

SERVING LAUSD ADMINISTRATORS SINCE 1981



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF DECEMBER 2, 2024



THE MESSAGE IS LOUD AND CLEAR

Dear Esteemed AALA Members,

On November 19, 2024, I was asked to present the alarming findings from the AALA survey. I specifically addressed the question: *"What is increasing the workload and working hours that have led to unsustainable working conditions?"* The request to do so came from several board members I met with the previous week. Hence the urgency behind the need to share. However, I was abruptly stopped and told to cut my presentation short, as there were six hours of other speakers waiting. While this in itself was disrespectful, what followed was even more disheartening. (Click [HERE](#) for Board Meeting)

I was incorrectly introduced as Director of AALA. I was then cut off, interrupted and dismissed, with an apology offered for interrupting the "Labor Partner." I wonder, would the UTLA President be treated in such a disrespectful and insensitive manner while representing the membership and speaking truth to power?

This treatment reflects the tone of disregard for the voices and concerns of AALA members. The results of the survey provide great insight into the plight many of our members are facing. Moreover, it is symptomatic of the larger issue: the dis-empowerment and devaluation of our experiences and the needs of our UNION. As AALA President, I affirm this behavior is not acceptable and the LAUSD must do better! We cannot, and will not, allow our members to be ignored or minimized in this way.

The message sent during that meeting was clear: the voices of AALA do not matter and we are not seen, heard, or valued. I say, enough is enough! We will not remain silent or be silenced. We will not allow this to define us. AALA will continue to move forward, standing tall, and proud, with our heads held high as we seek opportunities to rebuild, restructure, and restore the integrity and respect each of you deserves. We are on the brink of transformation and we will continue to stand together, louder and stronger than ever before.

Thank you for your ongoing support and commitment and for your courageous leadership.

In Solidarity and Unwavering Resolve,

Maria

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF DECEMBER 2, 2024

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AALA STAFF:

Maria E. Nichols, President

Administrators

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

Consultants

Maria Elena Rico-Aguilera

Field Representatives

Julie Gonzalez
Dr. Rosa Maria Hernandez
Dr. Windy Warren

Unit J Stewards

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Oliver Hament
Cesar Mercado
Mauricio Pinto
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Update (assistance) 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 24/7.





Accolades to the 100 (+) members that drove to Casa Italiana after a long workday on November 21st. We hope you enjoyed dinner and the libations. Your presence, collective voices, and willingness to consider a union affiliation with TEAMSTERS is noted. I am further fueled to push the boundaries for the changes you have rightfully earned.

I am committed to having transparent and honest conversations about the unfair and untenable conditions the LAUSD is continuously bombarding your way. As importantly, we must reflect on the status of our union. Where do we stand and where do we want to go? What are we willing to do to get the respect we deserve?

As I shared, labor law is “Not our Friend.” This must change. We must collectively ACT to make our union better by pushing outside of our comfort zone. This means pushing beyond our present roles by breaking through old ways of thinking and acting.

On November 18, 2024, AALA’s Executive Board voted to put forth the motion of AALA affiliating with Teamsters Local 2010. As such, yesterday, we listened to Jason Rabinowitz, Secretary/Treasurer Local 2010. He shared the additional benefits members will receive by affiliating. The motion will be presented at the representative assembly scheduled for Thursday, December 5, 2024 at the San Antonio Winery. (The meeting is at capacity) If passed, AALA members will be voting between Friday, December 6, 2024 - Friday, December 13, 2024. Click [HERE](#) to access the recorded Town Hall meeting in its entirety for your review and [HERE](#) for the slide deck. Please email me at mnichols@aala.us with any questions.



YOUR UNION, YOUR POWER: A TOWN HALL FOR ACTIVATING POSITIVE CHANGE

You are invited to join a virtual meeting to learn and get information on labor law, union rights and union affiliation. The meeting will be held twice to accommodate schedules.

When: Dec 3, 2024 05:00 PM Pacific Time (US and Canada)

Register in advance for this meeting:

<https://us06web.zoom.us/meeting/register/tZcud-2pqj4qEtcNZ9y3oTrJPW4Y6A4cE-xt>

After registering, you will receive a confirmation email containing information about joining the meeting.

When: Dec 4, 2024 05:00 PM Pacific Time (US and Canada)

Register in advance for this meeting:

<https://us06web.zoom.us/meeting/register/tZEIcO-hqTMsEtb6Vn6h4skJKXQrW2mS-EO8>

After registering, you will receive a confirmation email containing information about joining the meeting.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

THIS WEEK'S FACEBOOK GROUP HOT TOPICS TO PONDER

AALA NEWS

What take aways do you have from the November 22nd Town Hall?

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 or office@aala.us for assistance.

HAVE YOU MOVED HOME OR WORK LOCATION?

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

CALSTRS **UPCOMING WORKSHOPS**

AALA tips it hat to **Bell High Principal Felipe Barragan** for sharing the following timely information.

Dear Leaders,

We are excited to announce two upcoming CALSTRS Presentations at Bell High School and would like to invite your interested staff members to attend.

Thursday, December 5, 2024

Time: 3:45 – 5:00 PM

Audience: Staff planning to retire within the next 5–10 years (click [HERE](#) for flyer)

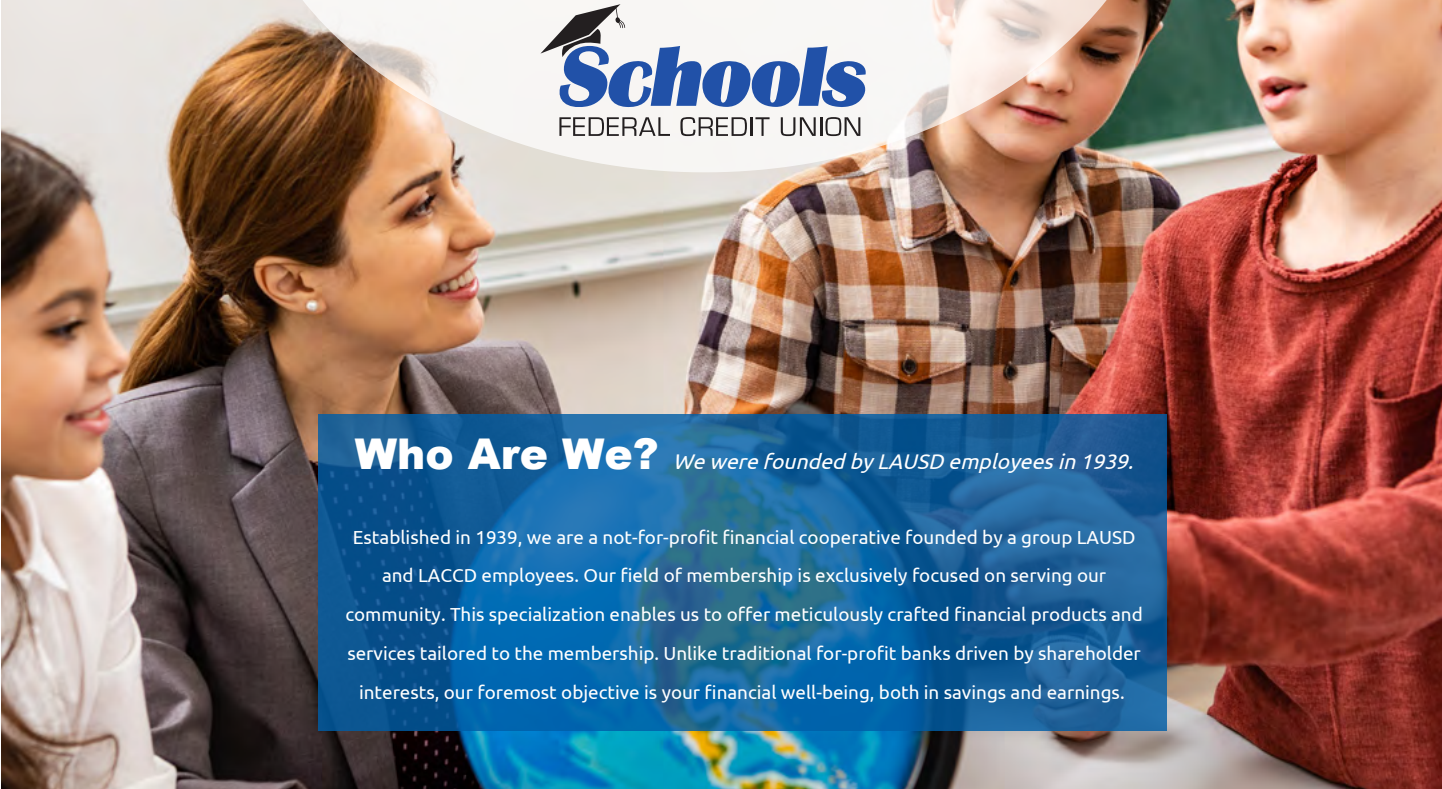
Thursday, February 20, 2025

Time: 3:45 – 5:00 PM

Audience: Staff in the beginning and mid-career stages (click [HERE](#) for flyer)

We hope these sessions will provide valuable insights and guidance for your team members as they plan for their futures.

Thank you for sharing this information with your staff.



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

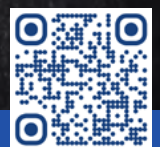
More Branch & ATM access than most!



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

AALA MEMBER MARINA HATFIELD NEEDS YOUR SUPPORT!

May we call on your support for our colleague in need? This year, AALA member Marina Hatfield has been battling a catastrophic illness. Due to extensive medical treatments, she had to initiate a formal leave of absence and has exhausted her full-pay and vacation days. For these reasons and now that Marina is approved to receive Donations for Catastrophic Illness (DCI) days, we are respectfully reaching out for your support. Read more information about the DCI Program [here](#).



If you are able, please consider voluntarily donating one or more full-pay illness days to support her through this challenging time of completing treatment. Throughout her career, Marina has dedicated herself to serving our students and their families for over two decades. She has embraced many roles, starting as a teacher’s assistant after graduating as a student of LAUSD herself, and then, most recently, as an Operations Coordinator. She is a kind, reliable, thoughtful, and compassionate leader who is also the proud mother of a 4-year-old son.

We appreciate you reading about our colleague in need. Brenda Fernandez is Marina’s DCI Coordinator. To voluntarily donate illness days to Marina Hatfield, please email Brenda Fernandez, Operations Coordinator, at bferna3@lausd.net and ask to obtain the DCI illness days donation form. Thank you in advance for your support!

HR UPDATES FROM PAGE 8

Mid-Year Formative 101	12/05/2024 12/12/2024 01/09/2025 01/24/2025	School site administrators and School Support Administrators being evaluated	Overview of the mid-year reflection and aligning evidence of practice	Mid-Year Formative 101
Mid-Year Formative for Evaluators	12/10/2024 12/19/2024 01/17/2025 01/29/2025	School site administrators and School Support Administrators who are evaluators	Overview of the mid-year formative conference, aligning evidence of practice, and rating performance	Mid-Year Formative for Evaluators
EDSSL Observer Certification	1/13/25 & 1/16/25	Principals and Principals Supervisors	Observe and evaluate leaders	EDSSL Certification

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>.



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



www.cignition.com



UPDATES

CalSTRS Workshops for the 2024-2025 School Year

All CalSTRS members are encouraged to attend a pre-retirement workshop at least three times during their career to plan for retirement security: early in their career, just prior to age 50, and one year prior to retirement.

Below are the dates on which CalSTRS will offer workshops in our schools.

DATE AND LOCATION	ADDRESS
January 23, 2025 — Ramona Elementary School	1133 N Mariposa Ave, Los Angeles, CA 90029
March 27, 2025 — 153 rd Street Elementary School	1605 W 153rd St, Gardena, CA 90247

CalSTRS is asking that you register for the workshop by calling 800.228-5453 and select option 3, then ask the scheduler to register you for one of the workshops. All workshops are from 4:00pm to 5:30pm.

For assistance or further information, please contact Maria Voigt, Administrator, Certificated Administrative Services at maria.voigt@lausd.net or 213-241-6365.

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 receive 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 receive 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.

Educator Development and Support Trainings (EDSSL and EDST)

Educator Development and Support offers various trainings highlighted below to support administrators in the growth and development process. If you would like to attend one of the trainings below, please register in MyPLN. If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).

Training	Dates	Participants	Description	Keyword/ MyPLN Link
EDST 202	01/13/2025	Administrators evaluating teachers	Review Formal Observation Cycle, Growth Plan Visit, Mid-Year Reflection, and evidence collection.	EDST 202

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 save 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/LAUDS-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-LAUDS?

<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/>

DISTRICT ANNOUNCEMENTS



PROFESSIONAL LEARNING OPPORTUNITY FOR ADMINISTRATORS




Human Resources invites administrators to participate in a book study opportunity centered on best practices for enhancing professional development, fostering a culture of continuous improvement, and empowering staff engagement. Join us to explore transformative strategies, network with fellow leaders, and reflect on actionable next steps for your professional growth.


Participants will receive a copy of *The PD Book* by Elena Aguilar and Lori Cohen.

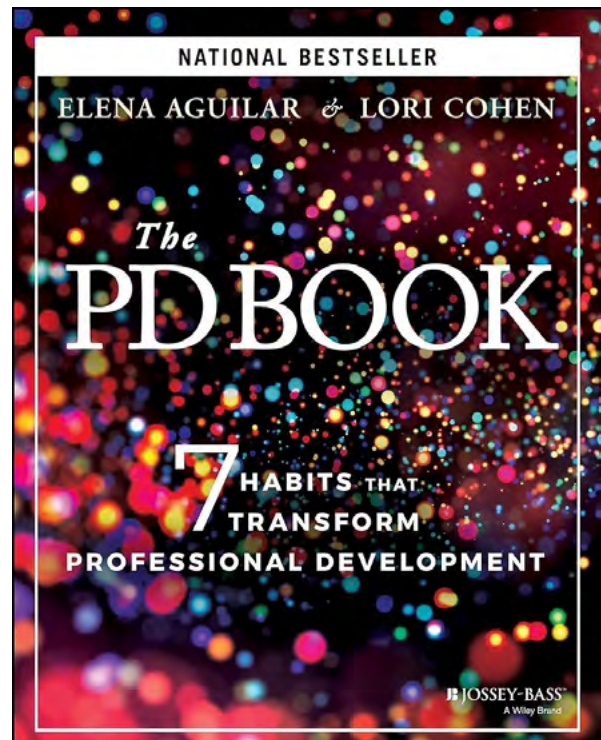
Sessions are held virtually for one hour per week over 6 weeks. Participants will be compensated at the training rate of \$50 per hour.

CURRENT TOPIC:

[Leading Transformational Professional Development - Book Club \(CLICK HERE\)](#)

 Jan 9, Jan 16, Jan 23, Jan 30, Feb 6, Feb 13

 5:00-6:00 PM



Registration is limited to 250 participants per session.
Register in MyPLN by searching for "PD Book."

**FOR MORE INFORMATION, CONTACT
MARCO A. NAVA, ED.D., AT MNAVA@LAUSD.NET**

INTEREST GROUPS - NEWS YOU CAN USE

Council of Mexican American Administrators

CMAA WINTER SOCIAL

RSVP Required by December 2nd
Free for members - \$60 for non-members
Payment will be due at the door

FRIDAY, DECEMBER 6, 2024
AT 5:00 PM TO 9:00PM

No Host Social Hour: 5:00-6:00pm
Dinner at 6:00pm
Dancing to Follow Dinner

TAMAYO'S RESTAURANT
5300 E. Olympic Blvd. Los Angeles, CA 90022
Contact Person: Adriana Cortez
axc7702@lausd.net



<https://bit.ly/CMAAWinterSocial2024>