



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF AUGUST 7, 2023

CERTIFICATED TA RATIFIED!

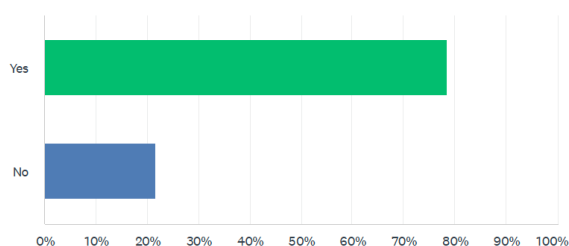
AALA will continue to organize for effort to address unresolved issues

Members voted in historic numbers to accept the negotiated agreement knowing that key issues remain on the table. Twice as many members exercised their right to vote as compared to January 2022 (983 to 1990). Over 85% of members opened the email and reviewed the ballot; 70% voted. Click [HERE](#) for the ratified agreement.

AALA (Certificated)Ratification of Tentative Agreement (TA) 2022-2025

Q1 Vote "Yes" or "No" for the 2022 - 2025 Tentative Agreement as outlined above

Answered: 1,990 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	78.39%	1,560
No	21.61%	430
TOTAL		1,990

It is important to acknowledge whether the support you deserve and need matches **Superintendent Carvalho's** public praise last week and today. It is obvious the support the district espouses publicly is missing the mark.

In January 2022 we shared the following: *“The District is beginning to acknowledge the importance of appropriately compensating you for the inordinate amount of hours you are working just to keep afloat. **It is especially important for local districts to honor this central office missive rather than micro-manage front-line managers.** Surely local districts more interested in payroll matters have too much time on their hands. Let our members be appropriately compensated for everything they are doing to keep schools open or close the doors and pivot to distance learning until a sense of normalcy comes to stead.”* While the district is no longer under a COVID emergency mandate, many of the onerous duties imposed during the pandemic are still in place today, with no additional compensation, and no recognition that administrators deserve a personal life and are not just minions to be ordered around on nights and weekends.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF AUGUST 7, 2023

IN THIS ISSUE:

1 CERTIFICATED TA RATIFIED!

AALA will continue to organize for effort to address unresolved issues

3 AALA NEWS

Fall reception around the corner

4 AALA MEMBERS SHINE!

- #AALATHURSDAY
- AALA at Disney Hall

5 HEALTHCARE FAQs

How Are You Managing Your Chronic Conditions?

6 INFORMATION CORNER

- Issues Finding AALA Communications
- How to Join AALA
- Active Membership
- Kaiser Summer Tips

7 HUMAN RESOURCES UPDATES

2023-2024 Aspiring Administrator Programs
Educator Development And Support (Eds)

8 IN MEMORIAM

🎵 SEND ME AN ANGEL RIGHT NOW 🎵

DISTRICT ANNOUNCEMENTS

10 INTEREST GROUPS

News You Can Use

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

Dr. 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 aalaoffice@aala.us

Update (assistance) info@aala.us



**IMPORTANT
INFORMATION!**

AVOID A/C BREAKDOWNS KEEP OFFICE AND CLASSROOMS DOORS CLOSED WHEN A/C IS ON



SAVE THE DATE!

THURSDAY, SEPTEMBER 28, 2023

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

ANNUAL FALL RECEPTION

4:30 p.m. – 7:30 p.m.

WORK CONTINUES FROM PAGE 1

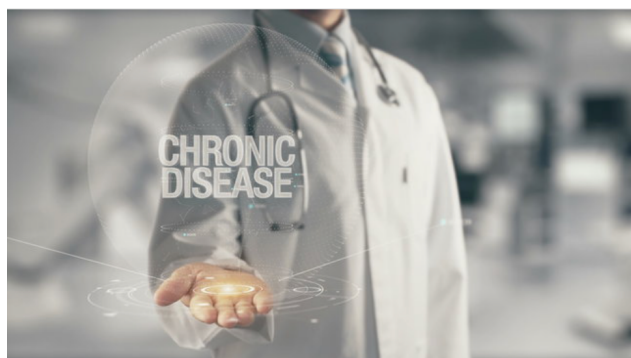
With that in mind, AALA will continue organizing for effort and build bargaining strength to:

- Achieve parity or its equivalent for School Support Administrators (permanency in the position)
- Ensuring all AP, EIS positions are on the same Pay Scale Group (equity; 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.

The key to prevailing with these very important issues is the continued fight by AALA's leadership and every rank and file member.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES





HEALTHCARE FAQS *How Are You Managing Your Chronic Conditions?*

The leading causes of death in the United States for 2022 were heart disease, cancer, COVID-19, accidents, stroke, chronic lower respiratory disease, Alzheimer's disease, and diabetes. Except for COVID-19 and accidents, all are common chronic diseases that affect one's quality of life and pose an increased risk of death. Statistics from the Centers for Disease Control (CDC) show that nearly 54% of adults 18-34 in 2019 had one chronic condition, and that 62% of those over 65 years of age report having two or more chronic conditions. Despite these health risks, we can learn to "live well" by proactively dealing with chronic conditions with medical support and lifestyle changes.

What is considered a chronic condition?

Within the medical community there are varying definitions for a chronic condition. There is agreement that chronic conditions persist over time, although how long varies from three months to years. There's also agreement that chronic conditions require ongoing medical attention. What's listed as a chronic condition may vary by institution or agency. For example, the CDC lists seven groups of chronic conditions shown in the graphic at right, while Medicare and Medicaid list 14 additional conditions that include HIV, high cholesterol, osteoporosis, and asthma, to name a few.

I have type II diabetes, high cholesterol, and hypertension. What should I be doing to stay healthy despite these chronic conditions?

You can improve your quality of life and minimize future consequences by self-managing your conditions. According to the National Institute of Health, self-management comprises 1) keeping informed about your conditions, 2) communicating with your doctors about your treatment options and setting realistic goals for managing and monitoring your conditions, 3) being proactive in treatment decisions with your doctors on what's best for you, 4) taking medications, as prescribed and 4) modifying lifestyle behaviors, such as exercise, diet, weight control, smoking cessation, etc.

Do our health plans provide any type of support to help me better manage my chronic conditions?

Yes. You don't have to make difficult life-style changes alone. Most of our health plans provide an integrated approach to self-management that generally includes the following: self-assessment tools, ongoing guidance/support, individualized goal-setting/plans, coaching, education/resources, medical and prescription tracking, and mental health supports. Work with your physician to tap into the resources provided by your health plan for increased physical, psychological, and social functioning. Live well!

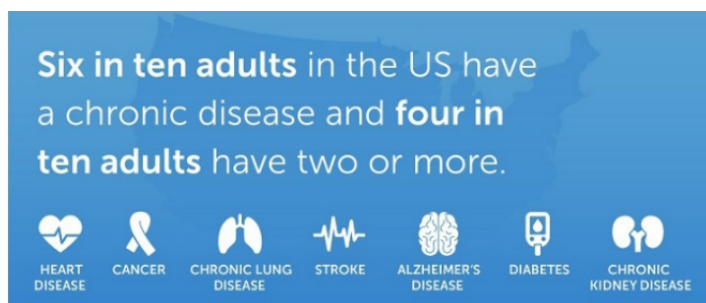
For additional information, see:

[About Chronic Disease](#), CDC

[Chronic Conditions](#), CMS.gov

[3 Tips for living well with chronic conditions](#), Mayo Clinic.

[Tips to cope when you're juggling several chronic health issues](#), Harvard Medical School



Source: [CDC.com](#)

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

I AM A DUES-PAYING MEMBER, WHY AM I NOT RECEIVING AALA COMMUNICATIONS?

AALA uses your business email address for all communications (__@lausd.net). The district servers may send AALA communications to Clutter or Junkmail based on your Outlook settings. If you are not receiving any AALA communication in your Inbox, or receive it sporadically, please do the following:



- **Check your Clutter and Junk Email folders.** It is likely the district mail servers flags AALA's communications as junk or spam. AALA cannot control how the district servers handle email.
- **Add Associated Administrators of Los Angeles (info@aala.us) to your Contacts.** By adding info@aala.us to your Contacts list you are letting the district servers know you do not consider AALA communications junk or spam.
- **Still need help?** Please email mrnico@aala.us or info@aala.us for assistance.

Did you inadvertently click on Unsubscribe? At the bottom of each sent email is the following information. If you click on *unsubscribe from list* you are automatically unsubscribed. If you do not find any AALA communication in Clutter or Junk Email, this might be the case. AALA cannot add you back in, you need to do it yourself. Please email mrnico@aala.us or info@aala.us for assistance on how to add yourself back.

This email was sent to **your email address is here**
[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)
Associated Administrators of Los Angeles · 1910 W Sunset Blvd Ste 850 · Los Angeles, CA 90026-3265 · USA

I AM A NEW ADMINISTRATOR. HOW DO I JOIN THE UNION?

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](#). Remember, AALA is as strong as its membership!

I AM AN ADMINISTRATOR WITH THE DISTRICT. WHY WAS I TOLD I COULDN'T VOTE?

AALA is a union that requires members to join and collects dues. If you have never joined or canceled your membership you are not considered an "active" member. You cannot vote on contractual changes and you are not entitled to AALA representation if you are summoned to a disciplinary meeting. It is never too late to [join!](#)

KAISER SUMMER TIPS:

- Know the difference between a sun spot and cancer: <https://healthy.kaiserpermanente.org/northern-california/health-wellness/healtharticle.sun-spot-skin-cancer-know-difference>
- Protecting your skin: <https://healthy.kaiserpermanente.org/northern-california/health-wellness/health-encyclopedia/he.Skin-Cancer-Protecting-Your-Skin.uh1310>
- Tips to stay safe in the sun: <https://www.fda.gov/consumers/consumer-updates/tips-stay-safe-sun-sunscreen-sunglasses>
- Importance of Hydration: <https://www.cdc.gov/niosh/mining/userfiles/works/pdfs/2017-126.pdf>
- Care when traveling: <https://business.kaiserpermanente.org/thrive/monthly-health-topics/care-while-traveling>
- **Outdoor Workers Safety:** A check list to see if your employer has policies to protect outdoor workers https://www.cancercouncil.com.au/wp-content/uploads/2013/05/Outdoor_Work_Resources_CHECKLIST.pdf



UPDATES

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](#)). Applications for both programs are due August 25, 2023 by 3pm. An information Session will be held on Thursday, August 10, 2023 at 9:00am. For additional information contact [Alex Wagner](#) or [Rosie Elmore](#).

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Evaluation Plans and Rostering Certificated 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.

Certificated management staff (assistant principals, principals, principal supervisors, and school support administrators) should be notified they will be evaluated, complete an initial growth plan (IGP), and participate in an initial growth planning conference. Please see the following chart for upcoming due dates.

Certificated Management Activities	Due Date by Basis
Submit Initial Growth Plan (Contractual Deadline – Article 7 2.0)	A 08/11/2023
	E 08/25/2023
	B 09/08/2023
Initial Growth Planning Conference (Contractual Deadline – Article 7 2.0)	A 08/25/2023
	E 09/08/2023
	B 09/22/2023

EDST Summer Calibration 2023

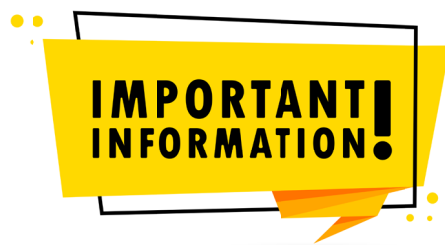
Human Resources Division invites you to participate **July 27 - August 11** in the annual EDST online calibration event for administrators who have completed EDST Observer Certification. View the [Summer Calibration Flyer](#) for more information and the [Calibration Instructions](#) to get started.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

Educator Development and Support: School Leader or School Support Administrator 101

Principals and assistant principals are invited to participate in [EDSSL 101](#); and school support administrators are invited to participate in [EDSSSA 101](#) to review the evaluation process and prepare for the 2023-24 school year. These one and a half hour training sessions are virtual and interactive. Registration is available via My Professional Learning Network [EDSSL](#) or [EDSSSA](#).

EDS Zoom Office Hours

We will be holding office hours via Zoom every Friday, from 2:00 to 4:00 pm, starting on August 4th: <https://lausd.zoom.us/j/87482513835>. Our staff is available to assist administrators and teachers with all phases of the teacher observation and evaluation cycle.



ASSOCIATED ADMINISTRATORS OF LOS ANGELES

SHEILA SMITH – Ms. Smith served as a Coordinator with Gifted and Talented Programs. She retired on July 1, 2007 and passed away on July 22, 2023. Services are pending.



🎵 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.

DISTRICT ANNOUNCEMENTS

ATTENTION ELEMENTARY AND K-8 SPAN SCHOOL PRINCIPALS

Join us for a brief overview of On-Demand Tutoring Services available for the 2023-2024 school year



#tutoringworks

THURSDAY, AUGUST 10
4:00-5:00 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

FRIDAY, AUGUST 11
1:00-2:00 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

FRIDAY, AUGUST 11
2:30-3:30 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

3 OPTIONS AVAILABLE

TUTORING SERVICES

www.lausd.org/tutoring @ tutoringworks@lausd.net

Link to [Elementary Flyer](#)

ATTENTION MIDDLE SCHOOL, HIGH SCHOOL, K-12 SPAN, 6/8-12 SPAN OPTIONS, AND VIRTUAL ACADEMIES PRINCIPALS

Join us for a brief overview of On-Demand Tutoring Services available for the 2023-2024 school year



#tutoringworks

THURSDAY, AUGUST 10
1:00-2:00 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

THURSDAY, AUGUST 10
2:30-3:30 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

FRIDAY, AUGUST 11
4:00-5:00 P.M.
<https://lausd.zoom.us/j/3374624043>
ZOOM ID 337 462 4043

3 OPTIONS AVAILABLE

TUTORING SERVICES

www.lausd.org/tutoring @ tutoringworks@lausd.net

Link to [Secondary Flyer](#)



ALLIANCE OF ASIAN PACIFIC ADMINISTRATORS

AAPA



INTEREST GROUPS - NEWS YOU CAN USE



LEADERSHIP DEVELOPMENT

- COVER LETTERS / RESUME (DO'S AND DON'TS TO GET THROUGH THE PAPER SCREENING PROCESS)
- INTERVIEWING 101 (STAR METHOD)

August 19, 2023 (Saturday)

9:00 am - 12:00 noon
(Breakfast @ 8:30 am)

Location: Robert F. Kennedy Community Schools -701 S. Catalina St. LA, 90005

*AAPA Members (\$10.00)

Non-AAPA members: you must join AAPA to attend workshop. Automatic payroll deductions of \$10/month. \$50 for your first workshop.



Registration:

<https://forms.gle/pGmTbvSNtKPr4feJ8>

