

MARCH 6, 2023

UPDATE



UNIT J TENTATIVE AGREEMENT REACHED!

On behalf of Unit J, AALA tips its hat to the Unit J Bargaining Team on reaching a settlement with the District: **Nery X. Paiz**, President, **Walter Contreras**, Unit J Vice President, **Manny Montenegro**, Unit J Director, **Lisa Marine**, Unit J Director, **Dave R. Montes**, Unit J Director Ex-Officio, **Juan A. Flecha**, Lead Negotiator. **Ratification by members in good standing* closes on March 3rd at 12:00 noon (email with link sent 2/27/2023).** The tentative agreement consists of two memorandums of understanding, one for 2021-2022, and the other for 2022-2025. The tentative agreement follows:

MEMORANDUM OF UNDERSTANDING 2021 - 2022

- Effective July 1, 2021, the District and Unit J agree to the following with respect to compensation: All bargaining Unit J members shall receive a five percent **(5%) on schedule** wage increase applied to all pay scale groups and levels of the base salary tables.

MEMORANDUM OF UNDERSTANDING 2022 - 2025

2022-2023 Salary Increase (On-schedule):

- Effective July 1, 2022, all Unit J bargaining unit members shall receive a **5% on-schedule** wage increase applied to the base salary tables.

Retention Bonus (Lump-Sum) – (One-Time Bonus)

All Unit J bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

*A member in good standing joins AALA and pays monthly dues

UNIT J >> PAGE 4



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BREAKING NEWS:

Ford Boulevard Elementary School received the *CABE 2023 School of Excellence School Award!* Congratulations to **Principal An Nyugen** for providing the leadership that leads schools to excel!

Sherman Oaks Center for Enriched Studies (SOCES) outscored other district powerhouses to win the 42nd Annual LAUSD Academic Decathlon! Congratulations to **Principal Susan Parker** and her team for an amazing win! Next stop, State Finals!

Associated Administrators of Los Angeles

#AALAThursday



AALA and ACSA will advocate with Sacramento to Restore the Baseline Arts allocation reduction that Prop 28 would Enhance and Supplement not supplant.

AALA tips its hat to Boardmembers Goldberg and Ortiz Franklin for the opportunities to hear directly and specifically from site administrators what challenges administrators are having that are impeding the learning of students and compromising SAFETY in and around schools.

Associated Administrators of Los Angeles

#UnionStrong



**AALA Members - Your
FREE #AALAStrong T-Shirt
Is Coming To You Soon!**

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UNIT J FROM PAGE 1

1. Following the end of the Fall semester of 2022, employees shall receive 4% of their regular straight time earnings during the 2022 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the final approval by the LAUSD Board of Education of this agreement. Employees must have been in active/inactive status on December 1, 2022 to receive the first semester bonus.
2. At the end of the Spring semester of 2023, employees shall receive 4% of their regular straight time earnings during the 2023 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Spring Semester. Employees must be in active/inactive status on June 1, 2023, to receive the second semester bonus.

2023-2024 Salary Increase (On-Schedule):

- Effective July 1, 2023, all Unit J bargaining unit members shall receive a 5% on-schedule wage increase applied to the base salary tables.

Retention Bonus (Lump-Sum) – (One-Time Bonus)

All Unit J bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2023, employees shall receive 5% of their regular straight time earnings during the 2023 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Fall Semester. Employees must be in active/inactive status on December 1, 2023, to receive the first semester bonus.
2. At the end of the Spring semester of 2024, employees shall receive 5% of their regular straight time earnings during the 2024 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2024 Spring Semester. Employees must be in active/inactive status on June 1, 2024, to receive the second semester bonus.

A. ADDITIONAL AGREEMENTS:

1. Article XIV – Wages and Salaries
10.3 Effective July 1, 2021, the longevity increment schedule for years of qualifying District Service shall be:
\$85 per pay period after 25 years
2. Article IV- AALA Rights
4.0 Release Time for Negotiations: Up to four six negotiating team employee representatives designated by AALA shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District.
3. Article XVI – Holidays
Juneteenth is acknowledged as a Federal Holiday in the Collective Bargaining Agreement.
4. Article XXII – Term of Agreement*

B. Negotiations for Successor Agreement:

In exchange for the closure of this agreement, the parties agree that an extra year will be added to this successor agreement, making the successors term July 1, 2022, through June 30, 2025. The parties have been in negotiations for this successor and these negotiations have concluded.

- C. *TERM OF AGREEMENT: This Agreement shall become effective upon ratification by the Union and adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2025, and thereafter shall be extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice. Each party may choose to initiate one (1) economic and one (1) non-economic reopener for the 2024-2025 school year.

**Should the LAUSD Board of Education approve an on-schedule percentage wage increase and/or one-time percentage bonus for the 2022-2023 and/or 2023-2024 fiscal year(s) that is higher than those agreed to above, AALA Unit J shall receive the difference.*

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Healthcare FAQs - Get a Dilated Exam Even If You Have 20-20 Vision!

Why do I need a comprehensive dilated eye exam when I have perfect vision?

Checking the health of your eyes with a dilated eye exam can detect early symptoms of common eye diseases such as glaucoma and cataracts, besides your visual acuity. Additionally, an eye exam can provide warning of other diseases such as hypertension and diabetes even before symptoms show up elsewhere in the body. Once you have a comprehensive exam, your eye care provider will recommend how frequently you should schedule a comprehensive exam. It's recommended to get a dilated eye exam every one or two years if you are age 60 or older or have a family history of glaucoma, or an annual exam if you have high blood pressure or diabetes.

I'm in my forties and notice my vision is changing. Is this part of the normal aging process?

Yes, the aging process affects the eyes. A quite common change is the onset of presbyopia, the worsening of near vision, resulting in the need for reading glasses. As we grow older, other age-related vision disorders may gradually appear, including age-related macular degeneration, cataracts, and others. Regular eye exams may reduce your risk and/or slow the progression of age-related conditions.

I spend hours viewing a computer screen and rest my eyes frequently to prevent eyestrain. Do I still need a comprehensive eye exam?

Yes, according to the National Institute of Occupational Safety and Health (NIOSH), computer users should have an annual eye exam. During your exam, be sure to tell your doctor how often you use a computer at work and at home. You may benefit from wearing corrective lenses specifically designed for computer viewing. Computer users can reduce eye strain by using the **20-20-20 rule** which says: Every 20 minutes, look away about 20 feet in front of you for 20 seconds.

Should I see an optometrist or ophthalmologist?

You can go to either. Both are “doctors” and can provide comprehensive eye exams with dilation and both can detect potential eye problems. The difference

is their educational backgrounds—an optometrist has four years of Optometry School training beyond a bachelor's degree, while an ophthalmologist is a medical doctor with specialized training beyond their M.D. Ophthalmologists can perform surgery while optometrists cannot.

What's the difference between the District's two vision plans?

The District's two vision plans are [Vision Service Plan](#) (VSP) and [EyeMed](#). Both offer a wide range of in-network providers and offer out-of-network benefits as well. EyeMed is a retail dispensing model with network providers such as LensCrafters®, JCPenney Optical, Target, and a host of other providers. To view EyeMed providers, click [here](#). The VSP network consists of independent providers. Click [here](#) to locate VSP doctors. When contacting a doctor, be sure to confirm they still offer coverage under the LAUSD plan.

What else can I do to maintain good eye health?

- **Use protective eyewear:** You should protect your eyes from the sun's ultraviolet rays. When purchasing sunglasses, look for those that block out 99%-100% of both UV-A and UV-B radiation. Use safety eyewear when working with hazardous materials.
- **Maintain a healthy diet:** Eat lots of fruits and vegetables, especially dark, leafy green vegetables. Research also shows health benefits from eating fish high in omega-3 fatty acids, such as salmon, tuna, and halibut.
- **Clean your hands and your contact lenses:** Always wash your hands thoroughly before inserting or removing contact lenses. Make sure to disinfect your lenses as instructed and replace them as prescribed.
- **Get your eyes checked regularly.**

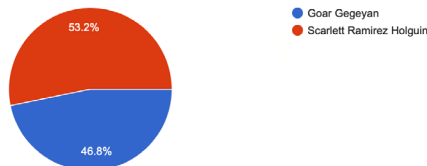
For additional information, see [Common Eye Conditions](#), NIH; [Get a Dilated Eye Exam](#), NIH; [Tips to Prevent Vision Loss](#), CDC.

Associated Administrators of Los Angeles

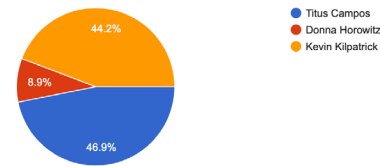
AAALA Executive Board Election Results; Two Run-Offs Slated

ALA's Executive Board elections closed on Friday February 24th with only one clear winner and four candidates moving on to a run-off election. Congratulations to **Scarlett Ramirez Holguin**. With 53.2% of the vote, she was the only candidate that met the 50%+1 threshold thus avoiding a run-off. Only 62 out of 86 early education administrators voted. Only 224 out of 847 school support administrators voted. And only 178 out of 753 secondary administrators voted. Keep in mind that not voting is a vote of complacency.

Please vote for ONE candidate ONLY.
62 responses

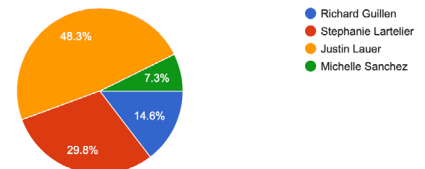


Please vote for ONE candidate ONLY.
224 responses



Titus Campos and **Kevin Kilpatrick** go head-to-head for the School Support Administrators Vice President seat. **Justin Lauer** and **Stephanie Lartelier** face off for the Secondary Director seat.

Please vote for ONE candidate ONLY.
178 responses



Run-off ballots for School Support Administrators Vice President and Secondary Director will be sent out on March 2nd. The **deadline to vote is Friday, March 10th at 5:00 pm**. Note, only **members in good standing** from these two respective departments received ballots. Final results will be announced at the April 20th Representative Assembly.



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
HR: askhr@lausd.net
Personnel Commission: PersComm@lausd.net

Executive Board Run-Off Elections - Voting closes on **Friday, March 10, 2023**

AAALA Community Volunteer Awards - Applications due **March 24, 2023!**
Click [HERE](#) for nomination form

February Rep Assembly Q&A - Click [HERE](#)

District-wide ThoughtExchange LCAP & Strategic Plan Implementation Survey - <https://tejoin.com/scroll/284035026>. You can share thoughts and rate the thoughts that others have shared as well.



Associated Administrators of Los Angeles

#UnionStrong Members Lead Achieving Schools!



South Gate High S.
@sghs

Congratulations to our Girls Soccer team! They just won the CIF LA City Championship game!!!! Woohooooo!!!

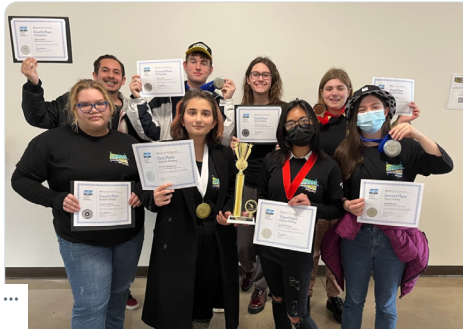
West Hollywood Elementary
@WestHollywoodE1

What do you do when it rains? We play our offrs of course! #STEAM when the weather doesn't let us go outside! Thank you @etmla @fowhe @fairfax_laUSD @laschoolswest



DPMHS Student Media
@ThePearlPost

Congratulations to The Pearl Post staff who competed in the regional student media contests hosted by @CSUNJournalism and the Los Angeles Journalism Teachers Association today. The Pearl Post won Second Place Sweepstakes! @SoCalJEA @LASchoolsNorth @PearlMagnetHS (1/3)



Miller CTC in Region North develops business partnerships that allow student interns to learn on the job skills needed for future employment while working in the community! @LAUSDsup @LASchoolsNorth @millerctc1 @LAUSDChiefSped @DrMLuna1

... Congratulations Principal Emilio Garza. Region West applauds your leadership in promoting equity, diversity and academic excellence for all students at Elysian Heights Elementary Arts Magnet. Thank you for continuing to inspire everyone in your school community, every single day!



Sotomayor Arts and Sciences Magnet
@SotomayorMagnet

We are so proud of our Wolfpack!!! #Champions @LASchoolsWest

CIF LA City Section @CIFLACS - Feb 24

Boys Division IV Final: Sotomayor 56
Huntington Park 50

Congratulations to the Wolves who win their first #CIFLACS title!



Congrats to #EagleRockHighSchool Boys Basketball & Soccer, #GarfieldHighSchool Boys Basketball, #RoybalLearningCenter Boys Soccer and #SouthGateHighSchool Girls Soccer teams for winning their CIF City Section Division Championships! #RegionEast is flexing in sports & academics.



Woodrow Wilson High School
@WWHSMules

Proud to be a Mighty Mule! Once again an AVID National Demonstration School! #MightyMules #WilsonPride @LASchoolsEast @LAUSD_Achieve @LDEastPACE @LAUSDsup @MrsKeipp



PHMS First Annual Open Mic celebrating Black History Month.



The scholars at 118th Street Elementary enjoyed a lesson in architecture with community partner The Art Box Academy. @118thStreetES @LASchools @LASchoolsSouth @BSAP



Members, Do You Have School News to Share?
Email President Nery Paiz at npaiz@aala.us or the AALA office at info@aala.us!

Associated Administrators of Los Angeles Sherman Oaks Center for Enriched Studies (SOCES) Leads the LAUSD Pack to State Finals!

The Academic Decathlon Awards Banquet was held on Saturday, February 25, 2023 at LA Mission College with 500 participants including: Board members, Deputy Superintendent **Karla Estrada**, Region Superintendents, school administrators, coaches, students, and parents. Students at all levels won trophies, medals, and awards. Students received \$30,000 in scholarships. The following top teams received an invitation to attend the State competition in Santa Clara, CA in March:

- | | |
|---------------------|----------------|
| 1. SOCES | 4. Bell HS |
| 2. Van Nuys HS | 5. Garfield HS |
| 3. Verdugo Hills HS | 6. Marshall HS |

SOCES won the Superintendent's trophy (1st place). Coach of the year: Suzanna Gordon, SOCES. Administrator of the year: **Kelly Hanock, Principal, VAAS**.

Thank you to the Beyond the Bell Administrators and staff for providing this great program to our schools: **Dr. Neena Agnihotri**, Academic Decathlon Coordinator and **Dr. Betsy Castillo**, Director. We welcome all our Administrators to start a team at their school for the 2023-24 school year for Decathlon (HS) and Pentathlon (MS). Please email academic.decathlon@lausd.net for more information.



MICHAEL D. EISNER
COLLEGE OF EDUCATION

Advancement Opportunities:

Want to Become a PK-12 Administrator?

The Department of Educational Leadership & Policy Studies in the Michael D. Eisner College of Education at California State University, Northridge is pleased to announce the opening of new cohorts for the attainment of the Preliminary Administrative Services Credential (PASC) and Master's degree in Educational Administration starting FALL SEMESTER 2023. Classes begin in late August 2023. Deadline to apply is July 1, 2023.

PROGRAM OPTIONS

Preliminary Administrative Services credential – 3 semesters
MA & Preliminary Administrative Services credential – 4 semesters

Zoom Info Sessions (5:00): 3/13, 4/18, 5/16, 6/12

REGISTER FOR A ZOOM INFO SESSION:

[Zoom Registration](#)

We prepare teachers through a social justice lens, the knowledge, skills, and dispositions necessary to become successful 21st century school administrators and educational leaders.

Public, Private, and Charter School Educators are All Welcome!
Additional information contact mariel.noyes@csun.edu or call CSUN (818) 677-2591.

Associated Administrators of Los Angeles

EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

Teacher Assistant Evaluations are Now on MyPGS

Teacher Assistant performance evaluations will now be conducted on the My Professional Growth System (MyPGS). School leaders may access the Teacher Assistant Plans on the My Staff Evaluation tab. Job aids for [evaluators](#) or [evaluatees](#) are available to complete evaluation steps.



Stakeholder Feedback Survey

The 2022-2023 Stakeholder Feedback Survey is now open and will be available online for students in grades 3-12 through **March 17, 2023**. The survey is designed to provide student feedback to teachers on key aspects of the classroom environment that are highly correlated with student learning outcomes.

All roster-carrying teachers at school sites (grades 3 and above) have access to administer the survey at LAUSD sites to students at <https://survey.lausd.net>. Please encourage your teachers to participate in this optional survey and promote the value of student feedback. Teachers and Administrators may review survey resources while at a District facility using the following link: <https://officeapps.lausd.net/surveyadmin/main>

EDST 203 Refresher Training for Administrators

We invite administrators to participate in EDST 203 to review the Final Evaluation step of EDS Teacher, Non-Classroom Teacher and Counselor processes. Register for this 45-minute virtual interactive training via the [My Professional Learning Network](#) (Keyword: EDST 203). Select from the following dates:

March 29: 9:30 AM;

March 29: 3:30 PM; or

March 30: 3:30 PM

EDS Office Hours for Administrators and Teachers

Weekly EDS office hours are available on Fridays from 2:00 – 4:00 p.m. Our 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 are monitored yearly for appropriate teacher assignments, as such, it is important for school site administrators to ensure teachers are appropriately assigned to classes for which they hold a legal authorization. Principals should communicate with their Credentials and Contract Specialist if they have questions about a particular assignment. 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.), Education Code options must be in place prior to the start of the assignment. A [Credentials and Contract Specialist](#) may be contacted for additional questions. Current forms may be accessed here: <https://achieve.lausd.net/Page/1542>.



Associated Administrators of Los Angeles



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



ACSA REGION 16
LEADING WITH EXCELLENCE
BROWN BAG LUNCH SESSION
PRESENTS

Dr. Sylvia Rousseau



PLEASE JOIN US FOR A PHENOMENAL
HOUR OF LEARNING

MARCH
THURSDAY **16** AT 1:30P.M.
2023

ZOOM MEETING ID LINK:
902 212 0131
PASSCODE:
ACSA

Simone Charles
ACSA Region 16
Cultural Proficiency Director



SAN ANTONIO
WINERY



**SAN ANTONIO WINERY
SOCIAL EVENT**

MARCH 16, 2023
5:00PM - 7:00PM

San Antonio Winery
737 Lamar St, Los Angeles, CA 90031

RSVP: bit.ly/ACSASOCIAL



How Did National Reading Month Come to Be?

March was designated as National Reading Month to celebrate Dr. Suess. He was born on March 2, 1904. Interestingly enough, Dr. Suess was not a doctor at all, he was a writer and an illustrator of very popular children's books including "The Cat in the Hat" and "How the Grinch Stole Christmas". He also wrote several books for beginner readers of which "One Fish Two Fish Red Fish Blue Fish" (published in 1960) was the most notable one. He received a Pulitzer Prize in 1984 for his contribution to the education of America's children and their parents.

Today we might take reading for granted but it has a very long history and there was a time when only a few people knew how to read. The first written communication did not happen until 3500 B.C., and the first books did not

appear until around 23 B.C. in Rome. Around this time, books were also developed in some Asian countries and the Middle East. Before the printing press was introduced in the 15th century, books were quite expensive and rare but as printed books gained popularity, Literacy rates began to rise. In 1892, the first book covers appeared and in the 19th century, publishers started printing books with hardbacks.

Nowadays, even though almost everyone can read, people hardly read and, unfortunately, we are losing our reading culture as a society. That is why we all need this National Reading Month which is a whole month to help us revive our reading habits. nationaltoday.com

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 DEADLINE HAS BEEN EXTENDED TO FRIDAY, MARCH 17, 2023 @ 5:00 PM.

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. *Note: Recommendation letters can be forthcoming and slightly delayed if all other parts are in by the due date.*

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) or Jennifer Yoo (jyoo2@lausd.net)
For technical issues, please email Elijah Whang (exw2588@lausd.net)