

OCTOBER 10, 2022

UPDATE

District Labor Partners to Meet With Supt. Carvalho

AALA and its labor partners (Buildings & Trades, CSEA, LASPMA, ALASPOA, SEIU, Teamsters, UTLA) worked quickly to arrange a meeting with Superintendent Albert Carvalho after this past weekend's news of hacked data being released on the dark web. Supt. Carvalho sent all employees an [important update](#) on Monday afternoon addressing the breach.

Hello Superintendent Carvalho,

On behalf of the Labor Partners of LAUSD, this email is a formal request for an immediate joint briefing on the hacking and ransom attack against the district and any/all potential impacts on our bargaining unit members.

We are further requesting this meeting be in person and no later than this week. We stand ready to assist the district in protecting all employees, students, and data management systems, but need a full account of what has happened thus far and what might happen moving forward. Please get back to this entire group as quickly as possible with a date/time this week for the briefing to happen.

Thanks-JG (Jeff Good - UTLA)

NOTE: The Supt. scheduled a meeting with labor partners on Monday, October 10th to address concerns.

AALA continues to receive letters from members. We publish these letters as they usually express the reality of many administrators.

This letter is sent from three principals. We need your help! We have read about AALA's requests to LAUSD leadership for relief from the many inefficient and long meetings we must attend. During the week of Sept 19, we had an all-day meeting for principals. During that same week, we each had several other required zoom meetings at various times during the five days. Here's a "kick in the pants": at the all-day principal's meeting, many principals talked to one another during the break and semi-privately during the LD presentations about the impending Acceleration Days. We asked our CoSA for guidance when we had a break-out session, and she could not offer us any. Before we left the meeting, we were notified that we had to attend a zoom meeting the following day. Why didn't the LD address this topic with all principals while we were all in attendance? We left the all-day meeting feeling defeated again



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AALA Representative Assembly/PAC Council Meetings - Join Us! October 6, 2022 at Casa Italiana, 1039 N. Broadway, Los Angeles, CA 90012. Contact us at (213) 484-2226 or gpivara@aala. us for more information. **See you there!**

Associated Administrators of Los Angeles

MEMBERS' LETTER FROM PAGE 1

because we knew we had many issues, deadlines, and planning to address when we returned to our schools. The zoom meeting was held when I had a pre-scheduled meeting with teachers during their conference period. The zoom meeting consisted of a PowerPoint and ended with our requirement to re-read the PowerPoint, followed by a few tasks, culminating in our requirement to complete three separate forms in three links on three different days. Couldn't the LD address this issue with us the previous day? We find ourselves sitting behind our computers most of the day, disregarding our primary work of supervising our students and staff actively, regularly observing classrooms, and following up with timely feedback and resources. So many District departments require us to attend zoom meetings to carry out their programs with fidelity. Each morning and throughout the day, we are met by parents with individual concerns and requests.

There are multiple on-site programs that we must supervise and meet to plan. Additionally, on far too many days, when we open our computers, we see a meeting notification in the upper right corner of our screen for a mandatory meeting on that same day, without any prior notification or consultation about our pre-scheduled meetings. With our immediate need to retain and attract students in our district and address chronic absenteeism, we must wisely use our scarcely available time to address these issues. Most schools are understaffed due to the shortage of teachers and support staff, and we are filling in these gaps. Related to these issues is our need to get updated phone numbers of district staff at LD and the central office. This has been a problem for the past couple of years. At a time, out-of-school personnel would put their contact phone number under their name. This is now rarely the case. We need current directories of personnel, their titles, and their phone number. At many meetings, personnel may add their phone number to a PowerPoint. We have to go back then and catalog this information. In short, we are taken away from our primary duties when we are away at meetings and also when we are on campus, complicated by too many layers of oversight at the LD level. Superintendent Carvalho, we know that you genuinely care and are planning some changes. Please help us with these issues. We need an overhaul of the infrastructure of LAUSD. Some of the very individuals who are supervising us cannot, themselves do what we are tasked to do.

UNIT J NEGOTIATIONS NEWS

Bargaining Session #2 scheduled for Monday, October 10th.



Vote By Mail ballots available October 10 - all registered voters in Los Angeles County will be mailed a Vote by Mail ballot. Vote in the safety of your home by returning your Vote by Mail ballot.

Questions? Payroll questions: payrollsupport@lausd.net HR questions: askhr@lausd.net

Open Enrollment - October 24 - November 20

Calling all AALA Members! Do you have a new administrator in your school or office? Do you know of a new administrator? Please let them know about the benefits of AALA membership and have them complete the easy form below:

<https://docs.google.com/forms/d/e/1FAIpQLSdTTPn6QRag1mkFhGP7ojIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

REPORT, REPORT, REPORT

Please heed reporting mandates. If you suspect or are made aware of suspected child abuse, **REPORT IT.** If you believe someone else reported it, **follow up on the same day!** And, **create an iSTAR report** or confirm that an iSTAR report was created **that same day.** Believing that someone else is reporting it does not relieve you of your responsibility to report it. Please do not open yourself up to discipline for failure to report.



Click [HERE](#) for more information

Associated Administrators of Los Angeles

Healthcare FAQs - 2023 MEDICAL PLANS AT-A-GLANCE

Great news! The District's Medical plans will offer the same benefits for another year. **Open Enrollment begins October 24 and continues through November 20, 2022.** You'll receive your Open Enrollment packet later in the month with detailed information. In the meantime, we offer this basic chart to compare copays, deductibles, annual out-of-pocket limits, and prescription drug costs. District plans are based on employment status—active or retired. Retiree plans are based on Medicare status—preMedicare (under age 65) or Medicare (65 years and older).

PLANS FOR ACTIVE EMPLOYEES & PREMEDICARE RETIREES

Plan Name	Phone	Co-pay	Annual Deductible	Annual Out-of-Pocket Limit
Anthem Blue Cross EPO Prescriptions (prescription for all Anthem Blue Cross plans is provided through CVS Caremark)	(800) 700-3739 CVS Caremark (888)752-7229	<ul style="list-style-type: none"> 20% after deductible Adult Physical Exam – no co-pay Well Woman Exam – no co-pay Well Baby Care – no co-pay ER - \$100/visit (waived if admitted, then 20%) \$10/\$30/\$50 – 34 day generic/preferred/nonpreferred \$20/\$60/\$100 - up to 90 day, generic/preferred brand/nonpreferred, CVS mail order	0.5% of gross fiscal earnings (\$100 min., \$800 max./member), Family: 3x member deductible	\$7,500/member
Anthem Blue Cross Select HMO Prescriptions (prescription for all Anthem Blue Cross plans is provided through CVS Caremark)	(800) 700-3739 CVS Caremark (888)752-7229	<ul style="list-style-type: none"> \$10/visit Well Baby Care – no co-pay Adult physical – no co-pay Well Woman exam – no co-pay ER - \$50/visit (waived if admitted) \$5/\$25/\$45 – 34-day generic/preferred/nonpreferred \$10/\$50/\$90 – up to 90 day, generic/preferred brand/nonpreferred, CVS mail order	None	\$1,500/member \$3,000 /2 members \$4,500/family
Kaiser HMO Prescriptions*	(800) 278-3296	<ul style="list-style-type: none"> \$20/visit Well Baby– no co-pay to 23 months Adult Physical - \$20/visit Well Woman Exam - \$20/visit ER - \$100/visit (waived if admitted) \$10/\$20 – Generic, 30 day/31-100 day \$25/\$50 – Brand. 30d/31-100d	None	\$1,500/member (\$3,000 per family)
Health Net HMO Prescriptions*	(800) 654-9821	<ul style="list-style-type: none"> \$20/visit (PCP) \$30/visit (Specialist) Adult Physical - \$20/visit Well Woman - \$20/visit Well Baby – no co-pay to age 2 ER - \$100/visit (waived if admitted). \$5/\$25/\$45 – 30day generic/brand/nonpreferred \$10/\$50/\$90 –generic/brand/nonpreferred, CVS mail order	None	\$1,500/member \$3,000 per family

Associated Administrators of Los Angeles

Student Equity Grant Survey 2023

The LAUSD LCAP Team is reaching out to share a survey to provide recommendations on the 2023-24 School Staffing Equity Grant: <https://tinyurl.com/StaffingEquityGrant2023>.

Starting with the 2021 State Budget, the Local Control Funding Formula was amended to allocate additional dollars to school districts to support school-site staffing at schools with an unduplicated count (English learner, low income, and foster youth) that is greater than 55% of its total enrollment. The District used these new funds to create the School Staffing Equity Grant. Through this Grant, every eligible school site received funding to purchase staffing for 2022-23 from a short-list developed annually through community engagement.

They have developed this survey to identify positions for the 2023-24 Grant, and invite you and your members to complete the survey and provide recommendations to the District by **October 28th**.



LOS ANGELES MALE TEACHERS OF COLOR NETWORK (LAMTCN)

ADMINISTRATOR PROFESSIONAL DEVELOPMENT SERIES

DATES & TIME

- Saturdays, 9 a.m. to 12 noon
 - October 1
 - October 29
 - December 3

ABOUT THE SERIES

- Human Resources invites administrators to engage in LAMTCN professional learning around creating systemic change for increasing retention of male teachers of color and strategies that can be implemented at the school site.

JOIN US

- Registration Link: bit.ly/3rkBQmN
- All administrators who attend will be compensated at the rate of \$50 per hour.
- [The meeting Zoom links will be sent to those who have registered.](#)



*For more information, contact
Mark Duncan at
mark.duncan@lausd.net*



KELLY GONEZ

TEACHER FOR SCHOOL BOARD
KELLYGONEZ.COM

AALA, Luis Alvarado, Sandra Bennett, Richard & Irene Ramos, Sunshine Sepulveda and Brian Sida

INVITE YOU TO A RECEPTION IN SUPPORT OF BOARD PRESIDENT KELLY GONEZ FOR LAUSD DISTRICT 6

WHEN: **October 17th, 2022** | **5:30 PM**

WHERE: **Home of Richard & Irene Ramos**
19301 Stare Street, Northridge, CA 91324
Suggested contributions

\$1300	\$500	\$250
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RSVP: **Please RSVP to: tracy@tracyaustininc.com**

Paid for by Kelly Gonez for School Board 2022-General, FPCC ID #1449110, 16633 Ventura Blvd, Suite 1008, Encino CA 91436

HISPANIC HERITAGE MONTH

September 15 - October 15

Associated Administrators of Los Angeles
THANK YOU AALA Reception Sponsors



SILTC Ernie Strobel

UCLA Women's School Leadership Academy (WSLA)*

January 2023 - June 2023

WSLA is a pioneering program committed to championing women's leadership. It provides leaders with the tools and knowledge they need to increase their impact on K - 12 education. The six-month program assists participants to expand their voice and vision. Leadership capacities are emphasized including decision-making and problem-solving. Career-building, coaching, mentoring, collaborating for change are critical processes. Equity, access, and inclusion are emphasized through leadership practices.

WSLA participants (experienced educators) learn from each other and from expert K - 12 practitioner/leaders.

360 degree leadership

Communicating for impact

Leading for success across the organization

Promoting equity, diversity and inclusion

The through lines
are informed by
four themes

- Leading as a woman in times of calm and crisis
- Making decisions considering multiple political, social, and cultural perspectives
- Women supporting women for professional growth
- Navigating professional and private lives

In WSLA, participants uplift and learn from one another and from K - 12 experts during:

Two in-person Saturday Intensives at UCLA
10 a.m. - 4p.m. (conditions permitting)

January 7 and June 24

Ten Virtual Tuesday Evenings
6:30 p.m. - 9:00 p.m.

January 10, 24; February 7, 22;
March 7, 21; April 4, 24; May 2, 16

For more information contact Dr. Linda Rose at lrose@g.ucla.edu.

For application materials, please visit

seis.ucla.edu/departments-and-degrees/department-of-education/womens-school-leadership-academy.

Deadline to apply is November 1, 2022.

Associated Administrators of Los Angeles



Lexia
California

Strategies for Third-Grade Proficiency: California Leaders Share Their Early Literacy Plans

Date/Time: Tuesday, October 25 from 11:00am-12:00pm PT

Registration: <https://tinyurl.com/LPCA102522>

Educator Speakers:

- Dr. Mary Grace: Assistant Superintendent, Education Services, Anaheim Elementary School District
- Dr. Shelly Viramontez: Superintendent, Campbell Union School District

Webinar Description

Experts continue to identify early literacy as foundational to students' academic success across all disciplines. Early literacy has also been a priority of California state leaders for years, with the most recent statewide initiative setting 2026 as the target date to ensure all students learn to read successfully by third grade.

Join this webinar to hear California educational leaders share new perspectives on successful instructional models that improve early literacy and reading achievement.

You'll gain insight into:

The current landscape of literacy instruction

- The background of California's journey to strengthen teaching standards with SB488
- Research-suggested policy supports to create a coalition for early literacy
- How your peer state leaders are increasing student literacy gains
- How to implement, monitor, and adapt literacy plans to focus on third grade proficiency



NU-Harmony SEL Engagement Summit

Join us on Monday, October 17th, 2022 for an engaging morning of inspiration with our distinguished **SEL thought leaders!**

Register Today at No Cost!

Presented by
Dr. Jacqueline Sanderlin



MORE INFORMATION CLICK [HERE](#)

Associated Administrators of Los Angeles

2022-2023 HUMAN RESOURCES SCHOOL SITE ADMINISTRATOR ADVISORY GROUP

The School Site Administrator Advisory Group will meet monthly to advise Human Resources in directing and improving all efforts and resources to develop, assist, and support administrators and teachers to create learning environments that ensure every student achieves academically. If you would like to be considered for this advisory group, please sign up at the following link: <https://forms.gle/XESTvFCcZcgAdvvy9>

SCHOOL SUPPORT ADMINISTRATOR FIELD TEST

Human Resources is reaching out to School Support Administrators interested in field testing the School Support Administrator Framework and the growth and development evaluation cycle. The field test will be a modified cycle starting in November 2022 and finishing in June 2023. One School Support Administrator will be paired with one evaluator. Results from this field test will not become part of the employee's personnel file. Feedback from the field test will support full implementation in the 2023-2024 school year. If you are a School Support Administrator and interested in participating, please use the following link: <https://forms.office.com/r/y24bdBn890>.

EDUCATOR DEVELOPMENT AND SUPPORT

Teacher Evaluation Timelines

Activity	Due Date
Initial Planning Conference	C Basis: 10/7/22

For planning and preparation resources, please review the "Spotlight" section of the [MyPGS](#) landing page.

EDST Office Hours for Administrators and Teachers

Weekly EDST office hours are available on Fridays from 2:00 – 4:00 p.m. Staff will assist administrators and teachers with all phases of the teacher observation and evaluation cycle and offer technical support. You may join office hours using the following link: <https://lausd.zoom.us/j/86108706782>

ASSIGNMENT MONITORING 2022-2023

All school sites will be monitored for appropriate assignments during the 2022-2023 school year. The Credentials and Contract Unit will start working on reviewing your school site level reports in October.

School site administrators must ensure teachers are appropriately assigned to classes for which they hold a legal authorization.

If principals have teachers working under an Education Code option (Middle School Authorization, Local Assignment Option, Board Permit, One Period Coach Authorization, Teacher Consent Form for True Electives, Alternative Setting Teacher Consent Form, etc.), and plan to continue to use these options this school year, a new request must be submitted to avoid a mis-assignment. A [Credentials and Contract Specialist](#) may be contacted for additional questions. Current forms may be accessed here: <https://achieve.lausd.net/Page/1542>.



PROFESSIONAL LEARNING OPPORTUNITIES FOR ADMINISTRATORS

Human Resources invites administrators to engage in a variety of professional learning opportunities through timely and engaging sessions designed to provide leadership development.

Sessions are 6-weeks in length, held virtually, one-hour per week, and participants will receive \$50 training rate per hour.



CURRENT TOPICS:

- Wellness Wednesdays
 - 📅 Oct. 12, Oct. 26, Nov. 2, Nov. 16, Nov. 30, Dec. 14
 - 🕒 5:00PM-6:00PM
- Leading Coaching & Feedback
 - 📅 Oct. 13, Oct. 27, Nov. 3, Nov. 17, Dec. 1, Dec. 15
 - 🕒 5:00PM-6:00PM

Registration is limited to 200 participants per session. Register in MyPLN by searching for "Wellness Wednesdays" and/or "Leading Coaching".

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

Associated Administrators of Los Angeles

THE PERSONNEL COMMISSION
INTRODUCES THE

CLASSIFIED GROWTH AND DEVELOPMENT APPLICATION

Classified Growth & Development (CGD) is an online app that enables you to create a guide for your employee's professional growth and development. Supervisors can assess an employee's current level of skills, recommend training and activities to enhance skills, and chart growth and success throughout the year.

Learn more about the CGD application
at our informational sessions!



THE CGD PROCESS

- 1 Identify Areas of Growth for Employee
- 2 Recommend Learning Resources
- 3 Support Employee Progress

Take a
Look

Visit: <https://myapps.lausd.net/Eval>
After login, choose "Classified Growth and Development"



INFORMATIONAL SESSIONS

3:15 pm to 4:15 pm

10

OCTOBER 6, 2022

Local District Northwest

[Zoom Link](#)

OCTOBER 12, 2022

Local District Northeast

[Zoom Link](#)

OCTOBER 20, 2022

Local District West

[Zoom Link](#)

OCTOBER 26, 2022

Local District Central

[Zoom Link](#)

NOVEMBER 2, 2022

Local District East

[Zoom Link](#)

NOVEMBER 9, 2022

Local District East

[Zoom Link](#)

Associated Administrators of Los Angeles

In Memoriam

EDWARD VICTOR MORENO - Mr. Moreno was principal of San Fernando High, Sutter Jr. High, and Mulholland Jr. High School. He retired on July 1, 1989 and passed away on September 17, 2022 at the age of 94. Services for Mr. Moreno were held October 3rd at Eternal Valley Memorial Park, Newhall, CA. In lieu of flowers, donations may be made to UCLA Latino Alumni Scholarship.



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.

DO YOU WANT AALA WINGS?

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 35 \$2,500 and 17 \$1,000 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.

Click [HERE](#) and earn your wings! All donations to FRIENDS OF AALA are tax deductible.

YOUR GENEROSITY FUNDS DREAMS

Associated Administrators of Los Angeles
Interest Groups - News You Can Use



Fall Social at Cal State Northridge
Thursday, October 27, 2022
5:00PM to 8:00PM



[RSVP here](#)

