

CAUGHT IN THE MIDDLE

The letters and voices from the field are the real and more accurate pulses of how eroded the pillars of joy and wellness have become. The featured letter in this week's Update demonstrates how a lack of transparency and orgainizing for effort is almost non-existent.

Accolades to our member with the professional courage to share what is genuinely not working and how the work no matter what the brass says is INCOHERENT. As we have said before, job dissatisfaction will continue until our members are able to articulate the issues herein to their supervisors without fear of retaliation or being black-listed. A paradigm shift is needed and the countless of mindless "sit and get"meetings and "Don't you dare question the company line" must come to an end once and for all.

We invite senior cabinet members to respond to the queries herein in a genuine and forthright manner. And while they are it, send organizational charts from every division. This may dispel the notion of a beyond bloated bureaucracy at the top? Shouldn't everyone at the very least know who's where doing who knows what job?

And lastly and most importantly, while many company's issue a gold watch to retiring employees LAUSD celebrates retirees with conference memos on the way out the door. The lack of grace and sensitivity makes one apoplectic and the practice ineffable. Members having received conference memos and discipline will almost universally tell you they have received little to no support from the immediate supervisor.

And if the district wants to argue it is a necessary evil to avoid hiring the now retired administrator, we are not buying. The district is under no obligation to rehire with a conference memo or not. Let the market decide. No retiree is able to process unless they have an offer in-hand. If the retiree does not receive an offer, so be it. If they do, it is because of their professional gravitas. So process and bring them back. End this callous practice of "papering" a dedicated life-time employee with a conference memorandum!

"Why does it feel like that this past year every middle manager was "caught in the middle?" From the District to the school site, there is no clear policy for those who are "caught in the middle."

In regard to safety, can you suspend, or can't you suspend students? Why am I being discouraged to suspend? Can you have a school police officer, or can't you? Can or should you break up a physical fight or not? When situations are escalated, you are put in a no-win situation. **In addition, there are no trainings regarding current** safety procedures or handling of common occurrences. Administrators are left guessing or calling everyone to cover themselves, which is not a safety plan, because no clear policy exists.

When it comes to I-Ready software usage, no policy exists

WEEK OF JUNE 17, 2024

IN THIS ISSUE:

- 1 CAUGHT IN THE MIDDLE
- 3 AALA NEWS
- 4 LOOKING FOR ACCURATE INFORMATION?
- 5 AALA MEMBERS SHINE
- 6 HEALTHCARE FAQS Do You Get Eye Exams Regularly?
- 8 INFORMATION CORNER VISITORS ON CAMPUS
- 9 SUPPORT AALA-ENDORSED CANDIDATES
- 10 AALA SALUTES SCHOLARSHIP SCHOLARS
- 15 BOARD CANDIDATE SCOTT SCHMERELSON FUNDRAISER
- 16 HUMAN RESOURCES UPDATES POSITIONS AVAILABLE (LINKS)
- 18 IN MEMORIAM ්රා්Send me an angel, right now ්රා Interest group contact information
- 19 INTEREST GROUPS News You Can Use

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CAUGHT FROM PAGE X

that schools are required to use I-Ready software. Yet, it feels required. As data is shown and questions are posed regarding I-Ready usage, it gives the appearance of policy and accountability. Is I-Ready usage a policy, pseudo policy, recommendation, encouraged or a suggestion? It should be clear as to what it is.

Staffing Assistant Principals is an ever-changing policy of rhetoric. **First, the R2 ratio applies to any certificated staff out of the classroom (Teacher or Administrator). It is only being applied to administrators.** The Assistant Principal can be funded based on your school's student ratio, but if you need an additional AP, just request it. Request it? **What is the policy for approvals and denial?** Who can apply? Tier 3 schools? Secondary schools? Budget development is closed. APs were notified that they were not funded. The timing was impeccable for a policy without transparency. Release the policy right before budget development and reconsider changes after budgets are final. Today, there is no clarity. The only clarity that exists, administrators will have to do more with less.

EDPs are approved by counsel or guidance and policy was ignored. The frustration for administrators occurs when they are not held to the same standard as their certificated counterparts (teachers). If an administrator attends a training when a teacher is paid at their hourly rate, an administrator is only paid training rate. If a teacher works more than 8 hours, they are paid more than 8 hours, but an administrator is capped at 8 hours and must use flex time. Flex time is the default in avoiding paying administrators. EDPs to address school closure emergencies (hurricane) are not approved, although founded in policy. EDP approvals are different in every local district so what is the policy?

What is a Tier I, II or III school? What Tier am I? What is this mysterious term? I wish someone would explain this so a school can know how they entered this title or how to exit this title? What are the benefits or resource for these titles? **The unknown is becoming the known policy.**

The issue that persists is the lack of policy or the intentionality of lack of policy. Furthermore, guidance is not a policy. It is a belief of how things could be and should be done. It does not lead to a standard of practice. Policy leads to a standard of practice throughout the District. There needs to be a level of accountability at the District level in regard to needed policy updates and the hope is that in 2024-2025 structures or policies can be in place for all who are "caught in the middle.""

Important information:

APs who received a displacement letter any questions email <u>maria</u>. <u>voigt@lausd.net</u>

Only HR can answer questions pertaining to APs.



LOOKING FOR ACCURATE INFORMATION? HERE ARE YOUR OFFICIAL **AALA** SOURCES OF INFORMATION:

Website: www.aala.us

Weekly Update: https://aala.us/category/newsletter/

info@aala.us (Update, not receiving communications, non-private concerns) office@aala.us (General information, membership questions, member representation support, private concerns)

Office 213/484-2226

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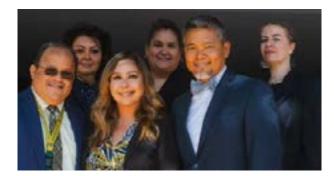
UPDATE



















ASSOCIATED ADMINISTRATORS **0** F LOS ANGELES HEALTHCARE **FAQS** Do You Get Eye Exams Regularly?



We take our eyes for granted as long as we can see well. The most common vision problems are refractive errors. In the United States, 64% of the population needs prescription lenses. That's a whopping 167 million individuals! Sixty-one percent are nearsighted (myopic), have age-related farsightedness 31% (presbyopia), 30% have astigmatism, and 10% are farsighted (hyperopia). The good news is that refractive errors are not considered a disease. This FAQ addresses four serious eye conditions to be aware of:

- Age-related Macular Degeneration (AMD) blurs one's central vision where you have only peripheral vision. You need central vision for reading, driving, and facial recognition. AMD can develop in one or both eyes with differing severity and occurs after age 55. With no cure for macular degeneration, treatment for the two types of AMD include managing and slowing disease progression with supplements, medications, photodynamic therapy, and laser photocoagulation.
- Glaucoma includes a set of diseases caused by damage to the optic nerve. It can cause vision loss or blindness. Medical treatment cannot reverse nerve damage but early treatment with prescription eye drops, oral medicines, laser, surgery, or combined treatments can slow or prevent vision loss.
- **Diabetic Retinopathy** is caused by diabetes where • abnormal blood vessels grow on the surface of the retina and may swell and leak fluid. It can cause serious problems like vitreous hemorrhaging, glaucoma, retinal detachment, and blindness. Managing blood sugar levels and controlling blood

pressure are critical for preventing retinal damage.

A **Cataract** is the losing of transparency in your lens resulting in clouded, blurred, or dim vision. You may experience trouble driving at night, have trouble reading, become more sensitive to light and glare, see halos around lights, and suffer acuity changes that require change of prescription. Cataracts are part of the aging process with more than 24 million people affected at age 40 and beyond. Cataract surgery is phenomenally successful.

I'm in my forties and notice my vision is changing. Is this normal?

Yes, the aging process affects the eyes. A common change is the onset of presbyopia, the worsening of near vision, resulting in the need for reading glasses. As we grow older, other age-related vision disorders may gradually appear, including age-related macular degeneration, cataracts, and others. Regular eye exams can reduce your risk and/or slow the progression of agerelated conditions.

Is an annual comprehensive eye exam a good preventive measure for eye health?

Yes! Even if you have no symptoms of vision problems, checking eye health with a dilated eye exam can monitor your visual acuity and detect early symptoms of common eye diseases. Additionally, an eye exam can provide warning of other diseases such as hypertension and diabetes even before symptoms show up elsewhere in the body. Once you have a comprehensive exam, your eye care provider will recommend how frequently to schedule a comprehensive exam. It's recommended to get a dilated eye exam every one or two years if you are over age 60, have high blood pressure or diabetes, or have a family history of glaucoma.

You can maintain good eye health by eating a healthy diet, quit smoking, wearing protective eyewear, resting your eyes every 20 minutes when viewing your computer screen, and getting regular eye exams.

For additional information, see:

- Get a Dilated Eye Exam, National Eye Institute •
- About Common Eye Disorders and Diseases, CDC

UPDATE



Who Are We? We were founded by LAUSD employees in 1939.

Established in 1939, we are a not-for-profit financial cooperative founded by a group LAUSD and LACCD employees. Our field of membership is exclusively focused on serving our community. This specialization enables us to offer meticulously crafted financial products and services tailored to the membership. Unlike traditional for-profit banks driven by shareholder interests, our foremost objective is your financial well-being, both in savings and earnings.

Current School Employees

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- Summer Safeguard Savings Account ^{2, 3} (Prepare for the summer and get rewarded)
- Classroom Supply Loan ^{2, 4} (Borrow up to \$1,000 @ 0% for 12 months)
- Utility Loan for Classified Employees ^{2, 4} (Borrow up to \$1,000 @ 0% for 12 months)
- Technology Loan ² (Borrow up to \$2,500 @ 1% for 24 months)

• Mortgage Programs ⁵

And so much more...

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Federally insured by the NCUA | Supplementary coverage is provided by ASI.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES HAVE YOU MOVED HOME OR WORK LOCATION?

Please email <u>office@aala.us</u> 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 <u>office@aala.us</u> 24/7.

ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of <u>AALA membership</u> 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.

UNION VISITORS ON SCHOOL CAMPUS

A dministrators as a reminder, Union Representatives may periodically visit school sites and/or district locations unannounced to meet with their members. The District is required to provide reasonable access to district facilities which may also include contacting employees before or after their work day and during their duty-free break and lunch. However, such access should not interrupt the employee's regular work duties during their assigned hours. Representatives are permitted to enter school campuses and/or district locations and should adhere to the LAUSD Visitor's policy.

Union Representatives are to:

- Provide proper identification, inform the administrator or designee of their presence upon their arrival at a work site, and state their intended purpose.
- Conduct themselves in a respectful manner.
- Not disrupt employees during their assigned work time.
- Inform the main office of their departure and return the visitor's permit before leaving the work location.

If you have any questions, please contact your Staff Relations Field Director, Human Resource Representative and/ or the Office of Labor Relations.



B BASIS ADMINISTRATORS:

HAVE A RESTFUL SUMMER BREAK!



SUPPORT AALA-ENDORSED CANDIDATES! YOU CAN VOLUNTEER OR CONTRIBUTE





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SHERLETT

VOLUNTEER

Meet Scott

No one loves schools more than Scott. The Philadelphia native joined the LAUSD family in 1978, and rose through the ranks as a teacher, counselor and principal at Virgil, Griffith and Lawrence middle schools. He retired after leading Johnnie Cochran Middel School for 10 years. His tenure was highlighted by improved test scores, a revamped physical plan, and higher student, teacher and parent morale.

Colleagues and community members urged him to continue advocating for public education at the next level, the LAUSD School Board.



2024

ROYBAL LEARNING CENTER PRINCIPAL BLANCA CRUZ

ZACARIA JUAQUIN-NICOLAS

UNIVERSITY OF SOUTHERN CALIFORNIA - ECONOMICS





ELIZABETH TORRES-FLORES

UNIVERSITY OF CALIFORNIA, LOS ANGELES — PSYCHOLOGY

ROYBAL LEARNING CENTER PRINCIPAL BLANCA CRUZ

AALA SCHOLARS!

GOOD LUCK!

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EAST LOS ANGELES COLLEGE - NURSING

> SLAWSON OCCUPATIONAL CENTER PRINCIPAL SONYA RAMIREZ

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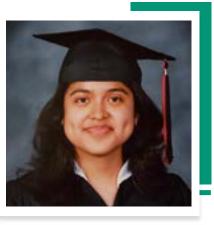
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YOU ARE OUR Future!

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HAYLEY YOON

THE SCIENCE ACADEMY STEM MAGNET PRINCIPAL CARLOS LAUCHU



HAKOP ZARIKYAN

UNIVERSITY OF CALIFORNIA, LOS ANGELES -COMPUTER SCIENCE AND ENGINEERING

THE SCIENCE ACADEMY STEM MAGNET PRINCIPAL CARLOS LAUCHU

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2024



UNIVERSITY OF California, Berkeley - Chemistry

VENICE HIGH SCHOOL YAVANKA HAISTON-TRUITT

ALISELLA HERNANDEZ

MIDDLEBURY COLLEGE - MOLECULAR BIOLOGY AND BIOCHEMISTRY

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- Reading with an Emphasis in Elementary Education (3)² Reading with an Emphasis in Secondary Education (3)²
- Teaching English to Speakers of Other Languages (TESOL) (3)²

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 - Educational Leadership (3)²
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FOR MORE INFORMATION, CONTACT:

Sandra Tavlor 602-247-4523 Sandra.Taylor@gcu.edu

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² These degrees are designed to provide adequate subject content coupled with teacher preparation from the College of Education. (1) Initial Program-Leads to Initial Teacher Licensure. (2) Initial Program-Does Not Lead to Teacher Licensure. This program does not include a student teaching component, and does not therefore lead to licensure, but may lead to career advancement for those already licensed as teachers. (3) Advanced Program for Continuing Professional Education. (4) Initial Program leads to Principal Licensure. Applicants to the program are responsible for contacting their state department of education for licensure requirements and program approval. Arizona or home state fingerprint/background clearance is required for all practicum/field

experiences and student teaching. ³ The Master of Education in Educational Administration, offered by the College of Education, is an institutionally accredited program approved by the State of Arizona. It aligns with the Professional Standards for Educational Leaders (PSEL, 2015) led by the National Policy Board for Educational Administration (NPBEA, 2018).

4 MOU 9120 & 9121: This scholarship is only valid for those applicants who are participating in a GCU College of Education or Secondary Education Emphasis master's degree program, offered online, and who submit a completed application to start their program not be consistent as the second as the point water of the second as the Canyon Connect, Technology, etc)

Grand Canyon University is accredited by the Higher Learning Commission (HLCommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Important policy information is available in the University Policy Handbook at gcu.edu/academics/aca

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WILSON HIGH SCHOOL PRINCIPAL GREGORIO VERBERA



BE BOLD!

2024

DANIS RIVERA

UNIVERSITY OF CALIFORNIA, LOS ANGELES — BIOCHEMISTRY

WILSON HIGH SCHOOL PRINCIPAL GREGORIO VERBENA





AALA SCHOLARS!

Hello, I am Yuhao "Nicky" Wu and I am beyond thankful for the opportunity of being selected as an AALA Scholarship Recipient!! I want to show my utmost gratitude for this evening as I shared fond memories with my peers, teachers, and most importantly, family! I am incredibly proud of myself

and I plan to utilize this scholarship to cover tuition expenses. Everything from the speeches, slideshows, and meals was well put together!! I am especially fond of my scholarship plaque as this is the first and only scholarship that created plaques for everyone. I wish the AALA the best of luck moving forward and extend my sincere thanks for this incredible opportunity once again!

PLEASE JOIN

KOREEN CEA, HANS JOHNSON, CHARLOTTE LERCHENMULLER ASSOCIATED ADMINISTRATORS OF LOS ANGELES THE AFRICAN AMERICAN EDUCATORS POLITICAL ACTION COMMITTEE EAST AREA PROGRESSIVE DEMOCRATS (LIST IN FORMATION)

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Candidate for Re-Election, LAUSD School Board



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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

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Rostering Staff for Evaluation in 2024-2025

My Professional Growth System (MyPGS) Staff Rosters

have been updated for the 2024-2025 school year. Principals and Principal Supervisors may select "Required for 24-25" on the MyPGS staff roster for all certificated staff members who will be evaluated next school year and these employees will automatically receive evaluation plans. Refer to the <u>Frequency of Evaluation Policy</u> for additional guidance on who should be evaluated.

Archiving 2023-2024 Evaluation Plans

The 2023-2024 evaluation plans will be archived and become uneditable at midnight on Friday June 14 for teachercategory plans (EDST, EDNCT, EDSC, Service Stull) and Thursday June 27 for leader plans (EDSSL, EDSPS, EDSSSA, Executive). All evaluation plan changes must be completed and documents uploaded by close of business on the dates above.

UPDATES

Summer 2024 EDS Calibration

Human Resources Division invites you to participate in the annual calibration event for administrators who have completed the Observer Certification Training. Participation in the calibration event helps ensure that observation ratings are accurate when implementing the District's EDS processes.

The calibration event will be offered online via the My Professional Growth System (MyPGS) during the windows listed below. Please click <u>here</u> to register to participate in the June or July calibration windows.

June 12-June 17 (B Basis Administrators)	July 22-August 9 (A and E Basis Administrators)
June 12-June 26 (A and E Basis Administrators)	July 29-August 9 (B Basis Administrators)

Participants will watch a recorded lesson and align and rate evidence for the 15 LAUSD Teaching and Learning Framework focus elements. Directions and resources will be made available in the MyPGS platform. Participants will have the opportunity to improve their performance level on the "Accuracy of Ratings" measure. An administrator cannot receive a lower overall certification status by participating in this calibration event.



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 <u>http://www.lausdjobs.org</u> (classified) or <u>http://achieve.lausd.net/Page/1566</u> (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 <u>HERE</u> for school based positions

Click <u>HERE</u> for non-school based positions

CLASSIFIED *positions are open to certificated and classified employees who meet the position requirements.* Click <u>HERE</u> for current job opportunities.





Have you thought about Long-Term Care?

Long-Term Care isn't just for the elderly. Accidents, injuries, and illnesses can happen to anyone, at any age, so it is very important to be prepared. Many people believe, incorrectly, that Medicare or their Health Insurance will cover most or all of the costs of long-term care services. However, nothing could be further from the truth. In fact, Medicare typically covers only about 12% of the cost of long-term care services nationally. Standard healthcare insurance plans for those under 65 are simply not designed to provide long-term services on an extended basis. Without a Long-Term Care Insurance plan in place, you could be stuck paying out-ofpocket for expenses that can exceed \$75,000 per year- or more depending on the area in which you live.

The good news is that you can protect yourself with a Long-Term Care Insurance plan now available to the **ASSOCIATED ADMINISTRATORS of LOS ANGELES (AALA)** members through **SPECIALISTS IN LONG TERM CARE INSURANCE SERVICES, INC, (AN AMBA Company (in CA dba: Association Member Benefits & Insurance Agency)).** These policies can provide benefits to help you pay for your long-term care expenses and protect your assets. They also allow for the choice to receive care in your home, an assisted living facility, or a nursing home. In addition to choosing how you receive care, you can also customize the amounts of your coverage, creating a plan that perfectly suits you and your budget, giving you peace of mind. Furthermore, AALA members are eligible for a group discount on the policy of their choice.

If you are interested in learning more about the plans available to AALA members, please call **TOLL FREE 1-800-764-6585** or send an email inquiry to **info@siltc.com** containing your name, association, and telephone number. **Please note that a telephone call is necessary to ask several qualifying questions before a customized quote can be mailed to you.**



GRACE STRAUTHER — Ms. Strauther served as Assistant Principal, Secondary School Services at Carnegie Middle School and Grant High School, as well as Assistant Principal at Carver Middle School. Grace moved on to Jordon High School as Principal, served as Cluster Administrator and Local District Superintendent, where she retired on June 30, 1997. Ms. Strauther also worked as an AALA Consultant from April 2005 to October 2005. She passed away June 12, 2024.

🎝 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!

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INTEREST GROUP CONTACT INFORMATION

You seek AAPA information? <u>https://bit.ly/</u> LAUSD-AAPA Looking for ACSA Region 16 news? Visit ACSA's Region 16 website for up-todate information at<u>https://www.</u> acsaregion16.com

Looking to connect with AJE-LAUSD? https://www. ajelausd.org

You seek COBA information? https://www.cobalausd.net

Can't find CMAA? https://www.instagram.com/cmaa.lausd/

UPDATE

Registration open for ACSA's premier event





The Leadership Summit is ACSA's premier professional development event for school leaders. This annual gathering of educators at all levels of administration is a celebration of the entire profession.

This event provides opportunities for invaluable networking and offers professional development on current critical leadership and educational issues.

REGISTER NOW

CALL FOR PROPOSALS



Deadline June 30

We invite you to submit a proposal to present at the ACSA Leadership Summit. This is your chance to contribute to the dialogue shaping the future of education and to showcase your expertise to a diverse audience of professionals committed to excellence in leadership. Submit your proposal by June 30, 2024.

HOTEL INFORMATION



Hilton San Diego Bayfront

Reserve Early!

Rooms are in high demand and availability is limited.

ACSA Room Rate of \$299 plus tax and fees available until Friday, October 18, 2024 or when block is sold out. One night room fee may be charged at booking.