

UPDATE

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Week of May 14, 2018

INQUIRING MINDS WANT TO KNOW

The newly-selected LAUSD Superintendent is scheduled to begin the job in a few days. This Superintendent is the self-professed “unconventional” choice; the result of a “bold” move by the Board of Education. Thus, the “conventional” approach is for the rumor mill to run amok, and for longtime dedicated employees to suffer from post-traumatic stress syndrome by reliving what happens when a Superintendent with no educational experience or credentials of any kind has been tapped to lead the second largest school district in the country. The selection has been made, and now the heavy-lifting begins as we sit on the sidelines awaiting the reorganizing, redirecting, restructuring, revising, accountability strategies that will surely come our way.

Much has been said about how the District must ensure stability and continuity to continue on the mission towards 100% graduation for all. This laudable goal will never be attained on behalf of the students we serve until these fundamental questions are answered immediately:

Is the new Superintendent reorganizing the District? Word on the street is there will be FOUR local Districts instead of SIX. If so, what is the rationale for the reorganization? How will it improve student achievement and greater support and autonomy for schools? When will this reorganization take place? Will the selection process for the FOUR local districts be fair and transparent?

Is the new Superintendent proposing a 15% budget cut? If so, how and when will this cut take place? Has a senior staff member explained to him that we are still suffering the effects of the recent **30%** cut that has every AALA member working beyond capacity in the most untenable of working conditions? Does the new Superintendent know that many AALA members have been given additional workloads over the years as the District has cut positions, but not the workload and accompanying tasks? How familiar is the Superintendent with the current Strategic Plan? To what extent will it be followed? Or is it being thrown away, retooled, or modified?

And while AALA does not represent contracted senior staff, it is important for everyone to know who is going and who is staying. More importantly, who will be coming from the outside to augment the Superintendent’s cabinet? Outsiders from the past have shown the greatest disdain for the work dedicated employees have done for decades. We cannot be subjected to outsiders telling us in our faces we are “unimaginative,” “stale,” and wanting to make sense of the system by categorizing our schools in “portfolios” and other such nonsense.

Let us be clear. Outsiders come and go. They come and allegedly “disrupt” the system by turning it upside down. They then leave after stepping on our backs to satisfy their promotional aspirations and we are left behind to clean up their messes.

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INQUIRING MINDS (Cont.)

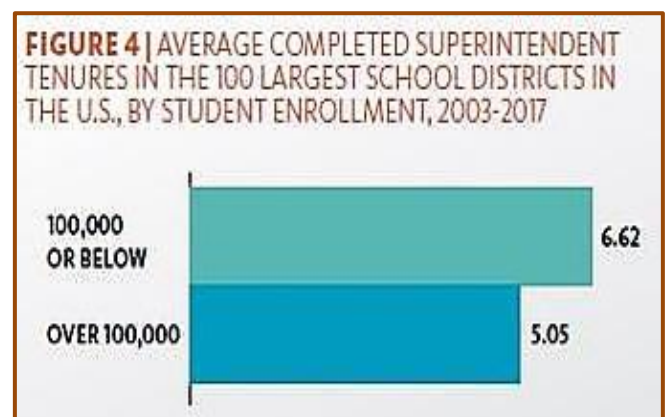
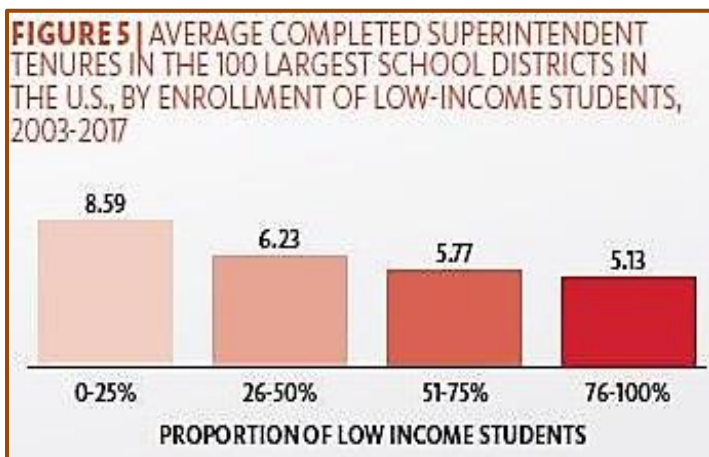
Let us be even clearer. We cannot and will not continue to be disrespected and maligned. The District's frontline managers make this District run. We can no longer continue being disrespected and dishonored. AALA, let us change the narrative for once. We must be the disruptors and agitators to save democracy and our public schools as we know them.

Can the District assure every constituent the new superintendent has no conflict of interests when it comes to ties to independent charters, business interests within and outside the District, political interests, and any and all matters that will negatively impact integrity and transparency? How do you leave the corporate world behind and genuinely work as a servant of the public to ensure the District thrives? What safeguards does the District have in place to ensure enrollment does not steadily decline to where it is deemed insolvent and taken over by the state?

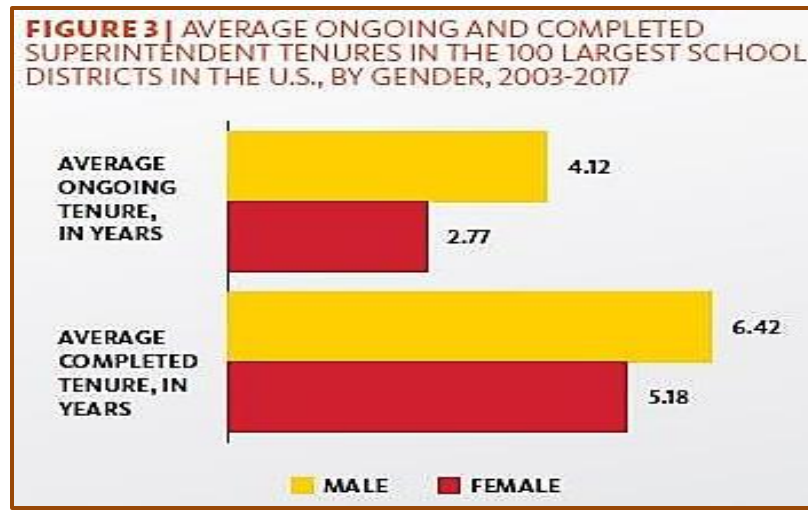
URBAN SUPERINTENDENTS HAVE SHORT TENURE

According to a study released by the Broad Center, superintendents in school districts with high percentages of students of color stay in the position fewer than five years. Those in districts with 25 percent or fewer students of color have tenure of almost twelve years. Superintendents in the largest districts (over 100,000 students) also stay on the job about 5 years; and the tenures for women are 15 months shorter than men. Looking at LAUSD in this century, five years would be good. The last time we had a superintendent last that long was in the 1990s, with **Roy Romer**. Interestingly enough, the graduates of the Broad Academy, the Broad Residency in Urban Education, and the Broad Fellowship for Education Leaders who went on to become superintendents only lasted about 3.5 years in the job.

To conduct the study, the Broad Center utilized publicly available data and that from the National Center for Education Statistics over a 15-year period. Reasons cited for the short tenure of superintendents are terminations, hiring by another district, and lack of cohesion with the governing board. In addition, the perception that big-city superintendents only stay for a short period can have an impact on how they approach the job and how staff responds as they try to implement change. While this trend does not bode well for the new LAUSD Superintendent, the report cautions that we shouldn't lower our expectations. Below are graphs from the report which can be accessed [here](#).



TENURE (Cont.)



HEALTH BENEFITS FAQ— MAY IS OSTEOPOROSIS AWARENESS AND PREVENTION MONTH

What is osteoporosis?

Osteoporosis, known as “porous” or fragile bones, is a disease in which a person has low bone mass and structural deterioration of bone tissue. Osteoporosis is responsible for an increased risk of fractures, especially to the hip, spine, and wrist. The disease affects both men and women, but can be prevented and treated. Studies show that one in two women and one in four men over 50 years of age will break a bone due to osteoporosis. About 54 million adults in the U. S. are at risk for osteoporosis and/or low bone mass with whites and Asians being at the greatest risk.

How do I assess my risk for osteoporosis?

Some common risk indicators, in addition to gender, age, and ethnicity, include postmenopausal women, a small frame, being underweight, a family history of fractures, smoking, heavy use of alcohol, and/or physical conditions/illnesses and medications that might weaken bones. A diet poor in calcium and vitamin D and an inactive lifestyle are also risk indicators.

How is osteoporosis detected and diagnosed?

Typically, during a regular physical exam, your physician reviews your family and medical history to assess your risk indicators for osteoporosis. There are several bone density tests, but the most commonly recognized one is a central DXA (dual energy x-ray absorptiometry) scan of the hip and spine. Bone density tests show the strength of your bones and whether you have osteoporosis or osteopenia, which indicates low bone mass, but not low enough to be osteoporosis. You should get a bone density test if you are a woman 65 years or older, a man 70 years or older, a menopausal or postmenopausal woman with risk factors, or a man over 50 with risk factors.

FAQ (Cont.)

Are there medical treatments that work effectively for osteoporosis?

Yes, treatments are available, but medications are just part of a total bone health regimen that includes nutrition/diet, exercise, fall prevention, and medications. Throughout your lifetime, bones continue to “remodel” themselves, undergoing a cycle of loss and growth. With osteoporosis, bone remodeling becomes unbalanced—thinning more than growing. To slow bone loss, doctors most commonly prescribe antiresorptive medications such as alendronate, (Fosamax), risedonate (Actonel), ibandronate (Boniva), and zoledronic acid (Reclast). Another type of medication, less commonly prescribed, are anabolics that work by promoting bone growth. The only FDA-approved anabolic is teriparatide, a synthetic parathyroid hormone. Due to it being very expensive and requiring daily injections, this drug is reserved for people with severe osteoporosis who cannot tolerate more common medications.

What are some preventative measures and treatments for osteoporosis?

- Understand your personal risk indicators.
- Ensure your diet includes adequate amounts of total calcium (1,000 mg/day for men 50–70; 1,200 mg/day for women 51 and older and men 71 and older). Take dietary supplements if necessary.
- Take vitamin D (800–1,000 IU/day), including supplements, if you are 50 years or older.
- Engage in regular weight-bearing and muscle-strengthening exercise to improve agility, strength, posture, and balance; to maintain or improve bone strength; and to reduce the risk of falls and fractures.
- Quit smoking and avoid excessive alcohol intake.
- Take medication for osteoporosis as prescribed by your physician.

For additional resources: [Osteoporosis in Aging – NIH Newsletter](#) and/or [Osteoporosis: MedlinePlus](#).



Several AALA members were honored as ACSA Region XVI administrators of the year at the awards banquet held on Tuesday, May 8. Those receiving the awards and the categories in which they won were:

Rafael Balderas, High School Principal
Ana Beltran, Secondary Co-Administrator
Dr. Adaina Brown, Middle School Principal
Myrna Brutti, Operations Administrator
Juan A. Flecha, Ferd J. Kiesel Award
Josefina Flores, Elementary School Principal
Geri Fuchigami, Special Education Administrator
Luis Heckmuller, Curriculum and Instruction Administrator
Candace Lee, Adult Education Administrator
Charlotte Lerchenmuller, Retired Administrator
Janet Peaks, Central Office Administrator
Dr. Joe Salvemini, Educational Options Administrator
Dean Tagawa, Early Education Administrator

CONGRATULATIONS (Cont.)

In addition, former AALA member and current LAUSD Board Member **Scott Schmerelson** received the Marcus Foster Memorial Award. Local District South Superintendent **Christopher Downing** received the Superintendent of the Year award, as well. The following five students were awarded scholarships during the banquet:

Every Student Succeeding Scholarship
Jack Moscowitz Memorial Scholarship
ACSA/AALA Scholarship
ACSA Region XVI, ACSA-R Scholarship
ACSA Region XVI, ACSA-R Scholarship

Beatriz Vasquez, Northridge Academy HS
Tahmina Hasan, Bravo Medical Magnet HS
Tamara Zuniga Velasquez, Garfield HS
Kimberly Abarca, South Gate HS
Jackie Tam, Harbor Teacher Prep Academy

Congratulations are also extended to **Dr. Edward Trimis**, Principal, Legacy Visual and Performing Arts High School, for having his article, "Shaping School Climate and Improving Communication in a Digital World" published in the May/June edition of *Leadership*, the journal published by the Association of California School Administrators (ACSA). The digital version of the journal may be found at <http://joom.ag/aUqY>.

AAALA TO AWARD THIRTY SCHOLARSHIPS



We are pleased to announce that thanks to the generous support of AALA members, friends, and sponsors we will be awarding **thirty** \$2,000 scholarships to LAUSD graduating seniors at the AALA Scholarship and Community Awards Banquet on Thursday, May 24, 2018, at the Millennium Biltmore Hotel. Please join us at this wonderful celebration of achievement. Tickets are just \$80 per person and can be purchased by sending a check payable to Friends of AALA to AALA, 1910 W. Sunset Blvd. Suite 850, Los Angeles, CA 90026. If you wish to pay by credit card, please call **Gloria** at 213.484.2226.

NEW LAW PREREGISTERS 16- AND 17-YEAR-OLDS TO VOTE

AB 1407 (**McCarty**, D-Sacramento, and **Fletcher**, D-San Diego) was signed by **Governor Brown** and will automatically preregister eligible 16- and 17-year-olds to vote when they receive a California driver's license or State ID. It is estimated that as a result of this new law, as many as 200,000 teens annually will be eligible to vote when they turn 18, eliminating the need for them to physically register to vote. California ranks 38th in the nation with 6.6 million eligible residents not registered to vote and those 18-24 comprising the largest group.

YOUR DIGITAL LEGACY

Everyone knows that it is wise to make arrangements for the disposition of financial and other assets upon death, however, many people fail to include their digital assets in the planning. As technology becomes pervasive and more of our daily activities move online, it is time to start planning for the management of

DIGITAL LEGACY (Cont.)

our digital assets when we pass away. Just what are digital assets and how much are they worth? Digital assets include anything in electronic format — pictures, movies, video files, personal communications, memoirs, documents, etc. — and your digital legacy is formed by the information that is contained therein. Your digital legacy is generally found in online services and/or digital devices.

George Washington University Law School Professor **Naomi Cahn** has written extensively on this subject and says that the average person can value their digital assets at more than \$50,000; therefore it is necessary to take an inventory and be aware of their potential worth. We need to look at how many different accounts we have, how many automatic transfers and bill payments occur, who will have knowledge of and be authorized to close these accounts, and who will stop the transactions upon death. Each online service has its own privacy or end-of-life policy and it is important to understand their policies and processes. Dr. Cahn goes so far as to say that we need to put something in writing, take a digital inventory, and even appoint a digital power of attorney. The Digital Legacy Association suggests making a social media will that contains nonsensitive information about your accounts and what you want to happen with the content after your death. At the very least, we should keep a locked paper document that lists all of our passwords and security questions for mobile telephones, email accounts, blogs, online accounts, storage services, and social media. Doing so will make it easy for family to access or close down the accounts, notify email and social media correspondents of our passing, and take care of financial concerns.



SAVE THE DATES



AALA-endorsed candidate for State Superintendent of Public Instruction Assembly Member **Tony Thurmond** invites AALA members to attend a community campaign fundraiser next Friday, May 18, 2018, 4:00 p.m. – 6:00 p.m., in Los Angeles (location TBA). To read details and make a contribution to the event, visit tonythurmond.com/lafortony. Please RSVP to dailysmith@gmail.com and indicate that you are a guest of AALA to receive a special rate.


Don't miss your last chance this year to learn about the process for your school to become an autonomous school! If you are interested in the expanded school-based management (ESBMM), local initiative school (LIS), or pilot school models starting school year 2019-2020, you must first attend a two-part workshop. LOOC, with representatives from UTLA, AALA, and LAUSD, will walk you through the application process. The final Autonomy Workshops Double Header is scheduled to be held on Tuesday, June 12, 2018, from 9:00 a.m. – 4:00 p.m., at UTLA headquarters. To view the flyer, please click [HERE](#) and to register go to <https://goo.gl/forms/Syga68lrWQLJaA4p1>. For more information, please call **Maria Elena Rico** at 213.241.3077 or **Elaine Kinoshita** at 213.241.0127.



Associated Administrators of Los Angeles

CALENDAR

MAY IS ASIAN PACIFIC ISLANDERS AMERICAN HERITAGE, BETTER HEARING AND SPEECH, FOSTER CARE AWARENESS, LABOR HISTORY, MENTAL HEALTH AWARENESS, AND PHYSICAL FITNESS AND SPORTS MONTH

EVENT	DATE	CONTACT
Adult School Principals' Meeting at East L.A. Skills Center	May 11, 2018 8:00 a.m. – 3:00 p.m.	Dr. Clifton de Córdoba , 310.664.5820 or cdecordo@lausd.net
ACSA-R Spring Luncheon at Taix Restaurant	May 11, 2018 11:30 a.m.	Mike Perez , mpez21@sbcglobal.net
MOTHER'S DAY	May 13, 2018	
Fundraising Event for Delaine Eastin in Bel Air	May 17, 2018 6:00 p.m. – 8:00 p.m.	Katherine Welch , 415.786.7663 or katherine@delaineforgovernor.com
Elementary Principals' Meeting at Pickwick Gardens (Required)	May 18, 2018 7:30 a.m. – 12:00 p.m.	Edgardo Enrique Soberanes , 323.582.6387 or esoberan@lausd.net
Women's Leadership Summit at CSU Dominguez Hills	May 19, 2018 7:30 a.m. – 2:30 p.m.	Dr. Marguerite Williams , 213.241.0151 or marguerite.williams@lausd.net
CLASSIFIED SCHOOL EMPLOYEE WEEK	May 20 – 25, 2018	
CSBA's Friends of Public Education Reception	May 22, 2018 6:00 p.m. – 8:30 p.m.	Sarah Bradshaw , 323.394.1886 or sbradshaw@csba.org
Pilot School Principals' Meeting at Pickwick Gardens (Required)	May 23, 2018 7:30 a.m. – 12:00 p.m.	Cynthia Gonzalez , 323.846.2118 or cvg0844@lausd.net
COBA Meeting at Crenshaw HS Library	May 23, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
BTB Social Emotional Learning Conference at L.A. Live Marriott	May 24, 2018	http://bit.ly/SEL18LA
APSCSO Meeting at Phillips Graduate University	May 24, 2018 8:00 a.m. – 11:30 a.m.	Danny Kindle , dlk4931@lausd.net
AALA Scholarship and Community Awards Banquet at the Millennium Biltmore Hotel	May 24, 2018 5:30 p.m.	Gema Pivaral , 213.484.2226
Organization of Early Education Center Administrators' Meeting at Beethoven EEC (Required)	May 25, 2018 12:00 p.m. – 4:00 p.m.	Ayanna Davis , 323.357.7790 or ayanna.davis@lausd.net
MEMORIAL DAY	May 28, 2018	 <p><i>Thank you for your service ... You will always be remembered!</i></p>

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Senior High School Options Principals' Meeting at Newmark HS	May 30, 2018 7:30 a.m. – 12:00 p.m.	Rob Eiseman , 818.394.3980 or reiseman@lausd.net
NO TOBACCO DAY	May 31, 2018	
AALA Executive Board Installation Dinner at Tam O'Shanter Restaurant	June 4, 2018 4:30 p.m.	Javier Melendez , 213.484.2226
Last Day of Instruction	June 7, 2018	
C Basis Ends	June 8, 2018	
Autonomy Workshops Double Header at UTLA	June 12, 2018 9:00 a.m. – 4:00 p.m.	Maria Elena Rico , 213.241.3077 or mariaelena.rico@lausd.net
Senior High School Principals' Meeting at TBD	June 13, 2018 5:00 p.m. – 7:30 p.m.	Dr. Edward Trimis , 323.357.7531 or etrimis@lausd.net
COBA End-of-Year Celebration at TBD	June 13, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
FLAG DAY	June 14, 2018	
B Basis Ends	June 15, 2018	
CalPERS Benefits Education Event at Riverside Convention Center	June 15 – 16, 2017	

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.

CLASSIFIED

CHARTER SCHOOLS OPERATIONS COORDINATOR

Charter Schools Division, \$98,100 - \$121,500, 12-month position. For more information, please click [HERE](#). Application deadline is Monday, May 21, 2018.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, EXTENDED DAY PROGRAMS OPERATIONS</i> MST 41G, A Basis	Beyond the Bell Branch	Alvaro Cortés , Senior Executive Director, 213.241.7900	5:00 p.m. Thursday May 17, 2018
<i>SPECIALIST, LEARNING MANAGEMENT SYSTEM</i> MST 38G, A Basis	Personalized Learning Systems, DOI	Susana Cuevas , susana.cuevas@lausd.net	5:00 p.m. Thursday May 17, 2018

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT DIRECTOR, PERSONNEL</i> \$123,900 - \$153,600, 12-month position	Personnel Commission	Click HERE	<u>EXTENDED</u> Friday May 11, 2018
<i>DIVISION HUMAN RESOURCES ADMINISTRATOR</i> \$93,900 - \$116,400, 12-month position	Information Technology Division	Click HERE	Tuesday May 15, 2018
<i>ORACLE DEVELOPER</i> \$99,500 - \$123,500, 12-month position	Information Technology Division	Click HERE	Friday May 18, 2018
<i>CHIEF HUMAN RESOURCES OFFICER</i> \$188,400 - \$234,700, 12-month position	Human Resources Division	Click HERE	When Filled
<i>DIRECTOR OF FOOD SERVICES</i> \$150,900 - \$184,700, 12-month position	Food Services Division	Click HERE	When Filled
<i>DEPUTY INSPECTOR GENERAL, INVESTIGATIONS</i> \$118,135 - \$146,887, 12-month position	Office of the Inspector General	Click HERE	When Filled
<i>SENIOR RESIDENT CONSTRUCTION ENGINEER</i> \$113,627 - \$141,578, 12-month position	Facilities Project Execution, FSD	Click HERE	When Filled
<i>SENIOR DESIGN NETWORK ENGINEER</i> \$108,900 - \$134,900 (15% increase with CCIE Certification), 12-month position	Information Technology Division	Click HERE	When Filled
<i>FACILITIES ACCESS COMPLIANCE SPECIALIST</i> \$89,300 - \$110,800, 12-month position	Access Compliance Unit, FSD	Click HERE	When Filled
<i>PROGRAM SCHEDULER</i> \$87,099 - \$108,064, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>SCHOOL BUSINESS AND OPERATIONS MANAGER</i> \$80,564 - \$100,400, 12-month position	Manual Arts HS, Local District Central	Click HERE	When Filled