

UPDATE

www.aala.us

Week of February 20, 2017

THE IDES OF MARCH AND DISPROPORTIONALITY

The Board of Education summarily approved the District's recommendation to send hundreds of March 15th letters to AALA administrators. The letters are required to be sent per the Education Code if there is a probability an administrator will not return to the same position for the next school year. It is important to note administrators for the most part do return to their existing position or are returned to their former class if they have return rights (tenure) to the position. And therein lies one of the greatest and unfair imbalances for AALA's Supervisory Department. AALA-represented Central and Local District administrators are subject to unceremoniously losing their current positions despite years of loyal dedication, commitment, and service.

The matter is further exacerbated because AALA administrators are disproportionately shouldering the District's efforts when it comes to having a balanced budget. Suddenly, AALA seems to be more like a distant relative rather than a family member the District purports it to be, and the "U" in united feels more like the "U" in undervalued and unappreciated. Here is some data:

Approximate Number of March 15th Letters

AALA	1600+
UTLA	0
LA School Police	0
Instructional Aides	0
Operations/Support Services	0
Teacher Assistants	0
Playground Aides	0
Sergeants/Lieutenants	0
Classified Supervisors	0
CSEA	* (Many members work at Central and Local Districts. CSEA is as concerned as AALA.)

The District may argue some labor partners are not subject to receiving March 15th letters. However, it is undeniable the District's approach is to seemingly go after the lowest of hanging fruit, AALA.

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THE IDES OF MARCH (Cont.)

AALA has heard the District's arguments that "right-sizing" has to be done as a result of the Blue Ribbon Recommendations and moving resources to schools. Moreover, the District proudly and publicly shares its budget has garnered the District the highest of credit ratings.

It is evident the neither the Blue Ribbon Commission nor the District have heard the demoralized voices of over-worked administrators. How is it possible an elementary school must have 1,100 students to generate an assistant principal? What is even more heartless is that a school can be denied an assistant principal if E-Cast projects the school will have two or three fewer students! How can the District argue the need to "right-size" when most Assistant Principals have to serve three schools and in some cases four, Early Education Principals have two schools to supervise and in some cases three; and secondary administrators have schools with no assistant principal and one if you are lucky enough to have 800 students? How can the District forget the untenable cuts AALA shouldered during the Great Recession to keep the District afloat? Can the District argue AALA members have been made whole and administrative norms have been justly restored?

There has to be a more humanistic approach to addressing the District's approach to budgeting and financing. For example, our brethren at CSEA continuously highlight the very large amount of over-budgeting in the District's Books and Supplies account these past three years by a combined total of \$1,011,174,177. If this is the case, is it not a better approach to adequately staff schools with administrators, clerical, and buildings and ground support rather than constantly crying poor? How about shifting these dollars to schools and provide most every elementary school a full-time assistant principal, secondary schools with a minimum of two assistant principals, and end all split-assignments for principals and assistant principals!

Lastly, the District made a wholehearted commitment there were to be no reorganizations under the new administration. The news was accepted with the biggest sigh of relief as reorganizations have been incredibly stressful and tumultuous to members of AALA. Many members are contacting AALA because the "30%" exercise to more effectively "realign" services to schools has the potential to create turmoil and be a *de facto* reorganization without calling it one. In other words, it appears Local Districts have been given the latitude to decide staffing. This potentially means one local district could be more instructional rather than operational or health and human services.

The end result will be more dissatisfied school-based administrators. Why? AALA is inundated with anecdotal stories that no matter the structure EVERY single year they are saddled with new support personnel that initially do not understand the needs, culture, and climate of their schools, and the ensuing stress to bring new supervisors up to speed is not the best use of time nor the most effective pathway to meet students in the journey to achieve 100% graduation.

AALA administrators are reasonable, hardworking, dedicated individuals. AALA administrators deserve greater consideration when budgetary decisions are being made and shown the respect they have garnered rather than the anticipation they will not continue serving the students of the District in their current positions.

BARGAINING BULLETIN:

Board Approves Unit J Contract, 2015-2018

The Board of Education approved AALA Unit J's 2015-2018 collective bargaining agreement with the District at its meeting of February 14, 2017. This agreement was ratified by Unit J members the previous week. Now that the contract has received Board approval, it is Unit J's official contract with LAUSD. The District generally takes awhile to prepare the agreement for publication. In the meantime, the agreement will remain on AALA's website for your reference.

Should you have any questions regarding changes to the 2012-2015 agreement or the current contract, feel free to call the AALA office at 213.484.2226.

IMPORTANT NOTICE – IMMIGRATION RESOURCES

Principals recently received communication from the District regarding immigration related issues. Several resources in multiple languages were provided to support site administrators when responding to questions and in managing immigration-related situations on campus. Here is a link to access the resources: <http://www.aala.us/docs/2017/02/Immigration-Policies.pdf>

UNIT J SPECIAL CLASSIFICATION REQUIREMENTS

Unit J members are reminded that all Licenses or Certification requirements that are not specified as *preferred* under "special" in the class description are **required** and must be kept valid by the employee for the duration of time that they are in the classification.

WOMEN IN LEADERSHIP SUMMIT

ACSA Region XVI is hosting a Women in Leadership Summit at Cal State Dominguez Hills on Saturday, May 20, 2017, which will feature a keynote address, a panel, and workshops for aspiring and advanced leaders. Panelists will include LAUSD Superintendent **Michelle King**, Executive Director **Hilda Maldonado**, former Superintendents **Dr. Maria Ott** and **Dr. Darline Robles**, National Distinguished Principal **Marcia Reed**, and Personnel Director **Karla Gould**. Registration is now open at <http://womensummit.weebly.com> and more information may be obtained by contacting **Dr. Marguerite Williams**, Conference Chairperson, at marguerite.williams@lausd.net or **Dr. Jack Bagwell**, ACSA Region XVI President, at jack.bagwell@lausd.net.

***HEALTH BENEFITS FAQ -
HOW AND WHERE TO GET A FLU SHOT – IT IS NOT TOO LATE***

Flu shots are provided through our District’s medical plans, and each plan has its own process for getting these shots. Below is the latest information about when, how, and where to obtain your flu shot in 2017.

Kaiser HMO and Seniority Plus

You may get your cost-free flu shot at your doctor’s office or at a Walk-in Clinic located at your local Kaiser facility. Clinic hours are generally between 8:30/9:00 a.m. and 4:30/5:00 p.m. Los Angeles has one clinic open from 4:30 p.m. to 8:30 p.m. For clinic locations in Southern California, click [HERE](#). For other California regions out-of-state locations, click [HERE](#).

Anthem Blue Cross Select HMO and Anthem Blue Cross EPO

Beginning January 1, 2017, Anthem plan members can obtain a flu shot at any CVS or network pharmacy free of charge. Simply present your prescription card at the pharmacy. SilverScript members may be asked for their Medicare ID only.

Health Net HMO and Seniority Plus

Flu Shots are covered free of charge for both for Active and Seniority Plus members when administered by their Primary Care Physicians. Flu Shots obtained through the local pharmacies are not covered.

UnitedHealthCare® Medicare Advantage HMO

You can obtain your annual flu shot free of charge through the following ways:

- Your network doctor or other health care professional.
- One of the retail pharmacies, including CVS, Walgreen’s, Albertson’s, Ralphs, Pavilions, etc.
- Any of the Convenience Care Clinics listed [HERE](#).

For information about immunizations, view your plan’s 2017 *Summary of Benefits*:

[Anthem Blue Cross Active EPO California 2017](#); [Anthem Blue Cross Active HMO 2017](#)
[Anthem Blue Cross Retiree EPO California 2017](#); [Anthem Blue Cross Retiree EPO Non-California 2016](#); [Anthem Blue Cross Early Retiree HMO 2017](#)
[Health Net Active HMO 2017](#) ; [Health Net Retiree HMO 2017](#)
[Kaiser HMO Active 2017](#); [Kaiser HMO Early Retiree 2017](#)
[Kaiser Sr. Advantage HMO Hawaii 2017](#); [Kaiser Sr. Advantage HMO Northwest 2016](#)

IN MEMORIAM

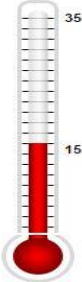
MARY ALICE ZALESNY HAWKINS—Correction: Ms. Hawkins was principal at Marvin Avenue, Nora Sterry, and Warner Avenue elementary schools, not assistant principal.



A big shout out goes to **Euna Anderson** and the Early Childhood Education Division principals for their generous donation to the Friends of AALA Scholarship Program. At their meeting on Friday, February 10, they contributed a total of \$895. With more to come! Thank you so much! Now, the challenge is out there for other administrative groups to do the same!

SCHOLARSHIP FUNDRAISER

We have raised enough for 15 scholarships of the 35 needed to achieve this year’s goal. Join your friends and colleagues by sending in your tax-deductible donation. Click on the *PayPal Donate* button on AALA's website: <http://www.aala.us/>



MICHAEL LOPEZ—AALA SCHOLARSHIP RECIPIENT

Michael Lopez, a graduate of Harbor Teacher Preparation Academy, received a Friends of AALA scholarship last May. He matriculated to UCSD where he plans to major in chemical engineering. Here is an excerpt from a letter we received from him regarding his initial experiences at college.



I can say that my first quarter at the University of California, San Diego was not smooth sailing. I can also say that it was not as rough as it could have been. I felt as if the right stresses were imposed on me and in turn, that led me to become a much more responsible individual. Being the only student from my high school to attend UCSD made it even more of a fresh start to me and I was initially anxious to see what was to come. What are my roommates going to be like? How am I going to act when I begin to live away from my parents? Is college truly for me?

...Moving into my dorm actually made me bring more things than I expected, and then some. I ended up using most, if not all, of my space with food, utensils, utilities, notebooks, and many other necessities for college. I think that this is one aspect where the scholarship money granted by the AALA was very useful. When I needed something that I deemed necessary for my college experience, I was less skeptical about thinking of enduring through without it.

MICHAEL LOPEZ (Cont.)

...Like many other individuals, my purpose is to study, learn, and be successful while doing it. Of course that's not going to be everything that my life is going to rely on, but it definitely should be a long-term goal that I should never lose sight on. Reflecting back on this particular detail, I saw the AALA scholarship as one that is a constant reminder of that. I received the award as a gift with the purpose of complementing my college experience. Wasting my time in college, which would waste that award granted to me is a misuse of my time and efforts.

...Despite any hardships that may come to fruition, I was comforted to be aware that there was a solid support and foundation, in the form of the people around me, right behind me. Interesting enough, even before college for me began, the AALA Scholarship Committee also believed that I was able to do great things as I was chosen for the award that only a few lucky recipients would acquire.

FINAL REMINDER: CONDUCT EDST FORMAL OBSERVATION

The deadline to conduct the Educator Development and Support: Teachers (EDST) Formal Observation was **February 17, 2017**. *The postobservation conference should then be completed ten working days after the formal observation or no later than March 6, 2017. The growth plan visit must be completed by **March 17, 2017**.*

In preparation for completing the EDST observations, click [here](#) to view a handbook with key information and guidance. For additional support, please contact your [Teaching and Learning Coordinator](#) or Professional Learning and Leadership Development at 213.241.3444 or plld@lausd.net. Please review Staff Relations' [Academic Year Checklist](#) for additional deadlines, such as the affirmative decision for probationary teachers and the midyear warning for a possible below standard rating.

SUMMER EMPLOYMENT OPPORTUNITIES

School-site administrators are asked to inform both certificated and classified employees of employment opportunities in the High School 2017 Summer Term, June 22 – July 27, for grades 9-12. The instructional program will run from 8:30 a.m. – 2:00 p.m. Please click [HERE](#) to view the flyer and refer to REF-6824.0 for a list of schools and additional information.

DECATHLON TOP HONORS WON BY GRANADA HILLS H.S.

Congratulations to Granada Hills Charter High School's Academic Decathlon team for capturing the 2017 Academic Decathlon title for the seventh time. The team, coached by **Matthew Arnold**, **Harsimar Dhanoa**, **Jonathan Sturtevant**, and **Rachel Phipps**, scored 59,865, which included scores from ten events plus the Super Quiz Relay. Marshall High School, coached by **Larry Welch**, finished second with a combined score of 58,883. Franklin High School, guided by **Samuel Kullens**, was third in the competition with a combined score of 57,770.

In the Super Quiz Relay, Marshall was first, Granada Hills second, and El Camino Real Charter H.S., coached by **Stephanie Franklin**, third. **Anrui Gu**, Marshall, was the top-scoring student in the competition with a score of 9,637 out of a possible 10,000.

The California Academic Decathlon competition, to be held in Sacramento on March 23 – 26, will be the next challenge for Granada Hills as well as nine other LAUSD teams. Also invited to compete at the state finals by virtue of their high scores in the LAUSD competition are Marshall; Franklin; El Camino

Real; Garfield, coached by **Kevin Murchie** and **Lucy Romero**; Grant, coached by **Karen Evens**; Palisades Charter, coached by **Gregg Strouse**; Van Nuys, coached by **John Mitchell** and **Elijah Salcido**; Bell, coached by **Heather Wilson** and **Matthew Moreno**; and North Hollywood, coached by **Raul Barragan**.

The most improved team Districtwide was San Fernando High School, coached by **Jerry Kazdoy**. Receiving the Dr. Al Perez Scholarship from the United States Academic Decathlon (USAD) was

Narbonne High School, coached by **Jeff Goldberg**. This award is presented annually to honor **Dr. Perez's** years of service on the USAD Board of Directors. USAD also honored **Dr. Richard Cooper** for his years of service on the Board of Directors by presenting a special recognition award to Manual Arts High School, coached by **Brandon Abraham**. Both Dr. Perez and Dr. Cooper were outstanding LAUSD administrators.

Additional awards presented were the Coach of the Year, awarded to **Matthew Arnold**, Granada Hills; the Larry McCormick Memorial Award, sponsored by AALA, went to **Adrienne Bran-Cuc**, Grant High School, for achieving the highest score on the literature exam; and twenty-nine "Lamp of Knowledge" medals and four \$500 scholarships, sponsored by the Department of Water and Power, given to outstanding student participants in the HIPP program, a Saturday academic program that helps prepare students for the Decathlon.

Congratulations are also extended to all of the schools' administrative staffs for the outstanding performances of their teams. The Academic Decathlon is coordinated by **Cliff Ker**, Academic Events Coordinator, and presented by Beyond the Bell, **Alvaro Cortés**, Senior Executive Director.

Associated Administrators of Los Angeles

SUPPORT IMELDA PADILLA

High school teachers **Alby Dye and Jean Gennis** along with other educators are hosting an event for **Imelda Padilla** to support her bid for election to the LAUSD Board of Education on Sunday, February 19, 2017, from 2:00 p.m. – 8:30 p.m., at 10638 Ledeen Drive, Lake View Terrace, CA 91342. If you are unable to attend, please send checks payable to Imelda Padilla for School Board 2017 to 550 S. Hope Street, #1910, Los Angeles, CA 90071. For more information, please contact **Mona Sanchez** at 818.523.3753 or Mona.Sanchez.CA@gmail.com.

SAVE THE DATE


ACSA-R Region XVI is hosting its annual spring luncheon on Thursday, March 30, 2017, at 11:30 a.m. at Taix Restaurant. The guest speaker is **Wesley Smith**, ACSA Executive Director. Tickets are \$30 per person and checks payable to ACSA-R should be sent to **Mike Perez**, c/o AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026.

Please indicate your meal choice of fish, chicken, or vegetarian.

CALENDAR

EVENT	DATE	CONTACT
FEBRUARY IS AFRICAN AMERICAN HISTORY MONTH		
Retirement Celebration for Mattie Adams-Robertson at the Club House at the Recreation Park 18 Golf Course	February 18, 2017 7:00 p.m.	310.830.1769 or plushaffairs@yahoo.com
Fundraising Event for Imelda Padilla at 10638 Ledeen Drive, Lake View Terrace	February 19, 2017 2:00 p.m. – 8:30 p.m.	Mona Sanchez , 818.523.3753 or Mona.Sanchez.CA@gmail.com .
Presidents' Day	February 20, 2017	
AAPA Spring Social at TBD	February 22, 2017 5:00 p.m. – 8:00 p.m.	Daniel Kim , daniel.kim@lausd.net
EAPO Meeting at Pickwick Gardens (Required)	February 23, 2017 7:30 a.m. – 12:00 p.m.	Dr. Sylvester Harris , 213.484.0326
MSAPO and SHAPO Meeting at Pickwick Gardens (Required)	February 23, 2017 12:30 a.m. – 4:00 p.m.	Leonor Buza , 323.238.1826 Juanita White-Holloman , 323.227.4400

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
AAALA Administrator of the Year Nominations Due	February 24, 2017	Dr. Debbie Dillard , 213.241.8219, Nery Paiz , 323.255.3142
Deadline for AJE Scholarship	February 27, 2017	www.ajelausd.com
Nominations for Classified Employee of the Year Due	February 28, 2017	Everydayheroes@lausd.net
MARCH IS WOMEN'S HISTORY, MIDDLE LEVEL EDUCATION, MUSIC IN OUR SCHOOLS, ARTS EDUCATION, AND SOCIAL WORK MONTH		
AAAPA Professional Development at Gratts ES	March 1, 2017 4:30 P.m. – 8:00 p.m.	Elaine Kinoshita , elaine.kinoshita@lausd.net
NEA's Read Across America Day	March 2, 2017	www.readacrossamerica.org
SHSOPO Meeting at Bernstein HS	March 2, 2017 8:00 a.m. – 12:30 p.m.	Jason Camp , 818.881.7737
CalSTRS Pre-Retirement Workshop at Bell High School	March 2, 2017 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
DACE Administrators' Meeting at East L.A. Skills Center	March 3, 2017 8:00 a.m. 12:00 p.m.	Dr. Clif de Córdoba , cdecordo@lausd.net
Deadline for Administrator Applications ES/MS/HS Summer Programs	March 3, 2017 5:00 p.m.	Nancy Robinson or Dr. Betsy Castillo , 213.241.7900
Week of the School Administrator	March 6 – 10, 2017	www.acsa.org
AAALA Executive Board Meeting	March 6, 2017 4:30 p.m.	213.484.2226
Autonomous School Workshop # 2 at Dorsey HS	March 6, 2017 4:30 p.m. – 7:00 p.m.	Delia Estrada , 213.241.3077 or delia.estrada@lausd.net
Deadline for Outstanding School Psychologist Nominations	March 6, 2017	Dr. Mary Barry , 323.541.1900 or mary.barry@lausd.net
Deadline for ESY Administrator Applications	March 6, 2017 5:00 p.m.	Dr. Aaron Jeffery , 213.241.6701
PSPO Meeting at TBD	March 8, 2017	Tadeo Climaco , 213.240.3815
CalSTRS Pre-Retirement Workshop at Sheridan Street Elementary School Aud.	March 9, 2017 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
Autonomous School Workshop # 2 at LD Northwest	March 9, 2017 4:30 p.m. – 7:00 p.m.	Delia Estrada , 213.241.3077 or delia.estrada@lausd.net
ACSA Region 16 Spring Membership Social at CSUN, Orange Grove Bistro	March 9, 2017 5:00 p.m.	Michael Payne , 818.340.6677
Daylight Savings Begins – Move Clocks Forward	March 12, 2017 2:00 a.m.	

Associated Administrators of Los Angeles



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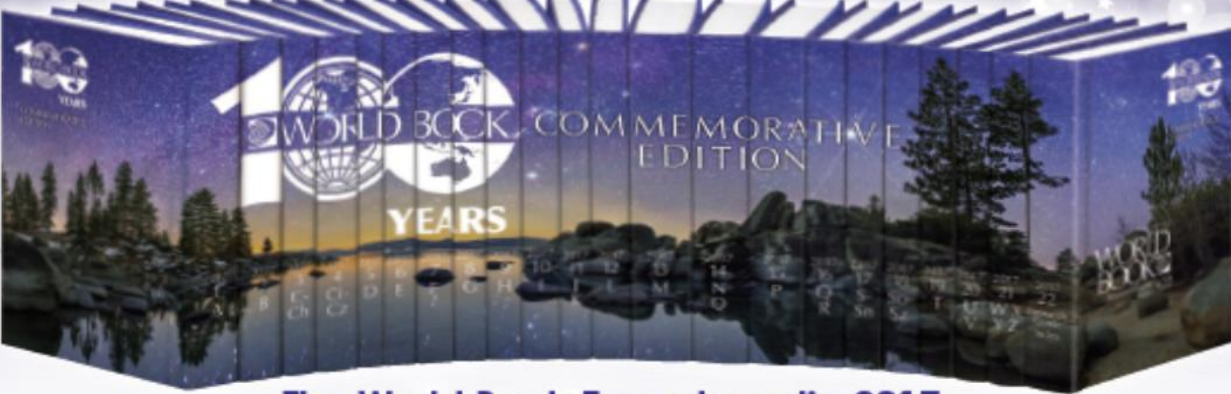


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MAR 28
6:30 P.M.

TUESDAY
APR 25
6:30 P.M.

TUESDAY
MAY 30
6:30 P.M.

*Final application deadline for fall 2017 is **March 15, 2017.***

Learn more: <http://rossier.usc.edu/ed-leadership>

Associated Administrators of Los Angeles

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, K - 12

Ellen Ochoa Learning Center, Local District East, MST 45G, E Basis. For more information and application procedures, contact **German Cerda**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Monday, February 27, 2017.

CLASSIFIED

SENIOR ADMINISTRATOR, IT INFRASTRUCTURE

Information Technology Division, \$151,200 - \$188,400, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
ASSISTANT PRINCIPAL, SECONDARY MST 41G, B Basis	Reseda HS, Local District Northwest	Dr. Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Friday February 17, 2017
ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis	Noble Avenue and Michelle Obama ESs, Local District Northeast	John Rome , Director, 818.252.5400	5:00 p.m. Friday February 17, 2017
ADMINISTRATOR, June 20 - July 19, 2017	ES/MS ELOS Program, Multiple Sites	Nancy Robinson , 213.241.7900, or see MEM-6804.0	5:00 p.m. Friday March 3, 2017
ADMINISTRATOR, June 22 - July 27, 2017	High School Summer Program, Multiple Sites	Dr. Betsy Castillo , 213.241.7900, or see REF 6824.0	5:00 p.m. Friday March 3, 2017

Associated Administrators of Los Angeles

<i>ADMINISTRATOR</i> June 29 - July 26, 2017	ESY Program, Multiple Site	Dr. Jeffery Aaron, 213.241.6701, or see MEMO 6726.0	5:00 p.m. Monday March 6, 2017
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SQL DEVELOPER</i> \$90,900 - \$113,100, 12-month position	Information Technology Division	Click HERE	Tuesday February 14, 2017
<i>COMPUTER FORENSIC SPECIALIST</i> \$79,400 - \$98,900, 12-month position	Office of the General Counsel	Click HERE	<u>EXTENDED</u> Wednesday February 15, 2017
<i>SENIOR ADMINISTRATOR, IT INFRASTRUCTURE</i> \$151,200 - \$188,400, 12-month position	Information Technology Division	Click HERE	Friday February 24, 2017
<i>.NET DEVELOPER</i> \$90,900 - \$113,100, 12-month position	Information Technology Division	Click HERE	When Filled
<i>DIRECTOR OF TRANSPORTATION</i> \$133,400 - \$165,400, 12-month position	Transportation Division	Click HERE	When Filled
<i>DIRECTOR OF LEGISLATIVE AFFAIRS & GOVERNMENTAL RELATIONS</i> \$147,700 - \$184,000, 12-month position	Office of Government Relations	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