



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 4, 2023

DISTRICT COMES EMPTY-HANDED TO FIRST HEALTHCARE NEGOTIATION

President Nery Paiz hosted the Health Benefits Committee (HBC) where our seven union partners (California School Employees Association and its LA Chapter 500, Los Angeles/Orange Counties Building and Construction Trades Council, Los Angeles School Police Association, Los Angeles School Police Sergeants and Lieutenants Association, SEIU Local 99, Teamsters Local 572, and United Teachers of Los Angeles) joined AALA to collaborate on the upcoming Health Benefits Contract. Unfortunately, the District was woefully unprepared. After canceling last week's negotiation session on healthcare, the district came to the first session empty-handed, offering no proposals.



In contrast, the unions in the multi-union health benefits negotiations presented proposals that would secure healthcare for 2024 and beyond. The eight LAUSD unions are demanding:

- an increase in contributions by the district to maintain current healthcare coverage
- an increase in the reserves to protect healthcare coverage from unexpected shortfalls in the future
- a three-year agreement to cover years 2024, 2025, and 2026.

The unions informed LAUSD that we expect the district to bring a comprehensive counterproposal to our next session on September 14.

Current projections indicate that if the district does not significantly increase healthcare funding to keep up

with rising costs, there will be a budget shortfall by the second year of a new agreement, in which case LAUSD could try to unilaterally deduct premium contributions from employee paychecks and require retirees to make premium contributions. This is completely avoidable; the district has the funds to ensure LAUSD employees have the healthcare we need, and the unions will organize a united full-scale mobilization if negotiations break down in the lead-up to the December 31, 2023, expiration.

As always, **President Paiz** continues to fight and advocate for ALL AALA members. Under his leadership, AALA settled the Unit J contract and Certificated contract. Now, on to ensuring that Certificated and Classified Managers, as well as eligible retirees receive the health benefits we all work[ed] for and deserve!

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 4, 2023

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SEPTEMBER 1ST IS AN UNASSIGNED DAY (ADMISSIONS DAY OBSERVANCE) SCHOOLS WILL BE CLOSED

SEPTEMBER 4TH IS LABOR DAY, A NATIONAL HOLIDAY – ALL SCHOOLS AND OFFICES WILL BE CLOSED

AALA STAFF:

Nery X. Paiz, President

Administrators

Juan A. Flecha, Chief-of-Staff
Dan Isaacs
Steve Quon

Consultants

Irene Hyland
Maria Elena Rico
Dr. Lillian Utsumi

Field Representatives

Doris Dillard
Julie Gonzalez
Dr. Rosa Maria Hernandez
Dr. Windy Warren

Unit J Stewards

Lionel Barreda
Ignacio Chavez
Oliver Hament
Mauricio Pinto
Alfred Sixtos

Office Staff

Javier Melendez
Gema Pivaral
Gloria Souquette

Strategist

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I'm an A.P. and would like to voice my appreciation in AALA leadership when meeting with LAUSD leadership by speaking up with a sentiment that we all hold.

*I'm truly disappointed with our district in the way it has been treating [us] ever since the pandemic. I echo every administrator that has written with anger. **We are asked to do the "dirty work" day in and day out.** I see my principal spend countless hours on job-related duties at all times. I know of a handful of principal friends going through the same thing as well. It discourages me to aspire [to] become a principal one day, or at least in this district.*

*The saddest thing is when our fearless leader, our superintendent, says that the safety of EVERYONE is at the forefront. Hours later we are exposing ourselves to COVID at the gates of our schools, driving through a "hurricane" to check the school grounds and working into the wee hours of the night on weekends for EVERYONE ELSE's safety....NOT our own. Then who or what are we? **Aren't we part of EVERYONE?** Are we dispensable and easily replaceable? Not human? We are in this profession because we are of the giving type and think of others first before ourselves. That is our nature as educators, but we must stand and speak up when lines are crossed and we are taken advantage of and that kindness is turned into abuse.*

I have two kids and a wife who depend on me after five PM and on weekends.

Please continue to fight for us all. Thank you.

A seasoned site administrator shared the following with **President Paiz**:

- *Instructional Rounds, we will practice once a month as Principals and now we are required to have our own staffs do them. When? Funding-already set for other priorities? Our SPSA's don't reflect Instructional Rounds. Is UTLA going to push back outside admin walking thru classrooms?*
- *Our Tuesdays are full with Mandated Monthly Trainings, DOI Math & ELA Optional Banked Tuesday trainings, iREADY Optional PD's as well and if we sign up for all of these? When do we have time for our own school needs, data digs, reflections. Although the DOI & iREADY PD's are OPTIONAL, they are all important for our schools and most are offered on overlapping Tuesdays, making it difficult for our staffs to benefit from all the offerings.*
- *Admin. needs to also give Mandated Trainings to students (not all for elementary), parents and staff. Must be done in person. If we cover during our Coffee w Principal, we won't have time for our own school needs for parents which means we'll have to meet with parents twice a month. We barely get enough parents for once a month.*
- *Teachers who didn't attend PD Days in Aug. have to make them up, if they don't select to get paid and they want to complete them during their work hours, Principals will need to take some Tues. PD time to squeeze them in. REALLY? Tues. banked days are already FULL.*
- *We are being asked to upload classroom observations (ALL) to EDST Platform. Micro-managing??? We are lucky to find time to visit classrooms with day-to-day things that arise.*



If I am feeling overwhelmed and I am very seasoned, I can only imagine what our poor new principal's must be feeling.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



**Show Your
AALA Pride!
Wear your
tee shirts
EVERY
THURSDAY!**

VOICES FROM PAGE 3

Just a quick email regarding all of our new mandates and programs. At [yesterday's] meeting we were told that we have 18 mandatory operations meetings that must be held with Students, Staff and Parents ([click here](#)). It was made clear that these meeting must be run by administrators and that teachers/counselors cannot host them. For a single site administrator that presents a huge issue, especially when it comes to the Student Presentations.

*--In addition, we are now required to have a "Data Champion" at our schools ([click here](#))**, who must attend data meetings every other Thursday from 3 to 4 pm ([click here](#)), identify data, assess data, come up with data plans and goals, etc... Again, as a single site administrator, who only has a part time coordinator (whose day is already completely filled up), this will also fall on me.*

--Add to this, the (apparently) new policy that directors are supposed to show up at schools without any prior notice and principals are expected to be there upon arrival (I guess we better Uber Eats when we want Taco Bell) and the stress level is certainly increasing among all of my colleagues (Options and Non Options).

**** NOTE:** the "welcome" letter indicates that, "Some Data Champions who have 6-hour positions may be eligible for compensation for their 3-4 PM session service. As of now, funding for such compensation will need to come from school funds and the principal will determine eligibility for compensation." Yet, the LAUSD-UTLA CBA Article IX. 1.0 General Workday Provisions states the following: "It is agreed that the professional workday of a full-time regular employee requires no fewer than eight hours of on-site and off-site work, and that the varying nature of professional duties does not lend itself to a total maximum daily work time of definite or uniform length." This is similar language to AALA's CBA stating that the nature of an administrator's responsibilities do not lend themselves to a defined workday or work week. **Both are salaried and yet bargaining units are not treated equitably!**

It is unacceptable that principals are informed upfront to plan for "X" time for salaried UTLA-represented employees and the District has YET to respond to AALA's call for Extra Duty Pay (EDP) for administrators that were directed to work on Sunday August 20th! President Paiz has communicated with Superintendent Carvalho, Board President Goldberg and Vice President Schmerelson requesting EDP on behalf of administrators for Sunday, August 20th. AALA members are still waiting for justly earned compensation!

CALSTRS POSTRETIREMENT EARNINGS LIMIT FOR FISCAL YEAR 2023–24

If you perform retired member activities in the California public school system, including substitute teaching, as an employee, an independent contractor or an employee of a third party, there's a limit to the amount of money you can earn in a year without affecting your retirement benefit. For fiscal year 2023–24, the postretirement earnings limit is \$50,655. You can work in any job outside the California public school system with no restrictions on your earnings. Learn more at [CalSTRS.com/working-after-retirement](https://www.calstrs.com/working-after-retirement) or download the Working After Retirement fact sheet at [CalSTRS.com/member-publications](https://www.calstrs.com/member-publications).

Many CalSTRS retirees enjoy regularly scheduled volunteer work. If you decide to volunteer, be aware that an employment arrangement that involves volunteering in a position that would otherwise be creditable to CalSTRS may be in violation of the postretirement earnings limitations.

NOTE: Portantino SB 765 is working its way through the legislature in Sacramento to relax the six months requirement and income limit.



SAVE THE DATE!

THURSDAY, SEPTEMBER 28, 2023

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

ANNUAL FALL RECEPTION

4:30 p.m. – 7:30 p.m.

Laborers International Union of North America

2005 West Pico Boulevard L.A. 90006

RSVP [HERE](#)

HEALTHCARE

FAQS *What's the Latest Research on Drinking Coffee?*



Statistics show that nearly 3 billion cups of coffee are consumed daily, worldwide. In the U.S., 75% of the population ≥ 20 years drink coffee, with 49% drinking coffee every day. Our love of coffee has generated not only myths and beliefs about its benefits, but also thousands of clinical trials on coffee's impact on health. Many studies now show that drinking three to four cups of coffee (up to 400 mg of caffeine) has beneficial effects to one's health.

What are the known health benefits of drinking coffee?

- Those who drink three or more cups of coffee a day are 10% less likely to die from heart disease, stroke, respiratory disease, diabetes, infections, injuries, and accidents. (National Institutes of Health)
- New research suggests that phytochemicals, not caffeine, are the most healthful components of coffee, much like in vegetables and fruits.

There are differing beliefs about drinking coffee. What beliefs or myths have studies confirmed or dispelled?

• *Is caffeine addictive and harmful to one's health?*

Research: Science has yet to definitively show that caffeine is addictive. Some research suggests that caffeine consumption is habitual, not addictive. Facts: Caffeine is a known central nervous system stimulant, a diuretic, and a "psychoactive drug." Called "caffeine use disorder," some vulnerable populations become addicted to caffeine and are unable to reduce consumption, suffering negative health consequences.

• *Does caffeine in coffee really keep you awake at night?*

Research: Studies show that drinking coffee before going to sleep can interfere with sleep. The effects of caffeine take 5-7 hours to wear off, so you may want to forego the after-dinner cappuccino or stick to decaffeinated coffee.



• *Is it true you shouldn't drink coffee during pregnancy?*

Research: Studies suggest that consuming 100 mg. of caffeine (about one cup coffee) leads to a small, but significant risk of low birth weight, smaller size of baby for gestational age, miscarriage, stillbirth (associated with drinking more four cups of coffee a day), newborns with faster heart rates and other conditions. Research conclusions on whether pregnant women can safely drink a cup of coffee daily are conflicting. Pregnant women should confer with their doctors to determine whether to drink coffee.

• *How dehydrating is coffee?*

Research: Recent studies show that drinking moderate amounts of coffee isn't dehydrating. However, drinking coffee may have a greater diuretic effect on people with poorer hydration. The research suggests that you can include the liquid in coffee to meet your daily hydration needs.

• *Does drinking coffee get you sober from the effects of alcohol?*

Research: Caffeine can stimulate or excite the brain and nervous system. However, caffeine doesn't reduce the effects of alcohol, contrary to popular belief. The feeling of alertness may lead an inebriated person to think falsely that s/he is competent, for example, to drive a car.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

I AM A CERTIFICATED ADMINISTRATOR, WHEN AM I GETTING MY RETRO CHECK?

The LAUSD board approved the AALA certificated agreement on 8/22/2023. We will publish the payout date as soon as we are notified.

NEED ASSISTANCE FROM AALA?

Whether you need assistance with membership, have a question or need representation, AALA's staff is available to assist you! The office is open Monday to Friday 7:30 am to 4:00 pm (213/484-2226) or you can email office@aala.us 24/7.



ARE YOU A DUES-PAYING MEMBER BUT 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 mrigo@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 mrigo@aala.us or info@aala.us for assistance on how to add yourself back.

ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

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!

IS THERE A POLICY ON COMP TIME?

[AALA'S website](#) has links to [What Is Personal Necessity Absence Or Flex Time And When Can It Be Used?](#) and [Flex Time Instructions](#). Be sure to call (see Need Assistance from AALA?) if you need further assistance.

COFFEE FROM PAGE 8

• *Does coffee stunt children's growth?*

Research: Coffee doesn't stunt a child's growth, but it may have undesired effects, such as making the child irritable, upsetting the stomach, making the heartbeat faster, raising blood pressure and disrupting sleep. Caffeine may harm a child's nutrition if drinks with caffeine replace healthy drinks such as milk. Parents also should be aware that energy drinks, often marketed to children and

young adults, contain high levels of caffeine.

For reliable information about the benefits of coffee, see:

- [The Nutrition Source: Coffee](#), Harvard T.H. Chan School of Public Health
- [9 Reasons Why \(the Right Amount of\) Coffee is Good for You](#), John Hopkins Medical
- [Caffeine: How does it affect blood pressure?](#) Mayo Clinic



AAALA tips its hat to the following principals and their administrative teams for leading their schools to national recognition! These high schools were named one of the 1,000 US News & World Report Top Ranked Schools:

Desiree Douglas Montoya, Dr Richard A Vladovic Harbor Teacher Preparation Academy. #42 in National Rankings; #5 in California High Schools; #4 in Los Angeles, CA Metro Area High Schools; #1 in Los Angeles Unified School District High Schools.

Kimberly Lesure, Los Angeles Center for Enriched Studies. #20 in California Rankings; #162 in National Rankings.

Sean Teer, Downtown Magnets High School. #29 in California Rankings; #214 in National Rankings.

Luis Lopez, Francisco Bravo Senior High Medical Magnet. #56 in California Rankings; #408 in National Rankings.

Susan Parker, Sherman Oaks Center for Enriched Studies. #65 in California Rankings; 440 in National Rankings.

Patricia Hanson, Math, Science, and Technology Magnet Academy (MSTMA) at Roosevelt High School. #74 in California Rankings; #483 in National Rankings.

Gustavo Barrientos, Orthopaedic Hospital Senior High Medical Magnet. #80 in California Rankings; #524 in National Rankings.

William Bazadier, Middle College High School. #108 in California Rankings; #741 in National Rankings.

Michael Santiago, International Studies Learning Center at Legacy High School. #115 in California Rankings; #808 in National Rankings.

Jonathan Chaikittirattana, Huntington Park Institute of Applied Medicine (HPIAM) at Marquez High School. #146 in California Rankings; #972 in National Rankings.



As a queer person of color and former student of LAUSD, I was lucky to have a mostly positive experience in my high school in terms of LGBTQIA+ issues. The GSA club had steady members and my teachers always lent a listening ear when anyone needed it. There were some microaggressions on campus, no place is ever truly safe from homophobia, but nothing much came from

DISTRICT LEADERS, LGBTQIA+ STUDENTS NEED MORE *Voices From the Field*

those incidents in terms of administration stepping in.

For me, as a student, I was thankful for the support system I found at my high school. One of my teachers used to let me hide out in her classroom, especially before the school day started. I appreciated all those little moments where I found solace and I am forever grateful to my teacher for giving me a space to be myself. However, I've found that no campus has ever been 100% free of homophobia; hearing my peers snicker about their pronouns being "attack/helicopter" definitely left chinks in the armor I created for myself when I had initially come out in middle school.

I think the worst of the issues I faced stemmed from middle school, and so many microaggressions got swept under the rug. My issues were written off as classmates teasing each other, and I honestly

wish I had seen administration take my issues more seriously.

I know that administrators always do their best for students, but sometimes we as students don't always see that or feel that. We attend the anti-bullying assemblies, we read the pamphlets about how to spot a friend going through a tough time, and we see the posters put up for Pride Month. But coming from the perspective of a student who struggled, sometimes all these things aren't what we want or need.



AALA thanks this LAUSD graduate for their words. They remind us that as school employees **WE CAN ALWAYS DO MORE** for all of our students, especially the most vulnerable!



UPDATES

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Evaluation Plans and Rostering Certified 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

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](#).

EDST Training for Administrators, Non-Classroom Teacher, and Counselors

Human Resources is offering training for non-classroom teachers (Advisors, Coaches, Coordinators, Primary Promise, etc.) and counselors who are being evaluated this year. Training is available:

- **September 7, 10:30-11:30 AM**
This session will provide an overview of the evaluation process for the Non-Classroom Teachers who will be evaluated with the EDSNCT process.
- **September 13, 1-2 PM,**
This session will provide an overview of the evaluation process for School Counselors who will be evaluated with the EDSC (Counselors) process. Participants will review all evaluation steps, tools, and resources and discuss how the evaluation and support process can be used to enhance professional practice. To enroll, participants need to log onto the MyPLN platform and type in key words **EDSNCT 101** or **EDSC 101**, depending on their job classification.

EDS Zoom Office Hours

We will be holding office hours via Zoom every Friday, from 2:00 to 4:00 pm: <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 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.

SCHOOL LEADERS: DO YOU NEED ARTS VENDORS THAT ARE ALREADY VETTED?

Here is the link to Arts providers on our Arts Bench that do not require three bids:

https://docs.google.com/spreadsheets/d/1p-Go2dHlz4Ch6_nZ77d2Jm25WlYsPjFS/edit#gid=1570051540

SEL Professional Development

The Division of Instruction (DOI) will offer Banked Time professional development sessions for Social Emotional Learning facilitated by staff from district approved SEL programs including Second Step, Harmony, and Inner Explorer. The sessions will be held on Tuesdays and will be differentiated for elementary and secondary schools. For more information, and to sign up, please access this link:

[SEL Banked Tuesday Professional Development](#)

Please contact Ms. Berger, SEL Coordinator, at carrie.berger@lausd.net should you have any questions.

Countries where most workers are in a union are among the happiest and healthiest on Earth.

Life is better in a union!



You're Invited!



AAPA FALL MIXER

THURS. SEPT. 21, 2023

5:30 PM

GOLDEN DRAGON RESTAURANT

960 N BROADWAY, LA 90012

RSVP BY SEPT. 15, 2023



We will need a head count for Golden Dragon, so please RSVP.

First (75) AAPA members who check-in to Golden Dragon, your \$30.00 dinner is complimentary.

You will also receive (1) raffle ticket for \$50.00 Amazon gift card.



Bring a friend who becomes an AAPA member, and you will receive (5) add'l raffle tickets for \$50 Amazon gift card.

Non-AAPA members, dinner is \$30.00.



AAPA CARES BRACELETS





COUNCIL OF MEXICAN AMERICAN
ADMINISTRATORS

2023-2024

Save the Date

SEPTEMBER 21

Fall Social (5pm)
Tamayo's Restaurant

OCTOBER 7

Empowering Instructional
Leadership (Workshop Series)

DECEMBER 8

Bring Your Boss to the
Break La Piñata Fiesta

MARCH 16

Building Champion Leaders
(In-basket Preparation)

MAY 9

Honoring LAUSD Scholars
(Scholarship Dinner)

For More Information:
bit.ly/CMAAFB lorraine.torres@lausd.net

INTEREST GROUPS - NEWS YOU CAN USE

