



# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF OCTOBER 21, 2024



Dear AALA Members,

Last Thursday, October 10th, we convened our first AALA Representative Assembly meeting at Edward R. Roybal Learning Center. I want to extend gratitude and thanks to Arey Jones and Lenovo for sponsoring the delicious meal served during the meeting. Accolades go to **Blanca Cruz, Principal** and her team for their gracious hospitality. Approximately 60 members attended in person and 30 joined via Zoom. This demonstrates our commitment to enhance hybrid communication and to disseminate important information across the regions of LAUSD to provide greater access and participation. The [Representative Assembly meeting and materials](#) are also posted on our AALA website Representative Assembly page, social media channels and a link in our newsletter. (AALA News page 3)

During our discussions, it became clear many of our members are struggling with unsustainable working conditions affecting their psychological and physical well-being in line with the preliminary results of our survey. The survey reveals 88% of members are working 50-60 hours a week, with nearly half reporting 60-hour workweeks. This workload is compounded by issues such as pool teacher assignments and school budgets being used to pay for unprocured services and additional evaluations. Extra Duty Pay (EDP) concerns

continue because of the lack of clarity regarding emergency situations, and the amount of time taken to create plans for safety, crises, PBIS, attendance, CAP teams. What teams? May I remind the district, yet again, many sites are being led by single school administrators including Early Education, Elementary, Options, and Continuation schools.

The demands for additional data collection for the expected 5 classroom observations weekly, the last-minute notice for instructional rounds, additional data digs, late notices to attend district and region meetings continue without consideration for existing school schedules. Where is the creation of a district Master calendar demanded by AALA to support operational effectiveness and shared accountability? The redundancy in the iSTAR system is also leading to feelings of surveillance and compliance, detracting from the quality of our work. (Click [HERE](#) to watch **President Nichol's** comments to the LAUSD Committee of the Whole on October regarding these same concerns.)

As we approach bargaining negotiations, the above concerns will be prioritized. It is through collective and united advocacy and action that we can achieve change by adding the language needed in our AALA contract. I will continue advocating for:

- A salary compression study of the pay between the

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## WEEK OF OCTOBER 21, 2024

### IN THIS ISSUE:

- 1 WE THE PEOPLE
- 3 AALA NEWS
- 4 AALA REPRESENTATIVE ASSEMBLY MEETING — DEPARTMENTS IN ACTION
- 5 SAVE THE DATE! AALA'S NEXT REP ASSEMBLY MEETING DECEMBER 5<sup>TH</sup>
- 7 DR. GEORGE J. MCKENNA III'S RETIREMENT CELEBRATION AND SCHOLARSHIP FUNDRAISER
- 8 HEALTHCARE FAQs Expert Tips for a Healthy Fall
- 10 HUMAN RESOURCES UPDATES  
INTEREST GROUP CONTACT INFORMATION
- 12 IN MEMORIAM  
🎵SEND ME AN ANGEL, RIGHT NOW 🎵
- POSITIONS AVAILABLE (LINKS)
- 13 DISTRICT ANNOUNCEMENTS
- 15 INTEREST GROUPS News You Can Use

### AALA STAFF:

**Maria E. Nichols, President**

#### **Administrators**

Juan A. Flecha, Chief-of-Staff  
Steve Quon

#### **Consultants**

Irene Hyland  
Maria Elena Rico-Aguilera

#### **Field Representatives**

Julie Gonzalez  
Dr. Rosa Maria Hernandez  
Dr. Windy Warren

#### **Unit J Stewards**

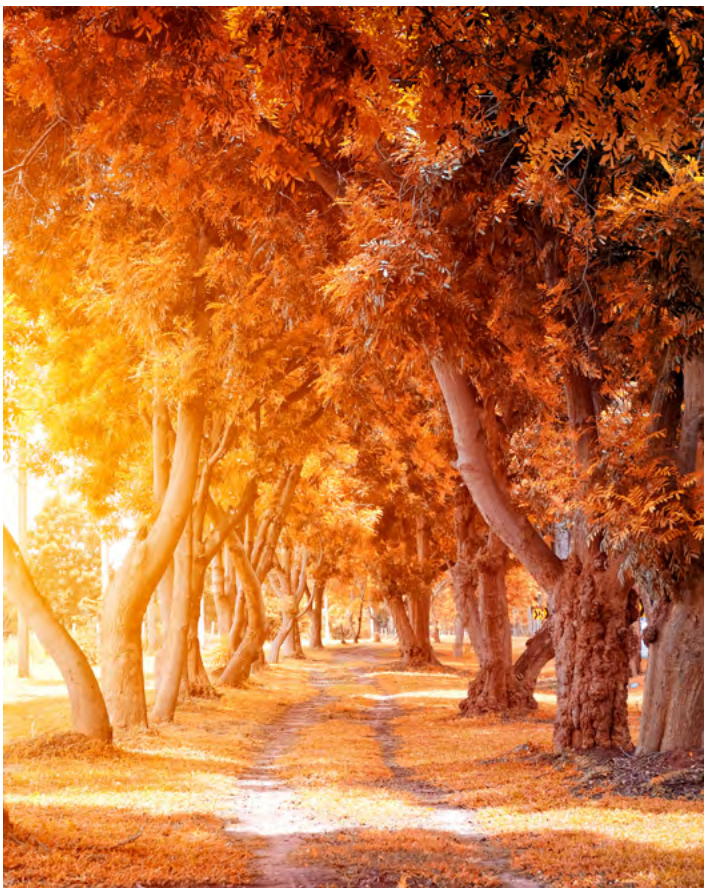
Ignacio Chavez  
Oliver Hament  
Cesar Mercado  
Mauricio Pinto  
Alfred Sixtos

#### **Office Staff**

Javier Melendez  
Gema Pivaral  
Gloria Souquette  
Marissa Tindel

#### **Need to contact us?**

Associated Administrators of Los Angeles  
1910 Sunset Blvd., Suite 410  
Los Angeles, CA 90026  
Office 213/484-2226  
Fax 213/484-0201  
Web [www.aala.us](http://www.aala.us)  
Email [office@aala.us](mailto:office@aala.us)  
Update (assistance) [info@aala.us](mailto:info@aala.us)



## REP ASSEMBLY FROM PAGE 1

highest-paid teachers and lowest-paid administrators.

- Improved communication in hiring practices and reduced processing delays for new teachers.
- Enhanced support for administrators managing large staff being evaluated, particularly in nursing and psychological services.
- Status updates on the Early Education pay study and the Unit J salary compression study.

I appreciate your engagement and commitment to advocating for better working conditions. Together, we will work toward meaningful changes that benefit our workforce. Thank you for your courageous leadership and leading with heart, hope, and optimism.

In Solidarity and Unwavering Resolve,

*Maria*

## WEAR YOUR AALA GREEN THIS TUESDAY!

Stand in solidarity with our labor partners! Looking for AALA swag? Online store coming this December.

## MAKE YOUR VOICE HEARD! TAKE A FEW MINUTES TO COMPLETE AALA'S SURVEY

Every voice counts! This anonymous survey will inform AALA as we prepare for negotiations. Click [HERE](#) to access survey.

## MARK YOUR CALENDAR!

The Health Benefits Open Enrollment period begins on **October 28<sup>th</sup>** and closes on **November 19<sup>th</sup>**!

## ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AALA membership](#) just got easier, Complete AALA's easy form by scanning this QR code. Remember, AALA is as strong as its membership!



## I INADVERTENTLY UNSUBSCRIBED FROM THE UPDATE. WHO DO I CONTACT?

Email [info@aala.us](mailto:info@aala.us) or [office@aala.us](mailto:office@aala.us) for assistance.

## REPRESENTATIVE ASSEMBLY MEETING

Click [HERE](#) for meeting materials and recording.

## THIS WEEK'S FACEBOOK GROUP QUESTIONS TO PONDER

*What are your thoughts about the survey and what feedback might you provide?*

*What are the pressing issues and burning questions for this week?*

*What critical feedback can you give me to improve our AALA union strong?*

Haven't joined the AALA Facebook group? Members in good standing can provide their information [HERE](#). Not a member, use the QR code above or call the AALA office for assistance.



# ASSOCIATED ADMINISTRATORS OF LOS ANGELES



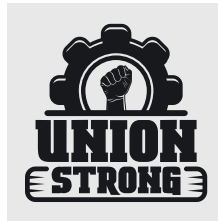
**School Support Administrators join President Nichols**



**Adult Education at work!**



**Unit J Classified Administrators and President Nichols**



**Secondary Administrators surround President Nichols**

## AALA REPRESENTATIVE ASSEMBLY MEETING

### — DEPARTMENTS IN ACTION!



**AALA Staff thanks sponsors Arey Jones and Lenovo for their generous support!**



**Elementary Administrators with President Nichols**

# SAVE THE DATE!

**THURSDAY, DECEMBER 5, 2024**



**ASSOCIATED ADMINISTRATORS OF LOS ANGELES**

**REPRESENTATIVE ASSEMBLY MEETING**

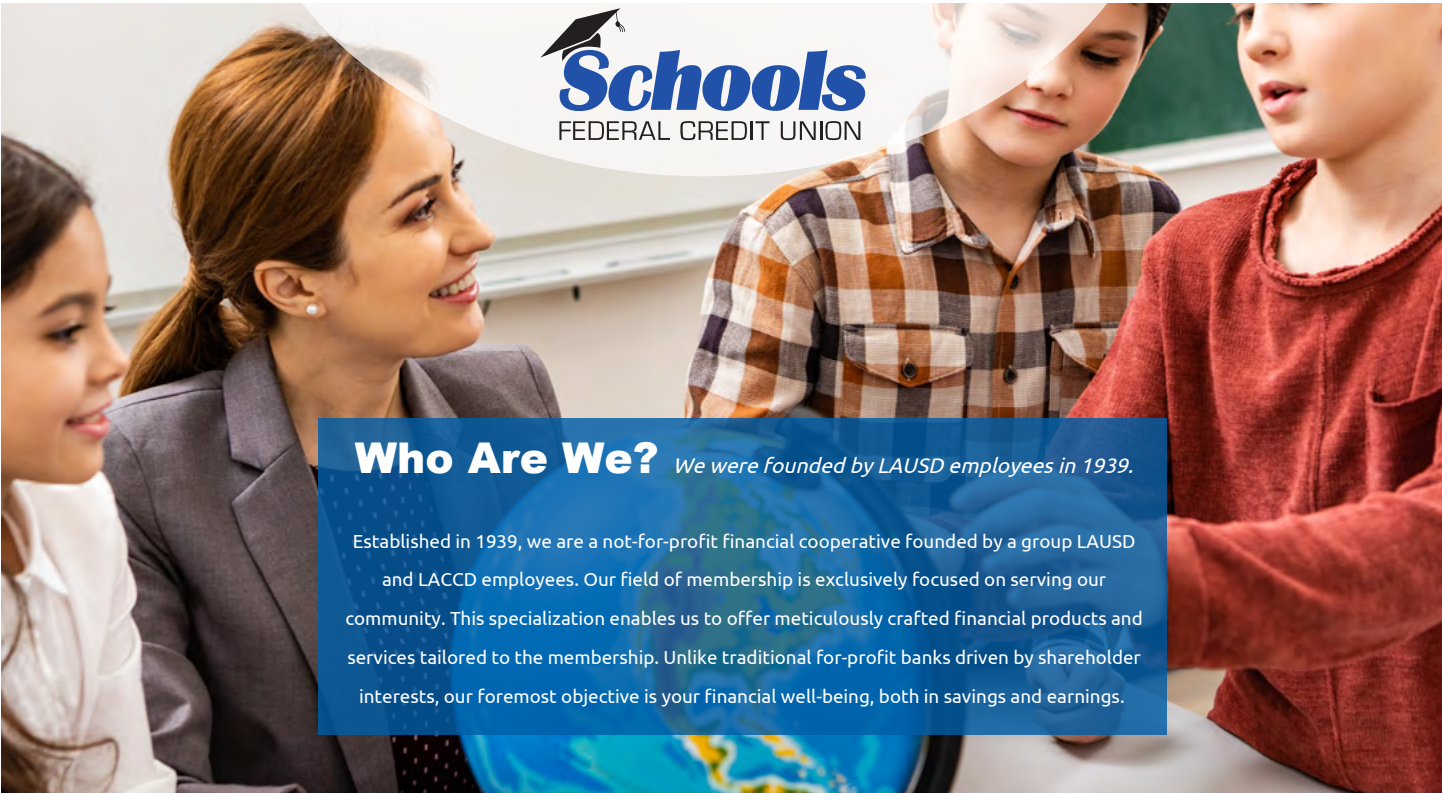
***4:30 p.m. – 7:30 p.m.***

**SAN ANTONIO WINERY**

**737 Lamar Street, Los Angeles, CA 90031**

***Please join us! We see you; we hear you,  
and your voice matters to us.***





**Who Are We?** *We were founded by LAUSD employees in 1939.*

Established in 1939, we are a not-for-profit financial cooperative founded by a group LAUSD and LACCD employees. Our field of membership is exclusively focused on serving our community. This specialization enables us to offer meticulously crafted financial products and services tailored to the membership. Unlike traditional for-profit banks driven by shareholder interests, our foremost objective is your financial well-being, both in savings and earnings.

### Current School Employees

- Rate Reduction Auto Loan <sup>1</sup>  
*(reduce your current or offered rate by 2%!\*)*
- Summer Safeguard Savings Account <sup>2, 3</sup>  
*(Prepare for the summer and get rewarded)*
- Classroom Supply Loan <sup>2, 4</sup>  
*(Borrow up to \$1,000 @ 0% for 12 months)*
- Utility Loan for Classified Employees <sup>2, 4</sup>  
*(Borrow up to \$1,000 @ 0% for 12 months)*
- Technology Loan <sup>2</sup>  
*(Borrow up to \$2,500 @ 1% for 24 months)*
- Mortgage Programs <sup>5</sup>

### And so much more...

- Free Checking
- Free Savings / Holiday Account / U Name It!
- Individual Retirement Accounts
- Debt Consolidation Loan
- Non Variable - Visa Credit Card
- Personal Loan (Special Occassions)
- Credit Builder / Rebuilder Loan Programs
- Auto Buying Services

More Branch & ATM access than most!



### Nationwide Branch and ATM Access

- +5,000 Nationwide Branches (Service Centers)
- +30,000 Surcharge Free ATMs

Join Today!



As of 4/1/2024, all applications are subject to approval. Rates are subject to change. The actual terms will vary based on the borrower's or borrowers' characteristics. <sup>1</sup> Floor rate at 5.65% for 72 months. <sup>2</sup> Direct deposit or payroll deduction from a qualified source is required. <sup>3</sup> Maximum monthly contribution of \$2,000. Total deposit will be transferred to Primary Share account on the first business day of July. This is a variable rate account. As of the date of this advertisement, 6.60% APY / 6.44% Rate. <sup>4</sup> Must be a current school employee (classified or certificated). <sup>5</sup> Visit our Home Loan Center at www.SchoolsFCU.org. + Access provided by COOP. Service restrictions may apply.

Federally insured by the NCUA | Supplementary coverage is provided by ASI.

**www.SchoolsFCU.org**  
**(866) 459-2345**

**TICKETS ON SALE NOW\***

**DR. GEORGE J. MCKENNA III  
RETIREMENT CELEBRATION  
AND SCHOLARSHIP FUNDRAISER**

**SUNDAY, NOV. 17, 2024**

**11:00 A.M.**

**SHERATON GRAND HOTEL  
711 S. HOPE ST. L.A. CA 90017**

**FOR SPONSORSHIPS, TICKETS & DONATIONS  
VISIT [WWW.C-SAF.ORG](http://WWW.C-SAF.ORG)**



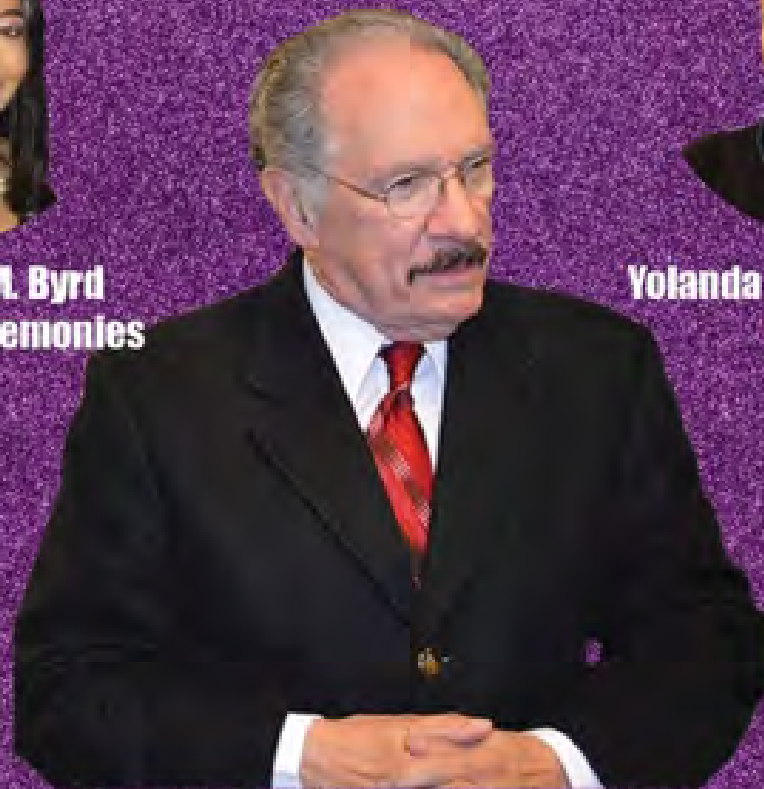
**A California Student Achievement Foundation Scholarship Gala**



**Dr. Dechele M. Byrd  
Mistress of Ceremonies**



**Yolanda "YoYo" Whitaker  
Co-Host**



**Dr. George J. McKenna III  
LAUSD School Board Member, District 1**



# HEALTHCARE

## FAQS *Expert Tips for a Healthy Fall*



Fall brings dry, windy days with a mix of cool nights to Southern California, and cool weather to other parts of the country. With cooler weather, healthy outdoor activities give way to more time indoors which lead to an increased cases of upper respiratory diseases. Health experts shared tips with [US News & World Report](#) on keeping healthy in the fall.

First and foremost, get your COVID, flu and RSV vaccines. As we all age we are more susceptible to upper respiratory diseases that may land you in the hospital or worse! Want to avoid the flu? Vaccinate yourself now. People with suppressed immune systems or over age 65 should keep to a vaccination schedule of these vaccines.

Pay attention to your immune health. Seek out fall super food. Staples such as pumpkin are packed with vitamins A, C and E, potassium and fiber. Pumpkin seeds are a plant based protein rich in magnesium and fiber. And no, pumpkin spice lattes do not count!

Plan outdoor activities. Enjoy the coolness of fall by planning walks to see the changing colors of leaves. In Southern California it's as close as a quick trip into the San Gabriel or San Bernardino mountains. And best of all, spending time outdoors boosts your immune system!

This next one might be difficult... Keep Halloween candy cravings at bay. Here moderation is the key. Opt for healthier snacks to give out to trick-or-treaters. Don't purchase more candy than what you plan to hand out. Opt for healthy meals on October 31<sup>st</sup> and keep dried fruit or other healthy snacks at hand.

Are you a weekend college and NFL football fanatic? Join in the fandom while eating like an athlete. While chips, dip, wings, pizza and nachos are synonymous with fall sports, opt for healthier snacks such as: Raw veggies and dip, fresh fruit, hard-boiled eggs, roasted chickpeas, homemade trail mix, veggies and hummus,

or a lighter version of guacamole. Your heart and waistline will thank you.

Seek out in-season vegetables. With fall comes the harvest of root vegetables. Roasting fall vegetables with a sprinkle of olive oil, pepper and salt, or making a broth-based soup is a perfect way to enjoy a fall harvest. Think beets, brussels sprouts, cabbage, carrots, cauliflower, eggplant, kale and other dark greens, mushrooms, pumpkin and squash, sweet potatoes, grapes, apples, persimmons, and fresh cranberries. While you can find these fruits and vegetables year-round thanks to a global economy, nothing tastes better than locally grown, fresh fruits and veggies.

Rethink Thanksgiving. Yes, be grateful for the bounty of food available and be mindful of how much you ingest. Small changes such as less butter, removing the skin off of your serving of turkey, opting for white instead of dark fattier meat, and moderating your dessert intake will reduce your caloric intake. Think lighter meals rather than a food coma-inducing meal.

Practice self-care. Pay attention to your mental well-being. Try meditating or read a book you have not had time to crack open. With the summer gone, so go outdoor social gatherings. Continue social interactions as fall can bring isolation and loneliness. Stay connected.

Take care of your body, it's the only one you have! Schedule wellness checkups, including screenings. Don't make excuses to put off breast cancer, prostate cancer, or colon cancer screenings. As uncomfortable as they are, they serve as an early warning if something is amiss.

AND, remember to live, laugh, love, and most importantly disconnect on weekends and holidays!





# LAUSD APPROVED HIGH-IMPACT TUTORING PROVIDER



## WHO WE ARE

Cignition is a K-12 tutoring program, led by experienced educators who **produce proven, repeatable** results in student success.



Transforming  
Virtual  
Tutoring

## WHAT WE DO

Our research-based approach focuses on data-informed instruction and collaborative learning, encouraging **student-to-student interaction** to build **deep conceptual understanding**.



Giving  
Students That  
"I get it!"  
Moment

## WHERE TO FIND US

We're already in classrooms all over Los Angeles Unified School District and we'd love to add you to our ranks!



Helping Educators  
Get Students Back  
**ON Track and ON  
Grade Level**

## CONTACT US NOW:



(510) 946-7750 ext. 6



[dalcaraz@cignition.com](mailto:dalcaraz@cignition.com)



[www.cignition.com](http://www.cignition.com)



# UPDATES

## NATIONAL PRINCIPALS MONTH

Happy National Principals Month! Principals are the heart of every school, empowering and inspiring students and teachers to reach their full potential. The Division of Human Resources celebrates their dedication, leadership, and tireless commitment to education! Join us as we recognize our outstanding principals each day in October via social media: [Facebook](#), [Instagram](#), and [X](#).

## EDUCATOR DEVELOPMENT AND SUPPORT

### Educator Development and Support Certification Training (EDST)

EDST Observer Certification prepares and authorizes principal supervisors, principals, and assistant principals to observe and evaluate teacher practice. If you will be evaluating teachers, non-classroom teachers or academic counselors and have not participated in the 2-day Observer Certification, please register for the October 24th training on [MyPLN](#) (Keyword: Observer Certification). If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).

### EDS Formal Observations

UTLA-represented employees being evaluated shall complete one formal observation during the academic year, no later than the last workday of the sixth (6th) week of the second semester: **February 14, 2025**. The post-observation conference shall occur no later than ten (10) workdays after the formal observation.

### EDST 202

We have added additional one-hour refresher training sessions for administrators on Zoom about EDST and EDSNCT Formal Observation process from 3:00-4:00pm on:

- Monday, November 4, 2024
- Monday, January 13, 2025

Topics include lesson planning, Pre-Observation Conference, Observation, and Post-Observation conference as well as the Growth Plan Visit, Mid-year Reflection, and evidence collection. If you are EDST Observer Certified and would like to attend, register on [MyPLN](#) (Keyword: EDST 202).

### Zoom Office Hours

The Educator Development and Support (EDS) staff are available to assist you with all phases of the EDS evaluation cycles during virtual Office Hours on Fridays, from 3:00 pm to 4:00 pm, using this Zoom link: <https://lausd.zoom.us/j/81789342230>.

## INTEREST GROUP CONTACT INFORMATION

You seek AAPA information?  
<https://bit.ly/LAUSD-AAPA>

Can't find CMAA?  
<https://www.instagram.com/cmaa.lausd/>

Looking for ACSA Region 16 news? Visit ACSA's Region 16 website for up-to-date information at <https://www.acsaregion16.com>

Looking to connect with AJE-LAUSD?  
<https://www.ajelausd.org>

You seek COBA information?  
<https://www.cobalausd.net> and <https://www.instagram.com/cobalausd/>



# Are you sticking your head in the sand? The time to plan is NOW!!!



Unplanned long-term care costs can push you into serious financial distress. Get long-term care coverage before a health crisis prevents you from qualifying. You may email the completed form below to [info@siltc.com](mailto:info@siltc.com). If you have any questions, please call the number below. Group Discounted rates available for AALA Members, Spouses, Family Members, and Retirees.

Offered by Specialists in Long Term Care Insurance Services, Inc. | **1-800-764-6585**

Member's Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Spouse's Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Best Time to Call: \_\_\_ AM/PM Email: \_\_\_\_\_

Please return questionnaire to:  
**Specialists in Long Term Care Insurance Services, Inc. (SILTC)**  
an AMBA Company (in CA dba: Association Member Benefits & Insurance Agency)  
P.O. Box 6630  
Auburn, CA 95604-9904

**Associated Administrators Los Angeles (AALA) Approved Group Long Term Care Insurance Plan**

## ASSOCIATED ADMINISTRATORS OF LOS ANGELES



**PHILLIP GENINO** — Mr. Genino served as Assistant Principal of Langdon Avenue School. He retired on January 3, 2001 and passed away on September 27, 2024. No other details are available at this time.

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

Have you earned your AALA Angel wings yet? 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 saves 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 43 \$2,500 and 15 \$1,500 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.

Scan this QR code and earn your wings! All donations to FRIENDS OF AALA are tax deductible!



### YOUR GENEROSITY FUNDS DREAMS



**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.



## DISTRICT ANNOUNCEMENTS



# Measure US: The Local Public Schools Safety and Upgrades Measure



November 5, 2024 General Election

Measure US is the \$9 billion local schools safety and upgrades measure on the November 5, 2024 general election ballot for Los Angeles Unified voters.

### If approved by 55% of voters, Measure US would provide funding to:

- Improve schools for safety and earthquakes.
- Upgrade and modernize school facilities for 21<sup>st</sup> century student learning and college and career preparedness.
- Complete essential upgrades to school buildings and grounds (e.g., roofing, HVAC, plumbing, piping and paving).
- Improve access for individuals with disabilities.
- Reduce disparities in school facilities between newer and older schools to provide equitable learning environments across the District.
- Upgrade school and learning technology.
- Expand and enhance outdoor spaces and food service facilities to support the health and well-being of students.
- Improve energy efficiency in school buildings and support the transition to electrified infrastructure, including school buses, to foster sustainability and reduce environmental impacts.

### Costs

- Measure US is estimated to levy an average of 2.5 cents per \$100 of assessed (not market) property value annually, generating about \$456,123,000 each year until approximately 2059.
- For a single-family residence within LAUSD boundaries at the median assessed value of \$444,269, this would equate to approximately \$111 a year or about \$9.25 a month.

### Oversight and Accountability

- Measure US is subject to strict oversight and accountability.
- All proposed expenditures are reviewed by the Citizens' Bond Oversight Committee and approved by the Board in public meetings.
- All expenditures are subject to annual independent financial and performance audits.
- Funds are legally restricted from being used for administrator salaries and other operating costs.



### Important Election Information

- Election Day is November 5, 2024.
- The deadline to register to vote in this election is October 21.
- Regardless of how you plan to vote, we encourage you to make your voice heard.

[www.lausd.org/vote2024](http://www.lausd.org/vote2024)

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES EMPLOYEE SAFETY SEAL PROGRAM



The OEHS Employee Safety Seal Program is designed to recognize and highlight schools that have made the safety of their staff and students a priority.

By participating in the program, schools receive a special safety designation and a certificate of recognition, while promoting employee health by reducing workplace injuries. This focus on employee wellness and safety also enhances overall operations, creating a safer environment for both students and staff. Schools are awarded safety seals when they achieve and maintain low incidents of employee injuries and safety deficiencies.

Download the [flyer here!](#)

For additional information [click here!](#)

The following is a summary of the 2023-2024 Safety Seal Program participation and awards:



Total Number of Sites Applied: **850**



Number of Sites Receiving Award: **214**



**Platinum: 113**



**Gold: 2**



**Silver: 35**



**Bronze: 64**

To find out if your school is a 2023-2024 Safety Seal Award recipient, please [click Here](#)



INTEREST GROUPS - NEWS YOU CAN USE



# AAPA 2024 LEADERSHIP SYMPOSIUM



**DATE:** November 20, 2024 (Wed.)

**TIME:** 5:00 pm (Social) and 5:30 pm (Dinner)

**LOCATION:** Huffington Center - 1324 Normandie Ave, Los Angeles  
*Delicious Korean cuisine (BBQ short rib, Terriyakki Chicken, Salmon, etc)*

AAPA members pay \$25.00 if you RSVP by Nov. 15th

**\$50 for non-AAPA members**

Please RSVP by Nov. 15th and pay on-line. If you sign-up for AAPA membership, your dinner cost is \$25.00



**R.S.V.P.**

**NOW**

<https://bit.ly/3MHNfba>



**Dr. David Baca** Region North Superintendent



**Dr. Denise Collier** Region West Superintendent



**Jose Huerta** Region East Superintendent



**Andre Spicer** Region South Superintendent

<https://sites.google.com/lausd.net/aapa>