

JANUARY 30, 2023

# UPDATE



## Extra Duty Pay Woes!

As always, AALA shares member correspondence that addresses issues felt across the board. As a member quoted below aptly states, “who is watching out for us?” Onerous responsibilities extending well beyond a professional work week are sadly the norm. It is time for region superintendents to support administrators literally dying on the vine!

**Enough is enough!** *We are being asked to take on initiatives that require more family involvement (Pillar 2: Joy and Wellness- Welcoming Learning Environments) and enrichment activities for students (Pillar 1: Academic Excellence- Enriching Experiences), but when we do these things, we are expected to do them for free or under the guise of flex time which we all know is unreasonable. If I make myself available on a Saturday for six hours to bring families onto our campus and engage students in exciting and innovative programs, I should be fairly compensated. The rules of flex time say we have 15 days within which to be compensated for that time, so I am supposed to take three hours out of two normal workdays which will then put me behind in my day-to-day work and then I will have to stay “whatever [extra] hours necessary to get the job done” (AALA CBA V.6 2017-2020 P.38, 1.3). How is this fair? Where is the respect and value for the work that we put in at the school sites to make the District move forward?*

*“1.2 The District recognizes that the responsibilities of administrators do not lend themselves to a defined workday or work week of rigidly established length. Each administrator is expected to devote the time necessary to get*



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**AALA Representative  
Assembly meets on Thurs.  
February 2, 2023 5:00 pm  
Department Caucus 4:30 pm  
at Casa Italiana  
1051 N. Broadway  
Los Angeles, CA 90012**

**Upcoming - National School  
Counseling Week Feb 6-10**

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## Associated Administrators of Los Angeles

### WOES FROM PAGE 1

*the job done. The hours required will vary from day to day and week to week, however, the hours required of the administrator should be reasonable. Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations. Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.” (AALA CBA V.6 2017-2020)*

*We need a defined workday. What happened to Pillar 5: Investing in Staff? Are we not Staff? Who is looking out for our Wellness? We cannot be expected to work under some vague definition of “reasonable”. I put in 10-12-hour days on a regular basis. How is that reasonable?*

*Most of us are willing to put in the extra time for our students and our families, but we should be compensated, and it shouldn't have to take an act of Congress to get us paid. There should be a simple system in place that recognizes the number of excess hours that we work. Most of us understand the fact that we cannot claim extra hours during the week, but it's different when we give up our time on the weekends.*

*What are we doing to rectify this? How are we being protected? Who is watching out for us, because we are feeling the pressure and it is taking a toll?*

Respectfully,  
A Voice from the Field

## School Board Should Honor Calendar Survey Results!

AALA calls on Boardmembers to accept and respect the instructional calendar input from 50,000+ families and ALL labor partners. 71% of survey participants indicated that they want the calendars to remain as they are with one week off in November and three weeks for winter recess. The calendar survey was available for the SCHOOL COMMUNITY to vote on and advertised on the LAUSD website and social media channels. ALL parents had the opportunity and means to vote- no community members were left out.

## Unit J Negotiations Update

The AALA Unit J Bargaining Team met with Labor Relations on January 20, 2023. The District presented a salary counter-proposal. The District's counter proposal is still not comparable to raises being given in school districts across the state. The Unit J Team is studying the proposal and prepared to make a counter-proposal to this latest offer.



AALA and Labor Relations had a fruitful conversation to create a pathway for Unit J Members to receive the 5% retroactive on-schedule raise for 2020-21. All labor partners have already received this raise. It is time Unit J receives it even if the present negotiations continue underway for 2022-23 and 2023-24. Labor Relations committed to exploring a pathway to make the 2020-2021 raise happen. Negotiations continue regarding a hybrid work model. Negotiations will continue at a date being determined.



**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: [payrollsupport@lausd.net](mailto:payrollsupport@lausd.net)

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

Personnel Commission: [PersComm@lausd.net](mailto:PersComm@lausd.net)

**AALA Executive Board & Unit J Shop Steward Self-Nominations Open** - Window closes on January 31, 2023

**Friends of AALA High School Scholarship** - Applications due **March 3, 2023!**

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## Associated Administrators of Los Angeles Shining Stars



Congratulations to **Principal Melanie Welsh** and Reseda Charter High's very Crown Yanxi Rodriguez. This exceptional student earned the highest score in the nation as part of Stanford University's Computer Science Equity Lab and was named course valedictorian. *Reseda Charter High School is one of eight high schools within Los Angeles Unified that is participating in a pilot program with the National Education Equity Lab, providing students with access to college instructors from their high school classroom. Students at participating high schools have access to instructors from Georgetown University, Stanford University and Barnard College for coursework in geography, computer science and microeconomics.*

Not to be outshined, this week four district schools were selected for the California Exemplary Arts Education Award! Announced by State Superintendent of Public Instruction Tony Thurmond, these schools demonstrate an exemplary commitment to providing resources and funding for arts education. Humanities and Arts (HARTS) Academy of Los Angeles, led by **Principal Raymond Vasquez**, Maywood Center for Enriched Studies (MaCES) led by **Principal Gabriel Duran**, South Shores Magnet School for the Visual & Performing Arts led by **Principal Paul Suzuki**, and Walter Reed Middle School led by **Principal Robyn Friedman** all provide students with meaningful access to arts curriculum. *Eligible schools had to demonstrate that they offer instruction in a minimum of three arts disciplines (dance, media arts, music, theater and/or visual arts) during the regular school day and show that equitable opportunities for accessing these programs is available to all student groups. Schools will be celebrated at the California School Recognition Program Ceremony in Anaheim in February 2023.*

**LAUSD UNIFIED**

# VIRTUAL VENDOR FAIR

**JAN 26<sup>TH</sup> 2023**  
3:00 - 4:30 PM

Vendors from the **Arts Community Network** and **Partners for Student Success** will be available to answer your questions.

**REGISTER HERE**  
<https://forms.gle/iMwadJLoGb8fDMZe8>

## Associated Administrators of Los Angeles

# Healthcare FAQs - Comparing Employee and Retiree Healthcare Benefits

**What are the differences in benefits for active employees and retirees?**

The major differences are summarized on the chart below:

Benefit	Active Employees	Retirees under 65 years of age	Retires 65 or older
Medical and Rx coverage	✓	✓	✓
• Hearing Aids	Yes, but not Kaiser	Yes, but not Kaiser	Yes, all
• Chiropractor	Yes, but Kaiser and Health Net through American Specialty Health (ASH)	Yes, Kaiser and Health Net through ASH	Yes, Health Net through ASH, Kaiser (manual manipulation of spine, only)
Dental	✓	✓	✓
Vision	✓	✓	✓
Employee Assistance Program	✓	No	No
Dual Coverage/Opt-Out Cash Back	✓	No	No
Flexible Spending Account	✓	No	No
District-Paid Basic Life Insurance	✓	No	No
Optional Supplemental Life Insurance	✓	Yes, as individual policy with the vendor	Yes, as individual policy with the vendor

### Why don't retirees qualify for the Employee Assistance Program?

The District's Employee Assistance Program is designed to help employees maintain a healthy balance between work and home. This program provides counseling and guidance for emotional challenges such as stress/anxiety, grief, family/marriage/work relationship problems, and more. Telephonic support and resources are also provided for legal, financial, identify theft recovery, and other daily living challenges.

### My spouse and I are both retired administrators. Why can't we take advantage of a Flexible Spending Account or the Opt-Out Cash Back benefit?

These programs are designed for active employees in paid status. The cash payment for opt-out is paid on the employee's salary warrant, while the amount set aside for the Flexible Spending Account is deducted monthly from the employee's salary.

### Will the District ever cancel my District paid health benefits?

The District will only cancel an employee's health benefits if the employee is no longer in a paid status. That means if an employee becomes unpaid for an entire pay period their benefits become cancelled and a COBRA package will be sent to the employee. Retirees or their spouse/domestic partner who do not enroll in Medicare when they turn age 65 will also have their medical and prescription benefits terminated.

**For more information, go to [Forms and Publications](#) on LAUSD's Benefit Administration website.** Under Summary of Benefits and Coverage, locate your medical plan, or speak to a representative at 213.241.4262.



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## Associated Administrators of Los Angeles

# Tragedy Strikes Close to Home

This week's two horrific mass shootings marred what should have been a joyous Lunar New Year. Although initially both events appeared to be hate crimes, sadly both were committed by a member of the Asian community and are not currently labeled as such. Nonetheless, such events do remind us that Asian American communities across the United States have suffered innumerable race-based attacks these last years and these are hate crimes.

Racial hate arises from ignorance. It is crucial that educators help students better understand what different cultures, and specifically the Asian American community, contribute to our society. According to the Smithsonian, *Asian Pacific America is the story of a vibrant, diverse, and resilient set of communities that have been part of the American experience for more than two hundred years. It is the story of two continents and a constellation of islands joined by the migration, exchange, and competition of people and ideas. There are more than 23 million people of Asian or Pacific Islander descent in the United States. In less than 50 years, nearly one of every ten people in America will trace his or her heritage to Asia and the Pacific--a region that covers more than one third of the earth--including the Far East, Southeast Asia, the Indian subcontinent and the Pacific. This region is also home to nearly half of the world's population, natural life, nations, economies, major faiths and languages. America is—and has been—a Pacific Rim nation. Our understanding of America and America's standing in the world is richer, more compelling, and more powerful when it includes the Asian Pacific American story.*

Thank you to AAPA for providing the following resources. These *teachable moment* links can help our educational community during this time:

[Addressing Anti-Asian Racism and Discrimination: Resources for Educators > LACOE](#)

[Asian Americans | PBS](#)

[Asian Americans Advancing Justice | AAJC, fiscal sponsor of the Asian American Education Project, Announces Asian American Education Project Workshops for K-12 Teachers | Asian Americans Advancing Justice - AAJC](#)

[Home | The Asian American Education Project](#)

### 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. It is always best practice to apprise your CoSA and Operations Coordinator of the situation and update the iSTAR as needed.

Remember that your standard is “reasonable suspicion” and you can CLARIFY before you report. *Clarification is a process of asking the victim(s), alleged perpetrator(s) and other individuals, clarifying questions in order to determine reasonable suspicion of the allegation.* Please, READ the definition of “reasonable suspicion” on page 4 of BUL-1347.4. **If you have reasonable suspicion make the call. If the reporting agency tells you there is nothing there, ask for the person's name, badge number, and ask if you can handle it administratively. You may begin an investigation ONLY IF you are told to handle it administratively.**

**At this time, it appears the District is taking the stance that if the allegation is made against a district employee, you MUST report. Suspend reasonable suspicion and make the calls!**

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## Associated Administrators of Los Angeles

### EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

#### Formal Observations and EDS Office Hours

The contractual deadline for conducting **Formal Observations** for UTLA-represented employees is **Friday, February 17** and **Post-Observation Conferences** must be held with teachers within **10** business days of the Formal Observation. The EDS team is here to support you with any questions or issues you have. Please contact a team member at [mypgs@lausd.net](mailto:mypgs@lausd.net). In addition, weekly **EDS Office Hours** are available on Fridays from 2:00 – 4:00 p.m. and you may join using the following link: <https://lausd.zoom.us/j/86108706782>.



#### EDSSL Mid-Year Formative Activities

Administrators should have begun their Mid-Year Formative activities on MyPGS. This includes uploading evidence on the District Focus Elements and the evaluatee's Growth Elements, reflecting on practice, and participating in a Mid-Year Conference to review Formative Ratings. The suggested timeline for completing the **reflection** is **January 20, 2023**, and the **Formative Conference** by **February 3, 2023**. If you have questions regarding the process, please contact Heather Lower Lowe ([hlowe@lausd.net](mailto:hlowe@lausd.net)).

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## Please Help a Member in Need!

**Lisa Regan DeRoss**, Ed.D., Assistant Principal at Fairfax High School and former teacher, assistant principal, principal, and central office administrator here in LAUSD for nearly 25 years, is undergoing medical care at UCLA due to a serious disease. She has been receiving treatment since July and has been on illness medical leave since the start of the school year. Lisa receives chemotherapy that severely compromises her immune system, but her medical team is hopeful that she may be able to safely return to work early in the Spring semester. However, Lisa has exhausted her bank of full-pay illness days and she is in danger of exhausting her half-pay illness allowance, which jeopardizes her health benefits.



If you can pledge some of your unused full-pay illness days, please fill out the form ([CLICK HERE FOR FORM](#)) and return it to Dr. Irina Sugar, principal at Kenter Canyon EL, via email at [irina.sugar@lausd.net](mailto:irina.sugar@lausd.net). Each DCI Program Donor Confirmation form must be completed in its entirety, including a wet ink or digital signature of the donating employee.

The LAUSD Donations for Catastrophic Illness (DCI) program allows eligible employees who have exhausted their own full-pay illness (accrual) balance to receive donated full-pay illness days from other LAUSD employees as a means of financial assistance to cover their absences during assigned hours of service due to a catastrophic illness or injury. Lisa Regan DeRoss has qualified for the LAUSD DCI Program. Please consider donating one or more illness days for Lisa during her time of need. Certificated and classified employees can donate between 1-20 illness days.

## Associated Administrators of Los Angeles



### KNOW TEACHER LEADERS WHO ARE READY FOR AN ADMINISTRATIVE CAREER? LET THEM KNOW ABOUT LAPASC!

Los Angeles Preliminary Administrative Services Credential, **LAPASC**, seeks to create a pipeline of high quality, equity driven leaders to serve the students of LA Unified. Integrating the learning from the field and current leadership theory, LAPASC is a 1-year program which prepares candidates in 4 Instructional blocks: Instructional Leadership, Change Leadership, Vision/Community Leadership and Systems and Operational Leadership.

LAPASC prepares to support highly qualified candidates to serve in Los Angeles Unified urban schools by offering a comprehensive administrative preparation experience aligned to the required California Administrator Performance Expectations (CAPE), the Los Angeles Unified School Leadership Framework (SLF). LAPASC is a tuition-waived, one-year, competency-based, job-embedded credentialing program for Los Angeles Unified teacher leaders interested in obtaining their preliminary administrative services credential and serving in high need schools. For more information about the program, visit our website at **[LAPASC Program LAUSD](#)**

### LAPASC informational meets will be held on:



**Monday January 23**  
and February 6, 2023



**4:00 PM**



**Zoom Meeting**

<https://us02web.zoom.us/j/4013915708>

**Application period for LAPASC Cohort 3 opens January 16, 2023, and closes on February 10, 2023 at 5 p.m. No late submissions will be accepted. For additional information, contact Delia Estrada at [LAPASC@lausd.net](mailto:LAPASC@lausd.net).**

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## Associated Administrators of Los Angeles In Memoriam

**GIANCARLO MERCADO** - The Human Resources family is saddened to announce the passing of our beloved Dr. Giancarlo Mercado, Coordinator of the Teacher Growth and Induction Program. Giancarlo began his career as a Teacher Assistant at Mar Vista Elementary School and then taught at Westminster Elementary for 16 years. Giancarlo joined the Human Resource family in 2007, during which time he earned his Doctorate of Education. He was recently recognized as the 2021-2022 ACSA Central Office Administrator of the Year for his work with the Teacher Growth and Induction Program. Giancarlo was a thoughtful, compassionate and dedicated educator who will be greatly missed by his colleagues, friends, and family.

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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.

## YOUR GENEROSITY FUNDS DREAMS



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



**Alliance of Asian / Pacific Administrators (AAPA)**  
\$2,000 AAPA Scholarship 2022-2023



**Attn: Senior High School College Counselors / Advisors**

The Alliance of Asian / Pacific Administrators is accepting applications for scholarships to be awarded to graduating Asian and Asian-Pacific Islander high school seniors. One of the main goals of the Alliance of Asian / Pacific Administrators is to provide financial assistance to deserving Asian Pacific Islander seniors who wish to further their career goals through post high school education. This can include, but is not limited to, a two-year junior college or a state accredited private trade school. Our scholarship committee reviews other factors besides GPA when considering the recipient.

This year, AAPA will award \$2,000 for each selected recipient.

To apply for the AAPA Scholarship you must:

- Be of Asian/Pacific Islander ancestry
- Graduate from L.A. Unified School in June 2023
- Maintain a cumulative minimum 2.0 GPA

Applicants are to submit their applications through this form. Applicants are advised to carefully read and follow the application procedures.

1. Answer all items on the scholarship application.
2. Submit a document that lists all your high school activities, out of school activities, honors and awards.
3. Submit a one page, signed autobiography, which may include special reasons for your need for this scholarship, your future educational goals, etc.
4. Submit two signed letters of recommendation written on high school letterhead stationery - one from a teacher, and the other from a school counselor. (Maximum length is one page each).
5. Submit a digital color photo (headshot passport style).
6. Submit transcripts, which include first semester grades from the current school year.
7. Submit a media release form.

Application must be submitted through this form by **Friday, March 3, 2023 at 5:00 p.m.** Late or incomplete applications will automatically disqualify the applicant.

If you do not have your recommendation letters to upload, please ask your school staff member(s) who wrote letters of recommendation (LOR) and send them the link below to upload their recommendation letter. Two recommendation letters are required.

**AAPA Scholarship Application 2023** | <https://bit.ly/AAPAScholarship2023>

**AAPA Scholarship Letters of Recommendation 2023** | <https://bit.ly/AAPA2023LOR>

*Note: both links are Microsoft Office Forms that require you to log in with your LAUSD SSO information.*

For scholarship inquiry, please email either Pia Sadaqatmal ([pcs9151@lausd.net](mailto:pcs9151@lausd.net)) or Jennifer Yoo ([jyoo2@lausd.net](mailto:jyoo2@lausd.net)). For technical issues, please email Elijah Whang ([exw2588@lausd.net](mailto:exw2588@lausd.net))





8TH ANNUAL ACSA REGION 16



ACSA REGION 16  
— LEADING WITH EXCELLENCE —

# WOMEN IN LEADERSHIP SUMMIT

*Becoming Authentic Allies*

**SATURDAY, MARCH 4, 2023**

**8AM-2PM**

**KEYNOTE SPEAKER: DOLORES HUERTA**  
**CIVIL RIGHTS CHAMPION**

**Register**

**<https://bit.ly/WILConference2023>**

**ROBERT F. KENNEDY COMMUNITY SCHOOLS**  
**701 S. CATALINA ST.**  
**LOS ANGELES, CA 90005**

**MEMBERS \$60 + TAX**  
**NON-MEMBERS \$75 + TAX**



2022 - 2023

# CSUN Alumni

Join the CSUN Eisner College of Education Alumni Chapter

## Become a member of your CSUN Education Community

Members of the Education Alumni Chapter receive:

- Opportunities to network with like-minded professionals across the region
- Initiations to events of particular interest to chapter professionals
- Find ways to mobilize members around issues of interest to education
- Promote support for recruitment and scholarships within the College of Education
- And more!



## Free and Easy to Join

Open to Degree & Credential Graduates



[csun.edu/alumni/join-csun-alumni-chapter](https://csun.edu/alumni/join-csun-alumni-chapter)



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