



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF OCTOBER 28, 2024

AALA GOES TO CAUSA



Esteemed AALA Members,

Last weekend, I had the pleasure of attending with **Chief of Staff Juan A. Flecha**, and some AALA Executive Board members, the conference for the California Association of Urban School Administrators(CAUSA). <https://www.caurbanschooladministrators.org/>

CAUSA represents over 6,000 front-line managers (certificated and classified) from eight CA school districts with administrative unions. CAUSA has existed for close to three decades "Empowering Educational Leaders to Improve Working

Conditions." Ultimately, improved working conditions leads to the betterment of student achievement.

An essential question asked was, "*Why do people join a union?*" "*What do you think is the culture of your union?*" For decades, AALA has provided our members exemplary protection, service and support. An essential takeaway is we can no longer operate in the same way as times have drastically changed. How do we leverage the service legacy into organizing and advocacy? We have to think differently, break through old ways of thinking, push out of our comfort zone and status quo, and empower our members to understand what it means to be a union.

Being part of a union is having strength in numbers. **Union means POWER!** We must shift our thinking from merely being members in good standing. And while your financial commitment and support is essential, I am determined to amplify your voice and your return on investment.

During the next several months there will be opportunities for members to engage in surveys, one-on-one conversations, focus groups, town halls, and virtual meetings. This will empower us collectively with the knowledge, information, and understanding of what it means to be a union, and what we can do collectively to make things better. I urge members to be active participants in this process as it is critical to establish a common vision, understanding, language, and expectations as we move forward together.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF OCTOBER 28, 2024

IN THIS ISSUE:

- 1 AALA GOES TO CAUSA
- 2 CORRECTION: SAFETY SEAL LIST OF SCHOOLS
- 3 AALA NEWS
- 4 #THANKAPRINCIPAL
- 5 DR. GEORGE J. MCKENNA III RETIREMENT CELEBRATION
- 6 AALA ALUMNI MEMBERS SHINE!
- 9 HEALTHCARE FAQS Open Enrollment is Here!
- 11 LGBT HISTORY MONTH
- 12 HUMAN RESOURCES UPDATES
- 14 🎵SEND ME AN ANGEL, RIGHT NOW 🎵
POSITIONS AVAILABLE (LINKS)
INTEREST GROUP CONTACT INFORMATION
- 15 DISTRICT ANNOUNCEMENTS
- 16 INTEREST GROUPS News You Can Use

CORRECTION: SAFETY SEAL LIST OF SCHOOLS

Last week's 2023-2024 Safety Seal Program Awards list link inadvertently cut off on the last page. AALA congratulates the Principals of the following schools for their Safety Seal recognition:

- Vista Del Valle Dual Language Academy
- Walnut Park Middle School - STEM Academy
- East West Vernon Avenue Elementary School
- West Westwood Charter Elementary School
- West Whitman High School
- South Willenberg Special Education Center
- East Willow Elementary School
- South Wilmington Park Elementary School
- West Wilshire Crest Elementary School
- West Wilshire Park Elementary School

Click [HERE](#) for the complete list.

AALA STAFF:

Maria E. Nichols, President

Administrators

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

Consultants

Irene Hyland
Maria Elena Rico-Aguilera

Field Representatives

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
Marissa Tindel

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

CAUSA FROM PAGE 1

Ask yourself, "What do you want? What are your needs? How do we establish where we are going? What is our final destination? Keep in mind our ultimate collective priority is to gain power, achieve improved working conditions to return to a reasonable work/life balance, and to be compensated for the work the district demands beyond a reasonable workday and on weekends.

In Solidarity and Unwavering Resolve,

Maria

WEAR YOUR AALA GREEN ON TUESDAY!

Stand in solidarity with our labor partners! Looking for AALA swag? Online store coming this December.

AALA and its labor partners SEIU and Teamsters Local 572 addressed the LA School Board on the outsourcing of work. Click [HERE](#) to watch their remarks.

MAKE YOUR VOICE HEARD! TAKE A FEW MINUTES TO COMPLETE AALA'S SURVEY

Every voice counts! This anonymous survey will inform AALA as we prepare for negotiations. Click [HERE](#) to access survey.

MARK YOUR CALENDAR!

The Health Benefits Open Enrollment period begins on **October 28th** and closes on **November 19th**!

THIS WEEK'S FACEBOOK GROUP QUESTIONS TO PONDER

Why do people join a union?

What do you think is the culture of your union?

How do we leverage AALA's service legacy into organizing and advocacy?

Haven't joined the AALA Facebook group? Members in good standing can provide their information [HERE](#). Not a member, use the QR code above or call the AALA office for assistance.

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.

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.

AALA NEWS

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

#THANKAPRINCIPAL

2024 - 2025 AALA Executive Board

Early Education	VP	Principal Ayanna Davis	Kentwood EEC
Elementary ED	VP	Principal Manuel Nava	95th Street Elementary
Adult Education	VP	Principal Anna Madrid	Maxine Waters Employment Prep. Center

2024 - 2025 AALA Board of Directors

Early ED	Director	Principal Scarlett Ramirez-Holguin	William R. Anton EEC
Early ED	Director	Principal Viken Kazarian	Arminta Street EEC
Elementary	Director	Principal Nichole Sakellarion	Micheltorena Street EL
Secondary	Director	Principal Jorge Olmos	Wilmington MS STEAM Magnet

2024-25 Principals Organization Presidents

Early Education (EEPO)	Principal Sheila Taylor Hardy	Vaughn St. EEC
Elementary (EPO)	Principal William Lamb	Short Ave ES
Middle School (MSPO)	Principal Kelly Welsh Principal Kim D. Aloisio	James Madison MS Holmes MS
Special Education (SEPO)	Principal Gavin Mirigliani	Willenberg CTC STEAM Acad.
Senior HS (SHSPO)	Principal Heather Karuza Principal Rebecca McMurrin	Narbonne HS Ulysses S. Grant HS
Senior HS Options (SHSOPO)	Principal Dr. Simone Charles	Whitman Continuation HS
Pilot Schools (PSPO)	Principal Kathy Kwan	RFK-LA HS of the Arts
Adult School (ASPO)	Principal Sonya Ramirez Principal William Johnson	Slawson Occupational Center Evans CAS

Special Interest Groups/Administrative Groups

- Alliance of Asian Pacific Administrators (AAPA)
- Association of California School Administrators (ACSA Region XVI)
- Association of Jewish Educators (AJE)
- Association of Mexican American Educators (AMAE)
- California Association of Regional Occupational Center & Programs (CAROCP)
- California Council for Adult Education (CCAEE)
- Council of Black Administrators (COBA)
- Council of Mexican American Administrators (CMAA)

We want to take a moment to express our heartfelt gratitude for your continued service, dedication and sacrifice that does not go unnoticed. We truly appreciate everything you do for the Associated Administrators of Los Angeles (AALA). Please know that your commitment inspires so many and we are grateful for the example you set.

TICKETS ON SALE NOW

DR. GEORGE J. MCKENNA III
RETIREMENT CELEBRATION
AND SCHOLARSHIP FUNDRAISER

SUNDAY, NOV. 17, 2024

11:00 A.M.

SHERATON GRAND HOTEL
711 S. HOPE ST. L.A. CA 90017

FOR SPONSORSHIPS, TICKETS & DONATIONS
VISIT WWW.C-SAF.ORG



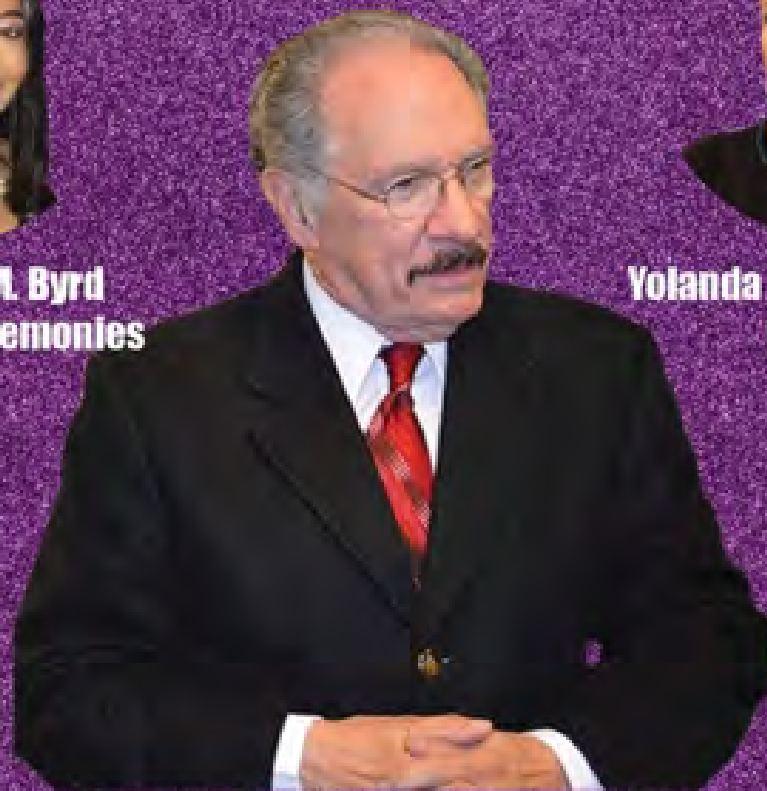
A California Student Achievement Foundation Scholarship Gala



Dr. Dechele M. Byrd
Mistress of Ceremonies



Yolanda "YoYo" Whitaker
Co-Host



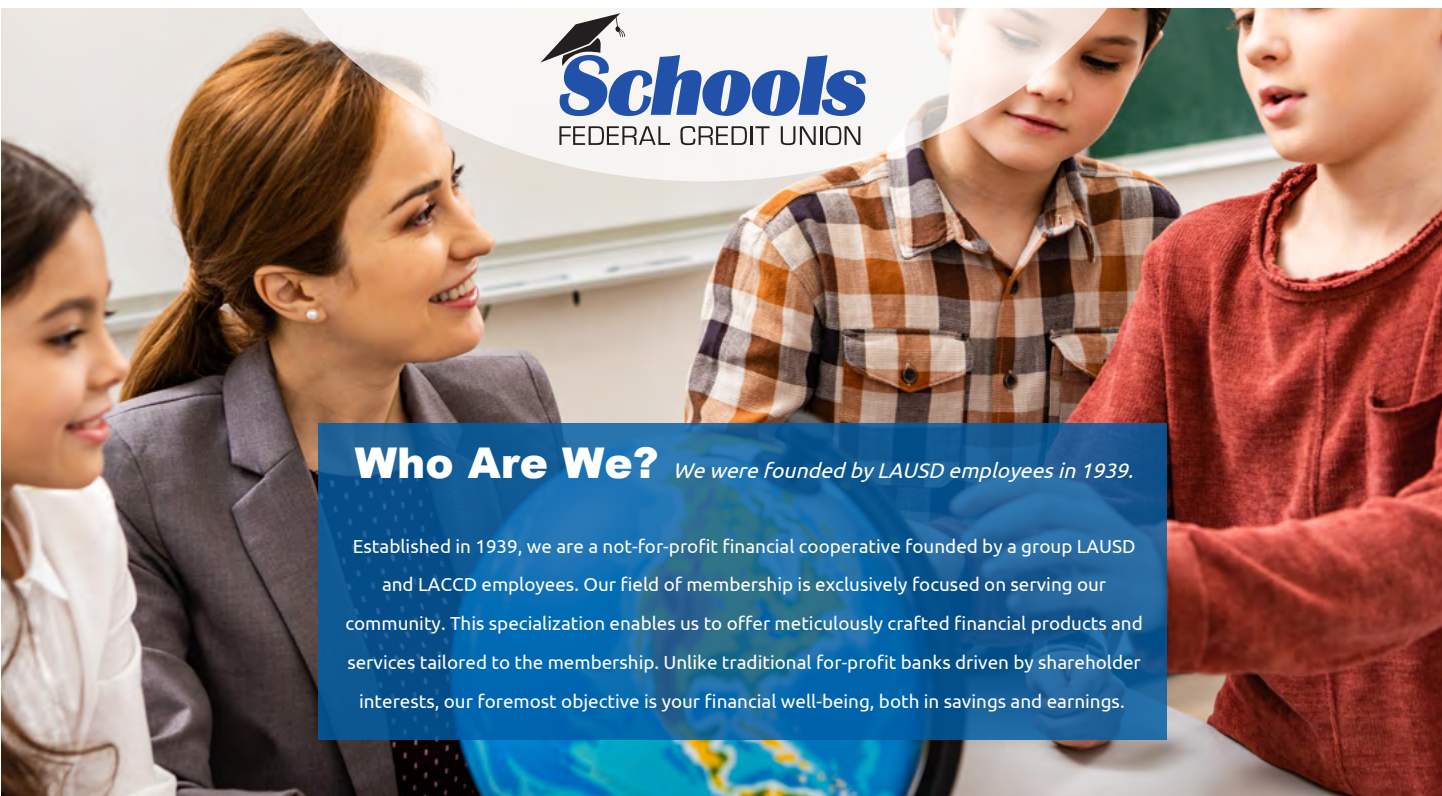
Dr. George J. McKenna III
LAUSD School Board Member, District 1

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



**AALA ALUMNI MEMBERS
SHINE!**





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

- Rate Reduction Auto Loan ¹
(reduce your current or offered rate by 2%!)*
- 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...

- Free Checking
- Free Savings / Holiday Account / U Name It!
- Individual Retirement Accounts
- Debt Consolidation Loan
- Non Variable - Visa Credit Card
- Personal Loan (Special Occassions)
- Credit Builder / Rebuilder Loan Programs
- Auto Buying Services

More Branch & ATM access than most!



Nationwide Branch and ATM Access

- +5,000 Nationwide Branches (Service Centers)
- +30,000 Surcharge Free ATMs

Join Today!



As of 4/1/2024, all applications are subject to approval. Rates are subject to change. The actual terms will vary based on the borrower's or borrowers' characteristics. ¹ Floor rate at 5.65% for 72 months. ² Direct deposit or payroll deduction from a qualified source is required. ³ Maximum monthly contribution of \$2,000. Total deposit will be transferred to Primary Share account on the first business day of July. This is a variable rate account. As of the date of this advertisement, 6.60% APY / 6.44% Rate. ⁴ Must be a current school employee (classified or certificated). ⁵ Visit our Home Loan Center at www.SchoolsFCU.org. + Access provided by COOP. Service restrictions may apply.

www.SchoolsFCU.org
(866) 459-2345

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

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



**TIME TO
CATCH UP
AND SHARE
MEMORIES!**



HEALTHCARE

FAQS *Open Enrollment is Here!*

Open Enrollment is upon us, opening today, **October 28** and closing on **November 19th!** For **active employees**, all communication is being sent to your LAUSD email address. Employees must [enroll](#) to access Open Enrollment Portal.

1. Visit the [open enrollment portal](#). You must be on the LAUSD network to access the portal. If you must access the portal outside the LAUSD Network, you must connect through VPN, [click here for VPN instructions](#).
2. To login into the open enrollment portal, use your **single sign-on**.
3. Make your selections and confirm. Benefit plans available to you are based on your eligibility and will be reflected in the portal. If you recently contacted Benefits Administration for a benefit change effective 1/1/2025 (i.e. upcoming retirement), then using the open enrollment portal may override your changes.

If you are an active employee, you can see your current elections by logging into [Employee Self-Service \(ESS\)](#).

Employee Resources:

[2025 Employee Benefits Information](#)

[Flexible Spending Account Guide](#)

[403\(b\) Flyer](#)

[457\(b\) Flyer](#)

[Dependent Cancellation form](#)

For **retirees**, no action is required if you have no plan changes. Your current medical, dental, and vision plans will carry over to the 2025 plan year. If you wish to change your plans for 2025, you have two options:

1. Call Benefits Administration at (213) 241-4262. District staff can take your plan changes over the phone Monday through Friday from 8:00 am – 5:00 pm PST (excluding holidays).
2. **Submit [2025 Retiree Benefits Change Form](#)**. Complete the Retiree Benefits Change Form and return it to Benefits Administration via mail, email, or fax. The form must be received by **November 19 @ 11:59 pm PST**.

Mail: LAUSD - Benefits Administration P.O. Box 513307 Los Angeles, CA 90051-1307

Email: benefits@lausd.net

Fax: 213-241-4247

Retiree Resources:

[2025 Retiree Benefits Guide](#)

[Cover Letter](#)

[Notice of Creditable Coverage](#)

[2025 Retiree Benefits Change Form](#)

[Dependent Cancellation Form](#)

Active employees and retirees, looking for coverage information? Click [HERE](#)



LAUSD APPROVED HIGH-IMPACT TUTORING PROVIDER



WHO WE ARE

Cignition is a K-12 tutoring program, led by experienced educators who **produce proven, repeatable** results in student success.

WHAT WE DO

Our research-based approach focuses on data-informed instruction and collaborative learning, encouraging **student-to-student interaction** to build **deep conceptual understanding**.

WHERE TO FIND US

We're already in classrooms all over Los Angeles Unified School District and we'd love to add you to our ranks!



Transforming
Virtual
Tutoring



Giving
Students That
"I get it!"
Moment



Helping Educators
Get Students Back
**ON Track and ON
Grade Level**

CONTACT US NOW:



(510) 946-7750 ext. 6



dalcaraz@cignition.com



www.cignition.com



Esteemed Colleagues, honor LGBT History Month and celebrating LGBT icons by elevating these best practices policies in recognition of each student's and employee's gender identity consistent with the goals of reducing stigmatization and ensuring access:

[BUL-6224.3 Gender Identity and Students – Ensuring Equity and Nondiscrimination](#)

[BUL-141509 Affirming Transgender, Nonbinary and Gender Diverse Employees](#)

Additional Information from [LGBT History Month](#))

Background

In 1994, Rodney Wilson, a Missouri high school teacher, believed a month should be dedicated to the celebration and teaching of gay and lesbian history, and gathered other teachers and community leaders. They selected October because public schools are in session and existing traditions, such as Coming Out Day (October 11), occur that month.

Gay and Lesbian History Month was endorsed by GLAAD, the Human Rights Campaign, the National Gay and Lesbian Task Force, the National Education Association and other national organizations. In 2006 Equality Forum assumed responsibility for providing content, promotion and resources for LGBT History Month.

Celebrate Our Heritage

The LGBT community is the only community worldwide that is not taught its history at home, in public schools or in religious institutions. LGBT History Month provides role models, builds community and makes the civil rights statement about our extraordinary national and international contributions.

About Equality Forum

Equality Forum coordinates LGBT History Month, oversees the application for and installation of government-approved LGBT historic markers, produces documentary films and undertakes other high-impact initiatives. Equality Forum runs these innovative programs in collaboration with learning institutions, professional associations, research centers, for-profit companies and nonprofit organizations. For more information, visit www.equalityforum.com.



UPDATES

NATIONAL PRINCIPALS MONTH

Happy National Principals Month! Principals are the heart of every school, empowering and inspiring students and teachers to reach their full potential. The Division of Human Resources celebrates their dedication, leadership, and tireless commitment to education! Join us as we recognize our outstanding principals each day in October via social media: [Facebook](#), [Instagram](#), and [X](#).

EDUCATOR DEVELOPMENT AND SUPPORT

EDS Formal Observations

UTLA-represented employees being evaluated shall complete one formal observation during the academic year, no later than the last workday of the sixth (6th) week of the second semester: **February 14, 2025** this year for all calendar bases. The post-observation conference shall occur no later than ten (10) workdays after the formal observation.

EDST 202

We have added additional one-hour refresher training sessions for administrators on Zoom about EDST and EDSNCT Formal Observation process from 3:00-4:00pm on:

- Monday, November 4, 2024
- Monday, January 13, 2025

Topics include lesson planning, Pre-Observation Conference, Observation, and Post-Observation conference as well as the Growth Plan Visit, Mid-year Reflection, and evidence collection. If you are EDST Observer Certified and would like to attend, register on [MyPLN](#) (Keyword: EDST 202).

EDSCSP 102 Video Trainings

Two new video trainings have been added to the Certificated Service Provider Resources on MyPGS. EDSCSP 102-Part 1 walks service providers and their supervisors through the framework rubrics to help select evidence of practice and Part 2 covers uploading and annotating evidence on MyPGS.

- [EDSCSP Part 1 - Selecting Evidence of Practice](#)
- [EDSCSP Part 2 - Uploading Evidence to MyPGS](#)

Zoom Office Hours

The Educator Development and Support (EDS) staff are available to assist you with all phases of the EDS evaluation cycles during virtual **Office Hours** on Fridays, from 3:00 pm to 4:00 pm, using this Zoom link: <https://lausd.zoom.us/j/81789342230>.

Are you sticking your head in the sand? The time to plan is NOW!!!



Unplanned long-term care costs can push you into serious financial distress. Get long-term care coverage before a health crisis prevents you from qualifying. You may email the completed form below to info@siltc.com. If you have any questions, please call the number below. Group Discounted rates available for AALA Members, Spouses, Family Members, and Retirees.

Offered by Specialists in Long Term Care Insurance Services, Inc. | **1-800-764-6585**

Member's Name: _____ Date of Birth: _____

Spouse's Name: _____ Date of Birth: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Best Time to Call: ___ AM/PM Email: _____

Please return questionnaire to:
Specialists in Long Term Care Insurance Services, Inc. (SILTC)
an AMBA Company (in CA dba: Association Member Benefits & Insurance Agency)
P.O. Box 6630
Auburn, CA 95604-9904

**Associated Administrators Los Angeles
(AALA) Approved Group Long Term Care
Insurance Plan**

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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

Have you earned your AALA Angel wings yet? 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



***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.

INTEREST GROUP CONTACT INFORMATION

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>

<https://www.instagram.com/cobalausd/>

DISTRICT ANNOUNCEMENTS

LAASC**LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL**

Who's ready to take the next step in their administrative career with the LAASC program? Apply now!

LAASC is a two-year, tuition-waived, competency-based program for LA Unified employees with a Preliminary Administrative Services Credential. The LAASC program supports new administrators in achieving a Clear Administrative Services Credential.

For more details, please visit www.lausd.org/LAASC.

COHORT 16
APPLICATION WINDOW
NOV 1 - DEC 2, 2024



APPLICATION AND ADDITIONAL
 INFORMATION AVAILABLE AT
LAUSD.ORG/LAASC



INTEREST GROUPS - NEWS YOU CAN USE



AAPA 2024 LEADERSHIP SYMPOSIUM



DATE: November 20, 2024 (Wed.)

TIME: 5:00 pm (Social) and 5:30 pm (Dinner)

LOCATION: Huffington Center - 1324 Normandie Ave, Los Angeles
Delicious Korean cuisine (BBQ short rib, Terriyakki Chicken, Salmon, etc)

AAPA members pay \$25.00 if you RSVP by Nov. 15th

\$50 for non-AAPA members

Please RSVP by Nov. 15th and pay on-line.

If you sign-up for AAPA membership, your dinner cost is \$25.00



R.S.V.P.

NOW

<https://bit.ly/3MHNfba>



Dr. David Baca 
Region North Superintendent



Dr. Denise Collier 
Region West Superintendent



Jose Huerta 
Region East Superintendent



Andre Spicer 
Region South Superintendent

<https://sites.google.com/lausd.net/aapa>