

# UPDATE

[www.aala.us](http://www.aala.us)

Week of October 20, 2014

## DEASY RESIGNS!

The Board of Education reached a termination agreement with Superintendent **John Deasy**. The interim superintendent will be **Ramon C. Cortines** who starts on Monday, October 20, 2014. We welcome back Mr. Cortines and look forward to commencing AALA's regular meetings with him.

## AND CHANDA IS STILL WAITING...

*MiSiS Impact on Students with Disabilities*

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The District's announcement to take immediate action and fund resources at Jefferson High School needed to happen and AALA welcomes the corrective move. However, AALA wonders why the administrative team supervising Jefferson didn't act in a more timely and effective manner.

The Jefferson news clouds another alarming report that surfaced this week from the Office of the Independent Monitor on the impact of MiSiS on students with disabilities.

The independent monitor's report shows that major problems still exist. Key findings include:

- 98% of the 201 schools that participated in the survey reported problems with MiSiS, with 57% reporting they used alternative methods for maintaining data
- 83% reported problems with identifying students with disabilities enrolled at their school
- 69% reported varying degrees of problems with placement for students with disabilities
- 69% reported varying problems with services for students with disabilities
- Nearly 56% did not participate in any training
- 35% indicated inadequate training
- Interface problems continue between MiSiS and Welligent

By way of background, it was in 1993 that the **Chanda Smith** class action lawsuit was filed to challenge the adequacy of supports received by Chanda Smith, an LAUSD special education student. As one of its 15 outcomes, the Modified Consent Decree (MCD) requires the District to build an integrated student data system to track all of its students through all grade levels and school sites. The "new" system was to replace 26 "legacy" (aka "obsolete") student data systems. The new system was implemented at the start of this school year despite alarms about glitches in MiSiS and the lack of readiness for the system to be effective. On the District's [MiSiS website](#) it says,

*"The beginning of a new school year is the only feasible time to implement this type of system, as a midyear transition from a legacy to a new system would cause an intolerable level of disruptions to instruction and operations.*

## CHANDA (Cont.)

While public attention has focused on schoolwide scheduling and other disruptive problems, we should keep in mind that MiSiS was also intended to remedy the District's failure to identify and track students with special needs and provide instructional services to meet their needs. As a result of that failure, Chanda Smith entered 10<sup>th</sup> grade with 2<sup>nd</sup> and 3<sup>rd</sup> grade reading and math skills. After repeating 10<sup>th</sup> grade twice, Smith's mother took action. The 1993 lawsuit found 21 areas of noncompliance by the District that included failure to identify, assess and serve students with disabilities (SWD), meet required timelines, offer designated instructional services and track, maintain and access records.

The rush to implement the imperfect technology of MiSiS just to bring closure to the MCD instead hit schools and students with a double whammy! In retrospect, it's been 21 years since the **Chanda Smith** lawsuit. Wouldn't the District have been better off to wait just one more year to genuinely refine MiSiS instead of foisting it upon schools before it was ready? It would have saved major disruption and disservice to students, as well as hours of additional labor for school-site administrators, counselors, teachers and other school personnel.

## **AALA PAC ENDORSES TORLAKSON**

On Thursday, October 10, 2014, AALA PAC Steering Committee recommended, and AALA Representative Assembly voted unanimously to endorse **Tom Torlakson** for State Superintendent of Public Instruction. The two candidates, incumbent Tom Torlakson and his opponent, **Marshall Tuck**, were both interviewed by the PAC Steering Committee. The PAC Council vote authorizes AALA to endorse and financially support its selection. Torlakson and Tuck have very different views on the condition of K-12 education in California, as explained in last week's *Update* (October 13, 2014).

Slick ads and catchy messages can't mask the fact that Marshall Tuck has received \$300K from **John Arnold** of Enron whose mission is to end public pensions around the country. Additionally, Tuck's campaign has received over one million dollars from local Republican **Bill Bloomfield** who had confronted and run against **Henry Waxman** who has never shied away from taking on the powerful and wealthy in the interest of democracy. Other donors to Tuck's campaign include billionaires **Eli Broad**, **Carrie Walton Penner** and **Laurene Powell Jobs**.

This election on November 4, 2014, is extremely important to public education in California. AALA urges our members and colleagues to support Tom Torlakson.

## **AALA'S NEW EXECUTIVE BOARD MEMBERS**

Congratulations to our newly-elected Executive Board members. Vacancies for these positions were filled at the October 9, 2014, Representative Assembly Meeting. The new officers are:

Elementary Vice President – **Nery Paiz**, Principal, Toland Way Elementary School (formerly Elementary Director)

Elementary Director – **Roger Avila**, Principal, Gridley Elementary School

Elementary Director – **Richard Guillen**, Principal, Mountain View Elementary School

Adult Director – **Juan Urdiales**, Principal, Slauson Service Area

## **REPRESENTATIVE ASSEMBLY HIGHLIGHTS**

*Following is a summary of the October 9, 2014, AALA Representative Assembly meeting, the first of four meetings of the 2014-2015 school year. Complete minutes will be posted on the AALA website.*

### **President's Report:**

1. **AALA membership numbers:** Nonschool, 754; school-based, 1,559; classified, 247; total, 2,560.
2. **Negotiations:**
  - a. **Certificated Unit:** AALA has requested the start of negotiations on an MOU regarding the amount of the performance bonus for members with five or more years of experience which we negotiated last year during contract negotiations. We are waiting for the District to respond.  
The bargaining team will be negotiating compensation again this year along with reopeners regarding two articles in the AALA contract.
  - b. **Unit J:** Initial Bargaining Proposals will be developed in preparation for negotiations on Unit J's Successor Agreement (2015-2018).  
The bargaining team reached agreement with the District for classified members to participate in a pilot program on evaluation this year. Participants will receive \$200 and will have the opportunity to take five hours of online courses for an additional \$300. Participation is entirely voluntary and no stakes. Participants' respective supervisors must agree to be involved.
3. **MiSiS** continues to be problematic, at best. The "fixes" sometimes help and other times don't. While emails are sent daily to principals, communication could be far better.
4. **LASDI**, the Los Angeles School Development Institute, has run out of grant funding.
5. **Meetings with Senior Staff:** **Dr. Judith Perez** and **Dan Isaacs** met **Dr. Ruth Perez**, Deputy Superintendent of Instruction, for the first time.

### **PAC Council Meeting:**

Dr. Judith Perez introduced members of the PAC Steering Committee and explained its role. Secondary Director, **Harold Boger**, reported that the PAC Steering Committee interviewed both **Tom Torlakson** and **Marshall Tuck**, who are in a run-off for State Superintendent of Public Instruction, and he analyzed their differences.

Secondary Vice President, **Margaret Prietto**, presented the PAC Steering Committee's recommendations and led the discussion. The PAC Council voted unanimously to endorse Tom Torlakson, donate \$6,800 to his campaign and \$15,000 to one or more independent expenditure campaigns supporting his candidacy. The election is November 4, 2014.

**David Tokofsky** gave an update on the upcoming Board of Education elections to be held in March 2015.

## REP ASSEMBLY (Cont.)

### Old Business:

**Margaret Prietto** announced the results of the elections held during the elementary and adult department caucuses. The newly elected officers are **Nery Paiz**, Elementary Vice President; **Roger Avila**, Elementary Director; **Richard Guillen**, Elementary Director; **Juan Urdiales**, Adult Director (See announcement on page 2 of *Update*).

### New Business:

**Friends of AALA:** At this year's annual reception, we kicked off our fundraising campaign for student scholarships by raising \$4,000, enough for two scholarships.

### Department Reports:

Specific questions were asked; AALA leadership is obtaining answers, which will be available in the complete minutes on the AALA website.

**The second AALA Representative Assembly Meeting this year will be held on Thursday, December 4, 2014.**

## HEALTH BENEFITS FAQ

### **TOPIC: NATIONAL SAVE FOR RETIREMENT WEEK – OCTOBER 19-25, 2014**

In 2006, the United States Congress established the third week in October as the national *Save for Retirement Week* encouraging employees to review their personal retirement goals and assess whether they are on target to achieve those goals. The District offers two voluntary programs to help employees save for retirement.

#### **What retirement plans are offered by the District?**

LAUSD employees have the option to enroll in two tax-deferred retirement plans—a 457(b) plan and/or a 403(b) plan. The District 457(b) plan is managed by the District Retirement Investment Advisory Committee. This advisory committee is composed of representatives from the LAUSD unions and District staff. The plan provides several options for you to consider, and most importantly, fees and charges that are *extremely* low when compared with many 403(b) plans.

**How do tax-sheltered annuities (TSAs) work?** You set aside a fixed monthly dollar amount in a tax-sheltered annuity (TSA) to build an account from which you can draw after retirement. Since the money is taken out before being taxed, you lower your tax liability on your monthly salary. This money is then taxed at what is usually a lower rate when drawn out after retirement.

**What effect will putting aside pretax dollars have on my take-home pay?** Your net take-home pay will depend on how much you save each month. If you are under age 50, the maximum deferral amount set by the IRS for 2014 is \$17,500. Over age 50, you may set aside \$23,000. You should consult with

## **RETIREMENT PLANS (Cont.)**

one of the TSA vendors to see what you can put aside for retirement and retain the same or nearly the same take-home pay.

### **What are the differences between the two District-sponsored retirement plans?**

<i>457(b) Plans</i>	<i>403(b) Plans</i>
<p>No 10% early withdrawal federal tax penalty after separation from service.</p> <p>Generally, withdrawals made prior to separation from service or prior to age 70.5 can only be made in an <i>unforeseeable emergency</i>.</p> <p>Examples of <i>unforeseeable emergency</i> include:</p> <ul style="list-style-type: none"> <li>• Sudden and unexpected illness or accident for you or a dependent</li> <li>• Loss of your property due to casualty</li> <li>• Other similar extraordinary circumstances resulting from events beyond your control</li> </ul> <p>No 10% penalty for distribution prior to age 59.5 if you are separated from service.</p>	<p>10% early federal tax penalty might apply if you have not reached age 59.5.</p> <p>Generally, withdrawals made prior to separation from service or prior to age 59.5 may only be made due to financial hardship.</p> <p>Less restrictive while employed than a 457(b) for unforeseeable emergencies. Examples include financial hardship due to:</p> <ul style="list-style-type: none"> <li>• Unreimbursed medical expenses</li> <li>• Higher education expenses</li> <li>• Payments to prevent eviction or foreclosure of a mortgage</li> <li>• Payments to purchase a principal residence.</li> </ul> <p>Withdrawals can be subject to a 10% federal tax penalty prior to age 59.5.</p>

### **Where can I find additional information?**

Go to <http://benefits.lausd.net/403b-and-457b-deferred-compensation-plans> for a Q&A and enrollment information for both District plans.

## **MISIS AND GRADE REPORTS**

*ALA thanks the member of the AALA/MiSiS Committee who sent the following comments.*

### **MAJOR SECURITY FLAW – MUST CHANGE!**

Anyone with an office manager role can enter or change a student’s grade in a class. Under LAUSDMax, this was kept in a separate user role and was very closely held at schools. With MiSiS, pretty much any office staff member can change or enter a grade, whether their responsibilities involve grades or not. So much for information security... *ASK ANY SCHOOL-BASED ADMINISTRATOR IF THEY THINK IT’S A GOOD IDEA THAT ALL CLERKS CAN CHANGE GRADES!* The secondary Mark Reporting role should be the only role that has the ability to change report card grades.

### **REPORT CARDS STILL DON’T RUN FOR LARGE SCHOOLS**

I still can’t run a batch of report cards for my high school. This is particularly annoying because it seems to be a choice made by someone at Beaudry that the software as designed shuts down the report

## MISIS (Cont.)

card program after it runs for ten to twenty minutes. So people like me at school sites have to figure out (by trial and error) what size batch of report cards will run and then manually combine the reports already run off.

## **MISSING MARKS REPORT STILL DOESN'T WORK ON SCHOOL RUNS**

I can't tell which teachers have turned in grades and which haven't. The report, when exported to PDF, shows all missing grades under the name of one teacher. This was reported weeks ago and hasn't been fixed yet.

## **VERIFICATION ROSTERS DON'T WORK PROPERLY**

Verification rosters are just a printed report of grades a teacher assigned students in his/her classes. Many students are showing twice on a verification roster for a single class.

## **NO WAY TO DISPLAY OR EASILY PRINT ALL GRADES FOR ONE STUDENT**

With the old SIS system, it took about 5-10 seconds to display all of the grades on a recent report card for a student and a few more seconds to print. You could also display or print a "grades in report card format" to show all grades at once for a student. We would use these programs often in the past if a parent or teacher wanted to see the grades for a student. There is no way, other than printing report cards, to do this. To print a report card for one student, I have to: (put "wait for MiSiS to LOAD after each one of these steps") Go to reports, click on Report Cards, Secondary, identify my ESC, select my campus, select my school, select the term code, select the grade-reporting period, then from the drop down student menu deselect "select all" then scroll down through the 2800 students at my school to find the student I want to print a report card for, click on View Report, Export to PDF, then print. It has to be MUCH faster to view/print recent grades for a student.

## **EVERYDAY HEROES CLASSIFIED EMPLOYEE RECOGNITION PROGRAM**

AALA is pleased to share that the Personnel Commission of LAUSD has a program to honor classified employees in LAUSD. The program is called the [Everyday Heroes Classified Recognition Program](#). This user-friendly program allows anyone (employee, vendor, union representative, parent, etc.) to submit a recognition message to highlight the achievements of classified employees who serve in one of the following categories:

- Facilities
- Technical/Professional
- Supervisory/Managerial
- Clerical Staff
- Paraprofessionals
- Transportation Staff
- Food Services



## **CLASSIFIED PROGRAM (Cont.)**

The LAUSD Everyday Heroes Recognition Program honors classified employees who demonstrate excellence in work performance, school and community involvement, and leadership and commitment to the District and its students. In light of the recent challenges of the MiSiS implementation, there are certainly some classified employees who deserve recognition for their support during this difficult time. To recognize someone today, [click here](#).

## **PRINCIPALS MAY NOW ORDER MICROSOFT VOUCHER PROGRAM PRODUCTS**

As a result of a settlement with Microsoft, District schools will receive an allotment that they can spend on a menu of eligible products—tablets, desktop and laptop computers, electronic whiteboards, document readers, digital projectors and more. ITD developed a list of products that are now offered through an online shopping site recently opened on October 13, 2014. Only principals have access to online ordering and have until December 12, 2014, to order products for their schools. To view the list of eligible schools and access the online order form, go to <http://achieve.lausd.net/msvouchers>.

## **SPECIAL EDUCATION AND SUBSTITUTE TEACHERS NEEDED**

*Build a Better Future—Teach in LA!*

Human Resources of LAUSD has requested AALA to inform their members that they are currently hiring Special Education Teachers and Substitute Teachers. If you know of any candidates who may be interested in serving the students of Los Angeles, please encourage them to apply. For more information, or to apply, please visit [www.teachinla.com](http://www.teachinla.com). Questions? Please contact [recruit@lausd.net](mailto:recruit@lausd.net).

## **INDUCTION DIRECTOR – INTERIM FIELD DIRECTOR – INTERIM LOS ANGELES URBAN TEACHER RESIDENCY (LAUTR)**

The Center for Collaborative Education (CCE) seeks two Interim Directors for LAUTR. The Induction Director position is a full-time position housed at the Center for Collaborative Education (CCE), Los Angeles Offices, until the position ends on September 30, 2015. The Field Director position is a full-time temporary position through September 30, 2015, also housed at CCE.



To learn more about the Induction Director position and application procedures, please click [HERE](#), or for the Field Director position, click [HERE](#), or contact **Whitney Willis**, Office Manager, at 213.351.2000. Application deadline is Wednesday, October 22, 2014.

## CALENDAR

EVENT	DATE	CONTACT
<b>CalSTRS Pre-Retirement Workshop</b> at Meyler ES, Auditorium	October 23, 2014 4:00 p.m.	
<b><a href="#">ACSA Oktoberfest Fall Social</a></b> at Proud Bird Restaurant	October 22, 2014 5:00 p.m.	<b>Brian Sida</b> , <a href="mailto:bsida@lausd.net">bsida@lausd.net</a>
<b>CalPERS Webinar: <i>Family Status Changes</i></b>	October 29, 2014 11:00 a.m. - 11:30 a.m.	<a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>AAPA Professional Development</b> at PCSB	October 29, 2014 5:30 p.m. - 6:30 p.m. 6:45 p.m. - 7:45 p.m.	<b>Daniel Kim</b> , <a href="mailto:daniel.kim@lausd.net">daniel.kim@lausd.net</a>
<b>Gifted/Talented Institute</b> at the Pasadena Convention Center	November 1, 2014 8:00 a.m. – 12:30 p.m.	Gifted/Talented Programs Office, 213.241.6500 or <a href="http://www.giftedchildrenla.org">www.giftedchildrenla.org</a>
<b>AAALA Executive Board Meeting</b>	November 3, 2014 4:30 p.m.	<b>Gema Pivaral</b> , 213.484.2226 or <a href="mailto:gpivaral@aala.us">gpivaral@aala.us</a>
<b>ELECTION DAY</b>	November 4, 2014	
<b>SHSPO, MSPO &amp; SEPO Meeting</b> at Pickwick Gardens <b>(Required)</b>	November 5, 2014 7:30 a.m.	<b>Luis Rodriguez</b> , 818.673.1300 or <a href="mailto:luis.x.rodriguez@lausd.net">luis.x.rodriguez@lausd.net</a> <b>Christina Cisneros</b> , 213.749.8310 or <a href="mailto:cmc0506@lausd.net">cmc0506@lausd.net</a> <b>Debi Acosta</b> , 818.951.2580 or <a href="mailto:dacosta@lausd.net">dacosta@lausd.net</a>
<b>AAPA Bring Your Boss to Dinner</b> at Golden Dragon Restaurant	November 5, 2014 5:00 p.m. – 9:00 p.m.	<b>Cathy Tomyoy</b> , 213.241.6990 or <a href="mailto:cathy.tomyoy@lausd.net">cathy.tomyoy@lausd.net</a>
<b>AAALA Alumni Luncheon</b> at Maggiano's, The Grove. Guest speaker is <b>Rita Walters</b> , former school board president. Click <a href="#">Here</a> for flyer.	November 6, 2014 11:30 a.m.	<b>Gema Pivaral</b> , 213.484.2226 or <a href="mailto:gpivaral@aala.us">gpivaral@aala.us</a>
<b>OEECA Meeting</b> at Beethoven EEC	November 6, 2014 12:00 p.m.	<b>Deborah Aguet</b> , 310.326.3344 or <a href="mailto:dja5453@lausd.net">dja5453@lausd.net</a>
<b>SHSOPO Meeting</b> at Bernstein HS	November 6, 2014 1:30 p.m.	<b>Jason Camp</b> , 818.881.7737 or <a href="mailto:Jason.camp@lausd.net">Jason.camp@lausd.net</a>
<b>CalSTRS Pre-Retirement Workshop</b> at Woodcrest ES, Auditorium	November 6, 2014 4:00 p.m.	



## 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://teachinla.com/admin\\_vacancies/](http://teachinla.com/admin_vacancies/) (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**

#### ***INSTRUCTIONAL SPECIALIST, TSP***

**Dorsey High School, ISIC, MST 40G, Temporary Adviser, B Basis.** For information and application procedures, please contact **Dr. Reginald A. Sample**, Principal, at 323.298.8400. Application deadline is 4:00 p.m., Friday, October 24, 2014.

### **PREVIOUSLY ANNOUNCED POSITIONS**

<b>CERTIFICATED POSITIONS</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Quincy Jones ES, ESC East	<b>Celia Ripke</b> , Instructional Director, 323.224.3100	<u>EXTENDED</u> 5:00 p.m. Friday October 17, 2014
<i>INSTRUCTIONAL SPECIALIST, TSP</i> MST 41G, B Basis	Huntington Park HS, ISIC	<b>Dr. Shawn Bird</b> , Instructional Director, 213.241.0100 or <a href="mailto:shawn.bird@lausd.net">shawn.bird@lausd.net</a>	<u>EXTENDED</u> 5:00 p.m. Friday October 17, 2014
<i>INSTRUCTIONAL SPECIALIST, TSP</i> MST 38G, B Basis	Haddon ES, ESC North	<b>Eva N. Garcia</b> , Instructional Director, 818.654.3600	5:00 p.m. Friday October 17, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 38G, B Basis	London Cont. HS & London CDS, Educational Options Program	<b>Karen O'Riley</b> , Instructional Director, 213.241.3759 or <a href="mailto:karen.oriley@lausd.net">karen.oriley@lausd.net</a>	<u>NEW TIME</u> 4:00 p.m. Friday October 17, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Wonderland Avenue ES, ESC West	<b>Autri Streeck</b> , Instructional Director, 310.914.2100 or <a href="mailto:autri.streeck@lausd.net">autri.streeck@lausd.net</a>	<u>EXTENDED</u> Until Filled

# Associated Administrators of Los Angeles

<i>PRINCIPAL, SMALL SCHOOL</i> MST 40G, E Basis	Performing Arts Comm. School, Diego Rivera LC, ISIC	<b>Dr. Annick Draghi</b> , Interim Instructional Director, 213.241.0100	5:00 p.m. Tuesday October 21, 2014
<i>SPECIALIST, INTENSIVE</i> <i>INSTRUCTION</i> MST 38G, E Basis, 2 positions	Division of Special Education	<b>Sharyn Howell</b> , Executive Director, 213.241.6701 or <a href="mailto:sharyn.howell@lausd.net">sharyn.howell@lausd.net</a>	5:00 p.m. Tuesday October 21, 2014
<i>SPECIALIST, PUPIL SERVICES</i> <i>AND ATTENDANCE</i> MST 37G, E Basis	Pupil Services, Student Health and Human Services	<b>Erika Torres</b> , Director, 213.241.3844	5:00 p.m. Tuesday October 21, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 38G, B Basis	West Athens ES, ESC West	<b>Rosalinda Lugo</b> , Instructional Director, 310.914.2100	5:00 p.m. Thursday October 23, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 42G, E Basis	San Antonio Math/Science/ Technology Magnet	<b>Anthony Aguilar</b> , Instructional Director, 310.354.3400	5:00 p.m. Thursday October 23, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Cheremoya Avenue ES, ESC West	<b>Autri Streeck</b> , Instructional Director, 310.914.2100 or <a href="mailto:autri.streeck@lausd.net">autri.streeck@lausd.net</a>	<u>EXTENDED</u> 5:00 p.m. Friday October 24, 2014
<b>CLASSIFIED POSITIONS</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>DIRECTOR OF ARCHITECT- URAL AND ENGINEERING SERVICES</i> \$127,500 - \$158,000, A Basis	Maintenance & Operations Branch, Facilities Services Division	Click <a href="#">HERE</a>	Friday October 24, 2014
<i>IT INFRASTRUCTURE PROJECT NETWORK ENGINEER</i> \$68,800 - \$85,700, 10-, 11- or 12- month position	Information Technology Division	Click <a href="#">HERE</a>	Wednesday October 29, 2014
<i>WAN SPECIALIST II</i> \$66,300 - \$95,100, A Basis	Information Technology Division	Click <a href="#">HERE</a>	Wednesday October 29, 2014
<i>SUPERVISING STAFF DEVELOPMENT COORDINATOR</i> \$37.99 - \$47.28 hourly, 10-, 11- or 12-month position	LA's BEST	Click <a href="#">HERE</a>	Tuesday October 28, 2014