

The School Based Management Program (ESBMM)

April 12, 2010 AJ Duffy

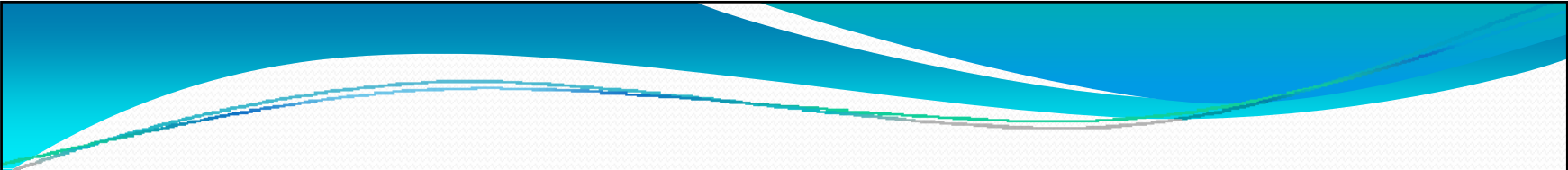
ESBMM - A UTLA Teacher Developed Concept.

ESBMM will be based on the Six Elements of School Based Management. These Six Elements are the belief that a School Based Management Program can thrive only if the school has:

- 1) Increased funding to the local school site based on the State ADA and categorical funding framework
- 2) Absolute control over its financial resources
- 3) Absolute control over the hiring of administrative, certificated, and classified employees, with no must-place placements
- 4) Absolute control over curriculum
- 5) Absolute control over professional development
- 6) Absolute control over bell schedules

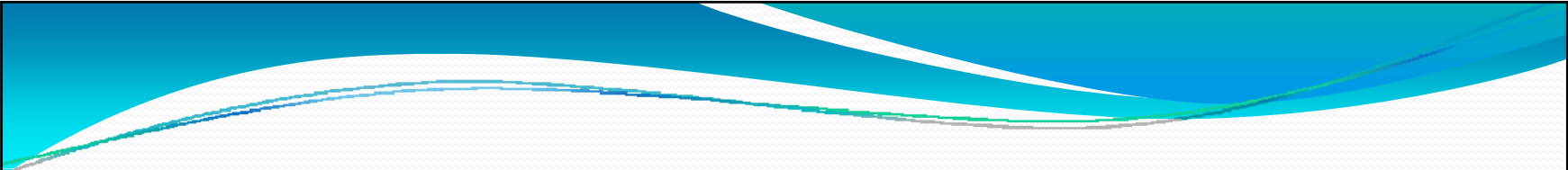
ESBMM Schools will serve all
students.

ESBMM Schools will follow all Ed. Codes and current contract language and will embrace future changes to contract language as negotiated by the district and UTLA Central.

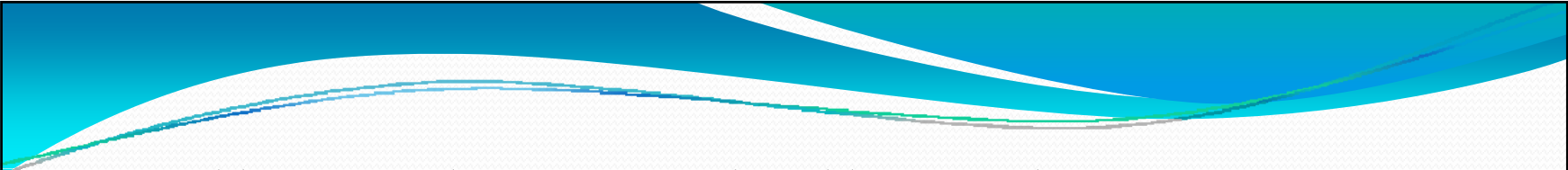


ESBMM Schools will provide a positive student centered environment with a broad-based academic and vocational program to meet the needs of all students.

ESBMM Schools will develop their own accountability designed by teachers.



All UTLA bargaining unit members who elect to be assigned to work in ESBMM Schools shall maintain their full status as members of the UTLA Bargaining Unit and as employees of the District and will maintain their status in STRS.



All employees shall work in
ESBMM Schools on a voluntary
basis and may request a voluntary
transfer to another district effective
at the end of any school year.

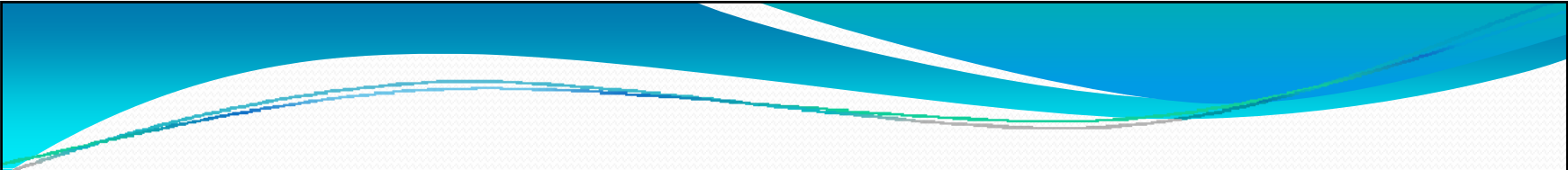
Establishment of ESBMM School shall be accomplished through a Request for Qualifications (RFQ) process.

- 1) The RFQ process will be developed by LAUSD and a UTLA-appointed representative.
- 2) Each RFQ process that is accepted will have a planning year and will be given time for community and stakeholder outreach as well as to firm up the academic program.
- 3) The RFQ will be reviewed by the District (currently we are attempting to get in place a stakeholders group similar to the Belmont Zone of Choice Central Committee which will have UTLA representation)

All ESBMM School Proposals shall explain how each of the six elements (refer to page 2) will apply to the school's program. The Proposal shall contain a comprehensive description of each of the following components:

- All current governance structures stay in place.
- To the extent permitted by applicable laws, regulations and collective bargaining agreements, members of the School Leadership Council will be actively involved in selection of personnel, evaluations and administrator performance.

ESBMM Schools shall be funded through a site-based funding model determined by the District.
(In all likelihood, per pupil budgeting)



In order to ensure continuing accountability, each school will be reviewed annually at a minimum.

Additionally, the school will undertake a formal Quality Review Process (QRP) in year three, and then every five years thereafter unless the QRP reveals issues that warrant earlier follow-up.

Personnel disputes over this agreement will be subject to the grievance procedure outlined in Article V of the LAUSD-UTLA Collective Bargaining Agreement.