

NOVEMBER 14, 2022

# UPDATE



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## AALA Represents YOU!

The Executive Board of the Associated Administrators of Los Angeles is responsible for oversight and policy level direction for the management of the Association. The Executive Board is a body of elected members of the Association who jointly oversee the activities of the Association. They oversee the operation of the Representative Assembly and present adopted motions to that body for its approval. They counsel and advise the Association president on fiscal matters. The Executive Board weighs potential decisions against the vision, governing values, and the good of the Association members.

Every supervisory department is represented on the Executive Board. Below is a list of every department and the members that represent each respective department, including email addresses. They are your voice. Make it heard!

**Elementary Department** - **Manny Nava**, Vice President ([mnavas20@lausd.net](mailto:mnavas20@lausd.net)); **Marco Flores**, Director ([mflores@lausd.net](mailto:mflores@lausd.net))

The Elementary Department includes those school-based Principals, Assistant Principals and Assistant Principals-Elementary Instructional Services who are assigned to district elementary schools and primary centers, as well as any other administrators assigned to specific elementary/primary sites.

**Secondary Department** - **Blanca Cruz**, Vice President ([blanca.cruz@lausd.net](mailto:blanca.cruz@lausd.net)); **Karen Fattal**, Director ([kfattal@lausd.net](mailto:kfattal@lausd.net)); **Alex Placencio**, Director ([alex.placencio@lausd.net](mailto:alex.placencio@lausd.net))

**AALA is proud of our PAC that endorsed several offices/ issues that will support our**

**Core Values:**

- **Prop 28**
- **Superintendent of Public Instruction**
- **City of Cudahy- Our own SSA Cynthia Gonzalez**
- **BD 6**
- **BD 4**

REPRESENT >> PAGE 2

## Associated Administrators of Los Angeles

### REPRESENT FROM PAGE 1

The Secondary Department includes those school-based Principals, Assistant Principals, Assistant Principals-Secondary Counseling Services, and School Improvement Facilitators who are assigned to district middle and senior high schools, as well as those Extended Learning Administrators and Required Learning Administrators assigned to specific sites. The Secondary Department also includes all school-based administrators assigned to options and continuation schools.

**Early Education Department - Dr. Ayanna Davis**, Vice President ([ayanna.davis@lausd.net](mailto:ayanna.davis@lausd.net)); **Viken Kazarian**, Director ([vxk6611@lausd.net](mailto:vxk6611@lausd.net)); **Scarlett Ramirez Holguin**, Director ([smr2897@lausd.net](mailto:smr2897@lausd.net))

The Early Education Department was newly added to the AALA Constitution and ratified by AALA members in 2019. This department includes school-based Early Childhood administrators.

**Adult Department - Anna E. Madrid**, Vice President ([aem76041@lausd.net](mailto:aem76041@lausd.net)); **Julio Melara**, Director ([jmelar@lausd.net](mailto:jmelar@lausd.net)); **Vladimir Tigno**, Director ([vtigno@lausd.net](mailto:vtigno@lausd.net))

The Adult Department includes those school-based Principals, Assistant Principals-Operations, Assistant Principals-Adult Counseling Services, and Coordinators who serve in the community adult schools and the ROP/ROC centers of the District.

**School Support Administrator Department - Kevin Kilpatrick**, Vice President ([kkilpatr@lausd.net](mailto:kkilpatr@lausd.net)); **Brenda Pensamiento**, Director ([bpensami@lausd.net](mailto:bpensami@lausd.net)); **Angela Sandoval**, Director ([abs9291@lausd.net](mailto:abs9291@lausd.net))

The School Support Administrator Department consists primarily of nonschool-based administrators who serve in the central offices, local district offices and other external support services locations. The department includes a wide variety of Specialists, Coordinators and Directors of departments, as well as the Directors of School Support Services and Administrators of Instruction in the local districts.

## Unit J Negotiations Continue



AALA presented the following proposals at the Monday, November 7<sup>th</sup> bargaining session:

- Language to address vacation cap issues members have raised.
- Increasing the amount of bereavement days given; final arrangements for loved ones has become more complicated and challenging post-COVID.
- The terms of the successor agreement and re-openers.
- AALA will submit its wage proposal at the close of business this Thursday.
- The District and AALA reached a Tentative Agreement on making Juneteenth an official holiday in the contract.

The District rejected the following AALA proposals:

- Hybrid work schedule/model
- A defined work week/work day
- Double-pay for emergency call-ins especially when other labor partners are allowed to stay home with pay.

AALA will be submitting counter-proposals as a flat "NO" is not good faith bargaining.

**Classified Department - Walter Contreras**, Vice President ([walter.contreras@lausd.net](mailto:walter.contreras@lausd.net)); **Lisa Marine**, Director ([lisa.marine@lausd.net](mailto:lisa.marine@lausd.net)); **Manny Montenegro**, Director ([manny.montenegro@lausd.net](mailto:manny.montenegro@lausd.net))

Unit J, Classified Department, represents classified management personnel assigned as Directors, Deputy Directors, Administrators, Managers, Specialists, and other administrative positions in Facilities, Food Services, Information Technology and Transportation. For class codes of Unit J bargaining unit members, see: **2018 – 2021 UNIT J CONTRACT, Article I, Recognition.**



**Friday, November 11, 2022 is a legal holiday**



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## Associated Administrators of Los Angeles

# Healthcare FAQs - Additional Online Resources for Open Enrollment

Do you need more information to make your choices for 2023? These resources may help:

### For Active Members –

- [Deferred Compensation Plans](#) – View information about the two types of retirement savings plans—403(b) and 457(b)--offered by the District.
- [2023 Flexible Spending Account Newsletter](#) – Get detailed information on how the two District FSA plans work.
- [Employee Benefits Information](#) – View the online brochure/guide sent in your Open Enrollment packet. Guide includes information on dual coverage, Medical Opt-out/Cash Back Plan, COBRA/Continuation of Coverage options and Life Insurance information and options for supplemental coverage.

### For Non-Medicare Retirees and Medicare Retirees –

- [Medicare Information](#) – 2023 *Medicare and You* Guide
- [2023 Retiree Benefit Guide](#) - View the online format of the retiree guide sent in your Open Enrollment packet. In addition to a comparison of medical, dental and vision plans, the guide contains detailed information about Medicare requirement, survivor health benefits (eligibility for COBRA, Cal-COBRA and AB528 benefits) and life events that qualify for making mid-year changes to your health benefits.
- [SilverSneakers®](#) –For Anthem Medicare Preferred (PPO) Plan retirees.
- [Silver&Fit®](#) – For Kaiser’s Senior Advantage retirees.
- [Silver&Fit®](#) – For Health Net’s Seniority Plus retirees.

For additional information about your Health Plan options and Open Enrollment, go to <https://benefits.lausd.net>.



**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 AALA’s easy form: <https://docs.google.com/forms/d/e/1FAIpQLSdTTpn6QRag1mkFhGP7ojIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

**Questions?** Payroll questions: [payrollsupport@lausd.net](mailto:payrollsupport@lausd.net)

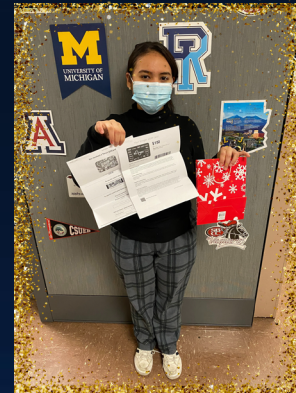
HR questions: [askhr@lausd.net](mailto:askhr@lausd.net)

**Open Enrollment** - October 24 - November 20



*15th Annual  
Sponsor A Family  
2022*

The Homeless Education Office is seeking sponsors!  
Help bring the magic of the season to our  
families experiencing homelessness.



Get together with friends, family or coworkers  
and share joy with others in need.

To register, visit: <https://tinyurl.com/2022HEOSAF>



Homeless Education Office  
<https://achieve.lausd.net/Page/12911>  
Student Support Programs  
<https://achieve.lausd.net/student-support-programs>  
Office: 213-202-7581



CLICK [HERE](#) FOR SPONSOR A FAMILY GUIDELINES



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## Associated Administrators of Los Angeles

# Do You Know What Your Stakeholders Want?

School staff feels valued when you seek their input. According to [Education Week](#), current research points to teacher retention when they feel valued. While educators complain of survey fatigue, real input and a seat at the table go a long way in teachers laying roots at their current school.

Do you recall LEARN, championed by then Supt. **Sid Thompson** and UTLA President **Helen Bernstein**? LEARN's success came from all stakeholders participating in a democratic decision making process where everyone's voice was heard and valued. Fast forward to the 21<sup>st</sup> century and the district has autonomous school models such as Pilot Schools and Local Initiative Schools (LIS). Both of these models also build on democratic decision making and stakeholder voice. Anecdotal data from Pilot and LIS schools point to greater satisfaction and lower teacher turnover.

Why is this important? Because educator dissatisfaction (both teacher and site administrator) is at an all-time high. AALA has previously written about the number of teachers and site administrators who have indicated they may leave the profession or retire. Stopping this hemorrhage of talent is key to improved student learning. Teacher and administrator induction both depend on quality leaders as mentors. Researcher Richard M. Ingersoll points to having a voice as a motivating factor on educator decisions to stay or go. *In a wide-reaching study spanning four years, 16 states, and more than 25,000 schools, [Ingersoll and his associates](#) found that in schools where teachers possessed higher levels of instructional leadership and decision making authority, students demonstrated higher proficiency on state assessments in both math and English/language arts.*

Asking for input and using it judiciously to frame school policy or professional development reflects value of stakeholder opinion. And when stakeholders feel that they matter, they stick around to help make the difficult changes that lead to improved student learning. This is true at the school site and district level.

A retirement party poster for Dave Montes, Complex Project Manager, M&O Area C2. The background is dark with golden fireworks. The text is in white and yellow. The main title is 'Retirement Party' in large yellow letters. Above it is 'Join Us' in yellow. Above that is 'Celebrating 34 years of service' in white. At the top is 'IT'S TIME TO CLOCK OUT!' in white. Below the title is 'HONORING Dave Montes' in white. Below that is 'Complex Project Manager, M&O Area C2' in white. At the bottom is 'December 16, 2022 | 12 - 3 PM | \$40 per person' and 'Luminarias | 3500 W Ramona Blvd, Monterey Park, CA 91754' in white. At the very bottom is 'RSVP & make payment to Carlos Garcia at [carlos.garcia@lausd.net](mailto:carlos.garcia@lausd.net) or (323) 224-4536' and 'RSVP by November 28' in white.

IT'S TIME TO CLOCK OUT!  
Celebrating 34 years of service

Join Us

# Retirement Party

HONORING  
**Dave Montes**  
Complex Project Manager, M&O Area C2

December 16, 2022 | 12 - 3 PM | \$40 per person  
Luminarias | 3500 W Ramona Blvd, Monterey Park, CA 91754

RSVP & make payment to Carlos Garcia at [carlos.garcia@lausd.net](mailto:carlos.garcia@lausd.net) or (323) 224-4536  
RSVP by November 28



## Associated Administrators of Los Angeles



**Register Today!**

### **An Evening of Conversation with Ben M. Freeman**



**Wednesday, November 16, 7:30pm  
Taper Hall**

Join us at Taper Hall on USC's campus as we gather to hear from educator and author, Ben M. Freeman.

*Reclaiming our Story: The Pursuit of Jewish Pride* is the second installment of world-renowned educator Ben M. Freeman's seminal manifesto of the modern Jewish Pride movement that has revolutionized the Jewish world.

In this groundbreaking work, Freeman takes his readers - both Jewish and non-Jewish - on a powerful learning journey that explores the impact of Jew-hate on Jews and the long history of internalized anti-Jewishness.



**About the Author:**

Founder of the modern Jewish Pride movement, a Jewish leader, a Jewish thinker, and a Jewish educator, Ben M. Freeman is the author of *Jewish Pride: Rebuilding a People* and *Reclaiming our Story: The Pursuit of Jewish Pride*. Ben came to prominence during the Corbyn Labour Jew-hate crisis and quickly became one of his generation's leading Jewish thinkers and voices against anti-Jewish racism.

[CLICK HERE TO REGISTER](#)

## Associated Administrators of Los Angeles

### **SUBSTITUTE TEACHER SUPPORT**

In response to the demand for substitute teacher coverage, Human Resources would like school leaders to consider the following:

- Make all efforts to submit substitute requests well in advance of planned absences such as field trips and professional development,
- Avoid scheduling professional development which requires substitute coverage on Mondays, Fridays, or a day before or after a long weekend,
- Create and/or update a preferred substitute call list.

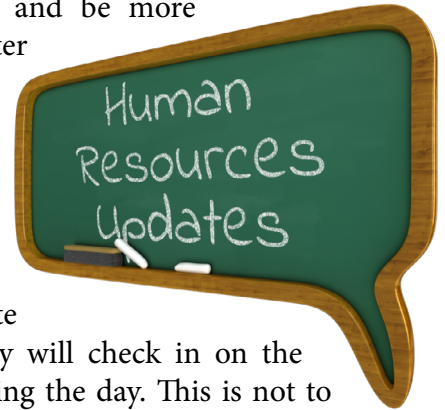
Below are some strategies to help school leaders make their school an attractive place for substitutes:

- **Create a welcoming environment**  
When substitutes arrive to school, they should receive a friendly greeting in the main office. They should be provided with pertinent information about the campus, and staff should make an effort to acknowledge them and offer assistance if needed.
- **Provide substitute binders and lesson plans**  
Ask teachers to create substitute binders that are updated throughout the year which include classroom information, classroom management procedures, and lesson plans. If the absence is unplanned and no lesson plan is available, the binders can include where to find lessons or suggested activities for the students.
- **Include substitutes in professional development opportunities**  
Schools with preferred substitute teachers should consider inviting them to participate in professional development opportunities on campus. This provides the substitute with opportunities to develop important skills, learn about a school's

priority areas, and be more prepared to enter the classroom.

- **Check in on the substitute**  
School leaders should let the substitute

know that they will check in on the classroom during the day. This is not to evaluate the substitute, but rather a way to communicate support for the substitute and to deter student misbehavior.



### ***Substitute Educators Appreciation Day – November 18, 2022***

Los Angeles Unified salutes all our substitute educators and thanks them for all their hard work. They ensure the continuation of the instructional program in the absence of the teacher of record. Please show school-wide appreciation to substitute educators on a regular basis and make sure to recognize their contributions to your school community on November 18<sup>th</sup> and throughout the year.

### **EDUCATOR DEVELOPMENT AND SUPPORT**

#### ***EDS 202 Refresher Training for Administrators***

Administrators are invited to participate in EDST 202 to review the Formal Observation Cycle in the Educator Development and Support: Teachers (EDST) process. This 1-hour interactive, virtual training is available for administrator's evaluating teachers, non-classroom teachers, and counselors. Register via the [My Professional Learning Network](#) (keyword: EDST 202) for the following dates:

- 11/10/22@ 3:30 – 4:30 PM; or
- 11/16/22@ 3:30 – 4:30 PM

#### ***EDS Office Hours for Administrators and Teachers***

Weekly EDS 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>



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## Associated Administrators of Los Angeles

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**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.

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## 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.

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## YOUR GENEROSITY FUNDS DREAMS

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### Use AmazonSmile and Fund AALA Scholarships!

You can support your favorite charity through AmazonSmile, a special Amazon program that donates 0.5% of eligible purchases to designated non-profit organizations. On your first visit to AmazonSmile (<https://smile.amazon.com>), you will be asked to select a charity of your choice. AALA urges its members and friends to designate Friends of AALA to receive a donation and help fund the scholarships we provide each spring to graduating LAUSD students. This year, AALA awarded a total of 52 scholarships! Bookmark [AmazonSmile](#) and go there every time you make an Amazon purchase. Don't think you will make a difference? Look at how much has been raised without doing anything other than signing on using the [smile.amazon.com](https://smile.amazon.com) link!



Your current charity  
**Friends of Aala**  
has received

**\$911.69**

as of June 2022



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



## 2022 LEADERSHIP SYMPOSIUM

LOS ANGELES UNIFIED SCHOOL DISTRICT



**Andres Chait**



**Michael Romero**



**Dr. Frances Baez**

## RECOGNIZING AND LEADING SUCCESS TODAY!



**Dr. Adaina Brown**



**Dr. David Baca**



**Jose Huerta**

**November 30, 2022 (Wed.) 5:00 pm**

**\$15 (dinner) AAPA members that RSVP by 11/23rd.**

**\$20 for AAPA members that don't RSVP.**

**\$25 for non-AAPA members**

**but it's free if you sign up for membership.**

**Golden Dragon Restaurant**

**960 N. Broadway, L.A. 90012**



**Register now**

<https://forms.gle/nDVKtfjZDabswk2N6>

**Questions: [leelee.chou@lausd.net](mailto:leelee.chou@lausd.net)**

**CMAA**  
**WINTER SOCIAL**

**NEW DATE**

**5:30 - NO HOST BAR**

**6:30 - DINNER**

**DANCING TO FOLLOW**

**FREE FOR MEMBERS**

**NON-MEMBERS - \$40**

**NO REGISTRATION AT THE DOOR**

**DEC | 9 | 5:30-10:00**

**CATHEDRAL PLAZA**

**555 W. TEMPLE STREET**

**\*ALL GUESTS MUST RSVP BY 12/4/22**

**[HTTPS://FORMS.GLE/ZTUPZ71F2Q6ZNAWX9](https://forms.gle/ZTUPZ71F2Q6ZNAWX9)**

