

UPDATE

www.aala.us

Week of February 25, 2019

NO GOOD DEED GOES UNPUNISHED #MARCH 15 NOTICES #15% BUDGET CUTS

After holding down the fort and keeping the District afloat during the UTLA work stoppage, LAUSD frontline managers are being thanked by receiving March 15 Notices—those letters that inform them that as of July 1, they may be released, demoted, or reassigned from their current positions. Yes, the erstwhile District leadership has decided to send out blanket notices to all certificated administrators (except principals and assistant principals in permanent status), whether school-site or office-based. As if that were not demoralizing enough, certificated and classified managers have been informed that all departments will take a 15% cut but still remain in the dark about how this will look or operate. Rumors abound, but networks seem to be the new keywords for REIMAGINING LAUSD. Transparency, the word that our Board Members and Superintendent throw around so easily, is missing and the employees are living in a world of obfuscation.

The fog around the reorganization is so heavy that Board Member **Scott Schmerelson** had to introduce a resolution instructing the Superintendent to provide information on the proposed networks and whatever else the outside consultants are planning. He first asked for the information last fall and never received it, hence the resolution, after which the Board Members finally obtained the requested material. Now as a little information trickles out—such as the possible outsourcing of transportation and food services—the uncertainty multiplies and more employees feel threatened. If reorganization is going to occur, when will the troops be notified? When will the public have any input? What about District 5 which is unrepresented? Why this veil of secrecy? And need we remind you, July 1 is merely four months away.

All of this has raised the stress level of all AALA members. In addition to trying to get schools back on track and deal with the already untenable workload school support personnel face, they now are insecure about their jobs. A March 15 letter, mandated by state law, should only go to those who are absolutely affected by a change in assignment, not to everyone on the salary schedule! Where is the compassion, appreciation for a job well done, and support for employees? While certificated employees will get the letters, classified employees face just as much uncertainty, as the 15% cuts will definitely have a domino effect on them as well.

Employees need to know, sooner than later, just what the REIMAGINING plan entails and what the new structure will look like. The daily uncertainty, coupled with the lack of information and threatened job loss is bordering on harassment. The employees who kept the schools open and were faithful during the strike deserve better, as do our students and parents. We would like to imagine a District that remains consistent; that each new superintendent does not need to completely revamp the system but is

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wise enough to keep the things that are working well and address those areas that need improvement; where employees are valued and treated with respect; and where the word TRANSPARENT is an adverb that describes standard operating procedures, not something we only IMAGINE.

BOARD TO CONSIDER PARCEL TAX

AALA members should be aware that the Superintendent and Board Members will have a meeting on Tuesday, February 26, at 10:00 a.m. to discuss placing a parcel tax on the 2019 or 2020 ballot. When Board Members **George McKenna** and **Scott Schmerelson** brought forward this idea on last July, months before the November 2018 ballot, the Superintendent and Board Members **Garcia, Melvoin,** and **Rodriguez** admonished that it was too expensive and too short a time frame to mount a successful campaign. Imagine, if the measure had been on the ballot and passed in November, we could possibly have avoided a strike. A parcel tax is what many districts have used to help during tough times to preserve key programs and personnel. The assessment can be differentiated between resident and commercial properties using different rates as well as between small businesses and large ones.

AALA has encouraged this piece as part of a broader plan to raise revenue for years now. Former Board Member **Steve Zimmer** tried to move the item forward. Well, now the Board favors the matter, but a parcel tax will not solve all issues and critical questions arise. What is the larger fiscal revenue plan? Why do this in the middle of a Board election? Is this effort designed for success or failure? What are the ingredients of the parcel tax? Who will benefit? What is the oversight planned? Where is the facilities bond? Why haven't the bargaining units been contacted before this was thrown on the agenda so secretly and quickly? Will this provide more school safety? Will it provide more technology? Will it provide more personnel—like an assistant principal at every elementary school, an APEIS at all schools, a principal for each EEC, 4 teachers at options schools, and restoration of administrative positions at Beaudry? Who knows? These matters need significant discussions and deliberations, not a rush to action.



Congratulations are extended to AALA administrator **Dan Isaacs** for whom the LAUSD Board of Education voted on Tuesday, February 19, to name a school in his honor. Mr. Isaacs worked for the District in many capacities—from teacher to assistant superintendent to chief operating officer for more

CONGRATULATIONS (Cont.)

than forty years and has always been the consummate professional. In retirement, Mr. Isaacs has continued to support his administrative colleagues by working as an administrator at AALA. Avalon Continuation High School in Local District South will be renamed Dan M. Isaacs Avalon Continuation High School.

DR. CYNTHIA GONZALEZ ENDORSED BY L.A. TIMES

AALA-endorsed candidate and principal **Dr. Cynthia Gonzalez** was recently endorsed by the *Los Angeles Times* in the race to represent District 5 on the Board of Education. In an editorial published on Sunday, February 17, Dr. Gonzalez was recognized for her education experience, her temperament, knowledge of the system, and her “strong grasp of both the big philosophical picture and the day-to-day work of educating students.” The editorial noted, “She’s what the school board needs.”

HEALTH BENEFITS FAQs— DISTRICT RETIREE HEALTH PLANS REQUIRE MEDICARE ENROLLMENT

Of the phone calls AALA receives about healthcare, Medicare enrollment is a frequent concern. Following is a basic overview of Medicare. If you are a retiree, your 2019 Retiree Guide sent during the open enrollment period also has information about Medicare.

Why is Medicare enrollment required for retiree benefits?

Medicare is the national health insurance program for retirees who are age 65 or older. The District realizes lower premium costs for Medicare retirees compared to premiums for active employees and retirees under age 65.

- Retirees (and spouse/dependents) are required to enroll in Medicare Part A (hospital care) and Medicare Part B (physician services and outpatient hospital care) at age 65 to retain their District-paid health benefits.
- District retirees **must not** enroll in Medicare Part D (prescriptions). Premium costs for prescription coverage are covered as part of your District paid health benefits.

How and when should I (or my spouse/dependents) enroll in Medicare?

The initial enrollment period is seven months—three months before your 65th birthday, the month of your birthday, and three months after your birthday. Plan to **enroll BEFORE your 65th birthday** so that you can send your proof of enrollment at least 30 days before you turn 65. You may enroll in several ways—online, by phone, or by going to your nearest Social Security Administration office. If you miss the initial seven-month enrollment window, you will need to wait and enroll during Medicare’s open enrollment period, between January 1 and March 31 of each year. If you enroll in the window after your 65th birthday, your District medical coverage will be terminated until the District receives proof of enrollment.

Are there premium costs related to Medicare?

- Yes, **all** Medicare retirees pay an income-based Medicare Part B premium. For 2019, the basic premium for new enrollees is \$135.50 a month for an adjusted gross income of up to \$85,000.

FAQs (Cont.)

An individual with a higher income pays a higher premium. District retirees are often surprised by the Medicare Part B payment requirement since employee medical coverage has always been premium-free.

- Medicare Part A may be premium-free, based on whether the retiree or spouse paid 40 quarters of social security and/or Medicare taxes, qualified for CalSTRS payment of Part A (ended in 2012), or had Medicare taxes withheld from his/her salary while employed.
- District Medicare retirees may also pay a Part D income-related adjustment amount (IRMAA) directly to Medicare, even though they must not enroll in Part D. The cost of the 2019 IRMAA ranges from \$12.40 to \$77.40.

What plans are available for Medicare retirees?

District plans include two Medicare Advantage HMO plans and one PPO plan—Kaiser Senior Advantage, Health Net Seniority Plus, and Anthem Medicare Preferred (PPO), respectively. Anthem EPO is available for the few Medicare retirees who don't qualify for premium-free Medicare Part A.

How does Medicare work within our District plans?

- Medicare Advantage plan services are administered by the insurer and provide comprehensive medical, hospital, and prescription coverage with low copays and deductibles. There is no longer double billing—only straight to the insurer.
- The Anthem EPO plan first uses the Medicare payment that covers 80% of approved medical costs and then pays the 20% not covered by Medicare. Anthem bills Medicare for each separate medical service.

For additional information, go to <https://www.ssa.gov/medicare/>. You may also call Social Security at 800.772.1213 or call Medicare directly at 800.633.4227. Also, contact the District's Benefits Administration office, 213.241.4262, for specific Medicare coverage questions related to any special circumstances and/or your coverage.

STILL LOOKING FOR AALA ANGELS



Are you an AALA angel yet? You can join the more than 200 members who are already angels by signing up for an automated payroll deduction of \$5 or more to support the Friends of AALA Scholarship Program. The \$5 pledge goes directly to the \$2,000 scholarships that are awarded annually to deserving LAUSD graduates. This year, 30 scholarships of \$2,000 each will be awarded to graduates in the Class of 2019.

As the number of Angels increases, so does the number of scholarships we can provide. Please click [HERE](#) to complete the necessary paperwork for payroll deduction so you, too, can become an AALA Angel.

THE BEST CHANCE FOR SUCCESS

Every year, *Education Week* publishes an assessment of the nation's educational system titled *Quality Counts*, which is essentially a report card on the state of education in the country. The country and each state are ranked in the areas of Chance for Success, School Finance, and K-12 Achievement, and also with an overall score. The report includes summative grades and scores based on national and state-by-state data and analysis from the Education Week Research Center.

The Chance for Success category gathers data from family income; parent education; parental employment; parent English fluency; preschool and kindergarten enrollment; 4th grade reading and 8th grade mathematics scores from NAEP; high school graduation; postsecondary enrollment, postsecondary degrees; adult annual income; and steady employment. In the current 2019 Chance for Success ranking, California was 36th in the nation and earned a C-.

The report finds that location seems to be critical when looking at education and socioeconomic factors that offer the best chances for success when raising children. Across the country, there are wide disparities in education systems—with the best having top notch technology, a stable teaching force, and high rates of college attendance. The states in the top five ranking are Massachusetts, New Jersey, New Hampshire, Connecticut, and Minnesota. Four of the top five are clustered in the Northeast which has a generally strong economy with pockets of extreme wealth. Parents tend to have full-time, stable jobs and children benefit from preschool, varied extracurricular activities, and less transiency. However, the achievement gaps persist in some of these states and their English learners lag behind on state tests.

Eighty-seven percent of Massachusetts high school students earn a diploma and 72 percent go on to enroll in a postsecondary school. New Jersey has one of the highest levels of preschool enrollment in the nation and more than 90 percent of its students graduate from high school. New Hampshire emphasizes the school to career pipeline and has created programs for high schools to partner with community colleges so students can take classes in areas where there is a workforce shortage, such as aerospace and manufacturing. Minnesota's high ranking is attributed to stable leadership, heavy focus on teacher quality, and consistently high standards.

BUILDING OUR OWN STAFF AS TEACHERS

The Career Ladder is pleased to announce that there are some spaces available in the BOOST (Building Our Own Staff as Teachers) grant program. BOOST will provide support to **any** classified staff member who is working toward becoming a teacher in a high need area. Support includes:

- Mentoring and guidance on credentialing requirements and teacher preparation programs
- Financial assistance up to **\$4,000** a year for:
 - Tuition Reimbursement
 - Test Fees
 - Test Preparation Assistance
 - Other Credentialing Expenses

If you have been considering becoming a teacher, now is the time! Space is limited, so apply today! Applications will be accepted through Tuesday, March 5, 2019, and can be accessed at:

Associated Administrators of Los Angeles

BOOST (Cont.)

<http://go.teachinla.com/BOOSTApp> using your LAUSD Single Sign-On. For more information please visit <http://achieve.lausd.net/BOOST>.

IN MEMORIAM

BEVERLY EDWARDS—Former supervisor and coordinator in Instructional Media Services. Ms. Edwards retired from the District on July 1, 2006, and passed away on January 6, 2019.

DR. WILLIAM JOHNSTON—Former Superintendent of LAUSD; Adult and Career Education Division Assistant Superintendent; and Gardena Adult School Principal. Dr. Johnston retired from the District in 1981 and passed away on February 21, 2019. We will provide more information as it becomes available.

HAROLD KLEIN—Former principal at Valley View, Short Avenue, Richland Avenue, and Sunland elementary schools. Mr. Klein retired from the District on February 1, 2011, and passed away on February 11, 2019. Private services will be held.

COBA HOSTING BLACK CHILD CONFERENCE AND SCHOLARSHIP LUNCHEON

The Council of Black Administrators (COBA) 44th Annual Black Child Conference and Scholarship Luncheon will be held on Saturday, May 4, 2019, from 7:00 a.m. - 3:00 p.m., at the Sheraton Gateway Los Angeles Airport Hotel. The cost for the entire conference is \$175 per participant, which includes complimentary valet parking, breakfast, workshops, scholarship luncheon, and souvenirs in a COBA tote bag. The fee to attend the luncheon only is \$75, including complimentary valet parking. The registration deadline is Friday, March 15, 2019. Please click [HERE](#) for registration guidelines; [HERE](#) for the registration form; and [HERE](#) for the application to place an ad in the souvenir program.

CALENDAR

| EVENT | DATE | CONTACT |
|--|--|---|
| FEBRUARY IS AMERICAN HEART, BLACK HISTORY, AND CHILDREN'S DENTAL HEALTH MONTH | | |
| Deadline for AALA Scholarships and Community Awards Applications | February 22, 2019 | Gema Pivaral , 213.484.2226 or gpivaral@aala.us |
| <i>Social Emotional Learning Professional Development</i> at 59 th Street ES | February 23, 2019 8:00 a.m. – 3:00 p.m. | Holly Clark , 213.241.5333 or hhc1820@lausd.net |

Associated Administrators of Los Angeles

| EVENT | DATE | CONTACT |
|---|--|--|
| Concert for Jackie Goldberg at American Legion Eagle Rock | February 23, 2019 2:30 p.m. – 5:30 p.m. | Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com |
| COBA General Membership Meeting at Crenshaw High School | February 27, 2019 5:30 p.m. – 7:30 p.m. | Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net |
| Deadline for Summer Principal Applications | February 28, 2019 | https://summer.lausd.net |
| CalSTRS Workshop at Bell HS, Student Cafeteria | February 28, 2019 4:00 p.m. – 5:30 p.m. | Maria Voigt , 213.241.6365 or register HERE |
| Fundraising Event for Jackie Goldberg with Special Guests Juan Flecha and Alex Caputo-Pearl at Golden Dragon Restaurant | February 28, 2019 5:00 p.m. – 7:00 p.m. | Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com |
| MARCH IS AMERICAN RED CROSS, ARTS EDUCATION, MULTIPLE SCLEROSIS AWARENESS, MUSIC IN OUR SCHOOLS, MIDDLE LEVEL EDUCATION, NUTRITION, SOCIAL WORK, AND WOMEN’S HISTORY MONTH | | |
| READ ACROSS AMERICA DAY | March 2, 2019 | |
| Deadline for ESY Administrator Applications | March 4, 2019 | https://summer.lausd.net |
| AALA Executive Board Meeting | March 4, 2019 4:30 p.m. | Javier Melendez , 213.484.2226 |
| WEEK OF THE SCHOOL ADMINISTRATOR | March 5 – 9, 2019 | |
| SPECIAL ELECTION FOR LAUSD BOARD DISTRICT 5 | March 5, 2019 | |
| Middle School Principals’ Meeting at TBD | March 6, 2019 7:30 a.m. – 12:00 p.m. | Dr. L. Gail Garrett , 323.541.1800 or lgarrett@lausd.net |
| Pilot School Principals’ Meeting at TBD | March 6, 2019 7:30 a.m. – 12:00 p.m. | Paul Hirsch , 323.817.6461 or paul.hirsch@lausd.net |
| Special Education Principals’ Meeting at Beaudry 17-117 | March 7, 2019 8:00 a.m. – 4:30 p.m. | Melissa Winters , 213.749.8310 or mrw4766@lausd.net |
| AAPA PD – Latest Updates on 2019-2020 Budget Development at Castelar ES | March 7, 2019 5:30 p.m. – 7:30 p.m. | Cathy Tomyoy , 213.241.6990 or cathy.tomyoy@lausd.net |
| INTERNATIONAL WOMEN’S DAY | March 8, 2019 | |
| Deadline for CMAA Scholarships | March 8, 2019 | Lorraine Torres , 310.834.6431 or lorraine.torres@lausd.net |
| Adult School Principals’ Meeting at East L. A. Skills Center | March 8, 2019 8:00 a.m. – 3:00 p.m. | |

Associated Administrators of Los Angeles

| EVENT | DATE | CONTACT |
|--|--|---|
| <i>Social Emotional Learning Professional Development</i> at Sellery Learning Center | March 9, 2019 8:00 a.m. – 3:00 p.m. | Holly Clark , 213.241.5333 or hhc1820@lausd.net |
| DAYLIGHT SAVING TIME BEGINS | March 10, 2019 2:00 a.m. | |
| CalSTRS Workshop at Sheridan Street ES, Auditorium | March 14, 2019 4:00 p.m. – 5:30 p.m. | Maria Voigt , 213.241.6365 or Register HERE |
| Step Up Forum at Perez Career and Transition Center | March 16, 2019 8:00 a.m. – 12:30 p.m. | 213.241.4571 |
| <i>Social Emotional Learning Professional Development</i> at Euclid Avenue ES | March 16, 2019 8:00 a.m. – 3:00 p.m. | Holly Clark , 213.241.5333 or hhc1820@lausd.net |
| ACSA-R L.A. Conservancy Broadway Theatre Tour | March 16, 2019 10:00 a.m. | Click HERE |
| Senior High School Options Principals' Meeting at Newmark-Belmont Complex | March 21, 2019 8:00 a.m. – 11:30 a.m. | Victorio Gutierrez , 323.569.7140 or vgutie1@lausd.net |
| CalSTRS Workshop at Eagle Rock HS, Student Dining Room | March 21, 2019 4:00 p.m. – 5:30 p.m. | Maria Voigt , 213.241.6365 or Register HERE |
| Women In Leadership Summit at Garfield High School | March 23, 2019 8:00 a.m. – 2:00 p.m. | Frances Baez , frances.baez@lausd.net |
| COBA General Membership Meeting at Crenshaw High School | March 27, 2019 5:30 p.m. – 7:30 p.m. | Josephine Ruffin , 323.296.2040 josephineruffin@sbcglobal.net |
| APSCO Meeting at Bravo Medical Magnet HS (Required) | March 28, 2019 8:00 a.m. – 11:30 a.m. | Karen Fattal , 818.505.2225 or kfattal@lausd.net |
| CMAA Building Champion Leaders at Hollenbeck MS | March 28, 2019 5:00 p.m. | Rafael Escobar , 323.262.6382 or rafael.escobar@lausd.net |
| <i>Social Emotional Learning Professional Development</i> at Strathern ES | March 30, 2019 8:00 a.m. – 3:00 p.m. | Holly Clark , 213.241.5333 or hhc1820@lausd.net |

STEP UP FORUM SPRING 2019: STEP UP TO THE PLATE

WHEN

**Saturday, March 16, 2019
8:00 am - 12:30 pm**

WHERE

**Alphonso B. Perez Career &
Transition Center
4540 Michigan Ave, Los Angeles, CA 90022**

WORKSHOPS Include • Positive Behavior Intervention and Support Strategies for All Learners • Tips on Taking the CBEST • Overview of Dual Language and Bilingual Programs in LAUSD • Individualized Education Plan (IEP) 101 • LAUSD Teacher Application Process • Developing Effective Lessons for Diverse Learners • STEP UP/Career Ladder Programs • Culturally and Linguistically Responsive Strategies • Credential Pathways and Requirements • Preparing for the Multiple Subjects CSFT • Assessments: Strategies, Techniques and Tools • University Teacher Preparation Programs

ACHIEVE.LAUSD.NET/STEPUP



INTERESTED IN BECOMING A TEACHER?

Attend this free mini-conference to learn about:

- Effectively meeting the needs of:
 - ⇒ **Students with Disabilities**
 - ⇒ **English Learners**
 - ⇒ **Students in Multilingual Programs**
- Preparing to transition to a **Certificated teaching position**

**REGISTER ON
LAUSD MYPLN:
ACHIEVE.LAUSD.NET/MYPLN
Keyword "STEP UP Forum"**

Please call 213-241-4571 for registration assistance

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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

ASSISTANT PRINCIPAL, SECONDARY

Central High School and Tri-C CDS, Local District Central, MST 38G, B Basis. For more information, contact **Zelendria Robinson**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Wednesday, March 6, 2019.

CLASSIFIED

ASSISTANT BUDGET DIRECTOR

Budget Services Branch, Budget Services and Financial Planning Division, \$105,744 - \$130,920, 12-month position. For more information, click [HERE](#). Application deadline is Wednesday, March 13, 2019.

PREVIOUSLY ANNOUNCED POSITIONS

| CERTIFICATED POSITIONS | LOCATION | CONTACT | DEADLINE |
|--|--|--|--|
| <i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis | Nava College Preparatory Academy, Local District Central | Erick Mata , Director, 213.241.0118 | 5:00 p.m. Friday February 22, 2019 |
| <i>PRINCIPAL, SCHOOL FOR THE DEAF AND HARD OF HEARING</i> MST 42G, E Basis | Marlton School, Local District West | Dr. Candice Waters , Director, 310.914.2100 or candice.waters@lausd.net , | 5:00 p.m. Thursday February 28, 2019 |
| <i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis | Weemes ES, Local District Central | Francisco Gonzalez , Director, 213.241.0118 | 5:00 p.m. Thursday February 28, 2019 |
| CLASSIFIED POSITIONS | LOCATION | CONTACT | DEADLINE |
| <i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$133,000 - \$165,000, 12-month position | Facilities Services Division | Click HERE | Thursday February 28, 2019 |
| <i>CONSTRUCTION MANAGER</i> \$124,600 - \$155,000, 12-month position | Project Execution Branch, FSD | Click HERE | When Filled |

Associated Administrators of Los Angeles

| CLASSIFIED POSITIONS | LOCATION | CONTACT | DEADLINE |
|---|--|----------------------------|-------------|
| <i>DEPUTY INSPECTOR GENERAL</i> \$118,135 - \$146,887, 12-month position | Investigations Office, Office of the Inspector General | Click HERE | When Filled |
| <i>RESIDENT CONSTRUCTION ENGINEER</i> \$107,000 - \$132,500, 12-month position | Facilities Project Execution Branch, FSD | Click HERE | When Filled |
| <i>ORACLE DEVELOPER</i> \$99,500 - \$123,500, 12-month position | Information Technology Division | Click HERE | When Filled |
| <i>PROGRAM SCHEDULER</i> \$87,099 - \$108,064, 12-month position | Facilities Services Division | Click HERE | When Filled |
| <i>PLUMBING INSPECTOR</i> \$79,800, 12-month position | Inspection Department, FSD | Click HERE | When Filled |