



# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF NOVEMBER 11, 2024

## KNOWLEDGE IS POWER!

Esteemed AALA Members

Last week, over 1,353 of you showed your professional courage and your reality. The results are loud and clear. I hear you, and I am working collectively to address the critical issues facing you. Here is your current reality:

- **41% of the feedback (545 members)** came from **elementary principals and assistant principals**
- **28%** came from **secondary principals/assistant principals** representing 370 members
- **20%** came from **School Support Administrators (255)** contributing their voices
- **4%** came from **Early Education (55 members)**
- **2%** came from **Adult School (29 members)**
- **6%** came from **Unit J (83 members)**

What is most alarming is **88% of our members** are working **50 hours** or more per week. **44%** report working **60+ hours** a week. This data highlights the unsustainable work expectations you face daily. I must and will continue to advocate and demand improved working conditions. It is clear **our collective voices and actions are crucial** in making this change a reality.

As we explore options to strengthen our union, **90% of members** are expressing an interest in affiliating with another union. This will help to further empower AALA. Valuable benefits like inclusive **legal representation** for members facing complaints with California Commission Teaching Credential (CCTC) is

yet one benefit. Currently, legal costs for such cases can cost **\$8,000 or more**. The financial liability is presently shouldered by the credential holder as neither the District, AALA, nor ACSA represent members with the CCTC.



As we move forward together, it is important to understand **labor law** and why we must **Stand Together**. I have said before that labor law **is not our friend**, and here's why: Under current labor law, **salaried employees** are considered **exempt** from the Fair Labor Standards Act (FLSA). This limits overtime and sets standards for pay. As a result, LAUSD can demand long work hours without offering compensation for overtime. For many of you, this means working **50-60 hours per week** without additional pay or recognition.

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## WEEK OF NOVEMBER 11, 2024

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### 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](http://www.aala.us)  
Email [office@aala.us](mailto:office@aala.us)  
Update (assistance) [info@aala.us](mailto:info@aala.us)

### 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](mailto:office@aala.us) 24/7.



## POWER FROM PAGE 1

This is where **union representation** becomes critical. Unions have the legal right to negotiate on behalf of members for issues such as **work hours, working conditions, pay, overtime, and flexible time**. These negotiations are essential to restoring balance in our work and personal lives.



We are approaching an important time: In **January 2025**, we will begin negotiations for our next **Collective Bargaining Agreement (CBA)**. This agreement will define the terms of our employment, and it is up to us to ensure that it reflects our needs and rights as employees. It is critical to get involved and be active participants. In the coming month, we will be hosting a series of **Town Halls, Zoom Meetings, and Focus Groups** to keep you informed and empowered. We want you to have a say in shaping the future of our union and our working conditions.

Our first **Town Hall Meeting** will be held on **Thursday, November 21** at **Casa Italiana**. It is an important opportunity for us to come together, discuss our concerns, and strategize our path forward. You will not want to miss it.

Click [HERE](#) to view the Town Hall flyer for full details. If you haven't done so, please [RSVP](#) if you plan to attend.

Our path forward will be determined by your voices and decisions. It is time for us to stand united as the **courageous leaders** we are. We deserve **realistic and sustainable working conditions** to best serve our school communities and truly accelerate student achievement.

Together, we will continue to advocate for a balanced **work and family life**. This is a fundamental right we must restore. Now, more than ever, we need to be strong and unwavering in our commitment to one another and to the future of our profession. Now, more than ever, we need to be strong and unwavering in our commitment to one another and to the future of our profession.

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**Join us, and let us demand what we deserve.** We are AALA—stronger together.

In Solidarity and Unwavering Resolve,  
*Maria*



After Hours  
**After Hours**  
Happy Hour

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**THURSDAY, NOVEMBER 21, 2024**



**ASSOCIATED ADMINISTRATORS OF LOS ANGELES**

***Your Union, Your Power;***  
***A Town Hall for Activating Positive Change***

***4:30 p.m. – 7:30 p.m.***

**CASA ITALIANA**

**1039 N. Broadway St., Los Angeles, CA 90012**

***RSVP by November 18***

***CLICK HERE TO: [RSVP - After Hours Happy Hour](#)***

***Please join us! We see you; we hear you,  
and your voice matters to us.***

## THIS WEEK'S FACEBOOK GROUP HOT TOPICS TO PONDER

*What take aways do you have from this week's Newsletter titled Knowledge is Power?*

*What questions might you have regarding your Union rights to organize, mobilize and take united action?*

*What are the benefits and considerations as we ponder affiliating with another Union to amplify our voice and increase our strength in numbers and power?*

Haven't joined the AALA Facebook group? Members in good standing can provide their information [HERE](#). Not a member, use the QR code below 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](mailto:info@aala.us) or [office@aala.us](mailto:office@aala.us) for assistance.

## HAVE YOU MOVED HOME OR WORK LOCATION?

Please email [office@aala.us](mailto:office@aala.us) to keep accurate information and make sure you receive communications.

## AALA SEEKS RETIREMENT INVESTMENT ADVISORY COMMITTEE MEMBER ALTERNATE

Accolades go to **Brad Rumble, Principal of Esperanza Elementary School**. Mr. Rumble has served on the Retirement Investment Advisory Committee (RIAC) with distinction for many years. As a result of his efforts and advocacy, many members are participating in a 457(b) retirement savings plan.

COMMITTEE

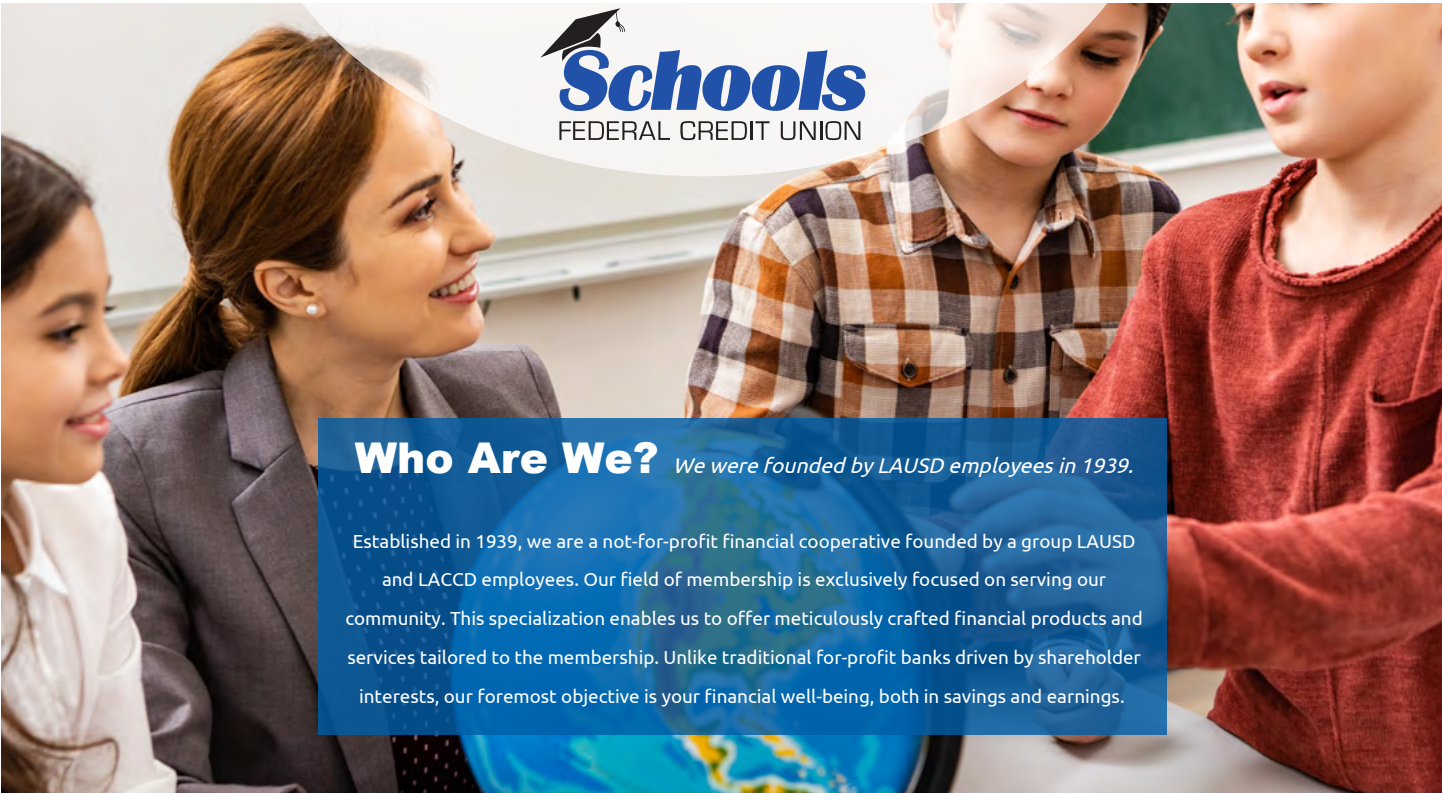


RIAC oversees and advises on the operation of the District's 403(b) and 457(b) retirement savings plans and the PARS pension plan. The ultimate goal of these plans is to close the retirement income gap for our District employees. By joining RIAC, you will be able to better serve your members by sharing/informing/promoting these supplemental retirement saving options, thus looking out for their future retirement financial well-being.

Per the RIAC Bylaws, each union may have a member and an alternate. The members and alternates may be an active employee, a District retiree, or a union representative. As a member, you will have input and the right to vote on any actions before the Committee. As an alternate, one shall have all the rights and privileges of regular members. However, an alternate cannot vote if a regular member is in attendance.

AALA is seeking to fill its alternate member position. RIAC meetings are held quarterly on the third Thursday in the months of February, May, August, and November from 3:00 to 5:00 pm. Please email [jflecha@aala.us](mailto:jflecha@aala.us) if you are interested in serving as Mr. Rumble's alternate on the committee.





**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 <sup>1</sup>  
*(reduce your current or offered rate by 2%!\*)*
- Summer Safeguard Savings Account <sup>2, 3</sup>  
*(Prepare for the summer and get rewarded)*
- Classroom Supply Loan <sup>2, 4</sup>  
*(Borrow up to \$1,000 @ 0% for 12 months)*
- Utility Loan for Classified Employees <sup>2, 4</sup>  
*(Borrow up to \$1,000 @ 0% for 12 months)*
- Technology Loan <sup>2</sup>  
*(Borrow up to \$2,500 @ 1% for 24 months)*
- Mortgage Programs <sup>5</sup>

### 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

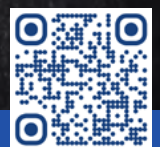
More Branch & ATM access than most!



### 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. <sup>1</sup> Floor rate at 5.65% for 72 months. <sup>2</sup> Direct deposit or payroll deduction from a qualified source is required. <sup>3</sup> 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. <sup>4</sup> Must be a current school employee (classified or certificated). <sup>5</sup> Visit our Home Loan Center at www.SchoolsFCU.org. + Access provided by COOP. Service restrictions may apply.

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

[www.SchoolsFCU.org](http://www.SchoolsFCU.org)  
**(866) 459-2345**



# AALA VOLUNTARY BENEFITS PROGRAMS

Below is a list of voluntary Benefit Programs available for members of *Associated Administrators of Los Angeles*, that are offered through E.J.S. Insurance Services, Inc. (EJS), Specialists in Long Term Care Insurance Services, Inc. (SiLTC), and Member Extra, Inc. (MEI), all AMBA Companies (in CA d/b/a Association Member Benefits & Insurance Agency).

<input type="checkbox"/>	<b>GROUP LONG TERM CARE INSURANCE:</b>	Coverage provided for Home Care, Assisted Living, and Skilled Nursing Facilities. Group Discounted rates available for AALA Members, Spouses, Family Members, and Retirees. For more information, please call <b>(800) 764-6585</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>DISABILITY PLAN:</b>	Affordable group rates available only to Administrators and their families offered through Pacific Educators. For more information, please call <b>(800) 841-6238</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>LEGAL SHIELD PLAN:</b>	Benefits include Social Media monitoring and \$5 Million worth of coverage if your identity has been compromised. Can also be combined with the ID Shield Plan shown below. For more information, please call <b>(800) 841-6238</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>ID SHIELD PLAN:</b>	Benefits include document preparation, Ticket Defense, 24/7 Emergency Assistance. Can also be combined with the Legal Shield Plan shown above. For more information, please call <b>(800) 841-6238</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>TRUHEARING HEARING SERVICE PLAN:</b>	This benefit can save you hundreds of dollars on batteries and exams. For more information, please call <b>(800) 841-6238</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>NATIONWIDE PET INSURANCE PLAN:</b>	Discounts provided to Pet Owners. For more information, please call <b>(877) 738-7874</b> and mention that you are an AALA member.
<input type="checkbox"/>	<b>TRUE FREEDOM NATIONWIDE HOME CARE PLAN:</b>	If you have been turned down for a Long-Term Care Insurance Plan, this program will provide you with care in your home. Includes discounts up to 15%. For more information, please call <b>(800) 841-6238</b> and mention that you are an AALA member.

To receive information regarding any of the benefits available, please check the appropriate box, complete the coupon below and mail this form to: **E.J.S. Insurance Services, Inc. | P.O. Box 6630 | Auburn, CA 95604-9904 Telephone (800) 841-6238 or via E-mail: [info@ejsins.com](mailto:info@ejsins.com)**

Member's Name: \_\_\_\_\_ Member's DOB: \_\_\_\_\_

Spouse's Name: \_\_\_\_\_ Spouse's DOB: \_\_\_\_\_

Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone #: \_\_\_\_\_ e-mail Address: \_\_\_\_\_

**AALA presents these benefits as a service to its members and assumes no responsibility or liability associated with participation in these programs. Are you currently a member of AALA?  Yes  No**

**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](http://WWW.C-SAF.ORG)**



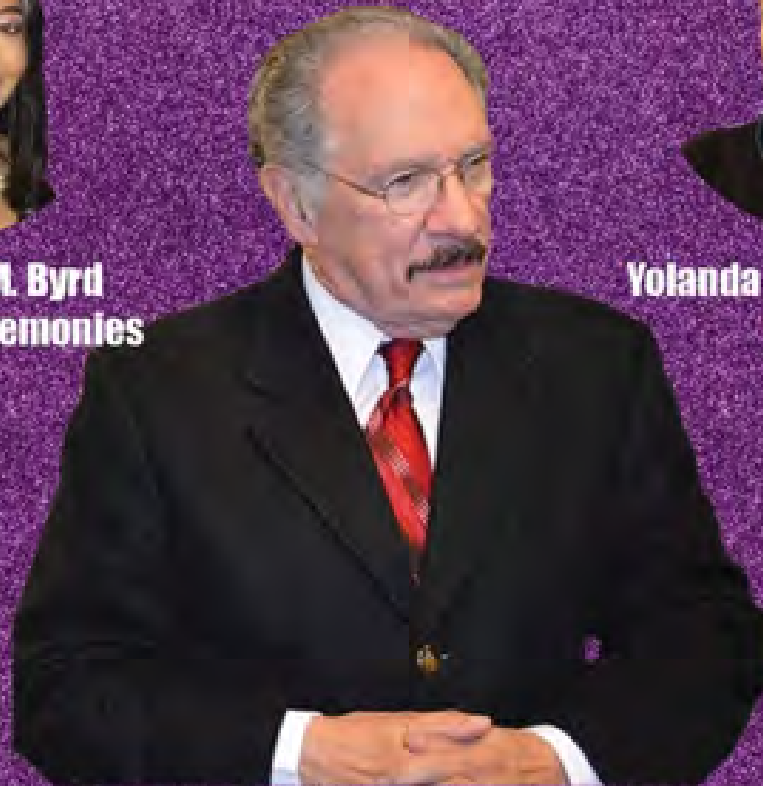
**A California Student Achievement Foundation Scholarship Gala**



**Dr. Dechele M. Byrd  
Mistress of Ceremonies**



**Yolanda "YoYo" Whitaker  
Co-Host**



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



# HEALTHCARE FAQs *Social Health*

ALA thanks **Alicia Loncar**, Kaiser Permanente Labor Liaison for sharing this month's health topic!

## YOUR HEALTHIEST SELF

# Social Wellness Checklist

Positive social habits can help you build support systems and stay healthier mentally and physically. Here are some tips for connecting with others:



## MAKE CONNECTIONS

Social connections might help protect health and lengthen life. Scientists are finding that our links to others can have powerful effects on our health. Whether with family, friends, neighbors, romantic partners, or others, social connections can influence our biology and well-being. Look for ways to get involved with others.

### TO FIND NEW SOCIAL CONNECTIONS:

- Join a group focused on a favorite hobby, such as reading, hiking, painting, or wood carving.
- Learn something new. Take a cooking, writing, art, music, or computer class.
- Take a class in yoga, tai chi, or another new physical activity.
- Join a choral group, theater troupe, band, or orchestra.
- Help with gardening at a community garden or park.
- Volunteer at a school, library, hospital, or place of worship.
- Participate in neighborhood events, like a park clean-up through your local recreation center or community association.
- Join a local community group. Helping others can reduce feelings of loneliness.
- Travel to different places and meet new people.

## YOUR HEALTHIEST SELF

# Social Wellness Checklist

Positive social habits can help you build support systems and stay healthier mentally and physically. Here are some tips for connecting with others:



## GET ACTIVE TOGETHER

Physical activity has many benefits. It can improve your health, mood, and energy levels. But sometimes, the inspiration to get moving may be lacking. That's when friends, family, and other social connections can help. Research has shown that connecting with others, called social support, can help you get active and make changes to improve your health.

### TO GET MOVING WITH OTHERS:

- Build your network.** Find a group for people with shared interests, like a walking, hiking, dancing, or biking club.
- Make a shared routine.** Commit to a walking schedule with a neighbor, family member, or friend.
- Be accountable.** Share your physical activity goals with people you trust. Ask for their support.
- Take a class.** Try a yoga, tai chi, or fitness class with a friend. You can even take a virtual class online with a friend.
- Join a team.** Look for local sports teams, like softball.
- Family activity.** Join your kids for a bike ride or other activity.
- Get dancing.** Go to a local dance or take dance classes.
- Move more at work.** Join worksite wellness or walking groups.



# 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.



Transforming  
Virtual  
Tutoring

## 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**.



Giving  
Students That  
"I get it!"  
Moment

## 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!



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

## CONTACT US NOW:



(510) 946-7750 ext. 6



[dalcaraz@cignition.com](mailto:dalcaraz@cignition.com)



[www.cignition.com](http://www.cignition.com)





# UPDATES

## Annual Stakeholder Feedback Survey

The 2024-2025 Stakeholder Feedback Survey window will be open from November 8 through December 6 at <https://survey.lausd.net>. Teachers may administer the online survey to students to hear their feedback on key aspects of the classroom environment highly correlated with student learning outcomes. Please encourage your grade 3-12 roster-carrying teachers to administer the optional survey to their students. You may

also post or distribute the [Stakeholder Feedback Survey Flyer](#) at your site. School leaders may access a school-level report in spring when six or more teachers administer the survey.

## 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 on **Monday, January 13, 2025** from 3:00-4:00pm. 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).

### 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>.



**UCLA** Principal Leadership Institute

MASTER OF EDUCATION  
PRELIMINARY ADMINISTRATIVE CREDENTIAL



*Leading for Justice*

Online Information Sessions

Saturday, November 23, 2024	9:00AM - 10:30AM
Monday, December 16, 2024	4:00PM - 5:30PM
Saturday, January 4, 2025	9:00AM - 10:30AM
Wednesday, January 29, 2025	4:00PM - 5:30PM

Online Statement of Purpose Workshops

Saturday, December 7, 2024	9:00AM - 10:30AM
Saturday, January 11, 2025	9:00AM - 10:30AM

application deadline: **February 3, 2025**

**QUESTIONS**

Nataly Birch, (310) 267-4905, birch@gseis.ucla.edu

**UCLA** Center X

CLICK [HERE](#) FOR MORE INFORMATION

# 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>

**You seek COBA information?**

<https://www.cobalausd.net>

**Can't find CMAA?**

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

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



# 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](mailto: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  
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](http://www.lausd.org/LAASC).

**COHORT 16**  
**APPLICATION WINDOW**  
**NOV 1 - DEC 2, 2024**



APPLICATION AND ADDITIONAL  
INFORMATION AVAILABLE AT  
[LAUSD.ORG/LAASC](http://LAUSD.ORG/LAASC)







**APPLY NOW**  
50th Annual  
Scholarship  
Applications

For Application Details-  
COBA Scholarship QR Code



Dr. Moore Scholarship QR Code



*Applications Due  
Sunday, December 1, 2024*

For inquiries, please contact  
Lester Powell at [powell830@yahoo.com](mailto:powell830@yahoo.com)







# 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>