



membership matters!

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New name more accurately portrays legal offerings

ACSA's Professional Standards Department, the unit that provides professional legal advice and interpretation of the Education Code related to administrator rights, is now known as the Member Assistance and Legal Support Team.

After a careful review and some member input ACSA has also aligned services to meet the needs of the current membership.

"The old department name was out of synch with our services, and a name change has been long overdue," said Lloyd Wamhof, former superintendent and 10-year ACSA staff member. "None of our members knew what the term 'professional standards' meant

and they never really connected the name to the legal support, advice and assistance we provide."

On average, more than 700 administrators require some sort of legal advice each year, ranging from questions about terminations, re-assignments and demotions to retirements. The MALS Team also conducts presentations to provide their expertise at ACSA's Personnel Academies and Collective Bargaining Summits.

They make referrals, when necessary, to the ACSA panel of attorneys located around the state. The team consistently provides useful information about the impact of various Education Codes in this special sec-

tion of EdCal and has also been called to do workshops on topics including:

- Superintendent-board relations.
- Sexual harassment.
- Conflict resolution.
- Management rights and responsibilities.
- Strike preparation.
- Management team climate surveys.
- First 100 days as a new administrator.

Members can also call on ACSA's Member Assistance and Legal Support Team to review, develop and revise their multi-year contracts to ensure that employment agreements are fair and protect your due process rights.

Sample contracts are now available for members-only access at ACSA Online under the membership tab at www.acsa.org.

"We are pleased to finally be able to rebrand this unit," said Joseph Jones, assistant executive director of the Member Services and Legal Support Departments. "It took several long conversations as a department to come up with a name that sums up all the things we do here. I think our new name captures it all."

To learn more about the staff and services of the Member Assistance and Legal Support Team, please go to www.acsa.org/legalassistance or email jgodfrey@acsa.org.

ACSA adds two sample administrator contracts

ACSA's Member Assistance and Legal Support Team, under the direction of Assistant Executive Director Joseph Jones, provides assistance to more than 700 members annually. Last year, the department assisted 129 members in developing or reviewing their multi-year contracts.

In this article, ACSA Member Assistance Advocate Lloyd Wamhof answers questions about two new ACSA sample contracts for deputy/assistant superintendents and administrators/principals.

Question: How will these new sample contracts better serve our members?

Wamhof: The two new sample contracts will give our members some guidelines and options to consider before signing a multi-year contract or reviewing their current contract. Additionally, they can see what protective language is necessary in a contract.

Question: Can you give more details on the options in these sample contracts?

Wamhof: Examples would be the term of the contract; salary and benefit options; is there an evergreen clause?; paid vacation vs. positive work year; an indemnity clause and more.

Question: By protective language, what are you referring to?

Wamhof: As an example, the Termination without Cause section in a contract must be written correctly to assure the administrator is protected if their contract is terminated before the end of its term. Contracts should have specific language that isn't open to interpretation; making sure the language in the Termination without Cause section protects the administrator's due process rights and pays them damages for being terminated without cause.

Question: What would you say are the top two mistakes administrators make in signing their multi-year contracts?

Wamhof: 1) Not requesting time before signing to ask for an ACSA

Professional Standards Advocate (or a competent attorney) to review their contract. 2) Being afraid to ask for what they want. The quote that I like is: "If you don't ask, the answer is always no."

Question: How do members access these new ACSA sample contracts?

Wamhof: Go to the ACSA website at www.acsa.org/contracts. The page includes these two new samples as well as a revised sample superintendent contract.

Question: Is there anything else you want our members to know?

Wamhof: Please call our Member Assistance and Legal Support Team at (800) 608-ACSA if you have questions regarding your contract or due process rights. I work with six experienced and highly competent colleagues who can assist you: Rod Todd, Brad Lantz, Bill Tschida, Sharon Dezutti and Joanne Godfrey, our ACSA Ontario office manager. Additionally, we are fortunate to have ACSA Assistant Executive Director Joseph Jones as our department leader.

Advocate Areas

Contact ACSA Member Assistance Advocates at (909) 484-7503, or email them directly.

PSA Area 1: TBD.

PSA Area 2: Contra Costa, Humboldt, Mendocino, Monterey, Napa, San Francisco, Santa Cruz, Solano, Sonoma. Bill Tschida, btschida@acsa.org.

PSA Area 3: Amador, Fresno, Kern, San Joaquin, Stanislaus, Tulare, Tuolumne. Lloyd Wamhof, lwamhof@acsa.org.

PSA Area 4: Inyo, Mono, San Bernardino, Riverside. Rodney Todd, rtodd@acsa.org.

PSA Area 5: Los Angeles, San Luis Obispo, Santa Barbara, Ventura. Sharon Dezutti, sdezutti@acsa.org.

PSA Area 6: Orange, San Diego. Bradley Lantz, blantz@acsa.org.



ACSA's Joseph Jones, left, and Margarita Cuizon, second from right, welcome Horace Mann leaders Kathi "K.J." Arbues, regional vice president; Tom Curran, western zone vice president; and Keith Jorgensen, manager of educator relations, right, to the ACSA fold.

Corporate Affiliate

New vendor joins with ACSA

ACSA is pleased to welcome Horace Mann Companies to the association's Corporate Affiliate Program. Horace Mann is one of the largest multi-line insurance providers serving educators across the nation.

"ACSA's partnership with Horace Mann is not about their line of products but more about their company's commitment to the educational community," said Joseph Jones, assistant executive director of ACSA's Member Services and Legal Support Department. "We are impressed with how their mission to recognize educators and improve education is aligned to ACSA's own mission to support California's educators and ensure that all children succeed."

For example, Horace Mann partners with the Abraham Lincoln Presidential Library and Museum to provide 50 teachers annually with a weeklong fellowship, bringing together educators from across the country to develop strategies for applying historical content in the classroom and across the curriculum.

Outcomes of the program include identifying ways to use the library and other historic sites as learning environments, use artifacts to teach across the curriculum, and enhance

capacity to address the diversity of learning styles in the classroom.

"Their commitment to education is also demonstrated through their Perfect Attendance Bike Program to enhance your school's attendance campaign," Jones said. "It's a program that you collaborate on with your local Horace Mann agent and it works just like it sounds, students with great attendance win a new bike."

Other programs include:

- \$30,000 in annual scholarships to teachers for continued professional learning.

- A program recognizing excellence in teaching.

- A site dedicated to providing resources for teachers and students, which also includes lesson plans to make reaching students and using technology easier.

- A discussion board for teachers all over the country to brainstorm and share ideas.

"It is the value of these resources that ACSA hopes this partnership can make more available to our members and their schools," Jones said.

To access these programs, please visit www.horacemann.com or contact K.J. Arbues, regional vice president, at kathi.arbues@horacemann.com.

ACSA & member assistance legal support team



Joe Jones
Assistant Executive Director
Member Assistance & Legal Support Team

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school administrators

