



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JULY 24, 2023

BREAKING NEWS!

As you may know, we reached a tentative agreement (T.A.) with the Los Angeles Unified School District (LAUSD) on Thursday, July 13, 2023. The next important step in the process is the ratification vote. **Please mark your calendars and expect a ratification ballot the week of Thursday, July 27, 2023. The ratification window closes on Thursday, August 3, 2023, at 5:00 p.m.**



In the interest of transparency, attached are the proposals the bargaining team presented to Labor Relations throughout the negotiations. The proposals reflect the major concerns on the minds of the members gathered from a survey, formal and informal conversations with the members-at-large, and from direct feedback from the AALA Executive Board.

(CLICK HERE FOR PROPOSALS) In the end, the District's stance was that contractual language was not the pathway to address the attached proposals. We agreed to disagree and retorted with the age-old adage of "If it is not written, it is not said." And we advised the District the concerns on your minds were presented in writing to the District via the proposals and cannot be ignored. Moreover, it cannot be said the association never let the District know the serious issues administrators are facing every day because of inadequate supports especially as acts of violence against administrators are on the rise; and the public has been emboldened now that schools are more vulnerable.

Following is a high-level compensation overview: July 1, 2022 – 3% **(RETROACTIVE)**

January 1, 2023 – 4% **(RETROACTIVE)**

July 1, 2023 – 3% January 1, 2024 – 4%

July 1, 2024 – 3% January 1, 2025 – 4% \$20,000 Nurse Administrative Market Equity Increase

Here's a limited sampling of the increase:

- Members on the 2022 – 23 Master Salary (G) Table (41E) are currently earning **\$128,381** (Pay Scale Level 5). Their earnings will be **\$157,802** eighteen (18) months from now.
- Members on the 2022 – 23 Master Salary (G) Table (46E) are currently earning **\$144,375** (Pay Scale Level 5). Their earnings will be **\$177,461** eighteen (18) months from now.
- Members on the 2022 – 23 Master Salary (G) Table (43A) are currently earning **\$151,273** (Pay Scale Level 5). Their earnings will be **\$185,940** eighteen (18) months from now.

The raise is applicable to the Master Salary (G) Table. The three examples above were selected randomly to illustrate the increases.

[CLICK HERE](#) for the LAUSD – AALA Tentative Agreement 2022 – 2025.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JULY 24, 2023

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AALA STAFF:

Nery X. Paiz, President

Administrators

Juan A. Flecha, Chief-of-Staff

Dan Isaacs

Steve Quon

Consultants

Irene Hyland

Dr. Lillian Utsumi

Maria Elena Rico

Field Representatives

Doris Dillard

Julie Gonzalez

Rosa Maria Hernandez

Dr. Windy Warren

Strategist

David Tokofsky

Office Staff

Javier Melendez

Gema Pivaral

Gloria Souquette

Need to contact us?

Associated Administrators of Los Angeles

1910 Sunset Blvd., Suite 850

Los Angeles, CA 90026

Office 213/484-2226

Fax 213/484-0201

Web www.aala.us

Email aalaooffice@aala.us

Update (assistance) info@aala.us



E-BASIS ADMINISTRATORS ACROSS THE DISTRICT!

TENTATIVE AGREEMENT FROM PAGE 1

The District entered a side-letter with AALA to form a Joint Salary Compression committee. The committee’s purpose is to study the compression of the teacher salary table with the administrative one. ([CLICK HERE](#) for side-letter)

Article VII – Evaluation and Due Process aligns previous STULL evaluation language with the language from the School Leadership Framework, Principal Supervisor Leadership Framework, and the School Support Administrator Framework. ([CLICK HERE](#) for revised language)

Additionally, the District committed to do the following, outside of the negotiations process:

- Communication Expectations ([CLICK HERE](#) for memo): Administrators will be expected to respond to any internal communications received outside of typical school/office hours by the end of the next business day. Any email or text communication that requires an immediate response should be accompanied by a phone call and an explanation of the exigent circumstances that necessitate the expedited response. A review of the nature and frequency of such communications may be conducted by the Division/Region Head or their designee upon request of the receiving administrator.
- Hold clarifying conversations with Region Central leadership regarding the Extra Duty Pay policy. ([CLICK HERE](#) for memo)
- Engage in ongoing conversations regarding school/student/employee safety.



AALA will continue organizing for effort and build bargaining strength to:

- Achieve parity or its equivalent for School Support Administrators
- Ensuring all AP, EIS positions are on the same Pay Scale Group (All 38’s instead of some 37’s and some 38’s.)
- Ensuring permanency for Small School Principals.
- A salary study to increase the pay scale group for Early Education Principals.
- Ensuring an appeal process for administrators moved from a higher pay scale group to a lower one for no reason and done towards the end of the school year with little to no warning.
- Safeguards and a more humanistic approach for administrators suffering from Acts of Violence.
- Clear direction from the district to administrators when fights ensue and the protections the district will afford them if charges or lawsuits are filed against them when intervening.
- The District will work assertively with social media platforms to remove content adversely affecting the health and safety of administrators.
- Commensurate differential for members having earned a doctorate.
- Support for administrators when a complaint is filed with CCTC, and the member was clearly enforcing the district’s guidelines and policies.
- The addition of positions to address untenable working conditions and the need for the positions to be general funded to ensure continuity of services.

In UNITY, the AALA Bargaining Team

- Nery X. Paiz**, President
- Anna Elsa Madrid**, Vice President – Adult
- Dr. Ayanna Davis**, Vice President - Early Education
- Manuel “Manny” Nava**, Vice President – Elementary
- Titus Campos**, Vice President – School Support Administrators
- Blanca Cruz**, Vice President – Secondary
- Juan A. Flecha**, Lead Negotiator

See page 4 for at-a-glance infographic

ASSOCIATED ADMINISTRATORS OF LOS ANGELES AT A GLANCE....

01

Master Schedule G Compensation Overview:

July 1, 2022 – 3% (RETROACTIVE)

January 1, 2023 – 4% (RETROACTIVE)

July 1, 2023 – 3% January 1, 2024 – 4%

July 1, 2024 – 3% January 1, 2025 – 4%

\$20,000 Nurse Administrative Market Equity Increase

NOTE - spreading increases actually provides a higher compensation.

For a Master Salary (G) Table (41E) member it is \$530 more over 3 years or \$5,300 more over 10 years (think CALSTRS higher compensation)

02

Side-letter to form a **Joint Salary Compression** committee. The committee's purpose is to study the compression of the teacher salary table with the administrative one. Like the negotiated Nurse Administrative market equity increase, the committee will address the market equity increase for Table D employees' impact on administrative supervisors.

03

District committed to do the following, outside of the negotiations process:

- Memorandum regarding communication expectations (i.e. quiet time)
- Clarifying conversations regarding the Extra Duty Pay policy
- Ongoing conversations regarding school/student/employee safety.

04

Proposals District rejected but AALA will continue organizing for effort and build bargaining strength to:

- Achieve parity or its equivalent for School Support Administrators
- Ensure all AP, EIS positions are on same Pay Scale Group
- Ensure permanency for Small School Principals
- Create a salary study to increase pay scale group for Early Education Principals
- Ensure an appeal process for administrators moved from a higher pay scale group to a lower one for no reason
- Establish safeguards and more humanistic approach for administrators suffering from Acts of Violence
- Provide clear direction from district to administrators and protections district will afford them if charges or lawsuits are filed against them when intervening in fights
- Ensure District works assertively with social media platforms to remove content adversely affecting health and safety of administrators
- Establish commensurate differential for members having earned a doctorate
- Support administrators when a complaint is filed with CCTC, when member was clearly enforcing the district's guidelines and policies
- Add positions to address untenable working conditions and need for positions to be general funded to ensure continuity of services

IS AALA AN ASSOCIATION OR UNION?

AALA was formed in 1981 when AESA (elementary association), LAASSA (secondary association), CDS (supervisory association) and ACCE (adult association) joined forces to form a single association to represent all middle managers in the Los Angeles Unified School District. In 1985 the IRS recognized AALA as a labor organization under section 501(c)(5); this designation was effective back to January 1, 1982.

During the first ten years, AALA members were represented in dealings with the Board of Education by the Superintendent, and membership in AALA was voluntary. After ten years in 1991, AALA requested and was granted supervisory status in order to become the exclusive bargaining unit representing all certificated middle managers except confidential and personal service contract senior staff.

In 2004, AALA agreed to a formal union contract with the District. This contract replaced the MOU that had been in effect since 1991. Subsequent MOUs have become part of the formal contract.

In the summer of 2011, the Public Employment Relations Board (PERB) and the District officially recognized the formation of classified administrators as part of AALA.

While AALA uses Association, it is indeed a Union recognized by the District.

I AM A NEW ADMINISTRATOR OR STOPPED PAYING MY AALA DUES. HOW DO I JOIN THE UNION? I AM RECENTLY RETIRED. HOW TO I BECOME AN ASSOCIATE?

Becoming an AALA active member with the benefits of [AALA membership](#) is just a click away. Just complete AALA's easy form by clicking [HERE](#).

If you recently retired (good for you!), you will receive an invitation via US Mail to become a Retired Associate. Can't wait? Call Gloria Souquette at 213/484-2226 or email her at gsouquette@aala.us.



#AALATHURSDAY #AALASTRONG!



**Show Your
AALA Pride!
Wear your shirts on July 27th at
the Principals Leadership Institute**

HEALTHCARE

FAQS *Heat's On - Are You Prepared For Mosquito Activity?*



Cooler May temperatures so far have kept mosquito activity lower than normal, but with the current heat dome and last season's record rainfall, analysts are predicting high mosquito activity in the days ahead. Mosquito bites can carry viruses that cause serious illness and even death. The Los Angeles Vector Control on June 5, 2023, confirmed the presence of a few dawn/dusk mosquitos carrying West Nile virus in L.A. county. These numbers are sure to multiply. You can protect yourself by applying insect repellent to exposed skin and wearing light-colored long-sleeved clothing, long pants, and socks.

Effective Repellents: The Environmental Protection Agency (EPA) registers skin-applied repellents and ensures they have been evaluated for safety and effectiveness when used as instructed. Registered insect repellents contain one of the following active ingredients: DEET, Picaridin, IR3535, Oil of lemon eucalyptus (OLE), Para-menthane-diol (PMD), catnip, and 2-undecanone. The amount of protection varies with the amount of the active ingredient. Look for a new EPA graphic (shown at right) that shows the number of hours of protection given for a particular product.



Are there natural repellents that are safer and more eco-friendly?

There are plant-based essential oils such as castor, cedar, citronella, clove, geraniol, lemongrass, peppermint, rosemary and/or soybean, used in insect repellents that are not EPA registered. The EPA identifies natural active ingredients on an “unregistered” list and verifies that these products pose minimal health risks in the percentages used in repellents. Current research indicates that botanically based repellents are not effective for preventing bites, except for two ingredients—oil of lemon eucalyptus and catnip (or catmint). Studies show

that these two botanicals perform comparably to many DEET-based products.

How do I apply insect repellents safely?

- Read the label and follow directions for applying to skin.
- Wash your hands before eating and drinking.
- Keep insect repellent out of the reach of children.
- Apply to exposed skin only, not under clothing.
- Apply sunscreen first, wait 20 minutes, then apply repellent. Repellent lasts longer than sunscreen, so reapply sunscreen over repellent.
- For children, when using spray, spray onto your hands first, then rub it on your child's face.
- Apply registered repellents on babies 2 months and older, and oil of lemon eucalyptus repellent on toddlers three years and older.

How can I find out more about the safety of insect repellents?

People who are concerned about using repellents should consult their health care provider for advice. For additional online information, click on the links below:

- EPA search tool for finding the right repellent for you: <https://www.epa.gov/insect-repellents/find-repellent-right-you>.
- Consumer Reports: [Insect Repellent Buying Guide](#) and [“How Safe is Deet?”](#)
- EPA information about DEET: <https://www.epa.gov/insect-repellents/deet>.





2023-2024 ASPIRING ADMINISTRATOR PROGRAMS

The Aspiring Assistant Principal (AAPP) and Aspiring Principal (APP) Programs are the District’s promotional pathway for educators to become school site administrators. These Aspiring Programs will be offered in the 2023-2024 school year. Interested candidates may find the application using the following links ([AAPP](#) or [APP](#)). For additional information contact [Alex Wagner](#) or [Rosie Elmore](#).

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Evaluation Plans and Rostering Staff for Evaluation in 2023-2024

Educator Development and Support evaluation plans for 2023-2024 have been loaded on MyPGS. View the [Rostering Interoffice Correspondence](#) for more information on rostering certificated staff for evaluation and the [Frequency of Evaluation Policy](#) for guidance on whom should be evaluated.

EDST Summer Calibration 2023

Human Resources Division invites you to participate **July 27 - August 11** in the annual EDST online calibration event for administrators who have completed EDST Observer Certification. View the [Summer Calibration Flyer](#) for more information and the [Calibration Instructions](#) to get started. Please click [here](#) to register to receive calibration updates and reminders.

Educator Development and Support School Leader (EDSSL) Certification Training

EDSSL Observer Certification prepares and authorizes principals and principal supervisors to observe, support, and evaluate principals and assistant principals. If you will be evaluating a principal or assistant principal and have not participated in the 3.5-day Observer Certification, please register on [MyPLN](#) (Keyword: EDSSL Certification). If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).



Congratulations to Chief Human Resources Officer **Ileana Davalos!** AALA thanks Ms. Davalos for her years of service in support of district administrators.



ASSOCIATED ADMINISTRATORS OF LOS ANGELES



CAROL ALBRIGHT — Carol had a 60 year career with LAUSD serving as teacher at Franklin ES, Sharp ES, advisor with Region E in the San Fernando Valley, Assistant Principal at Oxnard ES., Principal at Tarzana ES and Sylvan Park ES. Ms. Albright retired on April 2, 1999 yet continued her work with the Administrative Academy mentoring upcoming administrators, and was a member of the Dispute Resolution Team. Carol Albright passed away on May 17, 2023 with her family by her side. Donations in Carol's memory can be made to the LAUSD – Human Resources Division with a notation to the “Aspiring

Administrators Programs” or to the LAUSD Education Foundation with a notation to “Student Scholarships” at 333 S. Beaudry Ave, Los Angeles, CA 90017.

BETTY GARDIN — Ms. Gardin served as Assistant Principal at Sharp Ave. Elementary and Principal at Figueroa Street Elementary. She also served as a Specialist and Coordinator with the Teacher Integration Office, Advisor with the Certificated Contracting Office as well as Director of Certificated Contracting and Processing and Director Personnel services and Salary with the Personnel Division. Ms. Gardin had a 37 ½ year career with the school district, retiring on June 29, 2001. Betty Gardin passed away on June 28, 2023. Services scheduled for July 28th at Inglewood Cemetery and Mortuary.

LINDA J. LANE — Ms. Lane served as Head Counselor at Horace Junior HS, Assistant Principal at Belmont HS. She also served as Principal at Patrick Henry Middle School. Ms. Lane retired on July 1, 1999 and passed away on June 23, 2023.

DR. EDNA D. WILSON — Dr. Wilson served as Assistant Principal at Fremont HS, Bret Harte Jr. High and Gompers MS, as well as Principal of Bret Harte Middle School. She retired on January 15, 1991 and passed away on June 25, 2023. Viewing on Thursday, July 27, from 3:00 p.m. – 6:00 p.m., with a Rosary at 4:00 p.m. and AKA Ivy Behind The Wall at 5:00 p.m. at Holy Cross Mortuary in Culver City. Funeral services on Friday, July 28, @ 12:30 p.m. at Holy Cross Cemetery in Culver City. Entombment follows with Repass from 2:00 p.m. – 6:00 p.m. at Ladera Park (Slauson and La Brea).

🎵 SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW! 🎵

For as little as \$5 or \$10 per pay period you can earn some! This is the simplest way to become an AALA Angel. Think about it, for about the cost of a latte or spirit you can fund college dreams. And who knows, the scholar you support may someday saves lives.

AALA established FRIENDS OF AALA, a 501(c)(3) nonprofit corporation in January 2011 to fund our student scholarship program for deserving LAUSD students. This Spring AALA awarded 35 \$2,500 and 17 \$1,000 scholarships to graduating seniors representing high schools and community adult schools. The Board of Friends of AALA meets its annual fundraising goal by seeking donations from AALA's active and alumni members, private foundations, service clubs, organizations, and businesses. The generosity of these donors is much appreciated.

Click [HERE](#) and earn your wings! All donations to FRIENDS OF AALA are tax deductible.

YOUR GENEROSITY FUNDS DREAMS

DISTRICT ANNOUNCEMENTS



Note to Applicants: Please be advised that you are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions; for detailed requirements for positions and employment updates use the contact phone number provided in the announcement or visit the District website at <http://www.lausdjobs.org> (classified) or <http://achieve.lausd.net/Page/1566> (certificated). Employees who change basis during the school year may not earn a full year of service credit and annualized employees who change their basis during the year may sustain an annualized settlement.

CERTIFICATED positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for school based positions

Click [HERE](#) for non-school based positions

CLASSIFIED positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for current job opportunities.

LAUSD UNIFIED
2023 PRINCIPALS' LEADERSHIP INSTITUTE
IMAGINE | BELIEVE | ACHIEVE
JULY 26-28, 2023 EAST LA COLLEGE - MONTEREY PARK, CA

LAUSD UNIFIED
Superintendent's
Opening of Schools Address
2023-24
Friday, August 4 at 9 a.m.
Save the Date
The Music Center's Walt Disney Concert Hall
111 South Grand Avenue
Los Angeles 90012
Breakfast 7:30 to 8:30 a.m.
Details forthcoming