

CAUSA TREASURER'S REPORT
March 9, 2018 – November 30, 2018

DATE	DESCRIPTION	WITHDRAWAL	DEPOSIT	BALANCE
3/9/18	Previous Balance			\$5,857.44
3/10/18	Check Order	\$47.25		\$5,810.19
3/26/18	CAUSA – Los Angeles - AALA Host	\$500.00		\$5,310.19
4/6/18	UPE CAUSA dues		\$137.25	\$5,447.44
5/24/18	Website Host & Maintenance Quarterly 5/15/18 – 8/15/18	\$150.00		\$5,297.44
8/15/18	Website Host & Maintenance Quarterly 8/15/18 – 11/15/18	\$150.00		\$5,147.44
10/12/18	CAUSA – Oakland - WCCAA Host			
11/15/18	Website Host & Maintenance Quarterly 11/15/18 – 2/15/19			



Royal Business Bank
皇家商業銀行

660 South Figueroa Suite 1888
 Los Angeles, California 90017

ACCOUNT:
 DOCUMENTS:

PAGE: 1
 104053866 09/28/2018
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000569



CALIFORNIA ASSOC OF URBAN
 SCHOOL ADMINISTRATORS CAUSA
 1910 SUNSET BLVD #850
 LOS ANGELES CA 90026

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 0

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SILVERLAKE BRANCH
 1912 SUNSET BLVD.
 LOS ANGELES, CA 90026

TELEPHONE:213-989-1000

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BUSINESS CHECKING ACCOUNT 104053866

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MINIMUM BALANCE	5,147.44	LAST STATEMENT 08/31/18	5,147.44
AVG AVAILABLE BALANCE	5,147.44	CREDITS	.00
AVERAGE BALANCE	5,147.44	DEBITS	.00
		THIS STATEMENT 09/28/18	5,147.44

- - - ITEMIZATION OF OVERDRAFT AND RETURNED ITEM FEES - - -

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*                                     |          TOTAL FOR          |          TOTAL          *
*                                     |          THIS PERIOD        |          YEAR TO DATE   *
*-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
* TOTAL OVERDRAFT FEES:             |          $ .00             |          $ .00         *
*-----|-----|-----|-----|-----|-----|-----|-----|-----|
* TOTAL RETURNED ITEM FEES:         |          $ .00             |          $ .00         *
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AFSA Update October 20 Jim Dierke, AFSA Vice President

1) October is National Principals Month – AFSA has been working very closely with NASSP and NAESP to plan and coordinate activities for the month. There will be a U.S. Senate and House resolution officially declaring October as NPM, which our three organizations worked to get. In addition, CAUSA groups may wish to try and get their legislatures, city councils, school boards etc., to adopt similar resolutions. Also, they can invite their elected officials to shadow their schools for National Shadowing week, October 15-19 (they can do it anytime if those dates do not work). AFSA also co-hosted a Hill briefing yesterday, “Capitol Hill Briefing: Leveraging Principals to Retain Quality Teaching and Boost Student Learning”. One of the presenters was an AFSA member (Laura Mastrogiovanni). The event was livestreamed and recorded, and they can view it here -

<https://www.youtube.com/watch?v=K6CKK3IKqJk>. Finally, there will be twitter chats and webinars and more resources for principals all throughout the month. They can find all of the info at www.principalsmonth.org

2) For the first time in 11 years, Congress completed most of its annual funding work, including appropriating money for the Department of Education and its programs for fiscal year 2019. And because of AFSA’s advocacy and action alerts, as well as working with NASSP and NAESP, we were able to achieve: see below

3) Funding for the Department of Education at \$70.8 billion that provides a few small increases for programs, with level funding for most programs. Also, it provides a \$70 million increase, bringing the total to \$1.17 billion, for the Student Support and Academic Enrichment (SSAE) flexible block grant program that supports a well-rounded curriculum, safe and healthy schools, and the effective use of technology. However, in order to keep the bill free of poison pills and controversial riders, the bill does not include a provision that would prohibit the use of SSAE funds to purchase firearms, which AFSA and other education groups had sought (see attached letter). Other increases include a small \$100 million bump for Title I, an additional \$87 million for IDEA state grants and a \$70 million raise for CTE grants. AFSA enjoyed another major win with Congress’ decision to level fund the Title II-A professional development formula grant program after President Trump proposed to eliminate it in his budget. Schools will receive the same amount from this \$2.055 billion program in the 2019-20 school year as they did in the previous year and, most significantly, will have ample time to plan how to use these dollars effectively with the on-time passage of this spending bill.

4) AFSA also would encourage the CAUSA folks to sign up for the AFSA Action alerts. They can email Nick Spina at the AFSA Office, if you wish to do so. (nspina@AFSAdmin.org)



The Honorable Mitch McConnell
Majority Leader, U.S. Senate
S-230 The Capitol
Washington, DC 20510

The Honorable Paul Ryan
Speaker of the House
H-232 The Capitol
Washington, DC 20515

The Honorable Charles Schumer
Minority Leader, U.S. Senate
322 Hart Senate Office Building
Washington, DC 20510

The Honorable Nancy Pelosi
Democratic Leader, The House
H-204 The Capitol
Washington, DC 20515

September 18, 2018

Dear House and Senate Leadership,

As the organizations representing the nation's principals and school leaders, we are pleased with Congress for agreeing to a spending package that level funds the Title II-A program at \$2.05 billion, which provides ongoing professional development for educators and school leaders. We are also grateful for the \$70 million increase for the Title IV-A flexible block grant program, totaling \$1.17 billion in its third year of funding. These programs are essential to ensuring that school leaders are supported in their work and that schools receive the necessary funding for programs that promote safe and healthy students, a well-rounded curriculum, and the effective use of technology to support instruction.

However, we are extremely concerned that the agreement does not include language prohibiting the use of funds under the Every Student Succeeds Act (ESSA) to purchase firearms and firearms training in schools. Specifically, the intended purpose of this funding is to help schools provide students with important educational resources and ongoing direct services – such as comprehensive mental health programs – as well as drug, violence and bullying prevention programs, not the one-time purchase of firearms.

While we understand the desire for the bill to remain free of policy riders, we believe that student safety is at issue here and Congress must make clear that federal funds cannot be used to arm educators. School leaders work every day to create a safer climate at each and every school and our organizations support evidence-based policies that foster safe schools. There is no evidence that arming educators makes schools safer. In fact, the research indicates that over-hardening schools has the opposite impact on school climate and makes kids feel less safe. Given that the bipartisan Stop School Violence Prevention and Mental Health Training Program, enacted in the FY 2018 omnibus, included language that ensures “no amounts provided as a



grant under this part may be used for provision to any person of a firearm or training in the use of a firearm”, Congress has made clear that federal funds should not be used for this purpose.

We are hopeful that the funds provided for educational support and direct educational services are not wrongfully used to purchase guns for educators and are instead used to promote a safe and healthy learning environment for children and to support the educators and school leaders who work tirelessly every day to ensure kids are learning and succeeding at school. For the aforementioned reasons, we respectfully call on you now to ensure that these funds are used for their intended purposes and strongly urge you to include similar bipartisan language in the FY 2019 funding bill that would clarify funds under ESSA cannot be used to purchase firearms or for firearms training.

Respectfully,

**American Federation of School Administrators
National Association of Elementary School Principals
National Association of Secondary School Principals**



Association of Long Beach Educational Managers & Confidential Employees

October 12, 2018

Long Beach Unified School District Updates

LBUSD Complaint Settled

May 11, 2018

A settlement has been reached between Long Beach Unified School District (LBUSD) and parents and community groups who filed a complaint last April alleging the school district misallocated funds earmarked for high-needs students.

The complaint was filed by Public Advocates Inc., a non-profit advocacy group, on behalf of the Children's Defense Fund, Latinos in Action and two parents of low-income, English-learner students, Guadalupe Luna and Marina Roman Sanchez, listed as the main complainants.

The agreement details the types of services that will be expanded for high-needs students over the next three years, including enhanced mental health and social emotional services and extended tutoring in math and English to 30 of the district's highest-need schools.

The school district will also implement a high school readiness pilot program at Washington, Franklin, and Hamilton Middle schools to provide counseling, mentorship and support for these students, according to the release.

It will also support improved community engagement in developing the Local Control and Accountability Plan (LCAP), including fall and spring community forums co-hosted with complainants, as well as improved sharing of information about the LCAP.

The groups had alleged LBUSD inappropriately allocated funds intended for high needs students—defined as foster youth, low-income and English-learners under the law—by spending the dollars in a districtwide fashion.

UPDATE

www.aala.us

Week of July 30, 2018

BREAKING NEWS: TA TIME!

Last week's *Update* welcomed E Basis Administrators with useful and helpful tips to tackle the 2018 school year. This week, it is the most opportune of times to welcome the association's **B Basis Administrators**.

And what a welcome it is! AALA's AMAZING certificated bargaining team reached a **Tentative Agreement (TA) after nine months of negotiations** with the District on Friday, July 20, 2018. (Click [HERE](#) to view the actual agreement which follows the signature page; contract deletions are shown by strikeouts; new sections and subsections are underlined.) **Dr. Judith Perez**, Lead Negotiator, **Kevin Kilpatrick**, School Support Administrators Vice President, **Nery Paiz** Elementary Vice President, **Dr. Rafael Gaeta**, Secondary Vice President, **Martha Peralta**, Adult Vice President, and **Margaret Prietto**, AALA Alumna, negotiated items of great importance to our members, including competitive salaries and improved working conditions. Please take time to read the TA. In the meantime, here are some important highlights:

IN THIS ISSUE

BREAKING NEWS: TA TIME!

FAQ -GET AN EYE EXAM

TITLE IX TRAINING

NEW TEACHER RESOURCE GUIDE

PLLD BRANCH UPDATES

THE FIVE ESSENTIALS

ATTENTION AALA ANGELS

CALPERS BENEFITS EDUCATION

EVENT

CALENDAR

POSITIONS

Article XII, Salaries

2017-2018: **3% on-schedule wage increase retroactive to July 1, 2017**

For 1% of this, members will be expected to participate in extra training in 2018-2019; LAUSD and AALA shall meet and confer regarding this training.

2018-2019: **3% wage supplement retroactive to July 1, 2018**

This shall be added to base salary, and subject to becoming on schedule on July 1, 2019, if the LAUSD Board adopts a second interim financial report for 2018-2019 with positive projected ending balances for 2018-2019 and 2019-2020. If it does not show positive ending balances, AALA and the District will meet and confer regarding the findings.

"Me, too": If another LAUSD certificated bargaining unit negotiates more than the 6% combined wage increase, AALA will receive the difference.

Section 9.0: **A third career increment** shall be added and will be 50% greater than the second career increment. An employee will qualify after receiving the second career increment for five years.

Article IV, General Provisions

Section 8.0: Employees with class code of 0515 (temporary advisers) are now called School Support Administrators (SSAs). A special appeal process has been added for SSAs released from their position for other than District operational needs. If released, they shall be informed by May 15.

For years, School Support Administrators working in Central and Local District offices have felt less than respected, and have been classified as temporary advisers (0515) despite serving in the position for years and sometimes decades at a time. Unlike most school-based administrators, SSAs are ineligible to gain permanency in their positions. This article and section brings School Support Administrators from out-of-

Associated Administrators of Los Angeles

TENTATIVE AGREEMENT (Cont.)

the-shadows, and it is the first significant acknowledgment by the District and the Association that more has to be done to bring them equity and parity.

Article XV, Miscellaneous

- 2.0: Role of LAUSD principals with colocated independent charter schools and role of District in providing support clarified
- 2.1: Resolution of Proposition 39 facilities usage issues
- 2.2: Establishment of Charter School Colocation Committee with ten members (five representing AALA and five representing charter schools) to advise AALA and LAUSD bargaining teams regarding colocation issues

The challenges that LAUSD colocated principals experience every day are another important issue. In this instance, AALA assertively took the “prime rib” approach and proposed AP positions at LAUSD schools with colocations be normed based on their combined student enrollment. The role of these APs was to assist with the operational and instructional **demands** of colocations. The District countered with a “no can do” because of the cost-prohibitive nature of the proposal. Instead, some strides were made by the acknowledgment that colocations clearly exacerbate working conditions, and we now have at least a “rib with some meat.” This acknowledgment in writing and contractual language now sets the stage for the Association to have a seat at the table to more effectively address the challenges colocations bring to our frontline managers.

Other selected highlights of the Tentative Agreement are:

Article VII, Evaluation and Due Process

- Section 6.0 (d): A notice of unsatisfactory service/acts and/or suspension shall not be issued if based on an event which occurred more than a reasonable period of time prior.
- Section 6.1: Administrator may “live down” or “work off” a predisciplinary document after four years if there is no recurrence. The document shall then not be used as the basis for subsequent discipline.

Article IX, Administrative Assignments and Transfers

- Section 1.8 (e): When an eligible employee is denied a transfer after two years, a written reason will be provided; a geographic list of eligible administrators will be maintained and used for assignments.

Article X, Duties, Responsibilities and Hours

- Section 1.3 (h): The use of flex time shall not be limited or denied for arbitrary or capricious reasons.
- Section 5.0: Administrators may request up to eight (8) hours of flex time for an annual physical examination (verification required).

Article XI, Leaves and Absences

- Section 5.0 (h): Personal Necessity Absence may be used for two (2) occasions in any school year for a significant event of a compelling nature to the employee.
- Section 5.0: Personal Necessity Absence time may be used for a comprehensive physical exam.

Associated Administrators of Los Angeles

TENTATIVE AGREEMENT (Cont.)

Article XII, Salaries

Section 16.0: AALA members shall be automatically enrolled in the District's 457(b) deferred compensation plan at a rate of 4%; members may change the level of contribution or opt-out. Answers to frequently asked questions about the plan and more information will be forthcoming prior to implementation. AALA anticipates no automatic deductions will be made until late spring 2019 and/or July 1, 2019.

There are important next steps:

1. Please make sure you are a member in good standing so you are able to vote on the Tentative Agreement as your voice matters. Call 213.484.2226 if you are unsure of your status. In addition, you can easily complete and submit the attached form to ensure you will receive a ballot. (Click [HERE](#))
2. Contract ratification begins on Friday, August 3, 2018, through Tuesday, August 7, 2018. Your VOTE matters! The outcome will be shared in the *Update* on Thursday, August 9, 2018.
3. Receive approval of the Tentative Agreement by the Board of Education at its next regularly scheduled meeting in August 2018.
4. Await retroactive pay and rate adjustments – late fall 2018.

AALA is pleased that negotiations have concluded, allowing all of us to focus on our most important work – improving student achievement every day. And while we wish we had been able to win everything we set out for at the start, we are proud we were able to move the District on important issues facing frontline managers. Our gratitude is extended to the Superintendent, Board of Education, and Labor Relations for listening to our concerns and bringing these negotiations to a satisfactory conclusion.

FAQ—

GET AN EYE EXAM EVEN IF YOU HAVE NEVER NEEDED GLASSES

Why do I need a comprehensive dilated eye exam even if I have always had perfect vision?

To really ensure your eyes are healthy and visually acute, you need to have a comprehensive dilated eye exam. It can provide an early stage warning of other diseases such as hypertension, diabetes, and macular degeneration even before symptoms show up elsewhere in the body. It can also detect common diseases and conditions of the eye such as glaucoma and cataracts. Once you have a comprehensive exam, your eye care provider will recommend how frequently you should schedule it.

I spend hours viewing a computer screen and rest my eyes frequently to prevent eyestrain. Do I still need a comprehensive eye exam?

Yes, according to the National Institute of Occupational Safety and Health (NIOSH), computer users should have an annual eye exam. During your exam, be sure to tell the optometrist how often you use a computer at work and at home. You may benefit from wearing corrective lenses specifically designed for computer

**LOS ANGELES UNIFIED SCHOOL DISTRICT-ASSOCIATED ADMINISTRATORS LOS ANGELES
TENTATIVE AGREEMENT
2017-2020**

This Tentative Agreement is made and entered into this 20th day of July, 2018 by and between the Board of Education of the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles (AALA). The District and AALA have met and negotiated in good faith and have completed their negotiations for this 2017-2020 Agreement. This Agreement is the successor to the parties' 2014-2017 Agreement and is the final resolution to all matters associated with that Agreement. The parties hereby agree as follows:

- A. All articles and provisions of the parties' 2014-2017 Agreement, together with previous amendments, supplements, MOUs and sideletters are to be combined with the terms of this Agreement to form the 2017-2020 Agreement. The parties' will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.
- B. Additional agreements:
1. Attachment A – Article I – Recognition (05-03-18)
 2. Attachment B – Article III- Dues Deductions (07-20-18)
 3. Attachment C – Article IV – General Provisions (07-20-18)
 4. Attachment D – Article VII – Evaluation and Due Process (05-17-18)
 5. Attachment E – Article IX – Administrative Assignments and Transfers (07-20-18)
 6. Attachment F – Article X – Duties, Responsibilities and Hours (05-17-18)
 7. Attachment G – Article XI – Leaves and Absences (05-03-18)
 8. Attachment H – Article XII – Salaries (01-11-18)
 9. Attachment I – Article XII – Salaries (01-25-18)
 10. Attachment J – Article XII – Salaries (07-20-18)
 11. Attachment K – Article XIII – Holidays and Vacations (05-03-18)
 12. Attachment L – Article XV – Miscellaneous (07-20-18)
- C. Term of Agreement: This Agreement shall be for a term of three (3) years (2017-2018 through 2019-2020). It shall become effective upon final Board adoption, excepting those provisions which specify that they are to be made effective at a different date. This Agreement shall remain in full force and effect, pursuant to its terms, to and including June 30, 2020 and thereafter shall remain in effect on a day-to-day basis until terminated by either party upon ten (10) days' written notice. There shall be reopener negotiations for the 2018-2019 and 2019-2020 school years as follows:
1. 2018-2019 Reopeners: The parties may reopen on one (1) non-economic article each.
 2. 2019-2020 Reopeners: Effective January 1, 2019, the parties may reopen three (3) articles each.

DISTRIBUTED TO UNION

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PREVIOUS PROPOSALS:

- 11/9/2017 – AALA Initial Proposal
- 1/25/2018 – District Counter Proposal
- 2/8/2018 – AALA Counter Proposal
- 2/22/2018 – District Counter Proposal
- 3/8/2018 – AALA Counter Proposal

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO ASSOCIATED ADMINISTRATORS LOS ANGELES
MARCH 22, 2018**

**ARTICLE I
RECOGNITION**

Subject to the provisions set forth below, the District has recognized AALA as the exclusive representative of the Certificated Supervisory Unit described below.

1.0 The Unit: The Certificated Supervisory Unit (Unit MSX) shall be as follows:

1.2 Exclusions:

- (1) All classified personnel;
- (2) All certificated personnel covered by the Teachers' Unit, or the Teacher Assistants' Unit;
- (3) School Physicians, and Pediatricians, and Counseling Assistants;
- (4) All Managerial and confidential personnel on the Master Salary Schedule. A list including the names and titles of such personnel will be maintained by the District and shall be forwarded to AALA by August 1 of each year.

The parties agree that this represents the **appropriate unit**. It may be revised only by mutual agreement or by a Public Employment Relations Board unit clarification decision, but it is agreed that the parties may file for a unit clarification proceeding involving this unit only to the extent that the District creates new classifications or substantially changes the responsibilities of an existing classification.

1.3 If the District intends to close a certificated supervisory position represented by AALA and create a new classified position with a substantive number of duties contained in the closed certificated supervisory position, the District shall notice AALA of the intent at least four (4) weeks when feasible prior to the action.

*MF 5/13/18
2:00 PM*

*9/11
3/22/18*

~~a. Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to meet the above agency fee obligations, but shall pay in lieu thereof (by means of mandatory payroll deduction) an amount equal to the agency fee, to a District approved non religious, non labor charitable organization exempt from taxation under Section 501 c (3) of the Internal Revenue Code, as designated by the employee. Examples of such organizations are: United Way, United Negro College Fund, City of Hope, and Brotherhood Crusade.~~

~~b. To qualify for religious exemption, the employee must provide the District, with a copy to AALA, a written statement of objection, along with verifiable evidence of membership in a religious body as described above.~~

e. 4.0 Any employee ~~utilizing this religious exemption status,~~ who is not a member of AALA and requests AALA to utilize the grievance/arbitration provisions on the employee's behalf, shall be subject to charges by AALA for the reasonable cost of using such procedures. Such charges are between the employee and AALA, and disputes regarding such matters are not subject to the grievance procedures of this Agreement.

4.2 4.1 Implementation dates: ~~Any of the above described AALA members'~~ payment obligations applicable to employees shall be processed by the District with the payroll immediately following the effective date of the payment requirement, provided that the information is on file with the Payroll Branch by the deadline for filing time reports.

4.2 Should LAUSD hold District-wide meetings specifically for employees newly assigned to an AALA represented classification (e.g. New Principals or New Assistant Principal Meetings), AALA shall be allowed to make a brief presentation regarding AALA membership information to the participants. The District shall inform AALA of the date, time and location of such meetings.

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Mr. JAK
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Superintendent, Division Head or designee whose decision shall be final and provided to the employee in writing.

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8.0 School Support Administrators: Employees with the class code of 0515 shall be called School Support Administrators. This name change shall not entitle individuals in these classifications to permanency. It is the intention of the District to work collaboratively with AALA to ensure clear guidance and expectations is provided to School Support Administrators.

- a. Special Appeal Process: Should AALA contend and provide evidence to support that a School Support Administrator was released from their position for other than District operational needs (e.g. budgetary constraints, programmatic changes, reorganization, restructuring, etc.), the employee may appeal the removal decision to the appropriate Division Head, Local District Superintendent or designee whose decision shall be final and provided to the employee in writing.
- b. Release from Assignment: Except in extenuating circumstances, School Support Administrators are to receive notice that that they are being released from their position for the subsequent school year by May 15th of the current school year. While late notice shall not prevent the release, the employee upon request may have a meeting with the appropriate Division Head, Local District Superintendent or designee. The fact of the meeting will be memorialized.

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a. A Notice of Unsatisfactory Service/Act(s) and/or Suspension from normal duties for up to 15 working days without pay, may be given for cause at any time. Except in emergencies, the imposition of any such action must be preceded by a conference between an appropriate administrator and the employee if the employee is available. The employee in such circumstances shall be notified of the right to be accompanied and represented at the conference by an AALA representative or any other person of the employee's choice so long as that person is not a representative of another employee organization. Non-availability of the employee or representative for more than a reasonable time shall not delay the conference.

b. When an administrator has a conference with an employee where it is evident at the time the meeting is scheduled that the employee is the focus of possible disciplinary action, the employee shall be notified of the purpose of the meeting before the meeting takes place, and that it is the employee's right to be accompanied and represented by an AALA representative or any other person so long as that person is not a representative of another employee organization. Non-availability of the representative for more than a reasonable time shall not delay the conference. However, the right shall not extend to routine conferences or to any conference conducted under the evaluation procedures except for a final conference involving a "Below standard" rating. The concept of "progressive discipline" is to be generally applicable, but with the understanding that circumstances may make progressive discipline inappropriate. The prohibition of disparate treatment is also generally applicable but with the understanding that reasonable diversity and local practice are to be expected. Following the issuance of a Notice of Unsatisfactory Service ~~or~~ Act(s) and/or suspension, the employee shall be provided with assistance and guidance.

c. Suspensions are subject to the following limitations:

1. If the suspension is for more than three days, the imposition of the fourth and succeeding days shall be deferred until the suspension has become final (i.e., when the grievance process, if invoked, has been completed); and

2. The salary effects of suspension without pay shall be deferred until the suspension has become final.

d. A Notice of Unsatisfactory Service/Act(s) and/or suspension shall not be issued if it is based in whole or part on an event which occurred more than a reasonable period of time prior to the date that the Notice of Unsatisfactory Service/Act(s) and/or suspension was issued.

e. Subject to the provisions of this article, the underlying facts of any pre-disciplinary documents utilized in a Notice of Unsatisfactory Service/Act(s) and/or

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5/11/18

Suspension issued to a promotional candidate is in progress, the Notice of Unsatisfactory Service/Act(s) and/or Suspension shall not be included in the examination process pending the final resolution of the grievance. The candidate shall participate in all phases of the examination for which qualified, but shall not be placed on the eligible list until the grievance is resolved.

c. If the Notice of Unsatisfactory Service/Act(s) and/or Suspension is ordered withdrawn through the grievance procedure, the Notice will be removed from the candidate's record of service and will be withheld; if qualified for the eligible list following the examination process, the candidate shall be placed on the eligible list and will be eligible for assignment.

d. If the grievance is not resolved in favor of the candidate, the Notice of Unsatisfactory Service/Act(s) and/or Suspension will be retained in the candidate's record of service and shall be made available during the examination process. In addition, the candidate shall be ineligible for further participation in the examination process and in any other examination process and in any other examination process as provided in section e below.

e. If a Below Standard Performance Evaluation, or a Notice of Unsatisfactory Act(s) and/or Suspension has been issued to an employee, such employee shall be ineligible for application to any promotion process for one calendar year following the issuance of such a Notice of Unsatisfactory Service/Act(s) and/or Suspension. If a Demotion or Notice of Unsatisfactory Service is issued, the period of ineligibility shall be two calendar years.

Whenever an assignment is to be made, the appointing authority shall be provided a copy of any Notice of Unsatisfactory Service/Act(s) and/or Suspension, under the applicable terms and conditions as set forth above prior to any action being taken to fill a position.

9.3 Relationship to Other Proceedings: Demotions or dismissals may be imposed independently of the evaluation/discipline/critical material provisions of Section 1-6 of this Article. Such evaluation/discipline/critical material shall not be regarded as a pre-condition for demotion or dismissal. The outcome of a grieved evaluation, ~~suspension~~, critical material or ~~Unsatisfactory~~ Notice of Unsatisfactory Service/Act(s) and/or Suspension does not control the outcome of a demotion or dismissal, but may be considered as part of the final decision under this rule. Also, certain general procedural requirements (e.g., the provision for annual re-evaluation, and the provision for recommended improvement and assistance) are based upon the assumption that the employee is to be retained and continued in his or her administrative assignment. However, such requirements are applicable only to employees being retained, and do not insulate employees from demotion or dismissal.

MS
5/17/18

PREVIOUS PROPOSALS:

- 11/9/2017 – AALA Initial Proposal
- 12/14/2017 – District Counter Proposal
- 1/11/2018 – AALA Counter Proposal
- 1/25/2018 – District Counter Proposal
- 1/25/2018 – AALA Initial Proposal
- 2/8/2018 – AALA Counter Proposal
- 2/22/2018 – District Counter Proposal
- 3/8/2018 – AALA Counter Proposal
- 5/3/2018 – District Counter Proposal
- 5/17/2018 – AALA Counter Proposal
- 6/14/2018 – District Counter Proposal
- 7/12/2018 – AALA Counter Proposal
- 7/12/2018 – District Counter Proposal

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO ASSOCIATED ADMINISTRATORS LOS ANGELES
JULY 20, 2018**

ARTICLE IX

ADMINISTRATIVE ASSIGNMENTS AND TRANSFERS

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1.3 Administrative Assignments: When making administrative assignments, the District shall consider qualified employees in the categories listed below with priority categories a – e d considered before categories ~~d~~ e – ~~f~~ g.

- a. Returns from leave;
- b. Transfers (District Initiated and Employee Initiated pursuant to Sec 1.7 and 1.8 below);
- c. Reassignments (change of position at the site);
- d. Released School Support Administrators with return rights to a Principal or Assistant Principal position;
- ~~d~~-e. Eligible list appointments;
- e-f. Limited Action and Special Class appointment;
- ~~f~~-g. Substitute acting appointments.

1.3.1 School Support Administrators (without return rights to an administrator position): Released School Support Administrators without return rights to an administrator position shall be placed on a list for a period of twelve (12) months for consideration of assignments.

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JK
20 JUL 18

e. When an eligible employee requests a transfer for two consecutive years, a formal review of the application will take place by the Office of the Superintendent, and priority consideration will be given such applicants including individuals serving in locations far from their residence. When an eligible employee has not received a transfer for two consecutive years, upon written request, a written explanation will be provided as to the reason for the denial of the transfer in the second year.

(1) The District will maintain a list in geographic order of eligible administrators who have requested transfers for two consecutive years. A copy of the list shall be provided to AALA upon request. The District shall provide the Local District Superintendents with a copy of the transfer list to be considered during the placement window referenced in section d above.

f. In granting an employee-initiated transfer request, administrative seniority shall be considered as a factor, and when the District does not transfer the most senior qualified administrator requesting a transfer, the District shall, upon written request from that administrator, inform the administrator in writing of the reason(s) for denying the administrator's request.

g. In order to provide stability and continuity of leadership at school sites, the District may fill unanticipated vacancies without consideration of the above transfer procedures once schools have been staffed for the semester or year.

h. A personalized response will be sent from the Human Resources Division to the applicant with a copy to the Office of the Superintendent when a decision is made not to honor the transfer request or the applicant is not selected for a position at school with staff selection options

...

4.0 The Release and Subsequent Reassignment of Personnel When Positions are Discontinued Because due to a Reduction in Force/Reassignment

4.1 Definition: The provisions of this Section shall apply whenever a reduction in force/reassignment occurs. A reduction in force/reassignment is defined as a reduction in the number of incumbents in a class because the number of incumbents exceeds the estimated number of positions in that class.

4.2 Order of Release: Except as provided in Section 4.3. a below, in case of a reduction in force/reassignment among certificated supervisory staff, employees shall be released from a class by status in the class beginning with:

NK
7/20/18

JK
20 JUL 18

17 May 18
AF
NA 4:03 PM

PREVIOUS PROPOSALS:

- 01/25/2018 – AALA Initial
- 02/08/2018 – District Counter
- 02/22/2018 – AALA Counter
- 03/08/2018 – District Counter
- 03/22/2018 – AALA Counter
- 04/19/2018 – District Counter
- 05/03/2018 – AALA Counter

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO ASSOCIATED ADMINISTRATORS LOS ANGELES
MAY 17, 2018**

**ARTICLE X
DUTIES, RESPONSIBILITIES AND HOURS**

...

1.2 The District recognizes that the responsibilities of administrators do not lend themselves to a defined workday or work week of rigidly established length. Each administrator is expected to devote the time necessary to get the job done. The hours required will vary from day to day and week to week, however, the hours required of the administrator should be reasonable. Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations. Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.

...

1.3 ...

(g) Administrators may request up to eight (8) hours of flex time for an annual physical examination.

(h) Use of flex time shall not be limited or denied for arbitrary or capricious reasons.

- a. Each day of necessary attendance as a witness must be certified by an authorized officer of the court or other governmental jurisdiction.
- b. In any case in which a witness fee is payable, such fee shall be collected by the employee and remitted to the Accounting and Disbursements Division.
- c. The employee must return to work in cases where it is not necessary to be absent the entire day.
- k. Conference or convention attendance pursuant to Section 10.0 below.
 - l. Attendance at the classroom of the employee's own child or ward and meeting with the school administrator because of suspension as required by Section 48900.1 of the Education Code.
 - m. Up to four hours of paid personal necessity leave (and up to thirty-six additional hours of accrued vacation or unpaid leave) not to exceed a total of eight (8) hours per calendar month, forty (40) hours per school year for attendance at the school of the employee's own child, ward, or grandchild for purposes of a school activities leave provided by Section 230.8 or the Labor Code. The employee must notify the immediate administrator at least five working days prior to the absence. The administrator and employee must provide written verification from the school visited, upon request of the administrator or designee.
 - n. An employee shall be allowed up to six additional days of personnel necessity leave in any calendar year to attend to the illness of a child, parent or spouse of the employee as provided by Section 233 of the Labor Code. All existing contractual conditions for use of illness leave shall apply to this leave as well.
 - o. For the purpose of a comprehensive physical examination during non-instructional or another time approved by your administrator provided that the verification of such an examination is submitted to the District.

Use of illness leave as provided above shall not extend the maximum period of leave to which an employee is entitled under 16.0 below, Family Care and Medical Leave.

5.1 The following limits and conditions are placed upon allowing a personal necessity absence and personal necessity absence salary.

**ARTICLE XII
SALARIES**

16.0 Automatic 457(b) Enrollment: All AALA bargaining unit members shall be automatically enrolled in the District's 457 (b) Deferred Compensation Plan at a rate of 4%. All bargaining unit members shall have the right to change the level of contribution to the 457 (b) Deferred Compensation Plan or opt-out entirely. For those employees currently enrolled, the contribution rate shall remain the same. All demographic information including the social security numbers of all unit members will be provided to the vendor.

3:25 PM
1/11/18
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[Signature]
AALA
11 JAN 18
11/9/17
Distributed to AALA
2:09pm

- c. When the amount and circumstances are such that the employee knew or should have known that there was an overpayment, the recommended recovery payment will be as much as the entire amount. In such cases, however, the District will work out a suitable recovery payment schedule with the employee and AALA which may be as much as the entire amount within one pay period.
- d. If no agreement is reached between the District and the employee or AALA on behalf of the employee, the matter shall be resolved pursuant to the overpayment grievance procedure (See Article VIII, 22.0.)
- e. Recovery of temporary disability overpayments is handled separately from the above repayment provisions.

14.3 Prompt Correction Off-cycle Pay Warrant: If the District fails to issue A permanent regular employee who does not receive a scheduled regular pay warrant, or makes an error of \$100 or receives a gross underpayment of at least 35% of their regular assignment pay because of more due to problems involving assignment, time reporting, payroll processing or the like, the employee may request an off-cycle pay warrant-Emergency Pay Allowance for hours reported and approved by the employee's work location. -the amount of the estimated payroll error. Such a request is to be made to the person at the work site who is responsible for reporting time, who will contact the Payroll Branch. between 8:00 a.m. and 12 noon on the day after the pay warrant was due at the site. Payroll Branch shall issue the Emergency Pay Allowance for approximately the amount of the error and have it prepared for pickup at the Payroll Services Branch between 2:30 and 5:00 p.m. of the same working day the error is reported to the Payroll Branch. Those warrants not picked up by the employee shall be mailed to the employee that same day. An employee who has received 65% or more of the core hours will not be entitled to an off-cycle payment. Core hours include regular, illness, vacation, miscellaneous time, bereavement, personal necessity, kin care. It does not include Z time, differentials, longevity, mileage. After the determination that an error has been made, the request will be processed and a warrant made available for pick-up within five (5) work days following the request unless the employee requests that the warrant be mailed. In circumstances where the employee receives a gross underpayment of less than 35%, the employee will receive the adjustment pay on the next scheduled pay date.

This procedure is not available to cover step advancement, rating-in allocations, promotional adjustments and the like which normally take up to 60 days to process. However, a replacement salary warrant for lost or stolen warrants will be issued (upon timely request) provided the check status remains uncashed, seven days after scheduled receipt of the original salary warrant. Also, an Off-cycle Emergency Ppay allowance warrant is not lawful in the case of a salary cannot be made for a warrant that has been issued but later is subsequently unaccounted for (e.g., lost, delayed in route, stolen after receipt, etc.) or in cases where garnishments, tax liens or the like are being processed. Emergency Pay Allowances cannot be issued when the District has knowledge that the employee is in an overpay situation. The District shall hold open all Payroll Inquiry phone lines on the morning after the pay warrants are due at the site for the purpose of receiving reports of payroll errors from time reporting personnel.

the years 2018-2019 and 2019-2020 inclusive of all bargaining units salary increases to the base salary tables. (The Second Interim financial report should adopted in or around March 2019)

- b. If the 2018-2019 Second Interim report does not show positive ending balances for 2018-2019 and 2019-2020, AALA will have the right to meet with District over the findings. In these meetings, AALA shall have access to any information used in determining the projections.

It is also agreed that should the LAUSD Board of Education adopt across-the-board, on schedule percentage wage increases for another certificated unit that are higher than a combined six percent (6%) for 2017-2018 and 2018-2019, AALA shall receive the difference between the increases given to the other certificated unit and six percent (6%) applied to the salary table in the same manner as the other certificated unit. However, this comparable treatment provision shall not apply if the certificated unit agrees to changes in health benefits which are economically beneficial for the District or agrees to change qualifications for retiree benefits that are more restrictive than the rule of 87 and 30 years of continuous service.

The parties shall have the right to meet and confer on changes in health benefits which are economically beneficial for the District and/or changes to qualifications for retiree benefits that are more restrictive than the rule of 87 and 30 years of continuous service.

...

9.0 Eligibility for Career Increments: A career increment is a salary differential for longevity. An employee who has been paid for one year on the highest step of the Mastery Salary Table schedule shall qualify for the first career increment provided each of the following requirements are met:

a. Fifteen school years of service in the District. Five years of service outside of the District that is creditable for rating-in purposes on the Preparation Salary Table may satisfy part of the fifteen-year requirement.

b. Ten school years of service on the Master Salary Table. This requirement shall be reduced by one year, not to exceed a total of six years, for each year that a career increment was received on the Preparation or Special Services Salary Tables.

To be eligible for the second career increment, (50% greater than the first career increment), the employee must have been paid on the first career increment for five years while meeting step advance requirements.

To be eligible for the third career increment, (50% greater than the second career increment), the employee must have been paid on the second career increment for five years while meeting step advance requirements.

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20 JUN 18

ARTICLE XIII
HOLIDAYS AND VACATIONS

DISTRIBUTED TO UNION
3/1
DEC 14 2017

.....

5.0 1994 Accrual Bank

a. Notwithstanding the provisions of Section 3.0 and 4.0 above and in order to facilitate a complete transition from an unlimited vacation accrual system to the 18 pay period vacation cap system, the District shall, for each employee employed by the District as of the adoption of this agreement by the Board of Education, calculate the employee's total accrued vacation as of June 30, 1994 (the "1994 accrual bank"). The District will then credit each employee with the employee's 1994 accrual bank as vested vacation to be paid out at the time the employee separates from the District, but at the employee's salary rate in effect as of June 30, 1995.

b. In order to encourage employees to draw from their 1994 accrual bank (and thereby reduce the District's current unfunded vacation liability), should an employee utilize any vacation from their 1994 accrual bank during the employee's employment with the District, including vacation hours used during 1994-95, that vacation shall be paid out at the employee's current salary rate at the time the vacation is utilized and deducted from the 1994 accrual bank annually at the end of the fiscal year.

c. The amount of vacation from the 1994 accrual bank which may be utilized by an employee during any school year shall be limited to twenty (20) days. ~~The limitation shall include vacation used in lieu of illness days pursuant to Article XI, 4.0 f. Exceptions may be made at the sole discretion of the District, but must be preapproved in writing by the Superintendent or designee. An employee may exceed 20 days based on the needs of the service and at the discretion of the Local District Superintendent/Division head.~~

d. Except as set forth in section a - c above, with respect to the employee's 1994 accrual bank, on separation from service, the dollar value of the employee's vacation balance shall be paid as set forth in Section 6.0 below.

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5/2/18
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JP
3 MAY 18

Greetings from AASD (San Diego)!

October 2018

- Contract in place for 2017-18, 2018-19, 2019-20 for both the certificated and classified units.

2018-19 -- 1% across the board salary increase 7/1/18
1% of 2017-18 annual salary (one time payment) paid in August 2018
1% across the board salary increase 1/1/19
Furlough days still in place (between 11-14 days)

Salary reopener for 2019-20
District also reopened Health and Welfare and Hours (possible furlough)

- Janus 7 fee payors who did not sign up as members
1 member has dropped
99% of eligible unit members have joined or remained union members
AASD feels that outreach we did in advance of Janus was critical in maintaining membership.
Bylaws have been changed to limit access to AASD-provided benefits to members only.
- Certificated Workload AASD has contract language requiring the District to meet with AASD as a work group to address workload. Small steps have been made. AASD did two workload surveys last years. The Superintendent was not pleased with the results of the survey or the fact that AASD even did the surveys. AASD has created an online tool for administrators to report workload issues. Work group is meeting regularly to review.
- Successful women's networking group – Empower Hour. Supported by vendor sponsors and ACSA Region 18.
- Our Business Focus:
 - Membership (maintaining members)
 - Enhancing AASD member benefits
 - Improving AASD Scholarship Fund

THE BENEFITS OF BEING AN AASD MEMBER!

- **AASD** is an effective voice for promoting the day-to-day concerns of members such as wages, health and safety, workload, paid leaves, health care benefits, evaluation processes, hours of employment, fair and monitored hiring practices, how complaints are handled and much more! **AASD** is *your* voice!
- **AASD** is the exclusive representative for the management team -- unlike non-represented managers where the district can implement anything they deem necessary, the district must negotiate with **AASD** all subjects within the scope of bargaining.
- **AASD** membership provides an opportunity to be part of a union that embodies professionalism and integrity.
- **AASD** provides timely and expert representation in the event members find they are being recommended for disciplinary action, investigated, audited, reassigned, laid off, etc. Most of the time, our **AASD** member has done nothing wrong and is simply being targeted. It can happen to anyone!
- **AASD** provides a member with access to our attorney at no cost to the member or at a shared cost.
- **AASD** presents a united and representative voice on our members' behalf to the Superintendent, Executive Leadership and the trustees on the Board of Education.
- **AASD** will file a grievance on the behalf of a member and will pursue it to the arbitration level, if necessary, if the contract has been violated.
- **AASD** provides quality professional development where members can grow as leaders.
- **AASD** provides opportunities for the children of our members to receive scholarships for college/institutions of higher education.
- **AASD** provides access to various insurance programs not offered by the school district, including disability, cancer, accident and additional life insurances.
- **AASD** hosts fun social events throughout the year for our members.
- **AASD** provides discounts for members for items such as movie tickets, See's Candies, through the Benefit Hub website (theme park, restaurant and business discounts), and more!

AASD has proven that there is strength in numbers and in unity. Everyone benefits from union representation and should share fairly in the cost by being an AASD union member. Fewer member dues = less quality representation and less power in District matters. Join AASD and be part of this team – Your Voice!

Administrators Association San Diego City Schools (AASD) Membership Cancellation

Employee #	Social Security (last 4)
<input type="text"/>	<input type="text"/>
First Name	Middle Initial
<input type="text"/>	<input type="text"/>
Last Name	
<input type="text"/>	
Home Address	
<input type="text"/>	
City	Zip
<input type="text"/>	<input type="text"/>
Cell Phone	Home Phone
<input type="text"/>	<input type="text"/>

I wish to cancel my membership in AASD. This form must be sent to the AASD office (address below) via US mail. The form must be received by AASD during the period not less than thirty (30) days and not more than sixty (60) days before the annual anniversary date of initial membership. I understand that as a non-member I am not eligible for any AASD benefit currently provided to its members or provided to its members in the future, including but not limited to legal representation provided by the contracted AASD attorney or any other type of representation in employment matters including discipline, investigations, complaints, workplace harassment/discrimination, grievance processing and/or arbitration. I also acknowledge that I may not serve on the AASD Board of Directors or any AASD committee or any District committee as an AASD representative. I also may not vote on AASD matters including the collective bargaining agreement. I also understand that I am not eligible for AASD-provided student scholarships for my children, AASD professional development grants (tuition reimbursement), discounted services provided by various AASD sponsored vendor partners, and complimentary attendance at AASD membership meetings/social events. I may also not participate in various employee-paid insurance programs offered by AASD to members.

SIGNATURE		DATE	
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AASD Office Use Only ----- **Do Not Write Below Line**

Date Form Received _____	Anniversary Period _____
Cancellation Approved by AASD	<input type="checkbox"/> YES <input type="checkbox"/> NO
Date Sent to SDUSD Payroll _____	Sent By _____

EMPOWER HOUR 2018-19 -- SAVE THE DATES! (REVISED 9/10/18)

UPCOMING EVENTS

The Mission of Empower Hour is "*To encourage, support and inspire female educational leaders through various growth opportunities.*" Empower Hour is a group for female leaders (both classified and certificated) in the San Diego education family. We welcome current leaders, aspiring leaders, and retired leaders! **Mark your calendars now for the events that appeal to you! More information will be forthcoming via e-mail regarding all events.**

- | | |
|--|--|
| September 2018 | Empower Hour Mentor-Mentee Program Kicks Off! |
| September 12, 2018, 5-7 p.m. | Empower Hour Happy Hour, (Goodies Bar/Grill, National City) |
| September 23, 2018, 8:30 a.m. | Empower Hour 5K Walk to Support Alzheimer's (Crown Point/Mission Bay) CANCELED |
| September 25, 2018, 5-7:30 p.m. | Using Social Media to Tell Your Story (AASD Office) |
| October 11, 2018, 5-7 p.m. | Stress Management 101 Workshop (AASD Office) |
| October 16, 5-7 p.m. | Long-Term Care for Women Workshop - Protect Your Wealth from Poor Health (AASD Office) |
| November 1, 2018, 5-7 p.m. | Leadership for Women Workshop (AASD Office) |
| November 3 <u>OR</u> November 10 | **Empower Hour VEBA Resource Center Healthy Reboot
Saturday, 8:45am-4:15pm (choose one date only) |
| November 14, 2018, 5-8 p.m. | *Sip Wine N' Sign (AASD Office) |

November 27, 2018, 5-7 p.m.	Empower Hour Happy Hour, Casa Machado (NEW LOCATION)
January 16, 2019, 5:00-8:00 p.m.	*Art Beat San Diego, Make Your Own Succulent Plant Terrarium Party (AASD Office)
January 30, 2019, 5-7:30 p.m.	Empower Hour Happy Hour with the MFCU Team (Mission Federal Credit Union Corporate Offices)
February 12, 2019, 5-7 p.m.	Empower Hour Women Love Their Money! Tips for Financial Wellness and Planning for Retirement (AASD Office)
March 9, 2019 (Morning)	Saturday Hike with Empower Hour! (Location TBD)
March 13, 2019, 5-7 p.m.	Empower Hour Happy Hour, (Marie Calenders, South)
March 20, 2019, 5-8 p.m.	Empowered Mental Prep for Interviewing (AASD Ofc)
April 10, 2019, 5:30-8:30 p.m	Empower Hour <u>Mentor-Mentee</u> Celebration Dinner
April 23, 2019, 5-7:30pm	Empower Hour Self Defense Workshop (AASD Office)
May 1, 2019, 5-7 p.m.	Empower Hour Happy Hour, Location TBD
May 15, 2019, 5-8 p.m.	*Sip Wine N' Sign, AASD Office
May 22, 2019, 5-7:30 p.m.	Empower Hour Healthy Cooking (VEBA Wellness Center)

* Events with an asterisk will have a cost associated with the event. ** No cost event but deposit required.

The AASD Office is located at 3505 Camino del Rio South, #264 (Mission Valley area)

Follow us on Facebook SD Empower Hour

Questions: E-mail donis@asdc.org

United Administrators of San Francisco
AFL-CIO Local #3
"The Secret to Power is Organization"
UASF Highlights
CAUSA October 12, 2018

Bright Spots-Since our last meeting

Contract

- Led by skilled negotiator, Richard Maggi (two of us are novices) led a team of 4 (2 EDs and 2 officers who are full-time administrators) to successfully negotiate a new contract before the end of last school year
- Made some changes to improve the working conditions of our members
- Agreed on a two year contract including 10% across the board salary increase, 7% as of last July 1 and steps for years of experience as an SFUSD administrator ranging from 2-4% due to a local proposition.
- Resulted in as much as 11% increase for our veteran administrators (\$7000)
- How was this accomplished? We did research, brought in data from other districts and our own teacher's salary. Our goal was for our lowest paid administrators to make more than our highest paid teachers. Teachers received an 11% increase over 3 years, including repurposed monies from the local property tax (district providing 10%) We identified negotiations priorities (salary and restoring longevity steps) through general membership and individual meetings
- Waiting for retroactive step payments due to delays in payments from the parcel tax

Political Action

- Participated in AFSA's Triennial Constitutional Convention, at which Lauren Cherry was elected into a Vice Presidency position-congratulations!
- Only charter to submit resolutions (you have before you)
- Our brave delegates and members spoke eloquently and courageously to advocate for the passage of the resolutions
- Proud that they were accepted so now we must hold AFSA accountable to act on those commitments to oppose the repeal of DACA and to support the March for our Lives, student-led movement

Current Challenges

- School Safety, leading from March for our Lives
- Unfortunate incident of a gun being accidentally discharged in class
- Brave newish principal had to follow behind officers brandishing Ak 47s to ensure the safety of the school community
- Brings up concerns about PA, cameras and other safety systems provided by the district, not out of site funds

New Evaluation Tool

- Our representatives have been engaged in a multi-year process to design a new evaluation tool
- This is where we need your help-share exemplary examples of your evaluation tools/process?
- Do you use the same tool for site and central administrators
- We've been stuck on the framework (not aligned to CSPELS) and given a short timeline to develop a new tool that is meaningful and promotes deep reflective conversations about professional growth

Post-Janus Membership Initiatives

- Officers, EDs and executive board reps addressed all new administrators (about 50) before school began
- Developed a system of reaching out to new members, sending them swag and UA information. Individual follow up by one ED
- Strengthening a system of all executive board members setting up group and one on one meetings to all members (almost 300) to hear their concerns and to distribute recommitment forms.
- 99.% (297 members) membership, we are in the process of collecting Union recommitment cards from continuing members and providing peer one-on one meetings with the remaining 4 new "not yet" members.
- We are using Janus as an opportunity to showcase the union benefits, and working to become more communicative, transparent and accountable to our members.

**WEST CONTRA COSTA ADMINISTRATORS ASSOCIATION (WCCAA)
CAUSA
OCTOBER 12-13, 2018**

CONTRACT

WCCAA and the WCCUSD completed a three-contract effective 7/1/2018 -6/30/2021.

Salary:

- \$1000.00 dollar increase to the Elementary Principal salary schedule on July 1, 2018 to keep the highest paid principal's per diem pay higher than that of the highest paid teacher's per diem.
- After the increase in the bullet above, a three percent (3%) salary increase on July 1, 2018 across the board for everyone
- On July 1, 2019, a 3% salary increase across the board
- On July 1, 2020, a 2 % salary increase across the board

This amounts to a 10% salary increase over four years because there was also a 2% increase for the 2017-18 school year. Even with this large increase, WCCUSD elementary and middle school principals' salaries are nearly at the bottom when compared to surrounding school districts.

Health Benefits:

- District pays 80% of Kaiser 2018 rates.
- Single \$624/month
- Employee + 1 \$1248/month
- Family \$1623/month
- There will be a reopener in health benefits every year of the contract if the Kaiser rates increase.
- No change in lifetime benefits for current employees
- Employees hired after 7/1/18 will not receive retiree health benefits

UNION MEMBERSHIP

- WCCAA conducted a one-on-one campaign from January 2018 – April 2018 to sign up members in anticipation of the Janus decision. Out of 114 members, 113 signed the membership card.
- 99% of the members of all of the rest of the unions (teachers, classified, classified supervisors) also decided to maintain their membership dues.
- The one-on-one campaigns and the support of the district greatly contributed to this success.
- We are planning to continue to use the one-on-one strategy to communicate with our membership.

CALIFORNIA LABOR MANAGEMENT INITIATIVE (LMI)

WCCUSD has been a part of the California Labor Management Initiative (LMI) since it's inception in 2015. LMI is a project that seeks to engage school district unions and management as collaborative partners in creating, resourcing and implementing solutions resulting in a strong public education system that serves every student in California. The initial convening of LMI was the result of significant planning with state education leaders as well as with State Superintendent of Schools Tom Torlakson. Twice a year institutes are held for labor-management teams across California to promote effective system-wide collaboration.

WCCUSD's team includes representatives from all of the unions, the Assistant Superintendent of Human Resources, school board members, and the superintendent. At the fall Institute in Vallejo, California, WCCUSD's team presented how labor-management collaboration works in our district. For more information on LMI go to http://cdefoundation.org/cde_programs/clmi/

NOTES FROM SMALL GROUP MEETINGS

OCTOBER 13, 2018

POST JANUS:

- Use Google Doc for sign up (much better than paper form) Electronic signature is fine. Use Autocrat to create a form.
- Unions do not have to represent non-members (free riders) in disciplinary/legal matters. Grievances are tricky – level one only.
- San Diego (AASD) changed bylaws to require a 6-month waiting period for non-members who subsequently join to be able to access the AASD attorney.
- Offer benefits of being a union member -- discounts for services, discounted movie tickets, scholarships for the children of members, discounts on wills and trusts, pay a portion of legal fees, discounts from local businesses, tuition reimbursement.
- AASD provides a “credit card” size “member in good standing” membership card
- Signing Up New Members:
 - Challenging!
 - Face to face contact is best – if someone knows the person
 - Cold Calling isn’t working
 - Share list of free riders/new people with Board of Directors for help with sign up
 - Using the electronic Google Doc helped AALA

EVALUATION:

Very different for classified and certificated

Promising practices – necessary and transparent

Different Districts, Different Practices – annually, bi-annually, every 5 years once permanent.

Tools: Online

Interactive (evaluatee feedback)

Rubric with indicators (4 ratings)

Standards (3 elements)

Outcomes: Developing = support plan with resources and follow up

Remains in file for 3 years

Follow Timelines!

Training for both evaluator and evaluatee needed.

CHARTER SCHOOLS:

Utilization of District properties

Co-location

Bargain organize, inclusion to negotiate contracts

Types: Independent, Affiliated, Unionized

Approval Process: District, County, State

LEA – Lobby for control of all charters within our district

Accountability – enrollment, Board, SPED, Salaries, Cronyism, Supt-Cabinet leadership

Funding Formulas inequities – private, public

INEFFECTIVE EMPLOYEES:

Utilize PAR panel (Title 2 Funds)

SFUSD – 9 member panel (5 T/4 M)

Review every 2 months

End of year report by coach and principal

Panel votes to keep or terminate teacher

Kept teacher is not out of the woods

Teacher on PAR can't be moved

Union happy with this process (no dead weight)

LAUSD – Support system for writing up teachers CPES after negative evaluations

Using CSTP's – declare standards of focus in staff meeting

Committee to review PAR process

SFUSD PAR modeled after NYC/Boston

Conversation among principals to be on the same page

Document all supports

WORKLOAD:

AASD (San Diego) has contract language bargained last year which requires the district to engage in a workload workgroup with AASD.

AASD used an online survey to survey certificated members about workload. Workload committee members are not Executive Board or Board of Directors members. AASD then did a follow up survey. Superintendent was not happy with the results of the survey. AASD now has every other month meetings with the District to review workload concerns. Concerns are provided via a confidential feedback form (google doc).

Everyone having to do more with less. Competing priorities prevent work from getting done.

**Please join us for the
California Association of Urban School Administrators (CAUSA) Spring
Conference.**

Hosted by



Association of Long Beach Educational Managers & Confidential Employees

When: March 8 – 9, 2019

Where: The Queen Mary Hotel
1126 Queens Highway
Long Beach, CA 90802
(877) 342-0742 (Please call for reservation)

Room Rates: \$159 per night (Identify yourself as a part of the CAUSA Spring Conference)

Hotel Check-in: 4pm

Hotel Check-out: 11am

Parking: \$18 per day

Reservation Deadline: February 8, 2019

Conference registration: \$150

Please make checks payable to:

ALBEM

Daniel Webster Elementary School

Attention: Terence Booth

1755 W. 32nd Way

Long Beach, Ca 90810

or

Cash App (\$TerenceBooth)

Zelle ([310-502-9461](tel:310-502-9461) or mrtmbooth@gmail.com)

Venmo (@Terence-Booth)

Please indicate Spring CAUSA Conference in note section, if using a cash app.

