

UPDATE

www.aala.us

Week of March 5, 2018

REFLECTIONS ON THE ELECTION FROM JUAN A. FLECHA

I want to thank the close to 80% of you who elected me to serve a second term as president. I am honored by your support, and look forward to representing your interests. By the same token, I am being very reflective and want to understand the mindset of the 20% of the members who voted for my two opponents. Therefore, let me be clear about the positions I have consistently espoused as they relate to the platforms proposed by my two colleagues.

- I agree that promotions are not gifts to be distributed and please know that AALA never looks away and makes note of every promotion. Article IX of our contract addresses Administrative Assignments and Transfers and we are willing to initiate the grievance process when a violation arises. However, this can only occur when members have the moral fortitude to come forward and actually make the complaint.
- AALA has worked closely with the Professional Learning and Leadership Development Branch and the *Aspiring* program for principals and assistant principals to promote those most qualified in a fair and transparent manner. The conversation to cover an all-encompassing promotional process for all those whom AALA represents will continue as an ongoing pursuit.
- I wholeheartedly agree that for every new school-based District initiative, two must come off the plate! AALA has made it clear that extending the workweek to include Saturday is a non-negotiable item unless it is completely voluntary and administrators are paid at their hourly rate. Recent *Updates* have suggested possible job actions to let the District know we are serious. Let's keep the conversation going, organize for effort, and stand united on job actions we agree to conduct, so the District takes our demands more seriously.
- I can guarantee you that as a 30-year employee of the District and as the former Administrator of Operations for what is now Local Districts NE and NW, AALA is fully-equipped to represent you whether an allegation is unfounded or not. We do it every day, and will continue doing so for our members.
- Nearly 99% of you voted for the healthcare tentative agreement that AALA's team, along with the District's other seven unions, recently negotiated. No one more staunchly supports maintaining the current healthcare provisions we have earned.
- AALA has consistently advocated for:
 - a. administrators to work on A Basis;
 - b. a differential to be provided to administrators serving more than one school;
 - c. an assistant principal to be assigned to almost every elementary school;
 - d. no secondary school to be staffed by the principal alone;

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- e. every colocated campus to be given an assistant principal to manage the exorbitant workload a colocation brings; and
 - f. a path to permanency for temporary advisers.
- The above demands far exceed the platforms of my opponents. My experience has shown me it is easy to ask the District leadership to implement these actions and more, but it is much harder to get them and then the Board of Education to agree to requests made by AALA on behalf of its members. Nonetheless, I am redoubling and recommitting my efforts to continue fighting for this and more because you deserve it!

I hope you remember my invitation from three years ago. I asked you to share your hopes and fears with me. I am once again inviting you to do so whether you voted for me or not. Nothing is more important to me than measuring the pulse of what you are experiencing, and shining a light on it to enact positive change. In the meantime, know the experiences I have gained in the successful negotiation of the Unit J contract in 2017 suit me well to continue negotiating the certificated contract on your behalf. I look forward to fulfilling the next three years as president, and promise to serve you and be at your disposal to the very best of my ability.

RESULTS OF RATIFICATION VOTE AND ELECTION OF OFFICERS

Voting occurred during the last two weeks to ratify the tentative health benefits agreement and for the election of officers and Unit J job stewards for the 2018 – 2021 term. With 46% of active members casting ballots, the results are as follows:

Ratification Vote – **Tentative health benefits agreement was approved by 98.9% of voters**

AALA President – **Juan A. Flecha**

Adult Department Director – **Candace Lee**

Elementary Department Vice President – **Nery X. Paiz**

Secondary Department Vice President – **Rafael Gaeta**

School Support Administrators Department Director – **Dr. Victor Gonzalez**

Classified Department (Unit J) Vice President – **Steven Johnson**

Unit J Job Stewards – **Stacy Barnett, Richard Laret, Ed Polanco, Laura Ramirez, Alfred Sixtos**

NATIONAL STUDENT WALKOUTS PLANNED

Fifty years after the historic and system changing student protests in Los Angeles in 1968, students nationwide are planning walkouts in March and April. However, instead of protesting academic and social inequities, students are now advocating for stricter gun-control laws and more mental health resources. Demanding that legislators take action to address the prevalence of school shootings, students across the country have organized and currently, have three major events planned:

1. 10:00 a.m., Wednesday, March 14, 2018

Saying *enough is enough*, the Women’s March youth group, Empower, is sponsoring this national walkout and encouraging teachers, students, administrators, parents, and others to walk out for 17 minutes in honor of the 17 students and adults killed at Marjory Stoneman Douglas High School last month.

WALKOUTS (Cont.)

2. Saturday, March 24, 2018

Students from across the country, calling for school safety and gun control, plan to *March for Our Lives* in Washington, D.C. According to the website, “The mission and focus of *March for Our Lives* is to demand that a comprehensive and effective bill be immediately brought before Congress to address these gun issues. No special interest group, no political agenda is more critical than timely passage of legislation to effectively address the gun violence issues that are rampant in our country.” They anticipate more than 500,000 participants.

3. Friday, April 20, 2018

A national high school walkout is being planned by Connecticut students on this day, which is the 19th anniversary of the Columbine shooting. No specific time has been determined as yet. Plans are still fluid, but a petition circulating on Change.org has already garnered almost 100,000 signatures.

As these activities gain traction, we anticipate that LAUSD students may wish to join in the protests. Last week’s *Update* provided information on the District’s position for handling this type of activity and it bears repeating – The District has a comprehensive protocol for handling disturbances or demonstrations on or near school sites in Bulletin 6320.0 (click [HERE](#)) and clearly recognizes that students have a right to freedom of speech and to participate in political, religious, and other free speech activities while on campus during noninstructional time. We encourage administrators to review the bulletin and plan strategies to address student protests. Instead of walking out, students can be offered structured opportunities to express themselves while at school through rallies, assemblies, guest speakers, or other activities and we urge administrators to facilitate their efforts, in accordance with the guidelines in the bulletin.

HEALTH BENEFITS FAQ— DO YOU HAVE NOISE-INDUCED HEARING LOSS

What is noise-induced hearing loss?

Noise-induced hearing loss (NIHL) is permanent and results from a one-time exposure to an intense sound, like an explosion, or prolonged exposure to loud noises. This type of loss affects about 17% of adults between the ages of 20 and 69 and 12.5% of children between 6 and 19. Other statistics show that at least 17% of teens (ages 12-19) have loss in one or both ears. This hearing loss is distinct from age-related loss that affects one in three Americans over age 65.

What noises are loud enough to cause hearing loss?

Factors that affect sound levels are intensity and pitch. Sound intensity is measured in decibels (dB), while pitch is measured in frequency of sound vibrations per second, called hertz (Hz). The higher the pitch the higher the number of vibrations. Think of the difference between the sounds of a violin and a tuba. Researchers agree that habitual exposure to noise above 85 dB could cause a gradual hearing loss, with louder noises accelerating hearing damage. Examples of familiar sounds and their decibel ratings include:

- 30 dB – Whispering in a quiet library
- 45 dB – Refrigerator hum
- 60 dB – Normal conversation
- 85 dB – Heavy city traffic

FAQ (Cont.)

- 95 dB – Motorcycles
- 105 dB – MP3 player at maximum volume
- 120 dB – Sirens
- 150 dB – Firecrackers and firearms
- For audio examples of sounds and their decibels, click [HERE](#).

What are some indicators of a hearing loss?

- People seem to mumble and you ask them to repeat themselves
- Others say your television volume is too loud
- Difficulty hearing conversation when there's a group of people
- You can't hear your turn-signal indicator in your car
- Background noise makes it hard to carry on a conversation

How can noise-induced hearing loss be prevented?

According to the National Institutes on Deafness and Other Communication Disorders, noise-induced hearing loss is the only type of hearing impairment that is completely preventable by practicing good hearing health, such as:

- Knowing which noises are at or above 85 decibels
- Wearing earplugs or earmuffs (available at hardware and sporting goods stores) during a loud activity
- Moving away from a loud noise if you can't reduce it or protect yourself from it
- Being alert to hazardous noises in the environment
- Protecting the ears of children who are too young to protect their own
- Making family, friends, and colleagues aware of the hazards of noise

Have your hearing tested if you think you might have hearing loss.

Congratulations!

Congratulations to the following administrators who are the 2018 recipients of ACSA Region 16's Administrators of the Year Awards:

Christopher Downing, Local District Superintendent
Rafael Balderas, High School Principal
Adaina Brown, Middle Grades Principal
Josefina Flores, Elementary Grades Principal
Janet Peaks, Central Office Administrator
Ana Beltran, Secondary Co-Administrator
Candace Lee, Adult Education Administrator
Geri Fuchigami, Special Education Administrator
Luis Heckmuller, Curriculum and Instruction Administrator
Joe Salvemini, Continuation/Educational Options Administrator
Charlotte Lerchenmuller, Retired Administrator
Dean Tagawa, Early Education Administrator
Myrna Brutti, Operations Administrator

CONGRATULATIONS (Cont.)

Special award recipients are **Juan A Flecha**, Ferd Kiesel Award; **Scott M. Schmerelson**, Marcus Foster Memorial Award, UCLA Center X, Partners in Excellence Award; and **Beatriz Vasquez**, Every Student Succeeding Award. They will all be honored at the annual banquet on Tuesday, May 8, 2018, at Casa Italiana Restaurant. Reservations are \$50 per person and must be received by April 23 to guarantee a place. Please click [HERE](#) for the reservation form.

SUPERINTENDENT SEARCH

The Members of the Board of Education have identified the characteristics that they are seeking in the next LAUSD superintendent. In a statement released this week, they said they are looking for a leader who:

- Is bold, courageous and unafraid to make hard decisions in pursuit of equity and academic excellence;
- Understands the financial challenges facing L.A. Unified and is committed to confronting them;
- Has knowledge of Los Angeles and understands the complexities of the community;
- Is a team builder and consensus leader who brings out the best in people;
- Will work collaboratively with the Board and have political acumen;
- Ensures that adequate and equitable funding reaches classrooms by addressing financial challenges, including liability costs and structural deficits;
- Can unlock the potential of all students by addressing historical inequities in student opportunities and achievement;
- Will recruit, retain, support, and empower classroom and school leaders to work with our families and strengthen our schools in the context of local control; and
- Can confront policies at the local, state, and federal level that are impediments to student achievement, including the chronic underfunding of California public schools.

It is a very short recruitment period with the deadline to submit applications being March 14, 2018, and a decision being made in April.

GUIDELINES ISSUED FOR SOCIAL AND EMOTIONAL LEARNING

The California Department of Education has just released guidelines to integrate social and emotional learning (SEL) into the curriculum. The guidelines were developed by a team of 35 educators from throughout the state convened by the Collaborative for Academic Social and Emotional Learning and are in response to research that shows that learning is not only cognitive, but SEL is also fundamental to academic success. A study in 2015 found that SEL programs could lead to better life outcomes, saving social spending as much as \$11 for every one dollar invested and, therefore, educators need to respond to students' needs in these areas.

Social and emotional skills include the ability to:

- Set and achieve positive goals
- Feel and show empathy for others
- Establish and maintain positive relationships
- Make responsible decisions

SEL (Cont.)

- Understand and manage emotions

The five guiding principles as identified by the Department of Education are:

- Adopt Whole Child Development as the Goal of Education
- Commit to Equity
- Build Capacity
- Partner with Families and Community
- Learn and Improve

In announcing the new guidelines, **Tom Torlakson**, Superintendent of Public Instruction, said in a statement, “These principles are a part of a concentrated effort to improve teaching and learning of social and emotional skills by recognizing that students’ connection to what they are learning is a critical component of a quality education.” To learn more about SEL, click [HERE](#) and read the following article.

SOCIAL LEARNING – THE FORGOTTEN TEACHING DOMAIN

Dan Basalone is a former teacher, assistant principal, principal, and director of professional development in the Los Angeles Unified School District for 40 years, and AALA consultant. As principal in five culturally different schools, he had the unique opportunity to put into practice what he had learned as a university training teacher and an intergroup relations advisor. After retirement, he served as a professor of educational administration at various universities in the Los Angeles area, as well as, serving as director for the educational administration program at Mount St. Mary’s University. He has written an excellent article on the taxonomy of the social learning domain. You are encouraged to read it by clicking here: <http://www.aala.us/docs/2018/02/Social-Learning-Taxonomy-of-the-Social-Learning-Domain.pdf>.

IN MEMORIAM

EUGENE “GENE” RUBIN—Former AP,SCS at Palms Middle School. Mr. Rubin retired from the District on February 5, 2005, and passed away on February 28, 2018. Services will be held at 3:00 p.m., on Sunday, March 4, 2018, at Eden Memorial Park, 11500 Sepulveda Blvd., Mission Hills. Condolences may be sent to his wife, **Nita Rubin**, at 5333 Lemona Avenue, Sherman Oaks, CA 91411.

CALENDAR

EVENT	DATE	CONTACT
MARCH IS NATIONAL AMERICAN RED CROSS, ARTS EDUCATION, MIDDLE LEVEL EDUCATION, MULTIPLE SCLEROSIS AWARENESS, MUSIC IN SCHOOL, NUTRITION, SCHOOL SOCIAL WORKER, AND WOMEN’S HISTORY MONTH		
Applications Due for Summer Administrative Positions	March 2, 2018	213.241.7900
BLACK AMERICAN DAY	March 5, 2018	

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
AALA Executive Board Meeting	March 5, 2018 4:30 p.m.	Javier Melendez , 213.484.2226
LOOC Autonomy Workshop at Local District South (CANCELLED)	March 5, 2018 4:30 p.m. – 7:00 p.m.	Maria Elena Rico-Aguilera , mariaelena.rico@lausd.net or 213.241.3077
NATIONAL SCHOOL BREAKFAST WEEK	March 6 – 10, 2018	
Middle School Principals' Meeting at Los Angeles Trade Technical College	March 7, 2018 7:30 a.m. – 12:00 p.m.	Dr. Sandra Cruz , 818.832.3870 or scruz@lausd.net
Pilot School Principals' Meeting at Sotomayor Learning Academies	March 7, 2018 7:30 a.m. – 12:00 p.m.	Cynthia Gonzalez , 323.846.2118 or cxg0844@lausd.net
Special Education Principals' Meeting at Beaudry, 17-117	March 7, 2018 8:00 a.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
CalSTRS Preretirement Workshop at Sheridan Street ES Auditorium	March 8, 2018 4:00 p.m.	Maria Voigt , 213.241.6365 or click HERE to register
LOOC Autonomy Workshop at Local District West	March 8, 2018 4:30 p.m. – 7:00 p.m.	Maria Elena Rico-Aguilera , mariaelena.rico@lausd.net or 213.241.3077
AAPA Budget PD at Castelar ES	March 8, 2018 5:00 p.m. – 7:00 p.m.	Cathy Tomyoy , 213.241.6990 or cathy.tomyoy@lausd.net
ACSA Region XVI Social at San Antonio Winery	March 8, 2018 5:00 p.m. – 8:00 p.m.	Michael Payne , 818.416.2902 or michael.payne@lausd.net
Adult School Principals' Meeting at East L.A. Skills Center (Required)	March 9, 2018 8:00 a.m. – 3:00 p.m.	Dr. Clifton de Córdoba , 310.664.5820 or cdecordo@lausd.net
Daylight Savings Time Begins (Change Your Batteries)	March 11, 2018 2:00 a.m.	
LOOC Autonomy Workshop at UTLA	March 12, 2018 4:30 p.m. – 7:00 p.m.	Maria Elena Rico-Aguilera , mariaelena.rico@lausd.net or 213.241.3077
Deadline for Outstanding School Psychologist Nominations	March 13, 2018	Dr. Mary Barry , mary.barry@lausd.net or click HERE for nomination form
AMAE Parents as Partners Conference at Lizarraga ES	March 17, 2018 8:30 a.m. – 12:30 p.m.	Antonio José Camacho , 310.251.6306 or losangeles-amae@sbcglobal.net
Senior High School Options Principals' Meeting at Newmark HS	March 21, 2018 7:30 a.m. – 12:00 p.m.	Rob Eiseman , 818.394.3980 or reiseman@lausd.net
COBA Meeting at Crenshaw HS Library	March 21, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
APSCSO Meeting at Drew MS (Required)	March 22, 2018 8:00 – 11:30 a.m.	Danny Kindle , dlk4931@lausd.net

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
CalSTRS Preretirement Workshop at Eagle Rock HS, Student Dining Room	March 22, 2018 4:00 p.m.	Maria Voigt, 213.241.6365 or click HERE to register
SPRING RECESS	March 26 – 30, 2018	
CESAR CHAVEZ BIRTHDAY OBSERVED	April 2, 2018	
Middle School Principals' Meeting at TBD	April 4, 2018 7:30 a.m. – 12:00 p.m.	Dr. Sandra Cruz, 818.832.3870 or scruz@lausd.net
Special Education Principals' Meeting at Beaudry, 17-117	April 4, 2018 8:00 a.m. – 4:30 p.m.	Melissa Winters, 213.749.8310 or mrw4766@lausd.net
Chicano Youth Leadership Conference at Camp Hess Kramer	April 6 – 8, 2018	Myrna Brutti, 310.354.3417



Advancement Opportunities: Want to Become a K-12 Administrator?

The Department of Educational Leadership & Policy Studies, California State University, Northridge is pleased to announce the next cohorts of its program for the attainment of the Preliminary Administrative Services Credential (Tier I) and Masters' Degree in Educational Administration starting FALL 2018. Classes begin the week of August 27, 2018.

Please Join Us at One of Our Upcoming Informational Meetings

SAN FERNANDO VALLEY

- *California State University, Northridge (CSUN)*, 18111 Nordhoff St., Northridge
Info Meeting: Monday, March 5, 2018, 4:30 p.m., in the Michael D. Eisner College of Education Building, ED 1216

GLENDALE

- *Glendale Unified School District Office*, 223 N. Jackson St., Glendale
Info Meetings: Monday, March 12, 2018, 4:30 p.m., in Room 103
Thursday, March 29, 2018, 4:30 p.m., in the Board Room

Public, Private, and Charter School Educators are All Welcome!

Please visit our website at <http://www.csun.edu/education/elps>. For additional information, please email jody.dunlap@csun.edu or ricardo.sosapavon@csun.edu or call the ELPS Office at CSUN 818.677.2591.

Associated Administrators of Los Angeles

POSITIONS AVAILABLE

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/1125> (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

PRINCIPAL, SECONDARY

Venice High School, Local District West, MST 47G, E Basis. For more information, contact **Rose Hindinger**, Director, at 310.914.2107 or rhinding@lausd.net. Application deadline is 5:00 p.m., Friday, March 16, 2018.

COORDINATOR, OPERATIONS SUPPORT SERVICES

Local District East, MST 43G, Temporary Adviser, E Basis. For more information, contact **Dr. Alfonzo Webb**, Administrator of Operations, at awebb01@lausd.net. Application deadline is 5:00 p.m., Friday, March 9, 2018.

PRINCIPAL, ELEMENTARY

Cahuenga Elementary School, Local District Central, MST 41G, E Basis. For more information, contact **Dr. Chiae Byun-Kitayama**, Director, at 213.241.0126 or cbyun1@lausd.net. Application deadline is 5:00 p.m., Wednesday, March 14, 2018.

ASSISTANT PRINCIPAL, SECONDARY

Dodson Middle School, Local District South, MST 40G, B Basis. For more information, contact **John Vladovic**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Wednesday, March 14, 2018.

SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT

Local District Central, Division of Special Education, MST 38G, Temporary Adviser, E Basis. For more information, contact **Christina M. Cisneros**, Administrator, at 213.241.4999. Application deadline is 5:00 p.m., Wednesday, March 14, 2018.

CLASSIFIED

AREA FACILITIES SERVICES DIRECTOR

Maintenance and Operations Branch, Facilities Services Division, \$101,800 - \$126,100, 12-month position. For more information, please click [HERE](#). Application deadline is Friday, March 16, 2018.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
COORDINATOR, GEAR UP MST 41G, E Basis	Advanced Learning Options, Division of Instruction	Marie Danila , marie.danila@lausd.net	5:00 p.m. Thursday March 8, 2018

Associated Administrators of Los Angeles

CERTIFICATED POSITION	LOCATION	CONTACT	DEADLINE
<i>PERSONNEL FIELD SPECIALIST</i> MST 38G, A Basis	Certificated Assignments and Support Services Section, HRD	Leanne Hannah, Director, 213.241.6158	5:00 p.m. Thursday March 8, 2018
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>IT ADMINISTRATOR, SHARED TECHNICAL SERVICES</i> \$131,500 - \$163,900, 12-month position	Information Technology Division	Click HERE	Saturday March 3, 2018
<i>CLAIMS COORDINATOR</i> \$85,000 - \$105,800, 10-, 11-, or 12- month position, two vacancies	Risk Mgmt. & Insurance Services	Click HERE	Monday March 19, 2018
<i>CHIEF PROCUREMENT OFFICER</i> \$159,600 - \$198,800, 12-month position	Procurement Services Division	Click HERE	When Filled
<i>DIRECTOR OF ACCOUNTING</i> \$114,912 - \$142,344, 12-month position	Accounting & Disbursements Division	Click HERE	When Filled
<i>DEPUTY DIRECTOR OF TRANSPORTATION</i> \$110,300 - \$137,400, 12-month position	Transportation Services Division	Click HERE	When Filled
<i>FLEET MAINTENANCE MANAGER</i> \$93,000 - \$115,800, 12-month position	Transportation Services Division	Click HERE	When Filled
<i>SENIOR BUILDING PROJECT ESTIMATOR</i> \$81,100 - \$101,100, 12-month position	Cost Estimating Unit, FSD	Click HERE	When Filled