

MAY 1, 2023

UPDATE



One Down, One to Go

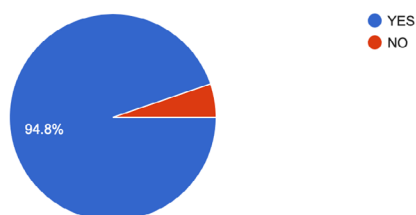
It is imperative that AALA clarify that it was not our decision to remove the “me too” clause from the negotiations table. Labor Relations is removing the language from all compensation negotiations, not any of the bargaining partners.

Last week, AALA surveyed **Certificated Administrators** regarding upcoming salary negotiations. We received 916 responses, out of 2,530 e-mails sent to members in good standing and 58.3% opened. AALA will always bargain based on member priorities, hence our use of surveys.

AALA uses survey responses to inform the negotiations team. If you are a member in good standing (i.e. dues-paying) and you did not respond, you are allowing those that did respond to speak for you. Below are the results of the survey. Once the Certificated negotiations team is formed, they will use this information including comments, to begin the negotiations process with Labor Relations.

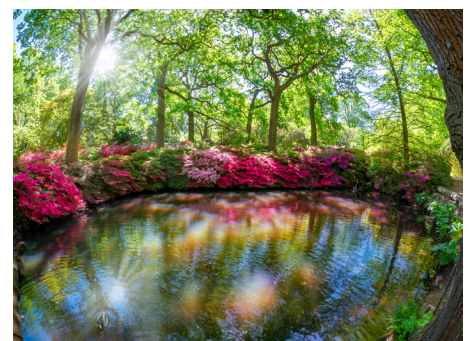
A ME TOO Clause is IMPERATIVE in the salary proposal between AALA and LAUSD.

916 responses



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



Associated Administrators of Los Angeles #AALA Thursday #EEC



AALA thanks the Early Childhood Education Department for showing their #AALA Pride!

AALA Alumni Gather to Catch Up and Honor Members

An enthusiastic crowd of over 75 alumni members gathered at the San Antonio Winery on April 26th to reconnect with their friends, catch up on all of the latest news, and win fabulous prizes. The program began with **AALA President Nery X. Paiz** welcoming everyone, introducing generous sponsors Gloria Rogers and Mariam Nazzir from California Credit Union, and Mario Dalangpan and Alina Flores from Schools Federal Credit Union, and giving a brief update on the Association.



Guest speakers included Board President Jackie Goldberg, Board Member Dr. George McKenna and Board Vice President Scott Schmerelson, all receiving an enthusiastic reception from the audience. Ms. Goldberg addressed the board's goal to provide all bargaining units with substantial raises, spoke about the challenges of COVID and asked everyone to remain vigilant and continue to wear masks. Dr. McKenna addressed the enormous sacrifices alumni made and current AALA members continue making to keep schools safe and children learning, to the detriment of their health. Mr. Schmerelson introduced Pamela Donesley who addressed the CALPERS Long Term Care class action lawsuit (see page 3).

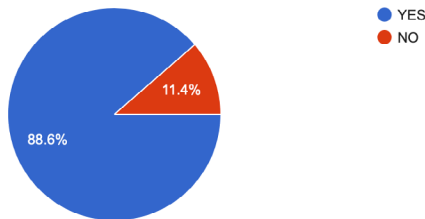
ALUMNI>> PAGE 5

Associated Administrators of Los Angeles

CERTIFICATED SURVEY FROM PAGE 1

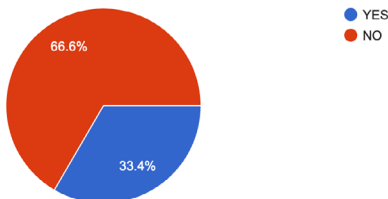
In the event LAUSD rejects ME TOO language, AALA should settle LAST. In this manner, AALA knows what other unions have received and bargain accordingly.

916 responses



In the event LAUSD rejects ME TOO language, AALA should accept the offer knowing it will fight for the difference if another union receives more at the next round of negotiations.

916 responses

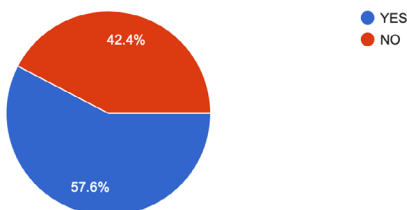


AALA is exploring affiliating with like-minded organizations at the local, state, and national levels. All affiliations will require monthly dues to be raised. Benefits vary. For example, for \$10 dollars more every month, one national federation offers:

- Long-term care insurance
- Home and car insurance from Liberty Mutual Insurance
- Union Plus restaurant discounts
- Discounts with AT&T
- Professional Liability Insurance - \$25,000 for defense costs
- High school seniors eligible to apply for a \$2,500 scholarship

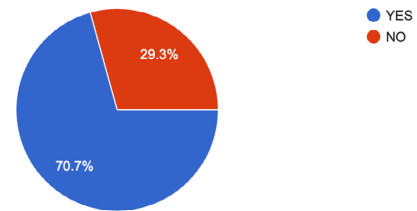
Should AALA remain as is, standing alone like it has for the last 42 years?

916 responses



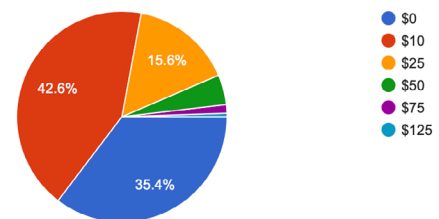
Should the AALA Executive Board continue exploring options for AALA to affiliate at the local, state, national level?

894 responses



How much more a month are you willing to pay to be affiliated locally, statewide, nationally?

916 responses



CALPERS Long Term Care Settlement

In September 2021 AALA shared information regarding the *Wedding, et al. v. CalPERS* settlement. Since then, CALPERS opted out of that settlement, and a second settlement was announced on March 10, 2023. Information presented here is time sensitive.

This second settlement offers the nearly 80,000 policyholder class members the opportunity to keep in place their existing long-term care policy and receive a cash payment and a moratorium on premium increases through the end of October 2024, or to receive a premium refund of 80% of all premiums paid (less benefits received) in exchange for surrendering their LTC policy.

Each settlement class member's recovery will be based on the status of their policy, whether they used policy benefits, and how they responded to the 85% premium increase. Money to fund the settlement will come from the CalPERS' Long-Term Care Fund. No part of the settlement will be paid by the CalPERS Pension Fund.

Associated Administrators of Los Angeles Healthcare FAQs: ARE YOU USING YOUR AETNA DENTAL PLAN?

Affecting more than 60,000 dental plan members, you may recall that Aetna Dental PPO replaced United Concordia Dental PPO beginning 2022. This FAQ is a refresher on your plan's benefits and copays.

What benefits does the Aetna Dental plan include?

The most noticeable improvement is the \$3,000 annual benefit. With dental costs escalating, this plan covers more costs before reaching the annual maximum allowable. The \$3,000 includes both in-network and out-of-network use. The annual deductible, the amount you pay before your plan covers your cost, is \$100. The chart below shows how using an in-network dentist is more cost-effective.

Here is a partial list of what's covered in- and out-of-network:

<i>Common Dental Procedures</i>	<i>Category</i>	<i>In-Network</i>	<i>Out-of- Network</i>	<i>Benefit Limitations & Exclusions</i>
Oral Exam	Preventive & Diagnostic	No charge	20%, deductible doesn't apply	Two routine & two problem-focused exams per year.
Bitewing X-ray	Preventive & Diagnostic	No charge	20%, deductible doesn't apply	Two sets per year.
Cleaning	Preventive & Diagnostic	No charge	20%, deductible doesn't apply	Two per year.
Filling	Basic	20%	40%	
Extraction, Erupted Tooth or Exposed Root	Basic	20%	40%	
Root Canal	Basic	20%	40%	
Scaling and Root Planing	Basic	20%	40%	One per quadrant per 24 months.
Ceramic Crown	Major	50%	50%	Replacement of existing crown limited to once every 3 years.
Removable Partial Denture	Major	50%	50%	Replacement of existing denture limited to once every 3 years.
Extraction, Erupted Tooth with Bone Removal	Basic	20%	40%	
Orthodontia	Orthodontia	50%	50%	

For more information about your coverage, visit www.aetnaresource.com/p/LAUSD to find a dentist, check whether your dentist is in the network, and/or to nominate your dentist to join the Aetna network. If you have any questions, contact Aetna at (877) 338-1579.

Associated Administrators of Los Angeles

ALUMNI FROM PAGE 2

Following a tribute by Mr. Schmerelson to members who had passed away during the last four years, the luncheon concluded with the much-anticipated opportunity drawing, in which ten lucky guests went home with valuable gifts, including a flat screen television, a Nespresso machine, gift card trees, Dodgers swag, and mad money. All of the proceeds from the drawing will go to Friends of AALA to fund scholarships.

This year Friends of AALA will award \$134,000 in scholarships to deserving LAUSD seniors.



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/1FAIpQLSdTTpn6QRag1mkFhGP70jIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

Questions?

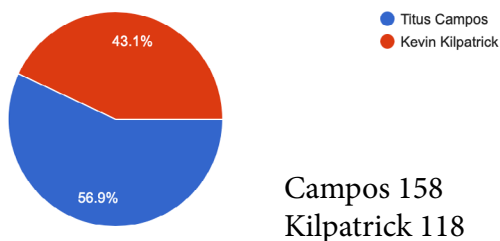
Payroll questions: payrollsupport@lausd.net

HR questions: askhr@lausd.net

Executive Board run-off results:

Please vote for ONE candidate ONLY.

274 responses



SETTLEMENT FROM PAGE 3

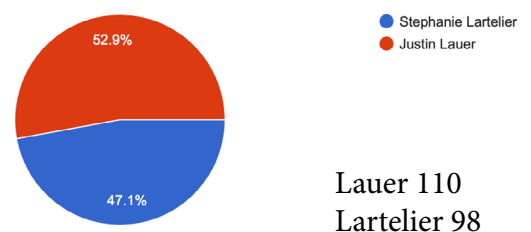
This settlement was reached after a bench trial in which some of the major issues in the case were decided, and with the remaining issues set to be decided in a jury trial that was scheduled for June.

Formal notice explaining the settlement, why it's in the best interests of the class, and class members' options, went out to class members beginning April 7. That began a 60-day notice period, with a hearing for final approval set for July 26.

The notice packets will explain in detail all the terms of the new settlement and class members' options under the settlement. Click [HERE](#) for information on the class action. Click [HERE](#) for a list Frequently Asked Questions to help answer any questions you may have about the new settlement. However, if class members have questions regarding the settlement that can't wait until after they receive their notice packets, they can call 1 (866) 217-8056.

Please vote for ONE candidate ONLY.

208 responses



When to Use Personal Necessity or Flex Time

Periodically, employees are faced with situations that necessitate their absence from work, but these occurrences do not fall under the guidelines for illness, bereavement, or other specific types of absences. Many times, employees are tempted to classify these absences as personal necessity when they do not meet the criteria for such. *AALA members are reminded to only use or approve personal necessity when appropriate according to the language in the AALA/LAUSD Certificated Contract Article XI, Section 5.0, and Unit J Contract Article XIII, Section 13.0; also, note that only six days of such time can be used per school year for certificated members.* Below is a listing of the situations that may deem the use of personal necessity time:

- Death of a close friend or relative not included in the definition of immediate family.
- Death of a member of the employee's immediate family, when time in excess of that provided.
- Serious illness of a member of the employee's immediate family.
- Accident involving the employee's person or property or that of the employee's immediate family.
- Birth of a child to the wife of an employee, or adoption of a child by the employee.
- Religious holiday of the employee's faith.
- Imminent danger to the home of an employee occasioned by a disaster such as flood, fire, or earthquake.
- *Other significant event of a compelling nature to the employee, the gravity of which is comparable to the above, which demands the personal attention of the employee during assigned hours and which the employee cannot reasonably be expected to disregard, limited to two (2) occasions in any school year.*
- An appearance of the employee in court as a litigant.
- An appearance of the employee in court or governmental agency as a non-litigant witness under subpoena.
- Attendance at the classroom of the employee's own child or ward and meeting with the school administrator because of suspension.

- Up to four hours of paid personal necessity leave (and up to thirty six additional hours of accrued vacation or unpaid leave) not to exceed a total of eight (8) hours per calendar month, forty (40) hours per school year for attendance at the school of the employee's own child, ward, or grandchild for purposes of a school activities leave.
- An employee shall be allowed up to six additional days of personnel necessity leave in any calendar year to attend to the illness of a child, parent or spouse of the employee.
- *For the purpose of a comprehensive physical examination during non-instructional or another time approved by your administrator provided that the verification of such an examination is submitted to the District.*

AALA members are also reminded of the availability of flex time that may be used when time is needed that does not meet the guidelines for personal necessity.

UNIT J: Article IX, Section 2.2—*When the work demands involve significant extended hours of work within a given pay period, flexible reduced hours in the same or following pay period may be taken with the prior approval of the immediate supervisor, so long as such absence does not interfere with the continued operational obligations of the employee, work unit, or District. If such time can be accommodated, it will be scheduled by the supervisor in consultation with the employee.*

CERTIFICATED: Article X, Section 1.3—*When the schedule of the administrator involves extended work hours on a given day, flexible work hours on a subsequent day may be taken with the prior approval of the immediate supervisor. Upon request of the administrator (go to [Sample Log for Administrator](#)), the immediate supervisor must provide the administrator with a time within which to schedule the flexible work hour. Such time shall fall within fifteen (15) working days of the date of the administrator's request. Any failure by the immediate supervisor to provide such time within the 15 days shall be grievable by the administrator.*

Associated Administrators of Los Angeles

Do You Have Retirement On Your Mind?

Have you noticed that your retired friends are living the life you want to live? Are you contemplating retirement? There are some important steps that you need to take in order to make the process seamless and stress-free. **Please be aware that all employees must resign from the District in order to retire and only those in paid status the day before retirement are eligible to receive District-paid retiree health benefits.** If you choose to take a deferred retirement (leave funds on deposit with the retirement system for withdrawal at a later date) or opt for a lump sum distribution, you are not eligible for District-paid retiree health benefits. Also, after you retire, if you stop your monthly retirement benefit payments, you will lose your District-sponsored benefits. Key dates and actions related to retirement from CalSTRS and CalPERS are included in timelines below.

CALPERS MEMBERS:

Preferably 6 – 12 Months Before Retiring, But Can Be Started Now

- Use the calculator (click [HERE](#)) on the website to estimate your monthly benefit.
- Enroll in member education classes (click [HERE](#)) through the CalPERS Education Center.
- Determine if you are eligible to purchase additional service credit (click [HERE](#)).
- Contact CalPERS if you have a community property claim on your retirement benefits. You must provide a copy of the court order resolving the claim before you can receive retirement benefits. 9 Months Before Retiring
- If you're also a member of another public retirement

system in California, there are steps you need to take to ensure you receive all the benefits you deserve from each system. View the publication, When You Change Retirement Systems (click [HERE](#)), for more information.

- If you have Social Security or other non-CalPERS benefits coming later after retirement, you might want to increase your monthly CalPERS income until those benefits begin. See if a temporary annuity is right for you.

6 Months Before Retiring

- Fill out and mail the Retirement Allowance Estimate Request form (click [HERE](#)).
- Review and begin completing the Service Retirement Election Application (click [HERE](#)) and think about the different retirement payment options available to you.
- Review important information on taxes and your retirement.
- After taking a member education class ([HERE](#)), schedule an appointment ([HERE](#)) if you need more specific information or assistance with your retirement paperwork.

3 Months Before Retiring

- Submit your completed retirement application forms and required documentation to CalPERS. Be sure to keep a copy of all the forms and supporting documents for your records and future reference.
- Check with your credit union, employee organization, or insurance plan to see if certain types of payroll deductions can be continued into retirement.
- Complete the Direct Deposit Authorization Form ([HERE](#)) contained in the retirement application to ensure your monthly benefit payments are securely deposited at your financial institution.
- Complete the *HI-22 Application for Continuation of Health Benefits* form (click [HERE](#)) and return it to:
Los Angeles Unified School District
Benefits Administration– 28th Floor
P.O. Box 513307
Los Angeles, CA 90051 - 1307
- Provide a copy of the *Notice of Benefit Approval* from CalPERS (will be mailed to your home) to



Associated Administrators of Los Angeles

RETIREMENT FROM PAGE 7

Benefits Administration at the above address.

- Enroll in Medicare if eligible.
- Submit a resignation form (click [HERE](#), then click on PC 5209) to the Personnel Commission, with retirement effective date.

1-4 Months After Retirement

- After your application has been processed, CalPERS will send you a First Payment Acknowledgment letter, including the date of your first retirement
- check, amount you can expect to receive, and important income tax information. Keep this letter with your other CalPERS information and important financial papers.
- If you didn't retire on the first of the month, your check will cover the period from your retirement date to the end of the month. Afterwards, your retirement check will be direct deposited or mailed on the first of the month. Your financial institution will determine when your funds are available.
- In most cases, you should receive your first retirement check around the first of the month following your retirement date.
- You'll also receive an Account Detail sheet advising you how your retirement benefit was calculated based on the payroll and service credit information that was posted to your account at the time it was processed.
- You'll receive a Notification of Deductions letter if you're having deductions taken or making payments for a service credit purchase or mandatory adjustments to your account.
- Allow at least four months for all final payroll to be processed and adjustments to be made to your retirement.
- If after you receive four retirement checks, you believe your retirement calculation should reflect a higher final compensation or service credit, call 888.CalPERS (or 888.225.7377).

CALSTRS MEMBERS:

- **Preferably 6 – 12 Months Before Retiring, But Can Be Started Now**
- Activate your myCalSTRS account at www.CalSTRS.com, if you have not done so already.



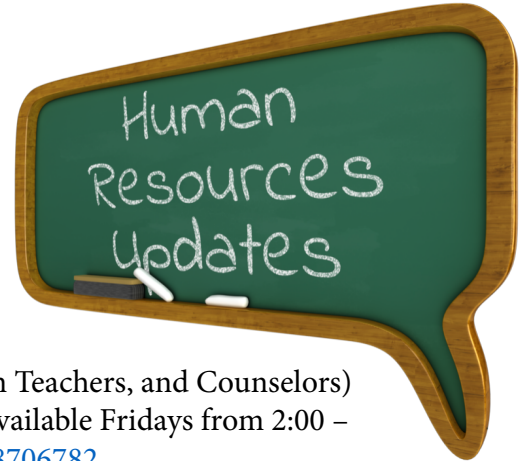
- Read *Your Retirement Guide*, click [HERE](#); also available at CalSTRS.com.
- Attend a retirement planning workshop (www.CalSTRS.com/webinars) or individual counseling session (www.CalSTRS.com/local-offices).
- Contact CalSTRS if you have a community property claim on your retirement benefits. You must provide a copy of the court order resolving the claim before you can receive retirement benefits.
- Use the calculator on the website to estimate your monthly benefit.
- Consider purchasing additional service credit to increase your benefit if you did not purchase it earlier in your career and you have eligible service to purchase. Your purchase must be paid in full before your retirement date. See the booklet *Purchase Additional Service Credit* (click [HERE](#)).
- Consider making a preretirement election of an option to provide a lifetime monthly benefit to a loved one if you should die before retirement. See the *Member Handbook* ([HERE](#)) to learn the advantages and disadvantages. Submit the *Preretirement Election of an Option* form (click [HERE](#)) if you select an option.
- Death Benefit Recipient: You can designate a living person or persons, or an estate, trust, charity or other entity to receive a one-time death benefit when you pass away. You can find your recipient information on your myCalSTRS account under Manage Your Beneficiary Selections. Make sure your one-time death benefit recipient information is current. To name or update a recipient use the *Recipient Designation* form [HERE](#).

Associated Administrators of Los Angeles

EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

EDSSL Final Evaluation Deadline

The deadline for B Basis Final Evaluation Reports (AP and APEIS's) is **Friday, May 12, 2023**. If you need assistance, please reach out to Heather Lower Lowe at (213) 241-5476 or join Friday office hours.



EDST/EDSNCT/EDSC Final Evaluation Deadline

The deadline for the Final Evaluation Report (Teachers, Non-Classroom Teachers, and Counselors) is **Friday, May 12**. If you need assistance, weekly EDS office hours are available Fridays from 2:00 – 4:00 p.m. Office hours are held via Zoom: <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>.

RETIREMENT FROM PAGE 7

- If you're also a member of another public retirement system in California, there are steps you need to take to ensure you receive all the benefits you deserve from each system. View the publication *Concurrent Retirement* (click [HERE](#)) for more information.

6 Months Before Retiring

- Complete and submit your *Service Retirement Application* and any other applicable forms online through your myCalSTRS account. If you prefer, a paper version is also available.

3 Months Before Retiring

- Check with your credit union, employee organization, or insurance plan to see if certain types of payroll deductions can be continued into retirement.
- Complete the Direct Deposit Authorization Form [HERE](#).
- Complete section 1 of the *Express Benefit Report form* (click [HERE](#)) and submit it to:
Los Angeles Unified School District
Payroll Services Branch
STRS Deductions Control – 27th Floor
P.O. Box 513307
Los Angeles, CA 90051 - 1307



Associated Administrators of Los Angeles

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



JOIN US

REGISTER IN [MYPLN](#) BY
SEARCHING FOR "LAMTCN"



Registration is limited to 250
participants per session.

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



Associated Administrators of Los Angeles In Memoriam

ALAN GOOD - Mr. Good was an Assistant Principal of Los Angeles High School and Counselor at Franklin High. He was a Coordinator for My Integrated Student Information Systems (MISIS), retiring on July 1, 2009. Mr. Good passed away on March 28, 2022. He is survived by AALA retired associate Irma Good.

Do you know of a former AALA member that has passed away? Please let us know and we will share the information here! You can call 213/484-2226 or email info@aala.us.



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