

APRIL 17, 2023

UPDATE



Celebrating, and Supporting Our Leaders

April 3-7, 2023 was National Assistant Principals Week. As many an administrator can attest, Assistant Principals play a crucial role in supporting their Principal to ensure schools are safe and students are learning. AALA sends a heartfelt **THANK YOU** to these unsung heroes that are the backbone of schools and a Principal's right-hand person!

At the same time, AALA would like to *remind* senior district leadership that the best way to honor administrators is to care for their health and well-being. A defined work day, reasonable workloads, and ceasing the constant 11th hour requests for information seniors leaders already have is a good start to beginning to experience **JOYFULNESS** at work.

A few years ago Tyrone Howard, Ph.D. addressed secondary AALA members. A Professor of Education and Director of the Black Male Institute at the University of California, Los Angeles, Dr. Howard addressed, "Why are principals stressed out?" and noted the following as reasons:

- Increased workloads
- Shrinking budgets
- Threats of violence from parents
- Long hours
- Lack of support staff
- Apathetic teachers
- State and federal mandates
- Low academic outcomes



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SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW!

**AALA Representative
Assembly Meeting on
Thursday, April 20, 2023**

**Department Caucus @
4:30 pm
General Meeting 5:00 pm**

Casa Italiana
1051 N. Broadway
Los Angeles, CA 90012

Associated Administrators of Los Angeles #AALA Thursday



**#AALAStrong
#UnionStrong**



Associated Administrators of Los Angeles

Unit J Negotiations Update

In summary, Unit J members ratified the Tentative Agreement with 89% voting in favor and 11% voting against. The Tentative Agreement (TA) was signed by AALA and immediately forwarded to Labor Relations to be placed on the board's next agenda for approval.

AALA received a call requesting the TA be placed on hold with the prospect of a "more favorable" salary proposal than the one that had already been ratified by the membership.

The district presented the "more favorable" salary proposal on or about March 17, 2023. The proposal was immediately shared with the Unit J Bargaining Team. The bargaining team found the salary proposal less than favorable and considered the offer a very strong step in the wrong direction.

The bargaining team's analysis was communicated to the District along with their expressed dissatisfaction and disbelief given the previous TA was on the table.

The Unit J Bargaining Team submitted a salary counter proposal to the District yesterday. This proposal is more aligned with the percentages on the table for other labor partners. A significant difference is this most recent

salary proposal does NOT include one-time bonuses. The proposal demands on-schedule raises (that count towards retirement) for 2022-23, 2023-24, and 2024-25. In addition, the proposal includes "Me Too" language.

The bargaining team is scheduled to meet with Labor Relations tomorrow. It is the association's intent to remain at the table to finally seal this deal.

It is important for members to be able to analyze the offer before ratification. An expedited ratification vote will follow so the TA can be placed on the board's next agenda.

The team understands everyone's patience is being tested during these negotiations. The team thanks you for your continued interest by way of calls, texts, and emails. This shows the unit's genuine interest in the negotiations process.

It is important now more than ever that we continue our united front as the team fights for what you deserve and more!



SUPPORTING FROM PAGE 1

Traumatic stress, regular irritability, regular heartburn, sleep-related problems and insomnia are all common maladies linked to the aforementioned stressors.

Dr. Howard emphasized why sleep matters, saying, "Principal stress has been found to be associated with shortened sleep, fragmentation, and possibly a reduction in sleep stages 3 and 4..." Shortened or disturbed sleep caused "increases in levels of traditional stress markers...which could exacerbate the effects of stress... Sleep was found to be essential for long-term mental functioning and the long-term impairment of sleep can have serious consequences." He also noted that sleeplessness was closely related to "accident risk as well as to reduced subjective work performance."

Dr. Howard's comments are as important today as they were then. It is time to re-examine administrator workloads. Organizing for effort is a critical building block for administrators to lead effectively while caring of themselves.

Healthcare FAQs: Hearing Aids Are Now Available Over-The-Counter



The long-awaited FDA approval for over-the-counter (OTC) hearing aids became effective October 17, 2022. This means that this new category of hearing aids will now be regulated as medical devices and offered for sale to consumers at pharmacies, drug stores, and retail stores (i.e., Walmart, Best Buy, Target, and others), without the need for a hearing exam and prescription. Currently, the FDA estimates that thirty million individuals with mild to moderate hearing loss may benefit from the availability of affordable OTC hearing aids.

I don't think I need a hearing aid, but having sound amplification appeals to me. Would an OTC hearing aid be for me?

A common sign of hearing loss includes needing to turn up the volume of the TV or radio, and asking others to repeat what was said. Since our District medical plans cover hearing exams, it is wise to get checked by an audiologist (hearing specialist) or otolaryngologist (ear specialist). The results should inform you about whether an OTC product is an option for you. According to AARP, prescription hearing aids cost an average of \$4,600 per pair, compared to costs as low as \$600 for a high-quality OTC pair. Except for the Kaiser HMO plan all District medical plans may cover the total or partial expense of hearing aids, making a hearing prescription (or none if your hearing is normal) a good starting point.

What is the District's health plan coverage for hearing aids?

As stated above, all of our District medical plans, except the Kaiser HMO plan, offer hearing aid coverage. Here is what each plan covers:

- **Anthem Blue Cross Select HMO** – Employees and retirees under 65 pay 20% of covered amount; one pair every three years; batteries and repairs not covered.
- **Anthem Blue Cross EPO for active employees**– 20% copay after deductible for one hearing aid per ear every three years.
- **Anthem Blue Cross EPO for retirees under age 65** – Benefits limited to \$5,000 per calendar year.

Hearing aid costs are covered under durable medical equipment.

- **Health Net HMO** – No copay for one pair of covered hearing aid expenses every three years
- **Health Net Seniority Plus** –No copay for covered hearing aid expenses; replacement—one pair every year.
- **Kaiser HMO** – No coverage for hearing aids.
- **Kaiser Senior Advantage** – Medicare retirees have a \$2,500 allowance for one device per ear every three years.
- **Anthem Medicare Preferred (PPO)** – Hearing aids limited to a \$2,000 per ear maximum benefit every three years.

As a Kaiser HMO member, are there any exclusive discounts I can check for?

- Yes, your vision coverage through VSP or EyeMed offers discounts on OTC hearing aids. You'll need to log in to www.vsp.com to view the information under "Offers" then "Hearing Health." For EyeMed, click on <https://eyemed.com/en-us/member/benefits/hearing>.
- According to Consumer Reports, Costco offers good discounts on hearing aids. You can save more by skipping all the "extra" features you might not use or need. Check out the Costco Hearing Aid Center information at <https://www.costco.com/hearing-aid-center.html>. Also, do a search for "OTC hearing aids."
- You are also eligible for hearing aid discounts through the *Epic Hearing Service Plan*. Just let them know you are a member of AALA when you call 1-866-956-5400, or visit the EPICwebsite and click on "Shop Products."

For additional information about OTC Hearing Devices, click on:

[Hearing Aids and Personal Amplification Sound Products: What to Know](#); FDA.
[What If I Already Have Hearing Loss?](#) CDC.

Associated Administrators of Los Angeles

ALA sends a well-deserved congratulations to **Principal Elsa Bolado** and Hollenbeck Middle School's Junior Riders for becoming the **first middle school in the nation** to receive Linked Learning Middle School Certification in December 2022! Click [HERE](#) to watch the HMS STEMM Pathway video highlighting engineering, technology, and biomedical experiences Hollenbeck students can access!



Kudos to **Principal Carlos Madrigal**, Assistant Principal **Joel Escobar** and Co-Administrator **Laura Naulls** who welcomed 267 students to Griffith STEAM Magnet Middle School's spring acceleration days. Griffith Middle had one of the highest acceleration days student enrollment in the district.

GREAT JOB!



CSUN

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.

Virtual DROP IN SESSIONS



PERSONNEL COMMISSION



PRINCIPALS

Join the Personnel Commission team to discuss your Classified employee staffing needs.

GET IMMEDIATE HELP WITH:

- Recruitment
- Filling Vacancies
- Resolving Current Issues
- Staffing Strategies

UPCOMING DATES

Friday, April 21 – 3:15 to 4:15 pm
Friday, May 19 – 3:15 to 4:15 pm
Friday, June 16 – 3:15 to 4:15 pm

[Use This Link To
Pre-Register](#)

[Use This Link To
Join The Meeting](#)



Did you know?

EXPEDITED CLASSIFIED SCHOOL-BASED HIRING

Principal Self-Service is available to expedite the process of filling school-site vacancies. Please click the link above to learn more.



Associated Administrators of Los Angeles

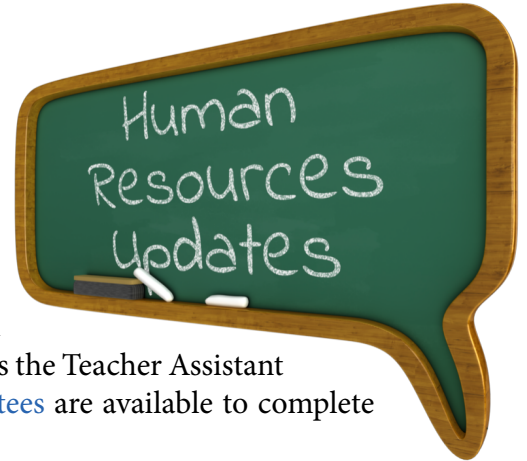
EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

EDS Office Hours and Final Evaluation Deadline

Weekly EDS office hours are available on Fridays from 2:00 – 4:00 p.m. Our staff will assist administrators with all phases of the evaluation cycle, including the Final Evaluation Report, which is due by **May 12**. You may join office hours using the following link: <https://lausd.zoom.us/j/86108706782>

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.



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>.



The Certificated Assignments Team has #AALAPride!

Associated Administrators of Los Angeles



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 held one hour per week for 6-weeks, held virtually, and participants will receive the training rate at \$50 per hour.



CURRENT TOPICS:

- **Wellness Wednesdays Part 1**
(For Newcomers Only)



April 12, April 19, April 26, May 10, May 17, May 24



5:00PM-6:00PM

- **Leading Diversity, Equity & Inclusion**



April 13, April 20, April 27, May 11, May 18, May 25



5:00PM-6:00PM

Registration is limited to 250 participants per session. Register in MyPLN by searching for "Wellness Wednesday Part 1" and "Leading Diversity, Equity & Inclusion."

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

RETAINING MALE TEACHERS OF COLOR: WHY IT MATTERS, WAYS TO DO IT

Administrator Professional Development Series

LOS ANGELES MALE TEACHERS OF COLOR NETWORK (LAMTCN) SPRING 2023 SERIES

Human Resources invites administrators to engage in professional learning around creating systemic change for increasing retention of male teachers of color (MToC) at the school site. Teacher attrition is highest in the critical first three-years of teaching, especially for MToC. Moreover, MToC tend to leave the field of education at disparately higher rates than other teacher groups. These sessions will provide administrators with tools and resources to help retain MToC.



Dates:

Saturdays

March 25

April 29

June 10



Time:

9AM – 12PM

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.



JOIN US

REGISTER IN **MYPLN** BY
SEARCHING FOR "**LAMTCN**"



Registration is limited to 250
participants per session.

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



Associated Administrators of Los Angeles In Memoriam

ROBERT CRAIN - Mr. Crain served as an Adviser in the Transportation Program, Specialist for the Educational Options Service Branch, Coordinator, Permits for the Office of Associated Deputy Superintendent, and Coordinator, Permits & Pupil Transfers. Mr. Crain retired in the late 1980s and passed away on March 26, 2023. No services are planned at this time. Contributions in his memory may be made to Homeboy Industries, 130 W. Bruno Street, Los Angeles, CA 90012 or <https://homeboyindustries.org/donate/donate-online/>. Click [HERE](#) for his obituary.

ROSEMARY LUCENTE - Ms. Lucente served as an Elementary Assistant Principal at 75th Street Elementary, Principal at Stanford, Encino, Roscomare and Figueroa Elementary Schools, as well as School Support Administrator for Elementary Region D. She was very active in the AEIOU (American Educators of Italian Origin United) Organization. Ms. Lucente retired on July 1, 1999 and passed away on November 6, 2022.



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.

SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW!

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