



# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JANUARY 20, 2025

## IN TIMES OF CRISES, A LEADER STANDS WITH THE PEOPLE

Dear AALA/Teamsters Local 2010 Members,

As we continue our important work serving our schools and community, I want to extend my deepest gratitude to all the hardworking members who ensured our schools reopened safely and smoothly this past Monday, January 13, 2025, after the catastrophic fires that impacted Los Angeles. These are the true heroes who selflessly put themselves in harm's way to help ensure the cleanliness and safety of our campuses, allowing us to return to a sense of normalcy.

A heartfelt thank you to our Unit J, Classified family, as well as our CPMs and Operation Coordinators. The results from our AALA/Teamsters survey about the reopening demonstrate the dedication and commitment to service and safety our members embody. [[Click HERE for Survey Results](#)]

I also want to express my sincere appreciation to our Regional Directors, Principals, Assistant Principals, and APEISs for welcoming students back with open arms, creating a safe and nurturing environment that allowed both students and staff to feel supported and connected. Your leadership made a significant difference in providing comfort and hope during such a challenging time.

At the same time, I want to acknowledge the pain we

feel for the members of our AALA/Teamsters Local 2010 family who have lost their homes in the fires. Our hearts are heavy. Yet as a family, we stand together, ready to support, comfort, and rebuild. Our AALA/Teamsters Local 2010 Relief Fund will provide financial assistance to seven members who have been impacted by this tragedy. This support will help them get back on their feet. Through these acts of compassion, we show our fallen members they are not alone. Every one of them remains in our hearts, thoughts, and prayers. Together, as brothers and sisters, we will carry forward our resilience and optimism.

As I reflect on the events of the past week, I must also turn our attention to the district's senior leadership and the decisions made by Superintendent Carvalho. We have questions demanding answers. Why did schools remain open on Wednesday, January 9th, despite the serious health and safety concerns everyone was facing? It took a coalition of labor partners to submit a demand letter to the superintendent and Board of Education, urging them to close schools for the remainder of the week. Parent groups also voiced their concerns, and board members were called upon to act.

We entrust the second-largest school district in the nation is led by someone who prioritizes safety and well-being above all else. We expect a leader who can navigate ambiguity and make decisions based on ethics,

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## LEADERSHIP FROM PAGE 1

integrity, and sound judgment. Did we see that level of leadership? Did the superintendent ensure a healthy and safe environment for our students and staff? Was there a clear, effective system of communication in place for the region offices, school operations, and staff communication structures? At the board meeting on Wednesday, January 14, 2025, the superintendent stated delays in wildfire response were due to district guidelines from 2021. To state “outdated guidelines” were the determining factor at a time requiring boots on the ground decision making is unacceptable and simply negligent. Did Superintendent Carvalho need a guide to see how badly the ashes and smoke were falling on Tuesday evening? Did not the news, with its uninterrupted coverage, provide live updates of the situation hovering over Los Angeles? How many neighboring school districts announced closures on Tuesday evening? [Click [HERE](#) for Board Meeting remarks by President Nichols]

An effective leader demonstrates strong communication, empathy, active listening, and accountability. As we reflect on the decisions made, we must ask ourselves whether the superintendent demonstrated responsibility for his actions. Did he show the compassion and care required to prioritize the psychological and physical safety of the LAUSD family? You be the judge.

Thank you once again to all of you for your unwavering dedication. As we continue forward, together, we will weather this storm and rebuild stronger than ever.

In Solidarity and Unwavering Resolve,

*Maria*

AAALA/Teamsters Local 2010 President

## SAVE THE DATE!

**THURSDAY, FEBRUARY 6, 2025**



**ASSOCIATED ADMINISTRATORS OF LOS ANGELES**

**TEAMSTERS LOCAL 2010**

**REPRESENTATIVE ASSEMBLY MEETING**

**4:30 p.m. – 7:30 p.m.**



**THE ODYSSEY RESTAURANT**

**15600 Odyssey Drive, Granada Hills, CA 91344**

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

# WEEK OF JANUARY 20, 2025

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## AALA STAFF:

**Maria E. Nichols, President**

### Administrators

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

### Consultants

Maria Elena Rico-Aguilera

### Field Representatives

Julie Gonzalez  
Dr. Rosa Maria Hernandez  
Dr. Windy Warren

### Unit J Stewards

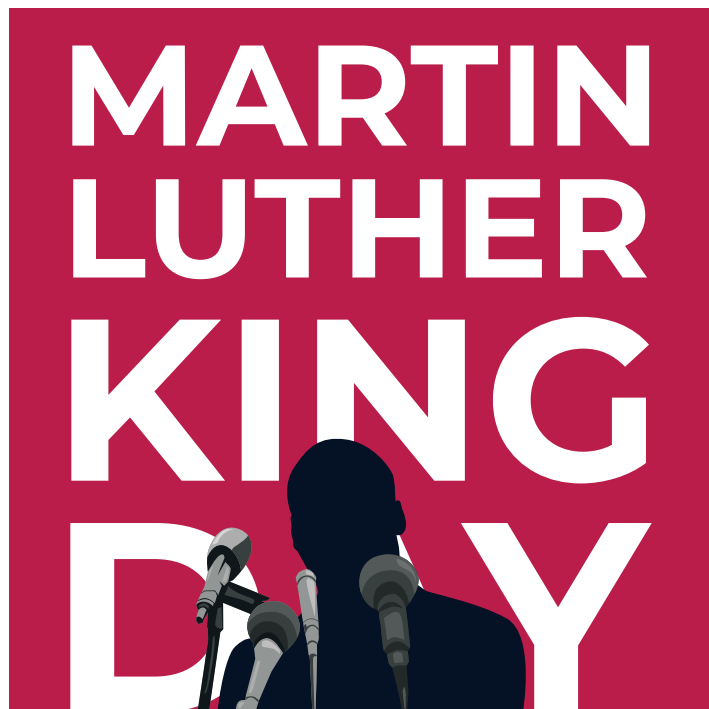
Ignacio Chavez  
Oliver Hament  
Cesar Mercado  
Mauricio Pinto  
Alfred Sixtos

### 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)



**The AALA/Teamsters Local 2010 office will be closed on Monday, January 20 in observance of Martin Luther King, Jr. Day**

## NEED ASSISTANCE FROM AALA?

Whether you need assistance with membership, have a question or need representation, AALA's staff is available to assist you! The office is open Monday to Friday 7:30 am to 4:00 pm (213/484-2226) or you can email [office@aala.us](mailto:office@aala.us) 24/7.



**LAUSD**  
UNIFIED

GreenspoonMarder<sup>LLP</sup>

# NAVIGATING FIRE INSURANCE CLAIMS

In light of the devastating wildfires currently affecting Los Angeles, it's more important than ever to understand how to navigate the insurance recovery process. Join **LAUSD** and **Richard Giller**, the Insurance Recovery Chair at Greenspoon Marder LLP as he provides valuable tips on how to begin the recovery process and maximize your insurance payout.

**January 17**

12:30 p.m. PT

**REGISTER HERE**

*Please note that the inclusion of Greenspoon Marder in this invitation does not imply that they are the only firm available to provide assistance on the matters discussed. The District encourages attendees to explore all available options and consult with other firms or professionals as needed.*

## THIS WEEK'S FACEBOOK GROUP HOT TOPICS TO PONDER

*Why did schools remain open on Wednesday, January 9th, despite the serious health and safety concerns everyone was facing?*

*Did the superintendent ensure a healthy and safe environment for our students and staff?*

*Was there a clear, effective system of communication in place for the region offices, school operations, and staff communication structures?*

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

## 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!



## FRIENDS OF AALA SCHOLARSHIP APPLICATION — LAUSD CLASS OF 2025 — DEADLINE IS FEBRUARY 28, 2025 @ 5:00 P.M.

Esteemed Colleagues:

Friends of AALA is proud to announce the application process to award scholarships to the LAUSD Class of 2025. Click [HERE](#) for details and click [HERE](#) for the application. Please note interested applicants MUST type, print, and submit the entire application by U.S. Mail this year. I thank you for sharing this amazing opportunity with every graduating senior from your school.

As always, we are a phone call and email away should a query arise. Email [jflecha@aala.us](mailto:jflecha@aala.us) or [gpivaral@aala.us](mailto:gpivaral@aala.us). AALA Headquarters' number is (213) 484-2226.

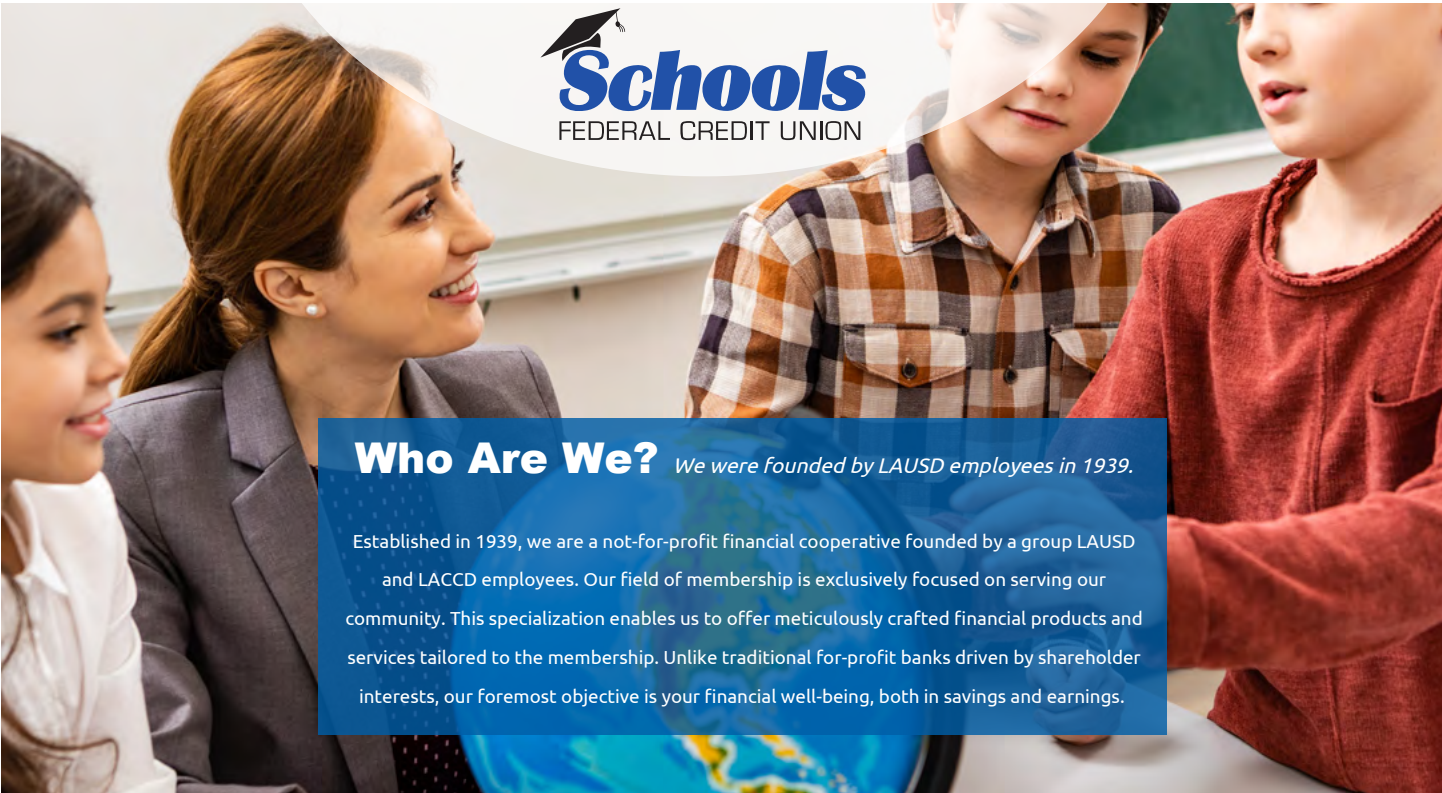
Please stay safe and take care of yourself and your loved ones.

JAF

Juan A. Flecha, President  
Friends of AALA

## AIR QUALITY FROM PAGE 7

- Consider buying an air purifier. This is also important even when there are no regional wildfires if you live in a building that is in poor condition. See my prior post for tips about [pollution and air purifiers](#). The EPA recommends [avoiding air cleaners that generate ozone](#), which is also a pollutant.
- Understand your HVAC system if you have one. The quality and cleanliness of your filters counts, so choose [high-efficiency filters](#) if possible, and replace these as needed. It's also important to know if your system has outdoor air intake vents.
- Avoid creating indoor pollution. That means no smoking, no vacuuming, and no burning of products like candles or incense. Avoid frying foods or using gas stoves, especially if your stove is not well ventilated.
- Make a "clean room." Choose a room with fewer doors and windows. Run an air purifier that is the appropriate size for this room, especially if you are not using central AC to keep cool.
- Minimize outdoor time and wear a mask outside. Again, ensuring that you have several days of medications and food that doesn't need to be cooked will help. If you must go outdoors, minimize time and level of activity. A [well-fitted N95](#) or KN95 mask or P100 respirator can help keep you from breathing in small particles floating in smoky air (note: automatic PDF download).



**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

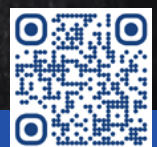
**More Branch & ATM access than most!**



**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**

# HEALTHCARE

## FAQS *Wildfires: How to cope when smoke affects air quality and health*

*Smoke from regional wildfires endangers health even for those not directly in the path of fire.*

Harvard Health Publishing published this article in [Staying Healthy](#) in June 2023. It is still as relevant today as when it was published.

As wildfires become more frequent due to climate change and drier conditions, more of us and more of our communities are at risk for harm. Here is information to help you prepare and protect yourself and your family.

### How does wildfire smoke affect air quality?

Wildfire smoke contributes greatly to poor air quality. Just like fossil fuel pollution from burning coal, oil, and gas, wildfires create hazardous gases and tiny particles of varying sizes (known as particulate matter, or PM10, PM2.5, PM0.1) that are harmful to breathe. Wildfire smoke also contains other toxins that come from burning buildings and chemical storage.

The smoke can travel to distant regions, carried by weather patterns and jet streams.

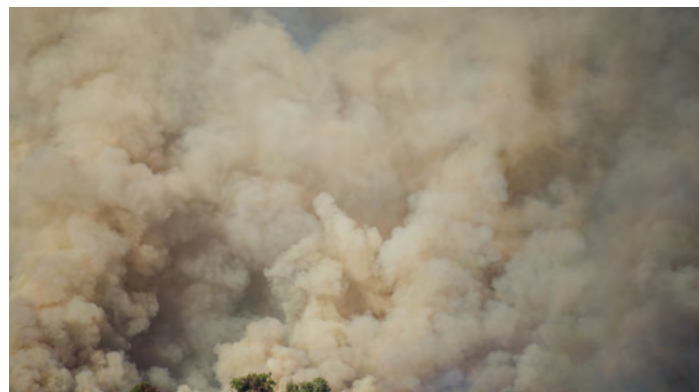
### How does wildfire smoke affect our health?

The small particles in wildfire smoke are the most worrisome to our health. When we breathe them in, these particles can travel deep into the lungs and sometimes into the bloodstream.

The health effects of wildfire smoke include eye irritation, coughing, wheezing, and difficulty breathing. The smoke may also increase risk for respiratory infections like COVID-19. Other possible serious health effects include [heart failure, heart attacks, and strokes](#).

### Who needs to be especially careful?

Those most at risk from wildfire smoke include children, older adults, outdoor workers, and anyone who is



pregnant or who has heart or lung conditions.

If you have a chronic health condition, talk to your doctor about how the smoke might affect you. Find out what symptoms should prompt medical attention or adjustment of your medications. This is especially important if you have lung problems or heart problems.

### What can you do to prepare for wildfire emergencies?

If you live in an area threatened by wildfires, or where heat and dry conditions make them more likely to occur:

- Create an [evacuation plan](#) for your family before a wildfire occurs.
- Make sure that you have several days on hand of medications, water, and food that doesn't need to be cooked. This will help if you need to leave suddenly due to a wildfire or another [natural disaster](#).
- Regularly check this [fire and smoke map](#), which shows current wildfire conditions and has links to state advisories.
- Follow alerts from local officials if you are in the region of an active fire.

### What steps can you take to lower health risks during poor air quality days?

These six tips can help you stay healthy during wildfire smoke advisories and at other times when air quality is poor:

- Stay aware of air quality. [AirNow.gov](#) shares real-time air quality risk category for your area accompanied by activity guidance. When recommended, stay indoors, close doors, windows, and any outdoor air intake vents.



## Principal Leadership Institute

MASTER OF EDUCATION  
PRELIMINARY ADMINISTRATIVE CREDENTIAL



### *Leading for Justice*

#### Online Information Sessions

Saturday, November 23, 2024	9:00AM - 10:30AM
Monday, December 16, 2024	4:00PM - 5:30PM
Saturday, January 4, 2025	9:00AM - 10:30AM
Wednesday, January 29, 2025	4:00PM - 5:30PM

#### Online Statement of Purpose Workshops

Saturday, December 7, 2024	9:00AM - 10:30AM
Saturday, January 11, 2025	9:00AM - 10:30AM

application deadline: **February 3, 2025**

#### QUESTIONS

Nataly Birch, (310) 267-4905, birch@gseis.ucla.edu



Center X

CLICK [HERE](#) FOR MORE INFORMATION





# UPDATES

## Wildfire Employee Assistance Phone Line

An employee assistance phone line has been established to support LA Unified employees impacted by the wildfires. Employees may call (213) 241-2222 for information related to employee leaves, benefited time, and other

supports. The phone line is open between 7:30am and 5:00pm Monday thru Friday.



## 2025 Principal of the Year

The Los Angeles Unified School District extends the opportunity to all stakeholders to nominate principals for the LAUSD Principal of the Year Program (POY). POY honors principals with a strong commitment to their students, school, and community. The program spotlights positive aspects of education and pays tribute to our richly diverse administrative force. Nominations are due by January 25, 2025 and may be submitted using the following link:

<http://bit.ly/LAUSDPOY2025>

## 2025 Assistant Principal of the Year

The Los Angeles Unified School District extends the opportunity to all stakeholders to nominate assistant principals for the LAUSD Assistant Principal of the Year Program (APOY). APOY honors assistant principals with a strong commitment to their students, school and community. The program spotlights positive aspects of education and pays tribute to our richly diverse administrative force. Nominations are due by January 25, 2025 and may be submitted using the following link:

<https://bit.ly/LAUSDAPOY2025>

## CalSTRS Workshops for the 2024-2025 School Year

All CalSTRS members are encouraged to attend a pre-retirement workshop at least three times during their career to plan for retirement security: early in their career, just prior to age 50, and one year prior to retirement.

Below are the dates on which CalSTRS will offer workshops in our schools.

DATE AND LOCATION	ADDRESS
January 23, 2025 Ramona Elementary School	1133 N Mariposa Ave, Los Angeles, CA 90029
March 27, 2025 153rd Street Elementary School	1605 W 153rd St, Gardena, CA 90247

CalSTRS is asking that you register for the workshop by calling 800.228-5453 and select option 3, then ask the scheduler to register you for one of the workshops. All workshops are from 4:00pm to 5:30pm.

For assistance or further information, please contact Maria Voigt, Administrator, Certificated Administrative Services at [maria.voigt@lausd.net](mailto:maria.voigt@lausd.net) or 213-241-6365.

## EDUCATOR DEVELOPMENT AND SUPPORT

### Timeline for a Newly Hired Teachers and Administrators

For non-permanent teachers and administrators who started in January 2025, please refer to the [modified EDST timeline](#) and [modified EDSSL timeline](#) for guidance.

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## HR UPDATES FROM PAGE 9

### Review Staff Rosters on MyPGS

Principals, please review MyPGS staff rosters for accuracy and complete required evaluation steps:

- Finalize the Initial Planning Conference activity for all non-permanent staff, including provisional staff with no prior evaluation result, and ensure that “Required for 24-25” is selected on the MyPGS staff roster.
- Finalize the Initial Planning Conference activity for Regular/Permanent staff whose evaluations will continue in 2024-2025.
- Update the MyPGS staff roster to “Extended to 25-26” or later for Regular/Permanent staff whose evaluations *will not continue* in 2024-2025.

### Educator Development and Support Trainings (EDSSL, EDSSA, and EDST)

The training sessions highlighted below support administrators in the growth and development process. If you would like to attend one of the trainings below, please register in MyPLN. If you have further questions, please contact [Jeff White](#).

Training	Dates	Participants	Description	Keyword/MyPLN Link
Mid-Year Formative 101	01/24/2025	School site administrators and School Support Administrators being evaluated	Overview of the mid-year reflection and aligning evidence of practice	<a href="#">Mid-Year Formative 101</a>
Mid-Year Formative for Evaluators	01/29/2025	School site administrators and School Support Administrators who are evaluators	Overview of the mid-year formative conference, aligning evidence of practice, and rating performance	<a href="#">Midyear Formative Evaluator Training</a>
EDSSL Observer Certification	01/23 and 01/27/2025 (Re-scheduled from 1/13/2025)	Principals and Principals Supervisors	Certification to observe and evaluate school leaders and School Support Administrators	<a href="#">EDSSL Certification</a>

### 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>.



🎵 **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.

**INTEREST GROUP CONTACT INFORMATION**

**You seek AAPA information?**

<https://bit.ly/LAUSD-AAPA>

**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>

**Can't find CMAA?**

<https://www.instagram.com/cmaa.lausd/>

**You seek COBA information?**

<https://www.cobalausd.net>

<https://www.instagram.com/cobalausd/>

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES DISTRICT ANNOUNCEMENTS



**KNOW TEACHER LEADERS WHO ARE READY  
FOR AN ADMINISTRATIVE CAREER?  
LET THEM KNOW ABOUT LAPASC!**

Los Angeles Preliminary Administrative Services Credential, LAPASC, seeks to create a pipeline of high quality, equity driven leaders to serve the students of LA Unified. Integrating the learning from the field and current leadership theory, LAPASC is a 1-year program which prepares candidates in 4 Instructional blocks: Instructional Leadership, Change Leadership, Vision/Community Leadership and Systems and Operational Leadership.

LAPASC prepares to support highly qualified candidates to serve in Los Angeles Unified urban schools by offering a comprehensive administrative preparation experience aligned to the required California Administrator Performance Expectations (CAPE), and the Los Angeles Unified School Leadership Framework (SLF). LAPASC is a tuition-waived, one-year, competency-based, job-embedded credentialing program for Los Angeles Unified teacher leaders interested in obtaining their preliminary administrative services credential and serving in high need schools. For more information about the program, visit our website at:

[https:// www.lausd.org/Page/18824](https://www.lausd.org/Page/18824)



**LAPASC Cohort 5 Informational Sessions will be held on:**



**Monday, January 13 and 27**



**4:30 PM**



**Zoom Meeting  
Register [HERE](#)**

The application period for LAPASC Cohort 5 opens January 13, 2025 and closes on February 7, 2025 at 5 PM. No late submissions will be accepted. For additional information, contact the LAPASC team at [LAPASC@lausd.net](mailto:LAPASC@lausd.net).



**2025**



**REGISTER NOW!**

Don't miss this year's  
**BRING YOUR BOSS TO DINNER!**

**AAPA Student Scholarship  
Fundraiser Event**



Register Now:  
<https://bit.ly/4g2024q>

**Date: Thursday, February 20, 2025**  
Time: 5:00 pm

**Golden Dragon Restaurant**  
960 N. Broadway, LA 90012

For questions, contact Elyse Pyun:  
[ehp9385@lausd.net](mailto:ehp9385@lausd.net)

# BRING YOUR BOSS



*Lei Sale*  
**\$35.00 ea**



**SONIA BLUE**



**SONIA BOMBAY**



**SONIA YELLOW/USC**



**WHITE**

**PURCHASE OF LEIS WILL ONLY BE OFFERED THROUGH**

**THIS PRE-SALE OPPORTUNITY.**

**ALL PROCEEDS BENEFIT OUR 2025 AAPA SCHOLARSHIP AWARDS FOR LAUSD SENIORS.**

**PRE-SALE WILL BE  
AVAILABLE THROUGH  
FEB. 10, 2025**

**VIA CASH OR VENMO: @ANA-REYES-93.  
(MAKE SURE TO INCLUDE YOUR NAME)**



**venmo**



# **AAPA SCHOLARSHIP APPLICATION**

**Deadline MARCH 7, 2025**

**\$2000 Scholarship**

**For Asian American/Pacific Islander (AAPI)**

**LAUSD Seniors**

**Submit the Scholarship  
Application**

**[bit.ly/AAPA-apply-25](https://bit.ly/AAPA-apply-25)**

**Submit Letter of  
Recommendation**

**[bit.ly/AAPA-LOR-25](https://bit.ly/AAPA-LOR-25)**

**For Scholarship inquiry, please email either Jane Lee ([jane.lee3@lausd.net](mailto:jane.lee3@lausd.net)) or Chatty Richier ([c.richier@lausd.net](mailto:c.richier@lausd.net)). For technical difficulties, email Elijah Whang ([exw2588@lausd.net](mailto:exw2588@lausd.net)).**

