

UPDATE

Week of January 23, 2012

www.aalausd.com

WHAT'S THE PLAN?

Federal regulations require LAUSD and other districts that have entered their second year of Program Improvement to spend about 20% of their Title I, Part A, allocation on Supplemental Educational Services (SES) and transportation for public school choice. The regulations also prohibit "Program Improvement" or "Corrective Action" districts like LAUSD from providing SES themselves (34 C.F.R. § 200.47(b)(1)(iv)(B)). In these cases the regulations require that the SES be delivered by nondistrict entities.

As LAUSD faces yet another year in Program Improvement status, we have learned:

- SES "had little impact on student achievement." (*LAUSD Publication, No. 2008-03, March 2008*)
- Students served by District providers and those served by nondistrict providers statistically did not differ significantly in either the mathematics or reading achievement gains relative to nonparticipation (American Institute for Research, and RTI study for U.S. Dept. of Ed., 2011, www2.ed.gov/rschstat/eval/disadv/ses-waiver/ses-waiver-report.doc).

In other words, the research shows that SES is a failure regardless of who provides the remediation. So what are our partners at Beaudry planning? Shut down the District's highly successful Adult and Career Education programs and move the funding into K-12 to provide the support services already offered by the Adult Division.

As published in our December 19 Update, AALA believes that this ill-conceived plan should be scrapped to avert a political and educational debacle. The Superintendent speaks of preserving the K-12 core by, in part, eliminating budget support for adult education. Eliminating adult education programs would have an immediate negative impact on K-12 education.

- In bringing his Fiscal Stabilization Plan to the Board, the Superintendent cited counselor-to-student ratio as a major issue. Are these overburdened counselors prepared to manage an additional 88,000 "credit recovery" cases and 52,000 alternative placements resulting from closure of CTE programs?
- Is the District prepared to fund huge amounts of overtime for clerical staff in counseling offices?
- Will additional administrators be hired to manage this mess, or will oversight be added to current administrators' workload?
- As graduation approaches, how will the District address the needs of the hundreds of seniors who must meet their graduation requirements?
- What's the plan?

The American Association of School Administrators has advocated for SES waivers for many years, and they have been granted to five Districts including Boston and Chicago. In the light of the recent AIR/RTI findings, an SES waiver is the correct way for LAUSD to address this issue. Keeping Title 1 funding in-house while sustaining adult education is a win-win that makes more sense than closing the Adult Division, moving the money and reinventing the wheel.

ADULT EDUCATION FUNDING: A CORRECTION

On **Patt Morrison's** KPCC radio show of December 21, 2011, **Superintendent Dr. John Deasy** commented that adult education was “in arrears,” or “encroached” on the District’s General Fund by \$100 million last year. It would appear that Dr. Deasy was given faulty information, when the facts are that adult education actually **under spent** by 16.1% and returned \$26,670,239 to the District this past June 30, 2011. These savings were achieved by lease reductions, closing positions, operating more efficiently and targeting those areas that best met District needs.

Adult education administrators work hard to serve their students, support District objectives and do their fair share in addressing the District’s fiscal challenges. Rather than being lambasted, adult education administrators, teachers and support staff should be praised for what they accomplish.

AALA recognizes that all superintendents rely on others to provide accurate information. We urge those who give input to Dr. Deasy to do so in a fair, objective and accurate manner so that he is not placed in potentially embarrassing situations on public radio.

EARLY CHILDHOOD EDUCATION

There is no question that early childhood education is essential, especially in the second largest school district in the United States. Because of LAUSD’s fiscal crisis, the Board of Education is considering cutting early education programs by up to 50% for the 2012-2013 school year. AALA believes that doing so will damage children, their families and the community as a whole. It is evident that **Superintendent Deasy** intends to take this step with great reluctance. In the spirit of partnership, AALA urges the Superintendent immediately to use every means at his disposal to inform the larger community about the impact such significant cuts will have on LAUSD students for the foreseeable future. Here are some facts to assist with this effort:

According to *A Blueprint for Great Schools*, published by State Superintendent of Public Instruction Tom Torlakson’s Transition Advisory Team in 2011 (pp. 17-19), “Research confirms that children who attend high-quality early education programs are better prepared for kindergarten, have stronger language skills in the first years of elementary school and are less likely to repeat a grade or drop out of school.” The Blueprint further states, “High-quality early care and education offers one of the highest returns of any public investment—more than \$7 for every dollar spent—by reducing future expenditures on special education, public assistance and the criminal justice system.”

Students who are not proficient readers by the end of Grade 3 struggle throughout their school years; many drop out. Without the push and support provided by early childhood programs, increasing numbers of children are likely to have difficulty achieving the goal of reading proficiency. Children living in poverty frequently start school behind their peers and stay behind, despite the hard work of their teachers and administrators. Consequently, they are the ones who will suffer the most if early childhood education programs are slashed. Further information about the benefits of early childhood education will be provided in future issues of *Update*.

TITLE I RANKING AND PROGRAM EFFECTIVENESS

ALA vociferously supported maintaining the 2010-2011 40% poverty threshold for schools to receive Title I funds. However, because of the District's loss of Title I funds over the past five years, the Superintendent recommended that the threshold be raised to 50%. The Board of Education approved this recommendation, which resulted in 23 LAUSD schools being cut as recipients of Title I funds. ALA thanks Deborah Ernst, Director, Federal and State Education Programs Branch, for providing the following explanation:

Congress passed the Title I Program as part of the Elementary and Secondary Education Act (ESEA) of 1965. ESEA was the first major federal school aid initiative, and it was a key component of President Lyndon Johnson's War on Poverty. As such, the federal statute requires that a Local Education Agency (LEA) or District rank all of its schools in order of poverty percentage from highest to lowest. LAUSD ranks the schools based on a combination of the percentage of students eligible for free-or-reduced price meal and CALWORKS. The law requires the LEA to focus Title I resources on schools in which the concentration of children from low-income families exceeds 75% poverty. Only after the LEA has served all schools having a poverty threshold above 75%, may the LEA serve lower-ranked schools. Schools eligible to receive the funding are required to use the funds to supplement the core educational program for at-risk/low-achieving students. Schools received information about the meal application process in Reference Guide-5512.2 and Memorandum 5602.1.

Each school receiving categorical funds is required to answer the question of program effectiveness. Education Code 64001 requires each school to develop a Single Plan for Student Achievement (SPSA) to analyze student achievement data and to develop strategies that meet student needs. Each school then annually evaluates the effectiveness of the SPSA and its expenditures based on student achievement data (see Memorandum 4631.4).

In the 2011-2012 school year, LAUSD received \$342 million in its Title I entitlement. This amount represents a loss of \$60 million over a five-year span. In addition, the entitlement is projected to decrease by as much as 10% in 2012-2013, which would represent a decrease of approximately \$94 million since the 2006-2007. The poverty data for 2011-2012 indicate that 90% of LAUSD students attend a school with a poverty percentage greater than 65%. Thus, with a decline in the District's Title I entitlement and approximately 418,000 students attending schools with a poverty threshold at or above 50%, the Board approved raising the threshold to 50% for the 2012-2013 school year.

To ensure that schools with the highest concentrations of poverty benefit from the declining resources, the District will continue to implement a differentiated funding model. Schools with a poverty percentage at or above 65% will receive a higher per-pupil allocation than schools between 50% and 64.9% poverty. Central office staff has begun to meet with leadership from schools impacted by the change.

EXPLORE AALA's WEBSITE

AALA's new website (www.aalausd.com) is a veritable one-stop resource for administrators. To get you acquainted, each week we will highlight a special section of the website. This week, it's your 24/7 access to the weekly *Update* you now receive via e-mail. There is no need to print out a copy if you have web access through your computer or mobile device. The current issue is right on the AALA homepage. To access the full *Update*, click on "read more." Past issues are accessible through the clickable menu link under *AALA Update Library* on the left side of the webpage. To find a special topic, use the *Search* box at the top of the webpage and all instances of your topic will be highlighted in yellow.

FURLOUGH DAYS, A CLARIFICATION

In response to the many questions AALA has received regarding this year's furlough days, especially for E Basis administrators, Dr. Earl Perkins, Assistant Superintendent, Office of School Operations, has provided the following clarification:

The agreement between the District and AALA provides for four to six furlough days this school year. Four furlough days have been identified to be deducted; however, a formula is contained in the furlough agreement that provides for adjustments in the number of furlough days up to six.

School-based administrators will take furlough days as noted in the Master Calendar for B, D, & E Basis. For those on the certificated E Basis Traditional Calendar, the last workday is Friday, June 22, 2012. June 25 and June 26, 2012, are furlough days. June 27, 2012, is a Spring Recess day and June 28, 2012, is a Winter Recess day. The last workday for those on the certificated E Basis Early Start Calendar is Wednesday, June 13, 2012. June 14 and June 15, 2012, are furlough days. June 18, 2012, is a Spring Recess day, and June 19, 2012, is a Winter Recess day.

For other school calendars, administrators should refer to their respective Master Calendar for their Basis and calendar configuration, and to the Interoffice Memorandum, *2011-2012 Furlough Information*, distributed to all schools and offices by **Michelle King**, Senior Deputy Superintendent of School Operations, on December 9, 2011.

Nonschool-based administrators are required to take one furlough day a month beginning in January 2012. The dates for these furlough days should be scheduled in consultation with the immediate supervisor so that support of schools remains the main priority.

The Payroll Master Calendars for all Bases may be accessed on the LAUSD website. From the LAUSD homepage, click on *Offices*, select *Payroll Administration*, and then click on *Calendar/Timecards*. The Payroll Administration link is the best resource to view all work year calendars.

LAUSD BUDGET CALENDAR

On Wednesday, January 18, 2012, **Governor Jerry Brown** gave his State of the State speech, highlighting his requests and vision to the state legislature for the 2012-2013 budget year, which begins July 1, 2012. Because March 15 letters are just around the corner, AALA is reviewing key dates in the budget cycle for the 2011-2012 and 2012-2013 school years.

As you know, because of the international financial crisis, the multiple-year recession and the resulting State deficit, LAUSD has negotiated furlough days for employees and cut programs for the past three years. According to State law AB1200, which was signed after Richmond Unified School District went bankrupt in 1992, school districts are required to submit to their respective county offices of education a three-year balanced budget (the current and two subsequent years).

LAUSD filed this First Interim (tentative) budget in December 2011, prior to the Governor announcing his budget for 2012-13. It includes major cuts for 2012-2013 to make up for a projected deficit of upwards of \$537 million. Thankfully, the Governor avoided pulling all three midyear triggers affecting schools for 2011-2012. However, he did cut home-to-school transportation for general and Special Education students and made a statewide \$80 million cut to basic revenue. The Governor's Department of Finance continually monitors tax revenues being turned in to the state, as compared to prior years, to determine if these revenues are increasing or decreasing.

The key dates in the budget calendar are as follows:

1. In the next few weeks, **Superintendent Deasy** will present to the Board of Education his budget plans for the 2012-2013 school year. This proposal will include budget cuts and potential additional sources of revenue to solve the District's deficit and may incorporate revisions to the First Interim.
2. Additional revisions to the First Interim will be based on analyses from the Governor's State of the State address.
3. The Second Interim report is due to the County Office of Education at the beginning of March 2012.
4. Employees will receive tentative RIF notices before March 15, 2012.
5. Income taxes are due to the State and federal governments by April 17, 2012.
6. Based on these tax revenues and projections, the State provides the May Revision of the proposed 2012-2013 budget.
7. In June 2012, the State is supposed to adopt its 2012-2013 budget.
8. In late June 2012, the District will adopt its 2012-2013 budget.
9. The new fiscal year begins on July 1, 2012.
10. In November 2012, the State election will most likely include one or more initiatives to raise funds for public education. The Superintendent has signaled his intent to include on the ballot a parcel tax proposal to support LAUSD.
11. In December 2012, the First Interim is due for the 2013-2014 budget and the two subsequent years.
12. In January 2013, the Governor will give his State of the State speech, which will address the budget for 2013-2014.

HEALTH BENEFITS FAQ

Topic: Comparing Health Benefits for Active Employees and Retirees

How do active employee benefits compare with retiree benefits?

The chart below shows the differences:

Benefit	Active Employees	Retirees
Medical (includes Rx and mental health coverage)	✓	✓
Dental	✓	✓
Vision	✓	✓
Employee Assistance Program	✓	No
Dual Coverage/Opt-Out Cash Back	✓	No
Flexible Spending Account	✓	No
District-Paid Basic Life Insurance	✓	No
Optional Supplemental Life Insurance	✓	Available, as an individual policy directly with the vendor

Why don't retirees qualify for the Employee Assistance Program?

The Employee Assistance Program is designed to assist employees in maintaining a healthy balance between work and home. This program provides counseling and guidance for challenges such as childcare and eldercare, finances, legal, identity theft recovery and other daily living challenges.

My spouse and I are both retired administrators. Why can't we take advantage of a Flexible Spending Account or the Opt-Out Cash Back benefit?

These programs are designed for active employees in paid status. The cash payment for opt-out is paid on an employee's salary warrant, while the amount set aside for an employee's Flexible Spending Account is deducted monthly from an employee's salary.

Will the District ever cancel my District-paid health benefits?

The District will only cancel an employee's health benefits if the employee is no longer in a paid status. That means if an employee becomes unpaid for an entire pay period their benefits become canceled and a COBRA package will be sent to the employee. Retirees or their spouse/domestic partners who do not enroll in Medicare when they turn age 65 will also have their medical and prescription benefits terminated.

HOW DOES ONE SAY "GOODBYE"?

When it is time, you just say it! So I am saying "goodbye, for now" to my friends, colleagues and AALA members after 20 years and 2 months of serving you here at AALA. No. I am not ill, just changing directions. There are still a lot of things I have yet to do. For over 50 years, I have been connected to the education scene in one way or another. I do have another profession that is occasionally delved into—Conflict Resolution. My training in the field is directed primarily at religious institutions. It is fascinating to work with churches. But there is the possibility that I will engage in NOTHING. Hanging out at the Mall may also be stimulating. Who knows what may come next? I ended up here by attending a funeral, and at the funeral I was asked to come work at AALA.

I have traveled to six of the seven continents. The exception is Antarctica (passed close by a few years ago, though). However, I am not finished traveling. Remember, when it is time to retire, you'll know it. I am getting the opportunity to retire for the second time (January 26, 2012). So live life, love life and it will love you back.

Goodbye, for now,
Jack Silas

AALA DOESN'T SAY "GOODBYE!"

AALA wishes to thank **Jack Silas** for his 20 years of service to our members. Always kind and thoughtful, Jack has been a delight to work with. Therefore, we do not say, "Goodbye!" We do say, "Farewell, Jack!"

**UCLA DOCTORATE of EDUCATION (Ed.D.)
in EDUCATIONAL LEADERSHIP**

UCLA is accepting applications for its Fall 2012 Ed.D. Cohort. They seek educators committed to improving education within the context of a K-16 doctoral program. Each cohort embarks on a practitioner-oriented three-year experience in a supportive environment with outstanding faculty and expert educational practitioners. Established in 1993, UCLA's small, student-focused Ed.D. program is committed to preparing educators to advance educational organizations and improve educational outcomes for children, youth, and adults. For further information or to RSVP for an information session, email edinfo@gseis.ucla.edu, call 310.206.1673, or visit: www.edd.gseis.ucla.edu.

Application deadline: February 1, 2012.

CORRECTION – In the IN MEMORIAM section of the January 16, 2012, edition of *Update* (page 8), the name of one of the deceased was presented as Julian Rex. The correct name is **Rex Julian**. We are sorry for the error.

SAVE THE DATE

Reminder —

THURSDAY, FEBRUARY 16, 2012 – Networking event with **Dr. Jaime Aquino**, Deputy Superintendent of Instruction, at Webster MS, 11330 W. Graham Place, Los Angeles, 5:00-7:00 p.m., sponsored by AALA, its Administrative Organizations and Webster MS. **This is a FREE event but reservations are necessary due to space limitations.** RSVP to **Maralyn Soifer** at mps1907@lausd.net. PLEASE NOTE: **Corrected e-mail for Maralyn Soifer.** Go to the following link for more information:

<http://www.aala.us/docs/2012/01/networkingevent.doc>

RETIREMENT CELEBRATION

Name	Date, Time	Location	Contact
Frances M. Castaneda	Saturday, February 11, 2012 6:00 p.m.-Midnight	Monterey Hills Restaurant 3700 W. Ramona Blvd. Monterey Park	Celia Dominguez celia.dominguez@lausd.net 323.900.3500

POSITIONS AVAILABLE

Minimum Qualifications: Candidates are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions. Use the listed contact phone number. The following positions are available to view in their entirety by going to http://certificated.lausd.k12.ca.us/admin_vacancies. Select School-Based and Non-School-Based positions and click on any position to view the specific flyer.

CERTIFICATED POSITIONS

PRINCIPAL, SECONDARY

Crenshaw HS, MST 45, 5010 11th Avenue, Los Angeles, CA 90043
Crenshaw is an E Basis school. For information and application procedures contact **Donna Muncey**, Chief of Intensive Support and Intervention, Office of the Superintendent, at 213.241.7000. **Filing deadline is Tuesday, January 31, 2012.**

POSITION	DEADLINE
<ul style="list-style-type: none"> • SPECIALIST, Pre-K – 12 ENGLISH LEARNER PROGRAM, MST 38 (Temp. Adv.), B Basis, Office of Curriculum and Instruction. Contact Anna Estevez, Coordinator, at 213.241.5582. 	5:00 p.m. Tue., January 31, 2012