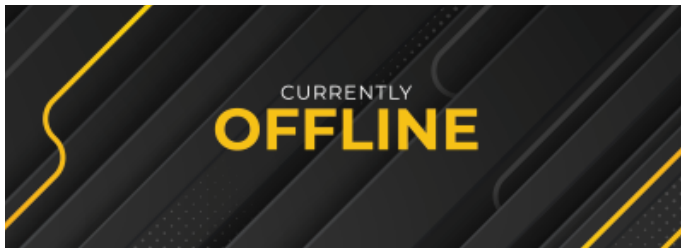




UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF APRIL 8, 2024



THE RIGHT TO DISCONNECT

Does the California Legislature read the AALA Update? A proposed change to California Labor Code would effectively help AALA members maintain and the District respect their private time. [AB-2751](#) addresses employer communications during nonworking hours and would require, “a **public or private employer to establish a workplace policy that provides employees the right to disconnect from communications from the employer during nonworking hours, except as specified. The bill would define the “right to disconnect” to mean that, except for an emergency or for scheduling, as defined, an employee has the right to ignore communications from the employer during nonworking hours. The bill would require nonworking hours to be established by written agreement between an employer and employee. The bill would authorize an employee to file a complaint of a pattern of violation of the bill’s provisions with the Labor Commissioner, punishable by a specified civil penalty.”**

The bill proposes to add the following Section 1198.2 to the labor code:

(a) As used in this section:

- (1) “Emergency” means an unforeseen situation that threatens an employee, customer, or the public; disrupts or shuts down operations; or causes physical or environmental damage.
- (2) “Employer” includes the state, political

subdivisions of the state, and municipalities.

(3) “Nonworking hours” means hours before and after an employee’s assigned hours of work, whether stated in their job description or stated otherwise.

(4) “Pattern of violation” means three or more documented instances of violating the right to disconnect.

(5) “Right to disconnect” means that, except as provided in subdivision (d), an employee has the right to ignore communications from the employer during nonworking hours.

(6) “Scheduling” means changes to a schedule within 24 hours.

(b) An employer shall establish a workplace policy that provides employees the right to disconnect from communications from the employer during nonworking hours.

(c) Nonworking hours shall be established by written agreement between an employer and employee.

(d) An employer may contact an employee during nonworking hours for an emergency or for scheduling.

(e) An employee may file a complaint of a pattern of violation of this section with the Labor Commissioner.

(f) A pattern of violation of this section shall not be punished as a misdemeanor pursuant to Section 1199. A pattern of violation of this section shall be punishable by a fine of not less than one hundred dollars (\$100).

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF APRIL 8, 2024

IN THIS ISSUE:

- 1 THE RIGHT TO DISCONNECT
- 3 AALA NEWS
- 4 AALA MEMBERS SHINE
- 5 INFORMATION CORNER
- 6 HEALTHCARE FAQS Medications and Side Effects
- 7 SCOTT SCHMERELSON FUNDRAISER
- 9 HUMAN RESOURCES UPDATES
POSITIONS AVAILABLE (LINKS)
- 10 IN MEMORIAM
🎵 SEND ME AN ANGEL, RIGHT NOW 🎵
- INTEREST GROUPS News You Can Use
- 11 DISTRICT ANNOUNCEMENTS

NOW MORE THAN EVER AALA MUST STAND UNITED!

ASSISTANT PRINCIPALS:

If you have questions regarding your seniority or rank, or looking for support, contact [Maria Voigt](#).

You can find the February info-session slide deck [HERE](#).

You can find the HR FAQs document [HERE](#).

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

Ignacio Chavez
Oliver Hament
Cesar Mercado
Mauricio Pinto
Alfred Sixtos

Office Staff

Javier Melendez
Gema Pivaral
Gloria Souquette

Need to contact us?

Associated Administrators of Los Angeles
1910 Sunset Blvd., Suite 410
Los Angeles, CA 90026
Office 213/484-2226
Fax 213/484-0201
Web www.aala.us
Email office@aala.us
Update (assistance) info@aala.us

DISCONNECT FROM PAGE 1

(g) This section does not apply to an employee who is covered by a valid collective bargaining agreement.

President Nery Paiz fully supports this bill and will work with district board members and ACSA Sacramento to advocate for its passage.

ALA-represented certificated employees **DO** have a collective bargaining agreement ([CBA](#)) that clearly states, ***Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations.** Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.* Moreover, certificated class descriptions available from [Personnel & Research Analysis](#) office and position announcements do not list “24/7 availability” as a requirement. Weekends are not part of a “professional work day or work week”, unless you work on a flex schedule. The District responded to AALA’s demand for “quiet time” prompted an IOC titled “Updated Internal Communication Process” from Deputy Superintendent dated July 20, 2023. The IOC contains the following language (emphasis added):

“Communication Expectations:

***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.”*

Alas, this IOC is routinely ignored. As AALA pointed out in the [July 31, 2023 Update](#), the District has no desire to directly tell Regional Directors, principals, directors, and coordinators to cease communicating with their subordinates at the close of business. If AB2751 becomes law, the District will be forced to honor “quiet time.”

What can you do? [Track](#) the bill’s progress. Reach out to your [State Assembly member](#), [State Senator](#) and urge them to vote yes. Reach out to [Governor Newsom](#) and urge him to support and sign the bill if passed by the legislature.

In case you haven’t noticed, [AALA’s internet footprint](#) received a much needed face lift! Our goal is to make vital information more accessible to members. The Update Archives page is under construction. If you need access to an older Update, please email info@aala.us and a link will be sent to you.



AALA Salutes Assistant Principals! NAESP celebrates National Assistant Principals Week every April to recognize the significant role assistant principals (APs) play in the overall academic achievement of students nationwide. In collaboration with the National Association of Secondary School Principals and the American Federation of School Administrators, we will honor the impact APs have on the success of schools across the country. National Assistant Principals Week is April 1–5, 2024.

AALA recognizes that current District budgetary decisions cause angst to many! **We appreciate you, we hear you, and CONTINUE advocating on your behalf!**

AALA Representative Assembly meets on Monday, April 15 at Casa Italiana. Please note the date change. Departments caucus at 4:30 pm, Representative Assembly begins at 5 pm.

AALA NEWS

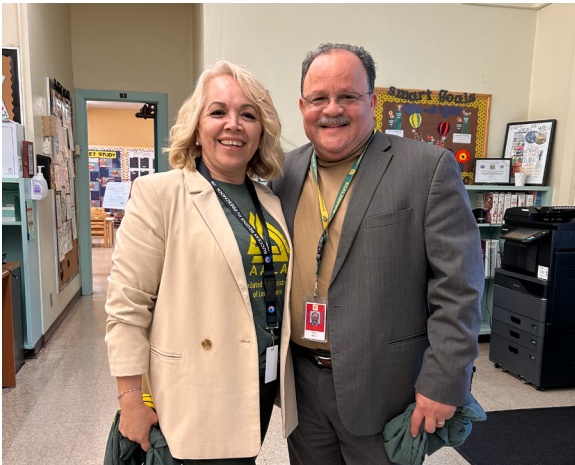
ASSOCIATED ADMINISTRATORS OF LOS ANGELES



President Nery Paiz supported Whitman High School Principal Simon Charles and her students at an ACSA Equity Institute panel. These scholars shared their student voice on equity and the importance of education!



**EVERY THURSDAY IS AALA THURSDAY!
WE ARE #UNIONSTRONG
WEAR YOUR AALA SWAG WITH PRIDE!**



AALA NEWS FROM PAGE 3

Taiwan was hit with a 7.4 earthquake on Tuesday, and Friday morning, the East Coast experienced a 4.8 quake. Before "the big one" hits Southern California, make sure you're prepared to survive a disaster.

The City of Los Angeles provides an [Emergency Preparedness Guide](#) and an [emergency supply checklists](#). Don't live in the city? Go to [LA County](#), [Orange County](#), or [Ventura County](#) disaster preparedness websites.

As seismologist Dr. Lucy Jones constantly reminds us, it is not if but when the "big one" will hit. Schools and offices are prepared, carry that knowledge to your household and be prepared!



TEENS:
If possible, set up a ride to and from Prom with a trusted adult or charter/limo service.

LASPD.COM

April is Distracted Driver Awareness Month
[#DistractedDriving](#) [#HandsfreeDevice](#)
[#DontTextAndDrive](#) [#LASPD](#) [#LAUSD](#) [#DriveSafe](#)
[#WearYourSeatbelt](#) [#PublicSafety](#) [#April2024](#)
[#SafetyAlert](#) [#Awareness](#)

WHAT IS AALA PRESIDENT NERY X. PAIZ DOING TO ADVANCE MEMBER NEEDS?

President Paiz continues communicating with board members and senior staff regarding the restriction of schools' ability to fully staff their administrative teams, as well as advocating for Tier 1 and 2 schools to request and receive approval for AP off-norm purchases. As importantly, an immediate audit is needed. Some regions are honoring waivers for Tier 3 schools while other regions are denying waivers from Tier 3 schools. Is equity more important in one region than another?



HAVE YOU MOVED HOME OR WORK LOCATION?

Please email office@aala.us to keep accurate information and make sure you receive communications.

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 NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AALA membership](#) just got easier, Complete AALA's easy form by scanning this QR code. Remember, AALA is as strong as its membership!



I INADVERTENTLY UNSUBSCRIBED FROM THE UPDATE. WHO DO I CONTACT?

Email info@aala.us or office@aala.us for assistance.



WHAT IF 90% OF YOUR STUDENTS CAME TO SCHOOL KINDERGARTEN READY AND READING PROFICIENTLY BY 3RD GRADE?



Digital Instructional Tools
RFP 2000002904

-  **Empower Teachers**
with differentiated lessons aligned to classroom instruction
-  **Support Students**
with fun bilingual digital activities aligned to the Science of Reading
-  **Engage Parents**
with step-by-step bilingual resources



HEALTHCARE

FAQS *Medications and Side Effects*

Most people are familiar with one medication or another that causes side effects, whether to oneself, or to someone we know. Fortunately, most individuals experience few or no side effects from medications. However, individual genetic differences play a role in how each of us absorbs drugs. Other factors include whether we take other drugs (prescription or non-prescription), vitamins, and supplements, as well as any underlying health conditions we may have. Additionally, interactions between medications and the other substances we consume may also produce unintended, adverse reactions.

What are the most common reactions to medications?

The most common side effects involve gastrointestinal reactions such as nausea, upset stomach, diarrhea, constipation, and vomiting. Other side effects may manifest in headaches, drowsiness, and lightheadedness. Although side effects can be mild or severe, a severe side effect does not necessarily mean you have a drug allergy. A side effect for one person may be a drug allergy for another.

A drug allergy is a reaction by your immune system with severe symptoms such as rash, hives, throat swelling, wheezing, and/or difficulty breathing, usually within an hour after taking the drug. An allergic reaction may trigger anaphylaxis, a severe, life-threatening condition that may cause the body to go into shock.

What drugs are most associated with allergic reactions?

According to the Mayo Clinic, penicillin, aspirin, other non-steroidal anti-inflammatory drugs (NSAIDs) such as ibuprofen and naproxen, chemotherapy drugs are those most associated with drug allergy. Drugs that can cause anaphylaxis include acetaminophen, aspirin, ibuprofen, antibiotics, such as cephalosporins, amoxicillin, sulfonamides, and the local anesthetic, lidocaine.

What are some known side effects that familiar medications can cause?

- Pain relievers can irritate the stomach and cause



ulcers and bleeding; they can also cause kidney problems and high blood pressure

- Antidepressants can cause nausea, diarrhea, rash, yeast infection, fever, weight gain, and sleep problems.
- Blood pressure can cause fatigue, dizziness, and cold hands and feet.
- Antihistamines and allergy medications can cause drowsiness, weakness, and insomnia.
- Statins can cause muscle pain and weakness, as well as liver problems.
- Diabetes medications can cause gastrointestinal symptoms such as nausea and diarrhea.
- Antibiotics can cause gastrointestinal symptoms such as diarrhea and abdominal pain, as well as allergic reactions and the development of antibiotic-resistant bacteria.

Remember that not everyone who takes medications will experience side effects. The labeling of non-prescription medications will have a shortlist of potential side effects, while scripted medications will have a complete list in the printed materials that come with the medication. If you do experience side effects, please share your symptoms with your healthcare provider.

For more information:

- [Finding and Learning about Side Effects \(adverse reactions\)](#), FDA.
- [Is it a side effect or drug allergy?](#), Marie Suszynski, Writer, Mayo Clinic Connect.
- [Drug Allergy](#), Mayo Clinic.
- [Drug Interaction Checker](#), Drugs.com.

PLEASE JOIN

**SUSIE & SEAN ABAJIAN, LUIS ALVARADO, MICHAEL BENNETT, MOOHAY CHOE,
KIM D'ALESSIO, VIVIAN EKCHIAN, LETETSIA FOX, ROXSANA JABER-ANSARI, HANS
JOHNSON, STEVE JOHNSON, JACK KAYAJIAN, DR. PENNY KUNITANI, ALLEN
LAWRENCE, FRANNY PARRISH, NERY PAIZ, ANITA PERSOFF, JENNA SCHWARTZ,
BRIAN SIDA, MARY & BRENT SMILEY, STEVE ZIPPERMAN**

EAST AREA PROGRESSIVE DEMOCRATS

SOUTHERN CALIFORNIA ARMENIAN DEMOCRATS

LOS ANGELES SCHOOL POLICE ASSOCIATION

LOS ANGELES SCHOOL POLICE MANAGEMENT ASSOCIATION

(LIST IN FORMATION)

TO SUPPORT

Scott Schmerelson

Candidate for Re-Election, LAUSD School Board



Saturday, April 13, 2024

4:00PM - 5:30PM

West Hills, CA

(Event address provided upon RSVP)

Hosts \$1300 Sponsors \$500 Patrons \$250 Community Supporter \$99

All contributions welcome. No one will be turned away for lack of funds.

Contribute to the event online by clicking [HERE](#)

RSVP to Farrell Bender

323.465.9655 or nancydolanassociates@gmail.com

Paid for by Schmerelson School Board 2024-General (ID # 1468154)

419 N. Larchmont Blvd. #37, Los Angeles, CA 90004

Additional information available at Ethics.lacity.org

We prepare educators through a social justice lens, the knowledge, skills, and dispositions necessary to become successful 21st century school administrators and educational leaders.



MICHAEL D. EISNER
COLLEGE OF EDUCATION

Want to Become a PK-12 Administrator?

Accepting Applications

Zoom Info Sessions

(5:00pm)

Apr. 10 May 15 Jun. 11

REGISTER FOR A ZOOM
INFO SESSION:

<https://bit.ly/407Vm6P>

Cohort Model

Classes Held Once a Week
In-Person & Online

Deadline to Apply July 1, 2024



PROGRAM OPTIONS

Preliminary Administrative Services Credential (PASC) program
Completed in 3-semesters (fall-spring-summer)

**M.A. in Educational Administration and
Preliminary Administrative Services Credential (PASC) program**
Completed in 4-semesters (fall-spring-summer-fall)

California State University, Northridge
Department of Educational Leadership and Policy Studies
mariel.noyes@csun.edu Office: (818) 677- 2591



UPDATES

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Teacher Evaluations

The contractual deadline to complete the EDST Final Evaluation for teachers, non-classroom teachers, and counselors is Friday, May 10th. For employees that were hired after March 1, 2024, consider completing the Evaluation of Provisional Contract Employees (Stull) evaluation form. To assign a provisional contract evaluation to an employee, contact us at mypgs@lausd.net. Please include the teacher's and evaluator's name and employee number in the email.

Zoom Office Hours

The Educator Development and Support (EDS) staff is available to assist you with all phases of the evaluation cycle during virtual Office Hours on Fridays, from 2:00

pm to 4:00 pm, using this Zoom link: <https://lausd.zoom.us/j/87482513835>.

EDST Observer Certification Training

We are offering a two-day certification training in 2024 for administrators who are evaluating teachers, non-classroom teachers, and counselors. Two more trainings are available this Spring Semester: April 11-12 and June 13-14. To enroll, log onto MyPLN and type in the key words Observer Certification or [click this link](#).

2023-2024 CaISTRs PRE-RETIREMENT WORKSHOP SCHEDULE

DATE/TIME/LOCATION	ADDRESS
April 18, 2024, 4:00-5:30pm Grand View Elementary School	3951 Grand View Blvd. Los Angeles CA 90066

Register for a workshop by calling 800-228-5453 and select Option 3. Then ask the schedulers to register you for one of the workshops. For more information, please contact Maria Voigt at maria.voigt@lausd.net.



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.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



JUAN JIMENEZ — Mr. Jimenez served the District as Assistant Principal over Operations at Maxine Waters Employment Center, and Assistant Principal over Operations at Evans Community Adult School. He moved on to serve as Principal at Huntington Park-Bell Community Adult School, Principal at East Valley Skills Center, and Principal at Los Angeles Technology Center, where he retired on February 1, 2018.

Rosary and Visitation on Sunday, April 14, 2024 from 4 to 8 pm, Felipe Bagues Mortuary, 1930 E. 1st Street, Los Angeles, C 90033.

🎵 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 43 \$2,500 and 15 \$1,500 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.

Scan this QR code **and earn your wings!** All donations to FRIENDS OF AALA are tax deductible!



YOUR GENEROSITY FUNDS DREAMS

INTEREST GROUPS - NEWS YOU CAN USE

ACSA Region 16 Announces Administrator of the Year and Friends of Education Honorees Dinner. Click [HERE](#) for more information and registration.

You seek AAPA information?

<https://bit.ly/LAUSD-AAPA>

Looking for ACSA Region 16 news? Visit ACSA's Region 16 website for up-to-date

information at <https://www.acsaregion16.com>

Looking to connect with AJE-LAUSD?

<https://www.ajelausd.org>

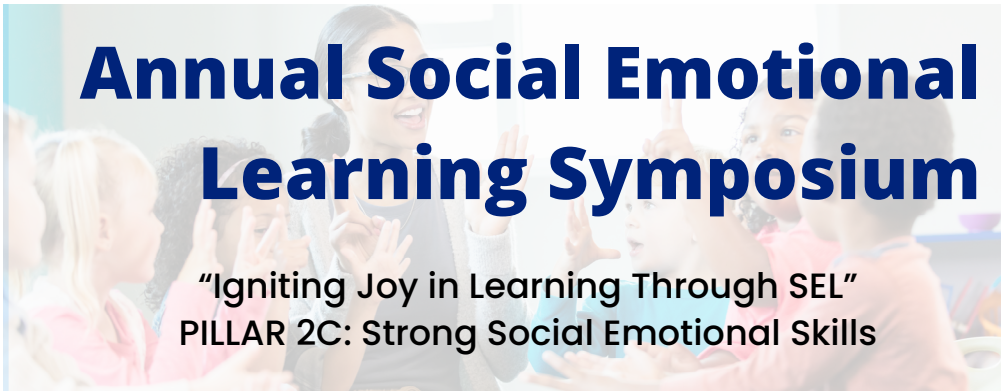
Can't find CMAA?

<https://www.instagram.com/cmaa.lausd/>

You seek COBA information?

<https://www.cobalausd.net>

DISTRICT ANNOUNCEMENTS



- The day will include:**
- LAUSD Youth Leadership Panel
 - Over 30 breakout SEL sessions
 - Evidence-based SEL Instructional Programs
 - SEL Integration
 - Educator & Administrator Wellness
 - Building Parent Capacity in SEL
 - Using SEL Data to Drive Improvement
 - SEL Micro-Credential
 - SEL Focus School
 - SEL Educator & School Best SEL practices
 - Closing Remarks, Dr. Jaqueline Sanderlin
 - SEL Vendors
 - Breakfast, lunch, and refreshments will be provided

Join us for LAUSD’s Annual Social Emotional Learning (SEL) Symposium!

- ▶ [Dr. Roberto Rivera](#), keynote speaker for [TEDx](#) and the [2023 CASEL Exchange](#), and the CEO for the [Alliance for the 7th Generation](#), will deliver the keynote address on the power of positive youth empowerment through culturally sustaining pedagogy.
- ▶ Choose from over 30 breakout sessions led by LAUSD teachers and school leaders.
- ▶ Sessions will provide valuable strategies and practices to enhance social emotional learning in the classroom and beyond.



Register on MyPLN using the keyword:

SEL SYMPOSIUM FOR ADMINISTRATORS

**Registration opens March 1st, 2024*

Compensation: school-based, certificated staff are eligible for **6 hours** of pay for this voluntary P.D. at the **\$50 training rate**. *Registration is limited to 300.*



Saturday, May 11, 2024



8:30AM-3:30PM



East Los Angeles College

1301 Avenida Cesar Chavez,
Monterey Park , 91754

Made possible by the Division of Instruction SEL Unit in partnership with Human Resources, Student Health and Human Services, the Youth Empowerment Unit, KLCS, SEL4CA, Harmony SEL, Second Step, & Inner Explorer.

For more information: Marco A. Nava, Ed.D., at mnava@lausd.net

Equitable Grading and Instruction Administrator Training Spring 2024

Pillar 1: Academic Excellence

LAUSD.org/EGI

Are you a school administrator interested in learning about Equitable Grading and Instruction (EGI) in LAUSD?

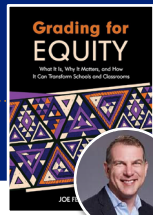
Have you familiarized yourself with LAUSD grading policies?

Might you have questions about how to support teachers implementing EGI-aligned practices at your school?

The 6 sequential sessions will be held via Zoom. For an optimum learning experience, to the best of your ability, attend all sessions.

Administrators will be compensated at training rate when participating beyond contractual work hours.

Request enrollment by submitting this form: bit.ly/EGI_admin_training
Zoom link will be provided via email.



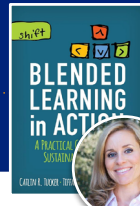
Presentation by Joe Feldman
Author of *Grading for Equity*

Day 2
Monday
4/22/24
4 PM - 6 PM



Presentation by Ken O'Connor
Author of *15 Fixes for Broken Grades*

Day 3
Monday
4/29/24
4 PM - 6 PM



Presentation by Catlin Tucker
Author of *Blended Learning in Action*

Day 4
Monday
5/6/24
4 PM - 6 PM



Presentation by Thomas Guskey
Author of *Engaging Parents and Families in Grading Reforms*

Day 6
Monday
5/20/24
4 PM - 6 PM

Equitable Grading & Instruction in LAUSD (recorded)

Day 1
Monday
4/15/24
4 PM - 6 PM

Equitable Grading & Instruction in LAUSD (recorded)

Day 5
Monday
5/13/24
4 PM - 6 PM

Questions: Contact Adriana Zuniga, adriana.zuniga@lausd.net or Chris Grounds, christopher.grounds@lausd.net



CA Approved: Carol Alexander, Director, A-G Intervention & Support

