



# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JANUARY 6, 2025

## NEW BEGINNINGS

Esteemed AALA/Teamsters Local 2010 Members,

As we step into 2025, we stand at the threshold of new opportunities, collective strength, and renewed purpose. The past year behind has been one of challenges and triumphs. And now we start a new chapter with a profound sense of resilience and optimism.

Transformational change is challenging, and often the catalyst for growth and progress. The coming year holds the promise of new beginnings and opportunities to build on the already achieved successes. Let us continue the forward momentum and growth mindset with courage and determination.

With a large majority of our approximate 2,800 AALA members casting ballots, more than 85% of those voting voted to affiliate with Teamsters Local 2010. Our AALA/Teamsters Local 2010 affiliation has grown to the power and strength of 23,000 members. This strategic alliance furthers our mission to build a powerhouse for workers' rights, fair wages, sustainable working conditions, and strengthens our advocacy to sustain exemplary healthcare benefits.

The change we are seeking started with us through solidarity, advocacy, and our shared commitment to justice and fairness. We are now part of America's strongest union. This will help build the power needed to win fair contracts, respect on the job, and a reasonable workload. We now have the necessary leverage, power and strength in numbers, legal resources for bargaining and representation, and a partner with the proven track

record of results and success.

We know our strength lies in our unity. As members of the AALA/Teamsters Local 2010, we are more than just colleagues. We are a community bound by a common purpose and vision. Through our collective efforts, we will prove time and again that resilience is not just a response to adversity. It is a defining feature of who we are. Together, we will face challenges head-on, adapt, and rise stronger.

As we prepare to negotiate the Collective Bargaining Agreements (CBAs), a four-day training has been scheduled for our certificated and classified bargaining teams. Sponsored by Teamsters Local 2010, the four-day training will provide proper preparation and collaboration for the bargaining team to enter negotiations with the district underpinned by a common vision, understanding, language, expectations and outcomes.

Our CBA efforts are already under way. This past November 2024 we submitted our *Demand to Meet & Confer*. A important topic is the district's new policy requiring classroom observations using the My Professional Growth System (My PGS). The district did not bargain with AALA, nor solicit our input, before imposing this policy. The policy as implemented has had a negative effect on the delivery of educational services, administrators' ability to perform their duties effectively, and the extended work hours imposed on administrators. Moreover, the district has enforced and administered the policy inconsistently across the

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

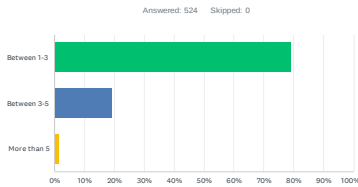
## NEW BEGINNINGS FROM PAGE 1

different regions, leading to confusion and the disparate treatment of our members.

On December 16, 2024, AALA/Teamsters 2010 met with LAUSD Labor Relations Team and presented a proposal regarding Classroom Observations and Feedback. The content of the proposal is based on the responses of over 500 members regarding feedback from the MyPGS Survey. The results demonstrate the following :

Click [HERE](#) to access MyPGS survey results. Responses to questions five to seven are critical to understanding the onerous workload placed on site administrators.

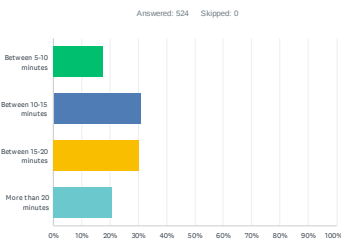
Q5 What do you consider the number of fair and equitable informal observations given your administrative staff?



ANSWER CHOICES	RESPONSES
Between 1-3	79.20% 415
Between 3-5	19.27% 101
More than 5	1.53% 8
TOTAL	524

Note that 79% members responded 1-3 informal observations were fair an equitable.

Q6 How much time are you spending observing instruction in the classroom per teacher?

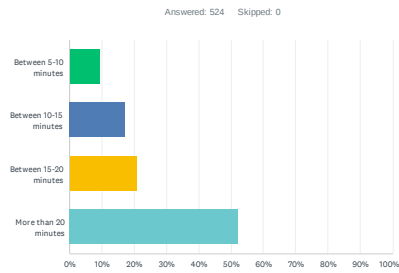


ANSWER CHOICES	RESPONSES
Between 5-10 minutes	17.75% 93
Between 10-15 minutes	30.92% 162
Between 15-20 minutes	30.34% 159
More than 20 minutes	20.99% 110
TOTAL	524

51% of respondents indicated they spent 15 minutes or longer per observation.

52% of respondents spent more than 20 minutes per teacher entering data, while 21% spent 15-20 minutes. This means 73% are reporting spending at least 15 -20 minutes inputting observation notes on the dashboard. Combining this with observation time indicates administrators spend on average 40+ minutes per teacher on each informal observation.

Q7 How much time are you spending entering information in the MyPGS platform per teacher?



ANSWER CHOICES	RESPONSES
Between 5-10 minutes	9.35% 49
Between 10-15 minutes	17.37% 91
Between 15-20 minutes	20.99% 110
More than 20 minutes	52.29% 274
TOTAL	524

The district's timeline to formally respond is by the end of January 2025. I will keep you informed of any updates regarding this issue.

With each new year, we are reminded of the hope our work and advocacy bring students, staff, and school communities. We have seen the difference we can make, not just for ourselves, but for the generations to come. Our impact resonates far beyond the walls of our organizations, shaping a future rooted in fairness, opportunity, and respect for all. As we move forward into this new year, let us do so with optimism, not just about what lies ahead, but about the work we can do together to shape the future. The road may not always be easy. However, the strength of our resolve and the power of our collective actions will continue to guide us toward brighter days.

In case you missed it, here is the [link](#) to the LA Times' article highlighting our affiliation with Teamsters Local 2010.

On behalf of AALA/Teamsters Local 2010, I extend my heartfelt wishes for a year filled with health, success, and the continued spirit of unity that makes us strong. Here is to new beginnings, renewed determination, and a year of positive change.

In Solidarity and Unwavering Resolve,  
Maria



# WEEK OF JANUARY 6, 2025

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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

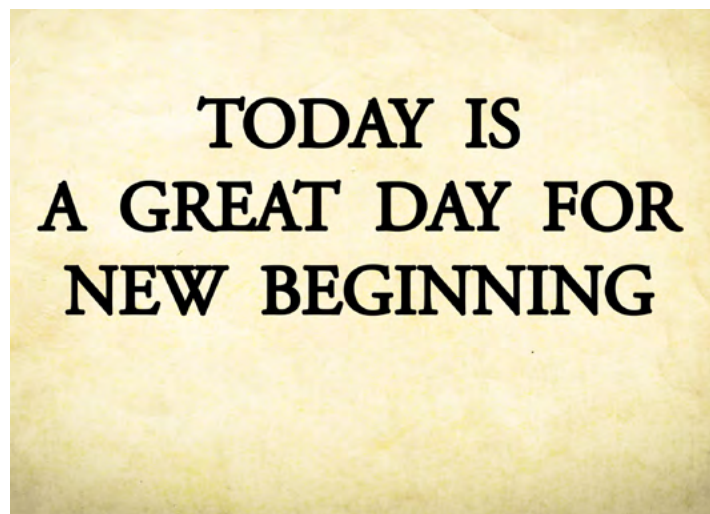
Ignacio Chavez  
Oliver Hament  
Cesar Mercado  
Mauricio Pinto  
Alfred Sixtos

### 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](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.

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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

*What take aways do you have from this week's Newsletter titled New Beginnings?*

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

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!



**AALA NEWS**

## 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 SCHOLARSHIP AND COMMUNITY AWARDS APPLICATION WINDOW ANNOUNCED

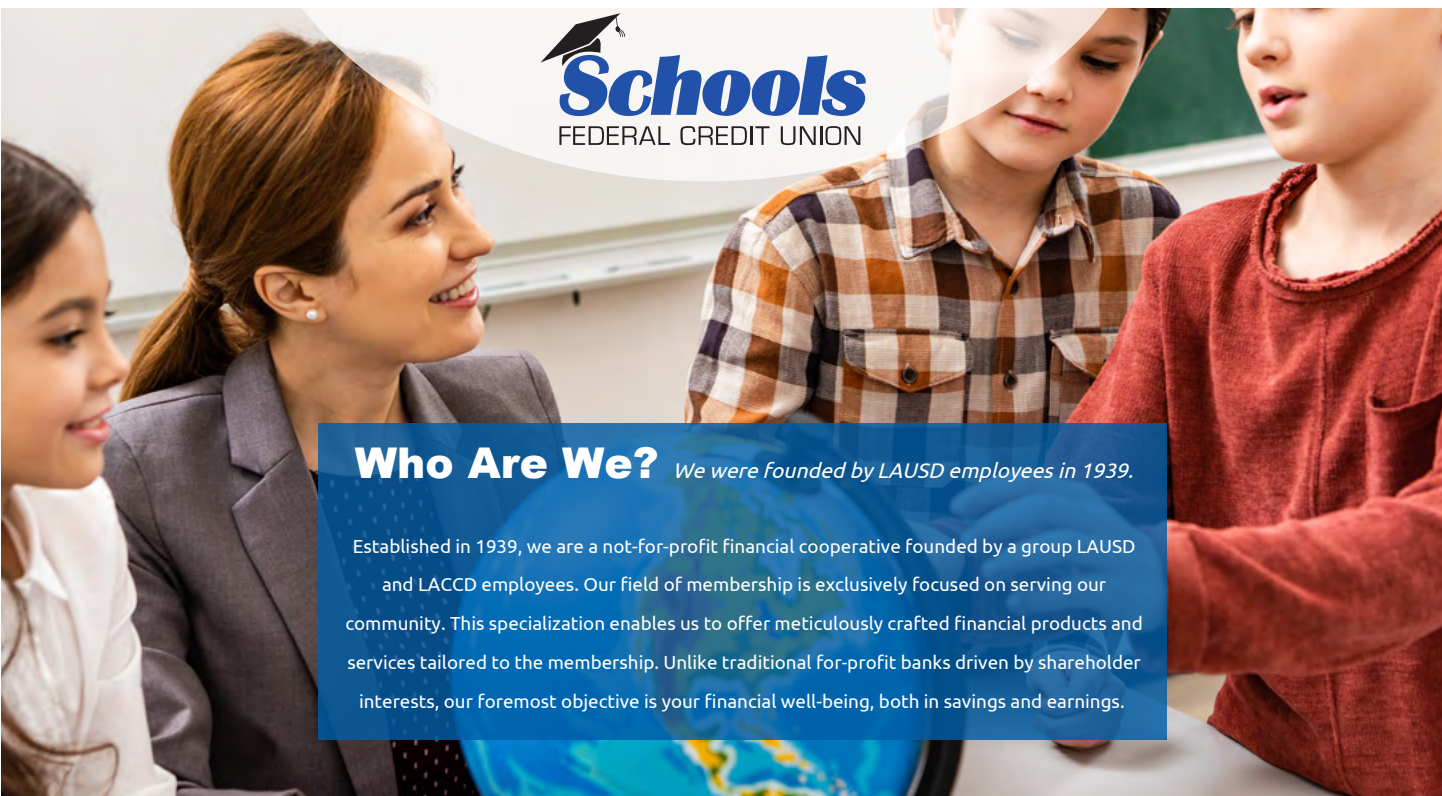


During the week of January 13, 2025, the application for AALA scholarships will be sent to school administrators and college counselors at options, adult, small schools and high schools. It will also be posted on the AALA website. Administrators are urged to provide copies of the application to all interested students. There is no limit to the number of applicants from a school. All applications with supporting documents are due in the AALA office or postmarked by **Friday, February 28, 2025**. Scholarship recipients will be selected and notified in March. Awards will be presented at the banquet on Thursday, May 22, 2025, at California State University, Los Angeles.

The Community Volunteer Award nomination form will be sent to all administrators and available online the week of January 13, 2025. Administrators are encouraged to nominate outstanding volunteers from their sites. The nomination deadline is **Friday, February, 28, 2025**. Do not miss this opportunity to recognize your outstanding community supporters. Those selected as honorees will be introduced and presented commemorative plaques at the banquet. **REMINDER:** A nominee cannot be an employee of LAUSD.



Should you have any questions regarding the scholarship and/or community awards program, please contact Gema Pivaral at 213.484.2226 or [gpivaral@aala.us](mailto:gpivaral@aala.us).



**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

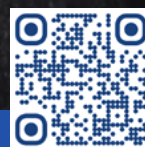
More Branch & ATM access than most!



### 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.

**www.SchoolsFCU.org**  
**(866) 459-2345**

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

# HEALTHCARE

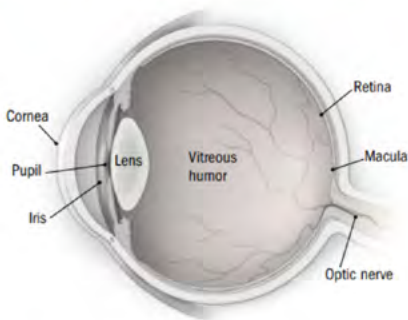
## FAQS *How Cataracts Affect Your Vision*

The following information is courtesy of the [Harvard Medical Review Health Beat](#).

Every time you glance out a window, admire loved ones, or enjoy your favorite TV show, your eye's lens is hard at work, focusing light to create clear images. But what happens when that lens begins to lose its clarity? Imagine looking through a dirty window or a sheet of wax paper—that's what vision can feel like for someone developing cataracts.

Cataracts occur when the proteins in the eye's lens clump together, making it harder for light to pass through clearly. Early on when the clumps are small, you might not notice much, as the changes are subtle. Objects may lose their sharpness, vision might blur slightly, and distant objects may start appearing fuzzier, while close-up vision temporarily improves in a phenomenon called a myopic shift. If you notice any of these vision changes, your first move is to schedule an appointment with your eye doctor for a new prescription for glasses or contact lenses.

Figure 1: The lens and other structures of the eye



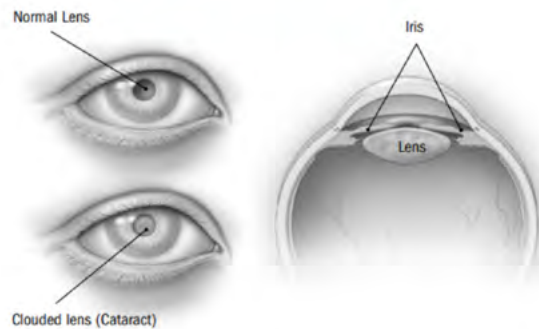
Rays of light pass through the cornea to the lens, which focuses images on the retina—a layer of light-sensitive tissue in the back of the eye. The light rays first pass through the vitreous humor, a clear, gel-like substance that fills most of the eye. The retina captures images, which are then sent to the brain via the optic nerve.

Generally, cataracts develop gradually in both eyes. However, some people lose more vision in one eye than in the other. As the cataract becomes thicker, your vision will begin to blur even more. You may have trouble seeing while driving at night or reading fine print and other details.



Over time, however, cataracts can cause colors to fade, night driving to become difficult, and everyday tasks like reading or recognizing faces to grow increasingly challenging. A yellowish haze may tint everything you see and contribute to a loss of detailed vision. At first, updating your prescription for glasses may give you clear enough vision. But eventually, the clouding will get worse and obstruct your sight to the point where you'll need cataract surgery to drive or to do many other activities of daily living.

Figure 2: Normal vs. cataract lens



The lens of the eye adjusts to focus light rays based on the distance to the object being observed. As we age, however, proteins in the lens may clump together, creating a cataract that eventually may affect vision.

Surgery is really the only medical treatment for cataracts. No drops, pills, or dietary changes will make cataracts go away. Without surgery, cataracts can progress to the point of legal blindness (a visual acuity of 20/200 or less) or even total blindness. Today, most Americans have surgery long before their vision becomes severely limited.

To learn more about cataracts and surgery options, read [Clearing the fog of cataracts](#), a Special Health Report from Harvard Medical School.



# 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 <sup>rd</sup> 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](mailto:maria.voigt@lausd.net) or 213-241-6365.

## 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](#).

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## HR UPDATES FROM PAGE 7

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	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	<a href="#">Mid-Year Formative 101</a>
Mid-Year Formative for Evaluators	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	<a href="#">Midyear Formative Evaluator Training</a>
EDSSL Observer Certification	1/13 & 1/16	Principals and Principals Supervisors	Certification to observe and evaluate school leaders and School Support Administrators	<a href="#">EDSSL Certification</a>

### 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>.



**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.



**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**

## ASSOCIATED ADMINISTRATORS OF LOS ANGELES



**LLOYD HOUSKE** — Mr. Houske joined the district in 1951. He served as an Assistant Principal and Principal at 66th Street Elementary School. He was Principal at Marvin, and Hoover Elementary Schools, moving to Cahuenga Elementary School in 1985 and remaining there until he retired on June 30, 2009 after 58 years of service. Mr. Houske passed away on December 11, 2024.

Murchison Elementary School. She was Principal at Multnomah, Valerio and Fernangeles Elementary Schools. Ms. Martinez retired on June 30, 2023 and passed away on December 8, 2024. The details of her services are as follows:

Celebration of Life will be held on January 11, 2025 @ 11:00am  
Crossroads Community Church  
5300 Rye Canyon Road, Valencia, CA 91355 (661) 775-9502

**ANNA MARTINEZ** — Ms. Martinez joined the district in 1987. She served as Assistant Principal and Principal of

## 🎵 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

### 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>

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

**Can't find CMAA?**

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

## 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.

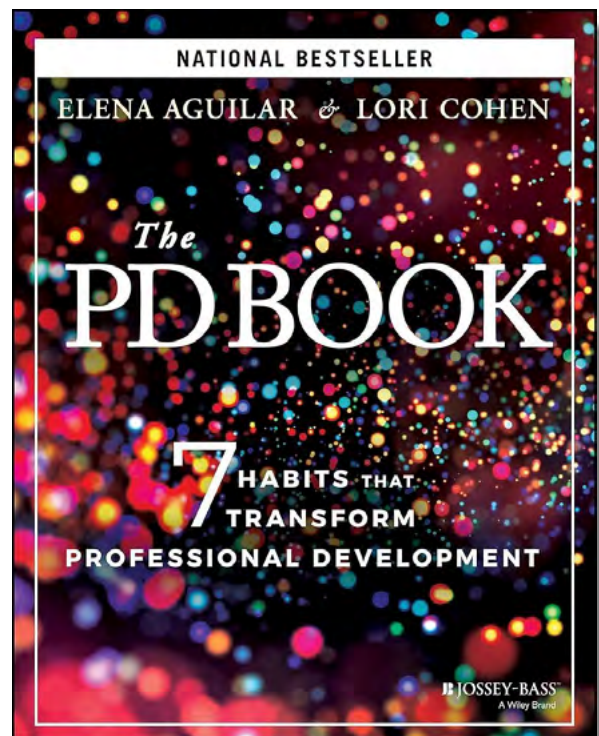
Sessions are held virtually for one hour per week over 6 weeks. Participants will be compensated at the training rate of \$50 per hour.

### 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](mailto:MNAVA@LAUSD.NET)**

INTEREST GROUPS - NEWS YOU CAN USE



# ACSA SWEET 16 EQUITY & WELLNESS BRUNCH

ALL ADMINISTRATORS ARE INVITED TO JOIN US FOR AN  
EQUITY AND WELLNESS BRUNCH.

JOIN US FOR GENTLE YOGA, SOUND BATH/GUIDED  
MEDITATION, AND TO LEARN FROM OUR KEYNOTE SPEAKER,  
DR. TRACIE NORIEGA, SENIOR DIRECTOR, DIVERSITY,  
EQUITY, INCLUSION ASSOCIATION OF CALIFORNIA SCHOOL  
ADMINISTRATORS

SATURDAY, JANUARY 25, 2025  
10:00 AM TO 1:00 PM

LOCATION:  
HOTEL MAYA  
700 QUEENSWAY DRIVE, LONG BEACH, CA 90802

SPACE IS LIMITED TO THE FIRST 100 REGISTERED GUESTS.



Register  
Now

