

UPDATE

www.aala.us

Week of July 20, 2015

PRESIDENT'S MESSAGE

Since assuming office on July 1, I have been on the run "Meeting and Greeting" Board Members, the District's senior leadership, Local District Superintendents and members-at-large. While doing so, I have emphasized the importance of organizing for effort as the demands on principals and administrators are strident and the tasks are many! A frequent topic of discussion is how important it is for the Instruction and Operations Divisions to coordinate duties and responsibilities to optimally be of service to school-based administrators. As importantly, good conversations have been had to streamline duplicate calls administrators may receive regarding the same topic. By the same token, AALA has requested that non-school-site personnel use their own resources at the Central and Local District offices to find needed data and information prior to asking every principal for material that probably already exists somewhere else.

I am looking forward to working closely with **Linda Del Cueto**, Executive Director, and her staff in the Professional Learning and Leadership Division (formerly Talent Management). AALA was recently notified that this office will be providing support to newly assigned principals. This is welcomed news as the support for and mentoring of newly assigned principals is both necessary and valuable.

In this message, I want to highlight the Office of Environmental Health and Safety (OEHS). The OEHS website has useful information that administrators can share with their staff members. School-site personnel will find particularly useful the *Common Classroom Safety Violations* booklet which offers advice on how to correct and prevent hazardous conditions that are typically found in classrooms. Please use this link to view the booklet: [Common Violations](#). This is an effective tool to use with teachers, especially at the beginning of the school year when they are setting up their classrooms. In addition, OEHS has created a *Back-to-School Safety Checklist* to guide administrators through the essential safety requirements every school must meet. To view it, please click here: [Safety Checklist](#).

Lastly, I want to thank those of you I have heard from on the "Virtual Listening Tour." Please keep those emails coming at juan.flecha@lausd.net.

DOING THE RIGHT THING

Alvaro Cortés, Beyond the Bell (BTB) Executive Director, announced recently that the branch would not be holding its annual major fundraising golf tournament at Trump National Golf Club in Rancho Palos Verdes this year. The tournament, which raises more than \$70,000 for BTB's music and entertainment

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programs, was scheduled to be held on November 23, 2015; however, the location was changed due to **Donald Trump's** offensive and derogatory comments about Mexican immigrants. Al Cortés was quoted in the media as saying, “There was absolutely no reason to host our largest fundraiser at a Trump facility after Donald Trump shared negative immigration comments. Beyond the Bell is dedicated to [serving] the underrepresented and [uplifting] underprivileged communities of Los Angeles.”

To add insult to injury, Trump's golf course management refused to return the \$7,500 deposit that BTB had made. **Kareem Abdul-Jabbar's** Skyhook Foundation collaborates with BTB to raise money for Camp Skyhook which hundreds of LAUSD fourth and fifth grade students attend annually. As a result of losing the deposit and having to relocate the golf tournament at such a late date, the legendary basketball player feared that revenues would be affected and the number of students who attend the camp would have to be reduced. Fortunately, immediately after it was broadcast that the deposit would not be returned, two separate donors contacted Al Cortés and offered to provide the \$7,500 that was lost. The donations came from **Bill Phelps**, CEO of Wetzel's Pretzels, and developer **Rick Caruso**.

We applaud the swift action of BTB and the District in pulling the golf tournament from the Trump property and hope that other branches of LAUSD will take a look at their vendors, contractors, subcontractors and others with whom they do business and determine if there are any other connections to a Trump entity. In a school district that is composed overwhelmingly of minority students, with a majority of them being of Mexican descent, there is absolutely no reason for this District to use the services of any company with ties to Donald Trump. Just as South Carolina has taken the lead and prohibited the Confederate Flag from being flown at public buildings, wouldn't it be awesome for LAUSD to take a public stand and divest itself from anything connected to Donald Trump?

MISIS: THE GIFT THAT KEEPS ON GIVING

Just when we thought there could possibly be a light at the end of the dark and winding MiSiS road, the LAUSD community now faces another hurdle—faulty transcripts. **Superintendent Cortines** confirmed that there have been reporting issues with graduation requirements for students in the Class of 2015 resulting in potential errors on as many as 7,500 transcripts. For some reason, several transcripts show that students had met graduation requirements when they didn't and vice versa for other students. In other cases, summer school grades just disappeared from the system, affecting credits earned and matriculation to the next grade level. While it was announced that these most recent problems have been resolved, those in the field claim there are still inaccuracies. Several additional steps for school site and local district office staff have been put in place, most of them entailing checks and balances to ensure the accuracy of the information in MiSiS.

The issue with transcripts is not new. The same problems were occurring last October as seniors were preparing their college admissions applications. The District at that time hired retired educators to come in and verify by hand that the transcripts were correct and students were asked to compare their new transcripts with their old report cards. Several more millions of dollars were allocated to fix the problem then, so it is unsettling to see that the same thing is reoccurring now.

Superintendent Cortines had hoped that the system would be operating correctly by now, but recently admitted that it may take all of 2015-16 to get it fully functional. Last week, the MiSiS log of unresolved problems still exceeded 350. School staff members report that as soon as one problem is resolved another

MISIS (Cont.)

pops up. And now as we are less than a month away from the start of the new school year, administrators, counselors and teachers are holding their breaths that students will have accurate class schedules, that attendance reporting will be correct and enrollment counts can be taken.

HEALTH BENEFITS FAQ: THE HEALTH BENEFITS COMMITTEE IS ALWAYS WORKING FOR YOU

What is the process for reviewing and selecting health plans for the next calendar year?

Health plan contracts are approved for a three-year period, with options for additional renewals. The Health Benefits Committee (HBC) plays an integral role in the proposal review process for all health plan contracts. Although provider contracts continue for a minimum of three years, premium costs for the medical plans are negotiated each year. Dental, vision and prescription plans typically provide fixed rates for the three-year duration. During the spring and summer of each year, insurers bring their proposed premiums and plans to the HBC. Premium quotes reflect the cost of maintaining the same benefits as the current plans. Providers also offer additional quotes reflecting plan design changes to hold down premium costs. The review process for 2016 is currently underway.

What authority does the HBC have?

The HBC is responsible for proposing all plan design modifications, including but not limited to copays, deductibles, premium costs and selection, addition and/or termination of health plans/providers for all active and retired employees. The HBC has no authority over any proposed changes that would expand eligibility for benefits.

What leverage does the HBC have to offset proposed increases in premiums?

For each of the years since 2009, the HBC has worked with a union-negotiated budget for health care benefits and managed to implement savings that resulted in a significant surplus. This surplus was part of the 2012-2014 and the new 2016-2017 health benefits budget packages, both of which extend the agreements for an additional year if certain contingencies were/are met.

Who sits on the Health Benefits Committee? The Health Benefits Committee (HBC) is composed of representatives of all District bargaining units and the District. The District and each union have one vote apiece. The eight (8) unions are: AALA, UTLA, Service Employees International Union (SEIU) Local 99, California School Employees Association (CSEA), Teamsters Local 572, Los Angeles School Police Association (LASPA), Los Angeles School Police Management Association (LASPMA) and the **L.A./Orange Counties Building & Construction Trades Council.**

How do AALA members address concerns?

AALA provides support throughout the year, answering questions and interfacing with the District or health plans, as needed. Members may call the District at 213.241.4262 or AALA at 213.484.2226 for immediate questions and concerns. When AALA or the District detect similar concerns, they are brought before the HBC. Members may also write AALA at: 1910 Sunset Blvd., Suite 850, Los Angeles, 90026, or send an email to AALAOFFICE@aala.us.

**MAINTENANCE AND OPERATIONS:
THE ROLE OF THE COMPLEX PROJECT MANAGER (CPM)**

*ALA thanks **Roger V. Finstad**, Maintenance and Operations Director, for providing this information.*

The role of the CPM (Complex Project Manager) is to be the principal's single point of contact for all facilities-related activities at the school. This includes repairs, modernization projects, alteration & improvement requests, new construction projects, custodial support or any other facilities-related function. The CPM will also help identify, resolve and respond to safety issues, complaints and inquiries. Essentially, the CPM's function is to help carry the facilities workload for the school-site administrator so that he/she can spend more time and energy on the school's instructional needs.

The CPM is the administrator's facilities advocate and expert and will support (or represent) him/her at parent community meetings, project planning sessions and construction meetings. Below are some, but not all, of the duties with which the CPM will be happy to assist:

- Operations issues, including custodial, gardening, tree maintenance and pest management.
- Coordinating the planning, organizing, prioritizing and scheduling of the school's maintenance and operations needs.
- Overseeing and organizing the on and off hours responses to calls concerning vandalism, fires and other emergencies.
- The preparation of budgets and estimates for alterations and improvements projects.
- Supervising and participating in personnel matters such as employee performance evaluations, leaves of absences, grievances and disciplinary actions.
- Coordinating facilities projects at schools in consultation with site administrators, local district staff, senior management personnel as well as project managers, architects and engineers.

While these are only a few of the duties of CPMs, administrators should consider them as the one-stop shop for ALL of the site's needs. So if there is a facilities issue—anything from the grass to the roof and anything in-between—call your CPM! He/She will be there to assist!

NEW VACCINATION LAW

On Tuesday, June 30, 2015, **Governor Brown** signed into law SB 277 (Senator **Richard Pan**, D-Sacramento), a bill regarding exemptions from vaccinations for school children. The bill bars religious and other personal beliefs as reasons for not immunizing children from ten infectious diseases: bacterial meningitis, diphtheria, mumps, polio, rubella, tetanus, hepatitis B, chicken pox, whooping cough and measles. The bill does provide for medical exemptions from vaccinations for children with immune system deficiencies and certain allergies. Beginning on July 1, 2016, newly enrolled children in public and private child care centers, elementary and secondary schools will need to be vaccinated unless they have received a medical exemption. Home schooled children and those with an individualized education program are also exempt. Virtually all of the school districts in the state will be affected as 47 out of 58 California counties reported personal belief exemptions in 2014-15, accounting for more than 80,000 students.

LAW (Cont.)

Children who are currently enrolled and have not been vaccinated due to personal beliefs or religious reasons will be “grandfathered in,” meaning the law will not apply to them until they reach the next vaccination checkpoint, either kindergarten or 7th grade. Parents still have until December 1, 2016, to complete a personal belief exemption form and submit it in order to have their children be in the category of those who are “grandfathered in.”

While all 50 states in the nation require immunization of children who are starting school, only 20 allow exemptions based on personal beliefs. California joins Mississippi and West Virginia as the only states to ban vaccination waivers based on religion. Upon signing the law, **Governor Brown** said, “The science is clear that vaccines dramatically protect children against a number of infectious and dangerous diseases...immunization powerfully benefits and protects the community.” The bill received strong opposition from those who say that it violates parents’ right to make decisions about their children’s health. More and more parents have been declining immunizations in recent years due to an unfounded and disproved assertion that vaccines were linked to autism. Health care professionals are concerned that the lack of vaccinations will allow many preventable diseases, like mumps and measles, to spread again.

On Tuesday, July 15, the California Secretary of State announced that opponents of the law have been authorized to collect signatures to have the measure placed on the ballot in November 2016. If that happens, a majority of voters would have to say yes for the law to go into effect. To qualify for such a referendum, opponents must obtain the signatures of 365,000 registered voters by September 28, 2015. If that occurs, the law will not go into effect on July 1, 2016, but will be on hold until after the election in November.

BE CAREFUL OF YOUR QUESTIONS WHEN INTERVIEWING POTENTIAL EMPLOYEES

As most schools will open next month, many AALA members may need to begin hiring to fill open positions at their sites. The hiring process generally includes an interview during which the employer tries to gain as much information about the applicant as possible. Interviewers have to be careful of the questions that they pose because many that seem perfectly normal can actually be illegal. Questions that relate to age, race, national origin, gender, religion, marital status and sexual orientation are off-limits. An article in *Business Insider*, written by **Vivian Giang**, cites eleven questions that are commonly asked, but are actually illegal. They are listed below.

1. Have you ever been arrested? (Employers can ask if the applicant has been convicted of a crime, but not about the arrest record.)
2. Are you married?
3. What religious holidays do you observe? (Employers may ask if an applicant is available to work on Saturdays or Sundays.)
4. Do you have or plan to have children? (You may ask if the person has any responsibilities that will interfere with job requirements, such as traveling.)
5. What country are you from?
6. Is English your first language? (You may ask which languages the applicant reads, speaks and writes fluently.)
7. Do you have any outstanding debt or own property?

QUESTIONS (Cont.)

8. Do you drink socially?
9. When was the last time you used illegal drugs? (An employer may ask if the applicant currently uses illegal drugs. Past drug or alcohol addiction is considered a disease and questions violate the Americans with Disabilities Act.)
10. How long have you been working? When did you graduate from high school or college? When is your birthday? (These questions allow employers to guess the age, which is unlawful. You can ask about the length of experience in a specific area.)
11. What type of discharge did you receive from the military?

CALENDAR

EVENT	DATE	CONTACT
Summer School and ESY End	July 17, 2015	
CalPERS Benefits Education Event at Riverside Convention Center	July 18 – 19, 2015 8:30 a.m. – 4:00 p.m.	CalPERS Benefits Education Events
E Basis Begins	July 23, 2015	
AAALA Executive Board Meeting	July 27, 2015 4:30 p.m.	213.484.2226
Retirement Celebration for Madeline Latham-Wilson at Pickwick Gardens	August 2, 2015 12:00 p.m.	Madeline Retirement
B Basis Begins	August 3, 2015	
Organization Presidents’ Breakfast at Taix French Restaurant	August 6, 2015 7:30 a.m.	Gema Pivaral , 213.484.2226
Fall Magnet Principals and Coordinators Meeting at King MS	August 6, 2015 7:30 a.m. – 12:00 p.m.	
Superintendent’s Annual Meeting at Garfield High School	August 11, 2015 7:30 a.m.	
Administrative Interest Groups Breakfast Meeting at AALA Office	August 13, 2015 7:30 a.m.	Gema Pivaral , 213.484.2226
CalPERS Benefits Education Event at Hyatt Regency in Garden Grove	August 14 – 15, 2015 8:30 a.m. – 4:00 p.m.	CalPERS Benefits Education Events
Pupil Free Day	August 17, 2015	
First Day of Instruction	August 18, 2015	
Team HEAL Afternoon of Jazz at the Millennium Biltmore Hotel	August 29, 2015 1:00 p.m. – 6:00 p.m.	teamheal@thetoddgroup.net
Admissions Day Observed	September 4, 2015	
Labor Day	September 7, 2015	
Unassigned Day	September 14, 2015	
Unassigned Day	September 23, 2015	

IN MEMORIAM

ALFRED “AL” MOORE—The memorial service for Al, who passed away on June 21, will be held at 11:30 a.m. on Friday, July 17, 2015, at Inglewood Park Mortuary Chapel, 3801 West Manchester Boulevard, Inglewood, CA 90305.

BARBARA A. SMITH—Services will be held at 2:00 p.m., Monday, July 20, 2015, at Inglewood Park Mortuary Chapel, 3801 West Manchester Boulevard, Inglewood, CA 90305. Condolences may be sent to the family at 4125 Punta Alta Drive, Los Angeles, CA 90008.

LORNA ROUND—Former associate superintendent and director of instruction, associate superintendent of the District Intern Program and principal of Brentwood Science Magnet, Mar Vista and Clover Avenue elementary schools. Lorna retired from the District on June 28, 1991, and passed away on June 12, 2015. Information about her memorial service will be published when available.

ADMINISTRATIVE CREDENTIAL & MA DEGREE AT CSUN

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

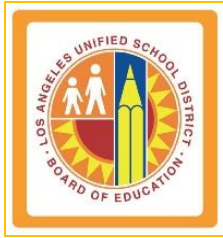
~ **Dr. Steve Martinez**, LAUSD Principal

Find someone with leadership potential to “tap on the shoulder!” Identify someone to join the next generation of leadership in our schools. New LAUSD cohorts will be starting in August 2015 in the California State University Northridge (CSUN) Tier I Preliminary Administrative Credential and Master’s Degree Program in Educational Administration. Please visit the Educational Leadership & Policy Studies website at <http://www.csun.edu/education/elps> or call the office at 818.677.2591 for dates and locations of information meetings.



California State University
Northridge

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, ELEMENTARY

Dearborn Elementary Charter Academy, Local District Northwest, MST 41G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Cara Schneider**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Friday, July 24, 2015.

Denker Avenue Elementary School, Local District South, MST 43G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Pedro Garcia**, Administrator of Instruction, at 310.354.3400. Application deadline is 5:00 p.m., Thursday, July 23, 2015.

ASSISTANT PRINCIPAL, ELEMENTARY

Hooper and Vermont Elementary Schools, Local District Central, MST 38G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Maria S. Martinez**, Director, at 213.241.0100. Application deadline is 5:00 p.m., Tuesday, July 28, 2015.

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST

Multiple Sites, Division of Special Education, MST 37G or 38G, B Basis, based on assignment. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Sharyn Howell**, Executive Director, at 213.241.6701. Application deadline is 5:00 p.m., Tuesday, July 28, 2015.

CERTIFICATED, NON-SCHOOL-BASED

ADMINISTRATIVE COORDINATOR, PREVENTION AND INTERVENTION

Psychological Services Unit, Division of Special Education, MST 43G, Temporary Adviser, A Basis, 6 positions. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Beth Kauffman**, Director, at 213.241.8303 or beth.kauffman@lausd.net. Application deadline is 5:00 p.m., Thursday, July 30, 2015.

RESOLUTION COORDINATOR

Division of Special Education, MST 40G, Temporary Adviser, A Basis, 6 positions. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Beth Kauffman**, Director, at 213.241.8303 or beth.kauffman@lausd.net. Application deadline is 5:00 p.m., Thursday, July 30, 2015.

Associated Administrators of Los Angeles

SPECIALIST

Charter Schools Division, MST 39G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Dr. Robert Perry**, Administrative Coordinator, at 213.241.0399. Application deadline is 3:00 p.m., Friday, July 24, 2015.

SPECIALIST, ARTS INTEGRATION

Local District Northeast, MST 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Dr. Jack Bagwell**, Administrator of Instruction, at 818.252.5432 or jack.bagwell@lausd.net. Application deadline is 5:00 p.m., Thursday, July 30, 2015.

CLASSIFIED

FACILITIES PARTNERSHIP AND DEVELOPMENT MANAGER

Facilities Services Division, \$89,000 - \$110,800, 12-month position. For more information and application procedures, please contact **Henry Vuong** at henry.vuong@lausd.net or click [HERE](#). Application deadline is 5:00 p.m., Tuesday, August 4, 2015.

MISIS MANAGER

Information Technology Division, \$110,800 - \$138,100, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is 5:00 p.m., Thursday, July 30, 2015.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, INSTRUCTIONAL AND ASSISTIVE TECHNOLOGY</i> MST 40G, A Basis	Related Services Department, Division of Special Education	Deborah Rubenacker, Director, 213.241.6200	12:00 p.m. Tuesday July 21, 2015
<i>SPECIALIST, ADAPTED PHYSICAL EDUCATION</i> MST 37G, E Basis, 3 positions	Related Services Department, Division of Special Education	Cyndi Martinich, Coordinator, 213.241.6200	12:00 p.m. Tuesday July 21, 2015
<i>SPECIALIST, OCCUPATIONAL AND PHYSICAL THERAPY PROGRAM</i> MST 38G, E Basis	Related Services Department, Division of Special Education	Rosaura Sanchez, Coordinator, 213.241.6200	12:00 p.m. Tuesday July 21, 2015
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Vernon City ES, Local District East	Alison Towery, Director, 323.224.3100	5:00 p.m. Wednesday July 22, 2015
<i>SPECIALIST, LOW INCIDENCE</i> MST 38G, E Basis	Related Services Department, Division of Special Education	Kim Miller, Coordinator, 213.241.6200	12:00 p.m. Wednesday July 22, 2015
<i>SPECIALIST, SPEECH AND LANGUAGE PROGRAM</i> MST 38G, E Basis, 3 positions	Related Services Department, Division of Special Education	Lisa Jordan, Coordinator, 213.241.6200	12:00 p.m. Wednesday July 22, 2015

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>LOCAL OPTIONS OVERSIGHT COMMITTEE (LOOC) MEMBER</i> MST 45G, A Basis	Local Schools Stabilization and Empowerment Initiative, Office of School Choice	Juan A. Flecha, AALA President, 213.484.2226	5:00 p.m. Thursday July 23, 2015
<i>COORDINATOR, SECONDARY MATHEMATICS PROGRAM</i> MST 41G, E Basis	Secondary Education Department, OCISS	Christine Vega, christine.vega@lausd.net	<u>EXTENDED</u> 5:00 p.m. Thursday July 23, 2015
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Burton ES, Local District Northeast	Dr. Jack Bagwell, Administrator of Instruction, 818.252.5432	5:00 p.m. Thursday July 23, 2015
<i>SPECIALIST, CAREER TECHNICAL EDUCATION</i> MST 38G, B Basis	Career and College Education, OCISS	Ana Hernandez, 213.241.8720 or ajh4313@lausd.net	5:00 p.m. Thursday July 23, 2015
<i>SPECIALIST</i> MST 38G, E Basis	Charter Operated Programs, Division of Special Education	Sydney Quon, Director, 213.241.6701 or sydney.quon@lausd.net	5:00 p.m. Thursday July 23, 2015
<i>SPECIALIST, DATA MANAGEMENT & REPORTING</i> MST 38G, E Basis	Planning, Data and Performance Management Department, Division of Special Education	Veronica Smith, Director, veronica.smith@lausd.net	5:00 p.m. Thursday July 23, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>.NET DEVELOPER</i> \$82,400 - \$102,500, 12-month position	Information Technology Division	Please click HERE	5:00 p.m., Thursday, December 31, 2015
<i>SENIOR PROGRAMMER ANALYST, ORACLE</i> \$79,900 - \$99,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled
<i>PROGRAMMER ANALYST, ORACLE</i> \$69,300 - \$96,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled