



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF DECEMBER 9, 2024

YOUR VOICE, YOUR VOTE, YOUR POWER!



Esteemed Colleagues,

From my first day as president, I have committed myself to understanding the root causes of the unacceptable working conditions you face. To address this, a survey was launched in October 2024 to specifically investigate the factors contributing to increased workloads and extended working hours, resulting in unsustainable conditions.

In response to these findings, I began exploring the possibility of affiliating with other unions. The Executive Board met with several unions to match the best fit for AALA's mission and vision. After careful deliberation, on Monday, November 18, 2024, the Executive Board voted to recommend affiliating with Teamsters Local 2010. Their vote was officially presented at the December 5, 2024 Representative Assembly held at the San Antonio Winery.

The results are as follows:

Shall the AALA Representative Assembly convened on December 5, 2024, recommend to the membership-at-large to affiliate with Teamsters Local 2010?

In Attendance	Zoom
YES (73)	YES (38)
NO (3)	NO (2)
ABSTAIN (3)	ABSTAIN (0)

All active members in attendance and those participating virtually voted to put forth the proposal to affiliate with Teamsters (Local 2010) to the membership at-large. This significant accomplishment tells each and every AALA member it is time to stand up and fight for what is right. It is time to fight for sustainable working conditions. We are no longer willing to stand by the sidelines and accept untenable conditions. Our collective voices must be heard and we must push beyond the boundaries Central leadership has imposed upon us. This is not to say the work being developed and handed top-down is not right for staff and students. However, we must be realistic in the compounded tasks administrators are being asked to accomplish day after day. Let us remember the hourly operational duties involved in running a school. Students cannot make significant gains when school site leaders are pummeled with time sensitive tasks taking time away from achieving our instructional goals. We cannot blame any administrator for wanting change when having to work after hours or

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

YOUR POWER FROM PAGE 1

on weekends goes uncompensated.

To ensure members are fully informed about their union rights, the implications of labor law for salaried employees, and the potential benefits of the Teamsters Local 2010 affiliation, a series of Town Hall meetings occurred in-person and virtually: Thursday, November 21, 2024, at Casa Italiana (150 participants) and two virtual town halls on December 3, 2024 and December 4, 2024 (300+) participants. For those unable to attend, the sessions were recorded and shared across all AALA social media platforms, the AALA website, and the Update.

The chart below addresses some of the most frequently asked questions, hopes, and fears of the proposed affiliation. [Attached](#) is the DRAFT proposal which is subject to change.

DUES: July 2025 – \$25.00 for the year/\$2.08 a month July 2026 – Dues adjust to 0.75% of salary July 2027 – Dues adjust to 1.0% of salary July 2028 – Dues adjust to full Teamsters rate - 1.44% of salary *Retiree service and dues will not change*
TERMS: 2-year commitment: AALA members may re-assess and vote to disaffiliate at 2-years After 4-years, affiliation is complete with Teamsters
REPRESENTATION: Support at no additional cost for CCTC legal defense
Collective Bargaining Agreement: Knowledge and hands-on support on Labor Law during the Negotiation Process Legal representation at the bargaining table

Let me be very clear that the AALA traditions and structure will not change. We are extremely proud of the work AALA has accomplished for more than 40 years and I am committed to maintaining our identity. I am also committed to strengthening our collective voice so that we are treated with the respect and empathy we rightly deserve.

Voting for the AALA Teamsters Affiliation began Friday, December 6, 2024. **Voting will close by COB**

on Thursday, December 12, 2024. Results will be shared on Friday, December 13, 2024. Active members have received the ballot in a separate email from Survey Monkey. Please Make sure to check clutter, spam, or junk folders for the ballot.

Lastly, I would like to thank our sponsors, **Robert Milstead, Lenovo** K-12 Client Executive and **Erica Eichmann, Arey Jones** Sales Manager whose generosity provided an amazing dinner and libations at our December 5th Representative Assembly held at The San Antonio Winery. We are grateful for their sponsorships and look forward to our continued partnerships.

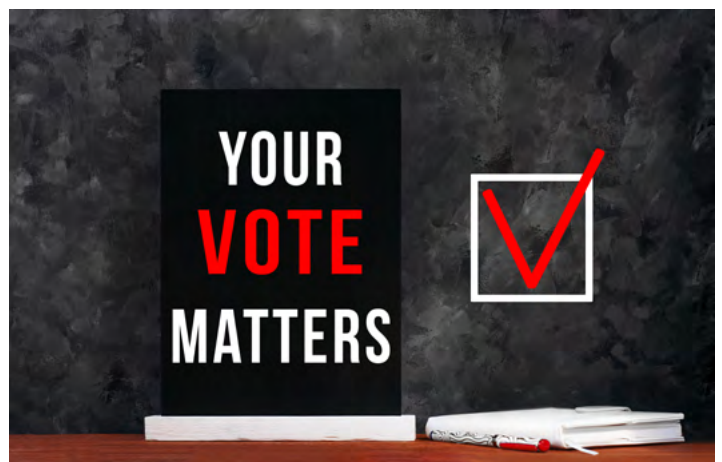


We remain steadfast in our commitment to ensuring that our members have the support and resources they need. The decision to pursue affiliation with the Teamsters is an important step toward securing a stronger future for all of us.

In solidarity and unwavering resolve,

María E. Nichols, President
Associated Administrators of Los Angeles

VOTE YES ON AFFILIATION!



WEEK OF DECEMBER 9, 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

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

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.



VOTE YES ON AFFILIATION!

"The affiliation will amplify our voices to ensure our students receive a world class education. We have to do so to save our schools and democracy as we know it."

Vince Carbino - Principal, City of Angels School



"We must unite and protect each other to do right by the students and families we serve! Affiliating with Teamsters Local 2010 is the only choice!"

Lorena Fierro - Principal, CDS Secondary

"I support affiliating with Teamsters Local 2010 to strengthen our voice and empower our Associated Administrators of Los Angeles. The time has come to ensure the District negotiates with us in good faith and in equal terms and proves that 'Investing in Staff' resonates true."

Julio Melara - Assistant Principal, DACE



THIS WEEK’S FACEBOOK GROUP HOT TOPICS TO PONDER

What have you learned about Labor Law and the limitations?

What did you learn about your Union Rights?

Why is Collective Bargaining Agreement and Contract Negotiations so critical for us with the need of legal representation?

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?

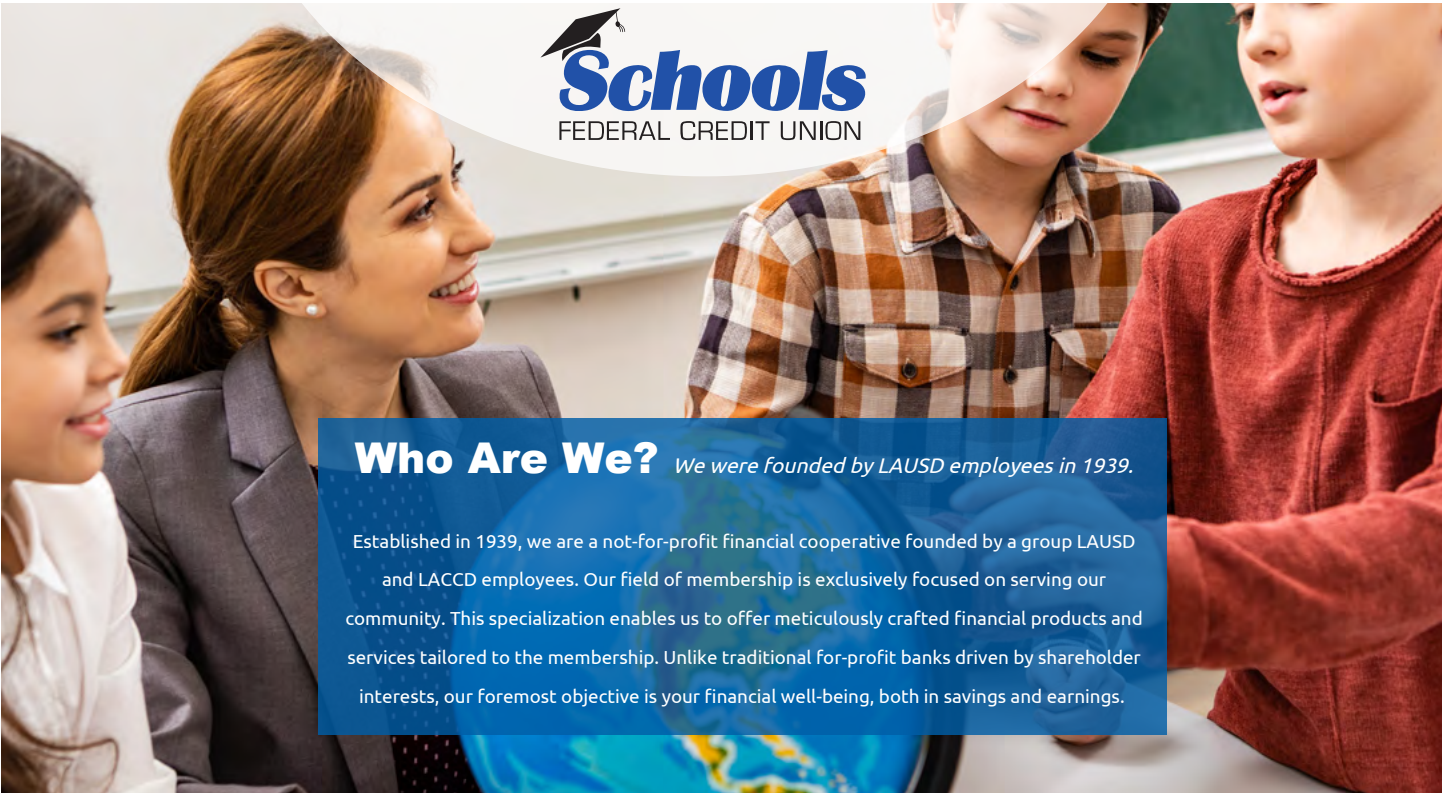
Please email office@aala.us to keep accurate information and make sure you receive communications.

HR UPDATES FROM PAGE 10

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
Mid-Year Formative 101	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	Midyear Formative Evaluator Training
EDSSL Observer Certification	1/13 & 1/16	Principals and Principals Supervisors	Certification to observe and evaluate school leaders and School Support Administrators	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>.



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

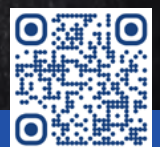
More Branch & ATM access than most!



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.

COMPUTER SCIENCE EDUCATION WEEK: DECEMBER 9-13, 2024

Celebrate [Computer Science Education \(CSEd\)](#) Week, December 9-13, 2024! Find resources in the Computer Science Education Toolkit and explore activities and resources to support school-wide celebrations, classroom instruction, and family engagement.

- [CSEd Week Toolkit](#)
- [CSEd Week 2024 At-a-Glance](#)
- [Hour of Code: The Show Must Go On! - Live Play-Along with Minecraft Education](#)
- [Teen Tech Live 5.0 - The Ultimate Live Virtual School Field Trip](#)



We invite your school staff to volunteer as a JUDGE for the 2025 LAUSD Academic Decathlon competition. If you are available, please use the link to join and volunteer for Academic Decathlon at Roybal LC: [Volunteer Application](#)

SPEECH AND INTERVIEW EVENT

Date: February 1, 2025

Time: 8:00AM - 2:00PM

SUPER QUIZ EVENT

Date: February 1, 2025

Time: 2:00PM - 5:00PM

Feel free to forward it to others in the community or your workplace who may be interested in volunteering. Retirees are most welcome. Please contact Dr. Neena Agnihotri, Beyond The Bell Coordinator, for further information at 213-241-3082 or academic.decathlon@lausd.net



HEALTHCARE

FAQS *Setting Health Goals for the New Year*

Health goals are an important part of your wellness. The goals you set depend on your personal needs and preferences, whether that's physical areas like fitness or diet, or broader areas that include mental health or emotional wellbeing. Common health goals include:

Focusing on nutrition

Understand your body's nutritional needs and fulfill them through a balanced diet. Plan your meals ahead to include a variety of nutrients. Educate yourself about the nutritional value of different foods. Moderate your intake of processed foods and sugars.

Making sleep a priority

Good quality sleep is essential for your physical, mental, and emotional wellbeing, as it helps regulate hormones, mood, and other bodily functions. Create a regular sleep schedule by going to bed and waking up at the same time each day. Develop a relaxing bedtime routine to help your body wind down. Make your sleeping environment comfortable and restful.

Hydration, hydration, hydration

Water aids your organ's functions and your circulation. Carry a water bottle with you throughout the day. Incorporate water-rich foods into your diet, like fruits and vegetables. Set reminders to drink water if you often forget.

Don't forget your mental health

Mental health goes hand in hand with your physical well-being. Without proper mental health, your physical health can also decline. Spend time on hobbies or outside in nature to help reduce stress and increase happiness. Practice mindfulness or meditation to improve mental clarity and calmness. Seek professional help if you're struggling with mental health issues.

Manage stress and anxiety

Managing stress is an underrated aspect of maintaining both mental and physical health, as stress leads to health



issues like insomnia, fatigue, and even anxiety and depression. Identify stressors in your life and find ways to minimize them. Engage in regular physical activity to help reduce stress. Learn relaxation techniques such as deep breathing or progressive muscle relaxation.

Build relationships

We are social beings, so social connections are hugely important for balanced emotional health. Without strong emotional connections, your mental health can suffer. Make time for family and friends. Join clubs or groups that align with your interests. Be open to making new connections, and nurture existing ones.

Be flexible

Adaptability is key to our unpredictable life. Being adaptable can help you maintain your wellbeing. Be open to adjusting your goals as your life circumstances change. Balance planning with adaptability. Embrace change as an opportunity for growth.

Take tech breaks

Reducing screen time can significantly improve your mental and physical health. Opt to take breaks during the workday like short walks outside or around the office, and aim to spend more time moving your body in general. Designate screen-free times of the day. Engage in activities that don't involve technology. Set limits for the amount of time you spend on electronic devices.



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**

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UPDATES

2025 Principal of the Year

The Los Angeles Unified School District extends the opportunity to all stakeholders to nominate principals for the LAUSD Principal of the Year Program (POY). POY honors principals with a strong commitment to their students, school, and community. The program spotlights positive aspects of education and pays tribute to our richly diverse administrative force. Nominations are due by January 19, 2025 and may be submitted using the following link: <http://bit.ly/LAUSDPOY2025>

2025 Assistant Principal of the Year

The Los Angeles Unified School District extends the opportunity to all stakeholders to nominate assistant principals for the LAUSD Assistant Principal of the Year Program (APOY). APOY honors assistant principals with a strong commitment to their students, school and community. The program spotlights positive aspects of education and pays tribute to our richly diverse administrative force. Nominations are due by January 19, 2025 and may be submitted using the following link: <https://bit.ly/LAUSDAPOY2025>

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 is extended through Friday, December 13 at <https://survey.lausd.net>. Grade 3-12 roster-carrying 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. School leaders may access a school-level report in spring when 6 or more teachers administer the survey.

EDUCATOR DEVELOPMENT AND SUPPORT

Review Staff Rosters on MyPGS

As we approach the new year, now is a good time for school leaders to review their staff rosters for accuracy. Evaluations are required for non-permanent staff. Please ensure all non-permanent staff are marked “Required for 24-25” and you have begun the initial planning steps. Consider this [modified EDST timeline](#) for guidance for non-permanent staff who started later in the school year.

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](#).

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/>

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**

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.

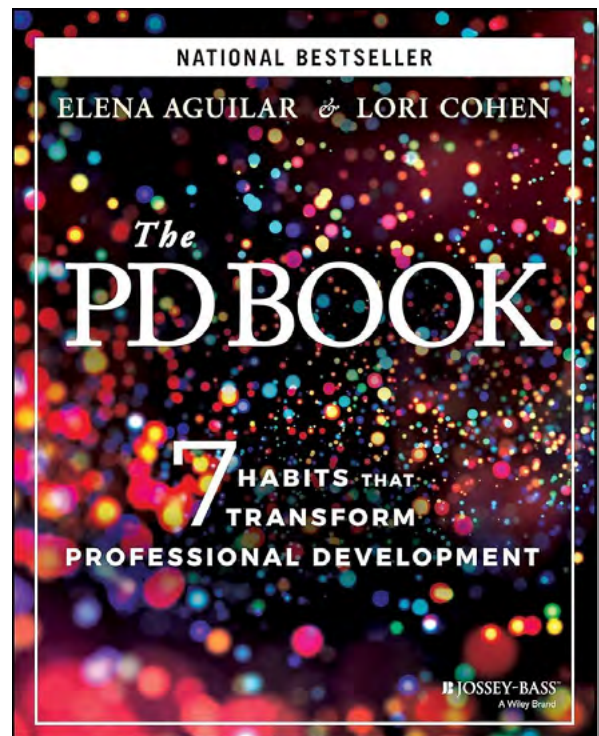
Sessions are held virtually for one hour per week over 6 weeks. Participants will be compensated at the training rate of \$50 per hour.

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**

50TH ANNUAL COBA SCHOLARSHIP APPLICATION AND DR. LAWRENCE H. MOORE
SCHOLARSHIP APPLICATION DEADLINE EXTENDED TO FRIDAY, DECEMBER 13, 2024

INTEREST GROUPS - NEWS YOU CAN USE



APPLY NOW

50th Annual
Scholarship
Applications

For Application Details-
COBA Scholarship QR Code



Dr. Moore Scholarship QR Code



*Applications Deadline Extended
Friday, December 13, 2024*

For inquiries, please contact
Lester Powell at powell830@yahoo.com

