

UPDATE

www.aala.us

Week of November 21, 2016

\$35 FOR 35 YEARS!

As you are aware, Friends of AALA, our 501(c)(3) nonprofit foundation, has, for the last several years, annually awarded scholarships to graduating students from LAUSD. Last year, twenty-five students each received a \$2,000 scholarship. We are able to do so through the generous donations of members, friends, and corporate sponsors. This year, **President Juan Flecha** has set an ambitious goal to award **35** \$2,000 scholarships in recognition of AALA's **35** years of service. We want to applaud and thank **Kevin Kilpatrick**, AALA Supervisory Department Vice President, who has jump started our fundraising efforts by sending the following message to the members of his department encouraging them to support the Friends of AALA Scholarship Program:

This year, AALA will be awarding 35 scholarships in honor of our 35th year as an association. I am asking all Supervisory members to donate \$35.00 toward the 35 scholarships. My \$35.00 is already in! Just think, if you just skip going out to lunch a few days it would cover your donation! If merely half of us donate \$35.00, we could fund Six Scholarships for deserving LAUSD students. Just click the AALA symbol below and Donate \$35 for 35!



Way to go, Kevin! Since the Supervisory Department has taken the initiative, as we enter into the holiday season beginning with Thanksgiving, we would like to challenge all members of AALA to donate \$35 for 35. Your tax-deductible contribution will help students pursue their dreams of higher education. Here are some comments we have received from past recipients:

The AALA scholarship granted to me by the generous AALA family was definitely helpful by helping me pay off my fall quarter. I am extremely grateful to have received that scholarship.

I am truly grateful for the scholarship I have received and it definitely has been of great help to my family and me.

And I have the AALA Scholarship to thank for giving me the support I need to go to college. This scholarship did a lot for me as it provided me with a relief of not having to worry about my tuition and allowed me to focus on my education without having to worry about financial troubles. This scholarship allowed me to experience the thrill of going to college. And for that, I thank AALA for having faith in my education.

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\$35 FOR 35 (Cont.)

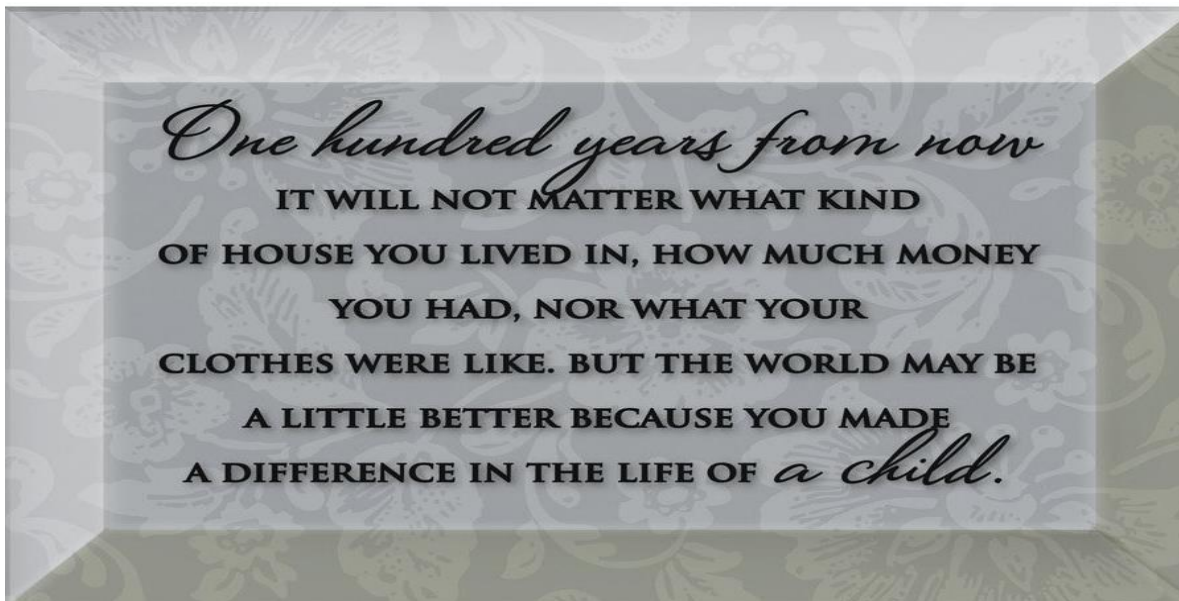
I would like to thank the AALA Scholarship donors for their generosity and support. I have just sent in my official verification of enrollment and I am planning to buy a laptop with the money so that I do not have to worry about being at the library too late at night.

I want to thank you for this scholarship. This has helped me believe in myself and I know that I will always have support from you, the AALA donors, and organization.

Books are extremely helpful to fully understand lectures in college classes, and I could afford to pay for classes and all the required books thanks to the AALA & Friends of AALA Scholarship.

Thanks to the AALA sponsors and their generous donations, I was able to minimize the amount of loans that I would be taking out. It helped me pay for a part of my housing that was not being covered by my financial aid and shorten the added pressure of finding out a way to pay for school.

Now, more than ever, LAUSD students need our support. AALA members, as you enjoy your time with family and friends and think about the many blessings in your lives, please take a moment to help a young person begin his/her postsecondary education and make at least a \$35 donation to the Friends of AALA Scholarship Program. All proceeds go directly to students so your contribution is fully tax-deductible. Simply click on the AALA logo on the previous page, visit the AALA website at www.aala.us, or mail a check payable to *Friends of AALA* to AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026.

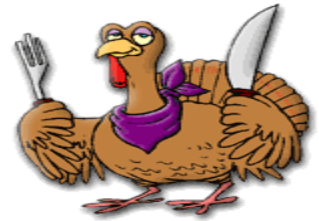


We wish you an enjoyable, peaceful, and restful Thanksgiving week. Thank you for all you do! The AALA office will be closed and Update will not be published next week. The next issue will be dated December 5, 2016.

Associated Administrators of Los Angeles

A MESSAGE TO CENTRAL AND LOCAL DISTRICT OFFICE STAFF

Please give our members a Thanksgiving wish they really need, and one that does not cost anything! Do not send them emails during their time off next week. They need to take the time to rejuvenate and recharge themselves and enjoy their families and friends. This is a gift they will truly appreciate!



BARGAINING BULLETIN—UNIT J NEGOTIATIONS

AALA and the District have held regular negotiation sessions on Unit J's successor collective bargaining agreement since late October 2015. More than a year later, the Unit J bargaining team is cautiously optimistic that we are close to reaching a tentative agreement with the District on the new contract (2016-2018). When a tentative agreement is reached, Unit J members will have the opportunity to ratify the contract.

Details of what is said at the bargaining table are confidential. Generally speaking, bargaining has focused on improvements to the following sections of the 2012-2015 Unit J contract: Article I, Recognition (membership in the bargaining unit); Article V, Grievance Procedure (request for board review language modifications and new representatives); Article IX, Hours of Work (flex time); Article X, Evaluation Procedures (new professional development system); Article XIII, Leaves & Absences (personal necessity and professional development leaves); Article XIV, Wages and Salaries (overpayment procedures, supervisory differentials, longevity salary increments, and "me, too" section); and Article XVII, Vacation (Accrual Bank).

AALA wishes to thank the Unit J bargaining team for their hard work: **Juan Flecha**, AALA President; **Dr. Judith Perez**, Administrator; **John Gilbert**, Vice President; **Ken Devine**, Director; **Steven Johnson**, Director; **Larry Turgeon**, Job Steward. Continue to check the Bargaining Bulletin column in *Update* for news about Unit J's negotiations. Should you have questions or concerns, call the AALA office at 213.484.2226.

INVITING EARLY ED. AND ELEMENTARY ADMINISTRATORS

Friends of AALA is happy to celebrate elementary and early education administrators on Wednesday, December 7, 2016, at the California Science Center from 5:00 p.m. to 7:00 p.m., hosted by none other than world famous PINK'S Hot Dogs! Have a gourmet treat and enjoy yourself while viewing an array of resources selected just for you at this first-of-a-kind Friends of AALA event! Bring a colleague (teacher or administrator) who is dedicated to the early years of learning!

**HEALTH BENEFITS FAQ—
WHAT HAPPENS AFTER OPEN ENROLLMENT ENDS?**

DID YOU...	IF SO, WHAT HAPPENS FOR 2017?
Make no changes?	<ul style="list-style-type: none"> • Medical, vision, and dental coverage with Western Dental continues seamlessly. • Dental coverage automatically changes to DeltaCare® USA DHMO if you currently have MetLife DHMO (Safeguard), or United Concordia Dental PPO if you had MetLife PPO. Note, there is an increase in the annual maximum for the United Concordia plan.
Change your medical plan?	<ul style="list-style-type: none"> • Your new plan will send you ID card(s) and information before December 31, 2016. • You are eligible for “transition of care” if you are being treated for an acute medical condition.
Drop a dependent?	Coverage ends on November 30, 2016 (the last day of the month the dependent becomes ineligible).
Elect Opt-Out/Cash Back?	<ul style="list-style-type: none"> • Your medical coverage ends December 31, 2016. • To have medical coverage as a dependent, your employed spouse must add you to his/her plan. • You receive \$3,000 spread out over the 2016 calendar year.
Opt back in from Opt-Out/Cash Back?	<ul style="list-style-type: none"> • Medical coverage begins January 1, 2017. • You must enroll dependents if you need medical coverage for them.
Elect United Healthcare Medicare Advantage HMO?	If you have dependents, all must be Medicare-eligible.
Elect a new Medicare Advantage plan (Kaiser Senior Advantage, Health Net Seniority Plus, or United Healthcare Medicare Advantage HMO)?	You must fill out a Medicare Advantage enrollment form for your new Medicare Advantage plan.
Enroll in a Health Care or Dependent Care FSA?	<ul style="list-style-type: none"> • Beginning January 1, 2017, save your receipts for eligible expenses. • Register or log in for online access with <u>ADP</u>, the plan administrator.

FAQ (Cont.)

INFORMATION FOR MEDICARE RETIREES

Part B Premiums: The standard Part B premium amount in 2017 will be \$134 (or higher depending on your income). However, some people who get Social Security benefits will pay less than this amount because the Part B premium increased more than the cost-of-living increase for 2017 Social Security benefits. If you pay your Part B premium through your monthly Social Security benefit, you will pay less (\$109 on average). Social Security will tell you the exact amount you will pay for Part B in 2017. To view Part B rates, click [here](#). Scroll down the page for the 2017 rates.

Medicare Part D IRMAA: The income-related monthly adjustment amount will also show an increase and must be paid directly to Medicare and cannot be paid through CalSTRS. Note that you must pay this amount even though you do not pay Part D premiums. To view Part D IRMAA rates, click [here](#).

JOB STRESS AND COPING STRATEGIES

The following is a reprint of an article published in 2012. Unfortunately, it is still applicable today.

Dr. Lori Boyland, a professor at Ball State University, conducted a study on job stress and coping strategies of elementary principals in Indiana that was published in *Current Issues in Education*. Dr. Boyland was a principal for 16 years before joining the university staff. Her research confirmed what we, at AALA, have been expressing for some time. The job of the principal has become more challenging over the years as they have dealt with countless reorganizations, revolving door superintendents, increased workloads, ESSA, LCFF, the Common Core State Standards, etc., leading to increased job stress and time demands. We know that the principalship is a demanding position that innately tends to require long hours and multiple responsibilities, which can lead to stress. We recognize that some stress is a normal part of the job, but excessive, unmanaged stress can lead to physical and mental health problems. The medical field has called stress that continues for months or years *chronic stress* and has linked it to many health issues, such as muscle tension and pain, memory loss, decreased energy, and disrupted sleep, all of which can impact job performance and the ability to effectively lead the school. As far back as 2003, research was showing that the long hours and high stress were putting principals at greater risk for exhaustion and major health issues. Even though it has been found that the majority of principals still find their jobs rewarding, chronic stress can make the position unmanageable and ultimately undesirable. Despite the fact that principals are generally high-achieving, well-educated individuals with effective coping skills, changes in recent years have brought many more tasks to the position, challenging their coping abilities.

One survey of 193 principals from 79 counties in Indiana found that the majority were experiencing moderate to high levels of job stress and that it was increasing over time. Those in the urban areas indicated the highest levels of job stress and generally stated that it was due to *task overload*—a state in which they found themselves almost continually. They attributed it to myriad meetings, paperwork, deadlines, reports, plans, testing, and continual budget cuts. The principals in this study reported that they were responsible for an unrealistically large number of duties, increasing the pace and complexity of the job over time, leading to frustration and chronic stress.

STRESS (Cont.)

Dr. Boyland's research suggests that principals need to be provided with some structured support, such as reducing paperwork, adding assistant principals, providing release time for teachers to assist with some tasks, mentoring, more meaningful evaluation procedures, and professional development on time management, communication, problem-solving, and stress management. While her study focused on elementary principals, her findings can certainly be ascribed to those in all management levels in secondary, early childhood, adult, and central office, as well.

When you return to work after the Thanksgiving break, we encourage you to include the strategies listed below into your daily routine. They are twenty of the most common techniques cited as helpful in managing stress and are taken directly from the article in *Current Issues in Education* (December 7, 2011).

1. Regular exercise—even a brisk walk in or outside of the school.
2. Leave work at work—get out of the habit of taking it home with you.
3. Take time to eat during the day—take a break and always keep healthy snacks available and drink plenty of water.
4. Do not dwell on your mistakes—learn from them and move on.
5. Journaling aids in reflection and perspective.
6. Get out of the office and go be with the kids.
7. Network with others—build a support system of other administrators with whom you can talk.
8. Play relaxing or inspirational music in your office.
9. Increase your levels of communication with staff and parents—more communication means fewer problems.
10. Write out tomorrow's "to do" list before you leave each day.
11. Look at the big picture—take one day at a time.
12. Do not make snap decisions—slow down your reaction to an emotional situation.
13. Do not take it personally—it is usually the position, not you, that people are reacting to.
14. Keep your sense of humor.
15. Be optimistic—keep a positive attitude.
16. Hire good staff.
17. Balance your life—family, friends, recreation.
18. Identify something you really enjoy that is healthy and positive for you and do it regularly.
19. Get organized.
20. Take some deep breaths.

2016-2017 STAKEHOLDER FEEDBACK SURVEY (NOVEMBER 1-DECEMBER 16)

The Professional Learning and Leadership Development Branch would like to thank all who have completed the online 2016-2017 Stakeholder Feedback Survey. The survey is still available online for students in grades 3-12 through December 16. Students and employees can access the survey from a school or District site using the following link: <https://survey.lausd.net>. For employees interested in accessing survey resources and monitoring survey progress while not at a District facility, please use

SURVEY (Cont.)

the following link: <https://myapps.lausd.net/surveyadmin>. While the survey is intended to be part of the Educator Development and Support: Teachers (EDST) process, all roster-carrying teachers at school sites (grades 3 and above) have access to the survey.

- Teachers of grades 3-12 may administer the **online survey** to their students between **November 1 and December 16, 2016**.
- Individual reports will be distributed to teachers by March 2017. Results are **confidential and not to be used for evaluation purposes**.

For more information, please contact your [Teaching and Learning Coordinator](#) or **Jolene Chavira**, Professional Learning and Leadership Development, at 213.241.3444.

ENROLLMENT INCREASES IN TEACHER PREPARATION PROGRAMS

According to a report released last month by the California Commission on Teacher Credentialing, the number of students enrolled in teacher preparation programs increased for the first time in thirteen years. The Commission reported a ten percent increase in enrollment statewide in 2014-15 and attributed it, in part, to the \$30 million that was invested in teacher recruitment through higher pay, housing benefits, loan forgiveness, and expedited credentialing options. Recruitment efforts have been more aggressive and scholarships have increased, especially for high-needs areas such as special and bilingual education, math, and science. In addition, those preparing to be teachers are much more diverse than at any previous time, with slightly more than half being nonwhite.

While everyone is heartened by the news of the increase, officials report that it will take a multiyear effort to produce enough quality teachers to relieve the state's shortage. To give some perspective, in the 2001-2002 school year there were nearly 78,000 students enrolled in California's teacher education programs; there were just about 21,000 in 2014-2015. However, due to the implementation of new initiatives, a \$10 million Bechtel Foundation grant, and the federal TEACH grants, officials in the California State University system predict they will have produced enough teachers in five years to eliminate the shortage.

IN MEMORIAM


DR. LULU HISHMEH—Former director of Grants Assistance Unit and Charter Schools Division; administrative consultant in the District Intern Program and Division of Instruction; principal of Rosemont Avenue Elementary School; and assistant principal of Vermont Avenue School. Lu retired from the District on June 30, 1999, and passed away on November 9, 2016. A service will be held at St. Nicholas Antiochian Orthodox Cathedral, 2300 W. 3rd St., Los Angeles, on Thursday, November 17, 2016, from 7:00 p.m. – 9:00 p.m., followed by internment at 11:30 a.m., on Friday, November 18, 2016, at Valhalla Memorial Park Cemetery, 10621 Victory Blvd., North Hollywood. The family requests that donations in her memory be made to the Assistance League of Glendale Scholarship Fund, <http://www.alglendale.org/donate/>.

Associated Administrators of Los Angeles

HISTORY OF THANKSGIVING DAY

The celebration of Thanksgiving in the United States traces back to the early colonial days when the Pilgrims gave thanks for the harvest. What began as a religious celebration has largely become a secular event in the country. **George Washington** proclaimed the first nationwide Thanksgiving celebration in America on November 26, 1789. **Abraham Lincoln** designated in 1863 by presidential proclamation that it be celebrated by all states on the last Thursday of November. On December 26, 1941, President **Franklin D. Roosevelt** signed a joint resolution of Congress changing the national Thanksgiving Day from the last Thursday in November to the fourth Thursday.

CALENDAR

EVENT	DATE	CONTACT
NOVEMBER IS ALZHEIMER'S AWARENESS AND AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH		
DACE Administrators' Meeting at East L.A. Skills Center	November 18, 2016 8:00 a.m. – 12:00 p.m.	Dr. Clif DeCordoba , cdecordo@lausd.net
CCAIE Fall Awards Dinner	November 18, 2016 5:00 p.m. – 8:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205, or sramir1@lausd.net
Thanksgiving Break AAALA Office Closed	November 21-25, 2016	
Thanksgiving Day	November 24, 2016	
DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH AS DESIGNATED BY THE UNITED NATIONS GENERAL ASSEMBLY		
WORLD AIDS DAY	December 1, 2016	
CalSTRS Pre-Retirement Workshop at Polytechnic HS MPR	December 1, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
AAALA Representative Assembly Meeting	December 1, 2016 4:30 p.m.	Gema Pivaral , 213.484.2226
National Special Education Day	December 2, 2016	
AAPA Educational Conference	December 2 – 4, 2016	May Arakaki , may_arakaki@yahoo.com
DACE Administrators' Meeting at East L.A. Skills Center	December 2, 2016 8:00 a.m. – 12:00 p.m.	Dr. Clif DeCordoba , cdecordo@lausd.net
CMAA Winter Social at Monterey Hill Restaurant	December 2, 2016 5:00 p.m.	Yumi Kawasaki , 323.568.5528 or jyk2204@lausd.net
Event for Early Ed. and Elementary Administrators at the California Science Center	December 7, 2016 5:00 p.m. – 7:00 p.m.	Cathy Vacca , 213.484.2226

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
CalSTRS Pre-Retirement Workshop at Ramona ES Auditorium	December 8, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
Winter Recess	December 19, 2016 – January 6, 2017	
Winter Solstice – Longest day of the year in the northern hemisphere	December 21, 2016	
AAALA Office Closed	December 19, 2016 – January 2, 2017	
New Year's Day	January 1, 2017	
New Year's Day Observed (Rose Parade and Game)	January 2, 2017	

ADVANCE YOUR CAREER WITH AN ED.D. IN EDUCATIONAL LEADERSHIP FOR SOCIAL JUSTICE FROM LOYOLA MARYMOUNT UNIVERSITY'S SCHOOL OF EDUCATION

As the highest level practitioner degree program in education, the LMU Ed.D. program prepares superintendents, principals, policymakers, and leaders of nonprofit and community organizations to drive socially-just change and make a difference in schools and communities. LMU's innovative 3-year program is designed for working professionals and is distinguished by its emphasis on social justice and the integration of theory and practice. LMU doctoral students set their own research agendas focused on social justice issues important to them and relevant to the real world of schools and communities. All doctoral students benefit from generous scholarship support and individualized attention from LMU faculty and staff.

Take the first step toward becoming a transformative leader for social justice. Attend an information session at Loyola Marymount University or join us virtually for an online information session. Get more information and RSVP at <http://soe.lmu.edu/doctoralinfo>.

Apply online by January 25, 2017. Questions? Contact the LMU Doctoral Center at 310.338.7449 or doctoral@lmu.edu.



Associated Administrators of Los Angeles

POSITIONS AVAILABLE

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/1125> (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, NON-SCHOOL-BASED

COORDINATOR, MY STUDENT INFORMATION SYSTEM (MiSiS)

Information Technology Division, MST 40G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Youssef Elias**, Coordinator, at 213.241.1635. Application deadline is 5:00 p.m., Monday, December 5, 2016.

CLASSIFIED

UPCOMING JOB OPENINGS

- **Program Analyst, Oracle, Information Technology Division, \$76,500 - \$95,300**
- **Senior Program Analyst, Oracle, Information Technology Division, \$86,400 - \$107,600**
- **Fiscal Services Manager, Accounting, \$89,944 - \$111,652**
- **Director, School Information Management, Information Technology Division, \$114,900 - \$142,300**
- **Director of IT, Software Project Management, Information Technology Division, \$114,900 - \$142,350**

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL OPERATIONS, ADULT</i> MST 38G, B Basis	Huntington Park (Slawson) CAS, DACE	Alonzo Cienfuegos , Coordinator, 213.241.4953	5:00 p.m. Monday November 21, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	Curtiss MS, Local District South	Veronica Aragon , Director, 310.354.3400	4:00 p.m. Tuesday November 22, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 38G, B Basis	Central Continuation HS/Tri-C CDS, Local District Central	Georgia Ann Lazo , Director, 213.241.0126	5:00 p.m. Tuesday November 22, 2016

Associated Administrators of Los Angeles

CERTIFICATED POSITION	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, DISTRICT INTERN PROGRAM (Special Education Emphasis)</i> MST 38G, A Basis	Human Resources Division	Erika Dodge , 213.241.5466 or emd8614@lausd.net	5:00 p.m. Wednesday November 30, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>IT SECURITY MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	Friday November 25, 2016
<i>NETWORK CONFIGURATION ADMINISTRATOR</i> \$84,000 - \$105,600, 12-month position	Information Technology Division	Click HERE	Wednesday November 30, 2016
<i>DIRECTOR OF RESEARCH AND DATA ANALYSIS</i> \$94,000 - \$119,200, 12-month position	Office of the Board of Education	Click HERE	When Filled
<i>DATABASE ADMINISTRATOR</i> \$101,100 - \$125,200, 12-month position	Information Technology Division	Click HERE	When Filled
<i>CENTRAL BUSINESS ADVISOR</i> \$114,919 - \$142,350, 12-month position	Charter Schools Division	Click HERE	When Filled
<i>COORDINATOR OF CIVIC ENGAGEMENT</i> \$114,000 - \$142,000, 12-month position	Office of the Superintendent	Click HERE	When Filled
<i>CHIEF HUMAN RESOURCES OFFICER</i> \$172,884 - \$215,388, 12-month position	Human Resources Division	Deborah Jansen , 213.241.5449, deborah.jansen@lausd.net , or click HERE	When Filled