

UPDATE

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Week of April 4, 2016

LEARNING FROM LA

[*Learning from LA: Institutional Change in American Public Education*, **Charles Taylor Kerchner, David J. Menefee-Libey, Laura Steen Mulfinger, and Stephanie E. Clayton**, 2008, Harvard Education Press, Cambridge, Massachusetts]

The persistence of the achievement gap, the continuing expansion of charter schools, the drop in school enrollment, and a looming potential fiscal deficit are the current challenges faced by the Los Angeles Unified School District (LAUSD). **Michelle King**, a product of the District and long-time employee, is now taking the reins following a tumultuous 15 years of three Superintendents brought in from the outside: **Roy Romer, David Brewer, and John Deasy**. Over the past fifteen years, **Ramón Cortines** punctuated them with short stints as interim to help LAUSD transition between permanent superintendents. Ms. King has the unique opportunity to build upon what may be working, discard the useless, and identify avenues worthy of continued investigation. The task is formidable. As a 30-year veteran of LAUSD, she is in the unique position of reclaiming LAUSD's capability and viability to educate the children of Los Angeles, and achieve what outsiders could not. She also has the opportunity to activate what has been ignored, the professional capital and capacity of the people of LAUSD. In the last issue of *Update*, AALA wrote that **Michael Fullan's** book, *Coherence*, might be a powerful guide to garner the human resources and forge the District's future as a viable institution. It will be interesting to see if these ideas are truly pursued.

Before this inquiry begins, however, it is necessary to understand LAUSD's history and journey to its current situation. The book, *Learning from LA: Institutional Change in American Public Education*, provides a chronicle of the continual cycle of transformation LAUSD has been engaged in from 1910 to 2000. The authors challenge the reader to reassess the perception of LAUSD's last 30 years as a litany of failures. Rather, it is a story of ongoing deep institutional change and adaptation. Changes have taken place, assert the authors, but it is necessary to understand the context and circumstances in which they occurred.

Deliberately designed around progressive ideals and policies, the District was meant to provide relevant and reality based instruction tailored to students' abilities. It was initially seen as innovative, proactive, and run by a team of consummate professionals, experts in the field of education. Apolitical school board members, superintendents, and teachers were seen as capable and efficient in exercising their duties. Decisions, budgets, and functions were controlled locally, with little need for external control. LAUSD also appeared self-possessed and capable of creating and implementing a forward-looking vision, innovative programs, and effective teaching. The District, theoretically, was adhering

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to the progressive ideal, and as such, was above politics. LAUSD began to grow and annex other communities because it was believed that *bigger was better* and would lead to heightened efficiency. It was the model of industrial and business competence. **Kerchner** et al. writes: “The District had a positive organizational saga, in which it spoke well of itself and people spoke well of it...” (pg. 4).

Through the 1960s and 70s, however, serious questions arose regarding the District’s ability to provide an equitable educational experience and true access for all students. Undergoing a substantial demographic shift, and now serving a diverse population, the District came under scrutiny from external forces. Federal and state mandates and powerful interest groups began to influence District policy and purpose. Passage of Proposition 13 in 1978, which reduced property taxes by 57%, relinquished control and institutionalized education funding to the state. Through the 1980s and 1990s, with the publication of *A Nation at Risk* and authorization of No Child Left Behind, an era of permanent crisis ensued. Achievement data became accessible and public; the achievement gap was clearly identified, which further intensified the perception of LAUSD as a failing district. LAUSD was delegitimized as an institution, and so became more open to criticism and external control.

Learning from LA closely examines a series of reforms, such as LEARN and LAAMP, which were intended to help LAUSD adapt and truly transform itself to meet the new demands. Detailed and precise, the book aligns the efforts and their remaining legacy in the District. The roots of LAUSD challenges are clearly illustrated, and offer much to those interested in understanding its current trajectory. As noted before, the authors caution against describing this era as a “series of failures” but rather as steps in an ongoing transformation. LAUSD was undergoing tremendous change, and it must be understood through a process of institutional transformation. The authors identify the following steps on page 4 of the book:

1. *The old institution is discredited and delegitimized.*
2. *A significant portion of most vocal clients and advocates exit the system.*
3. *The functions are removed, “hallowed out” and given to other external agencies and given to other levels of government.*
4. *There are frantic efforts and reforms result with auditioning of new ideas.*
5. *There is a defining or a recognized end to a long-term boil of crisis and uncertainty.*
6. *The new institution is operationally recognized. Someone writes a text about how it operates.*

The book states the process is not necessarily sequential, and many stages may occur simultaneously. The insight Kerchner offers is profound. The question is not which crisis are we in, but rather which ideas and trajectories are worthy of continued effort. It is time to leave behind the era of incoherence and auditioning of ideas, and embrace strong commitments to concepts and practices that can forge the way forward. It is time for deep reflection and, per **Fullan**, deeper learning. We need to identify, and indeed celebrate our successes, and fearlessly pursue expanding our repertoire and understanding of how to serve all students. Yes, *We Love LAUSD*, indeed we do. However, it needs to go beyond a simple declaration on a button, but proudly undertake deliberate actions for all the students we serve. Love is a verb, not a noun. When we understand our journey, then, and only then, we can write the book on how that is done. By doing so, we can reclaim our legitimacy as an educational institution, our voice, and indeed our place as leaders in the public discourse regarding education.

THREATS TO PUBLIC UNIONS DERAILED—FOR NOW

On Tuesday, March 29, 2016, the U.S. Supreme Court announced that it had deadlocked on the *Friedrichs vs. California Teachers Association* case, which had the potential to be the death knell for public employee unions. The court, with the death of Justice **Antonin Scalia**, was unable to reach a majority decision, thereby leaving the current law in place, which requires public employees (teachers, municipal employees, transit workers, etc.) to pay a *fair-share fee* to unions.

Rebecca Friedrichs, an Orange County teacher, had filed the suit claiming that it was a violation of her free-speech rights to be forced to pay dues to a union she did not support. Appeals court judges had upheld laws enacted in California and 22 other states saying that all employees benefit from collective bargaining and therefore should help pay some of the costs. These fees are prohibited in *right to work* states, mainly in the South and Midwest. As the Supreme Court heard oral arguments in January, prior to Justice Scalia's death, it appeared that the law requiring the mandatory union dues would be declared unconstitutional, based on the tone of the questioning from the bench. However, the Justice's sudden death left the court without a conservative majority, forcing it to affirm the lower court's ruling due to the tie vote.

According to the Law Blog at *Education Week*, "Backers of the challenge to the union fees have said that in the event of a deadlock, they would ask the high court for a rehearing, to be conducted after the vacancy on the court is filled. The court rarely grants rehearings for any reason, and the political uncertainty over President **Barack Obama's** nomination of **Merrick B. Garland** to fill Scalia's seat would seem to make that possibility in this case highly unlikely." However, **Terry Pell**, President of the Center for Individual Rights, which supported the lawsuit, said that the case is *too significant to let a split decision stand* and the group will definitely file a petition for rehearing. Given this, the NEA, AFT, CTA, and other public employee unions still see the ruling as a victory as it affirms the rights of unions to collect a fair-share fee from those who elect to not join the organizations; however, they remain acutely aware that unions are under attack by corporate and conservative interests.

AALA President **Juan A. Flecha** issued the following statement, "The Associated Administrators of Los Angeles is beyond pleased with the Supreme Court's affirmative support of unions. Unions are the backbone supporting the middle class' strong working ethos. As President, I value the importance of our association to guarantee the hard-earned rights our members have gained through collective bargaining. AALA will continue educating the general populace of the enhanced benefits associations provide to make our workforce relevant and vibrant. Unions make us stronger, more united, and should not be perceived as detriments to employers. All unions must remain vigilant and politically active as this battle is not over."

UNIT J ADVISORY

It is important to note AALA's Unit J Bargaining Team has negotiated provisions in the contract protecting your rights:

- ✓ Article IX – Section 2.2: When the work demands involve significant extended hours of work within a given pay period, flexible reduced hours in the same or following pay period may be taken with the prior approval of the immediate supervisor, so long as such absence does not interfere

UNIT J (Cont.)

with the continued obligations of the employee, work unit, or District. If such time can be accommodated, it will be scheduled by the supervisor, in consultation with the employee.

It is imperative you invoke your contractual right if you are ever denied your flexible time by citing:

- ✓ Article V – Section 1.0: A grievance is defined as a claim that the District has violated an express term of this Agreement and that by reason of such violation the grievant's rights under this Agreement have been adversely affected.

The concern of filing a grievance to assert your rights is usually accompanied with the fear of retaliation. Contractually:

- ✓ Article V – Section 18.0: There shall be no reprisals against an employee for utilizing these grievance procedures or for assisting a grievant pursuant to these procedures.

HEALTH BENEFITS FAQ— DO YOU HAVE OCCASIONAL OR CHRONIC BACK PAIN?

I sometimes get back pain in my lower back after making a sudden movement or doing simple tasks, like, lifting a 30-40 lb. box of cat litter. Is this normal?

Back pain is a very common medical problem, easily triggered by everyday activities such as making a sudden move, lifting, bending, or twisting. The National Institutes of Health (NIH) report that in a three-month period, about 25% of all adults suffer at least one day of back pain.

What are the causes of back pain?

Backaches may be caused by a number of reasons that include age, genetics, injury, or spinal stress due to lack of adequate exercise, incorrectly lifting techniques, being overweight, having poor posture, having calcium and vitamin D deficiency, and smoking.

Many people first experience back pain between the ages of 30 and 40, with backaches becoming more common with age. Associated with aging, the cushioning discs between the vertebrae gradually break down and may press against spinal or cervical nerves resulting in back or neck pain. Many medical problems such as scoliosis (curvature of the spine), arthritis, and spinal stenosis, which is a narrowing of the spinal column that puts pressure on the spinal cord and nerves, also cause pain.

What should I do if I get back pain? According to the NIH, most cases of back pain don't require that you see a doctor because the pain usually goes away with or without treatment. Even acute back pain usually gets better without any treatment. Taking acetaminophen, aspirin, or ibuprofen helps ease the pain.

When should I see a doctor?

You should see a doctor if you have severe pain, pain after a fall or injury, numbness or tingling, and if your pain doesn't improve with medication and rest. Other signs that you should see a doctor include pain that results with one or more of the following problems—trouble urinating; weakness, pain, or numbness in your legs; fever; or unintentional weight loss.

FAQ (Cont.)

What kind of doctor should I see?

Many types of doctors treat back pain, from family physicians to specialists in disorders of the nerves and musculoskeletal system. In most cases, it is best to see your primary care physician first. He or she can either treat the problem or refer you to an appropriate specialist.

I've been ask to rate my pain on a scale of 1-10. How do I accurately assign a number to pain?

Research has shown that using the faces and number scale is an effective tool.



Where can I learn more about back pain?

Follow this link to the National Institutes of Health website, [What is Back Pain?](#) or go to WebMD, [Managing your Back Pain at Home](#).

OPTIONS SCHOOLS GARNERING HONORS

Congratulations to the students, staff, and parents of Independence High School (**Jason Camp**, Principal) on being named a model continuation high school by the California Department of Education. "I commend these schools for their exceptional work in keeping our students on the path to career and college readiness," said **Tom Torlakson**, Superintendent of Public Instruction. The students at Independence HS benefit from independent study courses, career counseling, job placement, apprenticeships, and concurrent enrollment in community college.

Congratulations are also extended to the City of Angels Independent Study Program (**Dr. Vince Carbino**, Principal, and **Deborah Foree**, Assistant Principal, SCS) for gaining NCAA approval. The administration has doggedly labored the last three years for the school to have NCAA approval and finally received official notification last week. The NCAA now recognizes the school's program, and has backdated the recognition to July 2013. The accomplishment is meritorious, as the NCAA did not accept online and independent study courses for high school students heretofore.

BEWARE OF PHISHING ATTEMPTS!

*AALA thanks **Maritess Plewnarz**, Special Assistant to the Chief Information Officer, for providing this information.*

The District and other large organizations have experienced a recent increase in phishing and malware/ransomware attacks. *Phishing* is a form of email fraud in which cyber criminals send out legitimate-looking emails for illegitimate purposes (for example, to gather personal and/or financial information, infecting the recipient's computer with malware or viruses, or using someone else's

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PHISHING (Cont.)

account to distribute additional fraudulent messages). Unfortunately, this type of practice is on the rise, and large organizations like LAUSD are prime targets.

Phishing attacks are sent via email, usually containing an infected attachment or link. At LAUSD, most of the phishing emails fall into two categories:

- 1) The email tells recipients that their password is about to expire and tells the user to click on a link to enter information. **If your account is expired or expiring soon, visit the District's single sign-on website to update your information. Do not click on any links in the email.**
- 2) The email tells recipients that their mailbox has exceeded the storage size and tells the user to click on a link to enter information. **The District recently upgraded our email service and now provides unlimited mailbox storage to all employees. The District will never send you a message stating that your mailbox has run out of space.**

While advanced firewalls and web filters provide security against attacks, viruses, and malicious use, it is critical for all employees to remain educated about the proper use of resources and information security. You can safeguard your information, your computer, and the District's data by keeping these cyber security practices in mind:

- The District's IT Division will never ask you for your username or password through email. **This is a request that should not be trusted.**
- If you don't recognize the source of the email (the address in the sender/from line), don't respond or interact with it.
- Do not click on links in emails if you don't recognize the web address that appears when you roll your mouse or cursor over it.
- To be on the safe side, avoid clicking on any links in emails altogether. Instead, open a new Internet browser window and type in the full name of the trusted address, and navigate from there.

If you receive a suspicious email, report this to the ITD Help Desk at 213.241.5200. Do not click on any hyperlinks or download any attachments associated with these emails. To learn more, please visit <http://achieve.lausd.net/emailsafety>.

BELL SCHEDULE ROLLOVER

*AALA thanks our Elementary Department for raising this issue and **Megan Reilly**, Chief Financial Officer, and **Cheryl R. Simpson**, Director, Budget Services & Financial Planning Division, for responding and providing this information.*

The regular day bell schedules will rollover for the 2016-17 school year. Other schedules (i.e., minimum day, shortened day) will require direct input from schools. The regular day bell schedule must be reviewed and updated by schools. Schools will be notified of this change through the Bell Schedule Reference Guide.

Noncompliance with the statutory daily or annual instructional minutes carries a significant fiscal penalty to the District. The penalty is assessed districtwide. For example, if one high school fails to meet the minimum requirements, the penalty will be calculated as if all high schools in the District

BELL SCHEDULE (Cont.)

were noncompliant. Please contact **Cheryl Simpson** at cheryl.simpson@lausd.net or 213.241.3964 for further information.

TOPICS OF IMPORTANCE FOR CERTIFICATED ADMINISTRATORS

ALA thanks Maria Voigt, Director, Administrative Assignments, for providing this information.

As we approach the time of year when budgetary and assignment decisions must be made, many questions arise along with a certain level of concern. In an effort to maintain transparency, mitigate concerns, and provide answers to common or recurring questions, the Human Resources Division has outlined the following topics of importance.

1. Budget Development

Once budget development opens and principals review their school budgets, it might be determined that a reduction in the number of assistant principals at their specific school may be necessary due to loss of funds or reduced enrollment. In the event of a required position reduction at a particular school, the assistant principal at that school with the least seniority will be displaced. This displaced assistant principal will be placed on a reemployment list. The District will utilize the reemployment list to determine assignments to schools with vacancies.

2. Administrative Regulation 4213

In the absence of an eligible or reemployment list for a particular classification, administrators are assigned to a provisional or V1 status. An administrator appointed under this administrative regulation may be converted to regular status in the class if the administrator:

- (1) has served satisfactorily for at least three consecutive school years (minimum of 130 full-time days each school year) in the class, and
- (2) is recommended by the Local District Superintendent or division head and approved by the Superintendent of Schools or designee.

3. Change from probationary to permanent status

The affirmative decision process takes place between March 1 and March 29, 2016. During this process, administrators who have been in the same classification for three consecutive school years with a minimum of 130 paid days per school year may be eligible for conversion to regular/permanent status, upon the recommendation of the Local District Superintendent. Administrators recommended for conversion to regular/permanent status will receive notification of such action in April after the affirmative decision process has concluded.

4. Change of Basis During the School Year

A change of basis (A Basis, E Basis, B Basis, or C Basis) due to change in assignment after the beginning of the school year may have a significant impact for CalSTRS service credit. Employees in this situation should remain on their current basis for the remainder of the school year to avoid a payroll settlement and have the opportunity to work the total number of hours required to earn a full year of CalSTRS service credit. The total number of hours required to earn a full year of service credit will vary based on the specific basis assigned to the employee. Less than a full year of CalSTRS service credit will result when an employee does not work the total number of hours required for the specific basis reported to CalSTRS by the District.

TOPICS (Cont.)

5. Salaries for School-Based Administrators

The School Based Administrator Compensation Plan (SBACP) provides transparency in regard to the salary setting process for school-based administrator positions. Compensation for school-based administrators is based on the following three factors:

- (1) School type (elementary, secondary, span)
- (2) Classification/Position alignment (principal, assistant principal) and
- (3) The three-year average student norm day enrollment. If an administrator is transferred or changes his/her school-based assignment for the 2016-2017 school year, the compensation may also change based on the updated SBACP salaries for the new school year. The updated SBACP for 2016-2017 will be published in April 2016.

6. Autonomous Schools

LAUSD offers the option for schools to submit a proposal to the Local Options Oversight Committee (LOOC) to adopt one of the three autonomous school models; Expanded School Based Management Model (ESBMM), Local Initiative (LIS), or Pilot Schools. The involvement of the school-site selection committee will vary based on the approved model. A key concept to keep in mind is that autonomous schools are subject to all California Education Code provisions, collective bargaining agreement provisions, and District policies. For more information on autonomous schools, please visit the LOOC website at <http://achieve.lausd.net/Page/1393>.

DEDICATED FUNDING FOR THE DIVISION OF ADULT & CAREER EDUCATION (DACE) FINALIZED

*AALA thanks **Dora Pimental-Baxter**, Administrator, Division of Adult and Career Education, for providing this information.*

DACE, which is part of the Los Angeles Regional Adult Education Consortium (LARAEC) of school districts, will receive new state Adult Education Block Grant (AEBG) funding dedicated to adult education. Recently, after stalled negotiations with the Los Angeles Community College District (LACCD), the Consortium reached an agreement on governance and funding. The LARAEC Executive Board unanimously approved a funding allocation schedule for this year (2015-2016) and next (2016-2017). The approved proposal will provide DACE with \$17.1 million in Consortium funding in addition to maintenance of effort funding of \$77.5 million. This brings the total amount of AEBG funding for DACE to \$94.6 million!

Additionally, LARAEC's Executive Board kept in place its current governance structure of one member, one vote. This tremendous accomplishment was made possible by the unwavering engagement and support of **Superintendent King**. The strong support of various other stakeholders such as teachers, students, administrators, community members, and labor organizations was also instrumental.

DACE, in partnership with the other LARAEC member districts, will continue the work of improving and enhancing adult education in the region through implementation of the Regional Comprehensive Plan (RCP) submitted to the state on March 1, 2015. LARAEC's Executive Board has prioritized the work to be completed this year by the ESL, career/technical education (CTE), and counseling workgroups and has refocused implementation of the RCP strategies for the current school year. RCP

Associated Administrators of Los Angeles

DACE (Cont.)

implementation activities, such as innovative pilot programs, ESL curriculum alignment, CTE pathways, and professional development, are currently under way. Additional RCP implementation activities are due to begin in the coming weeks across the LARAEC region.

For more information, please contact **Donna Brashear**, Executive Director, Division of Adult and Career Education, at 213.241.3150 or donna.brashear@lausd.net.

NOTE: The meeting of the California Council for Adult Education scheduled for retirees on Friday, April 1, at Slawson Southeast Occupational Center has been canceled. See you at the Alumni Luncheon on April 13.

IN MEMORIAM

DR. RICHARD “DICK” COOPER—Former area superintendent, East Service Center secondary assistant superintendent, administrative coordinator in the Superintendent’s, Secondary Instruction, and Community Information offices, principal of King and Webster junior high schools, vice principal of Marshall and Narbonne high schools, and coordinator at Belmont High School. Dick retired from the District on October 27, 1982, and passed away on March 22, 2016. A celebration of life will be held later this month.

EDNA S. LAKER—Former deputy area administrator and principal of North Hollywood High School and Mount Gleason Junior High School. Edna retired from the District on June 23, 1982, and passed away on March 9, 2016, in San Antonio, Texas.

SAVE THE DATES

- ✧ The Adult and Career Education Scholarship Foundation (ACESF) is holding a fundraising event to support 2016 student scholarship recipients on Thursday, April 7, 2016, from 5:00 p.m. – 8:00 p.m., at Steven’s Steakhouse, 5332 Stevens Place, Commerce. All are invited to attend and donations will be collected at the door. Please click [HERE](#) to view the flyer.
- ✧ Alumni members, don’t miss the annual AALA Spring Alumni Luncheon, which is being held on Wednesday, April 13, 2016 (see last page), at The Center at Cathedral Plaza. In addition to the special guest speaker, LAUSD Superintendent **Michelle King**, fabulous prizes will be available, including an assortment of gift cards to your favorite merchants, a 40” flat screen television, afternoon tea at the Millennium Biltmore Hotel, tickets to the Ahmanson, Geffen, and Mark Taper Theatres, and dinner with wine at Taix’s French Restaurant. Reservations are only \$40 per person, so grab a friend and plan to attend!
- ✧ All LAUSD administrators are invited to the 7th Annual Public Lecture of the UCLA La Kretz Center for California Conservation Science. **Dr. Heather Tallis**, Chief Scientist for the Nature Conservancy, will speak on “Rethinking the Value of Nature from Education to Health.” This free event will take place in the George Elkins Auditorium at Pepperdine University on Saturday, April 23, 2016, from 3:00 p.m. to 5:00 p.m. For more information and to RSVP, please click on this link: <http://www.environment.ucla.edu/lakretz/events/482>.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
APRIL IS AUTISM, MATHEMATICS, PARKINSON'S, SEXUAL ASSAULT, AND STRESS AWARENESS MONTH, JAZZ APPRECIATION, PUBLIC SCHOOLS, SCHOOL LIBRARY, AND CHILD ABUSE PREVENTION MONTH		
MSPO and SEPO Meetings at Pickwick Gardens and Beaudry Building (Required)	April 6, 2016 7:30 a.m. – 12:00 p.m.	Dr. Deborah Wiltz , 818.394.4300 or dwiltz@lausd.net ; Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
SEPO Meeting at Beaudry Building	April 6, 2016 1:30 p.m. – 4:30 p.m.	Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
CalSTRS Pre-Retirement Workshop at Woodland Hills ES, Auditorium	April 7, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
ACSA Spring Membership Social at CSUN University Club	April 7, 2016 5:00 p.m. – 7:00 p.m.	Brian Sida , 818.609.2522 or bsida@lausd.net
ACESF Fundraising Event at Steven's Steakhouse	April 7, 2016 5:00 p.m. – 8:00 p.m.	Juan R. Urdiales , jurdiale@lausd.net
Adult School Administrators Meeting at East Los Angeles Skills Center	April 8, 2016 8:00 a.m.	Dr. Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
Teacher Applications for Elem., MS, and HS Summer School Due	April 8, 2016 5:00 p.m.	https://summer.lausd.net
AALA Alumni Luncheon at The Center at Cathedral Plaza	April 13, 2016 11:30 a.m. – 2:00 p.m.	Gema Pivaral , 213.484.2226
SHSOPO Meeting at Bernstein HS	April 14, 2016 7:30 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.292.0331 or vgutie1@lausd.net
Grand Arts Festival at Grand Park	April 16, 2016	
Federal Income Tax Day	April 18, 2016	
Supervisory Coffee Klatch Meeting at A-Level Beaudry Cafeteria	April 19, 2016 7:00 a.m. – 8:00 a.m.	Dr. Victor González , victor.gonzalez@lausd.net
ACSA Representative Council Meeting at Ocean Seafood Restaurant	April 20, 2016 5:30 p.m.	Barbara Friedrich , bfriedri@lausd.net
APSCO Meeting at AALA Office	April 21, 2016 8:00 a.m. – 11:00 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.net
OEECA Meeting at Central Shops, 1240 S. Naomi Ave., Los Angeles	April 21, 2016 9:00 a.m. – 11:30 a.m.	Obioma Uche , oiu9972@lausd.net
AALA Representative Assembly Meeting	April 21, 2016 4:30 p.m.	Gema Pivaral , 213.484.2226
CCAЕ Conference at San Francisco Marriott Waterfront Hotel	April 21 – 23, 2016	conference@ccaestate.org , 888.542.2231, or Registration
COBA 41st Annual Black Child Conference & Scholarship Luncheon at the Sheraton Gateway Hotel	April 23, 2016	Josephine Ruffin , josephineruffin@sbcglobal.net



Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
LAUSD 5K Move It Challenge	April 23, 2016 8:00 a.m. – 12:00 p.m.	http://moveit.lausd.net
Public Lecture: <i>Rethinking the Value of Nature from Education to Health</i> at Pepperdine University	April 23, 2016 3:00 p.m. – 5:00 p.m.	http://www.environment.ucla.edu/lakretz/events/482
School Bus Driver Appreciation Day	April 26, 2016	
Administrative Professionals Day	April 27, 2016	
COBA Meeting at Crenshaw High School	April 27, 2016 5:30 p.m.	Josephine Ruffin, josephineruffin@sbcglobal.net
AAPA Scholarship Banquet at Golden Dragon Restaurant	April 27, 2016 5:00 p.m. – 8:00 p.m.	Dean Tagawa, dtagawa@lausd.net
Bring our Sons and Daughters to Work Day	April 28, 2016	
CalSTRS Pre-Retirement Workshop at Broad ES, Auditorium	April 28, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
Gifted Education Conference at the Skirball Cultural Center	April 30, 2016 8:00 a.m. – 12:30 p.m.	www.giftedchildrenla.org

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 2016 in the California State University Northridge (CSUN) Tier I Preliminary Administrative Credential and Master’s Degree Program in Educational Administration. Information meeting dates, locations, as well as, whom to contact can be found by clicking here: [Advancement-Opportunities](#).

CSUN

MICHAEL D. EISNER
COLLEGE OF EDUCATION

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

ASSISTANT PRINCIPAL, SECONDARY

Foshay Learning Center, Local District Central, **MST 40G, B Basis**. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Darnise Williams**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Monday, April 4, 2016.

CERTIFICATED, NON-SCHOOL-BASED

CHIEF SPECIAL EDUCATION OFFICER

Division of Special Education, \$165,659 - \$207,829, Executive Position, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Justo Avila**, Chief Human Resources Officer, at 213.241.6131. Application deadline is 5:00 p.m., Monday, April 11, 2016.

COORDINATOR, SPEECH AND LANGUAGE

Related Services Department, Division of Special Education, 42G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Deborah Rubenacker**, Director, at 213.241.6200. Application deadline is 12:00 p.m., Friday, April 29, 2016.

SPECIALIST, SPEECH AND LANGUAGE

Related Services Department, Division of Special Education, 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Susan Simon**, Coordinator, at 213.241.6200. Application deadline is 12:00 p.m., Tuesday, April 12, 2016.

CLASSIFIED

DIRECTOR OF LABOR RELATIONS

Office of the General Counsel, \$192,492 - \$204,948, 12-month position. For more information and application procedures, please click [HERE](#). Application period is open until the position is filled.

DIRECTOR OF STUDENT RECORDS AND DATA MANAGEMENT

Office of Data and Accountability, \$114,900 - \$142,300, 12-month position. For more information and application procedures, please click [HERE](#). Application period is open until the position is filled.

Associated Administrators of Los Angeles

CLASSIFIED

PERSONNEL MANAGER

Personnel Commission or Division of Human Resources, \$96,300 - \$119,900, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Monday, April 4, 2016.

COMPLEX PROJECT MANAGER

Facilities Services Division, \$92,200 - \$114,400, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Wednesday, April 6, 2016.

PRINCIPAL HUMAN RESOURCES SPECIALIST

Division of Human Resources, \$88,200 - \$109,500, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Monday, April 4, 2016.

SENIOR HUMAN RESOURCES SPECIALIST

Division of Human Resources, \$83,700 - \$104,200, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Monday, April 4, 2016.

ENERGY PROGRAM MANAGER

Facilities Services Division, \$7,829 - \$9,701/PP, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Friday, April 29, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR OF FOOD SERVICES</i> \$133,400 - \$166,200, 12-month position	Food Services Division	Click HERE	Friday April 8, 2016
<i>SENIOR NUTRITION SPECIALIST</i> \$76,000 - \$94,600, 12-month position	Food Services Division	Click HERE	When Filled



ASSOCIATED ADMINISTRATORS OF LOS ANGELES

AALA SPRING ALUMNI LUNCHEON

WEDNESDAY, APRIL 13, 2016

The Center at Cathedral Plaza
555 West Temple Street
Los Angeles, CA 90012

11:30 a.m. Social Hour
12:15 p.m. Lunch

\$40 per person
(buffet style lunch)

Complimentary Parking
(For directions to site, please see other side.)

***Guest Speaker: Michelle King, Superintendent
Los Angeles Unified School District***

Should you have any questions, please call the AALA office at 213.484.2226.

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AALA Spring Alumni Luncheon – Wednesday, April 13, 2016

Please return this form by Friday, April 8, 2016, with your check to:
AALA, 1910 W. Sunset Boulevard, Suite 850, Los Angeles, CA 90026

Name _____ Phone Number () _____

Number in your party _____ Check enclosed for \$ _____

Name of guest(s) _____

