Initiative, Division of Instruction	Erika Solorio , erika.solorio@lausd.net	<u>EXTENDED</u> 5:00 p.m. Thursday October 27, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DESIGN AND TECHNICAL SPECIFICATION COORDINATOR</i> \$96,300 - \$119,200, 12-month position	Facilities Services Division	Click HERE	Saturday October 22, 2016
<i>IT SECURITY MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	Tuesday October 25, 2016
<i>ADA COORDINATOR</i> \$114,900 - \$142,300, 12-month position	ADA Compliance Program	Evelyn Diaz , evelyn.j.diaz@lausd.net or click HERE	Friday October 28, 2016

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CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SENIOR TECHNICAL PROJECT MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	Wednesday November 2, 2016
<i>DIRECTOR OF RESEARCH AND DATA ANALYSIS</i> \$94,000 - \$119,200, 12-month position	Office of the Board of Education	Click HERE	When Filled
<i>RELOCATABLE HOUSING PROGRAM MANAGER</i> \$96,300 - \$119,200, 12-month position	Asset Management Department, Facilities Services Division	Click HERE	When Filled
<i>DATABASE ADMINISTRATOR</i> \$101,100 - \$125,200, 12-month position	Information Technology Division	Click HERE	When Filled
<i>CENTRAL BUSINESS ADVISOR</i> \$114,919 - \$142,350, 12-month position	Charter Schools Division	Click HERE	When Filled
<i>CHIEF HUMAN RESOURCES OFFICER</i> \$172,884 - \$215,388, 12-month position	Human Resources Division	Deborah Jansen, 213.241.5449, deborah.jansen@lausd.net , or click HERE	When Filled