

4:30 p.m. Departmental Caucuses

5:00 p.m. Dinner

1. **CALL TO ORDER:**

President Maria E. Nichols called the meeting to order at 5:06 p.m. The meeting was in-person at Casa Italiana in Los Angeles and virtual. Ms. Nichols acknowledged the evening's sponsors: Kaiser Permanente, Alicia D. Loncar, Senior Labor Liaison-Natural Well-being Lead for Kaiser Permanente.

Ms. Nichols shared the objectives for the meeting:

- Welcome & Introductions
- Approval of Today's Agenda – Thursday, October 09, 2025
- Approval of Minutes for April 10, 2025
- AALA/Teamsters Local 2010 Treasurer's Report- June 2025
- AALA/Teamsters Local 2010 Budgeting 2025
- President's Report
- Departmental Concerns
- New Business
- Friends of AALA
- AALA/Teamsters Local 2010 Important Calendar Dates 2025 – 26
- Adjournment

2. **TODAY'S AGENDA:**

President Nichols reviewed the agenda items and requested approval. The approval for the agenda was moved by Jose Velasquez and seconded by Scarlett Ramirez. Motion carried.

3. **APPROVAL OF MEETING MINUTES – April 10, 2025, meeting:**

Approval of minutes from April 10, 2025, Representative Assembly was moved by Jose Velasquez and seconded by Deborah Markus. Motion carried.

4. **TREASURER'S REPORT**

Lisa Marine, Treasurer, presented the Treasurer's Report up through June 30, 2025:

- Checking Account: \$92,860.11
- AALA PAC Account: \$78, 643.05
- Checking Account Balance: \$1,258,405.19

Motion to approve the Treasurer's Report as presented moved by Melissa Ornelas and seconded by Regina Marquez-Martinez. Motion carried.

**5. AALA-Teamsters Local 2010 Budgeting 2025:**

Jason Rabinowitz spoke about the Legal Defense Fund. He stated this fund is protection for school site administrators facing educator misconduct with CCTC (California Commission on Teacher Credentialing). This service is included in the monthly dues. A member needs to be in good standing at the time of the incident. Also included is a million-dollar liability to provide excess coverage for a member who is sued for alleged actions during their District employment.

Mr. Rabinowitz further stated that this money all comes from member dues. Corporations do not contribute to this fund. There is now an attack on unions from billionaires and corporations, and this is how Janus vs. AFSCME came into play. Members must therefore opt-in.

What happens if a member refuses to pay dues? J. Rabinowitz responded to benefit from the Legal Defense Fund a member must be in good standing at the time of the incident. However, if a member needs representation for violations of the contract, they can join at the time of the incident.

Are retirees doing an interim assignment included eligible for the above benefits. Jason Rabinowitz stated that they are not. He will further explore this question. Traditionally, AALA has represented retirees at conferences.

**6. PRESIDENT'S REPORT:**

- a. Current membership: Non-school: 674/School: 1705/Unit J-261 Total 2640 (8/25/2025) Non-school: 640/School: 1669/Unit J-233 Total 2596 (9/15/2025)  
AALA Alumni Retirees: 500
- b. Negotiations: Certificated & Classified (Unit J) 2025
  - Ms. Nichols reported movement is finally being made at the bargaining tables and changes are being made to existing contractual language. Furthermore, we have been engaged in grievances and job and compression studies.
  - The HBC (Health and Benefits Committee) meets monthly and will not allow the district to take more from salaries for benefits.
  - Ms. Nichols also reported that she is currently working with nurses and added responsibilities put their licenses in jeopardy.
  - She also shared she is working on supporting equitable compensation for PSW coordinators and APEIS's.
  - Strongly encouraged certificated members to review Article X-1.3 which addresses extended workday and flexible time.
  - Ms. Nichols stated the district has finally acknowledged the school site administrator workload is too much. She reiterated our time now and we act by organizing and not doing anything to improve our conditions.
  - Ms. Nichols also stated that while she cannot go into details, salary is also on the negotiating table.

c. LAUSD Board of Education Elections for Seats 2, 4, 6:

- Juan Flecha reported that the PAC has \$78,643.05 to support the Board of Education elections. At the 12/4/25 Representative Assembly meeting, we will convene the AALA PAC to discuss those up for elections: Dr. Rocio Rivas-BD2, Nick Melvoin-BD4, Kelly Gonez-BD6

Laura Nulls stated previously endorsed candidates need to show what their record has been in support of AALA.

Juan Flecha reported the AALA PAC Steering Committee will be discussing support for Anthony Rendon for Superintendent of Schools and Katy Porter for Governor of California.

d. No Kings Day:

Maria Nichols spoke about the “No Kings March and Rally” scheduled for 10/18/25. This rally is in collaboration with other labor unions fighting for public education. Health benefits, equitable compensation, school safety and cleanliness are all at stake. Members will receive information regarding participation.

Maria Nichols encouraged members to participate in the next day of action scheduled for 11/6/25. Labor partners will be walking to Beaudry in solidarity. Ms. Nichols stated we do not want to shut down the district, and we will if we must do so.

Maria Nichols spoke about the Teamsters Local 2010 Leadership Conference – Oakland, CA - September 29 & 30, 2025. Several executive board members accompanied Ms. Nichols. The leadership conference focused on organizing, agitating, and effective job actions.

e. Meetings with Superintendents, Cabinet Staff, Board Members

- f. Maria Nichols shared she continues to meet with Beaudry cabinet staff, as well as with board members. Slowly and surely some cabinet staff and some board members are listening and understanding the overwhelming frustrations our members are facing. In some cases, issues have been resolved. This is reassuring because she knows they are paying attention. She further stated she will continue to meet with them regularly.

7. **New Business:**

Dues increase of .75% of gross pay effective July 1, 2026

All members are encouraged to attend the Teamsters Local 2010 Member meetings virtually- You must pre-register: 10/16/25, 11/13/25, 12/06/25.

**8. DEPARTMENTAL CONCERNS:**

**School Support Administrators:**

- What information do we have as far as the possibility of job actions and/or strike?
- When will EDP and conference attendance be coherently calibrated across regions?
- Explain why healthcare is being threatened and what exactly happens if they are lost?
- How are we addressing the ever-increasing operational things to do and plans to write, presentations to make, BBCs to send etc.?
- What is the projected outcome of a salary increase at least to cover our increased dues? Jason R. said we would at least get a salary increase to cover our Teamsters' dues.
- Given there are 34 fewer SAA's this year compared to last year, what is AALA doing with more anticipated budget cuts projected for the 2026 school year?
- Not all APs at North are allowed to attend PD. We attend on a "rotation."
- Side letter regarding informal observations needs to be shared with district again.

**Unit J:**

- Workload for fiscal services' managers are being assigned to manage up to 3 departments. They originally oversaw only 1 department. CIO's special assistant is blocking their access to system they once had access to and are still expected to carry out those work duties on top of the new departments that have been added to their workload.

**Early Education:**

- Equalize salaries

**Elementary Education:**

- Meeting participants need the mileage documentation process
- Operations round with ops teams. Why? What is the purpose? They will be recommending changes. Will the extra work come with extra staff? We already have principal meetings, instructional rounds, strategic review and this in one month, plus Williams.
- How can APEIS's be compensated fairly for the work that we do- both AP and APEIS roles. Likewise, our pay scale is based on overall enrollment, not based on SWD caseload.
- How can we get more support with attendance, mental health services, resource program and more support services? We lost our PSW, PSA, RSP and I have been balancing more hats and leaving campus hours after my end time without extra pay.
- Transparency to the allocation of APEIS's. Not equal or based on current program(s) allocations or size.
- Why are we working more than other local districts?
- Has AALA proposed language that limits or defines "reasonable duties" to prevent continuous expansion of administrator responsibilities?
- Is the district acknowledging the impact of staffing shortages and co-located schools on administrators' ability to meet expectations?

- How is the union ensuring that site leaders' voices are represented in any initiative rollout for CAP plan or ELOP implementation?
- How is AALA responding to LAUSD's expectation that administrators implement extended learning programs without added pay?
- Can the district be required to re-do or eliminate these arbitrary quotas so that observations reflect instructional quality rather than quantity?

**Adult Education:**

- Should admin. have received EDP for working on a mandated Saturday event? Principals were required to work at the DACE event and not get paid. Teachers who worked, as well, as all classified staff were paid "OT" or "X" time.
- There is a concern with advancement in Adult Education. Adult school principals, with an adult school, teaching credentials are unable to move into higher administrative positions that require having taught in a K-12 or having a multiple or single subject credential. This restriction overlooks the leadership expertise and district impact of Adult Education administrators.

**9. FRIENDS OF AALA**

Juan Flecha reported that last year's scholarships granted a total of 135K for seniors across the district. He reminded participants that for \$5 a month students benefit tremendously from this organization. He hopes more scholarship dollars can be awarded to the LAUSD Class of 2026

**10. Calendar 2025-26:**

Ms. Nichols reviewed the following upcoming events:

- CAUSA (*California Association of Urban School Administrators*) 2025 Conference, Oct.10-11, 2025 – Oakland, CA
- Teamsters Local 2010 Membership Meeting, Zoom, Oct.16, 2025
- AALA/Teamsters Executive Board Meeting, AALA Headquarters Nov. 03, 2025
- Teamsters Local 2010 Membership Meeting, Zoom, Nov.13, 2025
- AALA/Teamsters Representative Assembly, TBD, Dec. 04, 2025,
- Friends of AALA Scholarship & Community Awards Banquet, CSULA, May 14, 2026

**ADJOURNMENT:**

Meeting was adjourned at 6:53 p.m. Adjournment was moved by Oliver Hament and seconded by Lisa Marine. The motion carried.