

BOARD OF EDUCATION OF THE CITY OF LOS ANGELES
Governing Board of the Los Angeles Unified School District



SPECIAL MEETING ORDER OF BUSINESS
Including Closed Session Items

333 South Beaudry Avenue, Board Room
10:00 a.m., Tuesday, January 22, 2019

Roll Call of Members

PUBLIC COMMENT

The public can address the Board at the commencement of the meeting in the Board Room on any item that is described in this notice. At the conclusion of the closed session portion of the meeting, announcements regarding actions taken by the Board of Education will be made in the Board Room.

OPEN SESSION ITEMS

Old Business (Postponed from January 16, 2019 Meeting)

- A. Board of Education Report No. 217 – 18/19 **NOT ON CONSENT**
Human Resources Division
(Provisional Internship Permits) Recommends approval of the continuing employment of 23 teachers who are employed under the Provisional Internship Permit requirements, allowing the District to continue to staff subject field shortage classrooms.
- B. Board of Education Report No. 167 – 18/19
Human Resources Division
(Local Solutions to the Shortage of Special Education Teachers Grant Award to LAUSD)
Recommends acceptance of a grant award from the Commission on Teacher Credentialing in the amount of \$5 million to provide financial incentives for the recruitment of credentialed special education teachers, provide additional funding to support recruitment efforts, and to assist credentialed general education teachers earn an Educational Specialist credential.

CLOSED SESSION ITEMS (Purpose and Authority)

- C. Personnel (Government Code Section 54957)

Employee Evaluation
Superintendent of Schools

D. Conference with Legal Counsel

Potential Litigation (Government Code Section 54956.9(d)(4))

2 Cases

Existing Litigation (Government Code Section 54956.9(d)(1))

Los Angeles Unified School District v. UTLA

Public Employment Relations Board, Case No. LA-C0-1767-E and IR 763

State of California, et al. v. Matthew Whitaker

United States District Court for the Northern State of California

San Francisco Division Case No. 2:18-cv-05169-WHO

E. Conference with Labor Negotiators (Government Code Section 54957.6)

Negotiator: Mr. Robert Samples

Employee Organizations:

Associated Administrators of Los Angeles

California School Employees Association

Los Angeles County Building and Construction Trades Council

Los Angeles School Police Association

Los Angeles School Police Sergeants and Lieutenants Association

Service Employees International Union, SEIU Local 99

Teamsters

United Teachers Los Angeles

District Represented Employees and Contract Management Personnel

Recess into Closed Session

Reconvene to Open Session

Report on any actions taken

Adjournment

Please note that the Board of Education may consider at this meeting any item referred from a Board Meeting five calendar days prior to this meeting (Education Code 54954.2(b)(3)). The Board of Education may also refer any item on this Order of Business for the consideration of a committee or meeting of the Board of Education. Requests for disability related modifications or accommodations shall be made 24 hours prior to the meeting to the Board Secretariat in person or by calling (213) 241-7002.

Individuals wishing to speak at a Board meeting must sign up at the meeting. There will be no sign ups in advance of the meeting. Speakers must sign up prior to the item being acted upon by the Board. Speakers should plan to arrive early as items with no speakers may be acted on at the beginning of the meeting.

If you or your organization is seeking to influence an agreement, policy, site selection or any other LAUSD decision, registration may be required under the District's Lobbying Disclosure Code. Please visit www.lausd.net/ethics to determine if you need to register or call (213) 241-3330.

Materials related to an item on this Order of Business distributed to the Board of Education are available for public inspection at the Security Desk on the first floor of the Administrative Headquarters and at: <http://laschoolboard.org/01-22-19SpclBdCS>

Items circulated after the initial distribution of materials are available for inspection at the Security Desk.



Board of Education Report

File #: Rep-217-18/19, **Version:** 1

**Provisional Internship Permits
January 22, 2019 (Postponed from January 16, 2019 Meeting)
Human Resources Division**

Action Proposed:

Staff proposes that the Human Resources Division's request for teachers to be employed under the Provisional Internship Permit be approved pursuant to Title 5 California Code of Regulations, Section 80021.1.

Background:

The Provisional Internship Permit became effective on July 1, 2005 in anticipation of the phasing out of the former authorizing document. The Provisional Internship Permit is valid for one year and may not be renewed. During the first year of employment, the Provisional Intern teacher must meet all requirements for entrance into an accredited intern program.

The Los Angeles County Office of Education grants authority to the District to employ potential Provisional Interns on a Temporary County Certificate until such time that the Board of Education approves their employment under the Provisional Internship Permit. Commission on Teacher Credentialing (CTC) regulations require that the request to employ Provisional Interns be approved by the Board and submitted to the CTC within three months of the teachers beginning their assignment.

The CTC requires that the governing board be presented with a list of teachers to be employed under the Provisional Internship Permit (Attachment A). Additionally, the CTC requires that the approval of these Permits be an action item on the agenda and not part of the consent agenda.

Expected Outcomes:

The approval of Provisional Internship Permits will enable the District to continue to staff teacher vacancies in shortage subject fields with individuals committed to completing the requirements to enter into an intern program and subsequently earn a full credential.

Board Options and Consequences:

Approval of Provisional Internship Permits will afford the District the opportunity to hire new special education teachers who will be required to follow a prescribed and rigorous pathway that results in the earning of both full state and federal teacher certification.

If the Provisional Internship Permits are not approved, and a full-time teacher cannot be hired, classroom vacancies would be staffed by a series of individuals in possession of only Emergency 30-Day Substitute Teaching Permits. Day-to-day substitutes are not required to be enrolled in a teacher education program, and may only remain in a special education classroom for a maximum of twenty days, after which time they are deemed by the State as inappropriately assigned.

Policy Implications:

This action does not change District policy.

Budget Impact:

There is no impact on the District's budget.

Student Impact:

The goal of the Human Resources Division is to insure that there is an appropriately authorized teacher in every classroom. In areas of high need such as special education, where there might be a teacher shortage, the District may approve the use of Provisional Internship Permits, which authorize a teacher candidate to step into the classroom as the teacher of record while they take the necessary steps to enroll in a credential program.

Issues and Analysis:

Not applicable

Attachments:

Attachment A - Teachers with Provisional Intern Permits

Informatives:

Provisional Internship Permits

Submitted:

1/10/19

RESPECTFULLY SUBMITTED,

REVIEWED & PRESENTED BY:

AUSTIN BEUTNER
Superintendent

SERGIO FRANCO
Assistant Chief Human Resources Officer
Human Resources Division

REVIEWED BY:

APPROVED BY:

DAVID HOLMQUIST
General Counsel

JOSE R. CANTU, Ed.D.
Assistant Chief Human Resources Officer
Human Resources Division

___ Approved as to form.

APPROVED BY:

REVIEWED BY:

VIVIAN EKCHIAN
Deputy Superintendent
Office of the Deputy Superintendent

CHERYL SIMPSON
Director, Budget Services and Financial Planning

___ Approved as to budget impact statement.

No.	Name	School	Subject	LD	BD	Effective
1	Aguila, Andres	Eagle Rock High School	MMD and MSD with EL Auth	C	5	10/10/2018
2	Cueva, Juan	Annandale Elementary	MMD and MSD with EL Auth	C	5	10/22/2018
3	Johnson, Andre	Obama Gbl Prep Academy	MMD with Autism and EL	C	1	10/23/2018
4	Silva, Yvette	Capistrano Elementary	MMD and MSD with EL Auth	NW	3	10/23/2018
5	Buen, Odessa	Kim Academy	MMD with Autism and EL	C	2	10/25/2018
6	Abrego, Diana	122nd Street Elementary	MSD with EL	S	7	10/30/2018
7	Escobar, Jose	CTC - West	MMD and MSD with EL Auth	W	4	10/31/2018
8	Arbaiza, Edwin	Clinton Middle School	MMD with Autism and EL	C	2	11/8/2018
9	Gaytan, Itzel	Canoga Park Elementary	MMD and MSD with EL Auth	NW	3	11/8/2018
10	Guerrero, Guadalupe	Hoover Elementary	MMD with Autism and EL	C	2	11/8/2018
11	Lymon, Alcolu	Vermont Elementary	MMD with Autism and EL	C	1	11/8/2018
12	Reigh, Kailani	118th Street Elementary	MMD with Autism and EL	S	7	11/8/2018
13	Williams, Leela	Clinton Middle School	MMD with Autism and EL	C	2	11/9/2018
14	Powell, Ginger	Santee Education Complex	American Sign Language and EL	C	2	11/14/2018
15	Rodriguez, Susana	Rowan Elementary	MMD with Autism and EL	E	2	11/29/2018
16	Ulloa, Kereny	Pacific Blvd.	MMD and MSD with EL	E	5	11/15/2018
17	Fumbarg, Vanessa	Bryson Elementary	MMD with Autism and EL	E	5	12/13/2018
18	Gonzalez, Gabriela	Middleton Elementary	MMD and MSD with EL	E	5	12/13/2018
19	Kuzmack, Michael	Harmony Elementary	MMD with Autism and EL	C	5	12/13/2018
20	Lopez, Monica	Lassen Elementary	MMD and MSD with EL	NW	6	10/25/2018
21	Torres, Elsie	Glenwood Elementary	MMD with Autism and EL	NE	6	11/9/2018

Teachers with Provisional
Intern Permits

No.	Name	School	Subject	LD	BD	Effective
22	Johnson, Antonio	Burton Elementary	MMD and MSD with EL	NE	6	12/13/2018
23	Cooper, Alex	Rancho Dominguez Prep	MMD with Autism and EL	S	7	11/9/2018

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Human Resources Division

INFORMATIVE

DATE: January 10, 2019

TO: Members, Board of Education
Austin Beutner, Superintendent

FROM: Sergio Franco
Assistant Chief Human Resources Officer

SUBJECT: PROVISIONAL INTERNSHIP PERMITS

Human Resources is seeking Board approval to hire 23 teachers on a Provisional Internship Permit. This action will ensure that all special education classrooms are staffed with contracted teachers.

On December 4, 2003, the Commission on Teacher Credentialing (CTC) took action to discontinue the issuance of emergency permits. Consequently, all multiple subject, single subject and educational specialist emergency permits expired as of June 30, 2006. Notwithstanding that action, the Commission was aware that there would be a continuing need for a document that addressed unmet credentialing or staffing needs of school districts in California. With the assistance and input from a broad-based group of statewide stakeholders, it was determined at the time that an authorization was still needed to staff classrooms when, after a diligent search, no appropriately credentialed teacher could be hired. As a result, the Commission developed the Provisional Internship Permit (PIP). The CTC Provisional Internship Permit is preferable to the formerly available emergency permit since the emphasis of this authorization is to prepare new teachers to enter accredited District or University Intern Programs.

The Los Angeles County Office of Education grants authority to the District to employ potential Provisional Interns on a Temporary County Certificate until such time that the Board of Education approves their employment under the Provisional Internship Permit. Commission on Teacher Credentialing (CTC) regulations require that the request to employ Provisional Interns be approved by the Board and submitted to the CTC within three months of the teacher beginning their assignment. Requests to the Commission for a Provisional Internship Permit must include verification that a notice of intent to employ the applicant in the identified position was taken to the governing board. The notice must include the name of the applicant, the school site, and a statement that the individual will be employed under a Provisional Internship Permit. The CTC also requires that the approval of these Provisional Internship Permits be an action item on the agenda and not part of the Consent agenda. Additionally, the District must provide evidence that an extensive recruitment outreach was conducted and that a shortage of fully qualified candidates exists.

Staff proposes that the Board approve the employment of 23 new teachers under the Provisional Internship Permit. Each provisional intern will receive support and guidance from Teacher Quality Staffing Specialists, the Division of Special Education, and school site administrators. Additionally, they will receive reimbursement for test preparation and fees for exams required to continue in a teacher preparation program. Human Resources staff will monitor the teachers' progress toward obtaining an Education Specialist Teaching Credential and provide support and assistance as needed.

A list identifying 23 teachers who are candidates for a Provisional Internship Permit is attached to the Board Report (Attachment A). It is important to note that included in this list are former substitutes, special education assistants, and/or teacher assistants who meet the minimum requirement of three years of experience working with special education students.

Human Resources expects to bring forth provisional intern teacher candidates periodically to the Board for approval during the 2018-2019 school year.

For further information about this authorization please contact Luz Ortega, Coordinator, Credentials, Contract, and Compliance Services at (213) 241-5349. For information about recruitment and the initiatives described above, please contact me at (213) 241-8036.

Attachment

SF:yv

c: David Holmquist
Hilda Maldonado
Pedro Salcido
Mary Lu Camacho
Anthony Aguilar
Jefferson Crain
Frances Gipson
Vivian Ekchian
Jose Cantu



Board of Education Report

File #: Rep-167-18/19, **Version:** 1

**Local Solutions To The Shortage of Special Education Teachers Grant Award to LAUSD
January 22, 2019 (Postponed from January 16, 2019 Meeting)
Human Resources Division**

Action Proposed:

Staff proposes that the Board of Education approve the grant award of \$1,000,000 annually to the District (\$5,000,000 total anticipated through 2023) to provide financial incentives for the recruitment of credentialed special education teachers, as well as provide additional funding to support recruitment efforts. This award also will support additional funding to the LAUSD District Intern Program to assist credentialed general education teachers in earning an Education Specialist credential.

Background:

In 2018, the California legislature approved California Education Code 44416, authorizing the appropriation of \$50,000,000 from the state general fund for grant awards to local education agencies (LEAs) to develop and implement locally-devised strategies to mitigate the statewide shortage of special education teachers.

The authorizing legislation permits the award of up to \$20,000 per teacher participant. This award must be matched dollar-for-dollar by the LEA.

The Commission on Teacher Credentialing is administering this grant program and solicited proposals from August 31, 2018 through October 30, 2018. Grant awards were announced on December 14, 2018.

Forty-one (41) LEAs were approved for funding under this grant.

Expected Outcomes:

The approval of this grant will enable the District to remain competitive in the recruitment of Special Education teachers in California, and will provide the District with an additional means of addressing Outcome 16 of the Chanda Smith Modified Consent Decree with regards to maintaining a fully credentialed special education workforce.

Board Options and Consequences:

Approval of this grant will permit the District to offer hiring bonuses totaling up to \$17,000 per awardee to qualified special education teachers. Additional funding will permit expanded special education recruitment, as well as the ongoing funding of the mid-year Credentialed Educators Now Teaching Special Education (CENTSE) program through the LAUSD District Intern Program.

If the grant award is not approved, the District will be unable to offer the aforementioned recruitment incentives and will therefore be less competitive in the recruitment of credentialed special education teachers.

Policy Implications:

This action does not change District policy.

Budget Impact:

This grant will provide up to \$5,000,000 in additional funding to the District for the five-year duration of the grant.

Student Impact:

Ratification of this grant will enable the District to recruit a higher volume of credentialed special education teachers to serve our students with disabilities, which will positively impact the achievement of those students.

Issues and Analysis:

Not applicable

Attachments:

Informatives:

Commission on Teacher Credentialing - Award of Local Solutions to the Shortage of Special Education Teachers Grant to LAUSD

Submitted:

December 21, 2018

RESPECTFULLY SUBMITTED,

REVIEWED & PRESENTED BY:

AUSTIN BEUTNER
Superintendent

SERGIO FRANCO
Assistant Chief Human Resources Officer
Human Resources Division

REVIEWED BY:

APPROVED BY:

DAVID HOLMQUIST
General Counsel

JOSE R. CANTU, Ed.D.
Assistant Chief Human Resources Officer
Human Resources Division

___ Approved as to form.

APPROVED BY:

REVIEWED BY:

VIVIAN EKCHIAN
Deputy Superintendent
Office of the Deputy Superintendent

CHERYL SIMPSON
Director, Budget Services and Financial Planning

___ Approved as to budget impact statement.

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Human Resources Division
Division of Special Education

INFORMATIVE

DATE: January 4, 2019

TO: Members, Board of Education
Austin Beutner, Superintendent

FROM: Sergio Franco
Assistant Chief Human Resources Officer

Beth Kauffman
Associate Superintendent, Special Education

Bryan M. Johnson, Ed.D.
Director, Certificated Workforce Management

SUBJECT: COMMISSION ON TEACHER CREDENTIALING – AWARD OF LOCAL SOLUTIONS TO THE SHORTAGE OF SPECIAL EDUCATION TEACHERS GRANT TO LAUSD

We are pleased to announce that the Human Resources (HR) Division, working in close consultation with the Division of Special Education, has sought and been awarded the *Local Solutions to the Shortage of Special Education Teachers* Grant in the amount of \$1,000,000 per year for each of the next five years. These funds are intended to provide signing bonuses to enable LAUSD to more effectively recruit and retain fully credentialed Special Education teachers.

This grant will provide funding that will enable the following:

- 1) HR will be able to offer signing bonuses that can reach \$17,000 per credentialed Special Education teacher:
 - a. \$12,000 initial signing bonus
 - b. \$1,000 additional signing bonus if the candidate graduated from an LAUSD high school
 - c. \$1,000 additional signing bonus if the candidate holds an Education Specialist credential in one of the following areas:
 - i. Special Education, Moderate/Severe
 - ii. Special Education, Deaf/Hard of Hearing
 - iii. Special Education, Visual Impairment
 - d. \$3,000 additional signing bonus if the candidate serves in a school designated in the lowest quartile of the Student Equity Need Index (SENI)
- 2) The grant will provide \$100,000 per year to be used towards identifying, recruiting, and preparing new Special Education teachers, as well as providing funding to ensure that the District Intern program will be able to offer a Credentialed Educators Now Teaching Special Education (CENTSE) program during the middle of the year.

More detailed information is available in the attached grant application. Please note that the bonus structure in item #1 above has been amended from the original application, and this amendment has been approved in writing by the Commission on Teacher Credentialing.

Forty-one (41) Local Education Agencies (LEAs) were approved for funding under this grant, with twenty-four (24) of those LEAs requiring additional documentation for approval. We are pleased to inform the Board that the LAUSD application was sufficiently strong that the Commission did not see fit to require additional documentation or information.

This grant will enable LAUSD to remain competitive in the recruitment of Special Education teachers in California and will provide the District with an additional means of addressing Outcome 16 of the Chanda Smith Modified Consent Decree with regards to maintaining a fully credentialed special education workforce.

Once approved, we will work with our UTLA labor partners on the implementation of this grant.

Should you have any questions, we would be pleased to discuss this matter further with you at your convenience.

c: David Holmquist
Hilda Maldonado
Pedro Salcido
Mary Lu Camacho
Anthony Aguilar
Jefferson Crain
Frances Gipson
Vivian Ekehian
David Kooper
Jose Cantu
Peggy Taylor Presley
Patricia Pernin
Leanne Hannah
Local District Superintendents