

**CALIFORNIA ASSOCIATION OF URBAN SCHOOL ADMINISTRATORS (CAUSA)
SAN DIEGO, CA (HOSTED BY ADMINISTRATORS ASSOCIATION OF SAN DIEGO,
AASD)**

HILTON GARDEN INN/BAYSIDE SAN DIEGO

MEETING AGENDA -- MARCH 10-11, 2017

Friday, March 10:

- ❖ 5:00 to 6:00 p.m. Registration and Happy Hour (Hosted by Scholastic and CAUSA)

- ❖ 6:00 to 7:00 p.m. Dinner

- ❖ 7:00 to 9:30 p.m. CAUSA Business
 - CAUSA Treasurers Report
 - CAUSA Website Update
<http://www.caurbanschooladministrators.org/>
 - Introduction of Presenter - Scott Treibitz
<http://www.tricomassociates.com/who-we-are/25-staff/309-scott-treibitz>
 - Union/Association Report Outs (12 minutes each)
 - ✓ Sacramento (UPE/Classified Supervisors)
 - ✓ LA Community College District
 - ✓ West Contra Costa (WCCAA)
 - ✓ San Francisco (UASF)
 - ✓ Los Angeles (AALA)
 - ✓ Oakland (UAOS)
 - ✓ San Diego (AASD)
 - ✓ AFSA

 - Welcome to San Diego Gifts!

(OVER)

Saturday, March 11:

❖ 7:30 to 8:30 a.m.

Breakfast Buffet – Foyer

❖ 8:30 a.m. to 12:30 p.m.

Scott Treibitz – How To Grow Your
Union/Association and How to Communicate With
Your Members

Next Meeting – Oakland, CA (UAOS is hosting)

Prizes!

CAUSA TREASURER'S REPORT
February 2, 2016 - March 10, 2017

DATE	DESCRIPTION	WITHDRAWAL	DEPOSIT	BALANCE
2/26/16	2016 Dues		\$1,503.00	\$3618.42
3/04/16	CAUSA Meeting – Long Beach Host			\$3,618.42
5/17/16	Website Deposit & set-up	\$250.00		\$3,368.42
7/08/16	2016 Dues		\$149.25	\$3,517.67
8/23/16	Website Completion	\$250.00		\$3,267.67
9/07/16	Website Host & Maintenance 9/1/16 - 12/1/16	\$225.00		\$3,042.67
10/21/16	CAUSA Meeting – Sacramento Host			\$3,042.67
1/18/17	Website Host & Maintenance 12/1/16 - 3/1/17	\$225.00		\$2,817.67
1/27/17	2016 Dues		\$100.00	\$2,917.67
1/27/17	2017 Dues		\$1,397.75	\$4,315.42
2/21/17	2017 Dues		171.00	\$4,486.42
3/10/17	2017 Dues		135.50	\$4621.92
3/10/17	CAUSA Meeting – San Diego Host			\$4,621.92

CAUSA DUES

ASSOCIATION	DUES PAID 2016	DUES PAID 2017
Classified Supervisors	\$0.00	\$104.75
LA Community Colleges	\$0.00	\$0.00
Long Beach	\$149.25	\$149.25
Los Angeles	\$690.75	\$696.25
Oakland	\$100.00	\$200.00
Sacramento	\$136.50	\$135.50
San Diego	\$245.75	\$247.50
San Francisco	\$168.00	\$171.00
San Juan	\$139.25	\$0.00
West Contra Costa	\$122.75	\$0.00
TOTAL	\$1,752.25	\$1,704.25

Rev. 3/8/17

CALIFORNIA ASSOCIATION OF URBAN SCHOOL ADMINISTRATORS

SAN DIEGO, CA

March 10-11, 2017

Report from Associated Administrators of Los Angeles

Juan A. Flecha, President

Martha Peralta, President Pro-Tem

Nery Paiz, Vice-President, Elementary

Steven Johnson, Vice President, Unit J

Dr. Judith Perez, Lead Negotiator

David Tokofsky, Strategist

I. PAC Candidate Selection Process

Martha Peralta

Nery Paiz

David Tokofsky

- PAC Steering Committee
- PAC Steering Council
- AALA Core Values
- Candidates have a great interest in AALA's endorsement
- **Three** board seats to be filled
- Ramifications for AALA members – Importance of engaging in the political process

II. AALA – Unit J Negotiations

Steven Johnson

Judith Perez

- **Sixteen** months in negotiations
- Key wins
- How the breakthrough happened

III. Treasurer's Report

Dr. Judith Perez

AALA PAC

AALA Core Values (Revised 30 NOV 16)

AALA members, both certificated and classified, are devoted to public education and support the civic role of a strong educational system. While we play many different administrative roles in serving students, our professional commitment is to educate those students and ensure their safety.

- ✓ Collective bargaining agreements are fundamental and must be honored, including the provisions related to the evaluation of AALA members. Principals must be the evaluators of teachers and other staff members at their respective school sites.
- ✓ The LAUSD Health Benefits Committee, representing all unions and the District, makes decisions regarding employees' health benefits, including funding. The continuation of lifetime health benefits is a top priority for AALA.
- ✓ AALA members must be consulted when decisions are being considered that may affect the scope, nature and conditions of their work and their contractual rights.
- ✓ Each AALA member should report to a single supervisor as opposed to multiple supervisors. Such a structure is essential for clear District-wide communication, oversight and evaluation.
- ✓ Administrative assignments must be determined by a fair, merit-based promotional process.
- ✓ Being an administrator is a year-round responsibility. School-site administrators must have time to prepare adequately for student learning, safety and staff members' professional development. Both school-site and non-school-site administrators must be assigned to A-Basis (year-round) to fulfill all of their current and added professional responsibilities.
- ✓ Administrative ratios, both certificated and classified, must be significantly improved to ensure the safety and welfare of students, provide for the supervision of instruction and allow administrators to address mandated tasks and a multitude of initiatives.
- ✓ Since Federal and State-funded programs establish mandates and require supervisory personnel to ensure accountability, communication and professional development, administrators must be provided adequate resources to fulfill their responsibilities.
- ✓ The Los Angeles Unified School District is an Early Education, K-12 through Adult Division District. Resources and services must be provided accordingly.

AALA'S 2014-2017 UNIT J SUCCESSOR AGREEMENT

On January 25, 2017, AALA and LAUSD reached a tentative settlement on Unit J's successor agreement for 2015-2018. The following summary highlights only the major changes and additions to the current 2012-2015 contract. Click on *Bargaining Bulletin* for a more detailed summary of the changes

- Job Classifications - Sixteen job classifications will be added to Unit. One classification will become District-represented, and two classifications will become District-represented once the individuals in these classification promote, retire, or separate from the District. (Article 1, Recognition)
- Adding new job classifications - AALA may request adding job classifications to the unit between November 1 and December 31 of each year with decisions provided by March 1 of the following year.(Article 1, 2.0)
- Changes in Hours of Work - Employee must be given advance notification of at least 10 business days, when practicable. (Article IX, 2.1)
- Extended Hours of Work - Flexible reduced hours may be taken, with prior approval, in up to two (2) subsequent pay periods and increased during an emergency at the discretion of the supervisor. Granting and scheduling of flexible reduced hours shall not be done on an arbitrary or discriminatory basis. Emergency call responses are subject to the same. Performance of duties of immediate supervisor - If Unit J member demonstrates s/he performed 75% of the duties of their immediate supervisor who was absent for more than five (5) days, flex time may be offered. (Article IX, 2.2) The District will provide training twice a year to management and/or supervisory staff on fair and equitable granting and/or scheduling flexible reduced hours. (Article IX, 2.4)
- Personal Necessity Leave -Increased from one (1) occasion to two (2) the use of Personal Necessity for attending a "significant event of a compelling nature" that an employee can't disregard, such as a wedding or graduation. [Article XIII, 13.0 (h)] Employee may also use two (2) days to attend a professional development course, subject to criteria. in Article XIX, 1.0, Tuition Reimbursement. [Article XIII, 13.0 (p)]
- Professional Development Leave - District may grant one (1) paid day to permanent employees for attending professional development activities until specified conditions (see *Bargaining Bulletin*. [New Section, Article XIII, 19.5(a)(b)(c)]
- Salary Overpayment - Payroll Branch will notify employee in writing. Overpayment will be deducted at a minimum of \$300 per pay period. If amount exceeds \$7,200, recovery will be divided into 24 installments. (Article XIV, 8)
- Longevity Increment - Effective July 1, 2017, after completing qualifying years of service, the increments are: \$25 per pay period after 10 years, and \$40 per pay period after 15 years. (New Section, Article XIV.10)
- Health and Welfare – Subject to agreement between the District and its union bargaining units, the current MOU covers calendar years 2014-2017. The revised contract eliminates the Employee Assistance Program for lack of use.

- For the 2016-2017 school year, If the Board of Education approves an across-the-board percentage increase on the base salary table for the UTLA or certificated, Unit J will receive equitable treatment.
- For the 2017-2018 school year, the District and AALA will reopen on base salary rate and on a total of two (2) additional articles.

Goings-on in **West Contra Costa Administrators Association**

- Settling in with new superintendent
 - Communication is better
 - We meet directly with Sup't monthly
 - Big improvement in principal professional development
 - Building trust and rapport
 - More VP support to sites

- Our union and the District each get one reopener this year
 - Ours is salary
 - Theirs is Work Day/Work Year
 - We're doing research on how to have a more effective Me-Too clause

- District has floated the idea of an Executive Principal position
 - Idea would be a working principal who devotes one day a week to coaching and support
 - Superintendent wants Exec. Principals chosen by peers, not the District
 - Compensation TBD
 - We're just starting to explore specifics

- Ongoing problem of how to involve our members
 - Very small turnout at events
 - Looking forward to getting ideas from speaker on Saturday

- Trying something new to introduce ourselves to our School Board
 - Invited President of the School Board to our dinner meeting
 - Substantive conversations
 - Good way to bring some issues forward
 - Plan to invite other Board members in future



CAUSA – MARCH 2017

- **BUDGET DEFICIT.** San Diego Unified School District is has a 124 million dollar deficit for 2017-18 and another projected 50 million dollar deficit for 2018-19

Draconian cuts have been made for 2017-18 across the District. A total of almost 1,500 positions have been eliminated. Programs have been completely cut or eliminated or combined with no plan on how the work is going to be accomplished. Vice principals at Elementary Schools are all eliminated except if the school has over 1000 students and no K-8 school will have a vice principal. Middle schools must have over 1000 students to have a second vice principal. No high school is permitted to have more than two vice principals. All Early Childhood Education Administrators at Child Development Centers have been cut.

AASD will lose the following positions effective July 1:

- ✓ 65 Certificated Management Positions (37 vice principals, 10 Early Childhood Education Administrators, 18 central office certificated managers including principals on special assignment)
- ✓ 38 Classified Managers or Supervisors

AASD will gain “add back” positions effective July 1 (eight Certificated Management and three Classified Management)

PERB approved moving the School Police Sergeants and Supervising Community Service Officers to AASD effective July 1. The District then cut one Sergeant and all Supervising Community Services Officers. The net result is that five Sergeants will join AASD on July 1. AASD is in the process of working with PORAC to create a Police Management Unit within AASD.

Total Loss of AASD Positions (taking into consideration the add backs and the movement of Sergeants) = **88 positions** which is 15% of the AASD bargaining unit. 11 of the 88 are laid off with no job.

- Steps AASD has taken thus far:
 - ✓ Demanded to bargain a Supplemental Early Retirement Program (SERP) for our members who are close to retirement age (so that vacancies are potentially created for other members who may be losing their positions). The SERP is available to those who are certificated management (50 with 30 years STRS or 55 with 5 years STRS and all must have 5 years SDUSD tenure) and classified managers/supervisors (50 with 5 years PERS and must have 5 years with SDUSD). Incentive is \$95,252 or annual salary, whichever is lower. Decisions must be made by April 21 and it goes to the SDUSD on May 9 for final approval. It is important to note that a members does NOT have to retire via PERS or STRS, they may resign and still receive the incentive.
 - ✓ Demanded to bargain Impacts and Effects of the Reduction in Force. First bargaining session was March 8. Additional meetings are scheduled. AASD is seeking protections for our members to retain management positions as well as other language to provide help to our members. AASD already has "Tucker Rights" language in our classified contract and will be invoking the language (see attached). Workload continues to be a hot topic with no real solutions that don't cost money!
 - ✓ SDUSD also notified AASD that they were implementing "Work Year Reduction Days" for various members of our unit. They stated AASD could "meet and confer." AASD notified SDUSD that the District had to bargain (not meet and confer) the decision to reduce the work year of our members. Dates for bargaining are pending.
 - ✓ To assist our members, AASD is in the process of contracting with a professional firm to offer Interview and Resume Writing training for our affected members.

CERTIFICATED REASSIGNMENTS. In addition to the members affected by budget reductions, AASD has four Principals and three Vice Principals who may will potentially reassigned to classroom teaching positions (total 7) who received a March 15 notice with the following reasons – either "We have lost confidence in your ability as a leader" or "We are taking the school in a different direction." They are in danger of being reassigned to a teaching position.

OUR UNION – AASD. The loss of positions in the AASD unit equates to approximately \$88,000 plus potential additional monetary losses from dues as a result of work year reduction days (our dues are tied to annual salary with a cap). In addition, it is likely that we may lose up to half of our AASD Board of Directors members due to position eliminations or retirement. Lots of work on our end as we re-work our budget for next year and recruit for replacements on our union Board.

EMPOWER HOUR. Grassroots effort was formed last year to provide mentorship and support for women educational leaders in the ACSA Region 18 area. Under the leadership of AASD (Executive Director and two vice principals) and two leaders from Sweetwater Union HS District (General Counsel and an Assistant Principal) the concept has grown in leaps and bounds. Mission Statement of Empower Hour is “To encourage, support and inspire female educational leaders through various growth opportunities.” Activities thus far – Happy Hours with Inspirational Female Leader Speakers; Seminar “Getting Fiscally Fit and Planning for Retirement,” Sip Wine N’ Sign Night and upcoming events are a seminar on Work/Life Balance for Women and more! Empower Hour received an award this year from Phi Delta Kappa and was recognized at Cali Rocks – Synergy for Women. Empower Hour has had wonderful support from vendor sponsors and ACSA Region 18. More activities are planned for 2017-18.

AASD CAUSA Attendees – March 2017

Donis Coronel, President/Executive Director

Glenn Boogren, Vice President-Classified

Dianne Cordero, Executive Board, Central Office Certificated Representative

Jim Costello, AASD Office Clerk

Linda Crout-Hamel, AASD Office Manager

Don Craig, Executive Board, Health and Welfare Representative

Maria Gomez, Executive Board, Elementary Principal Representative

John Hensley, Executive Board, Classified Representative

Peter Johnson, Executive Board, Classified Representative

Juan Romo, Immediate Past President

Dana Shelburne, Vice President-Certificated

Peggy Zickert, Secretary/Treasurer