



Los Angeles County Education Association

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Honorable Los Angeles County Supervisors and Trustees of the Board of Education:

The Los Angeles County Education Association (LACEA) petitions the Board of Education and the Board of Supervisors to direct the Superintendent of Schools to amend the current course of adversarial top down management decisions that have brought us to impasse. We urge you to please consider the following issues that have led to impasse.

- **CALENDAR:** All certificated personnel in the County Office have 24 flexible days vacation except LACEA members. We who deliver direct educational services within the camps and halls year round behind gates that lock us in, educators who witness explosive anger and gang attacks, we who develop and deliver the caring supportive culture that can transform delinquent youth to healthier choices and out of a life of recidivism, we who are under significant pressure to maintain outstanding performance with a population of highly challenging behaviors. Our forced vacations concentrated throughout the summer is contemptuous because it destroys our frail culture and invites amateur and unprepared interventions. Eight weeks without credentialed staff fails our students and must be changed to reflect what is best for them throughout the entire year. Our Probation partners suffer our leaderships folly as they deliver students to schools that are short of staff, and are far from qualified to maintain meaningful disciplined programs. We must have an equitable distribution of our days off, not only to be treated as equals, but to maintain even and consistent program delivery for 365 days per year. We owe this to our students, our professional colleagues, and ourselves.
- **SALARY:** LACEA members are being paid below the median salary. It is an unacceptable expectation that the best deserve less than average. Nobody questions that our challenges are amongst the most difficult of all educational endeavors, and those who visit our classrooms know that we meet the challenge with dedication and hard work. It is the teachers and counselors who have developed outstanding educational programs and transition services, not the "Discovery" of a new curriculum or social emotional needs (as experts we have always adapted curriculum and delivery to our unique students). We meet adversity and deliver results through a culture of care, and we want to be compensated at a level that is commensurate with our work. This is not happening. In neighboring Downey USD, and in Orange County, teachers are paid thousands more than we are.

MANAGEMENT: The Office has invested in significant expansion of administrative salaries and administrative positions for the Division of School Programs. The LACOE Superintendent is the 18th highest paid Superintendent out of approximately 1035 in the state of California. Each of the Cabinet members was changed from an Assistant Superintendent to a Chief Officer at a cost of nearly \$20,000 per employee. Nearly all of the Central Office managers received a significant increase in pay through the "Restructuring" of the Division of School

Programs (DSP). LACOE now employs over 70 administrators for a division with about 300 teachers. The Office pays out hundreds of thousands for overtime developing (RTSA) curriculum and program change and then uses those advances to their own benefit. The Management of the Office is paying for trips throughout the country to advertise the Road to Success Academies (RTSA); a program developed by teachers and stakeholders as a PILOT School in Santa Clarita, with the significant advantage of no intervention from LACOE management.(ie. the bureaucracy is killing our creation at a huge cost to the public by making it dogmatic, singular, and now taking the dog and pony show on the road). Conversely, the Superintendent has begun the process of releasing another 107 members of LACEA.

- **TRANSFER and REASSIGNMENT:** The interpretation of our contract changed under the current administration. The Office is ignoring language that states that reassignment occurs based upon credential and seniority. The administration's reinterpretation says that they can close any position, and regardless of seniority, any teacher can then be displaced. The right to maintain a position within the PAU was lost without it ever being negotiated. This was never the case under the language that has existed for many years, and the Office further refuses to discuss language to return order. They clearly prefer to impose the constant threat of being moved across the expansive county. In the current interpretation an Administrator chooses to displace whoever they want and there is no stated criteria. The impact has been to cause disorder, fear and intimidation. As a result of the new, draconian interpretation each closure, however necessary, is having significant negative impact on students and their classes. We have senior teachers who have had 3 hours added to their daily commute.
- **CLASS SIZE:** Over the course of recent months LACOE, Probation and a variety of advocates have been planning the "LA MODEL at Camp Kilpatrick." They have studied and discussed evidence based practices inside of a variety of committees and made recommendations regarding facilities and programs such as trauma-informed care, recruiting, training, planning and all aspects aimed at a treatment program that provides a national model. Within the discussions was the decision and agreement that students would reside and attend school in pods of 12 with no less than two adults attending to supervision of the groups at all times. These groups of 12 cadets will remain together and attend school as a group. This limit of twelve is believed to be a key concept in the reduction of youth on youth violence and provide the best opportunity for improved educational and behavioral outcomes. Our outdated formula stipulates 17 students per teacher and allows for up to 16 in Special Day Classes. Students are grouped without regard to criminology as recommended. This antiquated model is an unacceptable lack of equity for students. All students deserve appropriate and equal opportunities for learning regardless of placement. We insist that class sizes can, and must, be reduced to reflect currently accepted best practices for all of our students. We have not asked for the change to 12 at once, and have asked for a reasonable limit of 14 in all classes, and a limit of 10 in SDC.

For all of the above named reasons, we the teachers, counselors and nurses who deliver the outstanding services for the Los Angeles County Office of Education are asking for the support of the Trustees and Supervisors who oversee the delivery of these services. Education Code

(EC)48645.2 mandates that, "The county board of education shall provide for the administration and operation of juvenile court schools..." The attempt to separate employment rights from fiscal oversight provides artificial barriers thus reducing student, parent and stakeholder rights, transparency and accountability. The current Superintendent has pushed the limits of his authority to act unilaterally and to withdraw constraints, which disenfranchises our board of education and the community of students and stakeholders that they represent. Our professional lives are negatively impacted by the lack of accountability and expansive authoritarianism that is ongoing.

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