

MAY 15, 2023

UPDATE



AALA Certified **Negotiations In Full Swing!**

The AALA Bargaining Team Had First Session with Labor Relations on Monday, May 8, 2023

President Nery X. Paiz set the stage and tone of the negotiations with his opening statement at the negotiations table:

“Our bargaining team has three (3) new members. However, they are veterans when it comes to the work of supporting students and families especially these past three years laden with challenges.

The LAUSD National Principals’ Day tweet was nice. However, our members need “actions” from the District demonstrating respect and recognition for the arduous efforts of our members.

I am meeting with members directly, receiving feedback from surveys, and emails about how AALA member are currently feeling.

Here is just the tip of the iceberg of what they are sharing with me:

NEGOTIATIONS >> PAGE 3

As of this printing, HR is revising the Extra Duty Pay Guidelines, creating a FAQ, and Regional Superintendents and Executive Directors will share with administrators



In this issue:

- 1** AALA CERTIFICATED NEGOTIATIONS IN FULL SWING
- 2** #AALA THURSDAY #AALASTRONG TENTATIVE 2023-2024 BASIS START AND END DATES
- 3** CELEBRATE - SCHOOLS IN THE NEWS
- 4** HEALTHCARE FAQS: Mental Health Matters
- 5** CELEBRATING ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH
- 7** LET’S TALK ABOUT INSTRUCTION - MAY 31, 2023
- 8** PERSONNEL COMMISSION Virtual Drop-In Sessions
- 9** HUMAN RESOURCES UPDATES UNIT J MEMBERS, ARE YOU PONDERING RETIREMENT?
- 10** IN MEMORIAM POSITIONS AVAILABLE (LINKS) SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW!
- 11** INTEREST GROUPS - News You Can Use



Associated Administrators of Los Angeles #AALAThursday #AALAStrong!



Just a friendly reminder: Every Thursday is #AALAShirtDay! Wear your AALA swag to show your #AALAPride and send us a photo!

2023-2024 TENTATIVE Basis begin and end dates for B, C and E Basis employees

Basis	Begin Date	End Date
B	7/31/2023	6/13/2024
C	8/14/2023	6/6/2024
E	7/20/2023	6/24/2024

NOTE: The Payroll Administration indicates that the above start and end dates are **TENTATIVE and not all B, C, or E-Basis employees will follow these actual dates.**

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NEGOTIATIONS FROM PAGE 1

Principals not only have more work, greater accountability, and nowhere near the support to get the job done.

We are “bomb-proof”, “strike-proof”, “COVID-19-proof” and are expected to be front and center no matter the circumstances.

We are stepped upon and just have to roll with the punches. We cannot say NO. Why is it so easy to ask us to work endless hours and so difficult to get Extra-Duty Pay and Flexible-Time approvals?

What is AALA doing to improve our working conditions?

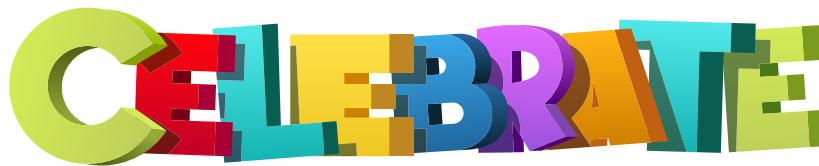
It is extremely important that we retain the “ME-TOO” clause since we cannot strike.

If there is no “ME-TOO” then offer AALA “Me Plus” to truly recognize and reward the herculean efforts ALL AALA members put forth in support of students, families, and district policies and mandates.

With this in mind, the AALA Bargaining Team presented the following proposals to Labor Relations on Monday, May 8, 2023:

- ✓ The granting of permanency to School Support Administrators to achieve parity with their school-based peers.
- ✓ A clearer definition of the assigned workday and workweek with a seamless process to earn Extra-Duty pay beyond the 40 hour workweek.
- ✓ Commensurate compensation when emergencies arise and AALA members are required to report to work while others remain home with pay.
- ✓ Daily “Quiet-time” whereby members are not required to respond to calls, texts, emails, facsimiles unless an exigent circumstance arises as determined by the General Superintendent and/or his designees.
- ✓ A hybrid work model
- ✓ An appeal mechanism when principals/assistant principals are moved from a school WITHOUT cause and the new assignment is at a lower pay.

Additional proposals including salaries, increasing the amount of the doctoral differential, closing the earning gap with nursing and school mental health supervisors, and others will be presented at the next bargaining session happening in two weeks. Accolades go to the many of you that have been calling, texting, and emailing your hopes and fears as we continue to fight for what you deserve and more!



Congratulations to **Principal Martín León** at Carson Street Elementary STEAM Academy. His 2 VEX Robotics Teams attended the VEX Robotics World Championship in Dallas, Texas, and they both won awards: The Energy Award and the Promote Award! Watch their award-winning promotion video [HERE](#).

Congratulations to **Principal Arturo Barcnas** and his Verdugo Hills High School Dons for winning First Place at the United States Academic Decathlon online medium nationals! The top scoring student Airin Avanesian, also a Verdugo Hills Don received Honors Division recognition, with Allison (Noah) Ketchum and Teopipiltzin Valdivia receiving Scholastic Division recognition!

Associated Administrators of Los Angeles Healthcare FAQs: Mental Health Matters

ALA thanks **Ailleth Tom Torrico**, LCSW, Coordinator, Crisis Counseling & Intervention Services, School Mental Health for this FAQ.

May is Mental Health Awareness month. This national movement to raise awareness about mental health is our reminder to reflect on how we have been taking care of our own well-being. As administrators, we play a pivotal role in our educational system and ensuring students achieve their full academic potential. We are responsible for the well-being of the staff that support the social emotional well-being and educational needs of students. We hold space for worries from parents and caregivers, the challenges educators face in the classroom, as well as ensuring the physical and emotional safety of all who walk through our doors. We do this while having to contend with the events and experiences in our personal lives, caring for our own children and families, often setting aside our own health needs to be present in our work. If we have been doing this long enough, we know that this way of being is not sustainable. We are not equipped with an endless supply of energy and compassion. Incorporating daily opportunities to pause, refuel, and replenish is essential, so that we do not inadvertently harm those we intend to protect and grow.

“A nationally representative survey conducted... by the RAND Corporation found that 85 percent of principals are experiencing job-related stress, compared with 73 percent of teachers and 35 percent of other working adults. Forty-eight percent of principals are dealing with burnout, while 28 percent report symptoms of depression” (Sullivan). In 2019, the World Health Organization included burn-out as an “occupational phenomenon” and defined it as follows:

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- *feelings of energy depletion or exhaustion.*
- *increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and*

- *reduced professional efficacy.*

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life (World Health Organization: WHO).

Does this resonate with you? This kind of workplace stress, when left unchecked can factor into health



problems such as high blood pressure, heart disease, obesity, and diabetes, as well as mental health issues such as depression, anxiety, and in some cases PTSD (Post Traumatic Stress Disorder). Let's take a moment to learn about mental health and ways we can manage stress to stay healthy.

What is mental health? ([mentalhealth.gov](https://www.mentalhealth.gov))

“Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act, and helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood, and ranges on a continuum from well-being to mental illness” (“What Is Mental Health?”). Our life experiences may affect where we are on the continuum at different points in our lives.

According to the National Institute of Mental Health, nearly one-in-five adults live with a mental illness. Fifty percent of individuals experiencing mental illness had symptoms that started by age 14, which highlights the importance of learning about the symptoms and early

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Are you Looking for resources on Asian American and Pacific Islander Heritage to share with your teachers? [EDSITEment!](#) funded by the National Endowment for the Humanities is the perfect resource humanities lesson plans. This digital Teacher's Guide offers both historical information as well as age-appropriate lessons, such as *Japanese American Internment Camps during WWII*, *The World of Haiku*, and *Lions, Dragons, and Nian: Animals of the Chinese New Year*.

Celebrating Asian Pacific American Heritage Month

The [Smithsonian Asian American Pacific American Center](#) serves as a clearinghouse to a variety of educational resources including the National Museum of Asian Art and the Smithsonian Center for Digital Access. The Learning Lab Collections are developed and curated by Smithsonian educators, classroom teachers, and museum educators. You can find *Asian Pacific Americans in the Performing Arts*, *Learning to Look: Letter from Artist Yasuo Kuniyoshi, after the Japanese Attack on Pearl Harbor*, *Waves of Hope: Asian American History in Austin*, and a plethora of other resources.

You can also head over to [PBS Learning Media](#) where you can find *Asian Americans*, a five-hour film series available as 36 shorter clips with recommended grade level and teaching tips. This series uses a new lens to look at the impact Americans of Asian descent have had on the American experiment. Topics range from *Asian American Voices in Politics* to *Women Advancing Equality*. Lesson plans were developed by WETA (Washington, D.C. PBS station) and Asian Americans Advancing Justice (AAAJ).

MENTAL HEALTH FROM PAGE 4

warning signs to ensure early intervention and mitigate severe illness and/or interruptions to our quality of life and functions (*Warning Signs of Mental Illness*).

In addition to job stress, what else can affect my mental health?

- Stressful life situations, such as financial problems, a loved one's death, or a divorce
- An ongoing (chronic) medical condition, such as diabetes, cancer, heart disease
- Traumatic experiences, such as being abused or neglected as a child, domestic violence, or military combat
- Use of alcohol or recreational drugs
- Having a biological family member, such as a parent or sibling, with a mental illness

What are some early warning signs of mental health problems?

- Eating or sleeping too much or too little
- Inability to perform daily tasks like taking care of



- my children or getting to work or school
- Isolation from loved ones or not engaging in activities that used to bring me joy
- Feeling helpless or hopeless
- Feeling unusually confused, forgetful, on edge, angry, upset, worried, or scared
- Experiencing severe mood swings that cause problems in relationships
- Having intrusive negative thoughts and memories I can't get out of my head
- Feeling helpless or hopeless
- Thinking of harming myself or others

MENTAL HEALTH >> PAGE 6

Associated Administrators of Los Angeles

MENTAL HEALTH FROM PAGE 5

If any of the above signs and symptoms sound all too familiar, now is the time to get help. Struggling with our mental health should not be viewed as a life sentence, but rather as something that is treatable and preventable. Some of the ways we can manage the stressors and challenges of everyday life include some of the basics, including eating healthy, getting enough sleep, and incorporating movement and/or exercise into our routine. We can also get help by connecting with a mental health professional. Check out the [Staff Wellness & Self-Care](#) handout for more ideas and information.



How can I find support for myself, as well as my staff, regardless of whether they have a healthcare provider?

All Los Angeles Unified School District employees have access to the EASE (Employee Assistance Service for Education) program, a specialized counseling service which provides telehealth, face-to-face counseling, phone consultations and community referrals. This resource is voluntary, confidential, and available 24/7 with no waiting lists. If you need support, call an EASE Counselor at (800) 882-1341.

How can I get mental health support through my District issued health care provider?

- **Anthem Blue Cross (EPO, PPO, and HMO).** (800) 274-7767

- Virtual Mental Health: <https://livehealthonline.com/psychology/>
- **Health Net - Mental Health Network.** (888) 426-0030. [Behavioral Health | MHN](#)
- **Kaiser Permanente.** (800) 900-3277 (TTY 711)
- [Health and wellness | Kaiser Permanente](#); scroll down and click on “Mental Health & Wellness Options”

Additional Resources Available 24/7

- **988 Suicide and Crisis Lifeline (24/7)**
- For individuals in a suicidal crisis or emotional distress. Call: 988 or 800.273.8255. Text: 988.
- Chat: <https://988lifeline.org/>
- **Crisis Text Line (24/7).** Text “LA” to 741741

Online Resources

- National Alliance on Mental Illness (NAMI), <https://www.nami.org/>
- Mental Health America, www.mentalhealthamerica.net

Citations

- Sullivan, Emily Tate. “Principals Are on the Brink of a Breakdown.” *EdSurge*, 6 July 2022, www.edsurge.com/news/2022-07-06-principals-are-on-the-brink-of-a-breakdown.
- *Warning Signs of Mental Illness.* www.psychiatry.org/patients-families/warning-signs-of-mental-illness.
- “What Is Mental Health?” SAMHSA, www.samhsa.gov/mental-health.
- World Health Organization: WHO. “Burn-out an ‘Occupational Phenomenon’: International Classification of Diseases.” *World Health Organization*, 28 May 2019, www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases.

Associated Administrators of Los Angeles



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In an effort to provide time-sensitive information to our members, AALA joined forces with Dr. Estrada in planning this session

Let's Talk About Instruction

Dr. Karla V. Estrada

Deputy Superintendent of Instruction

Topics Include:

- Summer Principals' Leadership Institute
- Summer School 2023-24
- Assessments
- New Region support structure

May 31, 2023
5:00 PM – 6:00 PM

Zoom Meeting ID: 823 9491 5588



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

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, contact us at (213) 241-3444 or visit our weekly EDS office hours Fridays from 2:00 – 4:00 p.m. via Zoom: <https://lausd.zoom.us/j/86108706782>



Administrator Final Evaluation Deadline

Please see the table regarding final evaluation deadlines for School Support Administrators, AP's, APEIS's, Principals and Principal Supervisors.

Employee Group	Basis	Date Due
School Support Administrators	All	5/10/2023
Assistant Principals	B	5/12/2023
Principals	E	5/19/2023
Principal Supervisors	A	5/26/2023

If you need assistance, please reach out to Heather Lower Lowe at (213) 241-5476 or join Friday office hours via Zoom: <https://lausd.zoom.us/j/86108706782>

Unit J Members, Are You Pondering Retirement?

[CalPERS](#) offers tools to help you plan your retirement. Did you know that your benefits depend on when you began earning service credit? If you began earning CALPERS credit on December 31, 2012 or prior, you are a classic member with a classic retirement formula. If you began earning service credit on January 1, 2013 or later, you fall under PEPRA. There are [specific rules](#) about reciprocity with other California public service retirement systems, or if you left CALPERS employment for more than six months and returned after January 1, 2013. Make sure that you understand if you are a classic member or a PEPRA member. You can find this information and retirement formula on your Annual Member Statement, just log onto my.calpers.ca.gov and access your personal account.

[Planning Your Service Retirement](#) is a handy document with topics such as: retirement planning resources; eligibility requirements for retirement; ways to increase your retirement benefit; benefits paid upon your death; choosing a retirement date; and estimating your benefit. Their [Retirement Planning Checklist](#) will help you understand the application process. While CalPERS recommends starting the process one year prior to retiring, you can begin with a shorter timeline.

Plan on retiring but would like to work part-time? [Employment After Retirement](#) is the guide for you. You can collect your retirement benefit and work in private industry. You can also work for an employer in another public pension system. Keep in mind that if you retired and return to a CALPERS employer, you must apply for reinstatement from retirement. According to CalPERS, *“any retiree employment found to be in violation of the retirement laws and regulations is unlawful employment. If you are found to be employed in unlawful employment, you will be financially impacted due to the violation. This could result in your reinstatement from retirement, retroactive to the date the unlawful employment began.”* Be sure to use the CalPERS tools to make the right post-retirement decisions!

Associated Administrators of Los Angeles In Memoriam

LINDA SILVEY - Ms. Silvey served as Assistant Principal of Polytechnic High School. She retired June 30, 1997 and passed away on April 17, 2023.



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



Associated Administrators of Los Angeles Interest Groups: News You Can Use

In collaboration with LAUSD



**ALLIANCE OF
ASIAN/ PACIFIC ADMINISTRATORS**
presents

22nd Annual Scholarship Celebration

Elevating AAPI Voices Through Scholarship

May 25, 2023

6:30 - 8:00 pm

Zoom Link: <https://lausd.zoom.us/j/85745612768>

Meeting ID: 857 4561 2768

Please RSVP at:

<https://bit.ly/AAPAScholarshipRSVP2023>